

PIPE

Program Improvement Process for Equity™



Root Causes Exercise Instructions

Group Exercise

1. Prepare root cause cards before meeting. Copy root cause cards sheets with each sheet a different color. Cut sheets into cards with the root cause name on each card. Bundle cards so that each bundle has one of each root cause card.
2. Organize participants into groups of five or less. Give each group a bundle of root cause cards, a piece of flip chart paper, marking pens, and access to masking tape.
3. Give the groups the following instructions
 - a. Review the root cause cards.
 - b. Arrange the root causes by your group's sense of their impact and relationship to students in programs nontraditional for their gender.
 - c. Post the cards on the flip chart paper and then on the wall in whatever arrangement best illustrates your group's thinking.
4. Have each group explain its root cause cards display

Individual Exercise

1. Place around the room flip chart paper with the name of each root cause on the top of the sheet in very large letters so that it can be seen across the room.
2. Give each participant four colored sticky dots.
3. Ask each participant to go around the room and place stickers on the posters of the four root causes that, from their experience, most significantly impact students who are in, or considering entering, a nontraditional program for their gender.
4. When finished, go around and in large print write on the sheet the number of votes each one received.
5. Facilitate a brief discussion about those root causes receiving the most votes and where those root causes tended to be in the group root cause exercise – were there any similarities/differences?



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