

Breakfast with a Thought Leader

Linda Collins

October 9, 2020 - 8:45 am-9:40 am



CLP

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Pandemic Compounds Inequities

Black and LatinX workers have been hit the hardest:

- Twice as likely to earn incomes below the poverty level
- Overrepresented in impacted service industries and less likely to be able to work from home
- More likely to be exposed to COVID-19
- More likely to lack health insurance, sick leave and other benefits

AND, many Black and LatinX owned small businesses—critical employers and community institutions—lack the capital to survive.

Solomon, D. and Hamilton, D. [The Coronavirus Pandemic and the Racial Wealth Gap](#), Center for American Progress, March 19, 2020





Long Term Impact: Certificates and Degrees

- Positive, early returns to long-term certificates & associate's degrees
- Over 11 years, early returns to long term certificates remain relatively flat while returns to associate's degrees grow substantially and are notably higher during the recession
- Both associate degrees and long-term certificates increase the likelihood and stability of employment, associate's degrees lead to much higher paying jobs and a greater likelihood of earning a living wage.

CCRC (2017) [Labor Market Trajectories for CC Graduates: New Evidence Spanning the Great Recession](#)



FIGURE 4

A comparatively large share of black and Hispanic students' completions are certificates

Share of racial group's completions at each level, 2013 through 2015

Certificates



Associate of Arts



Bachelor of Arts



Libassi, C. J. [The Neglected College Race Gap: Racial Disparities Among College Completers](#), May 23, 2018, Center for American Progress

Note: Bar chart includes all students completing a bachelor's degree or below.

Source: Center for American Progress analysis of data from the Integrated Postsecondary Education Data System from 2013 through 2015. See National Center for Education Statistics, Integrated Postsecondary Education Data System, "Use the Data," available at <https://nces.ed.gov/ipeds/use-the-data> (last accessed April 2018).



Disparities in Major & Career

Looking at program enrollments in the WA community colleges, CCRC found that, Black and Latinx students are:

- More likely enrolled in programs leading to lower wage jobs
- More likely to be undeclared, or enrolled in unstructured, general transfer degree patterns

Fay M., Lahr H (2019) [An Equity-Minded Review and Discussion of Program Enrollments in the Washington CTC System](#) Presentation to WSBCTC

The stratification continues within institutions in the distribution of college majors with white males disproportionately enrolled in fields with the highest labor market value relative to African Americans, Hispanics, and women.

Carnevale, A.P., Strohl. J.(2013) [Separate & Unequal: How Higher Education Reinforces the Intergenerational Reproduction of White Racial Privilege](#). Georgetown University

Questions

According to Equity Literacy Institute, education is a part of multiple societal institutions that interact to maintain inequity and social order – particularly as it relates to race. It is designed to maintain an unfair distribution of access and opportunity resulting in outcome and experience differences that are predictable by race, socio-economic status, gender identity, home language, sexual orientation, religion and other dimensions/intersectionality of identity.

- How do we interrupt structural racism when we see it playing out in the majors students enroll in and complete?
 - How do we support students in program choice?
 - How do we ensure we aren't "tracking" students?
 - What's our responsibility for changing the working conditions in the low-wage fields we do serve?
- What are you/we doing at the campus level?



Thank You

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“At least for me, it was a lot of not knowing where to go. Like communications. Okay, where do you go from there? Do I become a professor? Do I work in TV? What kind of jobs do people have? It sounds corny, but are they happy in those jobs?”

[Bringing Student Voices to Guided Pathways Inquiry and Design](#)