Pennsylvania's Master Plan for Higher Education
Strategic Priority 2: Erase Equity Gaps in Postsecondary Access, Progression, and Completion by Race, Ethnicity, Income, Age, Gender, and Geography

Pennsylvania State Board of Education

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The Pennsylvania Department of Education is grateful to the Lumina Foundation for supporting the update to Pennsylvania's Master Plan for Higher Education

Objectives

- Understand Pennsylvania's Equity Gaps

- Introduce Belonging as Critical to Postsecondary Attainment

- Learn about Strategies to Erase Equity Gaps from Internal and External Stakeholders
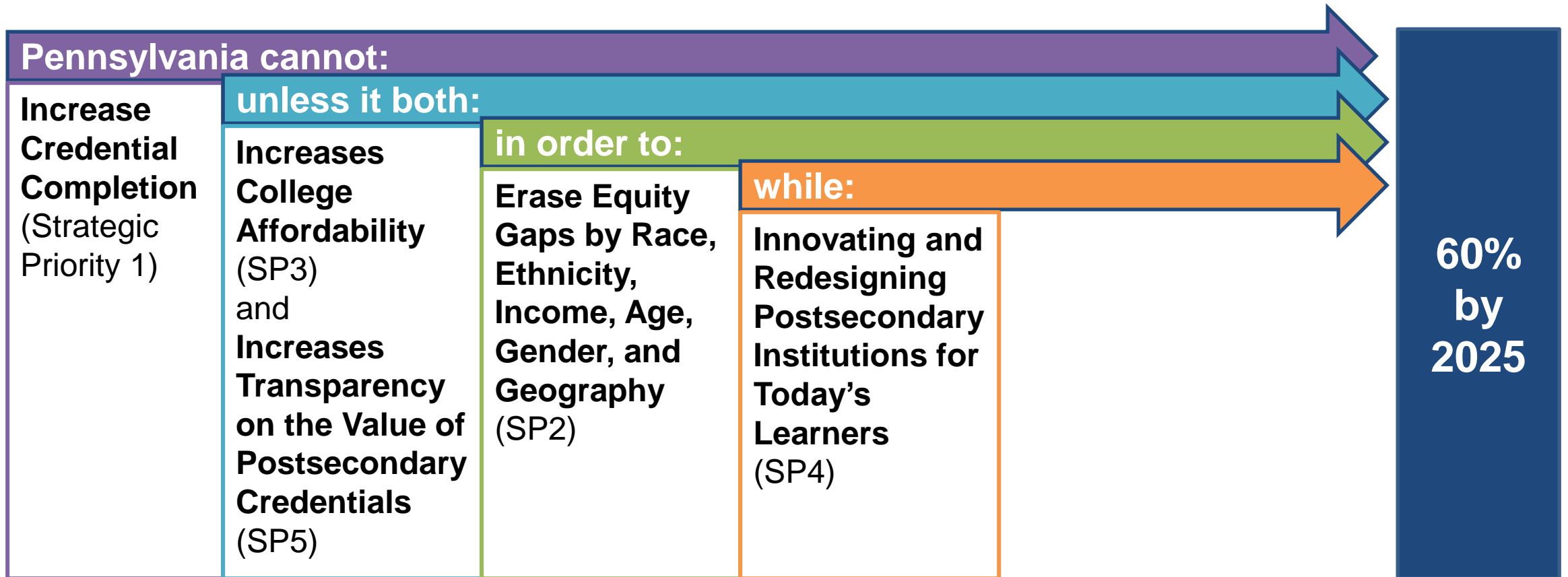
Pennsylvania's Postsecondary Attainment Goal

Goal:

60 percent of the population ages 25-64 will hold a **postsecondary degree or industry recognized credential** by 2025, with a particular focus on **closing attainment gaps** for historically underrepresented populations.

Current Rate
50.7%

Reaching Pennsylvania's Postsecondary Attainment Goal

Pennsylvania cannot:

Increase Credential Completion (Strategic Priority 1)

unless it both:

Increases College Affordability (SP3) and **Increases Transparency on the Value of Postsecondary Credentials** (SP5)

in order to:

Erase Equity Gaps by Race, Ethnicity, Income, Age, Gender, and Geography (SP2)

while:

Innovating and Redesigning Postsecondary Institutions for Today's Learners (SP4)

60% by 2025

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Pennsylvania's Equity Gaps

Enrollment

77%	46%	50%	35%	34%
Asian	White	Native American	Black/African-American	Hispanic/Latinx

18-24 year-olds enrolled in postsecondary (2019)

Attainment

65%	47%	37%	30%	24%
Asian	White	Native American	Black/African-American	Hispanic/Latinx

25–64-year-olds with a postsecondary credential of value (2019)

Not all Pennsylvanians are on a path to economic self-sufficiency and intergenerational wealth creation

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Pennsylvania's Equity Gaps

1,068,137 Pennsylvanians ages 25-64 with some college, no credential

22% Pennsylvanians ages 25-64 enrolled in postsecondary

Adult Learners 25+ years old

Pell-eligible Learners

Black/African-American Learners

Hispanic/Latinx Learners

Student Progression (Fall to Fall)
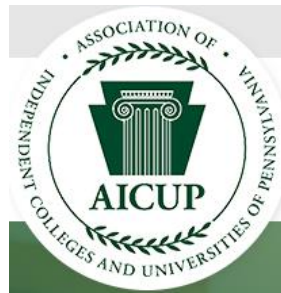
Erasing Equity Gaps: Graduation

Graduation (150%)
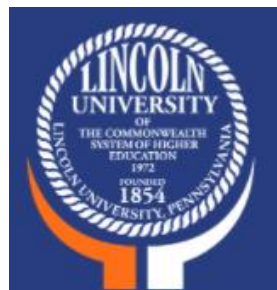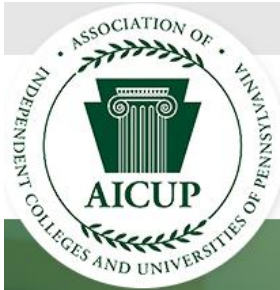
Economic Mobility Enhancers

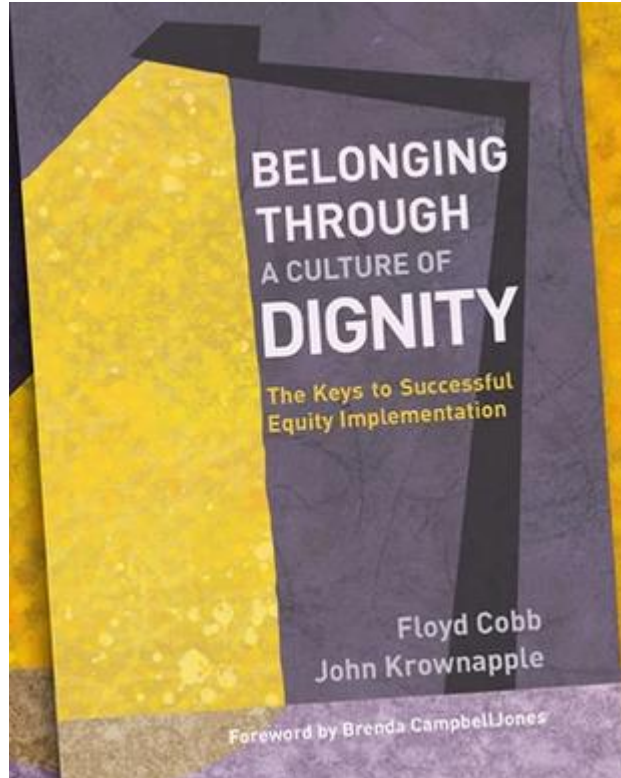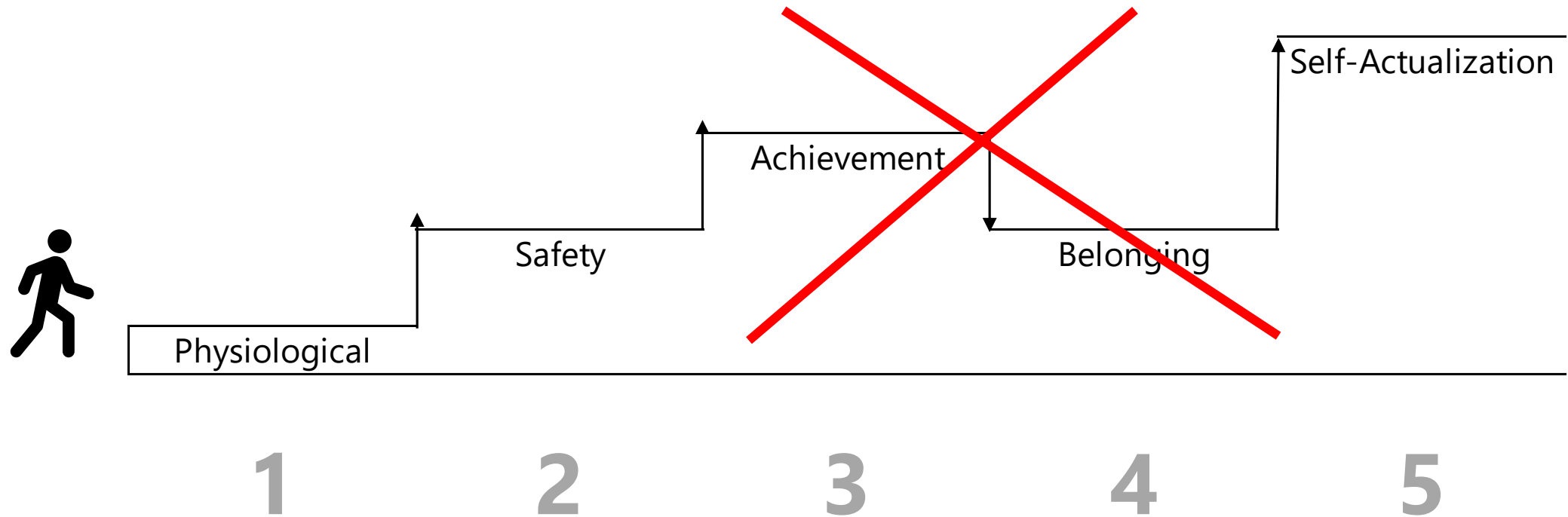**Belonging**

Experiencing appreciation, validation, acceptance, and fair treatment within an environment

Source: Floyd Cobb and John Krownapple. 2019. *Belonging Through a Culture of Dignity: The Keys to Successful Equity Implementation*.

Status Quo: Sacrificing Belonging for Access

Physiological

Safety

Achievement

Belonging

Self-Actualization

1   2   3   4   5

Source: Floyd Cobb and John Krownapple. 2019. *Belonging Through a Culture of Dignity: The Keys to Successful Equity Implementation*

Self-Actualization

Achievement

Belonging

Safety

Physiological

1   2   3   4   5

Source: Floyd Cobb and John Krownapple. 2019. *Belonging Through a Culture of Dignity: The Keys to Successful Equity Implementation*

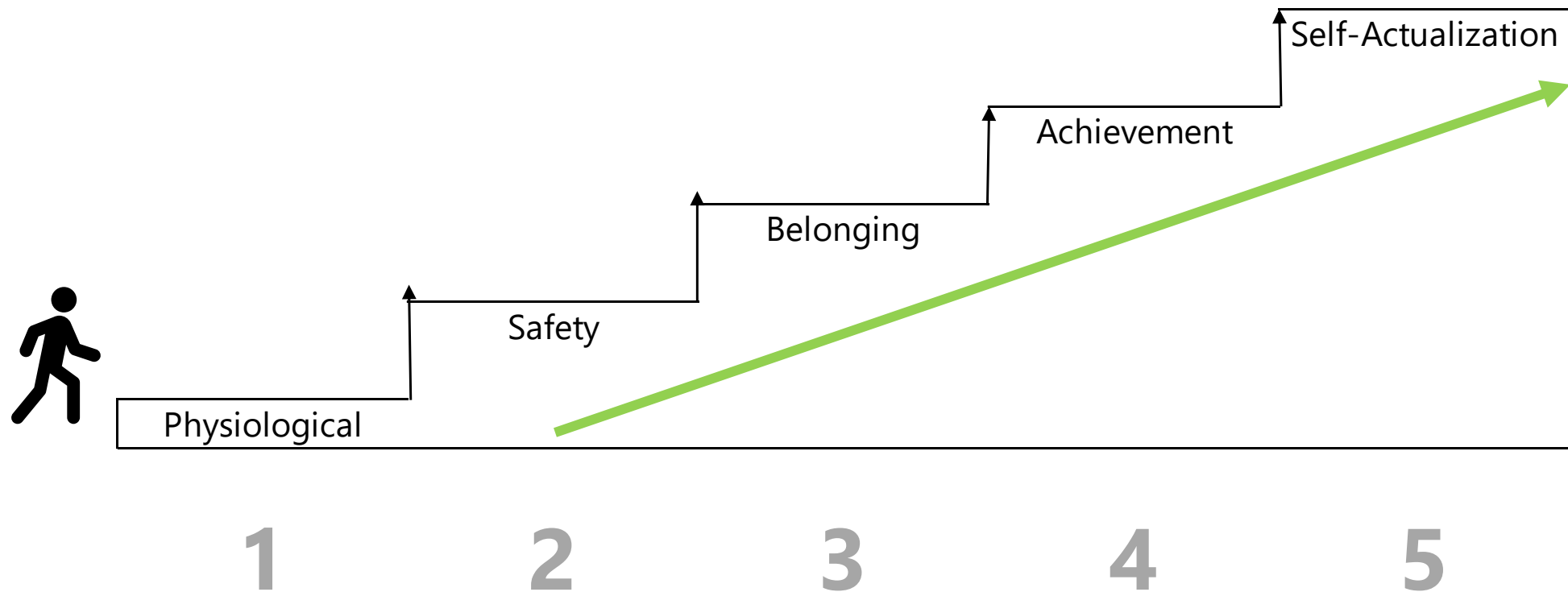# Acknowledging All Our Social Identities

Which of these aspects of your social identity would you be willing to give up?

- Race
- Ethnicity
- Gender
- Geographic Origin
- SES
- Religion/ Spiritual Orientation
- Home Language
- Sexual Orientation
- National Origin
- Ability
- Age

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When students with marginalized identities perceive schools and classrooms as unwelcoming, they tend to conclude that "people like me do not belong here."

Source: Floyd Cobb and John Krownapple. 2019. *Belonging Through a Culture of Dignity: The Keys to Successful Equity Implementation*.

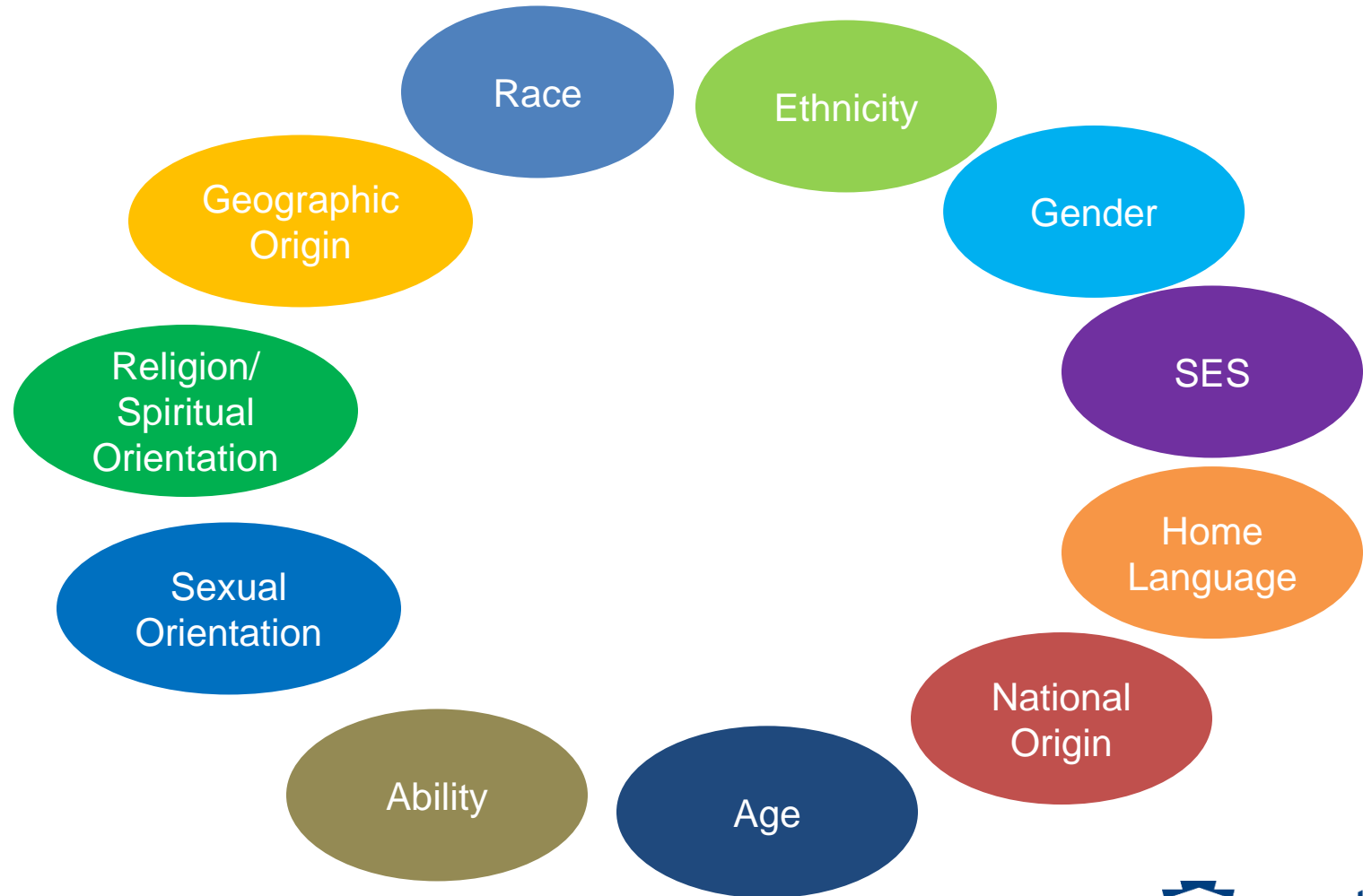no high school diploma

comebacker

recent high school grad

Hispanic/Latinx

Native American

Black/African-American

immigrant

LGBTQIA+

veteran

rural

suburban

urban

homeless

hungry

poor

parent

working learner

first generation

Panel 1: Learning from Peers in Other States & National Experts

Joshua Frazier-Sparks, Director of Culture, Diversity, Equity, & Inclusion, Walmart

Steven Taylor, D.B.A., President of the Foundation Board at Eastern West Virginia Community and Technical College, and Senior Fellow, Postsecondary Education at Charles Koch Institute + Stand Together

Sarah E. Whitley, Ph.D., Assistant Vice President, Center for First-generation Student Success, NASPA: Student Affairs Administrators in Higher Education

Moderator: **Kate Potterfield**, Marketing and Communications Director, Higher Ed Insight

Panel 2: Pennsylvania Institutions of Higher Education

Ms. Peggy Heim, Dean of Student Development, Equity and Inclusion at Lehigh-Carbon Community College

Dr. Elizabeth Meade, President, Cedar Crest College

Dr. Sue Mukherjee, Senior Vice President, Strategy & Student Success, Shippensburg University of Pennsylvania

Dr. Clyde Pickett, Vice Chancellor and Chief Diversity Officer, University of Pittsburgh

Dr. Rita Tolliver-Roberts, Vice President, Academic Affairs and Provost, Peirce College

Moderator: **Marcus Lingenfelter**, Senior Vice President Policy & Advocacy, Cognia™

Panel 3: Voices of Pennsylvania Students

Anne Jachinowicz, student at Holy Family University and graduate of Community College of Philadelphia

Jeremiah Torres, Jr., student at Lehigh-Carbon Community College

Moderator: **Tanya I. Garcia**, Acting Deputy Secretary and Commissioner for Postsecondary and Higher Education, PDE

Discussion Questions

1) What are your reactions to this information?

2) What else do you need to know to enact policies and practices to erase equity gaps?

Background Materials

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Resources for Strategic Priority 2: Erasing Equity Gaps

"The Most Important Door That Will Ever Open:" Realizing the Mission of Higher Education through Equitable Admissions Practices. Institute for Higher Education Policy. June 2021. [URL](URL)

What Works for Latino Students in Higher Education: Compendium 2021. Excelencia in Education. 2021. [URL](URL)

Exploring Equitable Postsecondary Value. Postsecondary Value Commission. 2021. [URL](URL)

America at Work: A National Mosaic and Roadmap for Tomorrow. Walmart. 2019. [URL](URL)

Policy Principles from Today's Students Coalition. Today's Students Coalition. 2021. URL

Waiting for the Bus? Transit Infrastructure at America's Community and Technical Colleges. Seldon Haring Smith Foundation. 2021. URL

Jim Crow Debt: How Black Borrowers Experience Student Loans. The Education Trust. October 2021. URL