

# The Equity Plan

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Leading for Change – Racial Equity & Justice Institute July 2019 retreat participants +/- or team

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# Equity

We've

been

doing

equity

work

for

awhile....

# Leading for Change (L4C) – *hopeful, data driven strategies to close achievement and opportunity gaps in higher education.*

Since 2013

- MCC participating in L4C higher education regional consortium initiated by Bridgewater State University
- Formed cross-functional and diverse teams
- Explored and studied current research and best practices

# 2018-2020 L4C Racial Equity & Justice Institute

## 2018-2019

- MCC joined the L4C Racial Equity & Justice Institute
- Learning, inventorying practices, looking at our data.
- Learned from scholars such as:
  - Shaun Harper
  - Vincent Tinto
  - Luke Harris
  - Tia Brown McNair

## 2019-2020

- Focus is enhancing our institutional infrastructure for the racial equity and justice imperative.
- Assess MCC's developmental strategies in becoming a campus fully informed by a racial equity orientation.
- Intentionally include students of color voices so our work is informed by their voices.
- Be data informed in practice.

# *First things first...Becoming equity minded\**

\* Specifically, being equity-minded involves: being conscious of the ways that higher education -- through its practices, policies, expectations and unspoken rules -- places responsibility for student success on the very groups that have experienced marginalization, rather than on the individuals and institutions whose responsibility it is to remedy that marginalization (p.2).

Witham, K., Malcom-Piqueux, L. E., Dowd, A. C., & Bensimón, E. M. (2015). America's unmet promise: The imperative for equity in higher education. Washington, DC: Association of American Colleges and Universities.

# Dr. Tia Brown McNair

Vice President for Diversity, Equity, and Student Success and Executive Director for the TRHT Campus Centers, Office of Diversity, Equity, and Student Success, AAC&U

- Equity-focused is to understand the gaps exist. (TBM)
- Equity-minded is the why behind it. (TBM)

# MA BHE Equity Focused Strategic Framework

- Equity is more than simply creating a level playing field. It requires a concerted and intentional effort to remove barriers and obstacles that hinder the success of students theretofore did not have these advantages. (MA BHE)
- Use an equity lens. (MA BHE)



# ***Next...Becoming an equity-minded institution\****

*\*An equity-minded institution raises awareness of achievement disparities based on race and ethnicity, raises awareness of systems and structures that impede equitable outcomes, and enacts policies and practices that reduce inequities.*

Center for Urban Education. (2017). Improving attainment: Making equity part of your state's postsecondary planning. (CUE Publication January 2017).



# BHE proposes

## “new direction for public higher education”

- Reaffirm commitment to high levels of educational attainment among the adult population
- While emphasizing equitable postsecondary outcomes for students from traditionally underserved backgrounds
- By focusing on equity in our policies, programs, and initiatives
- Will enhance economic and social mobility for all citizens, but particularly for those that have been historically underserved and underrepresented throughout all levels of education

# BHE “The heart of our work will focus on”

- Assessing current & prospective HED policy from an equity perspective
- Determining success of the BHE/DHE Equity Focused Strategic Framework requires the closing of opportunity and achievement gaps by ensuring that the most underserved students are succeeding at faster rates than the population at large.

- Movement in the right direction would be illustrated by overall improvements for all students in general, accompanied by even greater improvements for disadvantaged students.

*To realize these goals and ensure that public HED opens doors of opportunity and fulfilment for traditionally underserved populations...our statewide policy and performance priority is to...*

*Significantly raise the enrollment, attainment and long-term success outcomes among under-represented student populations.*

**BHE “Movement in the right direction”**

# L4C Diversity & Equity Plan

- ✓ Four (4) goals to intentionally engage the College in the work of becoming an equity-minded institution.
- ✓ An equity-minded perspective at MCC leverages an analysis of student success through an anti-deficit lens, is not blame focused, respects and values the cultural identities and lived histories of all our students.
- ✓ Four (4) goals intended to promote equitable outcomes for students.

# Equity Plan

- #1. Focus on building an equity-minded culture to sustain inclusive excellence at MCC.
- #2. Rely on and widely communicate disaggregated **data** to make strategic, equity-based decisions.
- #3. Align existing and commit new **institutional resources** to make changes to support equity.
- #4. **Assess** ongoing efforts and **document progress** to sustain momentum and ensure equitable outcomes for all students.

# #1. Focus on building an equity-minded culture to sustain inclusive excellence at MCC.

## Examples

- Include equity in the mission, vision and values of the institution.
- Ensure the college's strategic plan aligns with the MA DHE equity framework and goals.
- Engage the college community in regular dialogues around racial equity and diversity.
- Examine and review existing policies, practices and structures for alignment.



## #2. Rely on and widely communicate disaggregated data to make strategic, equity-based decisions.

Examples:

- Develop a dissemination plan to share data as part of the college-wide planning processes.
- Disaggregate CCSSE and other survey results.
- Conduct student campus climate survey including qualitative methods.
- Conduct employee campus climate survey including qualitative methods.
- Provide ongoing professional development.



# **#3. Align existing and commit new institutional resources to make changes to support equity.**

## Examples:

- Prioritize data-informed, equity-based rationale in the college budgeting request process.
- Integrate data for the purpose of allocating institutional resources (fiscal, physical and human resources) to promote equity.
- Bring to scale successful interventions and identify new initiatives to promote equity.
- Examine and revise organizational structures and practices to improve equity.

## #4. Assess ongoing efforts and document progress to sustain momentum and ensure equitable outcomes for all students.

### Examples:

- Establish baseline, timelines and effectiveness for institutional equity goals 1, 2, 3.
- Use new DHE PMRS (*Performance Measurement Reporting System*) as established baseline dashboards to set goals and specific annual increases for AA, Lx, and Pell recipients.
- Leverage existing assessment structures to assess equity efforts and document progress.

# An Integrated Strategic Equity Plan?

MCC Strategic  
Directions

BHE Key  
Performance  
Measures

MCC Pillars of  
Success

MCC  
Mission

MCC  
Vision

MCC  
Values

Equity  
Plan

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graph TD; A[MCC Strategic Directions] --- B[BHE Key Performance Measures]; A --- C[MCC Pillars of Success]; B --- D[Equity Plan]; C --- D; E[MCC Mission] --- D; F[MCC Vision] --- D; G[MCC Values] --- D;
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