

The Impact of Racial Campus Climate on Advancing Equity in CTE



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Mission

OCCRL researchers study policies, programs, and practices designed to enhance outcomes for diverse youth and adults who seek to transition to and through college to employment.



Strengthening Pathways for All Students Through Research and Leadership

Session Outline

- What is racial campus climate?
- Race and educational equity
- CTE racial context
- Racial campus climate and CTE equity
- Resources
- Questions



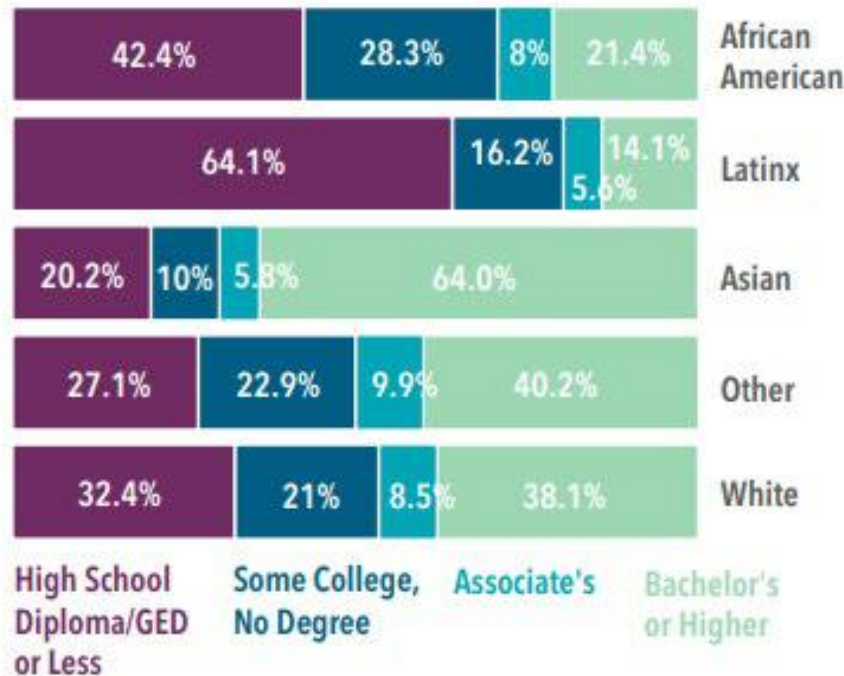
What is Racial Campus Climate?

“the current attitudes, behaviors, and standards and practices of employees and students of an institution.”
(Rankin & Reason, 2008, p. 264)

“Put another way, racial campus climate describes the ways in which racial identity impacts student experiences in a specific campus environment.”
(Rockey, 2020, p. 2)

Race and Educational Equity

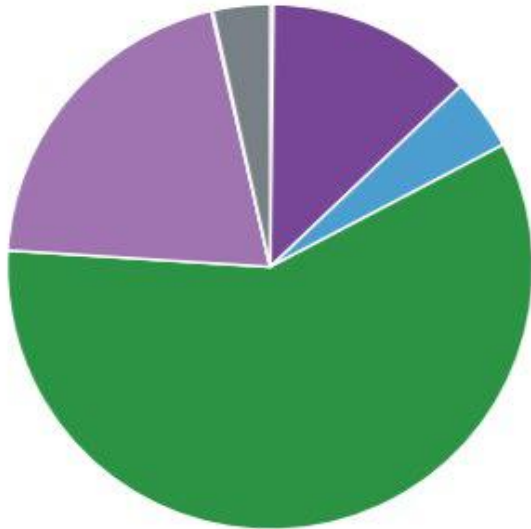
**EDUCATIONAL ATTAINMENT IN ILLINOIS
(AGE 25+) BY RACE/ETHNICITY**



(IBHE, 2021)

CTE ENROLLMENT BY RACE

Secondary



0.2%

AMERICAN INDIAN/
ALASKAN NATIVE

0.3%

4.4%

ASIAN

4.2%

12.7%

BLACK

11.8%

20.4%

HISPANIC/LATINO

18.0%

0.1%

PACIFIC ISLANDER

0.1%

58.7%

WHITE

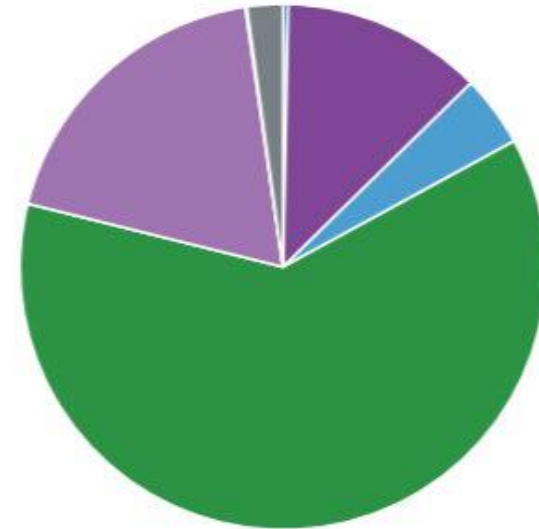
59.1%

3.5%

2+ or OTHER

2.1%

Postsecondary



(NAPE, 2021)

Deeper Dive into National Data

- White students are the majority across areas
- Highest compensated fields are Trades and Engineering and Architecture
- Least compensated field is Consumer Services

| | Most Represented | Least Represented |
|-----------------------------------|---|---|
| White | Trades (54%) | Consumer Services (43%) |
| Black | Health Sciences (17%) | Engineering and Architecture (12%) |
| Latinx | Consumer Services (29%) | Computer and Information Technology (17%) |
| Other racially minoritized groups | Computer and Information Technology (19%) | Trades (7%) |

(Anderson et al., 2021)

Deeper Dive into Your Context

Upon identifying an equity gap, ICCB and ISBE (2020) have called on institutions to engage in further research “to contextualize and clarify the root causes to be targeted for intervention” (p. 96).

Discussion:

- Where do you see stratification that furthers racial equity gaps in educational attainment and income?
- “Why wouldn’t a community college want to understand the racialized impact of institutional policies and practices that contribute to racial equity gaps?” (*Rockey, 2020, p. 3*)



Root Causes in Skilled Trades

Brian Lamorte:

There is a certain feeling that it's kind of like a white man's game, I hate to say it. So, people who are LGBTQ., minorities are a little bit intimidated by the boys club that exists.

Paul Solman:

And, of course, women.

Added together, that's about two-thirds of the country. In the late 1970s, Adrienne Bennett was recruited as a union plumbing apprentice under a federal program targeting women. Similar programs exist today.

Despite rising salaries, the skilled-labor shortage is getting worse

Jan 28, 2021 6:25 PM EDT

(PBS NewsHour, 2021)

- How would understanding your institution's racial campus climate advance equity in CTE programs of study?
 - Does anyone have experience assessing racial campus climate?
- Where would an understanding of racial campus climate be beneficial in advancing racial equity for employer partners?
 - Are any of your employer partners assessing their organization's racial climate?

- Illinois Community Colleges Racial Campus Climate Study coming soon!
 - ICCB has commissioned OCCRL to conduct a study on diversity, equity and the racial campus climate in Illinois community colleges to gauge faculty, staff, administrator and student perspectives



Assessing Racial Campus Climate

This brief supports practitioners in answering what racial campus climate is, why community colleges should assess racial campus climate, and what resources can be utilized to assess racial campus climate.

References

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