

ADC's Key Action Guide on the Use of Race in Admissions

What every institution should be doing now to prepare for the 2023 U.S. Supreme Court decision on race in admissions.

Prepare Right Now

This fall the U.S. Supreme Court will hear two federal cases on the use of race in admissions. The combined cases may have significant impact on the way all colleges and universities use race in their admissions practices.

Policy and Practice

Establish a leadership team tasked with guiding all institutional plans regarding possible court outcomes and addressing these issues:

- Vision, direction, and action planning
- Impact and investment
- Compliance
- Communications and stakeholder engagement

Establish a baseline by documenting a full inventory of all relevant policies and program descriptions associated with diversity, equity, and inclusion (DEI):

- Focus on policies and programs conscious of race, ethnicity, sex, and gender.
- Review each program or policy and consider adding/strengthening race-neutral strategies. Measure and evaluate their efficacy.
- Implement the above steps to help streamline evaluations in light of any consequential court action.

Communications and Leadership

- Apply a comprehensive DEI lens throughout the institution, including cross-campus functions and departments. (*Success, in the end, isn't just about admissions.*)
- Evaluate how your institution can continually improve, focusing on, among other things, strategic plans and progress benchmarks.
- Develop plans and preliminary drafts regarding communications to campus stakeholders in the wake of the anticipated Supreme Court decision.
- Generate messaging that shows you continue to be committed to, and invested in, DEI initiatives that are unlikely to be affected by any court ruling.

Get More Info

We have launched a new website to provide timely information, key resources, materials, and event details you need to make strategic decisions and prepare for the court's decision.

The website includes a digital version of this Key Action Guide and other resources including:

- **Webinars and Events:** Get information on the ruling at our webinars and upcoming events.
- **Key Resources:** Use these materials and publications to examine and review your admissions policies.
- **Court Cases and Analyses:** Dig deeper into this issue and case briefs related to access and diversity.

Visit collegeboard.org/race-in-admissions today.

Get info and materials at collegeboard.org/race-in-admissions

About the Case

On January 25, 2022, the U.S. Supreme Court agreed to hear and consolidate two lawsuits challenging race-conscious admissions policies at Harvard and the University of North Carolina, setting the stage for a high-stakes decision that is expected to have major ramifications regarding the consideration of race and ethnicity in higher education admissions.

- **With respect to both cases:** Whether the Supreme Court should overrule *Grutter v. Bollinger* and hold that institutions of higher education cannot use race as a factor in admissions.
- **With respect to Harvard:** Whether Harvard College is violating Title VI of the Civil Rights Act by penalizing Asian American applicants, engaging in racial balancing, overemphasizing race, and rejecting workable race-neutral alternatives.
- **With respect to UNC:** Whether a university can reject a race-neutral alternative because it would change the composition of the student body, without proving that the alternative would cause a dramatic sacrifice in academic quality or the educational benefits of overall student-body diversity.

About the ADC

College Board's Access and Diversity Collaborative (ADC) provides the information and tools that higher education institutions need to develop and implement policies and practices for educational access and diversity. We're a cross-disciplinary group of education professionals and organizations dedicated to upholding the principles of equitable access to higher education and promoting diversity on campus. Learn more about the ADC at collegeboard.org/accessanddiversity.