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Meaningful Measurement of Diversity Initiative Outcomes

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Meaningful Measurement of Diversity Initiative Outcomes

Cheryl Bagley Thompson PhD, RN Associate Professor University of Nebraska Medical Center



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Ibram Kendi, American Council on Education, Race and Ethnicity in Higher Education: A Status Report Release Convening, February 14, 2019.

"When we see disparities between groups, racial groups, there's only two causes, either there's something wrong or right with particular groups or there's some sort of policies or the lack of protective policies that is causing these disparities."



How do you determine the effectiveness of your interventions?





Common Measures of Diversity

Improve diversity of the college

Increase recruitment and retention of

- Enrich the environment
- Eliminate unconscious bias





Diversity Measures

Raw numbers

Ratios / percentages

Simpson' Diversity Index

Shannon's Entropy

Sullivan's Composite Index

Proportionality Index

Percentage Point Gap

Statistical differences

Equity Scorecard

80% Rule



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Denominator Issue

	E		
Percentage of	2016	2017	2018
Each Group			
Group A	90%	78%	73%
Group B	10%	11%	12%
Group C - New	0	11%	15%
Recruitment			





80% Rule History

California initiated

 Uniform Guidelines on Employee Selection Procedures (EEOC)

Employment law – 1979

- Hiring rate of focal group must be at least 80% of hiring rate of reference group
 - -Couldn't decide on 70% or 90%





Proposal

Use EEOC 80% Employment rule for education





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Exercise

Determine percentage of each group selected for admission

- 100 White applicants
 - 50 admitted
 - 50/100 = 50% admitted
- 10 Black applicants
 - 3 admitted
 - 3/10 = 30% admitted
- 40 Hispanic applicants
 - 18 admitted
 - 18/40 = 45% admitted



Exercise

Determine group with highest admission rate

- White = 50%
- This becomes Reference Group

Determine impact ratio for all Focal Groups

- Black: 30% / 50% = 60%

- Hispanic: 45% / 50% = 90%



Comparisons

Black: 30% / 50% = 60%

Hispanic: 45% / 50% = 90%

Is the ratio for any Focal Group < 80%?

If ratio is <80%

 Must demonstrate admission criteria not inadvertently biased for the Reference Group or against a Focal Group



Advantages

- Easy to understand/calculate
- Denominator group specific
- Size of denominator doesn't matter
- Compare across sites
- Compare across time
- Reference group can change



Critique

- Type I errors
 - Alternative is Type II errors
 - Type II errors currently common
- Small numbers
 - Employment: small selection numbers
 - Education: large applicant pools
 - Education: large selection numbers
- Any racial/gender comparisons violate 14th amendment
 - After decision made, no preference given
 - Group decisions not individual
 - Evaluation measures not individual



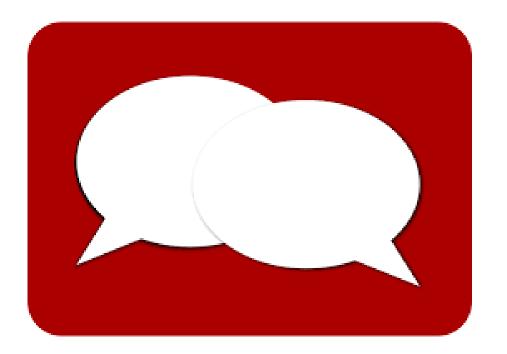


- IOM 2004 Report
 - In the Nation's compelling Interest: Ensuring Diversity in the Health-Care Workforce
- No current standards or benchmarks
- Can compare to population diversity
- Can compare to application diversity
- Can compare to admission diversity





Discussion







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