



Docket Item:

HECC's Equity and Racial Justice Work

Summary:

In November 2019, the HECC's Director of Diversity, Equity, and Inclusion began examining the HECC's equity processes, levels of understanding of how to authentically engage in the work, and identifying what was needed to strengthen the agency's long-standing commitment to equity and partnership with higher education institutions and other state agencies. From this, agency leadership has adopted four overarching equity goals that will be embedded in a new Equity Action Plan that will support consistency and accountability to the HECC's work and operationalizing of our equity lens. Over the last nine months, the agency's DEI work has also included collaboration and technical assistance for our partners in addressing the numerous disparities that the pandemic has revealed. Some examples include but are not limited to: issues of food scarcity and housing, interruptions to mental health and medical services, access to Wi-Fi and adequate technology, tuition costs, and supports for students with disabilities and English Language Learners.

The update for the Commission will summarize the HECC's internal and external equity and racial justice work. Internal work includes new staff and office expectations, operationalizing the HECC's Equity Lens, technical support for all HECC offices, and progress on the agency's new equity action plan that has been aligned to the HECC's Strategic Roadmap Interim Guiding Principles. External work includes participation in the Governor's DEI Enterprise Equity group, alignment to the new Governor's Equity Framework for COVID-19 Response and Recovery and racial justice expectations, policy work and collaboration with our institutions, Talent, Innovation, and Equity (TIE) partnership grant work, engagement with stakeholders, other state agencies, and DEI partners.

Material:

HECC Equity Goals and Work 2020

Staff Recommendation:

This is an informational and discussion item only.

HECC EQUITY WORK EXPECTATIONS



Foundations

Governor's
Equity
Framework
During
Pandemic
+
Oregon's
Education
Equity Lens



Oregon Commitment

Prioritizing Equity
Addressing Health
& Economic
impacts
Ensuring an
Inclusive &
welcoming
Oregon



HECC Commitment

The HECC will
apply the Equity
Lens to the agency
responsibilities
related to policy,
funding, and
programs,
including internal,
and external
practices as
education and
workforce leaders.

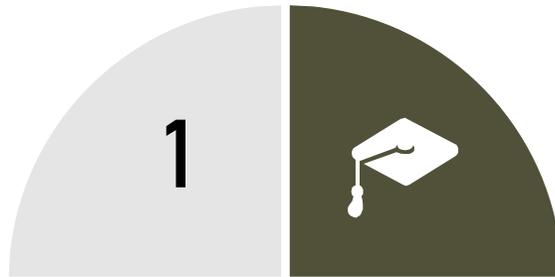


HECC Equity Goals

1. Lead the elimination of structural inequities in postsecondary education and training by centering systemic equity into all decision making.
2. Make diversity, equity, & inclusion an integral component of the agency's identity and culture.
3. Enhance culturally responsive outreach and engagement in all areas of the postsecondary education and training system.
4. Strengthen a culture of continuous learning, collaboration, and improvement.

HECC EQUITY GOALS & STRATEGIES

Lead in the elimination of structural inequities in postsecondary education and training by centering systemic equity into all decision making.



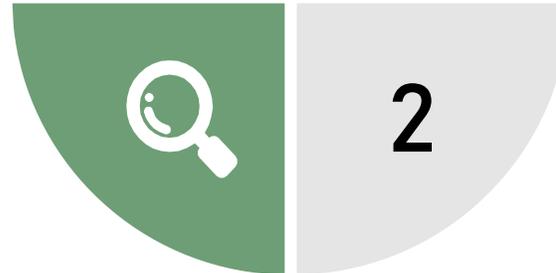
Operate with urgency and accountability:
The HECC will ensure agency accountability by creating a plan of action.

Set priorities and clear expectations regarding the agency's anti-racist equity work:
Each HECC office will set equity goals that support the overall capacity building for the HECC.

Build organizational capacity:

The HECC commits to agency transformation so that the impact is sustainable.

Operationalize a racial equity lens:
The HECC believes that it is essential to use a racial equity lens when changing and/or considering new policies and practices that no longer perpetuate inequities.



Make diversity, equity, & inclusion an integral component of the agency's identity and culture.

Create culturally responsive outreach and engagement in all areas of the postsecondary education and training system.



Partner with other institutions and communities:

The HECC commits to work in partnership with communities and institutions to achieve meaningful results.

Provide clear communications and access:

The HECC is committed to internal and external collaboration and transparency.

Develop leadership fluency:
The HECC will implement ongoing training of its employees in order to build a diverse, inclusive, and equitable workforce.

Use data to guide initiatives and training:
The HECC will use data to measure the success and impact of agency decisions, and progress.



Create a culture of continuous learning, collaboration, and improvement.

Internal Work



Cross office collaboration and capacity building to better understand our agency's commitment to racial equity.



Cross agency collaboration in aligning best practice and capacity building for the governor's equity and racial justice priorities.



Creation of new equity goals with action plan.

- Required Office Equity Goal Setting- Due by August 28th
- Incorporation of equity lens questions in team processes
- Beginning in September, staff will need to engage more consistently in individual and team learning opportunities

External work

- Deeper collaboration with diverse community leaders and stakeholders through “Talent, Innovation, and Equity” (“TIE”) partnership grant and Strategic Roadmap outreach, including statewide community meetings, and participation in HECC’s Equity Advisory Committee and Leadership Council for Equity to guide and implement equity-focused strategies.
- Deeper engagement with state partners in equity i.e. through the Governor’s DEI Enterprise Equity group.
- Applying the *Governor’s Equity Framework in COVID-19 Response and Recovery* to our budget development process for 2021-2023, and encouraging institutions to apply this framework to their pandemic response.
- Prioritizing equity considerations to increase college affordability and reduce barriers to financial aid for underrepresented populations.
- Continuing to prioritize work to streamline academic pathways i.e. Transfer Compass tools and accelerated learning, to save students time and money.
- Supporting workforce opportunities and reduce disparities in employment/unemployment.
- Researching and reporting disaggregated data by race/ethnicity to guide statewide decisions.
- Refining our work on the funding formula for the distribution of state resources to public universities that incentivizes support for underserved populations.