



NASH Equity Action Framework

With the Equity Action Framework, NASH is working intentionally to expand the equity lens that is core to its mission. Recognizing that systems and their campuses are at different stages in this work, this tool will enable higher education systems to assess their progress toward, and act on the adoption and integration of essential equity practices. The framework is designed to promote explicit and sustained engagement with equity, inviting NASH members to look deeply into the mirror in order to examine and act on the role of university systems in addressing systemic inequities that are institutionalized, however unintentionally, within our colleges and universities that so many have worked hard and long to make bastions of student access, opportunity and success. Ultimately, the changes needed will require a significant culture shift. Fearlessly honest discussion may help bring about this change, and we encourage people to approach these efforts with courage rather than shame and guilt. This tool is not a report or score card; it is intended to engender change and action.

The Equity Action Framework is designed to be student-centric and flexible; it seeks to encompass a broad spectrum of system and campus activity. The framework is organized around nine categories—essential equity practices drawn from the work of national experts and our member systems. Each section is designed to guide concrete actions and next steps to advance the work.

We encourage you to explore the essential equity practice of greatest interest, or to consider the framework as a whole. You may [view the entire framework here](#).

- [Public Commitment](#)
- [Leadership](#)
- [Data](#)
- [Policy](#)
- [Curriculum and Co-curriculum](#)
- [Student Success Interventions and Treatment](#)
- [Faculty and Staff Hiring, Retention, Promotion and Rewards](#)
- [Professional Development](#)
- [Community Engagement](#)

While the framework seeks to be comprehensive in the dimensions of system work that are included, we recognize that its comprehensiveness may be daunting and that equity is almost always a work-in-progress. Most systems will be able to point to strong practice in many of the categories, with perhaps less activity in others. A starting point might be to assemble a core team within the system administration to complete all or several categories of the framework. Systems might also engage cross-campus or cross-sector teams together to address specific areas of focus, such as student success.

This framework advances the important elements of equity-mindedness by providing system-level approaches to ensure that students of all backgrounds are not only welcomed but achieve high success outcomes, with particular focus on those from underserved communities including Black, Latinx, Indigenous and low-income populations. As you consider the framework in the context of your system, it will be important to define the underserved communities in your region and state.

For more information on the framework, please see the [FAQ](#).

