



CAIR HANDOUT

Including EDI in Conference Proposal Submissions

Authors are encouraged to consider including an equity, diversity, and inclusion component in their submission.

CAIR EDI Commitments

<https://cair.org/edi>

Recognizing the importance of institutional research and planning as a vehicle to support equity, diversity, and inclusion (EDI) in institutions of postsecondary education, the CAIR Board commits to the following:

- Continuously striving to be equitable and inclusive in the Board’s creation and enactment of policies, practices, and planning.
- Providing an accessible and inclusive forum for the dissemination of information, resources, and the interchange of ideas representing the diverse people and institutions of the institutional research community.
- Raising awareness of the role of institutional research in advancing the work of equity and inclusion in the organizations represented by the CAIR community.
- Supporting the efforts of institutional researchers as they seek to advocate for equitable and inclusive treatment of the various stakeholders impacted by their work.

E	EQUITY refers to fairness, justice, and the recognition that social 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.
D	DIVERSITY refers to group social differences such as race/ethnicity, class, gender, LGBTQ+, nationality, ability, political beliefs, faith, or other group affiliations.
I	INCLUSIVE practices are those that include intentional, meaningful, and equitable engagement across the diversity within the community.

Source: National Association of Colleges and Employers (NACE)

EDI, IR, and IE | Examples of CAIR Sessions

<https://cair.org/conferences/past-conferences>

The following are examples of 2021 CAIR conference sessions that included an EDI component and/or focus:

- [The RP Group’s Equity Journey](#)
- [Stopout Student Advocacy and Support](#)
- [Classroom Diversity and Student Dropout: New Evidence from Panel Data](#)
- [Amplifying Student Voices: LGBTQ+ Focus Groups with the SDCCD](#)
- [From WU to Departure: Academic Disengagement and Student Attrition](#)



Examples for Including EDI in the CAIR Conference Tracks

TRACK	SOME IDEAS FOR INCLUDING EDI
<p><i>Data Visualization and Storytelling</i> Includes use of dashboards, data warehouses, data visualizations, communication strategies, data literacy, and effective use of software to produce reports and display data in order to foster engagement with decision-makers and community actions.</p>	<ul style="list-style-type: none"> ▪ Including social identity filters in dashboards ▪ Disaggregating data in non-interactive deliverables ▪ Ensuring data visualizations are accessible (e.g., visual, hearing, motor, cognitive)
<p><i>Methodologies and Analytics</i> Includes topics such as statistical analyses, qualitative and quantitative methods, intersegmental studies, benchmarking, and survey Development, as well as emergent theories and innovative methodologies.</p>	<ul style="list-style-type: none"> ▪ Utilizing mixed methodologies to provide a richer EDI context ▪ Capturing qualitative data for smaller populations ▪ Including appropriate stakeholders when interpreting findings
<p><i>IE/Assessment, Accreditation, Program Review and Planning</i> Includes presentations on the assessment of outcomes (e.g., student learning, co-curricular, operational); building assessment capacity and strengthening assessment culture; promising practices for closing the loop; the self-study process as part of accreditation; meaningful academic and administrative unit program review; using assessment to inform planning and budgeting; and strategies to foster continuous improvement, success, and institutional effectiveness.</p>	<ul style="list-style-type: none"> ▪ Having EDI as a learning outcome ▪ Incorporating EDI into program review ▪ Developing and/or implementing EDI strategic plans
<p><i>IR/IE Management, Collaboration, and Communication</i> Includes topics such as getting IR/IE's seat at the table; managing up, down, and across the institution; leading meetings, committees, and task forces; fostering productive collaborations between IR and IE; fostering productive collaborations among other units; tracking data requests; personnel and resource management; review of IR/IE offices; data stewardship and governance; and other decision support management and collaboration themes.</p>	<ul style="list-style-type: none"> ▪ Using data to impact change/start conversations with stakeholders and decision makers ▪ Engaging in empathetic and inclusive management ▪ Educating various stakeholders on EDI
<p><i>Equity, Diversity, and Inclusion (EDI)</i> Includes presentations on emergent theories and innovative approaches to EDI-related work and initiatives; applications of EDI principles that amplify the impact of IR/IE/assessment; and how IR/IE/assessment can advocate for EDI within higher education. Choose this track if another track does not more fully align with the proposal</p>	<ul style="list-style-type: none"> ▪ Including alumni perspectives on EDI ▪ Investigating the impact of intersectionalities ▪ Examining the institution's social media platforms for EDI-related content
<p><i>COVID-19/Crisis Management</i> Includes presentations related to the coronavirus pandemic or other crisis management scenarios impacting California higher education. Proposals should not only illustrate how an IR/IE office supported the institution's response, but also how the approach can be operationalized, scaled, and adopted at other institutions.</p>	<ul style="list-style-type: none"> ▪ Recognizing the needs of different groups ▪ Providing ad hoc data requests to support stakeholders on the front-line ▪ Managing contact tracing

Additional Resources

- AAC&U | [From equity talk to equity walk](#)
- AIR | [Educating our IR offices on diversity equity and inclusion](#)
- AIR | [IR is a critical partner in diversity equity and inclusion work](#)
- CAIR Data Talk | [Data for equity: Exploring possibilities, assuring impact](#)
- NACE | [NACE's diversity, equity, and inclusion statement](#)
- NILOA | [Equity and assessment](#)
- USC | [Center for Urban Education](#)