



every learner  
↔  
everywhere

**Three Tools**  
**to**  
**Evaluate, Remediate, and Determine**  
**the Efficacy**  
**of**  
**Equity Practices**



every learner  
←————→  
everywhere



**Every Learner Everywhere advocates for equitable outcomes in U.S. higher education through advances in digital learning.**

Our mission is to help institutions use new technology to innovate teaching and learning, with the ultimate goal of improving student outcomes for Black, Latinx, and Indigenous students, poverty-affected students, and first-generation students.



**Every Learner Everywhere partners with colleges and universities in pursuit of equity focused, student-centered, faculty-powered, and institution-driven improvement**



Course Design and Delivery



Planning for Professional Learning



Leadership, Budget, and Policy



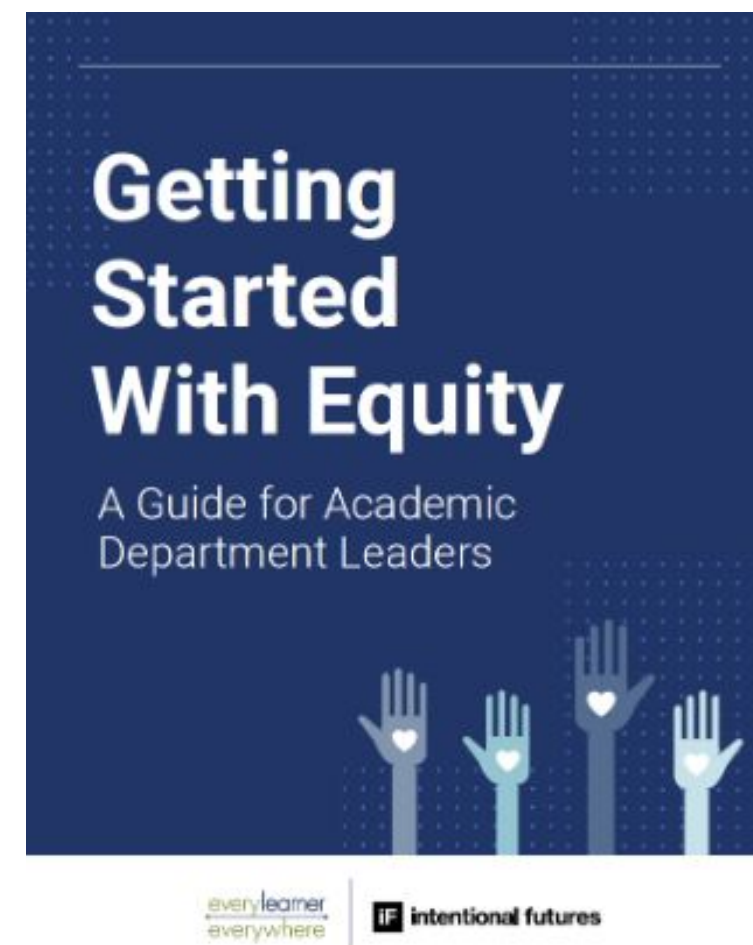
Evaluation and Analytics



Student Success for Digital Learning



# Every Learner Everywhere Resource Library

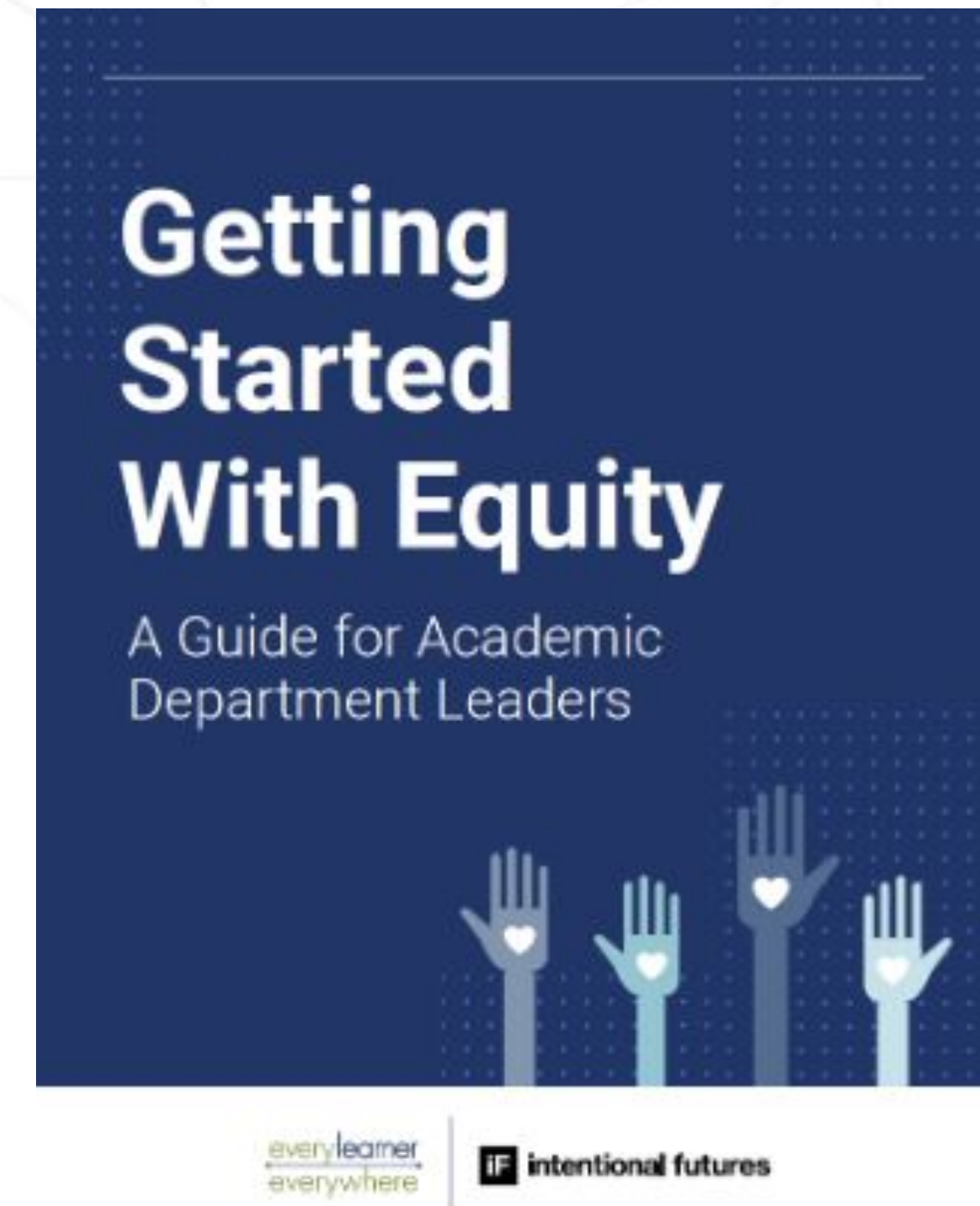


<https://www.everylearnereverywhere.org/resources/>

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# Getting Started With Equity: A Guide for Academic Department Leaders



## Part I: The Departmental Equity Audit

- Data and information-gathering
- Interpretation of data and survey results
- Developing a plan

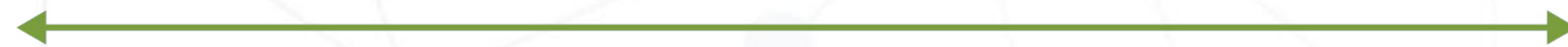
## Part II: Teaching Practices for Educational Equity

- Create a welcoming and supportive classroom
- Design courses for inclusion, access, and success
- Represent students in the curriculum and the classroom
- Adopt teaching practices and assessment strategies that benefit racially minoritized and poverty-affected students

## Part III: Discipline briefs

- Mathematics
- Chemistry
- Biology
- Psychology
- English Composition

# Improving Departmental Equity Using the IMPACT Framework



INNOVATIVE

It moves us away from oppressive practices.  
How does it work to disrupt structural inequity?

MINDFUL

It accounts for the whole intersectional student experience.  
Who is being privileged and who is being penalized?

PURPOSEFUL

It intentionally challenges our national, Eurocentric status quo.  
How is it meeting the need it was created for while positively impacting minoritized groups?

ACTIONABLE

It calls out and challenges deeply-entrenched anti-Blackness and other forms of racism.  
Is it well resourced, communicated clearly, and does it have measurable results?

CARING

It is predicated on holistic care and concern for students' real lives in and outside of school.  
How will minoritized students see that you care for their success?

TRANSFORMATIVE

It radically reimagines education and student support.  
How is it working toward a more equitable campus climate?





# Equity Review Tool: A Process Guide for Equity-Centered Instructional Materials

## Chapter 1

### Critical introspection and learning to set a foundation

Step 1:  
Understand your own positionality

Step 2:  
Shift to a strengths-based perspective

Step 3:  
Get to know your students

Reflection questions and additional reading

## Chapter 2

### Develop equity-minded materials and conduct a self-review of existing ones

Step 4:  
Develop culturally relevant and sustaining content

Step 5:  
Evaluate and iterate on content using the following Equity Language Guidance

Step 6:  
Intentionally design materials and ensure accessibility

Reflection questions and additional reading

## Chapter 3

### Review and continuously improve your materials

Step 7:  
Conduct department and peer reviews

Step 8:  
Collect feedback from students

Reflection questions and additional reading



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# Thank You

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