



The Underground Railroad: Pathways, Leadership & the Role of Equity

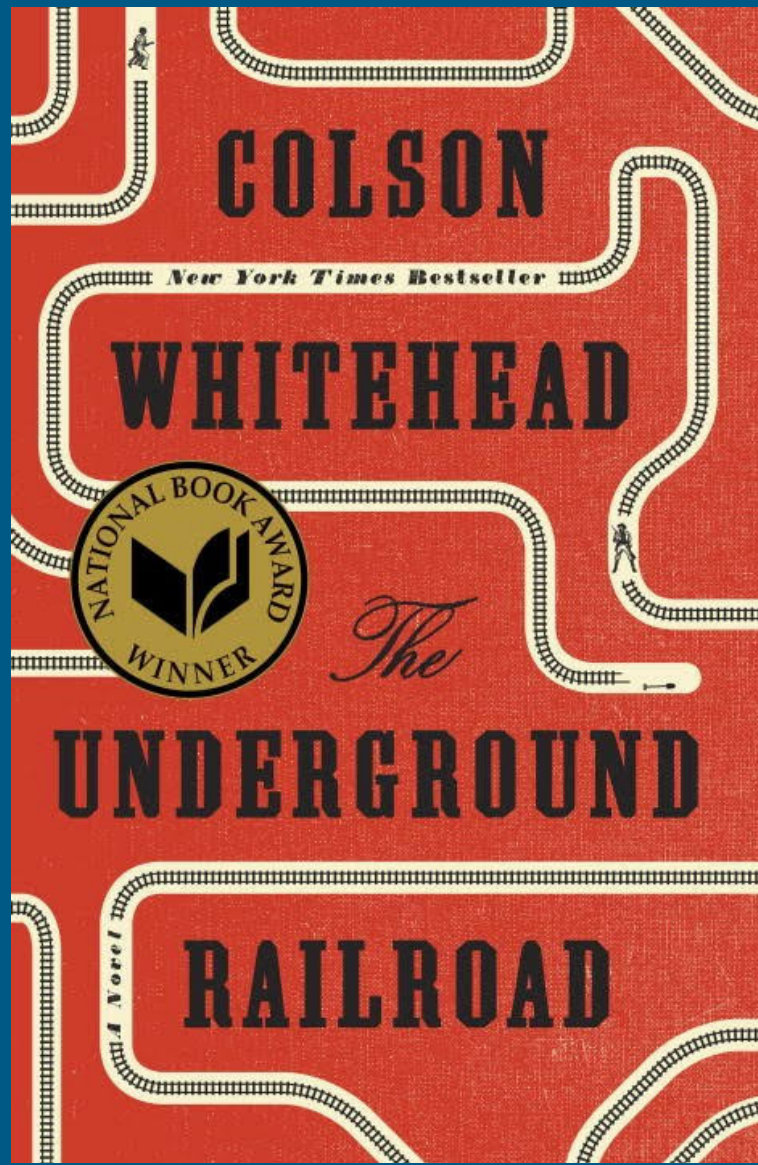
The Pathways Project

American Association of Community Colleges

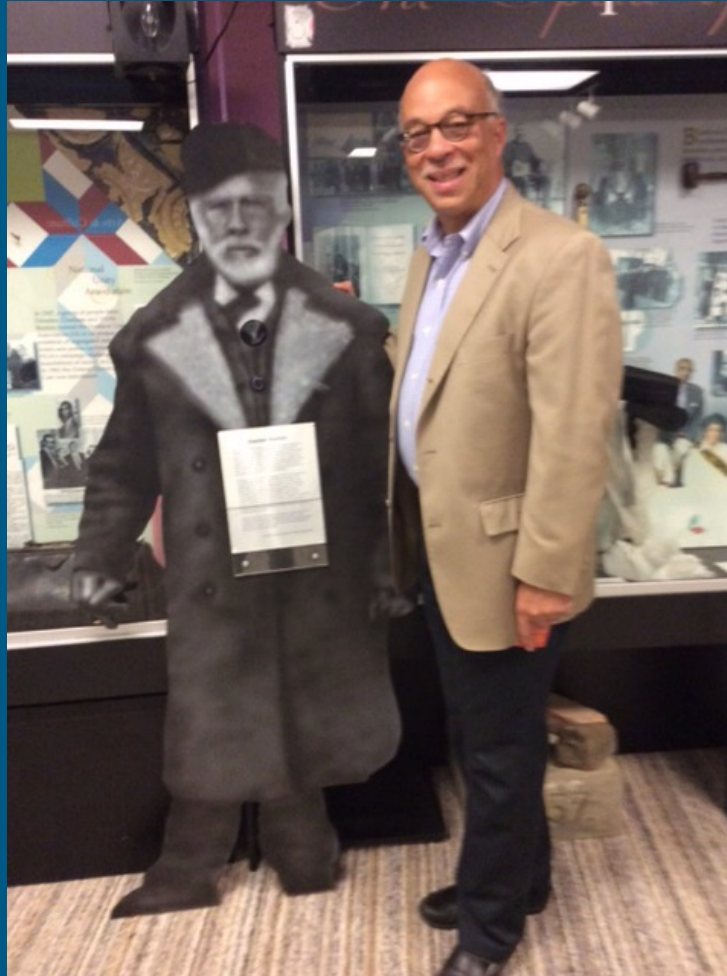
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David Dodson

President, MDC



Stanton



Lillian and Norris





Common factors that **advanced mobility** for Lillian and Norris

- Personal drive
- Launching-pad institutions that developed confidence and skill
- Family, educators, and mentors with a commitment to equity
- An economy that generated opportunity for educated people

What factors **prevented** better odds for Lillian & Norris's peers?

- Lack of commitment to racial justice and equity
- A weak Infrastructure of Opportunity
- Public policy that made advancement selective—not universal

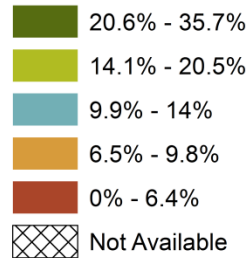
What factors would you add?

Your Family's Mobility Story

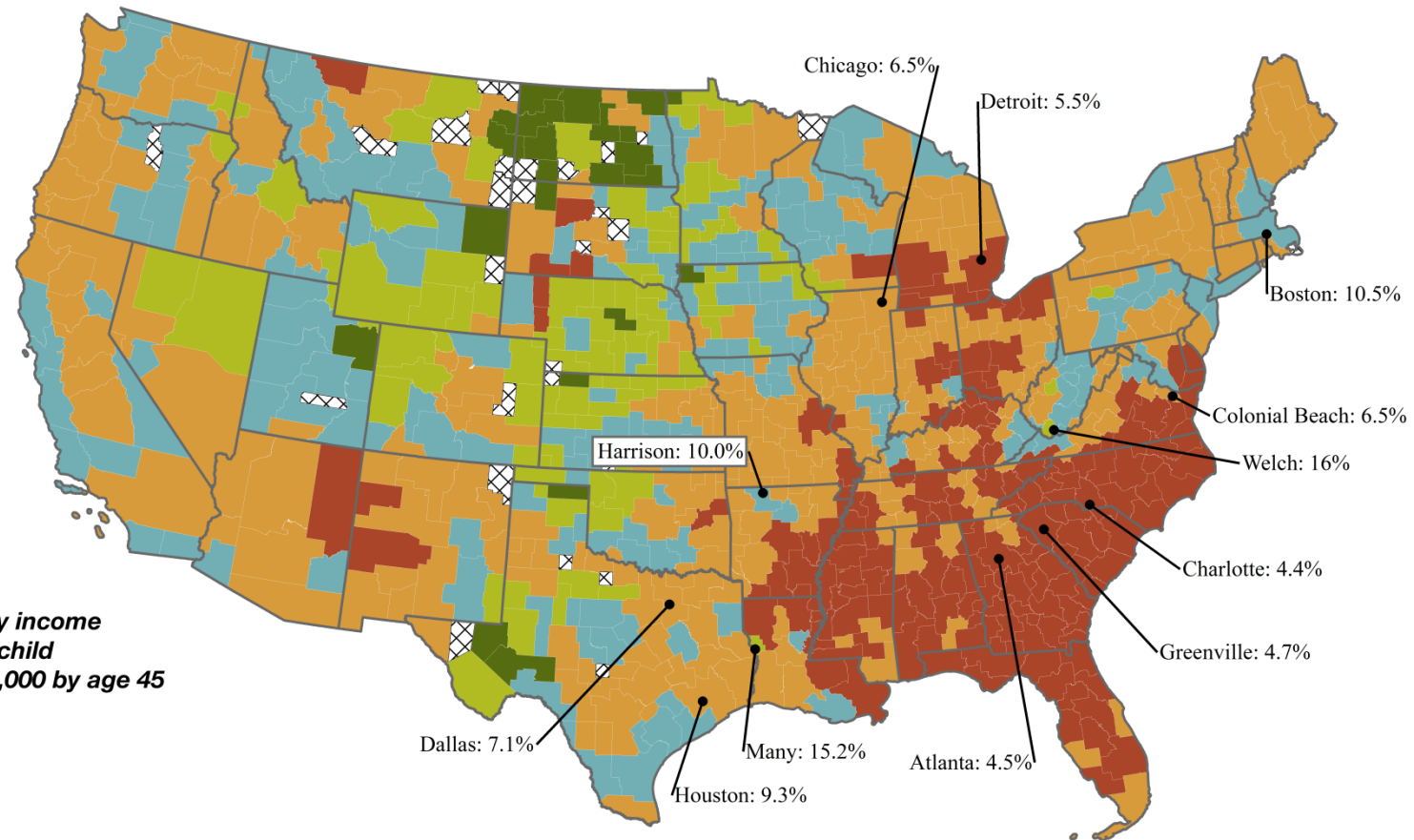
- When was a commitment to equity apparent in the design or execution of the pathway your forbearers travelled?
- When was a commitment to equity lacking?
- Where did mobility depend on personal heroism without the support of others?

The American Dream is broken

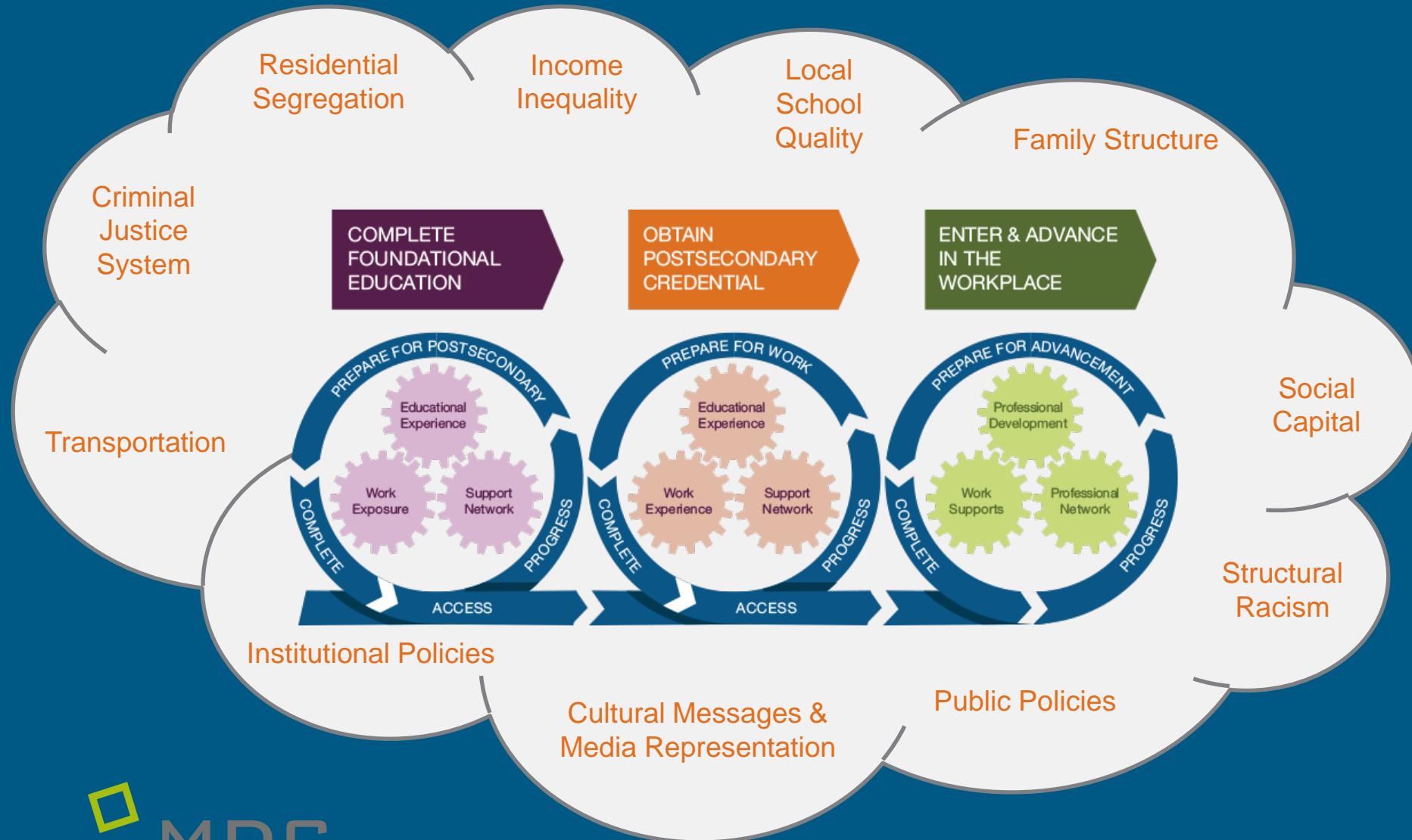
The chance
a child raised in the
bottom fifth rose
to the top fifth



*The top fifth is equal to family income
of more than \$70,000 for the child
by age 30, or more than \$100,000 by age 45*



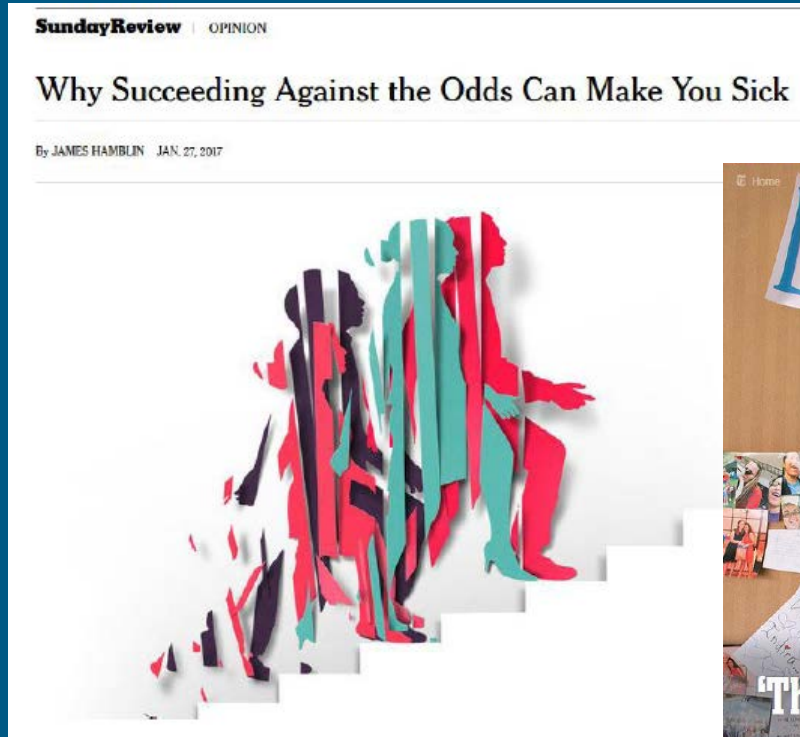
The Infrastructure of Opportunity



Vigilant attention to equity is needed to ensure persistence along guided pathways.

- In what aspects of your college's **systems, practice, and culture** will attention to equity be particularly necessary as you implement?
- What does this mean for your leadership?

Heroism is *not* a solution to persistence



Attention to equity in design & execution is



MDC

307 West Main Street
Durham, NC 27701-3215

Phone: 919.381.5802

Fax: 919.381.5805

@MDCinc

www.mdcinc.org

www.stateofthesouth.org

