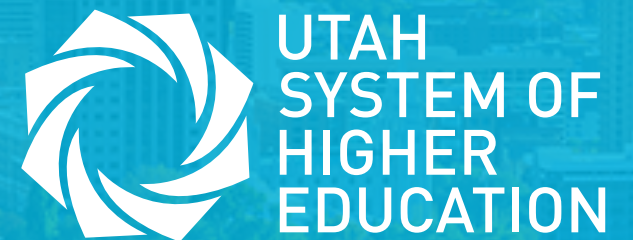




EQUITY, DIVERSITY, & INCLUSION

September 18, 2020



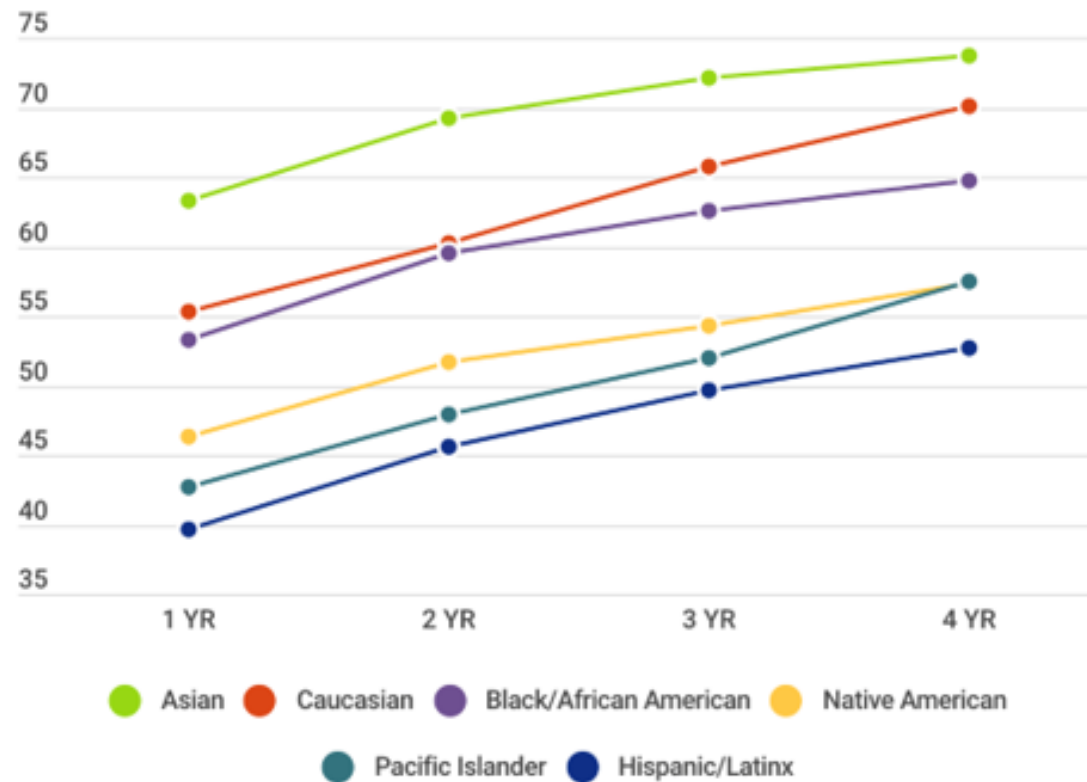
What's the problem?: A new look at Utah's Growing Opportunity Gap

- Postsecondary attainment gaps exist for underrepresented student populations
- By 2065, the percentage of people of color in Utah, ages 18-35, will nearly double

If systemic and institutional structural barriers go unmitigated...

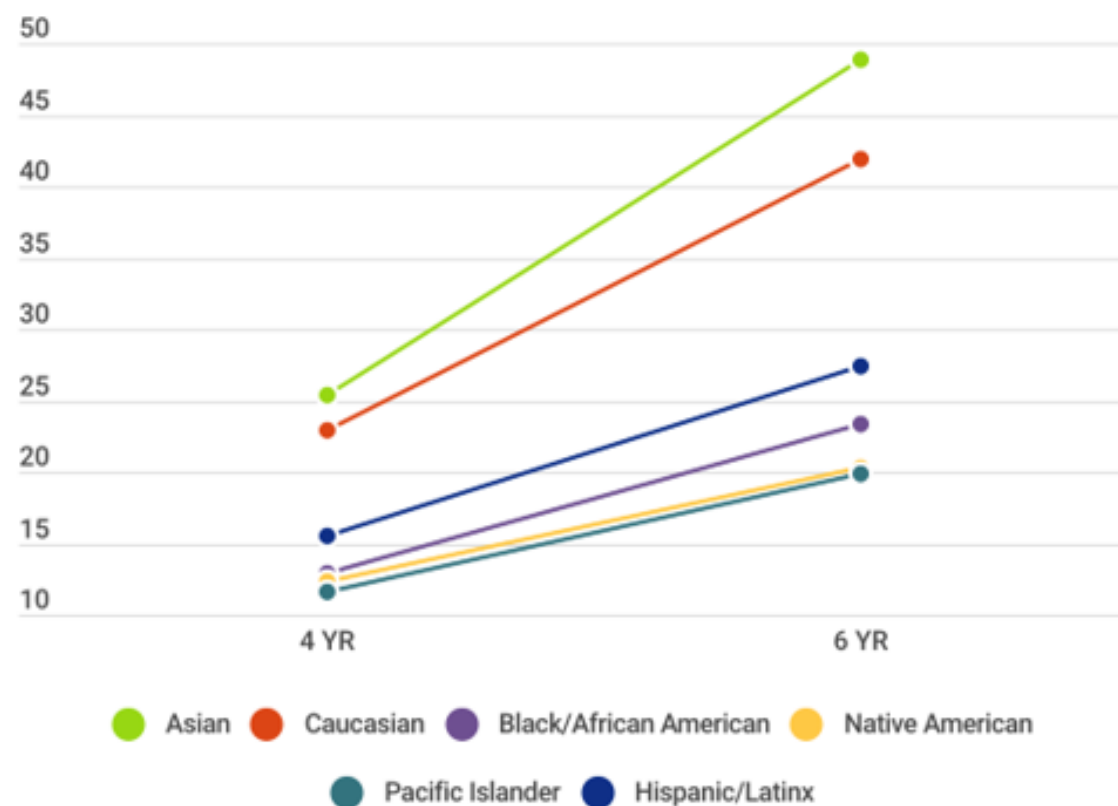
- More students will miss out on post high school certificates and degrees
- Utah's workforce and economy will be negatively impacted

Disparities within Utah's College Enrollment Percentage Rates



Student of color enrollment rates are as much as **40%** below that of white students.

Disparities within Utah's College Completion Percentage Rates



Student of color completion rates are as much as **35%** below that of white students.

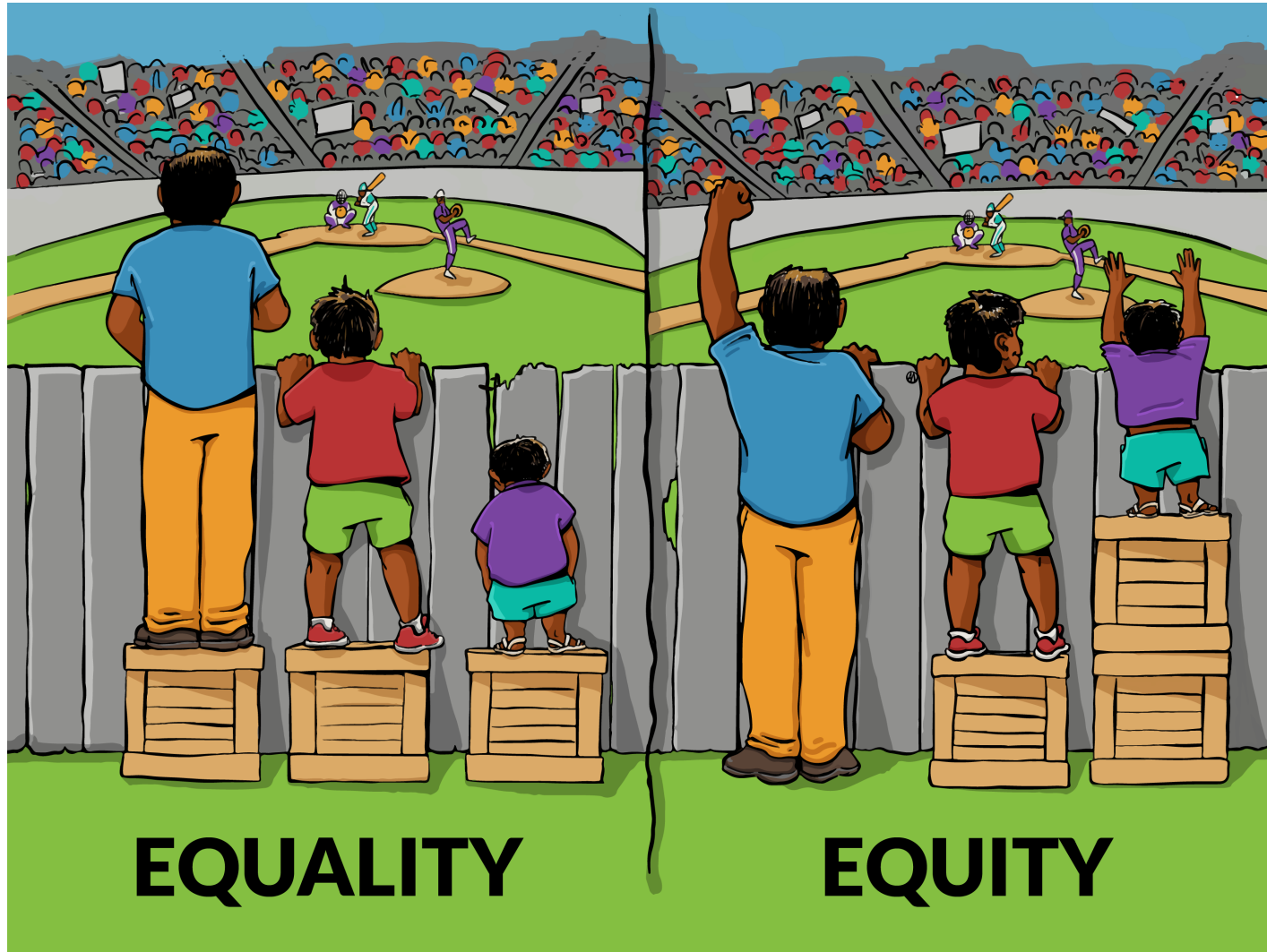
Gender, race & postsecondary participation

- Male Native Americans (8.52%)
- Male Hispanics (8.72%)
- Male Hawaiian/Pacific Islanders (9.74%)
- Only female, Hawaiian/Pacific Islanders had a lower participation rate (8.48%).

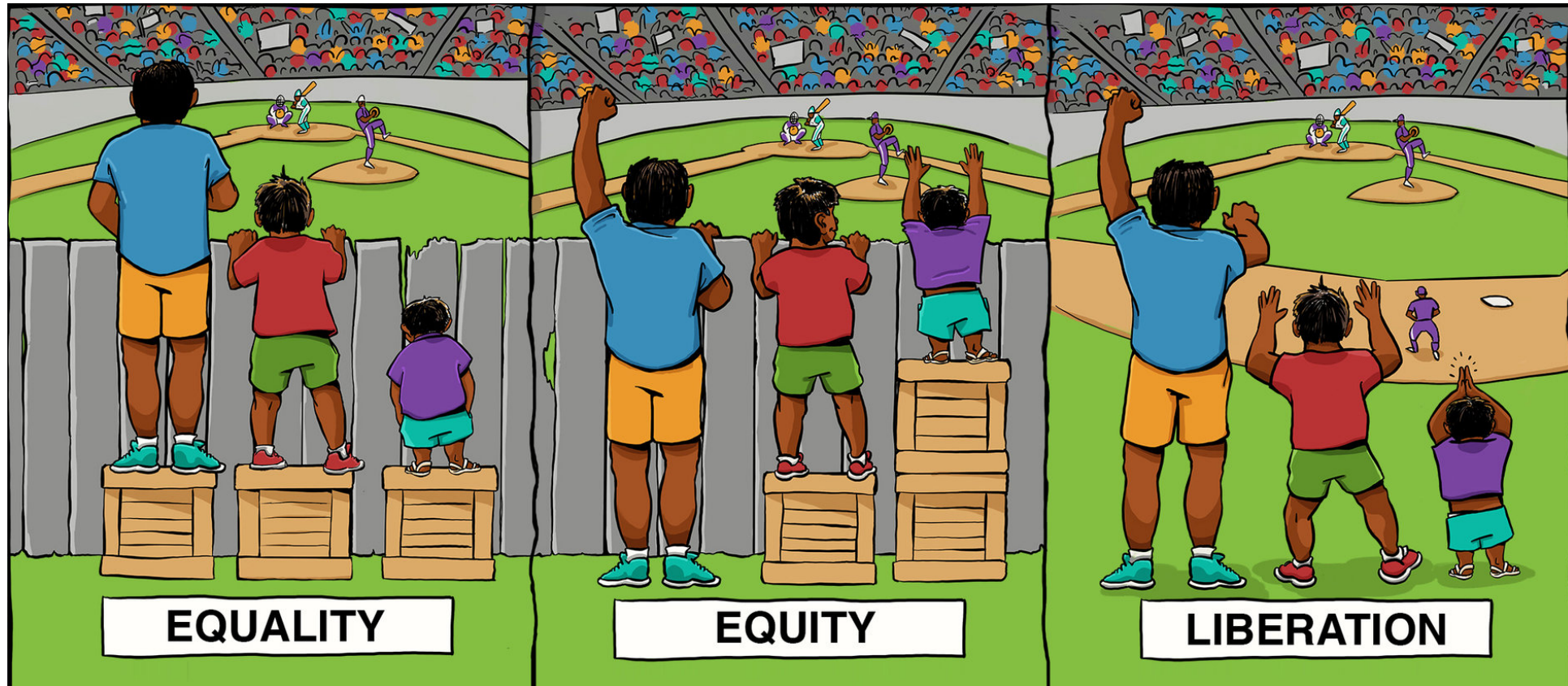
Regional, socioeconomic context: High school fall enrollments by school district

- Utah's statewide average enrollment rate for students one year out of high school is 46%.
- Park City School District tops the list with 68% of students enrolling
- Rural and Urban school districts tend to exhibit lower-than-average fall enrollment rates (Uintah School District enrolls 30%, Ogden School District enrolls 34% of their senior class)

What's the solution?: Equity first

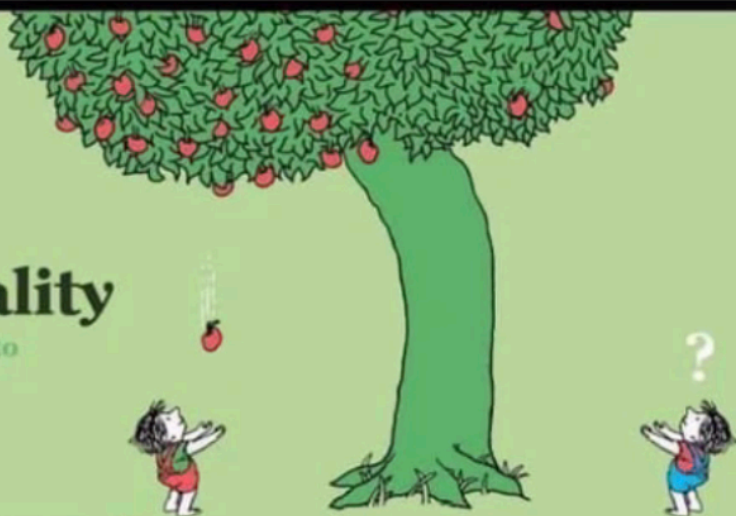


What do we mean
by equity?



Inequality

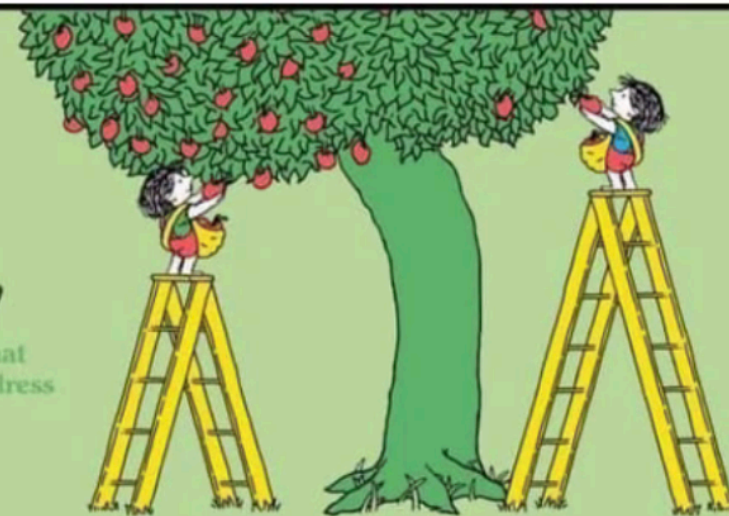
Unequal access to opportunities



Source: @hunchbreath in the 2019 Design in Tech Report

Equity

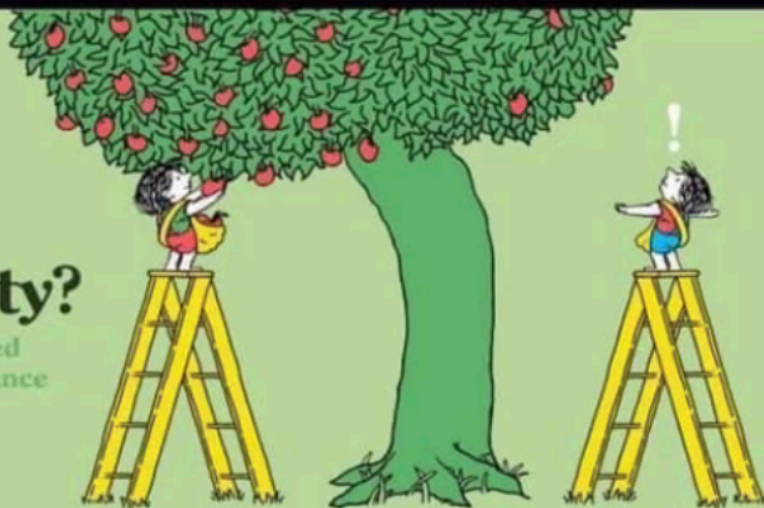
Custom tools that identify and address inequality



Source: @hunchbreath in the 2019 Design in Tech Report

Equality?

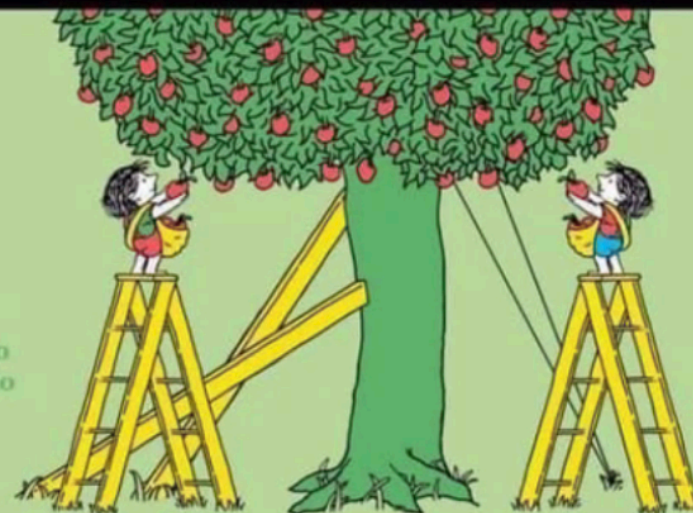
Evenly distributed tools and assistance



Source: @hunchbreath in the 2019 Design in Tech Report

Justice

Fixing the system to offer equal access to both tools and opportunities



Source: @hunchbreath in the 2019 Design in Tech Report

Board commitment to advance equitable systemic change

1. Establish a diversity, equity, and inclusion workgroup to cultivate collaboration and coordination among the Board and System leadership.
2. Create an equity lens framework for higher education leaders to better understand, identify, and address systemic equity issues as they establish priorities, set goals, revise System policies, and govern the Utah System of Higher Education.
3. By the November 20 Board meeting, each standing Board committee will develop a set of aligned priorities, specific to their assigned areas of responsibility, that are equity-driven, measurable, and focused on creating meaningful progress toward removing statewide inequities.

Finance & Facilities

- Affordability
- Student fees
- Performance funding
- Growth funding
- Shared services
- Financial transparency
- Tuition and fees processes
- Capital facility planning and prioritization

Student Affairs

- **Revise Regents' Scholarship, coordinate all state aid programs**
 - Develop new criteria and awarding process to present to Commissioner for consideration of Board, per Board instruction
 - Work with Institutional Research in developing standard reporting on state aid programs
- **Campus safety**
- **Mental health**
- **UCAC Advisors and closing the Opportunity Gap**

Technical Education

- **Seamless transfer and articulation**
- **Improve data collection, quality and outcomes**

Academic/Degree-Granting Education

- **Concurrent Enrollment**

- Support institutional CE programs in designing interventions based on the NACEP study on low-income student participation
- Explore the possibility of financial assistance to support participation of low-income students in CE

- **Seamless transfer and articulation**

Contact Information

Laís K. Martinez

State Director of Equity and
Advocacy, USHE

lmartinez@ushe.edu

