

Two Threads Braiding Together in MA Public Higher Education : Civic Learning and Engagement with Equity and Racial Justice

Academic Affairs and Student Success Advisory Council,
November 29, 2022

MASSACHUSETTS
Department of
Higher Education

Presentation Outline

- Introductions of Speakers
- Background:
 - Massachusetts Leadership in Civic Learning
 - NUE and the Strategic Plan for Racial Equity
- Sector-wide Work: Civic Learning & Equity
- Campus-level Work: Strategic Planning and Faculty Development
- Segmental Work: Developing Community Leaders
- What's Next?

MA Leadership in Civic Learning

2014: BHE Policy on Civic Learning called on all public campuses to involve all undergraduates in civic learning through courses, the co-curriculum, and engagement in communities beyond the campus. The policy defined civic learning as acquiring the knowledge and skills needed for informed and effective participation in civic and democratic life, and acquiring an understanding of the political and social values underlying democratic structures and practices.

2015: DHE hired Director of Civic Learning and Engagement to help campuses build capacity to implement the policy.

MA Leadership in Civic Learning

2022: CLDE, the national coalition leading a movement for Civic Learning and Democracy Engagement in higher education, asks the DHE to assume leadership as one of four Foundational States with a statewide system committed to civic learning. Our connection to racial equity is one of the elements they want to explore.

Equity Agenda

New Undergraduate Experience

The New Undergraduate Experience (NUE) report is a declaration meant to **clearly express a new vision** for the cultural, curricular, pedagogical, and structural changes needed for a public higher education transformation **focused on racial equity and justice**. There are three reasons this work is important:

1

Moral

Like most higher education systems across the country, the Massachusetts system was built on **centuries of racism and white privilege** that preference young, economically privileged, native-born white men. The Commonwealth's system needs to evolve to support today's diverse students.

2

Economic

Data show that Massachusetts Black and Latinx students are more likely to be in the lowest income group with the lowest expected family contribution. **If these trends continue as the Commonwealth's population becomes more diverse, there may be a negative impacts to the economy.**

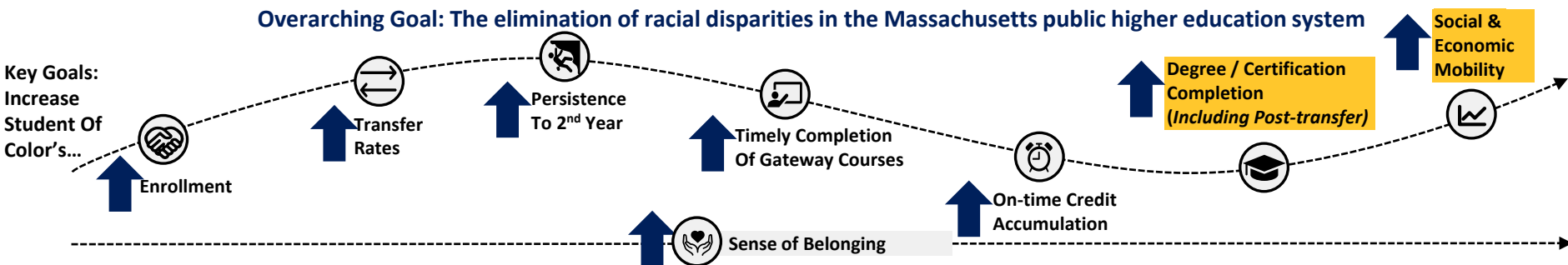
3

Democratic

The Massachusetts public education system has the responsibility **to create opportunities for social mobility and to educate the Commonwealth's residents** to enhance engagement in social and political systems.

The Equity Agenda

Strategic Plan for Racial Equity



Strategic Plan for Racial Equity

Aligned Department Initiatives





System-wide Work through HEIF, the Higher Ed Innovation Fund

AY 19/20: HEIF Consortium: Diversifying the Faculty: Pathways Toward Equity

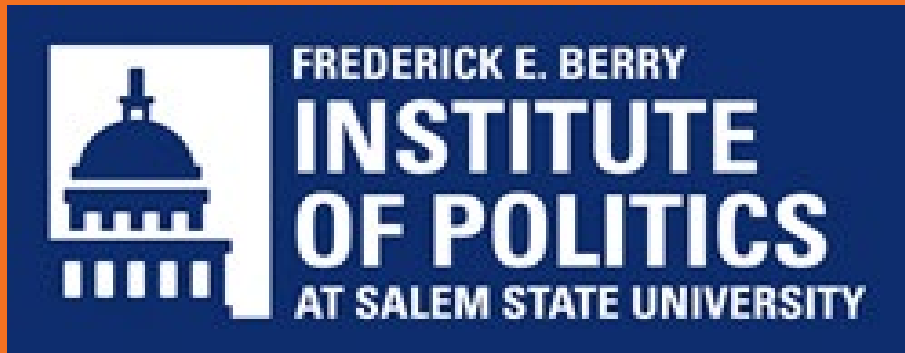
AY 20/21: HEIF Consortium: Building on the Cultural Wealth of Minoritized Students: Anti-racist Community-Engaged Programming, Pedagogies, and Practices

AY 22/23: HEIF UMass Dartmouth with NEEEC: Civic Learning in the DHE Equity Agenda

Each project includes a statewide/national symposium



The Center for Civic Engagement & Fredrick E. Berry Institute of Politics



BHE Academic Affairs & Student Success Advisory Council Meeting

Cynthia Lynch
Executive Director
Salem State University

November 29, 2022

From NUE to Salem State's Strategic Plan

Role on NUE Committee

Launch of Salem State's Strategic Planning Committee

NUE's Influence

- **Guiding document**
- **Data Gathering and Analysis**
- **Sustain, Strengthen, Start, Stop**
- **Development of a Shared Vision**

Pivot to DHE Strategic Plan for Racial Equity (Presentation)

Common Threads/Top Priorities

Summer: Mission, Vision, Values, Overarching Goals

Fall: Goal Groups Develop Objectives, Strategies, Action Items

Alignment with the DHE's SP for Racial Equity

Using the DHE's SP to Inform SSU's SP

DHE Strategy 4: Build a Culturally Relevant & Civically Engaged Educational Experience for Students of Color

Priority 1- Institutions will lead the following actions:

- Identify Knowledge and skills needed for full and effective participation in civic life and public problem solving in a multi-racial democracy...
- Support faculty in refreshing the Core Curriculum so that it is rooted in culturally relevant and civically engaged learning and better enables students to address complex social problems...
- Support faculty..., to identify ways to incorporate civic engagement opportunities for to students to explore how their field of study can contribute to understanding and addressing complex public problems.

SSU Goal: Cultivate a civically engaged community of learners and scholars committed to public problem solving in a diverse democracy, and align curriculum, co-curriculum, research, and creative activity with opportunities to promote the public good

Objective 2: Strengthen civically engaged curriculum, pedagogy, and scholarship

- Strategy 2.1 Increase faculty and staff understanding of the intersection of justice, equity, diversity, and inclusion work and civic engagement
- 2.2 Create a CE general education requirement and weave civic engagement into all curricular areas
- 2.4 Support departments to include public problem-solving in their degree programs... "What is the public relevance of our discipline?"
- 2.5 Offer professional development... developing equitable community partnerships, anti-racist community engagement, civic learning in the classroom... using civic engagement work toward tenure and promotion ...

Civic Engagement and Racial Equity at SSU

Anti-Racist Community Engagement (ARCE)

Anti-racist community-engaged teaching that builds on students' cultural wealth connotes an approach to pedagogy that actively works to dismantle racism through classroom practices, includes equitable collaboration with community partners, and builds on students' cultural wealth in this work.

HEIF Funding at SSU to Promote ARCE

YEAR	GRANT	TITLE
AY 19/20	SSU-HEIF 1 Collaborative	Diversifying the Faculty: Pathways Toward Equity
AY 20/21	SSU-HEIF 2 Collaborative	Building on the Cultural Wealth of Minoritized Students: Anti-racist Community-Engaged Programming, Practices, and Pedagogies
AY 21/22	SSU-HEIF 3 Individual	Building Inclusive Academically-Engaged Communities of Practice
AY 22/23	SSU-HEIF 4 Individual	Year Two: Building Inclusive Academically-Engaged Communities of Practice

Civic Engagement Faculty Professional Development at Salem State University

**Introduction to
Civic Engagement**

**Infusing Civic
Learning into your
Syllabus**

**Introduction to
Critically Engaged
Civic Learning
(CECL)**

**CECL
(Consultations,
Workshops & 3-
Day Institutes)**

**Discovering the
Public Relevance of
your Discipline**

**Launching
Advocacy
Education in the
Classroom**

**Developing a
Community-
Engaged Faculty
Identity: H1**

**Framing CE for the
Tenure and
Promotion Process:
H1**

**Introduction to
Antiracist
Community
Engagement: H2**

**Integrating the
Principles for ARCE
into your Teaching:
H2, H3, H4**

**Faculty Learning
Communities
(FLCs): H2, H3, H4**

Sector-Level Work: Developing Community Leaders

- In Fall, 2022, DHE invited the community colleges to join a 3-year pilot program, Career Pathways for Community Leadership.**
- DHE would fund up to five students for Civic Engagement Internships at \$20/hour for up to 150 hours. Internships would be with community-based nonprofits or government offices.**
 - Each participating college would commit to building a curricular program leading to a marketable credential, such as a certificate, in community leadership.**

Sector-Level Work: Developing Community Leaders

Seven community colleges applied for and have been accepted for the first year:

- Bristol Community College**
- Holyoke Community College**
- Mass Bay Community College**
- Middlesex Community College**
- North Shore Community College**
- Northern Essex Community College**
- Roxbury Community College**

The others may apply for next year.

Holyoke Community College has already received approval for a 24-25 credit Certificate in Community Leadership which includes the internship.

What's Next?

Continued work by DHE and the campuses, including a formulation of student civic learning outcomes through a racial equity lens—that will lead to faculty development in five 2-day institutes across the state in Summer, 2023.

National leadership on these issues, including:

- **Work with CLDE (Civic Learning and Democracy Engagement) to build a Multi-State Collaborative focused on civic learning and racial equity.**
- **A national hybrid Symposium on Anti-Racist Community Engagement on March 31, 2023.**
- **Telling this story through conference presentations and an article in a leading civic engagement journal.**

Further Questions?

Contact Us

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