

# EQUITY PRINCIPLES

- 1** Articulate specific focus on racial equity and equity for low-income students.
- 2** Pursue equity in optimistic, anti-deficit, and sustainable ways.
- 3** Consistently reflect our biases and positionalities, seek input on our actions and unintended contradictions, hold ourselves accountable for improvement, and strengthen our skills.
- 4** Critically analyze and aim to continuously improve systems, structures, cultures, policies, and processes.
- 5** Focus on **disaggregated** quantitative outcomes and on qualitative understanding of **racially minoritized** students' experiences.
- 6** Disaggregate data to the finest possible point, and resist the erasure of Native American, Asian American, and Pacific Islander students.
- 7** Broaden the participation of people, partners, and perspectives to reflect the equity that students and their institutions deserve.
- 8** Position low-income students and students of color, as well as those who share their lived experiences, as equity experts.