Equity by Design – September 2021
System Wide Training & Kickoff

Office of Equity and Inclusion
Agenda

• Opening & Welcome................................. 9:30 – 9:40am
• Equity by Design: An Overview.............. 9:40 – 10:25am
• Break ....................................................... 10:25 – 10:30am
• Year 2 Outline & Updates....................... 10:30 – 10:45am
• Campus Team Time............................... 10:45 – 11:15am
• NED Update............................................. 11:15 – 11:20am
• Closing & Next Steps............................. 11:20 – 11:30am
Opening & Reflection

Office of Equity & Inclusion Team
Bear in mind...

• Equity is about realizing success for all students. Also, intently addressing disparate outcomes for underserved & marginalized students.
• Equity is not realized over overnight.
• Equity is not accomplished by one person, we all impact equity.
• This work is truly a journey.
• Equity work is not easy.
• The work & progress will not always be linear.
• You are not going at it alone.
• Collaboration & partnering is key to a path forward.
Equity by Design: An Overview

“The paradox of education is precisely this – that as one begins to become conscious one begins to examine the society in which he is being educated.”

James Baldwin
Poll

Can your college or university impact equity?
Setting the Stage

• Team Transitions
• Refocus and Reenergize
• Reflecting on the work ahead
Building Common Language
Importance of Shared Language

- Varying definitions & views lead to misunderstandings or divergent objectives
- Important process/step to becoming equity-minded
- Not just definitions
- Informs how campus team/partners views and understand equity & inclusion
- Terms are not static & evolving vernacular
- Comfort, blind spots, & growth
Important Terms to Understand

- Equity
- Color-Conscious
- Deficit-Minded
- Equity-Minded
**Equity** is the proportional distribution of desirable outcomes across groups. Sometimes confused with equality, equity refers to outcomes while equality connotes equal treatment. Where individuals or groups are dissimilarly situated, equal treatment may be insufficient for, or even detrimental to, equitable outcomes.

*More directly, equity is when an individual’s race, gender, socio-economic status, sexual orientation, etc. do not determine their educational, economic, social, or political opportunities.*
Deficit-Minded vs. Equity-Minded

**Deficit-Minded**: A perspective that views racial disparities in student *performance* as function of the student’s lack of preparation to learn or due to shortcomings/deficiencies.

- *Students don’t come here prepared.*
- *They read assignments but don’t understand them.*
- *Their English language skills are lacking.*
- *They are not motivated.*
- *They come from a place which doesn’t value education.*
- *They don’t know how to take notes.*
Deficit-Minded vs. Equity-Minded

**Equity-Minded**: A perspective which emphasizes the consideration of how racial disparity patterns in student outcomes are shaped by or contributed to by our institutions and structures.

- Focuses achieving racial proportionality in all educational outcomes.
- Focuses on realizing parity in student success.
- Asks us to consider what is about our practices that benefit white students more so than BIPOC students?
- Assessing whiteness at the institutional and practice levels.
Color-Conscious

• Color-blind
  • “I don’t see race.”
  • “I don’t care if someone is Black, Brown, Yellow, Purple, or Blue... I treat them all the same.”
  • “I see one race – the human race.”

• Affirmations, experiences, identity

• Racialized patterns and impacts
Equity by Design Methodology
EbD an Overview

EbD is a strategy, framework, and methodology for revealing and examining differences in the outcomes and experiences for our students, in effort to determine how disparities can be eliminated. The approach can be adapted and applied to a wide range of facets of student outcomes and experiences, as well as those of employees. Equity by Design is a data informed methodology for critically examining how changes to policies, practices, processes, and pedagogy can assist our colleges, universities, and system to become more equitable and student ready institutions.
“How can we do better?”

- Shift from student deficit approaches to equity minded approaches.
- Requires us to focus on the “we” aspect of how equity gaps are shaped.
Foundational Elements

• Leadership buy-in & support
• Campus Lead(s)
• Faculty Lead(s) / Liaison(s)
• IR / IE partnership
• Equity & Inclusion partnership
• Resourcing
• Understanding campus preparedness/readiness
Equity by Design Methodology

**Initial EbD Planning & Assessing Readiness**
- Campus Coalition
- Understand Key Principles
- Institutional Readiness

**Initiating EbD Engaging Stakeholders & Capacity Building**
- Engaging Stakeholders
- Determine Direction & Expectations
- Capacity Building

**Implementation: Adapting EbD to Campus Context & Focus Areas**
- Initial Focus Areas
- Stakeholder Engagement
- Capacity Building & Address Challenges

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

**Assess Impact on Equity Gaps**
- Feasibility of Closing Equity Gaps

**Creating & Anchoring Change**
- Considerations for Enacting Change
- Specific Action Steps

**Equity Minded Inquiry**
- Develop Inquiry Structures, Activities, & Processes
- Identifying Opportunities for Change

**Phase I**

**Phase II**

**Phase III**
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

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 II

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

Phase III

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.
Dialogue / Q & A

Options:
- Unmute
- Raise your hand
- Type questions in the chat
BREAK!
2021 – 2022 Outline & Updates
Lessons Learned

• Different starting points, places, & paces
• EbD Teams need more clarity about their role & directions
• Need for more consistency & alignment in support
• Having the foundational pieces in place is key
• Faculty engagement is critical
• EbD can support & enhance existing equity efforts
Updates

- Further inform campus teams ability to establish & implement EbD
- Developing resources & tools
- Coordinating efforts & collaborations with System Office partners
- Expand EbD to Student Affairs & Strategic Enrollment Management
- Forging partnerships with campus stakeholders
- Assessing accomplishments & highlighting successful approaches
Year 2 EbD Campus Progress

**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

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*Creating & Anchoring Change*
- EbD Data to Actions—in closing academic equity gaps
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Year 2 EbD Training Outline

**September, 2021:** EbD Kickoff

**October, 2021:** OEI Competency Series – *Data Literacy & Equity Strategies*

**November, 2021:** EbD Campus Team Training – *Applying data to equity-minded inquiry*

**Spring 2022:** EbD Campus Team & Team Leads Training  
Equity-oriented NED Offerings
Campus Team Time
Reflect on the following questions...

Teams in early stages of the EbD process/cycle – getting underway:

1. What are your campus effort’s or EbD Team’s greatest challenges for implementing EbD?
   For your consideration:
   • Are fundamental pieces in place to pursue EbD?
   • Support for the work and efforts.
   • Clarity about Team structure and leads.
   • Relationships/rapport established to move the work forward.
   • How can you work to address challenges and move forward?

2. Do you want or need a more prescribed guidance in the EbD process?

3. What is your meeting cadence?
   • Establishing consistent engagement at campus level is key to pursuing EbD.

Teams further in the EbD process or established efforts:

1. What are some key aims and goals for your EbD efforts this year?
   For your consideration:
   • Further clarify goals and understanding of EbD
   • Expansion to more disciplines and faculty
   • Further equity minded inquiry and professional development
   • Implement changes and monitor impact

2. Are there challenges you need to navigate/overcome?
   What does it look like to address the challenges?

3. What is your meeting cadence?
   • Establishing consistent engagement at campus level is key to pursuing EbD.
Discussion & Reflection
Network for Educational Development (NED)

Catherine Ford, EdD

Program Director for Educational Development
Upcoming Dates & Other Opportunities

**OEI Competency Series – Register via ELM**
- September 29, 2021: (1:00-2:30pm) – *Critical Directions for Equity Professional Development*
- October 28, 2021: (9:00-10:30am) – *Data Literacy & Equity Strategies*
  
  *(ELM Class Code: E260000CLR0035)*
- November 29, 2021: (1:00-2:30pm) – *Minnesota State Equity Scorecard: Overview & Future Direction*
  
  *(ELM Class Code: E260000CLR0036)*

**November EbD Training – Registration Required**
- November 22, 2021: (1:00-4:00pm)
- Link to Register:
  
  https://minnstate.zoom.us/meeting/register/tJEkcuGorT4tHtcAwVkJxroehg_kUDTsvya
## Upcoming Dates & Training Opportunities

### Network for Educational Development: Webinars

**Fall 2021 NED Webinars**

All webinars are free and are hosted by faculty and staff from across Minnesota State. Webinars typically last 60-90 minutes. Registration required. Find recordings and resources from past webinars.

<table>
<thead>
<tr>
<th>Topic</th>
<th>Date</th>
<th>Time</th>
<th>Register Link</th>
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<tbody>
<tr>
<td>Designing Your Course for Student Learning</td>
<td>August 27</td>
<td>9:00 - 10:00 AM</td>
<td>Register</td>
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<tr>
<td>Manage Course Dates on a Single Screen</td>
<td>September 8</td>
<td>10:00 - 11:00 AM</td>
<td>Register</td>
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<tr>
<td>Encouraging Student/Teacher Communication with Private Discussions</td>
<td>September 8</td>
<td>11:00 AM - 12:00 PM</td>
<td>Register</td>
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<tr>
<td>Securing Your Online Zoom Session</td>
<td>September 9</td>
<td>2:30 - 3:30 PM</td>
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<tr>
<td>Leveraging the Groups tool for greater student interaction</td>
<td>September 9</td>
<td>2:30 - 3:30 PM</td>
<td>Register</td>
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<tr>
<td>Create Rubrics to Evaluate Student Work</td>
<td>September 12</td>
<td>12:00 AM - 1:00 PM</td>
<td>Register</td>
</tr>
<tr>
<td>Open Education Network Webinar</td>
<td>September 15</td>
<td>2:00 - 4:00 PM</td>
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<tr>
<td>Using Existing Rubrics to Save Time Evaluating Student Work</td>
<td>September 21</td>
<td>11:00 AM - 12:00 PM</td>
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<tr>
<td>Conversations with Colleagues: September</td>
<td>September 21</td>
<td>12:00 PM - 1:00 PM</td>
<td>Register</td>
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<tr>
<td>Is Time an issue? Finding Accessible Materials</td>
<td>September 28</td>
<td>10:00 - 11:00 AM</td>
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<tr>
<td>Designing Your Course for Student Learning</td>
<td>September 28</td>
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<tr>
<td>OER FAQ: September</td>
<td>September 28</td>
<td>12:00 AM - 1:00 PM</td>
<td>Register</td>
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<tr>
<td>Creating an Inviting Digital Learning Space with Zoom</td>
<td>September 28</td>
<td>12:00 AM - 1:00 PM</td>
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<tr>
<td>Universal Design for Learning: Quick Tips to Enhance Learning Experiences</td>
<td>October 12</td>
<td>10:00 - 11:00 AM</td>
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<td>OER Community Conversations: October</td>
<td>October 12</td>
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<tr>
<td>Conversations with Colleagues: October</td>
<td>October 19</td>
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<td>Universal Design for Learning: Quick Tips to Enhance Learning Experiences</td>
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<td>Working in Pressbooks: Adding OER Materials</td>
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<td>OER FAQ: November</td>
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<td>OER Community Conversations: December</td>
<td>December 19</td>
<td>3:00 - 4:00 PM</td>
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Browse the NED Event Calendar throughout the year to find additional webinar opportunities.

### Network for Educational Development: Fall 2021 Faculty Development Offerings

<table>
<thead>
<tr>
<th>Date</th>
<th>Short Courses</th>
<th>Theme</th>
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<tbody>
<tr>
<td>8/30 - 9/19</td>
<td>Equity 101</td>
<td>Academic Equity</td>
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<tr>
<td>9/7 - 9/26</td>
<td>Aligning Instructional Strategies with Zoom</td>
<td>Academic Technologies</td>
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<tr>
<td>9/13 - 10/3</td>
<td>Designing Your Course for Student Learning</td>
<td>Foundations</td>
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<tr>
<td>9/13 - 10/3</td>
<td>Improving Instructor-to-Student Interaction</td>
<td>Academic Technologies</td>
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<td>9/27 - 10/17</td>
<td>Culturally Responsive Pedagogy*</td>
<td>Academic Equity</td>
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<td>9/27 - 10/17</td>
<td>Integrating Retrieval Practice</td>
<td>Special Topics</td>
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<td>10/4 - 10/22</td>
<td>Manage Course Dates to Improve Student Engagement</td>
<td>Academic Technologies</td>
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<td>10/11 - 10/31</td>
<td>Equity 101</td>
<td>Academic Equity</td>
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<td>10/25 - 11/14</td>
<td>Humanizing Your Online Course</td>
<td>Foundations</td>
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<td>10/25 - 11/14</td>
<td>Creating Accessible Course Documents</td>
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<td>11/1 - 11/21</td>
<td>Equity and Technology*</td>
<td>Academic Equity</td>
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<tr>
<td>11/22 - 12/12</td>
<td>Anti-Racist Pedagogy*</td>
<td>Academic Equity</td>
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<tr>
<td>11/22 - 12/12</td>
<td>Equity 101 for Deans</td>
<td>Academic Equity</td>
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*Equity 101 prerequisite course required.
Equity by Design:
A Guide for Campus Communication

Creating a History Map: Equity in Context

1. Where was your campus founded?
2. What significant events have shaped diversity and equity on your campus?
3. What frameworks and groups have worked on equity and related issues?
4. What have been the outcomes/results of these efforts?
5. What barriers to equity does your campus face?
6. What are the challenges on your campus, now, existing to improving equity?

As a group, prepare to report out any important insights or questions this activity has raised.
Thank you for your dedication & commitment!