

# Expect the Great Charter

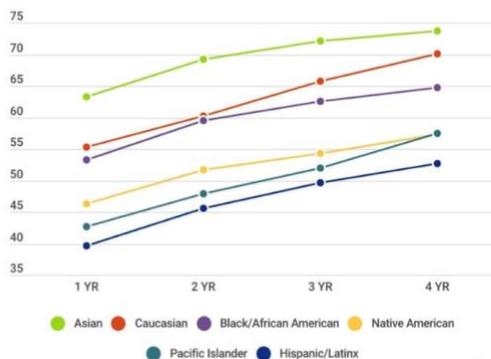
## History and Justification

Expect the Great is a longstanding conference for Black, African American, and African peoples in Utah, originally formed in 2011 by Pastor France Davis to address then-Governor Gary Herbert’s goal to increase the number of adults in the state with postsecondary education to 66% by 2020. The Utah Board of Higher Education has since worked with the legislature to restructure its systemwide attainment goals to be more comprehensive of the educational process. The Board has further centered educational equity and inclusion within its [Strategic Plan](#) so that higher education opportunities exist for all Utahns across the System. The attainment goals are in alignment with the Board’s efforts to [advance equitable systemic change](#) and the [Equity Lens Framework](#), which commits USHE and its 16 institutions to “setting the groundwork for clear accountability, allowing all efforts to be focused on closing opportunity gaps for marginalized populations.” Expect the Great is an important avenue that supports USHE’s efforts to address educational equity and inclusion for Black peoples in Utah and is led by the Office of the Commissioner.

## Supporting Data

USHE’s [College Participation and Completion of Utah High School Graduates](#) issue brief and its [Opportunity Gap](#) issue brief outline the disparities of both college participation and college completion between white students and students of color, including Black/African American students.

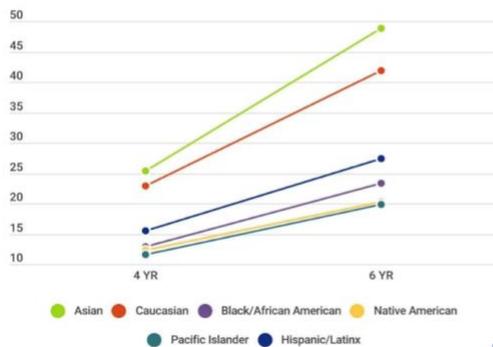
## Disparities in College Participation



The differences in enrollment rates between Utah’s students of color and white students are as much as **40%**.

[https://ushe.edu/wp-content/uploads/pdf/reports/2019\\_college\\_participation\\_completion\\_report.pdf](https://ushe.edu/wp-content/uploads/pdf/reports/2019_college_participation_completion_report.pdf)

## Disparities in College Completion



The differences in completion rates between Utah's students of color and white students are as much as **35%**.

[https://ushe.edu/wp-content/uploads/pdf/reports/2019\\_college\\_participation\\_completion\\_report.pdf](https://ushe.edu/wp-content/uploads/pdf/reports/2019_college_participation_completion_report.pdf)

In addition to the quantitative indicators, many institutional campus climate surveys report higher rates of discrimination, lower representation for both students and staff/faculty, and other factors that create a more negative climate for Black students in Utah. More qualitative research is needed to better understand the lived experiences of Black, African, and African American people navigating the Utah System of Higher Education.

### Mission

The proposed updated mission is: Expect the Great is a free event focusing on college and career awareness and readiness for African, African American, and Black high school sophomores, juniors, and seniors, college students, and working adults in the state of Utah. The theme of this initiative is proposed as: Empower, Connect, Invest.

### Vision

Educational belongingness for Black/African/African American populations in Utah.

### Initiatives

For Expect the Great to meet the complex goals of preparing and connecting a diverse body of students with distinct needs, and in order to invest in Black students and working adults in an intentional way, it is requisite that there are continuous touchpoints and support for individuals, in addition to the annual conference. To support this, Expect the Great leads two initiatives:

- The Expect the Great Conference — an annual conference bringing potential and current students together over two days, overseen by the ETG Planning Committee
- ETG Support Initiative — leveraging existing higher ed college support programs (i.e., Utah College Advising Corp, Black Student Unions, African/Black Diaspora cultural centers) to provide a myriad of resources, including a centralized website, social media, institutional

resource and mentor lists, student organizations, community partners, events and activities that Black, African American and African students and working adults can access throughout the year.

## **ETG Objectives**

### *Conference Objectives*

1. Expand informational access about higher education options to Black/African/African American populations in Utah through culturally responsive approaches.
2. Help students identify and access financial aid and other support (including leadership opportunities) to improve the affordability of higher education opportunities within USHE and private nonprofit partnering institutions, including awarding a possible ETG scholarship.
3. Provide affirming space for students to connect with peers, mentors, and (student, campus, and community) leadership, internship, and workforce opportunities.
4. Connect USHE institutions with potential students.

### *Support Initiative Objectives*

1. Provide an ongoing, up-to-date, centralized resource for Black students and working adults in Utah.
2. Prepare students to engage with the ETG Conference by providing right-on-time information throughout the year, including qualifying and applying for institutional and state financial aid, and leadership opportunities.
3. Measure and assess the impact of conference activities on student knowledge, social-emotional wellbeing, belonging, and college participation.

## **Measuring & Communicating Outcomes**

- Assess student college and career readiness knowledge and overall impact on student experience, the efficacy of social-emotional wellbeing, and belonging supports through the program.
  - Quantitative: Track and report the number of students, staff, and faculty participating with a shared student name list across institutional admissions offices.
  - Qualitative: Student reflection opportunity, focus groups, etc.
- Implementation of an SSID will allow ETG to track students from high school throughout college (current USHE Strategic Plan initiative).

## **ETG Governance & Leadership**

The Executive Advisory Committee will consist of one representative from each of the 16 USHE institutions that are appointed by the presidents plus one representative from the Board and Commissioner's office. The committee will be tasked with the following:

- Attend each ETG planning committee meeting
- Act as a voting member for planning committee decisions
- Report back ETG progress to their institution
- Identify additional institutional representatives to serve on ETG Planning Committee and subcommittees

#### *Executive Advisory Committee Membership & Structure*

- Conference Chair – An institutional host representative that will be appointed yearly to oversee the planning committee.
- Conference Vice Chair - A program coordinator or advocate representative from one of the 16 institutions that will host the following year to support and oversee the transition between institutional hosts.
- Appointed Board Liaison
- System Liaison – Assistant Commissioner for EDI
- Presidential Appointed Institutional Representatives (PAIR) – Appointed by the presidents annually. It is recommended that representatives are student-facing EDI professionals (i.e., Black Cultural Center Director, African Diaspora Director, Inclusion Center Director, or equivalent). Includes USHE’s 16 institutions and Westminster.

#### *Planning Committee Membership & Structure*

The Planning Committee will be organized by various subcommittees, including, but not limited to, Archive & Assessment, Finance, Pre-College, College Leadership, Marketing, Supportive Initiative, and others.

- Additional USHE institutional representatives and private nonprofit partnering institutional representatives identified by the PAIR and representative(s) from Ensign College, Brigham Young University, and Western Governors University
- Community Representatives – Representatives from Community based organizations (i.e., Black Chamber of Commerce, Utah NAACP, Project Success Coalition, etc.)

### **Institutional Investment**

*Institutional tiered investment amount considers the institutional size, mission, and role*

- Utah System of Higher Education & other Research 1 Universities: \$4,000
  - University of Utah
  - Utah State University
  - Brigham Young University
- Regional/Dual Enrollment Universities: \$3,000
  - Utah Valley University
  - Weber State University

- Southern Utah University
- Utah Technical University
- Community Colleges: \$1,000-2,500
  - Salt Lake Community College: \$2,500
  - Snow College: \$1,000
- Private (dependent on size): \$1,000-4,000
  - Westminster College: \$1,000
  - Ensign College: \$1,000
  - Western Governors College: \$4,000
- Technical Colleges: \$500

This charter was presented to the Utah Board of Higher Education's Student Affairs Committee on Friday, August 19, where it received unanimous support.