The HBCU Homecoming

The Analogy to Building a Successful HBCU Pipeline Program
What is Diversity?

“We have become not a melting pot but a beautiful mosaic. Different people, different beliefs, different yearnings, different hopes, different dreams.”

~ Jimmy Carter
National Center for Education Statistics (2021)

- 99 HBCUs are located in 19 states, the District of Columbia, and the U.S. Virgin Islands. Of the 99 HBCUs, 50 were public institutions, and 49 were private nonprofit institutions.

- Non-Black students made up 25 percent of enrollment at HBCUs

https://nces.ed.gov/fastfacts/display.asp?id=667
What is Equity?

“That's at the core of equity: understanding who your kids are and how to meet their needs. You are still focused on outcomes, but the path to get there may not be the same for each one.”

~ Pedro Noguera

White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity through Historically Black Colleges and Universities
Equality

Equity
What is Inclusion?

“You can not have inclusion if everyone is not included.”

~ Unknown.
Changing the Culture

Fitting In

is not

Belonging
The HBCU Homecoming

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Diversity  Everyone that is participating in the Homecoming Experience.

Equity  Ensuring that everyone participating has the same opportunities to enjoy the experience as everyone else, despite their individual differences.

Inclusion  Creating an environment where everyone feels included. There is always something for everyone.

Belonging  Allowing individuals to be authentic and enjoy the festivities without fear of judgment.
Three P’s of Success

The Pipeline  Understanding the culture and finding ways to connect

The Process  Connecting through the Lens of Equity and Inclusivity

The Program  Cultivating a culture of belonging provides a successful retention program that nurtures individual and organizational growth.
