

EQUITY CHAMPIONS

FALL 2020 SUMMARY REPORT

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FALL 2020 EQUITY CHAMPION ACCOMPLISHMENTS

UToledo made notable progress with the Student Experience Project (SEP) through the work of the Equity Champions during the fall 2020 semester. SEP provided a development opportunity for instructors to learn tools to support equity in the classroom. In addition, the Equity Champions built a community of learning in which they supported each other by sharing ideas and developing resources.

CHANGES IN THE CLASSROOM

Equity Champions have implemented evidence-based changes in their classroom that have improved student's sense of belonging, identity safety, and growth mindset. See below for samples:

Revised Syllabi and Established Expectations

- Revised syllabi to include textbook access statements
- Included student-attuned language during syllabi revision process
- Changed language in class policy to include extensions to accommodate hybrid learning
- Employed teaching practices that promote classroom Identity Safety

Encouraged Connection between Students and Instructors

- Wrote welcome letters and created videos to distribute before the start of class
- Designed activities for a variety of course modalities to encourage students to stay connected to campus resources
- Created virtual study groups, promoted the exchange of contact information, and used social media

Adapted Assessment and Grading Practices

- Incorporated Wise Feedback framing statements throughout the semester- "I have high standards and I am sure you can meet them"
- Developed, shared, and used psychologically-attuned Exam Wrappers pre- and post-assessment
- Provided options to "re-do" or to correct assignments and extended timed test windows

Increased Social Belonging

- Instructors shared stories of times when they felt they did not belong in college
- Expressed that belonging concerns and academic challenges are normal and not a sign that they do not belong
- Created opportunities for students to know one another better

Change Idea: Social Belonging "Booster"

Sample prompt from 2020 Equity Champion, intended to boost Social Belonging:

".. Whether you did or did not reach your goals this semester, identify one way you have proven yourself that you belong in college and can ultimately be successful. Do not limit yourself to thinking about this class.

-Chemistry Instructor

Student Responses:

"One way that I have proven that I belong in college is starting off Gen-Chem 1 lab with a D and then bringing it up to a 94% from being determined and disciplined."

"I belong in college because even though during a pandemic, I was able to get through this semester. Having every class taught remotely definitely impacted how well I was able to learn but I managed to teach myself well. I did not reach my goal for this class; however I earned an A in every other class which is great"

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HIGHLIGHTED SAMPLE OF A CHANGE IDEA

Change Idea:
Addressing Representation

“As an Equity Champion, I began including a highlighted scholar or group of scholars in each of their modules. We would then discuss it in our discussion boards. There have been some great conversations amongst our class about these scholars.”
-Math Instructor

Below is an example of a highlighted scholar, the discussion board prompt, and a snapshot of some conversations amongst the students

Introduction from Equity Champion

I would like to introduce you to scholars in the fields that you will learn from. These are real people, just like you and I, that started counting on their hands and went from there!
A featured article and biography was shared for review.



Felicity T. Enders, PhD, MPH
Professor of Biostatistics
Head of Section of Clinical Statistics
Mayo Clinic

Discussion Board Prompt:

What did you think about Dr. Enders first college math course experience? What did you take away from her biography?

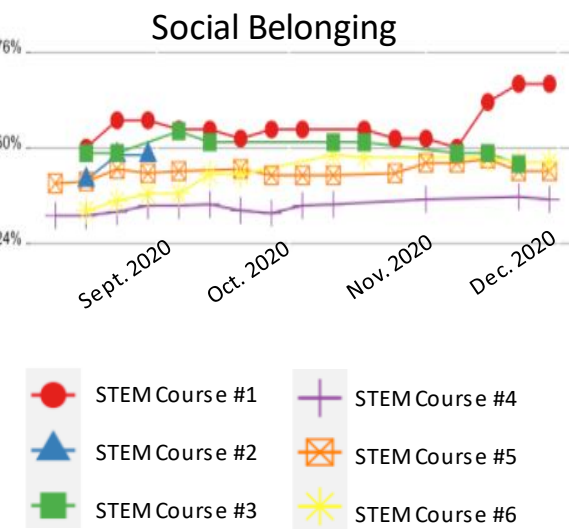
Discussion Board Response:

Student 1: Her first college math experience felt very familiar, but I think the fact she was able to still ace her final in the end says a lot about mindset. Overall, her biography was just very encouraging, especially as an African American it almost helps serve as motivation. In my immediate family I'll be the first or second to graduate college depending on when my older brother finishes, and in my extended family I'll be 1 of 3. Seeing other people like me outside my family who have already done it helps me realize that my goals are achievable, which inevitably goes back to mindset.

COLLECTED WEEKLY DATA ON STUDENT EXPERIENCES



Each Equity Champion used Copilot-Ascend in their classrooms. It is a validated survey tool that enables instructors to learn how their students are experiencing courses and what they can do to make those experiences more equitable, engaging, and supportive of student success.



Condition	Rated Positively in Most Recent Cycle				Change in Positive Ratings Since 1st Survey			
	All	Female	Struct. Disadv Race	Finan. Stress	All	Female	Struct. Disadv Race	Finan. Stress
Trust and Fairness	88%	90%	87%	84%	0%	0%	0%	-3%
Institutional Growth Mindset	82%	81%	77%	71%	1%	-2%	0%	1%
Identity Safety	72%	69%	60%	56%	8%	11%	11%	8%
Self-Efficacy	61%	55%	56%	50%	-4%	-2%	-8%	-5%
Social Belonging	44%	42%	41%	34%	8%	12%	5%	8%
Social Connectedness	23%	26%	23%	17%	2%	5%	2%	-2%

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#WeBelongInCollege CAMPAIGN

UToledo's SEP Leadership team selected two undergraduate Student Leaders to direct the #WeBelongInCollege Campaign, an effort to challenge students to share their stories of struggle and triumph while getting to or through college. Five UToledo students will be awarded \$1,000 scholarships for their submissions, sharing their stories of belonging, strength, and resilience.



All Equity Champions were encouraged to promote the #WeBelongInCollege Campaign in their classrooms. The campaign was also promoted across campus to all Colleges, Student Affairs, the Office of Diversity & Inclusion, Residence Life, and more.

"I wanted to reach out to you all to thank you for the great experience you all provided me with this semester. The #WBIC program had a positive effect on my life; I built leadership and communication skills that I didn't have before, I now feel more involved than ever in the UT community! I wish Toledo's numbers would have been higher but at the end of the day I think the impact we made on the future of this program has a huge positive effect."

-Student Leader #1

"I am grateful to be chosen as an ambassador for the University of Toledo because I was able to connect with many students who I never considered talking to before. I was able to learn more about myself from my story, this campaign truly showed me that I can conquer anything I put my mind to and that I, too, belong in college. This experience helped me gain interpersonal communication skills that I did not know I had. It showed me that I can not only be a leader in my organizations, friend groups, or residence hall, but that I can be a campus leader as well."

-Student Leader #2

TESTIMONIALS FROM STUDENTS OF EQUITY CHAMPIONS

- "In your introduction video, you talked about how everyone who is in this class is supposed to be here and it's okay if some of us have to work a little bit harder than others. I appreciate that you see that not all of us are the same. I have never been "naturally smart" but have always loved science. It has been hard at times to want to keep studying since I'm not the greatest at it, but it is professors like you that make me feel like I'm good enough and push me to keep trying (even if you don't realize it). Thank you so much for your enthusiasm so far...it's only been one day and I feel so welcomed!"
- "I feel more at ease knowing that like you, my parents hadn't gone to college either"
- "I believe that any instructor can change anyone's intelligence"

TESTIMONIALS FROM EQUITY CHAMPIONS

- "I was a researcher for 25 years; I was never trained on how to teach. I think that my syllabi became better and my policies and attitude towards students got better. I learned about student perspectives on my grading from Copilot surveys and started to give more partial credit than ever before."
- "I really enjoyed the SEP experience. The materials were put together and the community was fun and supportive. I got a great foundation on how I can create more inclusive environments in my classes. I highly recommend it to all faculty."
- "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"