

Oregon Equity Lens



The Oregon Equity Lens was adopted by the HECC in 2014 as a cornerstone to the State's approach to education policy and budgeting.

Purpose: To clearly articulate the shared goals we have for our state, the intentional policies, investments and systemic change we will make to reach our goals of an equitable educational system, and to create clear accountability structures to ensure that we are actively making progress and correcting where there is not progress.

- Confirms the **importance of recognizing institutional and systemic barriers** that have limited access and success for many students.
- Emphasizes **historically underserved students**, with a **particular focus on racial equity**.

“The primary focus of the equity lens is on race and ethnicity. While there continues to be a deep commitment to many other areas, we know that a focus on race by everyone connected to the educational milieu allows direct improvements in the other areas.” – Oregon Equity Lens

Coalition Building

- TIE Administrator
 - Identify local champions; co-host community listening sessions
- Equity Leadership Council
 - Majority membership from community based organizations & advocates
 - Will recommend who receives grants
- Adult Learner Advisory Committee (ALAC)
 - Practitioner-leaders, co-chaired by Higher Education Coordinating Commission (HECC) and the Oregon Workforce and Talent Development Board (WTDB)

Institutional Engagement

- Focus group research with underrepresented Oregonians (in college, previously enrolled, never attended) to better understand what barriers they have experienced and what messages and resources would encourage reentry
- Working with a communications firm to develop a marketing toolkit based on focus group research
- Developing a dataset of some-college-no-credential Oregon residents, matched with Unemployment Insurance (UI) and DMV

Organizational Readiness

- Establish an “Adult Ready” designation and share dataset and materials with institutions that meet the criteria
- Organize a convening around impactful strategies for serving underrepresented students.
- Continue to convene DEI leads for all colleges and universities and support institutions in meeting cultural competency standards