Week 7: Analyzing & Interpreting Equity Data Pg 1 of 2

Welcome to Week 7!

In Week 6, ***Gathering and Reviewing Data,*** you used SMC Precision Campus to locate and compile your course success rates disaggregated data by student race/ethnicity. This week's module introduces concepts related to calculating racial equity gaps in terms of course success rates and framing the equity gap problem using an equity-minded framework.

EGC Participants will:

1. Learn how to calculate equity gaps
2. Learn equity-minded vs. deficit minded
3. Complete individual reflection questions

Part 1: Calculating Equity Gaps

Santa Monica College (SMC) employs two different methods to calculate equity gaps for student outcome metrics, and the method used depends on the type of metric.

For metrics that represent **counts** of students, or volume, and are **expressed as a number**, SMC uses the **Proportionately Index** (PI) method to calculate equity gaps. Some examples of "volume" metrics include the number of students who transfer, the number of students who earn a certificate or degree, and the number of students enrolled in a STEM course.

For metrics that represent **rates** and are **expressed as a percentage**, SMC uses the **Percentage Point Gap (PPG)** method to calculate equity gaps. Course success rates are an example of a "rate" metric. Other examples include the percentage of enrolled students who successfully complete

transfer-level math and English in one year, the percentage of students employed in a closely related field of study, and the percentage of students who persisted from term-to-term.

This module will focus on the **PPG** method to calculate the equity gaps in course success rates for your courses.

If you would like to learn more about the PI method, access the RP Group's "Using Disproportionate Impact Method to Identity Equity Gaps" on the ***IR resources page*** **(https://www.smc.edu/administration/institutional-research/resources.php)** *.*

The PPG Calculation and the HPG

The PPG measures the difference in percentage points between the performance of a given demographic group and the performance of a reference group. The reference group varies from college to college. Some colleges use the total or average rate as the reference group. However, the Academic Senate Institutional Effectiveness Committee (IEC), as part of its recommendations on the goal setting parameters for the Vision for Success and equity metrics, recommends that the college use the **performance of the subgroup with the highest rate that is not the "unreported" category** as the reference group. The rationale for using the **highest performing group (HPG)** as the reference group is that the representation of each racial/ethnic group in the overall student population is not equal, and the larger groups hold more weight in the total or average rate when compared to the smaller groups. For example, in Fall 2020, 42% of credit enrolled students at SMC (N = 26,428) were Latinx and 5% identified as two or more races (multi-racial); see chart below. Because the size of the Latinx population is more than 8 times the size of the multi-racial population, the performance of Latinx students on an outcome will have more weight in the total or average than the multi-racial students.

Race	Credit Enrolled Students
Asian	9%
Black	8%
Latinx	42%
Pacific Islander	0%
Native American	0%
Two or More	5%
White	10%

Unreported	26%

Differences that result in a negative value (when the subgroup achieves lower than the reference group) is evidence that the subgroup is disproportionately impacted and that an equity gap exists the subgroup for the outcome measured. The larger the negative difference between the subgroup and reference group, the larger the equity gap. See the figure below for the PPG calculation.

Percentage Point Gap **=**	% Subgroup **-**	% Reference Group

A note about our Native American and Pacific Islander populations:

SMC enrolls a small number of Native American and Pacific Islander students. In Fall 2020, each group represented approximately 0.2% of the student population. When you are examining your courses' disaggregated data, you may observe very small numbers of students in these two racial/ethnic categories. In these cases, we caution you to not use these groups as the highest performing group (HPG) as a reference for calculating equity gaps.

Worked Out Example

Using the overall college course success rates in Fall 2020 (see table below), the PPG calculation shows us that students in the "unreported" ethnicity/race category achieved the highest rate in terms of successful course completion. While students who did not report their racial/ethnic group have the highest course success rate, the definition for HPG recommended by the IEC excludes the "unreported" category. Therefore, the Asian and White student groups are identified as the HPG as they are the groups with the next highest course success rates (both 78%).

Racial Ethnic Group	SUCCESS	ATTEMPTS	SUCCESS RATES
ASIAN	5,132	6,576	78%
BLACK	3,356	5,905	57%
LATINX	19,324	31,673	61%
NATIVE AMERICAN	67	117	57%
PACIFIC ISLANDER	83	132	63%
TWO OR MORE	2,571	3,690	70%
UNREPORTED	7,582	9,326	81%
WHITE	14,755	18,997	78%

TOTAL	52,870	76,416	69%

21% PPG =	57% Black Students -	78 % HPG

The PPG calculation for Black students is -21% (57% - 78%) which indicates that Black students are disproportionately impacted and experience equity gaps in terms of course success rates in Fall 2020.

PPG Equity Gap Calculator

The Office of Institutional Research created a calculator to help you quickly calculate the PPG values for student subgroups and determine which groups experience equity gaps and the size of the gaps. Follow the instructions in the calculator, and fill in the yellow cells, including the course success rate for each racial/ethnic group and the rate of the HPG. The PPG groups will auto-populate. The red cells indicate that an equity gap exists for the racial/ethnic group for the specific academic year.

Equity Gap Excel Calculator **(https://www.smc.edu/administration/institutional-research/documents/PPG-Equity-Gap-Calculator.xlsx)**

Equity Gap (Percentage Point Gap) Calculator

Step 1: Enter the course name
Step 2: Identify the highest performing group (HPG), the group with the highest success rate for the course
Step 3: Enter the success rate of the HPG
Step 4: Repeat for each course you teach

Fill in the yellow cells, and the PPG will auto-populate

Course Name HIST 11

		Course Success Rates						Percentage Point Gap (PPG)					
	HPG Name	Asian	White	White	Asian	White	White						
	HPG Success Rate	75%	85%	88%	88%	91%	80%						
	Student Subgroup Name	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
1	Asian	75%	72%	77%	88%	75%	70%	0%	-13%	-11%	0%	-16%	-10%
2	Black	36%	41%	45%	40%	43%	39%	-39%	-44%	-43%	-48%	-48%	-41%
3	Latinx	55%	61%	57%	61%	53%	50%	-20%	-24%	-31%	-27%	-38%	-30%
4	Two or More	57%	83%	60%	69%	91%	62%	-18%	-2%	-28%	-19%	0%	-18%
5	White	81%	85%	88%	80%	91%	80%	6%	0%	0%	-8%	0%	0%
6	Unreported	67%	100%		100%	100%		-8%	15%		12%	9%	
7													
8													