

**Equity Supplement Gap Analysis for Program Review**  
**Academic Year: 2015-2016**  
**Early Childhood Education (ECE)**

**Groups Experiencing an Equity Gap—Program Access Rates**

Groups highlighted below have an equity gap of 3 percentage points or more as identified in tables 1 and 2 on pages 2-3.

|                |                                   |   |   |   |                                |   |
|----------------|-----------------------------------|---|---|---|--------------------------------|---|
| Male students  | <b>6.9%</b><br>Access rate<br>ECE | ➔ | <b>Compared to</b><br><b>38.2%</b><br>Access rate<br>Cañada | = | <b>-31.3%</b><br>Equity<br>Gap | <b>It takes</b><br><b>289</b><br>male students<br>to close the gap    |
| Asian Students | <b>6.0%</b><br>Access rate<br>ECE | ➔ | <b>Compared to</b><br><b>11.6%</b><br>Access rate<br>Cañada | = | <b>-5.7%</b><br>Equity<br>Gap  | <b>It takes</b><br><b>52</b><br>Asian<br>students<br>to close the gap |

**Groups Experiencing an Equity Gap—Program Course Completion Rates**

Groups highlighted below have an equity gap of 3 percentage points or more as identified in tables 3 and 4 on pages 3-4.

For more details on numbers of students and ethnicity by gender gaps, please refer to table 4 on page 3.

|                                 |   |   |  |   |                                |  |
|---------------------------------|---|---|--|---|--------------------------------|--|
| Male Students                   | <b>69.4%</b><br>Completion<br>rate<br>ECE | ➔ | <b>Compared to</b><br><b>78.8%</b><br>Completion rate of<br>all students in<br>ECE | = | <b>-9.4%</b><br>Equity<br>Gap  | <b>It takes</b><br><b>7</b><br>Male<br>students<br>to close the gap                    |
| Black/African American students | <b>72.5%</b><br>Completion<br>rate<br>ECE | ➔ | <b>Compared to</b><br><b>78.8%</b><br>Completion rate of<br>all students in<br>ECE | = | <b>-6.3%</b><br>Equity<br>Gap  | <b>It takes</b><br><b>5</b><br>Black/African-<br>American students<br>to close the gap |
| Filipino students               | <b>74.1%</b><br>Completion<br>rate<br>ECE | ➔ | <b>Compared to</b><br><b>78.8%</b><br>Completion rate of<br>all students in<br>ECE | = | <b>-4.7%</b><br>Equity<br>Gap  | <b>It takes</b><br><b>1</b><br>Filipino<br>students<br>to close the gap                |
| Multi-race students             | <b>75.7%</b><br>Completion<br>rate<br>ECE | ➔ | <b>Compared to</b><br><b>78.8%</b><br>Completion rate of<br>all students in<br>ECE | = | <b>-3.1%</b><br>Equity<br>Gap  | <b>It takes</b><br><b>9</b><br>Multi-race<br>students<br>to close the gap              |
| Pacific Islander students       | <b>33.3%</b><br>Completion<br>rate<br>ECE | ➔ | <b>Compared to</b><br><b>78.8%</b><br>Completion rate of<br>all students in<br>ECE | = | <b>-45.5%</b><br>Equity<br>Gap | <b>It takes</b><br><b>8</b><br>Multi-race<br>students<br>to close the gap              |

**Table 1. Program Access Equity Gap by Gender**

| Gender     | Program Unduplicated Headcount | %      | College Unduplicated Headcount | %      | Gap    | Gender Gap Goal |
|------------|--------------------------------|--------|--------------------------------|--------|--------|-----------------|
| Female     | 842                            | 91.1%  | 6,823                          | 61.8%  | 29.3%  | --              |
| Male       | 64                             | 6.9%   | 4,216                          | 38.2%  | -31.3% | 289             |
| Unreported | 18                             | 1.9%   | 352                            | 2.9%   | -0.9%  | --              |
| Total      | 924                            | 100.0% | 11,358                         | 100.0% | 0.0%   | --              |

**Table 2. Program Access Equity Gap by Ethnicity and Gender**

| Ethnicity                             | Gender     | Program Enrollment | Program % | College Enrollment | College % | Ethnicity Gap | Ethnicity Gap Goal | Ethnicity-Gender Gap | Ethnicity-Gender Gap Goal |
|---------------------------------------|------------|--------------------|-----------|--------------------|-----------|---------------|--------------------|----------------------|---------------------------|
| <b>American Indian/Alaskan Native</b> | Female     | 1                  | 0.1%      | 13                 | 0.1%      |               |                    | 0.0%                 | --                        |
|                                       | Male       |                    |           | 7                  | 0.1%      |               |                    |                      |                           |
|                                       | Unreported |                    |           | 0                  |           |               |                    |                      |                           |
|                                       | Total      | 1                  | 0.1%      | 20                 | 0.2%      | -0.1%         | --                 |                      |                           |
| <b>Asian</b>                          | Female     | 49                 | 5.3%      | 729                | 6.6%      |               |                    | -1.3%                | --                        |
|                                       | Male       | 5                  | 0.5%      | 548                | 5.0%      |               |                    | -4.4% <sup>a</sup>   | --                        |
|                                       | Unreported | 1                  |           | 42                 | < 0%      |               |                    |                      |                           |
|                                       | Total      | 55                 | 6.0%      | 1,319              | 11.6%     | -5.7%         | 52                 |                      |                           |
| <b>Black - Non-Hispanic</b>           | Female     | 32                 | 3.5%      | 209                | 1.9%      |               |                    | 1.6%                 | --                        |
|                                       | Male       | 1                  | 0.1%      | 133                | 1.2%      |               |                    | -1.1%                | --                        |
|                                       | Unreported | 1                  |           | 10                 | < 0%      |               |                    |                      |                           |
|                                       | Total      | 34                 | 3.7%      | 352                | 3.1%      | 0.6%          | --                 |                      |                           |
| <b>Filipino</b>                       | Female     | 14                 | 1.5%      | 309                | 2.8%      |               |                    | -1.3%                | --                        |
|                                       | Male       | 3                  | 0.3%      | 185                | 1.7%      |               |                    | -1.4%                | --                        |
|                                       | Unreported |                    |           | 9                  | < 0%      |               |                    |                      |                           |
|                                       | Total      | 17                 | 1.8%      | 503                | 4.4%      | -2.6%         | --                 |                      |                           |
| <b>Hispanic</b>                       | Female     | 397                | 43.0%     | 2,381              | 21.6%     |               |                    | 21.4%                | --                        |
|                                       | Male       | 26                 | 2.8%      | 1,446              | 13.1%     |               |                    | -10.3%               | 95                        |
|                                       | Unreported | 6                  |           | 58                 | 1%        |               |                    |                      |                           |
|                                       | Total      | 429                | 46.4%     | 3,885              | 34.2%     | 12.2%         | --                 |                      |                           |
| <b>Multi Races</b>                    | Female     | 127                | 13.7%     | 1,104              | 10.0%     |               |                    | 3.7%                 | --                        |
|                                       | Male       | 12                 | 1.3%      | 627                | 5.7%      |               |                    | -4.4%                | 40                        |
|                                       | Unreported |                    |           | 40                 | < 0%      |               |                    |                      |                           |
|                                       | Total      | 139                | 15.0%     | 1,771              | 15.6%     | -0.5%         | --                 |                      |                           |
| <b>Pacific Islander</b>               | Female     | 9                  | 1.0%      | 113                | 1.0%      |               |                    | 0.0%                 | --                        |
|                                       | Male       |                    | 0.0%      | 58                 | 0.5%      |               |                    | -0.5%                | --                        |
|                                       | Unreported | 1                  |           | 4                  | < 0%      |               |                    |                      |                           |
|                                       | Total      | 10                 | 1.1%      | 175                | 1.5%      | -0.5%         | --                 |                      |                           |
| <b>White</b>                          | Female     | 202                | 21.9%     | 1,809              | 16.4%     |               |                    | 5.5%                 | --                        |

| Ethnicity    | Gender     | Program Enrollment | Program % | College Enrollment | College % | Ethnicity Gap | Ethnicity Gap Goal | Ethnicity-Gender Gap | Ethnicity-Gender Gap Goal |
|--------------|------------|--------------------|-----------|--------------------|-----------|---------------|--------------------|----------------------|---------------------------|
| Non-Hispanic | Male       | 15                 | 1.6%      | 1,091              | 9.9%      |               |                    | -8.3%                | 76                        |
|              | Unreported | 6                  |           | 86                 | 1%        |               |                    |                      |                           |
|              | Total      | 223                | 24.1%     | 2,986              | 26.3%     | -2.2%         | --                 |                      |                           |
| Unknown      | Female     | 11                 | 1.2%      | 156                | 1.4%      |               |                    | -0.2%                | --                        |
|              | Male       | 2                  | 0.2%      | 121                | 1.1%      |               |                    | -0.9%                | --                        |
|              | Unreported | 3                  |           | 70                 | 1%        |               |                    |                      |                           |
|              | Total      | 16                 | 1.7%      | 347                | 3.1%      | -1.3%         | --                 |                      |                           |

**Table 3. Program Course Success Equity Gap by Gender**

| Gender     | Program Enrollment | Course Success Count | Course Success % | Gender Gap | Gender Gap Count |
|------------|--------------------|----------------------|------------------|------------|------------------|
| Female     | 1,624              | 1,283                | 79.0%            | 0.2%       | --               |
| Male       | 108                | 75                   | 69.4%            | -9.4%      | 7                |
| Unreported | 42                 | 40                   | 95.2%            | 16.4%      | --               |
| Total      | 1,774              | 1,398                | 78.8%            |            |                  |

**Table 4. Program Course Success Equity Gap by Ethnicity and Gender**

| Ethnicity                      | Gender     | Program Enrollment | Program Course Success Count | Program Success % | Ethnicity Course Success Gap | Ethnicity Course Success Gap Goal | Ethnicity-Gender Course Success Gap | Ethnicity-Gender Course Success Gap Goal |
|--------------------------------|------------|--------------------|------------------------------|-------------------|------------------------------|-----------------------------------|-------------------------------------|--|
| American Indian/Alaskan Native | Female     | 2                  | 2                            | 100.0%            |                              |                                   | 21.2%                               | --                                       |
|                                | Male       |                    |                              |                   |                              |                                   |                                     |  |
|                                | Unreported |                    |                              |                   |                              |                                   |                                     |  |
|                                | Total      | 2                  | 2                            | 100.0%            | 21.2%                        | --                                |                                     |  |
| Asian                          | Female     | 87                 | 79                           | 90.8%             |                              |                                   | 12.0%                               | --                                       |
|                                | Male       | 6                  | 3                            | 50.0%             |                              |                                   | -28.8% <sup>a</sup>                 | --                                       |
|                                | Unreported | 1                  | 1                            | 100.0%            |                              |                                   | 21.2%                               | --                                       |
|                                | Total      | 94                 | 83                           | 88.3%             | 9.5%                         | --                                |                                     |  |
| Black - Non-Hispanic           | Female     | 70                 | 49                           | 70.0%             |                              |                                   | -8.8%                               | 6  |
|                                | Male       | 1                  |                              |                   |                              |                                   | -78.8% <sup>a</sup>                 | --                                       |
|                                | Unreported | 9                  | 9                            | 100.0%            |                              |                                   | 21.2%                               | --                                       |
|                                | Total      | 80                 | 58                           | 72.5%             | -6.3%                        | 5                                 |                                     |  |
| Filipino                       | Female     | 20                 | 18                           | 90.0%             |                              |                                   | 11.2%                               | --                                       |
|                                | Male       | 7                  | 2                            | 28.6%             |                              |                                   | -50.2% <sup>a</sup>                 | --                                       |
|                                | Unreported |                    |                              |                   |                              |                                   |                                     |  |
|                                | Total      | 27                 | 20                           | 74.1%             | -4.7%                        | 1                                 |                                     |  |
| Hispanic                       | Female     | 783                | 602                          | 76.9%             |                              |                                   | -1.9%                               | --                                       |

| Ethnicity          | Gender     | Program Enrollment | Program Course Success Count | Program Success % | Ethnicity Course Success Gap | Ethnicity Course Success Gap Goal | Ethnicity-Gender Course Success Gap | Ethnicity-Gender Course Success Gap Goal |
|--------------------|------------|--------------------|------------------------------|-------------------|------------------------------|-----------------------------------|-------------------------------------|--|
|                    | Male       | 45                 | 27                           | 60.0%             |                              |                                   | -18.8%                              | 8  |
|                    | Unreported | 10                 | 9                            | 90.0%             |                              |                                   | 11.2%                               | --                                       |
|                    | Total      | 838                | 638                          | 76.1%             | -2.7%                        | --                                |                                     |  |
| Multi Races        | Female     | 266                | 201                          | 75.6%             |                              |                                   | -3.2%                               | 9  |
|                    | Male       | 18                 | 14                           | 77.8%             |                              |                                   | -1.0%                               | --                                       |
|                    | Unreported |                    |                              |                   |                              |                                   |                                     |  |
|                    | Total      | 284                | 215                          | 75.7%             | -3.1%                        | 9                                 |                                     |  |
| Pacific Islander   | Female     | 16                 | 4                            | 25.0%             |                              |                                   | -53.8%                              | 9  |
|                    | Male       |                    |                              |                   |                              |                                   |                                     |  |
|                    | Unreported | 2                  | 2                            | 100.0%            |                              |                                   | 21.2%                               | --                                       |
|                    | Total      | 18                 | 6                            | 33.3%             | -45.5%                       | 8                                 |                                     |  |
| White Non-Hispanic | Female     | 356                | 307                          | 86.2%             |                              |                                   | 7.4%                                | --                                       |
|                    | Male       | 27                 | 25                           | 92.6%             |                              |                                   | 13.8%                               | --                                       |
|                    | Unreported | 17                 | 16                           | 94.1%             |                              |                                   | 15.3%                               | --                                       |
|                    | Total      | 400                | 348                          | 87.0%             | 8.2%                         | --                                |                                     |  |
| Unknown            | Female     | 23                 | 20                           | 87.0%             |                              |                                   | 8.2%                                | --                                       |
|                    | Male       | 4                  | 3                            | 75.0%             |                              |                                   | -3.8% <sup>a</sup>                  | --                                       |
|                    | Unreported | 4                  | 4                            | 100.0%            |                              |                                   | 21.2%                               | --                                       |
|                    | Total      | 31                 | 27                           | 87.1%             | 8.3%                         | --                                |                                     |  |

Note: <sup>a</sup> Equity gap is not calculated for groups with less than 10 students in the category.