

# Equity Minded *Reflections*

When reviewing data, the following prompts can be used to generate equity-minded discussion and planning.

- What patterns do you notice? What jumps out at you? What are the themes?
- Does the data challenge assumptions about specific populations? If so how?
- What are the biggest obstacles/barriers to student success for those students most disproportionately impacted? What is detracting from student success? How do you know? How can we remove them? *How would you capture these obstacles/barriers using the following bullets?*
  - Individual
  - Societal
  - Institutional (Note: this is our level of impact)
- What are we doing that is working? What is contributing to student success? Are students taking advantage of these resources? If not, why? What can be scaled, modified or eliminated?  
*Does evidence exist to support our practices? If so, what does the data say? What additional/new information is needed to understand the “why” and “how” of existing barriers?*
- What habits, policies, programs, services, support and/or practices can be implemented to address equity issues and change the way we work with students and allow more students succeed? What are the 2-3 most important things that should be done to overcome structural behaviors?
- How would this work? Who would be involved? Who would be responsible? What kind of support would be needed? Who would be informed by this?  
What would success look like and how would we measure it? How would know if we were successful?