

# Equity Plans and Practices to Close Equity Gaps

IBHE Panel Discussion

Dr. Avis Proctor, President

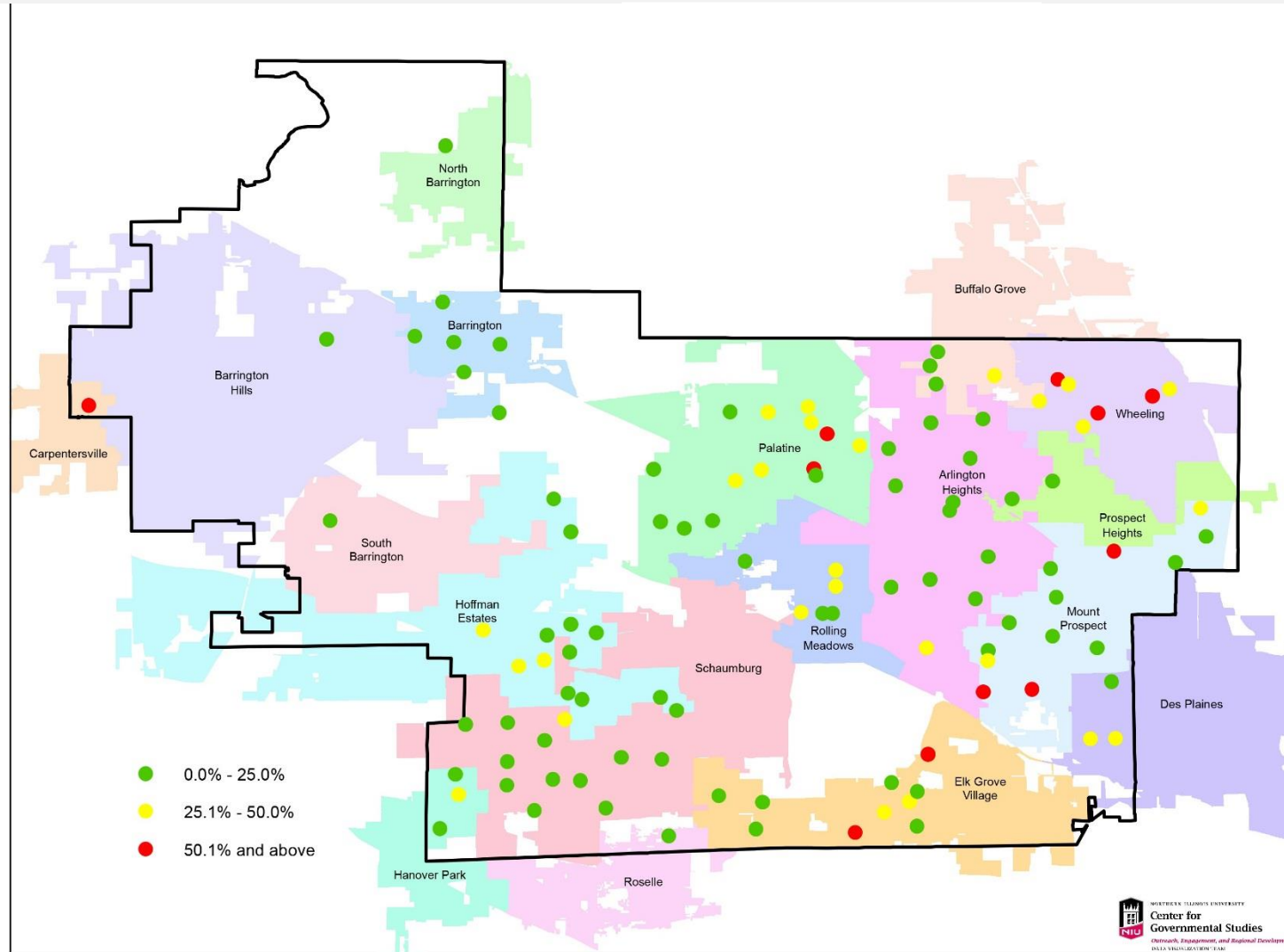
March 15, 2022

# Harper Has Helped Shape Our Region

- District serves 535,000 people in 23 communities
- Over 30,000 students each year (credit and non-credit)
- 90,000+ degrees and certificates conferred
- 40 degree programs and 100 certificate programs



# Changing Demographics — 2009

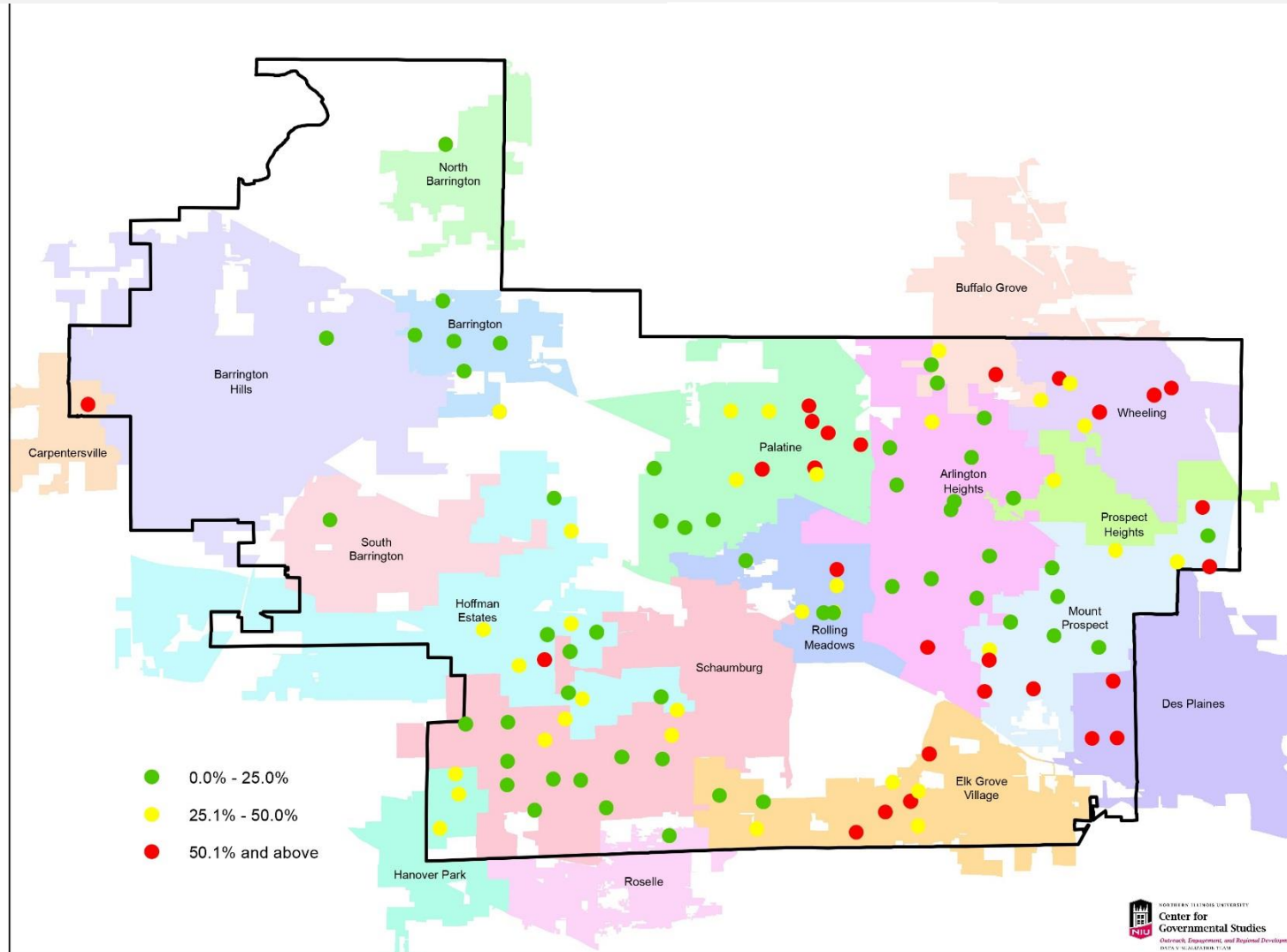


≥50.1% of  
students eligible  
for the free and  
reduced-cost  
lunch program



**11**  
schools

# Changing Demographics — 2019



≥ 50.1% of  
students eligible  
for the free and  
reduced-cost  
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27  
schools

# Strategic Plan



## AWARENESS/OUTREACH

Enhance awareness of and access to Harper College programming, resources, events, and partnerships.



## CORE VALUES

Implement practices that promote Harper's core values of respect, integrity, collaboration, and excellence.



## EQUITY

Build capacity to support equity, diversity, and inclusion



## PARTNERSHIPS

Advance relationships among education, community, and workforce partners.



## STUDENT SUCCESS

Identify and remove barriers to student success.



## TEACHING AND LEARNING

Implement innovative and inclusive teaching and learning.



# Equity Gaps

The College's equity gaps were reviewed at the beginning of the FY2021-2024 Strategic Plan. In examining the data, the most pressing gaps are present for Black and Latinx students in three areas:

- **Gateway Course Success** (4-yr average baseline)
  - Black student success rate in 0-15 courses is 56.3%, White student success rate is 71.4%, a 15.1% gap.
  - Latinx student success rate in 0-15 courses is 62.7%, White student success rate is 71.4%, an 8.7% gap.
- **Fall-to-Fall Persistence rate** (4-yr average baseline)
  - Black student rate (full-time) is 56.1%, White student rate (full-time) is 75.2%, a 19.2% gap.
  - Black student rate (part-time) is 43.9%, White student rate (part-time) is 54.6%, a 10.7% gap.
- **Graduation rate** (4-yr average baseline)
  - Black student rate is 13.1%, White student rate is 34.9%, a 21.9% gap.
  - Latinx student rate is 27.8%, White student rate is 34.9%, a 7.1% gap.

# Equity Related Targets

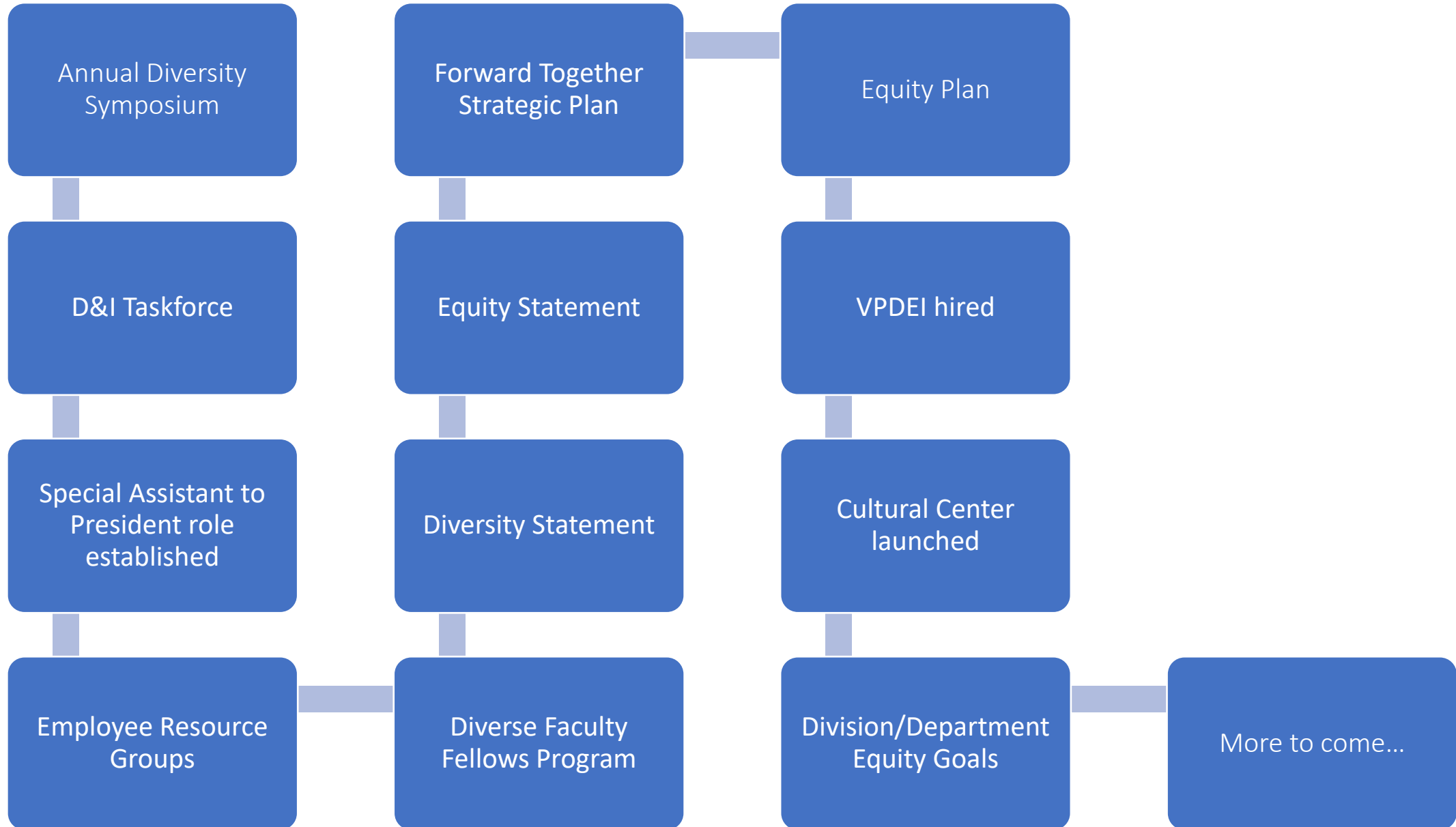
- Develop a common language around equity for Harper College. (**Equity goal**)
- Assess academic and non-academic policies/practices through an equity lens and recommend adjustments. (**Equity goal**)
- Develop and provide education and training on Diversity, Equity, and Inclusion. (**Equity goal**)
- Create a culture of equity, diversity, and inclusion. (**Equity goal**)
- Develop/enhance community relationships that support DEI efforts. (**Equity goal**)
- Close equity gaps. (**Student Success goal**)
- Increase/enhance support services for basic needs/bandwidth demands. (**Student Success goal**)
- Implement interculturally competent classroom pedagogies. (**Teaching & Learning goal**)

# Equity Plan Goals

- Eliminate student equity gaps
- Expand Office of Diversity, Equity and Inclusion
- Create a Cultural Center
- Increase Diverse Hires
- Establish a Social Justice Studies Task Force
- Expand DEI Professional Development

[Full Harper College ILEA Equity Plan](#)

# Our Equity Journey continues



# Pillars of Equity

## Removing Barriers

Identifying and removing obstacles that impede community members from reaching their full potential.



## Closing Equity Gaps

Addressing disparities in educational outcomes across demographics.

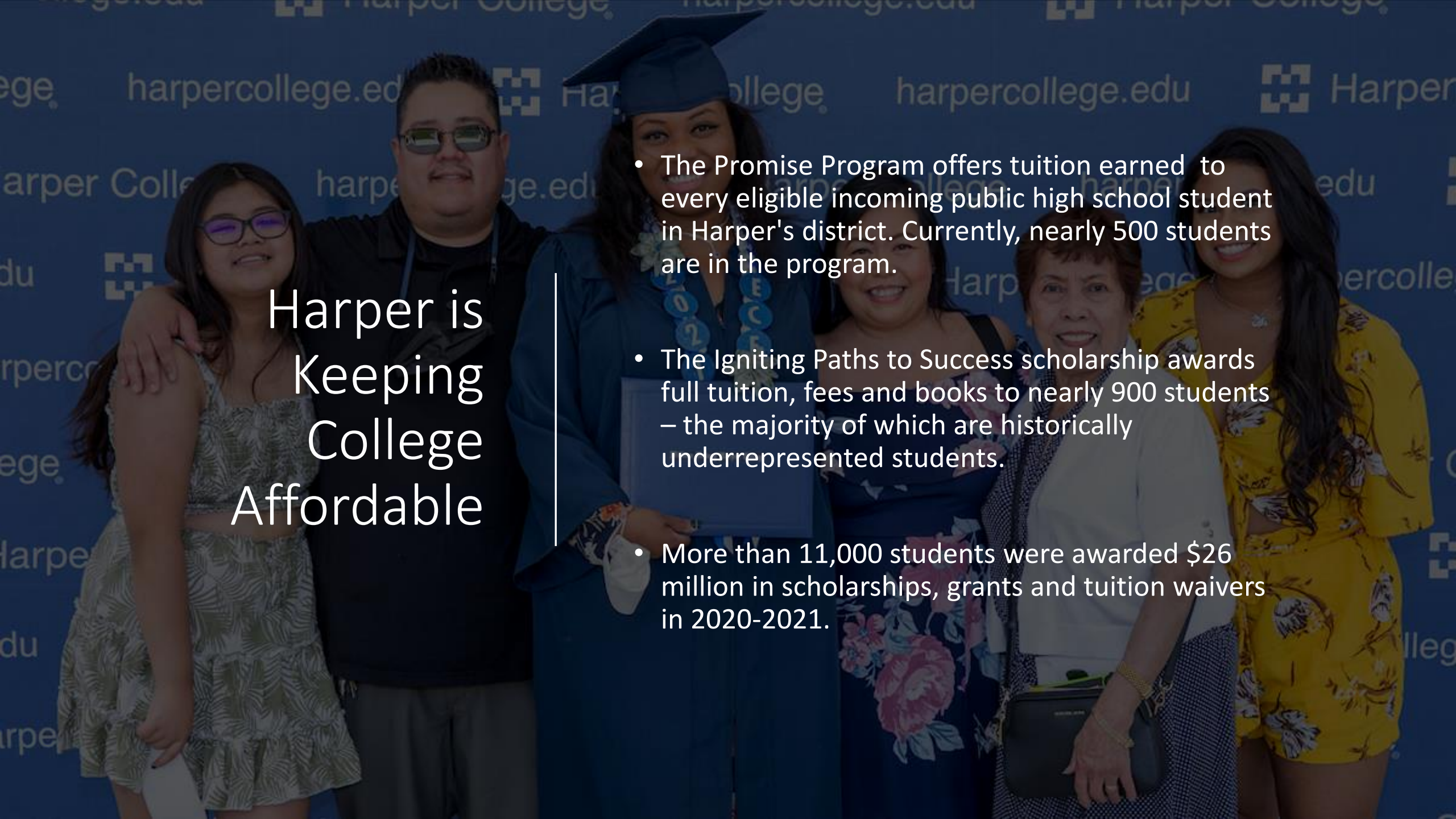


## Focused Solutions

Implementing intentional strategies that yield successful results.



Harper College



## Harper is Keeping College Affordable

- The Promise Program offers tuition earned to every eligible incoming public high school student in Harper's district. Currently, nearly 500 students are in the program.
- The Igniting Paths to Success scholarship awards full tuition, fees and books to nearly 900 students – the majority of which are historically underrepresented students.
- More than 11,000 students were awarded \$26 million in scholarships, grants and tuition waivers in 2020-2021.

# Harper student reinventing herself via Career Exploration course, Igniting Paths scholarship

- This past fall, Arnetta took her first two courses in Harper's [Phlebotomy Certificate Program](#). She is set to earn her certificate after an internship in the spring semester. Arnetta said she's happy about being able to get the certificate in less than a year
- "I didn't think I had the patience for school and I didn't think I had the money," she said. "In two semesters, I'll have my certificate."
- **Arnetta, 2021-2022 Igniting Paths to Success Scholarship Recipient**



# Ignite Scholars

"I want to personally thank you for giving me a better future for my son. I never did well in school, and I thought getting a scholarship was really hard to receive and was out of my league. The scholarship gave me a sense of motivation like you believed in me to accomplish my degree."

**Aaron, 2021-2022 Igniting Paths to Success Scholarship Recipient**

"Receiving this scholarship means that I will be able to finish my Associate's next year. sooner than I anticipated because I just did not have the funds to pay for everything. Now, thanks to you, that is possible."

**Willie, 2021-2022 Igniting Paths to Success Scholarship Recipient**

"This means the world to me. This degree is 100% necessary to finding more financial stability for my family and me. It's a huge weight off my shoulders knowing that school is covered!"

**Victoria , 2021 – 2022 Igniting Paths to Success Scholarship Recipient**