Applying an Equity Framework to Enhance Your Educational Practice.

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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

- Be uncomfortable
- Reflect (on what you don’t know)
- Invite feedback
- Defensiveness doesn’t help
- Grow from your mistakes
- Expect 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?
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
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.


❖ 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!**
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.

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.

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

- Self-actualization: Achieving one’s full potential, motivation
- Esteem: Prestige, feelings of accomplishment, status
- Belonging and love: Intimate relationships, friends, family
- Safety needs: Security, health, income, personal safety
- Physiological needs: Food, water, warmth, rest, clothing

Bloom’s taxonomy

- Create: Generate something new
- Evaluate: Examine and make judgments
- Analyze: Connect ideas
- Apply: Use information in new ways
- Understand: Explain ideas and concepts
- Remember: Recall and recognize facts

Maslow first, then Bloom.
Western Perspective

1. Physiological
2. Safety
3. Belongingness/Love
4. Esteem
5. Know / Understand
6. Aesthetic
7. Transcendence

First Nations’ Perspective

1. Self actualization
2. Community actualization
3. Cultural perpetuity
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.

- **Assessment Cycle:**
  - Write/Revisit Outcomes
  - Identify Evidence (Assignments, Surveys, etc.)
  - Collect Evidence
  - Analyze/Interpret Evidence
  - Draw Conclusions & Write Assessment Report

- **Teaching, Curriculum, Services, Operations, Strategies, etc.**
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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• Engage in Equity Work
• Anything else?
Now, Practice! 😊
Questions & Answers & Thank Yous!

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