Equity Audits: Data and Institutional Outcomes

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Workshop Goal:

Change

Awareness
Attitudes
Actions
Non Negotiables

- Inequities in educational attainment among groups have existed throughout history.

- All Manhattanville students are capable of success.

- We all share responsibility for student success.

- Traditional college practices that do not result in equity must be changed.

Adapted from work of McKenzie, Skrla, and Scheurich (2006)
Ground Rules and Overview
Important Terms:
Institutional Outcomes
Institutional and Departmental Outcomes

Departmental Goals

Learning Outcomes

Graduation Rates

Four and Six Year Graduation Rates
- Retention
- GPA
- Participation (co-curricular activities)
- Sense of belonging
- Suspension and expulsion
Important Terms
Disaggregated Data
Disaggregated Data

Lumping data together does not always show the full picture.

Disaggregated data by race can be very effective in increasing awareness and addressing gaps in outcomes.

Disaggregating data helps to create targeted strategies, inform resource allocation, and helps the institution make wiser decisions to improve positive student outcomes.
Informing the Equity Walk

01 Informing the Question

02 Planning

03 Resource Allocation

04 Evaluation
Informing the Big Question

Data lust can easily turn into data dust
Creating the Question

- How do outcomes differ by demographics?
- Which populations could be better served if disaggregated data were available?
- What services are not being delivered in a targeted manner to populations in need because disaggregated data is not available?
- What are the characteristics of students who achieve proficiency and of those who do not?
- Where are we making the most progress in closing achievement gaps?
Determining your big question
Planning

“By failing to prepare, you are preparing to fail.”
– Benjamin Franklin
● Establish priorities reflective of our mission and values

● Identify subgroups

● Identify and utilize stakeholders

● View as an opportunity for program development and revision
Examples?
Cost Benefit Analysis

Justifying a new project is often based on traditional cost-benefit analysis, but in the case of a data disaggregation project, non-monetary factors can be paramount.
How?
Evaluation

“If you do what you always did, you will get what you always got.”
-Anonymous
- Evaluative work can and should answer critical questions about the affect of a strategy on different populations

- Data can show multiple truths

- Simply not enough to look at the numbers based on major, race, or gender; we must look at the interactions and intersections

- Evaluation empowers us to make informed recommendations about how to move forward
### Strategic Approach to Data Disaggregation

| Conversation | What is the problem you are trying to solve?  
| What subgroups are growing or projected to grow?  
| What is the current data governance process, and how can it support this work? |
| Planning     | What do we know?  
| Identify, utilize, and inform stakeholders.  
| Develop a time frame. |
| Evaluation   | Data alone does not tell the complete story.  
| Is the change justified?  
| Assessment Cycle – Data plays a role throughout. |
| Resource Allocation | Identify resources needed to make change.  
| Target new opportunities for resources and partnerships.  
| Use data to develop strategies, inform new programs, and policy and procedural changes that support DEI |
The Plus One Approach: Start Small
Resources


Thank you

“I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

-Maya Angelou