EQUITY FIRST

Building Toward a Better Future and Revitalizing Learning

From Plan to Practice: Lessons Learned from the First Year of Campus Equity Plan through the Illinois Equity in Attainment Initiative

Joe Saucedo, Partnership for College Completion
Danielle Terry, Oakton Community College
Beth Ingram, Northern Illinois University

PARTNERSHIP FOR COLLEGE COMPLETION
Advancing Equity in Higher Education

Illinois Equity in Attainment Initiative

Joe Saucedo, Equity Program Manager

Our Mission

The Partnership for College Completion (PCC) champions policies, practices, and systems that increase college completion and eliminate degree completion disparities for low-income, first generation, and students of color in Illinois – particularly Black and Latinx students.

Our Work

PCC advances solutions that address historic inequities in our higher education system

Public Policy

We advocate for bold equity-centered policies that improve college access and affordability and address structural barriers to persistence and completion.

College and University Partnerships

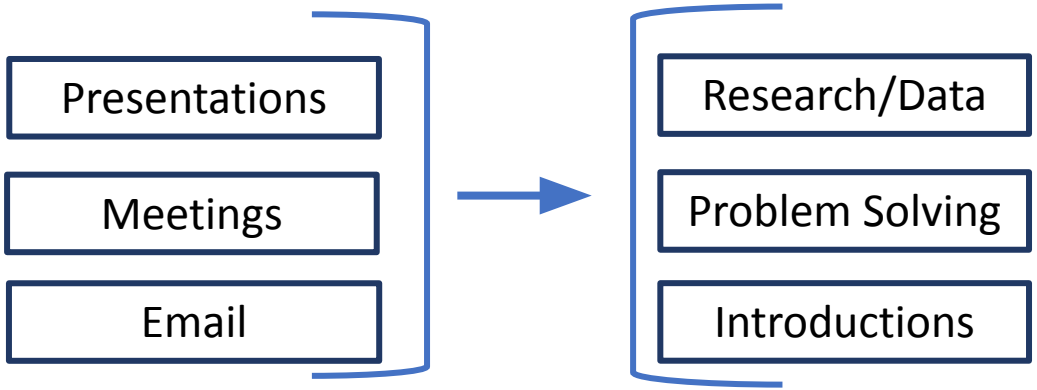
We partner with Illinois colleges and universities to provide support as they develop and deploy equity-centered strategies on campus.

Research and Data

We use data and research to advance both transformational equity change on college and universities campuses and through state policy efforts in Illinois.

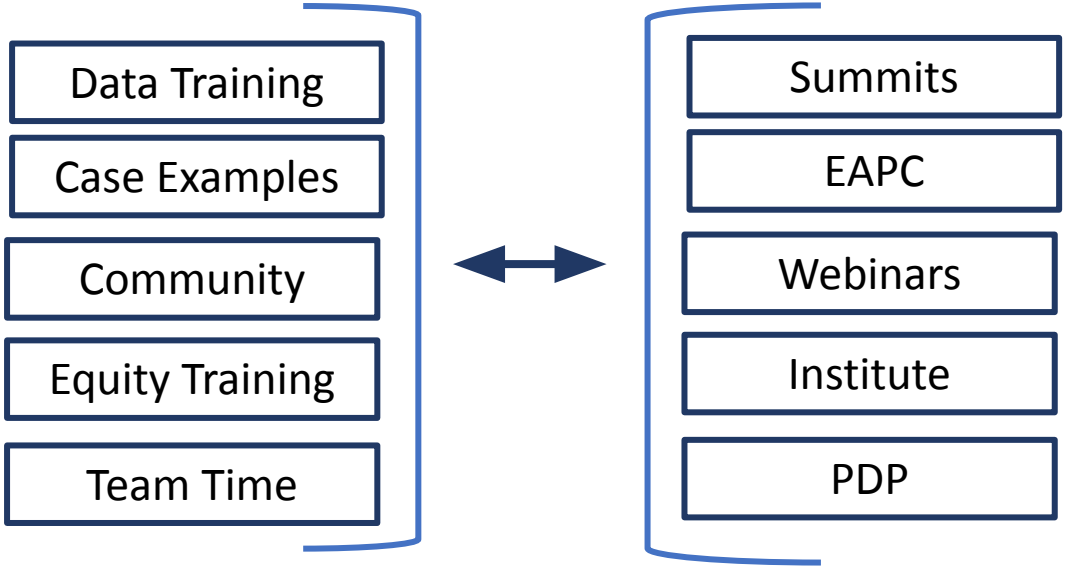
Ongoing Coaching and Guidance

Provide ILEA partners with individualized resources to aid them in eliminating gaps in degree completion on their campus.



How does coaching inform programs?

Connect ILEA partners to existing programs that are aligned with their needs and create programs accordingly.



Postsecondary Data Partnership

PDP Dashboard Metrics

Achieve earlier identification of student populations that would benefit from intervention, using the PDP's early momentum indicators. Watch trends for your current cohort of students as they progress through your institution and if they move on to others. With metrics based on a national metrics framework built from a decade of data and insights, the PDP dashboards can help your institution transform success metrics into actual success.

Gateway Course Completion. Discover early whether your students are on track, using PDP metrics on math and English gateway course completion rates.

Credit Accumulation Rate. Determine what proportion of your students are progressing toward credential completion. See which students are earning sufficient credits in their first year and which need more support.

Credit Completion Ratio. Find out how successful students are at completing the credits they attempt in their first academic year. This is a leading indicator of a student's progress toward completion of a credential.

Retention and Persistence. Get a fuller picture of your students' achievements. Success is measured not only by the number of students who complete their studies on your campus (retention) but also by the number who continue their education elsewhere (persistence). The PDP applies comprehensive enrollment and degree data from the National Student Clearinghouse to tell you about student outcomes on your campus and beyond.

Fall 2021 ILEA Annual Summit

- November 3-5, 2021 (Virtual)
- Lifting Voices for Racial Equity with Intentional Structures (*Celebrating our 5th Convening*)
- Targeting ILEA presidents and leadership teams, ILEA Core team members, faculty, student support areas, data/IR leads and DEI leads

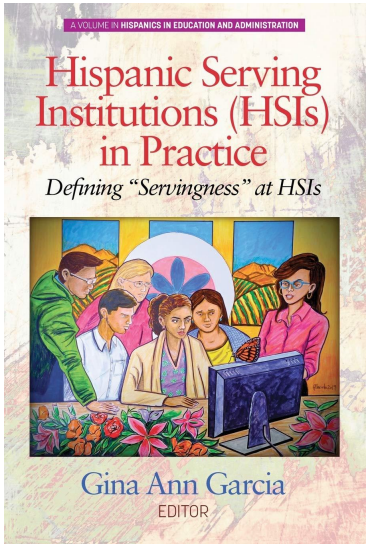
500+ registrations
Blog featuring Moraine Valley CC
Twitter Chat on Oct 22nd
Prizes Galore!

- Goals:
  - Feature national thought leaders on race, equity and higher education
  - Learn about the strategies and interventions being deployed at ILEA schools to close equity gaps
  - Leverage Data to support equity initiatives on campus
  - Network and learn with colleagues from other ILEA schools
  - Share lessons learned from ILEA Presidents

Equity Circles for Change

- **Theme:** Creating Equitable Outcomes at Hispanic-Serving Institutions

- **Learning Outcomes:**
  - Increased understanding of equity practices and emerging trends at other ILEA institutions and at national level
  - Elevation of practices and policies to ensure ILEA partners are effectively meeting their goals



Equity Academy for Presidents and Cabinets

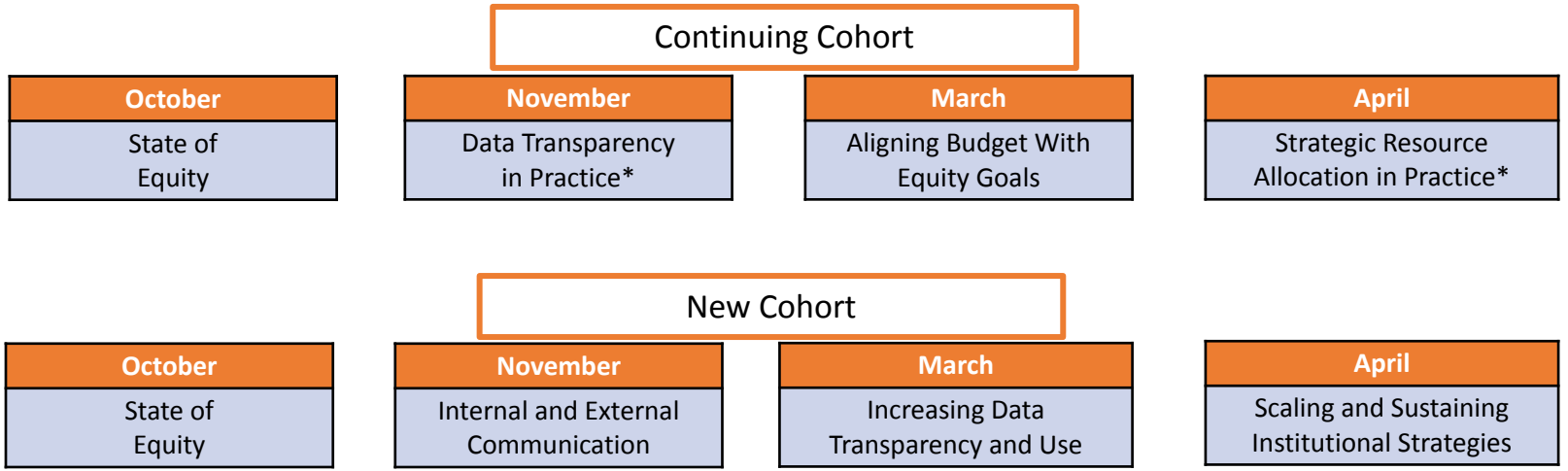
- **Continuing Cohort**
  - College of DuPage
  - Daley College
- **New Cohort**
  - Blackburn University
  - Governors State University
  - Kennedy-King College
  - Morton College
  - Olive-Harvey College
  - Roosevelt University
  - Wright College

Priority Concerns

- Orienting new executive team members
- Despite gains in Latinx enrollment, Black enrollment and graduation rates are down
- Engaging faculty as equity champions
- Disaggregating data and analysis

75 participants
20 hours of capacity-building in partnership w/national thought leaders

Equity Academy Curriculum



What's on the horizon?

- ILEA Annual Report – Fall 2022
- NORC-Fordham Evaluation
- Fundraising to catalyze technical support
- AY2022-23 programming
- Student Advisory Council

Northern Illinois University

Rethinking Developmental Education

Beth Ingram, Executive Vice President and Provost

NIU's Mission

To empower students through educational excellence and experiential learning as we pursue knowledge, share our research and artistry, and engage communities for the benefit of the region, state, nation and world.

NIU at a Glance

- Enrollment (approximate):
  - 11,800 undergraduates
  - 4,080 graduate students
  - 320 law students
- Diversity
  - 53% racial or ethnic minority
  - 50% first generation
  - 51% Pell-eligible

Development Education at NIU

- Prior to Fall 2021
  - Courses did not earn college credit towards a degree
  - Mathematics
    - MATH 108, MATH 109
  - English
    - ENGL 102
  - Literacy Skills
    - LTRE 100

Guiding Principles

- Use a collaborative and data-informed approach
- Use multiple measures to assess readiness and placement
- Ensure equitable access to college level courses
- Implement comprehensive and integrated support programs for students
- Offer instructional support for faculty
- Assess and improve

Process for reform

Collaborative, inclusive, student-centric

- Process led by Vice Provost for Academic Affairs
- Included Associate Deans, Chairs and Faculty from relevant departments
- Placement and approach vetted widely

Mathematics

- Implemented ALEKS placement exam
  - Provides tutorials for skill review
  - Allows benchmarking for placement
- ILEA grant to support supplemental instruction and tutoring
- Continual refinement of placement cutoffs
- Exploring math pathways based on expected major

Literacy

- Eliminated LTRE 102
- No placement exam or standardized test score
- Created context-specific learning courses
  - Humanities, natural sciences, social sciences, general studies
  - All courses bear college credit
- Open to all students
  - Students with HSGPA<3.0 strongly urged to enroll

English

- Eliminated ENGL 102
- Requires no placement exam or standardized test score for placement
- Course placement based on high school GPA
  - All courses bear college credit
  - Students can take exam to place in a different course

Concurrent initiatives

- Partnering with ACUE (Association of College and University Educators) for faculty development
- Pursuing HLC accreditation quality initiative
  - Focus on high DFWU courses
- Expanding use of technology to connect students to academic support services
- Attending to non-academic needs of students

Thank you!

Affirming Oakton's Commitment to Black Student Success

Danielle Terry, Equity Coordinator for Black Student Success

Oakton Community College

Leveraging academics and student services to support Black students

- There is a disparity in outcomes among student groups
- Strategic intervention is consistent with the aims of the college to deliver the “Oakton Experience”
- The presentation demonstrates Oakton’s current and future state of ensuring equity in service and

BLACK Student Success Program Update

Program Overview

- Launched in January of 2021

- The **B**uilding **L**asting **A**frican **C**ulture and **K**nowledge (BLACK) Student Success program supports the enrollment, retention, and completion of Black and Pan-African students at Oakton.

- BLACK focuses on deconstructing historical and contemporary issues of systemic racism, anti-Black racism, and educational inequities.

- Students engage in critical learning opportunities that provide tools for

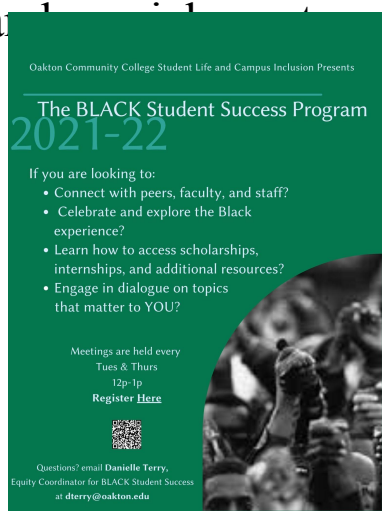
BLACK Student Success Program Update

Student Voice: *"I was shy and nervous, but intrigued at the idea of having a program specifically geared toward Black students. I was*

BLACK Student Success Program Update

Membership

- Total Membership: **48** (18 male, 28 female, 1 non-binary)
- Approximately 40 active members
- Weekly meetings & Personal 1:1 meetings
- In person/hybrid/virtual programming a
- udent Union



BLACK Student Success Program Update

Outreach

675 currently enrolled Black Students at Oakton Community College

Email, direct mail, in person comm

- Fall 2021 semester direct mailer
- 1 monthly email/Non-registered
- 2 weekly emails/Registered
- Programmatic Incentives

Community Partnerships

- Family Action Network
- Broadway Youth Center
- YWCA Evanston/Northshore

BLACK Student Success Program Update

Some Programming Examples Include...

- Folded Map Project Examination
- Horror Noire Film and Discussion
- Visual Art Analysis
- Self Care in the Black Community
- Holiday Celebrations
- Combatting Imposter Syndrome in Writing
- 2022 MLK Keynote- Clint Smith
  Wednesday, Jan 26th 12p-2p

Student Voice: *"I have been able to feel the closeness from my peers. Being around*

BLACK Student Success Program Update

Results

- **25** CARES Applications Completed
- **10** FAFSA Applications Completed
- **6** Tech referrals/ **6** laptops distributed
- **6** Student Employee Program referral/**2** hires
- **6** CARE Coordination referrals
- **8** Black male student mentees referred
- **3** Student leadership opportunities gained

Student Voices: "*I am involved in leadership opportunities including being BSU President and a member of the Student Success Team. These opportunities*

BLACK Student Success Program Update

Student Needs

Sense of Safety and Belonging

- **Appropriate allyship** (Participation in critical conversations, Black Allyship course, designated safe spaces)
- **Increased Campus-wide cultural & social consciousness** (Immigrant, 1st Gen Immigrant, ESL, LGBTQ+ identities)
- **Financial resources** (Scholarships, book & travel vouchers, counseling, and mentoring)

Student Voice: "*Even though this is a new environment, it may be difficult for*

Des Plaines ▪ Skokie ▪ www.oakton.edu

Questions & Discussion

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