



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**



Context

Video 1





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.



Equity Imperative

1

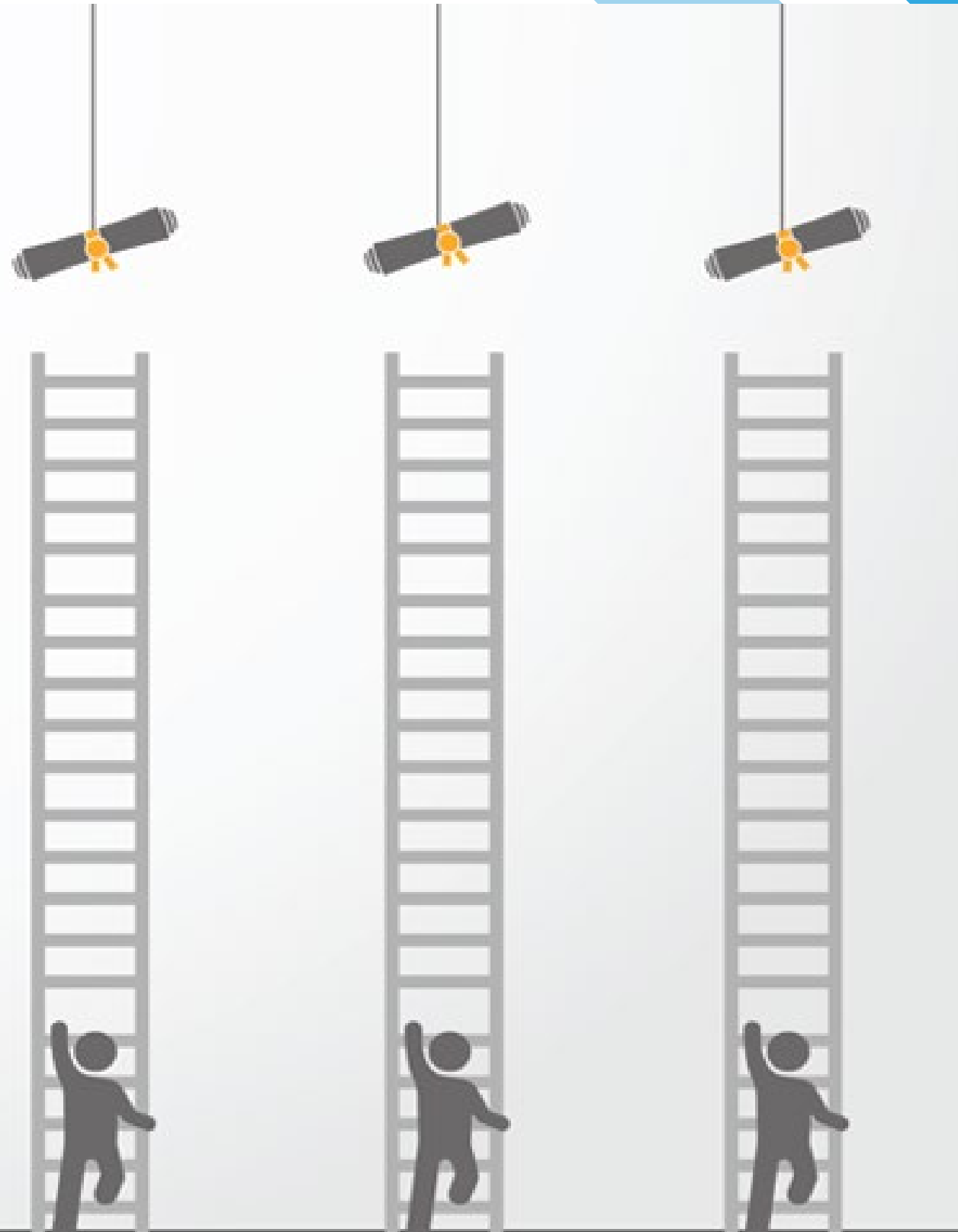
EQUALITY

imagines an
equal world.

*"I care about all
students equally"*



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Equity Imperative

2

But the world
ISN'T EQUAL.



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

3

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



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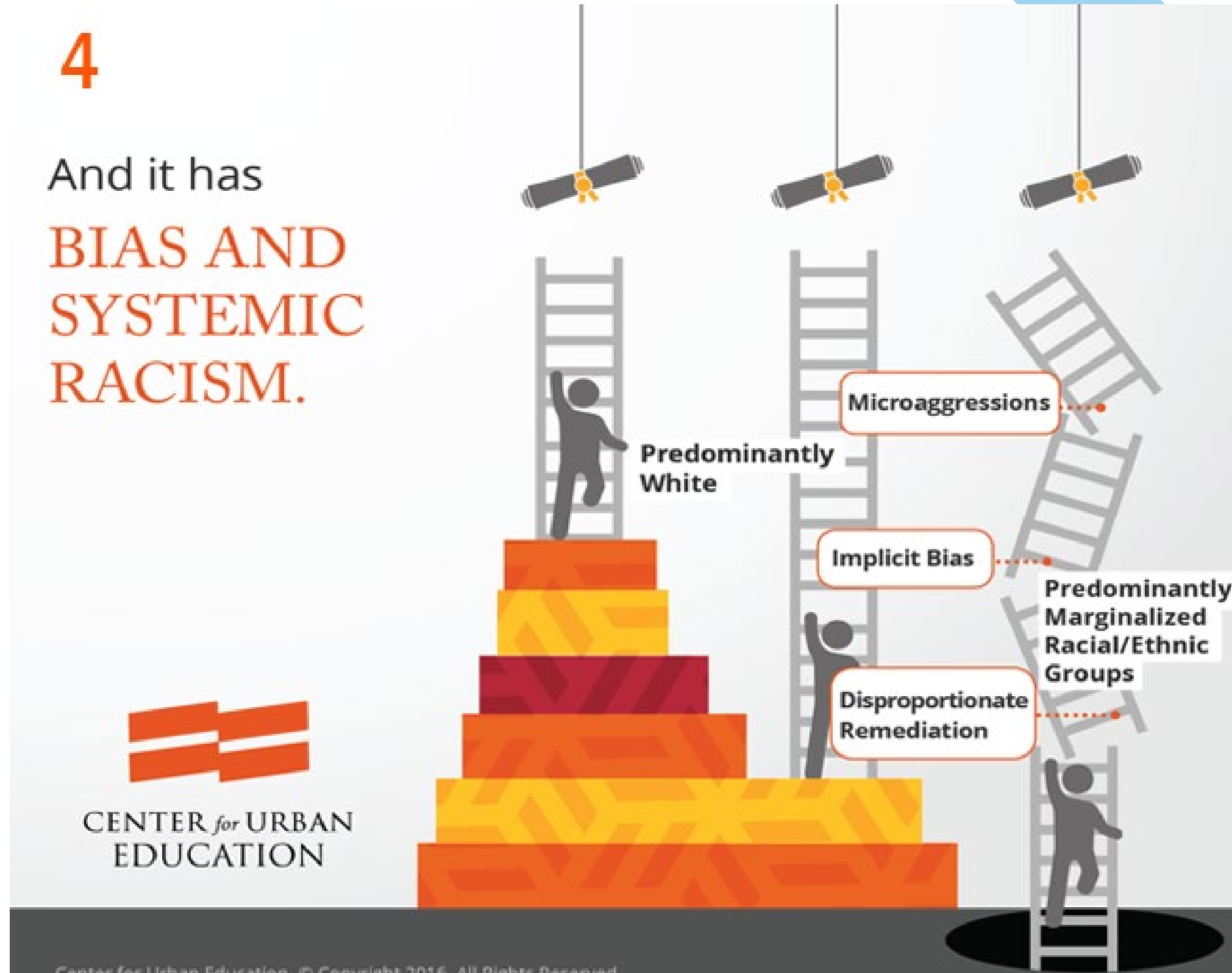


Equity Imperative

4

And it has
**BIAS AND
SYSTEMIC
RACISM.**


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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.

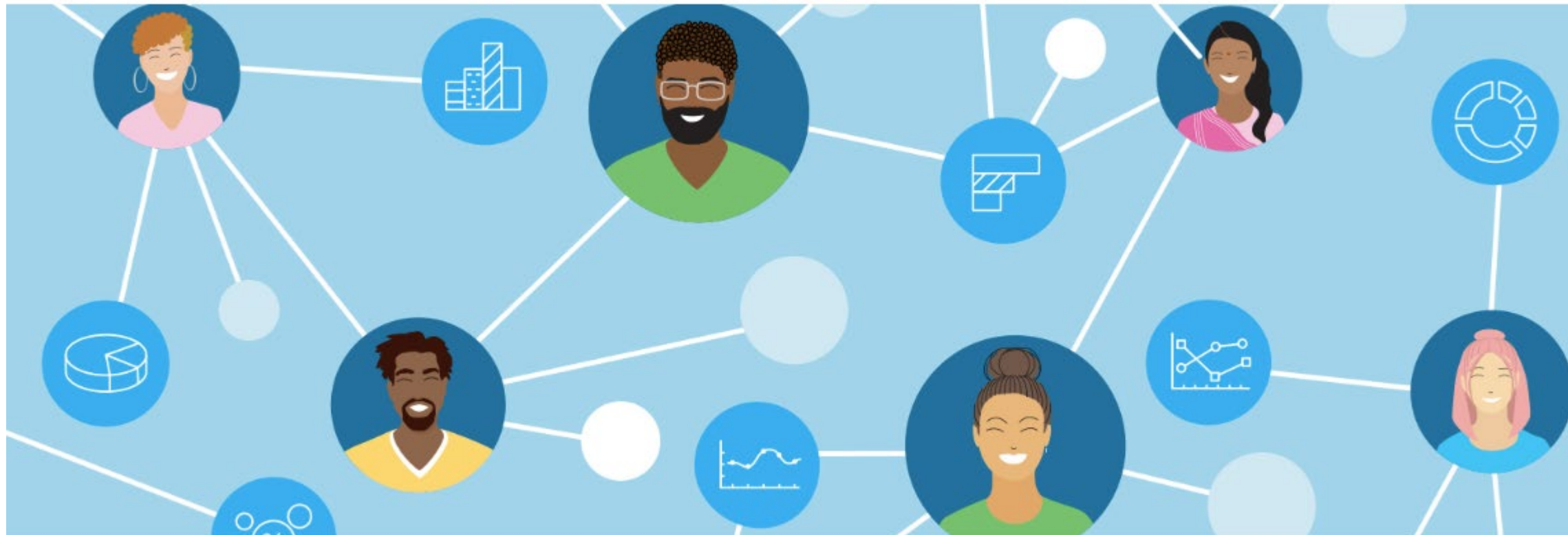


https://static1.squarespace.com/static/5eb5c03682a92c5f96da4fc8/t/5f3a1a20dc500a47eb3d4bb1/1597643303314/Concepts+and+Tools+for+Racial+Equity+Work_Summer2020.pdf

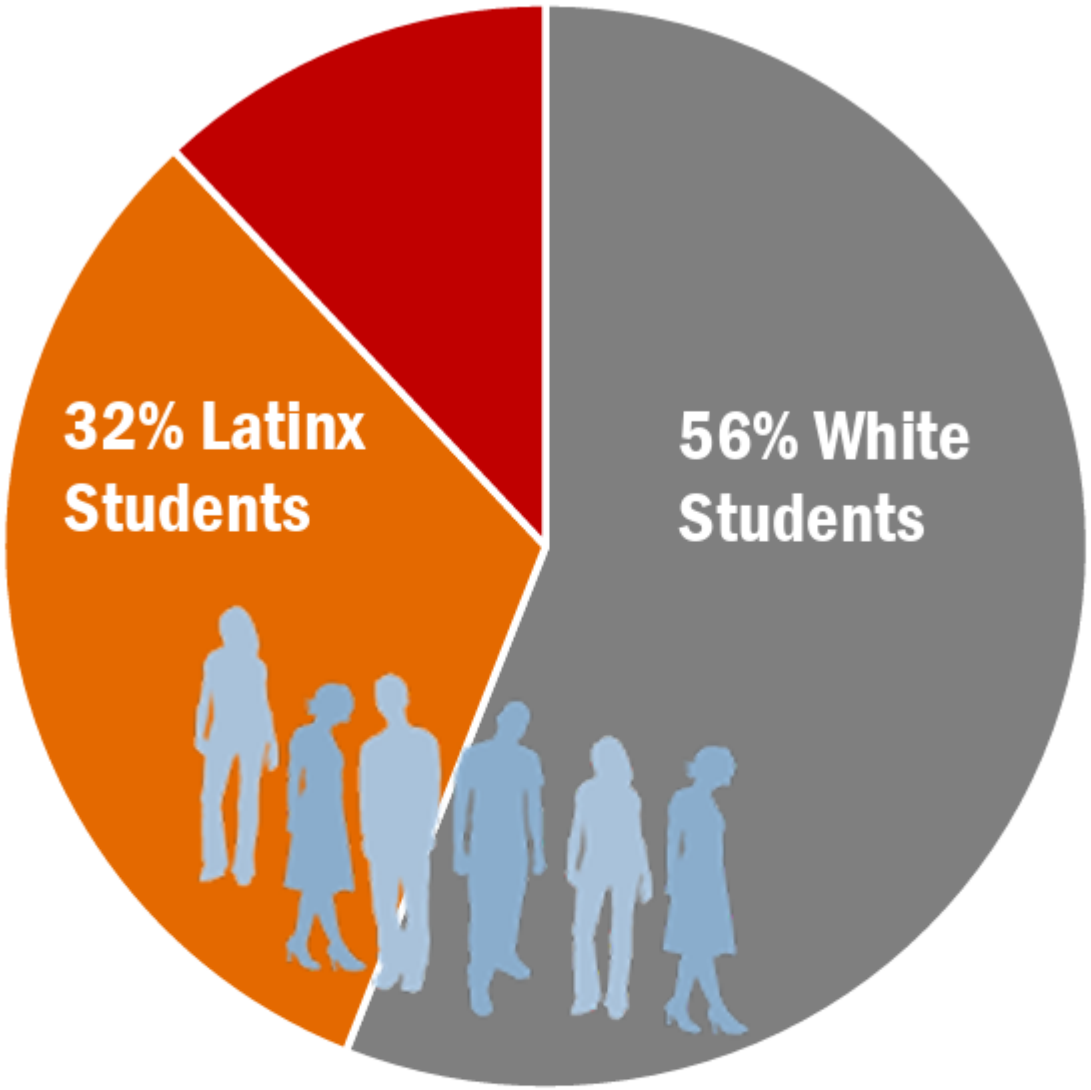


Using Data to Reveal Equity Gaps and Drive Change

Video 2

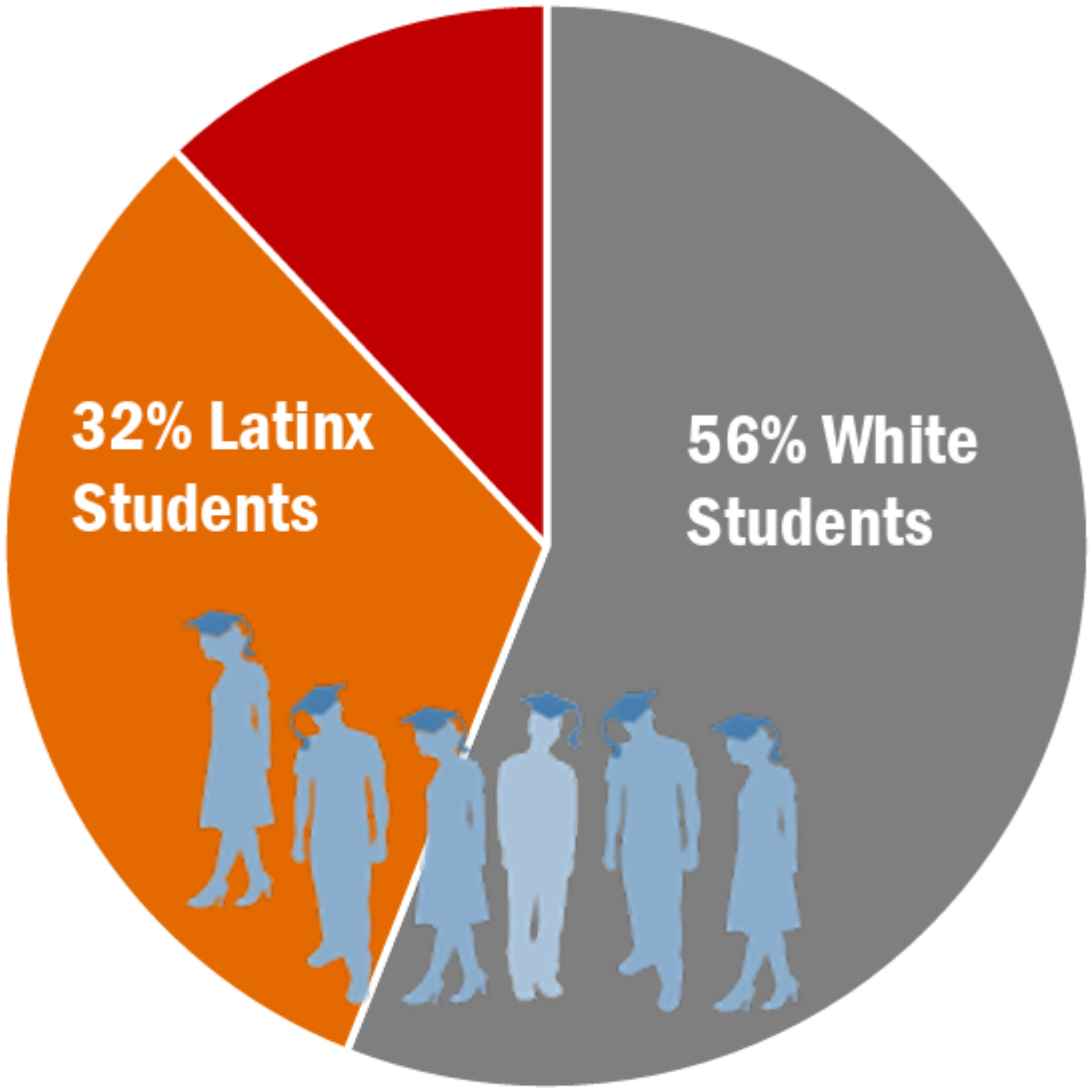


Equity Imperative



**ENTERING STUDENT
POPULATION**

**=
EQUITY**



**GRADUATING STUDENT
POPULATION**



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)				



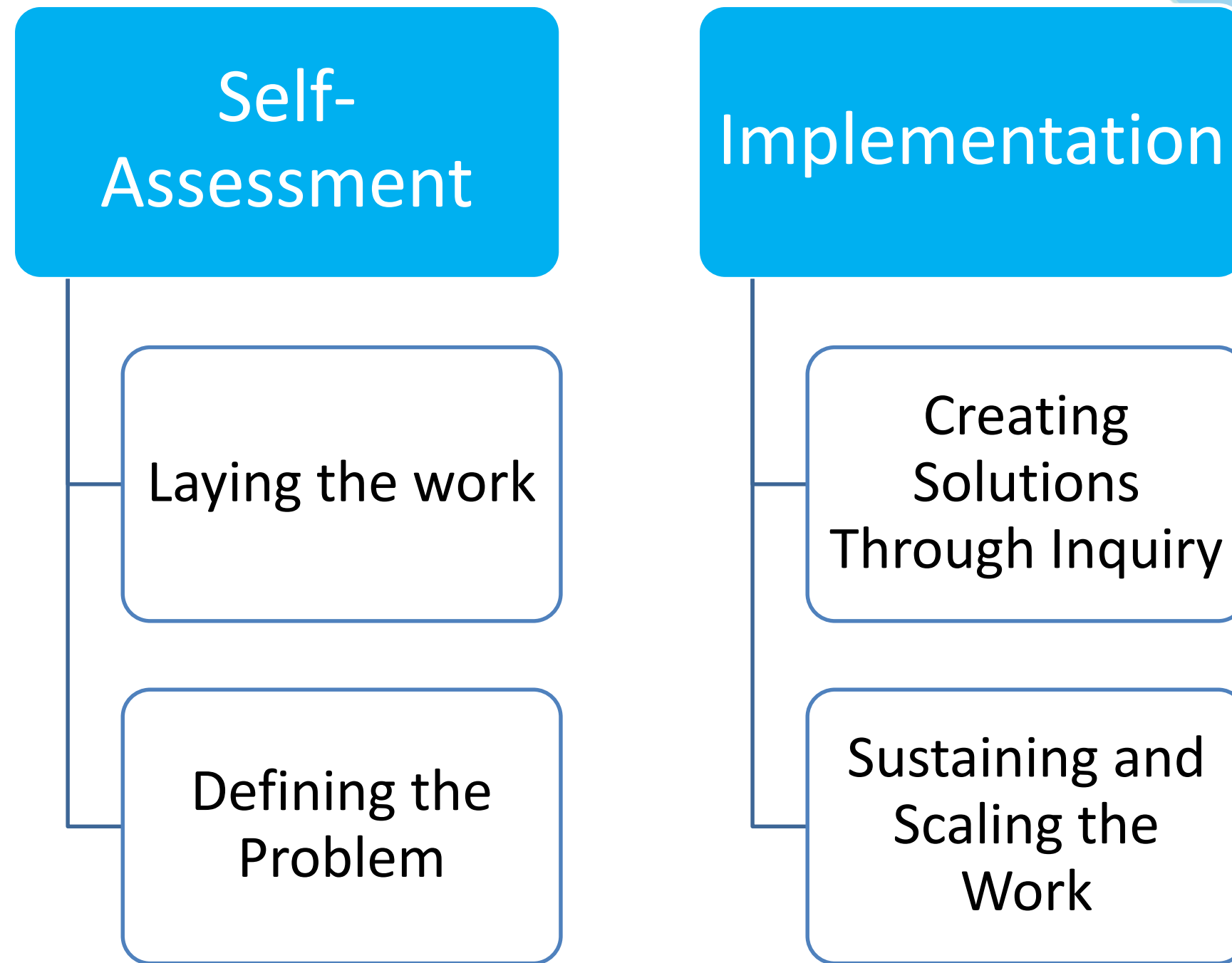
Turning Data into Action: Advancing Equity Through Informed Decisions

Data Practices

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



CUE Tool Approach



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