



The Illinois Community College Diversity Commission proudly presents the

Equity Summit

Thursday, Oct. 10, 2024

8:30 a.m.-4 p.m.

Wojcik Conference Center

Harper College

1200 West Algonquin Road

Palatine, IL 60067

The Equity Summit is the first event in Illinois that exclusively focuses on community college leaders, staff and faculty, and the critical issues outlined in the annual Equity Plan.

Sessions are focused on the discussion and development of actionable strategies for promoting equitable student outcomes across our state's community colleges.



Equity Summit Agenda

8:30-9:20 a.m.

Dining Room

Check-In and Light Breakfast

Come to the Welcome Table to check in to the Equity Summit! Enjoy a continental breakfast in the Wojcik Dining Room.

9:20-9:30 a.m.

Schneider
Amphitheater

Welcome & Overview

Welcome: Dr. Avis Proctor, President of Harper College

Equity Summit Overview: Dr. Purva DeVol, President of Illinois Community College Diversity Commission and Associate Vice President of Institutional Advancement, Triton College

9:30-10 a.m.

Schneider
Amphitheater

KEYNOTE

Overview of Equity Plans and Their Importance in Illinois Community Colleges

Jennifer Foster

Deputy Executive Director, Illinois Community College Board

Equity plans play a critical role in shaping the future of Illinois community colleges. These annual plans serve as a strategic blueprint for addressing disparities in student outcomes and promoting inclusive educational practices. By highlighting successful initiatives, common challenges and opportunities for innovation, this keynote will offer insights into how community colleges can leverage their equity plans to drive transformative change. Attendees will leave with a deeper understanding of how these plans align with state goals, support institutional accountability and ultimately empower students from all backgrounds to succeed.

10:10-10:50 a.m

Schneider
Amphitheater

CONCURRENT SESSIONS

Culturally Responsive Pedagogy as a Practice of Equity

Dr. Lorenzo DuBois Baber

Director, Office of Community College Research and Leadership (OCCRL)

This presentation explores the essential connections between these elements, offering practical insights to community college scholar-practitioners committed to building inclusive and impactful learning spaces. We will investigate how equitable resource access, culturally responsive teaching methods, and targeted support services can close opportunity gaps and ensure all students, regardless of their background, are prepared for success in their chosen careers. The session will cover actionable strategies for implementing equity-focused teaching practices, which can boost student engagement and enhance both academic and career outcomes.

10:10-10:50 a.m

CONCURRENT SESSIONS (CONTINUED)

Dining Room

The Diversity Boutique is Under Construction: Tools and Tactics to Promote Equity Implementation in Higher Education

Dr. Candice Dowd Maxwell

AVP of Diversity, Equity, Belonging, and Inclusion,
McHenry County College

Moving from equitable-minded awareness to equity-minded action requires individuals and groups to engage in five willful and intentional activities. This session will outline those activities and provide participants with examples, resources and tools to guide the equity implementation process for sustainable and transformational outcomes for all campus partners.

11-11:50 a.m

CONCURRENT SESSIONS

Schneider
Amphitheater

Staying Mission Focused: Acting on Equity While Navigating Resistance

Dr. Anthony Ramos

VP of Talent and Culture, Waubensee Community College

With student success serving as our North Star in community colleges, efforts to close equity gaps while increasing overall student outcomes are often met with different forms of resistance from anti-DEI perspectives to an unwillingness to change practice, procedures and/or policies that are barriers to attaining more equitable outcomes. This session will equip attendees with practical approaches to accelerating efforts on equity-focused initiatives and the communication tools to challenge resistance to this important work.

W102

Professional Development for Boards and Presidents: Strategies for Empowering Board Members and Presidents to Contribute to a Culture of Equity Within the College Community

James "Jim" Reed, Jr., J.D.

Executive Director,
Illinois Community College Trustees Association

This session is restricted to presidents or president's designee only.

This session addresses a pivotal challenge: how can our board members and college presidents become not just advocates, but active leaders in embedding equity into the fabric of our institutions? Our goal is to ensure that these key decision-makers are fully equipped to create environments where every student, staff member and community stakeholder can thrive.

11:50 a.m.-12:50 p.m.

Lunch

Dining Room

Enjoy lunch while networking with peers from across the state.

1-1:50 p.m

CONCURRENT SESSIONS

Dining Room

Advancing Equity: Lessons Learned from the Workforce Equity Initiative

Dr. Jesse Ivory

Assistant Vice President, Workforce Innovation and College Partnerships, Oakton College

Dawn Koeltzow

Senior Director, Workforce Equity Management, Illinois Central College

Vance Laine

Director, Student Support Grants, Heartland Community College

Candace D. Silas

Program Director - Open Door, Workforce Equity Initiative/ PATH Program, Lincoln Land Community College

This session will provide an overview of the four-year outcomes of the Workforce Equity Initiative (WEI). Learn from administrators at three different colleges how WEI has impacted student success in high-demand training programs. Administrators will share their equitable practices, holistic student supports and lessons learned from implementing the Workforce Equity Initiative.

Schneider
Amphitheater

Incorporating ChatGPT to Assist Institutions with Closing Equity Gaps

Dr. Nour Al Naber

Instructor of Business, Waubensee Community College

Chadd Engel

Senior Outcomes Assessment Coordinator, Waubensee Community College

This presentation explores how ChatGPT, an AI tool, can help higher education institutions close equity gaps. We will discuss how ChatGPT can provide personalized support to students, enhance accessibility and promote fairness. We'll also cover real-world examples, potential challenges like bias and strategies for implementing ChatGPT effectively to ensure all students have equal opportunities to succeed.

2-2:50 p.m

CONCURRENT SESSIONS

Schneider
Amphitheater

Equitably Improving Outcomes: Findings from the Partnership for College Completion's Policy and Practice Work

Lisa Castillo Richmond, Ph.D.

Executive Director, Partnership for College Completion

Mike Abrahamson

Senior Manager of Research and Policy,
Partnership for College Completion

Giselle Palacios

Research and Data Associate, Partnership for College Completion

In this session, Dr. Castillo Richmond, Mike Abrahamson and Giselle Palacios from the Partnership for College Completion (PCC) will share key lessons on what it takes to increase equity in college access and completion. PCC will discuss the opportunities and challenges of statewide institutional change work, drawing on six years of partnership with institutions through its signature Illinois Equity in Attainment (ILEA) initiative, as well as experience helping to pass and implement developmental education reform. PCC will also discuss its policy priorities and the research and data that underlie them, detailing how more equitably allocating resources and removing barriers can help get more Illinoisans to and through college.

W102

Leadership in Action: Elevating Equity Initiatives at the Presidential Level

Dr. Brian Durham

Executive Director, Illinois Community College Board

This session is restricted to presidents or president's designee only.

Join us for an exclusive session designed for community college presidents, hosted by the president of the state's governing body for community colleges. This high-level discussion will explore the critical role that presidents play in advancing equity initiatives across their institutions. As the driving force behind systemic change, presidents have the unique responsibility to ensure that equity remains central to their college's mission, policies and practices.

This session provides an opportunity for candid dialogue among peers, allowing for the exchange of insights, strategies and experiences to create lasting, transformational change in the communities we serve.

3-3:50 p.m.
Schneider
Amphitheater

CLOSING SESSION

Equity Plan Data and Gaps: Practical Tips for Interpreting Data for Annual Equity Plans

Jay Brooks

Associate Deputy Director for Research & Analytics,
Illinois Community College Board

As we conclude this year's Equity Summit, our closing keynote will dive into one of the most essential aspects of effective equity planning: understanding and interpreting data. Equity plans are only as strong as the data that informs them. This address will provide practical tips on identifying key gaps in student success and equity-related metrics, setting meaningful goals and using disaggregated data to drive decision-making. Attendees will leave equipped with actionable strategies to craft data-driven equity plans that respond to the unique needs of their institutions, ensuring that equity goals are not just aspirational, but achievable. Let's take what we've learned and apply it to create lasting change for our students and communities.

3:50 p.m.
Schneider
Amphitheater

Closing Remarks

Dr. Purva DeVol

President of Illinois Community College Diversity Commission
and Associate Vice President of Institutional Advancement,
Triton College