

# Developing University Infrastructure to Foster Equity and Inclusion in College Classrooms

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## Motivation

- To change Pitt culture in ways that foster equity and inclusion
  - We seek to implement across Pitt a social psychological intervention that has been shown to close performance gaps at Pitt.
  - In so doing, we seek to train instructors on the mindset of the intervention, how to run the intervention, and how to evaluate the intervention
  - In these ways, we seek to have a broad, lasting impact on the culture of Pitt

## Project Description

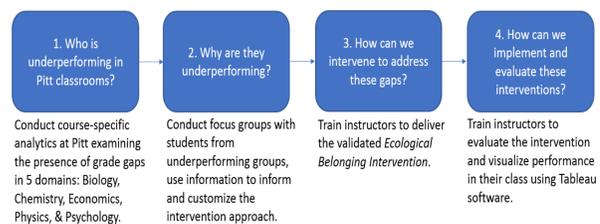
- We seek to:
- Understand where (which courses) gaps in equity exist
  - Understand *why* these gaps exist
  - Train and support instructors to run an ecological belonging intervention
  - Evaluate the effects of the intervention

## Context

- Instructors currently are not able to “know their students” – to know where gaps in equity exist and what they might do about them
- We seek to change that by equipping instructors with knowledge about their students and with knowledge of ways to address equity in their classroom with an intervention

**Chart 1:** A four-step process for building a faculty analytics program focused on testing interventions to foster equity in college.

Classroom Analytics for Equity (CAFE) Scholars Program at a Glance



# Train instructors to understand and address problems with equity in their classrooms.

## Project Deliverables

- We seek to establish a proof-of-concept for the faculty training program, which we term the CAFÉ Scholars program (Classroom Analytics for Equity)
- We will produce a proposal for a large-scale federal grant that will then expand from the proof-of-concept to establish the program at Pitt.

## Potential Impact

- Our goal is that instructors who participate in our program will undergo a lasting change in their mindset and teaching practices that will foster equity and inclusion in their classrooms and, with time, the University more broadly.
- We hope that the program will then serve as a model for similar programs at collaborating universities, including Indiana University and the University of Minnesota

## References and/or Acknowledgements

We have collaborating partners at IU and UM:

### Indiana University Team

Dennis Groth, Vice Provost for Undergraduate Education

Linda Shepherd, Senior Assistant Vice Provost  
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### University of Minnesota

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