Inspecting What We Expect: An Equity Analysis of Scholarship Processes

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Vicki Miller | Dean of Student Affairs
Hai Hoang | Research & Planning Analyst
WORKSHOP AGENDA

- Workshop Overview & Equity Context | Maxey
- Equity Analysis | Hoang
- Equity In Action | Miller & Maxey
- Equity Outcomes | Hoang & Miller
- Question & Answer
Equity Vs. Equality
What we expect
**Overall**

556 students applied

171 students received awards

274 total awards - almost $170,000
Overall

On average:
1 out of 3 applicants received an award
Each award was $620
Each student received $994

Odd of Winning the Lottery
1 out of 302,600,000
But, there is more …
Cumulative Units

- **African American**
  - Scholars: 51.8
  - Applicants: 45.0
  - Population: 35.0

- **Asian**
  - Scholars: 71.2
  - Applicants: 54.8
  - Population: 40.0

- **Latinx**
  - Scholars: 66.7
  - Applicants: 54.8
  - Population: 36.4

- **White**
  - Scholars: 59.2
  - Applicants: 54.8
  - Population: 35.0
GPA

- African American: Scholars (3.5), Applicants (3.4), Population (2.8)
- Asian: Scholars (3.7), Applicants (3.4), Population (3.2)
- Latinx: Scholars (3.5), Applicants (3.4), Population (3.2)
- White: Scholars (3.6), Applicants (3.4), Population (3.2)
Headcount, Awards, and Amount

<table>
<thead>
<tr>
<th></th>
<th>Headcount</th>
<th>Awards Received</th>
<th>Amount Received</th>
<th>Award per Headcount</th>
<th>Amount per Award</th>
<th>Amount per Headcount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>121</td>
<td>188</td>
<td>$114,255</td>
<td>1.55</td>
<td>$ 608</td>
<td>$ 944</td>
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<tr>
<td>Male</td>
<td>50</td>
<td>86</td>
<td>$ 55,685</td>
<td>1.72</td>
<td>$ 648</td>
<td>$ 1,114</td>
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<td></td>
<td>Headcount</td>
<td>Awards Received</td>
<td>Award Received %</td>
<td>Award Per Headcount</td>
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<td>-------------------</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>African American</td>
<td>11</td>
<td>14</td>
<td>5%</td>
<td>1.3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asian</td>
<td>31</td>
<td>54</td>
<td>20%</td>
<td>1.7</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Latinx</td>
<td>59</td>
<td>99</td>
<td>36%</td>
<td>1.7</td>
<td></td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>55</td>
<td>83</td>
<td>30%</td>
<td>1.5</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Headcount</th>
<th>Amount Received</th>
<th>Amount Per Award</th>
<th>Amount Per Headcount</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>11</td>
<td>$7,305</td>
<td>$522</td>
<td>$664</td>
</tr>
<tr>
<td>Asian</td>
<td>31</td>
<td>$31,250</td>
<td>$579</td>
<td>$1,008</td>
</tr>
<tr>
<td>Latinx</td>
<td>59</td>
<td>$60,245</td>
<td>$609</td>
<td>$1,021</td>
</tr>
<tr>
<td>White</td>
<td>55</td>
<td>$54,640</td>
<td>$658</td>
<td>$993</td>
</tr>
</tbody>
</table>
Applicants vs. Populations
(Weighted Application Rate)

- African American: 0%
- Asian: 60%
- Latinx: 5%
- White: -16%

Scholars vs. Applicants
(Weighted Award Rate)

- African American: -14%
- Asian: 13%
- Latinx: -13%
- White: 23%

(0) As expected
(+) Higher than expected
(-) Lower than expected
Primary Language is Not English

Applicants vs. Populations
(Weighted Application Rate)

<table>
<thead>
<tr>
<th>Group</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>24%</td>
</tr>
<tr>
<td>Latinx</td>
<td>-33%</td>
</tr>
<tr>
<td>White</td>
<td>58%</td>
</tr>
</tbody>
</table>

Scholars vs. Applicants
(Weighted Award Rate)

<table>
<thead>
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<th>Group</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>20%</td>
</tr>
<tr>
<td>Latinx</td>
<td>-27%</td>
</tr>
<tr>
<td>White</td>
<td>17%</td>
</tr>
</tbody>
</table>

(+) Higher than expected
(-) Lower than expected
(0) As expected
First Generation

Applicants vs. Populations
(Weighted Application Rate)

- Asian: 32%
- Latinx: -12%
- White: 21%

Scholars vs. Applicants
(Weighted Award Rate)

- Asian: 48%
- Latinx: -22%
- White: 5%

(0) As expected

(+) Higher than expected
(-) Lower than expected
Summary

- We are rewarding the highest GPA and the highest number of units.

- Females had lower award rate, lower amount per award, and lower amount per headcount.

- African Americans had the lowest total amount, lowest amount per award, and lowest amount per headcount.

- Whites had the lowest application rate and highest award rate.

- First generation Latinx: lowest application rate, lowest award rate.

- Asians whose primary language is not English: lowest award rate.
Equity In Action
Overview

2018-2019 Lessons Learned

2019-2020 Data-Informed Action

2020-2021 Next Steps
2019-2020 Data-Informed Action

- Intrusive Outreach to Students
- Removing Barriers in Application Process
- Reviewer's Workshop
2019-2020: Data-Informed Action

**WORKSHOPS**
- Intrusive workshops with:
  - EOPS
  - STAR Trio
  - Promise
  - Personal Growth Classes
- Workshops in Assessment lab
  - On the spot support
  - Partnered with Writing Center
- Tutors joined workshops
2019-2020: Data-Informed Action

CLASSROOM PRESENTATIONS
- provided 3-minute script
- live presentations

COLLABORATION WITH INSTRUCTORS
- Canvas slides
- Language to include on syllabi

PUBLICITY/ SOCIAL MEDIA
HOW TO STEPS ONLINE

Intrusive Outreach to Students Part 2
Intrusive Outreach to Students: Flyers

SAN DIEGO MESA COLLEGE

Scholarship Workshops

Get a tour of the online application
Get tips on writing personal statements
Ask questions. Get answers.

Scholarship Application: sdmesa.edu/scholarships
Contact: Jennifer Park / jpark002@mymccd.edu

Workshops @ Assessment Lab 14-201

- Jan 30: Thursday 1:00pm-2:00pm
- Feb 4: Tuesday 11:30am-12:30pm
- Feb 6: Thursday 12:30pm-1:30pm
- Feb 10: Monday 10:30am-11:30am
- Feb 13: Thursday 10am-noon
  Open Lab / Q&A

*Applications due Tue, Feb 18, 2020

SAN DIEGO MESA COLLEGE

Scholarship Workshop

Get a tour of the free application
Get tips on writing your personal statement
Ask questions. Get answers.

All workshops will be held at the Testing & Assessment Lab in 14-201 and facilitated by Student Affairs and MT2C

Contact: EOPS 619-388-2706
Intrusive Outreach to Students:
Mini Flyer (2"x4") Stickers on Granola Bars

**WELCOME (BACK) STUDENTS!**

**SAN DIEGO MESA COLLEGE**

Offers $180,000 in scholarships just for Mesa students!

- All GPAs encouraged to apply
- Scholarship workshops available
- Due Tues, February 18, 2020

[sdmesa.edu/scholarships](sdmesa.edu/scholarships)
2019-2020: Data-Informed Action

REMOVING BARRIERS

- "Community Service" expanded
  - "You can’t volunteer at a soup kitchen, when you’re the one in line."
  - Tiffany Navarro
- Emphasized "All GPAs welcome to apply"
- Removed required references
- Removed minimum unit requirement (select scholarships)
- Flexible with part time/ full-time status
2019-2020:
Data-Informed Action

EQUITY LENS - REVIEWER’S WORKSHOP
- Review of data
- Questions asked
- Discussion on intent of the scholarship
- Understanding the purpose of the scholarship

Reviewer's Workshop
Questions to ponder:

• Do we see equitable outcomes within the data?

• Are we ok with the outcomes that we see?

• Are we as reviewers holding to the intent of the originator/funder?
Potential Opportunities

- Lower GPA requirement
- Minimum community service requirement
- Special populations and circumstances
- Service to others
- Review process:
  - Redact student names
  - Allow for a video presentation or in person presentation rather than essay
Importance of Equity Analysis
Equity Outcomes
Scholars

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2020</th>
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<tbody>
<tr>
<td>African American</td>
<td>6%</td>
<td>7%</td>
</tr>
<tr>
<td>Asian</td>
<td>18%</td>
<td>19%</td>
</tr>
<tr>
<td>Latinx</td>
<td>35%</td>
<td>36%</td>
</tr>
<tr>
<td>White</td>
<td>32%</td>
<td>28%</td>
</tr>
</tbody>
</table>
## Gender

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th></th>
<th>2020</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Average Amount per Award</td>
<td>Average Amount per Headcount</td>
<td>Average Amount per Award</td>
<td>Average Amount per Headcount</td>
</tr>
<tr>
<td>Female</td>
<td>$ 608</td>
<td>$ 944</td>
<td>$ 693</td>
<td>$ 979</td>
</tr>
<tr>
<td>Male</td>
<td>$ 648</td>
<td>$1,114</td>
<td>$ 617</td>
<td>$ 794</td>
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<tr>
<td>Binary*</td>
<td>$ 1,000</td>
<td>$ 1,000</td>
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*n = 1
### Averages

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<tbody>
<tr>
<td><strong>2019</strong></td>
<td></td>
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<td>African American</td>
<td>$ 522</td>
<td>$ 664</td>
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<td>$ 609</td>
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</tr>
<tr>
<td>White</td>
<td>$ 658</td>
<td>$ 993</td>
</tr>
<tr>
<td><strong>2020</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>African American</td>
<td>$ 873</td>
<td>$ 1,091</td>
</tr>
<tr>
<td>Asian</td>
<td>$ 720</td>
<td>$ 1,135</td>
</tr>
<tr>
<td>Latinx</td>
<td>$ 590</td>
<td>$ 768</td>
</tr>
<tr>
<td>White</td>
<td>$ 640</td>
<td>$ 927</td>
</tr>
</tbody>
</table>
Outreach

- Active Military: 0.4%
- Military: 0.4%
- Current Highschool: 2%
- Former Foster Youth: 7%
- STAR/Trio: 14%
- DSPS: 27%
- EOPS: 50%
Are you interested in attending a scholarship workshop?

- **African American**: 28% No, 6% Yes, don't contact me, 67% Yes, please contact me
- **Latinx**: 25% No, 31% Yes, don't contact me, 44% Yes, please contact me
- **Asian**: 37% No, 29% Yes, don't contact me, 35% Yes, please contact me
- **White**: 46% No, 30% Yes, don't contact me, 24% Yes, please contact me
Takeaways

• Inspect what you expect: Intentionality is the way to equity
• Create an opportunity while removing unintentional barriers
• Meet students where they are
• Changes can bring outcomes immediately
• Continuous improvement (Zakocs et al., 2015)
THANK YOU & ?