Meaningful Measurement of Diversity Initiative Outcomes

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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 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

<table>
<thead>
<tr>
<th>Percentage of Each Group</th>
<th>Enrollment Data</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number in each Group</td>
<td>2016</td>
<td>2017</td>
<td>2018</td>
</tr>
<tr>
<td>Group A</td>
<td>90% 78% 73%</td>
<td>9000</td>
<td>7000</td>
<td>6000</td>
</tr>
<tr>
<td>Group B</td>
<td>10% 11% 12%</td>
<td>1000</td>
<td>1000</td>
<td>1000</td>
</tr>
<tr>
<td>Group C - New Recruitment</td>
<td>0 11% 15%</td>
<td>0</td>
<td>1000</td>
<td>1200</td>
</tr>
<tr>
<td></td>
<td>Totals</td>
<td>10,000</td>
<td>9,000</td>
<td>8,200</td>
</tr>
</tbody>
</table>
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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%

https://www.eeoc.gov/policy/docs/qanda_clarify_procedures.html
Proposal

• Use EEOC 80% Employment rule for education
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: $\frac{30\%}{50\%} = 60\%$
Hispanic: $\frac{45\%}{50\%} = 90\%$

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 14\textsuperscript{th} 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