Leading the Counter-Cultural Work of Change in the Pursuit of Equity

A Conversation with Dr. Derrick Tillman-Kelly

OHIO STRONG START TO FINISH // FEBRUARY 25, 2021
Our Values

- We are dedicated to advancing genuine socioeconomic mobility for more through reform of higher education.
- We believe positive change is made and sustained through visionary leadership and the creative commitment of faculty, staff, and administrators at all levels.

What We Do. Our team brings expertise in:

- Adaptive change management
- Strategic communications & will-building
- Process improvement

Our work focuses on supporting the creation of healthy, high-functioning, effective, and adaptive institutions capable of thriving in the mission to better meet the needs of today’s learners.
Implementation Forums
Structured working groups of faculty & staff tasked with identifying:
- Best practice research
- Examples of successful implementation
- Opportunities for state policy improvement
- Key areas of professional development

Topics
- Advising
- Co-Req English + Co-Req Math
- Data
- Equity & Inclusion
- Placement

www.ohiohighered.org/SSTF/forums

Today’s Speaker

Equity & Inclusion Forum

Dr. Derrick Tillman-Kelly, Director, UIA Fellows Program and Network Engagement, University Innovation Alliance (based at the Ohio State University)
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Equity & Inclusion Implementation Forum

Charge of the Forum

- Identify leaders in closing equity gaps that could be helpful in providing models for other campuses;
- Capture evidence-based practices for both institutional efforts and state policies, which result in closing attainment gaps among diverse populations;
- Recommend technical assistance that could be used for system and institutional improvements;
- Advise the Ohio SSTF leadership teams on ways to ensure equity and inclusion are at the forefront of the initiative.
Learning from Colleagues

- Fred Aikens, Central State University
- Matt Boaz, Wright State University
- Michael Carter, Sinclair Community College
- Loleta Collins, Edison State Community College
- Ron Gordon, Clark State Community College
- Jaquelyn Hagerott, Hocking College
- Glenna Heckler-Todt, Shawnee State University
- Primrose Igonor, Marion Technical College
- Angela Lash, Ohio University
- Matthew Mercado, Lorain County Community College
- Desiree Polk-Bland, Columbus State Community College
- Chila Thomas, The Ohio State University
- Monique Umphrey, formerly Cuyahoga Community College
- Cheri Westmoreland, University of Cincinnati
- Jeff White, Hocking College

The Importance of Facilitation

- Derrick Tillman-Kelly, Ohio SSTF Equity and Inclusion Implementation Forum Facilitator
- Thomas Sudkamp, Ohio SSTF Director, Ohio Department of Higher Education
- Kathleen Cleary, former Ohio SSTF Director, Ohio Department of Higher Education
- Mark Cortez, Ohio SSTF Representative, Ohio Department of Higher Education
- Brett Visger, SSTF Representative, Ohio Department of Higher Education
- Stephanie Davidson, SSTF Representative, Ohio Department of Higher Education
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Starting with Common Understanding: Definitions

- **Equity of Student Outcomes**: elimination of demographic characteristics as predictive of course or program success and completion.

- **Equity in Institutional Support**: Strategic resource and support allocation that is intentionally based upon student populations served, institutional design, and needs for additional infrastructure

- **Inclusion in Institutional Transformation**: An experience in which all campus constituents feel included, heard, and valued in decision making; and student learning, success, and equity is centered in institutional redesign
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Starting with Common Understanding: Data

- Data disaggregation by demographic groups of interest
- Review current gaps in outcomes and opportunity
- Review data in ways that compare similarly situated groups and institutions
- Focus on how to present data so it is actionable for institutions
- Data are not collected to be punitive, but to facilitate change and improvement.
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Promising Practices & Strategies

- Success Coaches
- Comprehensive Approaches for Specific Populations
- Attending to Critical Junctures and Transitions
- Partnering with State and National Efforts
Equity & Inclusion Implementation Forum

Guidance to Ohio Department of Higher Education

- Establish a Standing Committee on Equity and Inclusion in Ohio Higher Education
- Prioritize disaggregated completion and progression metrics
- Evaluate the racialized differential impact in key programs
- Develop a catalog of prospective speakers, consultants, and local/national leaders
Equity & Inclusion Implementation Forum

Guidance to Ohio Campuses

- Define key terms for the college/university community
- Understand perspectives and perceptions of key stakeholders
- Communicate institutional expectations and goals frequently
- Develop transparent, data-informed accountability metrics and publish progress
- Include opportunities for self-examination and reflection
- Leverage qualitative and quantitative data
- Use national experts purposefully
- Distinguish between invited speakers and consultants
- Celebrate successes and invite collective attention and engagement for persistent problems
Discussion Questions

1. Looking at the report and enclosed recommendations through today’s eyes, is there anything that you would change (modify, remove, stress, de-emphasize)?

2. Relative to other components of remediation reform highlighted through the Implementation Forums (advising, co-req, data, placement), is there anything that is uniquely more or less challenging about leading and sustaining work around equity and inclusion?

3. Based on your own work at your home institution, as well as with the implementation forum, what is your most important advice to others seeking to deepen their own equity-consciousness and advance equity & inclusion work on their campuses?
Thank you!

Please join us tomorrow for open change leadership “office hours”

12:00PM – 1:30PM EST

https://us02web.zoom.us/j/82423359556?pwd=M1ZCNkFYc0IxNUVMQ0M1RFVKTUxWdz09

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