DIVERSITY, EQUITY, AND INCLUSION IN EVALUTION

definitions, evaluation questions, indicators, and data collection methods

This handout is from EvaluATE's May 2021 webinar by Ayesha Boyce and Tiffany Smith. The slides and recording for this webinar are available at evalu-ate.org/webinars/may-21.

DIVERSITY

DEFINITION:

Variety in traditional sociodemographic markers such as class, gender, and race, as well as other ways people are different from one another.

Differences among individuals, including demographic differences such as gender, race, ethnicity, and country of origin (NAS, 2018).

EXAMPLE EVALUATION QUESTIONS

1. How and in what ways are project leadership attending to diversity? What opportunities and barriers exist? How might they be improved?

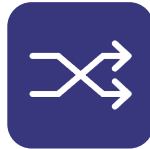2. To what extent has this project increased diversity of participants?

EXAMPLE INDICATORS

Leadership/ Representation

Initial URM # & %

Change in URM

Total # of Participants

Retention Rates

National Demographics/ Representation

Demographics

Example Demographic Indicators

- LGBTQ+ identities
- Disability status and physical accessibility needs
- Racial and ethnic identities
- Religious groups
- Learning and mental accessibility needs

- Gender identity
- Age
- Nationality
- School attended/no schooling
- Country/countries lived in
- Social economic status

EXAMPLE DATA COLLECTION METHODS

Surveys

Focus Groups & Interviews

Institutional or Administrative Data

Program Documentation

EQUITY

DEFINITION:

Parity in program access, participation, and accomplishment for all program participants, especially those least well-served in the context (Greene, Boyce, & Ahn, 2011)

EXAMPLE EVALUATION QUESTIONS

1. How and in what ways are project leadership attending to equity? What opportunities and barriers exist? How might they be improved?
2. What is the quality of the program design, content, and pedagogy, as designed for various and diverse learners in the context?
3. To what extent is the project differentiating instruction based on need?
4. How and in what ways is the project ensuring that various populations have access to resources?
5. Are key project components operating effectively? What is working well and for whom?

EXAMPLE INDICATORS

External factors/threats

Support in place (access)

Diversification of services

Trainings offered and taken

Compensation

Criteria for selection
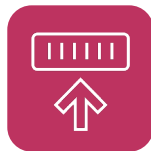
Recruitment vs selection rates

Retention (disaggregated)

Disciplinary actions

Curriculum

GPA

Mentoring type and amount

Satisfaction

% resource based on need

Retention (disaggregated)

Attendance

Recruitment

Example Recruitment Indicators
- LGBTQ+ identities
- Disability status and physical accessibility needs
- Racial and ethnic identities
- Religious groups

EXAMPLE DATA COLLECTION METHODS

Surveys

Focus Groups & Interviews

Institutional or Administrative Data

Program Documentation

Observational Data

INCLUSION

DEFINITION:
Fostering an environment in which participants are (and feel) embraced, included, and valued. Processes through which all students are made to feel welcome and are treated as motivated learners (NAS, 2018).

EXAMPLE EVALUATION QUESTIONS

1. How and in what ways are project leadership attending to inclusion and cultural issues across components? What opportunities and barriers exist? How might they be improved?

2. What is the project culture and climate? What are participant experiences and sense of belonging? Are there differences in experience across groups?

EXAMPLE INDICATORS

Support in place (access)	Curriculum	Leadership	Programmatic training	Project goals	Stakeholder voice	Attendance

Satisfaction	Participant experience	Climate

Example Climate Indicators

- Sense of belonging
- Understanding of role/responsibility
- Self-efficacy
- Relationship with leadership
- STEM identity

EXAMPLE DATA COLLECTION METHODS

Surveys	Focus Groups & Interviews	Program Documentation	Observational Data

LEARN MORE about Drs. Boyce and Smith's research into diversity, equity, and inclusion in the ATE evaluation at evalu-ate.org/research/measuring-equity-diversity-and-inclusion. The full webinar material associated with this handout, including slides and recording, can be accessed at evalu-ate.org/webinars/may-21.