

Institutions must remain committed to providing an educational experience that is accessible and free from discrimination, in accordance with state and federal laws and policies. Governing boards should support the president in publicly reaffirming their institution's dedication to ensuring access and opportunities for all students, faculty, and staff. The Board's policy needs to reflect this commitment in clear and measurable ways. This alignment includes actively supporting initiatives that enhance opportunities for students who, through no fault of their own, have had reduced access to high-quality educational experiences.

DATA-DRIVEN DECISION-MAKING

Boards should encourage the use of data-driven decision-making to inform policy and practice. This includes collecting and analyzing data on student demographics, academic performance, graduation rates, and other relevant metrics. Data can help identify areas where disparities exist and guide the development of effective interventions. If your campus' data continues to show disparities across groups, then your commitment to ensuring the success of all students requires intentional interventions to help bring about improved outcomes. Boards should assist institutional leaders with determining what data to collect.

AFFIRMATION OF EXCELLENCE

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COLLABORATION AND PARTNERSHIPS

Boards should examine how broader shifts are impacting collaboration and partnerships with other institutions, community organizations, and K-12 schools to determine how to navigate and promote access and opportunity for students from underrepresented backgrounds. These partnerships can help create a pipeline of students who are prepared for success in higher education and help institutions of higher education prepare to support students so that they can be successful.

PROFESSIONAL DEVELOPMENT

Boards should support professional development for faculty, staff, as well as the Board's own collective training around the changing landscape of supporting the success of all students. This training should focus on creating inclusive classrooms, fostering respectful dialogue across differences, and understanding the legal boundaries related to race-conscious policies.

FOCUS ON POSITIVE OUTCOMES

Boards should shift the focus from diversity as a numerical goal to the conditions that facilitate desirable outcomes for all students as a measure of success. This means examining data on student outcomes disaggregated by race and other demographic factors to identify and address any disparities.

POLICY REVIEW AND COMPLIANCE

Boards should assist and support institutional leadership in a thorough review of all policies and procedures related to admissions, financial aid, recruitment, promotion, compensation, training, student support services, housing, graduation ceremonies, and additional areas. Guided by the institution's mission, assess whether the policies are in alignment with that mission.