Understanding Equity in Practice

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Webinar Presenters

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OCCRL researchers study policies, programs, and practices designed to enhance outcomes for diverse youth and adults who seek to transition to and through college to employment.
Overview of Presentation

• Learning objectives
• Defining equity
• Equity in the context of Illinois college access
• Moving beyond allyship
• OCCRL Resources
  – *Pathways to Results, Program Review Illinois, Comprehensive Local Needs Assessment* funded by ICCB
  – *Community Colleges for All (CC-ALL)* funded by the Bill & Melinda Gates Foundation
  – *Advancing Racial Justice & Equitable Outcomes in Community Colleges Institutes* funded by the Lumina Foundation
Learning Objectives

• **Define** equity in relation to the goal of increasing the proportion of Illinoisans with high-quality educational credentials to 60% by 2025

• **Define** allyship and what is required to move from being an ally to being an accomplice

• **Identify** resources that support practitioners in advancing systemic change to close outcome gaps in the state of Illinois
“Hence, equal education implies we are giving every student the same, and **equity in education provides students with the varied or differentiated supports needed to achieve equality**. Consequently, in order to provide adequate preparation and access to college and careers we emphasize and encourage P-20 leaders to focus on equity to achieve equality (Welton & La Londe, 2013, p. 6).”
“High Residential Segregation: The Peoria area had the sixth-highest level of segregation measured between blacks and whites of any metro area in the country, while the Danville area ranked 12th nationally. Kankakee, Rockford and Springfield were similarly among the top third most segregated metro areas between black and whites....

Black Incomes Lag Far Behind: Racial disparities in household incomes are severe throughout Illinois. In Springfield, differences between median black and white incomes were greater than any other metro area nationally. They were also among the top 10 percent in the Bloomington-Normal, Decatur, Kankakee and Peoria metro areas....

Elevated Black Poverty Rates: The latest Census estimates suggest Peoria has the highest black poverty rate of any larger metro area. Several other Illinois metro areas similarly recorded among the steepest black poverty rates nationally.”

-Governing Series, Segregated in the Heartland, 2019
“The first step in restoring higher education’s potential for socioeconomic mobility is to fix the issues that are causing a college education to be inaccessible to many of Illinois’ Black, Latinx, and rural students.”

-Partnership for College Completion, 2019

(Welton & La Londe, 2013)
Moving Beyond Allyship

• What is an ally?
  – Patel (2011); Reason, Scales, and Millar (2005)
• What does it mean to be an ally to students as a practitioner?
• Barriers to allyship
• The goal is to become an “accomplice”
Pathways to Results (PTR)

• What is PTR?
• Who is the target audience?
• Why is it helpful?
• How can I learn to apply it?
  – **Watch** three webinars on applying the PTR modules available on [OCCRL’s You Tube channel](https://www.youtube.com/)
  – **Watch** a [video](https://www.youtube.com/) on using PTR for the Program Review process
  – **Read** [research briefs](https://www.occrl.illinois.edu/) on the experiences of PTR teams
Program Review Illinois (PRI)

- What is PRI?
- Who is the target audience?
- Why is it helpful?
- How can I learn to apply it?
  - Read the research briefs
  - Listen to a Democracy’s College podcast featuring the efforts of Rock Valley College to incorporate equity into Program Review
Comprehensive Local Needs Assessment (CLNA)

• What is the CLNA?
• Who is the target audience?
• Why is it helpful?
• How can I learn to apply it?
  – **Watch** two [webinars](#) on understanding and identifying equity and opportunity gaps
  – **Read** through the [CLNA document](#)
Community College for All (CC-ALL)

• What is CC-ALL?
• Who is the target audience?
• Why is it helpful?
• How can I learn to apply it?
  – Watch the Exploring and Engaging Equity video vignette series
  – Listen to the Equity Speaks podcast series
Racial Justice Institutes

• What are the Racial Justice Institutes?
• Who is the target audience?
• Why is it helpful?
• How can I learn to apply it?
  – Watch the three keynote presentations
  – Watch the Equity Eye-Opener webinar series
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