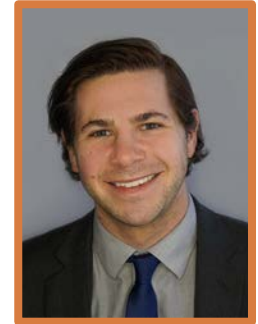


Racial Diversity on Campus After Affirmative Action

Presented by:



Christian Perry
*Director of Policy
& Advocacy*



Mike Abrahamson
*Senior Manager of
Research &
Policy*



Agenda

- I. About PCC
- II. Presentation of PCC's Affirmative Action Report
 - Background
 - Ruling
 - Recommendations
- III. Updates
- IV. Q&A

About the Partnership for College Completion (PCC)

The Partnership

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.

The Report

Affirmative Action Report

Report

Racial Diversity on Campus After Affirmative Action

Six steps Illinois must take to maintain or increase the
the number and representation of students of color



August 2023

PARTNERSHIP FOR
COLLEGE COMPLETION

Mike Abrahamson
Caitlin Power
Danielle Stanley

Genesis

Why PCC

- Race-conscious higher ed equity in our mission
 - Moral and economic imperative
- Will affect policy and practice

Why Now

- Higher education equity landscape changed
- Overreaction to ruling can hurt students of color
- Illinois can be a leader within bleak national context

Affirmative Action Report

Report

Thesis:

Selective colleges' current enrollment is inequitable for students of color.

By taking bold action now, legislators, institutional stakeholders, and the people of Illinois still have the power to make the state's higher education environment *more* racially diverse than it was before the ruling.

Link and Audience

Where to Find the Report:

[Partnershipfcc.org/publications/affirmativeaction](https://partnershipfcc.org/publications/affirmativeaction)

Audiences:

- Institutional decision makers
- Campus communities
- State-level policymakers & legislature
- Advocates

Background

Affirmative Action History

- Formally incorporated into policy in 1960s
- Court cases narrowed it from 1978-2023
 - Changed from mitigating discrimination to promoting student diversity
 - “Preference” for Black students ignores how white supremacy is embedded in structures & systems

Effectiveness

- White women were greatest beneficiaries of AA policies
- Selectivity and pursuit of prestige have justified filtering out students of color and from low-income backgrounds
- 9 states that banned affirmative action saw decreases in students of color
 - Ex. UCLA’s Black enrollment cut in half after AA ban

	HS Grads	Selective College Enrollees
Black, Latinx, and Native American Rep.	40%	20%

Source: Georgetown University Center for Education and the Workforce

The Ruling

Decision

- Pares back precedent of holistically considering race in admissions
 - Says this is a violation of the Equal Protection Clause because it discriminates against White and Asian applicants
 - Did not explicitly refute that diversity represents a “compelling state interest,” but did narrow how institutions can demonstrate that interest
- Casts race-conscious policy as “preference” for students of color
 - Rather than righting historical wrongs

The Ruling, Continued

Effect

- Limits how institutions may consider race in admissions
 - Particularly cautions against practices without end dates

Exceptions

- Students can still discuss how race has shaped their experiences
- Military academies are exempt
 - “Potentially distinct interests” that they represent
- Less than 7% of colleges said race is a considerable influence in admissions

Recommendations

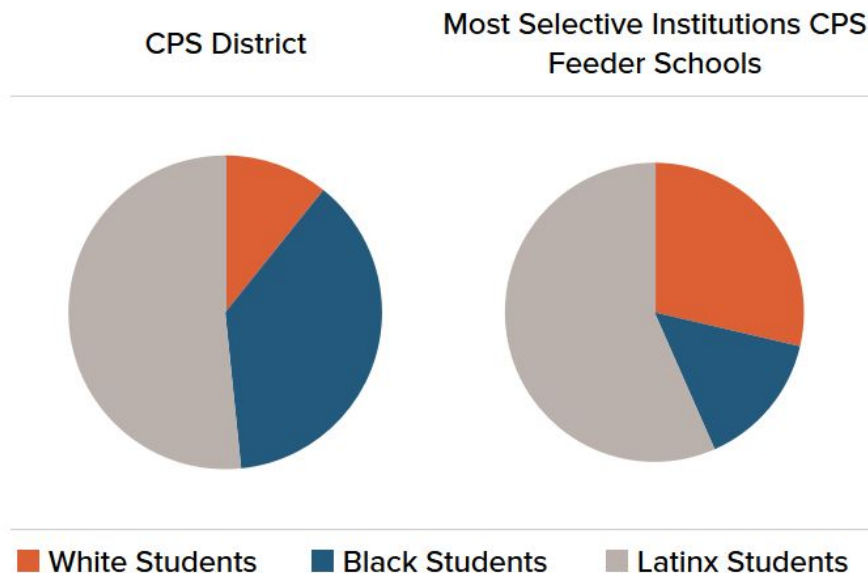
Recommendations: Institutions

Recommendation 1: Ensure Equity in Recruitment

The four most selective colleges:

- Enroll students from CPS schools with fewer Black students and more White students
- Accept few Black transfer students (250 of 3,848 transfers)
- \$21.5 billion combined endowment

Black students are underrepresented and White students are overrepresented among the most selective public and private universities' feeder schools



Recommendations: Institutions

Recommendation 2: Improve Equity in Admissions and Yield

Deemphasize early decision

- ED applicants **3x** more likely to be White than regular decision

Implement test-blind policies

- Use in institutional aid distribution hurts equitable enrollment and completion
- (Mis)use in dev ed placement is harmful

Use wealth in student aid determination

- UCLA Law increased Black student admissions by **11x** and **2x** for Latinx students by using wealth

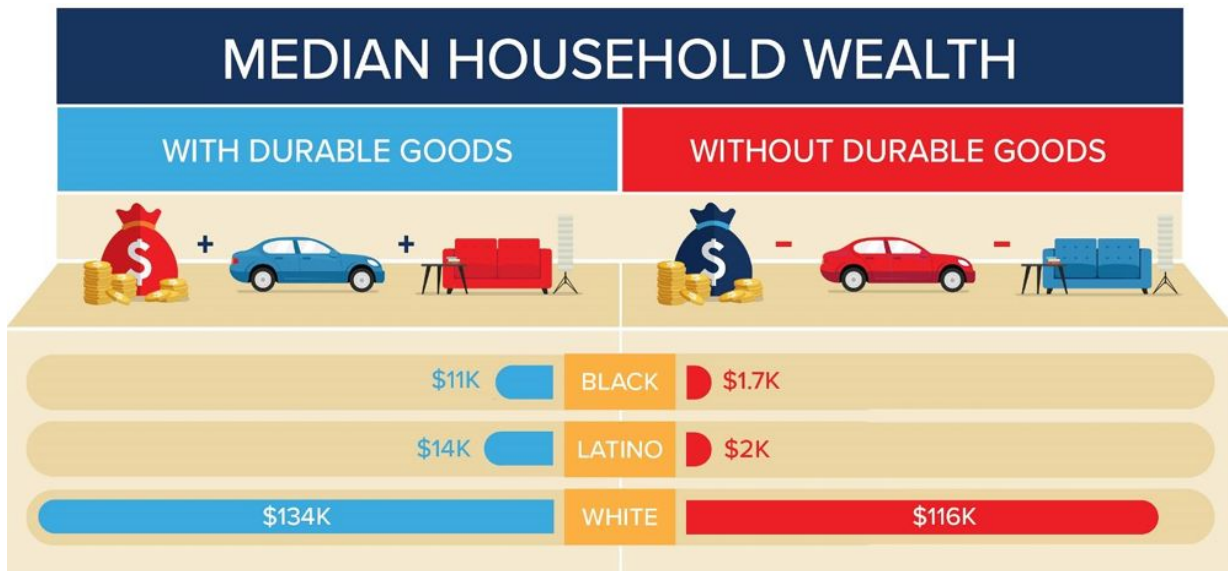
Direct Admissions

Recommendations: Institutions

Recommendation 3: Transform Campus Supports to Retain Students of Color

Affordability is paramount

- Colleges should cover basic needs
- Emergency grants
- Financial aid



Recommendations: Legislators, Advocates, and Stakeholders

Recommendation 4: Eliminate Preference for Legacy Admissions

Legacy preferences reinforce racial and socioeconomic gaps

- **35%** of Harvard's White students were donors, alum, or faculty, compared to **7%** of Black students
- Legacy applicants are less diverse and are not more academically qualified than non-legacy applicants.

73% of the most selective schools still use legacy preference in admissions.

Recommendations: Legislators, Advocates, and Stakeholders

Recommendation 5: Invest in Public Institutions with Diverse Enrollment

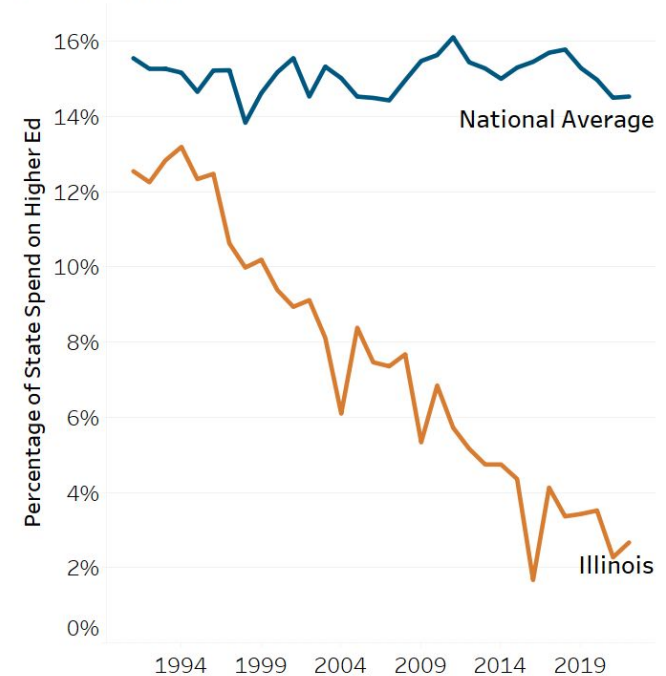
Public universities

- No funding model
- 52% of appropriations go to 2 universities with the lowest percentages of Black students

Community colleges

- Receive **23%** of estimated funding need from the state

Percentage of State Expenditure on Higher Education Overall Between FY1991 and FY2022



Recommendations: Legislators, Advocates, and Stakeholders

Recommendation 6: Hold Institutions Accountable

For changing practices

- Going beyond public statements

For transparency

- Institutions receive taxpayer dollars, through approps and MAP
- Justify how they use resources to equitably recruit, enroll, and support students of color

Legislators, Board, Students/Alumni, and the public can hold institutions accountable

Updates and Discussion

Updates Since the Ruling

Concerning

- **Reactionary** admissions responses from some institutions
- Concern and confusion over scholarships
- Conservative states have already over-interpreted ruling
 - Missouri AG: end consideration of race in “things like admissions, scholarships, programs, and employment.”
- Removing race from systems and data

Positive

- **Bold** admissions responses
- Public commitment to racial equity from some institutions
- Public support from states like IL
 - IBHE, Gov. Office, and Legislators
- Reinstatement of scholarships
- Equitable Funding Commission
- Higher Education Futures Table (HEFT)
- Legacy admissions questioned

Q&A

How has the ruling affected your work?

- Have you seen repressive legalism as a result of *SFFA*?
- Have there been any positive developments/conversations that have taken place since June?

What do you want clarity on?

What are you concerned about in terms of equity in the wake of the decision?

THOUGHTS/QUESTIONS?

Email

**Christian Perry or
Mike Abrahamson**

christian@partnershipfcc.org

mike@partnershipfcc.org

WEBSITE	partnershipfcc.org
TWITTER	@partnershipfcc
LINKEDIN	partnershipfcc