



# Conversations and Explorations on Equity & Assessment

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*For Advancing a Massachusetts Culture of Assessment (AMCOA)*

# Who am I?

- Over 15 years spanning Higher Ed—R1s, Online, Non-Profit, EdTech, & Consulting
- PR, Comms, and Psych Background; PhD in Critical & Sociocultural Studies in Ed.
- Developed and evolving identities of being a woman-of-color; rooted in Black, Feminist, Critical Theorists/Scholars' work
- Familial, collective culture; rich verbal storytelling and colonial history
- Lived experiences of struggle as a student and scholar practitioner; motivated by student success and social justice

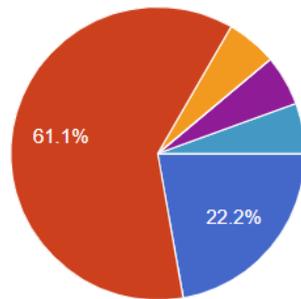


# What are we here to do today? (based on resources feedback, & more)

3. Do you want break out sessions for small group discussions or will a large group interactive session work better for you given that this is a 90-120 minute online facilitated meeting and not a webinar?

Copy

18 responses



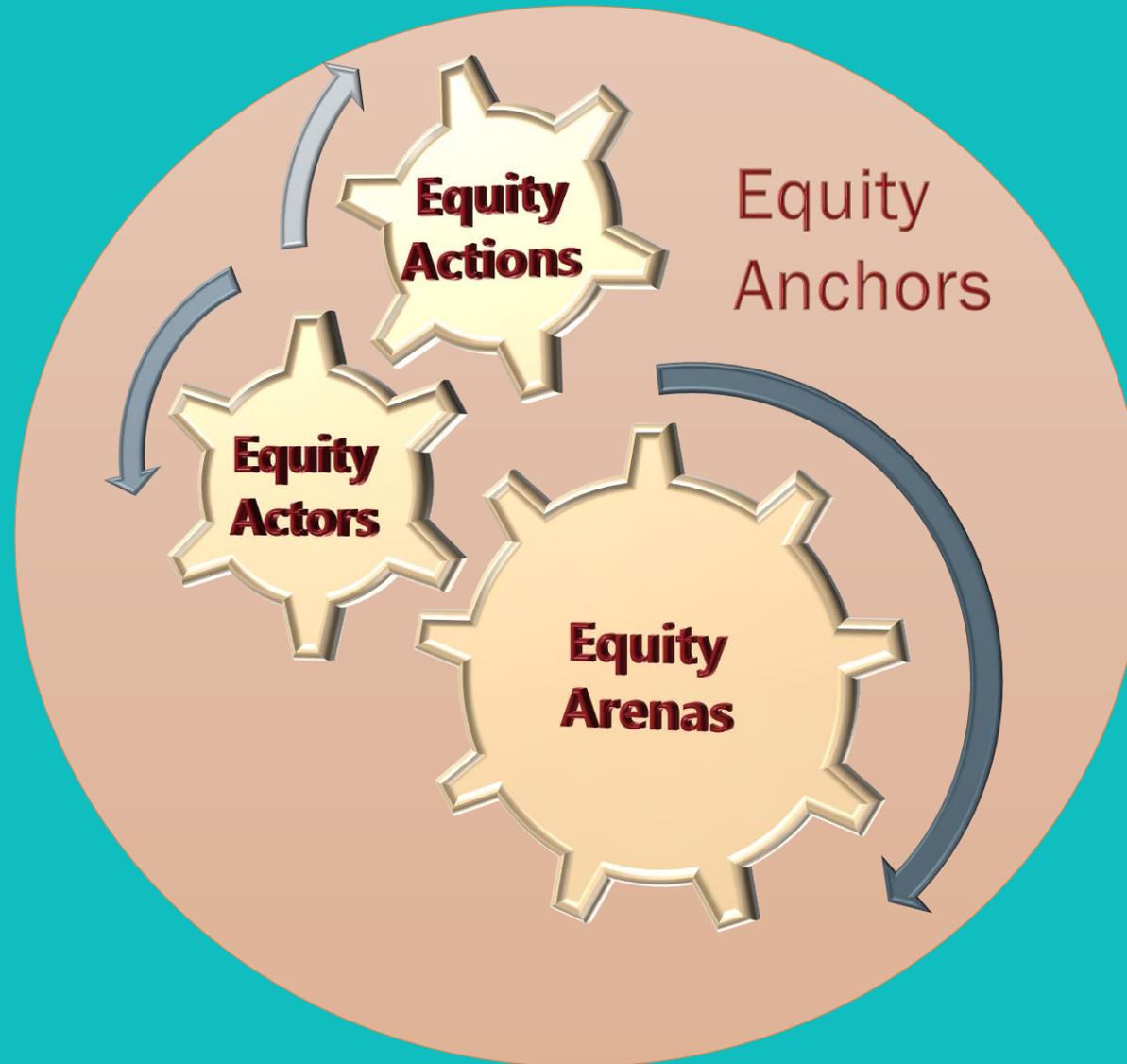
- Yes, I want breakout sessions with colleagues
- No, I'd rather do polls and interactive conversations/discussions on prompts...
- I don't care! :)
- Sorry, I don't know what I want! :(
- I'm flexible & enjoy both large & small group interactions
- I'd prefer polls/interactive convos in the larger group; however, AMCOA folks a...

- Build intentional community & connection
- Explore systemic oppression forces' impact on our work
- Examine
  - Data Equity Issues
  - Curricular Assessment Equity Issues
  - Student Support Equity Issues
  - Leadership Equity Issues
- Engage in a Q&A for any other topics/interests

# My Equity Framework: An Outline:

**Liberation Anchors  
include:**

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



REFRAMING  
ASSESSMENT  
TO CENTER



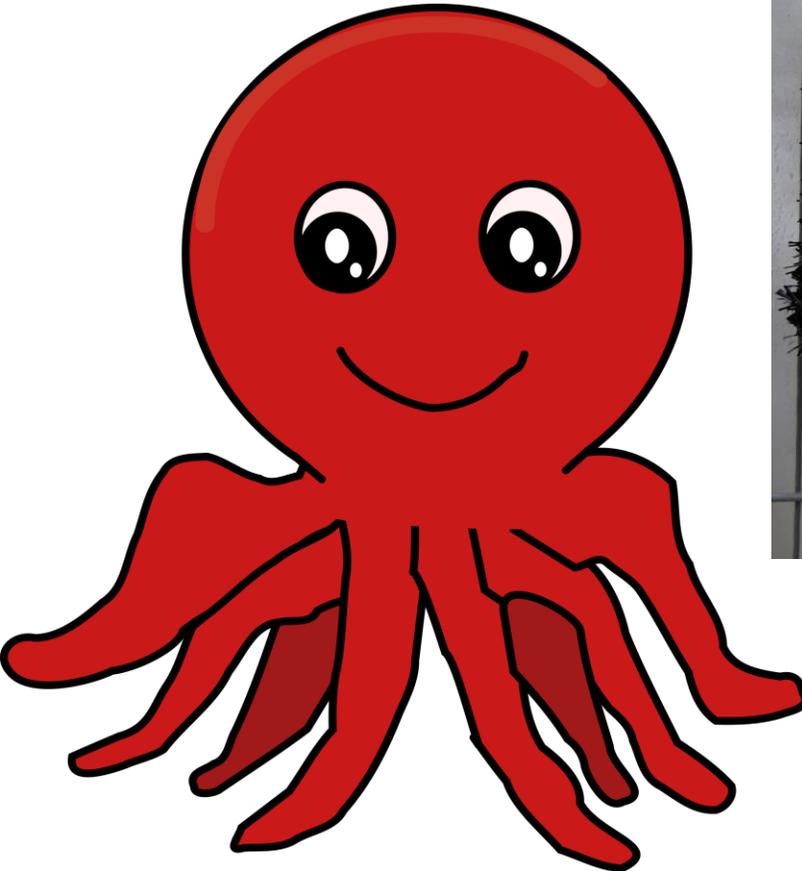
THEORIES, MODELS,  
AND PRACTICES

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# Defining Our Equity Arenas



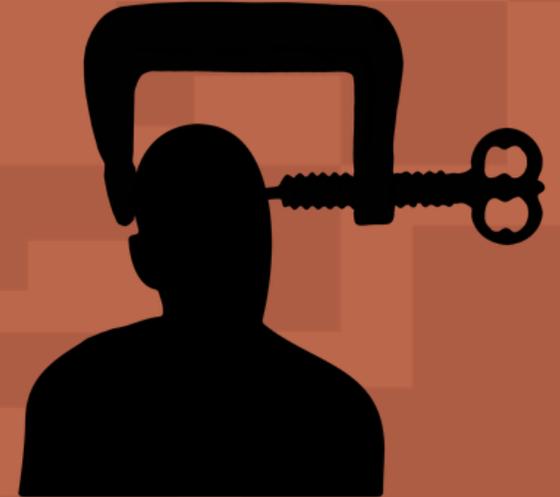
# Defining Us As Equity Actors





# Power and Oppression Contd.

## CYCLES OF OPPRESSION

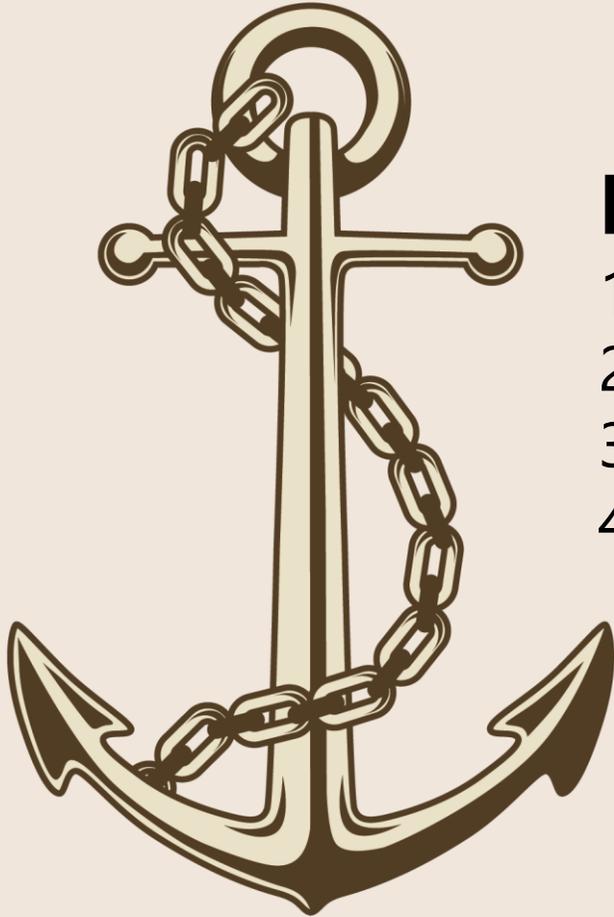


# Clarifying the Scope of Our Equity Actions



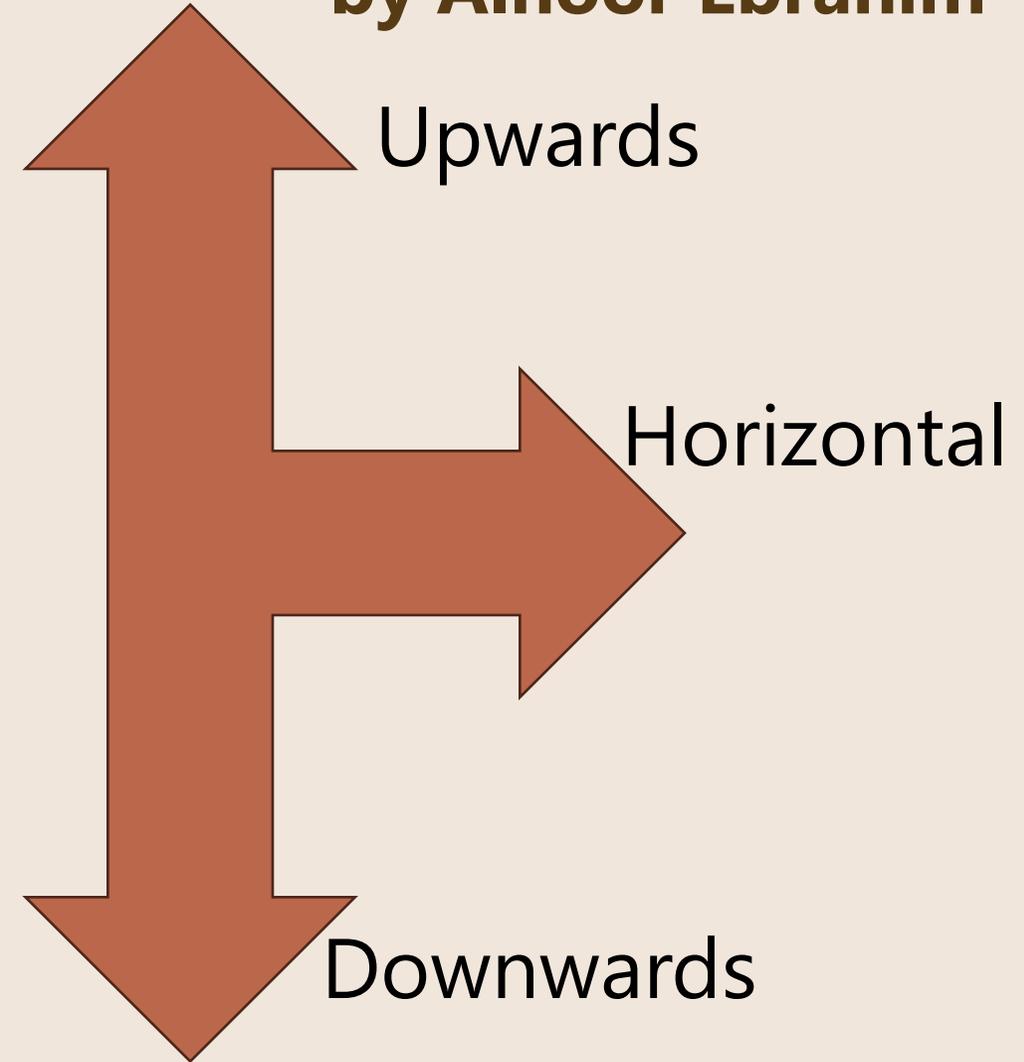
# Equity Actions Contd.

## Accountability Stakeholders by Alnoor Ebrahim



### Equity Anchors

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



# Data Equity Issues

## Equity Issues in Assessment

- Who and how is the data created/generated?
- At what cost?
- Whose voice is missing?
- Who is impacted by the why of it all?
- What type of data is valued?
- Anything else?

## Equity Issues by Assessment

- What story is being told? To whom?
- How is data being used? By whom? For what?
- What is not being done with the data?
- Anything else?

\*The EdTech Challenge

\*The Quant vs. Qual problem



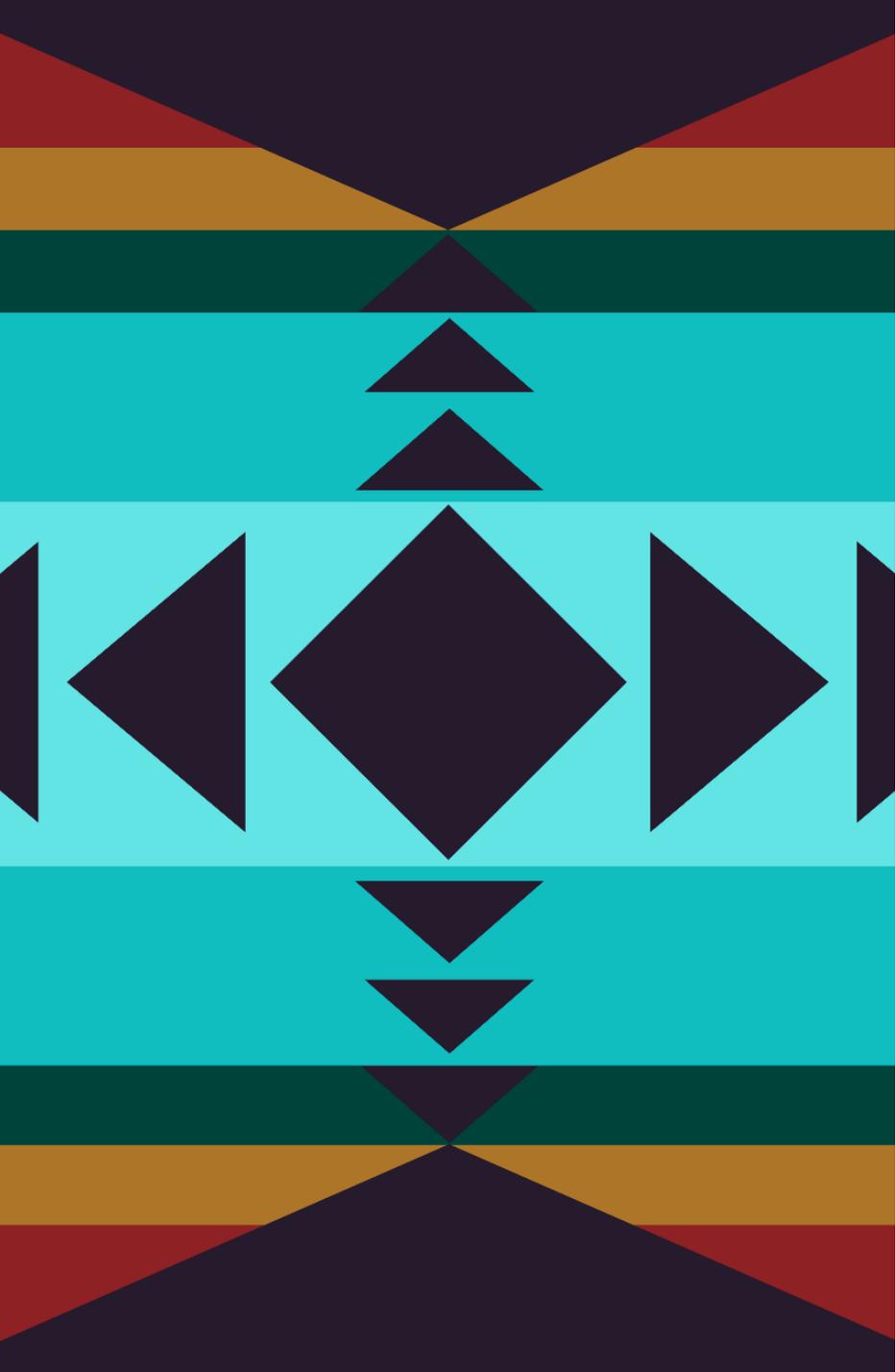
# Curricular Assessment Equity Issues

- Address the Backward Design gap
- **Engage in Mapping the right way and usefully**
- Involve students at multiple levels
- **Offer templates and tools for scalability**
- Audit syllabi; review policies and expectations too
- **Ensure the sharing of exemplars**
- Humanize the entire experience & exercise
- **Encourage restorative communication practices**
- Program assessment can be integrated
- **Assessment design must be explicit & comprehensive**
- Facilitate and guide for curricular influence
- **Competency Based Education BUT\***
- Anything else?



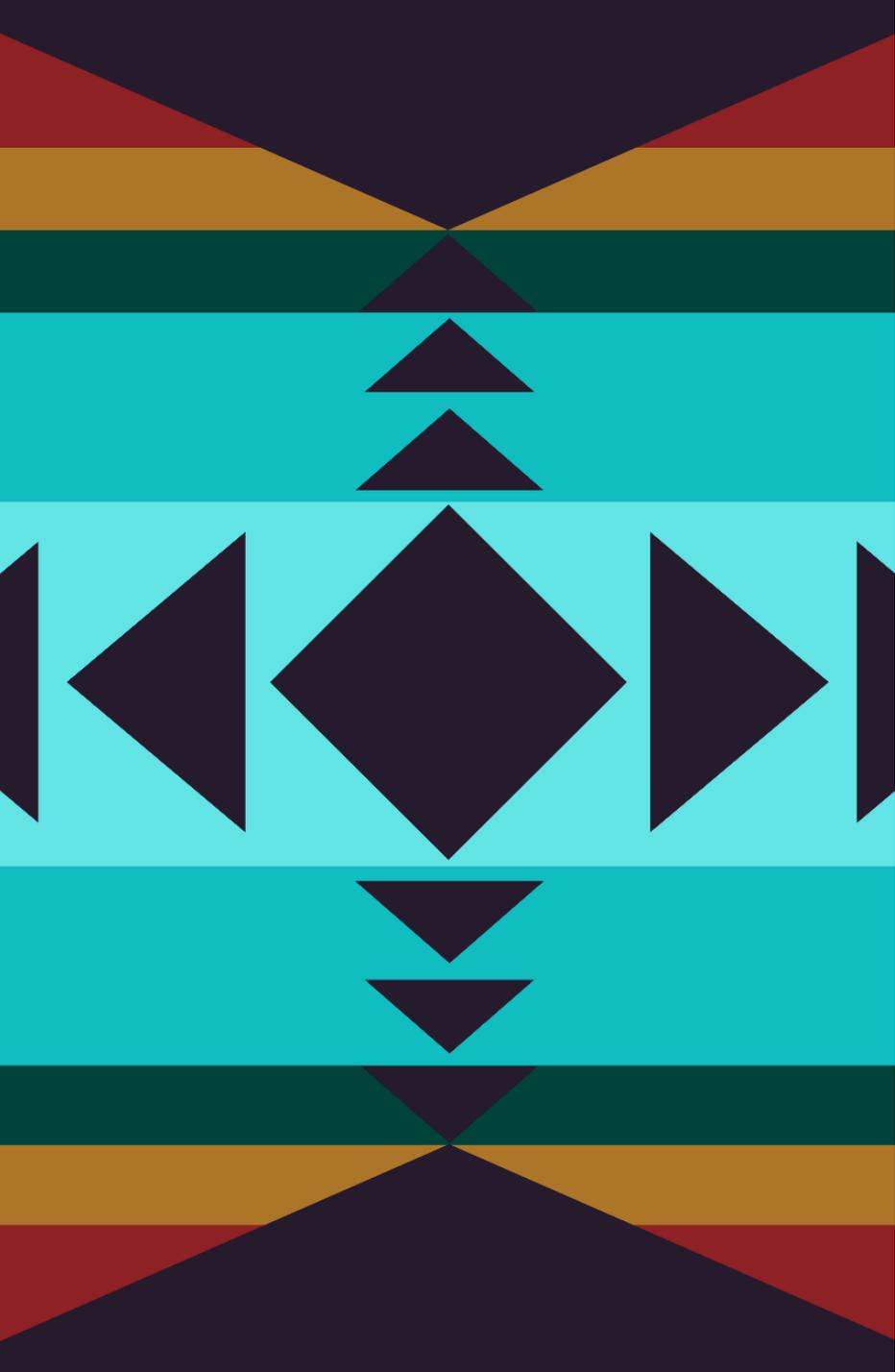
# Defining Student, Faculty, & Staff Success





# Student Equity Issues

- The curricular approach
- The justice focus
- The better way(s) of assessment
- The importance of story-telling (also, quant vs. qual)
- The liberatory approach
  - Tracking the “right” data
  - Serving the “right” communities
  - Telling the “right” story to the “right” audience at the “right” time
  - Building empowerment, agency, and activism within
- The breaking down of siloes
- The need to influence
- Proactively responsive vs. remedial
- **Anything else?**



# Leadership Equity Issues

## The 6/7 Cs of Assessment Leadership

1. Communication
2. Community-building
3. Conflict Resolution
4. Centering Values
5. Change Agency
6. Consulting Skills
7. Constant Consumption of knowledge

## Dealing with Toxic Leadership

1. Subversive strategies
2. Courage; Overcome shame and blame; Do not lose your own humanity; Apply empathy
3. Depersonalize EVERYTHING
4. Deploy Community
5. Believe!

## Anything Else?

# Change Management

Keep in mind Urgency  
vs. Importance



When team members explain why they can't, ask, "But if you could, what would you do?"



WHAT WOULD  
YOU ATTEMPT  
TO DO IF YOU  
KNEW YOU  
COULD NOT FAIL?

(UNKNOWN)

You will move at  
the speed of  
trust.

# Questions & Answers



What clarifications or additional information do you seek?

# Thank You!



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