Equity in Focus: Using Data to Facilitate Change

Workshop   - May 16, 2025

Credit Colleges Flex: 26349| SDCCE Flex: 36468

Bienvenidas/os/es

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If you are comfortable, please introduce yourself in the chat!
(Name, Pronouns, Title)

Session Learning Outcomes

1. Differentiate between reality, equality, and equity in educational contexts

2. Interpret data to uncover equity gaps and guide improvement strategies

3. Explore how disaggregated data can reveal disparities in student access, success, and completion

4. Understand how to translate data insights into equity-focused actions and decisions

Educational Journey

- **Challenges**

- **Opportunities**

- **Goals**

- **Support Networks**

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Context

Video 1

Institutional Innovation and Effectiveness

Reality, Equality, and Equity: Understanding the Differences

Key Concepts

Equity: impartial, and fair.
It is more than a value. It must be built into systems and structures to be truly achieved and sustained.

Systematic Equity: A purposeful system designed to promote fairness and social justice by guiding how ideas, power, resources, and outcomes are shared, so everyone has a fair chance to succeed.

Racial Justice: fair treatment for all races, leading to equal opportunities and outcomes. It is not just about being against racism, but about being for equity and ensuring everyone can reach their full potential.
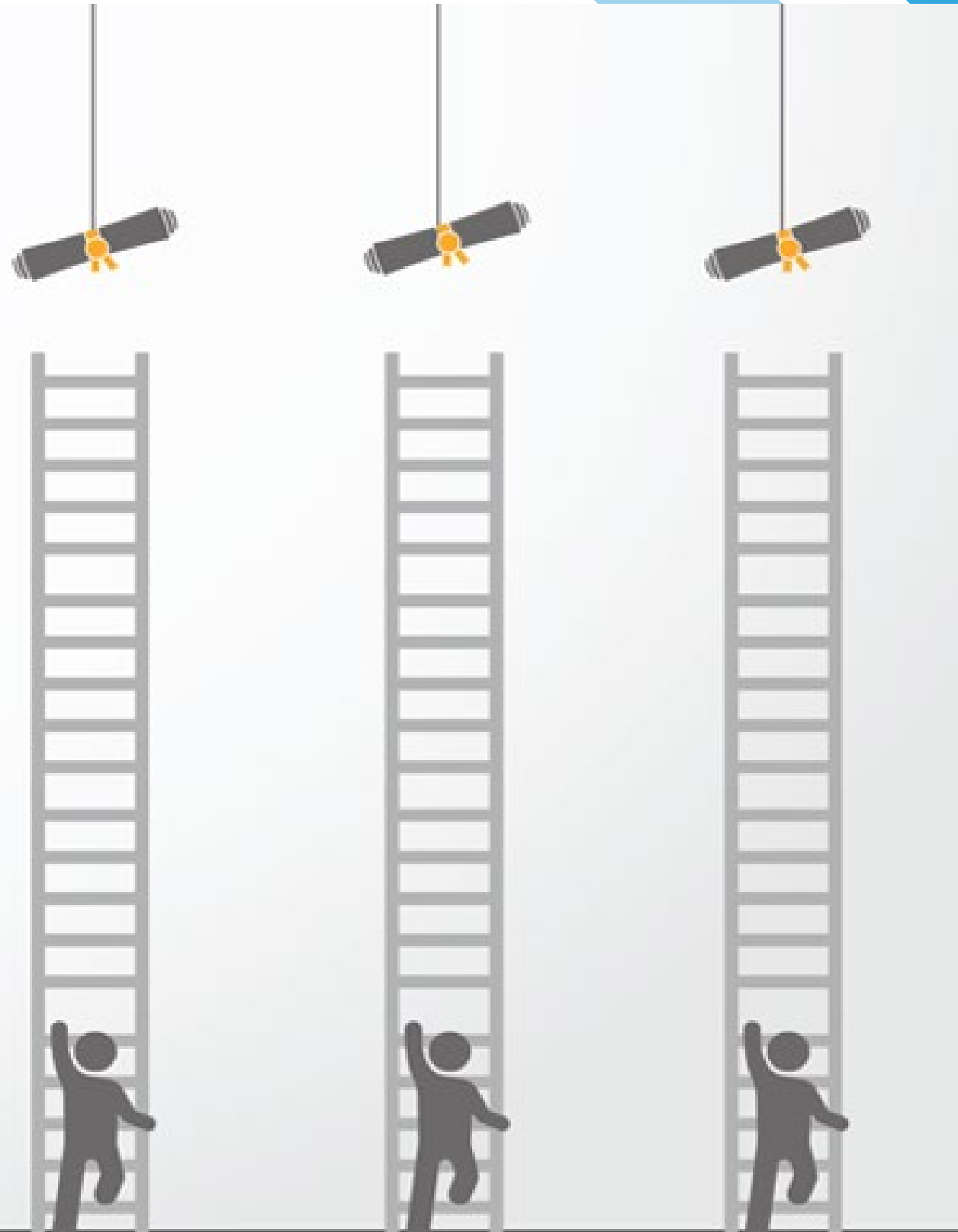
Institutional Innovation and Effectiveness

Equity Imperative

1

EQUALITY
imagines an
equal world.

*"I care about all
students equally"*

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EDUCATION

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Equity Imperative

3

Within this same picture, a **DIVERSITY** lens focuses only on bringing more students into an unequal pathway.

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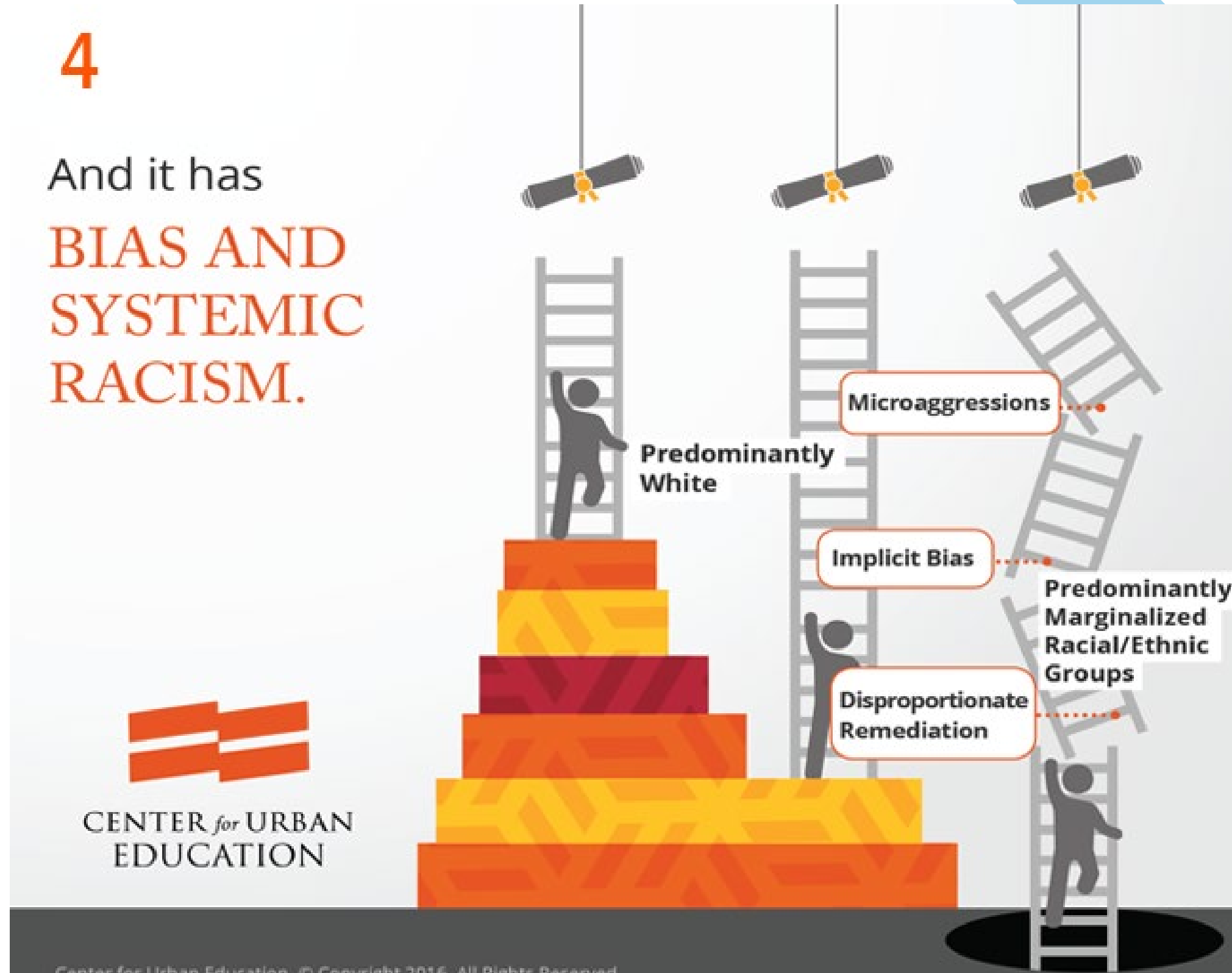
Equity Imperative

5

In contrast, EQUITY redirects resources to the pathways with greatest need to fix barriers and intentionally provide support.

Regular data disaggregation & analysis

Goal setting and action planning

Faculty & staff training to be equity facilitators

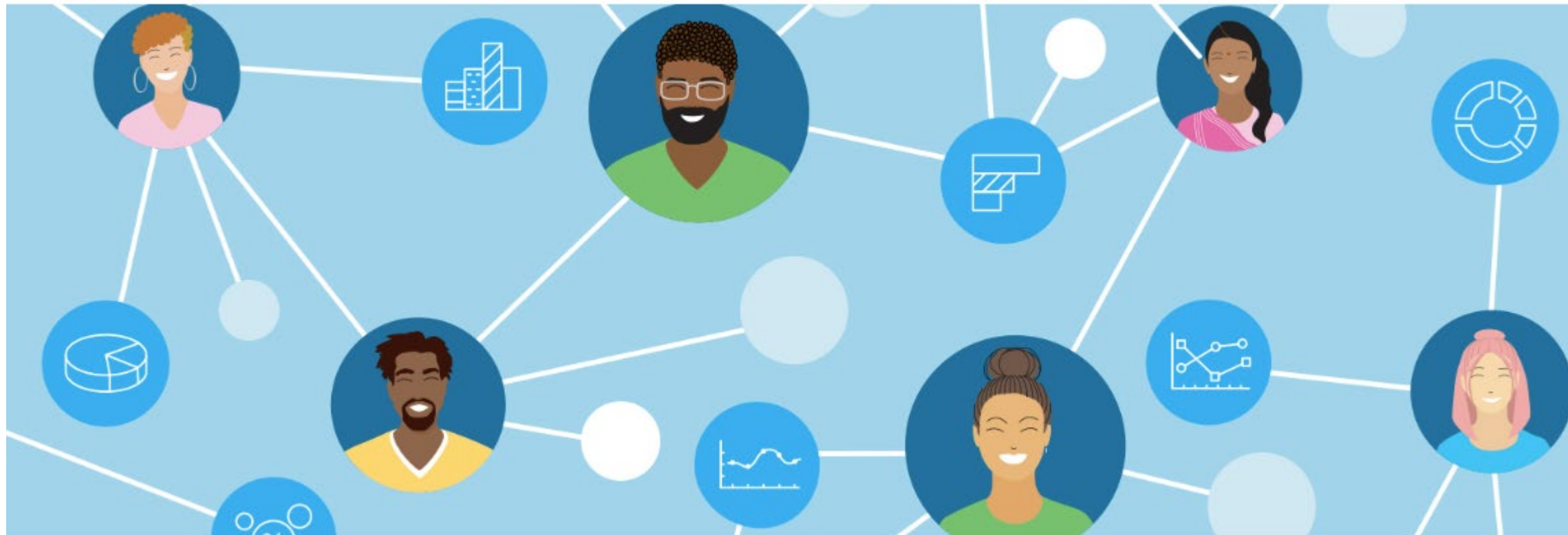Inquiry to understand how practices impede equity

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https://static1.squarespace.com/static/5eb5c03682a92c5f96da4fc8/t/5f3a1a20dc500a47eb3d4bb1/1597643303314/Concepts+and+Tools+for+Racial+Equity+Work_Summer2020.pdf

Institutional Innovation and Effectiveness

Using Data to Reveal Equity Gaps and Drive Change

[Video 2](#)

https://www.bensimonandassociates.com/racial-equity-tools

Equity Imperative

56% White Students 32% Latinx Students = 56% White Students 32% Latinx Students
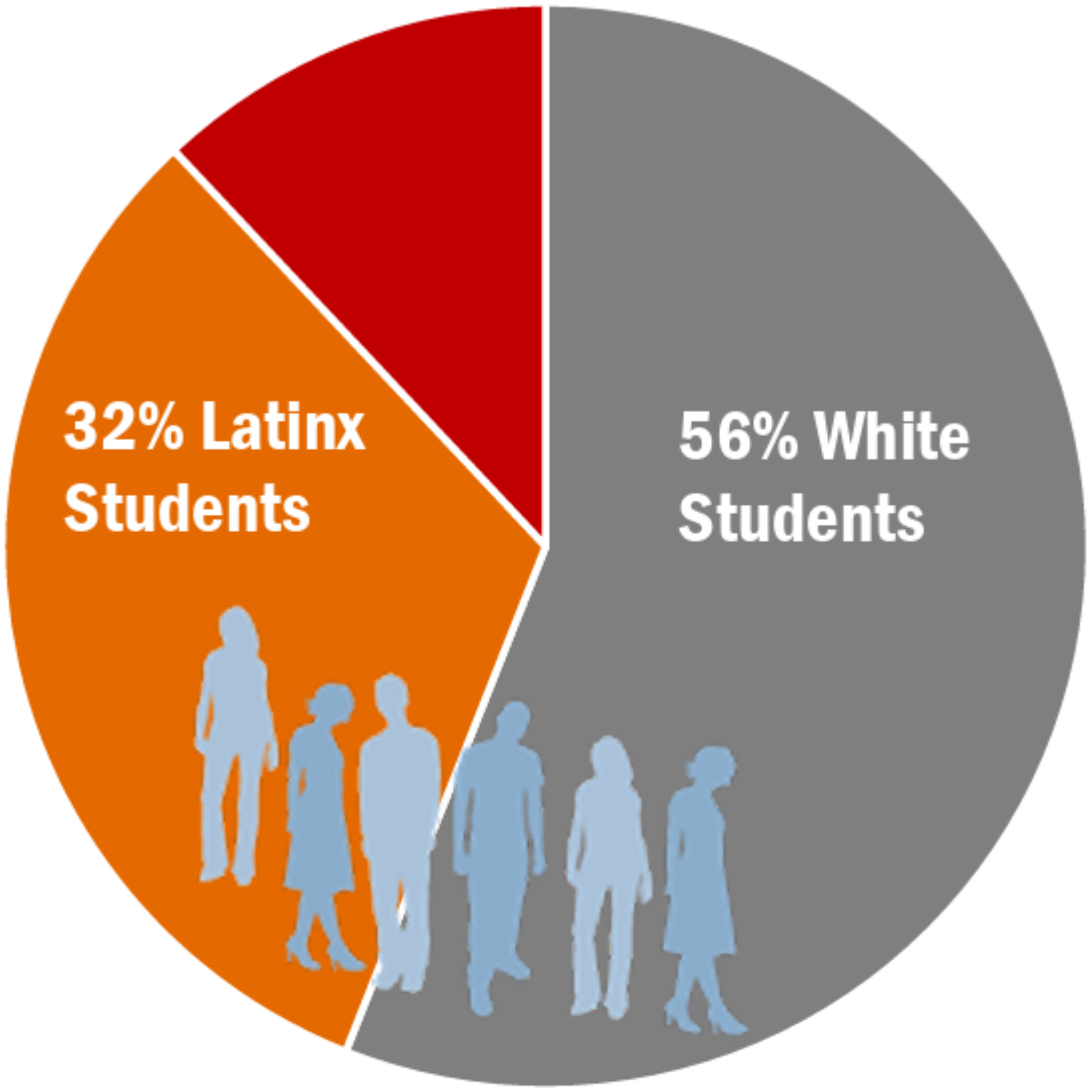
EQUITY

ENTERING STUDENT POPULATION
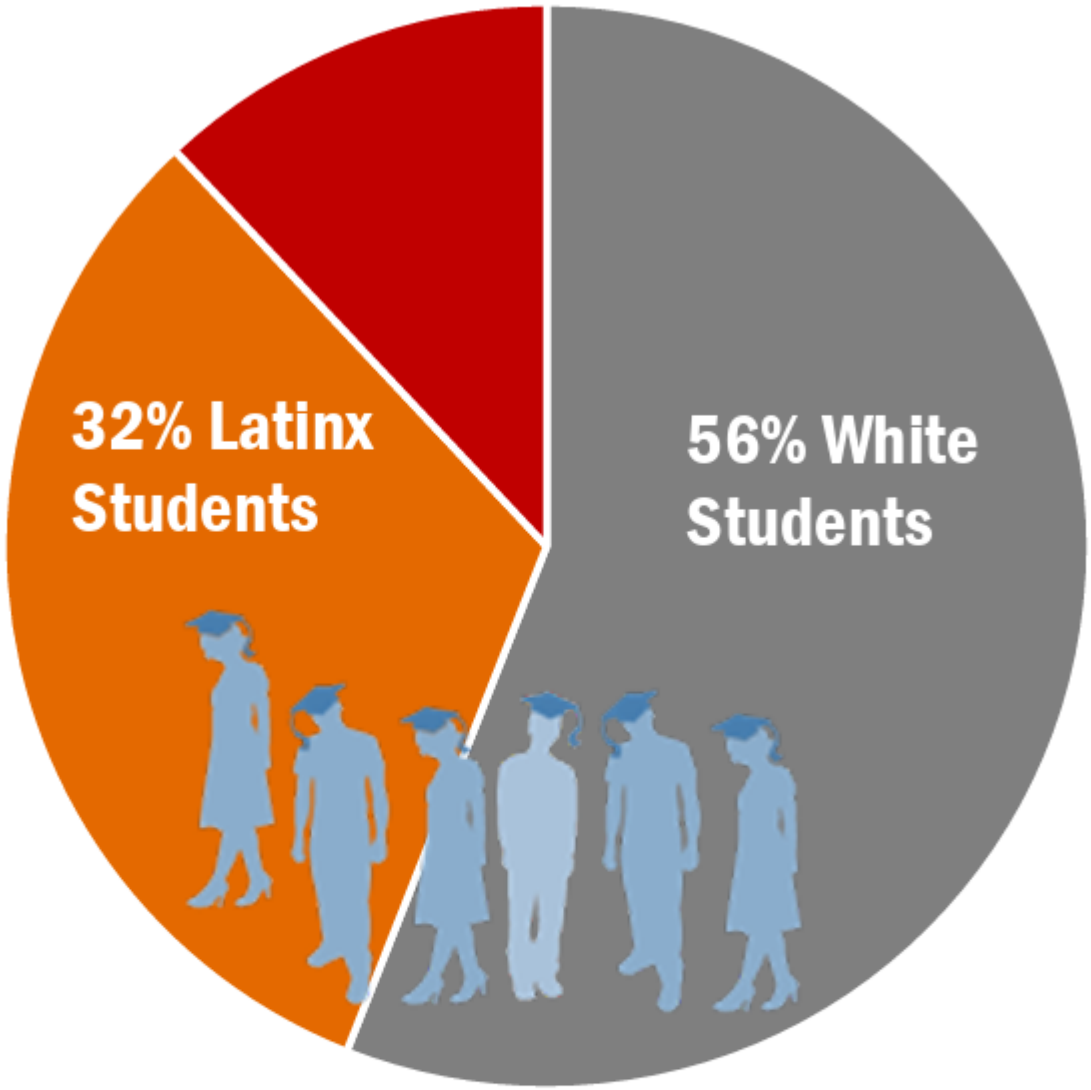
GRADUATING STUDENT POPULATION

Institutional Innovation and Effectiveness

Disaggregated Data: Identifying Disparities in Access, Success, and Completion

Equity Minded Competence

- Uses quantitative and qualitative data to identified patterns of practice and outcomes.
- Reflects on data and potential racial consequences.
- Exercise agency to produce racial equity.
- Actively self-monitors interactions with racially minoritized students

Image from : Minnesota State University

Disproportionate Impact (DI)

- Indicator to assess significant gaps

- Compares one group to other groups

- Many methodologies. Example: 80% Rule

Disproportionate Impact (DI)

80% index = cohort group rate ÷ reference group rate

Table 2. Course Success Rates by Ethnicity with 80% Rule Indices

Ethnicity	Cohort Count	Outcome Count	Success Rate	80% Index
African American	2,547	1,388	54.5%	74.8%
American Indian	213	144	67.6%	92.8%
Asian	9,834	7,166	72.9%	100%
Hispanic/Latina/o/x	35,055	22,304	63.6%	87.3%
Multi-Ethnic	2,261	1,468	64.9%	89.1%
Pacific Islander	286	153	53.5%	73.4%
White	16,696	11,878	71.1%	97.6%
Unknown	2,508	1,509	60.2%	82.6%
Total	69,400	46,010	66.3%	

Note: Red font is used to denote disproportionately impacted groups.
Source: Vurdien et al. (2014)

Source: RP Link to the document
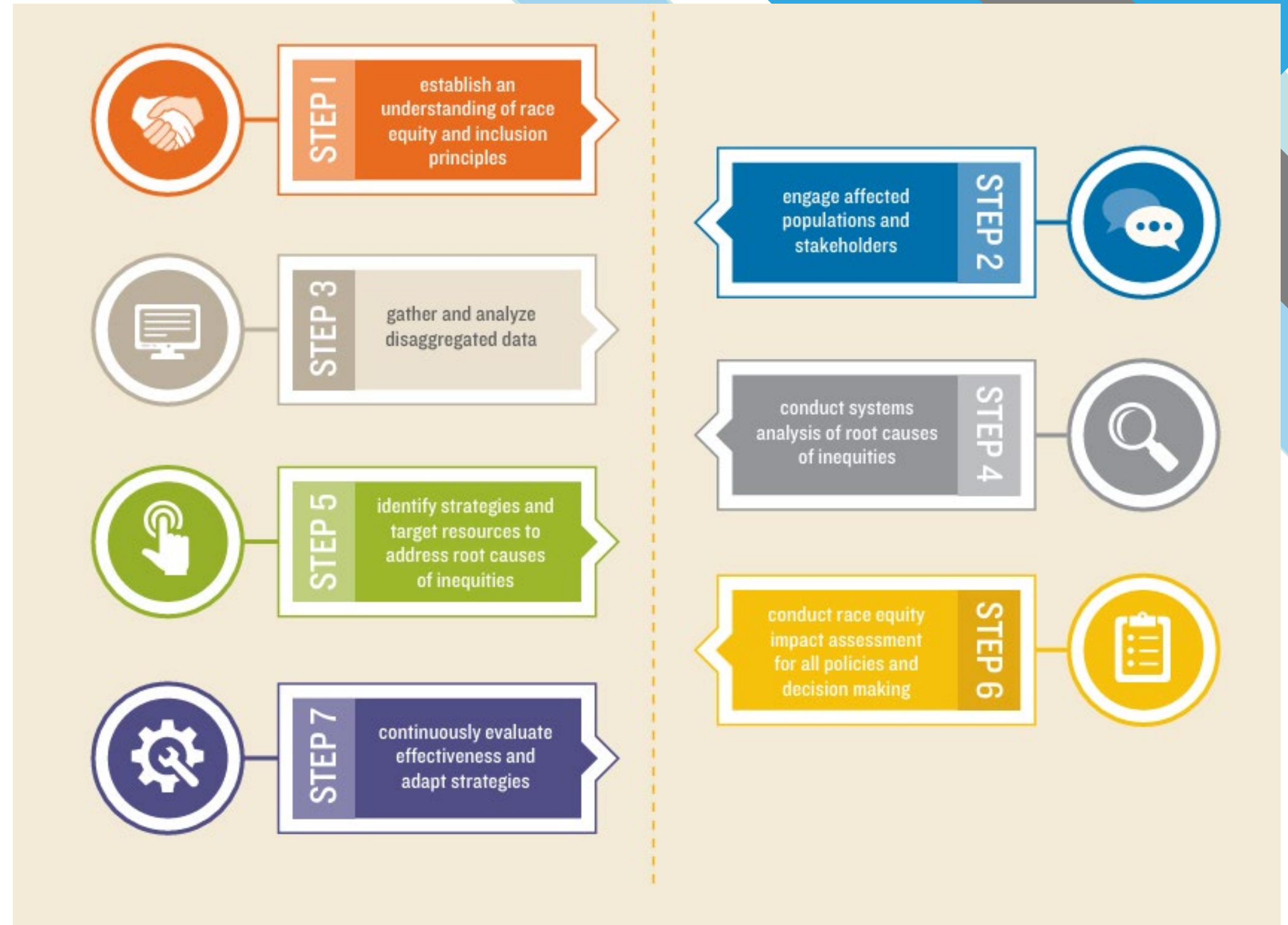
Institutional Innovation and Effectiveness

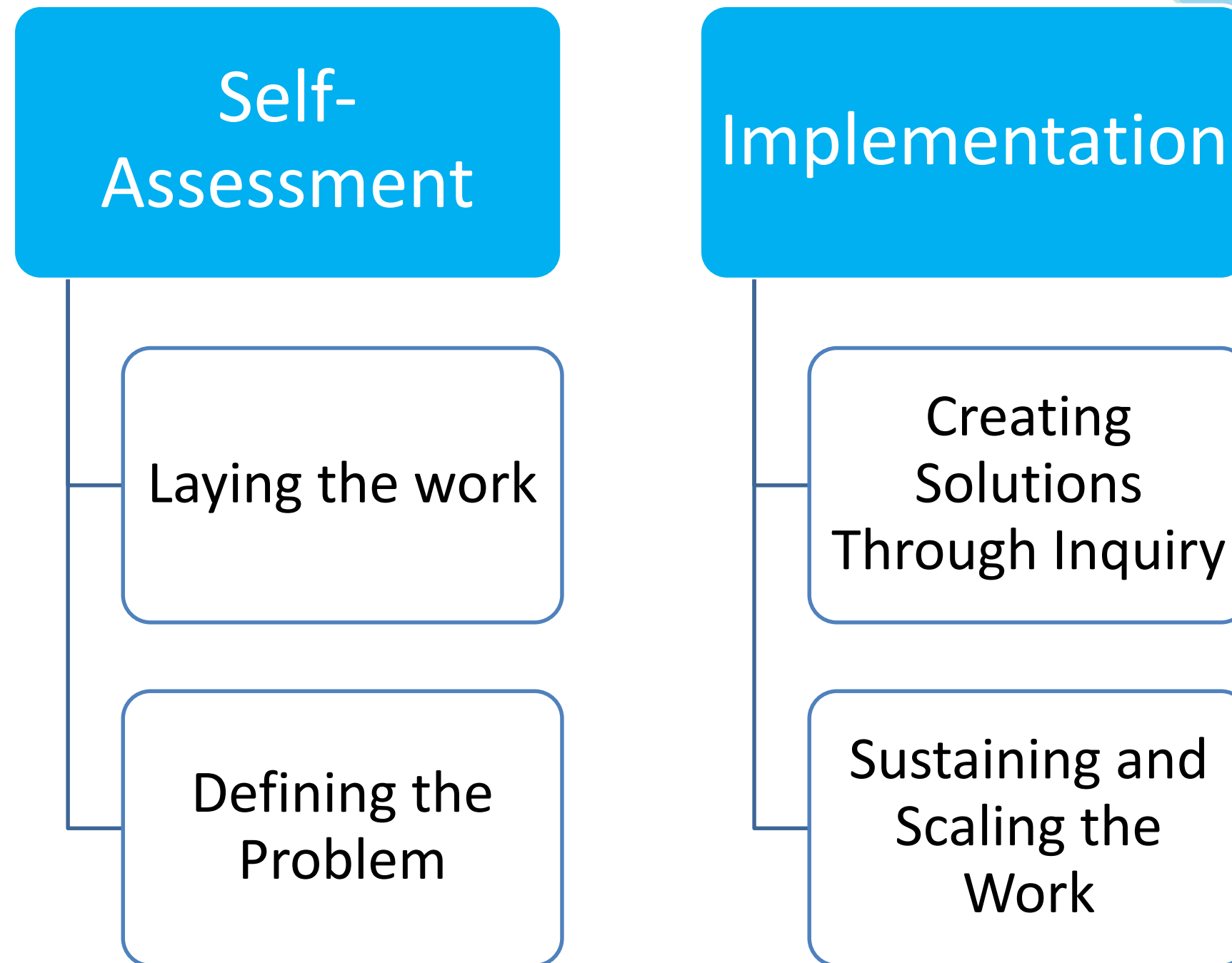# Turning Data into Action: Advancing Equity Through Informed Decisions

Data Practices

- Analyzing Disproportionate Impact
- Data Inquiry, Reflection, and Continuous Improvement
- Sharing Results and Facilitating Debrief Discussions

STEP 1 — establish an understanding of race equity and inclusion principles

STEP 2 — engage affected populations and stakeholders

STEP 3 — gather and analyze disaggregated data

STEP 4 — conduct systems analysis of root causes of inequities

STEP 5 — identify strategies and target resources to address root causes of inequities

STEP 6 — conduct race equity impact assessment for all policies and decision making

STEP 7 — continuously evaluate effectiveness and adapt strategies

CUE Tool Approach

Self-Assessment
- Laying the work
- Defining the Problem

Implementation
- Creating Solutions Through Inquiry
- Sustaining and Scaling the Work

Reference

Center for Urban Education. (2020). Laying the groundwork:
Concepts and activities for racial equity work .
Rossier School of Education,
University of Southern California.

https://www.cue-tools.usc.edu/

Questions

Workshop Evaluation

Please click the link in the chat or use the QR code to tell us how the workshop went so we can improve future offerings!

https://sdccd2.qualtrics.com/jfe/form/SV_dnW0DhQPFjWVqR0

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THANK YOU