More than a DEI Label: Using Measurement for Our Own Racially Equitable Accountability

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ACE-UP | August 9, 2023

DeSantis proposes banning diversity and inclusion initiatives at Florida universities

By Steve Contorno and Kit Maher, CNN

Updated 5:49 AM EST, Wed February 1, 2023

3MT20230205-1....mp4

What If Colleges Lose at

Some colleges are starting to plan for what is widel
affirmative action. They just aren't saying so.

By Scott Jaschik · Published February 6, 2023

Colleges aren't saying so publicly, but a few are starting the process of figuring out what they would do if the U.S. Supreme Court, as expected, rules this year against affirmative action.

The American Association of Collegiate Registrars and Admissions Officers last week recommended that colleges "establish a review team in early 2023 that includes your institution's legal counsel" to prepare.

(U.S. Supreme Court)

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The Legislature can — and should — pull the plug on ethnic studies

COMMENTARY

MARCH 8, 2023

TAMMI ROSSMAN-BENJAMIN

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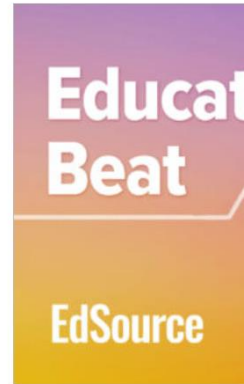Subscribe on iTunes

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all parts of Pitt

Thursday, January 19, 2023

By SUSAN JONES

All members of the Pitt community — faculty, staff, students, postdocs — on all campuses should have received an invitation this week to participate in a Diversity and Equity Campus Climate Survey.

Participation is voluntary, but Clyde Wilson Pickett, vice chancellor for equity, diversity and

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iversity
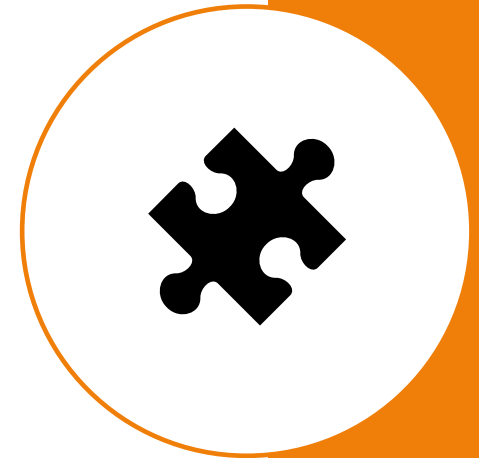
quity

and

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ponses from

Take a few moments to note down….

A racial equity initiative or goal you care about right now.

Include: what it is, goals, people involved, and how you'd know if it was successful

Roadmap

- Overview: Enacting *racialized change work*
- Exemplars in action
- Questions
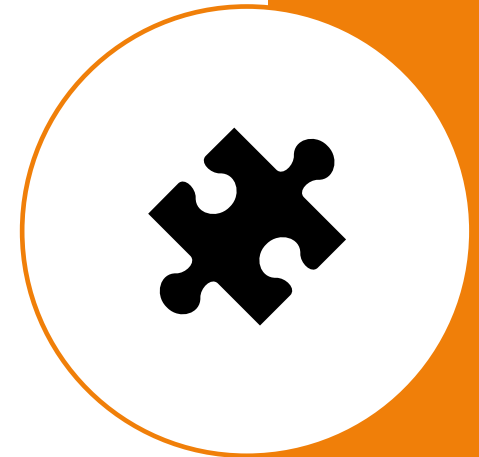- Small Group Workshopping
- Closing Discussion

Guiding question:

How are persistent racial injustices chronically (re)produced in higher education even in the face of myriad equity initiatives, policies, and social movements?
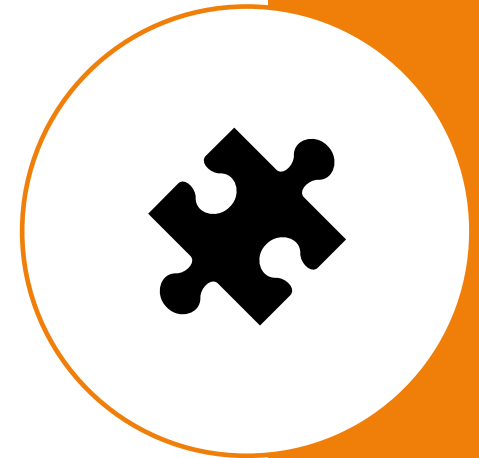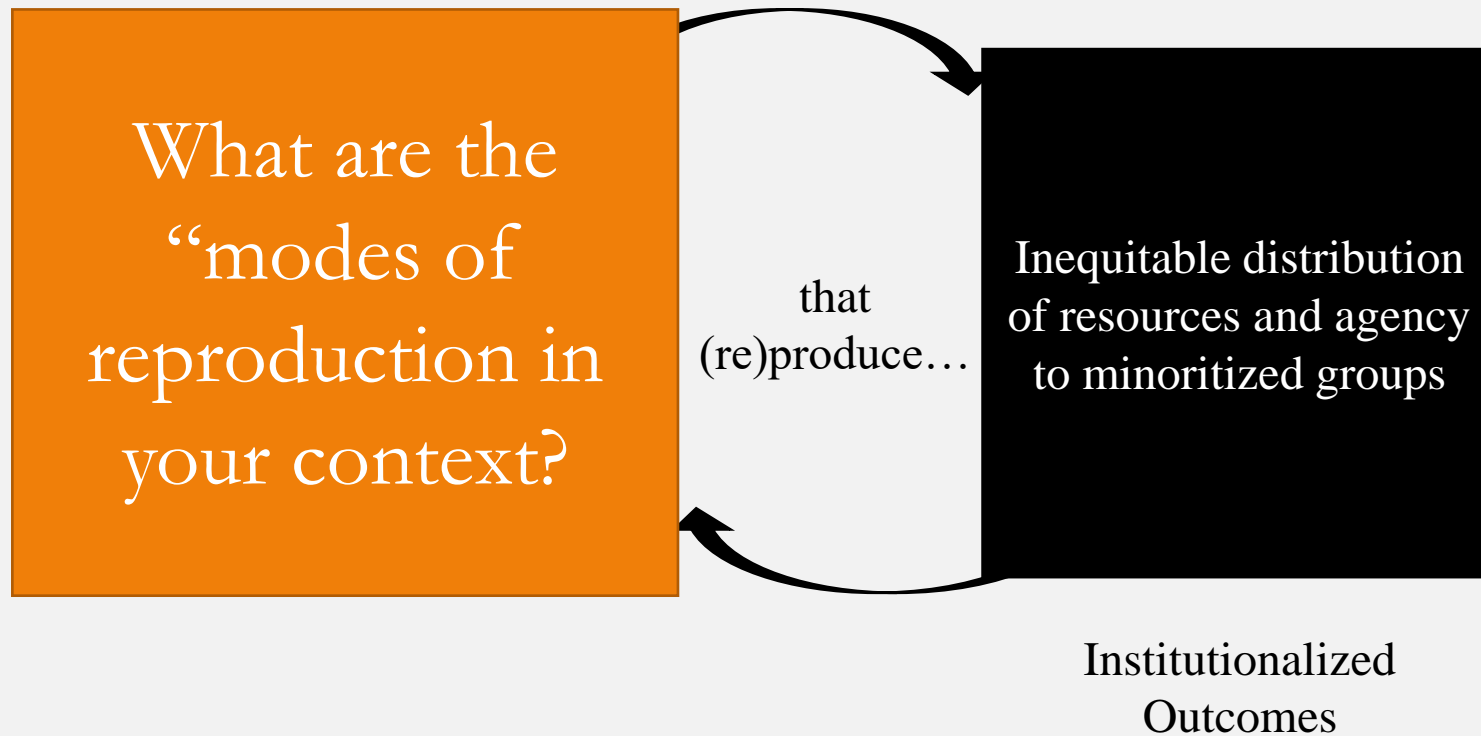
How are persistent racial injustices chronically (re)produced in U.S. higher education even in the face of myriad equity initiatives, policies, and social movements?

What do we know about the conditions that make equitable change as systemic as the causes of educational inequity? **And how do we measure *those* changes as points of progress?**
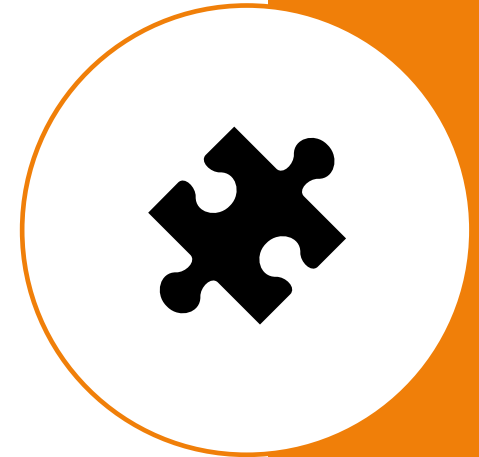
Racialized Inequities in Context

What are the "modes of reproduction in your context?

that (re)produce…

Inequitable distribution of resources and agency to minoritized groups

Institutionalized Outcomes

Figure from McCambly & Colyvas (2022) building on Ray (2019)

Racialized change work
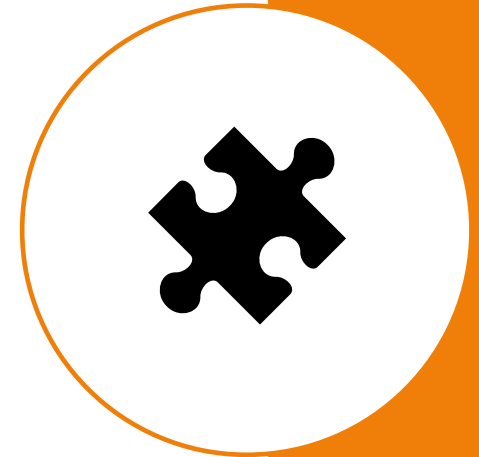
When is it initiated?

When is it meaningful?
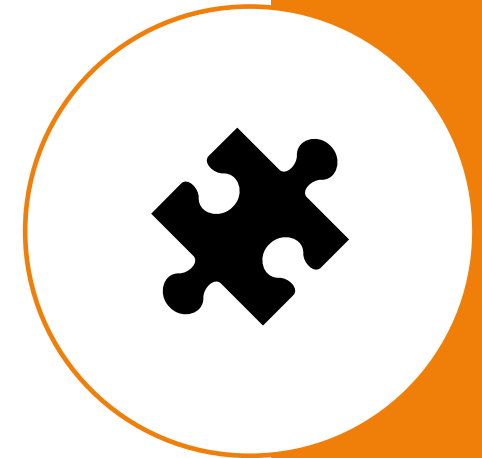
When will it have lasting impacts?

1. Under what conditions is RCW most likely to be initiated?

The deeper the **connections** an organization has to minoritized communities, the more likely RCW projects will be taken up.

Adding RCW Metrics to Outcomes Metrics

The deeper the **connections** an organization has to minoritized communities, the more likely RCW projects will be taken up.

Example: Faculty hiring as a retention strategy.

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Example: Faculty hiring as a retention strategy.

- Representation (membership)

- Power and process

- Decision-making accountability

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**Example:** Faculty hiring as a retention strategy.

Measures: *Demographics of faculty hires.*

Representation, routines that create power on the committee, routine communications and accountabilities to/with minoritized communities

2. RCW weakens routine mechanisms of racialization. Under what conditions are mechanisms of racialization weakened?

1.   Anti-racist rather than race-neutral projects are more likely to weaken racialized mechanisms.

2.   These anti-racist commitments must supersede commitments to the status quo.
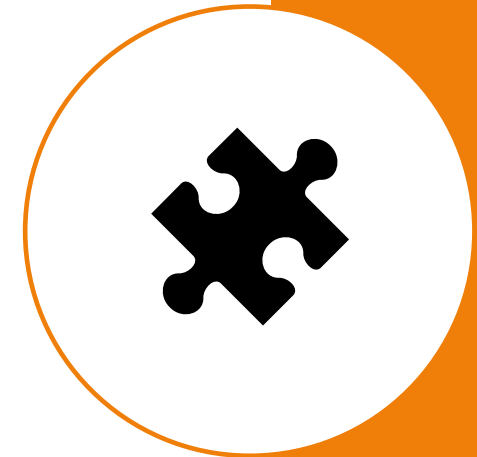
2. Anti-racist rather than race-neutral projects are more likely to weaken racialized mechanisms | anti-racist commitments must supersede commitments to the status quo.

Example: Guided pathways reforms

Four Pillars of Guided Pathways

Create clear curricular pathways to employment and further education.

Help students choose and enter their pathway.

Help students stay on their path.

Ensure that learning is happening with intentional outcomes.

2. Anti-racist rather than race-neutral projects are more likely to weaken racialized mechanisms | anti-racist commitments must supersede commitments to the status quo.

Example: Guided pathways reforms

- Problematize racialized outcomes

- Intentionally acts on mechanisms that produce racialized outcomes *specifically*

- *Change* practices to align with anti-racist goals when contradictions arise (even when it hurts)

Four Pillars of Guided Pathways

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Example: Guided pathways reforms

Measures: *Pathway enrollment/completion*

Anti-racist frames and strategies, vertical adoption of anti-racist frames and strategies, and accountability processes that support anti-racist responsiveness

Four Pillars of Guided Pathways

Create clear curricular pathways to employment and further education.

Help students choose and enter their pathway.
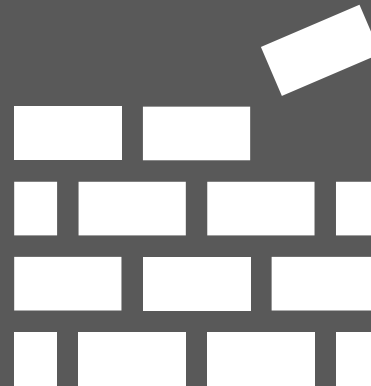
Help students stay on their path.

Ensure that learning is happening with intentional outcomes.

Change Initiatives Can…

And / Or

Tear down one racialized mode of reproduction

Build new racialized mode(s) of reproduction

3. When are RCW initiatives impactfully implemented?

1. When intentional sensegiving opportunities occur across the organization that assign anti-racist roles broadly

2. When implementers use evidence to disrupt existing beliefs

3. When resources—funding, voice, agency--shift and shift permanently
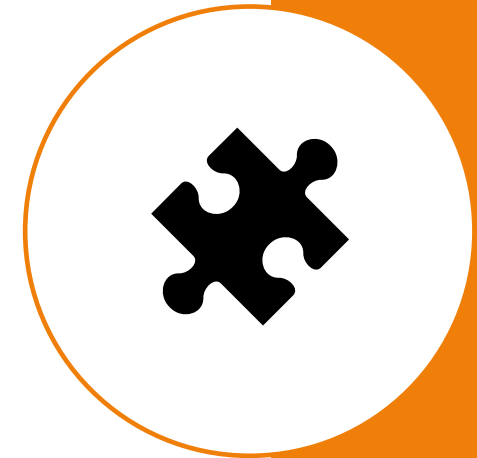
Intentional sensegiving opportunities occur across an organization| implementers use evidence to disrupt existing beliefs | resources shift and shift permanently

Example: Culturally responsive pedagogy adoption.

Intentional sensegiving opportunities occur across an organization| implementers use evidence to disrupt existing beliefs | resources shift and shift permanently

Example: Culturally responsive pedagogy.

- Disseminating an equity-first mentality across decision-makers

- Evidence of inequitable outcomes used for change rather than justification

- Resources used to remedy systemic inequities

Intentional sensegiving opportunities occur across an organization| implementers use evidence to disrupt existing beliefs | resources shift and shift permanently

Example: Culturally responsive pedagogy.

Measures: *Course completion rates*

Distributed responsibility, using evidence to change the institution not students, shifting resources to minoritized communities

Questions?!

Thank you!
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In small groups…

- Share the initial program or policy you had in mind and how you were thinking about measuring its success.
  - In light of these ideas about using alternative metrics to increase institutional accountability to racial equity—what can you imagine introducing within your own practice? Where do you imagine finding support for new metrics along these lines?