

**Disproportionate Impact Analysis - College of Alameda 2018-2019**

Overall SR (Includes Comparison Group)

73%

Reference Group SR (Highest SR)

83%

| Cohort Name            | Cohort Count | Outcome Count | Percent (Cohort) | Percent (Outcome) | Success Rate (SR) | Point Gap Index (Revised) | MOE    | PI Index    | 80% Index | Minimum Equity Number | Maximum Equity Number |
|------------------------|--------------|---------------|------------------|-------------------|-------------------|---------------------------|--------|-------------|-----------|-----------------------|-----------------------|
| American Indian        | 29           | 14            | 0.11             | 0.07              | 48%               | -24.77                    | -16.15 | 0.66113195  | 58.40     | 2                     | 7                     |
| Asian                  | 8,841        | 7308          | 33.89            | 38.37             | 83%               | 14.58                     | -0.93  | 1.132023013 | 100.00    | N/A                   | N/A                   |
| Black/African American | 4,394        | 2,646         | 16.84            | 13.89             | 60%               | -15.39                    | -1.31  | 0.824684619 | 72.85     | 505                   | 562                   |
| Hispanic/Latinx        | 6,698        | 4,515         | 25.68            | 23.70             | 67%               | -7.55                     | -1.06  | 0.923146695 | 81.55     | 305                   | 376                   |
| Pacific Islander       | 155          | 100           | 0.59             | 0.52              | 65%               | -8.55                     | -6.99  | 0.883540394 | 78.05     | 2                     | 13                    |
| Two or More            | 1,501        | 1043          | 5.75             | 5.48              | 69%               | -3.75                     | -2.25  | 0.951615974 | 84.06     | 19                    | 53                    |
| Unknown                | 705          | 523           | 2.70             | 2.75              | 74%               | 1.20                      | -3.28  | 1.015946128 | 89.75     | N/A                   | N/A                   |
| White                  | 3,763        | 2,899         | 14.43            | 15.22             | 77%               | 4.70                      | -1.42  | 1.055047723 | 93.20     | N/A                   | N/A                   |
|                        | 26,086       | 19,048        | 100              | 100               | 73%               |                           |        | 1.00        |           |                       |                       |

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|-----------------------------------|--------------|---------------|------------------|-------------------|-------------------|---------------------------|--------|-------------|-----------|-----------------------|-----------------------|
| Female - American Indian          | 21           | 10            | 0.14             | 0.09              | 48%               | -26.21                    | -18.81 | 0.645359911 | 57.01     | 2                     | 5                     |
| Female - Asian                    | 4,974        | 4,155         | 34.14            | 38.65             | 84%               | 14.80                     | -1.22  | 1.132104525 | 100.00    | N/A                   | N/A                   |
| Female - Black / African American | 2,644        | 1,597         | 18.15            | 14.86             | 60%               | -16.35                    | -1.68  | 0.818586813 | 72.31     | 310                   | 354                   |
| Female - Hispanic / Latino        | 3,834        | 2,623         | 26.32            | 24.40             | 68%               | -7.29                     | -1.39  | 0.927187272 | 81.90     | 153                   | 206                   |
| Female - Pacific Islander         | 68           | 47            | 0.47             | 0.44              | 69%               | -4.69                     | -10.45 | 0.93672093  | 82.74     | N/A                   | 3                     |
| Female - Two or More              | 675          | 469           | 4.63             | 4.36              | 69%               | -4.51                     | -3.32  | 0.941651817 | 83.18     | 7                     | 29                    |
| Female - Unknown / NR             | 429          | 330           | 2.94             | 3.07              | 77%               | 3.23                      | -4.16  | 1.042504472 | 92.09     | N/A                   | N/A                   |
| Female - White                    | 1,924        | 1,519         | 13.21            | 14.13             | 79%               | 5.95                      | -1.97  | 1.069975874 | 94.51     | N/A                   | N/A                   |

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|---------------------------------|--------------|---------------|------------------|-------------------|-------------------|---------------------------|--------|-------------|-----------|-----------------------|-----------------------|
| Male - American Indian          | 8            | 4             | 0.07             | 0.05              | 50%               | -22.12                    | -31.08 | 0.693409742 | 61.37     | N/A                   | 2                     |
| Male - Asian                    | 3,794        | 3,091         | 34.08            | 38.51             | 81%               | 14.20                     | -1.43  | 1.129852142 | 100.00    | N/A                   | N/A                   |
| Male - Black / African American | 1,696        | 1,019         | 15.24            | 12.69             | 60%               | -14.19                    | -2.13  | 0.833236471 | 73.75     | 168                   | 204                   |
| Male - Hispanic / Latino        | 2,778        | 1,839         | 24.96            | 22.91             | 66%               | -7.87                     | -1.67  | 0.918056527 | 81.25     | 118                   | 164                   |
| Male - Pacific Islander         | 84           | 50            | 0.75             | 0.62              | 60%               | -12.68                    | -9.59  | 0.825487788 | 73.06     | 3                     | 11                    |
| Male - Two or More              | 789          | 546           | 7.09             | 6.80              | 69%               | -3.13                     | -3.13  | 0.959700175 | 84.94     | N/A                   | 23                    |
| Male - Unknown / NR             | 249          | 171           | 2.24             | 2.13              | 69%               | -3.51                     | -5.57  | 0.952394104 | 84.29     | N/A                   | 9                     |
| Male - White                    | 1,734        | 1,307         | 15.58            | 16.28             | 75%               | 3.87                      | -2.11  | 1.045313187 | 92.52     | N/A                   | N/A                   |

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|--------------------|--------------|---------------|------------------|-------------------|-------------------|---------------------------|-------|-------------|-----------|-----------------------|-----------------------|
| Adult Ed           | 434          | 301           | 1.11             | 1.07              | 69%               | -2.96                     | -4.21 | 0.959553799 | 88.96     | N/A                   | 13                    |
| DSPS               | 1,709        | 1,190         | 4.38             | 4.22              | 70%               | -2.77                     | -2.12 | 0.963379636 | 89.32     | 9                     | 45                    |
| EOPS/CARE/CALWORKS | 3,126        | 2,437         | 8.02             | 8.65              | 78%               | 6.18                      | -1.57 | 1.078596778 | 100.00    | N/A                   | N/A                   |
| First Generation   | 13,575       | 9,907         | 34.82            | 35.15             | 73%               | 1.08                      | -0.75 | 1.009705886 | 93.61     | N/A                   | N/A                   |
| Foster Youth       | 148          | 77            | 0.38             | 0.27              | 52%               | -20.33                    | -7.21 | 0.719816128 | 66.74     | 19                    | 30                    |
| Low Income         | 19,089       | 13,683        | 48.96            | 48.55             | 72%               | -1.17                     | -0.64 | 0.991723746 | 91.95     | -7                    | 114                   |
| Umoja              | 658          | 416           | 1.69             | 1.48              | 63%               | -9.21                     | -3.42 | 0.874701759 | 81.10     | 37                    | 60                    |
| Veterans           | 252          | 171           | 0.65             | 0.61              | 68%               | -4.45                     | -5.53 | 0.938832537 | 87.04     | N/A                   | 11                    |

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|-------------|--------------|---------------|------------------|-------------------|-------------------|---------------------------|-------|-------------|-----------|-----------------------|-----------------------|
| 16-18       | 3,342        | 2,575         | 12.81            | 13.52             | 77%               | 4.62                      | -1.50 | 1.055185696 | 87.76     | N/A                   | N/A                   |
| 19-24       | 12,676       | 8,970         | 48.59            | 47.09             | 71%               | -4.39                     | -0.77 | 0.96909939  | 80.60     | 188                   | 286                   |
| 25-29       | 3,666        | 2,607         | 14.05            | 13.69             | 71%               | -2.22                     | -1.44 | 0.97388276  | 81.00     | 17                    | 70                    |
| 30-34       | 2,123        | 1,600         | 8.14             | 8.40              | 75%               | 2.55                      | -1.89 | 1.032115015 | 85.84     | N/A                   | N/A                   |
| 35-54       | 3,140        | 2,375         | 12.04            | 12.47             | 76%               | 2.98                      | -1.55 | 1.035838559 | 86.15     | N/A                   | N/A                   |
| 55-64       | 568          | 442           | 2.18             | 2.32              | 78%               | 4.90                      | -3.65 | 1.065692823 | 88.63     | N/A                   | N/A                   |
| 65 & Above  | 276          | 220           | 1.06             | 1.15              | 80%               | 6.76                      | -5.24 | 1.091620559 | 90.79     | N/A                   | N/A                   |
| Under 16    | 295          | 259           | 1.13             | 1.36              | 88%               | 14.95                     | -5.07 | 1.202363698 | 100.00    | N/A                   | N/A                   |