

Norco College 2019-21 Equity Plan Data

80% Rule Methodology

GOAL:

This spreadsheet provides the data that was used to help develop the Norco College 2019-22 Equity Plan. Each tab contains data for the specific metric. Within each tab, tables and figures are provided to show the disproportionate impact study for the Norco College population disaggregated by gender and Ethnicity, Disability, First Generation, Foster Youth, LGBTQ+, Low Income, and Veterans (some factors are not available for certain metrics). The 80% Rule methodology was used to determine disproportionately impacted groups.

METRICS:

<i>Access:</i>	A rate that calculates students who applied in either the 2016-17 or 2017-18 academic years and enrolled during the 2017-18 academic year.
<i>Fall-Spring Retention:</i>	A rate that calculates students who were enrolled in Fall 2017 and also enrolled in Spring 2018.
<i>MAT ENG Completion:</i>	A rate that calculates students who successfully complete transfer-level Math and English in their first year during the 2017-18 academic year.
<i>Degree Rate:</i>	A rate that calculates students who started in Fall 2014 and received an Associate degree by Spring 2018.
<i>Certificate Rate:</i>	A rate that calculates students who started in Fall 2014 and received a Chancellor's Office approved certificate by Spring 2018.
<i>Transfer Rate:</i>	A rate that calculates students who started in Fall 2014 and transferred to a four-year institution by Spring 2018.

DEFINITIONS:

	This is the threshold that determines a disproportionately impacted group. It is
<i>80% Cutoff:</i>	80% of the highest rate (excluding groups that have sample sizes of less than 11).

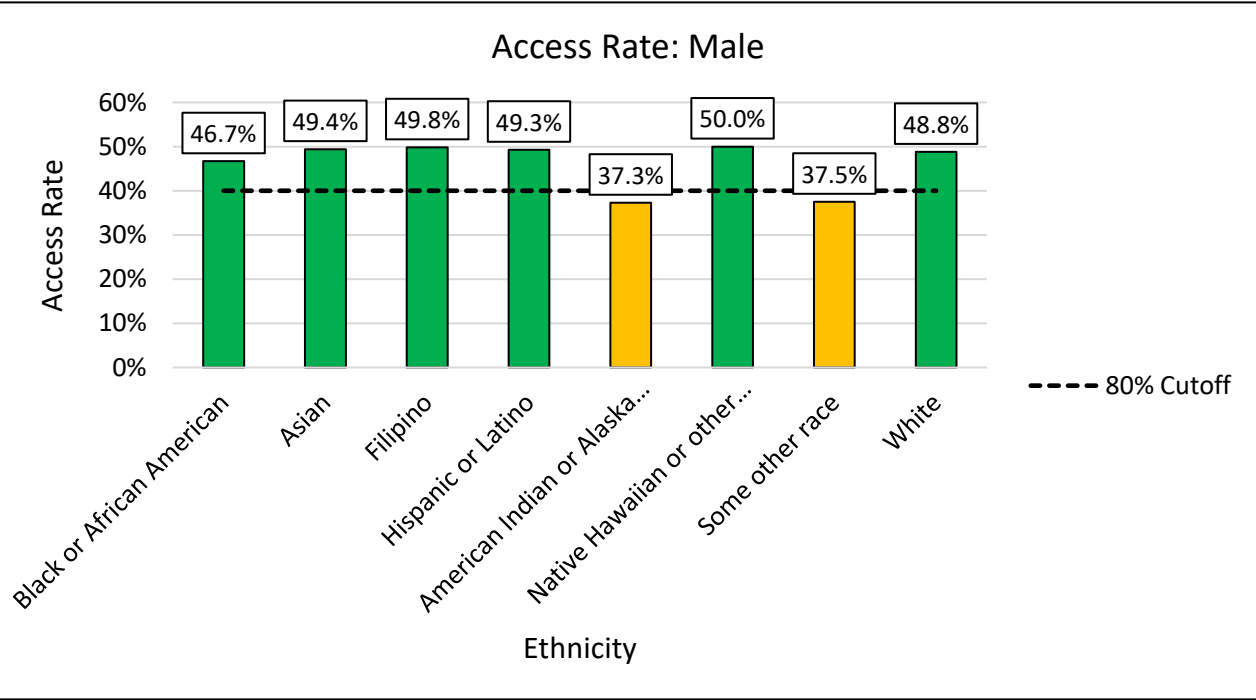
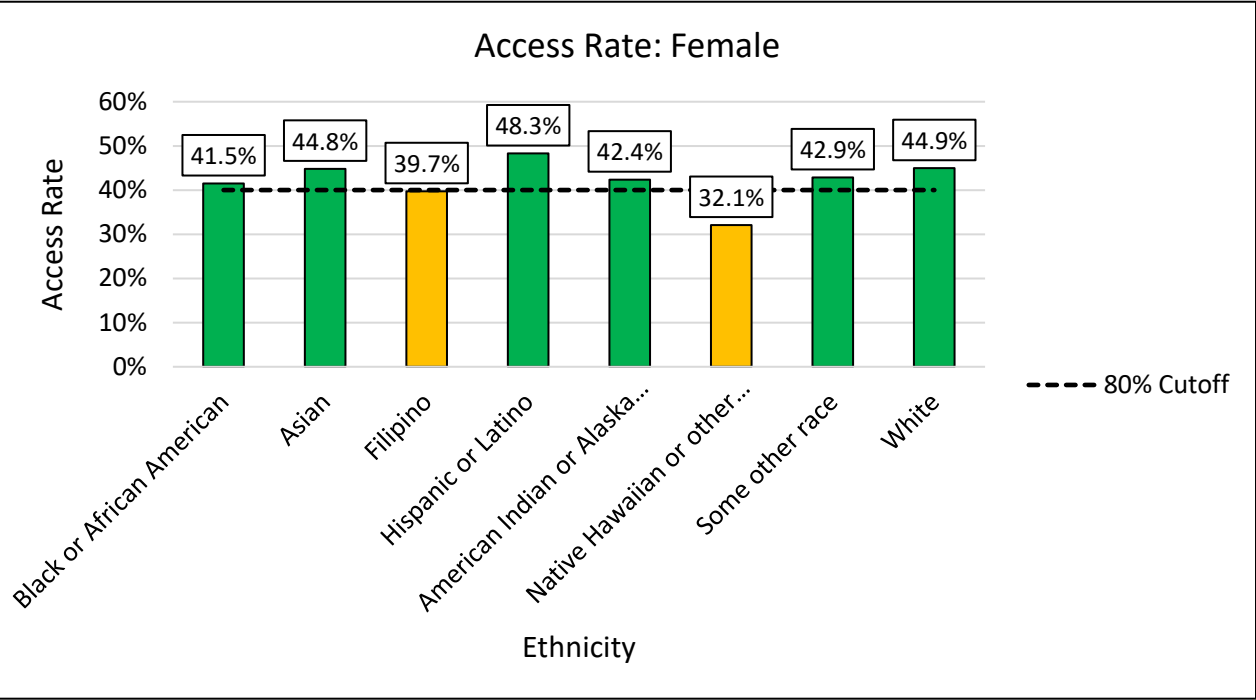
COLOR CODING:

<i>Orange:</i>	DI Group
<i>Gray:</i>	Sample size is too small to be included in analysis (< 11)

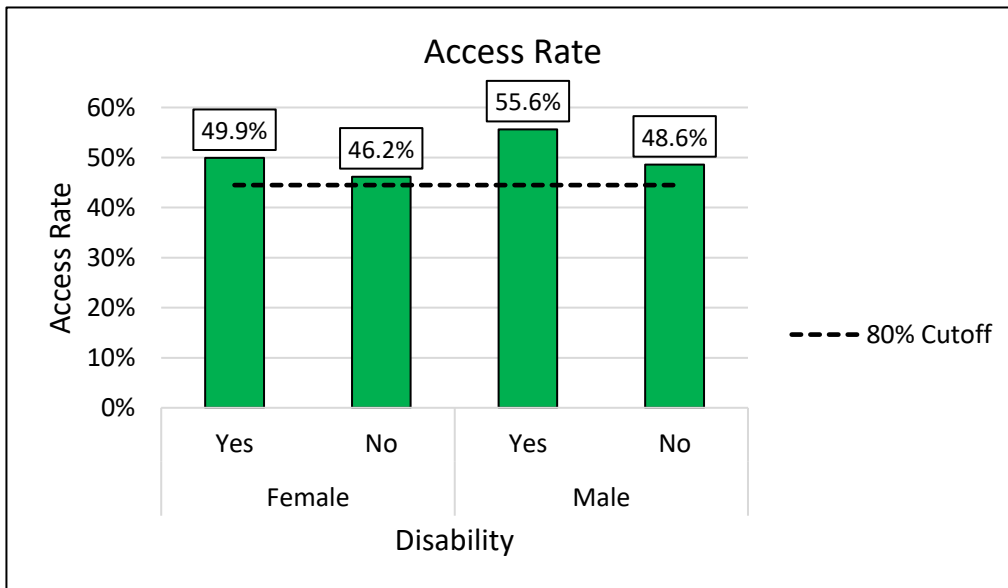
DATA SOURCES:

<i>Access:</i>	Student Equity and Achievement (SEA) Data
<i>Fall-Spring Retention:</i>	Student Equity and Achievement (SEA) Data
<i>MAT ENG Completion:</i>	Student Equity and Achievement (SEA) Data
<i>Degree Rate:</i>	CCCCO Management Information Systems (MIS) Data
<i>Certificate Rate:</i>	CCCCO Management Information Systems (MIS) Data
<i>Transfer Rate:</i>	CCCCO Management Information Systems (MIS) Data

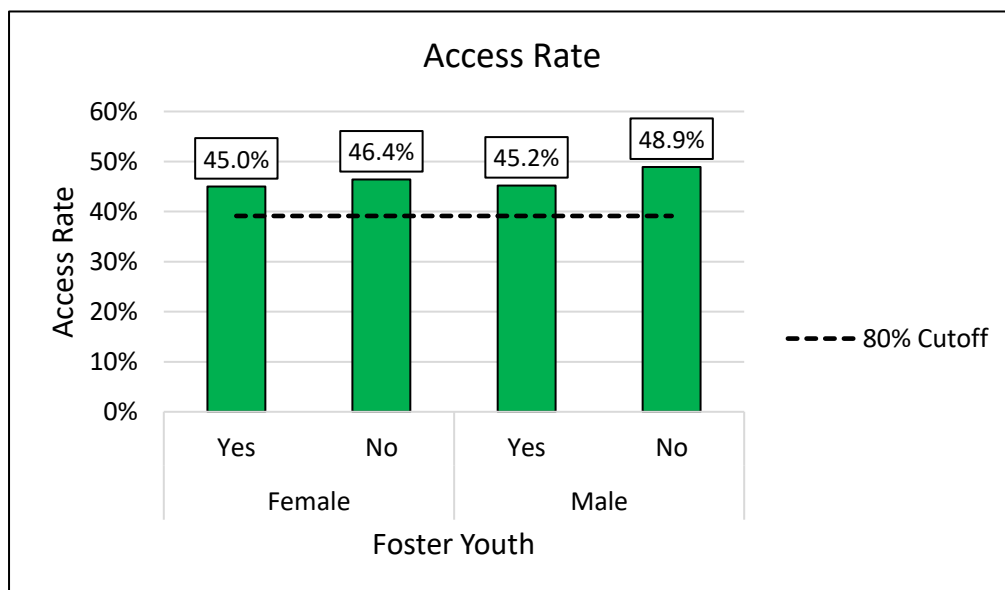
Access Rate By Gender and Ethnicity Enrolled in 2017-18 80% Rule Methodology						
Gender	Ethnicity	Applicant	Enrolled	Rate	80% Cutoff	DI
Female	Black or African American	957	397	41.5%	40.0%	N
	Asian	884	396	44.8%	40.0%	N
	Filipino	282	112	39.7%	40.0%	Y
	Hispanic or Latino	6596	3184	48.3%	40.0%	N
	American Indian or Alaska Native	85	36	42.4%	40.0%	N
	Native Hawaiian or other Pacific Islander	53	17	32.1%	40.0%	Y
	Some other race	77	33	42.9%	40.0%	N
	White	2363	1062	44.9%	40.0%	N
Male	Black or African American	767	358	46.7%	40.0%	N
	Asian	860	425	49.4%	40.0%	N
	Filipino	297	148	49.8%	40.0%	N
	Hispanic or Latino	5303	2613	49.3%	40.0%	N
	American Indian or Alaska Native	59	22	37.3%	40.0%	Y
	Native Hawaiian or other Pacific Islander	48	24	50.0%	40.0%	N
	Some other race	56	21	37.5%	40.0%	Y
	White	2273	1109	48.8%	40.0%	N



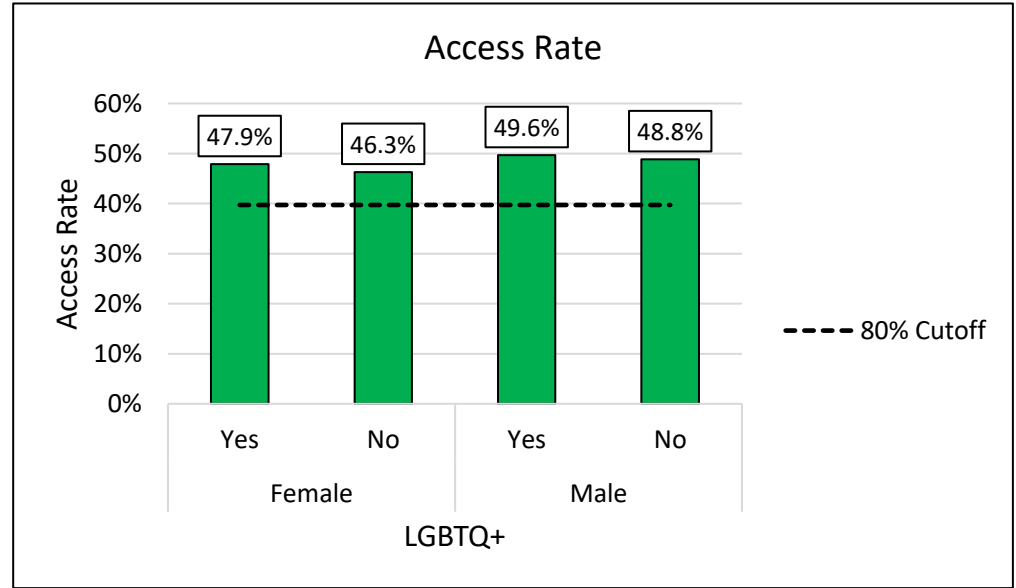
Access Rate By Gender and Disability Enrolled in 2017-18 80% Rule Methodology						
Gender	Disability	Applicant	Enrolled	%Access	80% Cutoff	DI
Female	Yes	527	263	49.9%	44.5%	N
	No	10770	4974	46.2%	44.5%	N
Male	Yes	374	208	55.6%	44.5%	N
	No	9289	4512	48.6%	44.5%	N



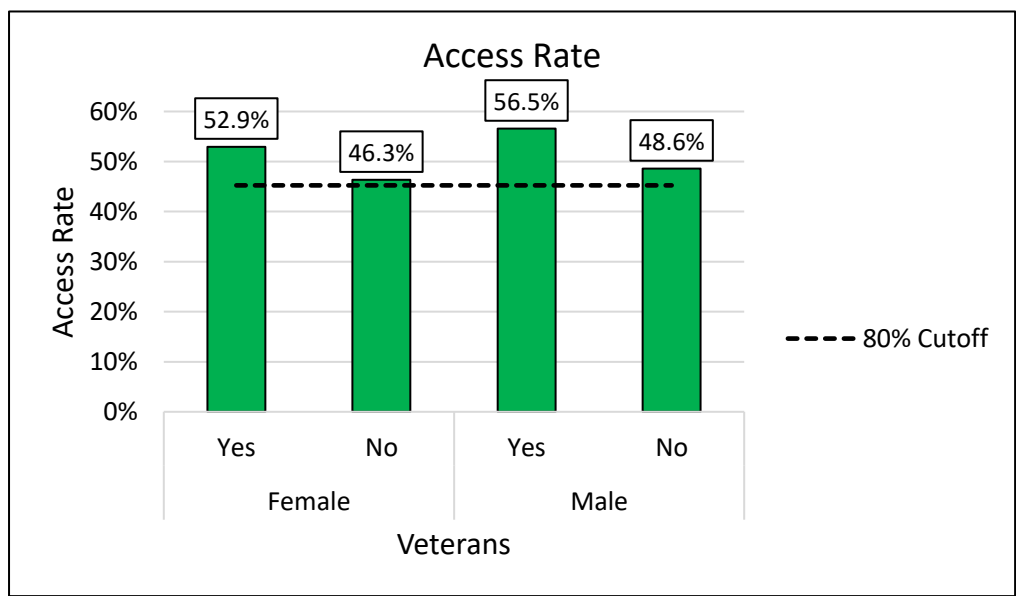
Access Rate By Gender and Foster Youth Enrolled in 2017-18 80% Rule Methodology						
Gender	Foster Youth	Applicant	Enrolled	%Access	80% Cutoff	DI
Female	Yes	269	121	45.0%	39.1%	N
	No	11028	5116	46.4%	39.1%	N
Male	Yes	166	75	45.2%	39.1%	N
	No	9497	4645	48.9%	39.1%	N



Access Rate By Gender and LGBTQ+ Enrolled in 2017-18 80% Rule Methodology						
Gender	LGBTQ+	Applicant	Enrolled	%Access	80% Cutoff	DI
Female	Yes	466	223	47.9%	39.7%	N
	No	10831	5014	46.3%	39.7%	N
Male	Yes	284	141	49.6%	39.7%	N
	No	9379	4579	48.8%	39.7%	N

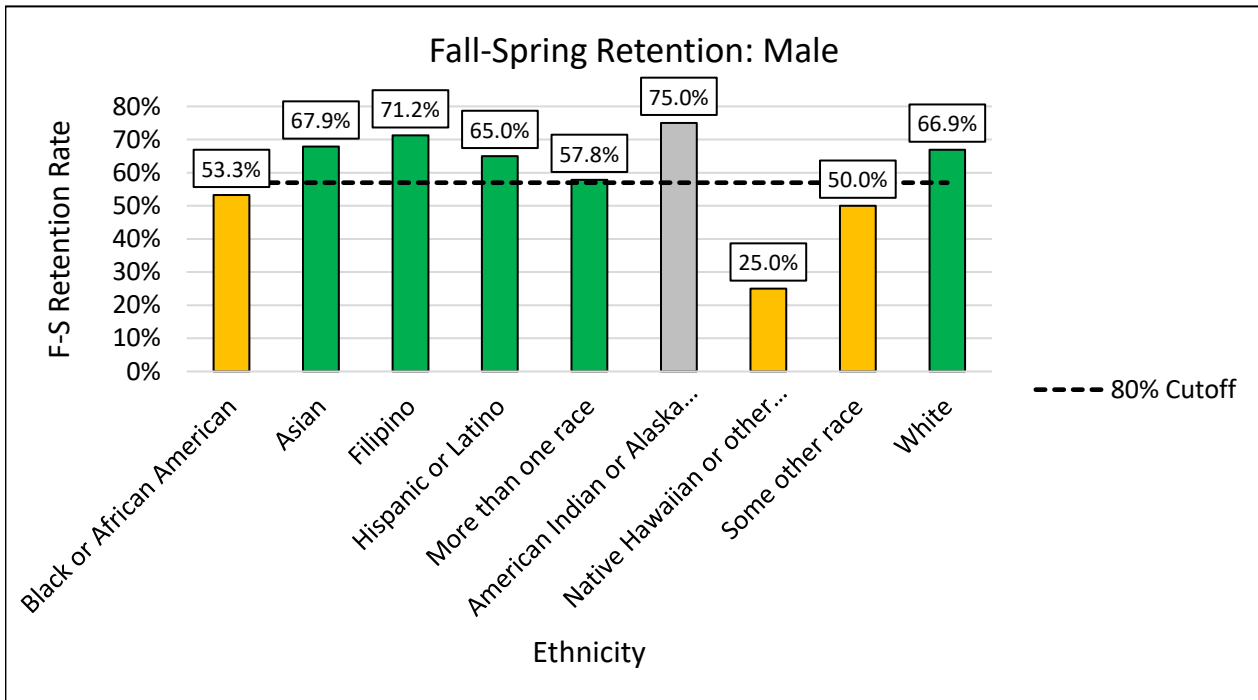
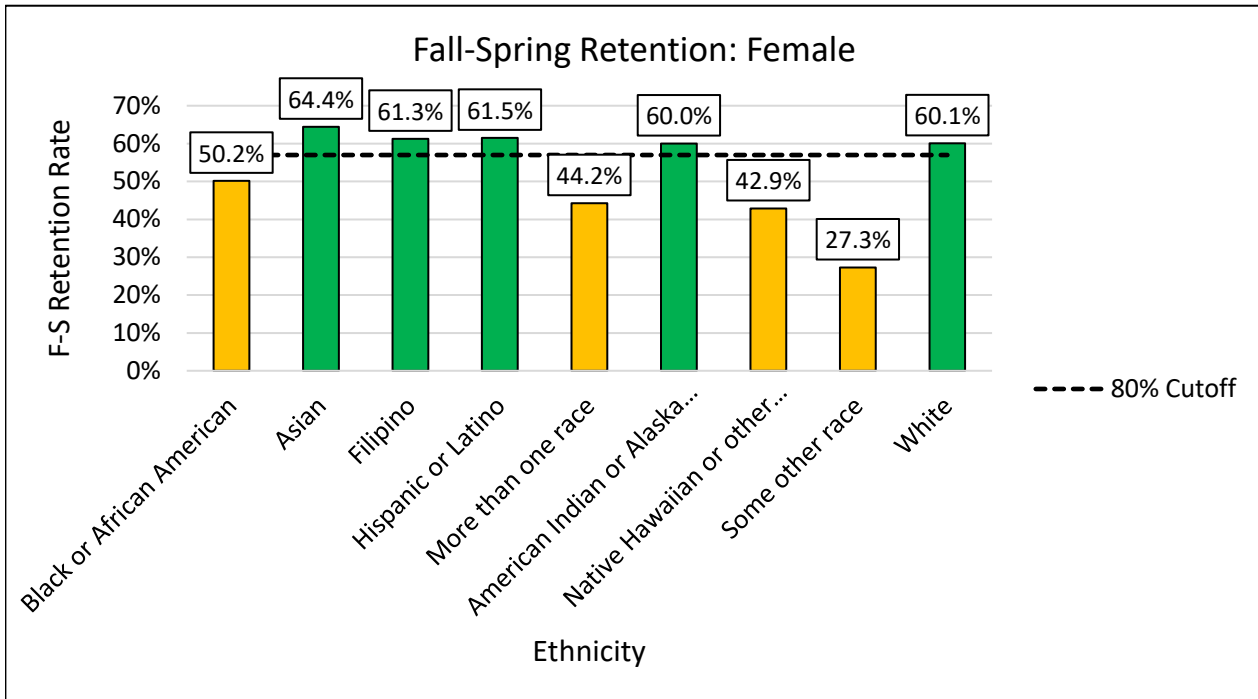


Access Rate By Gender and Veterans Enrolled in 2017-18 80% Rule Methodology						
Gender	Veterans	Applicant	Enrolled	%Access	80% Cutoff	DI
Female	Yes	51	27	52.9%	45.2%	N
	No	11246	5210	46.3%	45.2%	N
Male	Yes	336	190	56.5%	45.2%	N
	No	9327	4530	48.6%	45.2%	N

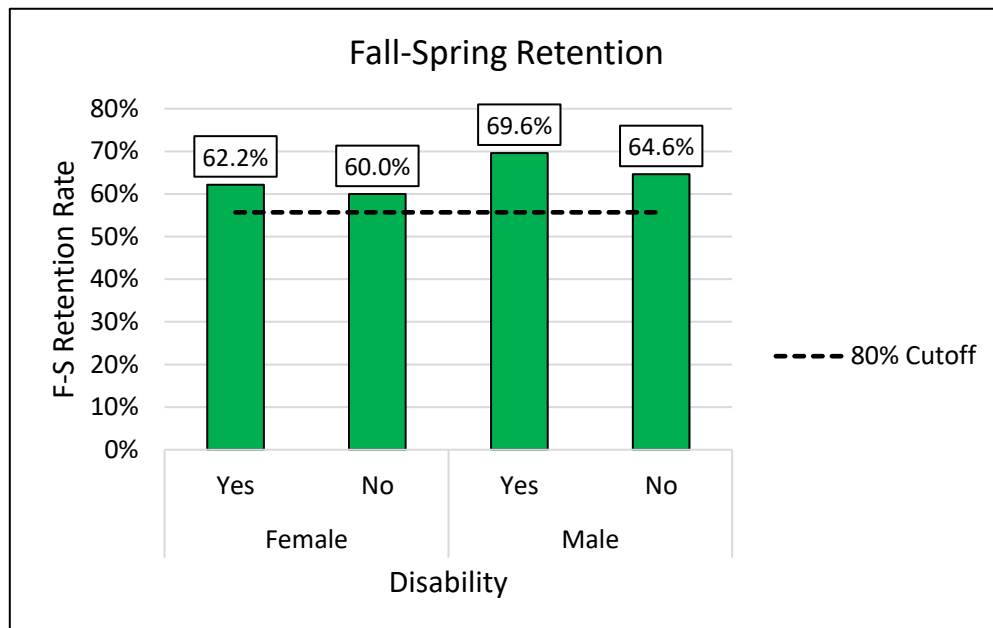


**Fall to Spring Retention
By Gender and Ethnicity
2017-18
80% Rule Methodology**

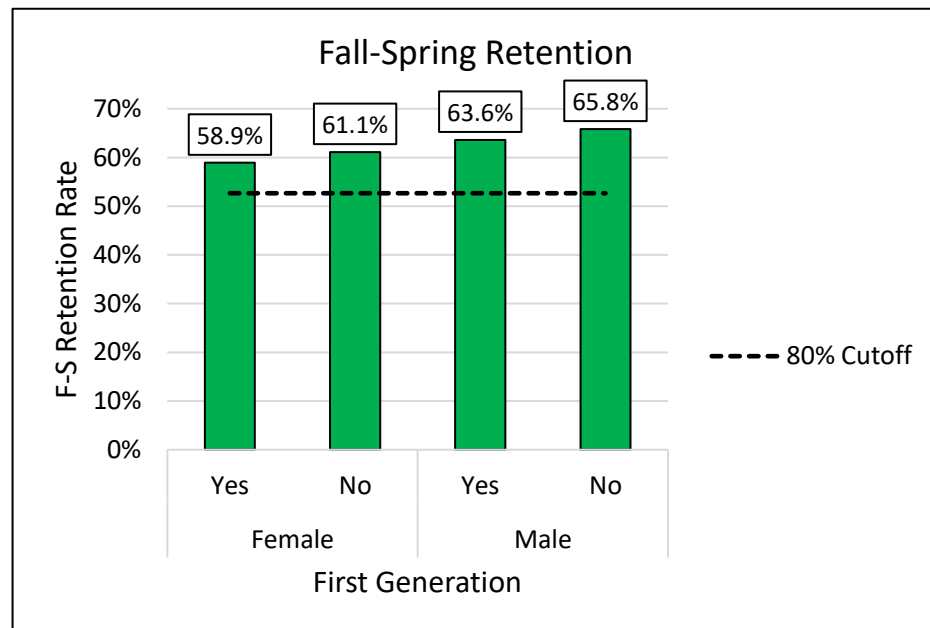
Gender	Ethnicity	17FAL	18SPR	Rate	80% Cutoff	DI
Female	Black or African American	315	158	50.2%	57.0%	Y
	Asian	253	163	64.4%	57.0%	N
	Filipino	80	49	61.3%	57.0%	N
	Hispanic or Latino	3159	1943	61.5%	57.0%	N
	More than one race	113	50	44.2%	57.0%	Y
	American Indian or Alaska Native	15	9	60.0%	57.0%	N
	Native Hawaiian or other Pacific Islander	14	6	42.9%	57.0%	Y
	Some other race	11	3	27.3%	57.0%	Y
	White	1179	708	60.1%	57.0%	N
Male	Black or African American	246	131	53.3%	57.0%	Y
	Asian	308	209	67.9%	57.0%	N
	Filipino	139	99	71.2%	57.0%	N
	Hispanic or Latino	2770	1801	65.0%	57.0%	N
	More than one race	109	63	57.8%	57.0%	N
	American Indian or Alaska Native	4	3	75.0%	57.0%	N/A
	Native Hawaiian or other Pacific Islander	12	3	25.0%	57.0%	Y
	Some other race	16	8	50.0%	57.0%	Y
	White	1197	801	66.9%	57.0%	N



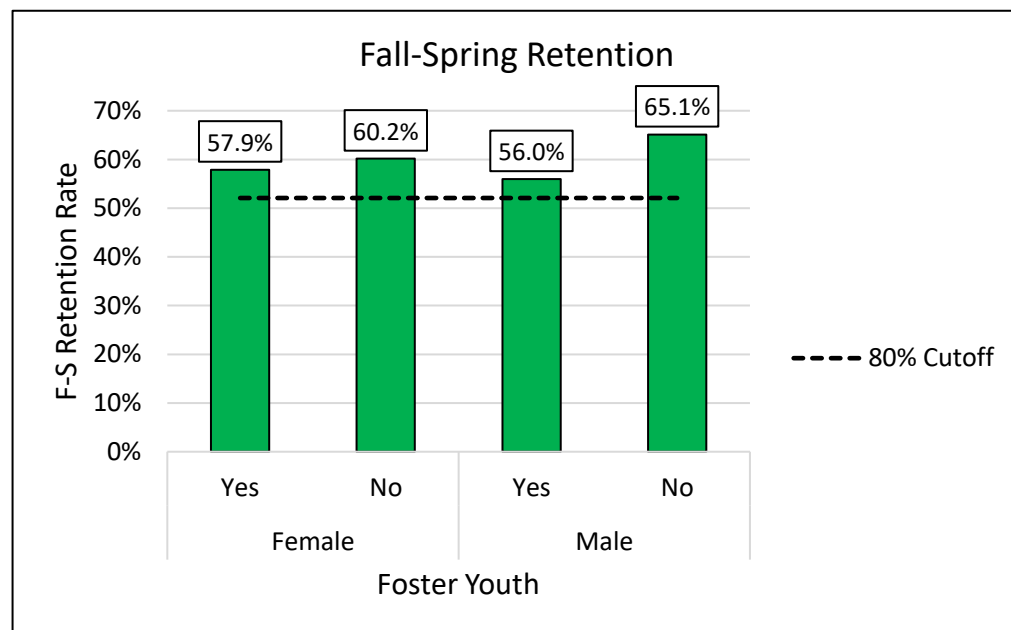
Fall to Spring Retention By Gender and Disability 2017-18 80% Rule Methodology						
Gender	Disability	17FAL	18SPR	Rate	80% Cutoff	DI
Female	Yes	349	217	62.2%	55.7%	N
	No	4,790	2,872	60.0%	55.7%	N
Male	Yes	293	204	69.6%	55.7%	N
	No	4,508	2,914	64.6%	55.7%	N



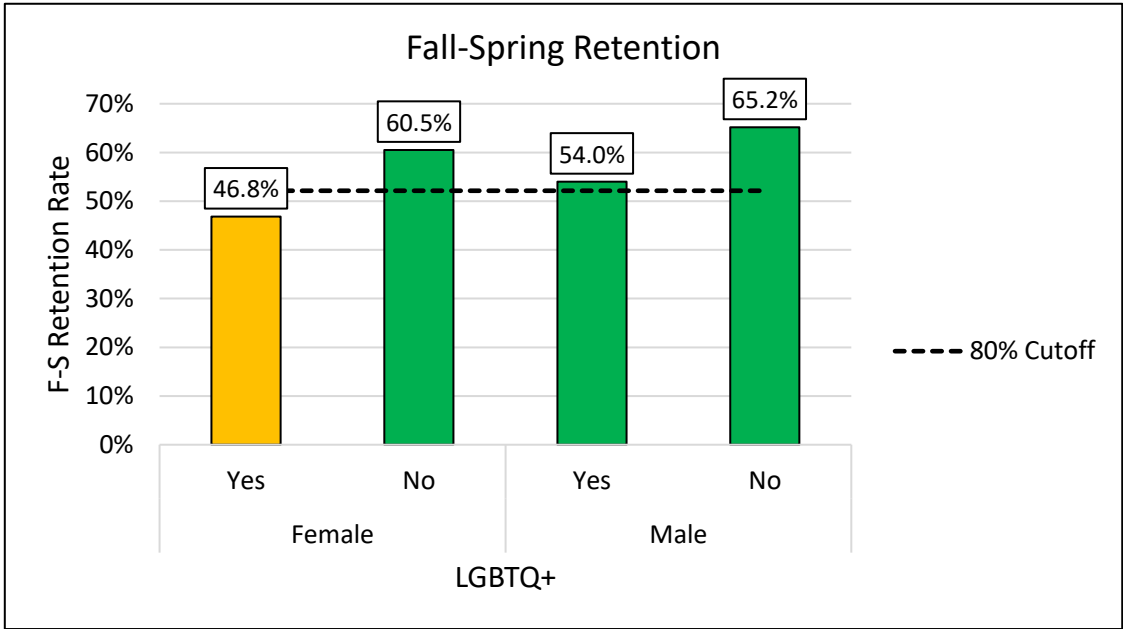
Fall to Spring Retention By Gender and First Generation 2017-18 80% Rule Methodology						
Gender	First Gen	17FAL	18SPR	Rate	80% Cutoff	DI
Female	Yes	2304	1357	58.9%	52.7%	N
	No	2,835	1,732	61.1%	52.7%	N
Male	Yes	1887	1200	63.6%	52.7%	N
	No	2,914	1,918	65.8%	52.7%	N



Fall to Spring Retention By Gender and Foster Youth 2017-18 80% Rule Methodology						
Gender	Foster Youth	17FAL	18SPR	Rate	80% Cutoff	DI
Female	Yes	114	66	57.9%	52.1%	N
	No	5,025	3,023	60.2%	52.1%	N
Male	Yes	84	47	56.0%	52.1%	N
	No	4,717	3,071	65.1%	52.1%	N

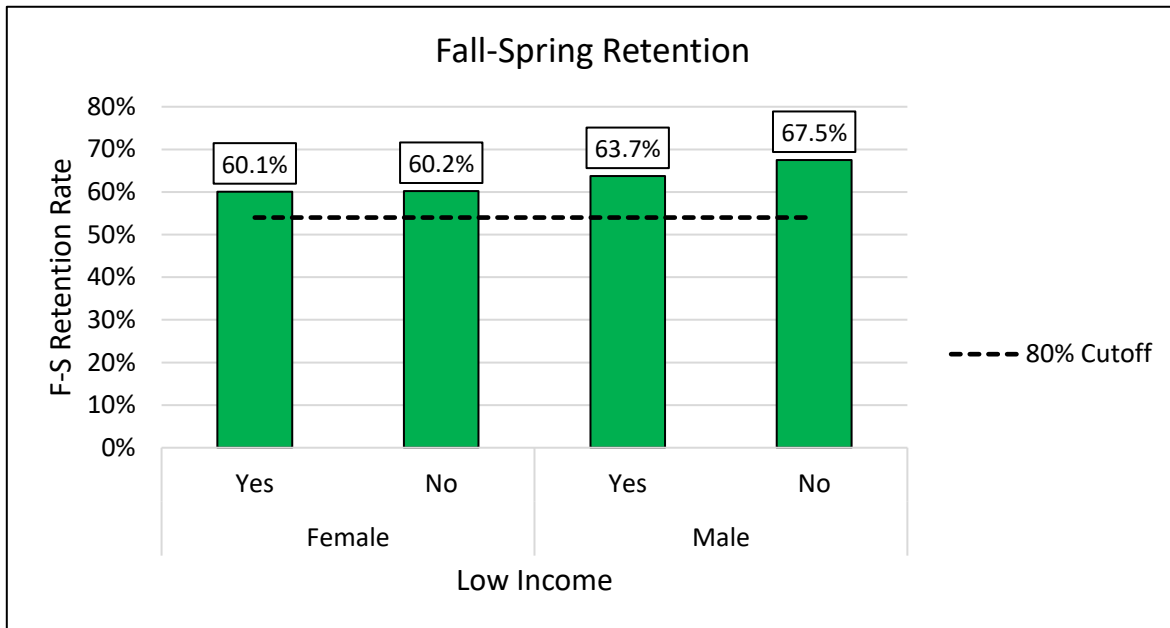


Fall to Spring Retention By Gender and LGBTQ+ 2017-18 80% Rule Methodology						
Gender	LGBTQ+	17FAL	18SPR	Rate	80% Cutoff	DI
Female	Yes	158	74	46.8%	52.1%	Y
	No	4,981	3,015	60.5%	52.1%	N
Male	Yes	100	54	54.0%	52.1%	N
	No	4,701	3,064	65.2%	52.1%	N

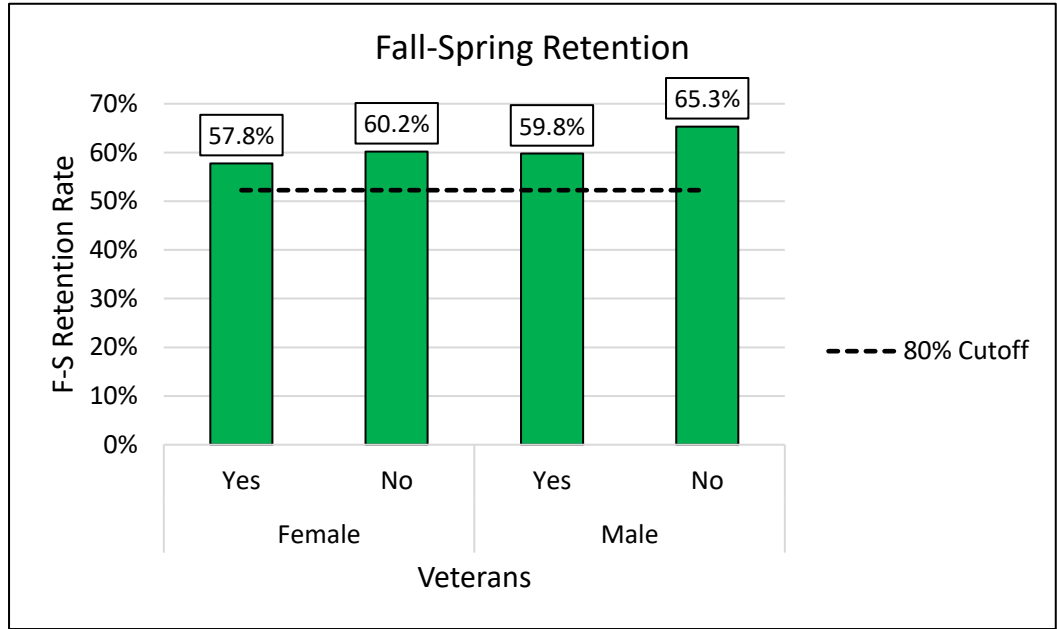


**Fall to Spring Retention
By Gender and Low Income
2017-18
80% Rule Methodology**

Gender	Low Income	17FAL	18SPR	Rate	80% Cutoff	DI
Female	Yes	4035	2424	60.1%	54.0%	N
	No	1,104	665	60.2%	54.0%	N
Male	Yes	3250	2071	63.7%	54.0%	N
	No	1,551	1,047	67.5%	54.0%	N

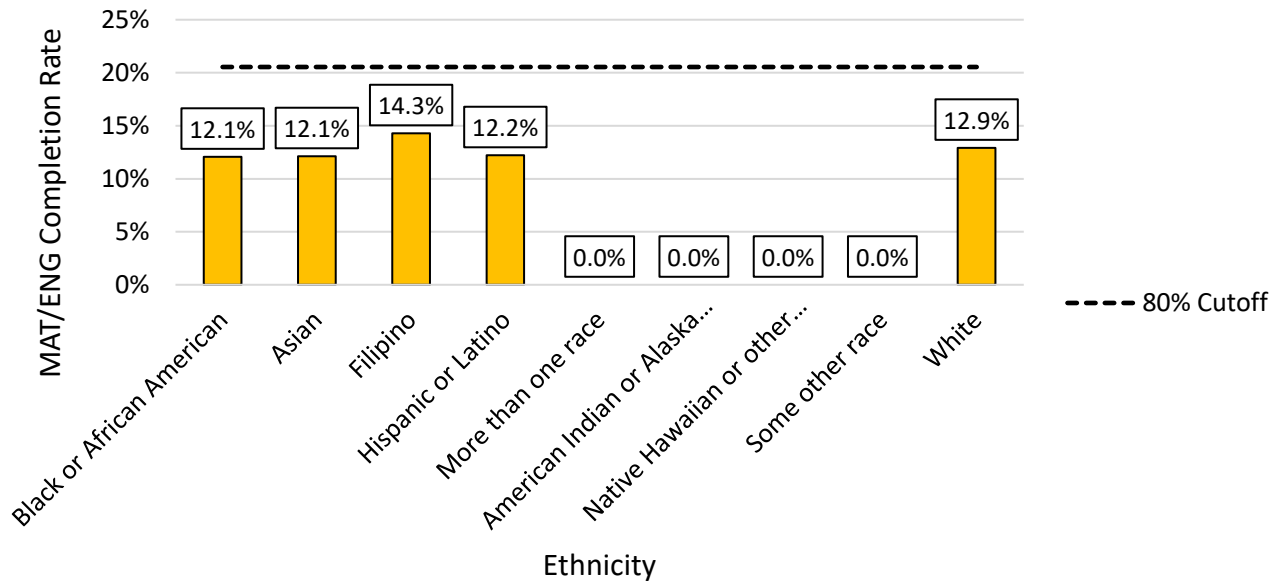


Fall to Spring Retention By Gender and Veterans 2017-18 80% Rule Methodology						
Gender	Veterans	17FAL	18SPR	Rate	80% Cutoff	DI
Female	Yes	161	93	57.8%	52.3%	N
	No	4,978	2,996	60.2%	52.3%	N
Male	Yes	323	193	59.8%	52.3%	N
	No	4,478	2,925	65.3%	52.3%	N

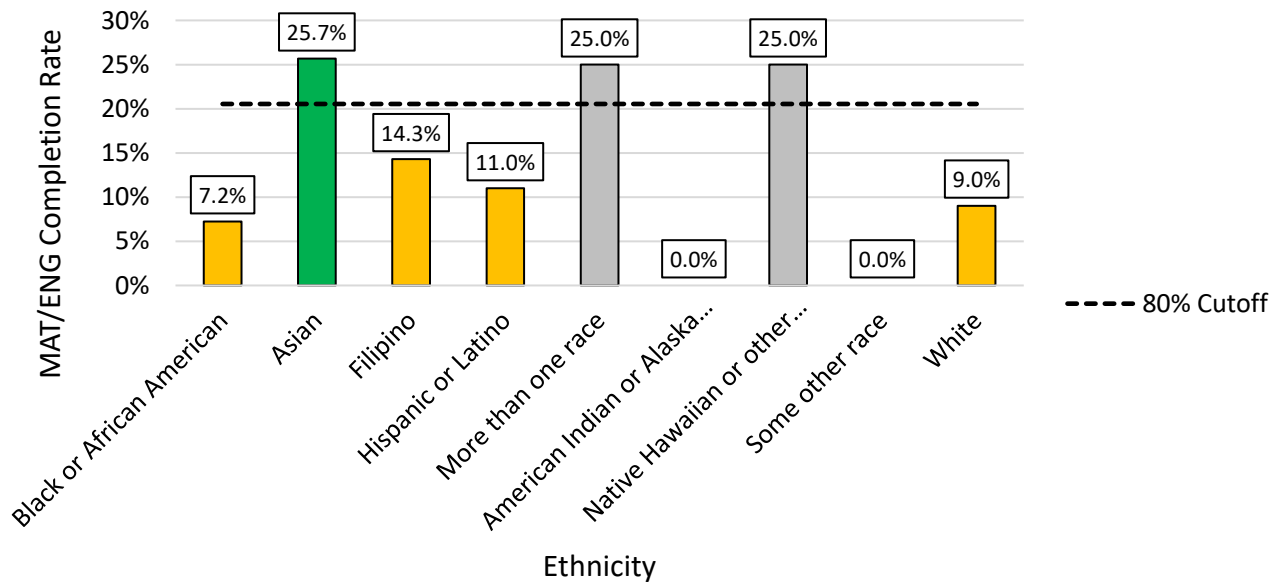


First Year Transfer-Level Math and English Completion By Gender and Ethnicity 2017-18 80% Rule Methodology						
Gender	Ethnicity	Applicant	Enrolled	Rate	80% Cutoff	DI
Female	Black or African American	58	7	12.1%	20.5%	Y
	Asian	66	8	12.1%	20.5%	Y
	Filipino	14	2	14.3%	20.5%	Y
	Hispanic or Latino	745	91	12.2%	20.5%	Y
	More than one race	7	0	0.0%	20.5%	N/A
	American Indian or Alaska Native	5	0	0.0%	20.5%	N/A
	Native Hawaiian or other Pacific Islander	2	0	0.0%	20.5%	N/A
	Some other race	2	0	0.0%	20.5%	N/A
	White	240	31	12.9%	20.5%	Y
Male	Black or African American	69	5	7.2%	20.5%	Y
	Asian	74	19	25.7%	20.5%	N
	Filipino	28	4	14.3%	20.5%	Y
	Hispanic or Latino	755	83	11.0%	20.5%	Y
	More than one race	8	2	25.0%	20.5%	N/A
	American Indian or Alaska Native	4	0	0.0%	20.5%	N/A
	Native Hawaiian or other Pacific Islander	4	1	25.0%	20.5%	N/A
	Some other race	3	0	0.0%	20.5%	N/A
	White	288	26	9.0%	20.5%	Y

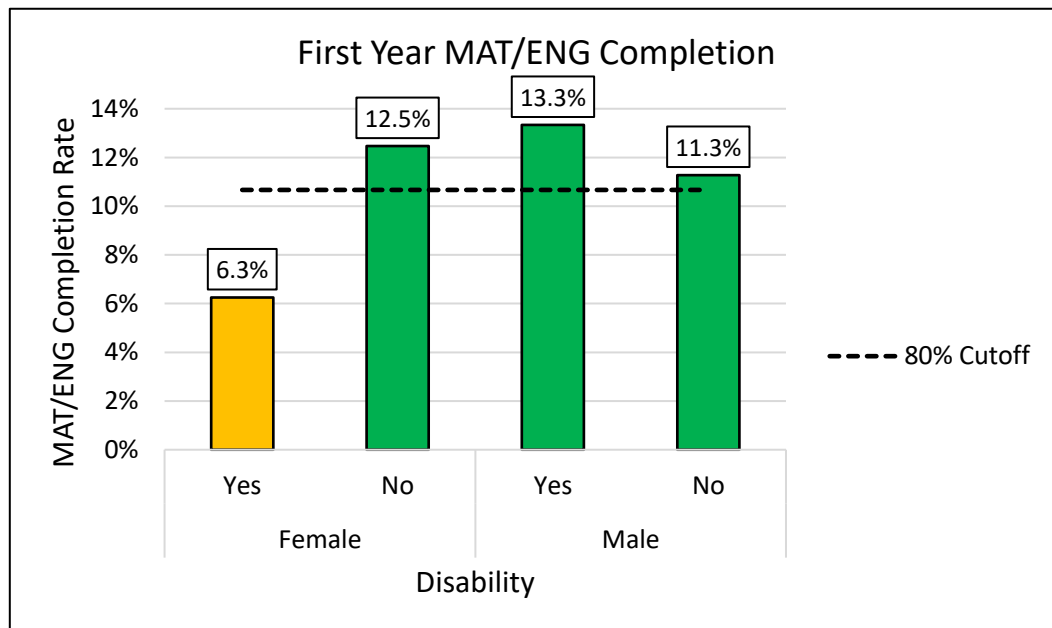
First Year MAT/ENG Completion: Female



First Year MAT/ENG Completion: Male

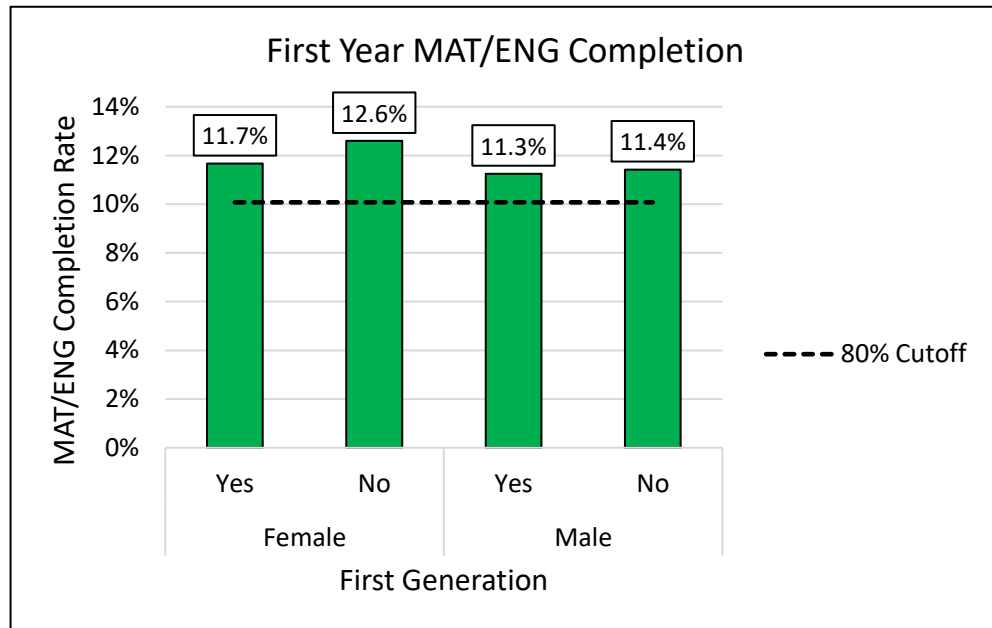


First Year Transfer-Level Math and English Completion By Gender and Disability 2017-18 80% Rule Methodology						
Gender	Disability	Applicant	Enrolled	Rate	80% Cutoff	DI
Female	Yes	48	3	6.3%	10.7%	Y
	No	1091	136	12.5%	10.7%	N
Male	Yes	45	6	13.3%	10.7%	N
	No	1188	134	11.3%	10.7%	N



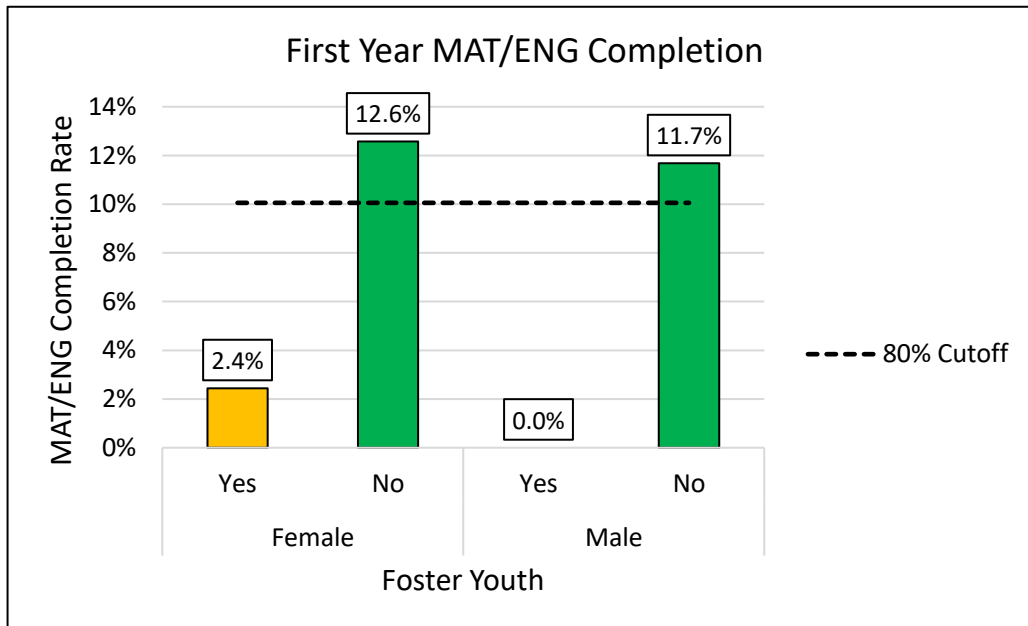
**First Year Transfer-Level Math and English Completion
By Gender and First Generation
2017-18
80% Rule Methodology**

Gender	First Gen	Applicant	Enrolled	Rate	80% Cutoff	DI
Female	Yes	480	56	11.7%	10.1%	N
	No	659	83	12.6%	10.1%	N
Male	Yes	480	54	11.3%	10.1%	N
	No	753	86	11.4%	10.1%	N

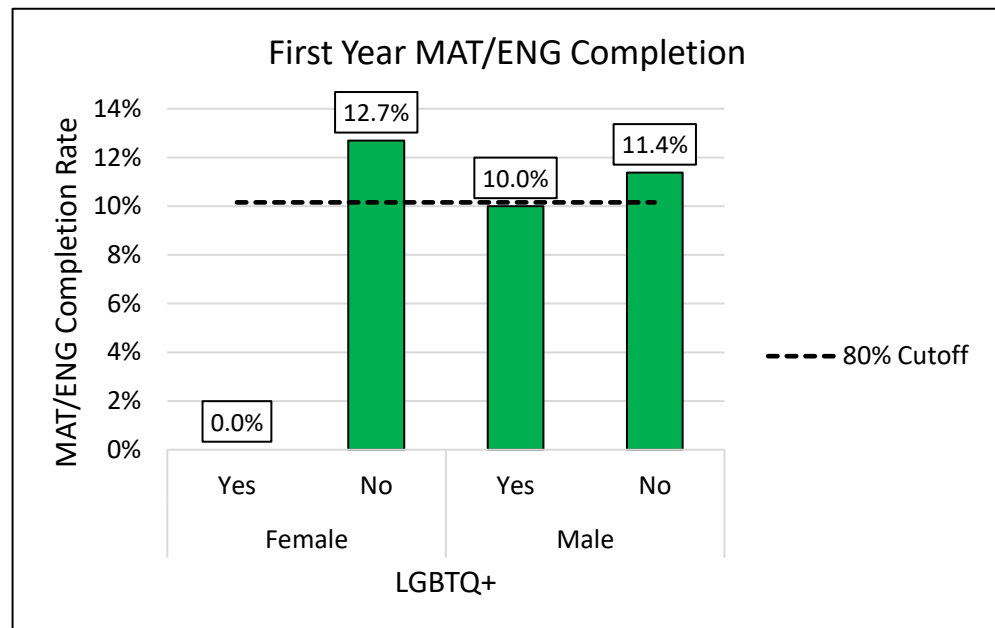


First Year Transfer-Level Math and English Completion
By Gender and Foster Youth
2017-18
80% Rule Methodology

Gender	Foster Youth	Applicant	Enrolled	Rate	80% Cutoff	DI
Female	Yes	41	1	2.4%	10.1%	Y
	No	1098	138	12.6%	10.1%	N
Male	Yes	34	0	0.0%	10.1%	Y
	No	1199	140	11.7%	10.1%	N

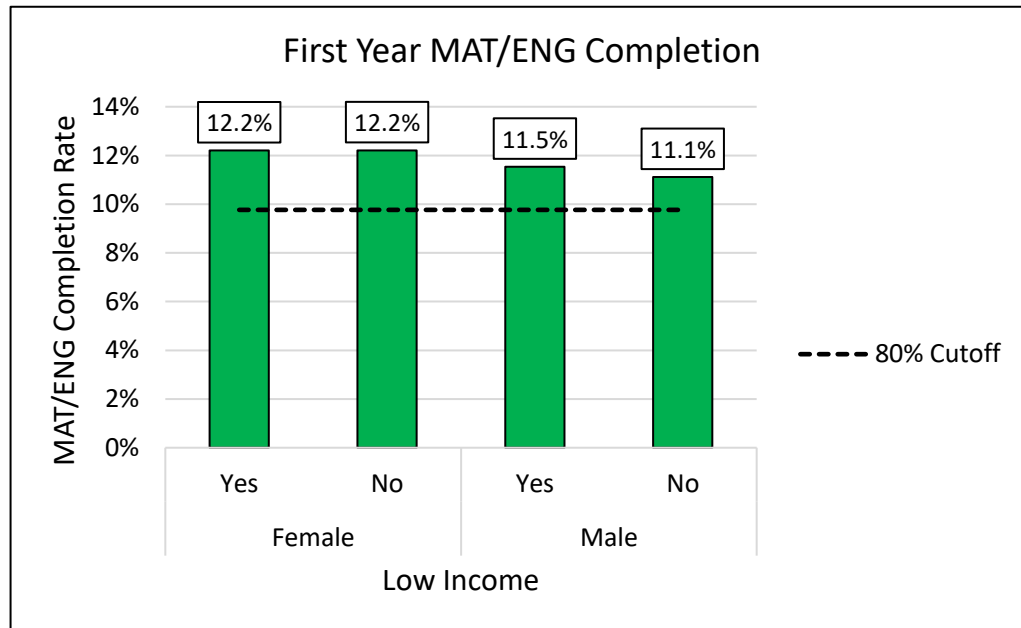


First Year Transfer-Level Math and English Completion By Gender and LGBTQ+ 2017-18 80% Rule Methodology						
Gender	LGBTQ+	Applicant	Enrolled	Rate	80% Cutoff	DI
Female	Yes	44	0	0.0%	10.2%	Y
	No	1095	139	12.7%	10.2%	N
Male	Yes	20	2	10.0%	10.2%	N
	No	1213	138	11.4%	10.2%	N

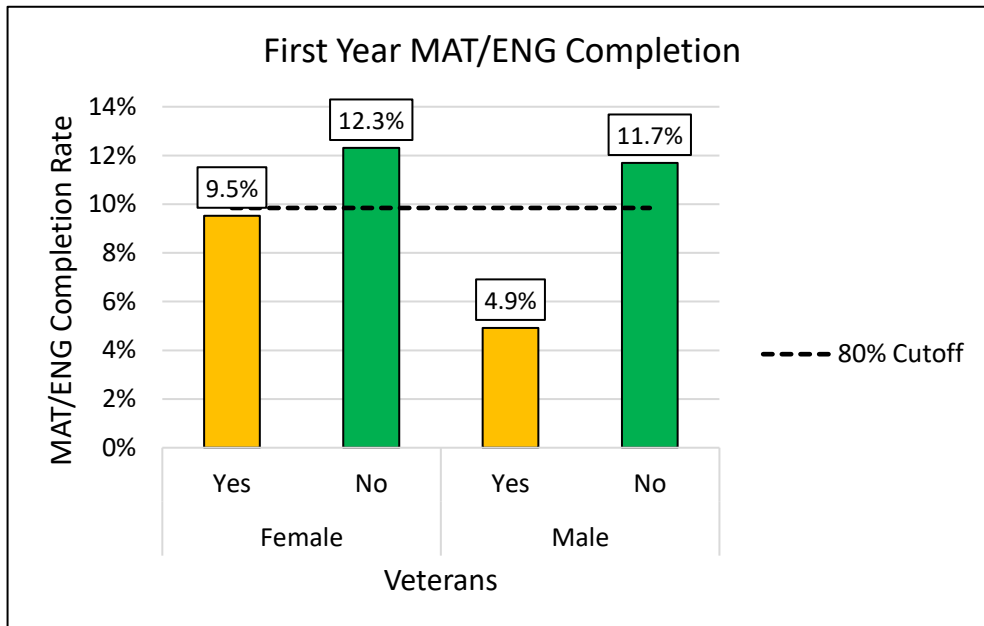


First Year Transfer-Level Math and English Completion
By Gender and Low Income
2017-18
80% Rule Methodology

Gender	Low Income	Applicant	Enrolled	Rate	80% Cutoff	DI
Female	Yes	754	92	12.2%	9.8%	N
	No	385	47	12.2%	9.8%	N
Male	Yes	711	82	11.5%	9.8%	N
	No	522	58	11.1%	9.8%	N

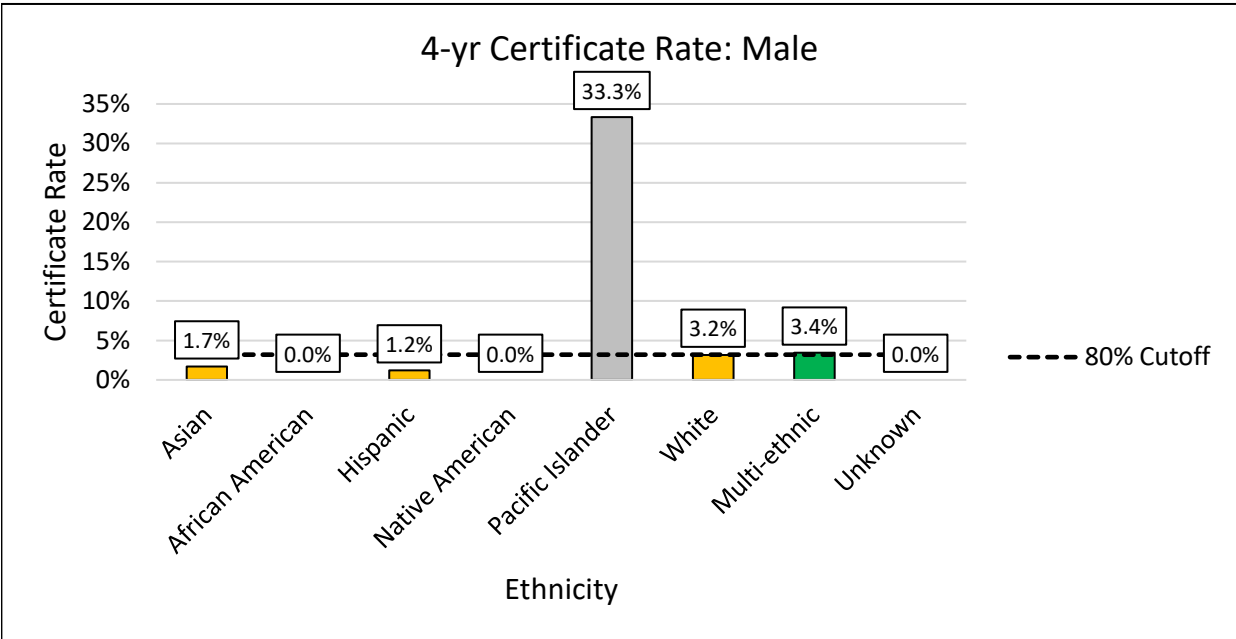
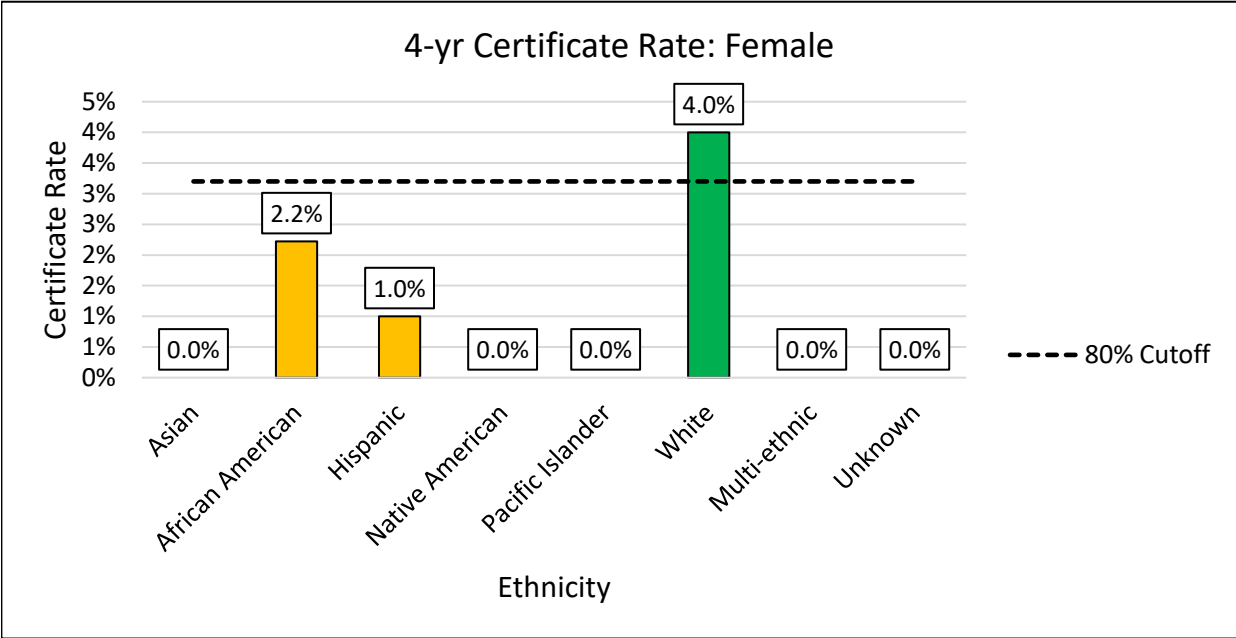


First Year Transfer-Level Math and English Completion By Gender and Veterans 2017-18 80% Rule Methodology						
Gender	Veterans	Applicant	Enrolled	Rate	80% Cutoff	DI
Female	Yes	42	4	9.5%	9.8%	Y
	No	1097	135	12.3%	9.8%	N
Male	Yes	61	3	4.9%	9.8%	Y
	No	1172	137	11.7%	9.8%	N



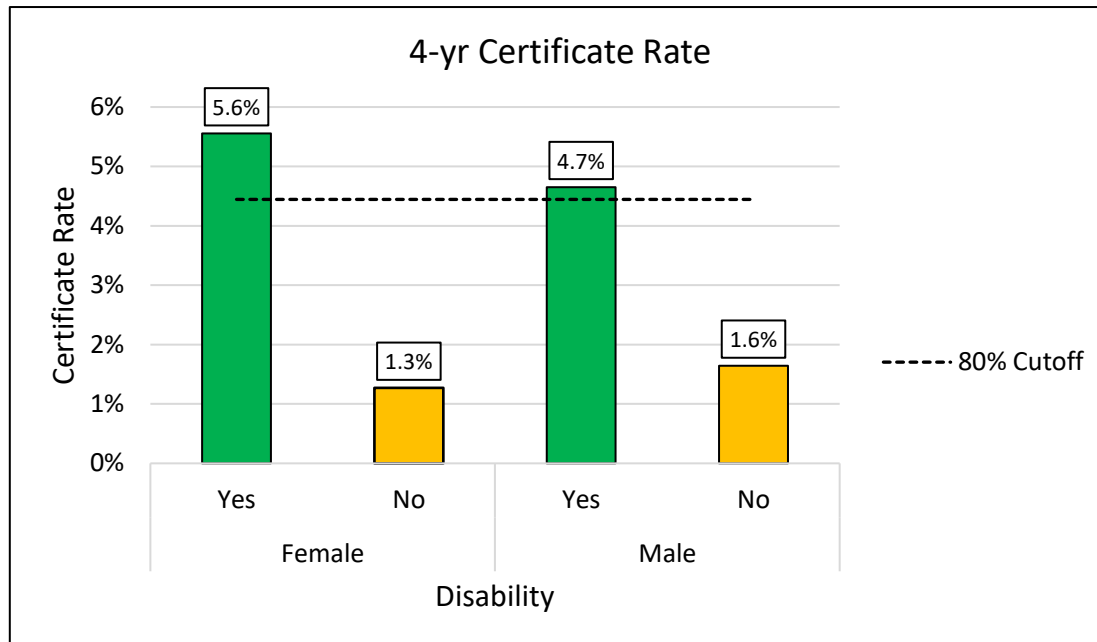
**4-yr Certificate Rate
By Gender and Ethnicity
Fall 2014 to Spring 2018
80% Rule Methodology**

Gender	Ethnicity	Initial	Cert	Rate	80% Cutoff	DI
Female	Asian	40	0	0.0%	3.2%	Y
	African American	45	1	2.2%	3.2%	Y
	Hispanic	500	5	1.0%	3.2%	Y
	Native American	0	0	N/A	3.2%	N/A
	Pacific Islander	3	0	0.0%	3.2%	N/A
	White	150	6	4.0%	3.2%	N
	Multi-ethnic	24	0	0.0%	3.2%	Y
	Unknown	0	0	N/A	3.2%	N/A
Male	Asian	59	1	1.7%	3.2%	Y
	African American	44	0	0.0%	3.2%	Y
	Hispanic	501	6	1.2%	3.2%	Y
	Native American	4	0	0.0%	3.2%	N/A
	Pacific Islander	3	1	33.3%	3.2%	N/A
	White	189	6	3.2%	3.2%	Y
	Multi-ethnic	29	1	3.4%	3.2%	N
	Unknown	5	0	0.0%	3.2%	N/A

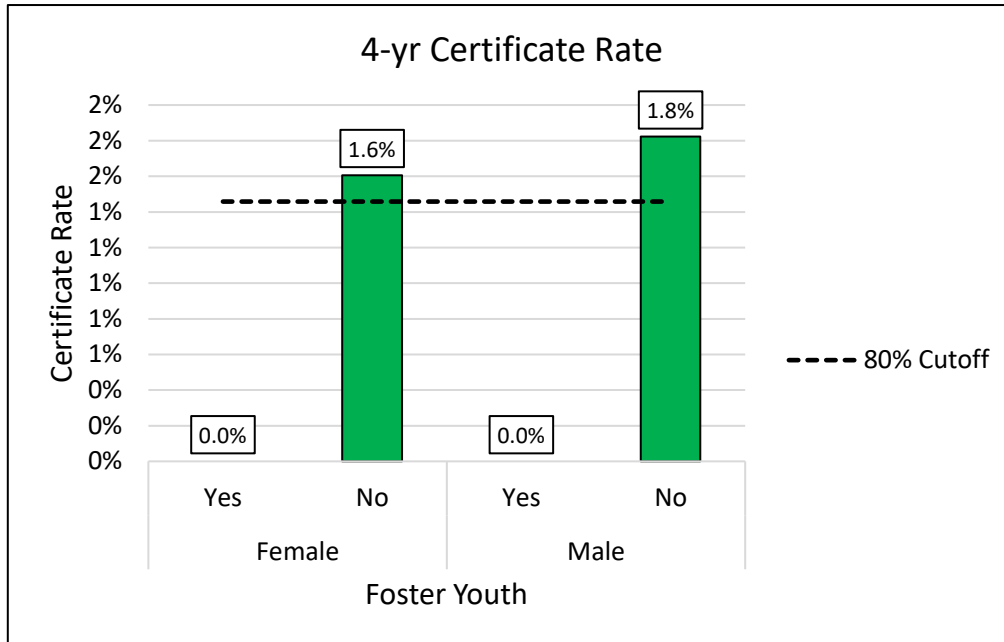


**4-yr Certificate Rate
By Gender and Disability
Fall 2014 to Spring 2018
80% Rule Methodology**

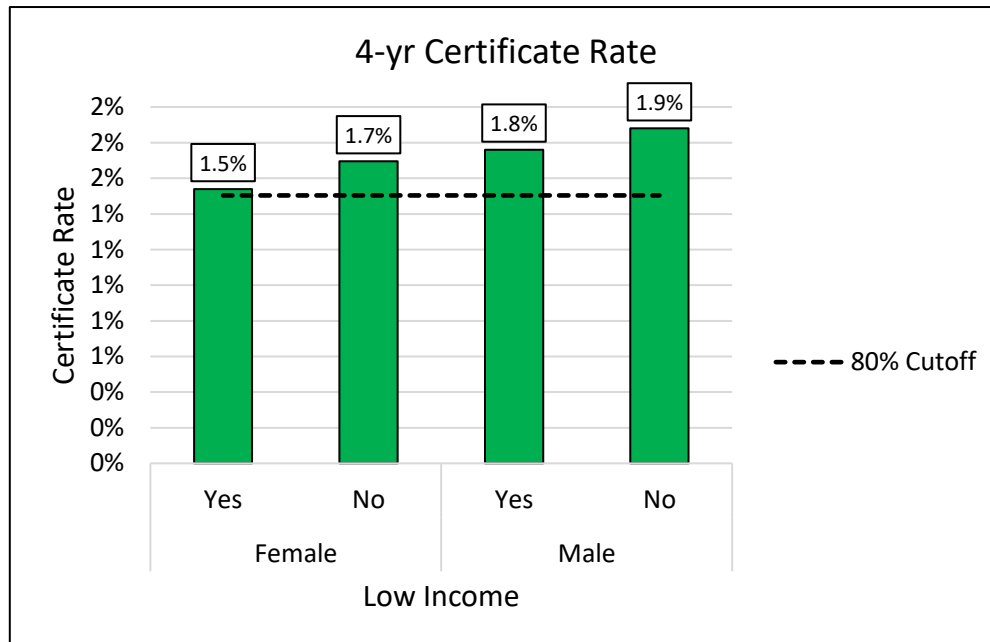
Gender	Disability	Initial	Cert	Rate	80% Cutoff	DI
Female	Yes	54	3	5.6%	4.4%	N
	No	708	9	1.3%	4.4%	Y
Male	Yes	43	2	4.7%	4.4%	N
	No	791	13	1.6%	4.4%	Y



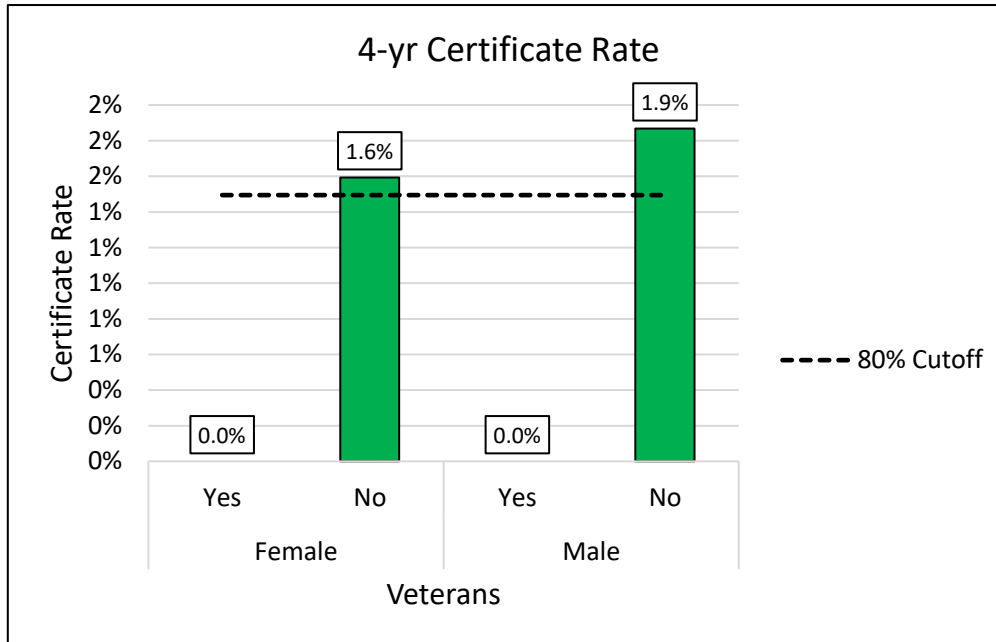
4-yr Certificate Rate By Gender and Foster Youth Fall 2014 to Spring 2018 80% Rule Methodology						
Gender	Foster Youth	Initial	Cert	Rate	80% Cutoff	DI
Female	Yes	15	0	0.0%	1.5%	Y
	No	747	12	1.6%	1.5%	N
Male	Yes	11	0	0.0%	1.5%	Y
	No	823	15	1.8%	1.5%	N



4-yr Certificate Rate By Gender and Low Income Fall 2014 to Spring 2018 80% Rule Methodology						
Gender	Low Income	Initial	Cert	Rate	80% Cutoff	DI
Female	Yes	585	9	1.5%	1.5%	N
	No	177	3	1.7%	1.5%	N
Male	Yes	568	10	1.8%	1.5%	N
	No	266	5	1.9%	1.5%	N

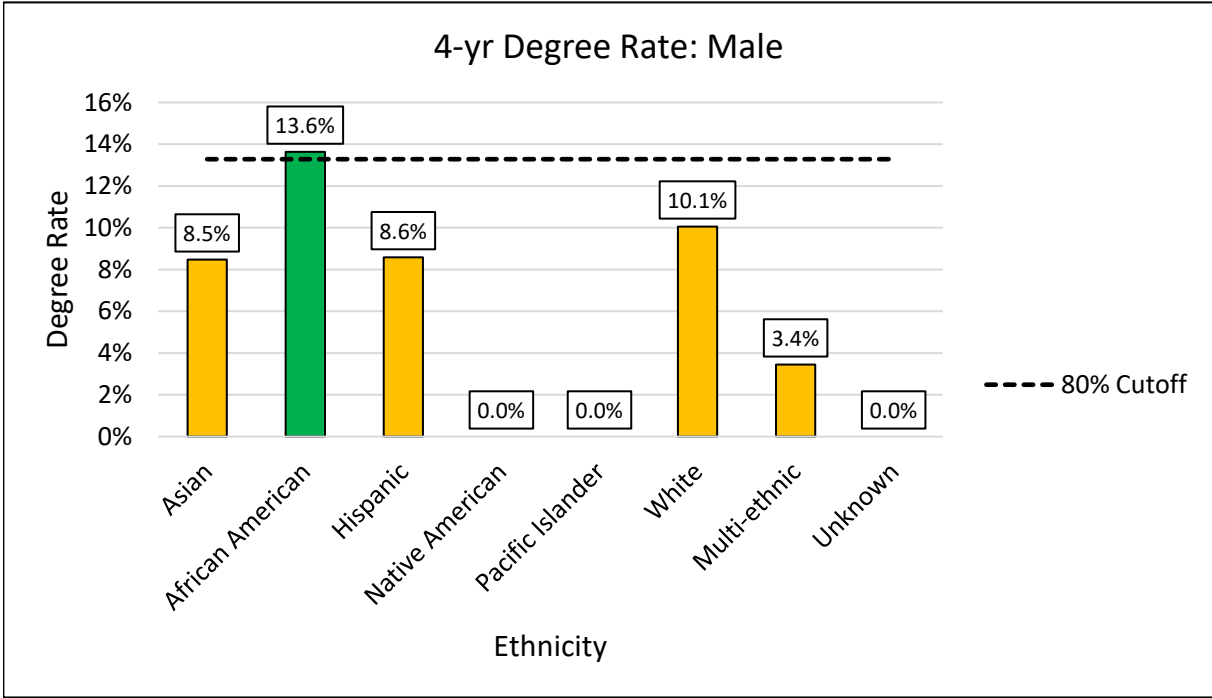
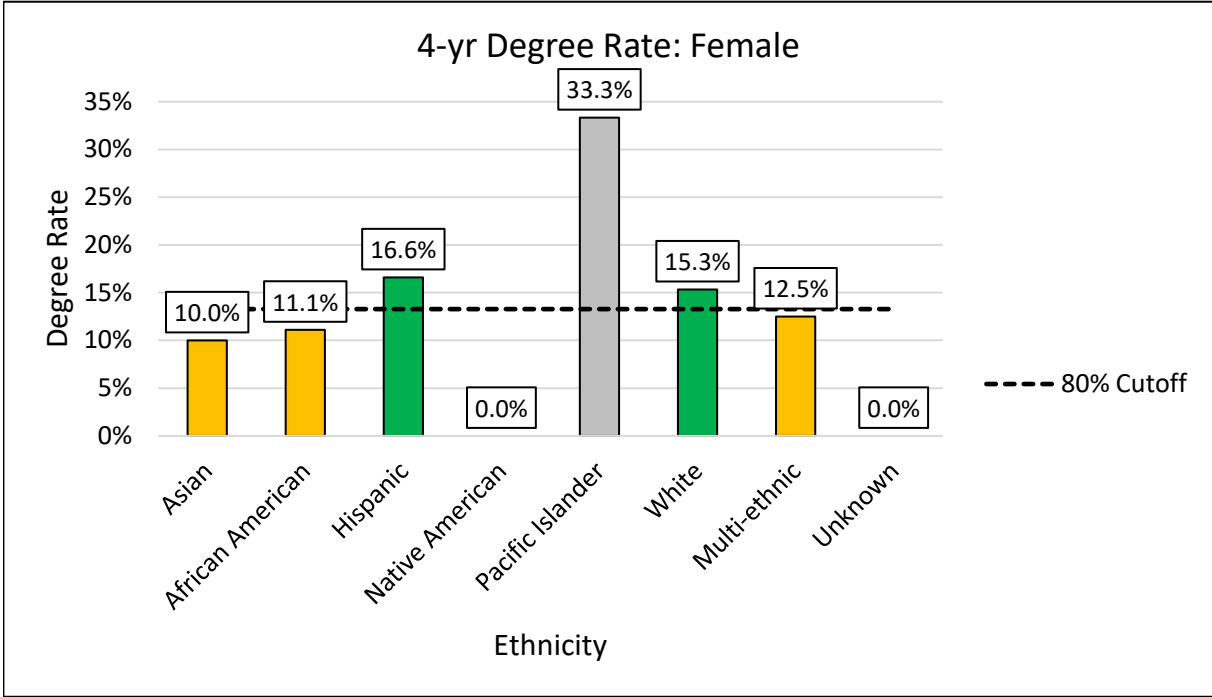


4-yr Certificate Rate By Gender and Veterans Fall 2014 to Spring 2018 80% Rule Methodology						
Gender	Veterans	Initial	Cert	Rate	80% Cutoff	DI
Female	Yes	9	0	0.0%	1.5%	Y
	No	753	12	1.6%	1.5%	N
Male	Yes	31	0	0.0%	1.5%	Y
	No	803	15	1.9%	1.5%	N

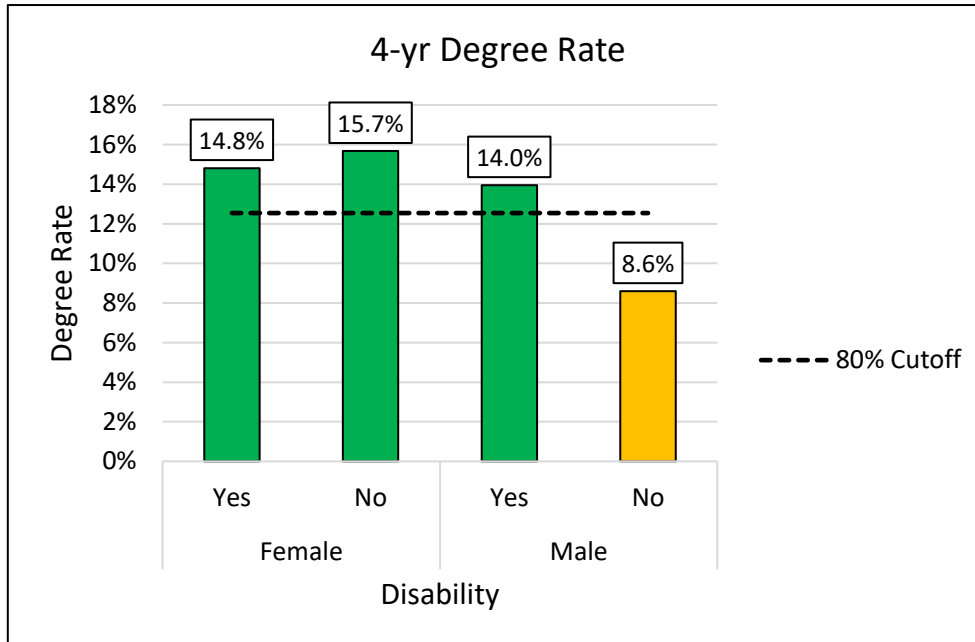


**4-yr Degree Rate
By Gender and Ethnicity
Fall 2014 to Spring 2018
80% Rule Methodology**

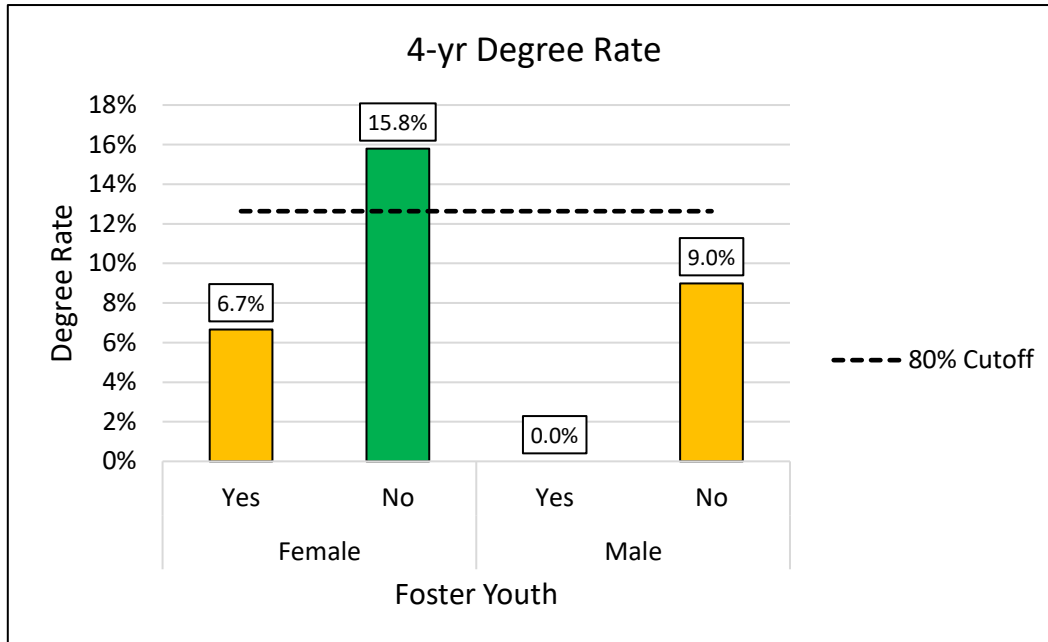
Gender	Ethnicity	Initial	Degree	Rate	80% Cutoff	DI
Female	Asian	40	4	10.0%	13.3%	Y
	African American	45	5	11.1%	13.3%	Y
	Hispanic	500	83	16.6%	13.3%	N
	Native American	0	0	N/A	13.3%	N/A
	Pacific Islander	3	1	33.3%	13.3%	N/A
	White	150	23	15.3%	13.3%	N
	Multi-ethnic	24	3	12.5%	13.3%	Y
	Unknown	0	0	N/A	13.3%	N/A
Male	Asian	59	5	8.5%	13.3%	Y
	African American	44	6	13.6%	13.3%	N
	Hispanic	501	43	8.6%	13.3%	Y
	Native American	4	0	0.0%	13.3%	N/A
	Pacific Islander	3	0	0.0%	13.3%	N/A
	White	189	19	10.1%	13.3%	Y
	Multi-ethnic	29	1	3.4%	13.3%	Y
	Unknown	5	0	0.0%	13.3%	N/A



4-yr Degree Rate By Gender and Disability Fall 2014 to Spring 2018 80% Rule Methodology						
Gender	Disability	Initial	Degree	Rate	80% Cutoff	DI
Female	Yes	54	8	14.8%	12.5%	N
	No	708	111	15.7%	12.5%	N
Male	Yes	43	6	14.0%	12.5%	N
	No	791	68	8.6%	12.5%	Y

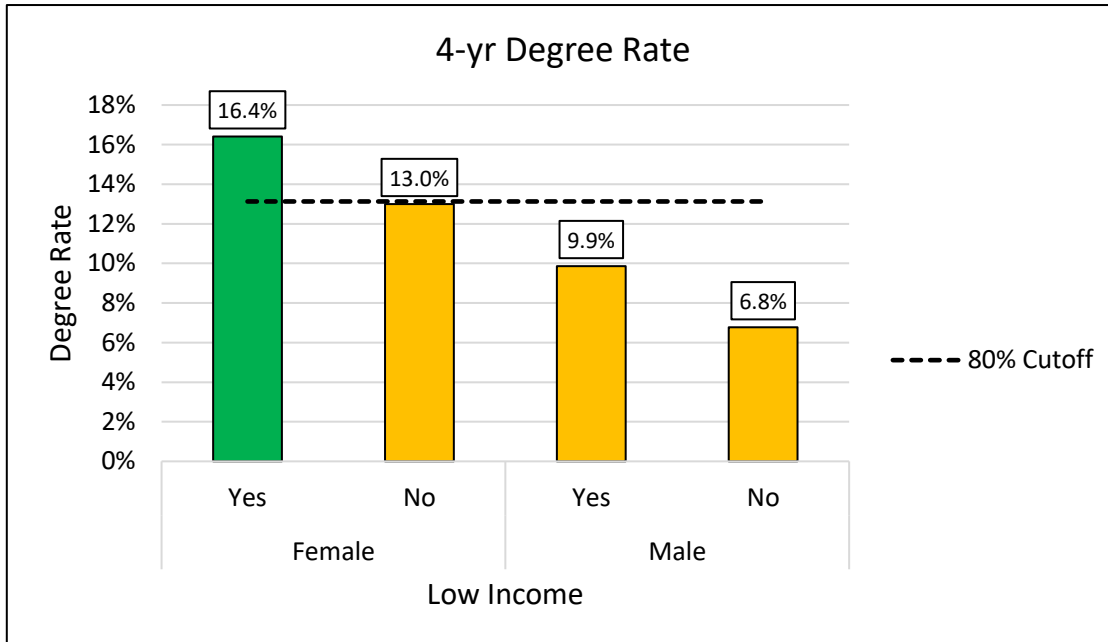


4-yr Degree Rate By Gender and Foster Youth Fall 2014 to Spring 2018 80% Rule Methodology						
Gender	Foster Youth	Initial	Degree	Rate	80% Cutoff	DI
Female	Yes	15	1	6.7%	12.6%	Y
	No	747	118	15.8%	12.6%	N
Male	Yes	11	0	0.0%	12.6%	Y
	No	823	74	9.0%	12.6%	Y



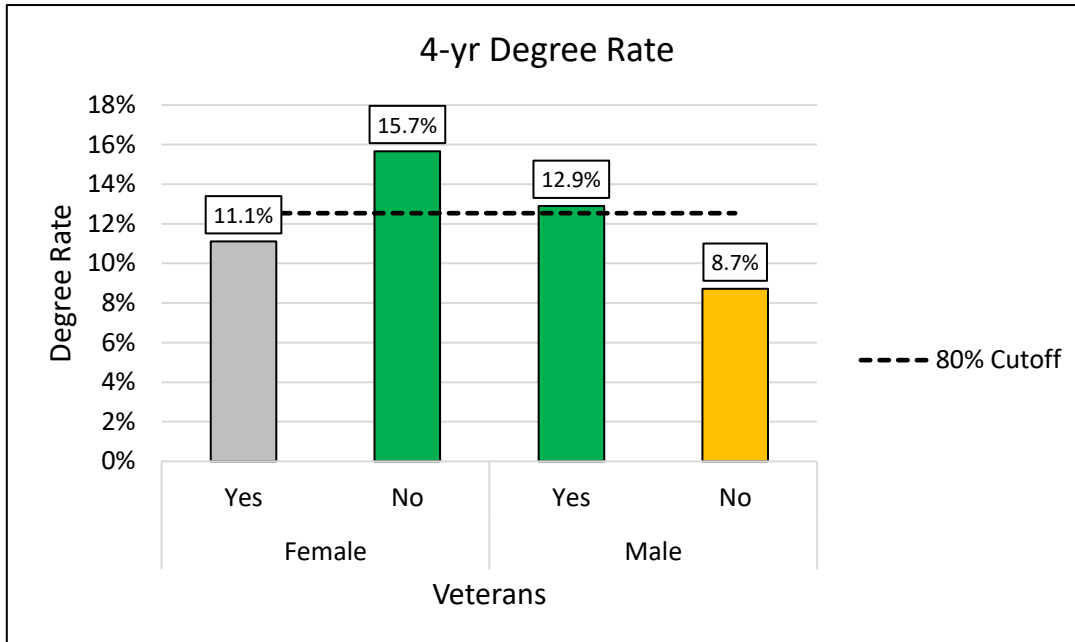
**4-yr Degree Rate
By Gender and Low Income
Fall 2014 to Spring 2018
80% Rule Methodology**

Gender	Low Income	Initial	Degree	Rate	80% Cutoff	DI
Female	Yes	585	96	16.4%	13.1%	N
	No	177	23	13.0%	13.1%	Y
Male	Yes	568	56	9.9%	13.1%	Y
	No	266	18	6.8%	13.1%	Y



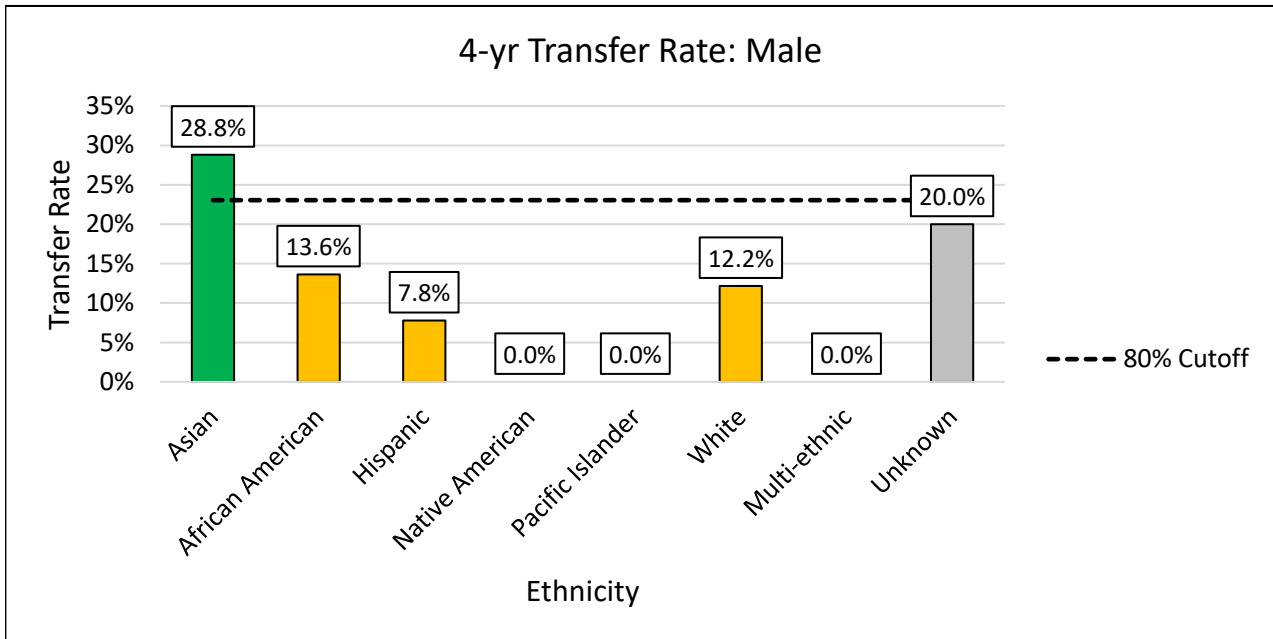
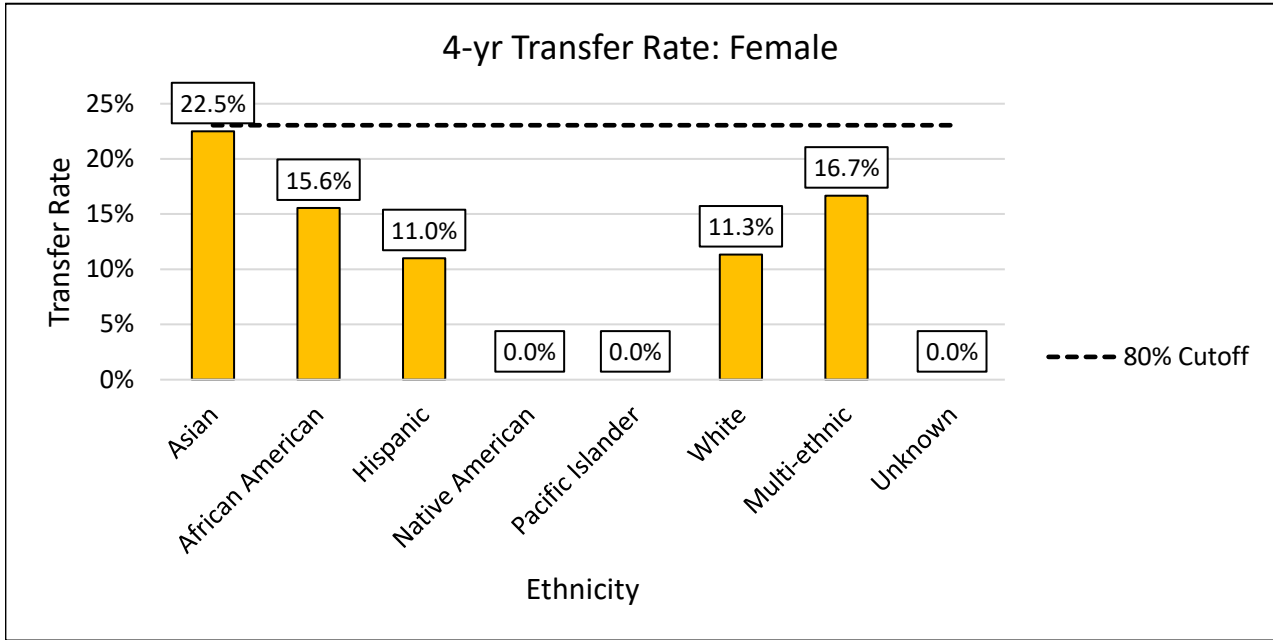
**4-yr Degree Rate
By Gender and Veterans
Fall 2014 to Spring 2018
80% Rule Methodology**

Gender	Veterans	Initial	Degree	Rate	80% Cutoff	DI
Female	Yes	9	1	11.1%	12.5%	N/A
	No	753	118	15.7%	12.5%	N
Male	Yes	31	4	12.9%	12.5%	N
	No	803	70	8.7%	12.5%	Y

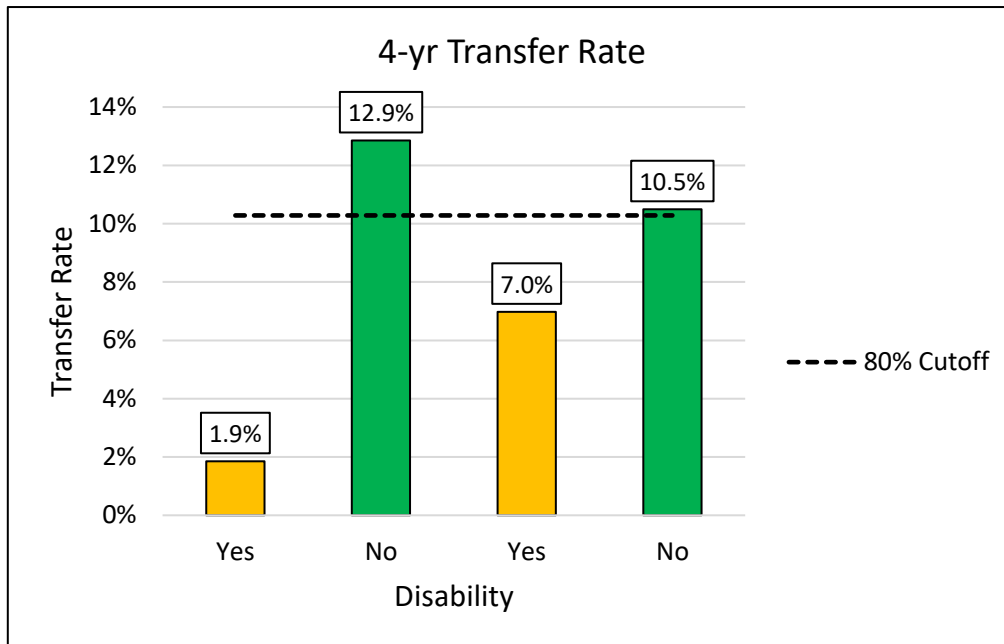


**4-yr Transfer Rate
By Gender and Ethnicity
Fall 2014 to Spring 2018
80% Rule Methodology**

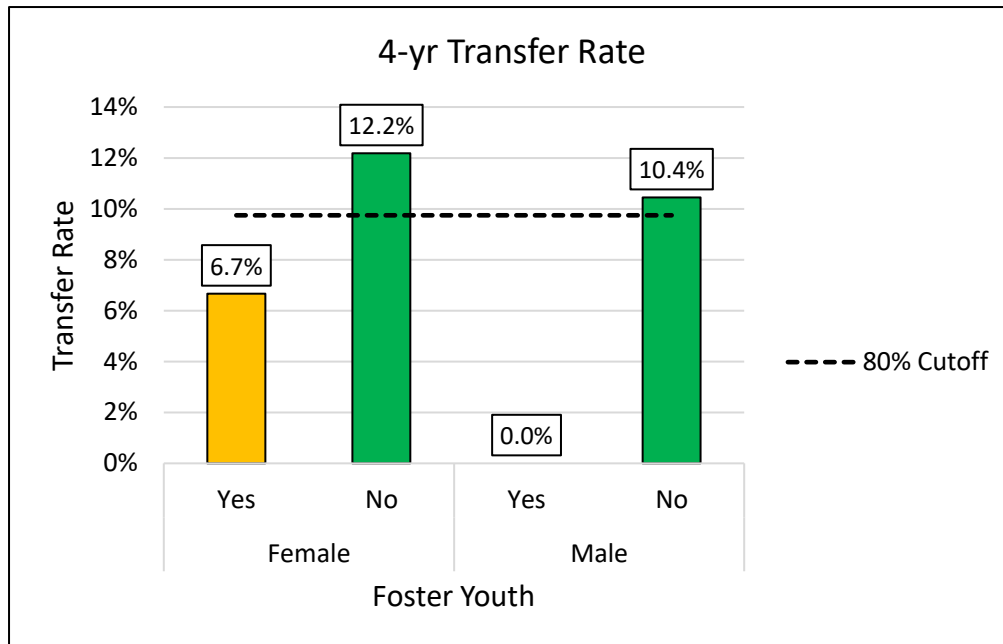
Gender	Ethnicity	Initial	Transfer	Rate	80% Cutoff	DI
Female	Asian	40	9	22.5%	23.1%	Y
	African American	45	7	15.6%	23.1%	Y
	Hispanic	500	55	11.0%	23.1%	Y
	Native American	0	0	N/A	23.1%	N/A
	Pacific Islander	3	0	0.0%	23.1%	N/A
	White	150	17	11.3%	23.1%	Y
	Multi-ethnic	24	4	16.7%	23.1%	Y
	Unknown	0	0	N/A	23.1%	N/A
Male	Asian	59	17	28.8%	23.1%	N
	African American	44	6	13.6%	23.1%	Y
	Hispanic	501	39	7.8%	23.1%	Y
	Native American	4	0	0.0%	23.1%	N/A
	Pacific Islander	3	0	0.0%	23.1%	N/A
	White	189	23	12.2%	23.1%	Y
	Multi-ethnic	29	0	0.0%	23.1%	Y
	Unknown	5	1	20.0%	23.1%	N/A



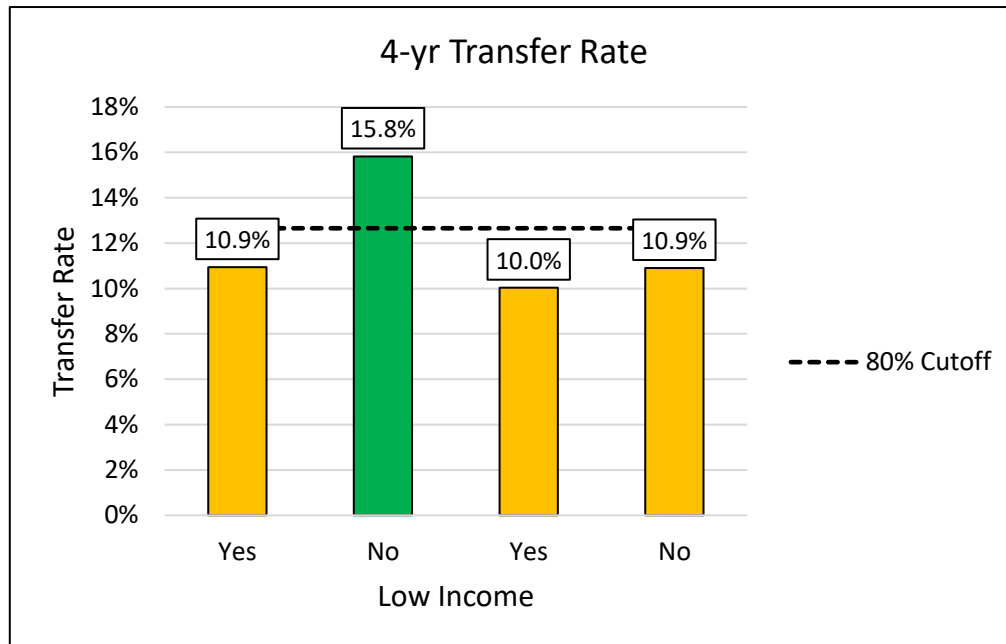
4-yr Transfer Rate By Gender and Disability Fall 2014 to Spring 2018 80% Rule Methodology						
Gender	Disability	Initial	Transfer	Rate	80% Cutoff	DI
Female	Yes	54	1	1.9%	10.3%	Y
	No	708	91	12.9%	10.3%	N
Male	Yes	43	3	7.0%	10.3%	Y
	No	791	83	10.5%	10.3%	N



4-yr Transfer Rate By Gender and Foster Youth Fall 2014 to Spring 2018 80% Rule Methodology						
Gender	Foster Youth	Initial	Transfer	Rate	80% Cutoff	DI
Female	Yes	15	1	6.7%	9.7%	Y
	No	747	91	12.2%	9.7%	N
Male	Yes	11	0	0.0%	9.7%	Y
	No	823	86	10.4%	9.7%	N



4-yr Transfer Rate By Gender and Low Income Fall 2014 to Spring 2018 80% Rule Methodology						
Gender	Low Income	Initial	Transfer	Rate	80% Cutoff	DI
Female	Yes	585	64	10.9%	12.7%	Y
	No	177	28	15.8%	12.7%	N
Male	Yes	568	57	10.0%	12.7%	Y
	No	266	29	10.9%	12.7%	Y



4-yr Transfer Rate By Gender and Veterans Fall 2014 to Spring 2018 80% Rule Methodology						
Gender	Veterans	Initial	Transfer	Rate	80% Cutoff	DI
Female	Yes	9	1	11.1%	18.1%	N/A
	No	753	91	12.1%	18.1%	Y
Male	Yes	31	7	22.6%	18.1%	N
	No	803	79	9.8%	18.1%	Y

