Socially Just Community Colleges: Beyond Espousing Diversity to Actualizing Equity

Eboni M. Zamani-Gallaher
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Plenary At-A-Glance

- About OCCRL
- Backstory: Rhetoric vs. Reality
- Racial (In)Equity
- Racism, Campus Climate, & Racial Strain
- From Awareness to Action
- Q & A
About OCCRL

Strengthening Pathways for All Students Through Research and Leadership
Research & Development
Backstory: Rhetoric vs. Reality
This is America

U.S. race-ethnic profiles, 2018 and 2060

Total population:
- White*: 60.5%
- Hispanic: 18.3%
- Black*: 12.5%
- Asian*: 5.7%
- Multiracial*: 4.4%
- All other*: 8.8%

Age under 18:
- White*: 50.4%
- Hispanic: 25.3%
- Black*: 13.8%
- Asian*: 5.1%
- Multiracial*: 8.4%
- All other*: 13.6%

Age 65+:
- White*: 76.7%
- Hispanic: 21.0%
- Black*: 8.4%
- Asian*: 14.2%
- Multiracial*: 8.1%
- All other*: 12.8%

* Non-Hispanic members of race
The Elusiveness of Equity
Racial/Ethnic Workforce Demographics

Current Workforce:
- White: 62%
- Black: 12%
- Latinx: 17%
- Asian or Pacific Islander: 6%
- Native American: 1%
- Mixed/other: 2%

Emerging Workforce:
- White: 52%
- Black: 14%
- Latinx: 24%
- Asian or Pacific Islander: 5%
- Native American: 5%
- Mixed/other: 1%

Langston, Scoggins, & Walsh (2020)
U.S. Income Gains with Racial Equity, 2018

- Black: Average income = $33,577, Average income with racial equity = $54,483
- Latinx: Average income = $32,557, Average income with racial equity = $54,355
- Asian or Pacific Islander: Average income = $56,483, Average income with racial equity = $60,872
- Native American: Average income = $30,195, Average income with racial equity = $54,345
- Mixed/other: Average income = $44,604, Average income with racial equity = $54,506
- People of color: Average income = $37,342, Average income with racial equity = $55,461

American Community Survey, 2018
It’s called the Ivory Towers for a reason
First Major: Associate Degrees Conferred by Race & Gender

- Asian Men: 3%
- Asian Women: 2%
- AfricanAmerican/Black Men: 5%
- AfricanAmerican/Black Women: 9%
- Hispanic Men: 7%
- Hispanic Women: 12%
- White Men: 37%
- White Women: 25%
Transfer Gap by Race & Ethnicity

% of Transfers from Two-Year Public to Four-Year Public Institutions by Race and Ethnicity

<table>
<thead>
<tr>
<th>Race</th>
<th>Four-Year Private Non-Profit</th>
<th>Four-Year Public</th>
<th>Two-Year Public</th>
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</thead>
<tbody>
<tr>
<td>Asian</td>
<td>18.1%</td>
<td>47.7%</td>
<td>34.2%</td>
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<tr>
<td>Black</td>
<td>14.1%</td>
<td>37.5%</td>
<td>48.5%</td>
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<tr>
<td>Hispanic</td>
<td>11.4%</td>
<td>37.3%</td>
<td>51.4%</td>
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<tr>
<td>White</td>
<td>20.7%</td>
<td>44.6%</td>
<td>34.6%</td>
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<tr>
<td>White</td>
<td>37%</td>
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<tr>
<td>Black, US-born</td>
<td>21%</td>
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<tr>
<td>Black, Immigrant</td>
<td>31%</td>
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<tr>
<td>Latinx, US-born</td>
<td>21%</td>
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<tr>
<td>Latinx, Immigrant</td>
<td>12%</td>
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<tr>
<td>Asian or Pacific Islander, US-born</td>
<td>58%</td>
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<td></td>
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<tr>
<td>Asian or Pacific Islander, Immigrant</td>
<td>56%</td>
<td></td>
<td></td>
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<tr>
<td>Native American</td>
<td>15%</td>
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<tr>
<td>Mixed/other</td>
<td>35%</td>
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</tbody>
</table>
Median Wage by Educational Attainment & Race/Ethnicity, 2018

- White
- Black
- Latinx
- Asian or Pacific Islander
- Native American
- Mixed/other

Less than a HS diploma:
- White: $16
- Black: $13
- Latinx: $13
- Asian or Pacific Islander: $14
- Native American: $14
- Mixed/other

HS diploma, no college:
- White: $19
- Black: $15
- Latinx: $15
- Asian or Pacific Islander: $16
- Native American: $17
- Mixed/other

Some college, no degree:
- White: $21
- Black: $17
- Latinx: $18
- Asian or Pacific Islander: $19
- Native American: $17
- Mixed/other

AA degree, no BA:
- White: $23
- Black: $18
- Latinx: $20
- Asian or Pacific Islander: $21
- Native American: $19
- Mixed/other

BA degree or higher:
- White: $32
- Black: $26
- Latinx: $26
- Asian or Pacific Islander: $39
- Native American: $25
- Mixed/other

Office of Community College Research and Leadership
60 by 25 Network
Share of U.S. Workers in Good Jobs by Race/Ethnicity, 2018

- **White**: 36%
- **Black**: 23%
- **Latinx**: 19%
- **Asian or Pacific Islander**: 42%
- **Native American**: 23%
- **Mixed/other**: 30%
- **People of color**: 24%
U.S., Joblessness by Educational Attainment, Race/Ethnicity/Nativity

- White
- Black
- Latinx, US-born
- Latinx, Immigrant
- Asian or Pacific Islander, US-born
- Asian or Pacific Islander, Immigrant
- Native American
- Mixed/other

- Less than a HS diploma
  - White: 51%
  - Black: 45%
  - Latinx, US-born: 47%
  - Latinx, Immigrant: 39%
  - Asian or Pacific Islander, US-born: 62%
  - Asian or Pacific Islander, Immigrant: 51%
- HS diploma, no college
  - White: 31%
  - Black: 29%
  - Latinx, US-born: 24%
  - Latinx, Immigrant: 28%
  - Asian or Pacific Islander, US-born: 30%
  - Asian or Pacific Islander, Immigrant: 34%
- Some college, no degree
  - White: 25%
  - Black: 28%
  - Latinx, US-born: 23%
  - Latinx, Immigrant: 22%
  - Asian or Pacific Islander, US-born: 27%
  - Asian or Pacific Islander, Immigrant: 29%

- AA degree, no BA
  - White: 21%
  - Black: 22%
  - Latinx, US-born: 20%
  - Latinx, Immigrant: 19%
  - Asian or Pacific Islander, US-born: 25%
  - Asian or Pacific Islander, Immigrant: 29%
- BA degree or higher
  - White: 15%
  - Black: 15%
  - Latinx, US-born: 14%
  - Latinx, Immigrant: 14%
  - Asian or Pacific Islander, US-born: 21%
  - Asian or Pacific Islander, Immigrant: 20%
Racial (In)Equity in America and Parallel Pandemics
Campus hate crimes have increased dramatically since 2011

Number of hate crimes on college campuses, 2011–2016

Number of on-campus hate crimes

Racism as a Window to America’s Soul and it’s Education Understudy
Racial Microaggressions
Are the everyday slights, insults, putdowns, invalidations, and offensive behaviors that people of color experience in daily interactions with generally well-intentioned White Americans who may be unaware that they have engaged in racially demeaning ways toward target groups (Sue et al., 2007).

Racial Battle Fatigue
RBF is a theoretical framework for examining social psychological stress responses associated with being racially minoritized at historically White campuses (Smith, Yosso, & Solórzano, 2011).
Social Justice and Equity Imperative
The problem must be examined holistically

➔ Can’t just examine one component of the problem

Equity must be present in all parts of the educational system
An Action Step Toward Systemic Equity

**Individual**
Challenging faculty, staff & industry partners’ implicit biases about racially minoritized groups

**Interpersonal**
Embedding culturally responsive practices in and out of the classroom

**Institutional**
Utilizing recruitment practices to encourage participation of racially minoritized groups

**Structural**
Upending practices that stratify minoritized groups
Step by Step

• Progress Toward Equity and Access
• Outreach, Recruitment, Retention, and PD/Training
• Stakeholder Participation and Voice
Progressing Toward System Equity-Centered Change

Plan of Action: Preparing Your Local Application
Closing Thoughts

We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their color.

- Maya Angelou


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Advancing Radical Possibilities for Community Colleges

62nd Annual CSCC Conference
April 15th-17th, 2021
Virtual Format

To register and for more details:
https://cscconline.education.illinois.edu/