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Meaningful Measurement of Diversity Initiative Outcomes

Cheryl Thompson

University of Nebraska Medical Center, cbthompson@unmc.edu

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Meaningful Measurement of Diversity Initiative Outcomes

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



**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 currently
measure the diversity of your
student body or workforce?**

**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's Diversity Index

Shannon's Entropy

Sullivan's Composite Index

Proportionality Index

Percentage Point Gap

Statistical differences

Equity Scorecard

80% Rule



Denominator Issue

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



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



Why Proposed

- 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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