



# **Higher Education Equity Across the Globe**

**Vienna, 8 October 2020**







A dark blue header section. On the left, there is a faint, light-colored world map. On the right, there is a circular icon containing a globe. Below the globe icon, the text 'JAMIL SALMI' is written in a white, serif font, and below that, 'Global Tertiary Education Expert' is written in a smaller, white, sans-serif font.







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.







# suicide

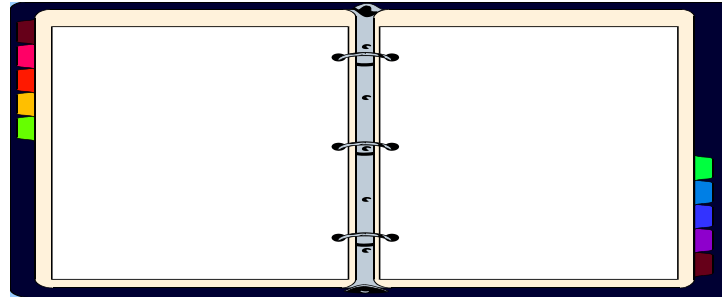
suicidal  
person  
grief  
awareness  
unhappy  
desperate  
denial  
preventing  
death  
solidarity  
abuse  
rejection  
frustration  
concept  
issues  
education  
depressed  
caution  
help  
pain  
stress  
gun  
prevention  
danger  
antidepressants  
warning  
trapped  
hopeless  
desperation  
lifestyle  
psychology  
stop  
campaign  
tablets  
depression  
hope  
fail  
protest  
punishment  
hopelessness  
idea  
problems  
quitting  
illness  
sadness  
loss  
lost  
down  
people  
anxiety  
mental  
problem  
contemplation  
hanging  
pressure  
worried  
quit  
shame  
drugs  
prevent  
medicine  
loneliness  
loop  
drink  
serious  
pill  
dead  
brandy  
loneliness  
warn  
emotions  
communication  
jump  
support

DEBTS



# Outline

*JAMIL SALMI*  
*Global Tertiary Education Expert*



- HE equity policies around the world
- What works: national and institutional policies
- Impact of Covid-19

# Premises

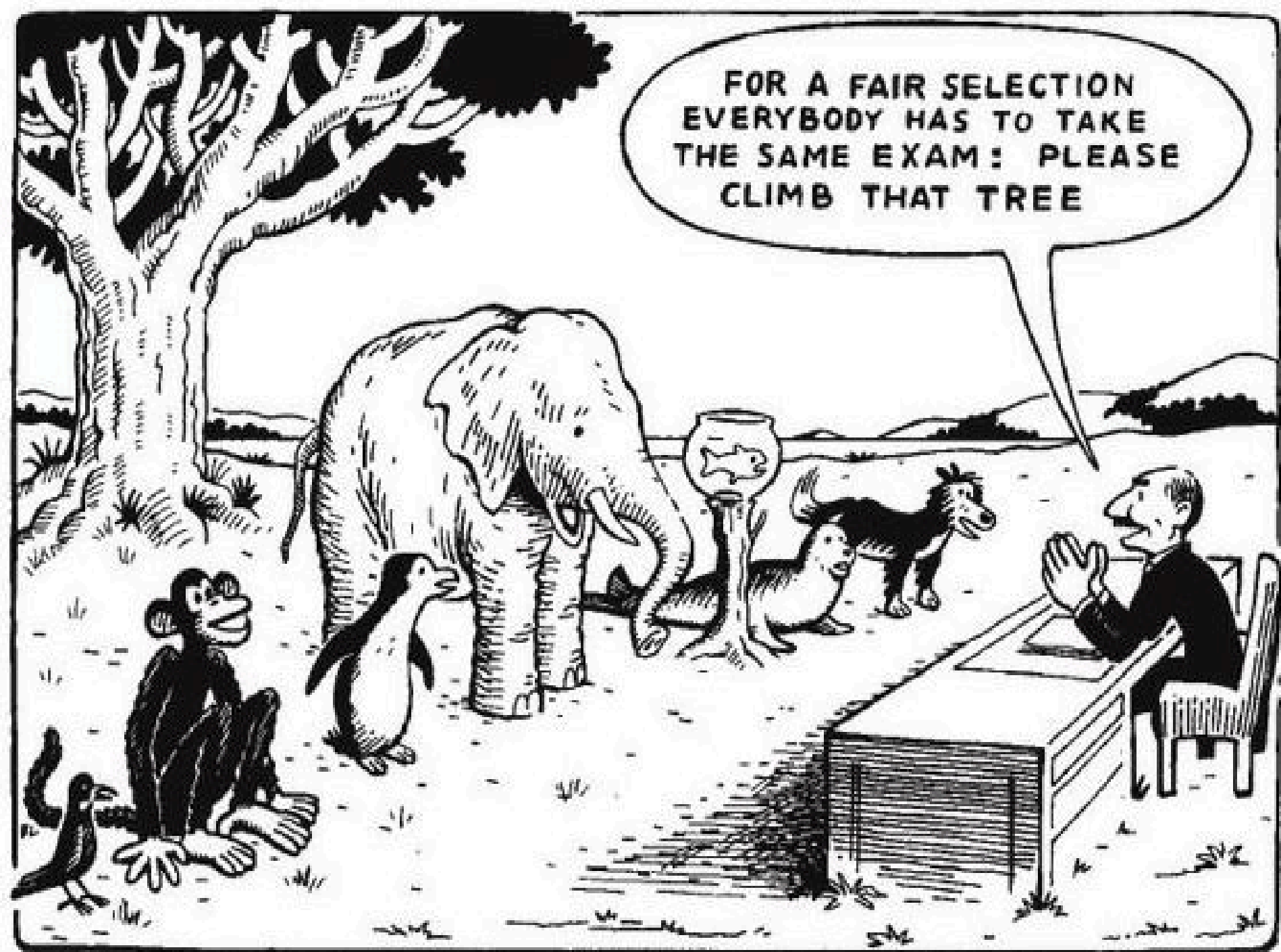
*JAMIL SALMI*  
*Global Tertiary Education Expert*



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



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



# Existing Work

*JAMIL SALMI*  
*Global Tertiary Education Expert*



- Scope of disparities
- Determinants of inequality
- What works
  - National policies
  - Institutional policies



# The Lumina Studies

*JAMIL SALMI*  
*Global Tertiary Education Expert*



- Commissioned by Lumina Foundation
- Partnership with London Higher (Graeme Atherton)
- Background studies for the World Access to Higher Education Day (2018 and 2019)

# Study 1. Two Tasks

*JAMIL SALMI*  
*Global Tertiary Education Expert*



- International Organizations
- National Policies



# International Organizations

*JAMIL SALMI*  
*Global Tertiary Education Expert*



- ADB, AfDB, IDB, CAF
- OECD, UNESCO, World Bank
- European Commission
- SEAMEO

# Findings

*JAMIL SALMI*  
Global Tertiary Education Expert



Organizations	Policy Setting & Regulatory Frameworks	Technical Assistance	Grants	Loans	Scholarships to Individuals
African Development Bank		√			
Andean Development Bank		√	√	√	
Asian Development Bank	√	√	√	√	
European Commission	√	√	√		
Interamerican Development Bank		√	√	√	
OECD	√	√			
SEAMEO		√			
UNESCO	√	√			
World Bank	√	√	√	√	√



# National Policies

*JAMIL SALMI*  
*Global Tertiary Education Expert*



- 71 countries
- Official documents, websites, contacts
- Who makes policies
- Strategies for HE / Specific strategy for equity
- Equity targets
- Instruments
- Resources
- Separate agency dedicated to equity


# Equity groups

*JAMIL SALMI*  
*Global Tertiary Education Expert*



- Low-income groups



A man with a beard, glasses, a nose ring, and a cap is sitting on the ground. He is wearing a dark jacket over a graphic t-shirt and dark pants. He is holding a large white sign with handwritten text. The background consists of a ground covered in fallen yellow and brown leaves.

One day the  
poor will have  
nothing left  
to eat  
but the rich.

# Equity groups

*JAMIL SALMI*  
*Global Tertiary Education Expert*



- Low-income groups
- Females

# How many talented girls are lost?

JAMIL SALMI  
Global Tertiary Education Expert





# Equity groups

*JAMIL SALMI*  
*Global Tertiary Education Expert*



- Low-income groups
- Females
- Minorities

*It is not wrong to be different.*



*It is wrong to be treated differently  
if you are.*



**Black**



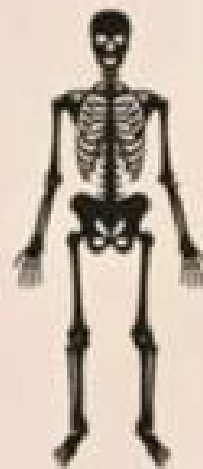
**White**



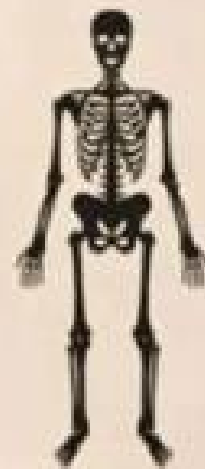
**Gay**



**Straight**



**Religious**



**Atheist**



**You**



# Equity groups

*JAMIL SALMI*  
*Global Tertiary Education Expert*



- Low-income groups
- Females
- Minorities
- People with disabilities



Equity Groups	Country Examples
First-generation students	United States
LGBTQIA	Brazil, Colombia
Victims of sexual abuse / violence	Colombia, Ecuador, Spain
Deported migrants	Ecuador, Mexico
Children of invalid veterans or civil servants	Mexico, Russia, Vietnam
Foreign refugees	Australia, Colombia, New Zealand
Internally-displaced people as a result of civil war or natural catastrophes	Colombia, Georgia
Demobilized guerrilla fighters and paramilitaries	Colombia
Students who do not speak the national language	Denmark
Students with care experience, orphans, youth without parental care	Austria, Georgia Kyrgyzstan, Russia, Scotland
Single mothers	Ecuador
Families with more than 3 children	Georgia, South Korea
Children of parents deported during the Soviet era	Georgia
Jailed people, ex-offenders	Venezuela, Wales
Students from occupied territories	Georgia

# National Policies

*JAMIL SALMI*  
*Global Tertiary Education Expert*



- Financial
- Non-Monetary



# Financing Policies

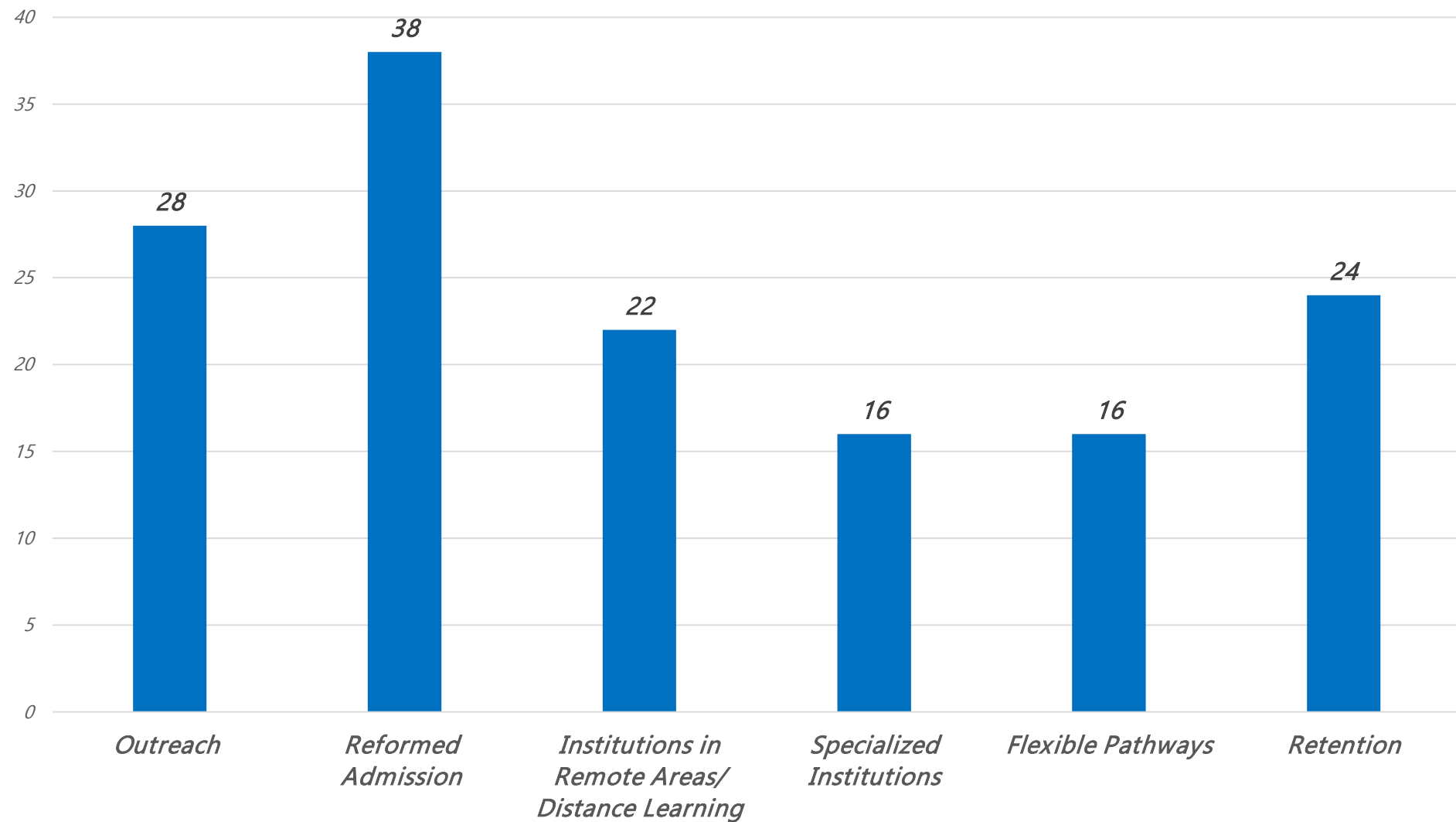
*JAMIL SALMI*  
*Global Tertiary Education Expert*



- Fully or partially subsidized education
- Targeted free tuition
- Needs-based scholarships and grants / grants targeted for equity groups others than low-income students
- Student loans
- Equity-linked financial incentives built into the funding formula to allocate public resources to higher education institutions
- Financing-related regulations

# Non-Monetary Policies

JAMIL SALMI  
Global Tertiary Education Expert



# QA and Equity

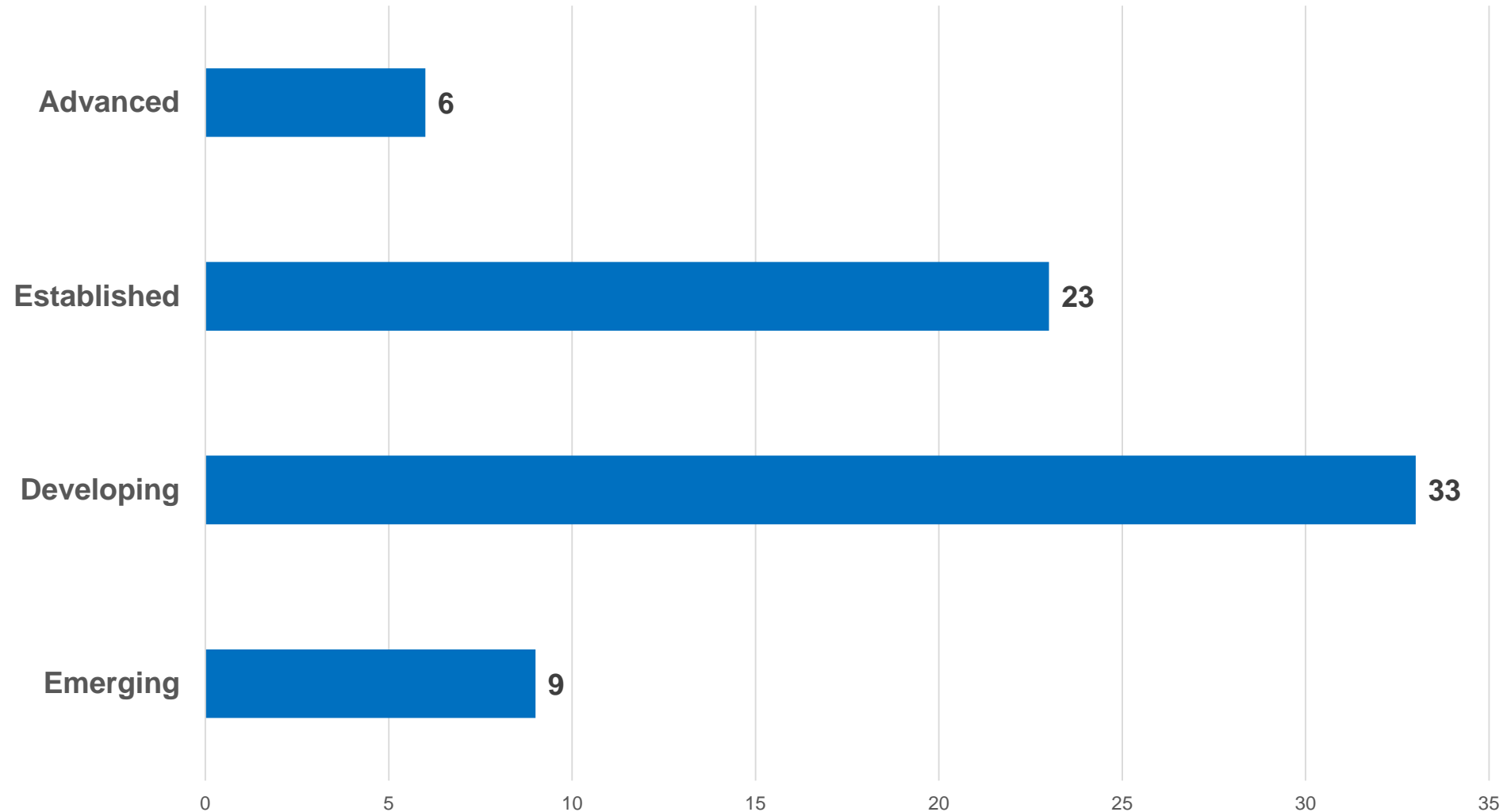
*JAMIL SALMI*  
Global Tertiary Education Expert



Region	Category	Frequency of Countries who Monitor Equity only	Frequency of countries who include equity in QA only	Frequency of countries who do both QA and Monitoring)
East Asia (11)		0	0	0
Eastern Europe & Central Asia (5)		0	2	0
Latin America and Caribbean (19)		0	7	4
Middle East & North Africa (4)		0	0	1
North America (2)		0	0	0
Pacific (2)		1	1	0
South Asia (5)		0	2	0
Sub-Saharan Africa (13)		2	0	0
Western Europe (10)		0	1	4
<b>Total (71)</b>		<b>3</b>	<b>13</b>	<b>9</b>

# Benchmarking

*JAMIL SALMI*  
*Global Tertiary Education Expert*





# The Champions

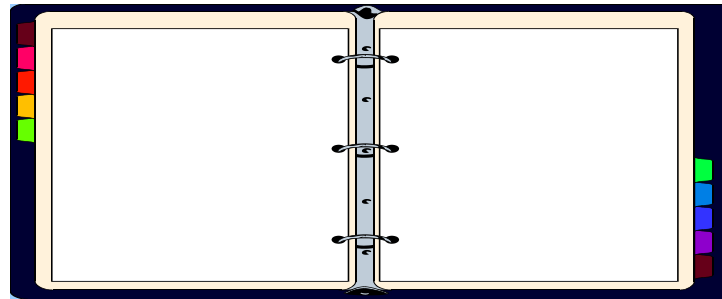
*JAMIL SALMI*  
*Global Tertiary Education Expert*



- Australia, Cuba, England, Ireland, New Zealand and Scotland

# Outline

*JAMIL SALMI*  
*Global Tertiary Education Expert*



- HE equity policies around the world
- **What works: national and institutional policies**

# Two Tasks

*JAMIL SALMI*  
*Global Tertiary Education Expert*



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

# Case Study Countries

*JAMIL SALMI*  
*Global Tertiary Education Expert*



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



# Theory of Change

JAMIL SALMI  
Global Tertiary Education Expert



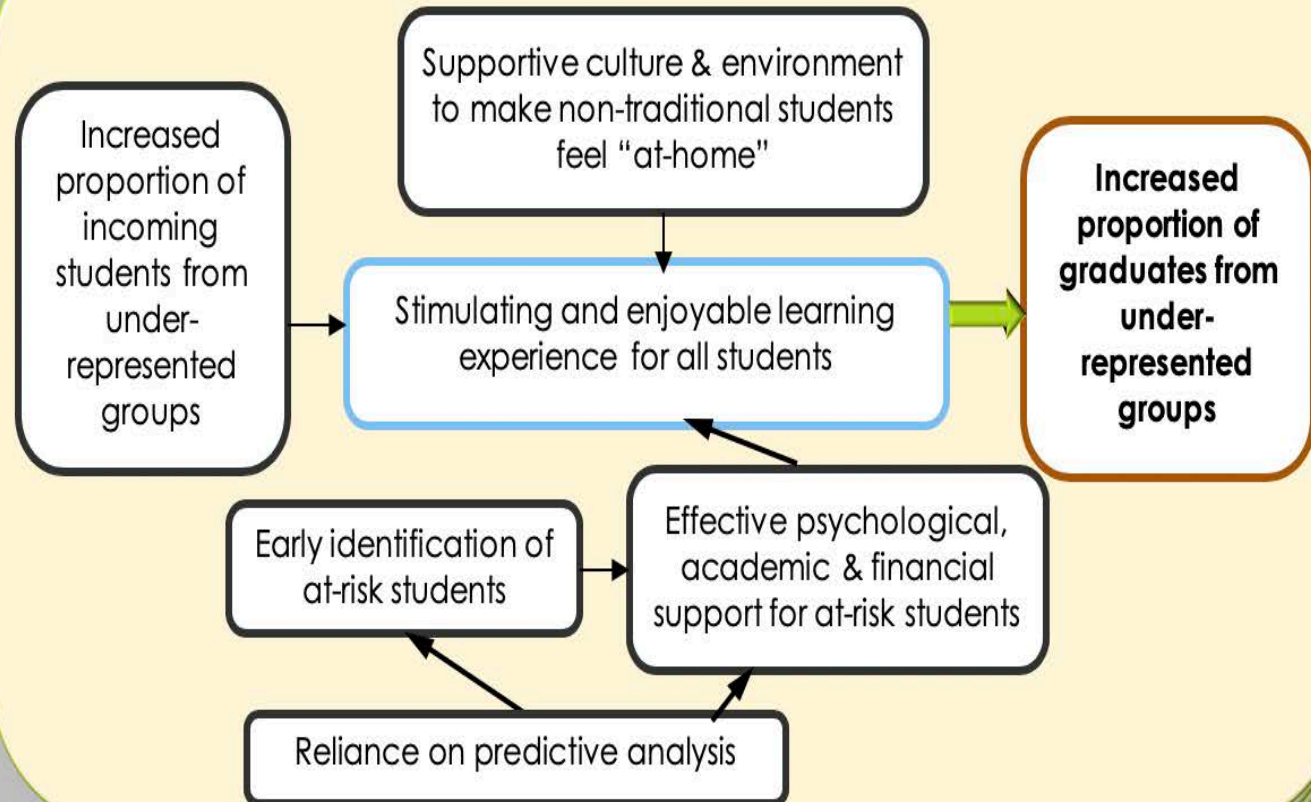
## System-level enabling conditions

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

*JAMIL SALMI*  
*Global Tertiary Education Expert*



- 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

*JAMIL SALMI*  
Global Tertiary Education Expert



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

JAMIL SALMI  
Global Tertiary Education Expert



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

*JAMIL SALMI*  
Global Tertiary Education Expert



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

# Non-Monetary Instruments

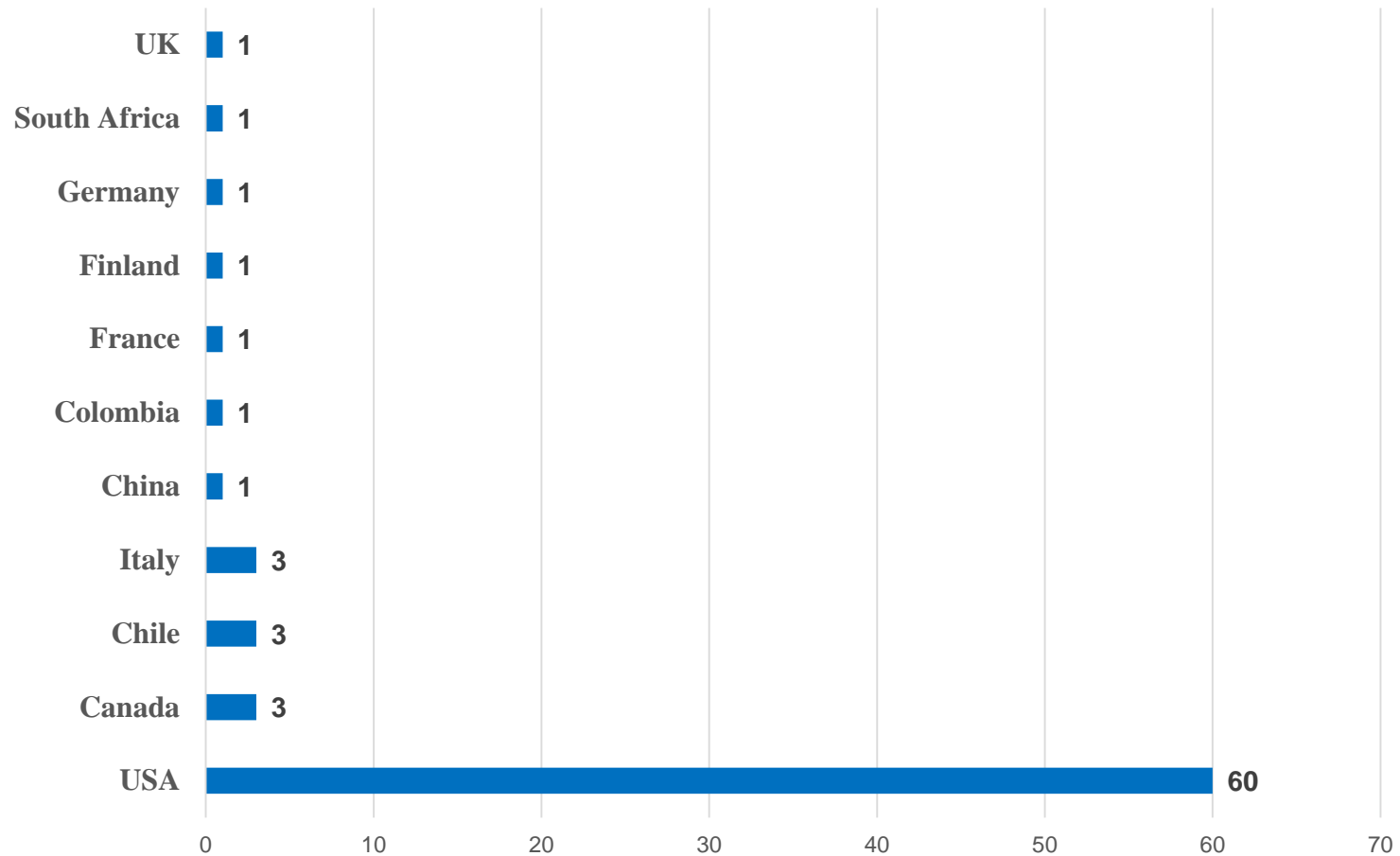
*JAMIL SALMI*  
Global Tertiary Education Expert



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

# Not enough impact studies

JAMIL SALMI  
Global Tertiary Education Expert





# Not enough relevant data

*JAMIL SALMI*  
Global Tertiary Education Expert



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

JAMIL SALMI  
Global Tertiary Education Expert



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

# Structural Features

*JAMIL SALMI*  
*Global Tertiary Education Expert*



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

# Institutional Diversification

*JAMIL SALMI*  
*Global Tertiary Education Expert*



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



# What Works at the Institutional Level

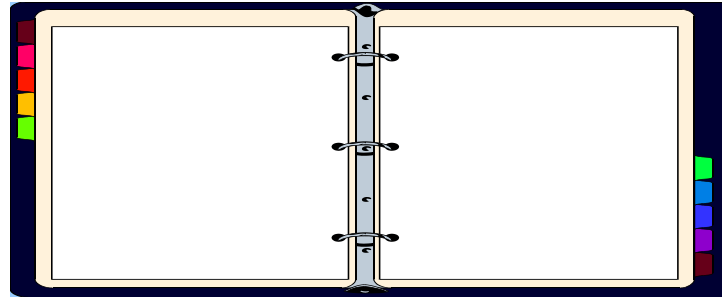
*JAMIL SALMI*  
*Global Tertiary Education Expert*



- 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)

# Outline

*JAMIL SALMI*  
*Global Tertiary Education Expert*



- HE equity policies around the world
- What works: national and institutional policies
- **Impact of Covid-19**

# Great equalizer or amplifier of disparities?

*JAMIL SALMI*  
*Global Tertiary Education Expert*



- Financial resources
- Access to internet (laptop, connection)
- Readiness to study online
- Increased risk of academic failure and emotional distress





# Support at National Level

*JAMIL SALMI*  
*Global Tertiary Education Expert*



- Financial aid (emergency grants, moratorium on student loan repayments)
- Increased broadband capacity and subsidized connection prices
- Capacity building for online teaching
- Flexibility in QA and assessment/examinations



# Support at Institutional Level

JAMIL SALMI  
Global Tertiary Education Expert



- Financial aid
- Donation or loan of laptop
- Internet plans
- Flexibility in assessment
- Academic and psychological support



# conclusion

# Findings

*JAMIL SALMI*  
*Global Tertiary Education Expert*



- In many countries, only lip service
- Increasing focus on combination of financing and non-monetary measures
- Incentives for universities
- Initiatives from universities taken on by national governments

# Recommendations

*JAMIL SALMI*  
*Global Tertiary Education Expert*



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

# Gender Imbalance

*JAMIL SALMI*  
*Global Tertiary Education Expert*



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



# Gender Imbalance

JAMIL SALMI  
Global Tertiary Education Expert



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

*JAMIL SALMI*  
*Global Tertiary Education Expert*



- More impact studies
- More data
- Continue to focus on gender issues
- More attention to the needs of students with disability
- Let us not forget refugee students
- Post-Covid, revisit structural determinants of inequality (funding, assessment)

# Equality of opportunity

JAMIL SALMI  
Global Tertiary Education Expert



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

Richard Tawney



JAMIL SALMI

# Exclusion

# Integration

# Inclusion

