



<p><b>INTRAPERSONAL</b> Professional Development in facilitating and participating in courageous conversations about inequity in higher education.</p> <p>Promote opportunities for faculty, staff, and students to engage in conversations about needs, institutional impacts, and intersectionality.</p>	<p><b>INTERPERSONAL</b> Staff Development and understanding of</p> <ul style="list-style-type: none"> <li>- Equity Mindedness</li> <li>- Cultural Humility</li> <li>- Unconscious Bias</li> <li>- Theory of Intersectionality</li> </ul> <p>Commitment to professional development and belief that unconscious bias contributes to equity gaps.</p>	<p><b>ORGANIZATIONAL</b> Effective training in tools and techniques for identifying institutional barriers impeding student success and perpetuating equity gaps.</p> <p>Hire and develop faculty and staff with institutionally supported power to analyze, redesign, and implement needed programs, practices, and policies.</p>	<p><b>LEADERSHIP</b> Assess leadership commitment to equitizing the institution.</p> <p>Commitment to professional development to lead and coach for equity.</p> <p>Abilities to model cultural humility.</p>	<p><b>ENVIRONMENT/ CULTURAL</b> Build a physically welcoming space for all types of students and employees; infuse multiple measures; revive indigenous wisdom; value cultural resistance; center students.</p>
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