

What is equity-minded competence?

According to the [Center for Urban Education](#), the term “Equity-Mindedness” refers to “the perspective or mode of thinking exhibited by practitioners who call attention to patterns of inequity in student outcomes. These practitioners are willing to take personal and institutional responsibility for the success of their students, and critically reassess their own practices. It also requires that practitioners are race-conscious and aware of the social and historical context of exclusionary practices in American Higher Education.” Equity-minded competence is developed when you:

- Become aware of racial identity
- Use disaggregated data to identify inequitable racial and ethnic outcomes
- Reflect on racial and ethnic consequences of practices
- Exercise agency to produce racial and ethnic equity
- View the classroom as a racialized space and self-monitor interactions with students of color

Resources

[Taking Equity-Minded Action to Close Equity Gaps](#)

In this article for the [Association of American Colleges and Universities \(AAC&U\)](#) Office of Diversity, Equity, and Student Success, Lindsey Malcom-Piqueux shares the reasons why policymakers and institutional leaders are “increasingly recogniz[ing] the urgent need to focus their efforts and resources on creating equity in higher education.” To close the equity gaps, we must understand what causes inequities.

[Committing to Equity: A Catalyst for Institutional Transformation](#)

This AAC&U article by Bolton, Felton, Fine, Gavin, Jackson, and Morse highlights the critical importance of developing and implementing a strategic planning process and action plan that focuses the institution by incorporating an equity lens to improve programs, courses, and practices in higher education.

[Developing Agency for Equity-Minded Change](#)

This article in *New Directions for Community Colleges* describes the implementation of a process to help develop equity mindedness in colleges and universities using the Center for Urban Education’s [Equity Scorecard](#). The Community College of Aurora in Colorado is used as an exemplar in the development of “agency for equity-minded change among institutional actors.”