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