

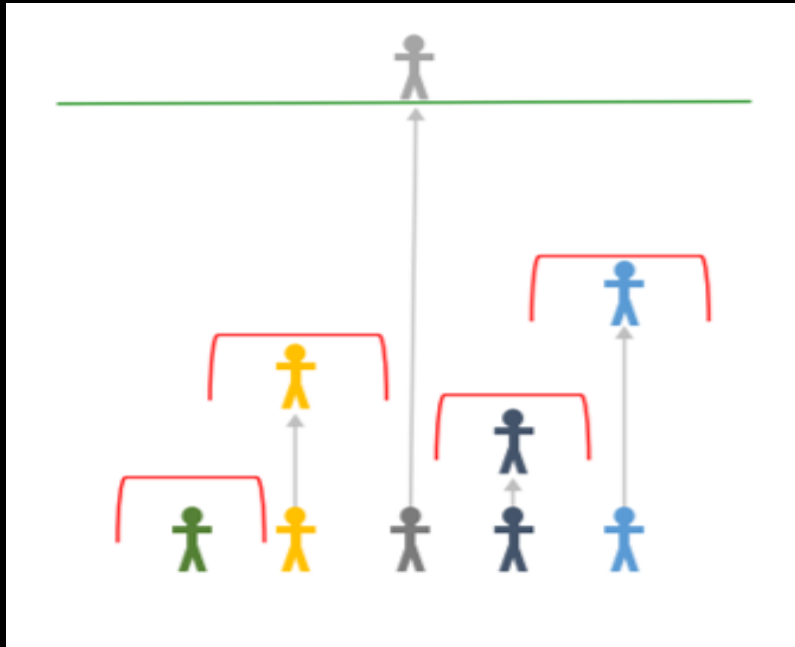
**Joint Task Force
On
Underrepresented
Students
in Higher Education**



June 16, 2022

Barriers are Structural and Systemic

Structural inequity produces consistently different outcomes for different communities



Removing barriers is not enough. In some cases, it is a lack of supports, and not simply barriers, that forms the impediment.

Haas Institute for a Fair and Inclusive Society at UC Berkeley
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Achieving Equitable Access and Success

1. Know what structures

→ Mindsets, policies, processes and procedures, resource flows, power dynamics.

2. Understand how people are situated differently within structures

→ “Real and equitable progress requires exceptional attention to the detailed and often mundane work of noticing what is invisible to many.” FSG – Reimagining Social Change

3. Develop and implement targeted strategies for each group to reach universal goals

Framework for Creating Equitable Outcomes: Targeted Universalism

Understand how differently situated groups are impacted by systems and structures – and use targeted approaches to address what impedes or enables success



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Understanding the challenges

- Financial Resources
- Health and Wellness
- Family/Community Support
- Experience/Connection
- Policy, Process and Procedures

BARRIERS TO ACCESS & PERSISTENCE FOR OUR GROWING POPULATIONS

UNMET FINANCIAL NEEDS

\$10,700

The average unmet need for Pell-eligible students in 2021. This means they cannot cover the gap in their educational costs with federal or state loans (max: \$5,500).

 Low-income students who do not qualify for a Pell grant are not eligible for other state or federal funds, making cost of attendance a significant hurdle.

MENTAL HEALTH



Many national health organizations, including the American Academy of Pediatrics and the American Academy of Child & Adolescent Psychiatry, have declared child and adolescent mental health a national emergency. Before the pandemic, 45% of OSU students reported episodes of academic impairment due to emotional or mental difficulties. Today, given the pandemic and national trends, it's likely even more OSU students are struggling academically due to emotional or mental disabilities.

CLASSROOM & COMMUNITY EXPERIENCES



Students of color report that experiences and interactions both in and outside the classroom influence their sense of belonging at the university. Studies show that experiencing a sense of belonging is pivotal to student success. Academic and social experiences can either support student success or present additional barriers.

AFFORDABILITY & BASIC NEEDS



Nationally, over 40% of college students report that food and housing insecurity are undermining their academic success. Housing insecurity and homelessness bring down persistence, credit attainment and completion. Further, some students don't know they should complete the Free Application for Federal Student Aid (FAFSA) or Oregon Student Aid Application (ORSAA). They lose federal and state aid, as well as many scholarships.

AFFORDABILITY

"The increasing cost of higher education has reached a boiling point, resulting in students and families bearing unsustainable levels of cost and debt."

– State of Oregon Higher Education Coordinating Commission

Examples – Structural changes that consider differently situated students in relation to access and success goals

- Test Optional Admissions
- Financial Aid Distribution
- Retooling Education - Anti-Racist Curriculum
- Transfer Advising, Credit Articulation and Common Course Numbering
- Basic Needs Support
- Hiring/Retention Diverse Employees Strategies