2014 Kickoff Institute
Discussion Guide

Team Time #3: Engaging Stakeholders in Student Equity, Success, and Completion Improvements

Description & Objectives

College teams meet with their Leadership Coach and Data Coach to:

- Understand the difference between equity and equality
- Engage in an honest discussion about issues of equity at your institution
- Identify key barriers to equity at your college and discuss ways they could be removed
- Set goals for student equity in the coming planning year
- Outline next steps to attain those goals and engage stakeholders in courageous conversations around equity and student success

Instructions

1. Discuss the difference between equity and equality
2. Use the Guiding Questions below to guide the team’s conversation about equity at your college
Guiding Questions

1. Using your Readiness Assessment, look at the areas where you scored below 3 in the “Equity” section and discuss what specific issues led to this score.
   a. How do you think your college’s performance on that measure affects your students’ experience and outcomes?

2. What unintended barriers (attitudes, policies, practices, etc.) at your college may be preventing equitable treatment of students?
   a. What changes could you implement to remove these barriers?

3. What barriers might you face when beginning a courageous conversation at your college?
   a. What steps could you take to prepare the college for these conversations?

4. How could you engage external stakeholders and partners in your conversations about equity and what role could they play in helping you move forward with your equity plans?