From Equity Talk to Equity Walk: Shifting Mindsets for Student Success
Presented by: Dr. Tia Brown McNair

How can we move from just talking about equity to leading change for equity? What are promising efforts for moving beyond equity being a buzzword in higher education to being the guiding principle for social and racial justice in higher education? Through central concepts and campus examples outlined in From Equity Talk to Equity Walk, this presentation will provide practical guidance on the design and application of campus change strategies for achieving equitable outcomes and racial equity in higher education.

About Tia: Dr. Tia Brown McNair is the Vice President in the Office of Diversity, Equity, and Student Success and Executive Director for the TRHT Campus Centers at Association of American Colleges and Universities (AAC&U) in Washington, DC. She oversees both funded projects and AAC&U’s continuing programs on equity, inclusive excellence, high-impact educational practices, and student success, including AAC&U’s Network for Academic Renewal series of yearly working conferences. McNair also directs AAC&U’s Summer Institute on High-Impact Educational Practices and Student Success. McNair serves as the project director for several AAC&U initiatives: "Truth, Racial Healing and Transformation Campus Centers," "Strengthening Guided Pathways and Career Success by Ensuring Students are Learning", and “Purposeful Pathways: Faculty Planning and Curricular Coherence.” She directed AAC&U’s projects on “Committing to Equity and Inclusive Excellence: Campus-Based Strategies for Student Success,” “Advancing Underserved Student Success through Faculty Intentionality in Problem-Centered Learning,” “Advancing Roadmaps for Community College Leadership to Improve Student Learning and Success,” and "Developing a Community College Roadmap. McNair chaired AAC&U’s Equity Working Group that was part of the General Education Maps and Markers (GEMs) project that represented a large-scale, systematic effort to provide “design principles” for 21st-century learning and long-term student success. She is the lead author of the book Becoming a Student-Ready College: A New Culture of Leadership for Student Success (July 2016). McNair is a co-author on the publication Assessing Underserved Students’ Engagement in High-Impact Practices. Prior to joining AAC&U, McNair served as the Assistant Director of the National College Access Network (NCAN) in Washington, DC. McNair’s previous experience also includes serving as a Social Scientist/Assistant Program Director in the Directorate for Education and Human Resources at the National Science Foundation (NSF), Director of University Relations at the University of Charleston in Charleston, West Virginia; the Statewide Coordinator for the Educational Talent Search Project at the West Virginia Higher Education Policy Commission; and the Interim Associate Director of Admissions and Recruitment Services at West Virginia State University. She has served as an adjunct faculty member at several institutions where she taught first-
year English courses. McNair earned her bachelor’s degree in political science and English at James Madison University and holds an M.A. in English from Radford University and a doctorate in higher education administration from George Washington University.