



Measuring the Impact of Equity Promotion Policies

WAHED, 26 November 2019





A dark blue header banner. In the top right corner, there is a circular icon of a globe with latitude and longitude lines. The background of the banner features a faint, light-colored world map.

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Global Tertiary Education Expert





Talent is universal, but
opportunity is not

Tanitoluwa Adewumi, a refugee from Nigeria who lives in a shelter in New York City, went from chess novice to chess champion in little over a year.





Premises

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- Equity = providing equal opportunities for access and success in higher education
- Circumstances beyond an individual's control should not influence that person's chances

2019 Study

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- Commissioned by Lumina Foundation
- Partnership with National Educational Opportunity Network (Graeme Atherton)
- Background study for the second World Access to Higher Education Day (November 26, 2019)

Two Tasks

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- Measurement of disparities and impact studies of equity promotion policies
- Five national case studies
 - Government policies
 - Institutional policies

Case Study Countries

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- Australia (ICL)
- Austria (tuition fees & social dimensions)
- Colombia (SL, retention)
- South Africa (legacy of apartheid, TFT)
- Vietnam (tuition fees, affirmative action)

Theory of Change

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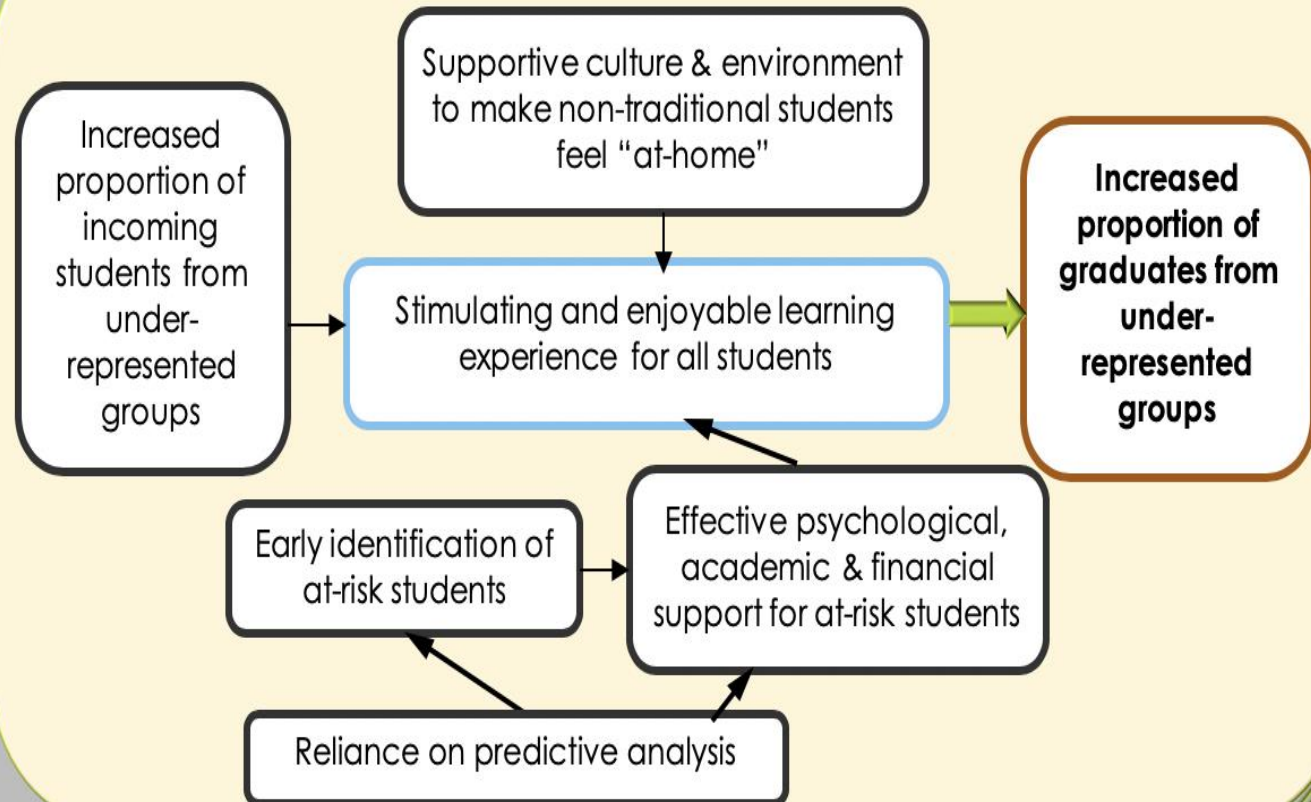
System-level enabling conditions

Admission policies
Pathways & bridges
Quality Assurance
Level of subsidies & distribution among institutions & students
Tuition fee policies
Funding for student aid (grants and student loans)

- Outreach activities
- Targeted admission policies
- Retention measures
- Financial aid (tuition exemptions, grants, loans)

Institution-level enabling conditions

Sequence of causal links





Findings

Country Headlines

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- Australia as model with effective, comprehensive equity policies
- Austria as leader with gender and refugees
- Colombia is pioneer in targeting student loans well and implementing widespread retention policies
- South Africa working hard to remove long-lasting effects of apartheid, pioneer with Targeted Free Tuition
- Vietnam has comprehensive equity plan but invests insufficient resources

Equity Target Groups

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Country	Australia	Austria	Colombia	South Africa	Vietnam
Category					
Low-Income Students / First In the Family	✓	✓	✓		✓
Gender / LGBT	✓	✓	✓	✓	✓
Race			✓	✓	
Ethnic Minorities	✓		✓		✓
Students with Disability / Special Needs	✓	✓	✓	✓	✓
Migrants	✓	✓			
Victims of Conflict / Orphans			✓		✓
Remote Regions	✓	✓	✓		

Financing Instruments

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Equity Policy Instrument	Australia	Austria	Colombia	South Africa	Vietnam
No Tuition / Low Tuition in Public Institutions		√	√		
Targeted Free Tuition				√	
Grants & Scholarships	√	√	√	√	√
Student Loans	√	√	√	√	√
Competitive Grants to Institutions	√				
Funding Formula	√	√		√	

Student Loans

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Design	Australia	Austria	Colombia	South Africa	Vietnam
Income Contingent	√				
Public Agency – Mortgage Type			√	√	√
Private Bank – Mortgage Type		√			

Non-Monetary Instruments

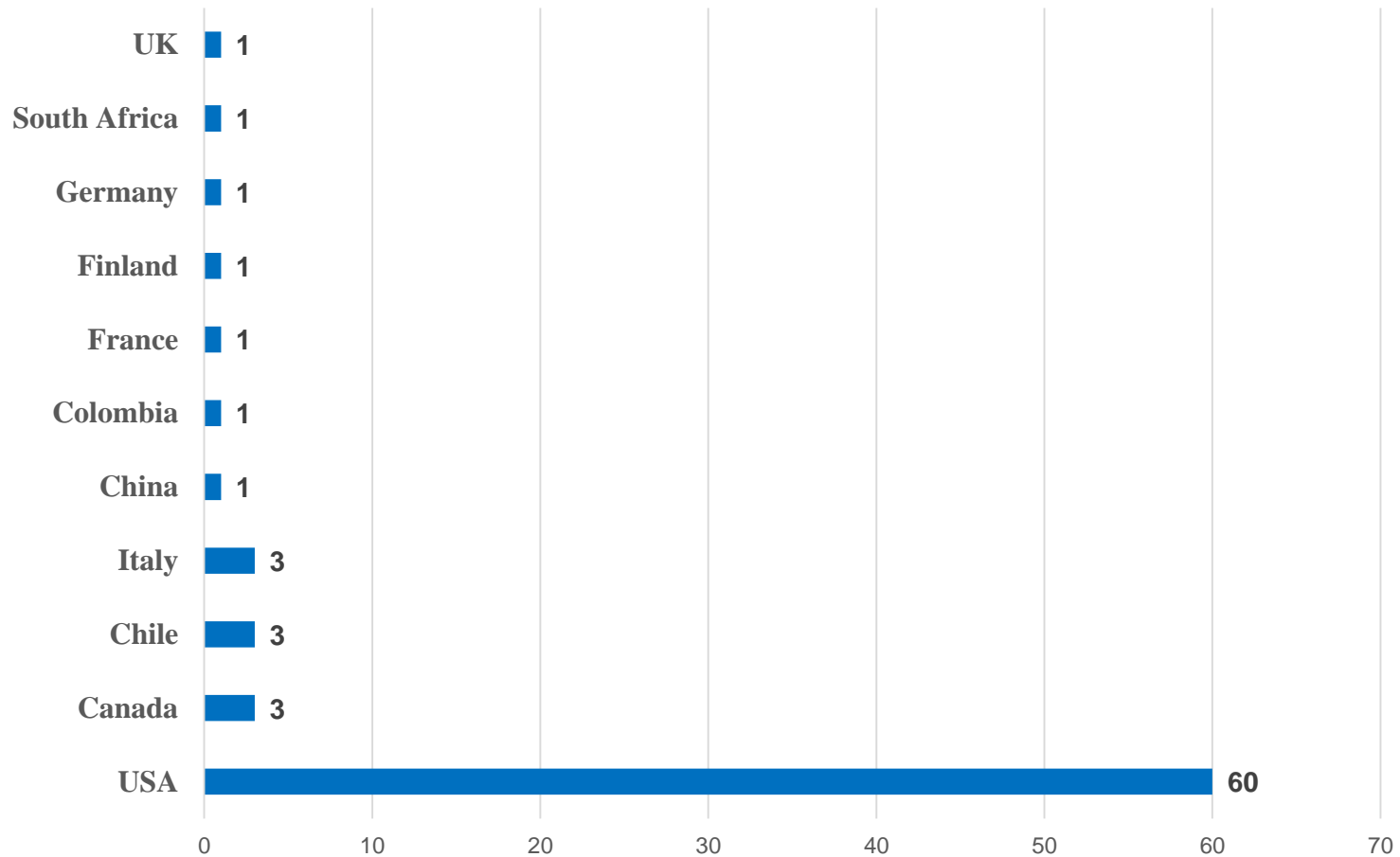
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Equity Policy Instrument	Australia	Austria	Colombia	South Africa	Vietnam
Outreach / Bridge	√	√	√		
Affirmative Action	√	√	√	√	√
Retention	√	√	√	√	

Not enough impact studies

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Not enough relevant data

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Equity Groups	Number of Countries
Gender	47
Socio-Economic Background	36
Rural Origin	33
Adult / Mature Learners	33
People with Refugee Status	32
Disability	31
Ethnicity	29
Language	20
Indigenous Groups	16
Religion	14
Others	14

What Works at the National Level

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- Alignment of vision, leadership, goals, policy instruments, and resources
- Continuity of policies
- Adequate governance (contrasting Australia and Vietnam)
- Supranational influence (Austria)

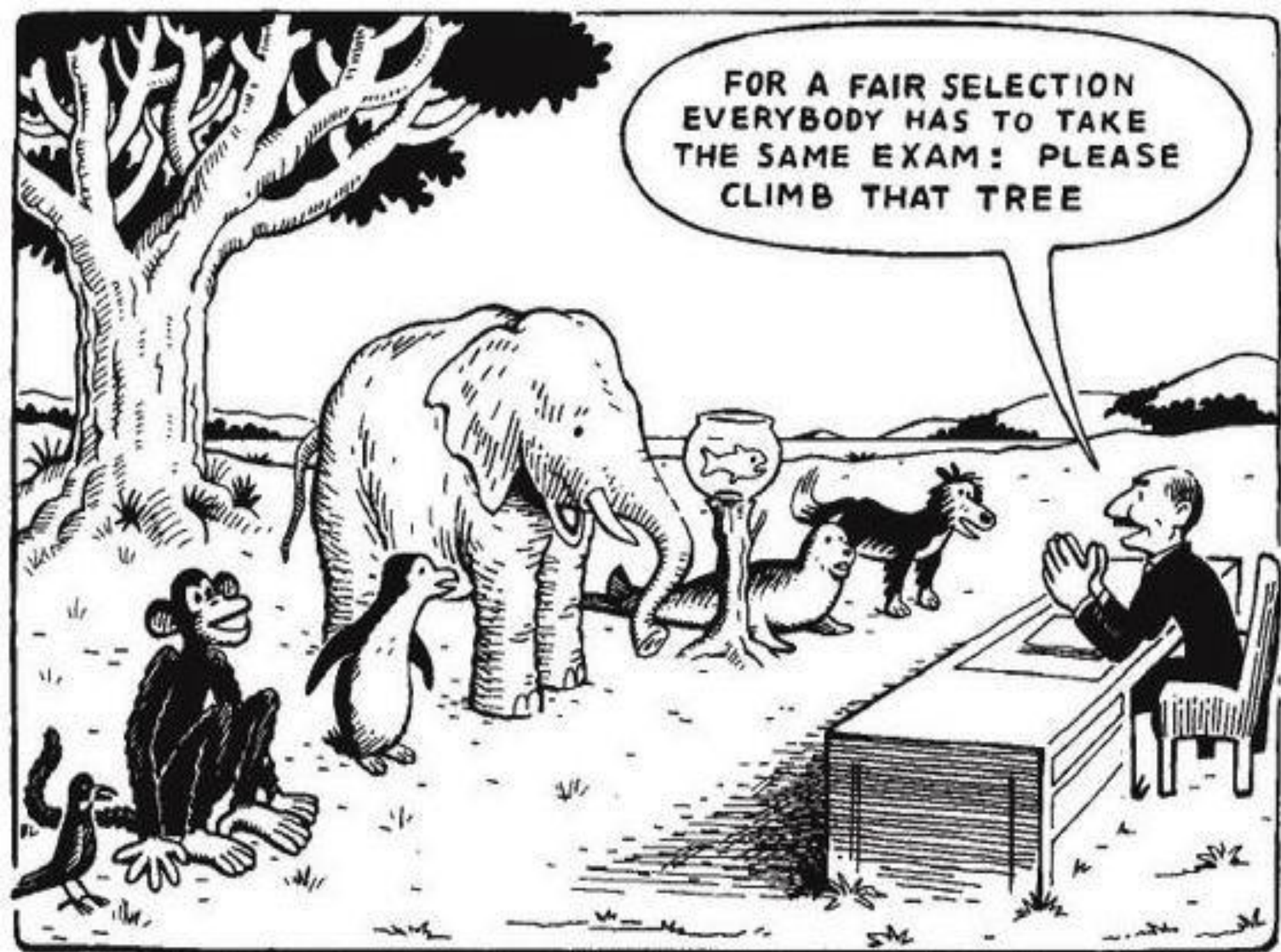
Structural Features

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- Secondary education coverage and streaming
- Admission policies
- Institutional diversification
- Availability of financial aid (grants and loans)

FOR A FAIR SELECTION
EVERYBODY HAS TO TAKE
THE SAME EXAM: PLEASE
CLIMB THAT TREE



Institutional Diversification

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- Low-status institutions (South Africa)
- Private higher education institutions
 - With student aid (Colombia)
 - Without (SA and Vietnam)

What Works at the Institutional Level

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- Clear vision and strategy (Wollongong, Uniminuto)
- Equity leader and dedicated department (Wits)
- Partnerships with local authorities and businesses (Antioquia)
- Model practices picked up by other institutions and/or Government (Valle)
- Appropriate institutional culture for first-generation students (Australia)



conclusion

Recommendations

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- More impact studies
- More disaggregated data on various equity groups
- Continue to focus on gender issues

How many talented girls are lost?

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Gender Imbalance

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- Gender parity in most countries
- But not in STEM programs
- And not in senior academic positions
- Even less in leadership positions

Gender Imbalance

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Indicator	Australia	Austria	Colombia	South Africa	Vietnam
Share of female students	55.5%	53.5%	53.0%	58.0%	54.0%
Share of female university leaders	28.2%	33.0%	20.0%	15.4%	5.6%

Recommendations

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- More impact studies
- More data
- Continue to focus on gender issues
- More attention to the needs of students with disability



Equality of opportunity

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The impertinent courtesy of an invitation offered to unwelcome guests, in the certainty that circumstances will prevent them from accepting.

Richard Tawney

Exclusion



Integration



Inclusion

