

Review of Equity Measures

- Proportionality Index

Proportion of Outcome Group ÷ Proportion of Overall Population

40% of student population is male, 35% of degree earners are male

$$PI = 0.35 \div 0.40 = \mathbf{0.875}$$

PI < 0.8 considered Disproportionate Impact

Review of Equity Measures

- Percentage Point Gap Minus One

Statistically compare success rate of subgroup with success rate of entire population minus subgroup - i.e. compare success rate of black students to success rate of all students except black students

2 conditions for Disproportionate Impact

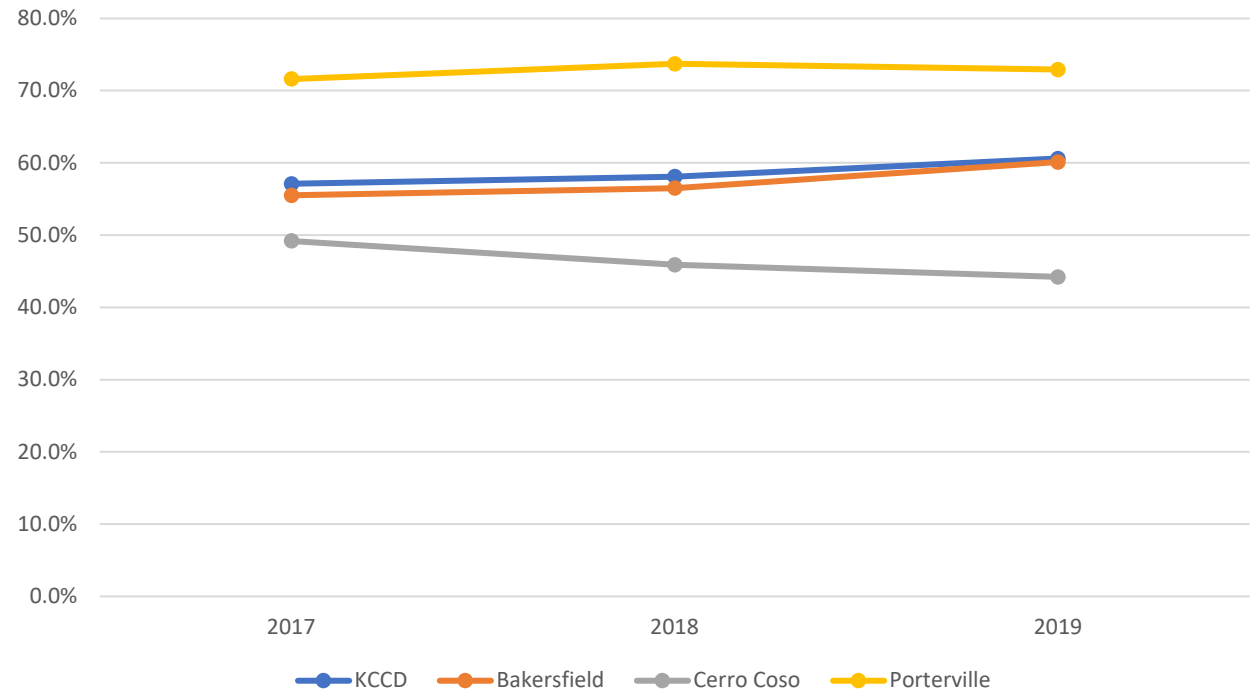
1. Difference in success rate of subgroup group is statistically different than success rate of population minus subgroup.
2. Success rate of subgroup is at least 2 percentage points lower than success rate of population minus subgroup.

Review of Equity Measures

- Reduction of Gaps between groups
 - In 2017, PI for First Gen Students = 0.70
 - In 2019, PI for First Gen Students = 0.76

In this example, First Gen Students are closer to parity in 2019 than in 2017

% of 1st time degree students that are Full-Time (12+ Units) in 1st semester

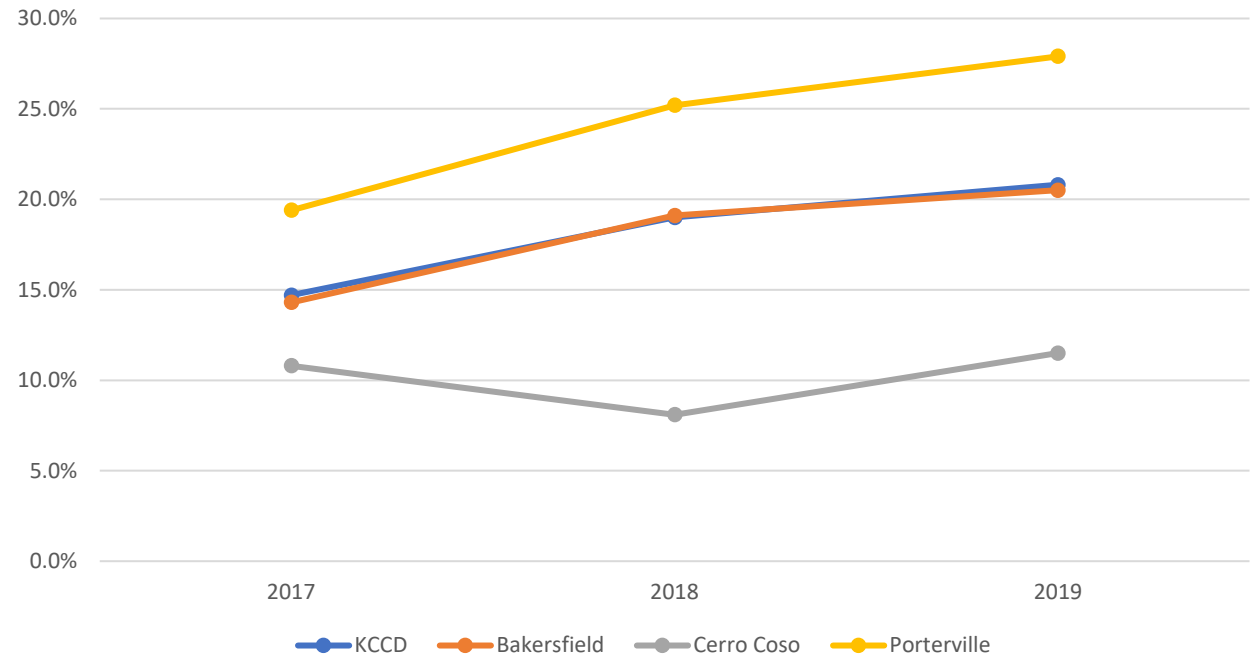


Groups with Disproportionate Impact in Most Recent Cohort

KCCD	Bakersfield	Cerro Coso	Porterville
African American	African American	White	Unknown Ethnicity
Unknown Ethnicity	Unknown Ethnicity	Non Financial Aid Recipient	Non Financial Aid Recipient
Unknown First Gen Status	First Generation Students		
Non Financial Aid Recipient	Unknown First Gen Status		
	Non Financial Aid Recipient		

Green Shading = Closing Gap over last three years/cohorts

% of 1st Time Degree Seeking Students who completed 15 Units in 1st Term

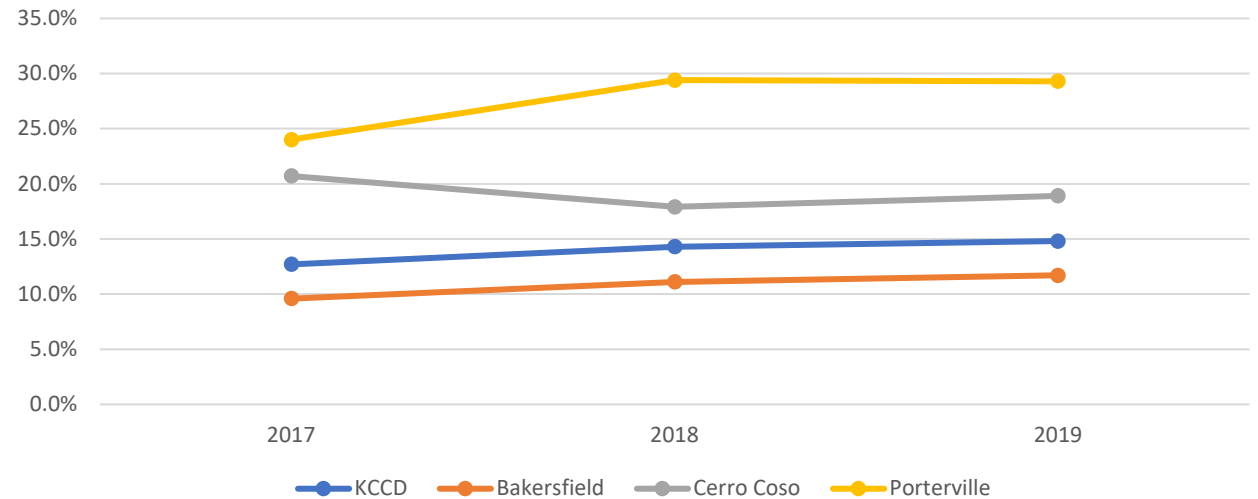


Groups with Disproportionate Impact in Most Recent Cohort

KCCD	Bakersfield	Cerro Coso	Porterville
African American	African American	Women	African American
Hispanic	Hispanic	American Indian/Alaskan	American Indian/Alaskan
Pacific Islander	Pacific Islander	Hispanic	Hispanic
Unknown Ethnicity	Unknown Ethnicity	Pacific Islander	Pacific Islander
First Generation	First Generation	Unknown Ethnicity	Unknown Ethnicity
Unknown First Generation Status	Unknown First Generation Status	First Generation	First Generation
Not Financial Aid Recipient	Not Financial Aid Recipient		

Green Shading = Closing Gap over last three years/cohorts

% of 1st Time Degree Seeking Cohort that Completed College Level Math & English in 1st Year

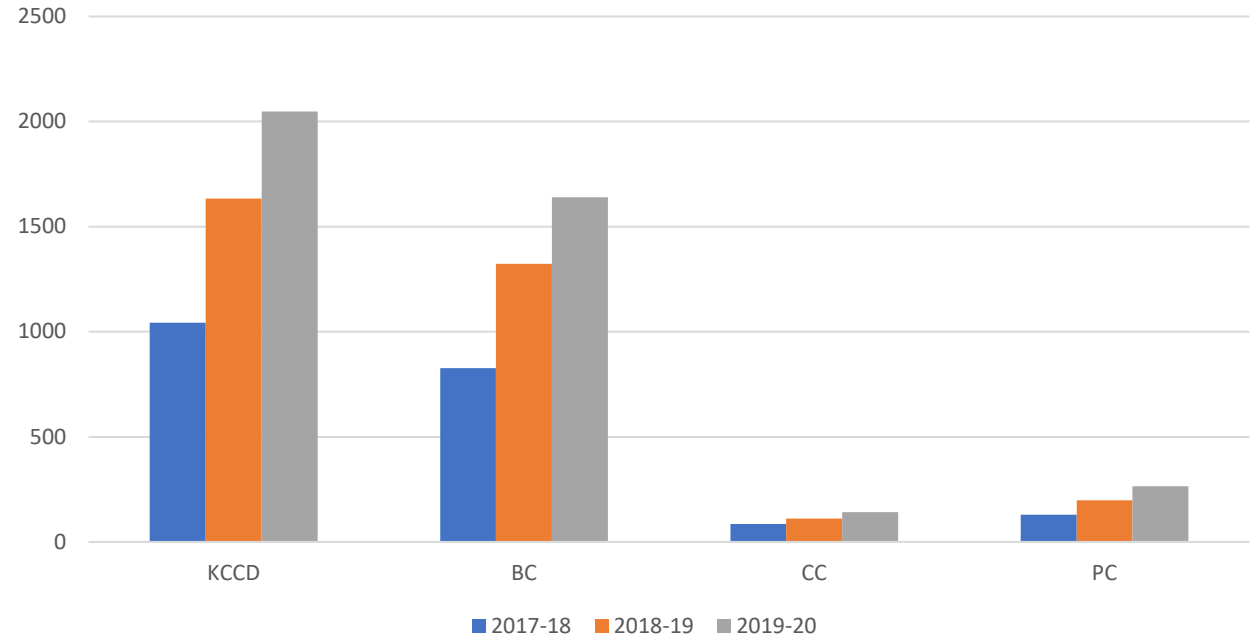


Groups with Disproportionate Impact in Most Recent Cohort

KCCD	Bakersfield	Cerro Coso	Porterville
Men	Men	Unknown/Unreported Gender	Men
African American	African American	Pacific Islander	African American
Hispanic	American Indian/Alaskan	Unknown Ethnicity	American Indian/Alaskan
Pacific Islander	Hispanic	First Generation	Pacific Islander
Unknown Ethnicity	Asian		Unknown Ethnicity
First Generation	First Gen Status Unknown		First Gen Status Unknown
Unknown First Generation Status	Financial Aid Recipient		Financial Aid Recipient
Not Financial Aid Recipient			

Green Shading = Closing Gap over last three years/cohorts

Associates for Transfers (ADT) Awarded

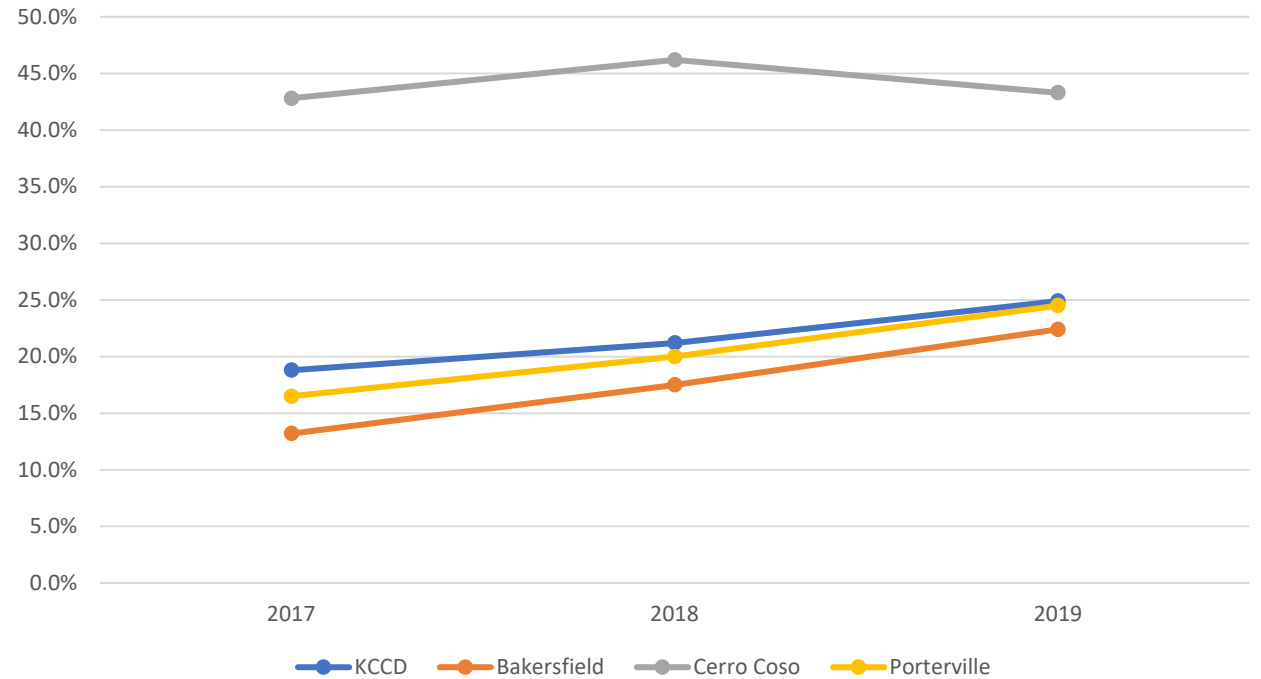


Groups with Disproportionate Impact in Most Recent Cohort

KCCD	Bakersfield	Cerro Coso	Porterville
African American	African American	Unknown/Unreported Gender	Asian
American Indian/Alaskan	American Indian/Alaskan	African American	Two or More Ethnic Groups
Pacific Islander	Pacific Islander	Hispanic	First Gen Status Unknown
Unknown Ethnic Group	First Gen Status Unknown	First Generation	Not Financial Aid Recipient
First Gen Status Unknown	Not Financial Aid Recipient	Not Financial Aid Recipient	
Not Financial Aid Recipient			

Green Shading = Closing Gap over last three years/cohorts

% of Associates Earners with 71 or Fewer Units at Graduation



Groups with Disproportionate Impact in Most Recent Cohort

KCCD	Bakersfield	Cerro Coso	Porterville
Women	Women	Hispanic	Women
Hispanic	First Generation	First Generation	Hispanic
Filipino	Financial Aid Recipient	Financial Aid Recipient	Filipino
First Gen			Financial Aid Recipient
Financial Aid Recipient			

Green Shading = Closing Gap over last three years/cohorts

Discussion Points

- Equity is nuanced and looks a bit different at each college
- KCCCD has shown positive progress in some areas, particularly with the awarding of Associates for Transfers degrees
- African American students and First-Generation students have the most incidences of Disproportionate Impact
- Further analysis needs to be done to examine intersectionality – i.e. Do first generation men do better or worse than first generation women.