Equity Mindedness

1. Scope

* 2018 entering class most academically prepared
* Policy drives both of these
* Outside influencers can be a challenge
* Building safe space to open up
* Encourage action
* Focusing on FT; what about returning?
* Narrow or expand?
  + Expand
* Control interactions
* Under resourced students
  + Time
  + Money
  + Support

1. Data needed

* No central view of student data
* Interventions before the “end”
* Prevention and intervention
* Demands grow throughout semester
  + Life adds stress
  + Can be too much for some students
* Need student participation
  + Strategically approach students
  + Indenture ?
  + Self-selection bias
    - “better off” students can afford to go and network
* Self-assessment of Departments and programs
  + Make areas less hostile
  + What is going right
* Empathy in programs; really care about students
  + Trust that you care
* Data about how comfortable staff are with helping with issues and not referring
* Bias incident reporting
* “Are you ready to go to college?”
  + Full time?
  + 4 yr. push can be a wrong fit
  + Degree vs. divorce

1. Who needs to be involved?

* Leadership
  + Decision makers in unit
  + Director, dean, chairs
  + Students – broad representation
  + Faculty
    - Relating to students
  + Central administration
    - Champion
    - Allow disruption
  + People who have been around for a while
  + Those that are new to the organization
  + Disruption in the faculty reward system to align w/ goals
  + These are some initiatives at IUPUI
    - Need more institutional support
  + Gateway faculty
    - Transformative education COP
  + High school councilors

1. Tent. Approach/plan

* Individual/responsibility
  + “be the change”
* Recognize our own biases
* Awareness, reflection, intentionality, independence
* Inventory of what is happening on campus to work on this issue
* Group reflection