

# Gatekeeping vs Groundskeeping

## Attitudes in Academic Leadership



### *Gatekeeper*

Prioritizes "**grit**" and "**resilience**", placing expectations on workers to overcome challenges **on their own**

Guards access to resources

Protects tradition

Values individual changes



### *Groundskeeper*

Prioritizes interventions to improve **equity**, allowing workers to voice challenges to be solved **together** at the leadership level

Supports access to resources

Encourages progress

Values institutional changes