

How can I actively engage in equity minded work?

Engaging in equity-minded work occurs at the personal, professional, and organizational level. You get to choose how to become a lifelong equity-minded learner and equity advocate. Your personal equity practice requires ongoing reflection of your sphere of influence and positionality.

- Participate in trainings and conferences will expand and enhance your equity mindset and practice.
- Find ways to exercise agency to produce equity in courses, programs, policies, and practices and engage others in the work.
- At the university and school level, use disaggregated data to inform your understanding of racial and gender inequities.
- Create practical strategies to initiate institutional change that will cultivate best practices, improve outcomes for students, faculty, and staff, and close the equity gaps.
- Build a network of equity-minded practitioners to learn more about what they are doing, what works on their campuses and within their school environment, and what we could do better to close the equity gap.

Resources

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

The [Association of American Colleges and Universities \(AAC&U\)](#) describes five key principles of equity-minded action: race consciousness, awareness of the systemic nature of inequities, sense of responsibility, reliance on evidence, and action to eliminate inequities.

[A Data-Informed Approach to Advancing Equity](#)

This AAC&U research-based article by Michaud, Bowen, Oh, and Adams emphasizes the importance of using data to examine opportunity gaps, engaging campus stakeholders in all areas and levels to assess gaps in student achievement, and examining progress over time.

[What Works for Latino Students in Higher Education](#)

[Excelencia in Education](#) compiles an annual compendium of evidence-based practices that accelerate Latino student success in higher education. The programs are responsive to the strengths and opportunities their students face in preparing for, persisting in, and completing a college education. They are increasing Latino student success through scholarships, undergraduate research opportunities, pathways to guide students, mentoring, and culturally responsive programming.

Resources for Professional Development in Equity-minded Practice

Training Opportunities and National Conferences

[Center for Urban Education](#)

[USC Race & Equity Center](#)

[Excelencia in Education](#)

[Association of American Colleges and Universities](#)

[National Conference on Race and Ethnicity in American Higher Education](#)

[National Association of Diversity Officers in Higher Education](#)

[Government Alliance on Race and Equity](#)

Recommended Readings

[*A Strategic Racial Equity Framework*](#), by Liliana M. Garces and Cynthia Gordon da Cruz

[*Becoming Hispanic-Serving Institutions: Opportunities for Colleges and Universities*](#), by Gina Ann Garcia

[*Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do*](#), by Jennifer Eberhardt

[*Confronting Equity Issues on Campus: Implementing the Equity Scorecard in Theory and Practice*](#), by Estela Mara Bensimon and Lindsey Malcom

[*Diversity's Promise for Higher Education: Making It Work*](#), by Daryl G. Smith

[*Engaging the "Race Question": Accountability and Equity in U.S. Higher Education*](#), by Alicia C. Dowd and Estela Mara Bensimon

[*Equity-minded faculty development: An intersectional identity-conscious community of practice model for faculty learning*](#) by Kimberly A. Costino

[*Expanding Opportunity in Higher Education: Leveraging Promise*](#), by Patricia Gandara

[*How to Be an Antiracist*](#), by Ibram X. Kendi

[*On Being Included: Racism and Diversity in Institutional Life*](#), by Sara Ahmed

[*Pointless Diversity Training: Unconscious Bias, New Racism, and Agency*](#), by Mike Noon

[*The Multidimensional Problems of Educational Inequality Require Multidimensional Solutions*](#), by Prudence L. Carter

Recommended Multimedia Sources

TED Talk: [Mary Basset: Why your doctor should care about social justice](#)

TED Talk: [Dr. Atyia Martin, Rethinking diversity: Why we need equity to stop oppression](#)

TED Talk: [Ebony Green, From Empathy to Equity: The ebb and flow of reciprocal leadership](#)

Website: [What is Diversity, Equity, and Inclusion?](#)

Podcast: [Harvard EdCast Podcast Series](#)