Docket Item:

Update on Lumina Foundation’s Strategy Labs Talent, Innovation and Equity Partnership program (“TIE Partnership”)

Summary:

In late-2019, the HECC received a $690,000.00 TIE Partnership grant to support Oregon’s efforts to increase degree attainment and close equity gaps among Black/African American, Hispanic/Latinx, Native American/Alaskan Native, and Native Hawaiian/Pacific Islander, low-income, and rural Oregonians.

Docket Material:

Lumina Talent Innovation and Equity grant update
Increasing Educational Attainment

Staff Recommendation:

For discussion purposes only.
Lumina Talent, Innovation, and Equity grant update

TIE Partnership Overview

In November of 2018, Oregon’s Higher Education Coordinating Commission was awarded a $690,000 Talent, Innovation and Equity grant from the Lumina Foundation to support Oregon’s degree attainment goal, 40-40-20, and its new Adult Attainment goal of 300,000 additional credentials by 2030. One of the primary purposes of the grant is to focus on specifically addressing and closing degree attainment gaps among Oregon’s equity populations Black/African American, Hispanic/Latinx, Native American/Alaskan Native, and Native Hawaiians/Pacific Islanders, low-income and rural students. Oregon’s TIE Partnership performance target is a six-percentage point increase in attainment for the equity populations with a credential in 4 years. The grant period is from November 2018 – November 30, 2020.

Key objectives of the TIE Partnership:

- Identify, convene, and support a statewide group of key equity leaders
- Develop a statewide plan to identify and leverage resources to increase attainment and close equity gaps
- Coordinate the TIE efforts with the African-American/Black Student Success Plan and the American Indian/Alaska Native Plan, supported by ODE
- Develop public messaging and educational communications
- Identify organizations for sub-grants that increase degree completion
- Serve as a mentor to other state leaders

Work underway or planned includes:

Established a two prong Equity Leadership Council (ELC). One prong is made up of community leaders, known as Equity Champions (EC’s). The second prong are leaders whom will be on the Equity Work Group of the ELC.

Planning Equity Roundtable meetings throughout the state. The qualitative data we gather from the Equity Roundtable discussions will launch our equity work forward in addressing the challenges and opportunities to advance our work in closing equity gaps. Scheduled on August 21 and 22, 2019 at Warner Pacific, August 28, at Linn-Benton and Chemeketa Community College, September 19 in Redmond. Additional meetings in Salem for August 27 and 29, with plans to hold additional meetings in Eugene, Warm Springs, Pendleton, Hermiston, Ontario, and Medford.

Complete the Equity Roundtable meetings by the end of September, kick-off the Equity Work Group in early October, and develop sub-award application by January/February to award in April.
OREGON’S FOCUS ON ADVANCING OPPORTUNITY

Oregon’s educational attainment is guided by the state’s 40-40-20 goal, which aims for 40 percent of adults to have a bachelor’s degree; 40 percent an associate degree, career certificate, or other postsecondary credential; and 20 percent a high school diploma or equivalent by 2025. To date, fewer than half of Black/African American, Hispanic/Latinx, Native American/Alaskan Native, and Native Hawaiian/Pacific Islander Oregonians have any postsecondary credential, this falls far short of the 80 percent that 40-40-20 prescribes. Moreover, to reach our goal by 2025, Oregon will need to award over 120,000 more credentials to Oregonians in these groups than current rates produce.

WHAT IS THE EQUITY GAP?

The “equity gap” refers to the gap in degree attainment among students of color and the degree attainment goal. The Higher Education Coordinating Commission (HECC) has committed to increase degree attainment among the equity populations and the new adult attainment goal of 300,000 adults earning new postsecondary credentials by 2030. HECC recognizes the efforts to increase student success and overall credential completion will require an intentional focus on erasing equity gaps and target resources to drive results.

As the figures to the right demonstrate, the degree attainment of our equity populations are significantly below the statewide goal. Oregon’s gap between the attainment of our white students, 52.1%, and Hispanic/Latinx is the largest among our equity populations. 2025, attainment projections, found on page two, further illustrate the urgency of this work.

THE EQUITY IMPERATIVE

- We are committed to erasing equity gaps in attainment. We cannot meet our statewide attainment goal without addressing this issue. Oregon’s future economic vitality hinges on our success.
- Our demographics are changing, and our economy is too. By 2030, Oregon anticipates more than 120,000 additional jobs requiring post-secondary certification or education.
- The benefits of post-secondary education are well documented. Adults with credentials of value earn higher incomes, contribute to the economy, are healthier and are less likely to experience unemployment or rely on social services.

LOOKING AHEAD

Erasing equity gaps is a statewide priority. Going forward, the HECC will convene a diverse group of stakeholders to support this effort and advance and scale strategies that work. To achieve our goals, we need a collaborative and focused effort among public and private partners, including institutions of higher education, businesses, government, K-12, private funders and beyond.
The Equity Imperative
Degree Attainment Gaps

**Hispanic/Latinx**
2013 - 25.8%
2018 - 30.4%
2025 - 36.4%
GAP = **49.6%**

**Native American/Alaskan Native**
2013 - 32.0%
2018 - 33.4%
2025 - 39.4%
GAP = **46.6%**

**Native Hawaiian/Pacific Islander**
2013 - 35.6%
2018 - 41.4%
2025 - 47.4%
GAP = **38.6%**

**Black/African American**
2013 - 42.3%
2018 - 45.3%
2025 - 51.3%
GAP = **34.7%**