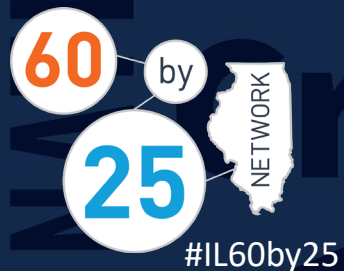


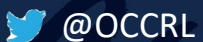
Socially Just Community Colleges: Beyond Espousing Diversity to Actualizing Equity

Eboni M. Zamani-Gallaher
February 23, 2021



UNIVERSITY OF
ILLINOIS
URBANA-CHAMPAIGN

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Research and Leadership



Plenary At-A-Glance

About OCCRL

Backstory: Rhetoric vs. Reality

Racial (In)Equity

Racism, Campus Climate, & Racial Strain

From Awareness to Action

Q & A



About OCCRL



Strengthening Pathways for All Students Through Research and Leadership

Research & Development

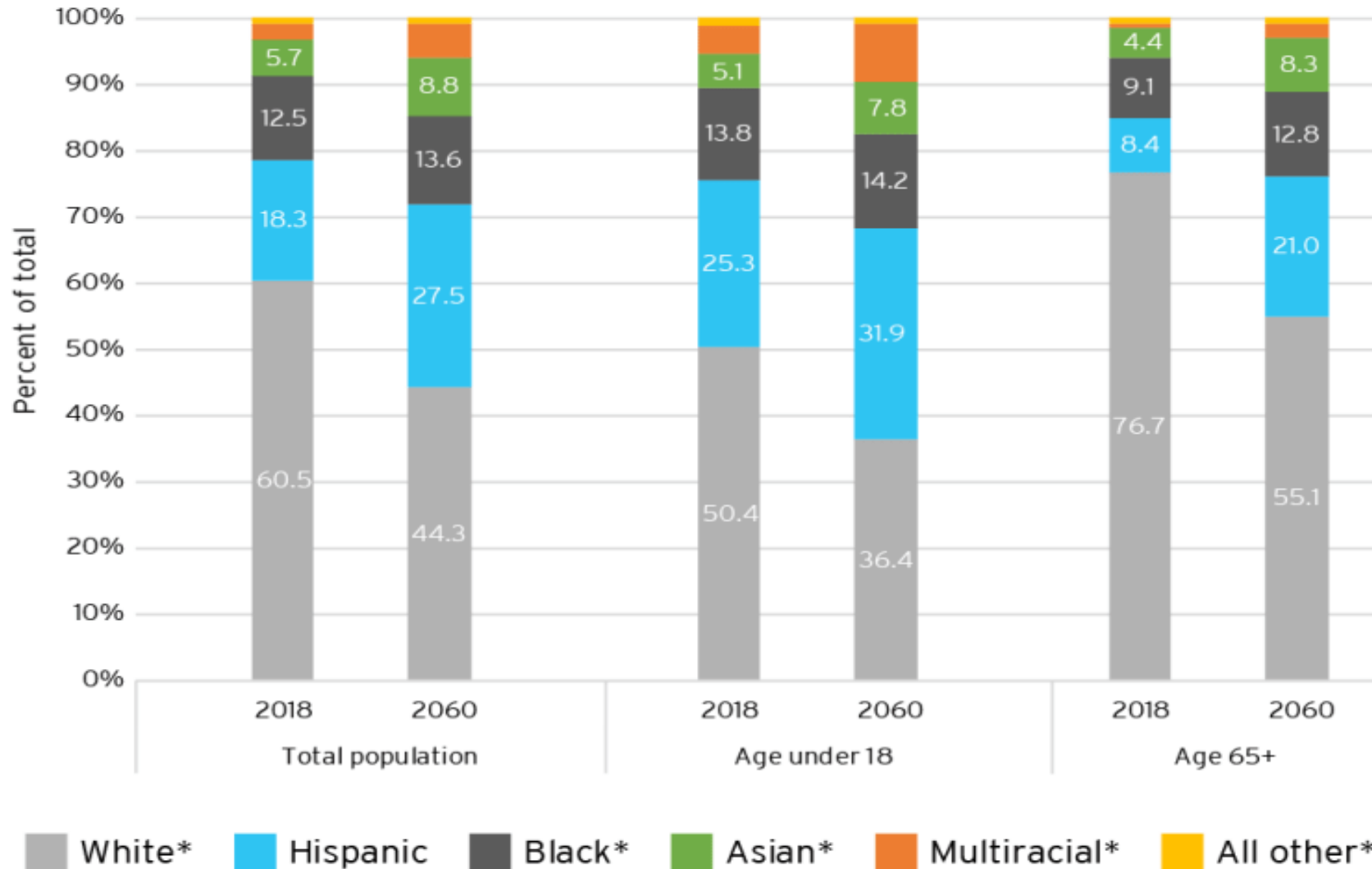


Backstory: Rhetoric vs. Reality



This is America

U.S. race-ethnic profiles, 2018 and 2060



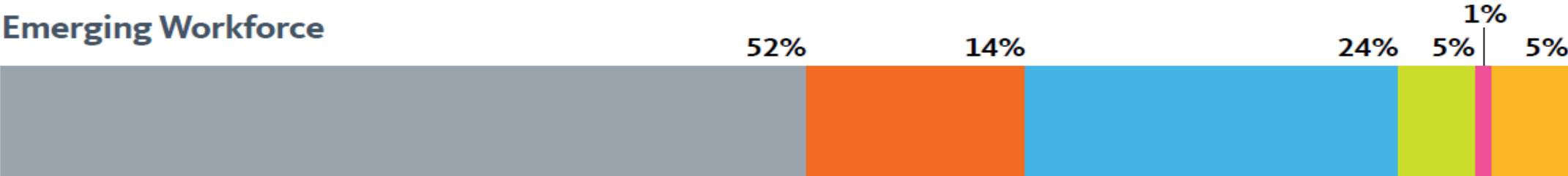
* Non-Hispanic members of race

The Elusiveness of Equity



Racial/Ethnic Workforce Demographics

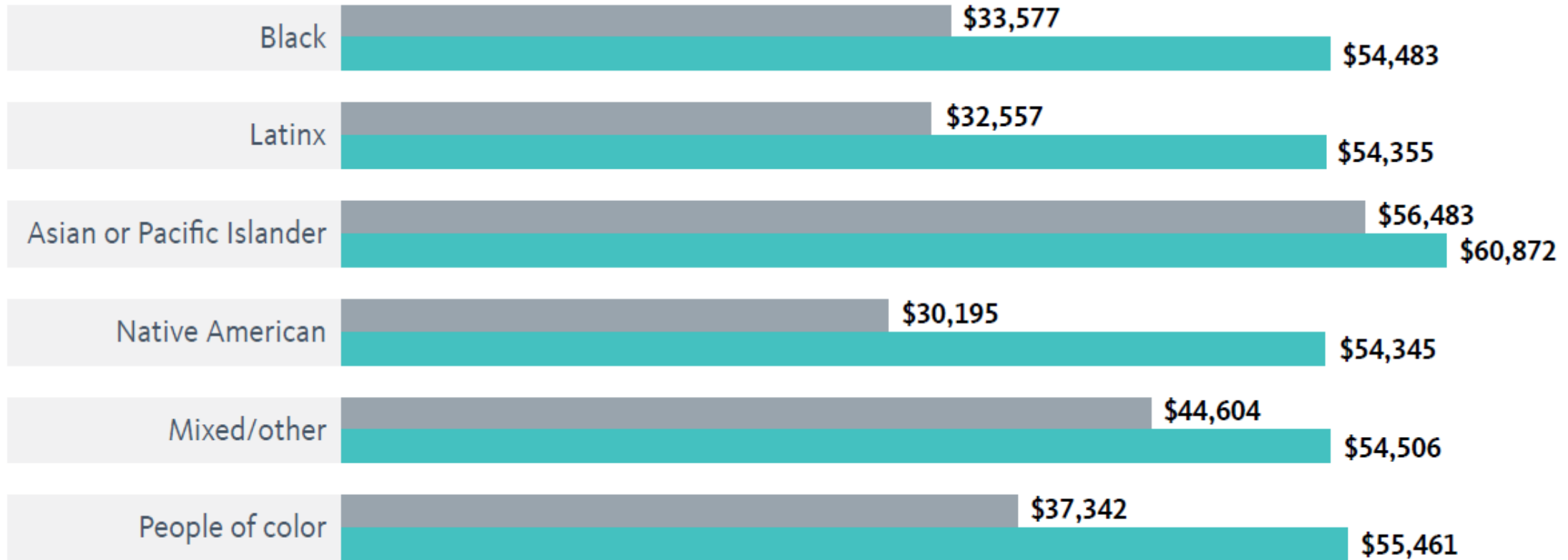
- White
- Black
- Latinx
- Asian or Pacific Islander
- Native American
- Mixed/other



Langston, Scoggins, & Walsh (2020)

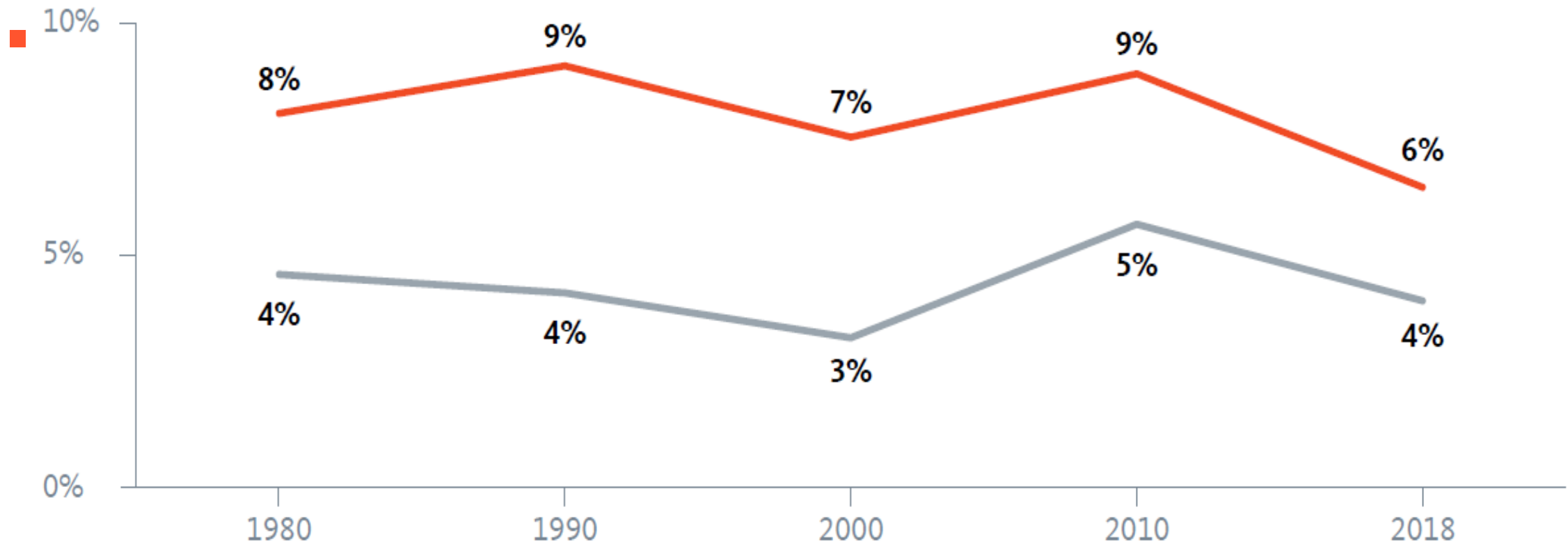
U.S. Income Gains with Racial Equity, 2018

- Average income
- Average income with racial equity



U.S. Unemployment by Race/Ethnicity 1980-2018

- White
- People of color



American Community Survey, 2018

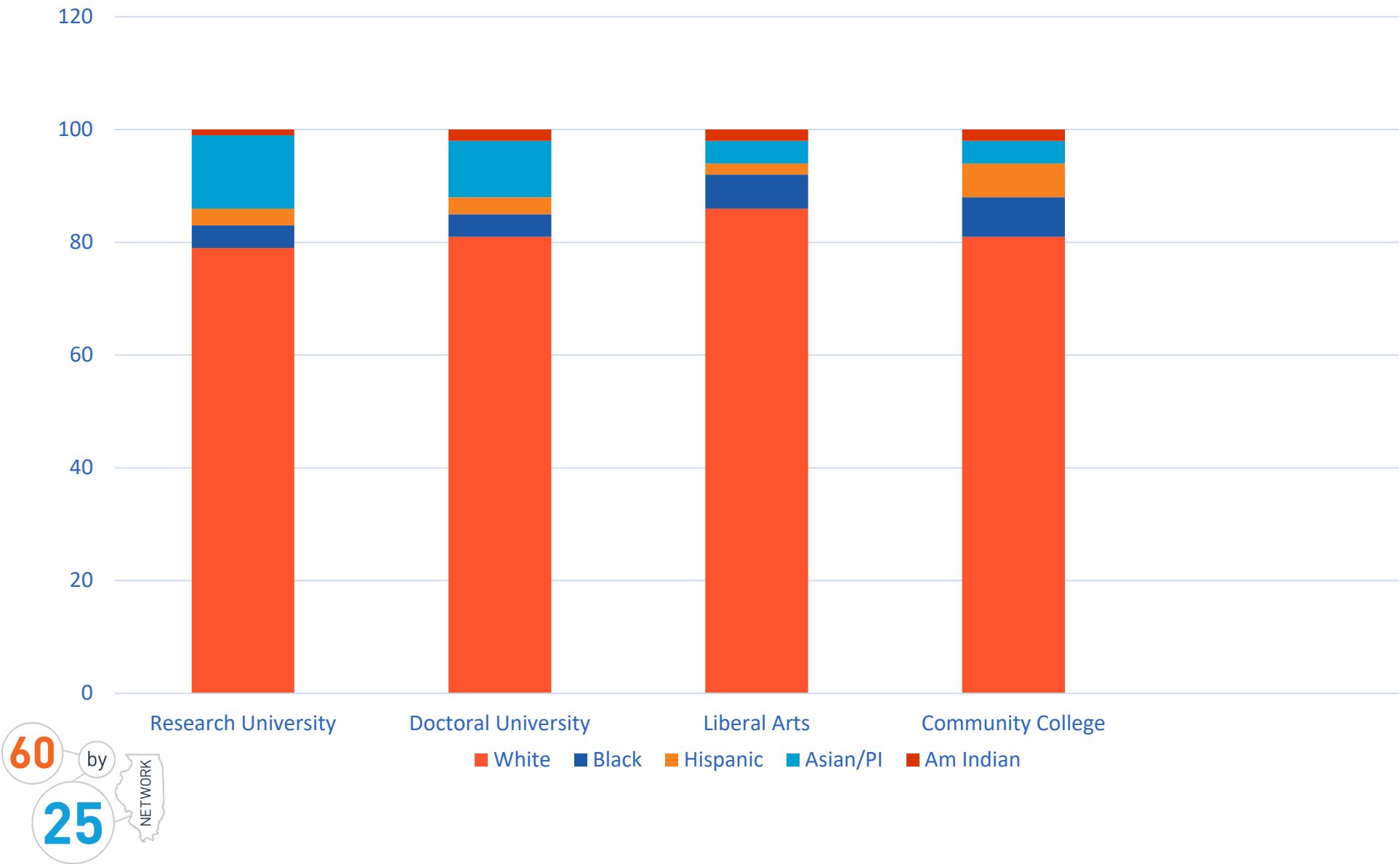


60 by 25 NETWORK

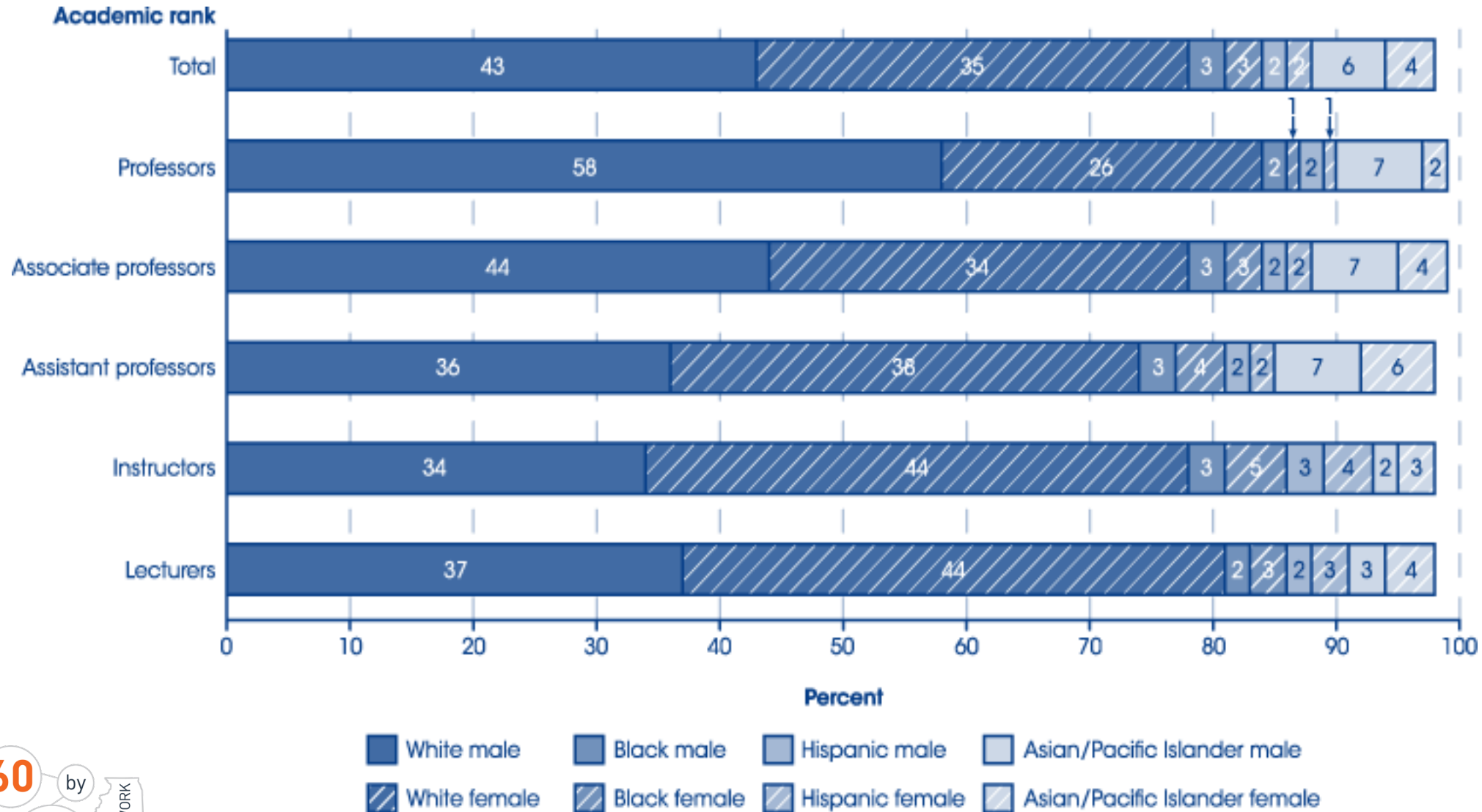
Academe

It's called the Ivory Towers for a reason

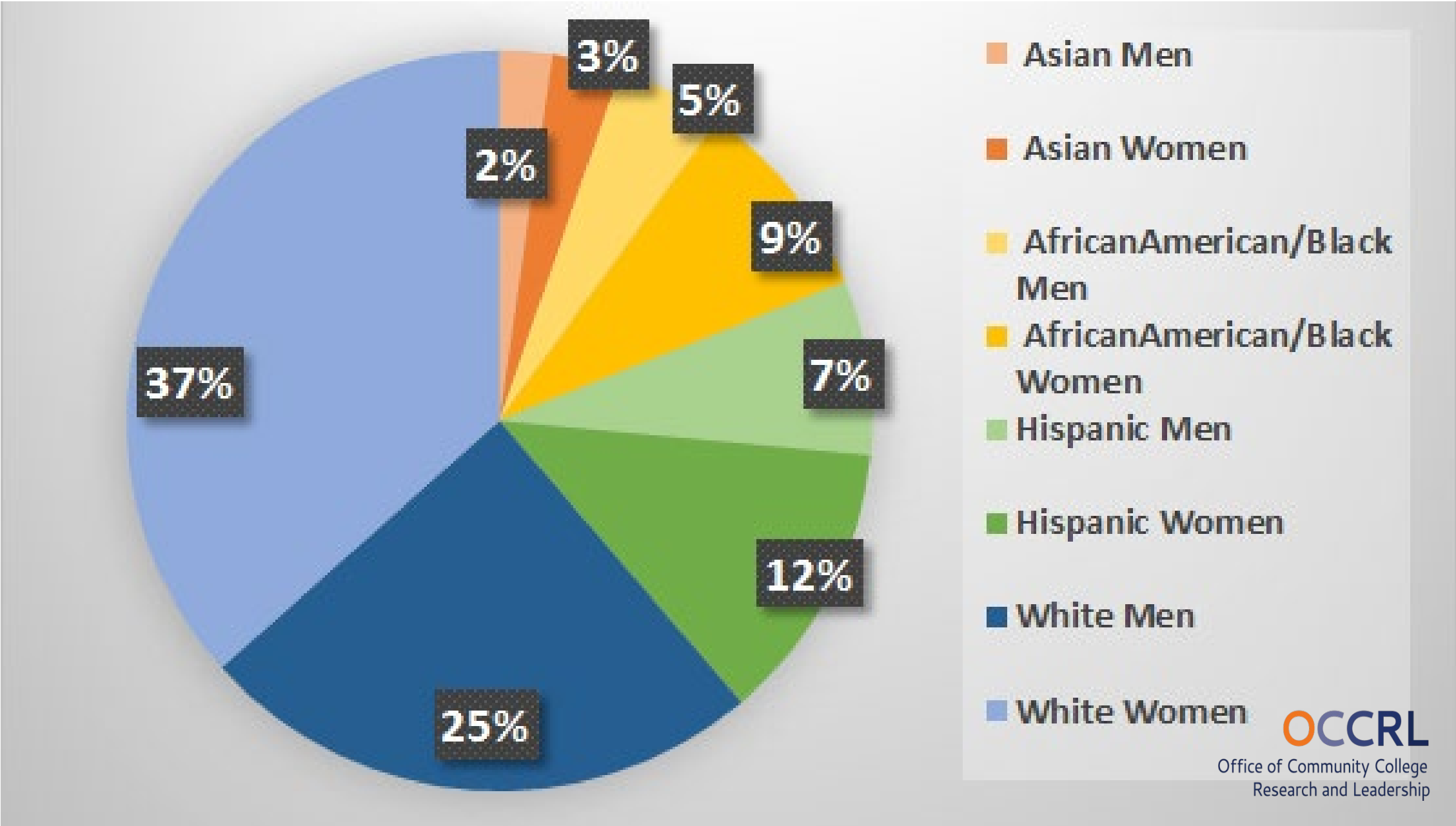
Faculty Representation by Institution Type



Full-time Faculty by Race, Gender, and Rank

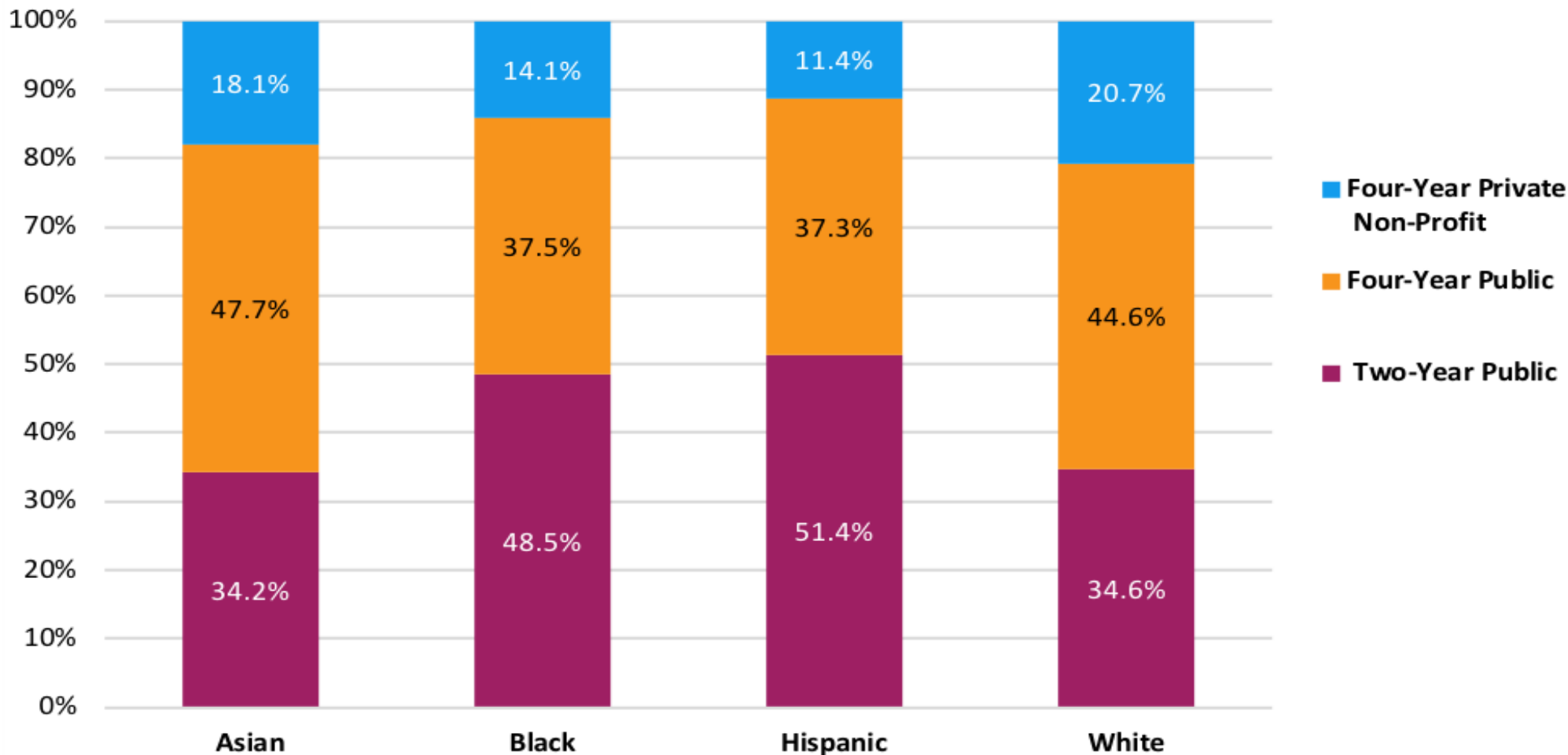


First Major: Associate Degrees Conferred by Race & Gender

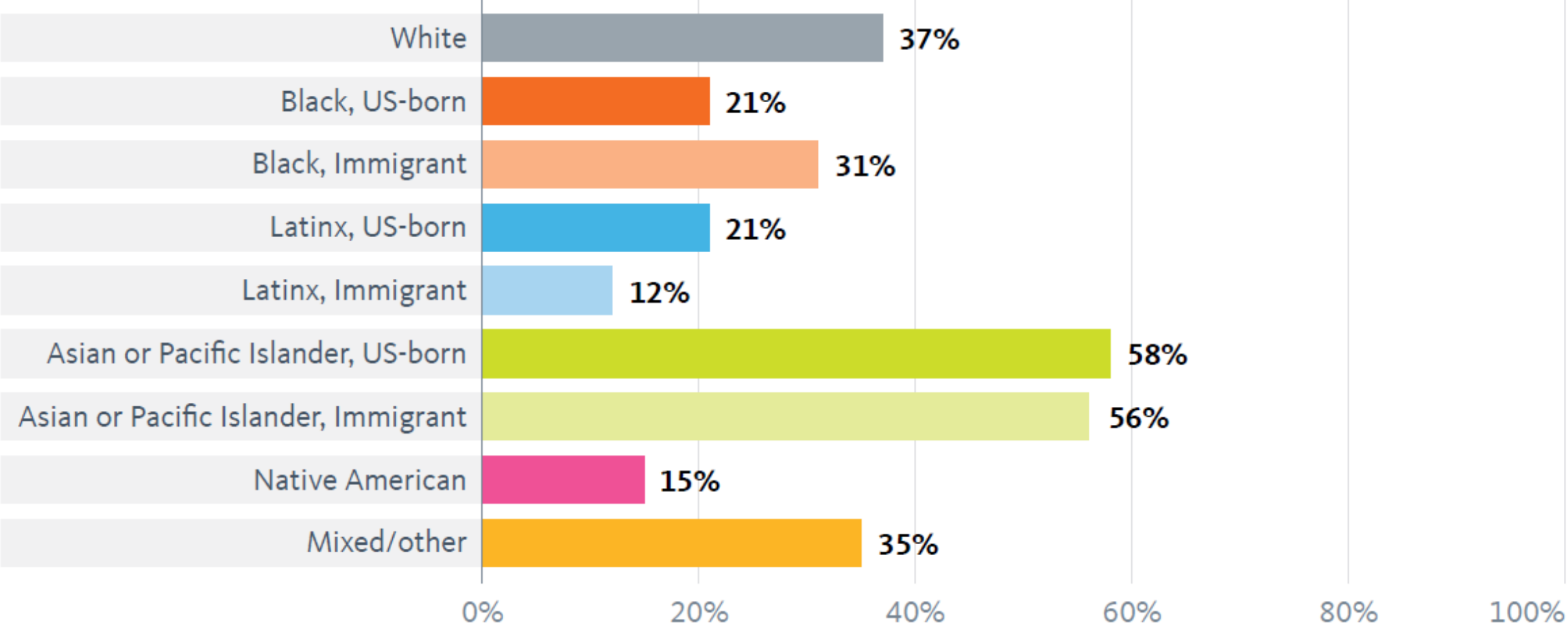


Transfer Gap by Race & Ethnicity

% of Transfers from Two-Year Public to Four-Year Public Institutions by Race and Ethnicity

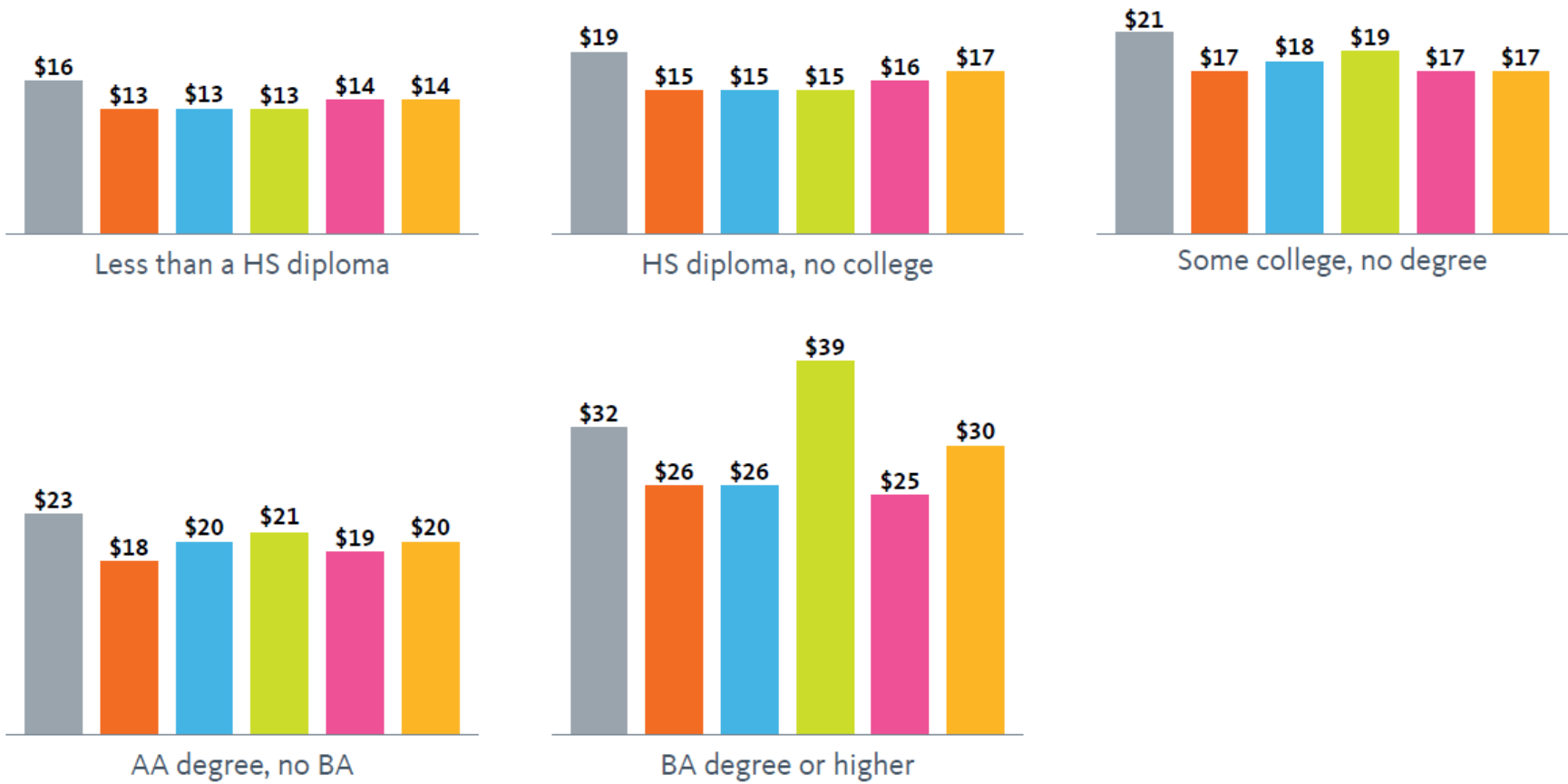


U.S. Share of Adults with at Least a Bachelor's Degree by Race/Ethnicity and Nativity 2018

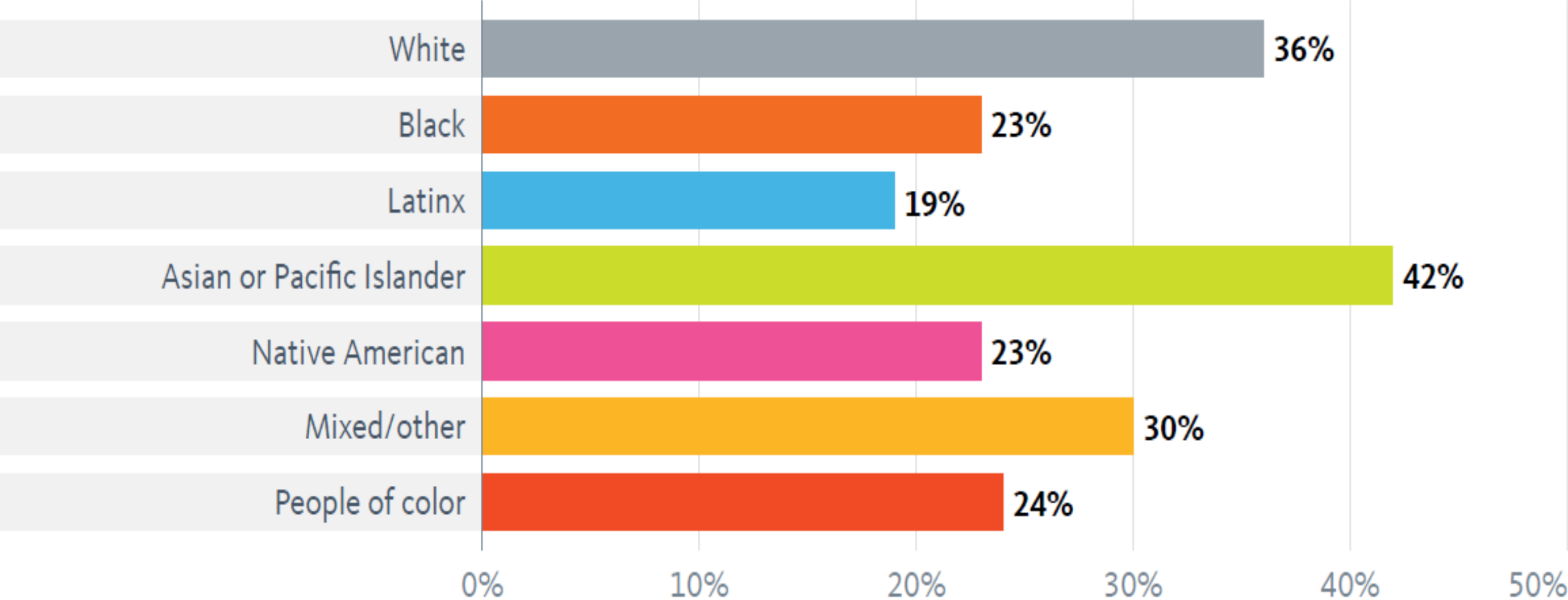


Median Wage by Educational Attainment & Race/Ethnicity, 2018

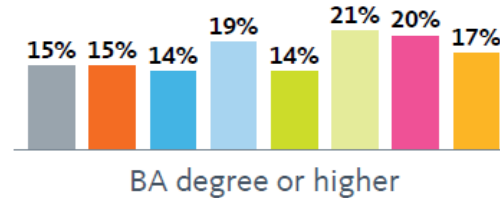
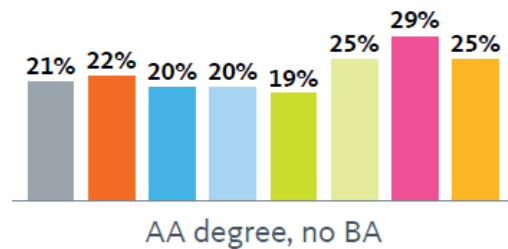
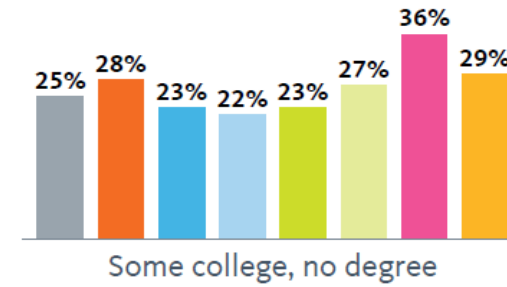
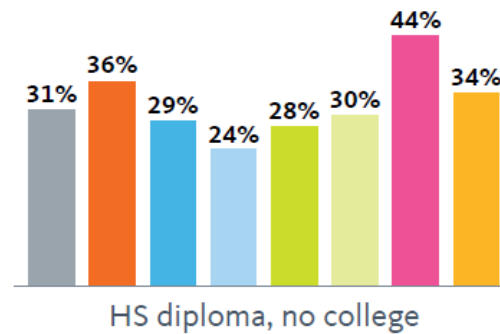
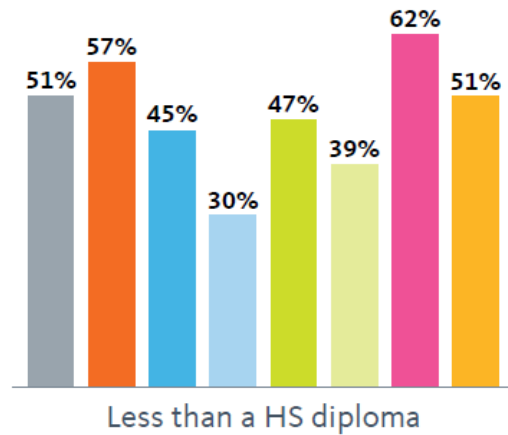
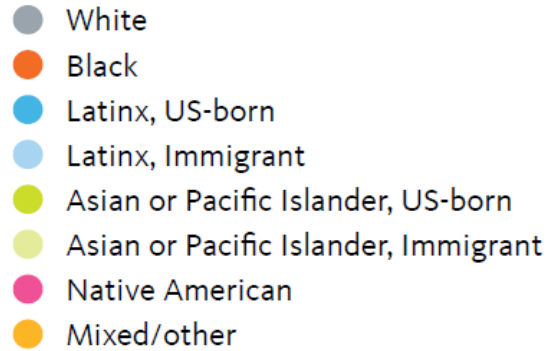
- White
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- Native American
- Mixed/other



Share of U.S. Workers in Good Jobs by Race/Ethnicity, 2018



U.S., Joblessness by Educational Attainment, Race/Ethnicity/Nativity



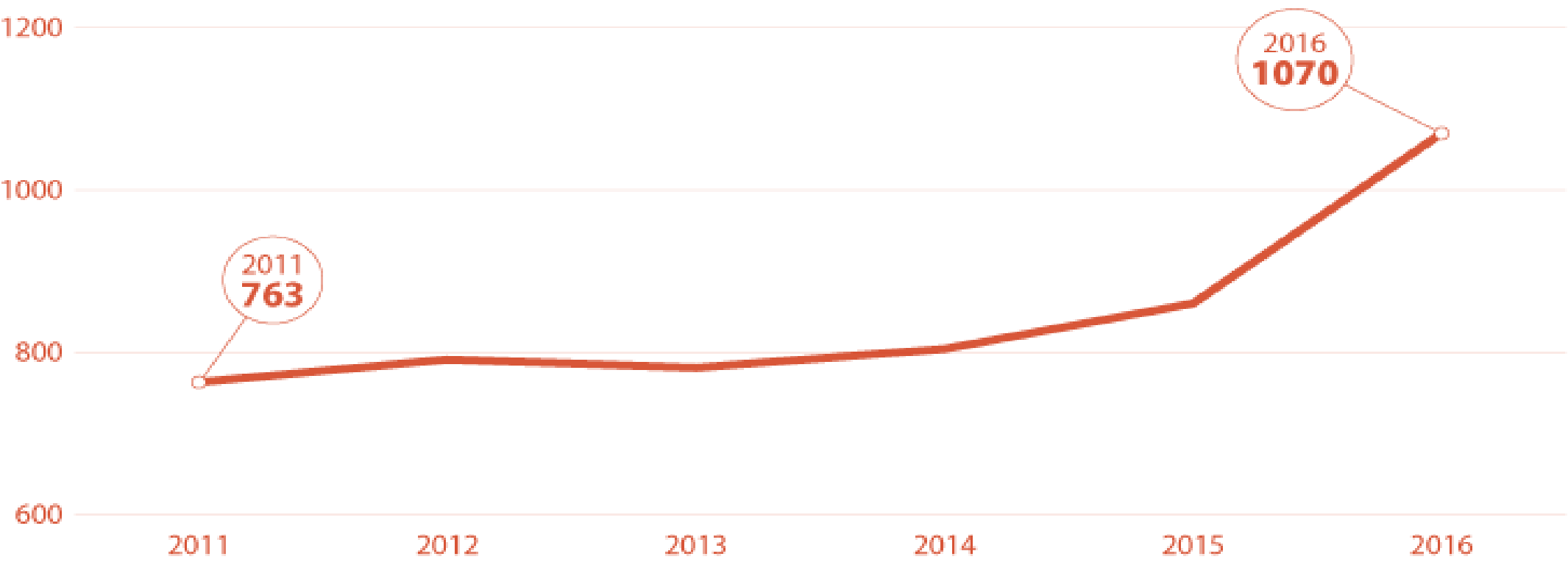
Racial (In)Equity in America

and Parallel Pandemics



Campus hate crimes have increased dramatically since 2011

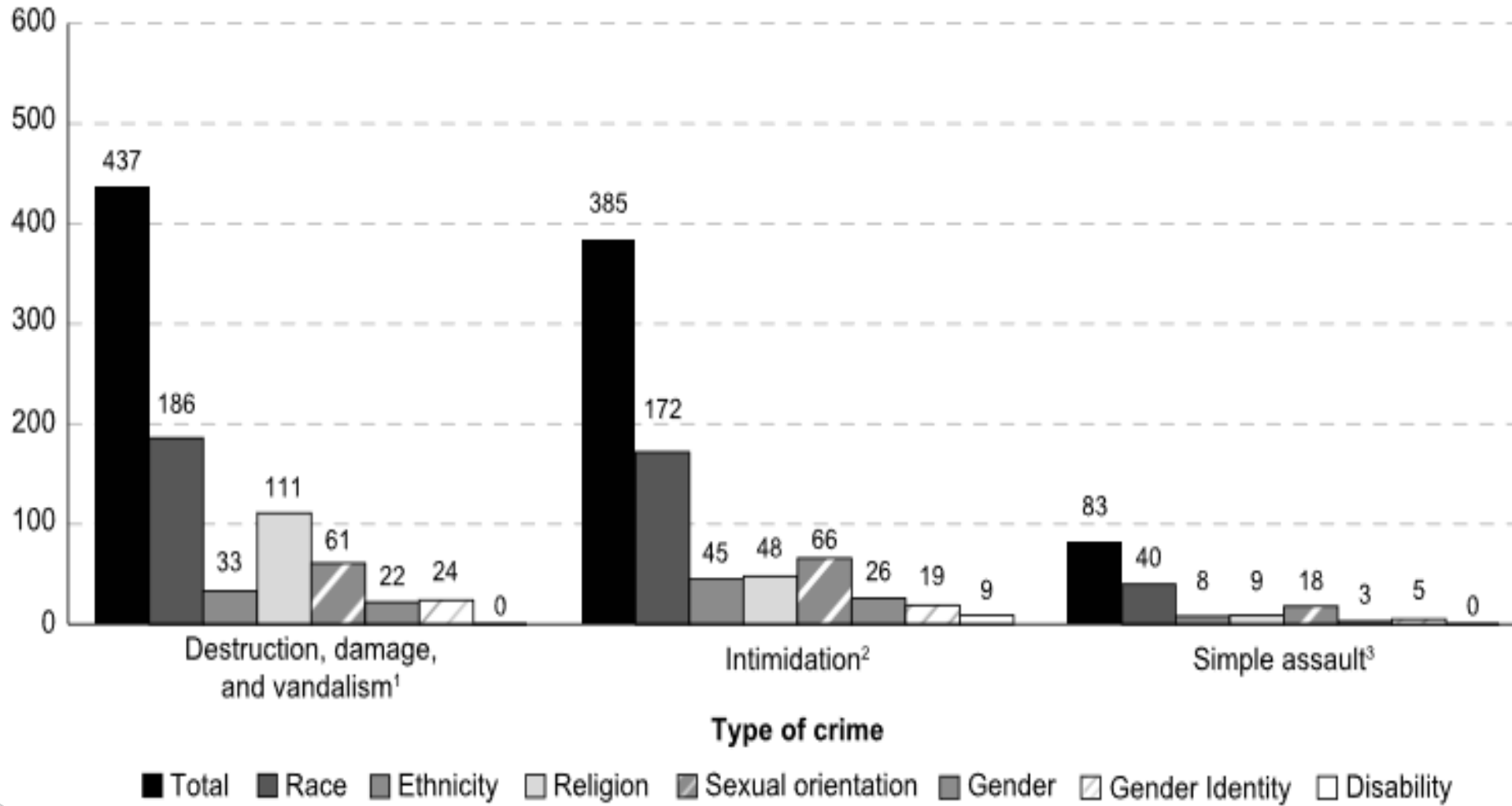
Number of hate crimes on college campuses, 2011–2016



Sources: National Center for Education Statistics, "Indicators of School Crime and Safety Reports 2013-2018," available at <https://nces.ed.gov/programs/crimeindicators/> (last accessed July 2019).

CAP

Number of on-campus hate crimes



U.S. Department of Education (2017)



Racism as a Window to America's Soul and it's Education Understudy

60

by

25

NETWORK

Racialized Strain

Racial Microaggressions and Racial Battle Fatigue

Racial Microaggressions

Are the everyday slights, insults, putdowns, invalidations, and offensive behaviors that people of color experience in daily interactions with generally well-intentioned White Americans who may be unaware that they have engaged in racially demeaning ways toward target groups (Sue et al., 2007)

Racial Battle Fatigue

RBF is a theoretical framework for examining social psychological stress responses associated with being racially minoritized at historically White campuses (Smith, Yosso, & Solórzano, 2011).

Social Justice and Equity Imperative

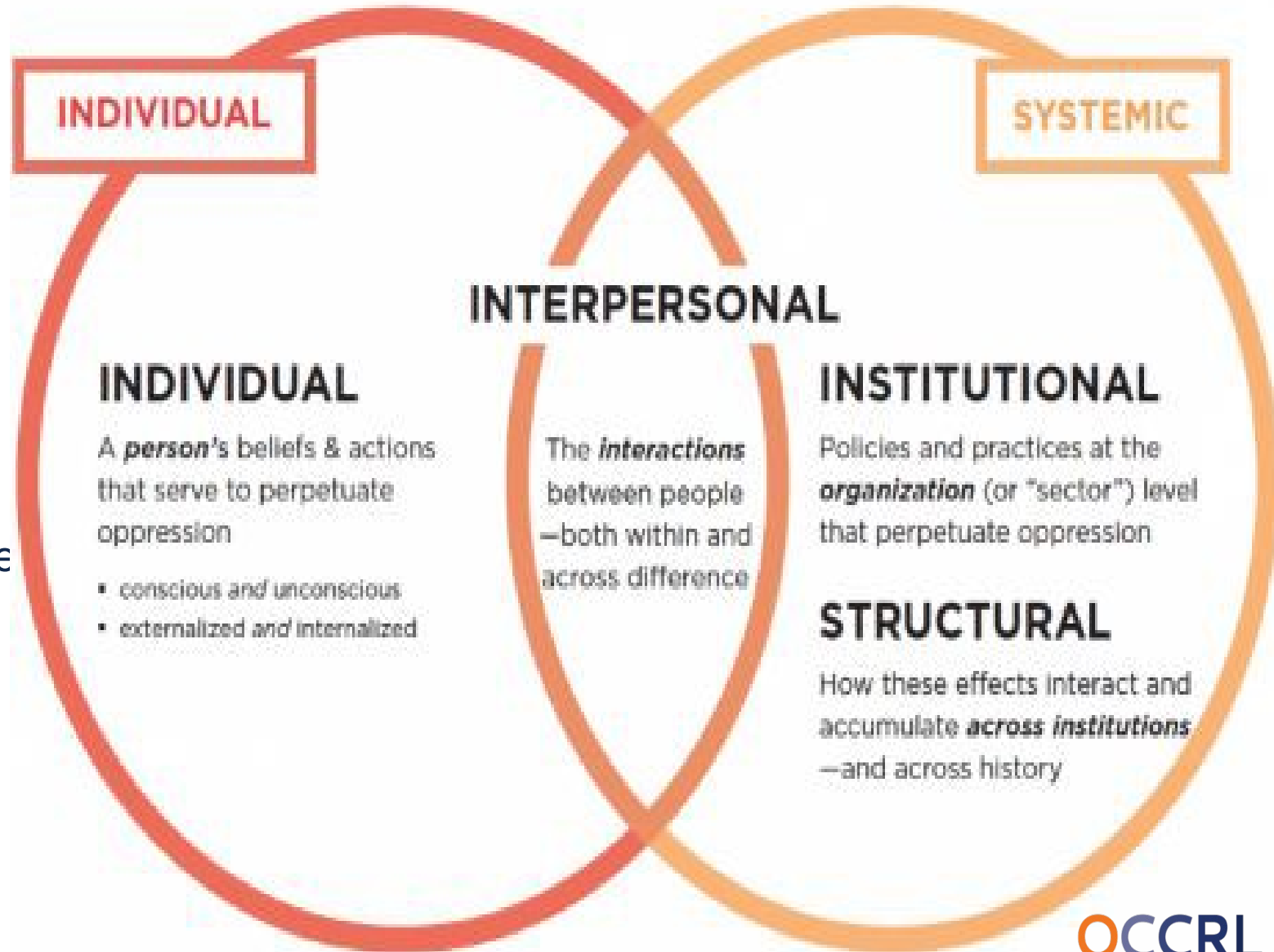


Toward Reflection and Intention

The problem must be examined holistically

→ Can't just examine one component of the problem

Equity must be present in all parts of the educational system



An Action Step Toward Systemic Equity

Individual

Challenging faculty, staff & industry partners' implicit biases about racially minoritized groups

Interpersonal

Embedding culturally responsive practices in and out of the classroom

Institutional

Utilizing recruitment practices encourage participation of racially minoritized groups

Structural

Upending practices that stratify minoritized groups

Step by Step



- Progress Toward Equity and Access
- Outreach, Recruitment, Retention, and PD/Training
- Stakeholder Participation and Voice

Progressing Toward System Equity-Centered Change



Closing Thoughts



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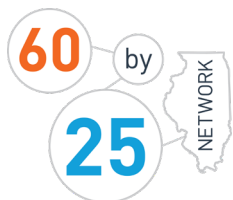
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