



March 21, 2023

Equity 2030 Overview

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MINNESOTA STATE

The Equity 2030 Goal

Eliminate the educational equity gaps for first-generation students, low-income students, indigenous students and students of color at every Minnesota State college and university.



How will Equity 2030 be different?



Equity 2030: An Economic and Workforce Imperative

- Building and customizing pathways towards our diverse economy towards ultimately sustaining the prosperity of the State of Minnesota.
- The workforce of today and tomorrow will be increasingly diverse.
- Today and tomorrow's employers will have to engage communities, recruit employees, and serve customers that will be increasingly more diverse.
- Given 75% of emergent jobs in Minnesota will require postsecondary education, it is crucial that Minnesota State educates, prepares, and credentials Minnesotans from all walks of life.

Equity 2030: Different Paths Towards the Same Goal





March 21, 2023

South Central College

Workforce Partnerships and Equity 2030

Annette Park, President

John Harper, Vice , Vice President of Diversity, Equity and Inclusion

Kelcey Woods-Nord, Vice President of Strategic Partnerships

Nort Johnson, President of Faribault Chamber of Commerce

Jody Long, General Manager of Jennie-O

MINNESOTA STATE

SCC Mission and Values

Mission Statement

South Central College provides an accessible and inclusive learning environment that cultivates student success and advances regional economic development.

Values

- **LEARNING:** Recognizes the effects of lifelong intellectual, professional, and personal learning
- **EQUITY:** Honors diversity, equity, and Inclusion by recognizing every person's worth and potential
- **INTEGRITY:** Operates with ethics and transparency in all interactions
- **COMMUNICATION:** Practices relevant, respectful, timely, and effective communication
- **COLLABORATION:** Values collaboration and believes that teamwork promotes unity and shared purpose
- **INNOVATION:** Embraces continuous improvement and opportunities

Institutional Priorities and Goals



Strategic Plan FY20 – FY24 Institutional Priorities and Goals			
Just 1 More (J1M)	Regional and Cultural Partnerships and Innovation (RCPI)	Curricular Pathways (CP)	Institutional Effectiveness (IE)
Goal 1: Improve student persistence, retention and completion rates.	Goal 3: Contribute to the diversity, equity and inclusion of the regional workforce.	Goal 5: Create accessible on and off ramps in in-demand fields.	Goal 7: Identify and overcome barriers to overall organizational health.
Goal 2: Holistically meet the needs of all learners.	Goal 4: Establish and strengthen partnerships and innovative practices.	Goal 6: Develop strategic course scheduling.	

Equity 2030 aims to eliminate educational equity gaps at all Minnesota State colleges and universities by 2030.

In 2015, Minnesota's state legislature established an important goal for increasing the educational attainment of its population: by 2025, 70% of adults aged 25 to 44 across all racial and ethnic groups would have attained a postsecondary certificate or degree.

At the time the goal was established, around 60% of Minnesota's population aged 25 to 44 held a postsecondary certificate or higher-level credential. However, severe racial equity gaps in educational attainment still exist. Given the demographic shifts within the state, it is critical that these equity gaps be closed in order to reach Minnesota's 70% attainment goal.



Objectives

- 1 Assist the college in addressing issues of diversity, equity, and inclusion to support the fulfillment of the mission and vision**
- 2 Develop a formal process to identify and implement best practices and promising initiatives for the recruitment and retention of diverse employees and students**
- 3 Achieve a more integrated approach to inclusiveness that builds on prior diversity models and operates in a strategic, evidence-based, and data-driven manner for curriculum**



KPI Alignment Legend*

		EQUITY 2030	
SP	Systems Portfolio	EQ1	Student Academic Success
J1M	Just 1 More	EQ2	Student Success: Engagement and Support
SEMP	Strategic Enrollment Management Plan	EQ3	Workforce Diversity and Talent Development
SS	Minnesota State System Objective of Student Success	EQ4	Financial Resources and Support
IS	Minnesota State System Objective of Institutional Sustainability	EQ5	Enhanced Access
DV	Minnesota State System Objective of Diversity	EQ6	Data-Guided Decision Making

*Source: [South Central College Strategic Plan | FY20 - FY24](#)

RCPI Goal 3

Contribute to the diversity, equity, and inclusion of the regional workforce. (DV, J1M, EQ3)

KPI 3.1 Coordinate biannual meetings with regional workforce partners to discuss diversity, equity, and inclusion such as diversity trends, recruiting, and create inclusive cultures. (DV, J1M, EQ3)

KPI 3.2 Increase the number of career ready racial and ethnic minority SCC students for the regional workforce annually by three percent. (DV, J1M, EQ3)

KPI 3.3 Increase by two percent the number of underrepresented students by gender entering fields traditionally dominated by another gender. (DV, J1M, EQ3)

KPI 3.4 Increase the number of racial and ethnic minority faculty by three positions and staff by two. (DV, EQ3)

RCPI Goal 4

Establish and strengthen partnerships and innovative practices. (IS, SP, J1M, EQ4)

KPI 4.1 Increase partnerships in areas related to high demand sectors to promote internships, apprenticeships, and employment opportunities for students. (IS, SP, EQ3, EQ4)

KPI 4.2 Establish at least two innovative practices for each top industry cluster in our region. (IS, SP, J1M, EQ4)

Regional and Cultural Partnerships and Innovation

Goal 3

Contribute to the diversity, equity and inclusion of the regional workforce.

Goal 4

Establish and strengthen partnerships and innovative practices.

KPI 3.3

Increase by two percent the number of underrepresented students by gender entering fields traditionally dominated by another gender.

KPI 4.2

Establish at least two innovative practices for each top industry cluster in our region.

KPI 3.2

Increase the number of career ready racial and ethnic minority SCC students for the regional workforce annually by three percent.

KPI 4.1

Increase partnerships in areas related to high demand sectors to promote internships, apprenticeships, & employment opportunities for students.

KPI 3.1

Coordinate biannual meetings with regional workforce partners to discuss diversity, equity, & inclusion such as diversity trends, recruiting, & create inclusive cultures.

KPI 3.4

Increase the number of racial and ethnic minority faculty by three positions and staff by two.

John Harper

Develop Diversity and Inclusion Plan

Kelcey Woods-Nord

Develop Employment Center

ATD Leader College

Scaled from plan to integration across all eight initiatives leading to transformative outcomes such as:

Hunger Free Campus designation

Significantly reducing the student to advisor ratio

Implementing a student success CRM

Integration of internal student supports with those provided by our greater community

Wrap Around Student Support service

Gateway Course Completion—Math

Pell eligible students Math Gateway Course completion rate increased 20%

Black students in Math Gateway Course completion rate increased 140%

Gateway Course Completion—English

Hispanic students in English Gateway Course completion rate increased 70%

The English Gateway Course completion rate increased 16% for females

The English Gateway Course completion rate increased 46% for First Generation students and 44% for Part-Time students

Gateway Course Completion—Both

Pell Recipient students overall completion rate for Gateway Courses increased 150%

City and Chamber of Commerce Vision

The Faribault Community Vision 2040 serves as a framework to help ensure the long-term success of the community and to articulate a vision of the community for the next 25 years.

The Chamber of Commerce assumed responsibility on key priorities of the Vision 2040. Our own ***Vision Task Force*** chose and ranked our priorities from the City's outcomes and have work groups assigned to each.

Here they are as ranked -

1. Excellence in Education
2. Housing – Home Ownership
3. Leadership Collaboration
4. Fabulous Downtown
5. Daycare/Early Childhood Education

Excellence in Education Chamber #1 Priority

As our top priority this topic has received considerable attention. Several thousand hours of staff and volunteer time have been invested over the last 4 ½ years along with travel and other costs.

The first task was researching, interviewing and debating how we would define what Excellence in Education meant in general and then applied that definition to Faribault. ***This definition remains “under construction”*** however seven key points are identified;

1. Safety
2. Security
3. Paths to Success for All Students
4. Collaboration with Outside Resources
5. Inclusivity
6. Awareness- know your statistics and own them
7. Continuous Improvement Culture



Paths to Success for All Students

In the process of creating this list of points the VTF came to understand that there are some specific opportunities to enhance access for students to all careers. Faribault's rich economic history in crafting and manufacturing continues to offer good paying jobs with advancement opportunities. Industry feedback offers us insights into the lack of basic industrial skills in students coming out of our public schools. The Health Care sector recognizes concerns about filling their needs as well. We know that two specific actions will allow for the expanded delivery of appropriate electives and create opportunities for success especially for students not prone to attend 4-year college programs. These are;

1. Funding and implementation of a seven-period school day
2. Creation of a career/guidance position to assist with mandated path development for these students to include job shadowing, on-the-job experiences and interactive mentorships in a variety of careers in our community.
3. Create a fresh sense of urgency around *Technology Career Training similar to P-Tech...*

H2C – High School to College and Career

Based on P-TECH (Pathways in Technology Early College High School), a national best practice and public education reform model started by IBM that focuses on college attainment and career readiness for high school students.

Public-private partnership between South Central College, Faribault Public Schools, Faribault Chamber and local business community. First pathway started in fall 2021 in Health Sciences

Pathway sequencing helps students pursue college credentials while completing their high school degree which includes industry-recognized credentials, integrated work-based learning, and post high school requirements to complete diploma or degree awards

Students may earn up to 36 college credits while in high school, which saves time & tuition. Can earn a degree in 1-2 semester post-high school

Students who choose to complete the Practical Nursing program will have one additional semester of coursework to earn their Practical Nursing diploma

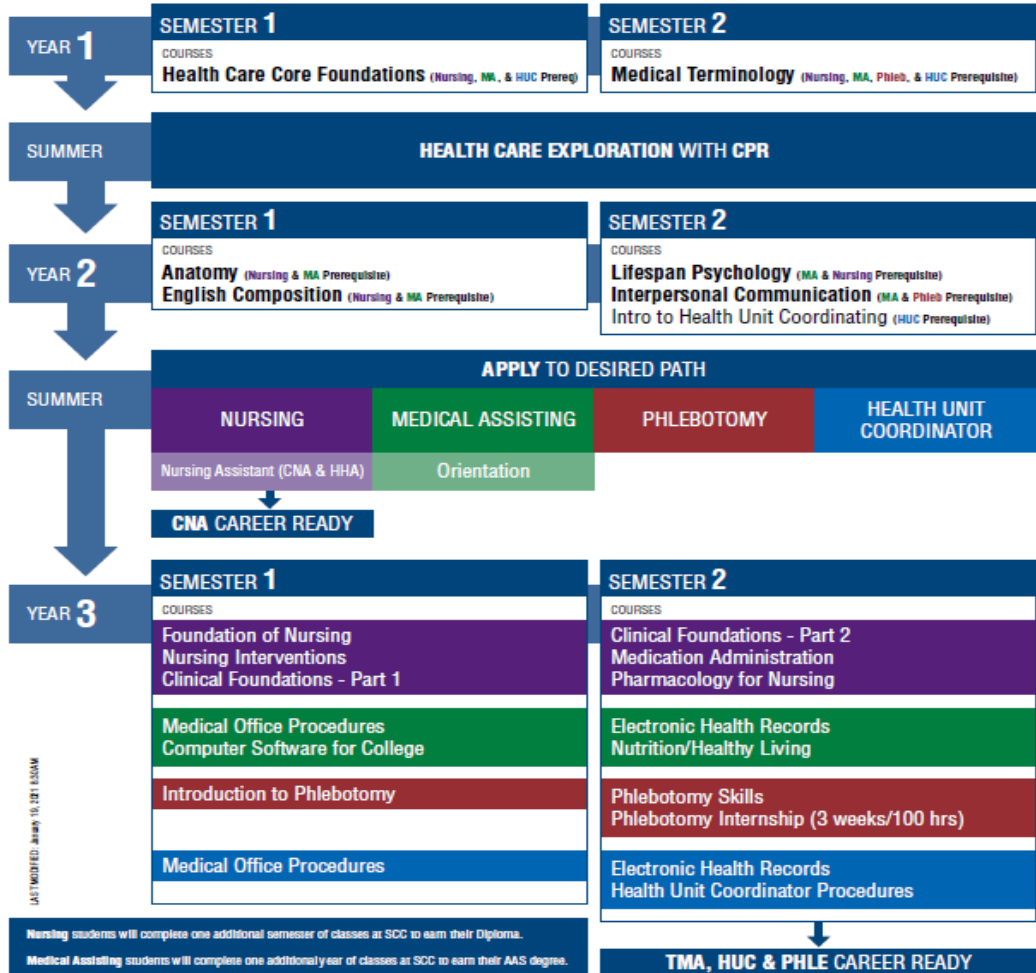
Students who choose to complete the Medical Assisting program will have one additional year of coursework and internship to earn their Associates of Applied Science (AAS) degree



H2C Health Sciences Pathway



HEALTH SCIENCES PATHWAY PROGRAM AT FARIBAULT HIGH SCHOOL



Areas of Study & Pathways Development

- Practical Nursing (LPN)
- Nursing Assistant (CNA or HHA)
- Trained Medication Aid (TMA)
 - Phlebotomy
 - Medical Assisting (MA)
 - Health Unit Coordinator (HUC)

2021-2022 Enrollment

Fall 2021: 29 in Medical Terminology

Spring 2022: 29 in Medical Terminology & 32 in Health Care Core Foundations

Year 1 Data

56 students enrolled in Year 1 courses (unique hdct)

22% are Students of Color

89% earned an "A" or "B" in the Year 1 Semester 1

course

ACE-UP Community of Practice

Advancing Community Equity & Upward Mobility

- The purpose of ACE-UP is to design and uplift strategies colleges can employ with their industry partners to create more inclusive workplace environments that lead to worker retention, advancement, and economic success.
- Supported by a two-year, \$500,000 grant to CSW from Lumina, with companion research and documentation by the Urban Institute
- South Central College is one of 17 colleges selected to participate in this two-year community of practice with our industry partners.
- ACE-UP will support SCC's priorities by:
 - Formulate methods and metrics to better understand our students' experience in the workforce
 - Observe and document workforce success data for SCC learners, including underrepresented students and SOC
 - Learn from other college's experiences with workforce initiatives & build relationships on a national scale
 - Share and promote best practices from our communities and partners

Jennie-O Management

5 year goal to match hourly staff and diversity

Our goal was to grow talent and match our management to our hourly staff. Needs to be a mirror to create inclusion and comfort of the I can mentality.

Create a path to Management through mentoring

Grow talent ala cart classes from SSC to help this process

I look at it a little different. As a company we really use facts data for equity

I look at inclusion as removing barriers so diversity is brought to the table. With this I place inclusion as the highest priority

Everyone needs a seat at the table or representation to feel comfortable they have a path to success and growth. Examples of Leadership from cultures promotes confidence for others to grow.

One big watch out everyone wants instant success

H2C is a long term project our biggest gains should be in 10 years plus as we grow the base with students

Our goal in Faribault is long term success by:

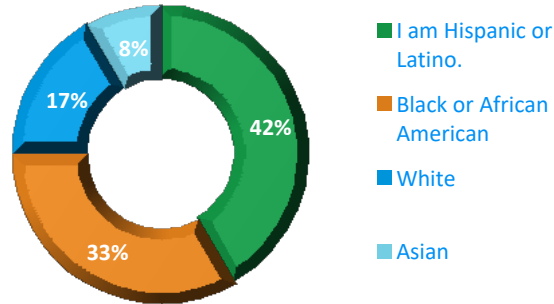
removing road blocks for them

Help them find their career paths

Include businesses to allow job shadowing or in class room demonstrations/Help

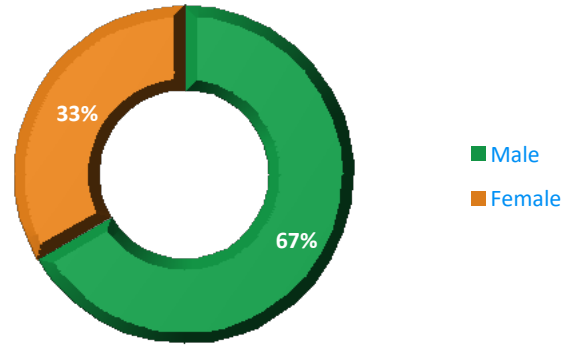
DEMOGRAPHICS – Ethnicity, Gender and Leadership

FRONTLINE LEADERSHIP (TL & STL)

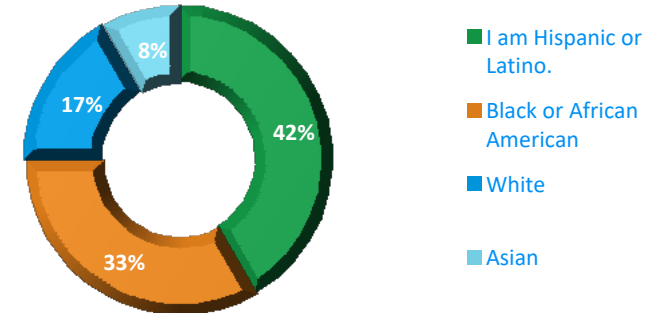


FRONTLINE LEADERSHIP (TL & STL)

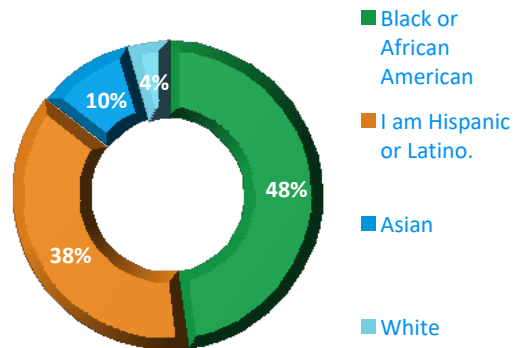
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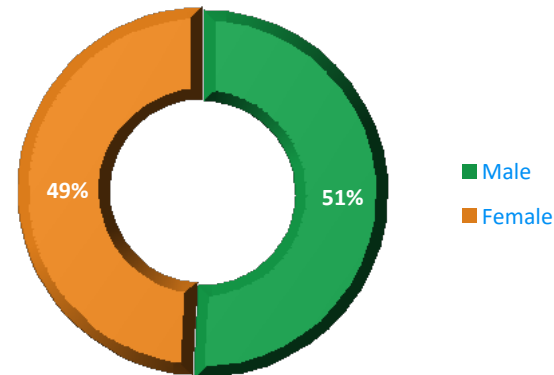
SENIOR TEAM LEADS
BREAKDOWN



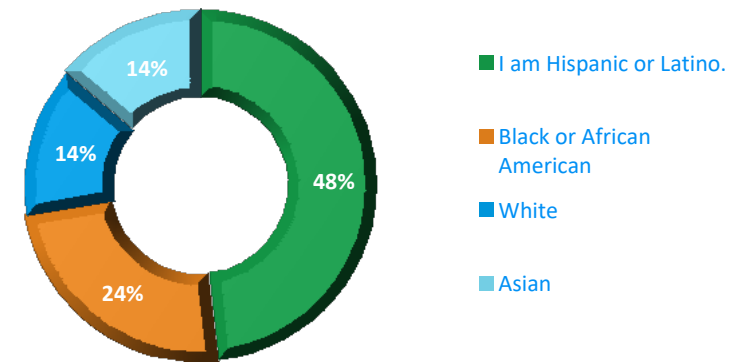
PLANT PROFESSIONALS



PLANT PROFESSIONALS



TEAM LEADERS -
BREAKDOWN



OUR EMPLOYEES



Equity: Honors diversity and inclusion by recognizing every person's worth and potential

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Questions & Comments

