

DESIGN PRINCIPLES TO INFORM STATE AND FEDERAL EQUITY-BASED FUNDING POLICIES IN HIGHER EDUCATION

Defining and centering equity

Explicitly address economic inequalities. Ensure institutions that are under-resourced or serve students from low-income backgrounds have the financial resources they need.

Explicitly address racial/ethnic inequalities. Ensure institutions serving students of color have the financial resources they need to overcome historic disparities.

Maintain fidelity to equity goals. Ensure funds are linked to institutional actions that positively affect economic or racial/ethnic inequities.

Promoting equitable engagement

Involve affected stakeholders in policy design/reform process. Ensure stakeholder groups most affected by funding decisions are involved in (re)designing funding policies.

Promote professional autonomy and self-determination. Ensure institutions have appropriate control over how to use funding to address local needs.

Support organizational learning and positive change. Ensure funds help institutions promote a culture of improvement by supporting professional development and ongoing assessment.

Advancing equitable programs

Avoid unnecessary administrative burdens. Ensure administrative processes to receive or use funds do not limit institutions participation.

Account for unequal institutional capacity. Ensure funds provide the greatest benefit to institutions with the greatest capacity-building needs.

Substantial, sustained, and stable funding. Ensure funds provide sufficient time, meaningful resources, and predictability to promote institutional improvement.

Promote public accountability. Ensure funds are tied to measurable outcomes that are transparent, achievable, and based on mutual support among stakeholders.