Wednesday, September 15, 2021

DATA LITERACY FOR EQUITY

A monthly newsletter to engage you more closely with equity gaps through data visualization
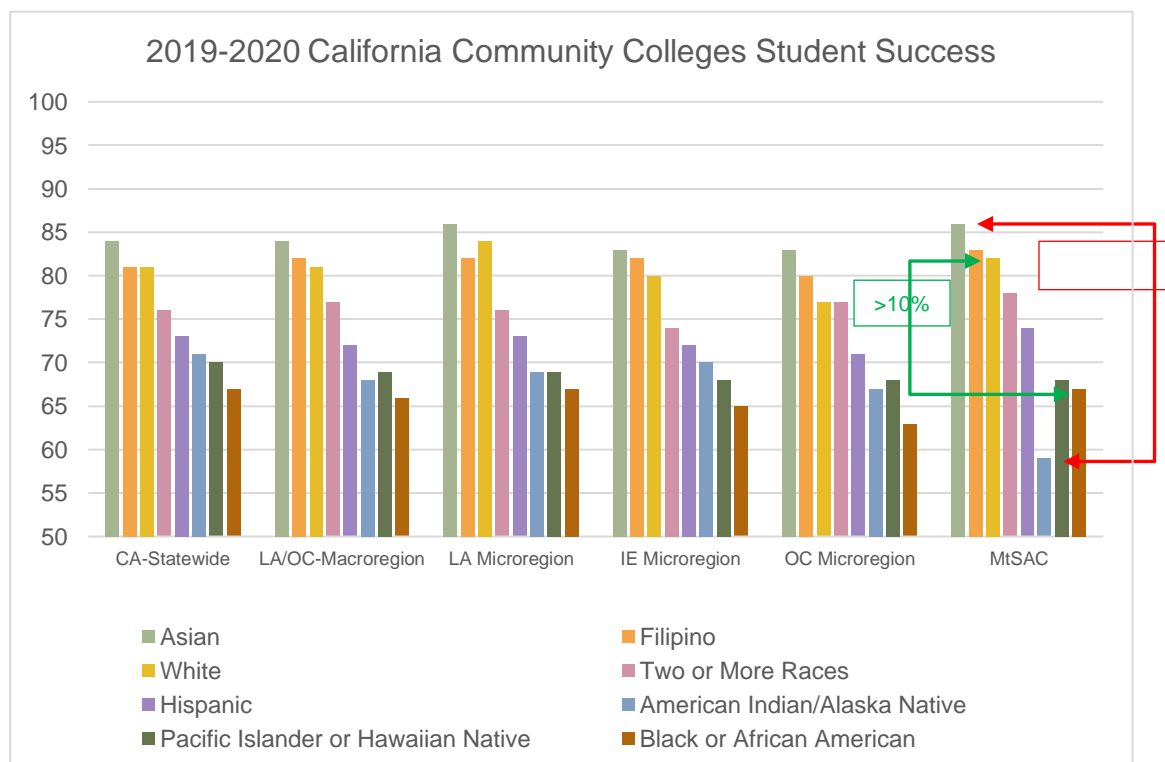
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QUANTIFYING THE EQUITY GAP

What is an equity gap? This month we visualize the **race and ethnicity equity gap** through a series of graphs. We will consider disparities in student success using course success rate metrics. Defined by the California Chancellor's office, **success is receiving a passing grade (A, B, C, P, IA, IB, IC, IPP).**
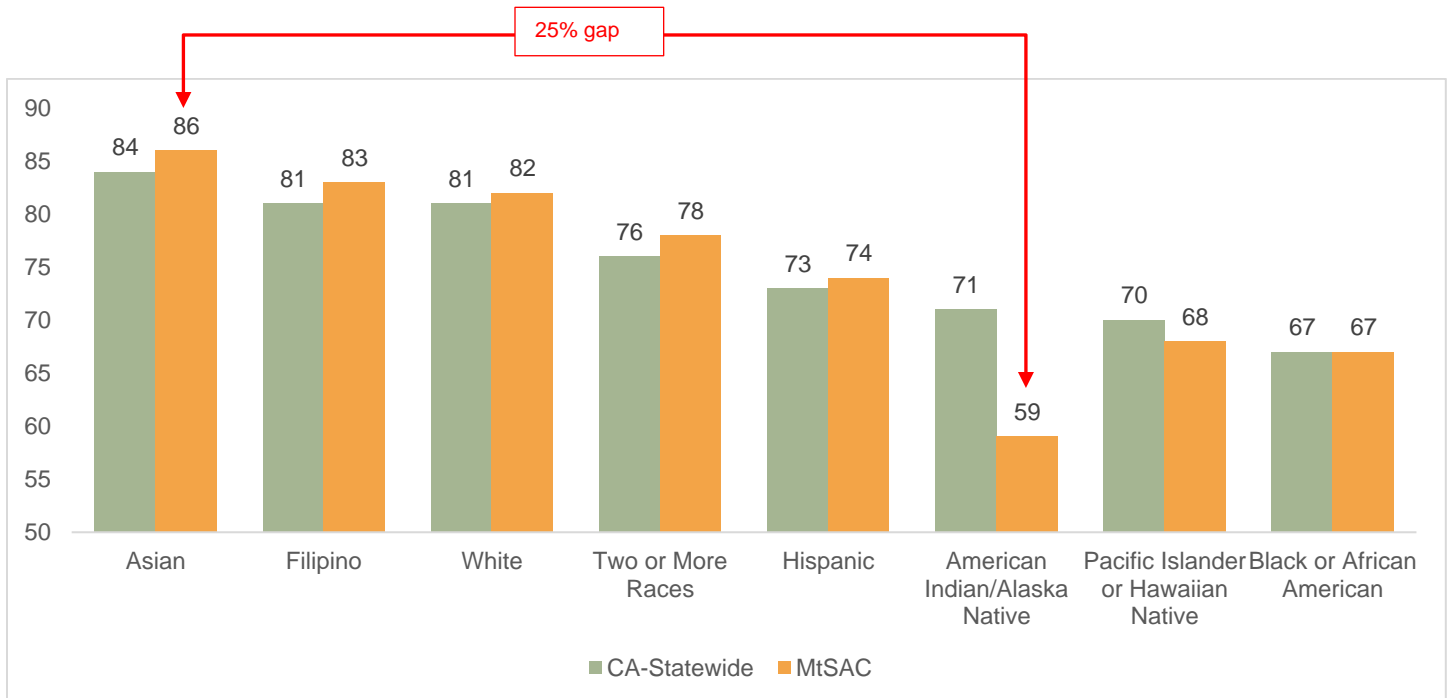
The graph below shows the 2019-2020 student success percentages by region and disaggregated by race and ethnicity.

Note the gaps between race and ethnicity groups. For example, at Mt SAC, Asians have over an 85% success rate, while American Indian/Alaska Natives success rates are under 60% (25% gap). Similarly, white students' success rates are over 80%, black students' success rates are roughly 67% (>10% gap).

What do *you* believe accounts for these gaps? What can *we*, as a college and as instructors, do to close these gaps? [Post your thoughts on Padlet.]

Another way to visualize the same information is to compare how Mt SAC students perform within each race and ethnicity group against all California community colleges:

The take-away message is the same: **there is a 25% gap between the lowest and the highest performing groups at Mt SAC, and across the state.**

Now that you have a broad view of the race and ethnicity equity gap of California community college students, let's take a closer look at Mt SAC students' course success rate in 2020-21.

QUANTIFYING RACE & ETHNICITY GAPS AT MT SAC

Another way to visualize race and ethnicity equity gap is to depict the percentage differences in course success rates between the ethnicity groups at Mt SAC.

Special note: the California Chancellor's office does NOT include EW (Excused Withdrawal) in its course success calculations. We, data coaches and researchers, believe students who opt for EW are equally, if not more important, in understanding and closing equity gaps.

The following graph shows the percentage gap differences, noted in positive or negative numbers next to the bars. For example, white students have a 3.5% higher success rate than all other ethnicities, and a 9.5% lower success rate than Asians. The numbers in the parentheses next to the race and ethnicity group names represent the student count.

Two or More Races (4,820)
- 0.10
- 0.10
- -3.10
- -12.60

Native Hawaiian or Other Pacific Islander (352)
- -12.40
- -12.40
- -15.60
- -25.00

Hispanic, Latino (92,023)
- -10.90
- -4.20
- -7.40
- -16.90

Black or African American (5,283)
- -11.90
- -11.50
- -14.70
- -24.00

American Indian or Alaska Native (196)
- -9.10
- -9.10
- -12.30
- -21.80

White (15,654)
- 3.50
- 3.20
- 0.00
- -9.50

Asian (35,993)
- 16.20
- 12.70
- 9.50
- 0.00

x-axis: -30.00 -25.00 -20.00 -15.00 -10.00 -5.00 0.00 5.00 10.00 15.00 20.00

Legend:
- ■ Success Difference with All Other Ethnicities
- ■ Success Difference with All Ethnicities
- ■ Success Difference with White
- ■ Success Difference with Asian

We can see that race and ethnicity groups – Native Hawaiian or Other Pacific Islander, Latinx, Black or African American, and American Indian or Alaska Native – have lower success rates compared to all ethnicities, all other ethnicities, white, and Asian students. By displaying the percentage gaps in course success rates between race and ethnicity groups, we clearly see equity gaps quantified.

NOW, WHAT DO I DO?

Identifying one's own unconscious biases is a good start in closing the race and ethnicity gaps.

If you have not yet completed a Racial Equity and Education Certificate (CORA) course – either Racial Microaggression, or Unconscious Bias – register NOW via POD.

If you would like to view your courses' success data disaggregated by race and ethnicity, meet with a data coach during **data office hours on Thursdays between 3pm and 4pm via Zoom**. If you're unavailable during those hours, schedule a meeting with Data Coach Coordinator Tiffany Kuo.

If you're interested in learning more about data literacy, please complete an interest form. We will be launching a new course in early October via POD (7 PGI approved!).

If you would like to explore student data on your own, check out the following data sources:

- California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart

- California Community Colleges Launch Board Student Success Metrics (source for graphs 1 and 2)

- Mt SAC RIE (Research & Institutional Effectiveness) Dashboards (Mt SAC login, then look up course fill rates, success and retention rates, among other fascinating data!)

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