



Our Moon Shot for Equity mission at WCU will only succeed in eliminating institutional equity gaps in student success with broad participation by our campus community. We refer to Moon Shot as a *mission* rather than an initiative because it is different from WCU's earlier equity work. The primary distinction is our understanding of the necessity to include the voices of our entire community of students, staff, and faculty in eliminating institutional inequity. We are committed to engaging everyone at WCU in Moon Shot.

During the first year of this mission, we began to engage the campus in Moon Shot work. To start, we identified 6 advisory board members and 15 Goal Team tri-chairs to lead our work identifying institutional barriers to equity operating within our policies and practices. From a robust list of volunteers across campus, we then selected our first team members to assist in our work focused on hold reform, transfer pathways, developmental course reform, the development of retention grants, and a shift toward proactive advising with technology. In addition to the over 75 individuals supporting Moon Shot's current Goal Team work, 60 staff and faculty are working to design, test, pilot, train, and support the implementation of our new student success platform, Navigate – an essential component of our Moon Shot for Equity mission.

To date, our goal teams have completed an initial assessment of institutional equity gaps in student success on campus. Based on their analyses of student success data, we will first focus on breaking down institutional barriers to equity for our Black and Latinx students. In other words, examination of our institutional data on student success across each of the goal teams revealed profound equity gaps for our Black and Latinx students. It is our work to understand and change institutional policies and practices that maintain equity gaps by identifying institutional barriers that are obstacles to success for our Black and Latinx students.

Our next Moon Shot phase will likely involve you. Our Goal Teams are now focused on the inquiry phase of their work -- understanding our campus policies and procedures, as well as understanding how our policies and procedures are perceived and experienced by our students. To this end, Goal Team members will ask the campus community to share their knowledge and experience. We hope when asked, you will take some time to share your experience with them. Goal Teams will use this information to craft recommendations for policy and practice changes to realign WCU to be more equitable for our Black and Latinx students. We are excited to launch this inquiry phase, engaging more of our campus community in this equity mission.

In addition, this spring we will continue to share out information about how our campus constituents can connect with our Moon Shot mission. We ask you to invite our team to faculty/department/college meetings, staff meetings, or student groups to talk about the role each unit can play in our Moon Shot for Equity mission. We will also continue to offer professional development opportunities to learn more about equity mindedness and how to use one's equity mindedness to focus on changing institutional practices at WCU.

We know many of our colleagues on campus are designing new projects with equity in mind – or continuing to work on existing projects with an increased attention to equity. We invite you to reach out and share your work with our Moon Shot team. We are excited to collaborate with you in this work – or just to know about it so we can share more of the DEIJ/student success work on our campus with one another.

Change management theory asserts that successful change happens when communities work together to mobilize against barriers. Therefore, it is essential that we encourage our *entire* community of educators to

take an equity minded approach to our university work. Only then, can we achieve our goal of closing equity gaps in student success by 2030.

For more information about the WCU Moon Shot for Equity mission please contact [wcupa.edu/moonshot](http://wcupa.edu/moonshot) or email the Moon Shot leadership team at [moonshot@wcupa.edu](mailto:moonshot@wcupa.edu).