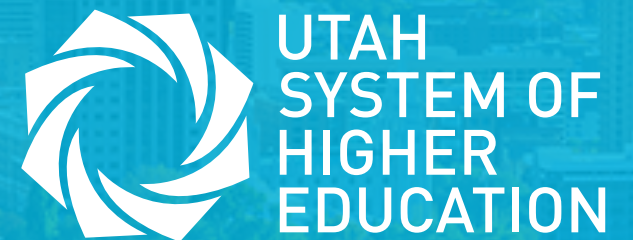


USHE EQUITY LENS FRAMEWORK

November 20, 2020



What is the Equity Lens Framework?

How do we use it?

An *equity lens framework* is a **tool** comprised of shared beliefs, common definitions, and critical questions through which an organization **commits to continually evaluating** any existing or new strategy, policy, or initiative. The beliefs and definitions ensure the organization begins from a common understanding and sets the **groundwork for clear accountability**, allowing all efforts to be focused on closing opportunity gaps for marginalized populations. Underlying this framework is how data is collected and synthesized **to impact policy and systemic change**.

Starting From a Place of Shared Beliefs:

We believe that every student has the ability to learn, and that the System has an ethical and moral responsibility to ensure optimal learning and workplace environments exist on USHE campuses for all students, faculty, and staff.

We believe students who are academically underprepared for college are being failed by the educational system. To remedy this reality, the System and its 16 colleges and universities must meet students *where they are* and work to build on and improve each student's educational outcomes.

Equity,

as defined within this *new* framework, *re-examines* systemic barriers with an intentional commitment to empowerment and educational justice.



Who: Underrepresented Populations

This lens considers the following emergent, fluid, and intersectional identities as part of the Board's efforts to close equity gaps for underrepresented students; this list is neither comprehensive nor exhaustive:

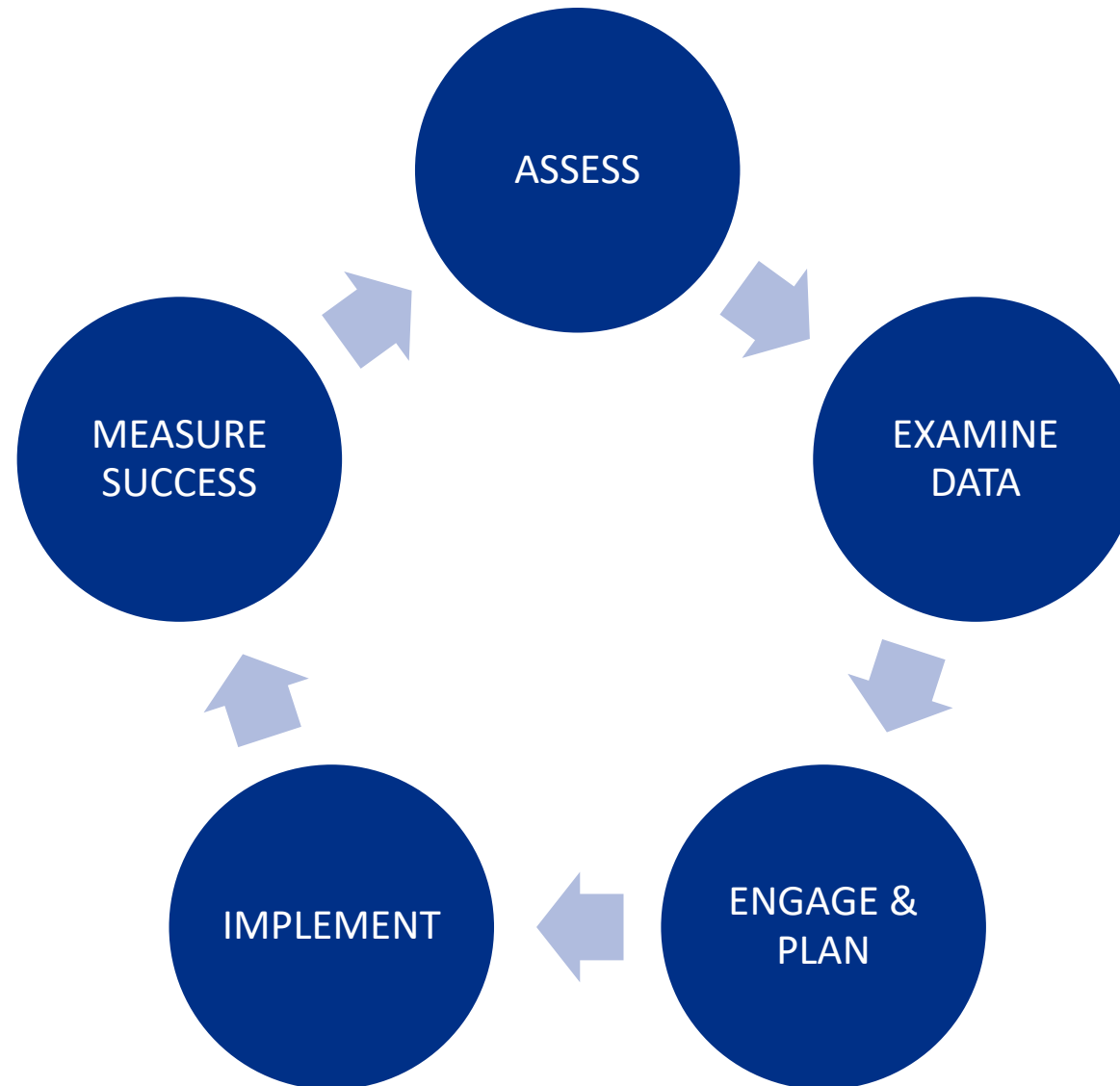
- Age
- Gender identity and expression
- Sexual orientation
- Religious affiliation
- Socioeconomic status
- Citizenship status and country of origin
- Ability/disability
- Veteran status
- First-generation student status
- English language learners
- Geographic location (including rural, urban, sheltered, and unsheltered)

How does the Board use the Equity Lens Framework?

For any policy, program, decision, or action, consider the following:

- ✓ **WHAT** is the potential impact of this decision, or action on eliminating attainment gaps? —→ **ASSESS**
- ✓ **WHAT** does the current data tell us? —→ **EXAMINE DATA**
- ✓ **WHO** has been purposefully involved in the strategic planning phase (campus and community stakeholders)? —→ **ENGAGE & PLAN**
- ✓ **WHAT** is your decision after looking at this course of action through the Equity Lens? What action will be taken, if any? —→ **IMPLEMENT**
- ✓ **HOW** do you identify and measure the success of a potential decision relative to underrepresented populations? —→ **MEASURE SUCCESS**

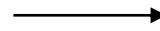
Equity Lens Framework: Call to Action



Questions for Strategic Planning

✓ **WHAT** is your commitment to, and understanding of, equity, specific to the policy, initiative, resource allocation, or strategy?

✓ **WHAT** is your decision after looking at this course of action through the Equity Lens? Has your approach or decision changed after looking at this topic through the Equity Lens? What action will be taken, if any?



STRATEGIC PLANNING

FEEDBACK:

- *How do you see the Equity Lens Framework impacting and/or changing the way the Board prioritizes initiatives and policies to close equity gaps?*
- *Are there pieces missing from the framework that you think would be helpful as you begin strategic planning with equity as a focus?*

Commissioner's Recommendation

The Commissioner recommends sending the Equity Lens Framework to the full Board for discussion.

Contact Information



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