

EQUITY WORKING GROUP FOR
BLACK STUDENT
ACCESS AND SUCCESS
IN IL HIGHER EDUCATION

2022 College Changes Everything
Presentation
July 11, 2022





Chicago State University: Founded in 1867 and Always in Motion

- Public university founded in 1867
- Five colleges – Arts and Sciences, Business, Education, Health Sciences, and Pharmacy – with over 70 undergraduate and graduate degree and non-degree programs
- Illinois' **only** four-year U.S. DOE-designated Predominantly Black Institution
- Produces **1 in 10 of Black student graduates statewide**
- **73% of faculty** identify as Black, Asian or Pacific Islander, and Hispanic or Latinx

CSU ranked in **top 4%** nationwide among all colleges and universities for economic mobility





MISSION: Since 1973, Women Employed has worked to improve the economic status of women and remove barriers to economic equity. We seek systemic improvements that touch the lives of women in low-income jobs and women of color, particularly Black and Latinx women.

REI in Higher Ed Work

- Seek equity in Illinois higher education
- Advocate for college affordability & need-based financial aid
- Published [*Advancing Racial Equity in Illinois Higher Education*](#) in 2020
- Chicago State University Equity Working Group member
- Illinois Board of Higher Ed Strategic Plan advisor
- Currently engaged in conversation about Black and Latinx student success in developmental education





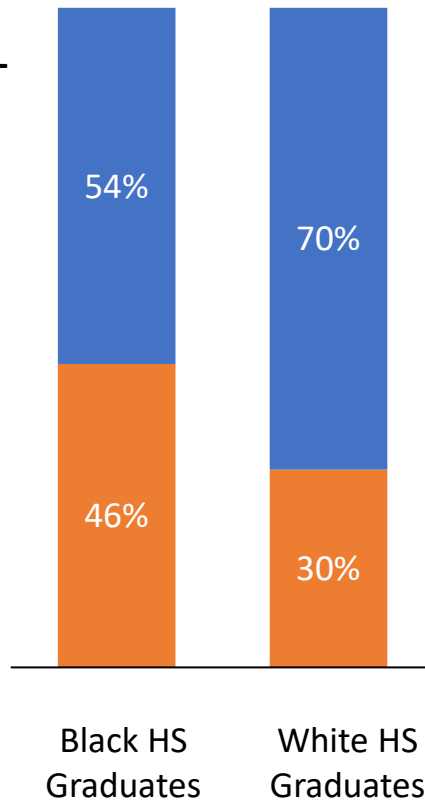


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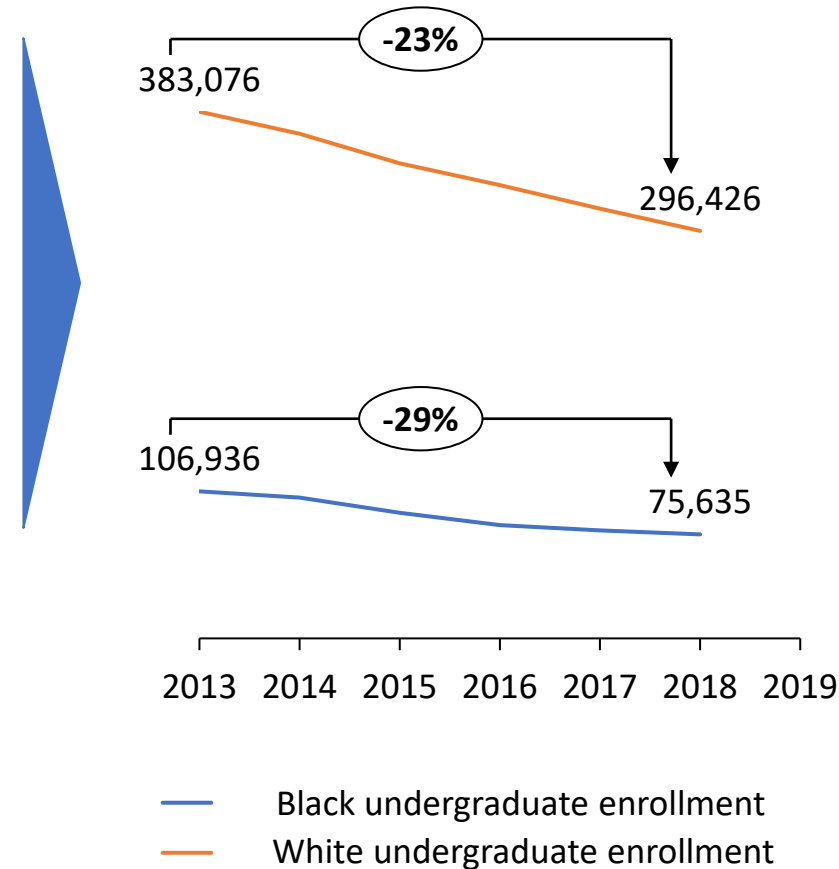
Black undergraduate enrollment in Illinois is declining

12-month college enrollment rates for IL high school graduates, 2018
100% = 135,420 IL HS graduates

 Enroll in postsecondary
 Do not enroll



Undergraduate enrollment trends for Black and White students in IL, 2013-2018



- Nearly **half** of all Black high school graduates do not enroll in post-secondary in the 12 months following graduation.
- While overall undergraduate enrollment in IL has declined 16% since 2013, enrollment has declined disproportionately for Black students (29%).

Data on college enrollment rates for high school graduates comes from a data match between ISBE, IBHE, and NSC on 2017 and 2018 IL high school graduates. Data on enrollment trends comes from IPEDS 2013-2018 Fall Enrollment Trends Data.



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Equity gaps exist for Black students at every step of the way through higher education

	<u>Black Individuals</u>	<u>White Individuals</u>		<u>Black Individuals</u>	<u>White Individuals</u>
HS Graduation Rate	75%	91%	First-year full-time retention	64%	82%
Post-secondary enrollment among HS graduates	54%	70%	Part-time retention	34%	41%
First-Year-Full-Time Retention Rate	62%	82%	Developmental <i>Publics</i> education placement	15%	5%
Graduation Rate	36%	54%	<i>Community Colleges</i>	65%	40%
Unemployment Rate	17%	9%	Transfer student retention	69%	78%



Applying these rates to 100 Black high schoolers = **the higher education system would graduate only 9 Black students from college**, vs. 28 White students.



Although Black students make up **16%** of Illinois' population ages 18-24, they only make up **10-11% of degrees conferred**.

Black Illinois residents participate in the labor force at 69%, compared to 82% of White residents.

Sources: 1. ISBE Illinois State Report Card, Graduation Rates, 2019 2. Data match between ISBE, IBHE, and NSC on 2017 and 2018 IL high school graduates. 3. IBHE "Assessing Equity in Illinois Higher Education," 2020. 4. IPEDS Graduation Rate, 2018; 5. [Illinois Current Population Survey](#), IDES



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Equity Working Group initiative launch covered by Chicago's NPR-affiliate WBEZ

WBEZCHICAGO

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Your NPR news source

Education

Chicago State Organizes Statewide Effort To Boost College Success For Illinois' Black Students

Black enrollment at Illinois' public universities and colleges dropped by 25% between 2013 and 2017.

By Kate McGee

July 30, 2020, 1:13 p.m. CT

<https://www.wbez.org/stories/chicago-state-organizes-statewide-effort-to-boost-college-success-for-illinois-black-students/155b8f83-6b84-4853-83e3-b3840636efbc>



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Equity Working Group for Black Student Access and Success in Illinois Higher Education

- Origin: CSU creates statewide Equity Working Group

“Chicago State University will begin convening higher education thought partners to collectively identify strategies and policies that eliminate barriers to access and completion for Black students.” President Z Scott

- Working Group Composition: Leaders from secondary and postsecondary education, elected officials and government agencies, business, nonprofits, philanthropic, and community-based organizations

- Support: Civic Consulting Alliance provided a framework and project management support; the Lumina Foundation provided technical assistance through facilitation

- Outcome: ***Cross-industry action plan*** for increasing Black student enrollment in higher education institutions across Illinois, for closing the race-based gap in college degree attainment, and improving labor market outcomes for Black families

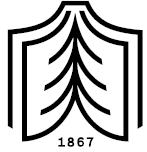
- Phase 1 (convenings) and Phase 2 (action plan release): completed

- Phase 3: Launch the Illinois Center for Education Equity to begin implementation of the action plan

**Civic
Consulting**
alliance



Lumina[™]
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Foundation for our work: Address the root causes of equity gaps for Black students at every step of the path to, through, and after higher education

Mission Statement:

The Equity Working Group will identify actions needed to close equity gaps to enable Black students, families and communities to thrive and survive in Illinois.



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Members of the Equity Working Group

Co-Chairs:

Zaldwaynaka Scott, Esq., President at Chicago State University

Hon. Elgie Sims, Illinois State Senator, 17th District Illinois State Senate

Karen Freeman-Wilson, President and Chief Executive Officer at Chicago Urban League

John Atkinson, Executive Vice President and Managing Director at Willis Towers Watson; Board Chair at Illinois Board of Higher Education

Corporate / private sector represented by: AT&T, Advocate Aurora Health, Deloitte US, John Deere, Hyatt Corporation, Spark Foundry, Willis Towers Watson, Cleveland Avenue

Educational institutions represented by: Chicago Public Schools, Chicago State University, University of Illinois System, Southern Illinois University System, City Colleges of Chicago, National Louis University, Bradley University, Illinois State University, Northern Illinois University, Governors State University, Northeastern Illinois University, Illinois Central College

Philanthropy, community-based organizations, and advocates represented by: Joyce Foundation, Circle of Service Foundation, Metropolitan Family Services, Chicago Urban League, Coppin Memorial AME Church, Illinois Justice Project, Partnership for College Completion, Education Trust, Women Employed, Cleveland Avenue Foundation for Education

Public offices and agencies represented by: Illinois State House of Representatives, Illinois State Senate, City of Chicago, Illinois Board of Higher Education, Illinois Community College Board, Illinois Student Assistance Commission



at&t

Chicago
Public
Schools



Women[™]
Employed

Deloitte.

TheJoyce
Foundation



JOHN DEERE

The Equity Working Group is applying this framework to understand root causes and potential interventions

Dropout points for Black students, prioritized by the largest divergence, will be considered...

- The Fact Pack analysis will provide a common understanding of the detail for the dropout points



- ✓ Transition to post-secondary education
- ✓ Enrollment patterns
- ✓ Persistence to completion
- ✓ Labor market outcomes

...within seven focus areas and their drivers...

AFFORDABILITY

INSTITUTIONAL FUNDING

INSTITUTIONAL PREPAREDNESS & SUPPORT

ENROLLMENT AND PROGRAM CHOICE

CLIMATE AND CULTURE

STUDENT WELL-BEING

CONNECTION TO CAREER

...for each part of the ecosystem, leading to a solution to drive outcomes.

- High School and alternative paths to secondary completion
- Community colleges
- Four-year colleges and universities
- State legislature
- Employers
- Community-based organizations
- Philanthropy



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Each Focus Area was assessed for potential interventions

1 | AFFORDABILITY

Can a student cover costs associated with enrolling, completing college and preparing for a career?

2 | INSTITUTIONAL FUNDING

What incentives are created from funding?

3 | INSTITUTIONAL PREPAREDNESS & SUPPORT

How are placement and service models impacting student success?

4 | ENROLLMENT AND PROGRAM CHOICE

How are institutions supporting students to enroll?

5 | CLIMATE AND CULTURE

How is community built for students and graduates so that everyone feels welcome?

6 | STUDENT WELLBEING

What services/support are available and how are students connected to these resources?

7 | CONNECTION TO CAREER

Are students connected to employment to make a living and equitable wage?



The Equity Working Group met once a month to center around data and discuss potential solutions for the student ecosystem

Meeting Topic	Meeting 1 – Sept 10th	Meeting 2 – October 15th	Meeting 3 – November 12th	Meeting 4 – December 15 th	Meeting 5 – January 21 st	Meeting 6 – Feb 25 th
	<ul style="list-style-type: none"> Overview of equity mission, framework Path through transition from high school to college (section 1 of fact pack) 	<ul style="list-style-type: none"> Enrollment patterns (section 2 of fact pack) 	<ul style="list-style-type: none"> Retention and persistence towards college completion (section 3 of fact pack) Student panel 	<ul style="list-style-type: none"> Labor market outcomes (section 4 of fact pack) Formation of action plan 	<ul style="list-style-type: none"> Review of strategies and initiatives developed over meetings 1-4 	<ul style="list-style-type: none"> Prepare for launch of change roadmap

Approach utilized:

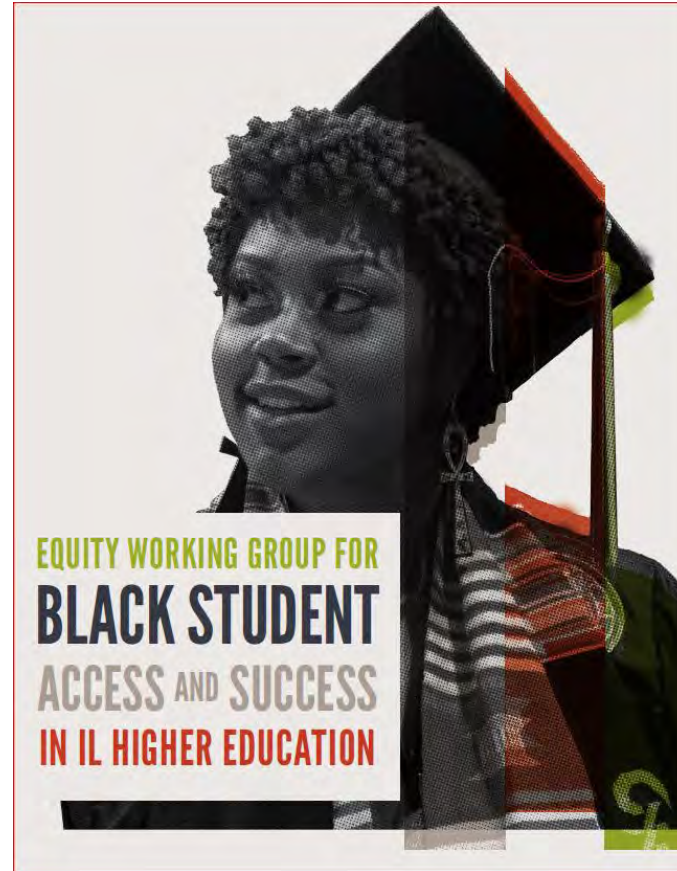
- Developed a **common understanding** of the issues through a review of data analysis
- Met in breakout groups by sector to talk through **what it will take the move the needle**
- Through the generous support of the Lumina Foundation**, discussions were facilitated by HCM Strategists
- Recommendations were created from all Working Group members in discussions towards an Action Plan with **actionable solutions for each sector**





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Action Plan Released



On May 24, 2021, the Equity Working Group held a virtual press conference to launch its completed Action Plan. The launch was covered by [The Chicago Tribune](#), [Diverse Issues in Higher Education](#), [Herald & Review](#), and others. For more information, please visit: https://www.csu.edu/provost/equity_working_group.htm

Sampling of media coverage of EWG Action Plan release

BREAKING NEWS

NEWS

Chicago Tribune

Illinois colleges are losing Black students. Turning that around is key not just for equity but to ‘build jobs’ here, advocates say.



"We have to be even more intentional about our strategies for engaging and supporting our minority communities," said Chicago State University President Z. Scott.

"The action plan recognizes racial tensions on campus and, beyond that, create further stress and help create strategies for inclusion and supporting student wellbeing. #News of Willis Towers Watson.

Members of the Equality Working Group said this problem isn't even their communities; it ripples all the way up in to a problem

‘Crisis Level’ Decline

A disproportionate drop in Black students enrolled in college prompted Illinois higher education leaders to propose increased state support for and shifts in how higher education is promoted and delivered to students of color.

INSIDE
HIGHER ED



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The plan has actionable solutions for each focus area

Overview of directives in the Action Plan:

AFFORDABILITY

- Make existing financial aid more accessible to Black families
- Accessible barrier-reduction grants to help Black students persist and complete college

INSTITUTIONAL FUNDING

- Ensure that institutional funding for public universities and community colleges is equitable

INSTITUTIONAL PREPAREDNESS & SUPPORT

- Provide additional institutional supports for Black first-generation students, Black students from low-income backgrounds, Black adult learners, and others for whom the transition to college might be more difficult

ENROLLMENT & PROGRAM CHOICE

- Reform developmental education to shorten time-to-degree
- Make the admissions process more inclusive
- Provide robust, culturally competent advising for Black students

CLIMATE & CULTURE

- Examine campus policies to improve Black student safety and inclusion on campus

STUDENT WELL-BEING

- Provide culturally competent mental health services for Black students on campus and in the workplace

CONNECTION TO CAREER

- Build a stronger bridge between college and career by improving career supports
- Hiring practices to prioritize closing equity gaps in the workforce



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Next steps to ensure the work is a living initiative

- ✓ **The implementation work will be housed at the Center for Education Equity** at the Institute for Solutions of Urban Populations, part of the Illinois Innovation Network
- ✓ **An Advisory Council will be appointed**, to help oversee and provide strategic guidance for the Center's director and their team

Phase 2: Action Plan Release

- Released in May 2021
- Media release strategy is initiated with materials for Members to amplify the work
- With the Action Plan release, a roadshow will take place to share with new audiences across different sectors



Phase 3: Center Launch

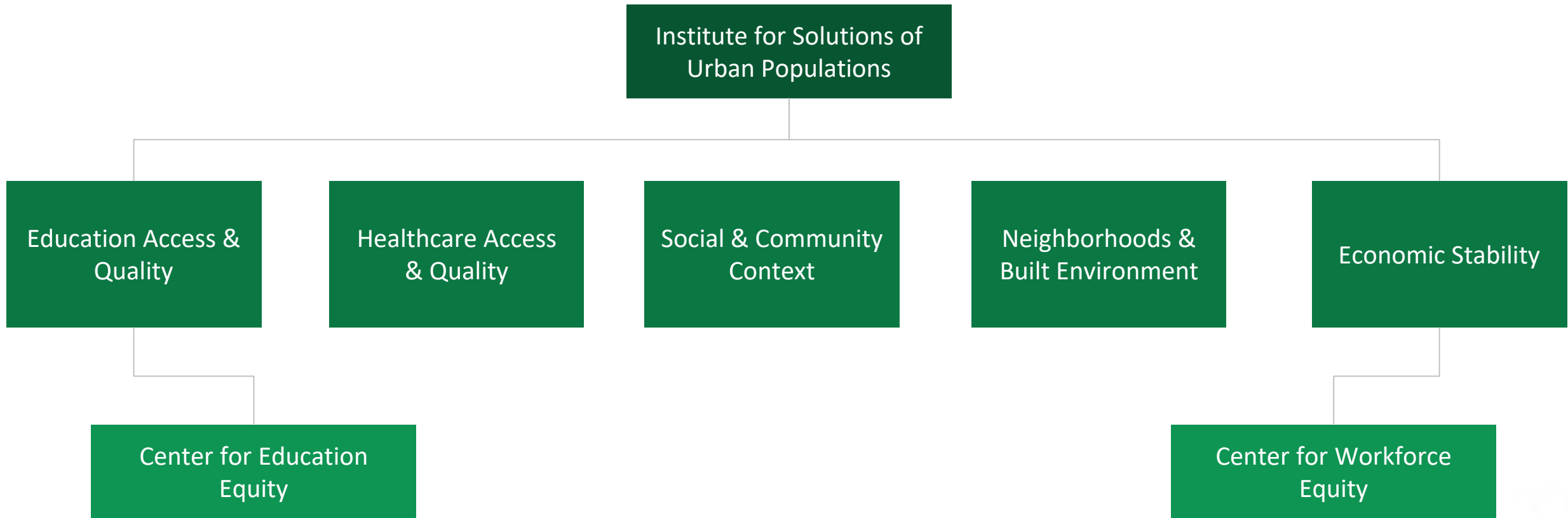
- Campaign for financial support to support the retention of the Center's director and team
- Appoint EWG members and other industry leaders to cross-sector Advisory Council
- The draft IBHE Strategic Plan has incorporated elements from the draft EWG Action Plan



Phase 4: Ongoing Implementation

- Using metrics developed in the Action Plan, analyze data and track progress for recommendations
- Re-convene the group bi-annually to update members on progress and share successes
- Publish the implementation process annually
- Host programming to platform and promote education equity

The Institute for Solutions of Urban Populations addressing social determinants of health & well-being





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Close and Questions

“

The death of George Floyd has further widened a wound in America that never seems to heal. We must consider the real work that will bring meaningful change. Now more than ever, our students are needed to be developed into community leaders to provide new directions towards social justice for lasting change.

- Zaldwaynaka Scott, Esq.

June 1, 2020 statement from President Scott regarding George Floyd's murder and Chicago State University's decision to lead an Equity Working Group

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