



Minnesota
Education Equity
Partnership

Advancing **Race Equity** & Excellence

2020

ANNUAL REPORT



Executive Letter

Racing to Justice: Seizing the Moment of Truth

By Carlos Mariani Rosa

2020 brought our nation and state the greatest challenges in modern times.

A dangerous global pandemic alters the conventional way in which schools and colleges provide learning opportunities from an in-person classroom delivery model to a distance, virtual platform approach.

A major civil right crisis erupts as another brutal police killing of a local African American citizen traumatizes our whole nation and raises the consciousness of millions of people to the horrors of racial animus and disparities.

MnEEP's mission to make race equity in education a national and local imperative is unquestionably more needed now than ever as these major events have shaken our society.

Since 2014, we have worked in collective coordination with community, district leaders, funders, and policymakers on our **5 Big Bold Goals** in areas to advance racial equity in policy and practice that align with this moment of racial mindfulness.

These events have only illustrated that for Black, Brown, people of color and Indigenous (POCI) communities, a fundamental challenge persists: how to make a dignified life with equitable access to opportunities in a civilization that has structured itself to deny them their humanity.

That was true pre-pandemic and the pre-killing of George Floyd, and it is more revealingly true now.

MnEEP was certainly challenged in delivering its work as this historical moment unfolded. We moved assertively into organizing virtual "town hall" gatherings to explore

the new reality of distance learning and racial equity and to discuss what the Black Lives Matter movement means for education.

Our work is based on building relationships to shift policy and practice and we are learning how to do that effectively through digital platforms.

We also kept moving forward in better shaping ourselves to be ever relevant to educators, communities, and systems. We launched a series of teacher professional development training for state relicensing cultural competency requirements; we completed a race equity leadership program for public school superintendents; and we published a research-based policy brief on post-secondary student financial aid to advance racial equity.

As we move forward in this essential work together, we know this work is far from over.

The damage from the events of this year showed how inequalities continue to impact the lives of Black, Latino, Asian and American Indian communities, leaving them extremely vulnerable to harm. As a result of historically being marginalized from health care and quality schooling, we see POCI people disproportionately dying from COVID as well as falling behind in accessing educational opportunities.

These long-standing inequalities, designed into American society, means MnEEP's anti-racism work for education equity is as vitally important now as ever.

Please join us to be part of that work.



Our Mission & Vision

MnEEP's mission is to transform systems, structures, and public narratives to advance race equity and excellence in education.

We envision a racially just society in which each student achieves their full potential.

Led by People of Color and Indigenous (POCI) thought leaders and experts, MnEEP uses a race equity lens to develop and advance networks, practices, research, and policies to dismantle racism in education and build a more just, equitable society.

Our Call for Racial Justice in Education

U.S. education is designed to uphold racism. We must create change now—beginning within ourselves. We must work collectively to undo historical systems and structures of racism in our institutions and our communities. Working towards racial justice requires solidarity and accountability— and an ongoing commitment to the process of unlearning and dismantling racism in education and honoring the lived experiences of our students of color and American Indian students every day. Together, we can demystify the conditions holding structural, institutional, and systemic racism in place. We can create new racially just systems where the human dignity of all people is valued and uplifted. And we can galvanize coalitions and movements and build a more racially just Minnesota where POCI students have the liberation and power to build the future they deserve.

Our Unique Approach

MnEEP's multi-racial staff equips educators, schools, and districts with essential tools and knowledge to address and dismantle racist practices in education and build reparative, racially just learning environments where every student has the opportunity to achieve their full potential.

We work with districts and educators to advance original research, community-led convenings, network-building, and advocacy to build justice and fairness for Minnesota's POCI students—and to ensure educators and school leaders are equipped with the tools and knowledge necessary to create healing, empowering education spaces that support the full development of every student.

Our Theory of Change

MnEEP works to build a racially just education system through shifting the following conditions:

Policies

Advancing essential anti-racist education policies in the places and in the processes where key decisions are made.

Practices

Developing and advancing practices that promote race equity and educational excellence in all education settings.

Resource Flows & Knowledge

Leading research initiatives and policy analysis to develop, advance, and distribute the wisdom and knowledge from racially diverse and culturally inclusive perspectives.

Networks, Relationships, & Connections

Building essential relationships and partnerships with communities, educational institutions, students and educators to advance race equity in education.

Power Dynamics

Developing collaborative, liberating, community-led envisioning engagements and organizing where people of color and American Indian communities can design and advance their plans for educational excellence.

Mental Models

Shifting the way people understand racism and race equity through professional development and advocacy campaigns that advance understanding, empathy, and racial justice.

Our Big Bold Goals

BBG #1: Leading with a Race Equity Lens

GOAL: Minnesota educational leaders and cultural communities create equitable education systems, structures and public narratives.

In 2019-2020, MnEEP:

Provided race equity skill-building to district superintendents

The MnEEP Superintendent Race Equity Leadership Network gathered superintendents to build a strong network of school leaders focused on race equity skill development.

MnEEP is proud to partner with the Courageous Leadership Institute of Mankato State University to share best practice “will and skill-building” tactics around race equity leadership skills proven to build stronger, equitable, and more resilient school communities.

Provided race equity plan development for schools

MnEEP provided equity research and facilitation for Avalon Schools to develop equity-centered strategic vision, plan through Fall of 2019. The process involved engaging the full staff and leadership on key questions related to equity, mission, vision, and value statements.

Created online Town Hall Forums to respond to immediate student and community education challenges during the COVID pandemic

As the COVID-19 pandemic crisis shut down schools and colleges, MnEEP quickly pivoted to conducting virtual Town Halls in order to engage communities, students and educators on the new equity challenges posed by Distance Learning. MnEEP similarly engaged on the themes of “Black Lives Matter” in response to the murder of George Floyd.

Provided analysis of race equity for the State of Minnesota’s Distance Learning strategy and plans

MnEEP provided analysis on race equity in education as a part of the Minnesota Department of Education (MDE) Distance Learning advisory taskforce and the Governor’s education roundtable. MnEEP co-created a race equity and Distance Learning coalition that actively highlighted racial equity concerns to state leadership and MDE.

BBG #2: Building Human Dignity in Schools

GOAL: Minnesota educational systems are designed to bring students of color and American Indian students into relationships with schools and teachers that promote their human dignity.

In 2019-2020, MnEEP:

Launched the MN School Climate Institute

MnEEP completed our first full session of the MN School Climate Institute in partnership with Hamline University providing technical assistance and coaching to assist school communities in implementing an equity-minded theory of change regarding discipline disparities in Minnesota schools.

The participants, across districts and networks, focused on understanding and using *Critical Race Theory* (CRT) analysis to assess current discipline policies and practices. The Institute had 50 registrants across five districts/school networks.

Developed the MnEEP Justice in Education Toolkit

At the beginning of 2020, MnEEP launched the Justice in Education Toolkit, a website designed to bring awareness to discipline disparities and disproportionality in special education designation and to provide tools and advocacy resources for parents, educators, advocates and students working to end punitive, expulsion-based student discipline and other practices in education that cause racial harm.

Developed School Climate Framework Tool for school districts

In partnership with Sankore Consulting and the Minnesota Department of Human Rights (MDHR) MnEEP established a School Climate Advisory Council to review and provide feedback on the school district reports submitted in conjunction with the MDHR Diversion Projects. In the absence of State initiative, the Council developed an Equity Based School Climate Framework to be used as a guide and evaluation tool for measuring school district success with change.

Prepared new leaders: School Climate Network (SCN)

MnEEP relaunched our School Climate Network as an initiative to focus on, and operationalize the policy recommendations from MnEEP's *Excluded* policy brief on disability and racism. The Network is focused on providing a safe, liberating space for educators and advocates to grow, learn, share around racial equity in schools and classrooms.

The SCN focuses on awareness and advocacy for closing racial disparities on student discipline and special education designation.

BBG #3: Culturally Responsive Teaching & Learning

GOAL: Minnesota educational systems advance racially diverse and culturally responsive teaching and learning environments for teachers and students.

In 2019-2020, MnEEP's TeachMN20/20 Initiative:

Developed collaborations and held statewide convenings to strengthen the teaching profession including addressing teacher diversity

- MnEEP convened a policy forum in collaboration with the Coalition to Increase Teachers of Color and American Indian Teachers, the State Ethnic Councils, and Minnesota

Humanities Center, on proposed state legislation to create and retain a racially diverse teacher workforce.

- MnEEP held a major, statewide public discussion in Marshall, Minnesota featuring Governor Tim Walz, in collaboration with Minnesota Association of Colleges for Teacher Education (MACTE) on teacher shortage and teacher diversity, especially in Greater Minnesota.
- MnEEP held an online stakeholder convening, in collaboration with the Minnesota Professional Educator Licensing and Standards Board (PELSB), to gather feedback on rulemaking for the State's new standards governing teacher preparation for beginning teachers.

Strengthened the capacity of educators and systems statewide for race equity

- MnEEP designed and conducted teacher professional development training on cultural competency required for state teacher relicensure.
- MnEEP engaged educators in sharing experiences and perspectives in a virtual series on "Strengthening the Profession Amid a Pandemic".
- MnEEP designed and developed, in partnership with PELSB, a tool for understanding the new state tiered licensure system to be hosted within ImprintU.org.

Built powerful partnerships to lead teacher diversity

MnEEP worked with Generation Next and Education First in a Teacher Diversity Leadership Group, composed of teacher preparation program leaders and human resource leaders in the Minneapolis and St. Paul Public Schools, to hold online sessions to strategize individual and collective actions toward improved partnership in supporting teacher diversity efforts. One concrete plan forward is to demystify the hiring and onboarding process for teacher candidates of color with culturally accessible tools on MnEEP's ImprintU.org site.

BBG #4: Supporting and Advancing Multilingualism

GOAL: Minnesota educational leaders embrace the language and culture of each student, and value the home language of Black, Latino, Indigenous and Asian students as vital for their academic success.

In 2019-2020, MnEEP:

Convened a bi-monthly Emerging Multilingual Learners (EML) Network to engage in collaborative conversations on how to best serve and support EMLs.

The conversations with EML advocates and leaders developed into gathering and sharing best practices across schools, districts, and systems throughout Minnesota and the nation. The collaborative conversations helped to build greater clarity around the need for a statewide policy advocacy agenda for EMLs centered on race equity and excellence in education.

Developed statewide policy agenda to serve English Learners and Students with Limited or Interrupted Formal Education (SLIFE)

The network developed a robust, statewide policy advocacy agenda, in partnership with communities, P-20 partners, and state agencies, to advance the prioritization of increasing funding and accountability for schools and districts who serve English Learners (ELs) throughout the state of Minnesota.

EML Network members from across Minnesota provided input, offered feedback, and developed a state legislative policy agenda that formed the core of MnEEP's policy advocacy in BBG #4 for 2019-20.

Began development of an EML toolkit to support ELs, SLIFE, and EMLs

The MnEEP EML Toolkit will be used by educators, leaders of educators, and programs, advocates, and families of ELs, SLIFE learners, and EMLs. The toolkit will be an essential resource designed to advance multilingualism, promote an asset-based approach to native language learners, and result in greater academic success and advocacy for EMLs statewide.

The EML Toolkit will be launched in 2021.

BBG #5: Higher Ed Access & Equity

GOAL: Minnesota higher education systems are transformed to be racially just, responsive, and accessible for students of color and American Indian students.

In 2019-2020, the MnEEP Research Collaborative Table (RCT):

Collaborated with thought leaders to develop and advance racially equitable higher education policy

The RCT convened on a monthly basis to engage in collaborative conversations centered on the intersection of race equity and best practices in research, evaluation, and assessment across the state's educational continuum for students Pre-K through college.

Each RCT member provided key insights on the "MN Race Equity College Completion Project" funded by the Joyce Foundation. As a network, the RCT guided multiple projects in 2019-2020, forming the cornerstone of MnEEP's research-based foundation for supporting, developing, and advancing racially equitable policy advocacy in higher education.

Researched and published "Reducing Racial Disparities in College Completion: The Case for an Equitable Higher Education Financial Aid System in Minnesota"

The MnEEP policy brief used a race equity lens to discover new ways to transform Minnesota's statewide higher

education systems to better serve and support POCI students to complete college with a degree.

The Brief powerfully makes the case for transforming the Minnesota State Grant Student Aid program through a series of specific recommendations targeting the delivery of a) equitable financial aid resources, b) counseling services, and c) workforce-related support to POCI students seeking to complete college with the attainment of a degree.

Created the MnEEP College Race Equity Advocacy Advisory Council (CREAAC) to drive a statewide, race equity policy advocacy agenda.

Focused on the power of collective action, the CREAAC includes systems, institutional, and community leaders from across the PreK-20 spectrum to advance the MnEEP policy advocacy agenda centered on the equitable treatment of POCI in higher education into the 2021 Minnesota Legislative Session.

OUR TEAM

MnEEP Team

Carlos Mariani-Rosa

Executive Director

Jennifer Godinez

Associate Executive Director

Program Director, Race Equity and Excellence in Education Network

Dr. Rose Wan-Mui Chu

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Dr. Lanise Block

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Yvette Massey

Administrative Manager

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Program Consultant

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Superintendent Race Equity Network Consultant

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Dr. Rev PM Crowley Hillstrom, At Large; Director of Educational Equity, Osseo Area Schools

Tricia Wilkinson, At Large; University of Minnesota

Anne Carroll, Treasurer; Community Member, St. Paul

Leann Enninga, Secretary; Community Member, Greater Minnesota

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Courtney Caldwell, Achievement & Integration Lead Specialist, Eastern County Schools

Lee Carlson, MA, Community Member, Southwest State University

Stephanie Crosby, MEd, MSW, Executive Director of Human Resources, Robbinsdale Area Schools

Kim Ellison, Director, Minneapolis Board of Education

Danielle Grant, MPA, President & CEO, Achieve Minneapolis

Sundraya Kase, Director of Community Initiative, Minnesota Private College Council

Josefina Landrieu, Assistant Chief Diversity Officer, Minnesota State

OUR PARTNERS & FUNDERS

Strategic Partners

Generation Next

Hamline University

Minnesota Department of Education

Minnesota Office of Higher Education

Minnesota Department of Human Rights

MN Professional Educator Licensing and Standards Board (PELSB)

Mankato State University, Courageous Leadership Institute
Youthprise

District Partner Institutions 2019-2020

Brooklyn Center School District

Equity Alliance Minnesota

Hopkins School District

Minnesota Private College Council

Minneapolis Public Schools

Minnesota State Colleges and Universities

Northwest Suburban Integration School District

Osseo Area School District

Robbinsdale Area School District

St. Paul Public Schools

University of Minnesota

Foundations

3M Foundation

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Bush Foundation

ECMC Foundation

Graves Foundation

Greater Twin Cities United Way

Joyce Foundation

McKnight Foundation

Mortenson Foundation

Saint Paul & Minnesota Foundation

Sauer Family Foundation

Securian Foundation

MnEEP Advisors

BBG #1

Rural Projects — Mille Lacs Region & Nobles County

- Letty Rodriguez, Equity Champion, 4H University of Minnesota
- Mary Sam, Director of Race, Inclusion and Equity and Central Lakes College

Superintendent Race Equity Leadership Network

- Dr. Candace Raskin, Co-Director, Center for Engaged Leadership, Mankato State University
- Dr. Melissa Krull, Co-Director, Center for Engaged Leadership, Mankato State University
- Nan Yurecko, Lead Consultant, Race Equity Specialist

Minnesota Race Equity Distance Learning Coalition

- Gevonee Ford, Founder and Executive Director, Network for the Development of Children of African Descent (NdCAD)
- Kari Denissen Cunnien, Executive Director, Ignite Afterschool
- KaYing Yang, Director of Programs and Partnerships, Coalition of Asian American Leadership
- Kori Redepening, CEO, Minnesota Alliance with Youth
- Nicole Hernandez, Youth Development Director, Children's Defense Fund

BBG #2

The School Climate Advisory Council

- Dr. Bernedia Johnson, Retired Superintendent, Professor MN State at Mankato
- Dr. Raj Sethuru Professor Metro State
- Dr. Rebecca Neal Professor and Executive Director of the Center for Excellence in Urban Teaching Hamline University

The School Climate Institute Thought Partners

- Dr. Lanise Block, Sankore Consulting
- Dr. Rebecca Neal, Professor and Executive Director, of the Center for Excellence in Urban Teaching Hamline University
- Jennifer Godinez, Associate Executive Director, MnEEP

School Climate Institute District List

- Anoka Hennepin School District
- Carver County School District
- Creatively Focused

- MN Internship Center Network
- Osseo School District

BBG #3

TeachMN20/20 Implementation Team

- Dana Holliday Kraus, Holliday Ink
- Dave Dayles, Holliday Ink
- Dr. Rose Chu, MnEEP
- Emily Zaffiro, Collectivity
- Gustavo Ochoa, Collectivity
- Jenny Kramm, Collectivity
- Molly Priesmeyer, Good Work Group
- Nancy Showers, Holliday Ink
- Scott Cole, Collectivity
- Shehla Mushtaq, Collectivity

TeachMN20/20 Advisors and/or Thought Partners

- Alex Liuzzi, MN Professional Educator Licensing and Standards Board
- Angela Mansfield, MN Department of Education
- Casey DeMarais, MN Humanities Center
- Christopher Hoehn, Minnesota Association of School Personnel Administrators
- Debby Odell, MN Professional Educator Licensing and Standards Board
- Dr. Joe Nathan, Center for School Change
- Dr. Paul Spies, Coalition to Increase Teachers of Color in MN
- Dr. Rhonda Bonnstetter, MN Association of Colleges of Teacher Education
- Dr. Yelena Bailey, MN Professional Educator Licensing and Standards Board
- Emily Busta, MN Professional Educator Licensing and Standards Board
- Grisel Escobedo-Kingwell, St. Cloud State University
- Hannah Younce, MN Professional Educator Licensing and Standards Board
- Jillian Stockmo Chapman, The Graves Foundation
- Joe Munnich, Generation Next
- Laura Checovich, American Institutes for Research
- Libby Rau, Youthprise
- Liz Williams, Greater Twin Cities United Way
- Michelle Vaught, MN Professional Educator Licensing and Standards Board
- Regina Seabrook, Equity Alliance

- Sareen Dunleavy Keenan, Greater Twin Cities United Way
- Sung Ja Shin, MN Humanities Center?
- Tyler Livingston, MN Department of Education

TeachMN20/20 Impact Strategy Map Collaborative

Below are partner organizations who have expressed interest in participating in the Impact Strategy Map Collaborative. Partner organizations use a disciplined structure of Objectives-Measures-Targets-Actions to measure individual and collective program outcomes using a cloud-based platform called InsightVision.

- Black Men Teach
- Breakthrough Twin Cities
- Educators for Excellence
- Equity Alliance MN
- Hiawatha Academies
- Hopkins Public Schools
- LDA Minnesota
- LearningWorks at Blake
- Minneapolis Public Schools
- Metropolitan Federation of Alternative Schools
- Northwest Suburban Integration School District
- Reading and Math Inc.
- Roseville Area Schools
- Special Education, Minnesota Department of Education
- St. Mary's University
- St. Paul Public Schools
- Teach for America Twin Cities
- The New Teacher Program (TNTP)
- Transforming MN's Early Childhood Workforce
- University of Minnesota Crookston
- University of Minnesota Twin Cities
- University of St. Thomas
- Wildflower Foundation
- Winona State University
- Amy O'Connor Stolpestad, Director of English Learners in Mainstream Project, Hamline University
- Amy Young, EL Specialist – LEAPS Implementation, School Support, MN Department of Education
- Ashley Karlsson, EL Specialist, Regional Centers of Excellence
- Corey Maslowski, Principal, Park Spanish Immersion Elementary School
- Grant Boulanger, President, MN Council of Teaching and Learning Cultures
- Heidi Bernal, Retired Principal, Adams Spanish Immersion School, Saint Paul Public Schools
- Jeannette Lutter-Gardella, Director of Educational Policy and Programs, Isuroon
- Jennifer Godinez, Associate Executive Director, Minnesota Education Equity Partnership
- Jill Watson, Associate Professor of Education, St. Olaf College
- Karla Stone, Lecturer, University of Minnesota
- KaYing Yang, Director of Programs and Partnerships, Coalition of Asian American Leaders
- Kaysa Willhite, Multilingual Learners Coordinator, Richfield Public Schools
- Kendall King, Professor, University of Minnesota
- Kristina Robertson, EL Coordinator, Roseville Public Schools
- Leah Soderland, Advocacy Committee Chair, MinneTESOL
- Leiataua Jon Peterson, Program Consultant, Minnesota Education Equity Partnership
- Martha Bigelow, Professor, University of Minnesota
- Michelle Benegas, Assistant Professor, Hamline University
- Michelle Sandler, Teacher Education Specialist, MN Professional Educator and Licensing and Standards Board
- Muhidin Warfa, Executive Director of Multilingual Learning, Minneapolis Public Schools
- Pang Yang, Hmong Cultural Specialist, Saint Paul Public Schools
- Rep. Carlos Mariani, Executive Director, Minnesota Education Equity Partnership
- Samantha Diaz, Legislative and Policy Director in Education, MN Council on Latino Affairs
- Sambath Ouk, EL Coordinator, Faribault Public Schools
- Yee Yang, Engagement, Education & Outreach Specialist, Minneapolis Public Schools
- Yeu Vang, Office of Multilingual Learning Director, St. Paul Public Schools

BBG #4

Emerging Multilingual Learners (EML)

Network Members

- Agustina Borre, Teacher and Graduate Student, Hamline University
- Ahmed Keynan, Engagement, Education & Outreach Specialist, Minneapolis Public Schools

BBG #5

College Race Equity Advocacy Advisory Council (CREAAC) 2020

- Alison Kadlec, Founding Partner, SOVA Solutions
- Ambar Hanson, Community Relationship Officer, Mortenson Family Foundation
- Carlos Mariani Rosa, Executive Director and MN State Representative, Minnesota Education Equity Partnership and MN House of Representatives
- Fernando Rodriguez, Director, Multicultural Center for Academic Excellence, University of Minnesota – Twin Cities
- Jeannette Lutter-Gardella, Director of Educational Policy and Programs, Isuroon
- Jenny Xiong, Admissions Counselor and Asian American Liaison, Metropolitan State University
- Joaquin Muñoz, Assistant Professor, Augsburg University
- Kenneth Bartlett, Department Chair, College of Education and Human Development, University of Minnesota – Twin Cities
- Lara Couturier, Principal, HCM Strategists
- Larry Litecky, Community Leader
- Leiataua Robert Jon Peterson, CEO, Co-founder, and Program Consultant, TE2: Education and Engineering Consulting and Minnesota Education Equity Partnership
- Megan Rozowski (co-chair), Director of Research and Policy Development, Minnesota Private Colleges
- Michael Dueñes, Community Leader
- Sandy Pulles (co-chair), Vice President of Equity and Inclusion, ServeMinnesota
- Teri Hinds, Senior Director of Strategic Initiatives – Equity 2030, Minnesota State Colleges and Universities
- Tricia Wilkinson, Director, TRIO Upward Bound, College of Education and Human Development, University of Minnesota – Twin Cities
- Elizabeth Fontaine, College Readiness Academy Instructor and Program Manager, International Institute of Minnesota
- Jeannette Lutter-Gardella, Director of Educational Policy and Programs, Isuroon
- Jennifer Godinez, Associate Executive Director, Minnesota Education Equity Partnership
- Joaquin Muñoz, Assistant Professor, University of Augsburg
- Julio Caesar, Evaluation Specialist, Bloomington Public Schools
- Krissy Wright, Director, Jennings Community School
- Krista Soria, Director of Student Affairs Assessment, University of Minnesota
- Leiataua Jon Peterson, Program Consultant, Minnesota Education Equity Partnership
- Megan Rozowski, Director of Research and Policy Development, Minnesota Private College Council
- Michael Dueñes, Former Dean, North Hennepin Technical College
- Michael Rodriguez, College of Education and Human Development Dean for Undergraduate Programs and Campbell Leadership Chair in Education and Human Development; Professor, University of Minnesota
- Nicola Alexander, Associate Professor, University of Minnesota
- Nicole Whelan, Research Analyst, Minnesota state grants, financial aid, FAFSA Completion, Minnesota Office of Higher Education
- Priyank Shah, Director of Equity Assessment, Minnesota State Colleges and Universities
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- Rev Hillstrom, Director of Educational Equity, Osseo Public Schools
- Rose Chu, Senior Policy Fellow, Minnesota Education Equity Partnership
- Samantha Diaz, Legislative and Policy Director in Education, Minnesota Council on Latino Affairs
- Stacy Gray-Akyea, Director of Research, Evaluation, and Assessment, Saint Paul Public Schools
- Tricia Wilkinson, Director, TRIO University of Minnesota

MnEEP Research Collaborative Table (RCT) - 2019

- Aisha Abdullahi, Hamline University
- Alex Hermida, Senior Research Analyst for Educational Attainment, Minnesota Office of Higher Education
- David Heistad, Director of Research and Evaluation, Bloomington Public Schools