



Cynthia Carter Ching
Interim Vice Provost and Dean of Undergraduate Education
Professor of Learning and Mind Sciences, School of Education



UC Davis: This is who we are

UC Davis 2nd for Social Mobility Among National Public Universities

By Julia Ann Easley on September 1, 2020 in University



What's wrong with “achievement gap?”

It puts the focus on the wrong thing...



Gloria Ladson-Billings

Distinguished Professor of Education
University of Wisconsin, Madison

“From the Achievement Gap to the Education Debt”
Presidential Address, American Educational Research
Association, 2006

*“An all-out focus on the ‘achievement gap’ moves us
toward short-term solutions that are unlikely to address the
long-term underlying problem.”*



Let's break it down...

“Achievement”

- Is an individual phenomenon
- Is about the pursuit of individual success
- Is often tied to internal factors



“Gap”

- Describes a space between one thing and another
- Sounds naturally occurring
- Has no moral valence, is neutral



Why “Equity and Outcomes” is better

It puts the focus where it belongs, on our efforts as an institution

Equity = giving students who experience structural barriers an environment in which they are likely to succeed, which means removing barriers and devoting extra resources, training, and special programs to that effort.

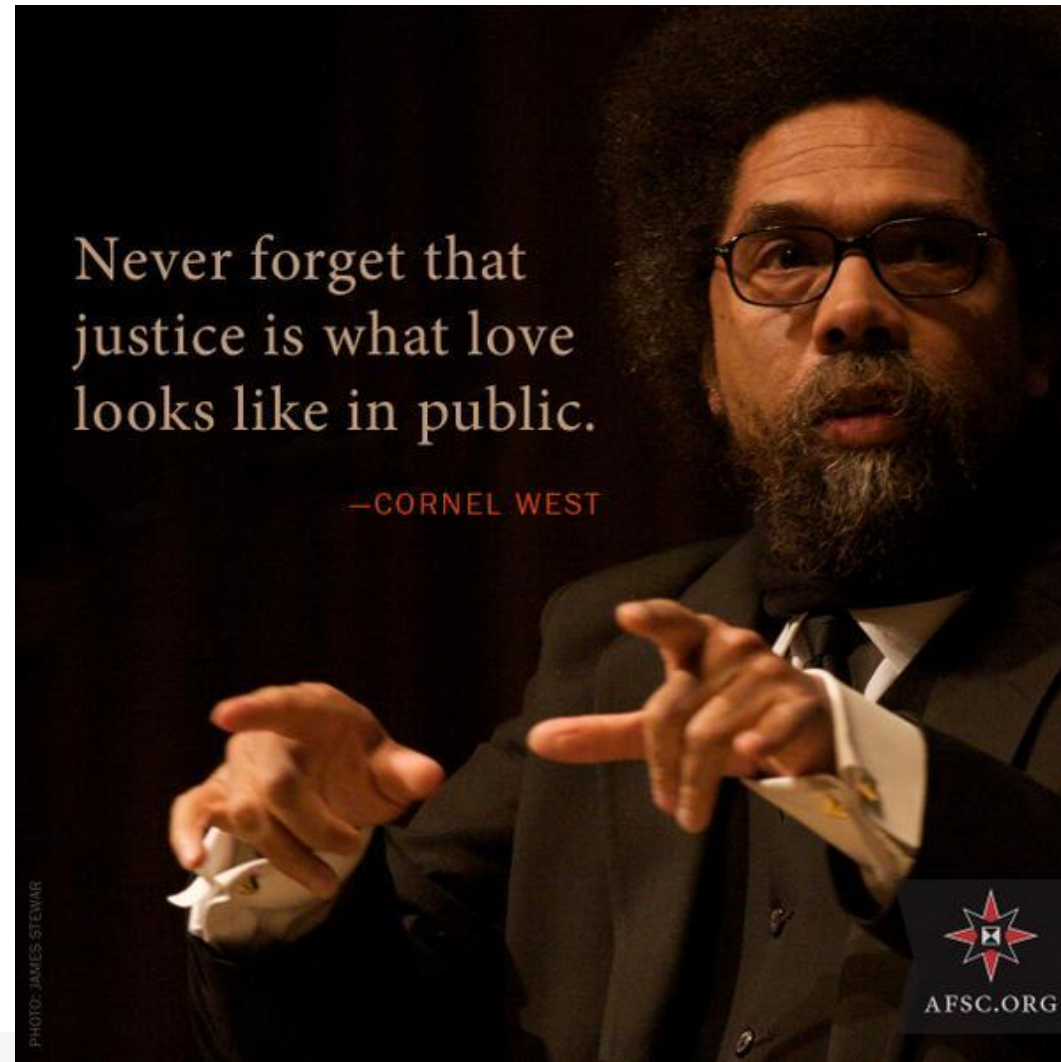
Outcomes = aggregate results that show patterns and trends, can be tracked over time, can be tied to specific efforts, programs, resources, etc



*We **celebrate** our students' achievements; we can only **take credit** for our equity and outcomes.*



Our Inspiration, Our Mission



Director of Advising Enrichment – for equity

Same position

New vision

Jan 2021

