

Philosophy Equity Data

Wednesday, Nov 9, 2022

Philosophy



What is Data Coaching?

BACKGROUND

- Title V: “Developing Hispanic-Serving Institutions Program”
- Grant: “Creating an Equity-Minded Campus Culture to Improve Student Outcomes”

OUR GOALS

- Provide peer-to-peer support on using data to improve teaching practices
- Improve campus-wide cultural competence and cross-cultural dialogue

OUR FUNCTIONS

- Access, understand, and use data
- To measure the impact of pedagogies on student outcomes

Framework for Data Literacy



Ensuring Access to Data



Making Meaning from Data



Clarifying Expectations for Data Use



Building Knowledge and Skills to Use Data



Leading a Culture of Data Use

Data Disaggregated by Race & Ethnicity

- Defining Enrollment Grades, Success Rate, and Retention Rate
- Student Demographics: Mt SAC vs Division vs Department (2021-22)
- Course Success Rate: Mt SAC, Division, Departments (2021-22)
- Course Retention Rate: Mt SAC, Division, Departments (2021-22)
- Concluding Observations
- DEISA POD programs

ENROLLMENT GRADES, SUCCESS RATE, AND RETENTION RATE

Enrollment Grades

A = Received a letter grade of "A"

B = Received a letter grade of "B"

C = Received a letter grade of "C"

D = Received a letter grade of "D"

F = Failing (in a letter graded course)

P = Pass

NP = No Pass

I* = Incomplete where "*" indicates the default grade to be received by the student if the incomplete is not completed within one year.

IPP = Incomplete Pass

INP = Incomplete No Pass

FW = Withdrawn without permission & without having achieved a final pass grade

W = Withdrew (after last day to drop)

DR = Drop, on or after first census date and before withdraw date

EW = Excused Withdrawal

MW = Military Withdrawal

Success rate
including students
who received EW

=

of students receiving A, B, C, P, IA, IB, IC, IPP

Total course enrollment + EW

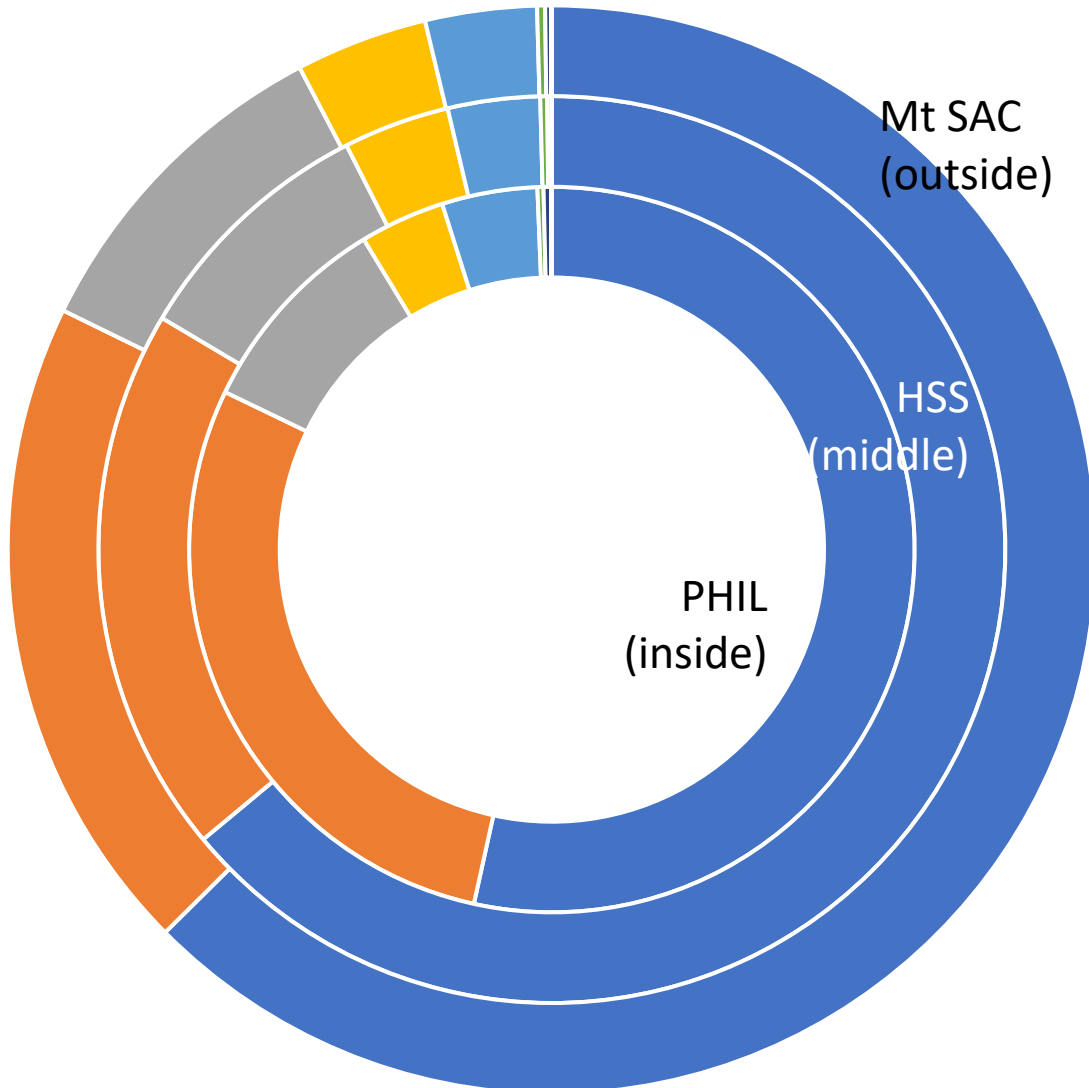
Retention rate
including students
who received EW

=

of students receiving A, B, C, D, F, P, NP, I*, IPP, INP

Total course enrollment + EW

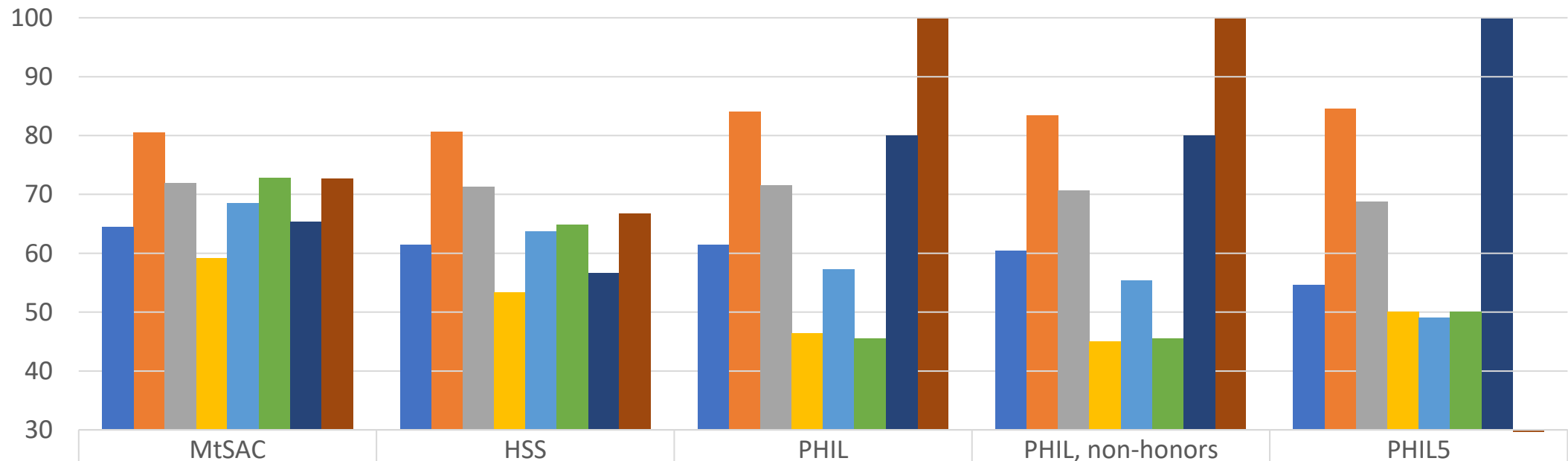
2021-22 HEADCOUNT PHIL vs. HSS vs. Mt SAC



	PHIL		HSS		Mt SAC	
Latinx	1596	53.45%	15329	63.96%	22893	62.58%
Asian	857	28.70%	4690	19.57%	7193	19.66%
White	274	9.18%	2154	8.99%	3689	10.08%
Black/Af-Am	113	3.78%	908	3.79%	1436	3.93%
Two or More	127	4.25%	787	3.28%	1212	3.31%
NaHawaiian/ Other Pac Is	8	0.27%	59	0.25%	87	0.24%
Am Indian/Alaska Native	10	0.33%	36	0.15%	62	0.17%
Unreported	1	0.03%	3	0.01%	10	0.03%
Total	2986		23966		36582	

2021-22 Course Success Rate Comparison

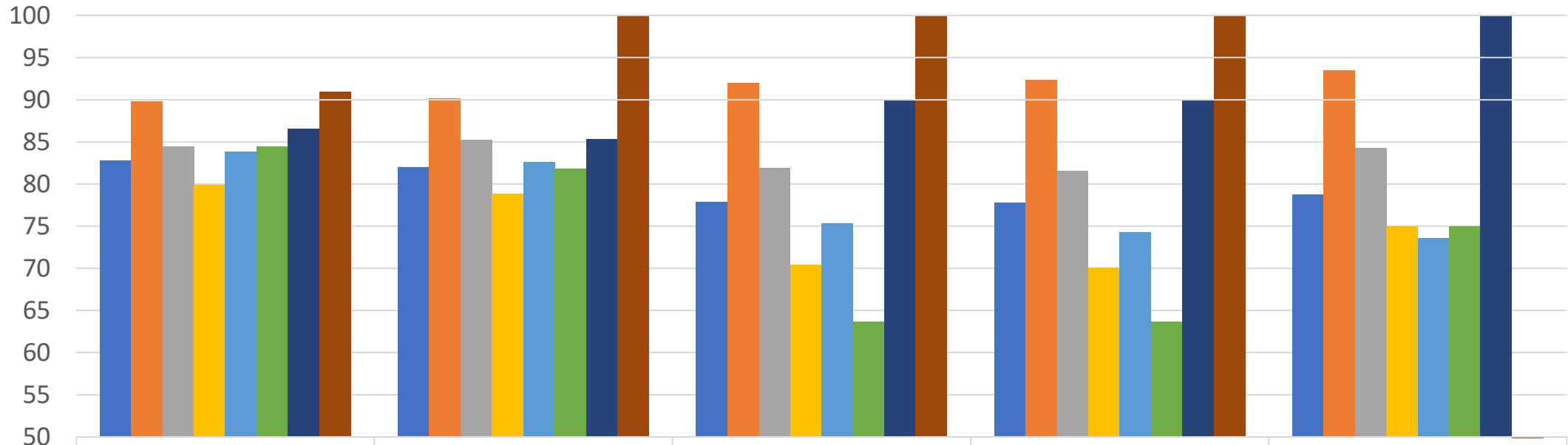
Y-axis adjusted
to display from
30% to 100%



Latinx	64.4	16.1	61.4	19.2	61.4	22.6	60.4	23	54.6	29.9
Asian	80.5		80.6		84		83.4		84.5	
White	71.9		71.3		71.5		70.6		68.7	
Black/Af-Am	59.1	21.4	53.3	27.3	46.4	37.6	45	38.4	50	34.5
Two or More	68.5		63.7		57.3		55.3		49	
Am Indian/Alaska Native	72.8		64.9		45.5		45.5		50	
NaHawaiian/Other Pac Is	65.3		56.7		80		80		100	
Unreported	72.7		NA		100		100		0	

2021-22 Course Retention Rate Comparison

Y-axis adjusted
to display from
50% to 100%



Latinx	82.8	7	82	8.1	77.9	14.1	77.8	14.5	78.7	14.8
Asian	89.8		90.1		92		92.3		93.5	
White	84.4		85.2		81.9		81.5		84.3	
Black/Af-Am	79.9	9.9	78.8	11.3	70.4	21.6	70	22.3	75	18.5
Two or More	83.8		82.6		75.3		74.3		73.5	
Am Indian/Alaska Native	84.4		81.8		63.6		63.6		75	
NaHawaiian/Other Pac Is	86.5		85.3		90		90		100	
Unreported	90.9		100		100		100		0	

Conclusion & Discussion

- The racial equity gaps of students' success rates between Latinx and Asian in PHIL courses are larger in comparison with those of Mt SAC, and even larger when considering non-honors PHIL courses.

Q: What are some strategies PHIL faculty have implemented to close the equity gaps?

DEISA Professional Development Programs Team CoCo

- Community of Collaboration
- Employ specific equity directed tasks in classrooms
- Gather reflections on equity experiences
 - How do we create an environment where our students can perform?
 - How can we address what students bring to our class?
 - How do we build relationships with our students?
- Fridays @ 11:00-12:30PM
 - Friday, December 2nd: Jam Session with Cohort
- [Zoom Meeting Link](#)
- Planning Duo: Alejandra Pulido & Michelle Nava
- Get \$!!!



The graphic is a vertical schedule for the 'Community of Collaboration' Fall 2022. It features a light orange background with decorative elements like a coconut and a coffee cup. The title 'Community of Collaboration' is written in a large, cursive font at the top. Below it, 'Fall 2022 Schedule' is written in a bold, sans-serif font. The schedule is organized into a grid of colored boxes, each representing a date and topic. Illustrations of people are interspersed between the boxes. At the bottom, the meeting time 'Fridays @ 11:00 - 12:30 P.M.' is displayed in a bold, dark blue font.

Community of Collaboration
Fall 2022 Schedule

August 16 <i>Equitable Syllabus Policies Cohort</i>		September 2 <i>Equity Minded Curriculum Convening</i> Dianne Rowley & Tiffany Kuo
		September 23 <i>Data & Equity</i> Marcell Gilmore
		October 7 <i>Making Canvas Inviting & Effective</i> Jason McFaul
		October 21 <i>DEISA</i> Dr. Mica Stewart
		December 2 <i>Jam Session Cohort</i>

Fridays @ 11:00 - 12:30 P.M.



DEISA Professional Development Programs

ACUE ITEL

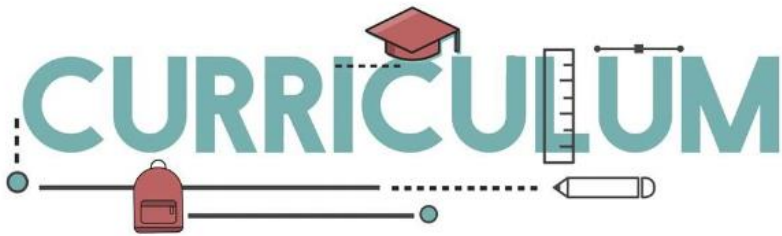
- Inclusive Teaching for Equitable Learning
- 10-week, 5-module course
 - Implicit Bias
 - Microaggressions
 - Stereotype Threat
 - Imposter Phenomenon
- Gain proven strategies to create a more equitable and just learning environment
- Pending 20 hours towards PGI/PGH
- Think about a ATT cohort for Spring 2023



Inclusive Teaching for Equitable Learning (ITEL)

DEISA Professional Development Programs

EMCC



- **Equity-Minded Curricular Convening, aka Curriculum Development Workshops for Equity**
 - Revise or develop a new course outline of record [COR] in 13 weeks
 - Equitize the COR with colleagues
 - Know your baseline: course-level disaggregated data
 - Exploring textbooks and course materials
 - Achieve equitable outcomes (Fink's significant learning outcomes)
 - Inclusive teaching practices
 - Academic support, key services, and specialized student support
 - Viewing catalog description and course topics through a DEISA lens
 - ~20 hours of non-instructional \$ to participate in 7 workshops
 - Consider working on your 5-year course review for Spring 2023
 - Dianne Rowley, curriculum liaison & Tiffany Kuo, data coach coordinator

Save the date

January 24-25, 2023

8:30 AM - 5:00 PM

(A request for 16
hours PGI/PGH is
in review.)

**Triple R
Curriculum
Retreat: Reflect, Review,
Revise**

***Keynote and workshops by Dr. Regina
Stanback Stroud, President Emerita of San
Mateo County CCD**

Questions? Contact
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**Pacific Palms
Resort &
Conference Center**

City of Industry

One night's lodging is
provided for faculty who opt
to stay overnight.

Complete Your 5-Year Curriculum Revisions over Winter

- Collaborate with your colleagues
- Learn about equity-minded curriculum
- Discover your course-level data
- Update outcomes

Data Coaching Contact Information

Tiffany Kuo, Data Coach
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Data Coaching weekly office hours
to begin January, check POD
calendar