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

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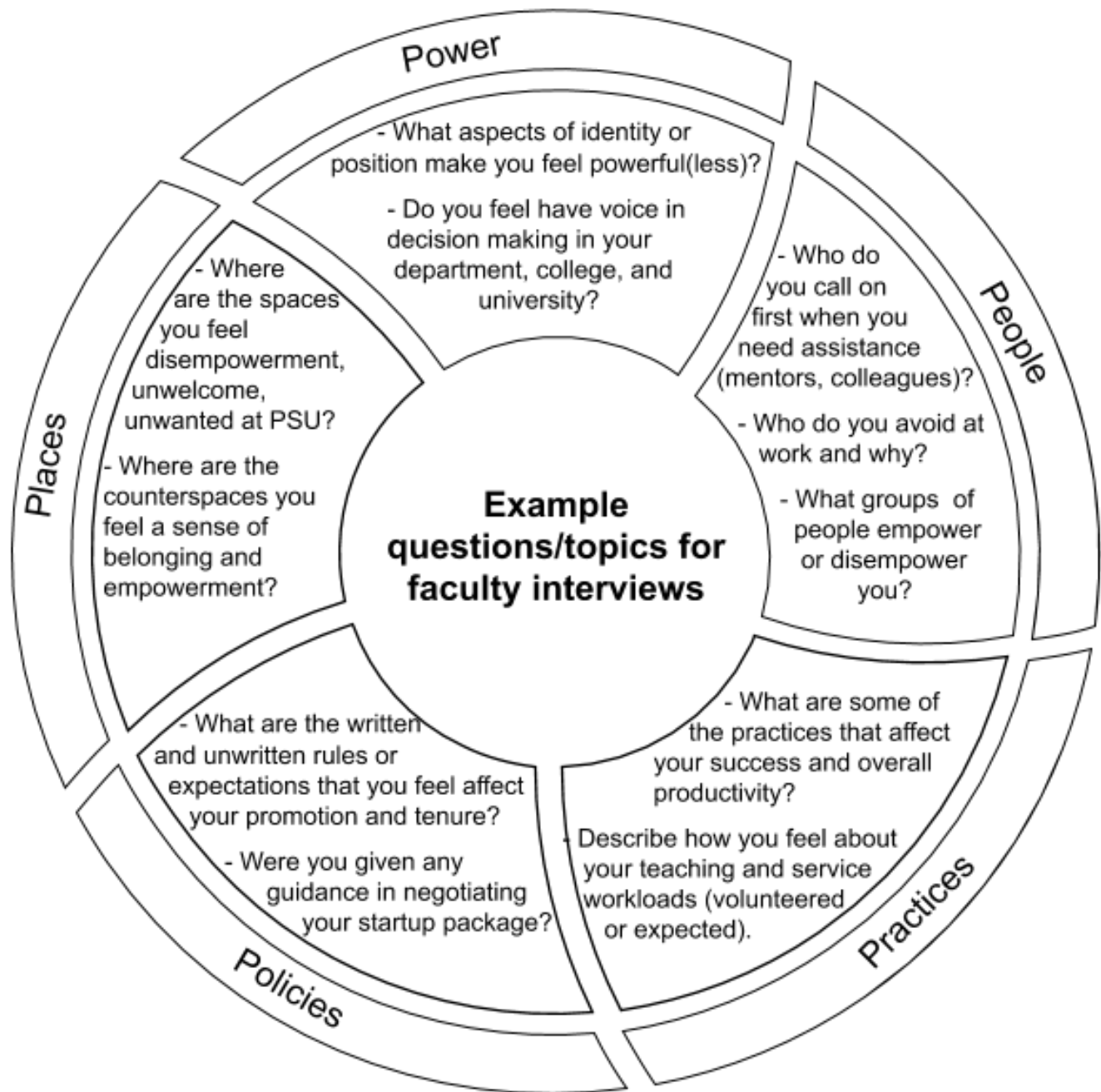
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Five Ps:

- 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).