



Education: A Catalyst for Systematic Equity

A Higher Edquity Series Webinar
Speaker: Aaron Thompson



How Did We Get Here?



- 1619: Slavery comes to North America
- 1790: Naturalization Act restricts citizenship to free whites
- 1857: Dred Scott Case, slaves are not citizens and cannot sue
- 1861-65: American Civil War
- 1863: Emancipation Proclamation
- 1868: 14th Amendment gives Black Americans citizen status
- 1896: Plessy vs. Ferguson (“Separate but Equal”)
- 1954: Brown vs. Board of Education
- 1954-68: Civil Rights Movement
- 1965: Voting Rights Act

How Did We Get Here?



- 2014: Eric Garner killed by a police choke hold after being stopped while walking in a Staten Island neighborhood
- 2014: Michael Brown shot by Ferguson, MO police after being stopped for not walking on sidewalk
- 2014: Tamir Rice (age 12) shot by police for brandishing a toy gun
- 2015: Freddie Gray died in a police transport van in Baltimore from a severed spinal chord
- 2016: Alton Sterling shot by Baton Rouge police after being stopped while selling DVDs outside of a convenience store
- 2016: Philando Castile shot by St. Paul police while reaching for his wallet during routine traffic stop
- Botham Jean, Trayvon Martin, Ahmaud Arbery, Breonna Taylor, George Floyd, and too many others to mention.

People of Color are at Risk



Higher Incarceration Rates

- 1,501 out of every 100,000 Black Americans are incarcerated, compared to 268 out of every 100,000 White Americans (2018, Bureau of Justice Statistics)

Higher Mortality Rates

- There are 853 deaths per 100,000 Black Americans compared to 725 deaths per 100,000 White Americans (2018, CDC)

Lower Educational Attainment

- 34.5% of Black Americans have an associate degree or higher, compared to 49.2% of White Americans (2017, US Census Bureau)

Higher Poverty Rates

20.8% of Black Americans live in poverty, compared to 10.1% of White Americans (2018, US Census Bureau)

My Story

Education is the Path Forward



*“Too many citizens prefer to cling to brutal and unjust systems than to give up political power, the perceived benefits of white supremacy and an exploitative economic system. **If we do not learn the lessons of history and choose a radically different path forward, we may lose our last chance at creating a truly inclusive, egalitarian democracy.**”*

-Michelle Alexander, Contributing Opinion Writer, New York Times

Diversity is Important



Research has proven that interacting with diverse peers improves:

- Self confidence
- Open-mindedness
- Innovation and creativity
- Critical thinking
- Leadership
- Moral reasoning

Diversity vs. Cultural Competence



DIVERSITY -

Differences among populations, such as race, ethnicity, culture, sexual orientation, disability, age, language and gender

CULTURAL COMPETENCY -

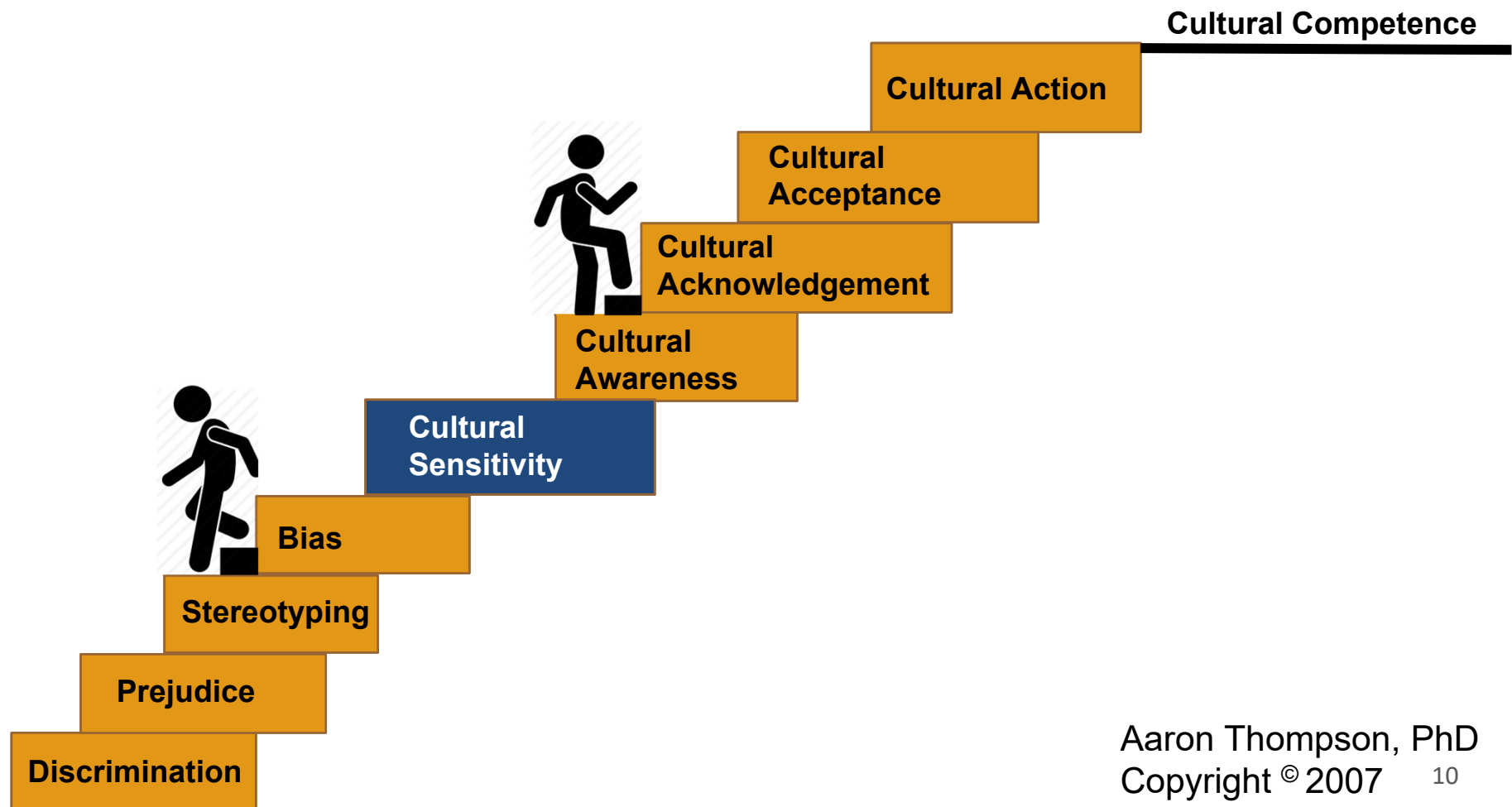
The ability to understand and respond effectively to individuals based on these variations

Stages of Cultural Competence

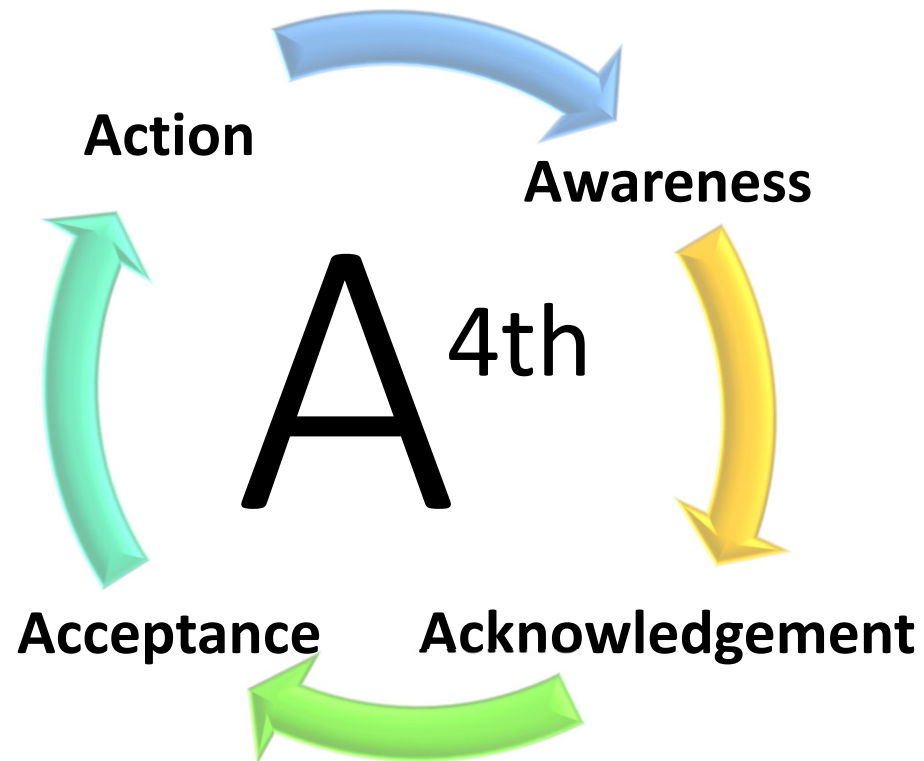


- **Acknowledging differences** – being aware of them
- **Accommodating differences** – dealing with them in a fair, non-prejudicial or discriminative way
- **Cultivating differences** – capitalizing on them to enrich learning and personal development

Staircase to Cultural Competence



The Four A's



Aaron Thompson, PhD
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Call to Action



- Recognize the value of diversity and recruit and retain students with that value in mind.
- Close gaps in educational outcomes for URM and low-income students.
- Improve educational attainment for URM and low-income populations.
- Develop culturally competent campuses.

CPE's Work



- 2016 Kentucky Public Postsecondary Policy for Diversity, Equity & Inclusion
- Performance Funding
- Cultural Competence Certification
- Academic Leadership Development Institute
- Higher EDquity Webinar Series



“It demands great spiritual resilience not to hate the hater whose foot is on your neck, and an even greater miracle of perception and charity not to teach your child to hate.”

James Baldwin, *The Fire Next Time*

Questions or comments about CPE's diversity efforts?

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