



Applying an Equity Framework to Enhance Your Educational Practice.

Dr. Divya Bheda
April 28, 2023

For
Advancing a Massachusetts Culture of
Assessment (AMCOA)



**My
Background**

and

**My
Roots**





**Just a few
feminist
scholars.**

FIRST THEY CAME FOR THE SOCIALISTS, AND I DID NOT SPEAK OUT—
BECAUSE I WAS NOT A SOCIALIST.

THEN THEY CAME FOR THE TRADE UNIONISTS, AND I DID NOT SPEAK OUT—
BECAUSE I WAS NOT A TRADE UNIONIST.

THEN THEY CAME FOR THE JEWS, AND I DID NOT SPEAK OUT—
BECAUSE I WAS NOT A JEW.

THEN THEY CAME FOR ME—AND THERE WAS NO ONE LEFT TO SPEAK FOR ME.

MARTIN NIEMÖLLER (1892–1984), LUTHERAN MINISTER AND EARLY NAZI SUPPORTER
WHO WAS LATER IMPRISONED FOR OPPOSING HITLER'S REGIME

Creating a Safe Space



Guiding 'BRIDGE' Framework



- **B**e uncomfortable
- **R**eflect (on what you don't know)
- **I**nvoke feedback
- **D**efensiveness doesn't help
- **G**row from your mistakes
- **E**xpect that change takes time

Ruchika Tulshyan, 2022

Agenda & Outcomes

My Agenda

- Invite and Inspire Activism, Allyship, and Action
- Offer Strategies to Engage

Your Learning Outcomes

- Articulate the Equity Framework Elements
- Explore Entry Opportunities for Equity Work
- Engage in Equity Work
- Anything else?



ABILITY

KNOWLEDGE

DESIRE

AWARENESS

REINFORCEMENT

**The
ADKAR
Model.**

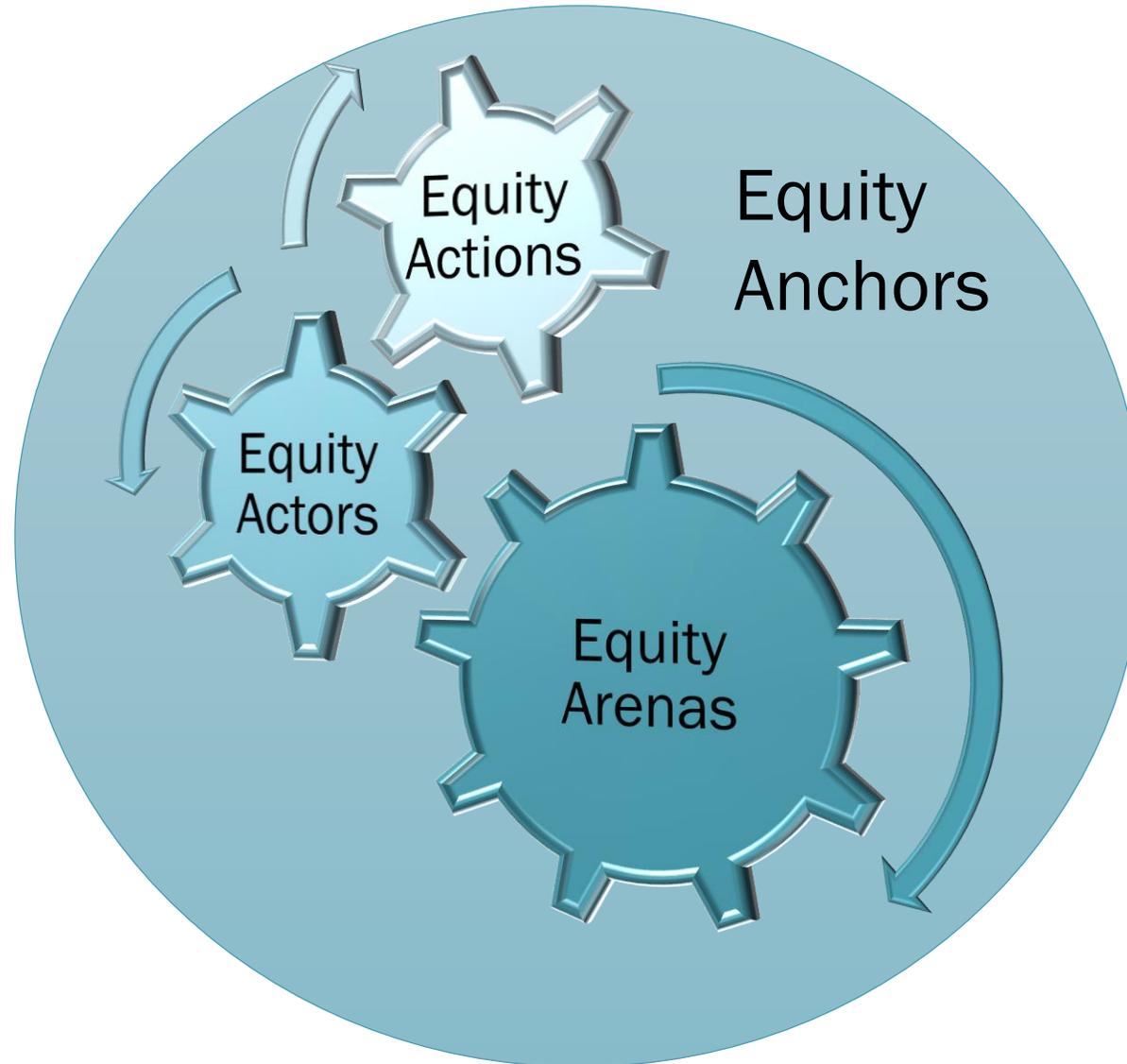
**For
Change.**

Jeff Hiatt.
Prosci. 1994

My Equity Framework: An Outline:

Liberation Anchors
include:

1. Social Justice
2. Community
3. Time
4. Communication



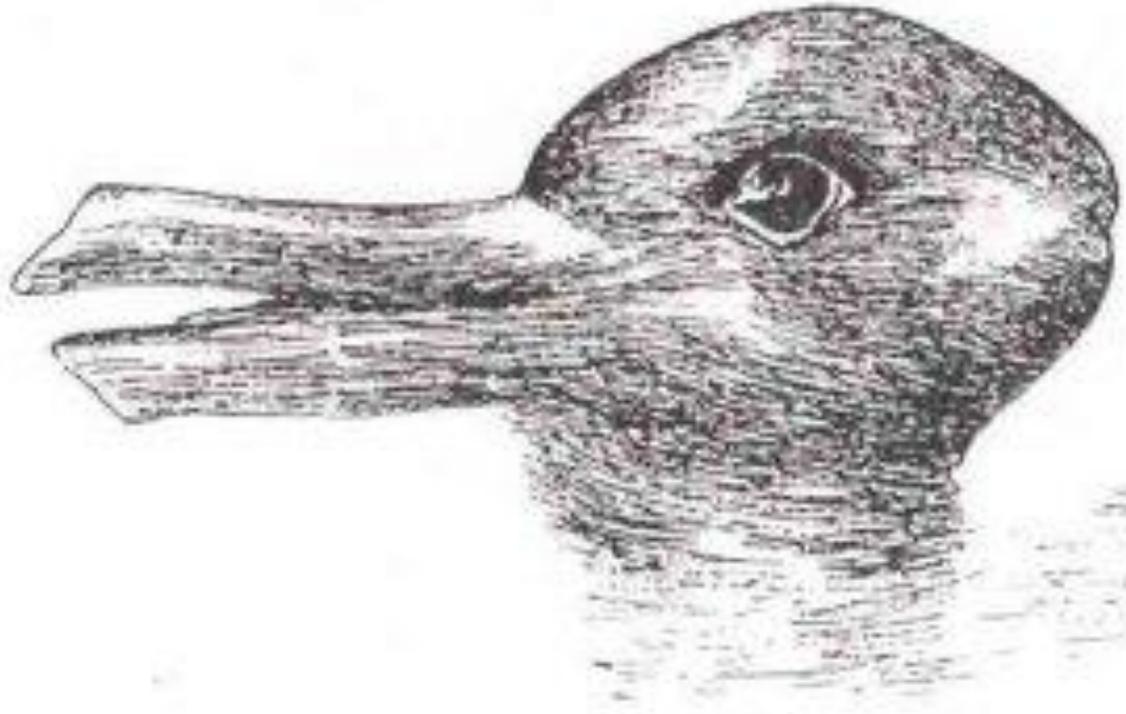
REFRAMING
ASSESSMENT
TO CENTER



THEORIES, MODELS,
AND PRACTICES

EDITED BY GAVIN W. HENNING,
GIANINA R. BAKER, NATASHA A. JANKOWSKI,
ANNE E. LUNDQUIST, AND ERICK MONTENEGRO

Social Justice & Reflexivity



- Who/What are we studying? Why?
- Who are we reporting to? Why?
- What are we trying to change? Why?
- What Isms are at play?
- What needs intervention?
- Where is/who has power? Who doesn't?

Intentionally Build Intentional Community



- ✓ Working alone WILL NOT work.
- ✓ Working against each other feeds the oppression.
- ✓ Recognize the forces of competition that stymie collaboration.
- ✓ Energize each other. Offer inspiration.
- ✓ Collect and review the right data.
- ✓ Be an activist and an ally!
- ✓ Practice accountability.

Reprioritize Time

"Time is a created thing.
To say, 'I don't have time,'
is like saying 'I don't want to.'"

-Lao



- "Lack of time" is the oppressive system working really well.
- How is time impacted by forces of oppression?
- Use lack of time to sharpen focus.
- Focus on the needed efforts to scale impact.
- Working together can create efficiencies and efficacy.

Repurpose Communication & Communicate Restoratively



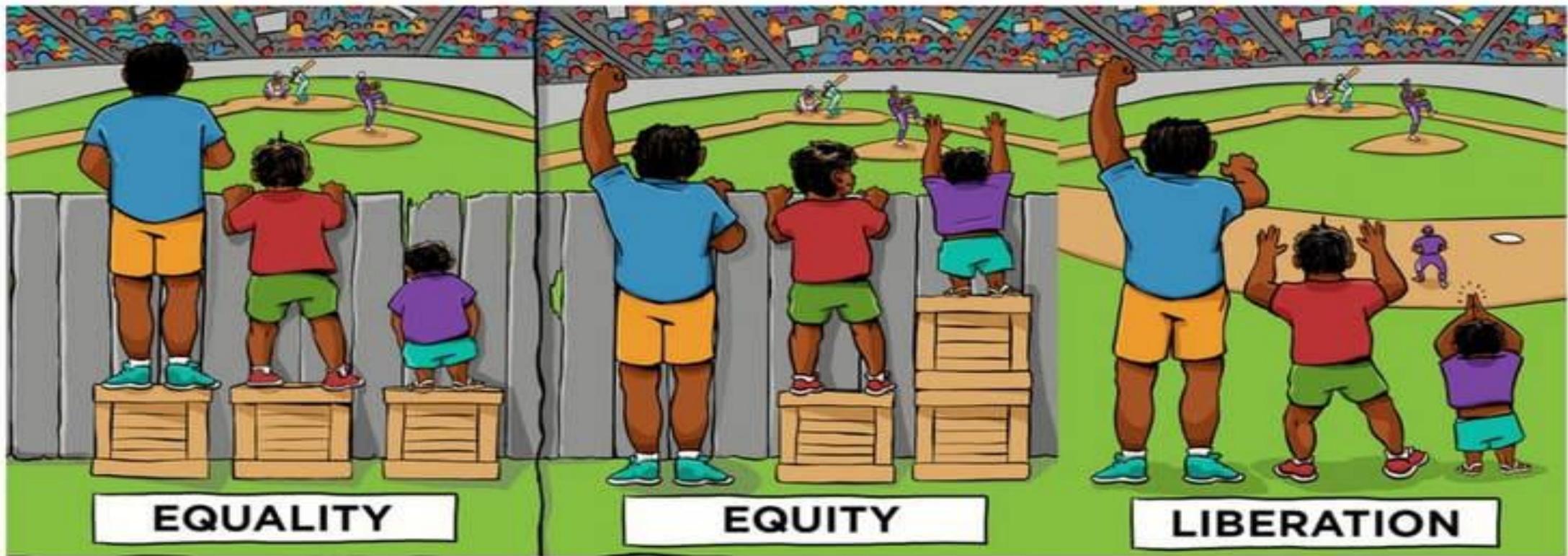
- ❖ Tell the right story. To the right audience.
- ❖ Tell it in a consumable way. Repetitively. Consistently. Effectively.
- ❖ Be proactive and responsive in the telling.
- ❖ Back the story with the right information/data.
- ❖ Influence decision-making.
- ❖ Fully humanize everyone in the telling.
- ❖ Recognize/utilize all the opportunities to tell.

The BIG Realization!



Go Beyond Equity: **Work for Liberation!**





EQUALITY

This image depicts EQUALITY. All individuals are being treated equally with the same supports. It challenges the assumption that everyone benefits from the same supports. As shown, not all start from the same position; some have a height advantage.

EQUITY

This image depicts EQUITY. The people are being treated equitably. It demonstrates that when different individuals are given different supports, it makes possible for them all to have equal access.

LIBERATION

This image depicts LIBERATION. The barriers have been removed and supports are no longer needed. The inequity has been addressed.

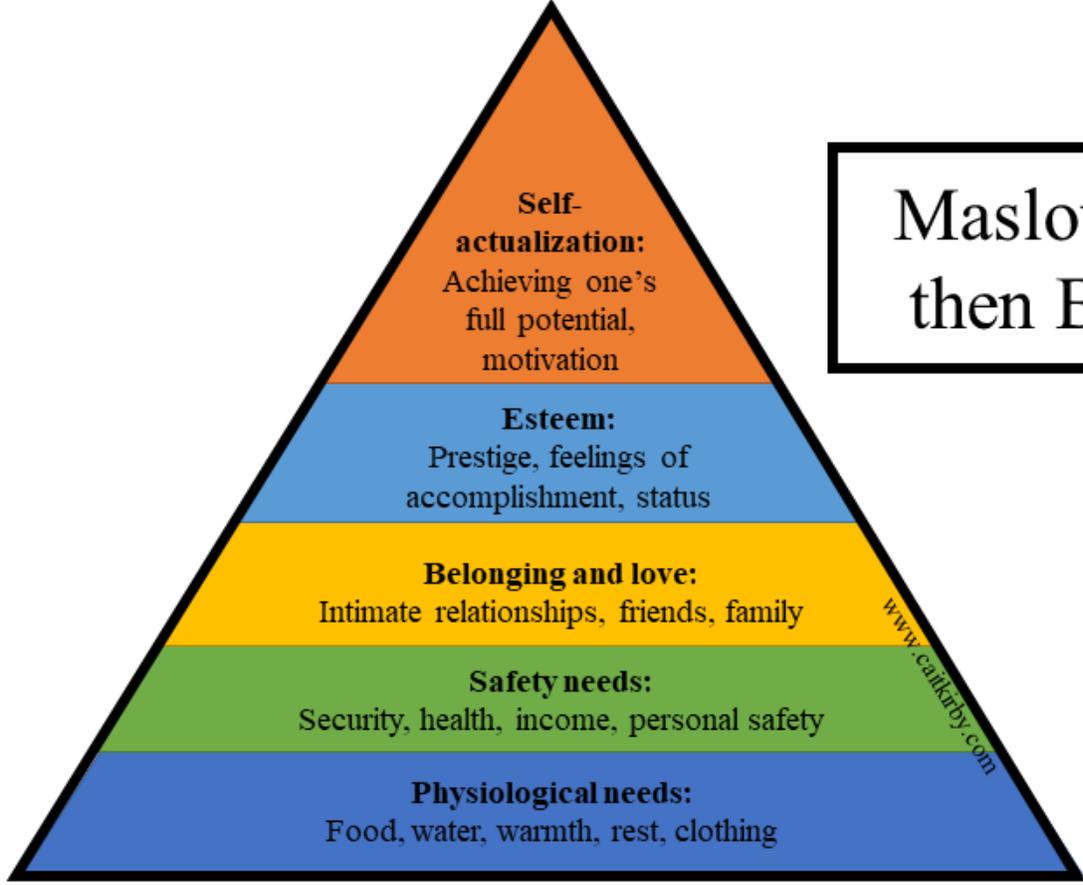
Student Success is also:



A positive lived experience of the educational journey. Preparing our students to be activist allies.

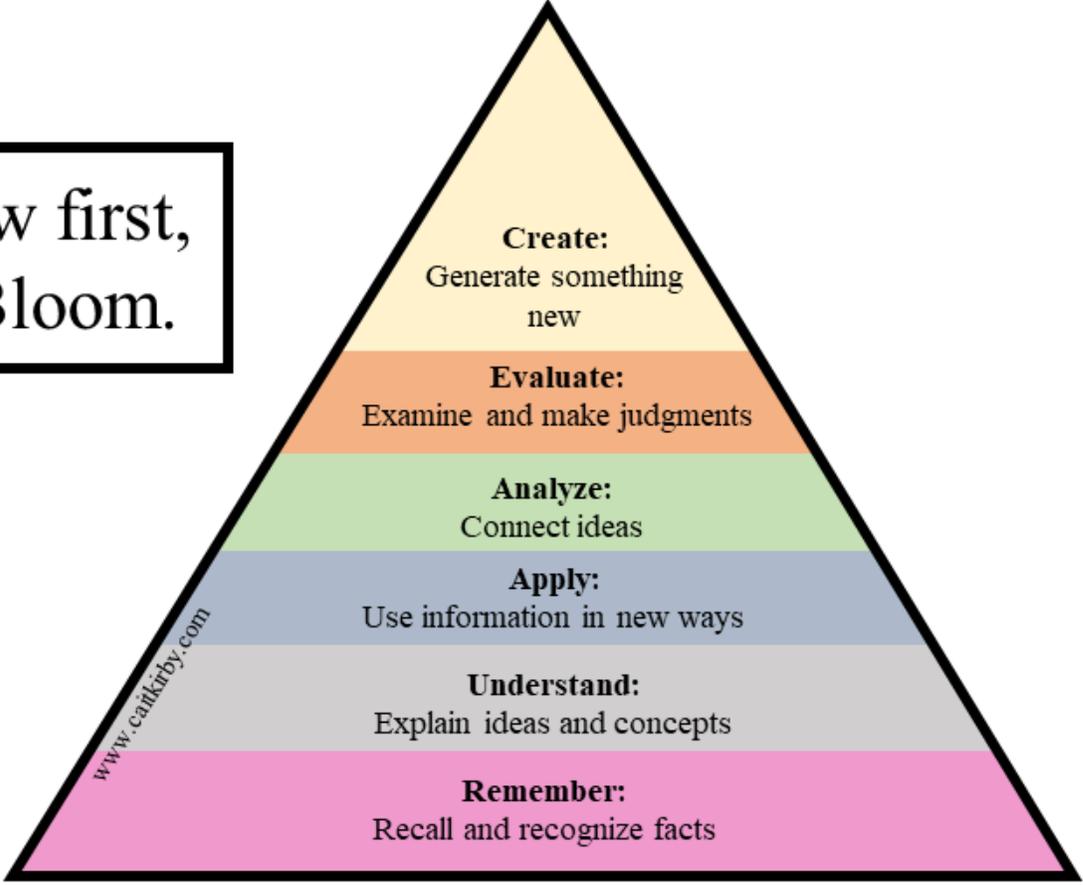


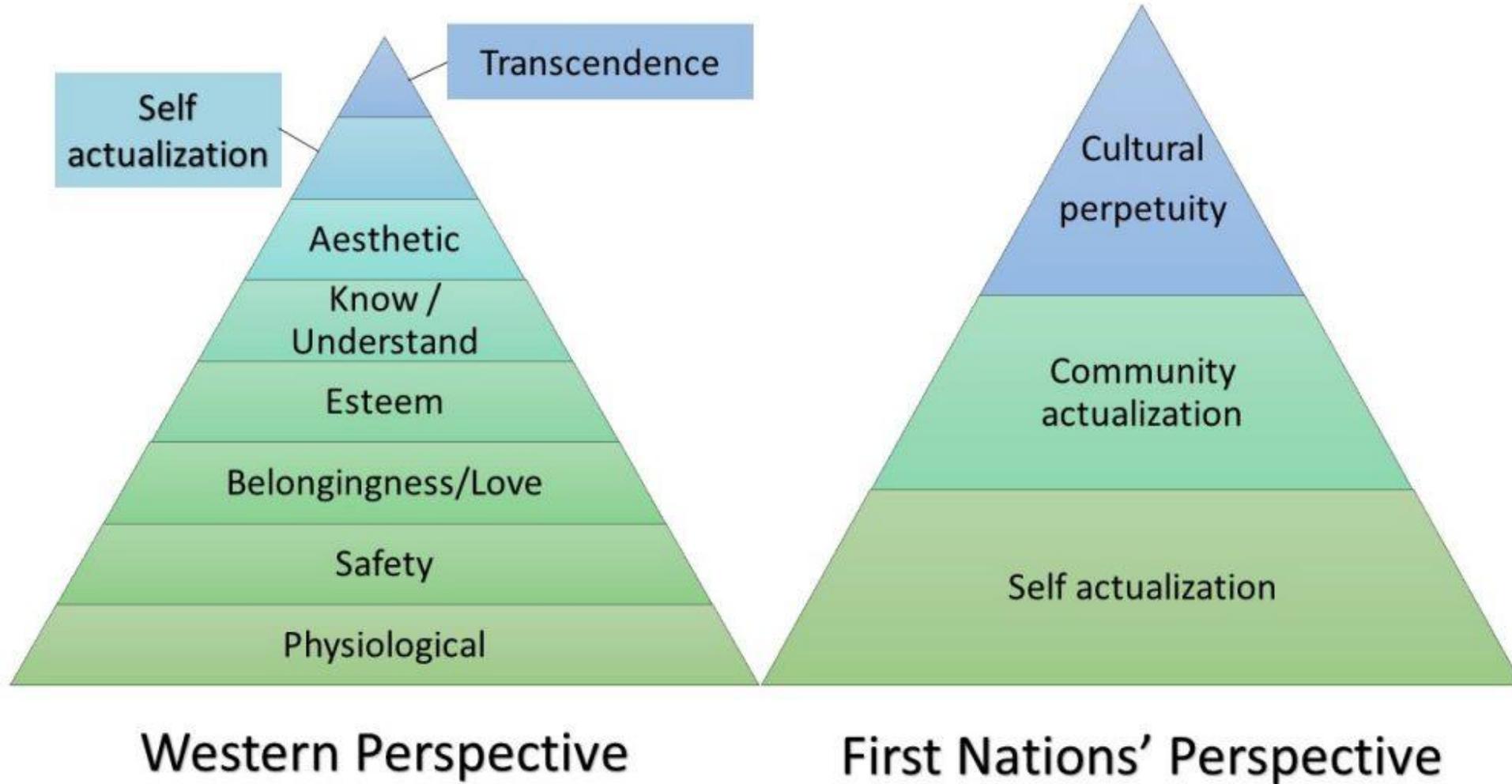
Maslow's hierarchy



Maslow first,
then Bloom.

Bloom's taxonomy



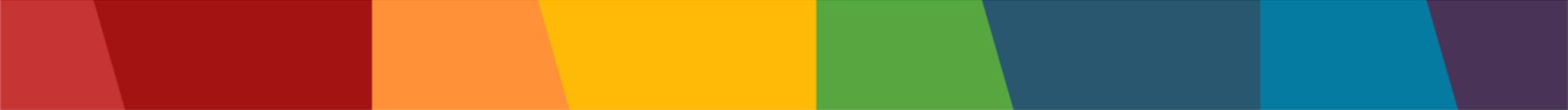
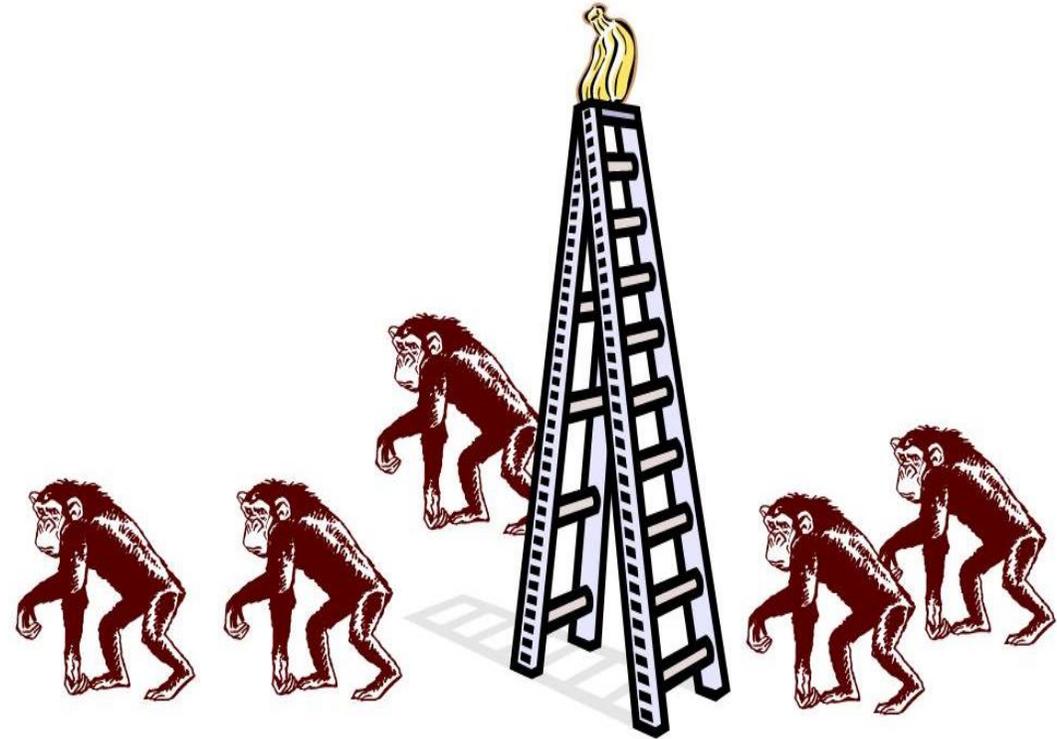


Moving from Equity to Liberation



Element 1: Truly understand and engage to dismantle interconnected, ubiquitous, invisible oppressive forces at play!

- Fear
- Apathy
- Learned Helplessness—it is too hard!
- Marginalization
- Pushing/being pushed out
- Transferred, Internalized Oppression
- Competition that kills collaboration
- Myth of meritocracy
- Shame
- Any others?





Moving from **Equity** to **Liberation**

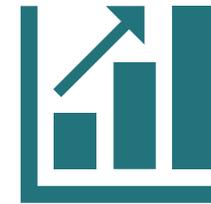
Element 2: Repurpose Assessment. Pivot from compliance or continuous improvement to institutional responsiveness.



Tell a meaningful story.



To the right audience (including ourselves).



For the right impact at scale.

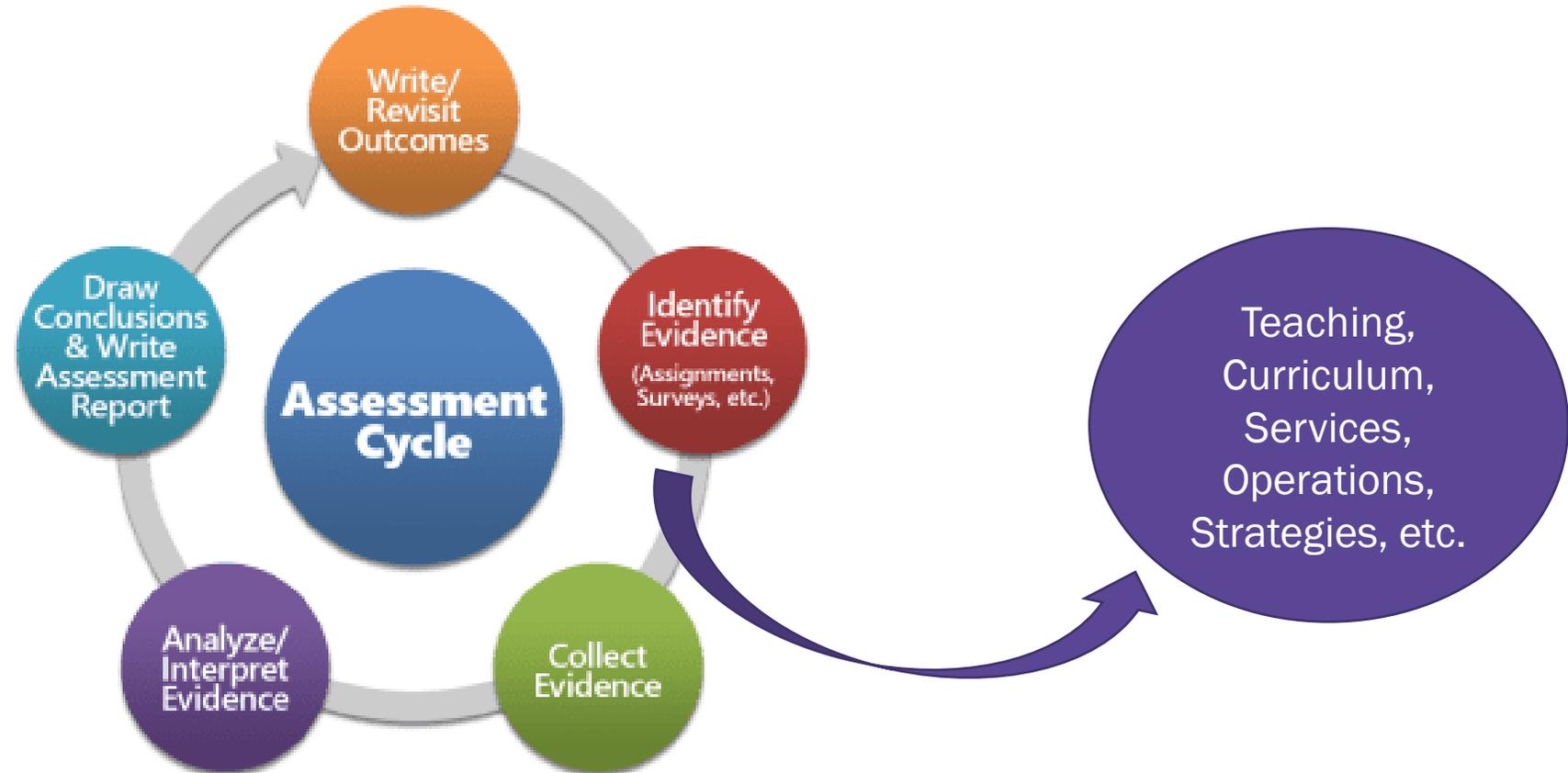
Of course, using the right Data!





Moving from **Equity** to **Liberation**

Element 3: Embed liberation anchors in every step of your assessment cycle.



Moving from Equity to Liberation



Element 4: Be an activist ally in every aspect of your life! Be revolutionary!

You have a choice. Many others don't.



Revisiting Agenda & Outcomes

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Now, Practice! 😊



Questions & Answers & Thank You!

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