

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

**Chicago State University Presentation to
CCAPS**

September 22, 2021



About CSU





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Chicago State University: 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
- Member of the **Thurgood Marshall College Fund**
- Produces **1 in 10 of Black student graduates statewide**
- **Economic impact:** \$1.6 billion to the Illinois economy annually, supporting 17,525 jobs in Illinois
- 73% of faculty identify as Black, Asian or Pacific Islander, and Hispanic or Latinx
- STEM Excellence: CSU in the **top 2% nationwide** for graduating Black physics majors

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



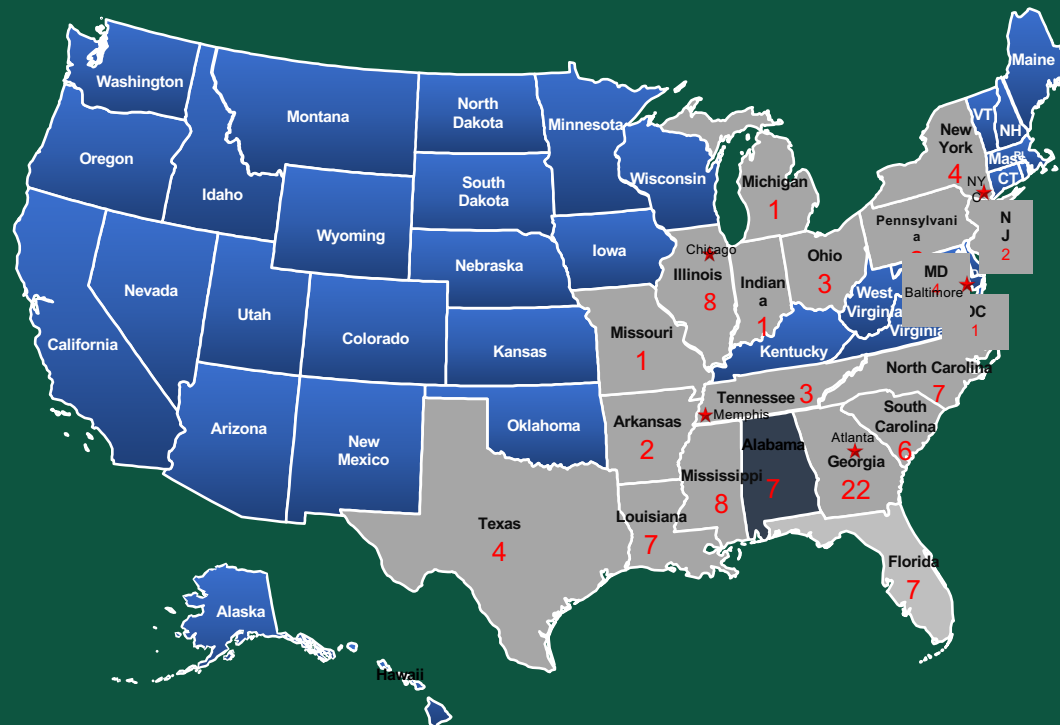
CSU's Unique Student Body

	CSU	IL Public Un. or Other Higher Education Systems
Receive Pell Grant	89%	48%
ACT Score (avg)	18	23
Part-Time Students	36%	12%
Black Students	71%	15%
Latinx Students	7%	12%
Students at the poverty line	53%	20% - national
First-generation college student	61%	24% - national
Transfer students	45%	Not found
Student parents	30%	14% - all IL colleges

Data based on:

- Undergraduate population
- Year for the data ranges from 2016 – 2020
- Data in right column is for Illinois public universities unless otherwise noted

The Important Role of Predominantly Black Institutions for Equitable Education





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What is a Predominantly Black Institution?

Incorporated in the Higher Education Act in 2008, and designated by the U.S. Department of Education, Predominantly Black Institutions (PBIs) are defined as institutions that:

- At least 50% of undergraduate students are low-income or first-generation college students;
- Low per student spending;
- At least 40% of students are African American.

Then-U.S. Senator Obama (2007): “Predominantly Black Institutions serve the cultural and social advancement of low-income, African-American and other minority students, and are a significant access point for these students to higher education and the opportunities offered by American society.”

CSU is Illinois’
only four-year
Predominantly
Black Institution



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Chicago State University as the leading national voice for Predominantly Black Institutions (PBIs)

- Nationally, PBIs account for 3% of all postsecondary institutions and **enroll 9% of all African American college students**
- 5 public PBIs in Illinois (104 nationwide), **enrolling 20% of Illinois' Black students**
- Illinois has the **second highest number of public PBIs** in the country (second to Georgia)
- CSU is one of the few four-year PBIs that provides comprehensive academic programming (e.g., **CSU is the only PBI nationwide that offers a doctoral degree in pharmacy**)



Z Scott
President of
Chicago State
University



Kurt Schmoke
President of
University of
Baltimore

**Illinois' PBIs
enroll 1 in 5 of
Illinois' Black
college students**

Sept. 21, 2021 Visit from U.S. Secretary of Education Dr. Miguel Cardona



Equity in Education Leadership

“

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.

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

✉️ f 🐦



Chicago State University President Zaldwaynaka "Z" Scott, shown here in a back-to-school parade in 2018, is spearheading an effort to

9



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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 funding for technical assistance through facilitation by HCM Strategists
- 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 Center for Education Equity in Winter 2021/22 to begin implementation of the action plan

**Civic
Consulting**
alliance



Lumina[™]
FOUNDATION





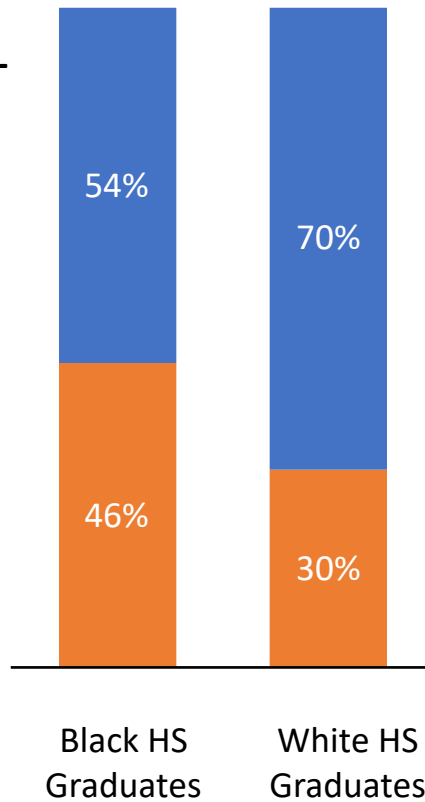


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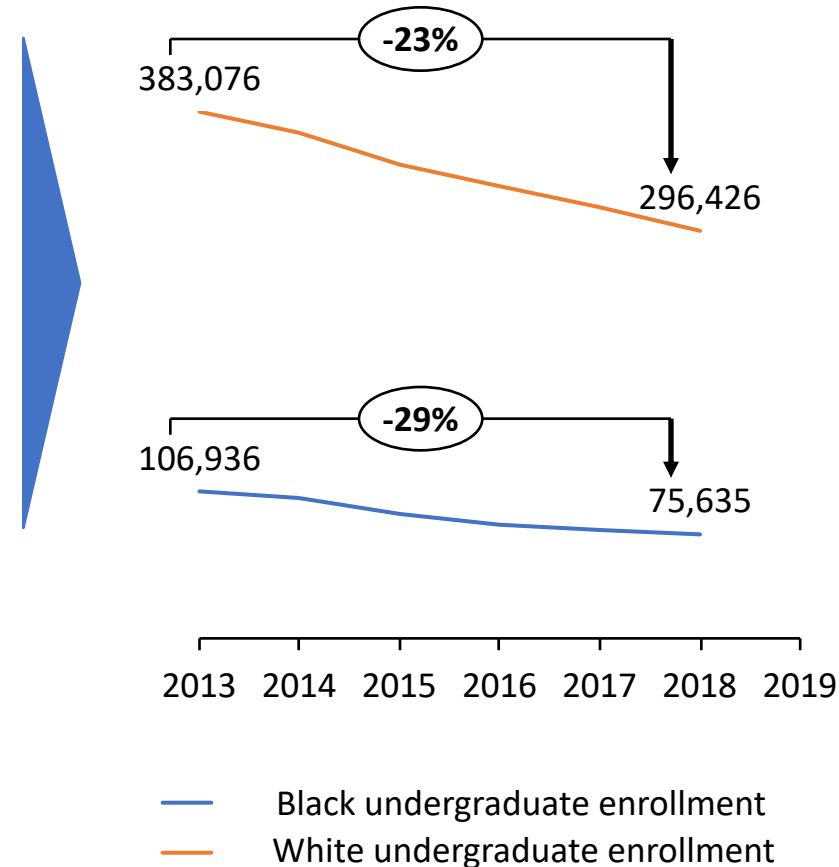
Black undergraduate enrollment in Illinois is declining

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.

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%

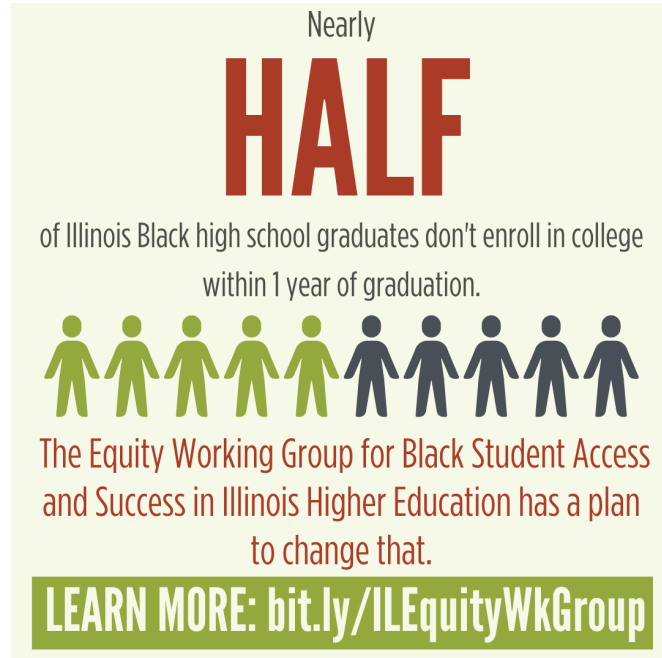
Applying these rates to 100 Black high schoolers = **the higher education system would graduate only 9 Black students from college**, vs. 28 White students.

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

Foundation for our work: Address the root causes of equity gaps for Black students at every step of the path through 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.

We will create a multi-sector plan for collective action that answers the following questions:

- How can we address systemic racism that shows up in our policies and change those policies to be equitable?
- How can we collaborate and work jointly to knock down barriers that have prevented our system from serving students and families equitably?



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Members of the Equity Working Group

Co-Chairs:

Zaldwaynaka Scott, Esq., President at Chicago State University

Hon. Elgie Sims, Jr., 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



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:

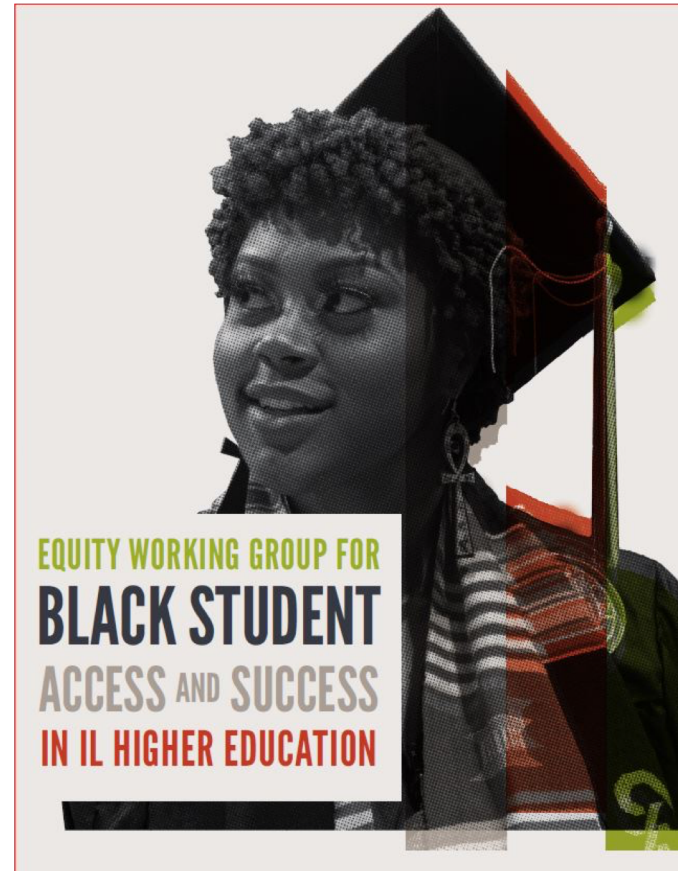
- Developed a **common understanding** of the issues through a review of data analysis
- Met in breakout groups by sector to talk through **what it will take the move the needle**
- Through the generous support of the Lumina Foundation**, discussions were facilitated by HCM Strategists
- Recommendations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





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May 2021: EWG Action Plan Released



In May 2021, the Equity Working Group held a virtual press conference to launch its completed Action Plan. The launch was covered by [The Chicago Tribune](#), [Inside 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

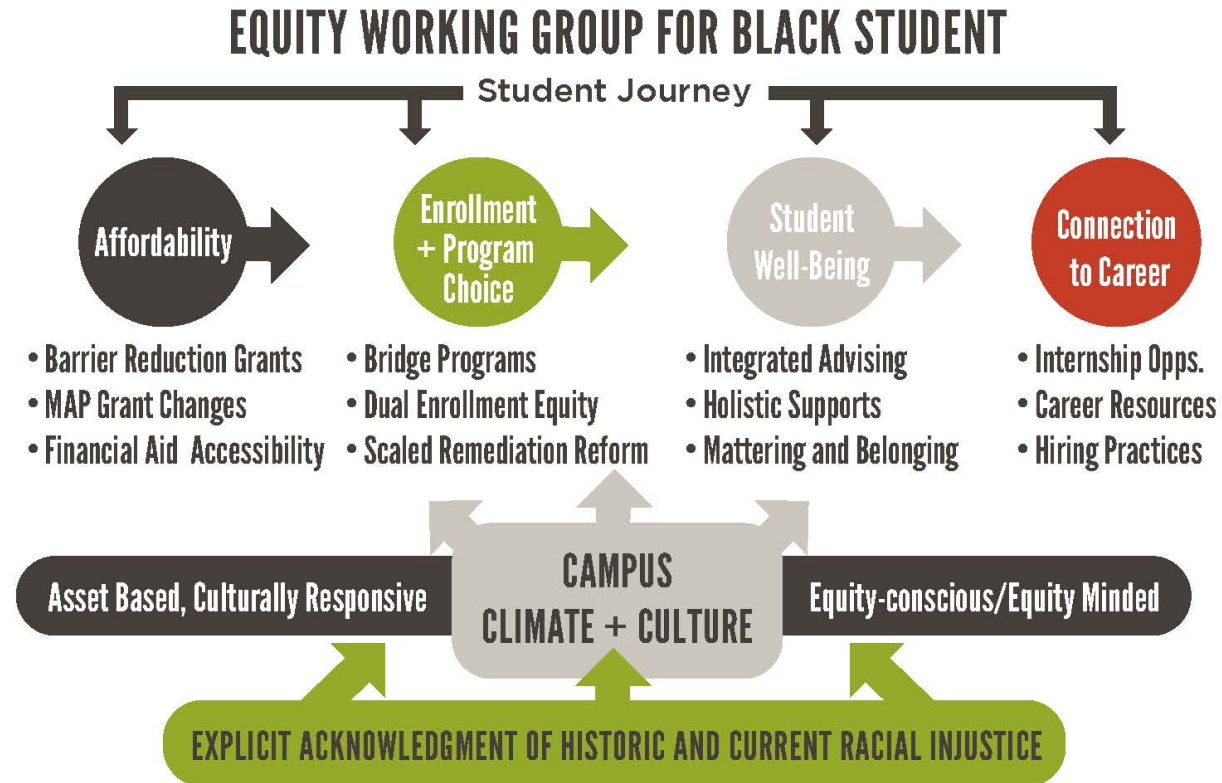
A disproportionate drop in Black students enrolled in college prompted Illinois higher education leaders to propose increased state support for and shifts in how higher education is promoted and delivered to students of color.

INSIDE
HIGHER ED



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EXECUTIVE SUMMARY GRAPHIC





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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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Actionable solutions specific for two-year and four-year institutions (1 of 5)

AFFORDABILITY

Financial aid:

- Increase culturally relevant financial aid outreach, targeting Black schools and families
- Conduct comprehensive internal audits of financial aid and reprioritize to center equity
- Collect, share, and utilize data on MAP, both for the applicants who receive MAP and those who do not

Barrier reduction:

- Collect institutional data on additional student financial need and grant distribution, and develop in-house early alert systems to identify students who need additional financial resources
- Make institutional barrier-reduction grants more accessible for Black students
- Implement debt-forgiveness for returning students who have small remaining balances
- Form partnerships with other sectors to direct emergency funds to Black students most in need

INSTITUTIONAL FUNDING

Resource allocation:

- Distribute emergency budget funds using an equity lens
- Where budget cuts must be made, distribute cuts equitably, not evenly
- Create an evidence-based funding formula for public universities that prioritizes Black students
- Gather data over time to evaluate the effectiveness of reforms

Actionable solutions specific for two-year and four-year institutions (2 of 5)

Overall change management:

- Launch a sustained effort to engage Black students in redesigning programs and processes

Dual credit:

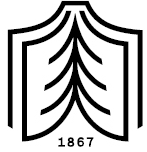
- Build new dual credit partnerships with local high schools that center equity
- Make existing dual credit programs more inclusive by eliminating common barriers to access
- Leverage digital infrastructure from the COVID-19 pandemic to increase access for dual credit at high schools and colleges that do not offer courses on-site
- Require reporting on racial representation, student eligibility requirements, and student success metrics from all dual credit partnerships; follow state-determined racial equity targets for enrollment in dual credit programs
- Explore ways to increase the number of teachers qualified to teach dual credit courses, especially in underserved communities

Pathways:

- Commit resources to the development of existing bridge programs
- Invest in transfer pathways for Black students

Developmental education:

- Use multiple placement criteria to avoid unnecessarily enrolling Black students in developmental courses
- Transition to more effective models of developmental education



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ENROLLMENT & PROGRAM
CHOICE

Actionable solutions specific for two-year and four-year institutions (3 of 5)

Admissions and recruitment:

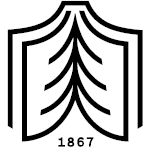
- Revise admissions criteria to be more inclusive, including implementing test-optional practices
- Strengthen recruitment practices to better support Black students through training and targeted, personalized support
- Increase targeted, culturally competent outreach to Black high school students and communities
- Expand summer college programs and academic boot camps for Black students

Anti-racist and culturally competent advising:

- Reframe advisor role to focus on proactively ensuring students graduate
- Train all advisors in cultural competency and implicit bias
- Have advisors make academic, financial, and wellness plans for Black advisees
- Make advisors' caseloads manageable

Transfers:

- Develop educational and advising policies that will help Black transfer and returning students to progress
- Build out systems of predictive analytics using institutional data to create early alert systems
- Form more transfer agreements between 2- and 4-year institutions



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CLIMATE & CULTURE

Actionable solutions specific for two-year and four-year institutions (4 of 5)

Policies:

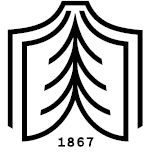
- Commit to regularly examining school use of campus and/or local police
- Commit to examining student codes of conduct and implementing state standards
- Use campus climate and culture assessments and micro-surveys to guide policy changes

Communities:

- Fund on-campus Black communities
- Remove barriers for Black students to engage with all student spaces on campus
- Collect data and track on retention, persistence, and completion rates for Black students who participate in Black student communities

Hiring:

- Prioritize diversity in faculty hiring



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Actionable solutions specific for two-year and four-year institutions (5 of 5)

STUDENT WELL-BEING

Mental health:

- Require mental health providers to be licensed therapists and trained in cultural competencies and implicit bias
- Require all faculty and staff to be trained in culturally competent and anti-racist mental health awareness

CONNECTION TO CAREER

Career support:

- Allocate resources to career centers
- Connect Black students with mentors who will help guide them through college and into the workforce
- Provide career-field specific scholarships for Black students pursuing specific career paths

Collaboration with corporate:

- Increase collaboration between university faculty and workforce/industry partners:
 - Build partnerships to give Black students more opportunities to interact with employers on campus
 - Build cross-sector partnerships to connect Black students to careers



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



Next steps to ensure the work is a living initiative

The implementation work will be housed at the Illinois 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

Hiring a Director for the IL Center for Education Equity, to guide the policy and programming efforts for the foundational phase

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 IBHE Strategic Plan has incorporated elements from the 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

Stay in Touch

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Chief of Staff

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IBHE

A THRIVING ILLINOIS

2021

Higher Education Paths to Equity,
Sustainability, and Growth

Ginger Ostro
Executive Director
Illinois Board of Higher Education
September 22, 2021

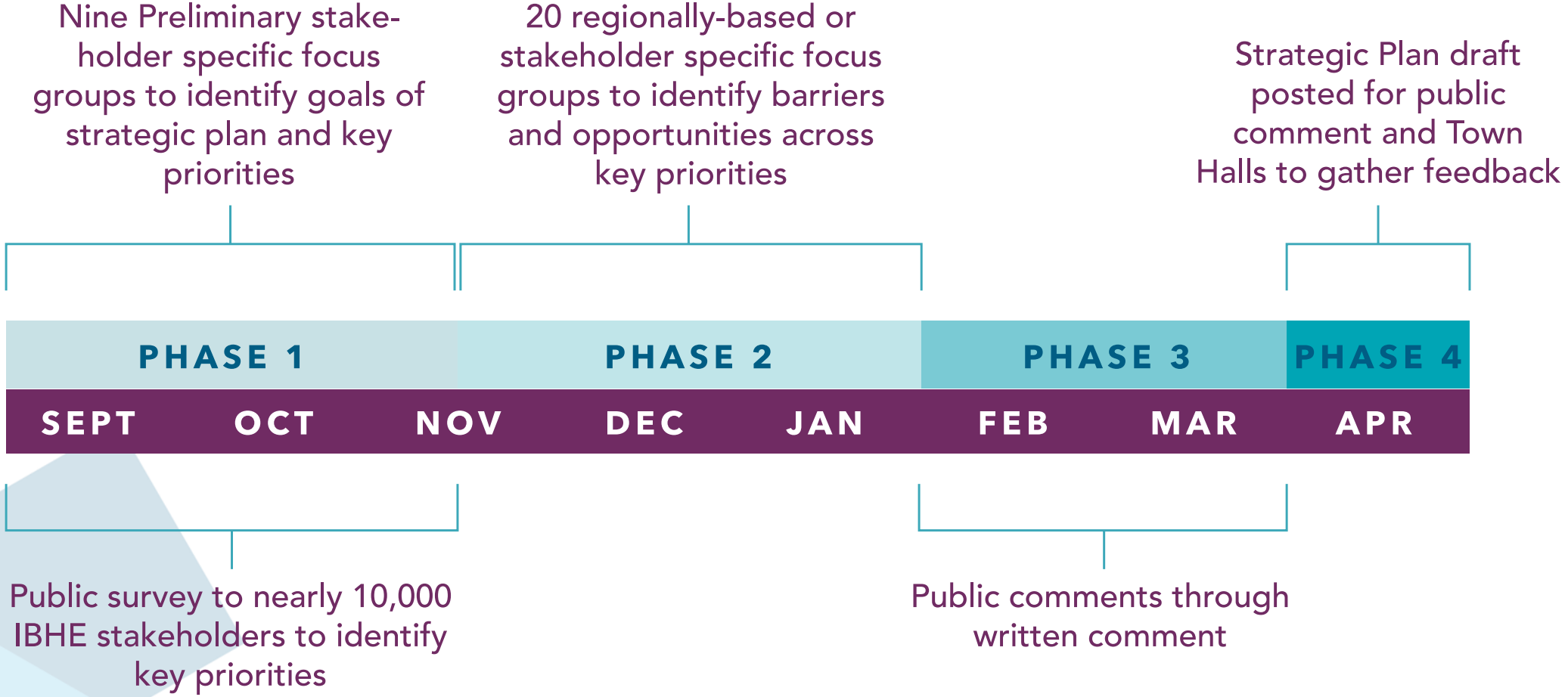
A Thriving Illinois



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



Built on Community Engagement



Sustained by Core Principles



Students are our priority.

Equity drives our system.

Higher education is a public good that enriches life.

Our diverse institutions work in concert.

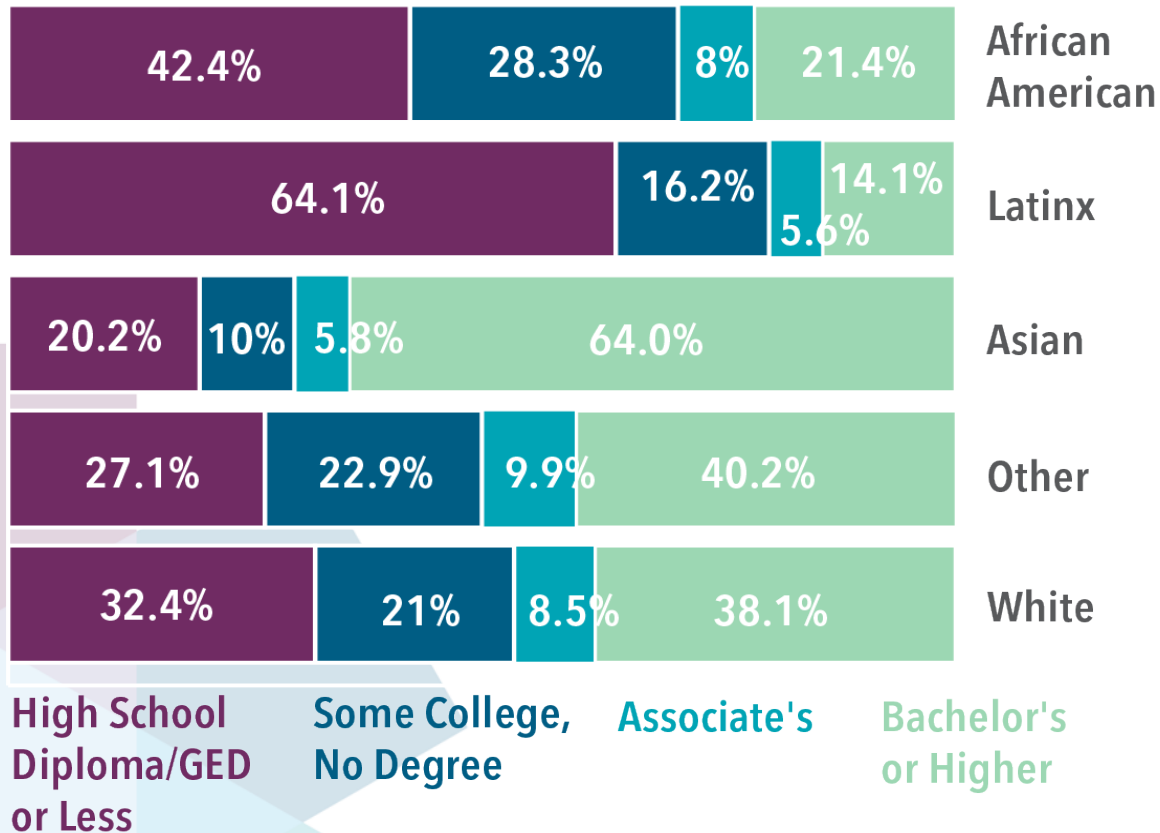
We reinforce the P-20 education continuum.

Talent, research, and innovation drive our economy.

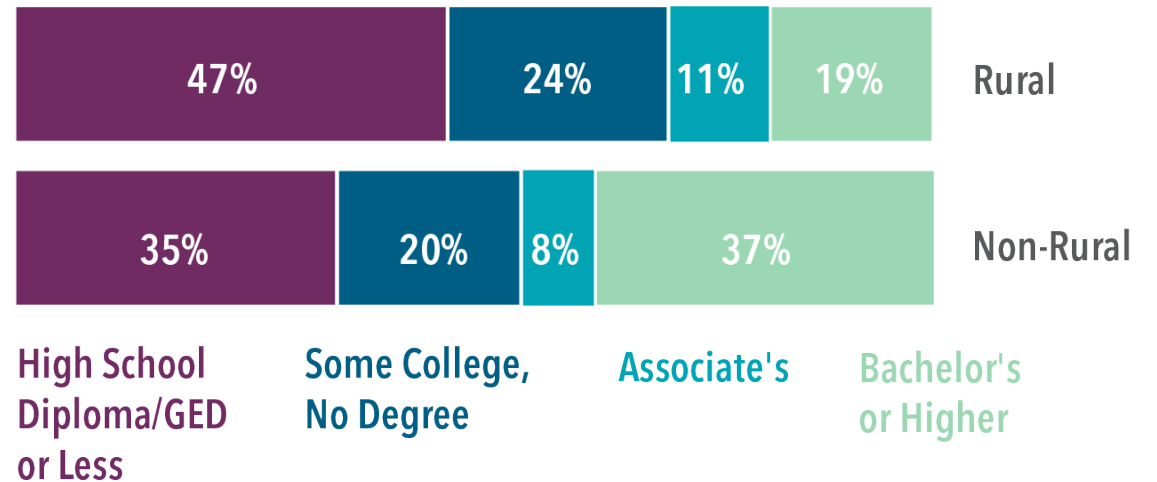
Disparities in Postsecondary Attainment



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



EDUCATIONAL ATTAINMENT IN ILLINOIS (AGE 25+) BY RURALITY



Equity Gaps Facing African American Students

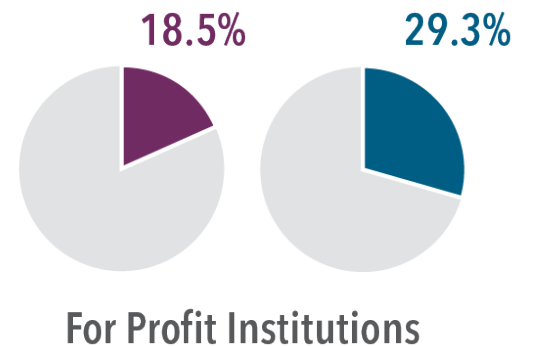
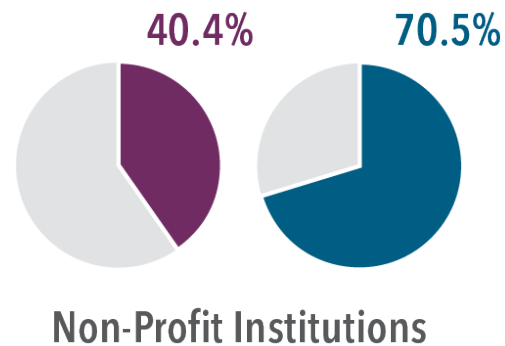
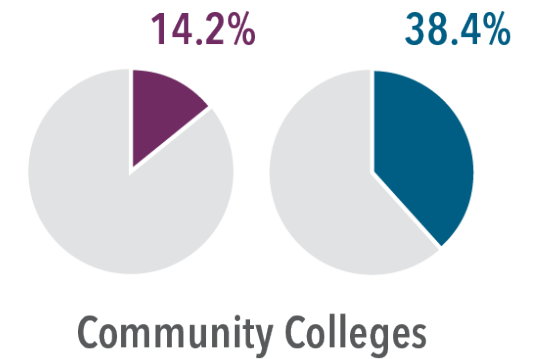
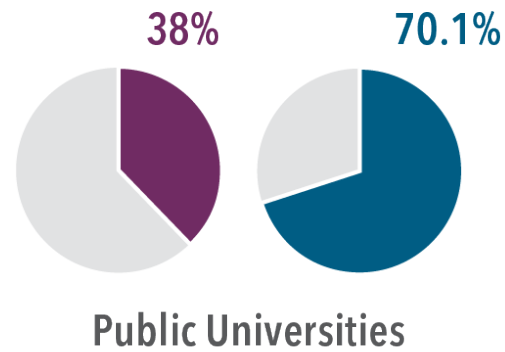


ENROLLMENT CHANGE OVER TIME

Enrollment has dropped **34%** for African Americans.



African American
White

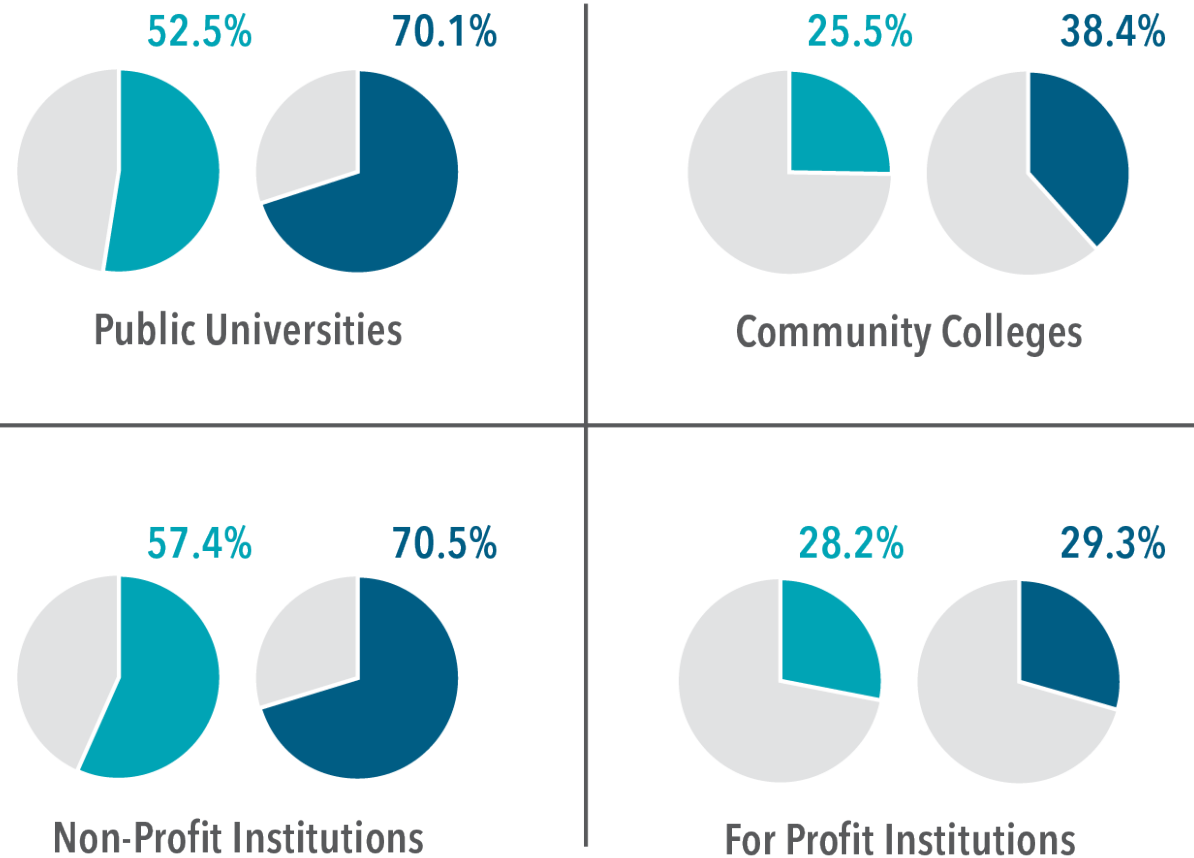
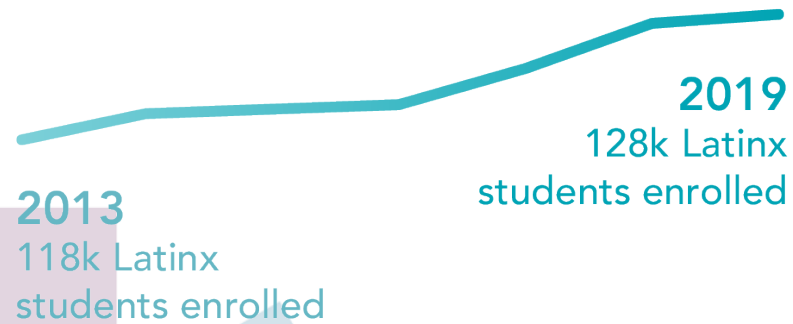


Equity Gaps Facing Latinx Students



ENROLLMENT CHANGE OVER TIME

Enrollment has increased by over 8% for Latinx students.

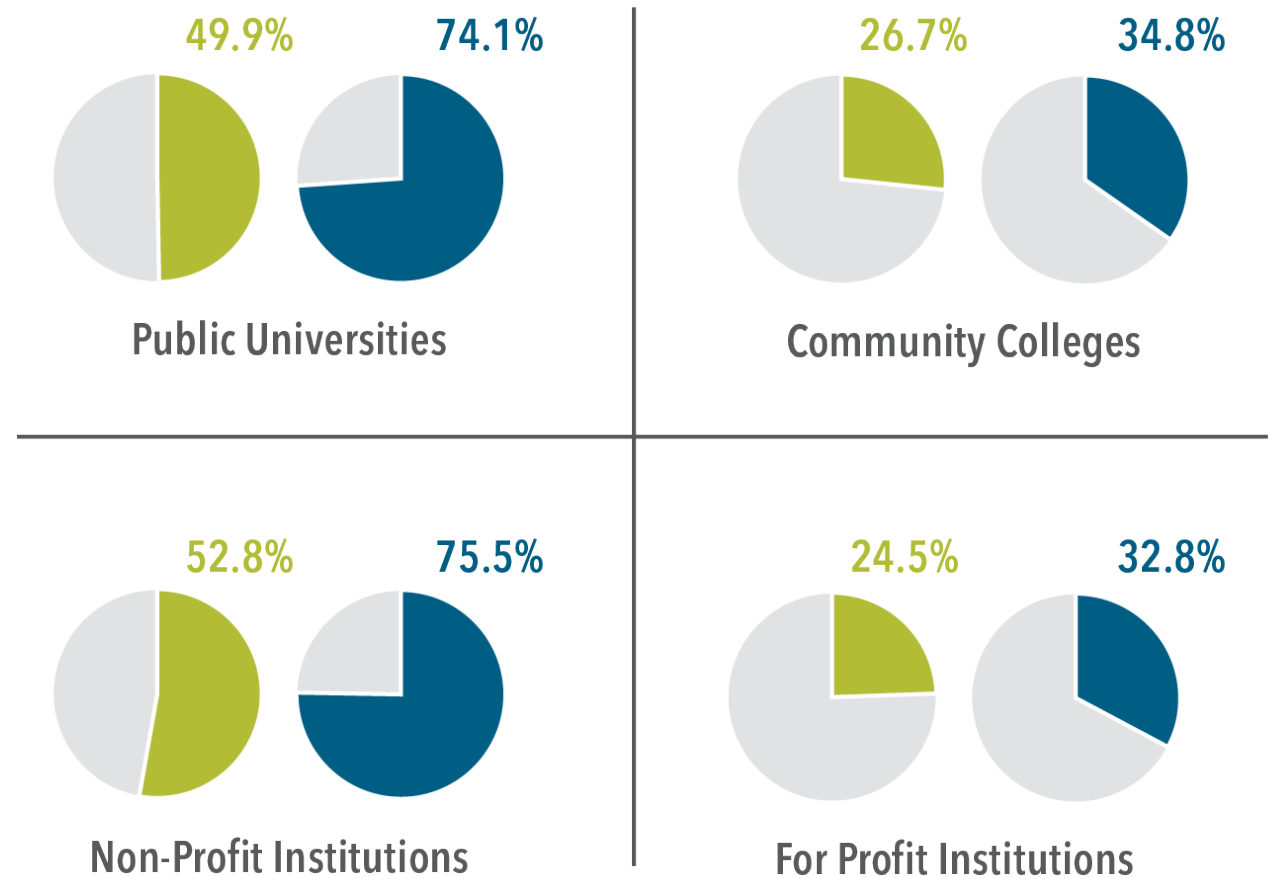
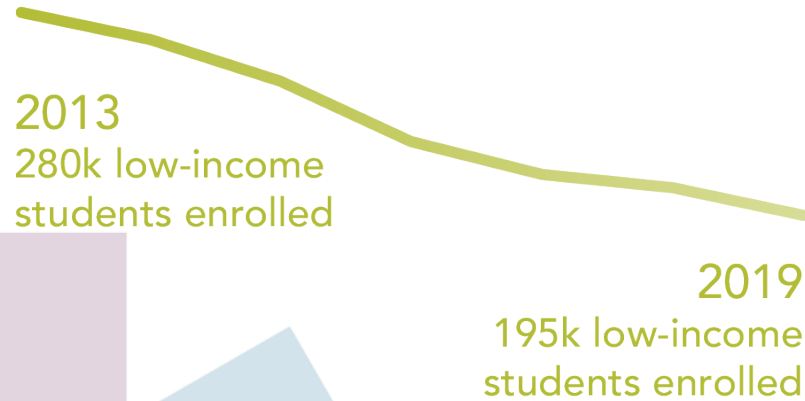


Equity Gaps Facing Low-Income Students



ENROLLMENT CHANGE OVER TIME

Enrollment has decreased by **33%** for low-income students.



Strategies for a Thriving Illinois



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



Build a stronger financial future for individuals and institutions.



Increase talent and innovation to drive economic growth.

Close Equity Gaps for Students Who have been Left Behind



We need a higher education system in Illinois designed to meet the needs and lead to the success of historically underserved and underrepresented students, with particular attention paid to Black, Latinx, Low-Income, rural, and working adult students, so that all students can thrive.



Strategies for a Thriving Illinois



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

1. Support **learning renewal and student supports**
2. Implement institution-level **equity plans and practices**
3. Use **equitable talent management** to increase and retain faculty, staff and trustees of color
4. Provide more pathways through **higher education for adults**
5. Consider a **direct admissions program** to simplify college search and admissions
6. Expand equitable access to **early college coursework** for high school students
7. Support implementation of **developmental education reform**
8. Expand **college access and support** models to improve college-going and completion

Close Equity Gaps for Students Who have been Left Behind



✿

These recommended equity strategies incorporate data-driven and best practices that help to address the persistent equity gaps in higher education and lay the framework for an aligned higher education system that serves students independent of the path they take.

✿

Build a Stronger Financial Future for Individuals & Institutions



✿

Affordability is one of the biggest barriers to higher education access and success, especially for low-income students, students of color, working adults, rural students, and many others who are underserved by the higher education system.

✿



Strategies for a Thriving Illinois



SUSTAINABILITY

Build a stronger financial future for individuals and institutions.

1. **Invest** in public higher education through an **equitable, stable, and sufficient funding** system
2. Increase **Monetary Award Program (MAP) funding to \$1 billion** over ten years
3. Allow MAP grants to be used for **year-round study**
4. Address the **challenge of “holds”** on student accounts that prevent them from completing their degrees
5. Support new **low-interest loan programs** through the Office of the Treasurer for low-income students
6. Encourage creative options for family **savings through Illinois’ 529 plans**
7. Pilot and expand **shared services** programs to reduce administrative costs
8. Expand **joint purchasing** among institutions

Increase Talent & Innovation to Drive Economic Growth




Our state's universities are hubs of research, discovery, and innovation that continue to drive the economy forward and contribute to Illinois' growth.


Strategies for a Thriving Illinois



GROWTH

Increase
talent and
innovation
to drive
economic
growth.

1. Leverage the **Illinois Innovation Network**
2. Establish a statewide **Business and Employer Advisory Council** to foster the growth of Illinois' talent pipeline
3. Align the state's **economic development and higher education** strategies, ensuring that both address historic inequities
4. Encourage high school graduates to **stay in state for college** and keep talent in Illinois
5. Establish a consortium of community colleges and universities to better serve the incumbent **early childhood workforce**
6. Expand higher education models of teaching and learning to prepare students for **success in the work of the future**
7. Enhance access to **teacher preparation** programs
8. Strengthen the **credit transfer system** to help students stay on track
9. Consider the role the **Private Business and Vocational sector** for workforce needs

Higher Education is the Path to a Thriving Illinois



The challenge of the next decade is to focus on creating broad, sustainable, and equitable paths to a prosperous future for every learner, leader, and community that we engage.

