Welcome!

Today’s hashtag: #Equity1stMA

Follow us on Twitter: @MassDHE   @LuminaFound
The Equity Agenda
Achieving Racial Justice in Massachusetts Public Higher Education
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.
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

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

Reimagine the undergraduate experience by:

- Recognizing students’ cultural wealth (Yosso, 2005)
- Transforming teaching & learning
- Aligning system and institutional efforts to create student-ready campuses
Action Plan
To achieve racial equity, we must be successful in these integrated strategies

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

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

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

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
Thank you!

More info at: www.mass.edu/equity

Join DHE’s email list: www.mass.edu/newsletter