

# Equity Services



## The Foundation for a More Equitable Future

### Answer the call to action.

With the nationwide call for racial justice, colleges now—more than ever—are taking action. Colleges realize they must examine and redesign structures, processes, and attitudes that fuel these inequities.

We at Achieving the Dream are pleased to offer a suite of services to support our Network of colleges in this urgent work of addressing systemic barriers to success for historically underresourced student populations. While equity has always been fundamental to our student success work, these new services are specifically designed to support colleges in identifying opportunities for institution-wide change that will help close equity gaps.

**“Improving equity”  
ranked #2 as college  
leaders’ primary  
reason for joining the  
Achieving the Dream  
Network\***



\*According to a 2020 survey conducted by Achieving the Dream



# Achieving the Dream Equity Services

Achieving the Dream's Equity Services offer community college leaders the insights, foundational skills, and transformational strategies necessary to improve equity at their institution. Our services align with helping college leaders accomplish one of their key objectives—improving student success and completion rates of historically underserved populations.

## Key Benefits

- ▶ Co-create a strategic roadmap with prioritized recommendations on policy, practice, and program changes
- ▶ Attain unbiased, data-informed insights into the structural, process, policy, and attitudinal changes necessary for substantive equity improvement
- ▶ Develop and implement targeted strategies critical to closing equity gaps
- ▶ Provide faculty with resources and strategies to engage and connect with underserved and racialized student populations more effectively
- ▶ Develop and deepen your college's equity capacity to move beyond statements and infuse equity principles into all aspects of the institution

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We are making marked changes towards creating a college-wide equity mindset thanks to our work with ATD's expert equity coaches.

— Teresa Leyba Ruiz, Ed.D., President  
Glendale Community College

## Included Services

Achieving the Dream works with over 300 Network colleges across the country, helping them to identify and address equity issues on their campuses. ATD staff, coaches, and subject matter experts partner to design and deliver solution-oriented consulting and coaching services customized to the context and needs of each institution. Our Equity Services include:

- ▶ Conducting in-depth analysis to determine what's impeding the college's ability to close equity gaps:
  - Analysis of college data
  - Review college policies and practices
  - Conduct interviews and focus groups with key stakeholders
- ▶ Providing a detailed, college-specific analysis which identifies areas for improvement and strategies for betterment
- ▶ Delivering college leadership workshops, trainings, and learning events, such as:
  - Leadership in Times of Crisis
  - Leading with Equity in Mind
  - Foundational Equity Workshop
  - Equity Statement Development Workshop
- ▶ Delivering faculty workshops and learning events, such as:
  - Culturally Responsive Training (CRT)
  - Being an Equity-Minded Practitioner
  - Equity Institute
- ▶ Exploring the design of the college's support services to meet the needs of underresourced student populations using a tailored version of our proven Holistic Student Supports services

For more information, visit [achievingthedream.org/equity-services](https://achievingthedream.org/equity-services) or contact us at [Equity@achievingthedream.org](mailto:Equity@achievingthedream.org).



Achieving the Dream™

As the most comprehensive, non-governmental student success reform movement in higher education, Achieving the Dream (ATD) leads and supports a national network of community colleges to achieve sustainable institutional transformation. By sharing knowledge, research, innovative solutions, and effective practices and policies, ATD and its Network help more than 4 million community college students increase their likelihood of success.

