

Bending Toward Justice: Centering **Equity** in Our Student Success Work

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 @DTK1911



AN OVERVIEW

- Inviting You In: Who Am I?
- What Is It that I do?
 - A Quick Bit about the UIA
- Defining Equity
- Connecting Equity to Student Success
- What's Required of Us?
- Questions

WHO AM I?

Son
Illinoisan by Birth
Uncle of 12
Administrator
Black
~5'11"
Gay
Homeowner
A First-Generation...

- College Student (**Titan**)
- Graduate Student (**Hoosier**)
- PhD Student (**Buckeye**)

Ohioan by Choice
Brother
Male
Christian



UNIVERSITY
INNOVATION
ALLIANCE



When Universities
Collaborate,
Students Win

11 Universities

Intentional **Collaboration**

Scaling Innovation
in Student Success

~120,000 more graduates

29.6% more **low-income**
bachelors graduates

UNIVERSITY INNOVATION ALLIANCE



Arizona State University
Georgia State University
Iowa State University
Michigan State University
The Ohio State University
Oregon State University
Purdue University
University of California, Riverside
University of Central Florida
University of Kansas
University of Texas at Austin

DEFINING EQUITY

equality noun

equal·i·ty | \ i-'kwä-lə-tē

- the quality or state of being equal
- the state of being equal, especially in status, rights, and opportunities
- the quality or state of having the same rights, social status, etc.

equity noun

eq·ui·ty | \ 'e-kwə-tē

- justice according to natural law or right *specifically* : freedom from bias or favoritism
- the quality of being fair or impartial; fairness; impartiality
- something that is fair and just



DEFINING EQUITY

So if equity is not diversity, inclusion, or equality, then what is it? It describes something deeper and more complex.

It is about each of us getting what we need to survive or succeed—access to opportunity, networks, resources, and supports—based on where we are and where we want to go.

[Stanford Social Innovation Review](#)

CONTEMPORARY EXAMPLES

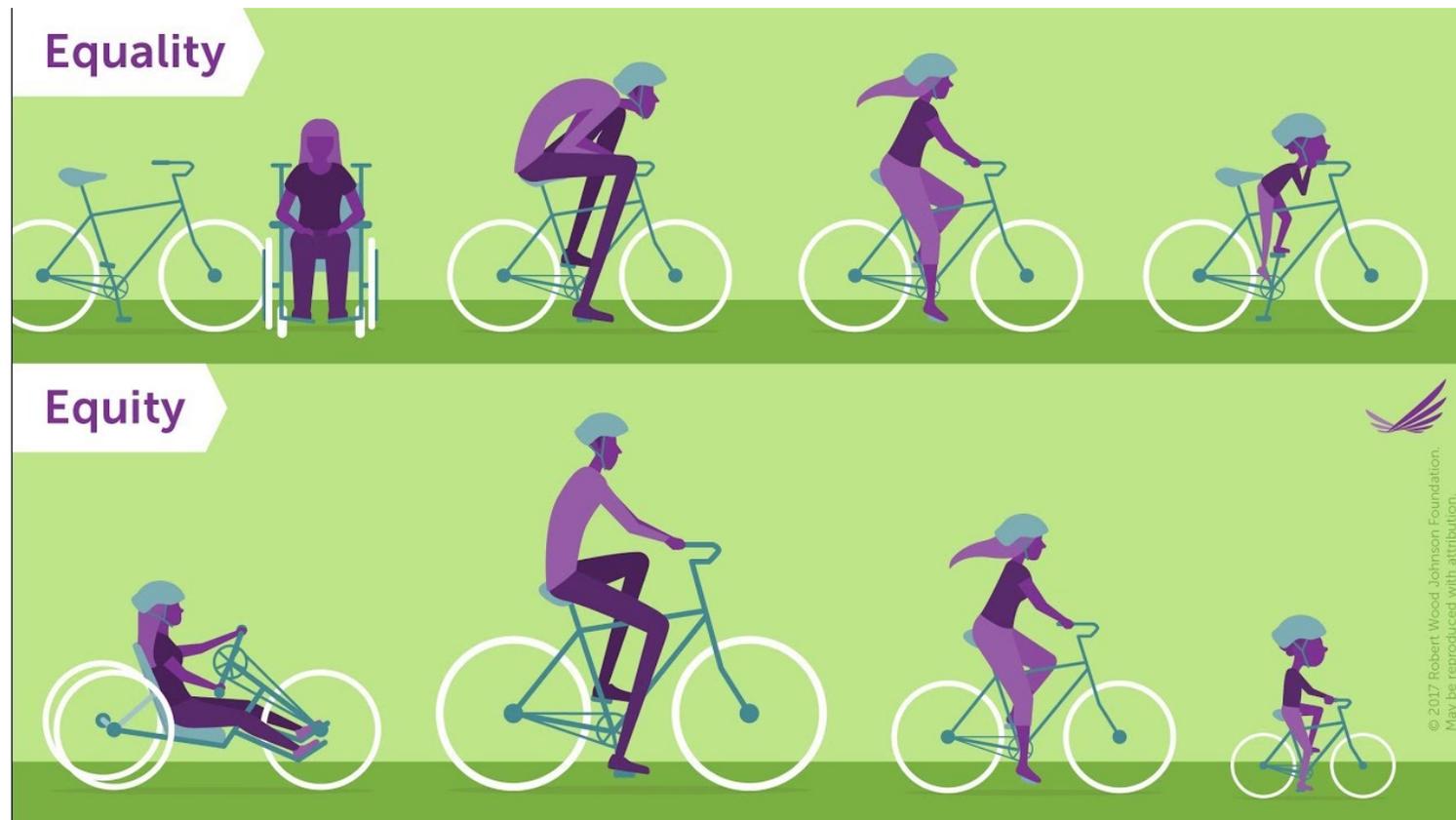
- Vision Zero Cities – all people have the right to move about their communities safely
- Breast Cancer Awareness
 - Susan G. Komen Foundation
 - Stephanie Spielman Comprehensive Breast Center
- #BlackLivesMatter versus #AllLivesMatter

WHAT'S EQUITY GOT TO DO WITH IT*?

* = student success



REALIZING EQUITY





For the UIA, **equity is eliminating social identities** (particularly race/ethnicity, Pell-eligibility, and being first gen) **as predictors of access to, navigation through, and completion of college.**

WHAT'S REQUIRED OF US?



Change, Transform



Pursue Empathy



Take Risks



Redesign the System



Assess



Prepare







THANK YOU!

Questions?
Comments?

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