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## Equity & Student Learning Outcomes

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## Equity Defined

- Parity in the outcomes of students and employees, regardless of characteristics or background.
- Are there differences in the outcomes and experiences between groups?



## Why does equity matter to us?

- Society is diversifying
- Priority for Minnesota State – Equity 2030
- Moral imperative
- Vitality of institutions

### **There is more to it:**

- Speaks to our desires & strengths as educators
- Professional growth & better teachers
- Improve student success
- Realizing our mission as educators & higher-ed professionals
- Longevity of programs, departments, & disciplines



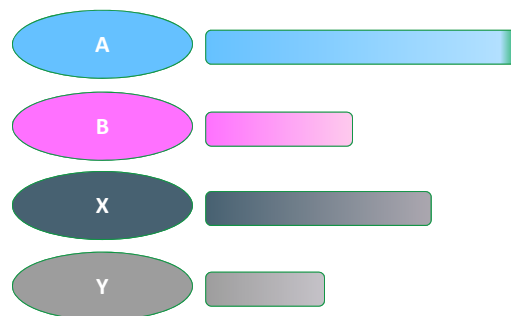
## Why are data and assessment important for equity?

- Help reveals & elucidate disparities in outcomes
- Helps us tell a story about what is happening with our students
- Makes equity gaps visible
- Prompts us to ask “how can we make things better?”
- Gauge efficacy & improvement

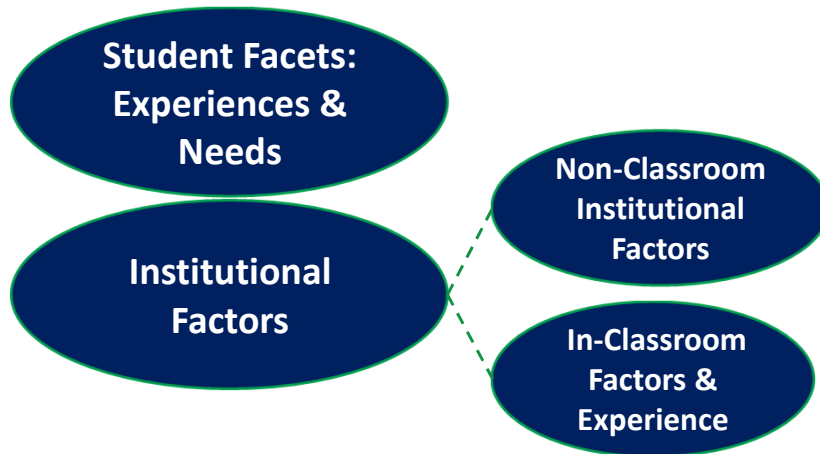


*How do our institutions shape and contribute to the gaps?*

Disaggregate Data



## Factors shaping the gaps?



## On Institution's & Our End

- Disparities in learning outcomes encourages us to ask how our practices, processes, policies, pedagogy & curriculum shape equity gaps?
- Better for learning of some students than others?
- What can we do in the classroom and outside of the classroom?
- Shift away from student deficit approaches

## Pursuing Equity

- Takes time & does not happen overnight
- Becoming equity minded is a journey
- Many colleagues will be uncomfortable
- Take time to consider how we are shaping disparate outcomes before jumping to solutions
- This work is challenging
- Missteps will happen
- No one way to becoming equity minded

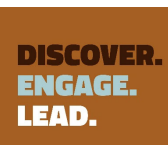


## Equity

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## Seek to & Remember to:

- Engage the issues
- Work collaborative
- Establish common ground
- Build positive rapport & good will
- Create environments & spaces to talk openly
- Learn from each other
- Ask tough questions of yourself
- Ask tough questions of your colleagues
- Be vulnerable & open



**Questions & Discussion**  
**Thank you!**