EQUITY TASK FORCE MINUTES

Date: 6/23/21

Time: 8:30-10:00 am

**Location:** Online – See log in Information Below

Chairs: Ms. Elba Aranda-Suh and Dr. Lisa Bly-Jones

**Members:** Diana Alfaro, Bridget Altenburg, Elba Aranda-Suh, Katherine Blank, Dr. Lisa Bly-Jones, Peter Creticos, Pat Devaney, Morgan Diamond, Antoinette Golden, Adrian Esquivel, Pastor Ford, LaTanya Law, Laura Gergely, Aime’e Julian, Jason Keller, Jonathan Lanning, Sergio Mendoza, Angela Morrison, Clayton Pryor, Julio Rodriguez, Manny Rodriguez, Carlotta Roman, Daniel Sullivan, Andrew Wells

**Members Absent:** Lawrence Benito, Jeremiah Boyle, Nashad Carrington, Jamie Ewing, Jennifer Foster, Jessica Linder-Gallo, Emily Garrity, Delmar Gillus, Jr., Teresa Haley, Greg Harle, Jerome Holston, Stephanie Lipe, E’Lisa Moss, Magdalena Rivera, Emily Rusca, Itedal Shalabi, Manika Turnbull, Stephanie Veck, , Tom Wendorf, Laura Wilhelm, Audra Wilson, Esq.

**Staff Attendees:** Sarah Blalock, Kelly Burrello, Yolanda Clark, Molly Cook, Lisa Jones, Brian Richard, Terah Scott, Gina Wells

**Members of the Public** : Beth Berendsen

**Meeting Goals:**

1. Approve February 24, 2021 meeting minutes.
2. Vote to move forward to the IWIB Executive Committee a working vision of equity and an equity lens.
3. Review Data Workgroup Update on Analytical Tool to Track Program Access and Outcomes and Disaggregate Data to Reveal Disparities in Policies and Program Delivery
4. Receive a workgroup update

**Next Steps:**

1. Continue work in workgroups.
2. The next Task Force meeting is on August 25, 2021.

| Time | Item | Presenter  |
| --- | --- | --- |
| 8:30am | Introductions and Remarks | Ms. Elba Aranda-Suh and Dr. Lisa Bly-Jones |
| 8:40am | Presentation: Illinois Board of Higher EducationThe Illinois Board of Higher Education created a vision to ensure that families and communities throughout the State can thrive. “A thriving Illinois has an inclusive economy and broad prosperity with equitable paths to opportunity for all, especially those facing the greatest barriers.”IBHE has created a strategic plan over the past nine months based on community engagement. IBHE First held focus groups and distributed nearly 10,000 surveys to determine key priorities in Phase 1. In Phase 2, they held 20 stakeholder specific groups. They then opened their opportunities and priorities for public comment. During Phase 4, the Strategic Plan draft was posted for public comment and Town Hall feedback.Second, the Board set Core Principles to embed within their strategic plan including:* Students are our priority.
* Higher Education is a public good that enriches life.
* We reinforce the P-20 education continuum.
* Equity drives our system.
* Our diverse institutions work in concert.
* Talent, research and innovation drive our economy.

Third, IBHE determined that data was a huge partof building their plan, including educational attainment data throughout the State. IBHE looked at disparities in Postsecondary Attainment throughout the State and at the Rural level.IBHE considered specific target populations, such as - * Equity gaps facing African American Students - There was a 34% drop from 2013-2019 in postsecondary enrollment for this population compared to White undergraduate enrollment, which dropped 26%.
* Equity gaps facing Latinx Students - Enrollment increased by 8% from 2013-2019. However, there are gaps in completion rates.
* For Low-income students, enrollment decreased by 33%, compared to a 15% decrease for non-low income students from 2013-2019.

IBHE developed goals to focus on equity, sustainability and growth.Equity: “We need a higher education system in Illinois designed to meet the needs and lead to the success of historically underserved and underrepresented students, with particular attention paid to Black, Latinx, Low-Income, rural and working adult students so that all students can thrive.”Sustainability: “Affordability is one of the biggest barriers to higher education access and success, especially for low-income students, students of color, working adults, rural students, and many others who are underserved by the higher education system.”Growth: “Our state’s universities are hubs of research, discovery, and innovation that continue to drive the economy forward and contribute to Illinois’ growth.”Ginger Ostro reviewed next steps and stated that IBHE believes that higher education is a path to thriving in Illinois.QuestionsElba Aranda-Suh thanked Ginger Ostro and highlighted the work of her Board in their strategic plan process. IBHE’s strategic plan can be found [here](https://ibhestrategicplan.ibhe.org/). | Ms. Ginger Ostro, Executive Director  |
| 9:09am | Approval of Minutes (Action Item)February 24, 2021Manny Rodriguez moved to approve the minutes, and Antionette Golden seconded. The minutes were approved. There were no objections. | Ms. Elba Aranda-Suh  |
| 9:12am | Call to Move forward to the IWIB the Working Vision of Equity and Definition of Equity Lens (Action Item)Equity Lens (University of Minnesota University Policy Library Definition):  “An equity lens in an ongoing process for analyzing or diagnosing the impact of the design and implementation of policies on under-served and marginalized individuals and groups, and to identify and potentially eliminate barriers.”Our Working Vision: “The state, quality or ideal of being just, impartial and fair.” The concept of equity is synonymous with fairness and justice. It is helpful to think of equity as not a desired state of affairs or lofty value. To be achieved and sustained, equity needs to thought of as a structural and systemic concept.” -Annie E. Casey FoundationDr. Bly-Jones asked for a motion to bring an equity lens and working vision to the Executive Committee of the IWIB. Manny Rodriguez motioned to vote and Delmar Gillus Jr. seconded. All Task Force members present voted ‘yay’ to bring the working vision and equity lens to the IWIB Executive Committee. | Ms. Elba Aranda-Suh and Dr. Lisa Bly-Jones |
| 9:17am | Introduce Maher & Maher TeamDr. Lisa Bly-Jones introduced Kelly Burrello and Gina Wells from Maher & Maher. They will assist with facilitation, research, and creating our final report.Ms. Elba Aranda-Suh encouraged Task Force members to join a committee – Program, Policy or Data. | Dr. Lisa Bly-Jones |
| 9:20am | Presentation: Data Workgroup Update on Analytical Tool to Track Program Access and Outcomes and Disaggregate Data to Reveal Disparities in Policies and Program DeliveryDr. Yolanda Clark reviewed the Disproportionate Impact Method to assess equity data. The method uses a 80% rule index.To demonstrate the 80% index to determine if customers have an equitable journey, the Data workgroup selected measures for analysis based on the customer’s journey through the workforce system. They first considered adult average quarterly wages three quarters prior to enrollment looking at race, sex and level of education. The only group that was not impacted were white males. Next, they considered staff assisted career services by race and sex. The reference group was White females who received staff services approximately 56% of the time.The third data analysis point looked at self-service career services. White males and females access self-service career services more frequently than other groups.Considering Adult Average Quarterly Wage Gain, Black females experience disproportionate impact at all levels of education. Hispanic females were disproportionately impacted at all levels except post-secondary.Dr. Yolanda Clark noted that the data only tells part of the story. The data workgroup is looking at disproportionate impact across many dimensions, including education level and barriers to employment. Next steps include: compiling a list of research questions, identifying data gaps, completing analysis using the 80% rule, and analyzing data from WIOA Titles II, III, IV.Ms. Morgan Diamond asked did Black male grads lose money? Dr. Yolanda Clark stated that yes, by $81. Mr. Manny Rodriguez noted that we need to breakdown these subsets.Dr. Lisa Bly-Jones appreciated this tool to show data and benchmarks.Mr. Peter Creticos noted the importance of looking at data and program impact. Dr. Bly-Jones explained that qualitative data is also needed so that we can understand the why. Mr. Peter Creticos also noted that it is important to look at this data from a geographic context.Dr. Yolanda Clark clarified that future meetings will include further discussion of data, and the data presented were used to describe the data analysis method. | Dr. Yolanda Clark |
| 9:40am | Work Group Reports and Discussion* Data Analysis – update provided by Dr. Yolanda Clark during her presentation.
* Policy – The group is discussing policies that have an impact on equity and tools to analyze policies. The next step is to test an analytical tool to analyze the ETPL policy and identify additional policies to analyze.

Ms. Angela Morrison noted that the tools provided by Maher & Maher have helped with analysis. * Program - The group is discussing developing recommendations for professional development and discussing options for supporting decision making of leaders and practitioners in the system.
 | Ms. Gina Wells |
| 9:45am | Next Steps The next full meeting is August 25, 2021. Workgroups will meet in the meantime, and members are encouraged to join a workgroup if they are not already part of one. |  |
| 9:48am | Public Comment There were no members of the public that made a comment. | Ms. Kelly Burrello |
| 9:50am | AdjournmentDr. Lisa Bly-Jones noted the importance of continuing to include the customer voice in the data analysis. Ms. Elba Aranda-Suh encouraged everyone to visit the Illinois workNet website to view minutes and additional updates.Ms. Angela Morrison motioned to adjourn the meeting. Ms. Antoinette Golden seconded. The meeting adjourned. There were none opposed. | Ms. Elba Aranda-Suh and Dr. Lisa Bly-Jones |

Zoom Instructions

Access Meeting: [https://illinoisstate.zoom.us/j/97352475375](https://www.google.com/url?q=https://illinoisstate.zoom.us/j/97352475375&sa=D&source=calendar&usd=2&usg=AOvVaw1ykgFr_dqcJPz1YNVGN5aV)

Call In: Meeting ID: 973 5247 5375

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