

# Making Meaning of Your Program's Equity Data



Program Review Data Workshop Series:

2015-16

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# Goals for Today



- ❧ Develop a working definition of student equity
- ❧ Discuss student access and success data with a focus on equity
- ❧ Explore sample equity data and identify equity gaps
- ❧ Identify implications for your program with a focus on institutional barriers to student success

# Themes for 2015-16 Data Analysis



- ❧ Ideally, Lead Writers should be able to...
  - ❧ Examine program and college data through an equity lens
  - ❧ Assess student equity in access and success by gender and ethnicity (at minimum)
  - ❧ Develop strategies for reducing equity gaps and improving student success



# Defining Equity



- ❧ What is your definition of equity?
- ❧ Does your department share this definition?
- ❧ How do you currently assess equity in your department?
- ❧ How is your department currently addressing equity at the course level, program level, or beyond?



# Equality versus Equity

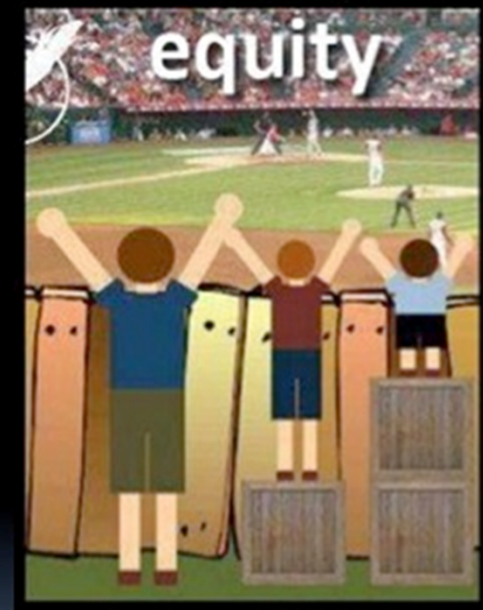
**FAIR ISN'T**  
everybody getting the  
same thing.....

**FAIR IS**  
everybody getting  
what they need  
In order to be  
**SUCCESSFUL.**



EQUALITY=**SAMENESS**

GIVING EVERYONE THE SAME  
THING → It only works if  
everyone starts from the same  
place



EQUITY=**FAIRNESS**

ACCESS to SAME  
OPPORTUNITIES → We must first  
ensure equity before we can  
enjoy equality

# Tips for Meaningful Discussion of Equity Data

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- ❧ **Engage** in equity-minded thinking
- ❧ **Reflect** on factors that may be impacting the trends or disparities you observe
- ❧ **Focus** on institutional barriers to student success
- ❧ **Identify** other information you need to gain a broader perspective of the data

# Orientation to the Data



- ❧ **Student Access Data:** Student Characteristics
  - ❧ 5-year trends on student demographics
  - ❧ Overview of students enrolled in program courses
  - ❧ Gender, ethnicity, age, DSPS status\*, first generation status\*, prior education level\*
- ❧ **Student Success Data:** Student Outcomes
  - ❧ Program-level success/retention rates & GPA
  - ❧ Success/retention rates & GPA disaggregated by:
    - ❧ Gender
    - ❧ Ethnicity
    - ❧ Online status
    - ❧ Course

\*Available for instructional programs

# Program Equity Data Basics



∞ Headcount versus Enrollment

∞ Access versus Outcomes

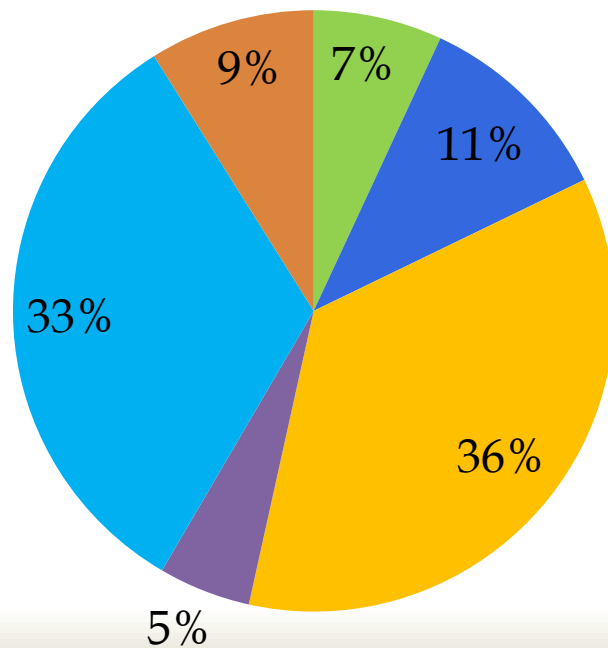
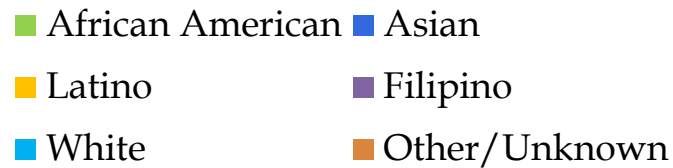
∞ Success versus Retention

∞ What is program or course GPA???

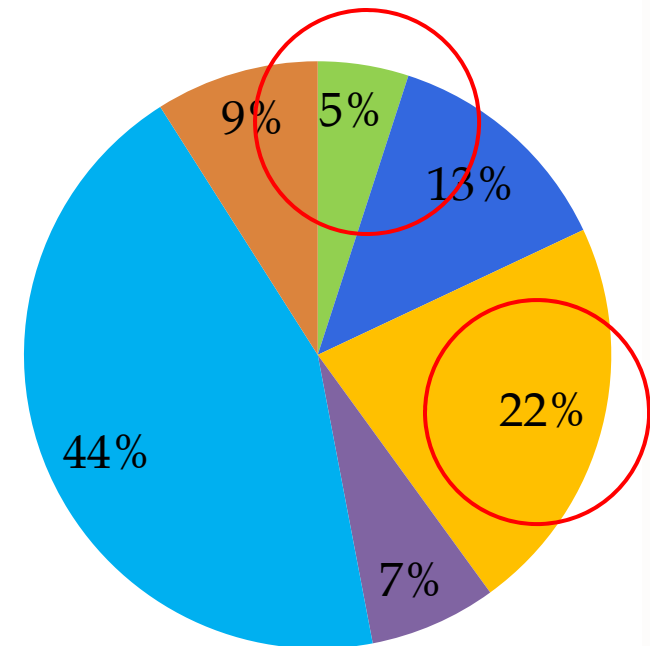
**Quick Tip:** *Check out the Program Review Data Glossary for definitions of all the indicators in your Program Review and FHP data summaries*

# Identifying Equity Gaps

## College Student Population



## Sample Program Students



# Equity-Focused Research

## Questions: Access



- ❧ Is your program's student population representative of the larger student population?
  - ❧ *How do you know?*
- ❧ What are your program's student backgrounds?
  - ❧ *How can we best engage students and facilitate their learning?*
- ❧ What other data/information do we need to help us better serve our students (and particularly those in impacted groups)?

# Where can I find access data for my program?

Table 1.2: Annual Student Headcount by Gender

	2010-11		2011-12		2012-13		2013-14		2014-15		5-Yr % Change	5-Yr Avg
Female	2,293	49%	2,149	50%	2,223	50%	2,029	49%	1,996	53%	-13%	50%
Male	2,324	51%	2,248	50%	2,210	50%	2,116	51%	1,796	47%	-23%	50%
Unreported	1	0%	0	0%	0	0%	1	0%	0	0%	-100%	0%
<b>Total</b>	<b>4,618</b>	<b>100%</b>	<b>4,397</b>	<b>100%</b>	<b>4,433</b>	<b>100%</b>	<b>4,146</b>	<b>100%</b>	<b>3,792</b>	<b>100%</b>	<b>-18%</b>	<b>100%</b>

5-Year Trends

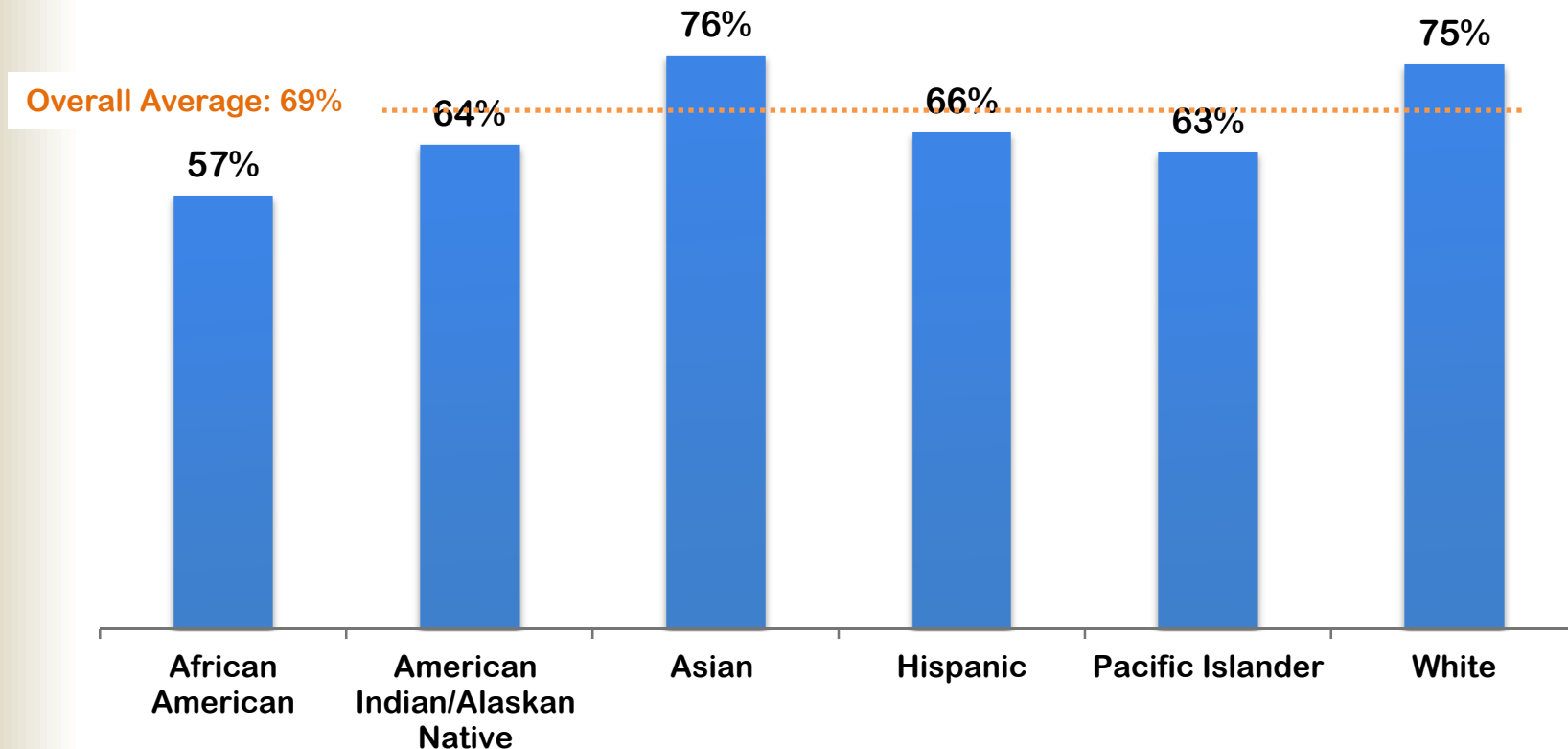
Table 1.3: Annual Student Headcount by Ethnicity

	2010-11		2011-12		2012-13		2013-14		2014-15		5-Yr % Change	5-Yr Avg
African American	330	7%	300	7%	276	6%	267	6%	263	7%	-20%	7%
American Indian	31	1%	23	1%	26	1%	18	0%	14	0%	-55%	1%
Asian/Pacific Islander	562	12%	495	11%	465	10%	450	11%	384	10%	-32%	11%
Filipino	245	5%	198	5%	190	4%	201	5%	174	5%	-29%	5%
Latino	1,233	27%	1,317	30%	1,468	33%	1,423	34%	1,347	36%	9%	32%
White	1,766	38%	1,671	38%	1,636	37%	1,428	34%	1,276	34%	-28%	36%
Other	242	5%	246	6%	285	6%	289	7%	279	7%	15%	6%
Unreported	209	5%	147	3%	87	2%	70	2%	55	1%	-74%	3%
<b>Total</b>	<b>4,618</b>	<b>100%</b>	<b>4,397</b>	<b>100%</b>	<b>4,433</b>	<b>100%</b>	<b>4,146</b>	<b>100%</b>	<b>3,792</b>	<b>100%</b>	<b>-18%</b>	<b>100%</b>

# Exercise: Identifying Equity Gaps



**Course Success Rates by Ethnicity**



# Equity-Focused Research Questions: Outcomes



- ❧ Have success rates changed for groups within your program?
- ❧ Are there equity gaps in student success by gender or ethnicity?
- ❧ Are online students as likely as in-person students to succeed in your program's courses?
- ❧ What are success rates by course? Are there equity gaps at the course level?\*

*\*Requires additional data; available for high-enrollment courses*

# Where can I find outcome data for my program?

Table 2.4. Annual Program Outcomes by Ethnicity

		Enrollment	Retention Counts	Retention Rate	Success Counts	Success Rate	Program GPA
African American	2010/11	389	323	83%	213	55%	1.93
	2011/12	352	299	85%	200	57%	1.91
	2012/13	319	276	87%	190	60%	1.97
	2013/14	309	258	83%	189	61%	2.19
	2014/15	300	260	87%	190	63%	2.12
American Indian	2010/11	38	32	84%	27	71%	2.66
	2011/12	37	33	89%	25	68%	2.50
	2012/13	30	26	87%	23	77%	2.46
	2013/14	23	22	96%	19	83%	2.36
	2014/15	16	16	100%	13	81%	2.38
Asian/Pacific Islander	2010/11	697	620	89%	514	74%	2.65
	2011/12	627	558	89%	456	73%	2.50
	2012/13	589	538	91%	468	79%	2.64
	2013/14	559	511	91%	453	81%	2.76
	2014/15	473	429	91%	386	82%	2.86
Filipino	2010/11	298	257	86%	206	69%	2.39
	2011/12	242	219	90%	172	71%	2.25
	2012/13	249	223	90%	189	76%	2.49
	2013/14	259	244	94%	207	80%	2.52
	2014/15	197	173	88%	144	73%	2.50
Latino	2010/11	1,503	1,308	87%	935	62%	2.11
	2011/12	1,560	1,307	84%	900	58%	2.05
	2012/13	1,768	1,517	86%	1,130	64%	2.18
	2013/14	1,682	1,434	85%	1,089	65%	2.22
	2014/15	1,573	1,358	86%	1,041	66%	2.32
White	2010/11	2,212	1,976	89%	1,680	76%	2.65
	2011/12	2,118	1,877	89%	1,584	75%	2.64
	2012/13	2,043	1,790	88%	1,539	75%	2.67
	2013/14	1,759	1,597	91%	1,391	79%	2.74
	2014/15	1,594	1,449	91%	1,265	79%	2.78

Equity Gap

Equity Gap

Reference Group

What are some research questions  
you have about your program?



*How can you apply an equity lens to these  
research questions?*

# Data Section in the Program Review Module



- ❧ Consider and discuss how the demographics of your students, as well as any equity gaps you observe, may have implications for curriculum, teaching and learning strategies, and program planning.

# How can you incorporate equity data analysis into your Program Review?



## ❧ Brief overview of the key findings

❧ Example: *Latino students now comprise 40% of the students in the Tiddlywinks program; however, success rates for these students are 15% lower than for White students.*

## ❧ Implications for program planning

❧ Example: *This represents a significant equity gap, and the program will take steps to reduce this gap by engaging in professional development activities centered on inclusive teaching and learning and effective strategies for supporting Latino students in the classroom. In addition, the program aims to conduct a survey of Tiddlywinks students to determine their specific needs and goals, with a focus on Latino students.*

# Additional Data and Research Resources



- ❧ [Mesa Institutional Research Web Page](#)
- ❧ [District Institutional Research Web Page](#)
- ❧ [Program Review Web Page](#)
- ❧ [CCCCO Data Mart](#)
- ❧ [3CSN](#)
- ❧ [Student Success Scorecard](#)

# Equity Resources for Practitioners



## Teaching Men of Color in the Community College A Guidebook



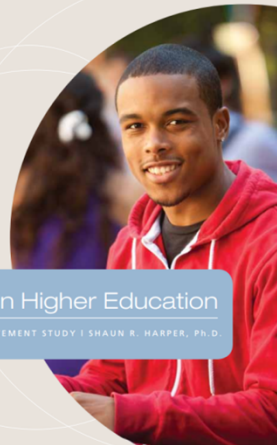
J. Luke Wood, PhD • Frank Harris III, EdD • Khalid White, EdD

Minority Male Community College Collaborative (M2C3)  
Interwork Institute  
San Diego State University



## Black Male Student Success in Higher Education

A REPORT FROM THE NATIONAL BLACK MALE COLLEGE ACHIEVEMENT STUDY | SHAUN R. HARPER, PH.D.



## Celebración de EXCELENCIA



WHAT WORKS FOR LATINO STUDENTS IN HIGHER EDUCATION  
COMPENDIUM

SEPTEMBER 22, 2015 • WASHINGTON, DC

# More Resources



- ❧ Minority Male Community College Collaborative:  
<http://interwork.sdsu.edu/sp/m2c3/>
- ❧ Michigan State Inclusive Teaching Methods  
Resources Page: <http://fod.msu.edu/oir/inclusive-teaching-methods>
- ❧ AACU High-Impact Educational Practices:  
<https://www.aacu.org/leap/hips>

# Please Stay For: MICROAGGRESSIONS



Workshop presented by Dr. J. Luke Wood and Dr. Frank Harris, III  
*from San Diego State University's*  
*Minority Male Community College Collaborative*

*10:30 to 12:00*

*H117-H118*

# Thank You!



- ❧ **Special thanks to Alanna Milner, Research Associate, for her work on the Program Review data!**
- ❧ **Questions?**
- ❧ **Contact us at [MesaResearch@sdccd.edu](mailto:MesaResearch@sdccd.edu) or x2319**