

## **Every Learner Everywhere Network Releases New Toolkit to Provide Academic Leaders with Step-by-Step Process for Redressing Inequities**

**Boulder, CO** (October 12, 2021) – The Every Learner Everywhere network has released a new resource that gives academic department leaders a hands-on process for redressing racism and inequities resulting from academic departmental policies and practices.

[\*Improving Departmental Equity Using the IMPACT Framework\*](#) includes step-by-step instructions and worksheets that department leaders can use to anticipate, acknowledge, and redress racism in their campus classrooms and institutional policies and procedures.

This toolkit is meant to accompany [\*Getting Started With Equity: A Guide for Academic Department Leaders\*](#), which was published in June 2021. *Getting Started With Equity* walks academic department leaders through the process of conducting an equity audit of the department, lays out evidence-based teaching practices that support educational equity, and highlights inequities and how to redress them in specific academic disciplines. *Improving Departmental Equity Using the IMPACT Framework* provides departmental task forces with a process for identifying the root causes of the inequities and then developing an action plan for addressing those root causes.

“This new resource will be such a valuable and practical tool for postsecondary leaders and decision makers who are committed to equity for minoritized students,” said Dr. Jessica Rowland Williams, Director of Every Learner Everywhere. “Together with *Getting Started with Equity*, this is truly a roadmap for making important changes where they are necessary.”

The IMPACT Framework is aimed at helping postsecondary leaders ensure their department culture and policies and procedures are:

- Innovative
- Mindful
- Purposeful
- Actionable
- Caring
- Transformative

The toolkit resource outlines a clear process for redressing inequities, beginning with the establishment and selection of a task force charged with identifying and amending processes that are harmful to students who are Black, Latinx, Indigenous, first-generation, and poverty-affected. Detailed worksheets and guides help task force members walk through the process of identifying and prioritizing areas for change, implementing changes, and then evaluating the impacts of those changes.

“At its core, this resource challenges department leads to uncover the true root causes of the inequities experienced by racially minoritized and poverty-affected students within their departments,” said Tynan Gable, M.B.A., Senior Strategist for Intentional Futures. “It is a call to action to center student voice in the process of redressing inequities that stem from long-standing policies and practices. We hope the activities and processes outlined in this resource will serve as a steppingstone to a broader, iterative effort to confront the systemic inequities that are so pervasive within higher ed today.”

Collaborators include: Jeremiah J. Sims, Ph.D., Director of Equity, College of San Mateo; Rachel Sims, M.A., Principal Consultant, Rooted in Love Education; Norris “EJ” Edney III, EdD, Director, Center for Inclusion and Cross Cultural Engagement, University of Mississippi; Tynan Gable, M.B.A., Senior Strategist, Intentional Futures; and Patricia O’Sullivan, M.A., Content Manager, Every Learner Everywhere.

To view and download the resources or learn more about Every Learner Everywhere and its collaborative approach to equitize higher education through digital learning, visit [everylearnereverywhere.org](http://everylearnereverywhere.org). To contact Every Learner Everywhere, email [everylearner@wiche.edu](mailto:everylearner@wiche.edu), or call (303) 541-0206. Follow Every Learner on Twitter @EveryLearnerNet.

###

**Every Learner Everywhere (Every Learner)** is a network of twelve partner organizations with expertise in evaluating, implementing, scaling, and measuring the efficacy of education technologies, curriculum and course design strategies, teaching practices, and support services that personalize instruction for students in blended and online learning environments. Our mission is to help institutions use new technology to innovate teaching and learning, with the ultimate goal of improving learning outcomes for Black, Latinx, and Indigenous students, poverty-affected students, and first-generation students. Our collaborative work aims to advance equity in higher education centers on the transformation of postsecondary teaching and learning. We build capacity in colleges and universities to improve student outcomes with digital learning through direct technical assistance, timely resources and toolkits, and ongoing analysis of institution practices and market trends. For more information about Every Learner Everywhere and its collaborative approach to equitize higher education through digital learning, visit [everylearnereverywhere.org](http://everylearnereverywhere.org).

**Intentional Futures** is a Seattle-based design and strategy studio. We work closely with clients across the public and private sectors to solve hard problems that matter and make big, ambitious ideas come to life. Our core offerings include human-centered strategy, data-driven



3035 CENTER GREEN DRIVE, SUITE 200  
BOULDER, CO 80301  
(303) 541-0206  
[everylearner@wiche.edu](mailto:everylearner@wiche.edu)

storytelling, intentional and collective learning, and product design and prototyping. To learn more about iF and see our past work, visit [intentionalfutures.com](http://intentionalfutures.com).