

MASSACHUSETTS  
Department of  
Higher Education



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# Welcome!

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**#Equity1stMA**

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# The Equity Agenda

Achieving Racial Justice in  
Massachusetts Public Higher Education

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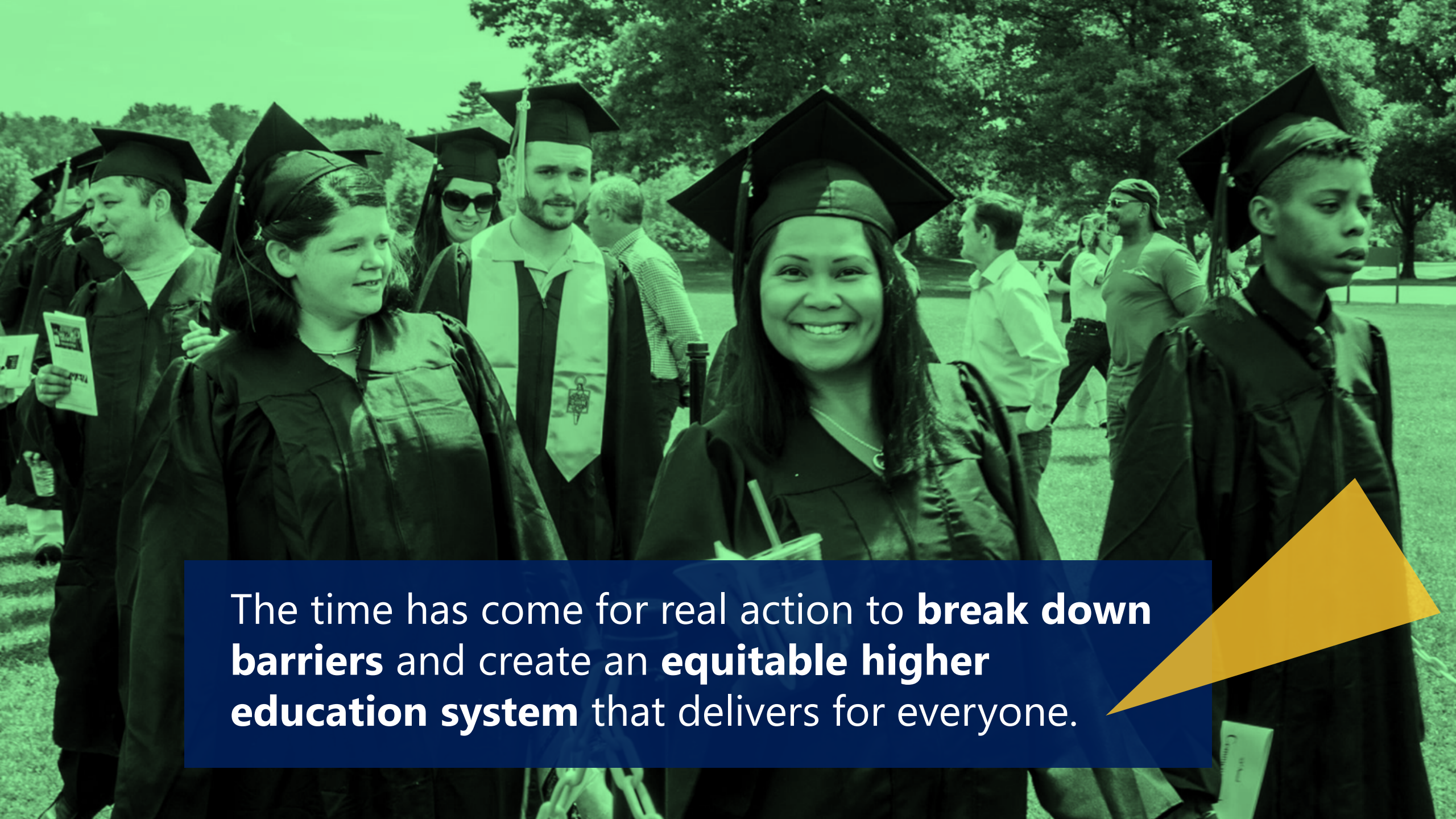
Everyone deserves to **pursue their infinite potential** and **seize the opportunities** that a higher education has to offer.



But these opportunities have been held **out of reach** for some, particularly minoritized people.

A young Black man with a backpack is looking out a window. The image has a yellow tint. A blue banner is overlaid on the bottom left, and a red triangle is on the right side.

**Current policies and practices** weren't designed to support Black and Latinx students in fulfilling their goals.

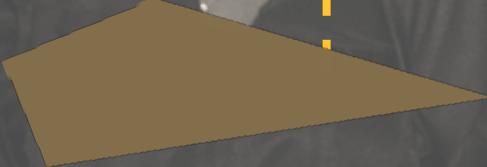
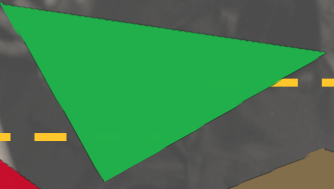


The time has come for real action to **break down barriers** and create an **equitable higher education system** that delivers for everyone.



# Our Action Plan

To Achieve Racial Justice in  
Massachusetts Public Higher Education



# Action Plan

To achieve racial equity, we must be successful in these integrated strategies

1

## POLICY AUDIT

At the system level:

- Audit and assess all policies and initiatives
- Identify and remove those that exacerbate racial inequity
- Redesign the policy scheme to build a culturally sustainable public postsecondary system where students can thrive



*"Culturally sustainable" means recognizing, maintaining, and developing cultural identity and diversity, as they are assets, not weaknesses (Ladson-Billings, 1995; Paris, 2012)*



# Action Plan

To achieve racial equity, we must be successful in these integrated strategies

## STUDENT EXPERIENCE

Reimagine the undergraduate experience by:

- Recognizing students' cultural wealth (Yosso, 2005)
- Transforming teaching & learning
- Aligning system and institutional efforts to create student-ready campuses

2

# Action Plan

To achieve racial equity, we must be successful in these integrated strategies

# 3

## DATA & EVIDENCE

Use data to:

- Measure progress toward the goal of racial equity
- Value students' experiences through qualitative research
- Identify and support implementation of equity-minded, evidence-based solutions

# Action Plan

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## COMMUNITY OF PRACTICE

4

Support the growth of a system-wide community of practice by:

- Elevating the work of equity leaders
- Creating shared implementation resources
- Developing a statewide professional development curriculum focused on culturally sustaining teaching practices

# Action Plan

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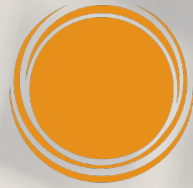
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## SUSTAINED TRANSFORMATION

Ensure long-term sustainability by:

- Convening and supporting a broad coalition of equity partners
- Developing a 10-year statewide strategic plan focused on achieving racial justice

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# Thank you!

More info at:

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