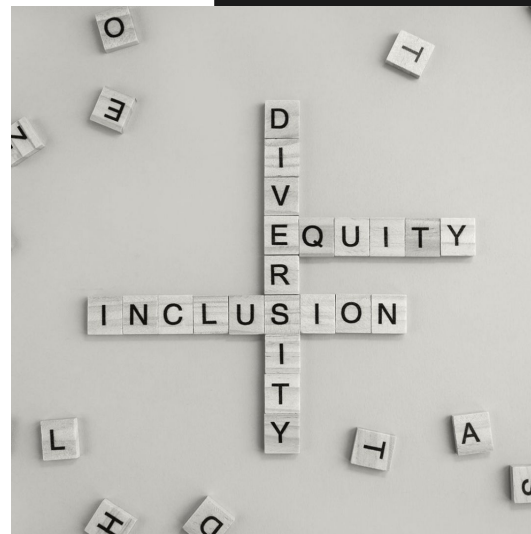




CAIR Webinar Including EDI in Conference Proposals



Board Directors: Andrew Cress, Elizabeth Giddens, and Jazmin Zane
June 17, 2022

Overview

- CAIR's EDI Commitments
- EDI in institutional research (IR) and institutional effectiveness (IE)
- Proposal walkthrough
- Discussion on EDI and the conference tracks



CAIR's EDI Commitments

- **Creation and enactment** of policies, practices, and planning
- **Providing an accessible and inclusive forum** representing diverse people and institutions
- **Raising awareness** of the role of IR in advancing the work of equity and inclusion in the organizations of CAIR community members
- **Supporting the efforts of institutional researchers** as they seek to advocate for equitable and inclusive treatment of the various stakeholders impacted by their work

CAIR EDI Volunteer Survey Results

Distributed to 28 volunteers (32% response rate)

Participants rated the extent to which CAIR:

Fosters awareness of equity-related work among institutional researchers



Fosters awareness of equity-related work among IE/assessment professionals



■ Not at all ■ A little ■ Somewhat ■ Very much ■ Unsure or don't know

E

Equity refers fairness, justice, and the recognition that identity groups and sub-populations do not start from the same place and adjustments are critical to ameliorate these imbalances. This is an ongoing process that requires the identification of intentional and unintentional barriers arising from bias or systemic structures (NACE).

D

Diversity refers to group social differences such as race/ethnicity, class, gender, LGBTQ+, gender, nationality, ability, cultural, political, faith, or other group affiliations (NACE).

I

Inclusive practices are those that include an active, intentional, meaningful, and equitable engagement across the diversity within the community (NACE).

CAIR Data Talk | *Data for equity: Exploring possibilities, assuring impact*

<https://cair.org/cair-data-talks>

Examples

- Disaggregating data
 - Intersectionality
- Utilizing qualitative data (helpful for smaller Ns)
- Using mixed methodologies
- Providing a critical analysis
- Acknowledging that data are not neutral and there can be biases (e.g., sampling methods, analyses, dissemination)



Examples (continued)

- Presenting different interpretations of a data-point to committees
- Showing different frameworks and biases are possible
- Encouraging individuals to overcome assumptions and think differently
- Providing context to paint a more full picture
- Using data to impact change/start conversations



Examples (continued)

- Ensure equity is built into assessment:
 - Are instructions clear?
 - Is language appropriate for all students?
 - Are topics diverse/multicultural?
 - Are there microaggressions?
 - Be mindful of assumptions
 - Consider multiple artifact methods to accommodate diverse learners, and assess via a common rubric



Proposal Walkthrough

2022 CALL FOR PROPOSALS

The CAIR 2022 Call for Proposals is Open!

The CAIR Board of Directors is pleased to announce the Call for Proposals for the 47th annual conference to be held November 16-18, 2022 at the Hyatt Regency La Jolla at Aventine!

This year's conference theme is **Institutional Research and Effectiveness: Using Data to Guide Improvement**

- ▶ Collecting, analyzing, and reporting data to support planning and continuous improvement throughout the institution
- ▶ Exploring intersections between the work of IR and assessment/IE
- ▶ Evaluating the effectiveness of the IR and assessment/IE functions
- ▶ Increasing data literacy through strategic partnerships between IR and assessment/IE
- ▶ Leading offices with dual functions

Submissions must convey how the presentation fits within this conference theme, and what attendees should learn / be able to do as a result of your conference presentation.

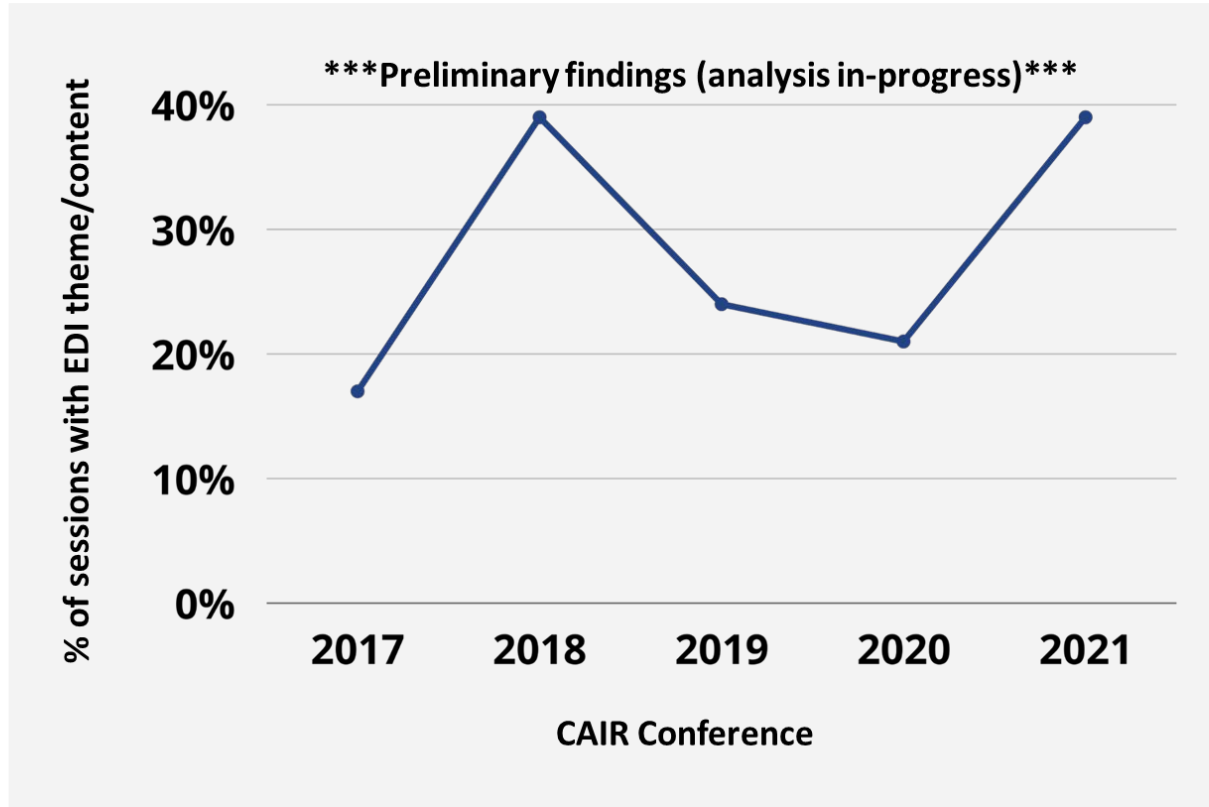
Please [click here](#) to view the complete Call for Proposals, including selection criteria. [Conference details can be found here.](#)

[Proposals can be submitted using this link.](#)

Proposals deadline: June 30, 2022 by 11:59 pm

<https://cair.org/call>

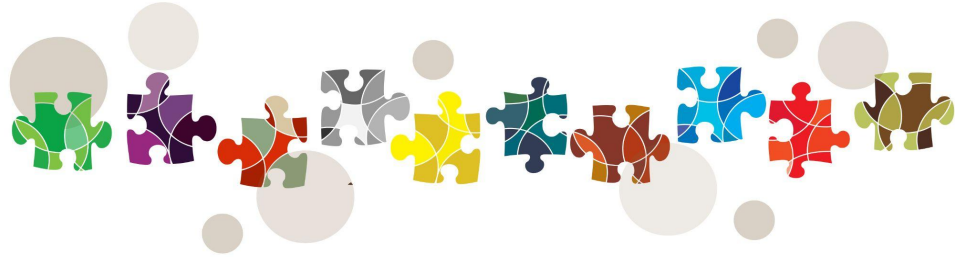
Session Abstract Content Analysis



Discussion

- Including EDI component(s) in the conference tracks:
 - Data Visualization and Storytelling
 - Methodologies and Analytics
 - IE/Assessment, Accreditation, Program Review, and Planning
 - IR/IE Management, Collaboration, and Communication
 - COVID-19/Crisis Management
 - EDI





Thank You!

Andrew Cress	Elizabeth Giddens	Jazmin Zane
CAIR President president@cair.org	Board Director elizabeth.giddens@cair.org	Board Director jazmin.zane@cair.org