



Eliminating Equity Gaps on the Road to 60% by 2025

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#IL60by25





THE ROAD TO 60% BY 2025

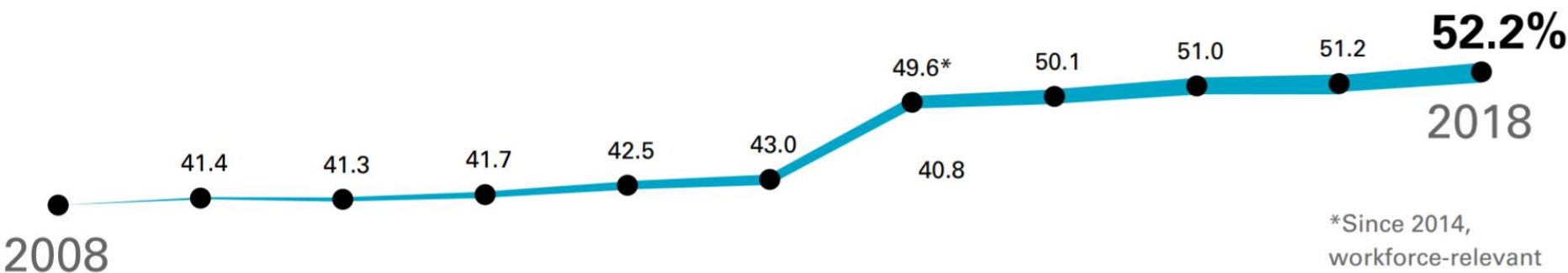
PROGRESS TOWARD OUR STATE GOAL





PROGRESS TO CELEBRATE, ROOM FOR GROWTH

Sustained efforts generating results, but gaps exist across sub-groups



*Since 2014, workforce-relevant certificates have been included in the total of postsecondary credentials.

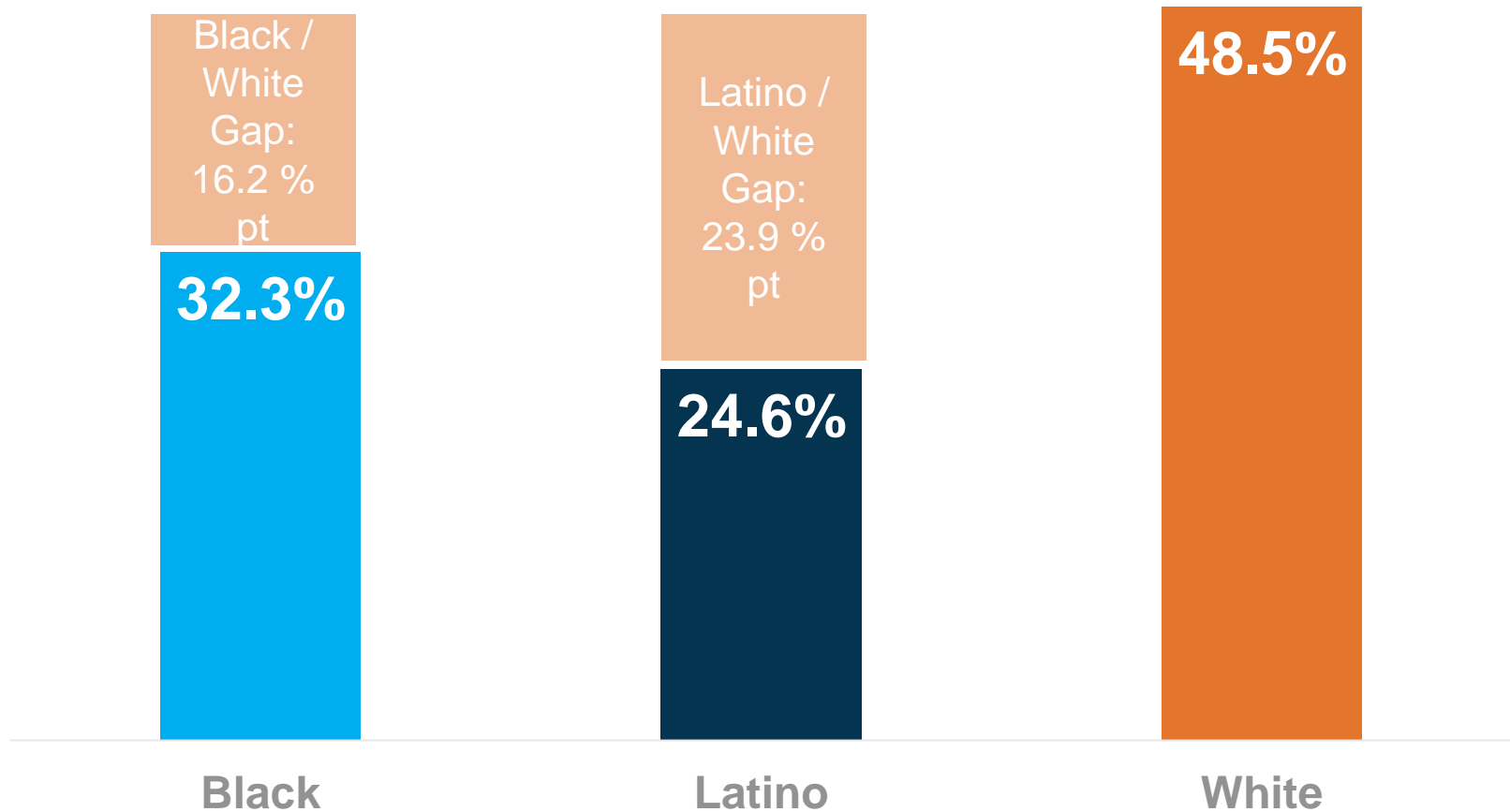
#IL60by25

Source: Lumina Foundation



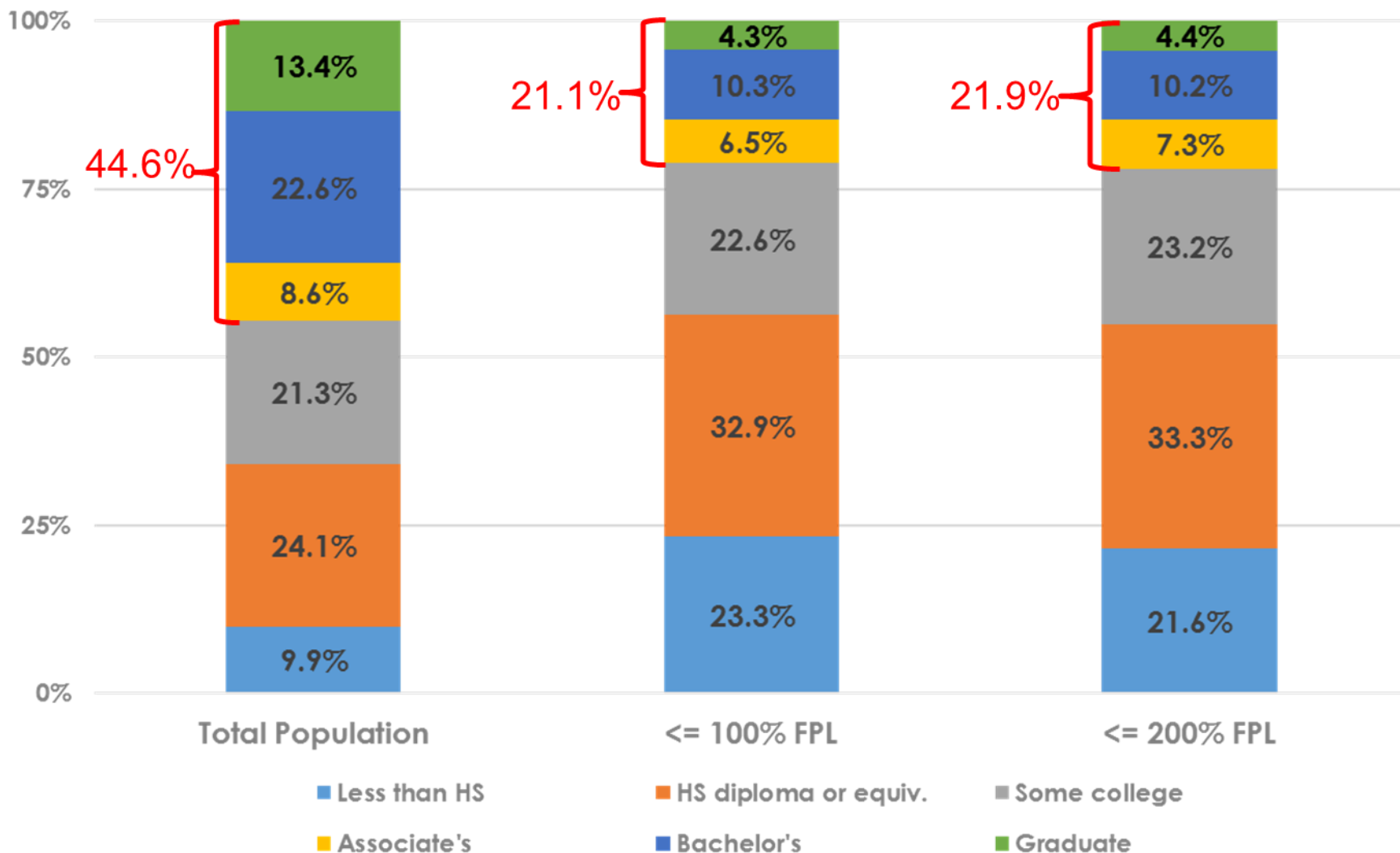
PROGRESS IS UNEVEN

Illinois AA+ Attainment Rate, 2018



PROGRESS IS UNEVEN

Degree Attainment relative to Federal Poverty Line (FPL), 2016

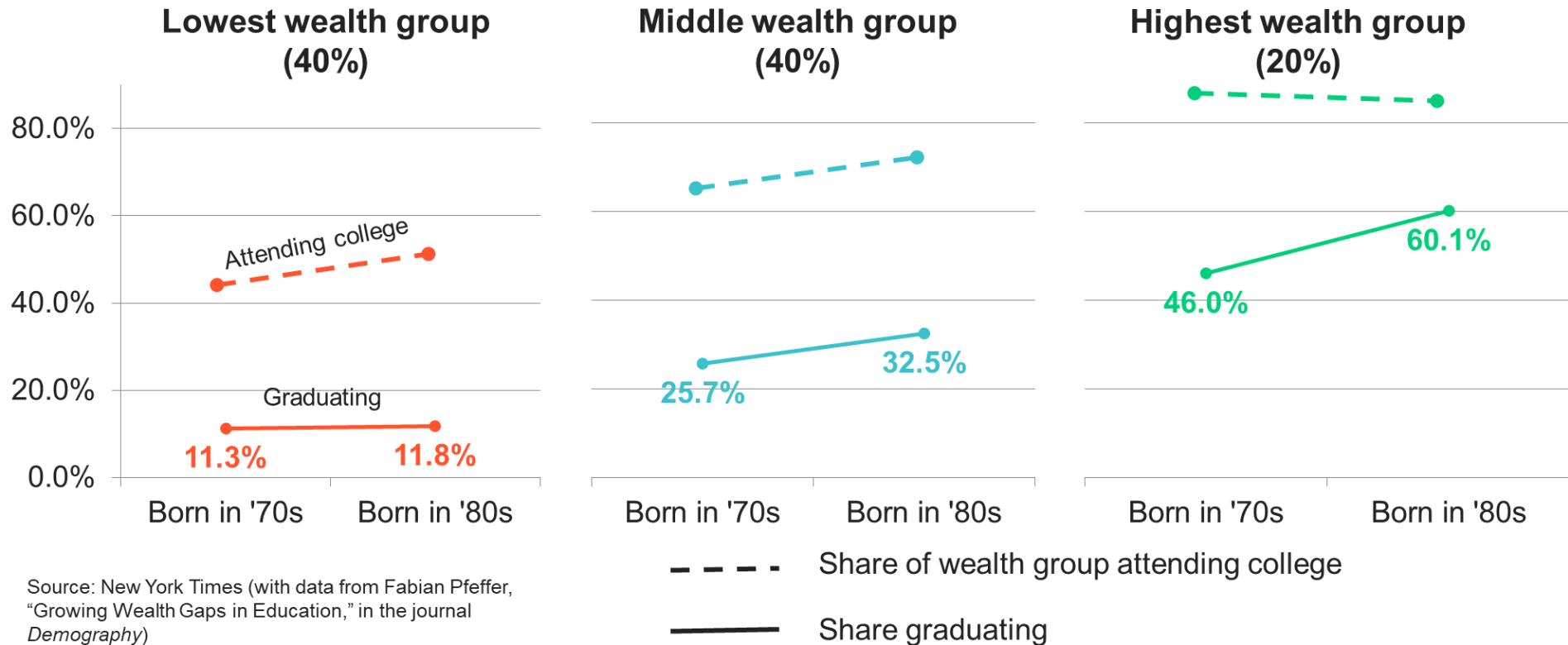


Source: American Community Survey



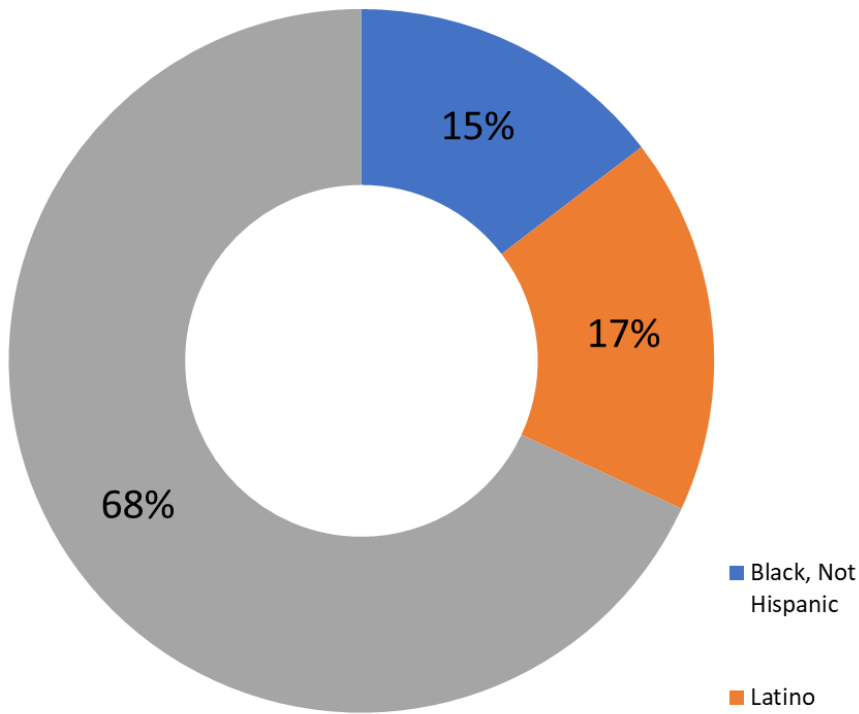
GAPS ARE WIDENING

Attendance vs. Completion by Wealth Group

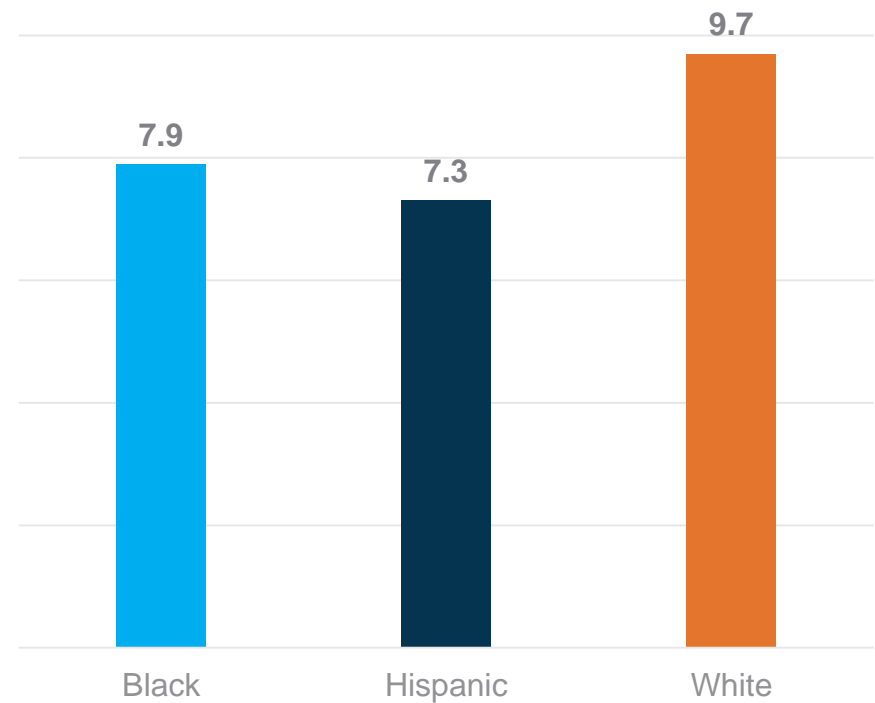


GAPS ARE WIDENING

Currently: 1 in 3 Illinoisans Are Black or Latino

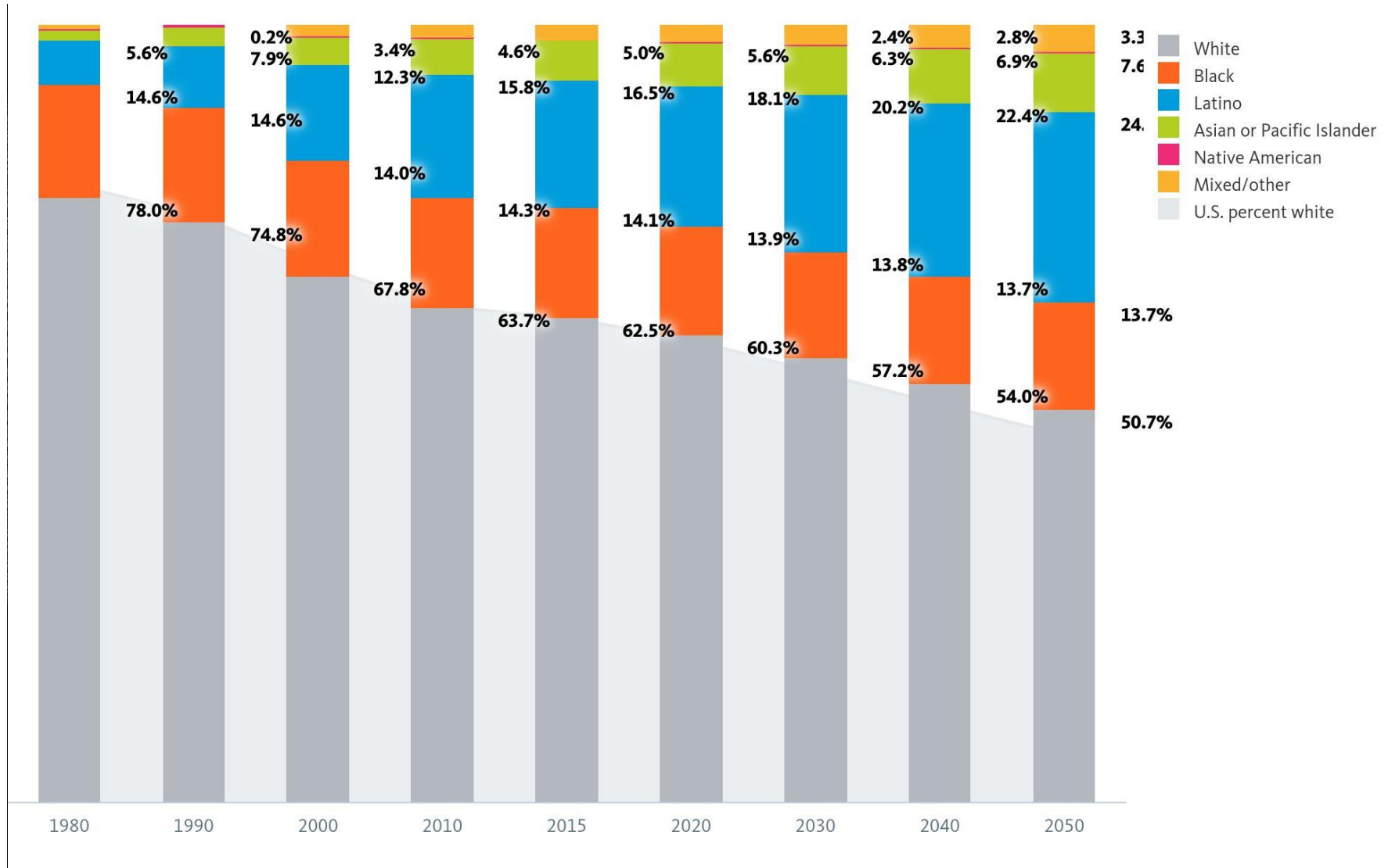


% Point Growth in Attainment, 2000-2016



THE FACE OF ILLINOIS IS CHANGING

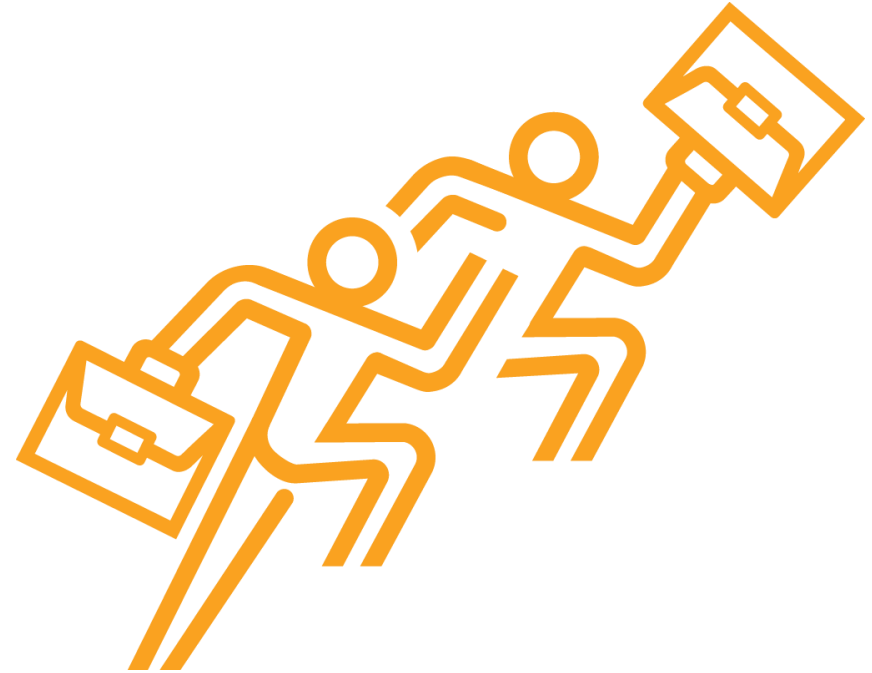
Racial/ethnic composition: Illinois, 1980-2050



THE FUTURE OF WORK REQUIRES CREDENTIALS

8 in 10

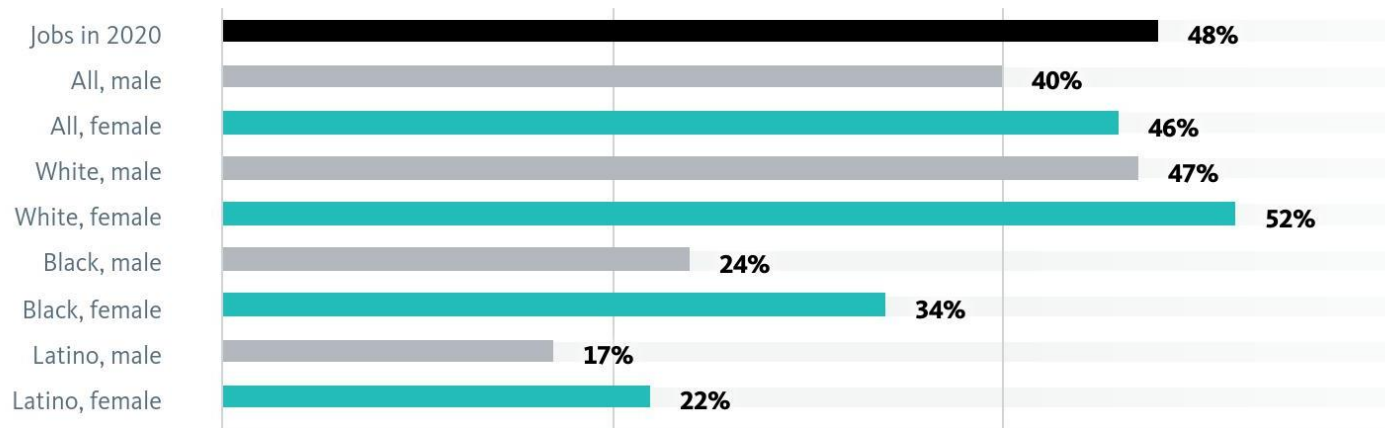
Illinois employers say their jobs
require some sort of
postsecondary education





THE FUTURE OF WORK IS NOT EQUITABLY ACCESSIBLE

Current educational attainment and projected state/national-level job education requirements by race/ethnicity and gender: Illinois, AA degree or higher, 2015



IPUMS; Georgetown University Center on Education and the Workforce
PolicyLink/PERE National Equity Atlas, www.nationalequityatlas.org



WHAT CAN BE DONE?



UPDATING THE STATE'S GOAL & SETTING US
ON A PATH TOWARD EQUITY



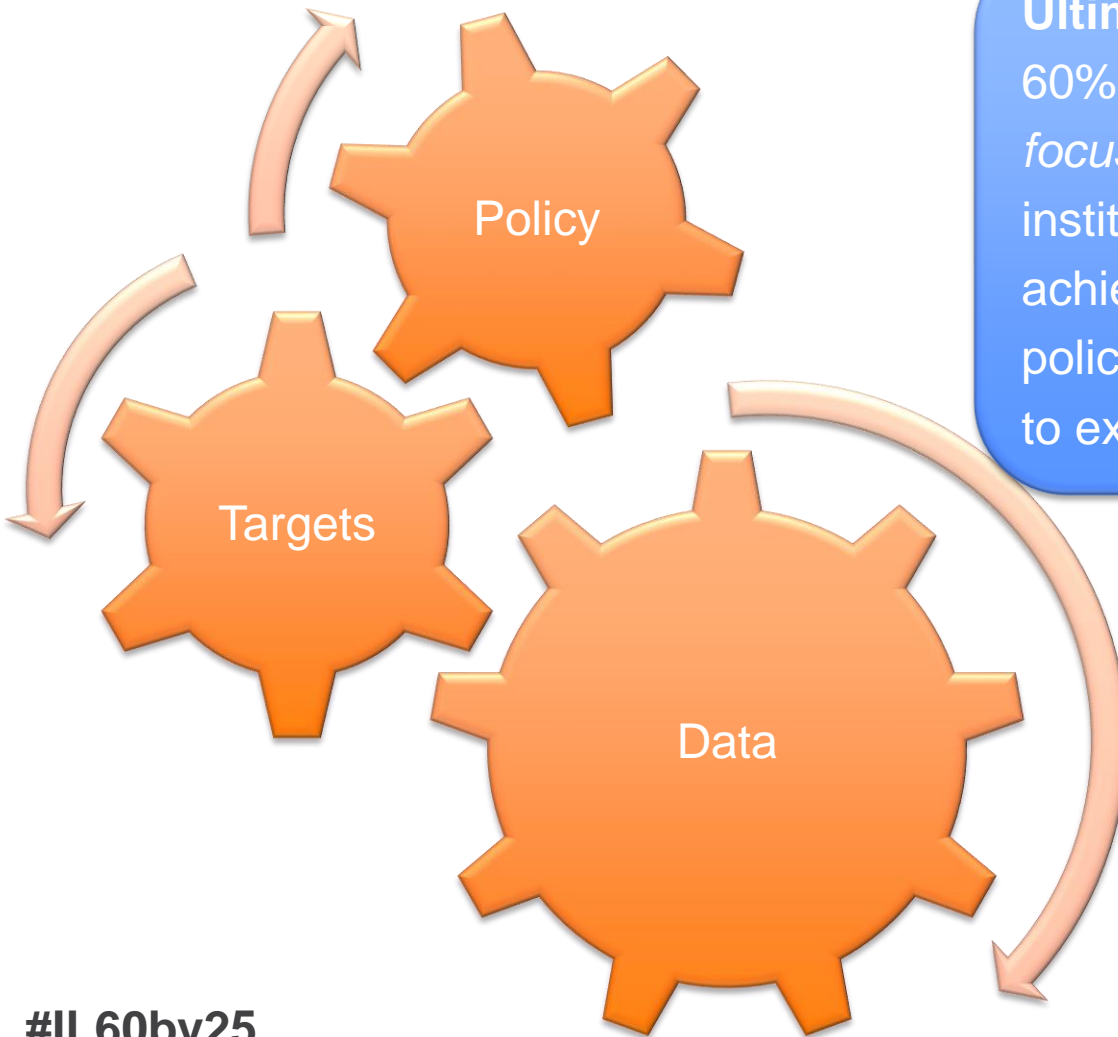
EMPHASIZING EQUITY

SR 1647 & HR 1017

- 1) That we *recognize there are significant disparities* in college degree completion rates for *low-income and first generation college students and students of color* at institutions across the State
- 2) That we are *committed to closing statewide racial and socioeconomic degree attainment gaps and institutional achievement gaps* and will help support and encourage institutions of higher education to *implement and expand existing student success efforts that have evidence of improving educational outcomes for low-income and first generation college students and students of color*
- 3) That the State's P20 Council is urged to *update the State's 60 by 25 goal to include equity-focused targets aimed at closing institutional racial and socioeconomic achievement gaps.*

WHAT'S BEING DONE?

Workgroup Approach & Framework



Ultimate goal: updating the *State's* 60% by 2025 goal to include *equity-focused targets* aimed at closing institutional racial and socioeconomic achievement gaps, and providing policy recommendations for the State to explore to address those gaps.

GUIDING PRINCIPLE: EQUITY

Equality



Equity





WHY A GOAL IS NOT ENOUGH



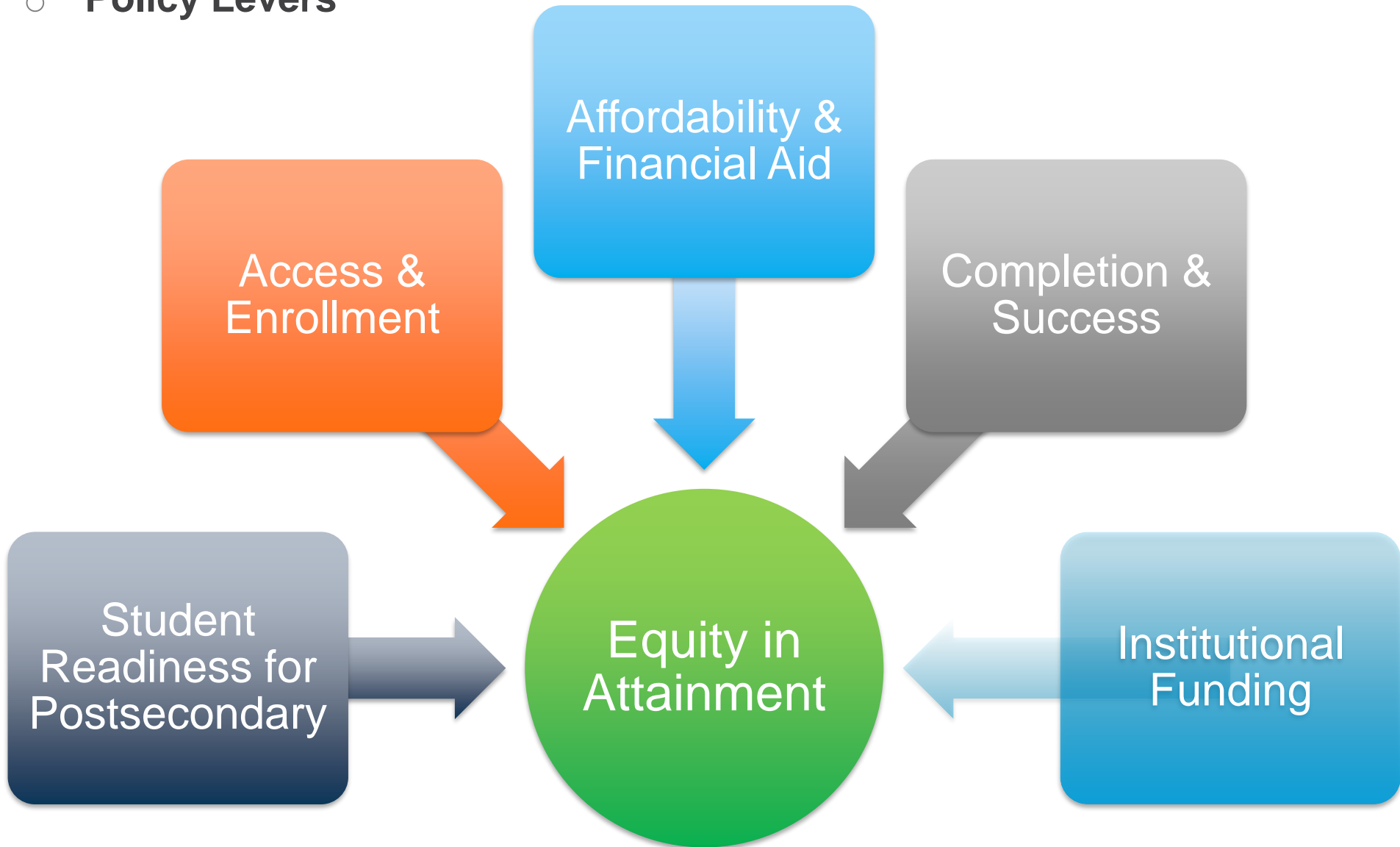
Any system produces what
it was designed to
produce.

Image credit: flickr.com/dagnyg



SO HOW DO WE CHANGE THE SYSTEM?

Policy Levers



PARTNERSHIP FOR COLLEGE COMPLETION

Accelerating action to close the graduation gap



ILLINOIS EQUITY
IN ATTAINMENT

Lisa Castillo Richmond | Managing Director

The Partnership (PCC)

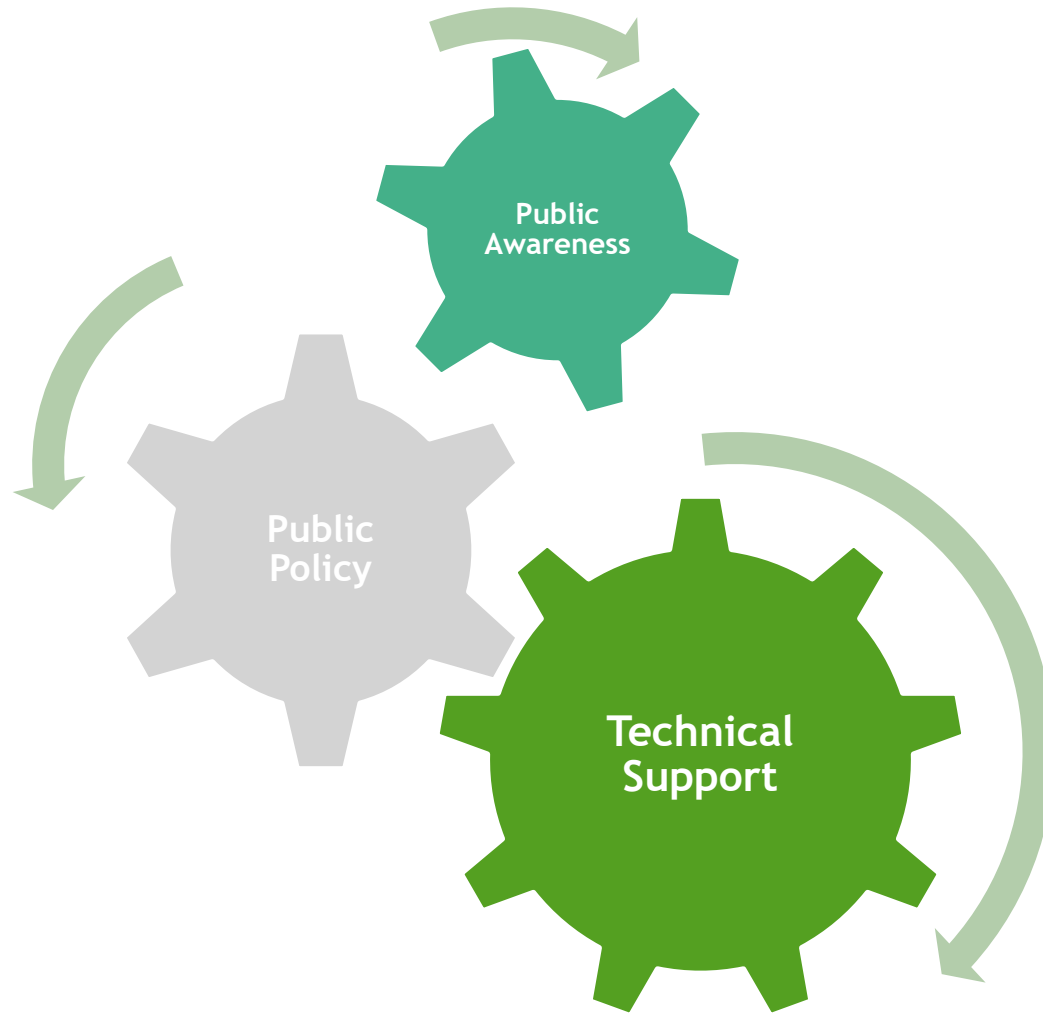
Mission

To catalyze and champion policies, systems and practices that ensure all students in the Chicago area - particularly low-income and first generation students - graduate from college and achieve their career aspirations.

Goal

Aligned with the state's 60x25 Goal, the PCC has set an ambitious goal to eliminate institutional achievement gaps in college degree completion by 2025

PCC Approach



PCC Approach

Technical Support

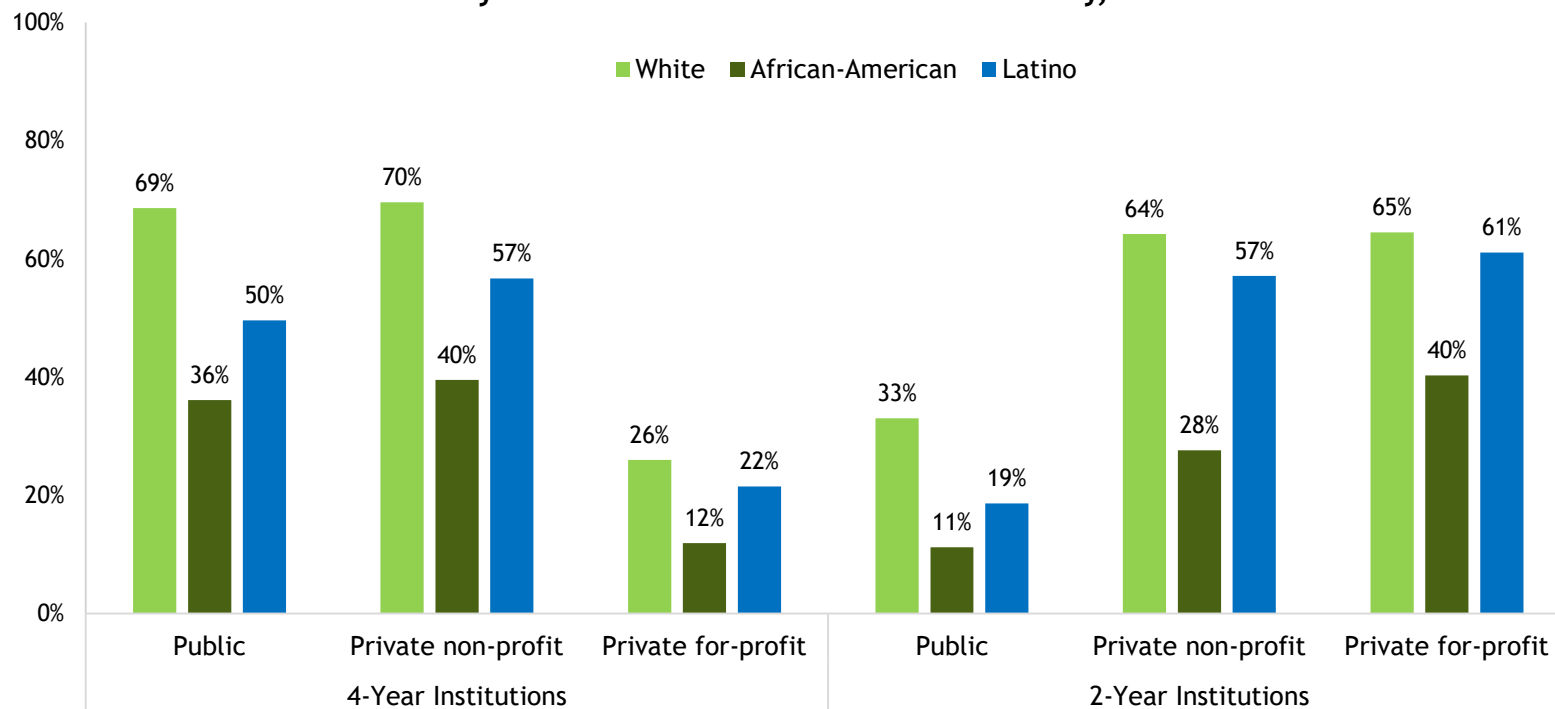
Expand and scale implementation of evidence-based approaches to increase graduation rates for Black, Latinx, and low-income college students, while eliminating institutional inequities between these student groups & their higher income & White peers throughout the region and state.

Major Effort → **Illinois Equity in Attainment Initiative**

Building the Case for Our Work

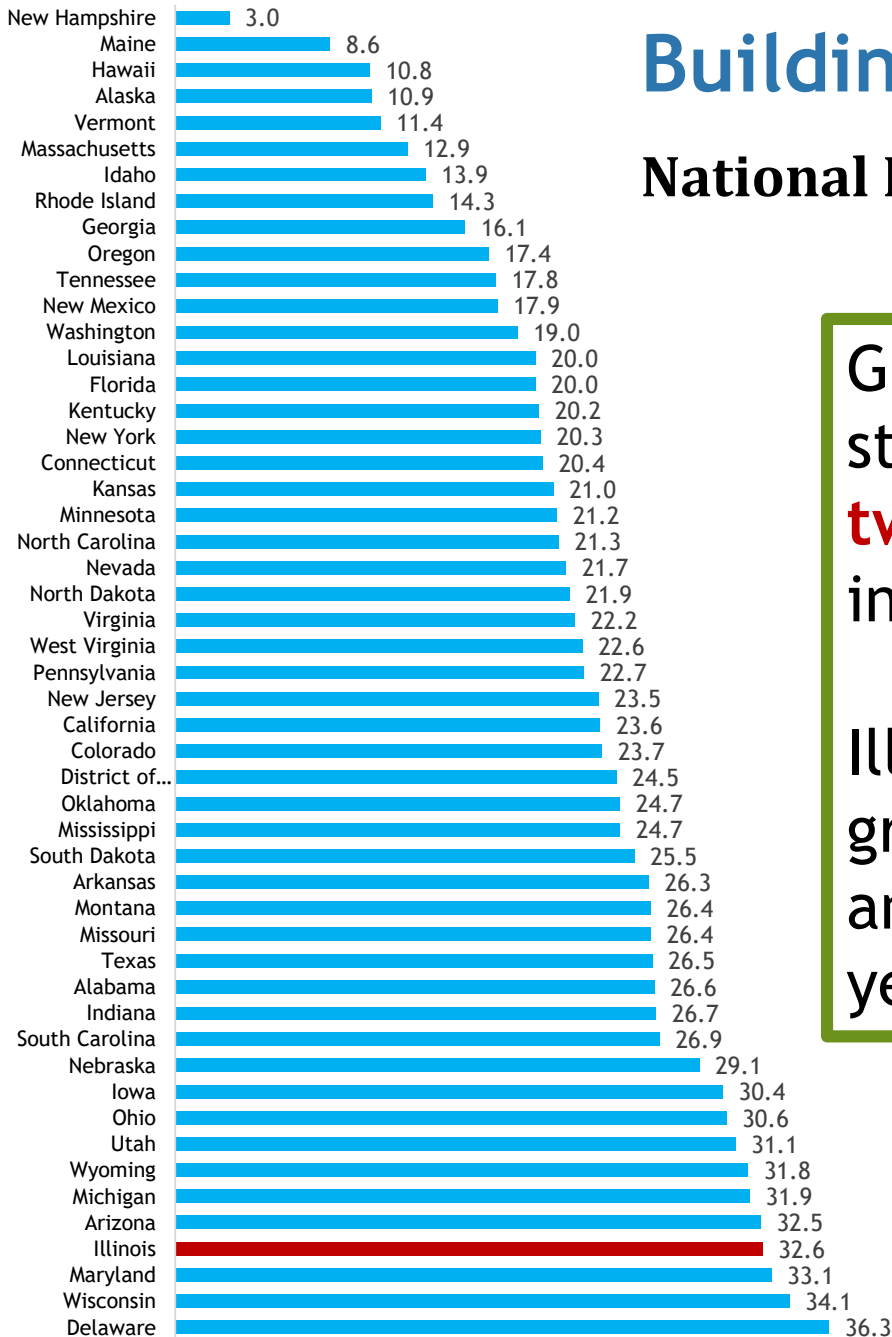
Significant completion gaps exist by race across IHE type

Illinois graduation rate within 150% of normal time, by sector of institutions and race/ethnicity, 2015



Building the Case for Our Work

National Degree Completion Disparities



Gaps between Black and White students account for about **two-thirds** of the national gap in completion

Illinois has the **4th largest** graduation gap between Black and White students at four-year colleges & universities

ILEA Member Institutions

28 public and private nonprofit colleges and universities

Public Universities

• 4

Private Colleges

• 8

Community Colleges

• 16

Undergraduates

- 217,000 | 38% of IL enrollment
- 67% of all Latinx undergrads
- 44% of all African-American undergrads

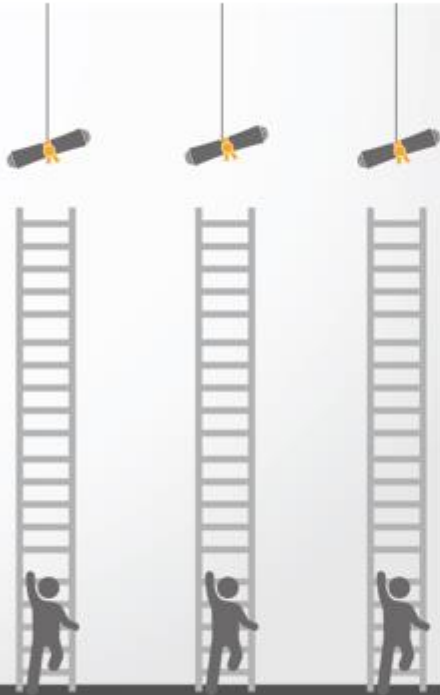
ILEA Member Institutions



ILEA: Defining HE Equity

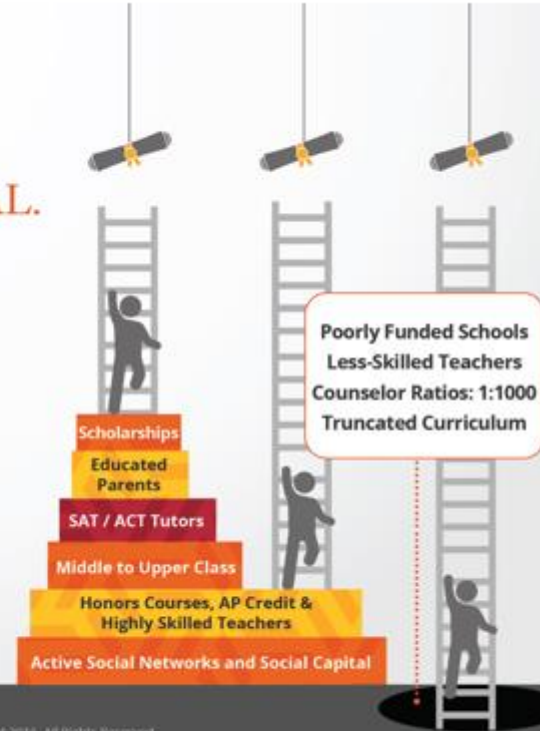
EQUALITY
imagines an
equal world.

*"I care about all
students equally"*



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But the world
ISN'T EQUAL.



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ILEA: Defining HE Equity

And it has
**BIAS AND
SYSTEMIC
RACISM.**


CENTER for URBAN
EDUCATION



In contrast, **EQUITY** redirects resources to the pathways with greatest need to fix barriers and intentionally provide support.


CENTER for URBAN
EDUCATION



What We Are Learning in IL

President & Cabinet

Faculty

Disaggregated Data

More than Data

Are We the Problem?

Early Momentum & Impact Analyses

Sample Question:
Why aren't our students accumulating more credits?

1. Course withdrawals and credits attempted vs. completed
 - Not taking 15 credits (advising, cost, Ws)
 - VA Commonwealth found correlation between Ws + TTD
2. Success rates in the 25-35 courses with the largest enrollment (generally introductory/developmental)

ILEA Impact

Elimination of the disparity between Black and White students

800+ more Black graduates every year
(+78%)

Elimination of the disparity between Latinx and White students

Nearly **1,000 more** Latino graduates
every year (+32%)

Elimination of the gap between Pell and non-Pell students

425 more Pell recipients graduating
every year (+8%)



THANK YOU
