

Time for a disruption: Why corporations need to advance education equality now

Education has long been considered a powerful equalizer. Yet today, many students from certain racial and ethnic groups face a wide range of systemic barriers to quality education, from the beginning of their educational journey to the pursuit of a degree.

Corporations have a unique opportunity to drive positive societal change in a more equal direction and make a difference in the lives of their employees and communities through strategic enterprise education™, while impacting their growth, profitability and talent strategy.

Here's a look at inequality in education – as well as actions corporations can take to help break down barriers for greater diversity and inclusivity.

When does inequality in school start?

Some racial and ethnic groups face systemic barriers from the beginning of their educational journeys.



Black students are **2x more likely to get expelled** from preschool versus other students.¹

Black and Hispanic students are less likely to complete their high school education

67% of Hispanic students



85% of Black students



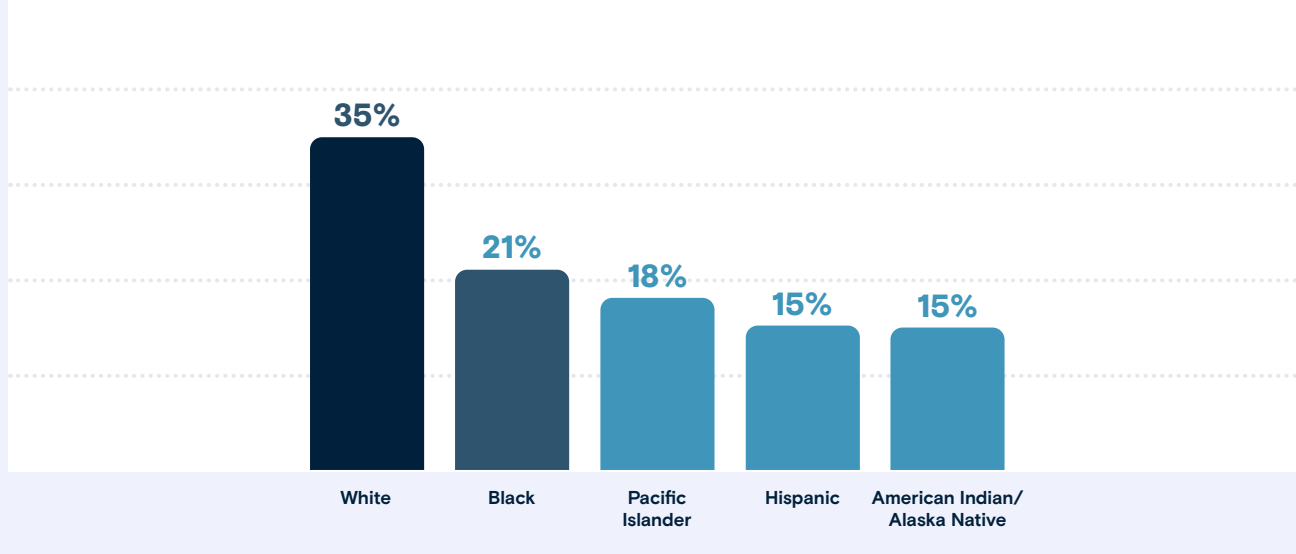
92% of white students



Percentage of adults who have completed high school (2016), National Center for Education Statistics²

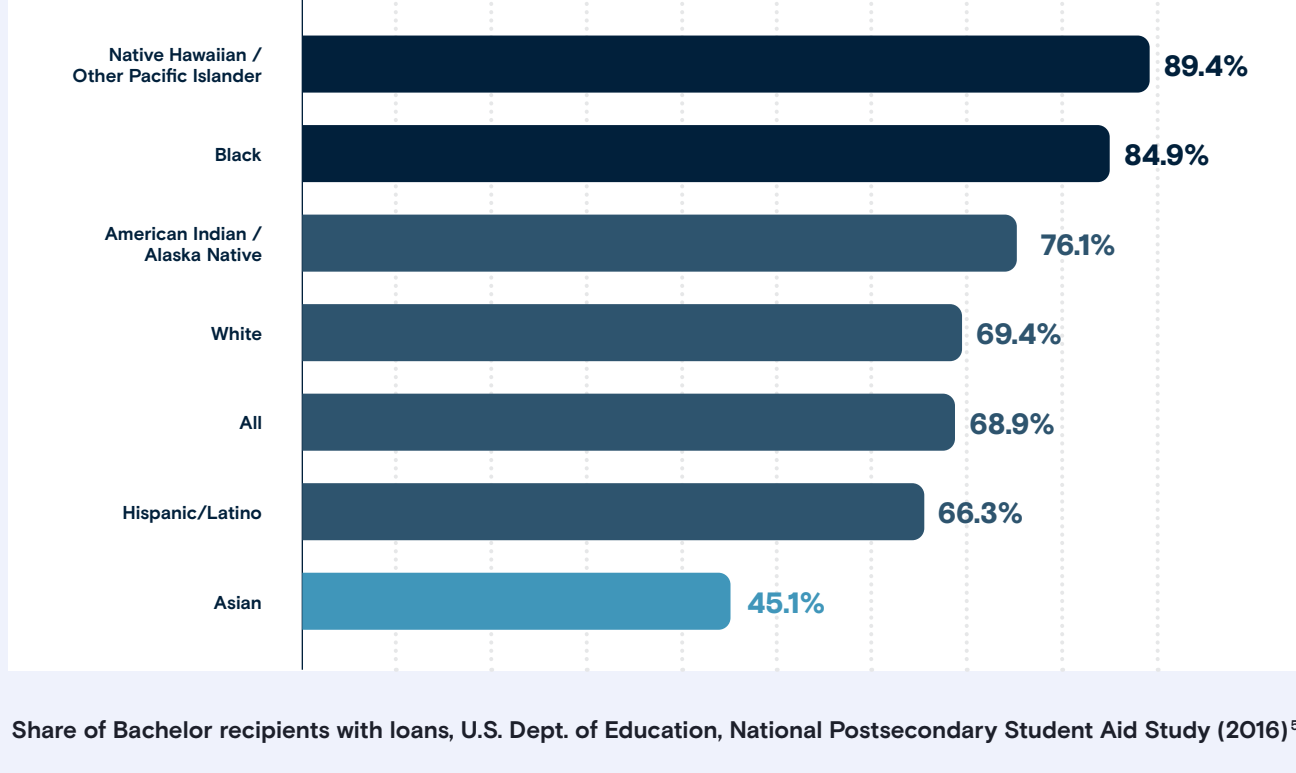
How does this impact minority students in higher ed?

Black and most other minority students are less likely to graduate with a degree than white students

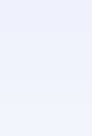


Percentage of adults who have completed a bachelor's or higher degree (2016), National Center for Education Statistics²

Student debt weighs heavier on some racial and ethnic groups in comparison to their counterparts



Share of Bachelor recipients with loans, U.S. Dept. of Education, National Postsecondary Student Aid Study (2016)⁵



Students from certain race and ethnicity groups are **disproportionately targeted by and attend for-profit colleges**.³ These institutions are generally:

- More expensive
- Less reputable
- Spend less on their students overall

What impact are we seeing today?

The cyclical lack of access to quality education has resulted in a lack of racial and ethnic diversity, across every career level.¹¹

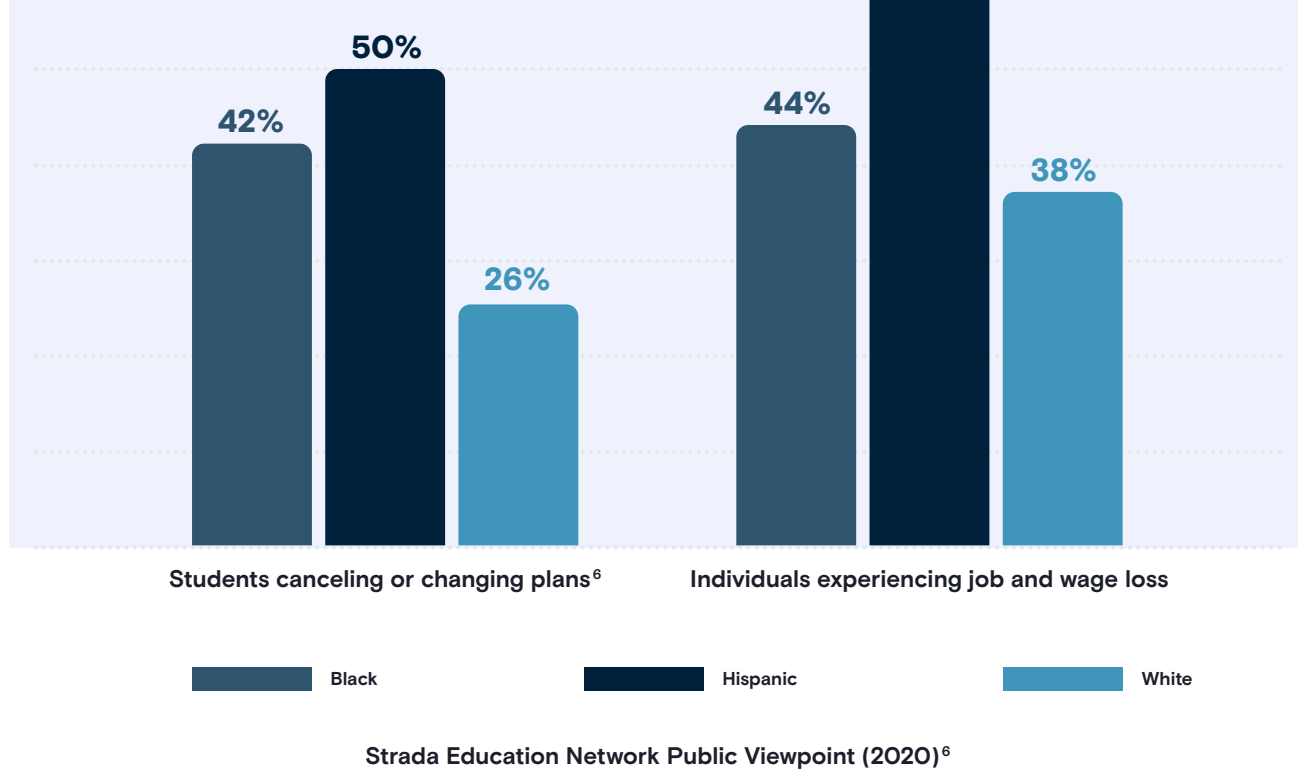


Non-white employees only hold:

- 14% of executive-level
- 23% of manager level
- 36% of entry-level jobs

Most minority groups are more likely to **alter their higher education plans due to COVID-19 and its effects**. Health and economic challenges to their job loss, as well as a lack of student support have led many learners to **forego higher education entirely**. However, these populations express a high level of interest and intentions to still pursue higher education at some point.

The impact of COVID-19 on education and employment



Strada Education Network Public Viewpoint (2020)⁶

How can education be an equalizer?

Research has shown that higher educational attainment leads to overall enrichment, such as:



More career opportunities

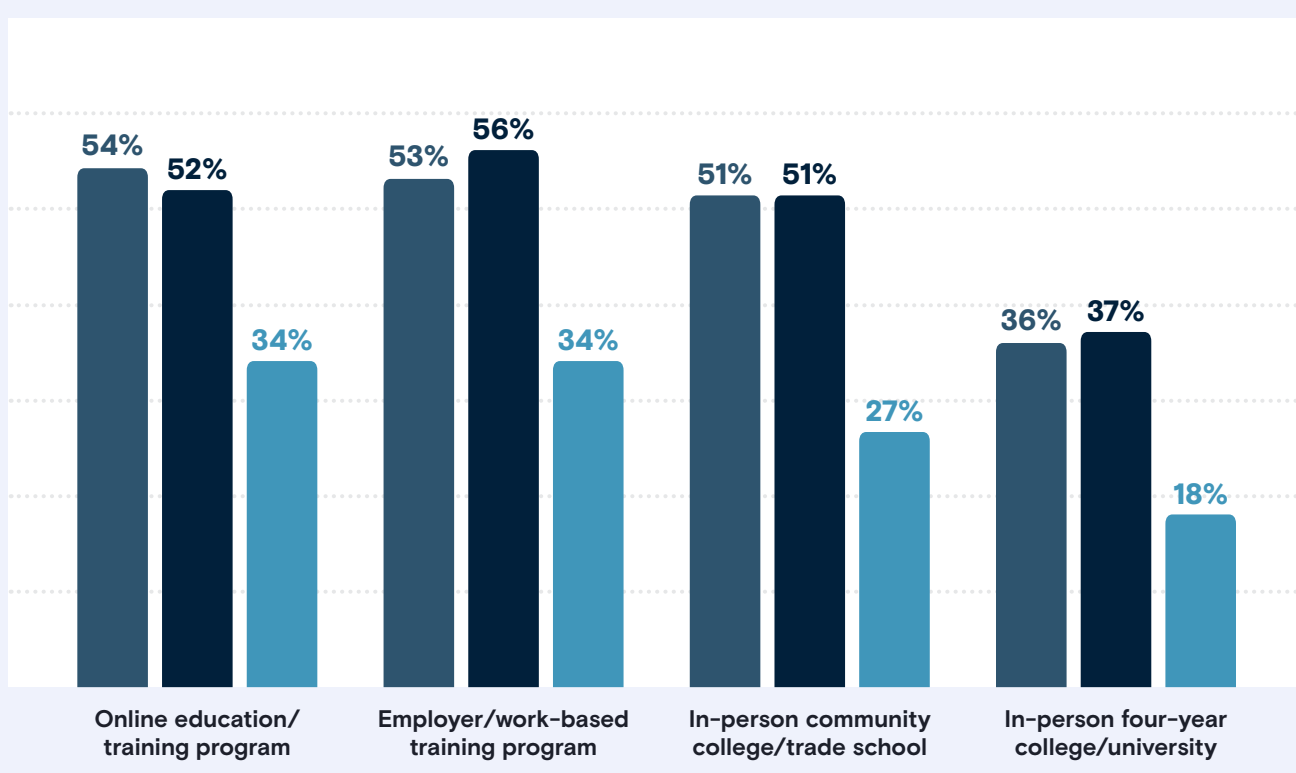


Lower unemployment



Higher household income and net worth

Black and Hispanic Americans are more likely than white Americans to enroll in education and training programs in the coming months



Strada Education Network Public Viewpoint (2020)⁶

Corporations have an opportunity to positively impact society by supporting racial and ethnic diversity and inclusion

Through a strategically aligned enterprise-wide education program with **racial diversity and inclusion as goals**, corporations can provide the opportunity for employees to pursue higher education, debt-free and with employer support. These initiatives, especially **early in a career**, help learners advance within and outside of the workplace.

The benefits of diversity for organizations:



Outperformance in value creation

Corporations identified as more diverse and inclusive are 35% more likely to outperform their competitors⁷



Positive brand perception

Expectations are high for corporate CEOs with 64% of people globally expecting CEOs to lead social change¹⁰



Greater innovation

74% of millennial employees believe their organization is more innovative when it has a culture of inclusion⁸



Attract top talent

67% of job seekers said a diverse workforce is important when considering job offers⁹

Be part of the change, transform lives and accelerate your business

InStride provides accessible, relevant and strategic workforce education programs designed to deliver meaningful social impact and business ROI. Our extensive catalogue includes credentials from high school diplomas to graduate degrees, as well as custom diversity and inclusion training from top academic institutions.

Education equality is important for students and companies alike. With strategic enterprise education you too can transform the lives of your employees, enabling a more diverse and inclusive environment within your organization.

Learn more at [InStride.com](https://www.instride.com)

InStride is the premier global provider of strategic enterprise education for employers who want to achieve transformative business growth and social impact by unlocking the power of education.

References

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