

NEW

LEADERSHIP

ACADEMY

Knowledge. Tools. Courage.



Equity in Utah Higher Education

FRIDAY, MARCH 25, 2022

PRESENTED TO THE UTAH BOARD OF HIGHER EDUCATION AND UTAH SYSTEM OF HIGHER EDUCATION
EXECUTIVE STAFF

Diversity, Equity and Inclusion:
Where does the “E” fit in DEI?

Equity involves
Inputs, Processes and Outcomes

Equity is achieved within a context:
Person, Place, and Time

Tools for Action

Application to your work as a Board

Summary

Person
Place
Time

Inputs
Processes
Outcomes



What does “equity” mean to you?

What does it mean to the public
you represent?

What does it mean when
considered across the system of
higher education you will lead?





“All men are created equal”

“Equity” is a broad term used differently in many contexts and often judged differently from personal perspectives



How is “educational equity” understood?

Equality in education is achieved when students are all treated the same and have access to similar resources.

Equity is achieved when all students receive the resources they need so they graduate prepared for success after high school.

Center for Public Education (2016)

Public schools should provide equitable access and ensure that all students have the knowledge and skills to succeed as contributing members of a rapidly changing, global society, regardless of factors such as race, gender, sexual orientation, ethnic background, English proficiency, immigration status, socioeconomic status, or disability.

National School Boards Association

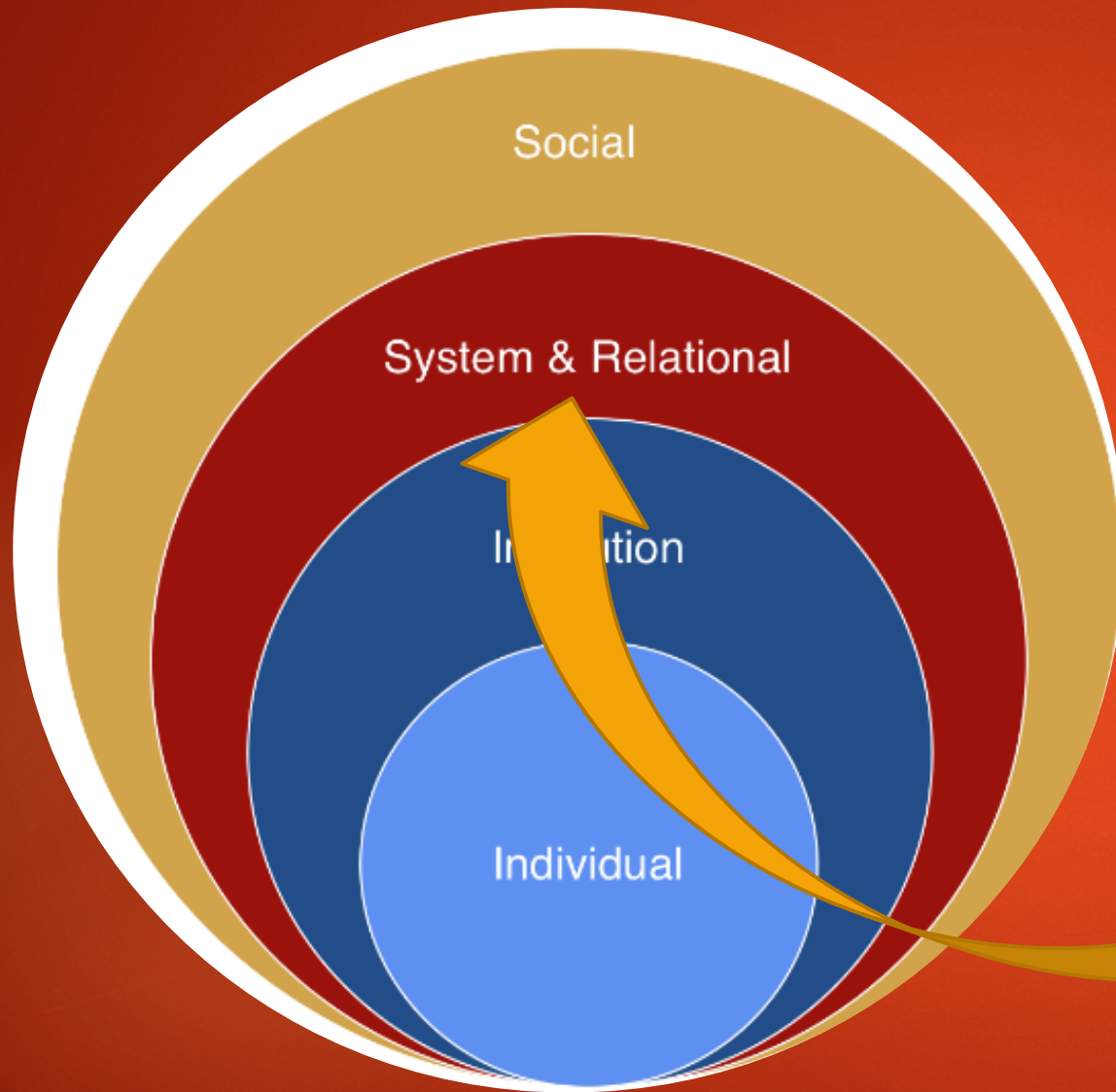


We have yet to have full and serious discussion about educational equity in **higher education**, the exception being issues related to student admissions (and women's athletic programs).

The assumption seems to be that once students find their way to college they will either succeed or fail based on their merit and effort.



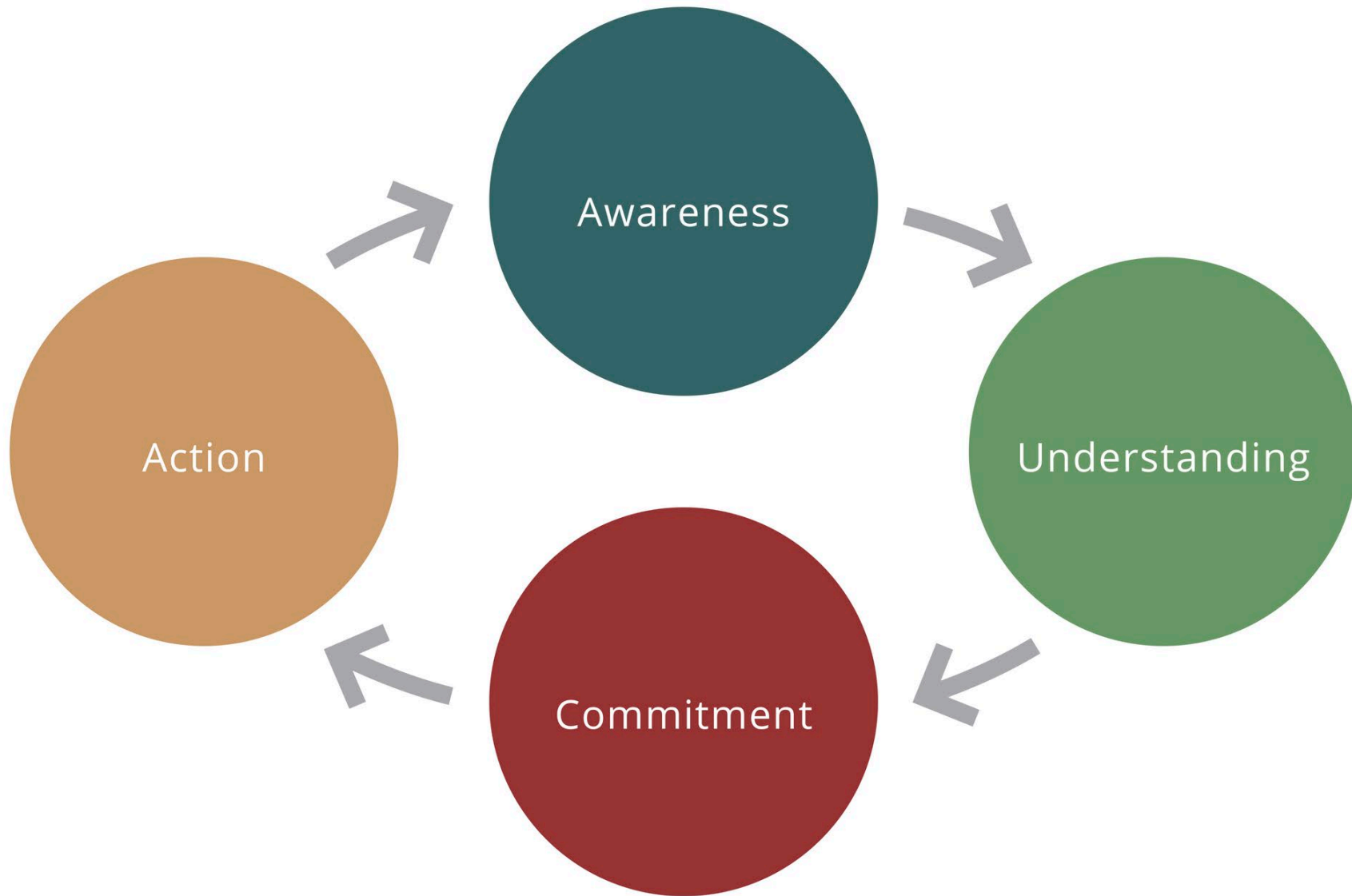


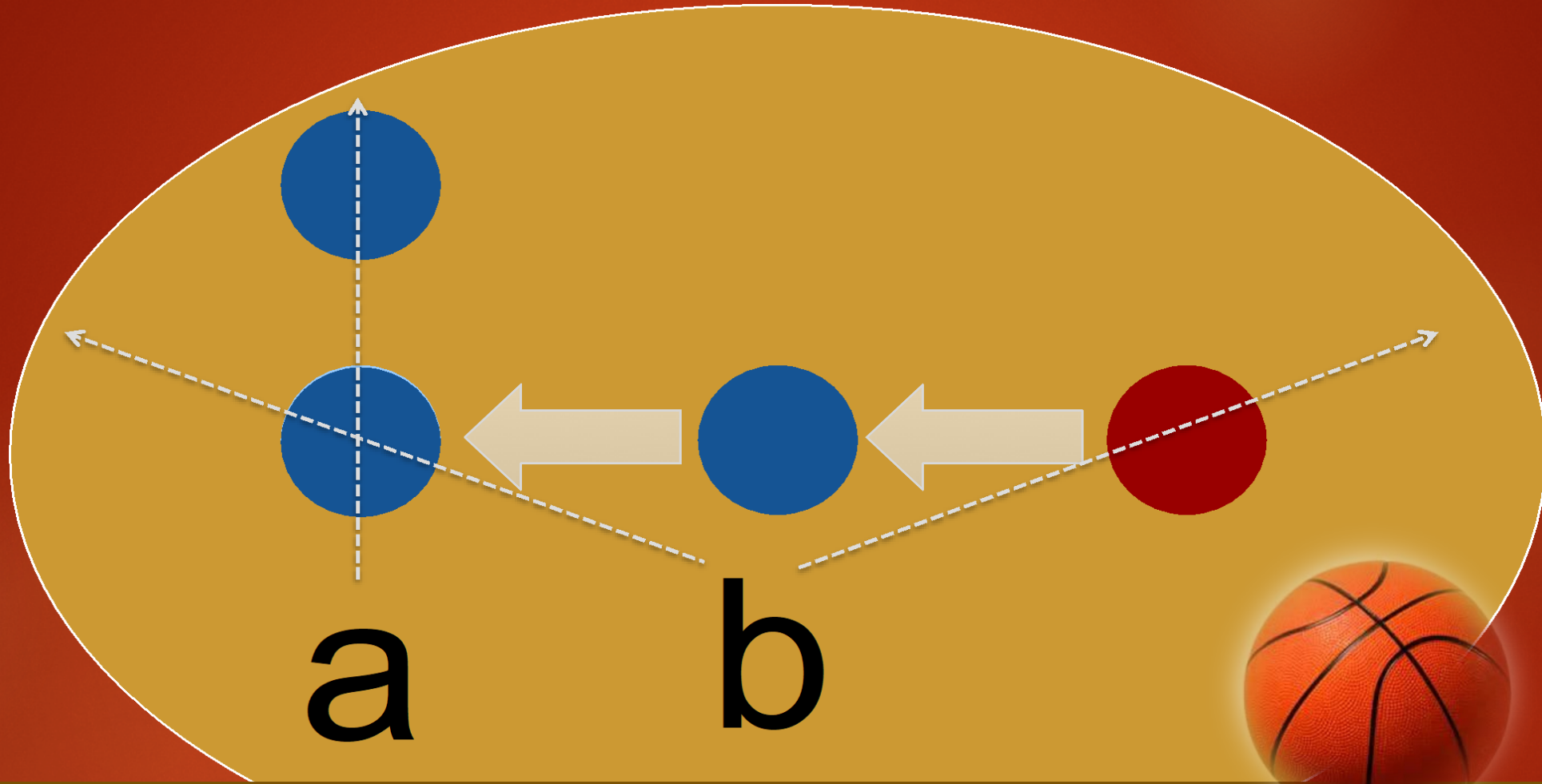


Today we are going to explore educational equity as something embedded *throughout* an entire system (ecology) of functions and relationships.

We will focus most directly on your work as a board which will suggest we look here, but first we have to understand how what we do to approach equity in Utah's higher education system is related to equity elsewhere.







For the first time in 2022, the NCAA women's tournament can use the branding title "**March Madness**"

Referees in both men's and women's games are paid the same for their work.

(And both the University of Utah and University of Michigan have great women's teams!)

Equity: Starting the Conversation

Discussion in small groups or at “tables”

What questions of equity are raised in this scenario?

Where are the inequities evidenced?

What might be the underlying sources?

What might be the role of the Utah Board in responding to these inequities? Is this the work of our organization?

NEW

LEADERSHIP

ACADEMY

Knowledge. Tools. Courage.