



Equity Framework

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Success

Central factors

Policy and Structures

BPs and APs
Organizational charts
Governance structures

Practice

Decision-making
processes
Teaching practices

Culture

Stated and unstated
values



Peripheral factors

Context and history

Community context
State legislation
College-specific history

Relationships and power

Formal and informal
relationships
Power dynamics

Mental models

Growth vs. deficit
mindset
Cultural humility
Implicit bias

How can we use this model?

The model can help us name visible and hidden equity issues.

The model addresses structural, behavioral, interpersonal, and cognitive factors.

The model allows us to organize our various equity efforts and identify where gaps exist.

The model enables various approaches to equity work to coexist in a cohesive way.



A word cloud of university-related terms. The words are arranged in a non-linear fashion, with varying font sizes and colors. The largest word is 'campus_climate_survey' in blue. Other prominent words include 'equity_in_hiring' in blue, 'student_onboarding' in teal, and 'cultural_curriculum_audit' in purple. Smaller words include 'professional_development', 'employee_affinity_groups', 'equity_audits', 'umoja', 'caring_campus', 'land_acknowledgement', 'student_equity_and_achievement', and 'probation_and_dismissal'.

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Thank you!

Any questions?
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