College Priority 3: Foster a Diverse, Equitable, and Inclusive Learning Environment

Last Updated: 1/10/2024

Reading the Scorecard

- The success indicators (legend to right) relate to the *baseline* measure, not the prior year.
- *Baseline* year(s) were those years used to set the target. Data from these years was the most recent data available at the time initial targets were set. If there were multiple years with similar values, there may be more than one baseline year. (See end for more notes.)
- *Historical* years are provided for context, but were not used to set the target.
- Some metrics are based on surveys which are not done every year (such as PACE or the CCSSE) so there will be gaps, indicated by a hyphen: "-".

Legend	
★	Target Met
△	Showing Progress
◇	Static/Minimal Change
▽	Moving Away from Target

Scorecard

Metric	Scorecard year							Target	Current Status
	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26		
Objective 1: Maximize student potential by closing achievement and performance gaps.									
Indicator 1.1 – Close equity gaps in GPA, Course Completion, and Student Progress Measures.									
Metric	**2019-20**	**2020-21**	**2021-22**	**2022-23**	**2023-24**	**2024-25**	**2025-26**	**Target**	**Current**
3.1.1.A) HU-SOC[i] average GPA in college-level courses is **2.94 or higher**.	2.72	2.70	2.75	2.72	2.78			**≥ 2.94**	△
	Baseline	Baseline	△	△	△				
3.1.1.B) Increase HU-SoC Equity Index[ii] for Course Completions to **0.96 or greater**, demonstrating a narrowing of the equity gap.	0.94	0.93	0.92	0.92	0.92			**≥ 0.96**	▽
	Baseline	Baseline	▽	▽	▽				
3.1.1.C) Increase HU-SoC Equity Index for achieving 15 College-Level Credits within the first year to **0.95 or greater**, demonstrating a narrowing of the equity gap.	0.91	0.91	0.91	0.89	0.89			**≥ 0.95**	▽
	Baseline	Baseline	◇	▽	▽				

Metric	Scorecard year							Target	Current Status
	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26		

Objective 2: Create a culture of belonging through access and inclusion.

Indicator 2.1 – GHC Students, Faculty and Staff indicate through words and actions that they feel a sense of belonging at GHC.

Metric	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	Target	Current
3.2.1.A) Increase HU-SoC Equity Index for achieving 45 College-Level Credits within the first year to **0.86 or greater**, demonstrating a narrowing of the equity gap.	0.78	0.81	0.81	0.78	0.76			**≥ 0.86**	▼
	Historical	Baseline	◆	▼	▼				
3.2.1.B) HU-SOC graduate belonging score from annual graduate survey is **2.6 or higher**. (On par w/ Non-HUSOC students, scale of 1 to 3)	-	2.53	2.87	2.52	2.57			**≥ 2.6**	▲
	-	Baseline	★	◆	△				
3.2.1.C) Student belonging score from annual student survey is **2.6 or higher**. (Scale of 1 to 3)	-	-	2.51	2.55				**≥ 2.6**	▲
	-	-	Baseline	△					
3.2.1.D) Employee Belonging Score from PACE Survey is **3.85 or higher**. (Scale of 1 to 5)	-	-	3.50	-	3.32			**≥ 3.85**	▼
	-	-	Baseline	-	▼				

Objective 3: Institutional Processes Foster racial, social, and economic justice for students, faculty, and staff.

Indicator 3.1 – GHC institutional processes foster racial, social, and economic justice for all

Metric	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	Target	Current
3.3.1.A) Average score on annual process evaluation rubric is [target TBD] or higher. (scale of A to Y).	-	-	-	-				**TBD**	–
	-	-	-	-					

Multiple Baseline/Historical Years

Some metrics have multiple *baseline* or *historical* years. Why is this? The development of the 2019-2026 scorecard was a multi-year learning process for GHC. Development of the objectives, indicators, and metrics took place throughout 2019-20, which meant that there was no data to inform college priority work during 2019-20, and 2020-21 was the earliest year where metrics were finalized and scorecard data was available. For some areas, this process continued into 2020-21. For example, for metric 3.2.1.B, the questions for this measure were not added to the GHC grad survey until spring of 2022, making that the first year data was available.

When metrics were finalized for the 2020-21 scorecard, if the values for 2019-20 and 2020-21 scorecard were similar, they were both considered *baseline* and used to set the target (see 3.1.1.C). However, if they were significantly different, the 2020-21 measure was usually considered to be baseline, while the 2019-20 scorecard value would be considered *historical*: providing context, but not used to determine the target (see 3.2.1.A).

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[i] HU-SoC: Historically Underserved Students of Color. This grouping includes student who have self-identified as at least one of: Black or African American, Latino or Hispanic, American Indian or Alaska Native, or Pacific Islander, including Native Hawai'ian.

[ii] Equity Index is a ratio that demonstrates whether the target population is over- or under-represented in the population of successful students. Ratio values below 1.0 indicate the target population is under-represented. Moving the ratio closer to one shows a narrowing of the gap.

The Equity Index is based on work from the USC Center for Urban Education.

GHC aggregates the most recent 3 years of data when calculating an Equity Index.

Most Recent Sample Sizes:

Metric	Sample Size	Source/Timeframe
3.1.1.A) HU-SOC average GPA in college-level courses is **2.94 or higher**.	505 unique students, 2,955 enrollments	2022-23 pre-college and college-level enrollments that counted for GPA
3.1.1.B) Increase HU-SoC Equity Index for Course Completions to **0.96 or greater**, demonstrating a narrowing of the equity gap.	1,007 unique students, 8,902 enrollments	HU-SoC pre-college and college-level enrollments that counted for GPA between 2020-21 and 2022-23
3.1.1.C) Increase HU-SoC Equity Index for achieving 15 College-Level Credits within the first year to **0.95 or greater**, demonstrating a narrowing of the equity gap.	553 unique HU-SoC students	First-time college level HU-SoC students from 2019-20 to 2021-22
3.2.1.A) Increase HU-SoC Equity Index for achieving 45 College-Level Credits within the first year to **0.86 or greater**, demonstrating a narrowing of the equity gap.	553 unique HU-SoC students	First-time college level HU-SoC students from 2019-20 to 2021-22
3.2.1.B) HU-SOC graduate belonging score from annual graduate survey is **2.6 or higher**. (On par w/ Non-HUSOC students, scale of 1 to 3)	28 unique HU-SoC students	2023 Graduate Survey
3.2.1.C) Student belonging score from annual student survey is **2.6 or higher**. (Scale of 1 to 3)	56 unique HU-SoC students	Winter 2023 All-Student survey
3.2.1.D) Employee Belonging Score from PACE Survey is **3.85 or higher.** (Scale of 1 to 5)	114 unique employees	2022 PACE Survey
3.3.1.A) Average score on annual process evaluation rubric is [target TBD] or higher. (scale of A to Y).		