

When Racial and Economic Equity Collide: Investigating Basic Needs Security



Activity: REST

A TWO-MINUTE
LISTENING MEDITATION



for grounding

Video URL source: www.youtube.com/watch?v=c2thahBgErc

Presentation Outline

- Introductions
- Overview of MA DHE Equity Agenda
- MA DHE's Strategic Plan for Racial Equity (SPRE) & Basic Needs Security
- Basic Needs Security Context & Highlights
- Group discussion
- Basic Needs Security Growth Opportunities

Racial Equity Principles

Racial equity:

- Will be achieved when race no longer determines one's outcomes in the Massachusetts public higher education system
- Is the top policy and performance priority for the DHE
- Must be embedded systemwide and permeate the Department's structure, culture, and policies
- Requires the use of asset-based language to minimize the threat of harm, deficit, and stereotype reinforcement
- Requires acknowledgement, remedy, and repair of policies and practices which have excluded or created barriers

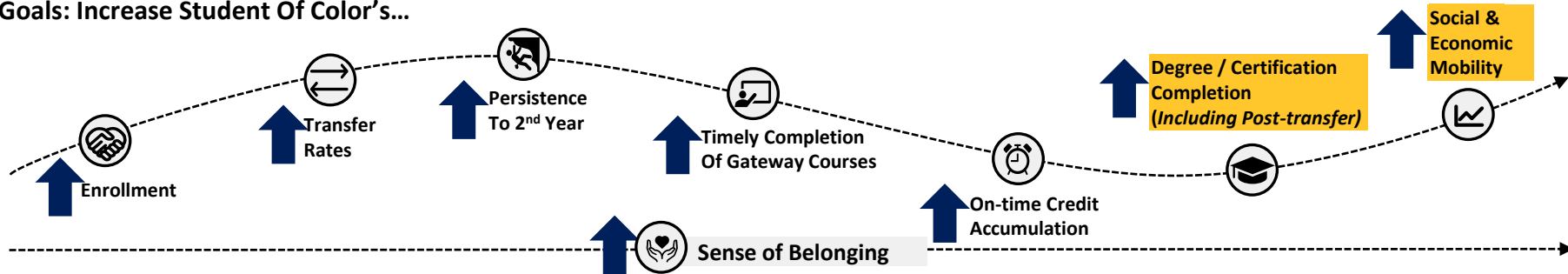
We must:

- Recognize that clarity in language, goals, and measures is vital to racially equitable practices
- Promote culturally sustainable campus climates in which all students can thrive and are regarded in the totality of their human dignity *"Culturally sustainable" means recognizing, maintaining, and developing cultural identity and diversity, as they are assets, not weaknesses (Ladson-Billings, 1995; Paris 2012)*
- Create and cultivate an inclusive environment to encourage the support and participation of relevant stakeholders
- Acknowledge the experience and knowledge of people of color, and seek to engage people of color in the pursuit of racial equity in meaningful ways
- Incentivize the development and support the implementation of equity-minded, evidence-based solutions

Strategic Plan for Racial Equity Overview

Overarching Goal: The elimination of racial disparities in the Massachusetts public higher education system

Key Goals: Increase Student Of Color's...



Prepare Students Of Color To Thrive Beyond Their Time In Higher Education

Build A Culturally Relevant And Civically Engaged Educational Experience For Students Of Color



Establish The Infrastructure To Drive Racial Equity

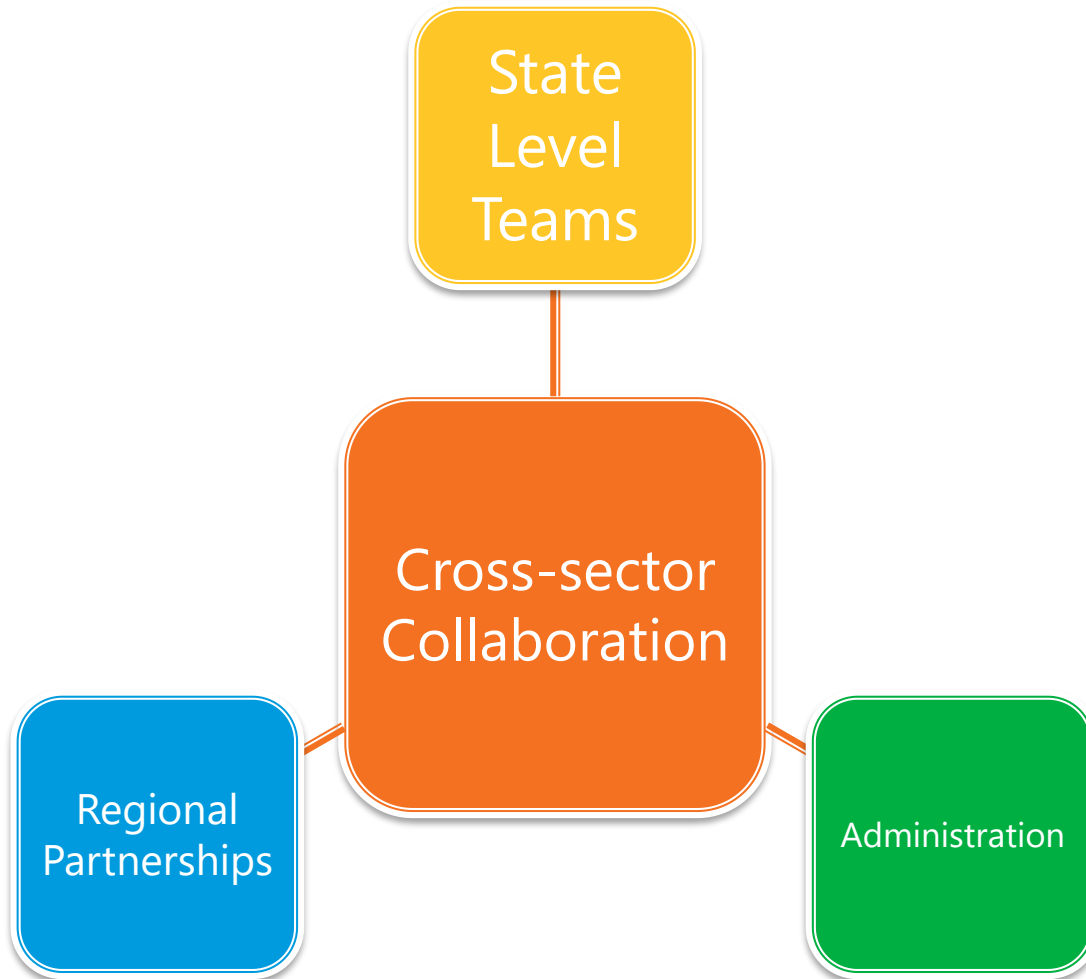
Transform Institutional Cultures To Be Equity-minded

Increase Access To Higher Education For Students Of Color

BNS in MA DHE's Strategic Plan for Racial Equity (SPRE)

- *Transform Institutional Cultures to be Equity-Minded Support Services for Student Success*
 - Professional development, cross-training & learning communities
- *Increase Access to Higher Education for Students of Color*
 - Recruitment, Belonging, Financial Aid, Admissions & Enrollment

BNS Necessitates Partnerships: MA Post-secondary Housing Scholarships



Data informed policy making

Example Data: Housing Scholarship Program

2021

- 100% of scholars work part-time
- 80% full-time student course load
- 72% female
- ➔ 42% African-American
- 36% White
- ➔ 25% LatinX
- 81% retained after year 1
- 42% retained after year 2

2022

- 100% of scholars work part-time
- 81% full-time student course load
- 63% female
- 38% African-American
- 29% White
- 7% LatinX
- 77% retained after year 1
- 38% retained after year 2

Group Discussion



- **Guiding Questions**
- Participant Questions
- **Implications of intersectional policy**

Basic Needs Security Growth Opportunities

- National Resources
 - American Rescue Plan Act (ARPA)
 - Federal Pell Grant
 - ECMC Foundation - Basic Needs Initiative
- State-level Resources
 - Sister agencies & philanthropic foundations
 - Basic Needs Security Technical Assistance Program

State Technical Assistance Opportunity

Basic Needs Security Technical Assistance Program

Who should apply?

SHEEO agencies and higher education systems interested in addressing student basic needs security

What do state-level applicants receive in program?

- Three years of technical assistance to develop state-level policies
- Incubate policy ideas and solutions with peers from across the country
- Opportunity to disseminate promising practices

How to apply?

Scan QR code below for online application



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Thank you – Mési – Gracias