



Resonance, Engagement, Commitment

An Action Research for Equity Project

NORTHLAND

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Student Participants

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- Eric Kelling
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Faculty & Staff

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2023 NAPE Leadership Academy

Action Research Equity Project



- **System Level:**

- Request Consortia Participation
- Research & Share Best Practices
- Arrange Local / Regional Meetings
- Gather and Share Results
- Integrate with Existing System Programs

Our Team's Journey

Choosing a topic

- Authentic community engagement & student voice
- Creating healthy systems of support and accountability

Resonated with our

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students

Our CLNA process

- Planning already well underway for AY24-25
- Team's work will be a foundation for future work

**Present and
Future**

Engagement

Our Team's Journey: *Agency to Action*

Students

- Engage Student Senates in East Grand Forks and Thief River Falls to explore:
 - ❖ Is each senate representative of the the student body it serves? Does structure result in equitable outcomes? Does each Senate advocate for ALL students?

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Faculty & Staff

- Faculty & staff engage colleagues to explore:
 - ❖ How do faculty engage with students? How do they empower students?
- Administration engages Cabinet
 - ❖ Is student voice engaged in decision-making? How does/can Cabinet engage community & student

Our Team's Journey

Engagement

- All members committed
- All members enthusiastically engaged
- Faculty & Staff actively listened to what resonated with students

Obstacles

- System vs College
- Power differentials (Admin/faculty, staff/student)
- Finding meaningful topic that had some degree of closure

Takeaways

- Support of System is critical
- Commitment to see work advance
- “Small is ALL”
Adrienne Maree Brown
via Ashley Conrad

What do we plan to do differently?

- Engage stakeholders (students, community, faculty, staff) in uncomfortable conversations around equity
- Implement instead of planning until perfect
- Normalize lack of closure

What do we plan to replicate?

- Stronger engagement with student leaders
- College-wide collaboration across every kind of silo
- Actively listen to hear and learn what resonates

What did our Team learn about student voice through this process?



THANK YOU

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