



Addendum to Equity Plan & Practices Framework Baseline Plan FY25-FY26 Institutional Equity Plan Guidance

Issued May 19, 2025, by:

Illinois Board of Higher Education (IBHE) and Illinois Community College Board (ICCB)

Purpose and Background

This addendum updates the Equity Plan and Practices Framework issued on November 9, 2023, by the Illinois Board of Higher Education (IBHE) and Illinois Community College Board (ICCB). It reflects updated expectations for institutional compliance with Public Act 102-1046 ([110 ILCS 205/9.16](#)) for the remainder of Fiscal Year 2025 (FY25) and through Fiscal Year 2026 (FY26). It reflects feedback from institutional stakeholders and shifts the focus to implementation and shared learning.

110 ILCS 205/9.16 requires each public institution of higher education to develop and implement an equity plan aimed at closing gaps in enrollment, retention, completion, and student loan repayment rates for underrepresented groups. Institutions submitted baseline equity plans in Spring 2024 in alignment with this statutory requirement and the goals outlined in [*A Thriving Illinois: Higher Education Paths to Equity, Sustainability, and Growth*](#).

Institutional Expectations for FY25-FY26

1. Equity Plan Baseline and Compliance

- Every public institution of higher education submitted an equity plan in a timely manner and that complied with the requirements established in statute.
- Institutions are not required to submit an updated Equity Plan unless specifically requested based on a review of existing plans or institutional data by IBHE or ICCB.

2. Focus on Implementation

- Institutions are expected to continue active implementation of strategies and practices outlined in their current Equity Plans through FY26.
- Institutions should internally update, refine, and strengthen related practices as outlined in their plans.

3. Participation in Communities of Practice, Targeted Assistance, and Webinars

- In lieu of an additional submission, institutions are expected to participate in Community of Practice convenings, targeted assistance activities, state-sponsored convenings, and/or webinars facilitated by IBHE and ICCB during FY26.
- Communities of Practice will provide expert-led learning, peer connection, and opportunities to share and strengthen institutional implementation efforts. Participation fulfills the Communities of Practice compliance obligations under statute.
- Targeted assistance activities will provide structured, customized support to colleges and universities with the goal of helping institutions move beyond compliance and toward measurable outcomes in their Equity Plan work.

- Webinars will be designed to include real-world data, outcomes to date, and opportunities for Live Q&A and peer discussion. The interaction sessions will spotlight promising and proven student success strategies being implemented across Illinois colleges and universities.
- Additional state-sponsored convenings will be designed to elevate progress, identify shared challenges, and align state policies and priorities to advance equity plan implementation.

4. Future Reporting

- IBHE and ICCB will fulfill annual reporting obligations to the Governor and General Assembly using:
 - Submitted Equity Plans,
 - Available disaggregated data, and
 - Insights gained from Communities of Practice, targeted assistance activities, and interactive webinar participation.
- To better understand campus-level progress and inform future planning, IBHE and ICCB will request an implementation summary from each institution to be submitted by **May 31, 2026**. This update should describe key steps taken to carry out the strategies outlined in the institution's Equity Plan. IBHE and ICCB will provide further guidance on the format for this update report at a later date.

Closing

The agencies appreciate the leadership and commitment of Illinois' higher education institutions in advancing equity and student success. Together, we are building a thriving, equitable higher education system to serve all students across Illinois.

Summary of Changes and Key Dates (FY25–FY26)

<u>Area</u>	<u>Update / Expectation</u>	<u>Key Dates / Notes</u>
Equity Plan Submissions	No updated Equity Plan required unless requested by IBHE or ICCB	Ongoing
Plan Review Follow-Up	Direct outreach will occur if significant gaps or issues are identified	As needed
Implementation Focus	Institutions must actively implement and refine existing Equity Plan strategies	FY25–FY26
Institutional Input Requested	Complete a survey (to follow) to help inform community of practice and technical assistance design.	Mid-June
Community of Practice & Technical Assistance	Participation is expected and fulfills statutory requirements	Should occur during FY26
Implementation Summary Report	Institutions must submit an update describing actions taken to implement their plan	Due May 31, 2026
Update Format Guidance	IBHE and ICCB will provide a standard format/template for the implementation summary	To be issued in Fall 2025
Annual Reporting by IBHE/ICCB	Agency reports will use submitted plans, disaggregated data, and insights from CoPs, targeted assistance, and webinars	FY25 and FY26