



## TALENT, INNOVATION AND EQUITY (TIE) STATES

Strategy Labs, Lumina Foundation’s platform for supporting state policy and leadership to increase postsecondary attainment, has expanded its suite of services to recognize and facilitate progress in committed states—referred to as the Talent, Innovation and Equity (TIE) States—that have demonstrated a commitment to improve higher education attainment for students of color. As its Strategic Plan for 2017-2020 states, Lumina Foundation “recognizes that Goal 2025 will remain out of reach unless postsecondary attainment among African-Americans, Hispanics, and American Indians increases significantly.”

**To be a Lumina TIE state, a diverse leadership team must share a public commitment to redouble its efforts to raise attainment by focusing on closing equity gaps by five percentage points through well-integrated policy, budget, and practice changes.**

### *Services and supports for Lumina Foundation’s TIE States*

- ✓ Multi-year grants, worth up to \$500,000, to support state leadership in implementing the innovative approaches they believe will increase attainment and decrease equity gaps. Examples include the scaling of student success strategies and increased access to lower-priced pathways to high-quality credentials that lead to improved wages and further education.
- ✓ Personalized consulting for a pre-determined timeframe to support and elevate postsecondary institutions that the state recognizes have the potential to be exemplars for closing gaps in credential completion by race and ethnicity.
- ✓ Briefings and retreats for legislators, legislative staff, and other policymakers as appropriate.
- ✓ Non-partisan policy expertise and facilitation to adopt, enhance or sustain policies in Lumina Foundation’s 2017-2010 State Policy Agenda.
- ✓ Opportunities to learn from other TIE states.

### *Common State Commitments*

TIE states will form a network exemplifying the type of leadership all 50 states need to consider and adapt to reach their ambitious, workforce-aligned attainment goals, and agree to:

1. Leverage gubernatorial leadership commitment to elevate the state’s attainment goal and the need to focus on better serving African American, Hispanic, American Indian, non-credentialed adult, and low-income students.
2. Engage a leadership team with diverse roles such as workforce and economic development entities, traditional and innovative providers of postsecondary education, policymakers, mayors and other community leaders, employers, health and human services agencies, non-profit organizations as well as other Lumina-funded entities within the state.
3. Publish disaggregated indicators of progress on eliminating equity gaps and increasing postsecondary attainment.
4. Collect all high quality postsecondary certificates (i.e., not only degrees) earned in a statewide, student-level information system.

### *The Selection Process*

States under consideration will have a screening call and then an in-state visit with Lumina Foundation’s state policy team and its partner HCM Strategists. During the site visit Lumina and HCM representatives will meet with diverse statewide/community leaders and stakeholders to learn more about the state’s commitment to closing equity gaps in attainment and their desire to be part of this new Strategy Labs opportunity.