Equity by Design Methodology

Phase I
1. Initial EbD Planning & Assessing Readiness
   - Campus Coalition
   - Understand Key Principles
   - Institutional Readiness

2. Initiating EbD Engaging Stakeholders & Capacity Building
   - Engaging Stakeholders
   - Determine Direction & Expectations
   - Capacity Building

Phase II
3. Implementation: Adapting EbD to Campus Context & Focus Areas
   - Initial Focus Areas
   - Stakeholder Engagement
   - Capacity Building & Address Challenges

4. Data Disaggregation & Equity Gaps
   - Evaluate Data & Equity Gaps
   - Data Capacity Building
   - Refine Areas of Focus

Phase III
5. Equity Minded Inquiry
   - Develop Inquiry Structures, Activities, & Processes
   - Identifying Opportunities for Change

6. Creating & Anchoring Change
   - Considerations for Enacting Change
   - Specific Action Steps

7. Assess Impact on Equity Gaps
   - Feasibility of Closing Equity Gaps

Phase I:
- Initiating EbD Engaging Stakeholders & Capacity Building

Phase II:
- Implementation: Adapting EbD to Campus Context & Focus Areas

Phase III:
- Equity Minded Inquiry
- Creating & Anchoring Change
- Assess Impact on Equity Gaps

Develop Inquiry Structures, Activities, & Processes
Identifying Opportunities for Change

Initial Focus Areas
Stakeholder Engagement
Capacity Building & Address Challenges
Evaluate Data & Equity Gaps
Data Capacity Building
Refine Areas of Focus
Feasibility of Closing Equity Gaps
Considerations for Enacting Change
Specific Action Steps
Assess Impact on Equity Gaps

Campus Coalition
Understand Key Principles
Institutional Readiness
Engaging Stakeholders
Determine Direction & Expectations
Capacity Building
Initial Focus Areas
Stakeholder Engagement
Capacity Building & Address Challenges
Evaluate Data & Equity Gaps
Data Capacity Building
Refine Areas of Focus
Equity by Design Roadmap

**Phase I**
- **STEP 1**
  - Initial EbD Planning & Assessing Readiness
    - Assembling a campus guiding coalition
    - Institution Leaders Understand EbD Principles & Assess Readiness
    - Assess Stakeholder Readiness for EbD & Equity Work

**Phase II**
- **STEP 2**
  - Initiating EbD Engaging Stakeholders & Capacity Building
    - Team Reviews Membership & Directions
    - EbD Training, Review Toolkit, & Equity-Minded Activities
    - Capacity Building for Campus Team
    - Reevaluate EbD goals & objectives
    - Communicate w/ campus constituents

**Phase III**
- **STEP 3**
  - Implementation: Adapting EbD to Campus Context & Focus Areas
    - Select Initial Focus Areas
    - Stakeholder Engagement
    - Demonstrate support for EbD work
    - Capacity Building
    - Continue to assess and address challenges

- **STEP 4**
  - Data Disaggregation & Equity Gaps
    - Partner with IR-IE to Disaggregate Data
    - Initial look at Equity Gaps
    - Capacity Building for working w/ data
    - Reevaluate focus areas in collaboration w/ stakeholders
    - Develop Equity Minded Inquiry
    - Identify challenges & considerations

- **STEP 5**
  - Equity Minded Inquiry
    - Campus Equity Minded Inquiry Efforts
    - Establish Academic Affairs EbD implementation options
    - Equity-minded inquiry capacity building for practitioners
    - Continuous improvement tool
    - Demystifying EbD data
    - Logic models
    - Faculty driven race conscious inquiry

- **STEP 6**
  - Creating & Anchoring Change
    - EbD Data to Actions—in closing academic equity gaps
    - Evaluate curriculum impact on equity gaps
    - Determine resource levels to close equity gaps
    - Establish specific action steps faculty will take to close equity gaps

- **STEP 7**
  - Assess Impact on Equity Gaps
    - Develop plan for assessing impact of changes on equity outcomes.
    - Determine feasibility to fully close equity gaps by 2030.