

# CULTURALLY SUSTAINING PRACTICES

An Ecosystem of Student & Administrative Collaboration

## OUR TAKEAWAYS

1



Leadership that is **actionable** and improvement-minded sets the table for solving problems through an equity lens.

2



**Cross-departmental** stakeholders and data are important for defining the problem.

3



We must hold departments and programs **accountable** for evaluating and achieving equity goals.

4



To create equity-minded programs and strategies, innovations must appreciate, recognize, and learn from **previous internal efforts**.

5



To solve for the right pain points, you have to design and assess your program **with its users and implementers**.

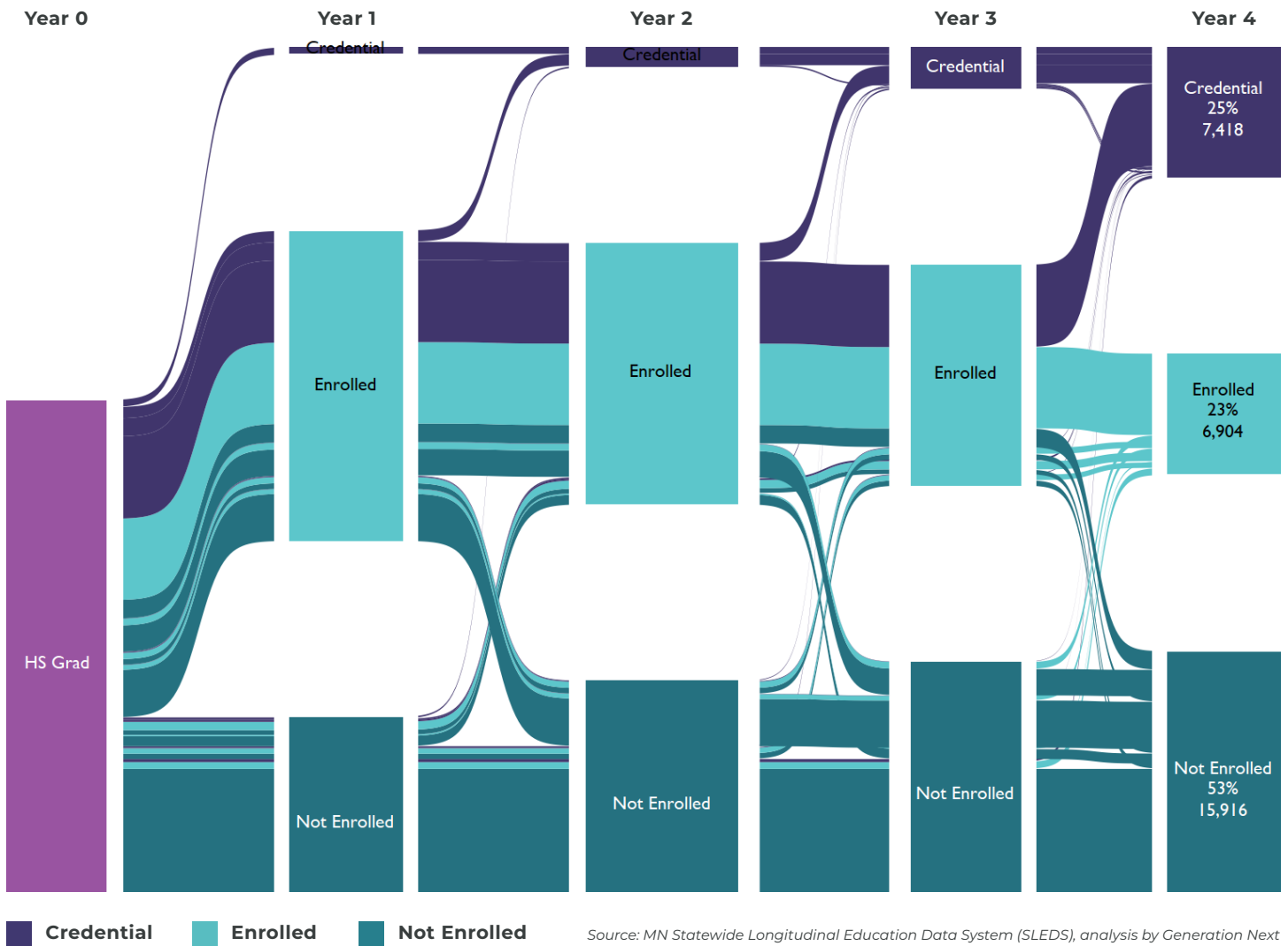
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Collective impact helped us learn, evaluate, and improve in ways that allow us to **scale equity-minded strategies and practices**.

# MINNEAPOLIS AND SAINT PAUL POSTSECONDARY PATHWAY PATTERNS

This graphic depicts the various postsecondary enrollment paths of the 30,238 Minneapolis and Saint Paul high school graduates - classes of 2012-2017 - for their first four years after graduation.



## MINNEAPOLIS COLLEGE AND SAINT PAUL COLLEGE

Many Minneapolis and Saint Paul high school graduates choose Minneapolis College or Saint Paul College for their first postsecondary institution.

**Minneapolis College** is a public two-year career and technical college, enrolling nearly 10,000 students annually. Located in the heart of Minneapolis, they actively partner in initiatives to strengthen the social, economic and cultural vitality of the Twin Cities metropolitan area.

- 8,949 Students Served
- 59% Female
- 69% Enrolled Part Time
- 61% Students of Color

**Saint Paul College** grounded in equity and inclusion, educates and empowers students to lead purposeful lives and discover rewarding careers. We advance racial equity; enrich community vibrancy; and inspire students to reach their full potential.

- 7,652 Students Served
- 59% Female
- 66% Enrolled Part Time
- 65% Students of Color