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Fariborz Maseeh Department of Mathematics and Statistics

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Five Ps (Policies, Practices, Power structures, Places; and People): A Framework to Analyze Systemic Inequalities

Eva Thanheiser

Portland State University, evat@pdx.edu

Lisa Weasel Portland State University, lisaw@pdx.edu

Idowu Ajibade Portland State University, iajibade@pdx.edu

Larry Martinez

Portland State University, larry.martinez@pdx.edu

Gina Greco

Portland State University, grecog@pdx.edu

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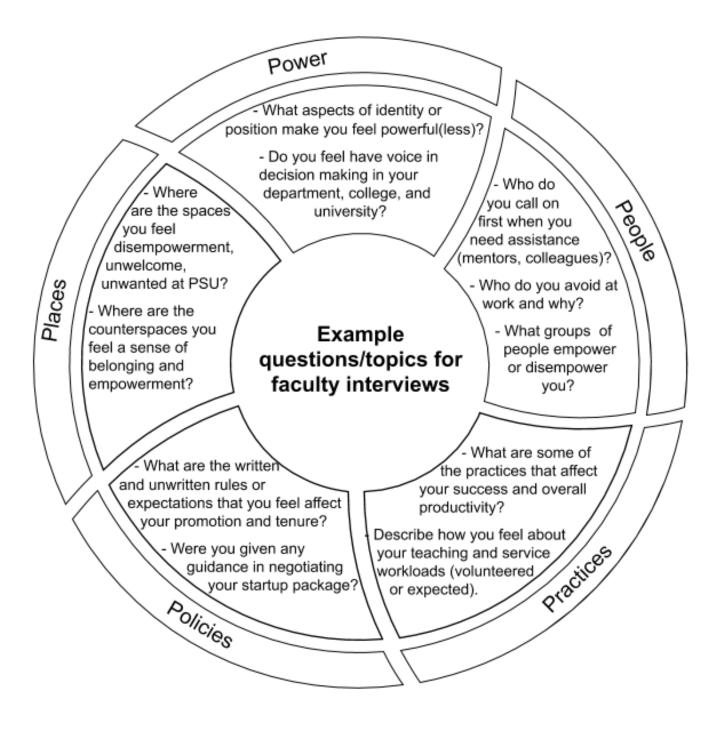


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Five Ps:

- Policies (concerning recruitment, hiring, promotion, tenure, etc.);
- Practices (e.g., "invisible labor" related to DEI services or devaluing community-engaged scholarship);
- Power structures (such as within departments or colleges/schools);

- Places (e.g., welcoming versus chilly classroom climates, affinity groups, community resources); and
- People (e.g.,mentors and collaborators on and/or off campus).