| | Alliance Name | | |
|---|---|---|---|
| Theory of Change | Social Cognition | Cultural | Institutional |
| Barrier to Success | Social Cognition | Cultural | Scientific |
| Level of Change | Individual | | Organizational |
| Focus of Change | Structure | Process | Attitude |

Theory of change
- Social Cognition
    - Highlights individual learning and development
    - Interventions that seek to shape individuals' thinking and interpretation
- Cultural
    - Change occurs in the form of shifting values and beliefs
    - Often embedded in different forms of policies and practices
- Institutional
    - Institutional-wide or alliance-wide change
    - Internal and external involvement

Barrier to success
- Social Cognitive
    - Personal and professional identity, understanding, and abilities
    - e.g., self-efficacy, mindset
- Cultural
    - Attitudes, values, and beliefs about diversity
    - e.g., faculty perception and bias
- Scientific
    - Lack of effective policies and procedures
    - e.g., lack of effective admission or faculty hiring policy

Level of change
- Individual
- Organizational

Focus of change
- Structure: policies and procedures
- Process: approaches to enacting certain operations
- Attitude: the way people feel about themselves and their work