

Minnesota
Education Equity
Partnership

Advancing **Race Equity** & Excellence



2015-2018
Strategic Plan

About Minnesota Education Equity Partnership

Minnesota Education Equity Partnership (MnEEP) is the longest-enduring multicultural collaborative organization in Minnesota. Since 1987, our partnership has led the way in identifying racially-defined inequities in educational outcomes for Minnesota's students of color and American Indian students. Our nonprofit promotes large-scale success for students through multi-sector efforts to transform the state's education systems, including policy and practice solutions to improve race equity and excellence in education across Minnesota.

In 2015, MnEEP, formerly known as Minnesota Minority Education Partnership, changed its name to better reflect its vision and mission.

Mission

MnEEP uses a race equity lens to transform educational institutions, organizations and leaders to ensure that students of color and American Indian students achieve full academic and leadership success.



Vision

We envision a just society in which an equitable educational ecosystem ensures all students achieve their full potential. Achieving this vision would mean that race is no longer a predictor of educational success.

Our Operating Values

Minnesota Education Equity Partnership holds these core beliefs in the work we do:

Equity Matters.

We believe all children deserve to achieve their full potential, regardless of race, creed, nationality or class.

Justice Matters.

We believe in the validity of all lived experiences.

Critical Thinking and Self-Actualization Matters.

We believe academic success cannot be narrowly defined. The ability of students to be engaged learners—to understand themselves, their histories, their identities, and the world—is necessary to build critical thinking and self-actualization skills to release their power in shaping themselves and the world.

History Matters.

We believe the histories of communities of color and low-income people in our society bring context to the treatment by current-day institutions, policies and practices. We cannot address those systems by ignoring the complexity of their histories with our communities.

Relationships Matter.

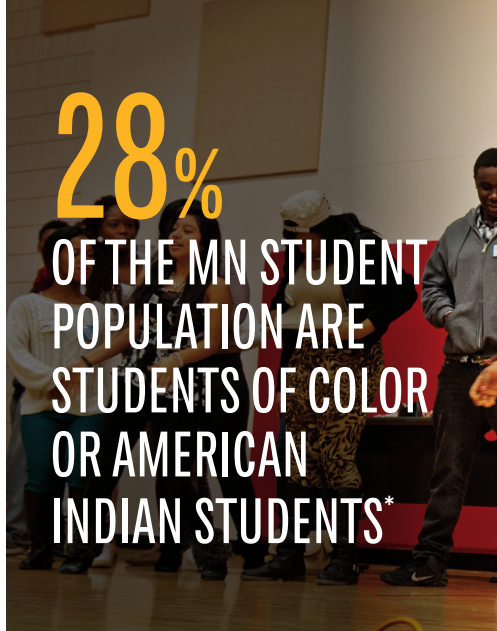
We believe in the interconnectedness of community to change systems and the world. Cross-cultural dynamics matter in our work and collaborative relationships are key to changing the world.

How we define race equity in education

Fundamental to MnEEP's mission, vision and actions is our definition of race equity in education. Through this lens, we develop strategies and systemic solutions to improve educational leadership and student achievement in Minnesota.

"Race equity is not the achievement gap. Race equity is a condition. It means that those most impacted by inequities have the space to build power and lead through collective actions. Equity is raising the achievement of all students while eliminating the racial predictability and disproportionality of which student groups occupy the highest and lowest achievement."

*MnEEP's definition was adapted from Singleton & Linton, 2006, "Inclusive Education" published by Harvard Education Press, 2011, and the Woods Fund of Chicago.



THE NEED FOR CHANGE

Nationally, Education Week forecast 2014-15 as the first academic year in which students of color and American Indian students would outnumber non-Hispanic whites in K-12 public schools.

"MMEP (now MnEEP) was critical in informing Minneapolis Public Schools' discipline code policy changes and staff development efforts to implement new behavior codes for educators and students. Race equity is what guides the partnership's work with districts like ours, and the results are found in real policy shifts that change practices and impact students of color to achieve greater academic success!"

Dr. Bernadeia H. Johnson, former superintendent of Minneapolis Public Schools

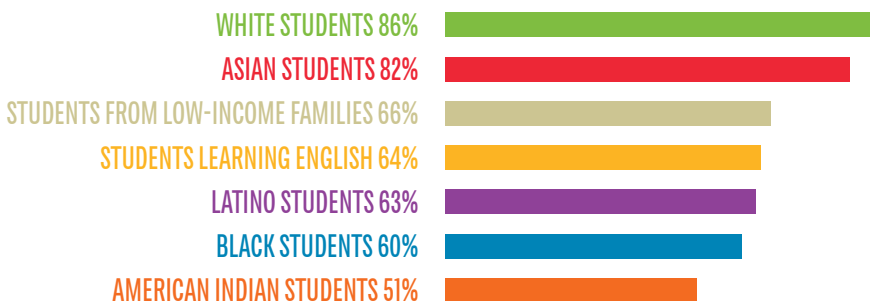


4% OF MN TEACHERS ARE OF COLOR OR AMERICAN INDIAN TEACHERS*

In Minnesota, students of color and American Indian student populations continue to grow in the face of overall K-12 student decline. With 70% of Minnesota jobs in 2018 expected to require a post-secondary degree, urgent action is needed to eliminate

clear racial achievement gaps that exist in high school and college completion rates. By improving educational experiences and outcomes for students of color and American Indian students, we improve the outlook of Minnesota's future.

Gap in 2014 high school graduation rates, Minnesota**



*Teacher-student diversity disparities 2013-2014 (source: Minnesota Department of Education, 2014)

**Gap in 2014 high school graduation rates, Minnesota (source: Minnesota Department of Education data, 2015)

MnEEP's BIG, BOLD GOALS

MnEEP's 2015-2018 strategic plan outlines five BIG, BOLD GOALS and detailed actions to move Minnesota's education systems forward.

GOAL 1:

Minnesota school systems are culturally responsive in their policies and approaches to education.

To meet this goal, MnEEP will:

- Develop a locally and nationally recognized school board training model that incorporates leadership development around race equity policies, cultural responsiveness and racial realities in education and schooling.
- Partner with model academies that train and support education leaders to lead with a race equity lens.

GOAL 2:

Minnesota school climates foster positive student engagement to eliminate discipline gaps by race and support students of color and American Indian students for academic and leadership success.

To meet this goal, MnEEP will:

- Train school districts to implement model discipline code policies and best practices.
- Advise on the implementation of specific academic empowerment center models, such as the Office of Black Male Achievement founded in 2014 by Minneapolis Public Schools.

"MnEEP, through their research, policy briefs and race equity strategy, provide in-depth insights on the racial disparities in education that exist in Minnesota. More importantly, MnEEP uses data and knowledge to inform Minnesota policymakers and education practitioners with the best action steps to reach equitable outcomes for all their students!"

Sandy Vargas, President and CEO of the Minneapolis Foundation

and map to achievement

GOAL 3:

Minnesota educators reflect student demographics.

To meet this goal, MnEEP will:

- Lead a new collaborative of education groups, teacher education schools and advocacy organizations from communities of color to develop and advocate for state policy and a funding framework to increase the number of teachers of color in Minnesota.

GOAL 4:

Minnesota schools utilize heritage and home language to support academic excellence for English Language Learners and the multilingualism of all students.

To meet this goal, MnEEP will:

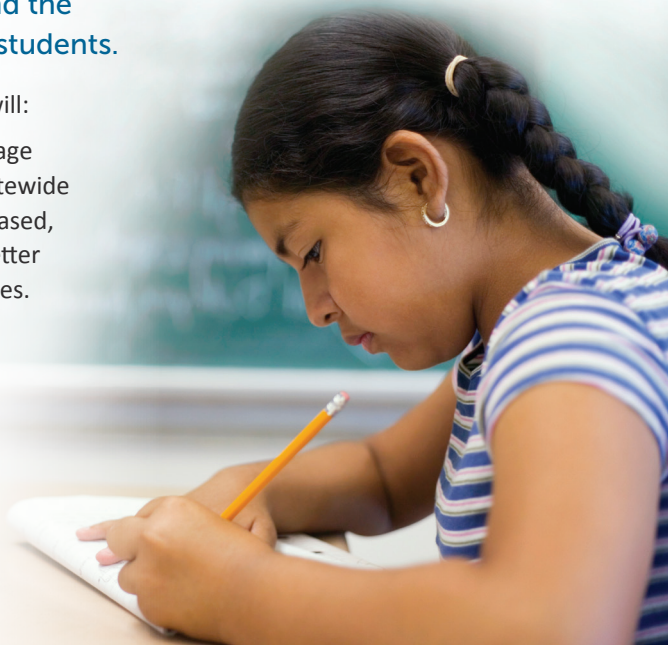
- Work with English Language Learner departments statewide to implement research-based, promising practices to better serve students and families.

GOAL 5:

Minnesota institutions of higher education will support student achievement by providing greater access and equity to students of color and American Indian students, with a focus on financial aid.

To meet this goal, MnEEP will:

- Partner with other college access groups to lead campaigns for improved higher education outcomes in Minnesota, via dual credit enrollment, financial aid and remedial course campaigns.



How we fulfill our mission

MnEEP utilizes four core strategies to fulfill our mission and meet our goals. By applying each of these strategies through a race equity lens—and in partnership with multicultural communities—we enact changes to policy and practice, bringing us closer to our vision of race equity in education.

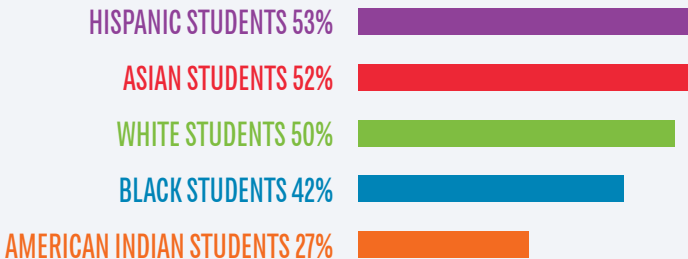
Conduct original research: Our original qualitative and quantitative research builds the knowledge base around race equity needs and opportunities in Minnesota, to guide policy, practice and leadership.

Build and strengthen learning networks: MnEEP networks connect individuals and organizations that support race equity in education to collectively promote race equity skill development and systemic change.

Recommend policy solutions: We advise leaders and elected officials on policy changes and implementation practices at institutional, local and state levels to create more equitable systems for students of color and American Indian students.

Develop issues campaigns: We seek to permanently change belief systems and practices within institutions and society at-large through issues campaigns.

Full-time, four-year college participation by racial and ethnic population groups*



*Full-time, four-year college participation by racial and ethnic population groups, 5-year average from 2009 to 2013, Minnesota (source: Minnesota Office of Education Minnesota Measures 2015 report, p. 15)

Using our four core strategies, we successfully collaborated with Minnesota organizations and institutions on the following initiatives under the name MMEP:

- *“State of Students of Color and American Indian Students Reports 2001-2012,”* the state’s first collective review of academic outcomes for students of color and American Indian students, to support education changes at the state and community level.
- *“Solutions Not Suspensions”* issue campaign to address disproportionate rates of discipline, to accelerate the academic achievement of African American young men.

The campaign prompted a moratorium on suspensions for young learners in Minneapolis Public Schools.

- *2014 Education Equity in Action! Conference* for 300 Minnesota educators and learners. The conference focused on policies and practices to drive academic success for students of color, and helped move communities and schools to action.
- Equity training with Dr. Ronald F. Ferguson of the Harvard Achievement Gap, moving the Minnesota P-20 Education Partnership to increase its focus on racial disparities across the Minnesota education continuum in 2012 and beyond.

Bachelor’s degree or higher completion rates, adults over 25*



STATE AVERAGE 43%
ASIAN 51%
WHITE 45%
BLACK 29%
AMERICAN INDIAN 23%
HISPANIC 23%

*Bachelor’s degree or higher completion rates, adults over 25, Minnesota (source: U.S. Census Bureau Data 2013, Minnesota Measures 2015, p. 7)



Help us realize race equity in education

Our strategic plan is ambitious, in response to the large and essential need for race equity in education. We need your help to achieve our five big, bold goals.

Your donation to MnEEP connects you to a network of investors who endorse our mission, vision and strategies. This network includes national and local organizations and institutions, school districts, individuals, partners and members, whose help will make our strategic goals and vision a reality.

MnEEP offers different levels of donor involvement. Donations and grants help us with specific projects, conferences and events for Minnesota's educators to enhance race equity in education. Ongoing involvement, as a member or partner organization, helps shape new research and issues campaigns.

“The initiatives that MnEEP has on the way are on the right track, directing school policies, addressing school suspension work, and providing information for teacher preparation. This is why I am a supporter and donor to the organization!”

Dr. Michael Rodriguez, University of Minnesota



10.8%

**MN BLACK MALE STUDENTS
ARE SUSPENDED***

2.1%

**MN WHITE MALE STUDENTS
ARE SUSPENDED***

*Suspension discipline gaps by race 2012-2013, early grade levels through high school, Minnesota
(source: Schott Foundation Black Lives Matter 2015 report)

OUR PARTNERS

MnEEP's partners are educational institutions that make annual investments in MnEEP and support our efforts to promote systemic reform. Together, we collaborate to increase race equity and excellence in Minnesota education by asking "profoundly multicultural questions" about education, and sharing expertise and strategic resources.

OUR MEMBERS

MnEEP members are individuals and organizations who annually invest in our partnership to support education equity in Minnesota. They are critical to realizing our big, bold goals, and are living proof that by working together, we can continue making progress in our state.

To become a member, visit
mneep.org/membership.

To donate,
visit mneep.org/donation.





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Thank you to our dedicated staff, officers, board members and partners for helping us create our vision and plan for the future. To view the complete MnEEP 2015-2018 Strategic Plan, please visit mneep.org/plan.



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