

SHIFT POWER. SHARE POWER.

An Engagement Framework for Transformational Change With and For New Majority Learners.

Executive Summary

Who has better insight into what new majority learners need and seek from higher education institutions to thrive than students themselves?

Today's majority learners¹ bring a diverse and different array of experiences, needs, and ambitions. However, in many regards, the system of higher education is not designed to holistically support these learners due to deeply embedded forces that drive structural inequities. Evidence of such is demonstrated by the persistence of disparities in student success outcomes across race, ethnicity, socioeconomic status, gender, gender expression, sexual orientation, immigration status, and other aspects of social identity.

To disrupt the root causes of evolving inequities that disproportionately burden and harm new majority learners, many of the systems and institutions of higher education are embarking on an equity-centered transformational change journey. While this action is necessary to achieve a future of higher education where students' race, ethnicity, income, and other dimensions of their identity are not predictors of educational success and opportunity, we must ask whether the approaches taken to engage equity-centered transformational change encourage, or allow, collaboration between new majority learners and higher education professionals?

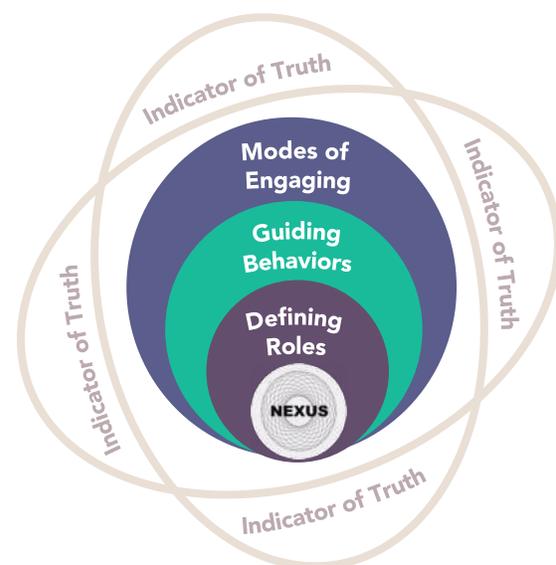
To realize higher education's claim as the great mobilizer and make good on its social promise, intermediaries from across the country have joined a call to commit to a new approach to equity-centered transformational change that centers power with and for today's new majority learners. A model that:

- Views new majority learners as the experts on their lived experiences.
- Recognizes students' intimate understanding of structural flaws that fuel disparities.
- Welcomes the fresh, inventive, fearless mindsets students possess.

To download this powerful tool for creating transformational change with and for today's new majority learners, visit https://kineticseeds.com/portfolio/shift_power_share_power/



A new way to amplify and center new majority learners within institutional transformation approaches.



Designed with sponsoring organization Tides, members of Bill & Melinda Gates Foundation's Intermediaries for Scale, and 63 students from across the country, the **Shift Power. Share Power.** framework helps higher education professionals respond to the realities of learners' lived experiences in a holistic and equity-centered manner.

¹Education Design Lab. (n.d.). Who are new majority learners?. <https://eddesignlab.org/newmajoritylearners/>

Shift Power. Share Power.



“Sometimes it feels like institutions are not set up for people like me. I feel like I don’t belong here, and often, people invalidate that by just saying, ‘oh, you do belong here.’ Well, it certainly hasn’t felt that way.”

Biracial, 3rd year student, Midwest

“Show me you are listening and I’ll tell you my story. Make it comfortable, make it feel open, make it feel like a learning experience where people support each other and talk about hard things.”

Black, female, 4th year student, West Coast

The Framework calls upon higher education professionals to shift power by intentionally collaborating and power sharing with students, so that together they can learn, interrogate, examine, design, decide, and implement changes that advance equity and student success.

Framework Elements

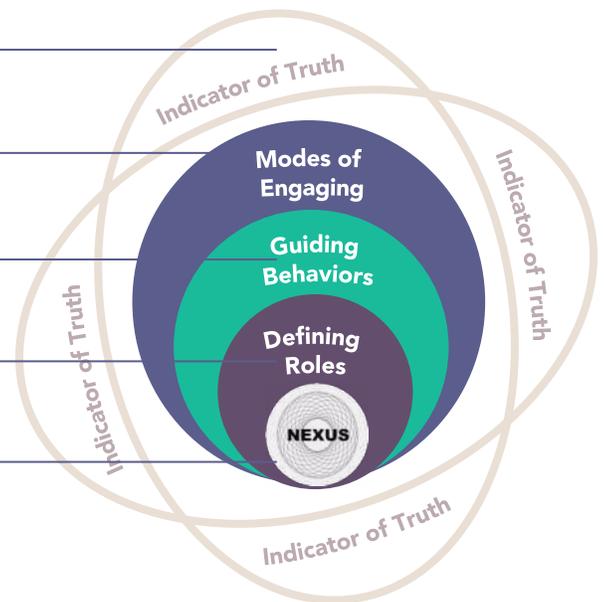
Indicators of Truth showcase what students should experience or takeaway from their engagement within transformation efforts.

Modes of Engaging offer opportunities for students to collaborate and share power in decision-making processes.

Guiding Behaviors offer expectations and provide a directional force for trustworthy coordination of student voice and engagement activities.

Defining Roles represent the functions we must serve as students are engaged in transformation efforts.

The Nexus is the center of intention for strengthening student voice and engagement in service of transformation.



Download your copy of the **Shift Power. Share Power. Engagement Framework**. Use it as a guidepost for the intentional integration of student voice and engagement in your own transformation efforts. Use it to position students as valuable decision-making partners. Become accomplices for equity to alter the design of higher education and create long-lasting change at scale with and for today's new majority learners.

Have an inquiry or idea? Interested in partnership? Contact Chris at cflanagan@kineticseeds.com

