

Equity in Action: Equitizing the BP4S – A Proposal

From commitments → measurable, equity-centered action (2026–2027)



Why this, why now

BP4S sets an equity outcome.
This proposal strengthens the “how.”

- Today’s goal: present a proposal for feedback.
- Transformational target: 89% fall-to-fall retention by 2030 with no racial/demographic disparities.
- To get there: We need a shared process. We need to hear from the communities with lived experiences to help us prioritize actions based on high impact practices
- We will develop measurable outcomes to keep us accountable.
- How to get there: to hold a series of social justice retreats organized around disproportionately affected group.



What we mean by “Equitizing BP4S”

Move from equity language to equity mechanics.

Disaggregate + diagnose

Identify who is disproportionately impacted, where in the student journey, and why (including intersectionality).

Co-design high-impact practices through Social Justice retreat series

With affinity groups + campus stakeholders, convert findings into sequenced 1-year and 5-year action plans.

Track + publish progress

Make outcomes measurable, build an annual review cadence, and publish annual report of progress and wins.

Result: Equity is embedded into how BP4S objectives are implemented—not an add-on plan.

What are the Social Justice Retreats?

- Purpose: Create a culturally affirming space to listen, learn, and co-design equity solutions that better serve students from disproportionately impacted communities.
- What happens:

Retreat #1 (Winter 2026):
Review “state of the state” equity data
+ lived experience to identify where
inequities show up and why.

Retreat #2 (Spring 2026):
Co-design high-impact
practices and translate them
into 1-year and 5-year equity
action plans.

What are the Social Justice Retreats?

- How the space is designed: Food, music, and environment that are culturally responsive and community-centered; facilitated dialogue that prioritizes care and a sense of community.
- What comes out of it: Clear, actionable recommendations that are handed off to college implementation teams (institution does the work).
- How we'll know it worked: Plans include measures, timelines, owners, and an accountability cycle (annual review + transparency).

Who is centered (stakeholder design)

Legitimacy and effectiveness require co-design with those most impacted.

Affinity groups + campus community participation

- Rainbow Alliance
- African American Network (AAN) + campus community
- Southeast Asian/Asian/Pacific American Network (APAN) (with consideration for a Pacific Islander-specific group)
- Organización Latino Americana (OLA)
- At-large campus community via town halls

Design principle

- Those most impacted help define the problem and shape the solutions.

Equity lens

- Include intersectionality (e.g., first-gen, differently abled, LGBTQI+).

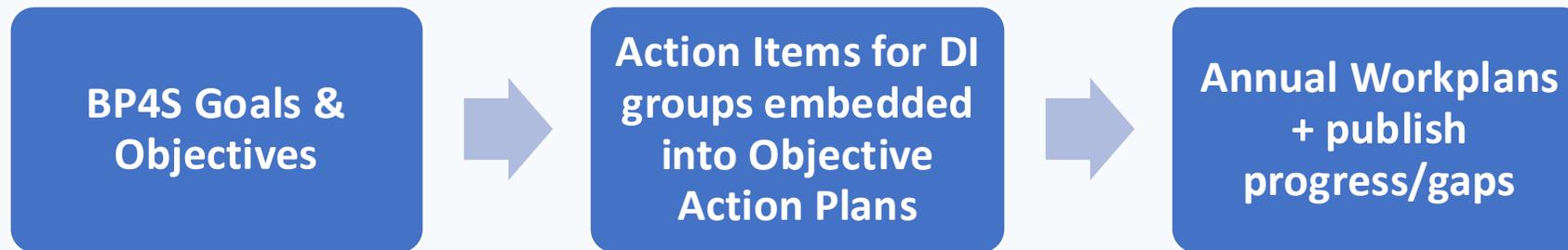
Centering Lived Experience Without Shifting the Labor



- No: We are *not* asking Communities of Color to carry implementation work.
- Yes: We are creating supported listening spaces to learn what works, from lived experience.
- Retreats will be culturally affirming (food, music, environment) and respect participants' time and wellbeing.
- What we gather becomes actionable recommendations—then college teams implement.
- Accountability stays with the institution: resourcing, project management, and measurable outcomes.

Where it plugs into BP4S

Use BP4S architecture; add an equity operating layer.



- Ensure BP4S objectives have action items supporting DI groups (not separate “equity work”).
- Ensure each objective stewards has: prioritized actions for each DI group, developed by listening to that DI community.
- Use transparency tools (publish on equity web page + town halls) to sustain momentum and trust.

Implementation timeline (2026–2027)

A sequenced, implementation-ready pathway (Retreats → Plans → Accountability → Launch).

Winter 2026

Retreat #1: “State of the State” equity data + disproportionate impact.

Spring 2026

Retreat #2: High-impact practices → 1-year and 5-year action plans.

Summer 2026

Finalize measurability + refine with BP4S objective stewards & IR;

Fall 2026

Town halls + governance buy-in (drafts presented at AS, CS, ASFC, MIPC);

Winter 2027

Compile findings and deliver to each goal/objective steward; document implementation guidance.

Retreat #1: “State of the State” (equity diagnosis)

Outcome: shared understanding of disproportionate impact + intersectionality

- Review equity data showing disproportionate impact for African American, Latiné, Pacific Islander, and/or LGBTQI+ communities.
- Discuss where inequities show up across the student experience and how intersecting identities compound barriers.
- Use multiple data sources (campus climate, BP4S, Equity 3.0, state/national sources such as DataMart and IPEDS).

Deliverable

- A prioritized set of equity challenges to solve—validated by stakeholders and ready for solution design in Retreat #2.

Retreat #2: High-impact practices → action plans

Outcome: a 1-year plan + 5-year plan per focus area

- Facilitators bring research-based high-impact practices informed by Retreat #1 feedback.
- Stakeholders co-design solutions and sequence them across a 1–5 year continuum.
- Retreat output becomes short-term (1-year) and long-term (5-year) equity action plans.

What makes it implementable

- Plans are staged for readiness (near-term wins + longer-term systems change) and tied to measurable outcomes.

What success looks like (proof points)

Proof Points

- Equity action plans exist for priority DI groups, aligned to BP4S objectives.
- Implementation begins Fall 2026 with communication + governance buy-in.
- Progress is visible via equity website+ annual review cycle (course-correct in real time).

What changes for teams

- Fewer “equity side projects.” More equity-integrated objectives with owners, measures, and transparent progress.

North star

- By design: progress toward BP4S transformational goals with reduced disparities—not just more activity.

The ask (what we need today)

- Feedback on the overall approach
- Confirm timeline + participation commitments for Winter/Spring retreat.



Equity becomes real when it's scheduled, staffed, measured, and publicly tracked.