Session 1: Seeing and defeating the structures of racism in admissions and enrollment management.

Please explore the two sites listed below as ideas from both will be incorporated into the discussion.

Association of American Colleges & Universities
A VOICE AND A FORCE FOR LIBERAL EDUCATION

https://www.aacu.org/making-excellence-inclusive

Making Excellence Inclusive

Making Excellence Inclusive is AAC&U's guiding principle for access, student success, and high-quality learning. It is designed to help colleges and universities integrate diversity, equity, and educational quality efforts into their missions and institutional operations.

Through the vision and practice of inclusive excellence, AAC&U calls for higher education to address diversity, inclusion, and equity as critical to the well-being of democratic culture. Making excellence inclusive is thus an active process through which colleges and universities achieve excellence in learning, teaching, student development, institutional functioning, and engagement in local and global communities.

A high-quality, practical liberal education should be the standard of excellence for all students. The action of making excellence inclusive requires that we uncover inequities in student success, identify effective educational practices, and build such practices organically for sustained institutional change.

Diversity, Inclusion, and Equity: Core Principles

AAC&U endeavors to develop "equity-minded practitioners" who are willing to engage in the necessary, and sometimes difficult, conversations and decision-making that can lead to transformational change for student learning and achievement.

Diversity: Individual differences (e.g., personality, prior knowledge, and life experiences) and group/social differences (e.g., race/ethnicity, class, gender, sexual orientation, country of origin, and ability as well as cultural, political, religious, or other affiliations)

Inclusion: The active, intentional, and ongoing engagement with diversity—in the curriculum, in the cocurriculum, and in communities (intellectual, social, cultural, geographical) with which individuals might connect—in ways that increase awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact within systems and institutions

Equity: The creation of opportunities for historically underserved populations to have equal access to and participate in educational programs that are capable of closing the achievement gaps in student success and completion

Equity-Mindedness: "The term 'Equity-Mindedness' refers to the perspective or mode of thinking exhibited by practitioners who call attention to patterns of inequity in student outcomes. These practitioners are willing to take personal and institutional responsibility for the success of their students, and critically reassess their own practices. It also requires that practitioners are race-conscious and aware of the social and historical context of exclusionary practices in American Higher Education." ([Center for Urban Education, University of Southern California](#))

https://hackthegates.org/policy-papers/

Over the past year, Hack the Gates has facilitated urgently needed honest conversations among college admissions stakeholders about the roles we play as gatekeepers to opportunity, perpetrators of race and class inequities, and transformative leaders in designing equitable college access and enrollment processes. These efforts have culminated in a series of policy papers created by our research team.

There is work to do in creating equitable pathways to post-secondary education. Our partners at RISE and ACCEPT are some of the people doing this work, and could use your help.

Creating Change

Based on the discussions, ideas, and discoveries that have been uncovered in our Online Learning and Creative Brainstorming, academic researchers will draft reports that draw from research, evidence, and dialogues to identify key systemic barriers to college access for low-income students and students of color, and explore possible solutions.

These policy briefs will present and consider systemic changes and solutions to improve college access for low-income students and students of color, with the goal of creating real-world change in college admissions systems.