Inventory on Diversity and Equity

Purpose and use of the Inventory on Diversity and Equity

Achieving the Dream’s Principle of Committed Leadership includes a commitment to “Achieving equity in student outcomes across racial, ethnic, and income groups.” To help colleges reach this critical goal, Achieving the Dream provides a variety of resources through the Equity Resource Center (www.achievingthedream.org/erc), including the Inventory on Diversity and Equity.

The Inventory may be used at the discretion of a college, preferably in consultation with its coach and data facilitator. The purpose of the Inventory on Diversity and Equity is to promote dialogue about colleges’ cultural sensitivity, cultural competence, and commitment to equitable outcomes for all students.

We recommend using the Inventory first with the ATD leadership team(s). The college may then choose to expand the administration of the Inventory to other groups.

Responses to the inventory should be discussed in a facilitated dialogue or focus group. These discussions should follow an examination of disaggregated student data, as responses may suggest possible strategies.

Suggested process for using the Inventory

1. Use the Inventory with Core and Data teams after examining disaggregated data.
2. Ask team members to complete the Inventory individually.
3. You may choose to tell group members that their forms will not be collected, and they do not have to reveal their individual answers unless they choose to do so.
4. When everyone has completed the inventory, please discuss the following questions:

Guiding Questions

1. What were you thinking about while you were completing this inventory?
2. What questions came to mind?
3. On which questions does your group show some agreement?
4. On which questions do you have differing views?
5. Which questions suggest some possible directions for advancing equity at your college?
6. Has your institution previously made efforts to advance equity? If so, what were the results?
7. In what other situations can you imagine using this inventory at your institution? Who would be included in the process?
8. How can your coach and data facilitator help you advance the equity agenda at your institution?

Definitions

In the context of Achieving the Dream, “achieving equity in student outcomes,” means creating policies and practices that, to the extent possible, offer each student the support he or she needs to succeed. “Equity” does not mean treating all students the same.

The term “diverse” includes all the many ways in which people differ from one another, including, and not limited to: gender; ethnicity; sexual orientation; age; previous educational attainment, etc.