

## Vision Statement: Equity Strategic Framework

In December 2018, the BHE voted to institute a new, top policy and performance priority for Massachusetts public higher education: ***Significantly raising the enrollment, attainment and long-term success outcomes among underrepresented student populations.*** The BHE charged DHE to develop a systemwide strategic framework to address this priority, in collaboration with Massachusetts' public colleges and universities, by December 2019.

The Massachusetts Board of Higher Education aims to sustain and expand on Massachusetts' unique leadership position in higher education as defined by the strength and reputation of our private and public postsecondary institutions and our nation-leading level of attainment among our adult citizens.

To further realize those goals and to ensure that public higher education opens doors of opportunity and fulfilment for traditionally underserved populations...

**We elect to make our top statewide policy and performance priority:**

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

We intend this equity lens priority to guide campus and system performance measurement and promote initiatives and policies that collectively expand success for residents and for our economy and society.

## Evolution of BHE Top Priorities

The Vision Project, initiated by the BHE/DHE in 2010, embraced an ambitious set of seven key priorities for public higher education. This set of priorities was narrowed to the "Big Three" in 2015, and then to a single, top performance and priority—equity—in December 2018.

### Vision Project

Initiated 2010

7 Key Outcomes

Lead the nation in:

1. College Participation
2. College Completion
3. Student Learning Outcomes
4. Workforce Alignment
5. Civic Learning
6. Closing Achievement Gaps
7. Research



### "Big Three"

Initiated 2015

3 Key Outcomes

1. Make college more accessible and affordable for all Massachusetts residents
2. Close gaps in student opportunity and achievement
3. Improve college completion rates



### Equity

Initiated December 2018

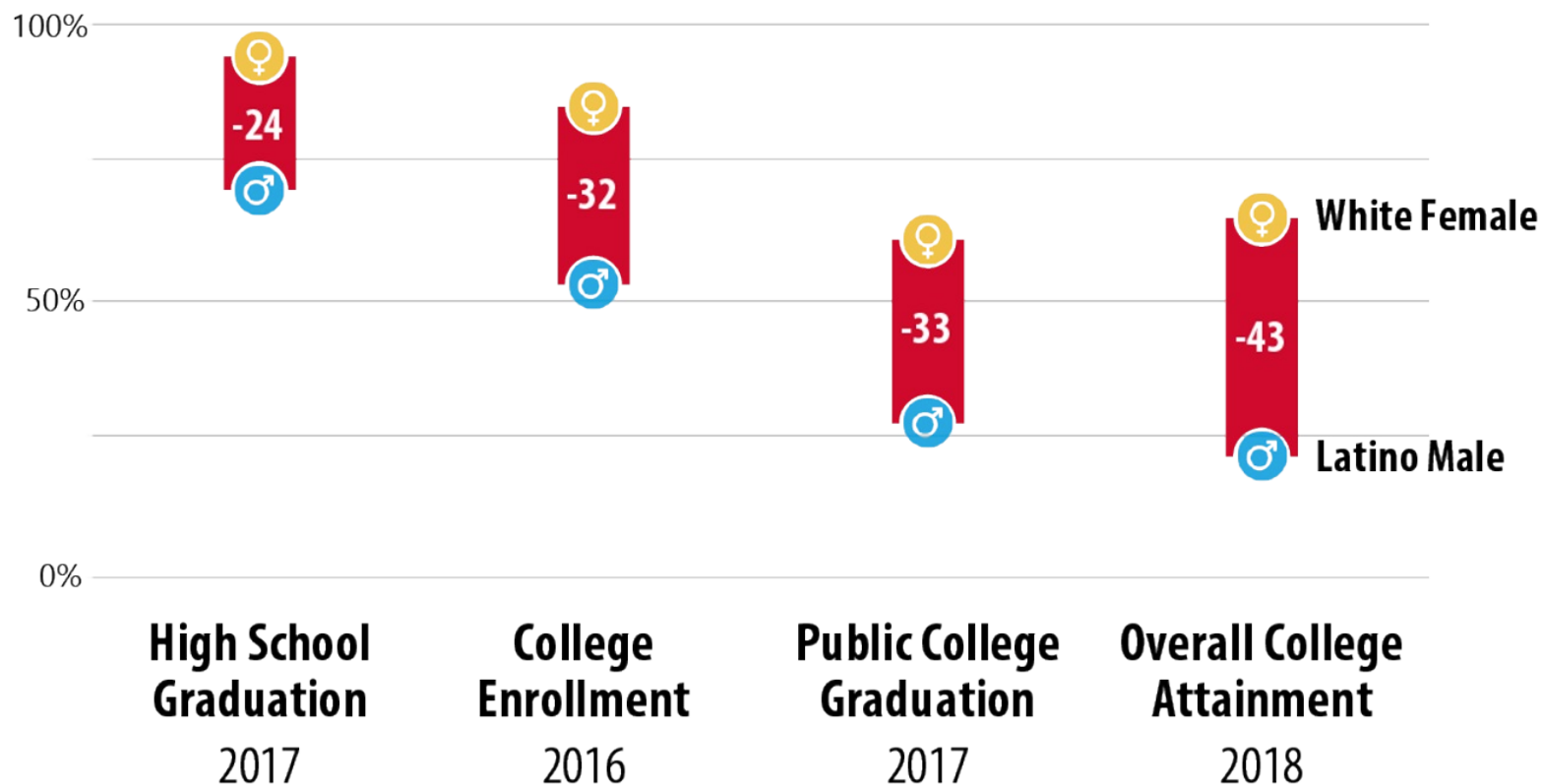
1 Key Outcome

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

## Recap: Equity Spotlight #1—Race/Ethnicity & Gender

A key aspect of DHE’s work to build a strategic framework around this single equity priority is to identify the key populations across the Commonwealth whose outcomes differ significantly from the pleasing success story told by the state-level metrics. In January 2019, Commissioner Santiago highlighted gaps in key education indicators between Latino male students and residents in Massachusetts and their peers of other genders and/or races/ethnicities.

### MA Key Education Indicators: By Race/Ethnicity & Gender



**High School Graduation Rate:** Percentage of 9th graders in Massachusetts public high schools in 2013–14 who graduated high school by 2017. Source: DESE.

**College Enrollment Rate:** Percentage of 2016 Massachusetts public high school graduates who enrolled in college within 16 months after high school graduation. Source: DESE, National Student Clearinghouse.

**Public System Graduation Rate:** Percentage of first-time, degree-seeking students who initially enrolled at a Massachusetts public college or university in fall 2011 and graduated from any U.S. higher education institution by 2017. Source: DHE, National Student Clearinghouse.

**Overall College Attainment Rate:** Percentage of 2018 Massachusetts residents who possess a college degree (associate or higher). Source: Current Population Survey, U.S. Census Bureau.



**E Q U I T Y**

**Geography & SES**

**Spotlight**

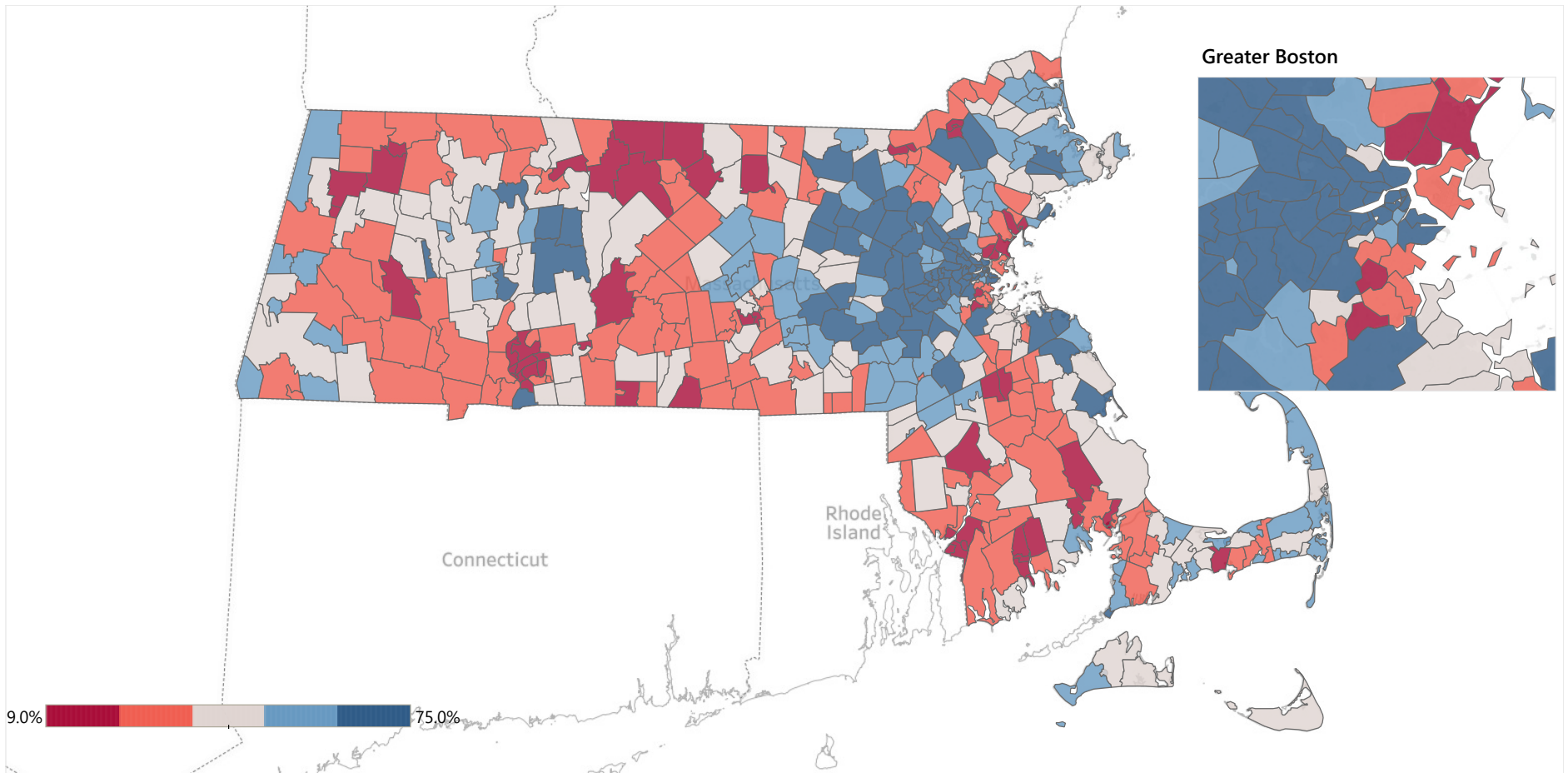


# Bachelor's Attainment by ZIP Code

Highlight Postal Code  
No items highlighted

Forty-two percent of the Commonwealth's adult population (age 25+) holds a bachelor's degree or higher, but this rate varies greatly by ZIP code. Communities shown in gray have attainment rates around the state average; those in blue have higher attainment rates and in red have lower attainment rates. Roll over a ZIP code to see more detailed information about educational attainment in that community.

## % of ZIP Code Population Age 25+ Holding Bachelor's or Above



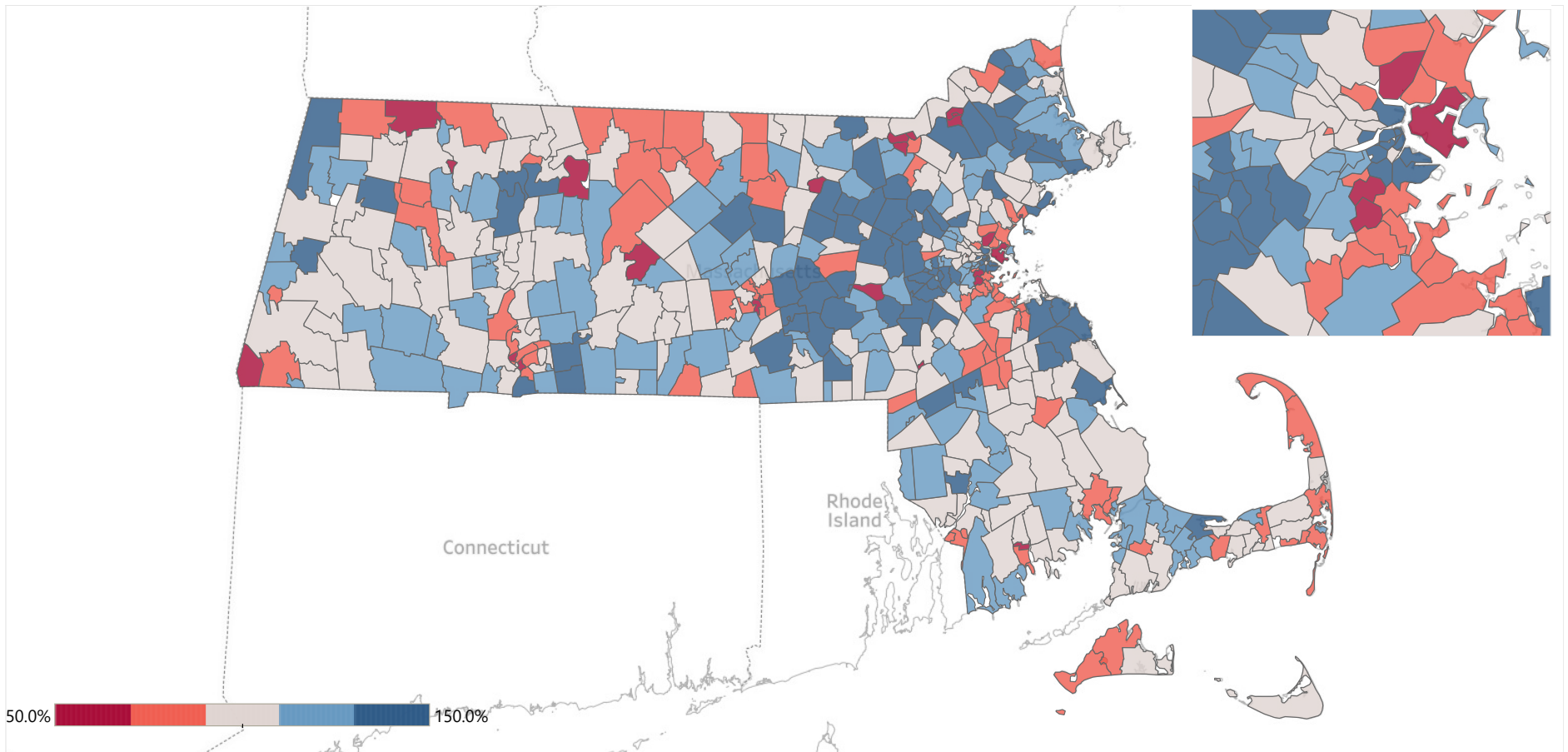
Source: U.S. Census Bureau, 2013-2017 American Community Survey 5-Year Estimates

# Median Earnings by ZIP Code

Similarly, within each county in Massachusetts, median earnings among adults (age 25+) varies significantly by ZIP code. Any community where median earnings are on par with its county median is shown in gray; those in blue have higher median earnings and in red have lower median earnings, relative to their counties.

Highlight Postal Code  
No items highlighted

## ZIP Code Median Earnings as % of County Median Earnings



Source: U.S. Census Bureau, 2013-2017 American Community Survey 5-Year Estimates. Shows median earnings of ZIP Code residents age 25+ who had earnings in the past year, as a percentage of the county median for the same measure.

# Categorizing Communities Based on Attainment and Earnings

Placing this data in a scatterplot allows the ZIP codes to be sorted into four categories: Higher Attainment / Higher Earnings, Higher Attainment / Lower Earnings, Lower Attainment / Higher Earnings, and Lower Attainment / Lower Earnings. The last category may be considered underserved based on both criteria. Drag to select a group of ZIP Codes in the scatterplot and view the filter results in the map and list on the right.

Scatterplot: Bachelor's Attainment vs. Median Earnings by ZIP Code



County Grouping	City/Town
Barnstable, Dukes & Nantucket	Barnstable
	Hyannis
	Barnstable
	Centerville
	Cotuit
	Cummaquid
	Marstons Mills
	Osterville
	West Barnstable
	Bourne
Buzzards Bay	
Buzzards Bay	
Pocasset	
Sagamore Beach	
Brewster	Brewster
Chatham	Chatham
Chilmark	Chilmark
Dennis	Dennis
	Dennis Port
	South Dennis
	West Dennis
Eastham	Eastham
Edgartown	Edgartown
Falmouth	East Falmouth
	Falmouth
	Woods Hole
	North Falmouth
Harwich	Harwich
	Harwich Port
Mashpee	Mashpee
Nantucket	Nantucket
North Chatham	North Chatham
Orleans	Orleans
Provincetown	Provincetown
Sagamore	Sagamore

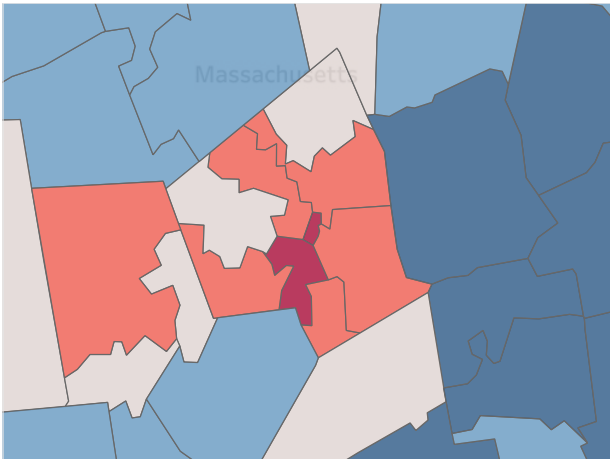
Source: U.S. Census Bureau, 2013-2017 American Community Survey 5-Year Estimates

## Closer Look at Urban Areas

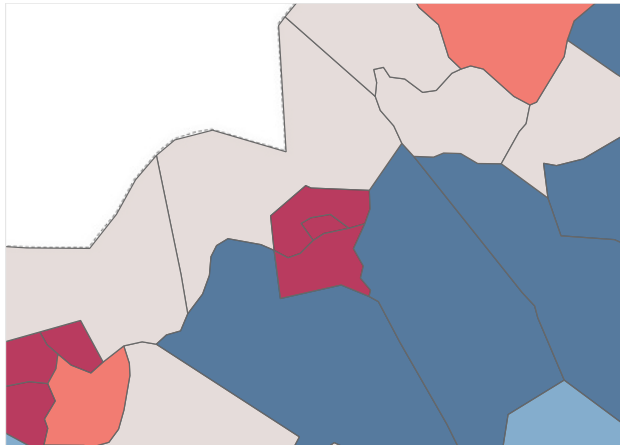


Consistently, the urban areas flagged as underserved in this analysis are surrounded by communities with higher median earnings (pictured), as well as higher bachelor's attainment. This would imply that there are well paying jobs available in these regions, and higher educational attainment may provide a pathway to these jobs for the underserved populations.

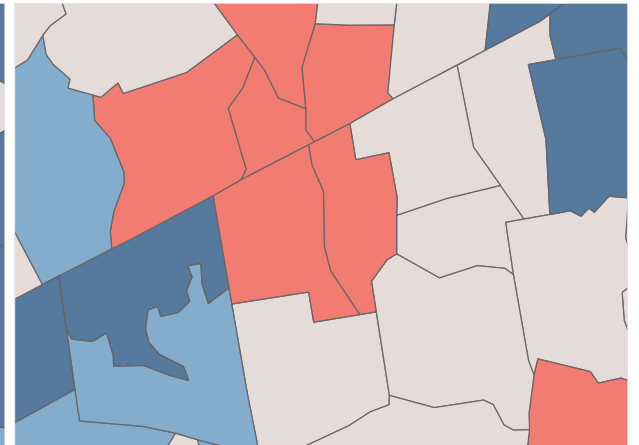
Worcester/Leicester



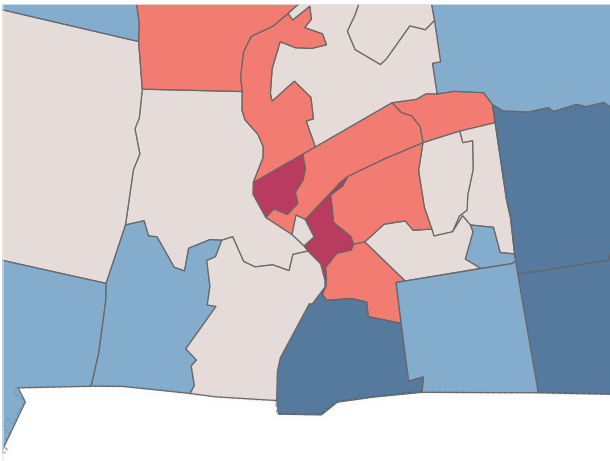
Lawrence/Lowell



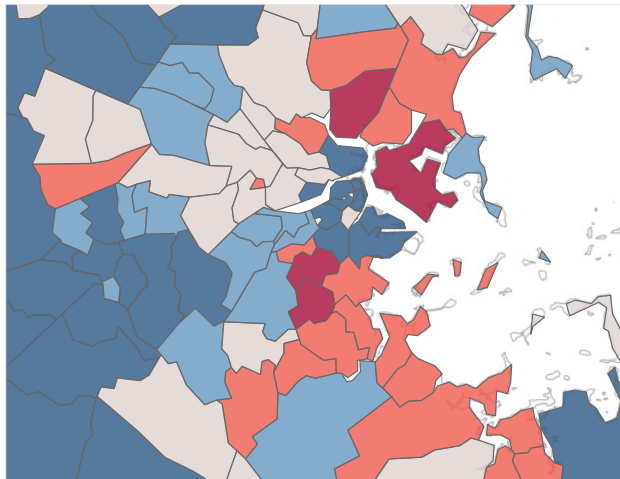
Brockton



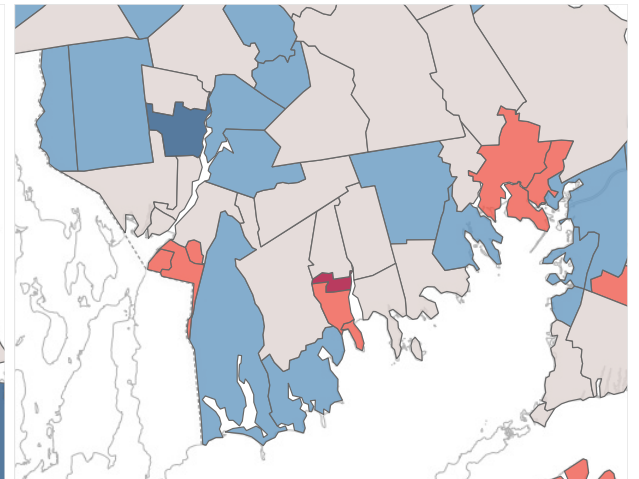
Springfield/Holyoke/Chicopee



Greater Boston



New Bedford/Fall River



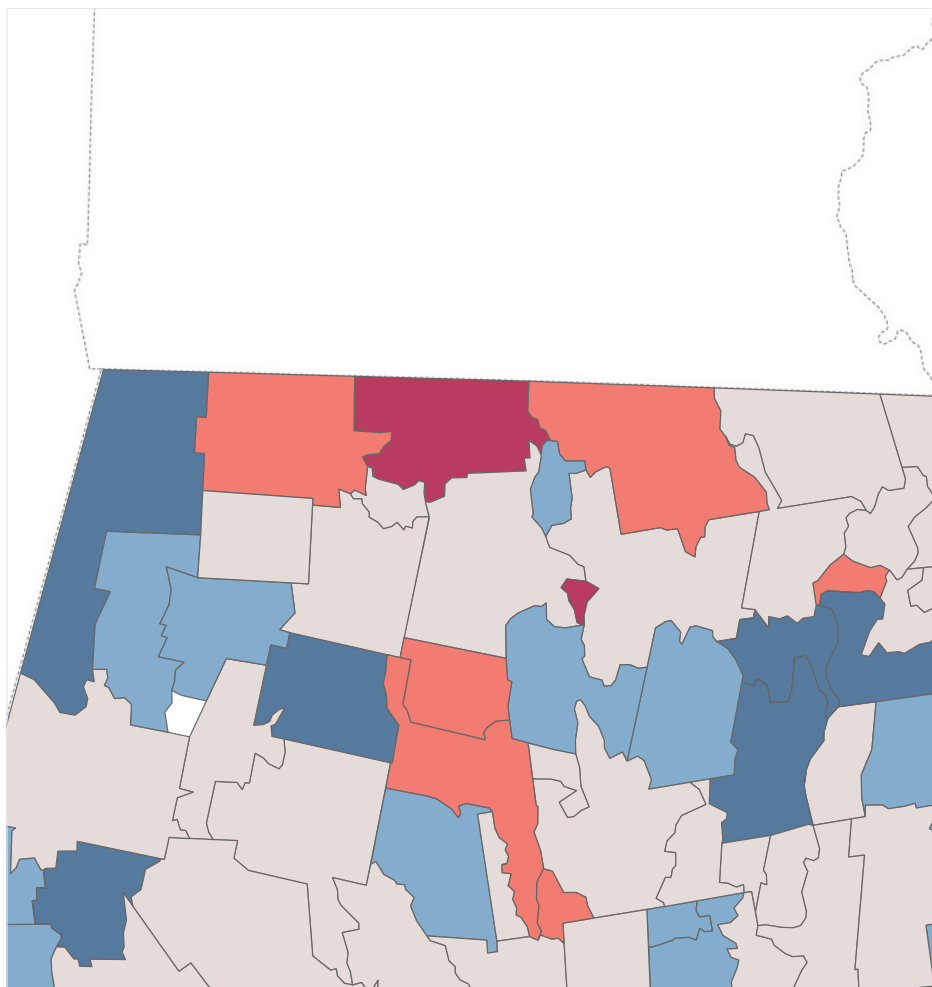


## Closer Look at Rural Areas

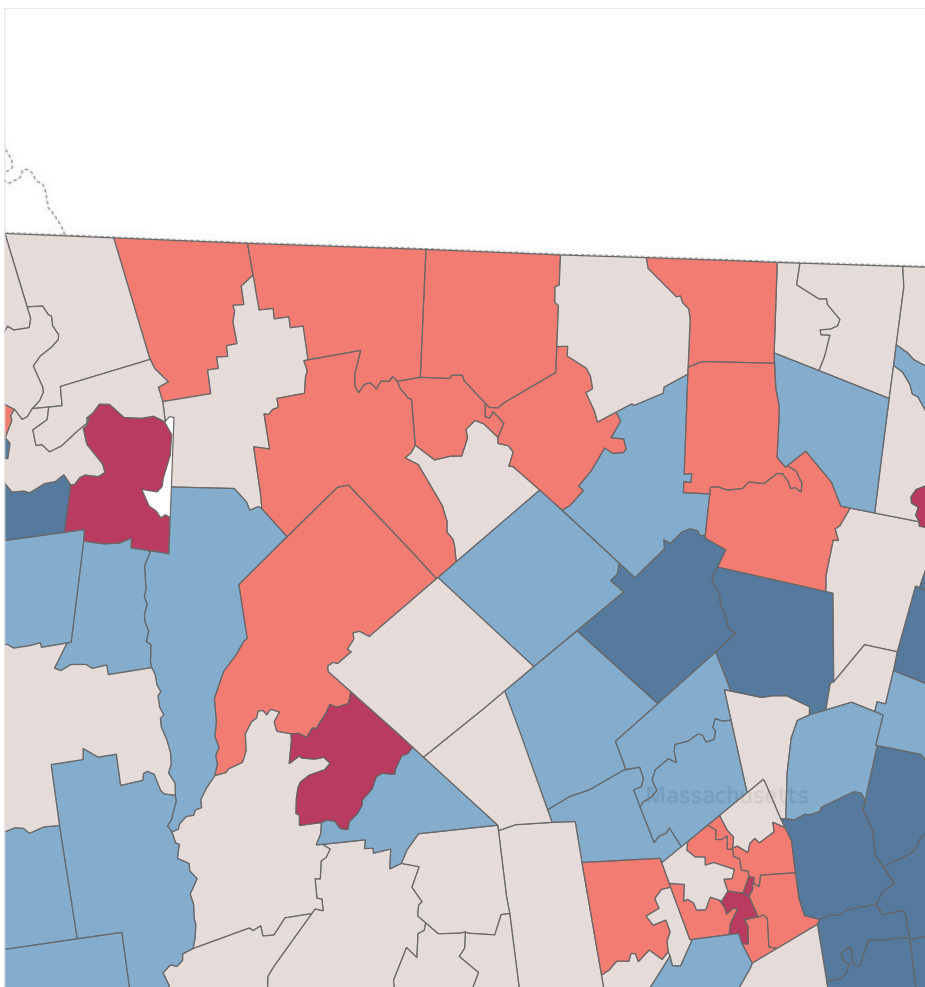
50.0%  150.0%

There are large sections of rural communities with low degree attainment that are not immediately surrounded by higher income communities. This seems to suggest that there are fewer occupational opportunities for college-educated workers in some of these rural areas. This is particularly evident in the mid-northern portion of the Commonwealth.

North Adams



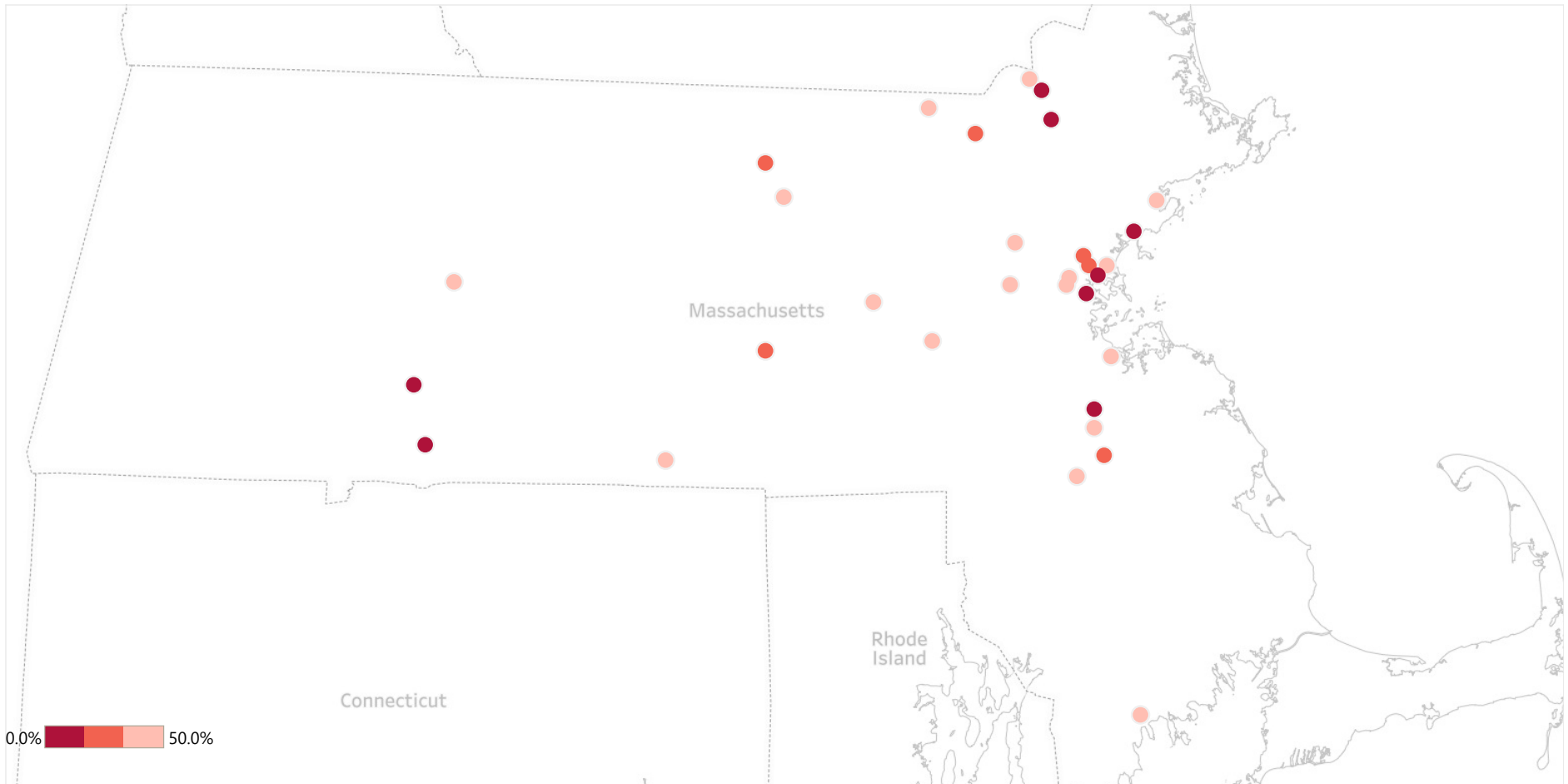
Fitchburg/Gardner/Leominster



## Rapidly Increasing Diversity in the Next Generation

Looking at Massachusetts school districts with less than 50% White students, there is a great deal of overlap with the communities identified as underserved in this analysis. What does the diversity of the next generation of potential college students in these communities tell us about strategies needed to transform these underserved areas?

### MA Public School Districts with <50% White Students



Source: Massachusetts Department of Elementary and Secondary Education