



Tab 5 Equity Work Timeline

Coordinating Board for Higher Education
July 17, 2020

BACKGROUND

After the June CBHE meeting, DHEWD staff drafted an overarching equity timeline to organize and make the department's equity work more cohesive and inclusive. There are several distinct initiatives being worked on throughout the department at this time. Working across the department as part of one timeline is critical to success. The following proposed timeline was created by staff to organize current DHEWD equity strategies. It is anticipated this timeline will continue to evolve as equity work continues.

CURRENT STATUS

The department has created the proposed equity timeline to highlight the vision, goal, and major initiatives of the department's current equity work. This timeline also emphasizes each initiative's deliverable, timeline, and how it ties to the department's equity vision.

NEXT STEPS

Department staff will implement items above as outlined and keep the CBHE informed of deliverables and achievement. This timeline is expected to evolve and change as staff continue this work. Changes will be communicated at future CBHE meetings.

RECOMMENDATION

This is an information item only.

ATTACHMENT

- Equity Work Timeline

Tab 5 Attachment
Equity Work Timeline

Vision: Every Missouri empowered with the skills and education needed for success.

Equity Goal: To reduce educational and workforce achievement gaps in diverse populations through promoting student success, leadership development, career attainment, and upward mobility.

Three Key Areas:

1. Convening/Information Sharing: meetings, reports, summits, and other convenings to bring together institutions and other groups to enhance statewide conversations.
2. Internal: examine internal policies and programs to ensure equity lens is utilized.
3. Partnerships: collaborate with external partners to expand equity work throughout the state.

Timeline:

Convening/Information	Internal	Partnerships
2020		
Equity Education Series (I)	Develop DHEWD Equity Group (VII)	Joint Educational Equity Statement (IV)
Equity Report (II)	Develop 21 Equity Placemat Initiatives	MoEASE (III)
		COVID-19 Strategies (V)
		HEI's – Institutional Equity Survey (VI)
		MOCAN & DESE Broadband Program (VIII)
2021		
Equity Education Series	Internal Audit with DESE	MoEASE
	Policy Review	Office of Equal Opportunity (OEO)
	Training Programs	
Beyond		
		MoEASE
		Policy Initiatives

2020 Initiatives:

I. Equity Educational Series:

- A. **Timeline:** Ongoing
- B. **Current Deliverable:** Starting in September, monthly virtual information sessions.
- C. **How Ties to Vision:** Create conversations around best practices, solutions, and research regarding effective equity strategies to aid institutional decision-making.

II. Equity Report:

- A. **Timeline:** Release October 2020
- B. **Deliverable:** Report highlighting Missouri-specific completions data broken out by demographic population.
- C. **Why Ties to Vision:** Provides the baseline data in order to measure statewide equity progress and starting point to prioritize decision-making.

III. MoEASE:

- A. **Timeline:** Ongoing
- B. **Deliverable:** Create MoEASE strategic plan and four equity goals for hubs, determine task force membership, convene first task force meeting.
- C. **Why Ties to Vision:** Through partnership with the Department of Elementary and Secondary Education and Missouri Chamber of Commerce, apply a regional approach that identifies cradle to career barriers in local communities and strategies to combat.

IV. Joint Equity Statement:

- A. **Timeline:** Approved September 2020. Distributed October 2020.
- B. **Deliverable:** Joint statement of commitment to educational equity.
- C. **Why Ties to Vision:** Solidifying equity alignment across the K12 and postsecondary education continuum and Missouri workforce.

V. COVID-19 Strategies

- A. **Timeline:** December 31, 2020
- B. **Deliverable:** Utilized Coronavirus Relief funds to increase Broadband access through library hotspot and mobile device check-out programs, childcare facilities on campuses, and Department of Social Services presence on campuses.
- C. **Why Ties to Vision:** These strategies address additional equity issues brought on by COVID-19.

VI. Higher Education Institutions – Equity Survey (Drs. Beatty and Jasinski leads)

- A. **Timeline:** September 2020
- B. **Deliverable:** Completed survey (deadline July 17) that informs topics for future Equity Educational Series. Dr. Beatty will present survey findings to CBHE at the September board meeting.
- C. **Why Ties to Vision:** Create conversations around best practices, solutions, and research regarding effective equity strategies to aid institutional decision-making.

VII. Develop DHEWD Equity Group

- A. **Timeline:** Establish Fall 2020
- B. **Deliverable:** To help develop 21 placemat initiatives, establish objectives, training, policy review, and other departmental equity initiatives.
- C. **Why Ties to Vision:** Develops internal departmental culture placing equity, diversity, and inclusion as departmental priorities.

VIII. MOCAN & DESE Broadband Plan

- A. **Timeline:** TBD
- B. **Deliverable:** TBD
- C. **Why Ties to Vision:** TBD