BACKGROUND

The Department of Higher Education and Workforce Development (DHEWD) developed a multifaceted equity framework to confront educational inequities on many fronts. Currently, the framework consists of three overarching concepts, with specific projects within each.

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.

```
   ┌─────────┐              ┌─────────┐              ┌─────────┐
   │ Convene │              │ Partners│              │ Internal│
   └────┬────┘              └────┬────┘              └────┬────┘
   ┌────┴────┐        ┌──────────┼──────────┐    ┌────────┼────────┐
┌──────┐ ┌──────┐ ┌────────┐ ┌────────┐ ┌──────┐ ┌─────┐ ┌────────┐ ┌──────┐
│Bridges│ │Equity│ │Broadband│ │MoEASE/ │ │ HEI  │ │Audit│ │Leadership│ │WIDE │
│to     │ │Report│ │Expansion│ │Equity  │ │Survey│ │     │ │Developme │ │     │
│Success│ │      │ │         │ │Statement│ │     │ │     │ │nt        │ │     │
│Webinars│ │     │ │         │ │         │ │     │ │     │ │          │ │     │
└──────┘ └──────┘ └────────┘ └────────┘ └──────┘ └─────┘ └────────┘ └──────┘
```
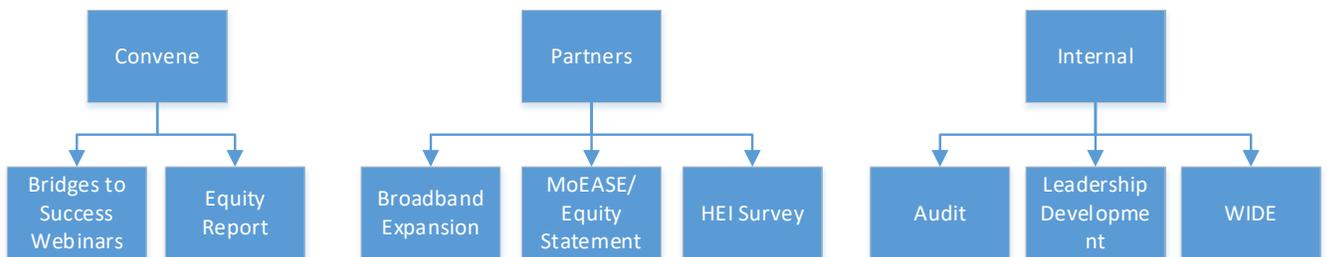
The department is committed to ensuring all Missourians are empowered with the skills and education needed for success. It is imperative equity work continue and be all-encompassing throughout the agency. Equity efforts are planned through 2020, and the 2021 placemat highlights future equity initiatives.

CURRENT STATUS

Building Bridges to Success Monthly Webinars: The annual Equity Summit and Hackathon in-person event scheduled in October was cancelled this year due to COVID-19 and guidance regarding large in-person convenings. Instead, DHEWD has planned monthly 75-minute webinar sessions to cover varying equity topics to provide an opportunity for the department to engage with constituents and stakeholders around the state to facilitate and elevate conversations about equity, and to highlight best practices. During equity week October 26-30, 2020, sessions will be offered daily. DHEWD will also release a series of white papers to coincide with and complement the monthly webinar series.

Equity Report – Success: The DHEWD's second Equity Report regarding college success will be published October 2020 and discussed in detail at the CBHE's December 2020 meeting. The following are critical findings from the report:

- Missouri credential completion increased 28 percent from 2009 to 2018.

- Graduation rates of low-income students increased, regardless of sector or selectivity.

- The completion gap persisted between low- and high-income students and between students of color, particularly Black and Hispanic students, and their White peers.

- Black students were vastly underrepresented in graduates from STEM and Education programs.

- There are substantial gaps in the wage premium between students from low- and high-income backgrounds, as well as earnings of Black and Hispanic graduates in comparison to White graduates.

- Income levels and parental education levels influence student success much more than geography, regardless of whether students are from rural or urban areas.

Educational Broadband Expansion: In partnership with Missouri College Access Network (MOCAN) and Department of Elementary and Secondary Education (DESE), this project focuses resources in the highest-need communities around the state to garner funding to aid community agencies to either expand broadband internet access and affordability or to increase digital devices available specifically to both K-12 and higher education students in the community. Metrics to evaluate community need include availability of broadband internet access by county and the number of K-12 and higher education students in each region.

Greene County has been identified as the first county to pilot the project. MOCAN was approved for a multi-partnership grant for Greene County Cares Act grant funding to work with local K-12 and higher education institutions to pay for broadband coverage and/or provide additional devices based on the identification of families that were impacted most significantly. The grant also includes tutoring services for students who had challenges with particular subjects – all with a focus on students of color and students who qualify for free and reduced lunch or Pell Grants.

The project team has identified Howell County in south central Missouri as the next county to expand to, and has applied for a grant through the Nonprofit Relief and Recovery Program with the Department of Economic Development. Currently, there are discussions with University of Missouri Extension regarding their similar broadband expansion project to increase broadband access throughout the state. MU Extension's program focuses on increased broadband access in communities; MOCAN, DESE, and DHEWD focus broadband and device expansion specifically to K-12 and higher education students. It is clear there is overlap and room for sharing resources or partnership in these programs, and discussions are occurring to determine how to best move forward.

Missouri's Equitable Access, Success and Engagement (MoEASE): The MoEASE Statewide Equity Leadership Council ("Council"), comprised of commissioners and several assistant commissioners from the Departments of Higher Education and Workforce Development, Elementary and Secondary Education and the Missouri Chamber of Commerce, have begun laying the framework for improving communication and streamlining equity work across the agencies. The Council has crafted a joint statement on equity that sends a strong message of commitment toward equitable outcomes between its members, and developed a charge document that will become the foundation for guiding the Council's work. Next steps include finalizing the joint commitment and charge documents and identifying statewide project priorities and regional hub participation.

Higher Education Institution Survey: At the CBHE's June 2020 meeting, board members asked department staff to collect information about institutional practices around diversity, equity, and inclusion, with an emphasis on law enforcement training programs. Dr. Kim Beatty, chancellor of Metropolitan Community College, volunteered to lead the effort. Dr. Beatty, in partnership with Dr. John Jasinski, president of Northwest Missouri State University, surveyed public and private institutions. The two will present the findings of their study and recommendations based on those findings at the September 2020 CBHE meeting.

Internal Audit and Leadership Development: DHEWD met with DESE, the Council of Chief State School Officers (CCSSO), and the State Higher Education Executive Officers Association (SHEEO) to discuss a two-pronged internal equity initiative: internal audit of policies and procedures and leadership development in equity. Currently, DESE and DHEWD are defining goals across the educational pipeline of this project, and will meet again with CCSSO and SHEEO in September to review goals and determine next steps.

DHEWD Workplace Inclusion, Diversity, and Equity (WIDE): DHEWD understands equity, diversity, and inclusion are vital components to the success of the organization. The department is developing plans to ensure

it's held to the same high standards expected from institutions and partners. DHEWD is strengthening internal equity strategies through the three core concepts of Convening, Partners, and Internal. The department aims to increase knowledge, understanding, and inclusion of diversity within the organization by improving policies, providing training, and reviewing hiring processes. It will establish strong relationships with key partners to assist in developing and implementing new ideas to increase diversity, equity, and inclusion. WIDE efforts include:

1. Convening and sharing information through: State-wide DEI discussions, department staff-led council meetings, addressing disparities in department data

2. Partners: State departments, OEO, SHEEO

3. Internal: Policies, training/education, recruitment/hiring/onboarding procedures

NEXT STEPS

The department will update the CBHE as each project continues.

RECOMMENDATION

This is an information item only.

ATTACHMENT

- MOCAN Missouri Counties Unserved by Broadband

Tab 6 Attachment
MOCAN Missouri Counties Unserved by Broadband

Missouri Counties Unserved by Broadband

June 9, 2020

By County

Atchison	Clinton	Holt	Madison	Pettis	St. Genevieve
Barry	Cole	Howell	Maries	Phelps	Saline
Bates	Dade	Iron	McDonald	Pike	Scotland
Benton	Daviess	Jackson	Mercer	Polk	Shannon
Bollinger	DeKalb	Johnson	Miller	Pulaski	Sullivan
Butler	Dent	Knox	Monroe	Putnam	Taney
Caldwell	Gasconade	Lafayette	Nodaway	Ralls	Texas
Camden	Grundy	Lawrence	Oregon	Reynolds	Vernon
Carter	Harrison	Lincoln	Osage	Ripley	Warren
Cedar	Henry	Linn	Ozark	St. Clair	Washington
Clark	Hickory	Livingston	Perry	St. Francois	Wayne
		Worth			

By Region

The information below may assist us in determining the area that may need connectivity assistance the most:

- Approximate number of elementary and secondary students enrolled in counties that have a bold color below are totaled under each regional name[1] along with the number of students enrolled in an institution of higher education[2].
- Approximate percentage of a county with limited connectivity is ranked by one of three color categories: `50 Percent` with no connectivity, `75 Percent` with no connectivity or `90 Percent` with no connectivity[3].

	Central	*Kansas City*	*Northeast*	*Northwest*	*Ozark*	*South Central*	*Southeast*	*Southwest*	*West Central*
K-12	**49,465**	**108,201**	**20,976**	**21,065**	**13,233**	**27,921**	**20,550**	**17,402**	**39,362**
Higher Ed	**10,035**	**42,337**	**0**	**8,897**	**4,957**	**4,918**	**2,640**	**0**	**17,541**
	Camden	Jackson	Clark	Atchison	Polk	Butler	Bollinger	Barry	Bates
	Cole		Knox	Caldwell	Taney	Carter	Iron	Dade	Benton
	Dent		Lincoln	Clinton		Howell	Madison	Lawrence	Cedar
	Gasconade		Monroe	Daviess		Oregon	Perry	McDonald	Henry
	Maries		Pike	DeKalb		Ozark	St. Francois		Hickory
	Miller		Ralls	Grundy		Reynolds	Ste. Genevieve		Johnson
	Osage		Scotland	Harrison		Ripley			Lafayette
	Phelps		Warren	Holt		Shannon			Pettis
	Pulaski			Linn		Texas			St. Clair
	Washington			Livingston		Wayne			Saline
				Mercer					Vernon
				Nodaway					
				Putnam					
				Sullivan					

1. Missouri Department of Elementary & Secondary Education. Data Downloads. Retrieved June 9, 2020, from https://dese.mo.gov/school-directory/data-downloads

2. National Center for Education Statistics. (n.d.). Integrated Postsecondary Education Data System. Retrieved August 07, 2020, from https://nces.ed.gov/ipeds/

3. Cooper, T. (2020, February 06). Missouri Internet Service Providers: Availability & Coverage. Retrieved from https://broadbandnow.com/Missouri