

Introducing the Equity Root Cause Analysis

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Credit Due

To:



TEXAS EDUCATION CONSORTIUM
for MALE STUDENTS of COLOR

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What is the Equity Root Cause Analysis?

- A process for identifying the cause(s) of a system's outcomes.
- **Priorities:**
 - Distinguish between a system's **outcome or concern**, **intermediate causes**, and the **root cause**
 - Understanding the “why”
 - Typically multiple causes and not all causes are equal
 - Identifying multiple solutions (Equity Planning Map)
 - Graphical depiction of cause(s) and outcomes

How do we use this tool?

Practice the Equity Root Cause Analysis:

1. *Identify* a particular outcome of concern
2. *Identify* intermediate cause
3. *Identify* root causes

Engage in institutional responsibility framing. For example:

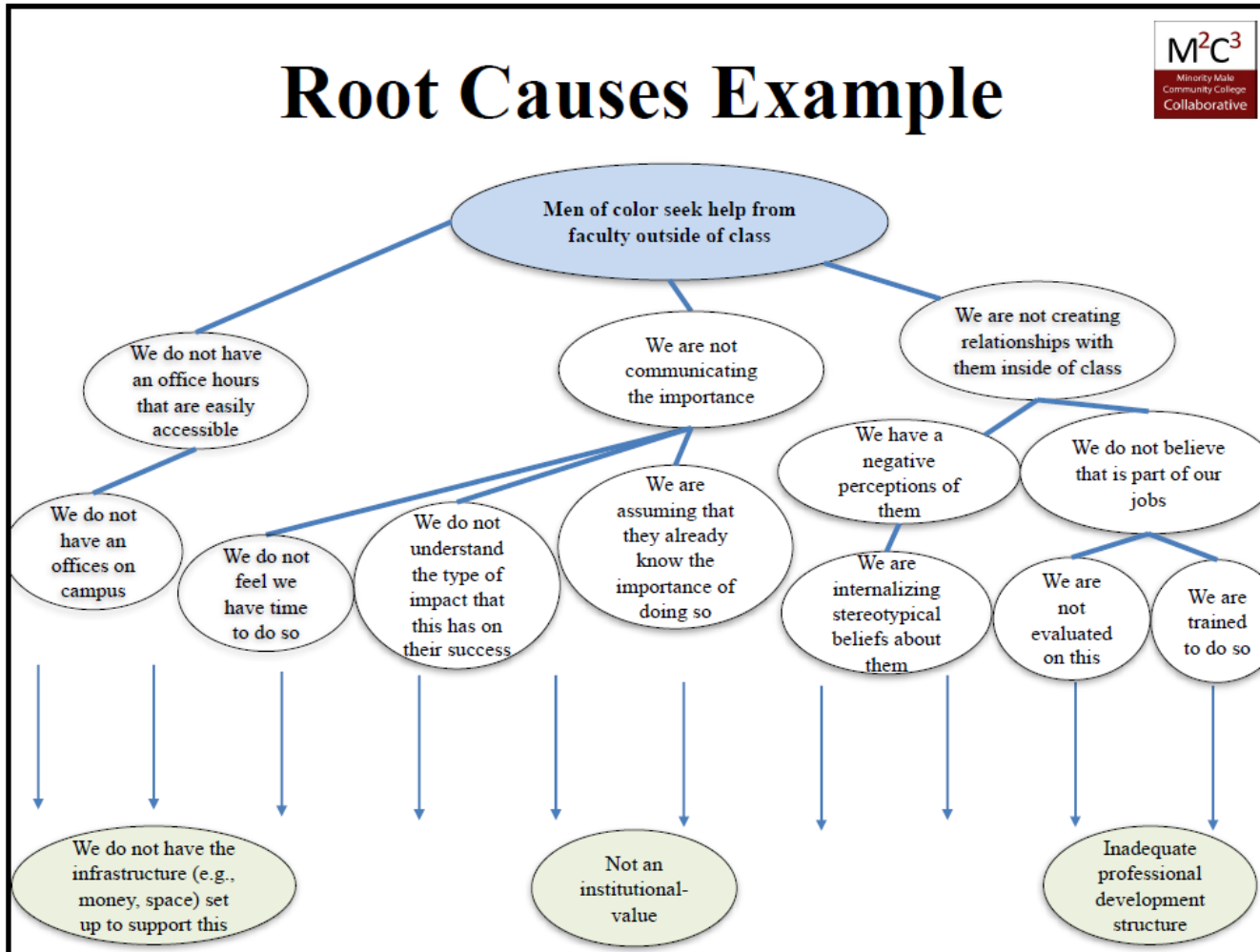
- Unacceptable language: “They are” and “They are not”
- Acceptable language: “We are” and “We are not”

Practice

In your own tables, choose from one of the following constructs:

1. Transitions
2. Academic Experiences
3. Campus Engagement
4. Degree Completion

Example:



M2C3 Equity Planning Map

Challenge	Outcome	Intervention	Resources	Assessment	Responsibilities

- Is there alignment with the vision?
- Is there alignment with the institutional mission?
- Is there alignment with the institutional strategic plan?

M2C3 Equity Planning Map

Challenge	Outcome	Intervention	Resources	Assessment	Responsibilities

Resources

- People
- Time
- Space
- Technology
- Funding
- Priority

M2C3 Equity Planning Map

Challenge	Outcome	Intervention	Resources	Assessment	Responsibilities

- Common Interventions
- Professional development
 - Early alert systems
 - Transportation support
 - Book loan system
 - Intrusive advising
 - College Success Courses

M2C3 Equity Planning Map

Challenge	Outcome	Intervention	Resources	Assessment	Responsibilities

Assessment

- When does this occur?
- Does the outcome guide the assessment?
- How with multiple measures be used?
- How will data be reported?

M2C3 Equity Planning Map

Challenge	Outcome	Intervention	Resources	Assessment	Responsibilities

Responsibility

- Who is responsible for what (data collection, data analysis, etc.)
- How are these responsibilities formalized?
- What systems are in place to make sure this occurs?