

# **Educational Attainment for All**

## **Diversity and Equity in**

### **Washington State Higher Education**

**House Higher Education Committee Work Session**  
**Serving Under-Represented Students in Higher Education**  
**Yakima Valley Community College**  
**September 20, 2013**



# Overview

- Washington State Demographics
- Pathways to College
- College Student Persistence and Success
- Survey of Institutional Practices, Capacity, and Challenges
- Recommendations

# Washington State Demographics

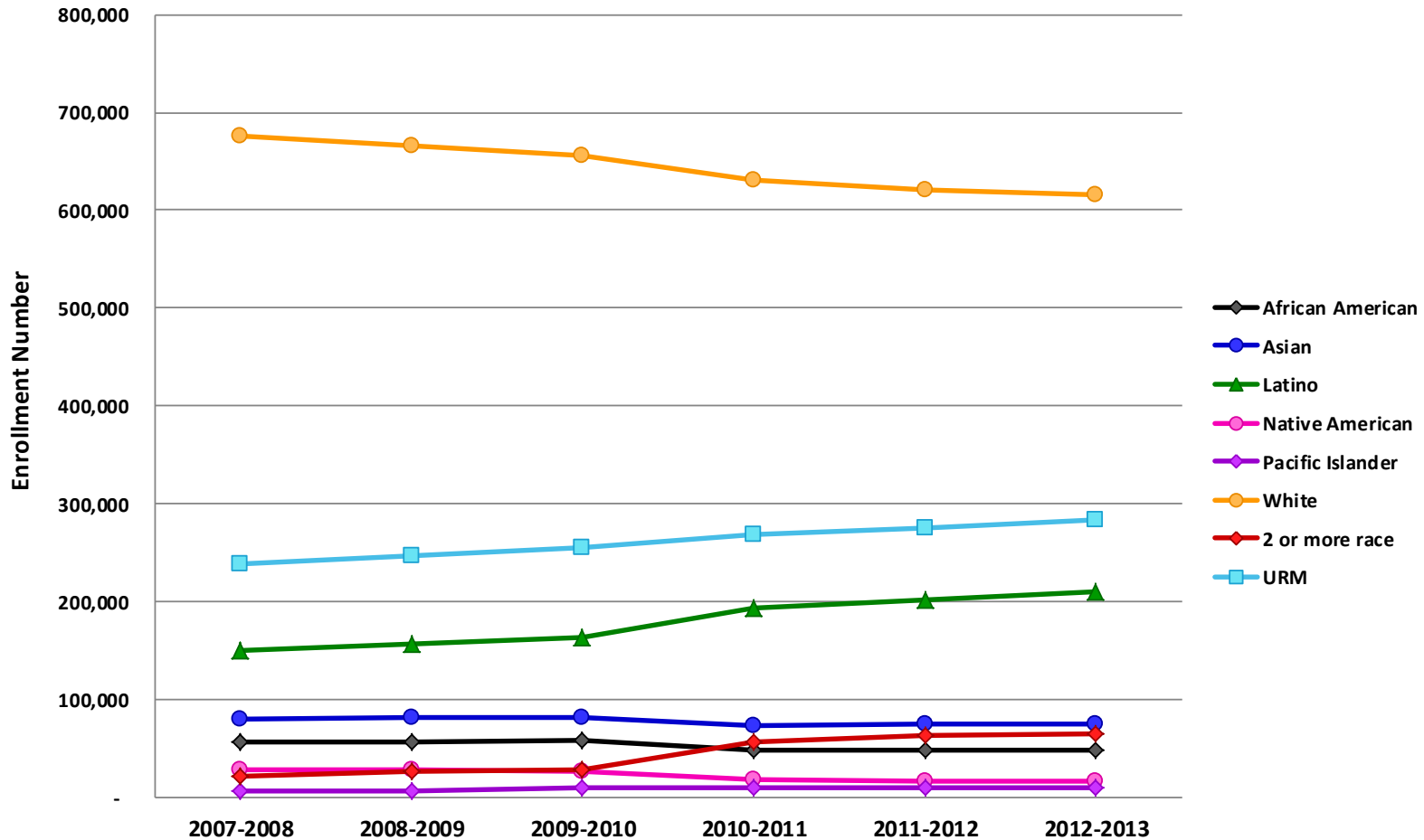
- The state is becoming more racially diverse, with projected changes already evident in K-12 enrollments.
- Existing academic achievement and college degree attainment gaps by race/ethnicity will be exacerbated by demographic changes.
- It is not race/ethnicity itself but rather that students of color are more likely to exhibit characteristics that influence college access and success (i.e. low-income, first generation, English language learners).
- Despite equal or higher aspirations to earn a college degree, the gap still persists.

# Projected Population Changes 2005 to 2025

AGE 18-24	WHITE	-14,131	-3%
	BLACK	+2,165	+10%
	HISPANIC	+32,173	+61%
	ASIAN/PACIFIC ISLANDER	+23,355	+53%
	AMERICAN INDIAN/ALASKA NATIVE	+2,572	+20%
AGE 25-44	WHITE	+78,268	+6%
	BLACK	+6,577	+11%
	HISPANIC	+83,990	+60%
	ASIAN/PACIFIC ISLANDER	+66,052	+51%
	AMERICAN INDIAN/ALASKA NATIVE	+9,423	+31%
AGE 45-64	WHITE	+14,797	+1%
	BLACK	+13,893	+32%
	HISPANIC	+82,993	+123%
	ASIAN/PACIFIC ISLANDER	+64,853	+75%
	AMERICAN INDIAN/ALASKA NATIVE	+4,812	+23%

Source: NCHEMS, estimates calculated using data from U.S. Census Bureau

# Public K-12 Enrollments 2007-2013



Source: Office of Superintendent of Public Instruction, 2012

Note: URM refers to Native American, African American, Latino and Pacific Islander population groups

# Pathways to College

- Persistent gaps in who goes to college due to three primary barriers:
  - Poor academic preparation
  - Lack of social capital
  - Higher sensitivity to the rising cost of college tuition
- Significant differences in types of institutions students of color attend

# College Enrollment 1 Year After Graduation

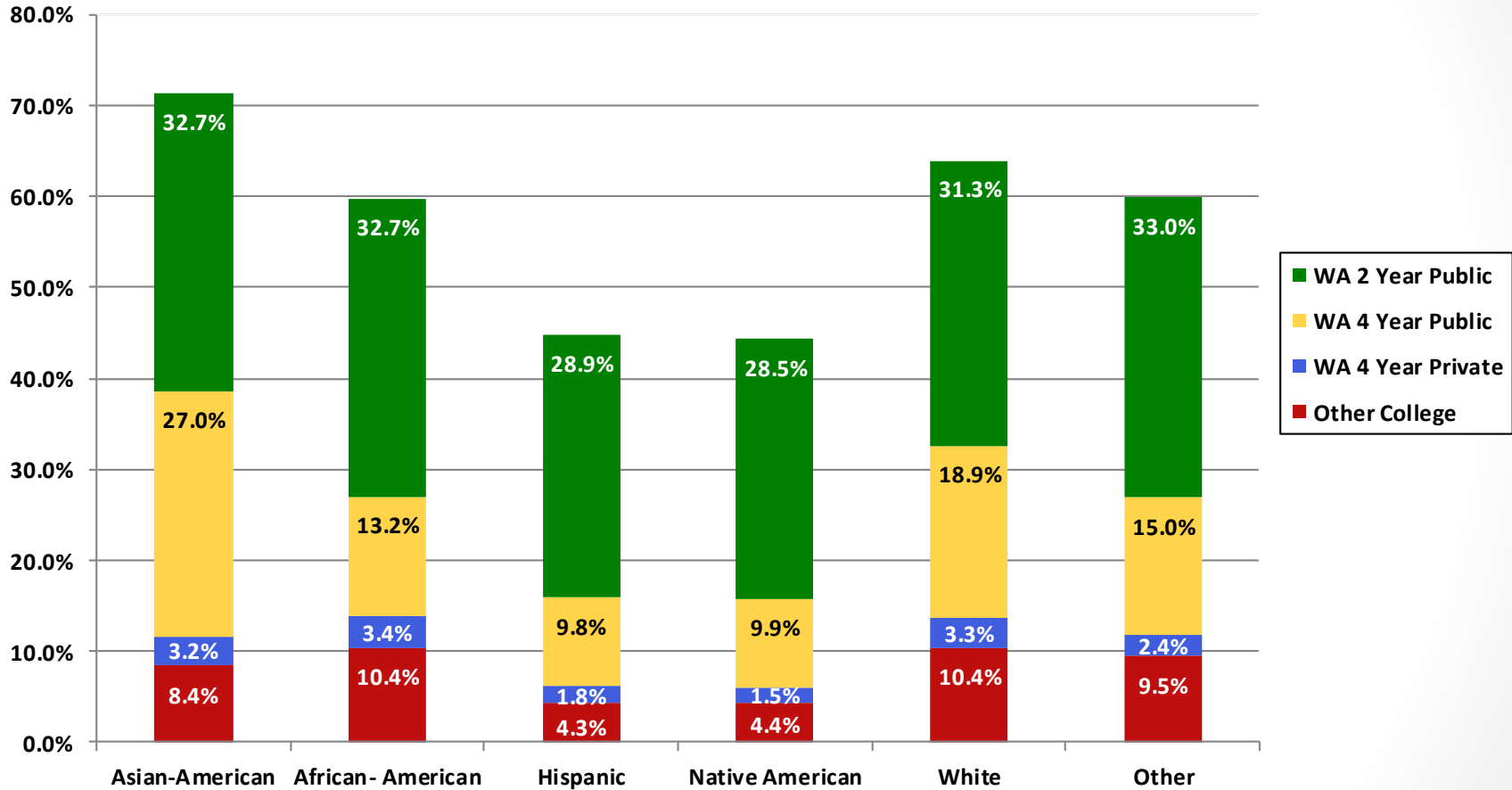
Race/Ethnicity	WA	U.S.
	%	%
White	64.0	71.7
Latino	44.9	62.3
African American	59.8	60.3
Asian	71.3	90.1
All races/ethnicity	62.2	68.6

Source: Conditions of Education, 2012 and Washington State College Enrollment Study, 2008

Note: Comparative data not available for Hawaiian/Pacific Islanders or Native American students

U.S. data is calculated on the basis of two-year moving averages

# Public High School Class of 2008 College Attendance



Source: Washington State College Enrollment Study, WSU Social and Economic Sciences Research Center



# Fall 2011 Undergraduate Enrollments

Institution Type	URM as Percent of Total		Distribution of URM Across Institutions	
	WA	U.S.	WA	U.S.
Public 2 Year	15.1	33.7	48.1	52.0
Public 4 Year	13.7	24.9	43.1	35.9
Private 4 Year	13.3	20.7	8.8	12.1

Source: IPEDS 2012, and Census 2010

Note: URM refers to Native American, African American, Latino and Pacific Islander population groups

# Student Persistence and Success

- Overall, Washington has high-performing colleges with some of the best graduation and transfer rates in the nation.
- Yet gaps in graduation and transfer rates by race/ethnicity still exist.

# Six Year College Level Outcomes for Students

Distribution of new students that complete (degree or certification), transfer, or are still enrolled and making strong progress (with 45 or credits or more) by the end of the sixth year

	Started by Fall 1999, Outcomes by Spring 2005	Started by Fall 2001, Outcomes by Spring 2007
<b>African American</b>	<b>29%</b>	<b>36%</b>
<b>Asian/Pacific Islander</b>	<b>45%</b>	<b>50%</b>
<b>Latino</b>	<b>27%</b>	<b>30%</b>
<b>Native American</b>	<b>27%</b>	<b>35%</b>
<b>Other Race</b>	<b>43%</b>	<b>44%</b>
<b>White</b>	<b>43%</b>	<b>48%</b>

Source: State Board for Community and Technical Colleges Research Report No 09-2

Note: Data includes all Washington colleges, although only six colleges participate in the Achieving the Dream project

# Six Year Graduation Rates – 2005 Cohort at Public and Private Not-For-Profit Colleges

RACE/ETHNICITY	Public Colleges		Private Colleges	
	WA	US	WA	US
White	68.5%	59.9%	72.9%	68.2%
Latino	60.6%	49.0%	60.1%	61.1%
African American	52.0%	38.8%	74.8%	44.6%
Asian	74.6%	67.3%	67.9%	77.3%
American Indian/Alaskan Native	59.3%	38.3%	43.4%	48.8%
Native Hawaiian /Pacific Islander	73.1%	49.5%	44.4%	53.7%
Two or more races	65.2%	56.1%	78.9%	75.3%
Other	67.3%	56.9%	65.1%	65.1%
<b>TOTAL</b>	<b>68.3%</b>	<b>56.8%</b>	<b>70.7%</b>	<b>65.6%</b>

Source: IPEDS, 2012

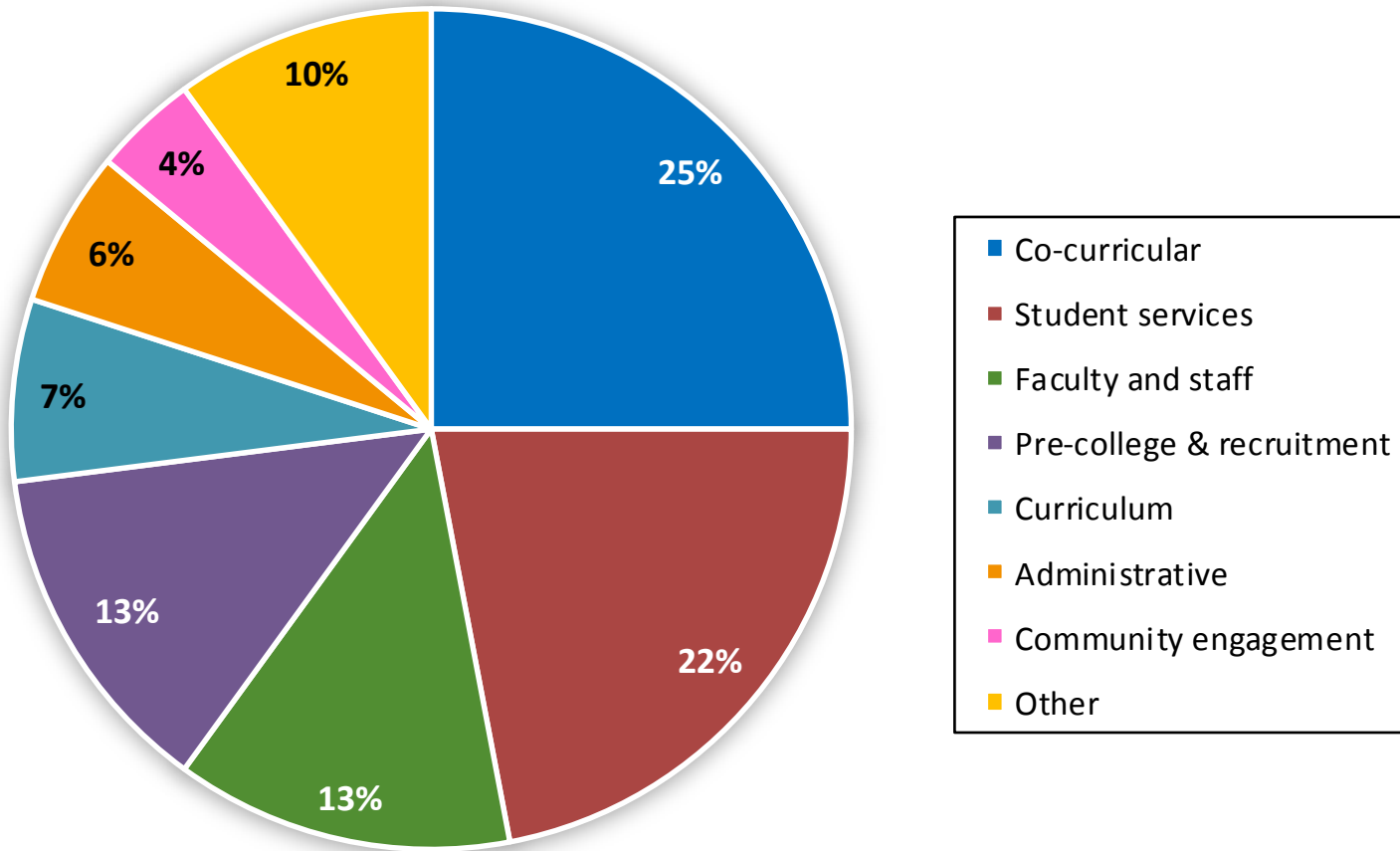
# Survey of Institutional Practices, Capacity, and Challenges

- On March 4, 2013, the survey was sent to 2-year and 4-year, public and private, colleges and universities in Washington State.
- Responses were collected between March 4, 2013 and April 26, 2013.
- The response rate was 71 percent, with 49 out of 69 institutions submitting surveys.
- Institutions described the funding, capacity, and challenges for their diversity programs.

# Statewide and Institutional Practices

- There are a number of promising practices in the State that address barriers to student access and success in college.
  - College Bound
  - State Board for Technical and Community Colleges  
Multicultural Student Services Directors Council
- Washington's Colleges and Universities have implemented a number of campus-based diversity programs.

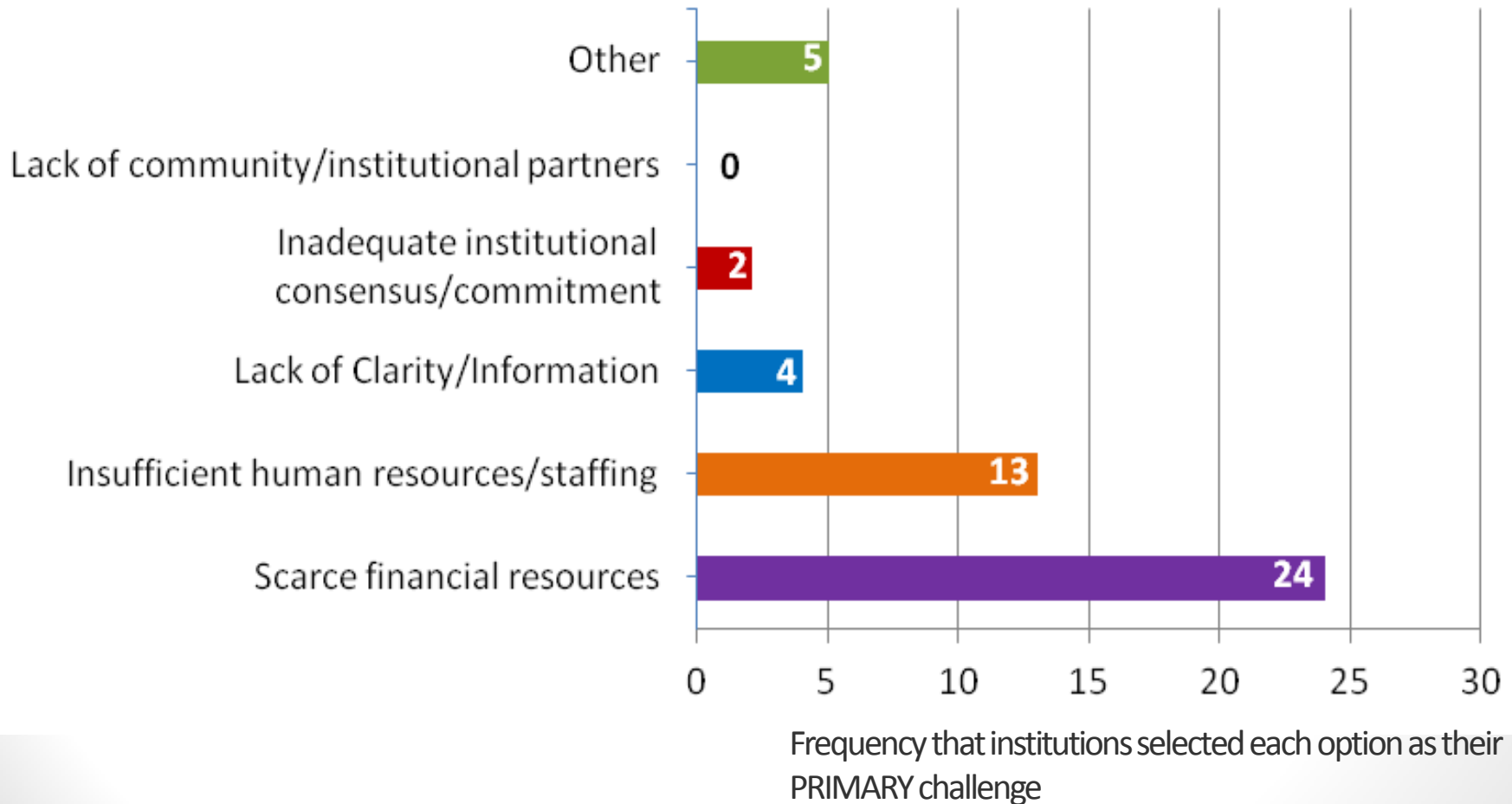
# Diversity Programs in Washington



Source: WSAC Survey Data

# Primary Institutional Challenges

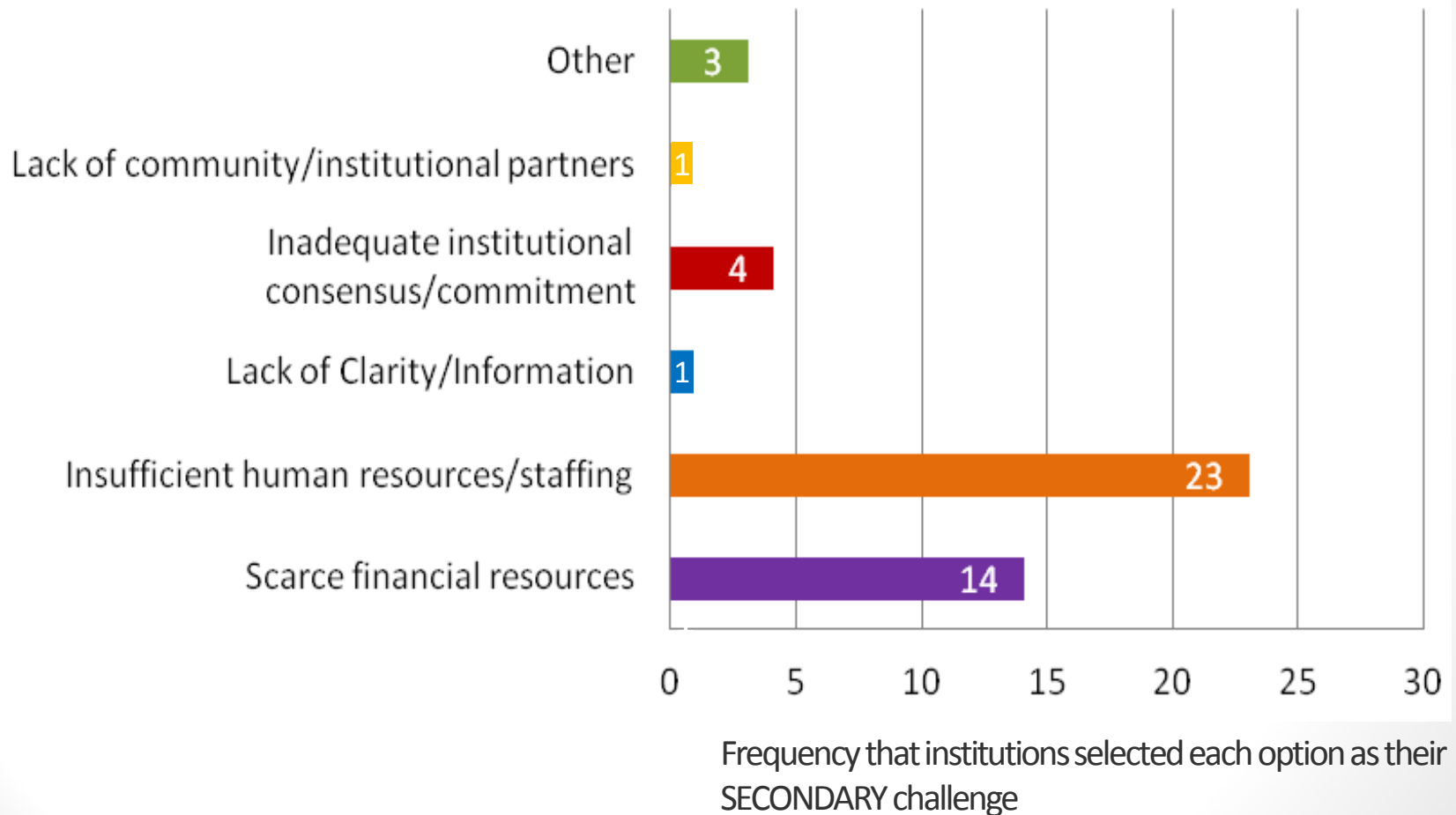
What is the PRIMARY challenge your institution faces in helping diverse groups overcome barriers to educational attainment?





# Secondary Institutional Challenges

What is the SECONDARY challenge your institution faces in helping diverse groups overcome barriers to educational attainment?



# Recommendations – Part One

- Pay more statewide attention to changing demographics and their impact on college enrollment.
- Identify and address gaps in institutional capacity to deliver best practices.
- Increase disaggregation of data for diverse populations.
- Work toward consistency of data definitions across the entire K-20 educational system in Washington.

# Recommendations – Part Two

- Enhance the ability of Washington’s educational systems to view their own data, utilize key indicators, and track individual students as they proceed through transitions from high school to college and among postsecondary institutions.
- Keep college accessible and affordable for Washington residents.
- Clarify roles and responsibilities of educational sectors, community based organizations, business, and government in contributing to degree production.
- Establish and maintain a web-based college access and success tool for students, parents, and educators.

# For More Information

## Access the Educational Attainment for All Report:

<http://www.wsac.wa.gov/PublicationsLibrary/PolicyAndResearch/Diversity>

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