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