



Moon Shot for Equity Update

Prepared for MKE Ecosystem 10.12.22

- 1 Reviewing Our Approach
- 2 Impact to Date
- 3 Discuss Needs for Year 3
- 4 Lessons Learned
- 5 Discussion

9 Regions, 19 Institutions...And Counting



Milwaukee/Kenosha

University of Wisconsin Milwaukee Carthage College
University of Wisconsin Parkside Milwaukee Area Technical College

Greater Cincinnati

Northern Kentucky University Cincinnati Technical and Community College
Miami University Gateway Community College

Eastern Oregon

Eastern Oregon University Blue Mountain Community College
Treasure Valley Community College

Southeastern Pennsylvania

West Chester University Delaware County Community College

Denver

Community College of Denver Red Rocks Community College

Central Michigan

Ferris State University

Eastern North Carolina

East Carolina University

East Tennessee

East Tennessee State University

New Jersey

Kean University



Moon Shot Regions & Vanguards Overview

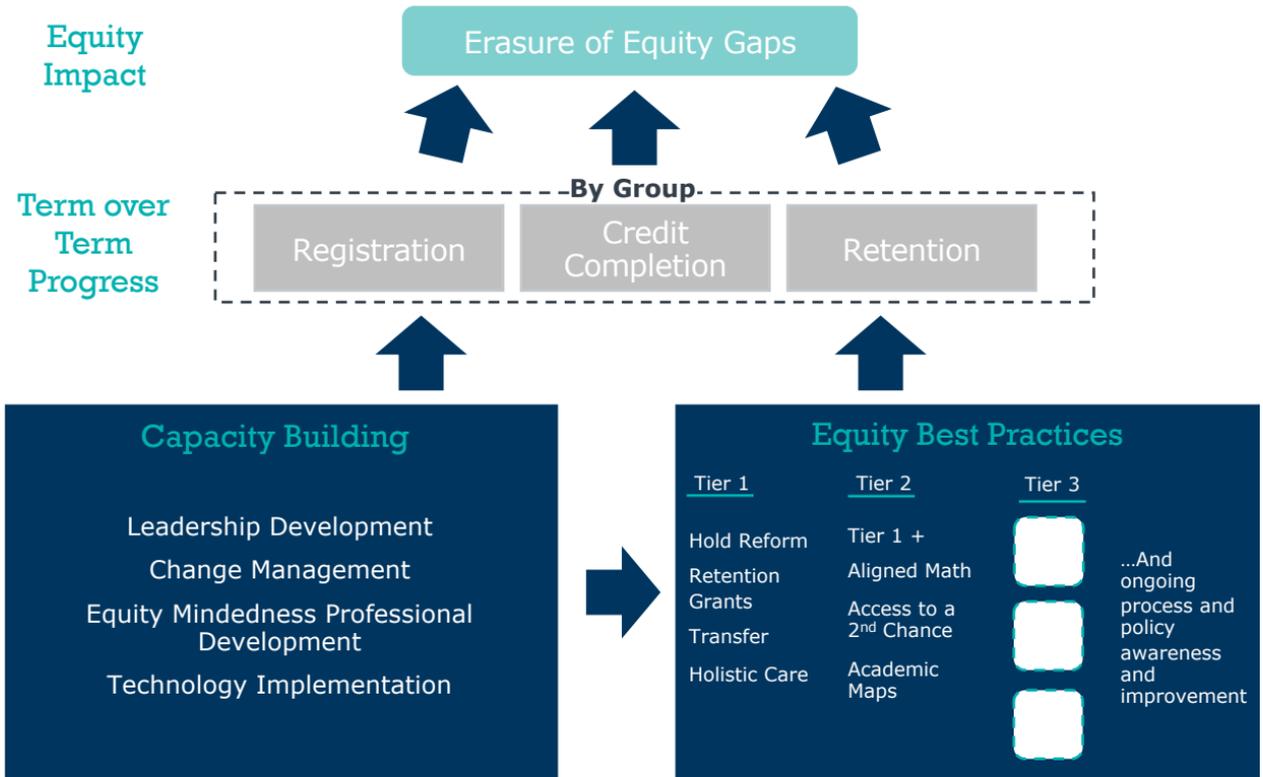


	Year One	Year Two
 <p>Greater Philadelphia</p> <ul style="list-style-type: none"> • Delaware Country CC • West Chester University 	 <ul style="list-style-type: none"> • Initial task forces in discovery for best practices 	
 <p>Ferris State University</p> <ul style="list-style-type: none"> • VANGAURD 	 <ul style="list-style-type: none"> • Initial task forces in discovery for best practices 	
 <p>Greater Cincinnati</p> <ul style="list-style-type: none"> • Northern Kentucky Univ • Cincinnati State Tech and CC • Gateway Technical College • Miami University 	 <ul style="list-style-type: none"> • Initial task forces in mid-late discovery stage • 3 Best Practice Teams • NKU Hold Audit Complete • Forming Transfer Consortium 	
 <p>Greater Milwaukee</p> <ul style="list-style-type: none"> • UW-Parkside • UW-Milwaukee • Milwaukee Area Tech Coll • Carthage College* 	 <ul style="list-style-type: none"> • Execution phase underway • 27 cross institutional teams • 600+ leaders trained on equity • 7 highest priority best practices in implementation • \$7.1M in recovered tuition from gains (Fall 2021) 	

Newest Vanguards & Regions in Kickoff and Planning Phase

East Tennessee State University, East Carolina University, Community College of Denver, Red Rocks Community College, Eastern Oregon Region (Eastern Oregon University, Blue Mountain Community College, Treasure Valley Community College), Kean University

Reviewing Our Approach to Erasing Equity Gaps



Where are we on the Required Practices and Activities

A Holistic Effort to Erase Equity Gaps

Leadership



- Change management support
- Equity-mindedness training
- Campus climate assessments



Academic Policy and Practice



- Hold reform
- Retention grants
- Math pathways
- Developmental course reform
- Academic maps
- Meta majors
- Transfer pathways



Access and Enrollment



- Community-based recruitment and partnerships
- Adult student re-enrollment



Student Support and Belongingness

- Pre-college programs
- Proactive academic advising
- Coordinated Care Network





Reviewing our Impact to Date

- 161 Diagnostic Respondents
- 169 Best Practice Team Participants
- 262 Attendees for Year 1 Convening
- 200 Attendees for Year 2 Convening

Campus Microsites Launched



200+ Attendees per session

Equity Mindedness Work

USC Series Complete

- DEIJ Policy Reviews Under way
- DEIJ Workshops
- NACCC Climate Data Dissemination



All Live with Level 5 SSM Series

- Professional Development
- GSU Fulltime Counselors
- UH Provost
- CSU Fullerton Hold Reform
- EAB SMEs



Capacity Building

\$5 Million

1500 +

7.7

16.1



Impact to Date

Secured in Funding for Retention Grants

Add'l Students Enrolled Fa 21

Higher persistence rate between grant recipients vs. the general student population **MATC**

Percentage point gap in retention/graduation rate between URG students and their peers that was eliminated for grant recipients **UWMILWAUKEE**



Key Milestones

DISCOVERY PHASE

ENGAGEMENT AND EDUCATION

EXECUTION AND BEYOND

Preparation for Year 3 of Moon Shot for Equity



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The Goal is to Eliminate Equity Gaps, are we on track?

Strengths

Existing Relationships
Program Owners
Project Plans
Resources
Demonstrated Ability to Eliminate Equity Gaps

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Weaknesses

Best Practice Team Turnover
Staff Capacity
Data availability, integration and alignment
Staff Feeling Empowered To Lead
Faculty Engagement

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Opportunities

Restorative Justice Practices: State Debt Collection, Free Transcripts
Eliminate Equity Gaps in Region
Remake Practice
Workforce Partnerships
External Collaborations

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Threats

Post Pandemic Impact
Non-Consumerism Market
Enrollment Market

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Emerging Realities for Eliminating Equity Gaps

Common Misconceptions

Emerging Realities

Institutions Can Only Control What Happens on Campus



Community Colleges Play Critical Role in Eliminating Equity Gaps

Student Success Org Structures Determine Scope of Impact



New Roles, Processes Necessary to Meet New Challenges

DEIJ Efforts are Implicit in Student Success Strategy



Centralized DEIJ Strategy Key in For Sustained, Measurable Progress

Talent Crunch is Short-Term – Addressable with Compensation



Talent Shortages are a Long-Term Reality

Higher Ed Has a Distinct Value Proposition that Attracts Employees



Higher Ed's Benefits Out-of-Step, or Unappreciated by Job Seekers

Next Steps

- Complete Year 1 Impact Stories
- Onboard new team leaders
- Prepare for Next Year's Convening
- Implement intentional data reporting/story telling
- Anything else?





“To develop into **Equity-Minded Practitioners**, we need structured opportunities to remake practice”

*Dr. Tia Brown McNair
From Equity Talk to Equity Walk*



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