



## **Partnership for College Completion Equity Statement**

As we approach higher education equity work, we recognize the histories and systems of oppression that have formed and continue to inform the inequities we work to confront. As an organization committed to eliminating racial and socioeconomic inequities in college degree completion, our work is grounded in the understanding that the enduring and unaddressed legacy of injustice on which this country was founded continues to permeate every sector of our society, including our higher education systems. This injustice, rooted in racism and classism, has been especially directed at Black, Latinx, Indigenous, and Asian communities.

We approach our work driven by the belief that education, including higher education, should be a fundamental human right for all who seek it. We believe that all college students can succeed with the right opportunities, tools, and support. We also acknowledge our own power and privilege in coming to this work and seek to use them to make space for and elevate the voices, experiences, and concerns of those historically excluded from spaces of influence, power, and decision-making. Internally, we allocate resources, share professional development opportunities, make organizational decisions, and provide ongoing support in ways that prioritize inclusion and engagement for all staff to bring their unique skills and experiences to bear for the good of the organization and its mission.

Equity for us means parity in degree completion rates across all racial, income, and wealth groups. To ensure that students graduate at equitable rates, our higher education systems must interrogate existing policies and practices to eliminate structural barriers that impede success, and provide students with the appropriate financial, curricular, co-curricular, and wrap-around resources to ensure that the ability to attend and complete college are truly accessible to all.