

# DATA ANALYSIS SUPPORTING EQUITY PLANNING

MERRITT COLLEGE

1/13/2021

# Outline

- **Definitions**
- **Source of Demographic Data**
- **DI Calculations**
- **Enrollment Trends by Race/Ethnicity and Gender**
- **Additional Sources**

# **AB 504**

requires “the Chancellor of the California Community Colleges to establish a standard methodology, for measurement of student equity and disproportionate impact for disaggregated subgroups of the student population of the California Community Colleges, for use in the student equity plans of community college districts, as specified.”

**Equity** refers to achieving parity in student educational outcomes, regardless of race and ethnicity. It moves beyond issues of access and places success outcomes for students of color at center focus. -- Center for Urban Education

# **Disparate (or Disproportionate) Impact**

...

practices in employment, housing, and other areas that adversely affect one group of people of a protected characteristic more than another, even though rules applied by employers or landlords are formally neutral.

-- Wikipedia

## **Title 5 § 55502(e)**

“Disproportionate impact” in broad terms is a condition where access to key resources and supports or academic success may be hampered by inequitable practices, policies, and approaches to student support or instructional practices affecting a specific group. For the purpose of assessment, disproportionate impact is when the percentage of persons from a particular racial, ethnic, gender, age, or disability group, who are directed to a particular service or course placement based on an assessment test or other measure is significantly different from the representation of that group in the population of persons being assessed, and that discrepancy is not justified by empirical evidence demonstrating that the assessment test or other measure is a valid and reliable predictor of performance in the relevant educational setting.

Outcomes: Merritt, and Guided Pathways **Vision for Success**

Contact from Application

Student Service Provision (A&R, Counseling, Fin. Aid, etc.)

Education Plan

Enrollment

Degree/Certificate Completion

Transfer

Workforce Outcomes

## DI Measures

- > EEOC 80% Rule (80P) – Outcome of each group should be at least 80% of the outcome of the reference group.
- > Percentage Point Gap (PPG) – Difference between subgroup and the overall average.
- > Proportionality (PI) – For each subgroup, the ratio of the following two percentages:
  - A: The percentage among the initial cohort
  - B: The percentage among the outcome group
$$PI = B/\bar{A}$$

# Primary Source of Demographic Data

Open CCC Apply

# Gender, Transgender and Sexual Orientation

## Gender

*Response Options:*

- Female
- Male
- Decline to State
- No Selection

## Orientation

*Response Options:*

- Straight/Heterosexual
- Gay or Lesbian/Homosexual
- Bisexual
- Other
- Decline to State

Do you consider yourself transgender?

*Response Options:*

- Yes
- No
- Decline to State
- No Selection

""By California law, the California Community Colleges collect voluntary demographic information regarding the sexual orientation, gender identity, and gender expression of students.

- This information is used for summary demographic reporting and will not be used for a discriminatory purpose.
- Your responses are kept private and secure.
- Providing this information is optional."

# Race / Ethnicity

Are you Hispanic or Latino?

*Response Options:*

- Yes
- No
- No Selection

Select all that apply:

*Response Options:*

- Mexican, Mexican-American, Chicano
- Central American
- South American
- Hispanic Other
- Asian Indian
- Asian Chinese
- Asian Japanese
- Asian Korean
- Asian Laotian
- Asian Cambodian
- Asian Vietnamese
- Asian Filipino
- Asian Other
- Black or African American
- American Indian / Alaskan Native
- Pacific Islander Guamanian
- Pacific Islander Hawaiian
- Pacific Islander Samoan
- Pacific Islander Other
- White

# Enrollment Survey

1. Pick the number closest to your household's gross MONTHLY income (the total income of all household members before taxes)?
2. How many individuals are in your household?
3. Do You receive any of the following?
4. Are you a single parent with custody of a minor child?
5. Are you a displaced homemaker?
6. What are your expected hours of employment per week during this semester?
7. How many semesters (or terms) do you anticipate attending a Peralta college in order to reach your educational goal?
8. Will you be attending a 4-year college while attending a Peralta College?
9. Do you have difficulty understanding, speaking, reading or writing English because you are not a native speaker of English or because English is a second language?
10. Are you interested in participating in a sport while attending college? (Your response does not obligate you in any way, and will not affect your admission to college. To be eligible to participate on an intercollegiate team, you must be enrolled in at least 12 units.)
11. Select the sports that you are interest if you answer is A or B in Question 10.



# California Community Colleges

## Student Success Metrics

Interested in the changes in metric definitions for the June 2020 release?  
[See the Changes in Definitions document](#)

Interested in how the data is calculated?  
[See the Metric Definition Dictionary](#)

[Export Data to CSV](#)

[Successful Enrollment](#) [Student Type](#) [Learning Progress](#) [Momentum](#) [Success](#) [Employment](#) [Earnings](#)

STUDENT JOURNEY TYPE

All Students

Statewide

Macroregion

Microregion

District

College

Merritt College

YEAR

2018-2019

DRILL DOWN

None

**Demographics**

Ethnicity

Gender

Age

LGBT

**Financial Aid**



You are here: [Data Mart](#) > [Outcomes](#) > [Retention/Success Rate](#)  
[Full-time/Part-time \(Unit Load\)](#) | [Citizenship Status](#) | [Education Status](#)  
[Fulltime Equivalent Students \(FTES\)](#) | [Distance Education \(DE\) FTES](#)

**Credit Course Retention/Success Rate Summary Report - Parameter Selection Area**

Select State-District-College:  | Select District-College:  | Select Term:  | Select Program Type:

Select Instruction Method:  | Select DE Inst. Method:

**Retention/Success for Special Population/Group, please [click here](#).**

Export To ->

Excel  CSV  Text

Records Per Page:

Simple Layout  Advanced Layout

**Credit Course Retention/Success Rate Summary Report - Data & Format Area**

Report Area

	Spring 2020									
	Basic Skills					Credit				
	Enrollment Count	Retention Count	Success Count	Retention Rate	Success Rate	Enrollment Count	Retention Count	Success Count	Retention Rate	Success Rate
<input checked="" type="checkbox"/> Merritt	76	73	72	96.05 %	94.74 %	8,915	8,317	8,028		

Report Format Selection Area - Check field to include in the report

Demographic Options

- District Name
- College Name
- Gender
- Age Group
- Ethnicity

TOP Options

- Program Type - Two Digits TOP
- Program Type - Four Digits TOP
- Program Type - Six Digits TOP

Course Status

- Basic Skills
- Degree Applicable
- Transfer
- Vocational



## Transferred to a Four-Year Institution

Using prior year data and excluding high school students, the number of students who transferred to various types of postsecondary institutions.

Using the Proportionality Index (PI) method, the formula compares the percentage of a disaggregated subgroup in a cohort to its own percentage in the outcome group. The formula for proportionality is the percentage in the outcome group divided by the percentage in the original cohort. Substantive disproportionate impact is determined where the PI Index is 0.80 or less. Data is not displayed for subgroups with fewer than 10 individuals.

For more information go to <http://extranet.cccco.edu/Portals/1/TRIS/Research/Analysis/CAIR2017-handout.pdf>

College

Merritt College

Academic Year

2016-2017

Subgroup

All

Gender

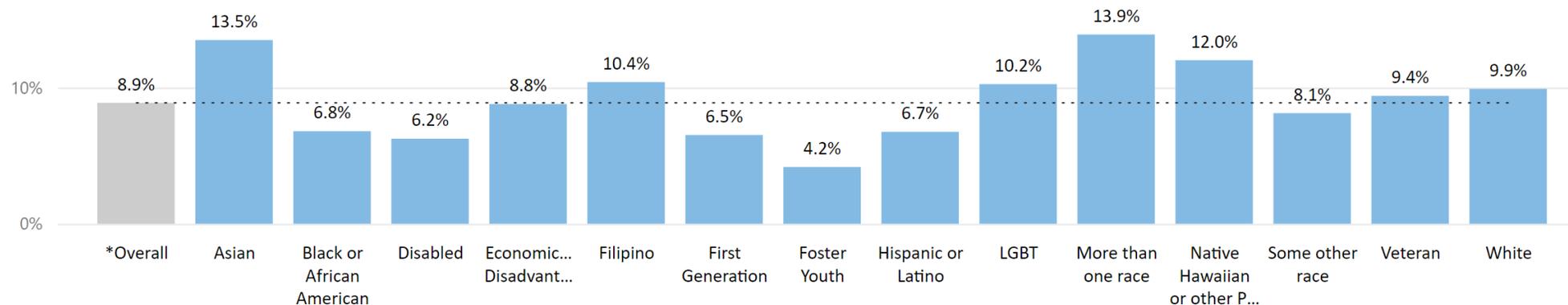
All

Disproportionate Impact

All

Percentage of Transfer to Four-Year Institution

● Subgroup Percentage ..... Overall Percentage

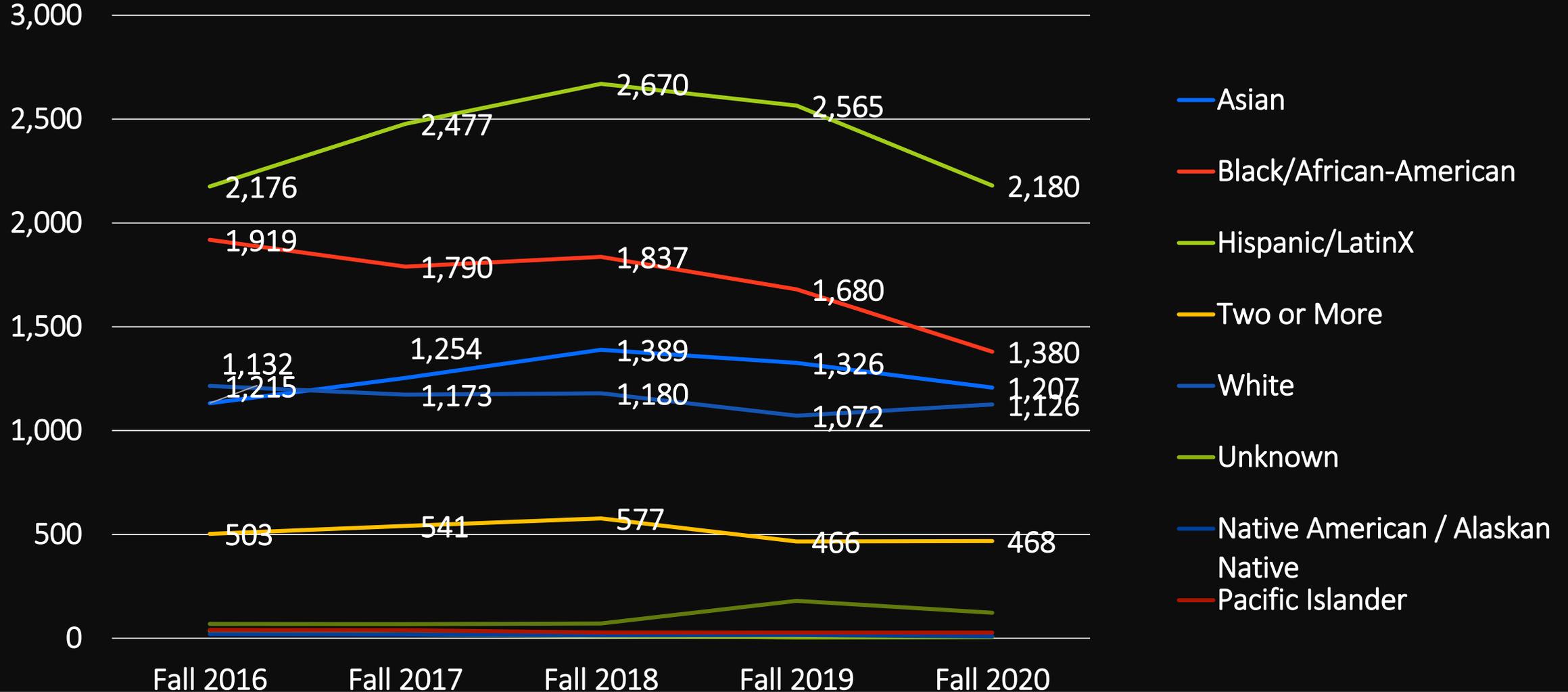


Proportionality Index

Subgroup	Gender	No. of students enrolled	No. of students who transferred	Subgroup Percentage	Overall Percentage	PI
*Overall	All	8,597	763	8.9 %	8.9 %	1.00
Asian	All	1,543	208	13.5 %	8.9 %	1.52
Black or African American	All	2,443	166	6.8 %	8.9 %	0.77
Disabled	All	913	57	6.2 %	8.9 %	0.70
Economically Disadvantaged	All	7,172	630	8.8 %	8.9 %	0.99
Filipino	All	327	34	10.4 %	8.9 %	1.17
First Generation	All	2,947	192	6.5 %	8.9 %	0.73
Foster Youth	All	264	11	4.2 %	8.9 %	0.47

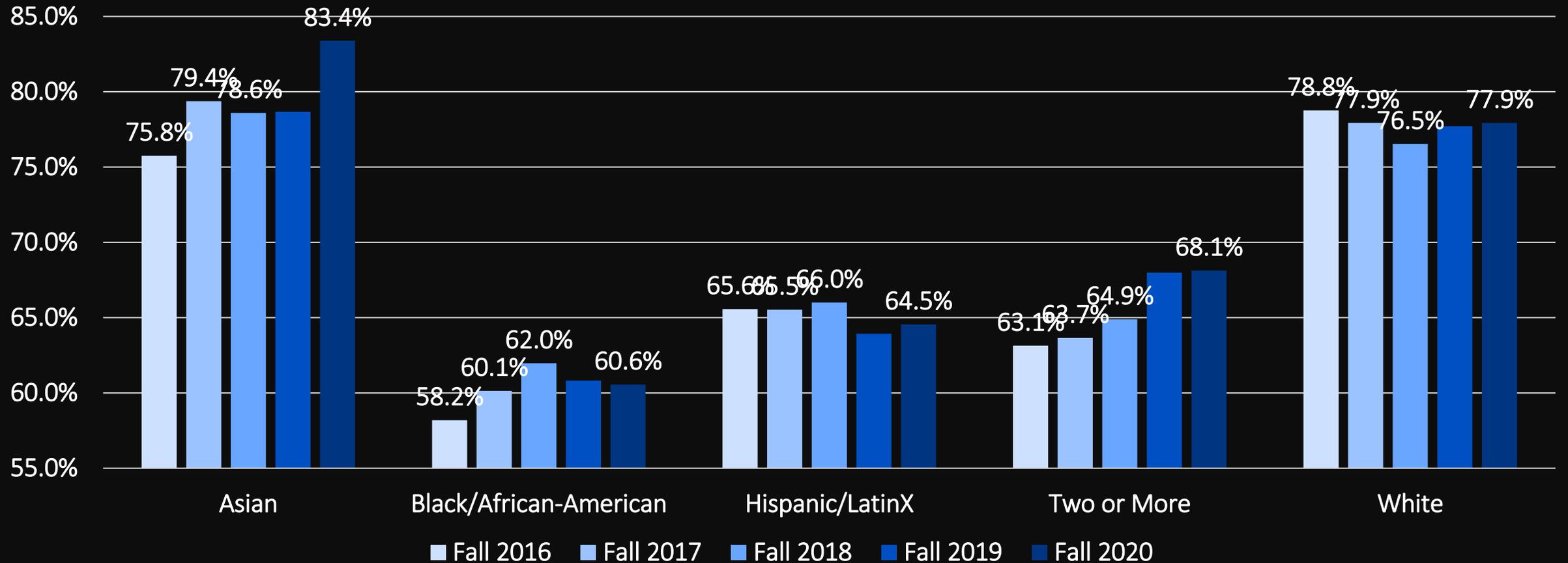
# Enrollment by IPEDS Race/Ethnicity

Fall Terms



# Course Success by IPEDS Race/Ethnicity

Fall Terms



# DI PPG - Course Success by IPEDS Race/Ethnicity

Fall Terms

IPEDS Race/Ethnicity	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Total
Asian	9.3%	11.7%	10.3%	11.2%	14.2%	11.3%
Black/African-American	-8.3%	-7.6%	-6.3%	-6.7%	-8.6%	-7.5%
Hispanic/LatinX	-0.9%	-2.2%	-2.3%	-3.5%	-4.6%	-2.6%
Two or More	-3.3%	-4.1%	-3.4%	0.5%	-1.0%	-2.5%
White	12.3%	10.2%	8.3%	10.2%	8.8%	10.0%

# DI PI - Course Success by IPEDS Race/Ethnicity

Fall Terms

## Proportionality Index for Successful Course Completion

IPEDS Race/Ethnicity	Term				
	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020
Asian	1.14	1.17	1.15	1.17	1.21
Black/African- American	0.88	0.89	0.91	0.90	0.88
Hispanic	0.99	0.97	0.97	0.95	0.93
Two or More	0.95	0.94	0.95	1.01	0.99
White	1.19	1.15	1.12	1.15	1.13

# Table

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	Vendors	Users	Consultants	Ad Buyers	Gross Revenue	Company Revenue
20YY	0	0	2	0	\$0	\$0
20YY	10	100	50	10	\$6,750	\$1,013
20YY	50	500	60	500	\$33,750	\$5,063
20YY	200	2000	100	5000	\$135,000	\$20,250
20YY	400	4000	120	50000	\$270,000	\$40,500

# Large Picture



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# Thank You

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