

Update

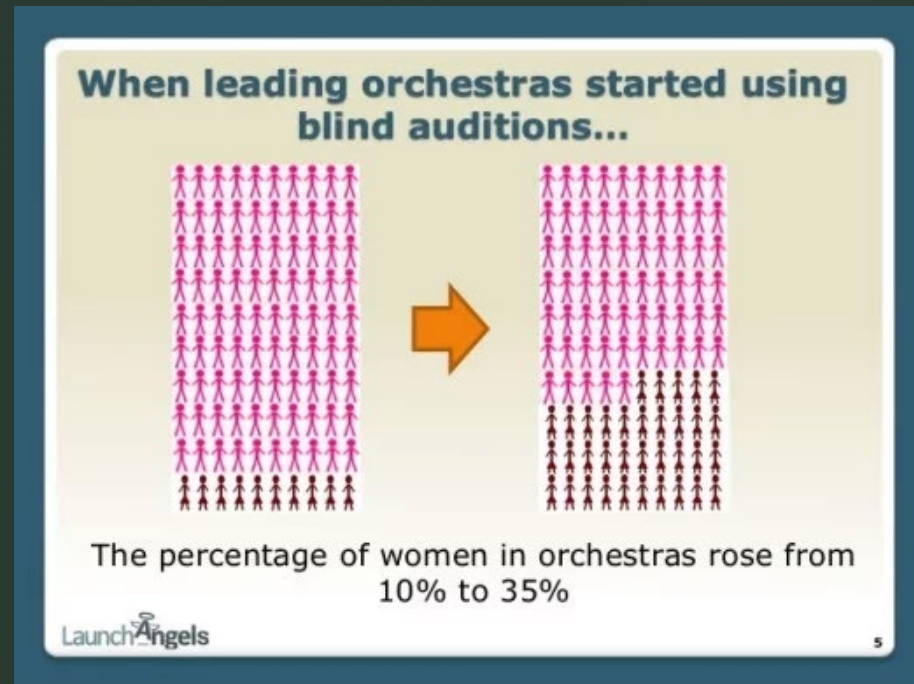
MVCC

Equity Scorecard

Achieving the Dream Equity Statement:

- “Achievement gaps among student groups reflect structural inequities that are often the result of historic and systemic social injustices. These inequities typically manifest themselves as the unintended or indirect consequences of unexamined institutional or social policies...”

Why is an Equity Scorecard Necessary?



<https://thenextweb.com/google/2015/12/10/hacking-our-brains-against-bias-7-lessons-from-facebook-pinterest-and-google-on-building-diverse-teams/><https://twitter.com/thenextweb/%7B%7B%20linkUrl/%7B%7B%20linkUrl/?jwsourc=cl>

What Does Equity Look Like in Your Policy/ Procedures?



Goals of the Equity Scorecard

- Identify any areas where the data may indicate some inequity exists, based on factors not related to innate student abilities
- Keep the special needs of sub-populations front and center when designing curriculum, procedures, etc.
- Start to raise the conversation in programs about equity issues

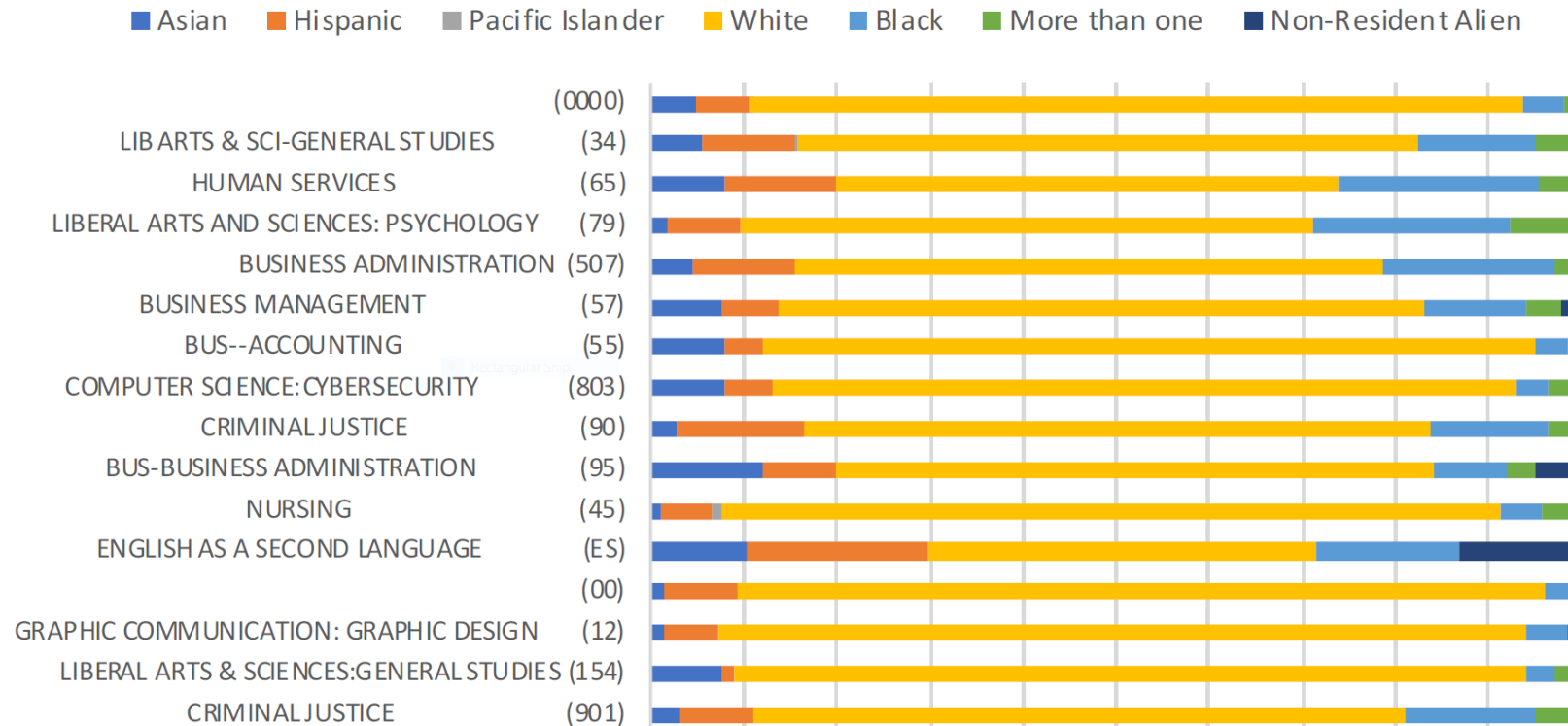
Equity Scorecard= “Question Generator”

MVCC

Equity Scorecard



Top 20 Programs by Student Characteristic



Collaborative Effort with Academics

- “Use of data for institutional research cannot be restricted to one office. With greater access to data sources and data tools, and increased department-specific data, institutional research products are widely dispersed across higher education institutions already, even when a strong central office of institutional research exists.
- An increasing number of staff and mid-level administrators are expected to use data to inform decisions, and decision makers at all levels are establishing their own data collection processes and analytics. “

https://www.airweb.org/docs/default-source/documents-for-pages/statement-of-aspirational-practice-for-ir-report.pdf?sfvrsn=1d468d84_2

Collaborative Effort with Academics

- Where institutional research once took pride in being the “one source of the truth,” the reality is that the new role for institutional research is in coaching a wide array of data consumers, managing institution-wide data and analytical requirements, and orchestrating “the economics of institutional research” in balancing information supply and demand.



A Local Example

A set of data to look at equity

- “Data literate”
- Set up an equity test

Experiment: Retention in groups at or above median GPA by ethnicity

Fall to Fall Retention by Ethnicity					
Count of Pidm	Column Labels				
Row Labels	Retained	Not Retained	Grand Total	Fall to Fall % Retained	
AA	2132	919	3051		
AI	6	3	9	66.7%	
AS	101	19	120	84.2%	
BL	42	32	74	56.8%	
HI	73	50	123	59.3%	
MULT	44	26	70	62.9%	
NR	7	3	10	70.0%	
NRA	4	3	7	57.1%	
PI	1	1	2	50.0%	
UN	1	3	4	25.0%	
WT	1853	779	2632	70.4%	
Grand Total	2132	919	3051	69.9%	

The Messy Reality of Equity Data

	Present	Not present
MVCC Contributing factor	?	?
Student contributing factor	?	?
Other contributing factor	?	?

Questions? Comments?

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