



Action Hub Description

Infrastructure for Equity

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Problem Statement: State and federal efforts to dismantle diversity, equity, and inclusion (DEI) have fundamentally altered how colleges and universities support equitable access, opportunity, and student success. Legislative actions, executive orders, funding restrictions, and political pressure have led institutions to eliminate DEI offices, programs, personnel, and initiatives—often preemptively. Additionally, legal challenges to state and federal dismantling efforts have also had various outcomes by the courts, and creates uncertainty as well for colleges and universities. These actions have slowed decades of progress toward expanding participation and belonging in higher education, created a chilling effect on lawful equity-focused work, and weakened professional networks and communities of practice that advance evidence-based approaches to student success.

Purpose: To critically analyze and respond to the accelerated dismantling of diversity, equity, and inclusion efforts in higher education and the broader societal contexts over the past four years. The Equity Hub aims to build and strengthen higher education alliances and cross-sector coalitions that unite stakeholders committed to preserving existing diversity, equity, and inclusion frameworks while innovating new strategies to sustain and advance equity.

Goals:

- Debunk myths surrounding “DEI” through effective messaging that resonates within and beyond higher education;
- Develop advocacy and legal guidance toolkits to prevent pre-emptive compliance regarding lawful DEI practices in admissions, employment, curriculum, contracts, and grants;
- Provide input on [*Democracy’s Campus 2036*](#);
- Create professional development opportunities and workshops for college presidents and provosts focused on difficult conversations and institutional leadership;
- Develop messaging toolkits for college and university marketing and communications professionals.