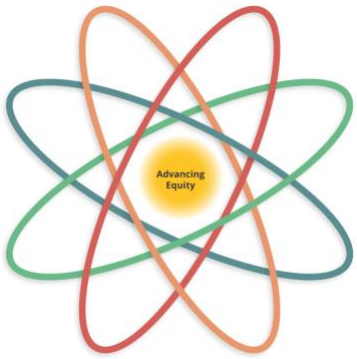
The RP Group Equity Framework Assessment Tool – COLLEGES

This assessment tool was designed to assess and evaluate the degree by which the programs, practices, processes, and policies within the college align with The RP Group's Equity Framework.

The RP Group's Commitment to Equity, Diversity, and Inclusion

> The RP Group recognizes it is not enough to promote equity, diversity, and inclusion; we must proactively work to oppose racial inequity and lead social justice within the educational system. The RP Group must capitalize on its unique position as both a provider of research and professional development, and as a representative body for IRPE professionals to advance equity and drive systemic change.

The RP Group's Equity Framework



Advancing equity is a holistic approach and requires us to examine, scrutinize, and rebuild the various systems that were built to benefit one group and disadvantage others. Within our system, racial identity is frequently the most salient indicator of advantage and oppression. As such, in order to advance equity broadly, our work must begin with race and how it intersects or interacts with other characteristics. As IRPE professionals, we have a privilege and responsibility to go beyond identifying gaps in outcomes to use the data to inform actions that eliminate these gaps.

The RP Group's Equity Framework is based on four core components: (1) Equity-Minded, (2) Cultural Humility, (3) Distributed Leadership, and (4) Evidence-Based (described below) and includes key guiding questions to help individuals and teams self-assess a program, process, practice, or policy in a way that:

- encourages thoughtful reflection and dialogue on how its efforts reflect the constructs in the each of the core components;
- establishes a baseline understanding and standing of how equitable its efforts are; and
- identifies actions, resources, and opportunities for improvement.

This assessment tool is designed to be completed by a group or team, not by an individual. The team should consist of those who directly use or are impacted by the program, process, practice, or policy being assessed.

Instructions:

1. For the guiding questions under each framework component in the **detailed assessment**, reflect on and document the current standing/progress and any planned next steps (with timelines) and resources needed for the effort being assessed.
2. Once the guiding questions are answered, discuss among team members where the program, process, practice, or policy stands in relation to the Equity Framework for advancing equity and collectively answer the final question about the team's **overall assessment** of the program, process, practice, or policy.
3. Enter the items from the self-assessment under *Next steps or areas of focus* and *Support and resources needed* in the **action plan**, and add information on the timeline and person/group(s) responsible.

Detailed Assessment

Describe the program, process, practice, or policy this tool will be used to assess its alignment to The RP Group's Equity Framework:

Lead and team members:

Date:

Component and Guided Questions	Current standing/progress	Next steps and/or supports
Equity-Minded is a perspective or lens underpinning the operations of the organization that centers on recognizing and redressing systems of oppression in its policies, practices, and actions. This underpinning includes: self-reflection, examining and prioritizing who is/has been most directly impacted, and interrogation of the status quo to ensure equity is at the forefront of the work.		
1. Consider and prioritize groups that have been historically marginalized?	*Success and progress:*	*Next steps or areas of focus:*
	Challenges and barriers:	*Support and resources needed:*
2. Address or redress past or current practices, processes, and/or systems that produced inequities?	*Success and progress:*	*Next steps or areas of focus:*
	Challenges and barriers:	*Support and resources needed:*

3. Contribute to a culture that will enable growth and improvements focused on equity?	*Success and progress:*	*Next steps or areas of focus:*
	Challenges and barriers:	*Support and resources needed:*
4. Use language, process, or practice is open and welcoming to all groups?	*Success and progress:*	*Next steps or areas of focus:*
	Challenges and barriers:	*Support and resources needed:*
Cultural Humility is the ability to reflect critically upon and acknowledge our own biases, perspectives, shortcomings, and limitations of our expertise as part of the process of learning and building the capacity to improve our community and the communities we serve; honoring the work, voice, and perspectives of those who have an experience with our institutions.		
1. Incorporate multiple perspectives, including those outside the area of expertise or historically marginalized groups?	*Success and progress:*	*Next steps or areas of focus:*
	Challenges and barriers:	*Support and resources needed:*

2. Address institution- or system-level issues (policies, practices, services, etc.) to move toward equity?	*Success and progress:*	*Next steps or areas of focus:*
	Challenges and barriers:	*Support and resources needed:*
3. Address academic or service issues to move toward equity?	*Success and progress:*	*Next steps or areas of focus:*
	Challenges and barriers:	*Support and resources needed:*
4. Acknowledge any limitations as guidance for further work and future improvement?	*Success and progress:*	*Next steps or areas of focus:*
	Challenges and barriers:	*Support and resources needed:*
5. Focus on people/person vs. the institution or status quo?	*Success and progress:*	*Next steps or areas of focus:*
	Challenges and barriers:	*Support and resources needed:*

6. Include the voice and perspectives of those with experience with the organization?	*Success and progress:*	*Next steps or areas of focus:*
	Challenges and barriers:	*Support and resources needed:*
Distributive Leadership (DL) is an equity-minded approach to leadership. DL is a collective commitment to lead and implement change, unified by a shared vision. It welcomes a variety of perspectives and leadership potential and is not limited to one person or position; ensuring those impacted by implementing the vision are valued, included, and empowered to implement change within their roles.		
1. Reflect a variety of perspectives, including those impacted by the implementation of the program, process, practice, or policy?	*Success and progress:*	*Next steps or areas of focus:*
	Challenges and barriers:	*Support and resources needed:*
2. Provide opportunities to engage new individuals, who may have access to resources and/or serve as a subject matter expert, to help advance the work?	*Success and progress:*	*Next steps or areas of focus:*
	Challenges and barriers:	*Support and resources needed:*
3. Empower those most impacted to lead/implement change within their roles?	*Success and progress:*	*Next steps or areas of focus:*

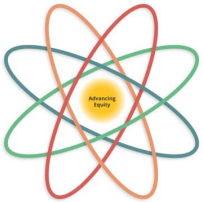
	Challenges and barriers:	*Support and resources needed:*
4. Include ample opportunities for deliberating and implementing a unified vision?	*Success and progress:*	*Next steps or areas of focus:*
	Challenges and barriers:	*Support and resources needed:*
5. Include proactive and broad communication?	*Success and progress:*	*Next steps or areas of focus:*
	Challenges and barriers:	*Support and resources needed:*
6. Have mechanisms in place to ensure learning and decisions are shared to support the unified vision?	*Success and progress:*	*Next steps or areas of focus:*
	Challenges and barriers:	*Support and resources needed:*

Evidence-based is a commitment to collecting and analyzing data from multiple sources and perspectives to identify problems as well as solutions; recognizing that something does not work unless it works for all; and integrating both quantitative and qualitative analyses to provide necessary context/perspective.		
1. Weave equity throughout and at the forefront of all stages of the process? (e.g., disaggregating data for analyses, setting equity goals)	*Success and progress:*	*Next steps or areas of focus:*
	Challenges and barriers:	*Support and resources needed:*
2. Incorporate multiple sources and perspectives to identify inequities as well as solutions?	*Success and progress:*	*Next steps or areas of focus:*
	Challenges and barriers:	*Support and resources needed:*
3. Communicate methods for inquiry and any limitations clearly and transparently?	*Success and progress:*	*Next steps or areas of focus:*
	Challenges and barriers:	*Support and resources needed:*

Overall Assessment

Discuss among team members where the effort stands in relation to the Equity Framework for advancing equity.

Check the overall level of alignment this program, process, practice, or policy has to the RP Group Equity Framework



- Fully aligned - it demonstrates full alignment to the framework with no support or resources needed
- Mostly aligned - it is aligned to the framework in most areas, but may require additional support or resources
- Somewhat aligned - there is some alignment but not to most areas of the framework or requires significant support or resources in some areas
- Not at all aligned - it is not aligned in any area of the framework and requires substantial resources or support

Action Plan

To help summarize your priorities in one place, please use this plan to organize the items you entered above under *Next steps or areas of focus* and *Support and resources needed* and add information on the timeline and person/group(s) responsible.

Next step or area of focus	Support and resources needed	Person/Group Responsible	Timeline