

# Moon Shot for Equity Monthly Newsletter

April 2021



## What We Are Doing This Month

This month, best practice teams begin executing best practices to ensure equitable policies and practices for students. Teams are meeting biweekly at each institution and will convene every 5 to 6 weeks cross institutionally for regional learning. We are also engaging our equity mindedness team this month to begin the Racial Equity eConvening Series in May.

## What Happened Last Month

We held our first annual Moon Shot Convening with over 220 chancellors, presidents, provosts, deans, faculty, student success leaders, and even a few students in the Milwaukee-Kenosha ecosystem! At this convening, we formally kicked off the work of implementing the first five of the fifteen best practices in the Moon Shot MOU and introduced the equity mindedness training the institutions will receive. A few highlights include:

- **Shaun Harper**, the Executive Director of the University of Southern California Race and Equity Center, shared insights about naming, confronting, and reforming racist policies and practices and building a more inclusive campus climate. He and his colleagues will be training 400 leaders across Milwaukee on how to confront racism and other forms of discrimination and lead institutional reform with equity in mind.
- **Paula Short and Teri Elkins Longacre**, leaders of the Houston GPS partnership, explained how to align academic pathways and build support for seamless transfer among multiple institutions in a region
- **Tim Renick** from Georgia State University and Georgia Perimeter College shared practical wisdom on how to use data to close equity gaps and challenged institutions to reform their structures instead of creating small, tailored programs to support student subpopulations
- **More than 20 EAB colleagues** from multiple teams and departments facilitated cross-institution discussions to build momentum for best practice implementation.

You can access all Moon Shot Convening Materials [Here](#).

### Best Practice Team Leaders for the Region:

Best Practice Team	Equity Best Practices Included	UWP	UWM	CC	MATC
Hold Reform	Hold Reform	DeAnn Possehl	Kristin Hildebrandt	Nick Winkler	Monica McNaughton & Sarah Adams
Retention Grants	Retention Grants	Kristina Klemens	Kay Eilers	Greg Huss	Jennifer Mikulay & Jason Flanders
Transfer Pathways	Aligning High Demand Academic Pathways	Gary Wood	Phyllis King & Dave Clark	Mary Duckworth	Barbara Cannell & Jonathan Feld
Holistic Care	Data Centered Interventions	Neil Baumgartner	Brian Hinshaw	Melissa Burwell	Janay Alston & Pam Schoesslin
	Coordinated Care Network				

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## Equity Mindedness Training

As part of the Moon Shot for Equity partnership, Milwaukee Moon Shot Institutions will engage in a racial equity eConvening Series. This series will be hosted by the USC Race and Equity Center. Each campus will appoint up to 100 stakeholders to attend sessions.

Currently, institutions are selecting curriculum based on campus needs. Please see below for *proposed* topics:

1. Accountability and Incentives for Advancing Racial Equity
2. Addressing Employee Encounters with Workplace Racism
3. Confronting Explicit Acts of Racism and Racial Violence on Campus
4. Cultivating and Sustaining Inclusive Classrooms for Students of Color
5. Disaggregating Data to Identify Racial Inequities
6. Embedding Racial Equity Into Workplace Practices and Policies
7. Integrating Racial Topics Across the Curriculum
8. Leading Productive Conversations About Race
9. Recruiting and Retaining Faculty of Color
10. Recovering from Racial Inequities Produced and Exacerbated by COVID-19
11. Repairing Historical Racial Harm
12. Using Survey Data to Improve Campus Racial Climate

In addition to the USC eConvening Series, EAB will provide a design lab to review strategic plans, help select and identify metrics to understand success, then cascade this throughout the institutional for department level support. We will also assist appointed faculty leaders through intensive engagement to assess equity across the curriculum. EAB will also convene and support a cohort focused on driving change and equity in mental health and well-being.

The experts from USC will provide support and resources to embed the mindset, while EAB will assist with auditing practices and policies to ensure that we are hard wiring the information gained into the institution's culture.

For More information about USC Race and Equity Center click [here](#).

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From February 5 to April 1, 2020, 20 administrators from University of Wisconsin-Milwaukee participated in a USC Equity Institute. The members of the Equity Institute participated in the following modules:

1. Foundations of Racial Equity in Higher Education
2. Talking About Race, Racism, and Racial Inequities
3. Identifying, Understanding, and Confronting Implicit Bias
4. Using Assessment & Evaluation to Improve Campus Racial Climates
5. Classroom Incivility and Productive Conversations About Race
6. Reducing Bias in the Search and Hiring Process
7. Improving and Advancing Equity Goals through Incentivizing and Accountability
8. Strategic Planning and Action for Racial Equity



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The experts from USC have provided support and resources to embed the mindset, and now EAB will assist with auditing practices and policies to ensure that we are hard wiring the information gained into the institution's culture.

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# Need Assistance?



## We are now hosting Moon Shot Office Hours

Open Time for Q&A and Networking Amongst Regional Partners

Date: Occurs Every 2 weeks, Thursdays at 12pmCT

Zoom Link: <https://eab.zoom.us/j/97424318982>



Join Moon Shot Principal Consultant and fellow stakeholders across the region to talk through any questions and hear from your peers!

### You Should Join If You Have:

**Technical Questions:** Have questions about accessing or using Eab.com, Box, Asana or Navigate?

**Best Practice Strategy Questions:** Need assistance in understanding what is the best strategy for execution? Want to understand how others are implementing practices?



For More Information about Moon Shot for Equity click [here](#).

## Contact Your Respective Program Owner to Learn More

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