



Equity in Higher Education: Setting Priorities in the Higher Education System

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ILLINOIS BOARD OF HIGHER EDUCATION | ILLINOIS COMMUNITY COLLEGE BOARD



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FROM

EQUITY

TALK

TO

EQUITY

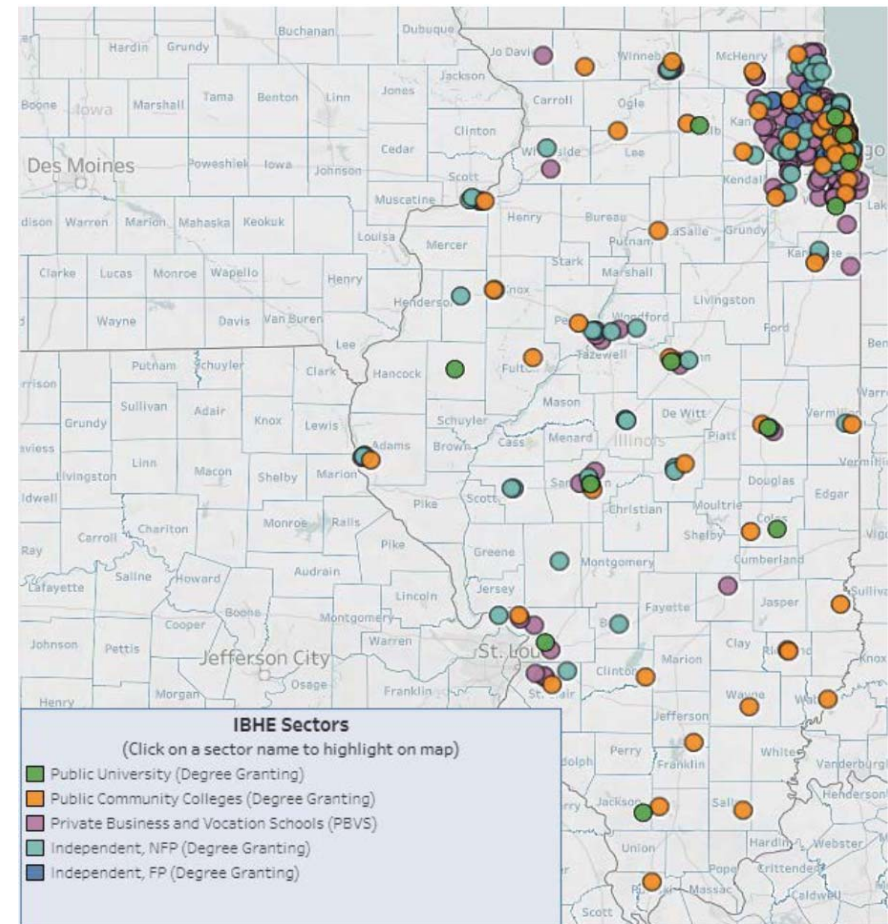
WALK

Today's Objectives

- Gain Clarity
- Learn
- Reflect

Higher Education Landscape in Illinois

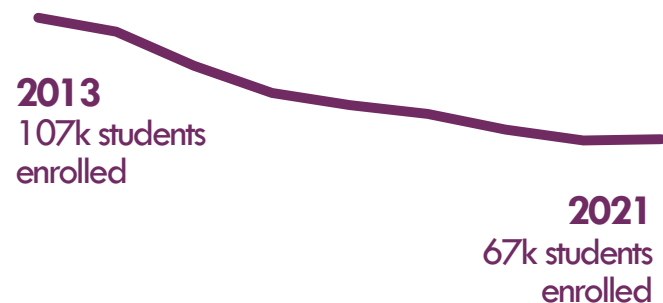
- 204 institutions of higher education
 - 12 public universities
 - 93 private, non-profit institutions
 - 10 private, for-profit institutions
 - 41 out-of-state institutions with a presence in Illinois
 - 48 public community colleges
- 679,000 students enrolled Fall 2021
- 266 private business and vocational schools



Equity Gaps Facing African American Students

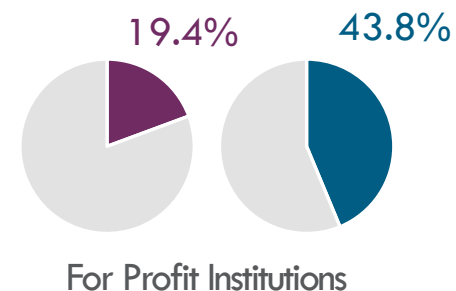
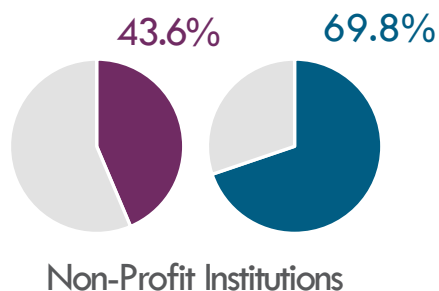
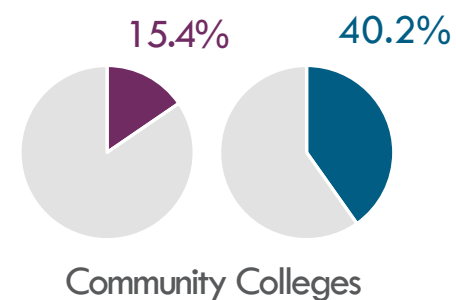
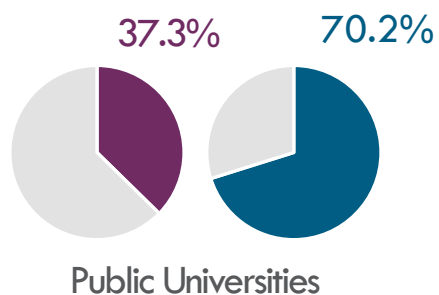
ENROLLMENT CHANGE OVER TIME

Enrollment has decreased by **37%**
for African Americans.



African American
White

2021 GRADUATION RATES



Equity Gaps Facing Latino Students

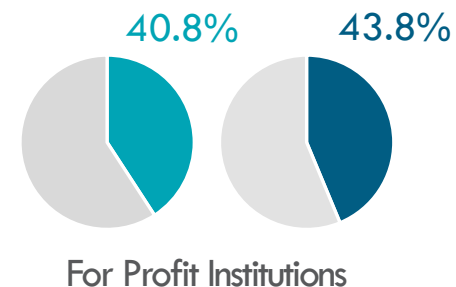
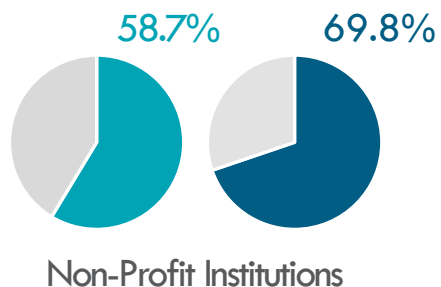
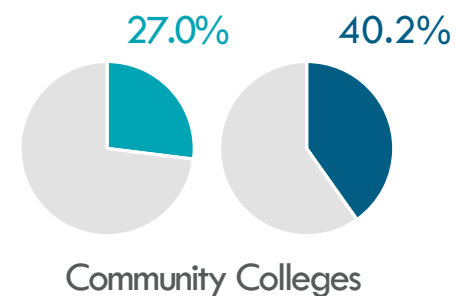
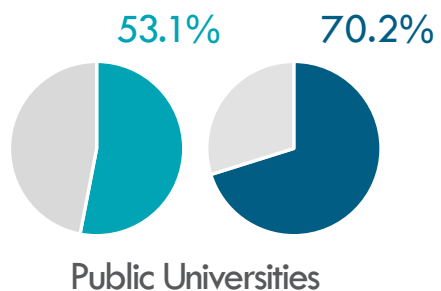
ENROLLMENT CHANGE OVER TIME

Enrollment has increased by **3%**
for Latino students.



Latino
White

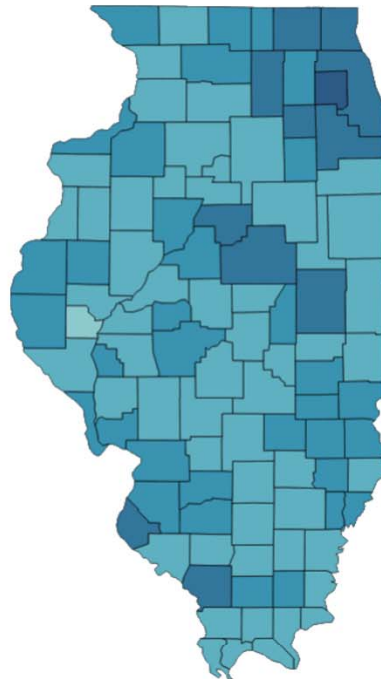
2021 GRADUATION RATES



Disparities in Postsecondary Attainment

**2021
Associate's
or Higher**

State Average: 44%
State Count:
3,891,841
Total State Population
25+: 8,876,878

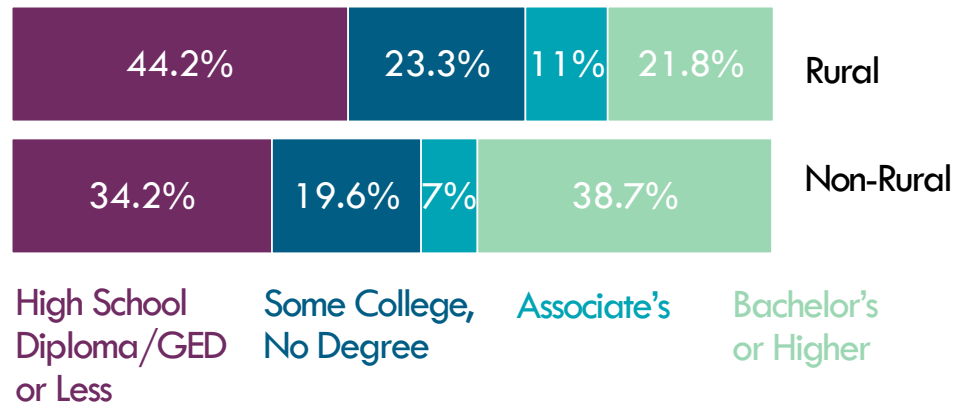


Percent of adults 25 years or older
20%  56%

Source: 2021 American Community Survey 5-Year Estimates



EDUCATIONAL ATTAINMENT IN ILLINOIS (AGE 25+) BY RURALITY



See all of our interactive [Equity Maps](#)

Source: 2020 American Community Survey 5-Year Estimates

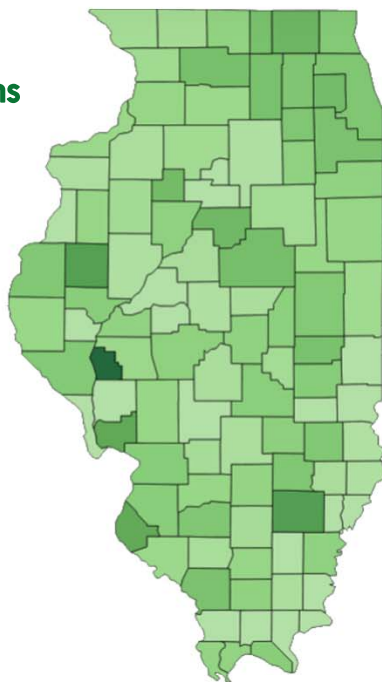
Disparities in Postsecondary Attainment

2021 African Americans with Bachelor's or Higher

AA Average: 23.3%

AA State Count:
273,764 out of
1,174,889

Total State Population
25+: 8,876,878



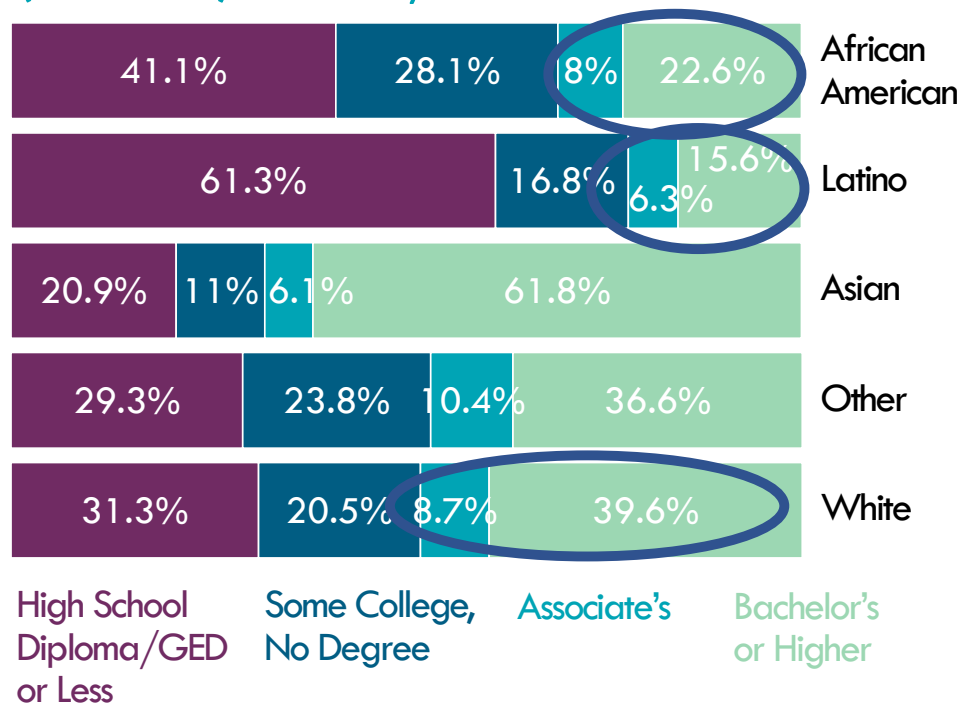
Percent of Adults 25+ with a Bachelor's +

0.0% 100.0%



Source: 2021 American Community Survey 5-Year Estimates

EDUCATIONAL ATTAINMENT IN ILLINOIS (AGE 25+) BY RACE/ETHNICITY



Source: 2020 American Community Survey 5-Year Estimates

A Thriving Illinois



A thriving Illinois has an inclusive economy and broad prosperity with equitable paths to opportunity for all, especially those facing the greatest barriers.



Goals for a Thriving Illinois



Build a stronger financial future for individuals and institutions.



Close the equity gaps for students who have been left behind.



Increase talent and innovation to drive economic growth.

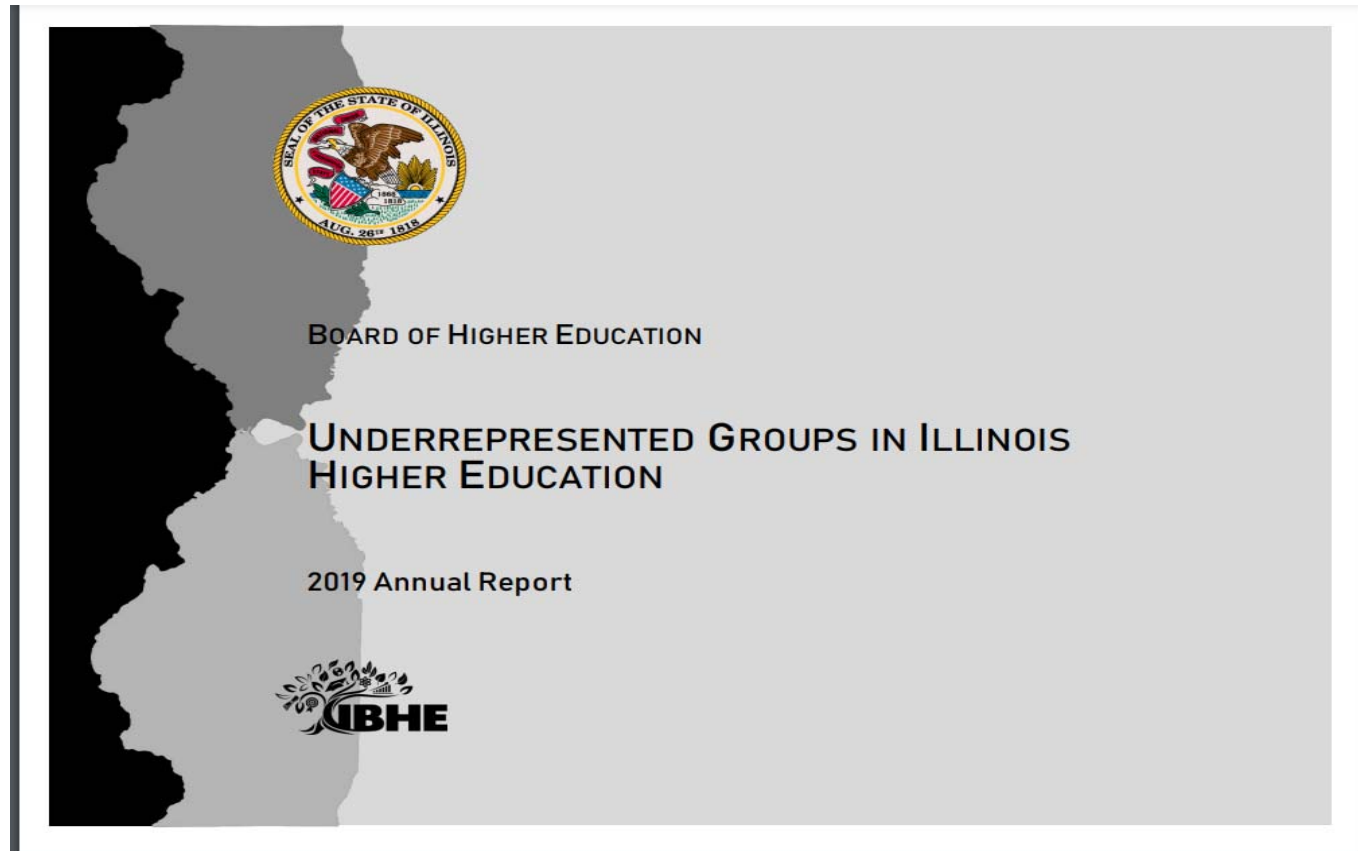
Establish and Implement Institution-Level Equity Plans and Practices

Equity Plans and Practices to Close Gaps

- Required of all public institutions of higher education. Encouraged for private institutions.
- **Equity Plans and Practices to close gaps in enrollment, retention, completion, and student loan repayment rates**
- Focus on Black, Latinx, AAPI, Native American, rural, adult, women, & people with disabilities
- **IBHE, with ICCB, to establish guidelines, provide support, study, report effectiveness and outcomes**
- Annual reporting to General Assembly and Governor with description of plans, financial data, effectiveness and outcomes of plans and programs, including budget allocations, admission retention, graduation statistics, and faculty representation



From “Underrepresented Groups Report” to Equity Plans & Practice



Equity Plan Advisory Committee

- 22 Subject Matter Experts Invited to Participate
- Entities Represented:
 - Public & Private Institutions
 - Community Colleges
 - State Agencies
 - Non-Profits



<https://www.ibhe.org/EAP.html>

Charge of The Committee

To provide recommendations to the Illinois Board of Higher Education and the Illinois Community College Board on the components, methods, practices, and strategies to be included in an Illinois Higher Education Equity Plan and Practices framework. The framework will be used by public higher education institutions to develop new and expand existing equity plans and implement practices designed to close gaps that exist among underrepresented and minoritized groups within their respective institutions.

Committee Goals & Process

- Create a shared understanding of best practices in closing equity gaps on Illinois campuses.

IBHE & ICCB facilitated six advisory committee meetings and three subcommittee meetings.

- Cultivate information from other approaches across the state and the nation that promote equitable outcomes.

Invited presenters to share research and best practices from their state and local work.

- Develop recommendations on the components, methods, practices, and strategies to include in an Illinois Higher Education Equity Plan and Practices framework.

IBHE & ICCB compiled and analyzed feedback received from committee members' brainstorming sessions and subcommittee meetings.



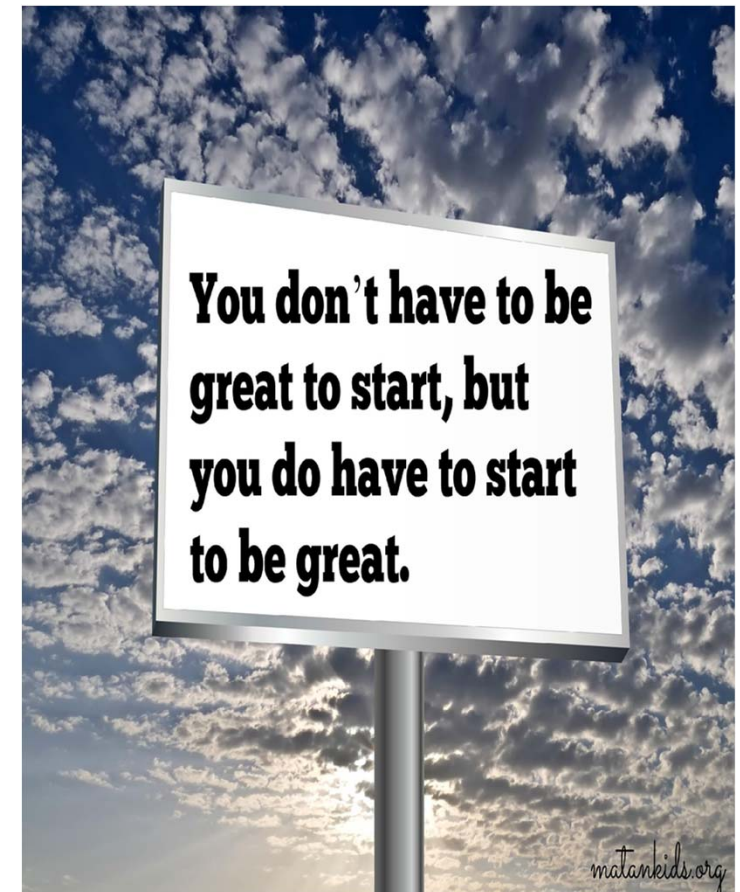
Proposed Equity Framework Definition

Illinois Higher Education Equity Framework is a *student-centered practice* that is designed to meet the need and support the success of historically underserved and underrepresented students. While the framework focuses on populations with current disparate outcomes - Black, Latinx, low income, rural, women, individuals with disabilities, working adults, and other racially minoritized groups - it is designed for sustainable actions across *all marginalized populations*. Illinois Higher Education institutions commit to a framework to support student success and achievement in their academic and career goals while promoting respect, fairness, diversity, equity, inclusion, and access.

Equity Plan Framework

DRAFT

- Describe the current efforts in closing the equity gaps for minority, marginalized and other underrepresented groups. (i.e., have the gaps widened and/or decreased, what is this attributed to, what have been the challenges, etc.)
- Provide data utilized to 1) better understand the challenges and where gas persists, 2) aid in decision-making to identify high impact services, practices, and strategies, 3) improve existing programs, and 5) understanding the needs of their campus community.
- Describe the relationship of this equity plan to other institutional plans (i.e., current strategic plan, division plans, curriculum planning efforts, current DEIA plans or efforts within the institution, etc.)



Equity Planning Next Steps

- **Finalize Equity Plan Framework**
- Develop and release guidance
- **Develop and Implement Equity Plan Trainings**
- Develop internal review, monitoring and reporting system

Incorporating Equity Goals into the Application Review Process

Application & Review Process

- Degree Granting Unit
 - New Institutions for Operating Authority
 - New Degrees
 - Program Reviews
 - Change Requests and Reasonable and Moderate Extensions
 - Dual Credit Applications

Application Review Process- Equity Lens

Framework

Framework of integrated strategies and services:

- Stemming from institutional equity planning (under development)
- Combining institutional and college/department/program-level initiatives
- Spanning recruitment through retention and completion of students
- Supporting the whole student (academic, financial, belonging/identity, social/emotional wellbeing, and pre-professional)
- Intentionally engaging students (as opposed to “providing access”)
- Employing best practices
- Recruiting and retaining diverse faculty and staff
- Supporting faculty and staff to support student success
- Monitoring progress

Application Review Process- Equity Lens

Student Retention and Recruitment

Strategies for recruitment and retention of underrepresented students

- Recruitment efforts to attract and retain underrepresented students
- Consideration of transfer pathways to support seamless transfer
- Structures for monitoring success of the program in recruiting and retaining to completion underrepresented students
- Additional strategies to recruit underserved and underrepresented students for the program

Application Review Process- Equity Lens

Whole Student Support

Intentional, systematic, whole student supports to close equity gaps

- Strategies to support financial, academic, social-emotional well-being
- High impact practices
- Pre-professional engagement
- Evidence that there is “framework” of supports that combines initiatives in the proposed program with institutional-wide initiatives
- Engagement of employers and other partners

Application Review Process- Equity Lens

Faculty Recruitment and Retention

Strategies to implement equitable talent management to increase and retain faculty and staff of color

- Recruitment and retention plans
- Supports for faculty to effectively support student success
- Initiatives to support faculty development and collaboration



Thank You!
Questions? Email us at:
info@ibhe.org