Personal Reflection:

What does equity mean to you?

How would you describe your equity journey to date?

What does equity-mindedness look like in your current role?

What kinds of support or professional development do you need related to further develop your understanding and application of equity and equity-minded practices?
Institutional Reflection:

What is your college’s definition of equity?

How is your college’s equity commitment codified (in language)? How is this communicated to students and the community?

How can IRPE offices model equity-mindedness for other campus practitioners?

Institutional Effectiveness and Equity Integration Checklist:

- Has your institution codified its commitment to equity in a formal way?
- Is equity a value that is pervasive across the institution with institution-wide implications for practices, processes, and policies?
- Does your institution’s equity work rely heavily on research/evidence/data?
Does your institution demonstrate an awareness of systems and how they can advance (or hinder) equity in student outcomes?

Does your institution demonstrate race-consciousness?