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Putting Equity into Practice using Open Education: Strategic and Practical Approaches

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Putting Equity into Practice using Open Education: Strategic and Practical Approaches

Jen Mayer, Interim Assistant Dean, UNCO Libraries
Chair, Colorado OER Council 2023/24

OERwest Convening, April 23rd-24th, 2024

Outcomes

Participants will learn how the DOERS3 Equity through OER rubric can be utilized to assess institutional equity efforts and capacity for imbedding Equity through OER into the operations of an institution or system.

Participants will be invited to reflect on and share their ideas and approaches regarding connecting equity and OER at their institutions.

About me

Equity through OER

     Context

     Intersections

     Connections

     Operationalizing

By May 8th, 2024, I commit to…

A bit about me

About me: Jen Mayer, she/her/hers

University of Northern Colorado, Greeley

Colorado OER Council

DOERS3 Convening, Sept., 2023

Equity Context

Unpacking the word equity

[Mental Floss](#)

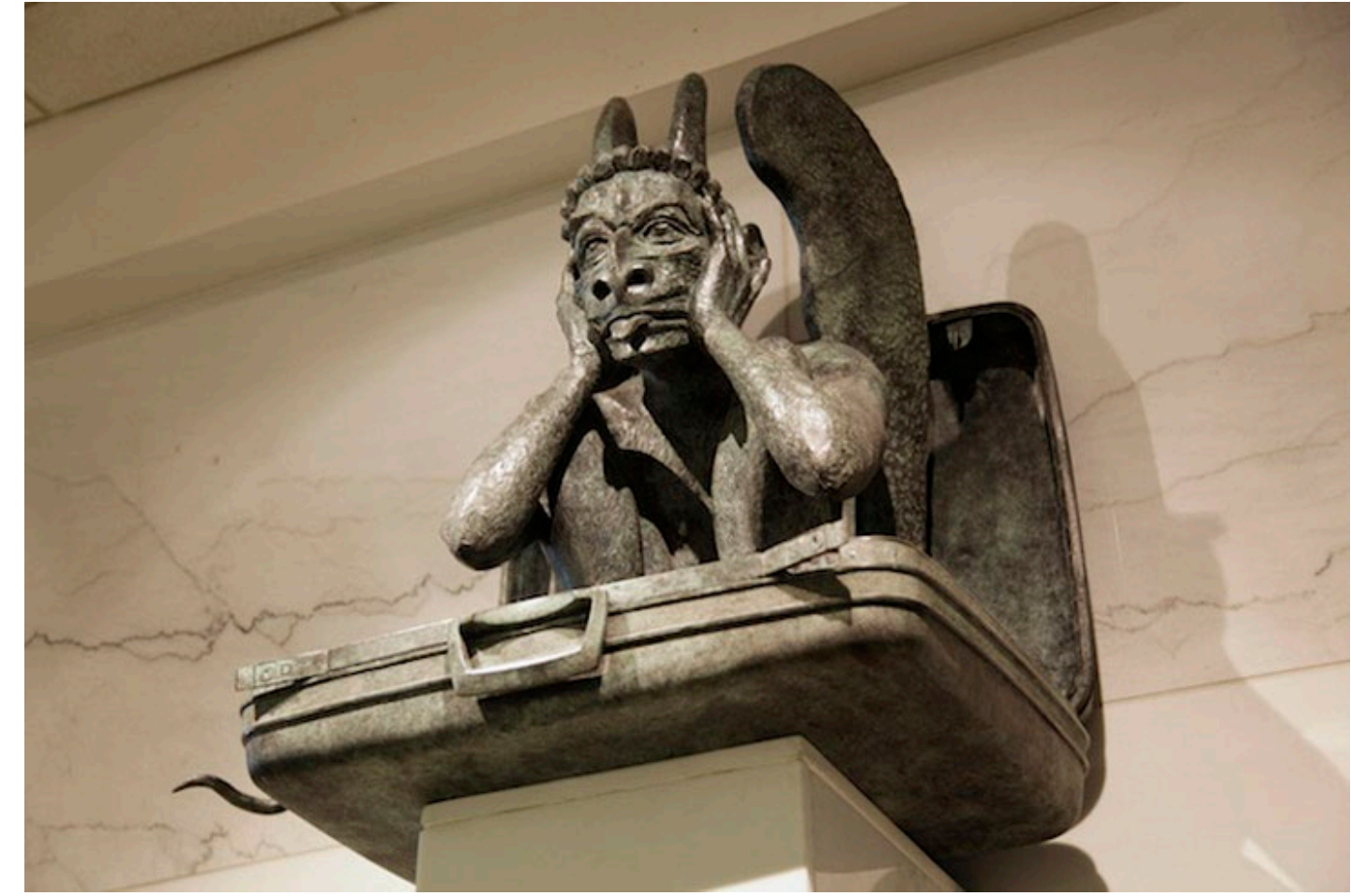[Stanford Social Innovation Review](#)

DOERS3 Equity through OER rubric

[UNCO Equity minded practices](#)

["Equitable access" 3 pager](#) and stickers from CO OER Council

Notre Denver, Denver Intl Airport

Equity Context

Perpetuating differences we are trying to address as biological.

Fake equity shows up as all talk and no action.
Heidi Sohn, 2017

EQUALITY   EQUITY   LIBERATION
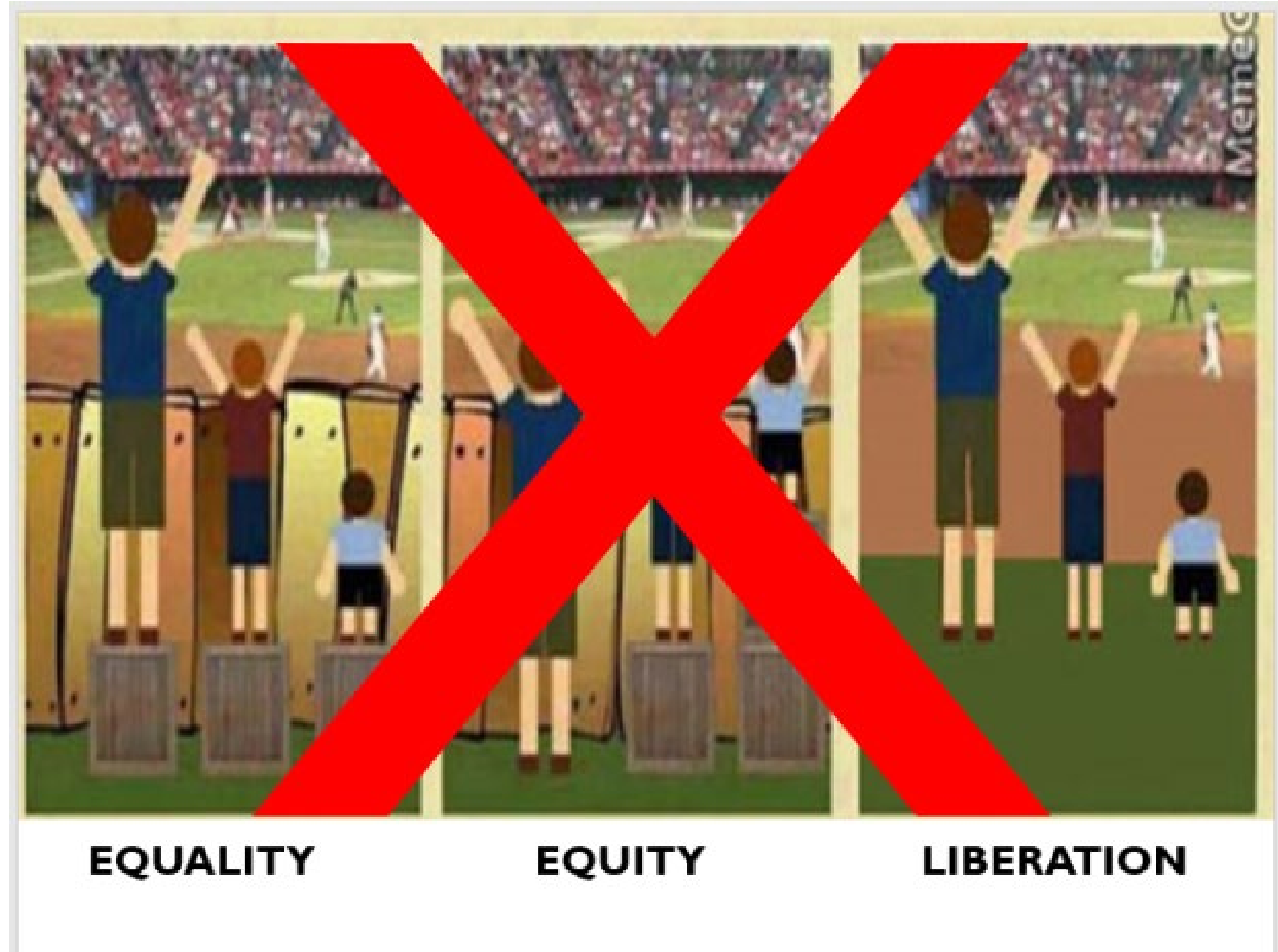
Equity Context

Reflect and write

-What does equity mean to you, how do you define it?

-Does your organization and/or institution define the concept of equity?
If so, what is it?

-Does your definition and your organization's definition align?

"Equity doesn't happen without intention and action"

Bob Awkward Assistant Commissioner for Academic Effectiveness, Mass. Dept of Higher Ed.

Driving OER Sustainability for Student Success

-What is your "why" to connect OER and equity?

Equity Intersections

Reflect and Write: What are some intersections between OER and equity (at your institution)?

Making Equity Connections

Partners

Assessment
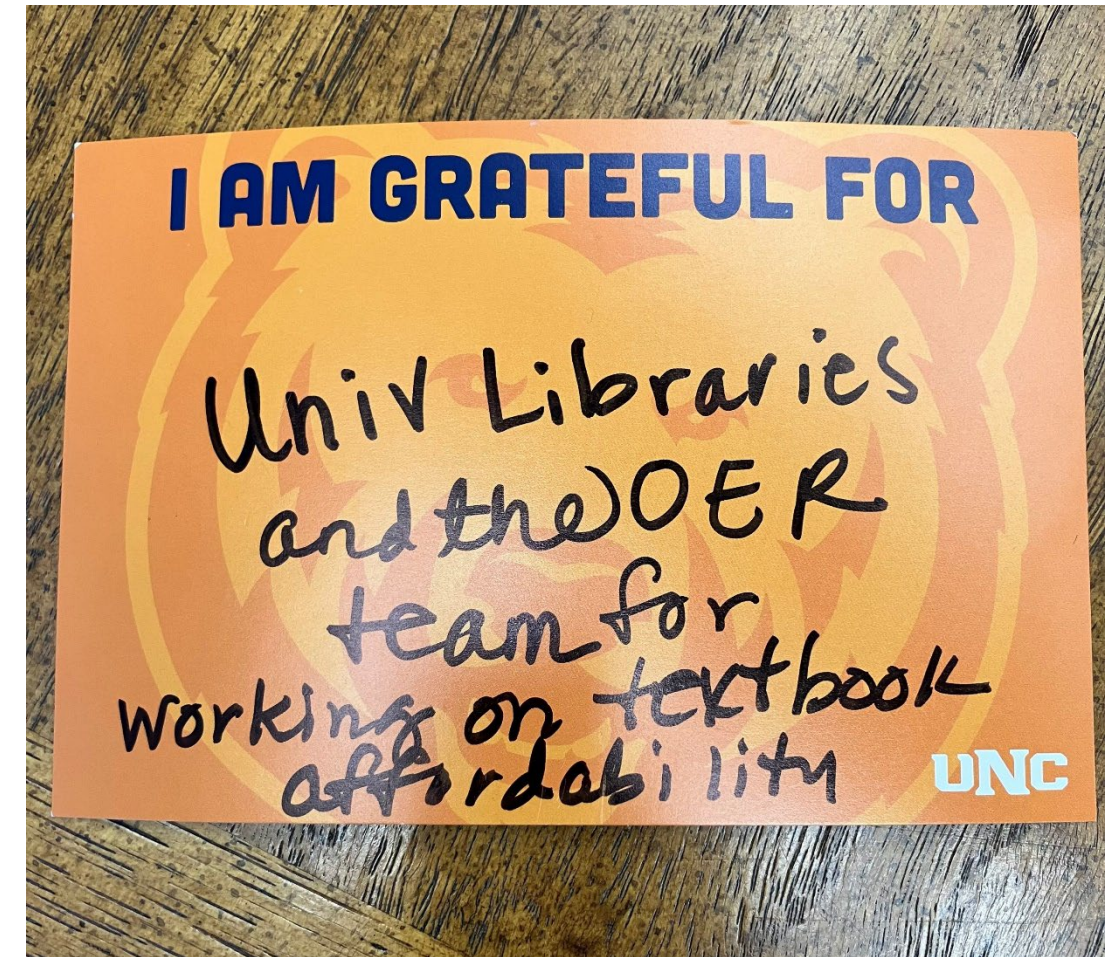
Card from Human Resources Asst Dir , Spring 2024

What it looks like at the University of Northern Colorado

Pre/post Equity through OER rubric pilot

Making Equity Connections

Think Pair Share

-Who do you partner with in terms of OER and equity? Who is missing?

-How do you currently assess your OER work?

-What are the challenges?

-How could you assess your OER and equity work?

Making Equity Connections

DOERS3 Equity through OER Rubric

Let's skim for a few minutes

https://www.doers3.org/equity-through-oer-rubric.html

What jumps out to you?

L . Diaz, CO OER Conference, June 2022

Making Equity Connections

UNC's DOERS3 experience overview

Our process

UNC's project materials

What has happened so far

UNC Prof. Oscar Levin,
DOERS3 Equity through OER
rubric partner, 2023

Making Equity Connections, our goals

-Learn of existing and new connections between the OER and DEI initiatives on our campus

-Raise awareness of the impact OER can have and highlight ways we can improve student outcomes through widespread adoption of OER

-Identify the institutional mechanisms that need to be implemented in order for widespread adoption of OER through an equity lens is an institutional priority

What has happened so far

Operationalizing Equity and Open Education

Equity

Key suggestions from Iniesto and Bossu (2023)

-Understanding of equity and equality

-Maintaining the quality of students' education, raising all boats

-Contextualizing OER

Operationalizing Equity and Open Education

Develop comm strategies that connect OER and equity : make the work visible

Offer [professional development](#) aligned with OER and DEI

Articulate the impact of OER and DEI implementation

Embed DEI into OER course redesign or development grant programs

CO OER Council meeting Jan. 2024

Connect equity and OER into institutional mission statements, strategic plans, and a list of recommended steps for the successful implementation of the strategy

Operationalizing Equity and Open Education

Reflect and write

What do you think would be an effective approach to connect OER and equity in your campus or compact environment?
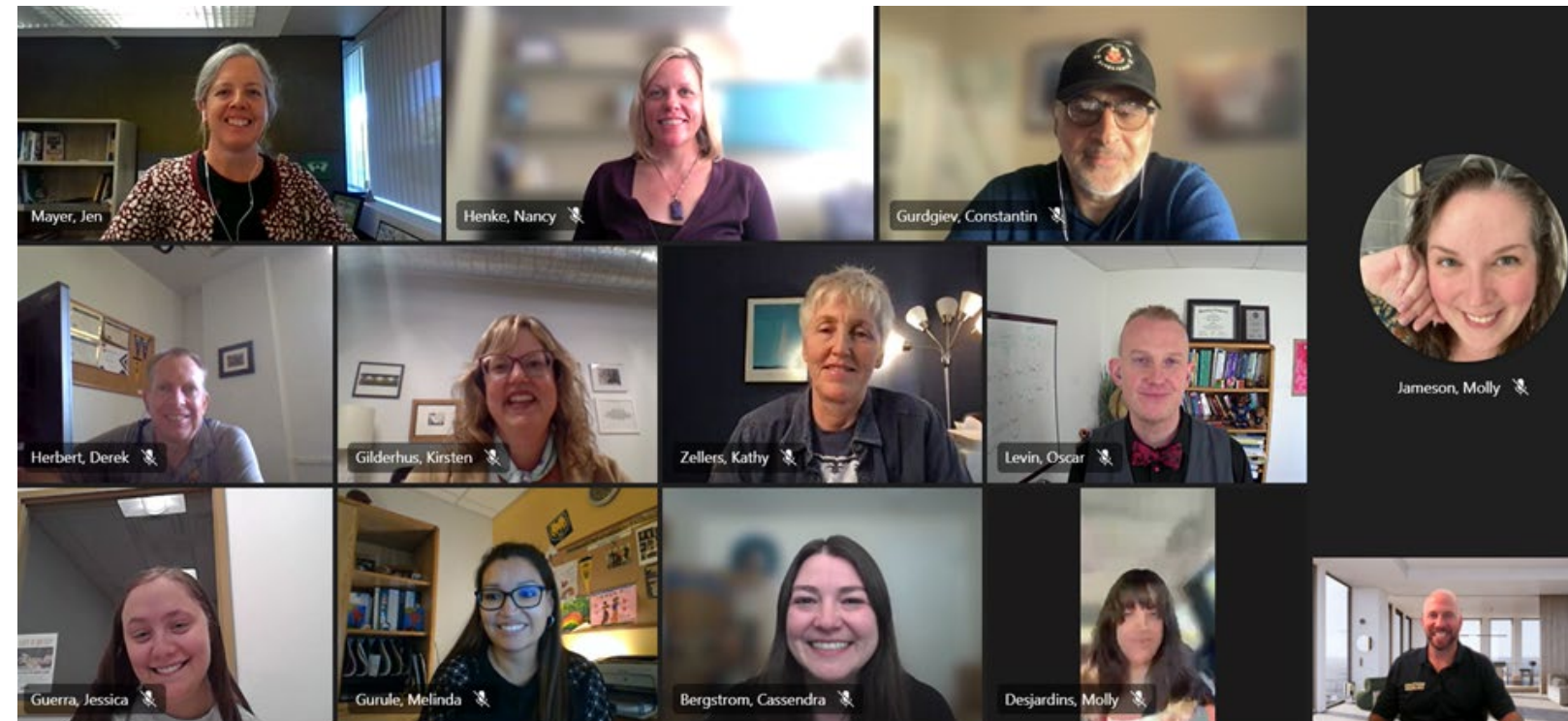
Some lessons I learned from the rubric

Play the long game, acknowledge other perspectives

It legitimizes what you are saying / name recognition

Cast a wide net for unlikely partners and fellow advocates

UNC AOER Committee Fall 2023

More lessons

Meet very regularly to get the deliverables completed.

Bounce your work off your campus AOER committee (or others from the open community if you don't have a committee)

Have a back up plan in case there is turnover on your team.

Make a plan to share your work widely and incorporate it into   formal university plans.

More lessons learned

Messaging from a variety of voices is important: cost savings and beyond

Listen to students and share what they say

Stick to your plan and make adjustments

Do what works at your institution

Please have some fun!

UNC Open Ed Week March, 2024

Commitment

What is one thing I will do when I return home regarding OER and equity?

Write it down, share it with one other person at your table.
Exchange contact information and follow up with each other in 2 weeks.

Klawz and UNC librarian shaking hands, 2023

Equity in OER Resources

In OERwest booklet

AND

[Leveraging OER to Advance DEI: A Guide for Campus Change Agents, AAC&U, ISKME](#)

Thanks for participating!

See you at OpenEd 2024 or on LinkedIn?

www.linkedin.com/in/jenmayerunco/

Me at OpenEd 2018

WICHE
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