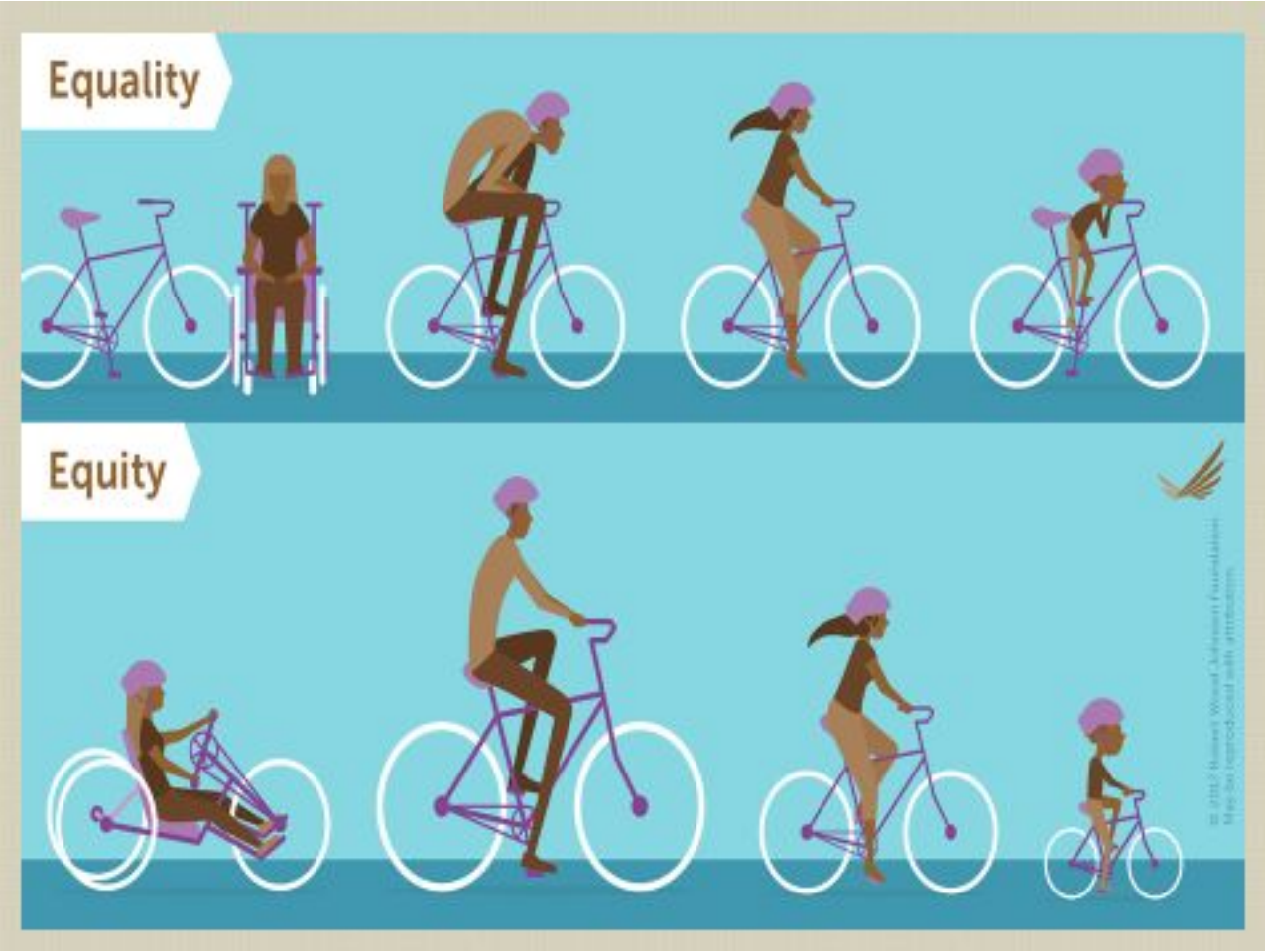
Inspecting What We Expect: An Equity Analysis of Scholarship Processes

Dr. Ashanti Hands | Vice President of Student Services
Larry Maxey | Dean of Student Success & Equity
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



Our Why

Equity Analysis

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

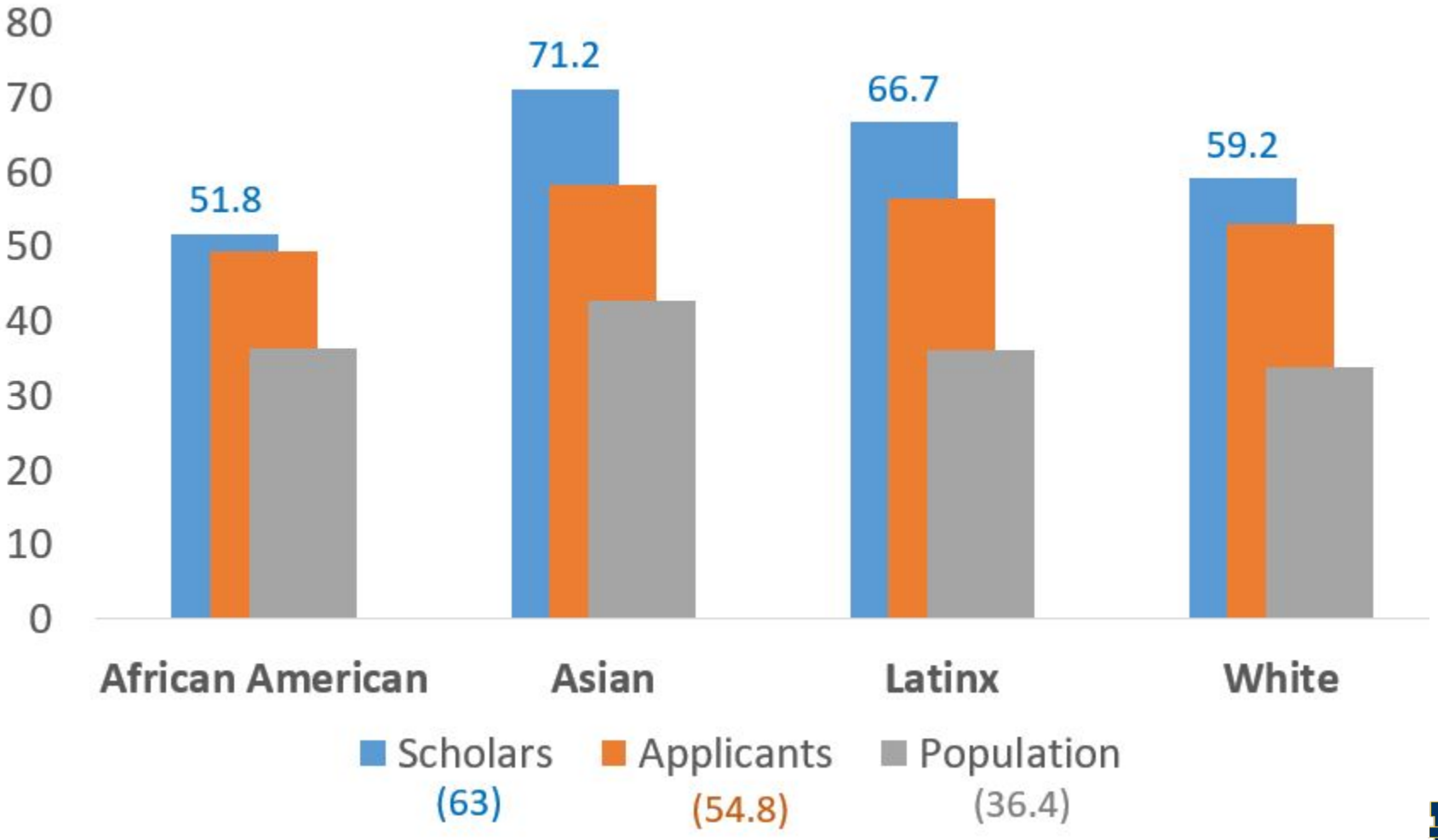
Each student received $994

Odd of Winning the Lottery

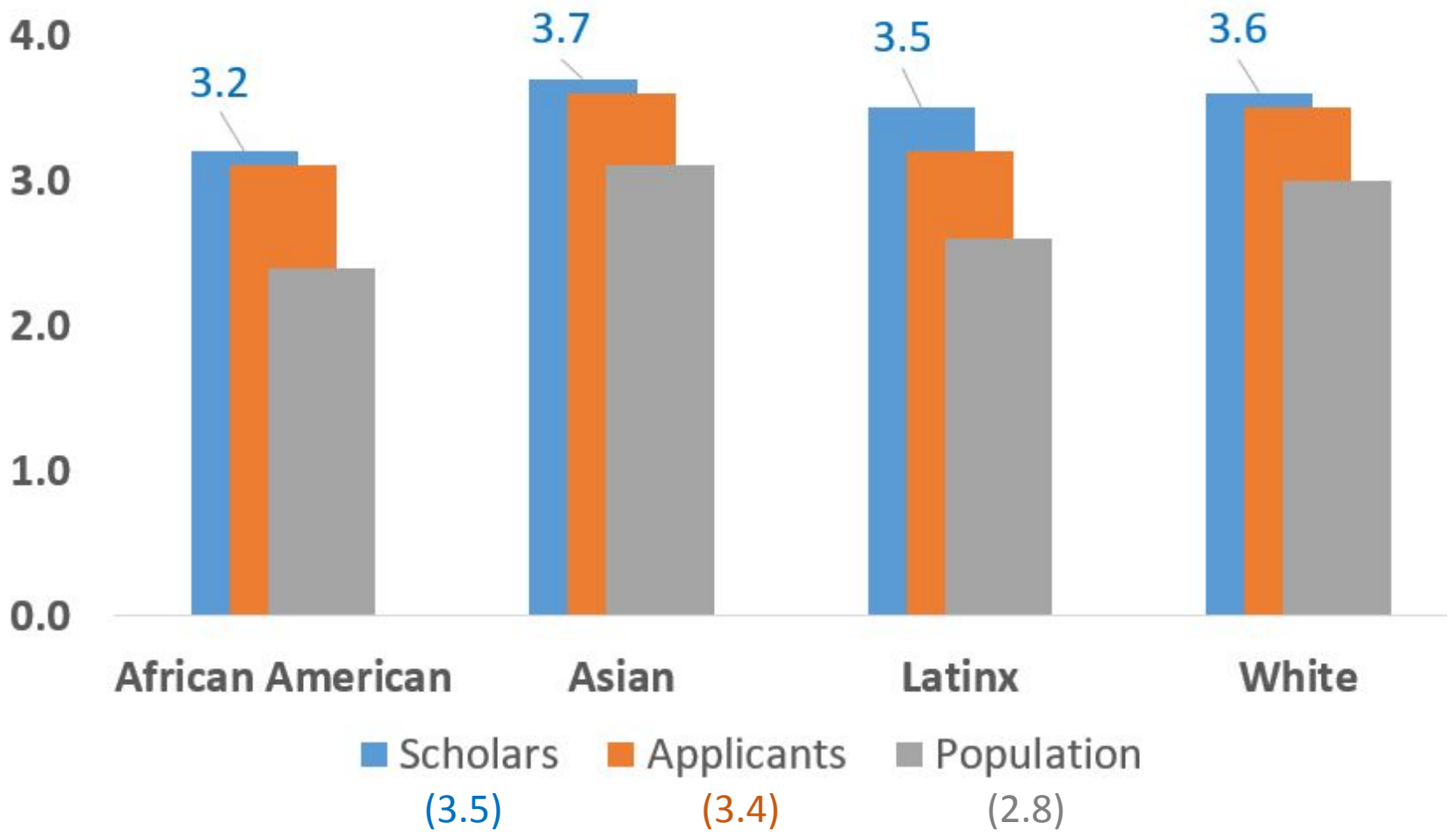
1 out of 302,600,000

25
8
But, there is more …

Cumulative Units



GPA


4.0
3.0
2.0
1.0
0.0
3.2
3.7
3.5
3.6
African American
Asian
Latinx
White
Scholars
Applicants
Population
(3.5)
(3.4)
(2.8)

Headcount, Awards, and Amount

	Headcount	Awards Received	Amount Received	Award per Headcount	Amount per Award	Amount per Headcount
Female	121	188	$114,255	1.55	$ 608	$ 944
Male	50	86	$ 55,685	1.72	$ 648	$ 1,114

Headcount, Awards, and Amount

	Headcount	Awards Received	Award Received %	Award Per Headcount
African American	11	14	5%	1.3
Asian	31	54	20%	1.7
Latinx	59	99	36%	1.7
White	55	83	30%	1.5

	Headcount	Amount Received	Amount Per Award	Amount Per Headcount
African American	11	$ 7,305	$ 522	$ 664
Asian	31	$ 31,250	$ 579	$ 1,008
Latinx	59	$ 60,245	$ 609	$ 1,021
White	55	$ 54,640	$ 658	$ 993

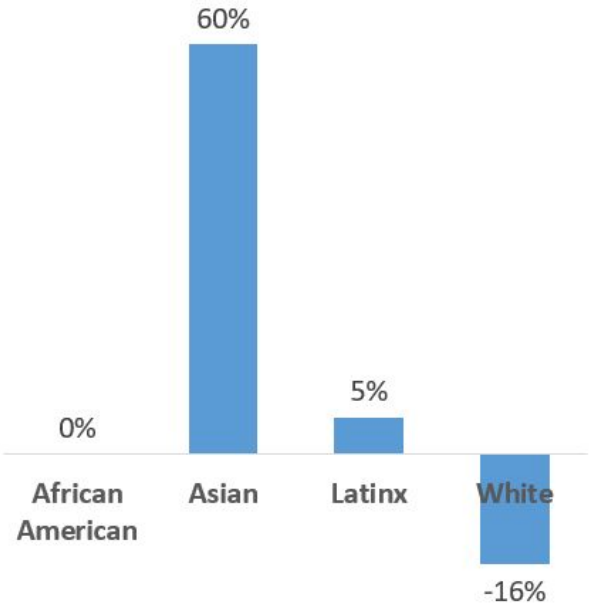
Headcount

(0)
As expected

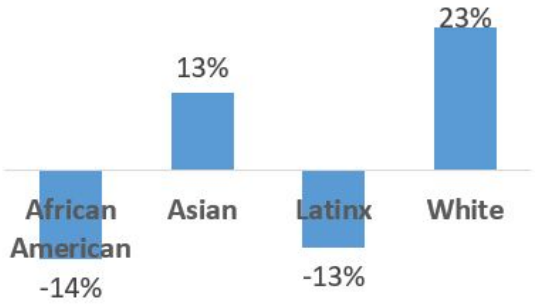
(+) Higher than expected

(-) Lower than expected

Applicants vs. Populations (Weighted Application Rate)

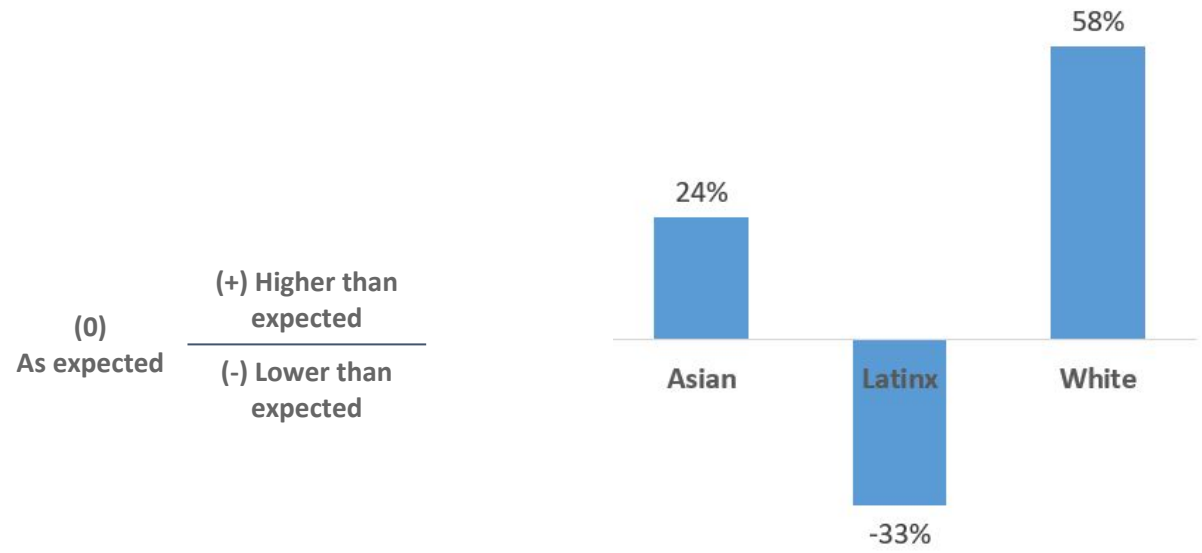


Scholars vs. Applicants (Weighted Award Rate)

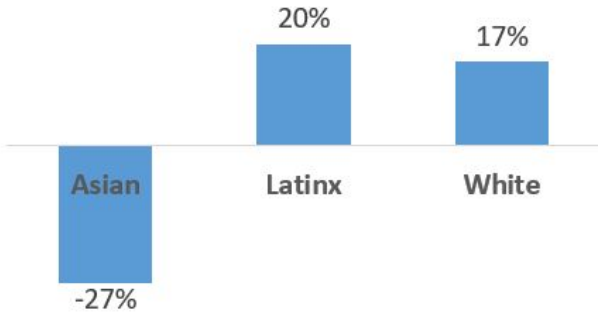


Primary Language is Not English

Applicants vs. Populations (Weighted Application Rate)



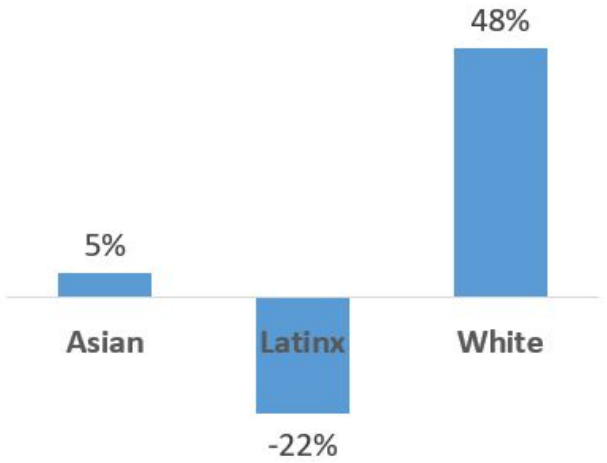
Scholars vs. Applicants (Weighted Award Rate)



First Generation

Applicants vs. Populations (Weighted Application Rate)

Scholars vs. Applicants (Weighted Award Rate)



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

Intrusive Outreach to Students Part 1

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

Intrusive Outreach to Students Part 2

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

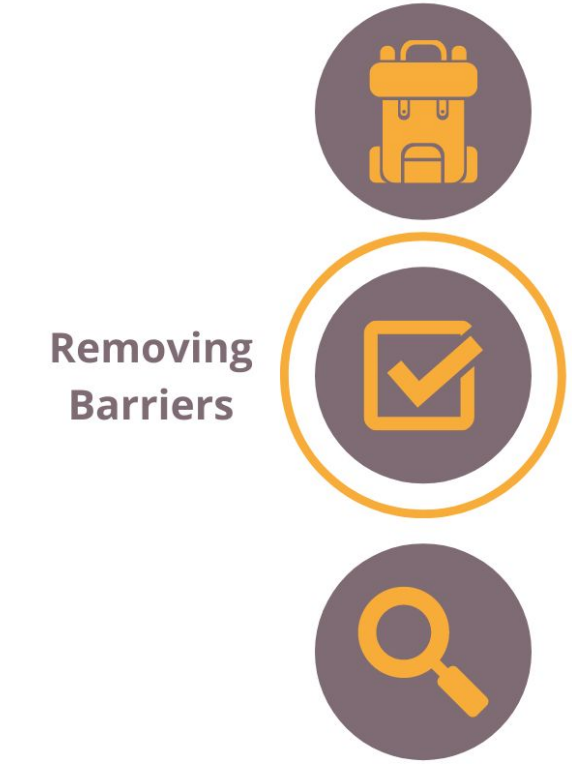
Intrusive Outreach to Students: Flyers

Intrusive Outreach to Students:
Mini Flyer (2"x4") Stickers on Granola Bars

2019-2020:
Data-Informed Action

REMOVING BARRIERS

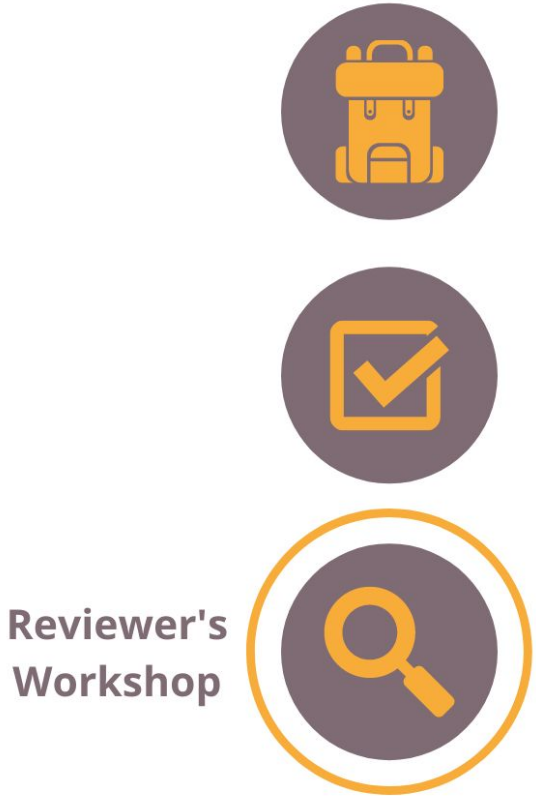
- **"Community Service" expanded**
  - *"You can't volunteer at a soup kitchen, when you're the one in line."*
    - Tiffany Navarro
- **Emphasized "All GPAs welcome to apply"**
- **Removed required references**
- **Removed minimum unit requirement (select scholarships)**
- **Flexible with part time/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



Review Committees - Gatekeepers

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?

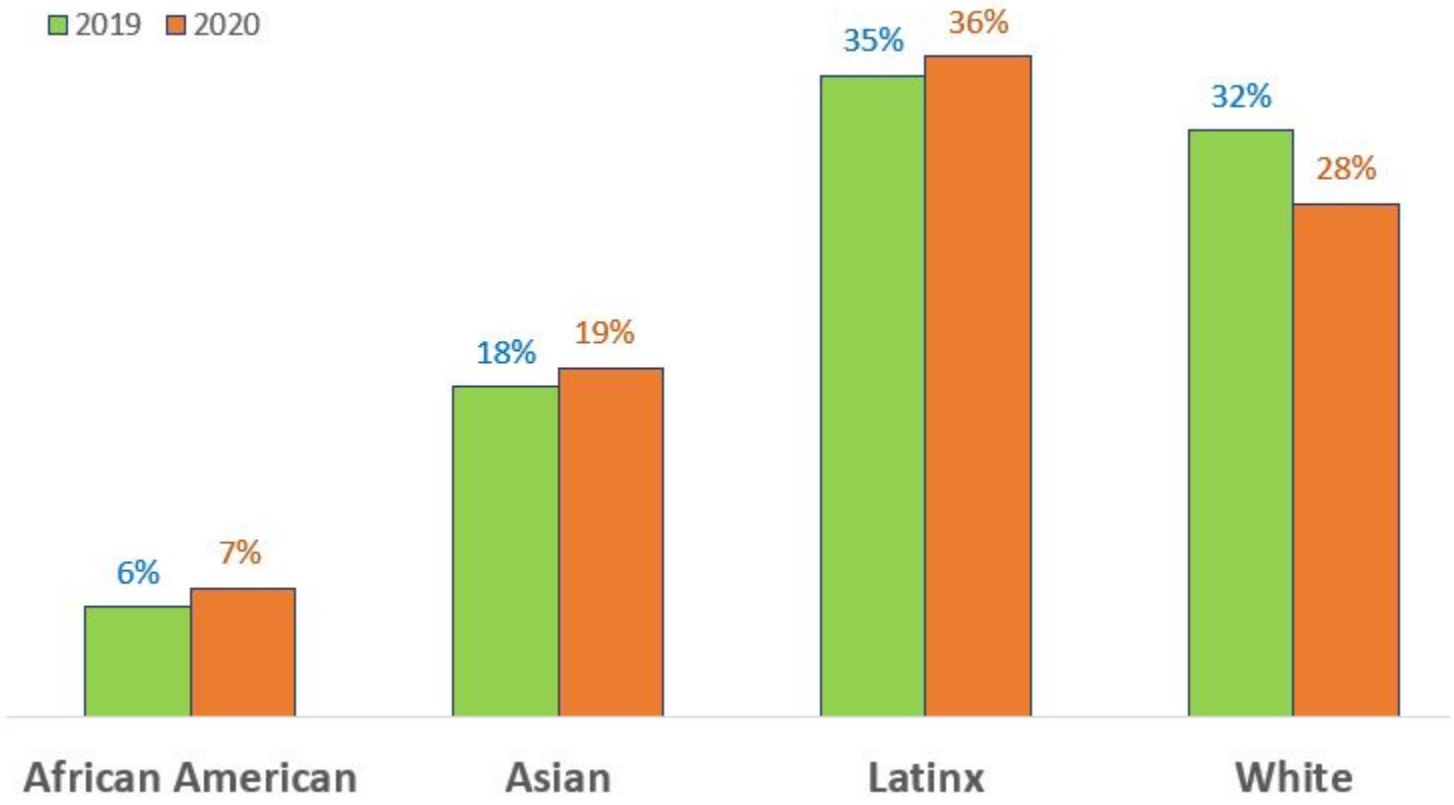
Potential Opportunities

- 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


2019
2020
6%
7%
18%
19%
35%
36%
32%
28%
African American
Asian
Latinx
White

Gender

2019	Average Amount per Award	Average Amount per Headcount
Female	$ 608	$ 944
Male	$ 648	$ 1,114

2020	Average Amount per Award	Average Amount per Headcount
Female	$ 693	$ 979
Male	$ 617	$ 794
Binary*	$ 1,000	$ 1,000

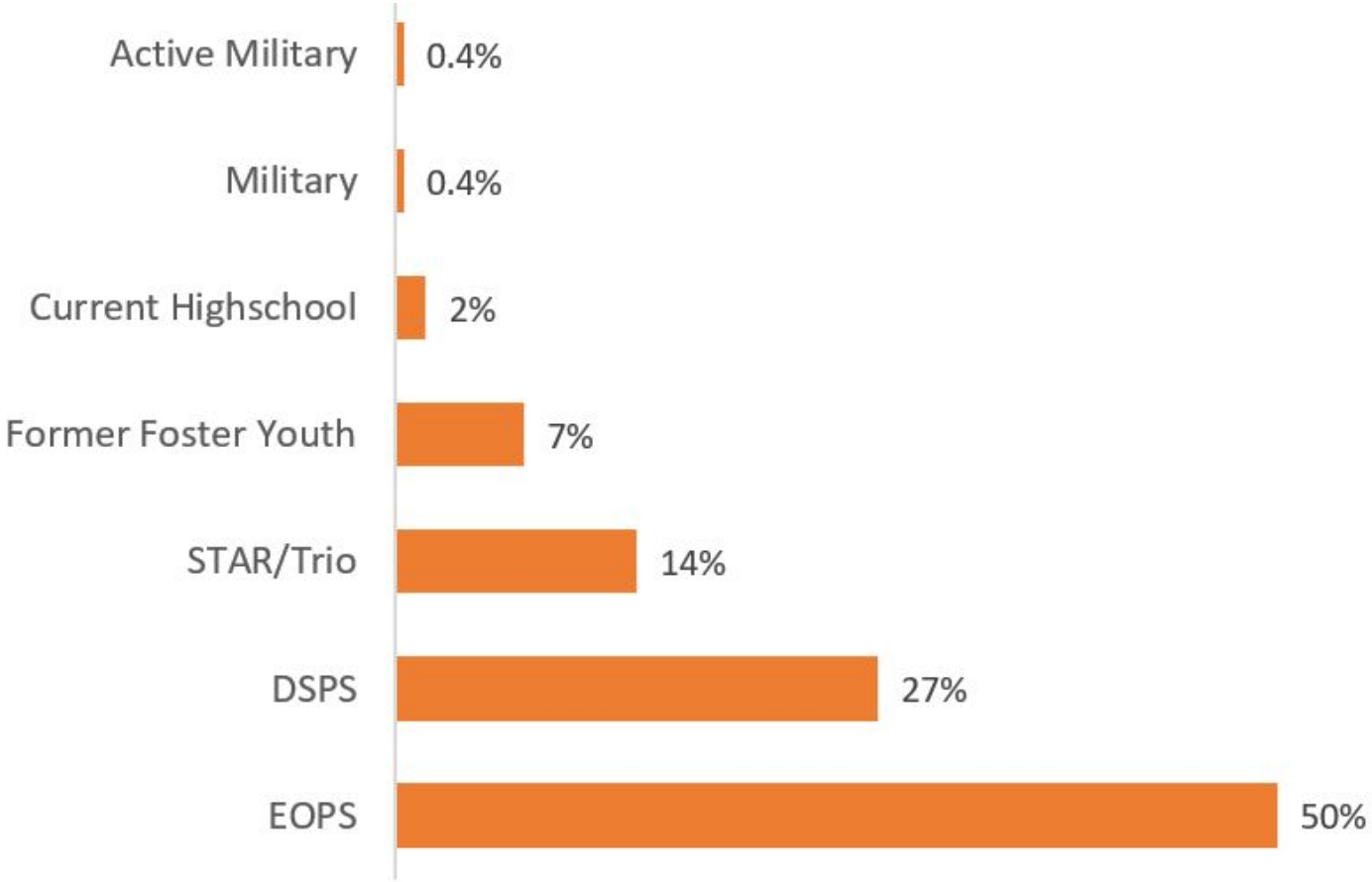
*n = 1

Averages

2019	Average Amount per Award	Average Amount per Headcount
African American	$ 522	$ 664
Asian	$ 579	$ 1,008
Latinx	$ 609	$ 1,021
White	$ 658	$ 993

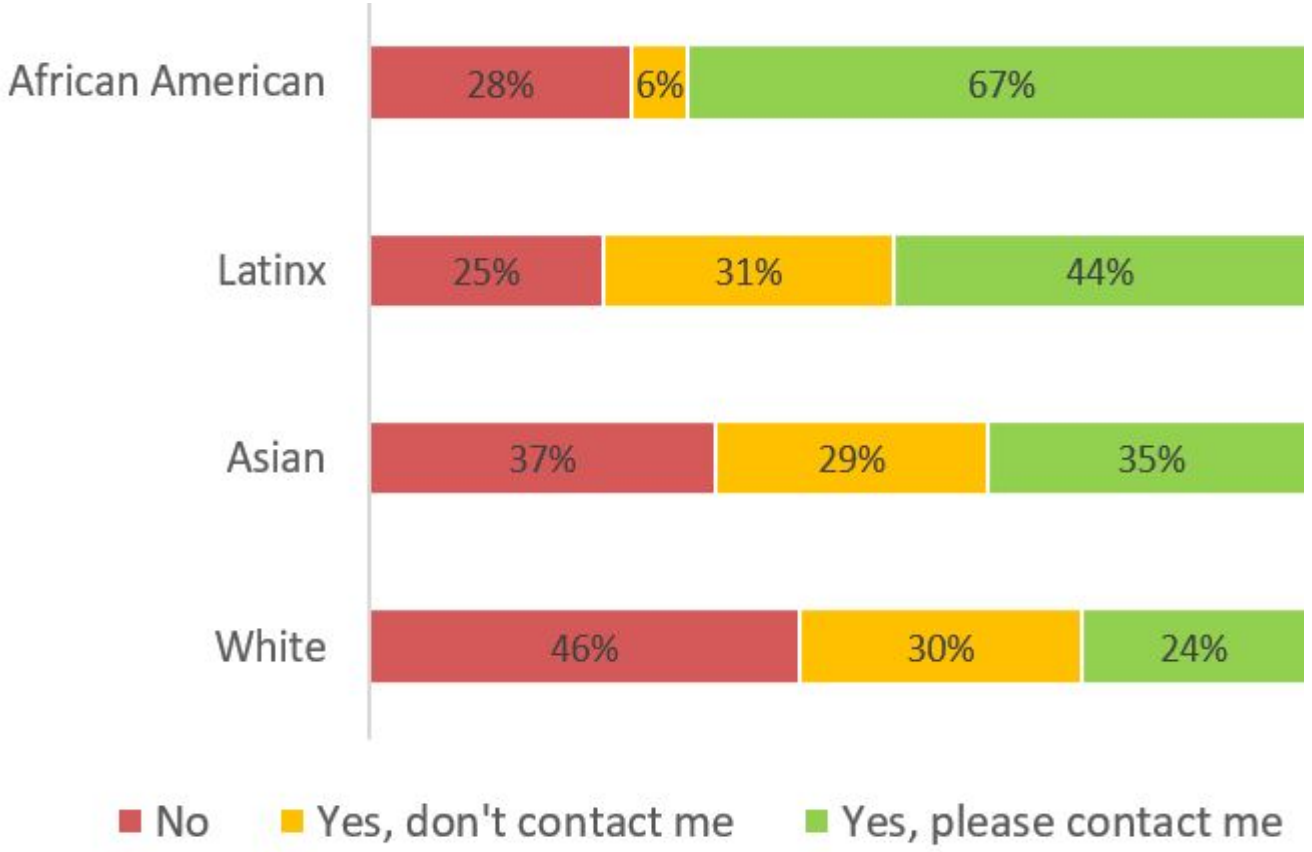
2020	Average Amount per Award	Average Amount per Headcount
African American	$ 873	$ 1,091
Asian	$ 720	$ 1,135
Latinx	$ 590	$ 768
White	$ 640	$ 927

Outreach


Active Military
0.4%
Military
0.4%
Current Highschool
2%
Former Foster Youth
7%
STAR/Trio
14%
DSPS
27%
EOPS
50%

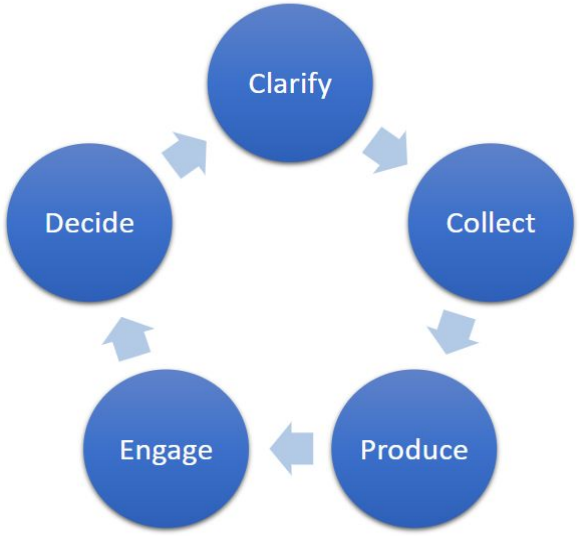
Workshop

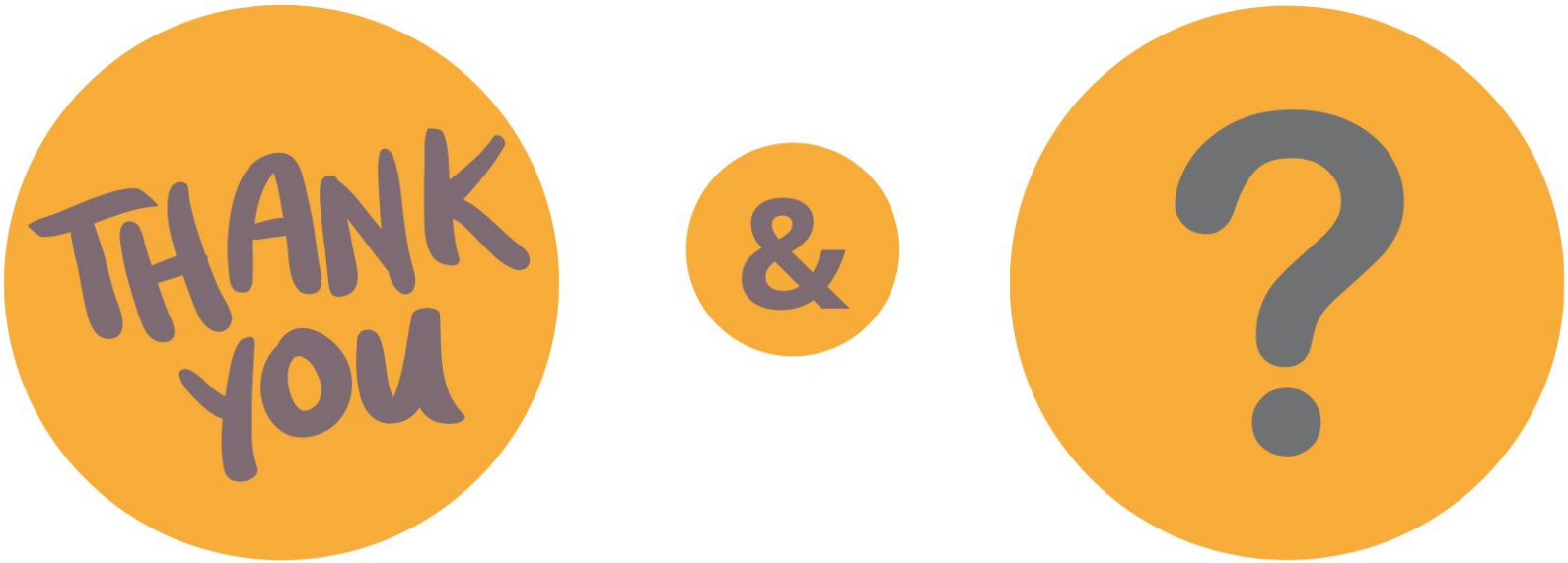
Are you interested in attending a scholarship workshop?



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
&
?