



November 9, 2023

The Illinois Board of Higher Education (IBHE) and the Illinois Community College Board (ICCB) are pleased to formally release the Equity Plan Framework Guidance. As you will recall, pursuant to Public Act 102-1046 institutions of higher education are required to “develop and submit an equity plan and implement practices that, at a minimum, close gaps in enrollment, retention, completion, and student loan repayment rates for underrepresented groups...” In turn, the IBHE and ICCB, respectively, are charged with evaluating these plans once submitted.

To facilitate this outcome, the agencies convened an [Equity Plan Framework advisory committee](#), who were instrumental in the development of the Equity Plan Framework Guidance. We owe a debt of gratitude to the Advisory Committee for their thoughtful input. Also, a special thanks is due to Ja’Neane Minor, IBHE Chief of Staff, and Jennifer Foster, ICCB Deputy Executive Director for shepherding the plan forward up to this point.

**To begin the Equity Planning process, an informational webinar will be held on December 4<sup>th</sup> @ 2 p.m.** The purpose of the webinar is to provide information and answer questions specifically related to the Equity Plan Framework. We strongly encourage you to review the framework in its entirety and forward your questions ahead of this webinar to ensure that we thoughtfully respond to your inquiries and maximize the use of our collective time together. University constituents should forward all questions to [equityplans@ibhe.org](mailto:equityplans@ibhe.org). Community College constituents should send questions to [ICCB.EquityPlans@illinois.gov](mailto:ICCB.EquityPlans@illinois.gov). To register for the webinar, click the link below.

[Equity Plan Framework Guidance Webinar Registration](#)

In addition, please note that the first submission of the attached Equity Plan Framework Guidance, by public institution of higher education will serve as the “baseline” submission for all institutions. We realize that the amount of information available from institution to institution may vary. This is an opportunity for the universities and community colleges to assess where they are in the process in accordance with the guidance provided. The state agencies will conduct an analysis of the information to develop a training plan to support all public higher education institutions.

**The first Equity Plan submission will be due on May 31, 2024.** Public Universities should make their submission to [equityplans@ibhe.org](mailto:equityplans@ibhe.org). Community Colleges should submit their plans to [ICCB.EquityPlans@illinois.gov](mailto:ICCB.EquityPlans@illinois.gov). We also encourage you to make sure that you have appointed a point person for the development of the plan and that this individual is able to attend the webinar as well as future meetings.

Thank you for your patience as we navigate the process. We look forward to meeting with you.

Sincerely,

Ginger Ostro  
IBHE Executive Director

Brian Durham  
ICCB Executive Director