Calculating Equity Gaps

- A tool for quantifying inequity
- A baseline for monitoring progress towards closing gaps

<table>
<thead>
<tr>
<th>Racial Group</th>
<th># of T/TT Faculty employed 2018</th>
<th>The proportion of Faculty employed (%)</th>
<th>The proportion of students enrolled (%)</th>
<th>Percentage point difference with +/- added</th>
</tr>
</thead>
<tbody>
<tr>
<td>Latinx</td>
<td>36</td>
<td>12.7%</td>
<td>60.6%</td>
<td>-47.9</td>
</tr>
</tbody>
</table>

Calculating # of Additional Faculty Needed to Close Gaps

- Translates a percentage point gap into a measure (# of Faculty) that’s more practical and understandable
- Remember to round up and focus on historically underserved groups.

For additional resources visit:
https://cue.usc.edu/
www.edexcelencia.org