Equity and Beyond: What Does the Data Actually Say?

Malcolm Grothe, P.h.D.
Associate Vice Chancellor, Seattle College District
malcolm.grothe@seattlecolleges.edu

Tanya Powers, E.d.D.
Director of Workforce & Baccalaureate Education
Highline College
tpowers@highline.edu

Stefanie Mclrvin, M.P.A.
Director of Applied Baccalaureate Programs
Renton Technical College
smcirvin@rtc.edu
WASHINGTON COMMUNITY AND TECHNICAL COLLEGE SYSTEM OVERVIEW
Program Trends

- Applied Management
- Information Technology (e.g. networking admin., systems software, application development)
- Nursing
- Dental Hygiene
- Health professions (e.g. health informatics and management)
- Cyber Security
- Teacher Education/Early Childhood Education
BACCALAUREATE LEADERSHIP COUNCIL (BLC)

EQUITY SUBCOMMITTEE

Mission/purpose statement:
Identify, develop, and share best practices to:
  o Promote/Value equity, inclusion, and diversity within BAS programs.
  o Support baccalaureate attainment for students of diverse backgrounds.
  o Support equity, inclusion, and diversity for faculty and staff in BAS programs.
WA Student Profile:

- FTEs: 2,221
- Headcount: 3,036
- Retention/Completion Rate: 87%
- Employment Match Rate: 92%
- Wage Progression Rate: 46%
WA Student Profile:

- 33 average age
- 37% part-time
- 53% female
- 39% students of color - Asian and Hispanic fastest growing groups
- 67% entered with an Associate degree from WA; 7% with a prior bachelor’s
WA Student Profile:

- A gender gap has developed over the last 5 years (65% women in 2013, 53% in 2017)
- African American student enrollment has steadily decreased (9% in 2013, 7% in 2017)
- African American and Asian students are proportionally underrepresented in enrollment and completion rates
BAS Enrollment & Completion for Women by Race/Ethnicity

- **Asian**: Enrolled 12%, Completed 12%
- **African American**: Enrolled 8%, Completed 5%
- **Native American**: Enrolled 3%, Completed 3%
- **Hispanic**: Enrolled 12%, Completed 13%
- **Other**: Enrolled 2%, Completed 2%
- **Pacific Islander**: Enrolled 1%, Completed 1%
- **White**: Enrolled 61%, Completed 65%

Legend: 
- Orange: Enrolled
- Green: Completed
BAS Enrollment & Completion for Men by Race/Ethnicity

Enrolled and Completed Percentages:

- Asian: 14% Enrolled, 12% Completed
- African American: 6% Enrolled, 4% Completed
- Native American: 3% Enrolled, 2% Completed
- Hispanic: 12% Enrolled, 11% Completed
- Other: 3% Enrolled, 2% Completed
- Pacific Islander: 1% Enrolled, 1% Completed
- White: 61% Enrolled, 68% Completed

Legend: Orange = Enrolled, Blue = Completed
Pair and Share
Thank you!

Reference: