

EQUITY CHAMPIONS

Prepared by Melissa Oddo, Project Manager Equity Champions



CALLING ALL INSTRUCTORS AND DEPARTMENTS!

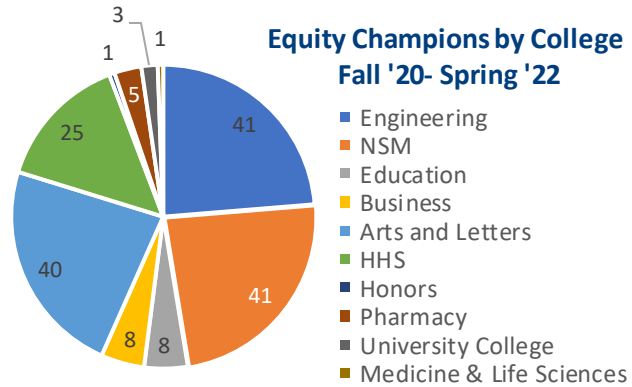
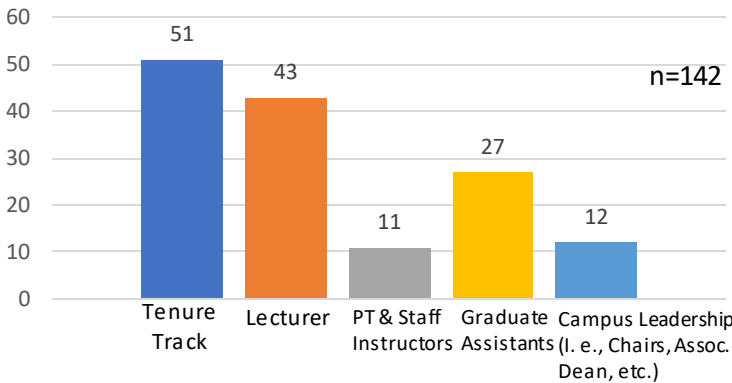
The UToledo Equity Champions Community of Practice are taking applications for Fall 2022 participation.

We are accepting applications for individual and departmental participation.

WHO ARE THE EQUITY CHAMPIONS?

Equity Champions are instructors committed to making evidence-based changes in their courses that improve student outcomes by focusing on belonging, social connectedness, identity safety, and growth mindset.

All Equity Champion Positions: Fall '20 – Spring '22



WHAT DO THEY DO?

They participate in a semester long community of practice wherein instructors learn together, share ideas, and work together to develop resources for supporting equity in their class, embedded into a real pedagogical faculty development experiences.

Community of Practice

Engage as a full member of the Equity Champions Community of Practice, sharing ideas and supporting each other in our work. Participate in weekly meetings, led by a Faculty Leader, with other Equity Champions during the semester. Participants will also participate in ongoing, asynchronous workshops before and during participation.

Commit to our Community of Practice

Implement Change Ideas in your Course

Use the Ascend tool to gather real-time, actionable data

Change Ideas

Learn about research and evidence-based change ideas to implement in your course that are designed to promote a sense of belonging and enhance support for student learning. Equity Champions will have access to a variety of resources.

Examples: constructing student-attuned syllabi, Wise Feedback, Pre/Post Assessment Wrappers, etc.

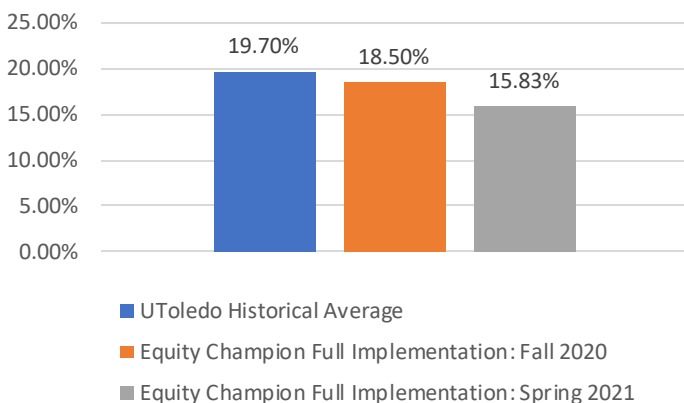
Use the Ascend Tool

Ascend is a brief, validated survey that assesses how students' experiences in courses on key constructs such as social belonging, identity safety, and institutional growth mindset. The survey will be used at multiple points in the semester to improve student outcomes.

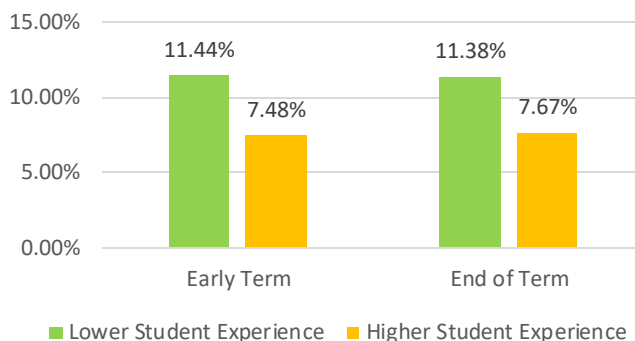
EQUITY CHAMPIONS ARE IMPROVING COURSE OUTCOMES

Students in Equity Champion courses are receiving grades of D, F, or W (withdraw) at lower rates as compared to UToledo historical averages. The rates are continually decreasing as the work of the Equity Champions progresses.

% of Students Receiving a D, F, or W in UToledo Courses



% of Students Receiving a D, F, or W in any Equity Champion Course



Students who report higher student experience in Equity Champions courses are less likely to earn grades of D, F, or W in those courses.

HOW CAN I PARTICIPATE?

INDIVIDUAL PARTICIPATION

Any individual instructor teaching a course can apply to be an Equity Champion.

Applicant must be teaching at least one course during the fall 2022 semester and agree to actively participate in the community of practice, implement change ideas, and use Ascend to assess the immediate impact of changes.

DEPARTMENTAL PARTICIPATION

Any department can apply as an Equity Champion Department Cohort. All participants in the department cohort must be teaching at least one course during the fall 2022 semester and agree to actively participate in the community of practice, implement change ideas, and use Ascend to assess the immediate impact of changes.

There is a minimum requirement of participation from at least 3 instructors within the department. Each department must identify a departmental lead who will support Equity Champion efforts within the departmental cohort.

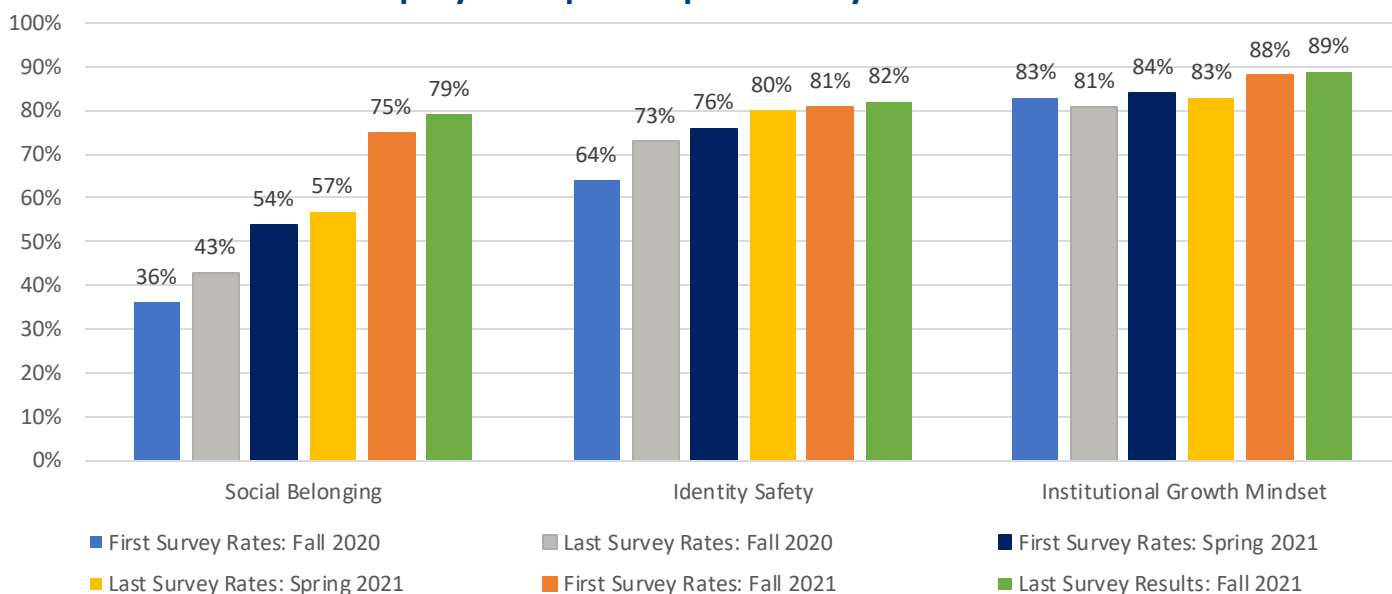
Each new Equity Champion will receive a \$500 stipend for their work. Funding is available for any instructor from any college to participate, pending acceptance into the program and active participation.

HOW TO APPLY? [Apply HERE](#) by **Friday April 15, 2021**

STUDENT EXPERIENCE IN EQUITY CHAMPION COURSES

Equity Champions have implemented evidence-based changes in their courses and have collectively made gains in every **Key Construct: Social Belonging, Social Connectedness, Identity Safety, Institutional Growth Mindset, Trust & Fairness, and Self-Efficacy**. The student experience is assessed by student self-report using an innovative tool called Ascend, which measures the immediate impact of the changes Equity Champions implement in their courses. Champions work together to implement change ideas that make sense given the specific needs of their courses and their Ascend data, including revising their syllabi to include student attuned-language, creating welcome letters and videos, sharing their personal stories of belonging, learning how to have difficult conversations in student-attuned ways, and including diverse representation in their course.

Equity Champion Impact on Key Constructs



INSTRUCTOR IMPACT

“Being an Equity Champion has opened my eyes to how I can create a more inclusive classroom. I feel the tools I implemented, from exam wrappers to sharing my own personal struggles, have **helped me become a more effective instructor and improve student success.**”

“It motivates us to be better. I am done trying to be average. I want to do the best for our students.”

“I have never felt like I **belonged** at UT more than I do now.”

“We’re just getting started!”

“I am so thankful there’s a **group of instructors so invested** in increasing belonging for diverse students.”

STUDENT IMPACT

“For the first time I felt safe to learn and to trust my thought process. Instructors have always tried to change the way I think of things.

Your simple comment gave me **validation and reassurance** – I respect your thought process.”