


EXAMPLE

### Calculating Equity Gaps

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

Racial Group	The # of 1/TT Faculty employed 2018	The proportion of faculty employed (%)	The proportion of students enrolled (%)	Percentage point difference with +/- added
Latinx	36	12.7%		




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12.7 – 60.6 = -47.9

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Latinx	36	12.7%	60.6%	-47.9




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EXAMPLE

### 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.

Equity Gap	Racial Group	Gap Expressed as Percentage	Percentage expressed as decimal 25% becomes .25	Multiply	the Total # of faculty	=	Total # of faculty needed to advance equity with student enrollment
Largest Gap	Latinx	-47.9	.479	x	283	=	



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.479 x 283 = 136


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Largest Gap	Latinx	-47.9	.479	x	283	=	136



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For additional resources visit:  
<https://cue.usc.edu/>  
[www.edexcellencia.org](http://www.edexcellencia.org)



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