

## Equity workshop

*Tuesday, 30 April 2024 16:30 (1h 45m)*

This interactive workshop is designed for those who are committed to addressing inequity in their local environments. While many approaches to equity are grounded in good intentions, they often fall short in effecting substantial change. This shortfall is largely due to a lack of deep engagement with the complex, systemic nature of institutional inequity and an inadequate theory of change. In this highly interactive workshop we introduce a framework to help participants analyze and critique common approaches to equity work. Participants will leave with a better understanding of why typical efforts fail and a roadmap to guide more productive efforts. A key focus of the workshop will be on introspection and dialogue. Participants will have the opportunity to reflect on their own roles in perpetuating inequity and engage in meaningful conversations about strategies for promoting equity at both the departmental and institutional levels. By the end of the session, attendees will gain a deeper understanding of the challenges inherent in equity work and leave with ideas to guide their efforts in making a tangible impact in their respective institutions and research groups.

**Presenters:** HENDERSON, Charles (U. Western Michigan); DANCY, Melissa (U. Western Michigan)