

Reflective Guide

Organizing Shared Equity Leadership

Four Approaches to Structuring the Work



This Reflective Guide accompanies the report [“Organizing Shared Equity Leadership: Four Approaches to Structuring the Work.”](#) It offers a set of questions to help leaders reflect on the current organizational structures that support equity work on their campus. This guide will help leaders begin to consider how they might organize equity work in a more shared and collaborative manner, as well as which model might be the best fit for structuring and organizing the work on their campus.

Reflection Questions on Organizing Shared Equity Leadership

1. How is equity leadership currently structured on your campus? Do you have a CDO or other executive leader responsible for equity goals? Are units or offices tasked with equity responsibilities? How are other groups across campus engaged in equity leadership and connected with one another (e.g., councils or committees, commissions)?
2. Do you think leadership for equity is being shared effectively on your campus right now? Who else might need to be included in and connected to your equity leadership efforts? How might you connect existing pockets of equity work more effectively or build new connections?
3. Does your current equity leadership structure share any similarities with any of the models described in the report "**Organizing Shared Equity Leadership: Four Approaches to Structuring the Work**" (Hub and Spoke, Highly Structured, Bridging, or Woven)? What similarities did you notice? What differences?
4. Did one model particularly resonate with you or seem like it might be a particularly good fit for your campus? Why?