Equity-Minded Leadership & Decision-Making

CASI Learning Community Convening
Florida Philanthropic Network
Tampa, FL October 10, 2018

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PennState
Estela Mara Bensimon, Professor and Director, USC Center for Urban Education
Laying the Groundwork.
Align the Equity Scorecard with existing campus efforts and identify faculty, staff, and administrators to lead the work.

Defining the Problem.
Identify equity gaps in educational outcomes using tools that make the data real and actionable, and conduct inquiry by asking additional questions.

Assessing interventions.
Inquire into instructional and academic support practices around identified focus areas and gaps.

Implementing Solutions.
Make purposeful changes based on the results of systemic inquiry, setting goals for improved equity and effectiveness.

Evaluating Results.
Evaluate the effectiveness of changes and creating long term plans to reach equity goals.
Bringing Accountability to Life

How Savvy Data Users Find the “Actionable N” to Improve Equity and Sustainability in Higher Education
It's on the syllabus.
EQUITY-MINDED SYLLABUS REVIEW

TO CALCULATE YOUR COURSE AVERAGE:
CA = 0.1x HW + 0.1x(E1+E2+E3+E4+E5+E6)+0.2xFE

"NO, NO, NO WRONG AGAIN!"
Three Views on Equity

Justice as...

Fairness

Care

Transformation
Justice as Transformation
Justice as Transformation

Strategies based in experimentation and transformation, trying something new, developing expertise and “know how.”

Involves doing. Invokes behaviors, learning through doing, crafting, deconstructing, producing, and reproducing.
Faculty Collaborative for Equity Leadership

Alicia Dowd  Liliana Garces  Royel Johnson
Karen Paulson  Leticia Oseguera  LaWanda Ward
I was able to “gain a higher-level understanding of how all the changes, forces, strategies, and human elements in higher education are all interrelated.”

“My experience at the Penn State Academic Leadership Academy was money and time well spent. [I feel] ...better equipped to meet...challenges and move my people towards positive change.”

Testimonials from Participants

“A solid investment”

“An excellent opportunity”

“Gave me the necessary confidence and know-how”

“High-caliber”
Thank you!

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