

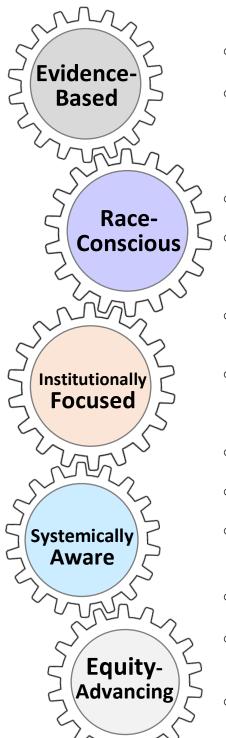
Worksheet: Embedding Equity-Mindedness

Choose one of the following
☐ The policy for
☐ The day-to-day practice of
☐ My own mindset
\Box The mindsets of the faculty or staff in my department/office
and note possible strategies for embedding equity-mindedness:
Evidence- Based
Winny
Race-Conscious
5 Trans
Focused
STATE OF THE PARTY
Systemically Aware
Equity- Advancing



Embedding Equity-Mindedness

Embed equity-mindedness in policies, practices, and mindsets by:



- Building processes to regularly collect and review student outcome data disaggregated by race/ethnicity
- Building processes in which faculty and staff regularly conduct inquiry and self-assessment (e.g., observations, document reviews, surveys, etc.) to better understand the impact and effectiveness of day-to-day practices on racially minoritized students
- Paying attention to whether or not racially minoritized students are participating, feel welcome, and succeed
- o Encouraging and teaching race-consciousness practices. Training and building it into hiring and evaluation guidelines
- o Replacing deficit-mindedness (a focus that holds students solely responsible for outcomes) with an equity-minded institutional focus (a critically race-conscious focus on the institution's actions)
- Embedding inquiry and self-assessment as an ongoing strategy for improving practice, rather than only relying on interventions intended to "fix the student"
- Holding in-services or bag lunches to learn about how structural racism impacts students
- Monitoring whether policies or practices disproportionately impact some racial/ethnic groups
- o Making changes to mitigate disproportionate impact
- Setting goals to close equity gaps and collect data to monitor progress toward closing them
- Reaching out to racially minoritized students and showing them they are welcome and their success matters, and providing resources as appropriate
- Communicating to the greater campus about equity gaps, inquiry findings, and actions to address gaps