

WHO WE ARE AND WHAT WE DO

Lumina Foundation is an independent, private foundation in Indianapolis committed to making opportunities for learning beyond high school available to all. We envision higher learning that is easy to navigate, addresses racial injustice, and meets the nation's talent needs through a broad range of credentials. We are working toward a system that prepares people for informed citizenship and success in a global economy.

With an endowment of about \$1.5 billion, Lumina is the largest philanthropy in the United States focused solely on increasing the proportion of Americans with learning beyond high school. The foundation is working toward a goal of 60 percent of working-age people in the United States with college degrees, certificates, certifications, and other quality credentials by 2025. Our work is centered on people who are Black, Hispanic and Latino, and Native American; those who are from low-income families; those who are the first in their families to participate in education or training after high school, and working-age adults.

OUR LEADERSHIP TEAM

» **Jamie Merisotis**
president and chief executive officer

» **Timothy P. Robinson**
vice president, general counsel,
and chief of staff

» **Courtney Brown**
vice president of impact and planning

» **Michelle Asha Cooper**
vice president for public policy and
executive director of Lumina's
Washington, D.C., office

» **Debra Humphreys**
vice president of strategic
engagement

» **Erin Archer**
vice president and chief financial officer

» **Chauncy Lennon**
vice president for learning and work
and senior strategy advisor

» **Linh C. Nguyen**
vice president for equity, culture, and talent

HOW WE WORK

Lumina is committed to helping the nation redesign learning after high school to help an additional 6.9 million adults—beyond those who are already on track—earn the degrees, certificates, and industry certifications necessary to boost national attainment to 60 percent. We concentrate on ensuring that adults, especially people of color, have access to programs that lead to meaningful credentials, that they have financial and non-financial support along the way to ensure their success, and that the credentials they earn lead to good jobs, higher pay, and greater opportunity to learn and serve others.

We support and expand evidence-based practices that can meet the nation's pressing need for talent. We push hardest on strategies that advance racial justice and equity and are most likely to produce fair results for people of color. We concentrate our efforts on colleges and universities that serve the vast majority of students, including community colleges, public comprehensive universities, and minority-serving institutions such as Historically Black Colleges and Universities, Tribal Colleges, and Hispanic-Serving Institutions. And we are working to develop the nation's capacity to meet the education and training needs of individuals and society beyond 2025.

WHY OUR WORK MATTERS

Economic studies indicate the demand for people with college degrees or other quality credentials will increase well into the next decade. We believe achievement of the 60 percent goal will set the stage for new national objectives to create even greater economic opportunity and social mobility through widespread learning after high school.

Racial justice and equity are urgent national priorities. We believe that access to meaningful opportunity created through quality learning after high school must be an element of this agenda, and we undertake all of our work through an equity-first lens.

Significant additional reforms are needed to bring the nation where it needs to be—and to promote a fairer distribution of talent among all adults. To accelerate progress, the nation must focus efforts on the people whom colleges, universities, and other education and training providers have served poorly, or not at all.

Lumina is working to help build a more just and fair society, one that ensures paths for people who might otherwise be left behind. Our aim is to make the individual and societal benefits of a better-educated country a reality for millions more Americans.

The path to 60%

As we approach 2025, Lumina will:




Focus resources on achieving the 60% goal

Ensure 6.9M more people than those on track to do so earn credentials






Rely on our organizational strengths to pursue the goal

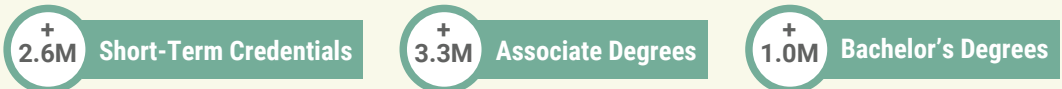
Ensure the nation is prepared for 2025 and beyond

Strategies

-  Focus state and federal policymakers on the need to prepare more individuals, especially people of color, for informed citizenship and success in a global economy.
-  Increase access to well-designed programs and pathways that address racial disparities in student outcomes.
-  Support institutions that serve today's students, including community and technical colleges, bachelor's-granting colleges and universities, minority-serving institutions, and state higher education systems.

Tactics

-  Talk about how to pursue education after high school.
-  Develop easier ways for people to enroll or re-enroll.
-  Increase use of proven student success practices.
-  Expand employer-aligned programs and partnerships.
-  Align education and training to today's economy.



-  **Impact Investing**
Invest in new ventures that create products and services to help today's students.
-  **Innovation and Discovery Lab**
Foster new ideas that can help prepare people for human work in an increasingly complex society.
-  **Research and Evaluation**
Generate evidence-based strategies to effect large-scale change.
-  **Racial Justice and Equity Fund**
Remove sources of systemic racism and expand constructive public dialogue.
-  **Human Network Design**
Build coalitions that bring together leaders who want to address intractable problems.
-  **Policy Outreach**
Educate state and federal policymakers using nonpartisan research and analysis.
-  **Attainment Strategies**
Work with colleges, universities, and other organizations to ensure more people earn employment-aligned credentials.
-  **Data and Measurement**
Create a national data system to track trends and progress, particularly among today's students.
-  **Strategic Communication**
Shape national narratives about the change we seek and why it matters.

AT LEAST 60% OF ADULTS HAVE A DEGREE OR OTHER QUALITY CREDENTIAL

A SEAMLESS AND JUST LEARNING SYSTEM MEETS SOCIETY'S CHALLENGES

THE LANDSCAPE IS PRIMED FOR EVEN MORE INNOVATION