Leading with Courage

A professional learning experience on the African American presence at UC

State of Higher Education for Black Californians

Jessie Ryan
Executive Vice President
Why I Do What I Do
Our Research
The State of Higher Education for Black Californians
California’s Black Population

- Los Angeles: 37%
- Rest of California: 33%
- Sacramento: 7%
- San Diego: 7%
- San Bernardino: 8%
- Alameda: 8%

Source: U.S. Census Bureau, American Community Survey, Public Use Microdata Sample, 2016
Population by Race & Ethnicity

State of California
- White: 39%
- Asian: 6%
- Black: 14%
- Latinx: 3%
- American Indian/Alaska Native: 3%
- Native Hawaiian/Pacific Islander: 3%
- Two or More: 4%
- Other: 1%

K-12 Enrollment
- White: 54%
- Asian: 4%
- Black: 9%
- Latinx: 5%
- American Indian/Alaska Native: 4%
- Native Hawaiian/Pacific Islander: 3%
- Two or More: 4%
- Other: 1%

Public College Enrollment
- White: 23%
- Asian: 5%
- Black: 9%
- Latinx: 6%
- American Indian/Alaska Native: 3%
- Native Hawaiian/Pacific Islander: 4%
- Two or More: 3%
- Other: 27%
Key Findings

Good News

• Nearly 9 out of 10 Black students graduate high school
• 84% of Black students attend a California public institution
• ¾ of Black freshmen graduate from the UC in 6 years
• 2/3 of Black adults have attended college

Bad News

• Nearly 2/3 of Black high school students did not complete A-G
• Black students are overrepresented at private, for-profit colleges and universities
• Completion gap at all sectors is significant
• Almost half of Black adults who attended college left without a degree
Educational Attainment
Who is Completing College?

Goal: 1.65 Million additional college credentials by 2030 and close racial equity gaps in degree and credential attainment

<table>
<thead>
<tr>
<th></th>
<th>Bachelor's degree or higher</th>
<th>Associate's Degree</th>
<th>Some College, No Degree</th>
<th>High school graduate</th>
<th>Less than high school diploma</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>32%</td>
<td>11%</td>
<td>8%</td>
<td>21%</td>
<td>16%</td>
</tr>
<tr>
<td>Latinx</td>
<td>19%</td>
<td>50%</td>
<td>8%</td>
<td>25%</td>
<td>40%</td>
</tr>
<tr>
<td>Asian</td>
<td>16%</td>
<td>29%</td>
<td>15%</td>
<td>14%</td>
<td>13%</td>
</tr>
<tr>
<td>Native Hawaiian &amp; Pacific Islander</td>
<td>9%</td>
<td>30%</td>
<td>30%</td>
<td>24%</td>
<td>17%</td>
</tr>
<tr>
<td>Black</td>
<td>23%</td>
<td>10%</td>
<td>32%</td>
<td>24%</td>
<td>12%</td>
</tr>
</tbody>
</table>
Two-thirds of Black adults have attended college

Source: U.S. Census Bureau, American Community Survey, Public Use Microdata Sample, 2016; includes adults 25 – 64 years old
Nearly **half** of Black students who attended college did not leave with a degree.
Preparation
Nearly 9 out of 10 Black students graduate from high school.

Source: California Department of Education, 2017; U.S. Census Bureau, American Community Survey, Public Use Microdata Sample, 2016
High schools are not preparing 65% of their Black students to be UC or CSU eligible.
Black students are more likely to attend overcrowded, segregated schools with less college preparation.

<table>
<thead>
<tr>
<th>50 HIGH SCHOOLS WITH THE LARGEST BLACK ENROLLMENT</th>
<th>50 HIGH SCHOOLS WITH THE LARGEST WHITE ENROLLMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average 84% underserved racial minority student enrollment</td>
<td>Average 34% underserved racial minority student enrollment</td>
</tr>
<tr>
<td>Average enrollment — 2,452 students</td>
<td>Average enrollment — 1,562 students</td>
</tr>
<tr>
<td>Average of 15 AP courses available</td>
<td>Average of 19 AP courses available</td>
</tr>
<tr>
<td>Average A-G completion rate — 40%</td>
<td>Average A-G completion rate: 65%</td>
</tr>
</tbody>
</table>

Note: URM: Underserved Racial Minority — Black, Latinx, American Indian/Alaska Native, and some Asian American, Native Hawaiian, Pacific Islander groups
Source: Civil Rights Data Collection, 2015-16
Access
Where are they enrolling?

- Community Colleges: 72%, 146,840
- CSU: 9%, 19,121
- UC: 3%, 5,569
- Private: 6%, 12,052
- For-profit: 10%, 20,990
- Community Colleges: 72%, 146,840
Nearly two-thirds of Black first-time 
*freshmen* enroll at a community college

Source: National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), 12-month Enrollment Component, Fall Enrollment Component, 2017
Black students enroll at the UC in significantly lower proportions than White students.

- **First time Freshmen Enrollment:**
  - Black: 5% (1,139)
  - White: 10% (9,877)

- **Transfer Enrollment:**
  - Black: 11% (528)
  - White: 21% (5,627)

- **Overall Enrollment:**
  - Black: 3% (5,569)
  - White: 6% (52,285)

Source: National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), 12-month Enrollment Component, Fall Enrollment Component, 2017

Note: The total 100 percent for each column is the total number of Black or White first-time freshmen in fall 2016, Black or White transfer students in fall 2016, all Black or White undergraduates in 2016-17.
Proposition 209: Affirmative Action Ban

- 1998 ballot measure passed by the Californian people
- Restricts colleges and universities from using race and ethnicity as a basis for enrollment or employment
- Since its passage, there have been multiple attempts to overturn
- Serves as a barrier to improving student outcomes for non-White students
Black Admission Rates Decreased after Prop 209

Source: University of California’s Office of the President, Department of Institutional Research and Academic Planning, 2017
Of all California Black undergraduates, only 9 percent are enrolled in the CSU.
Where are Black Students Transferring?

- UC: 11%
- CSU: 46%
- For Profit: 27%
- Non-Profit: 15%

UCBAC Conference 2019  UC DAVIS  #ucbac19
Black students are underrepresented at the CSU and UC and overrepresented at for-profit colleges.
CSU and UC Graduation Rates in 4 Years are Alarmingly Low

The CSU Only Graduates 9% of Black Students in 4 Years

The UC Graduates Half of Black Students in 4 Years
**Lost Talent = 11,655 Black Students**

- 63% of Black CA Community College students left without a degree, certificate or transfer: **7,125**
- 57% of Black CSU students left without a BA from the CSU: **1,583**
- 25% of Black UC students left without a BA from the UC: **224**
- 36% of Black students at Private, Nonprofit Colleges and Universities left without a degree from those institutions: **398**
- 93% of Black students at Private, For-Profit Colleges and Universities left without a degree from those institutions: **2,325**
Completion at Community Colleges

Source: California Community College Chancellor’s Office, DataMart, 2017
Transfer at Community Colleges

<table>
<thead>
<tr>
<th></th>
<th>2 years</th>
<th>3 or 4 years</th>
<th>5 or 6 years</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>4%</td>
<td>24%</td>
<td>17%</td>
</tr>
<tr>
<td>Black</td>
<td>3%</td>
<td>17%</td>
<td>15%</td>
</tr>
</tbody>
</table>

Source: California Community College Chancellor’s Office, DataMart, 2017
UC Graduation Rates

Freshmen

- Fall 2010
  - Black: 49%
  - White: 86%

- Fall 2012
  - Black: 43%
  - White: 82%

Transfer

- Fall 2012
  - Black: 57%
  - White: 89%

Source: University of California's Office of the President, Department of Institutional Research and Academic Planning
SENSE OF BELONGING
Sense of Belonging

"My first African American Studies course was also the first time I had a professor whom I felt I could identify with since middle school. "
FACULTY DIVERSITY
The student-to-faculty ratio at the UC is the best among our public colleges and universities, but only because there are so few Black students in the UC.
AFFORDABILITY
### Affordability

#### Low-Income Families

<table>
<thead>
<tr>
<th></th>
<th>Actual Gap in Financial Aid 2015-16</th>
<th>Change in Financial Aid Gap Between 2013-14 and 2015-16</th>
</tr>
</thead>
<tbody>
<tr>
<td>CCC</td>
<td>$6,946.33</td>
<td>Increased by 4.4%</td>
</tr>
<tr>
<td>CSU</td>
<td>$5,733.19</td>
<td>Increased by 8.1%</td>
</tr>
<tr>
<td>UC</td>
<td>$5,004.29</td>
<td>Decreased by 0.1%</td>
</tr>
</tbody>
</table>

#### Median-Income Families

<table>
<thead>
<tr>
<th></th>
<th>Actual Gap in Financial Aid 2015-16</th>
<th>Change in Financial Aid Gap Between 2013-14 and 2015-16</th>
</tr>
</thead>
<tbody>
<tr>
<td>CCC</td>
<td>$2,893.01</td>
<td>Decreased by 6.8%</td>
</tr>
<tr>
<td>CSU</td>
<td>$3,824.23</td>
<td>Decreased by 4.0%</td>
</tr>
<tr>
<td>UC</td>
<td>$2,017.39</td>
<td>Decreased by 17.6%</td>
</tr>
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</table>
A BROKEN REMEDIAL EDUCATION SYSTEM
What Can UC BAC Do?
1. Know & use the data.

2. Make strategic and targeted plans to support Black student success.

3. Establish mechanisms for accountability and progress toward goals.

4. Support and advocate for courageous leadership.
May I stress the need for courageous, intelligent, and dedicated leadership... Leaders of sound integrity. Leaders not in love with publicity, but in love with justice. Leaders not in love with money, but in love with humanity. Leaders who can subject their particular egos to the greatness of the cause.

— Martin Luther King —
Endorse Our Blueprint for Higher Education
Endorse Our Blueprint for Higher Education

- Specific education attainment goal for Black students
- Target adult learners to return and finish degrees
- Increase capacity at CSU and UC
- Ensure strong implementation of reforms at the community colleges
- Financial aid reform
- Diversify college faculty and leaders
- Statewide, longitudinal data system
- Oversight of for-profit colleges
<table>
<thead>
<tr>
<th>SUBJECT</th>
<th>GRADE</th>
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<tbody>
<tr>
<td>COLLEGE PREPARATION</td>
<td>B+</td>
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<tr>
<td>COLLEGE ACCESS</td>
<td>D</td>
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<tr>
<td>COLLEGE COMPLETION</td>
<td>C</td>
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<tr>
<td>COLLEGE AFFORDABILITY</td>
<td>C</td>
</tr>
<tr>
<td>GRADE POINT AVERAGE</td>
<td>2.07</td>
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