



Racial Disparities and Disproportionality Index

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What is RDDI?

RDDI stands for **Racial Disparities and Disproportionality Index**

A methodology that provides a novel way to assess disparities in and across systems

Indexes are useful because they provide a normalized way to talk about disparities

Can be scaled to work with all different kinds of partners




The Disparity Index

The Disparity Index can be viewed as the

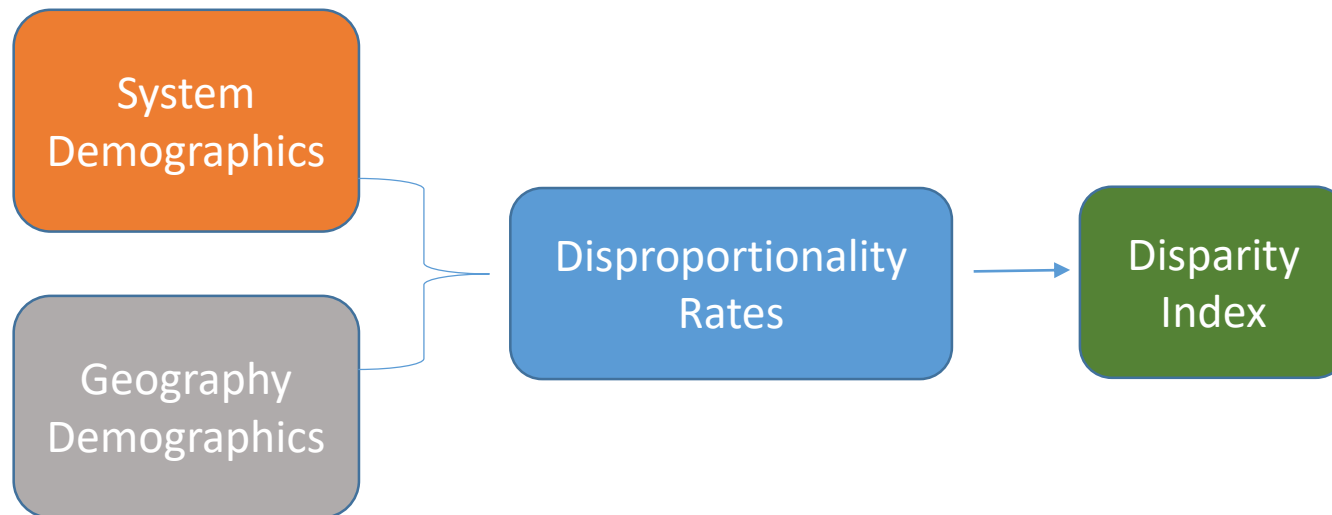
“likelihood of one group experiencing an event, compared to the likelihood of another group experiencing the same event.”

Shaw, T.V., Putnam-Hornstein, E., Magruder, J. & Needell, B. (2008). Measuring Racial Disparity in Child Welfare. *Welfare* 87(2):23-36. Page 31.



Calculating a Disparity Index

- Two Step Process:
 1. Calculate Disproportionality Rates
 2. Compare Disproportionality Rates to calculate Disparity Index



Calculating the Index:

1. For system (S), and for every racial group (R):

1. Divide the number of individuals by the number of individuals in the broader population (P)

- **Disproportionality**
 $= SR_n / PR_n$

2. Divide each racial group's Disproportionality Rates by the combined disproportionality Rates of all other groups

- **Disparity Index N=** PR_N / PRA

2. Repeat for every system

Interpreting the RDDI

Disparity Indexes are
relative

An index of 1 means that
group is not
disproportionately
represented in the system
– either over *or* under

An index less than 1
means that group is
underrepresented

An index over 1 means
that group is
overrepresented

There is no upper bound
to the index

Indexes compare each
group to the combined
non-group rates

Why the RDDI is different

Indexes compare each group to the combined non-group rates

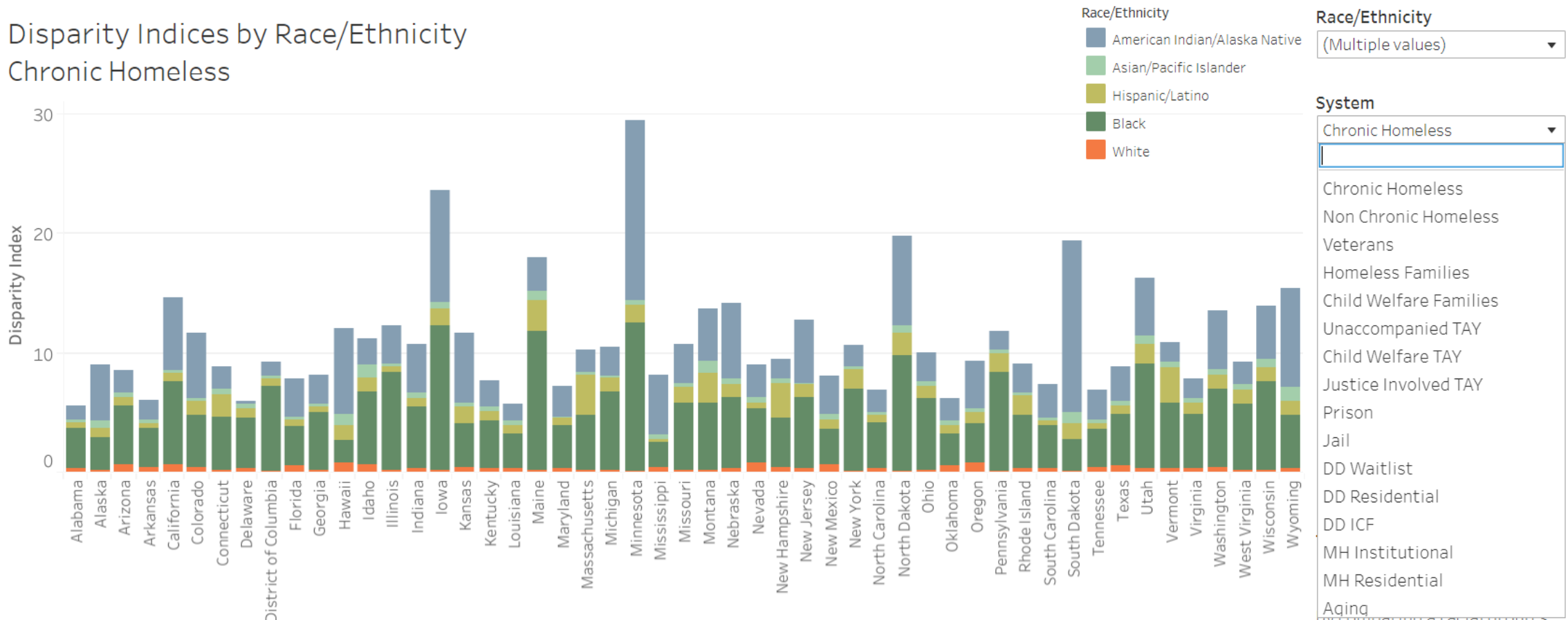
E.g., within a system, the disproportionality rate for Black/African American, is calculated relative to the rate for all non-Black/African American populations

The representation for White populations is not the relative norm.

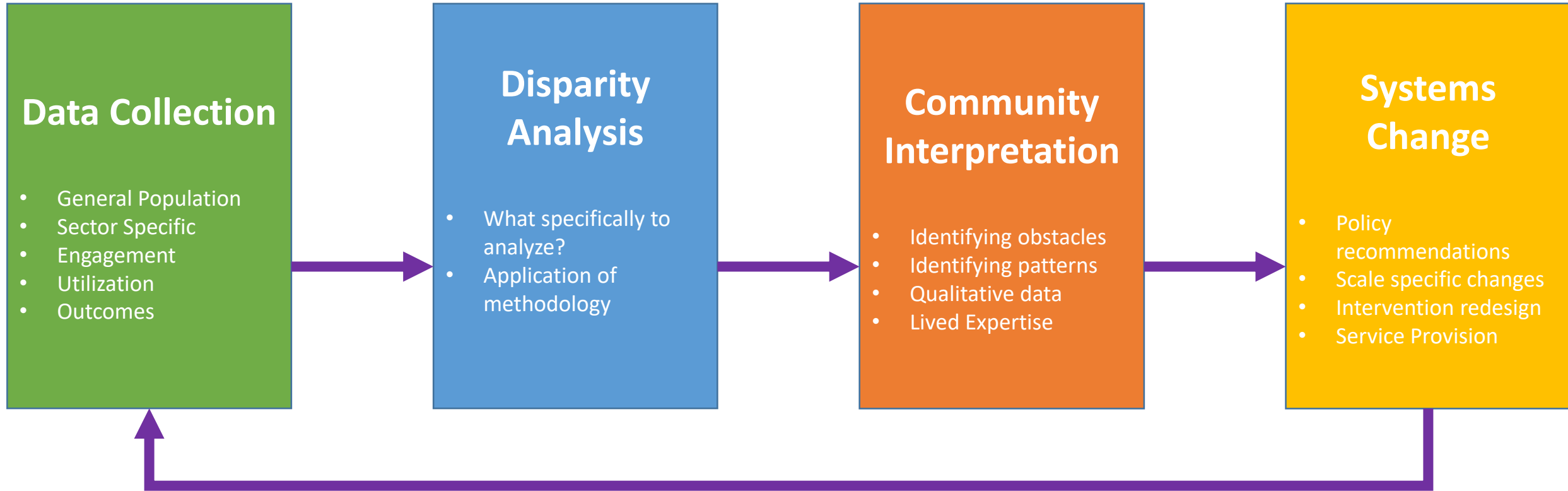


The Cross System View of Disparity

Disparity Indices by Race/Ethnicity
Chronic Homeless



RDDI as Process in Communities

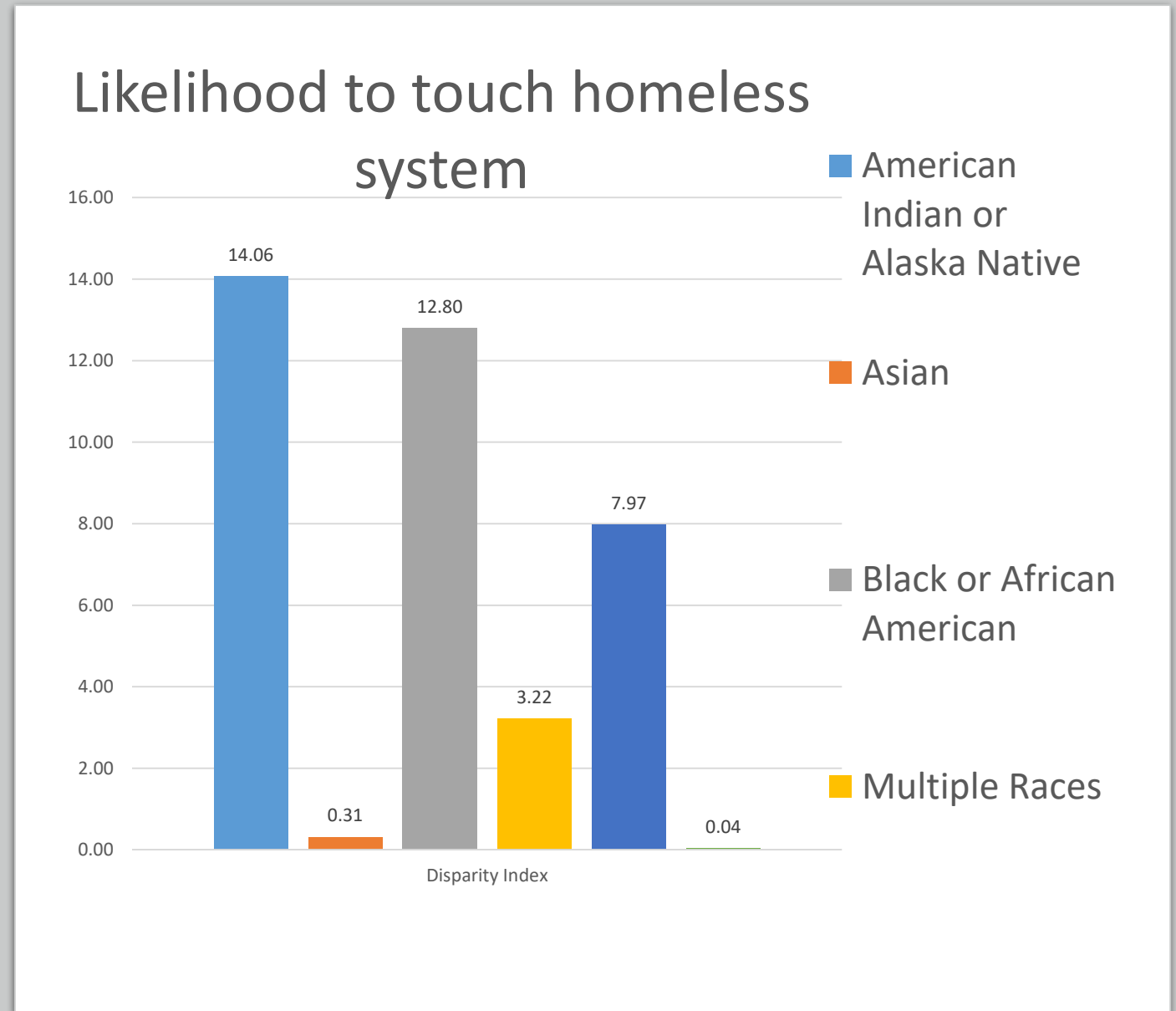


Community Example

Hennepin County Youth and Families

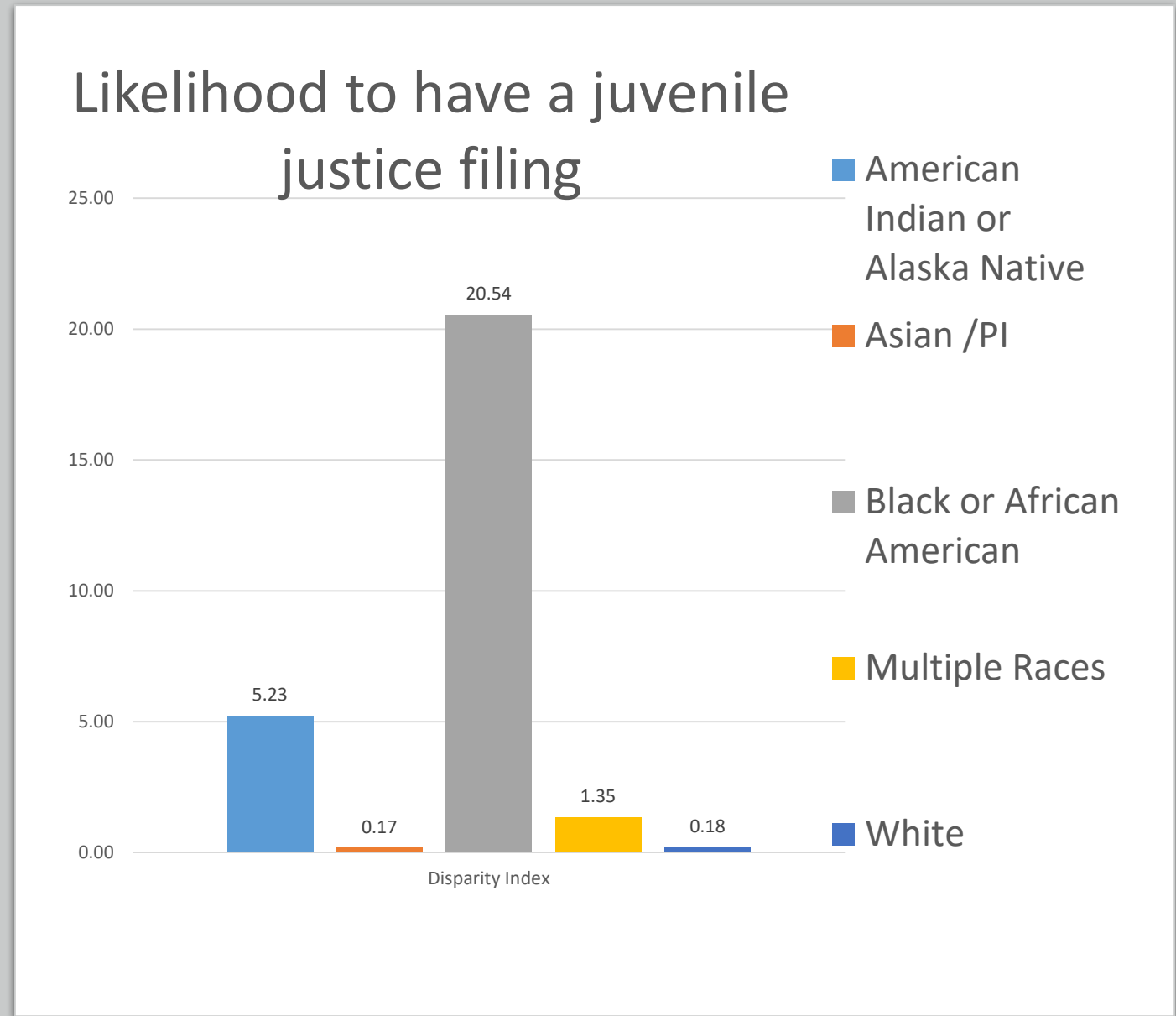
- Takeaways:

- **American Indian or Alaska Native families are 14 times as likely** to touch the homeless system as non-American Indian or Alaska Native Families
- **Black or African American families are 12.8 times as likely** to touch the homeless system as non-Black or non-African American families
- **White families are .04 (or 1/25) times as likely** to touch the homeless system as non-White families

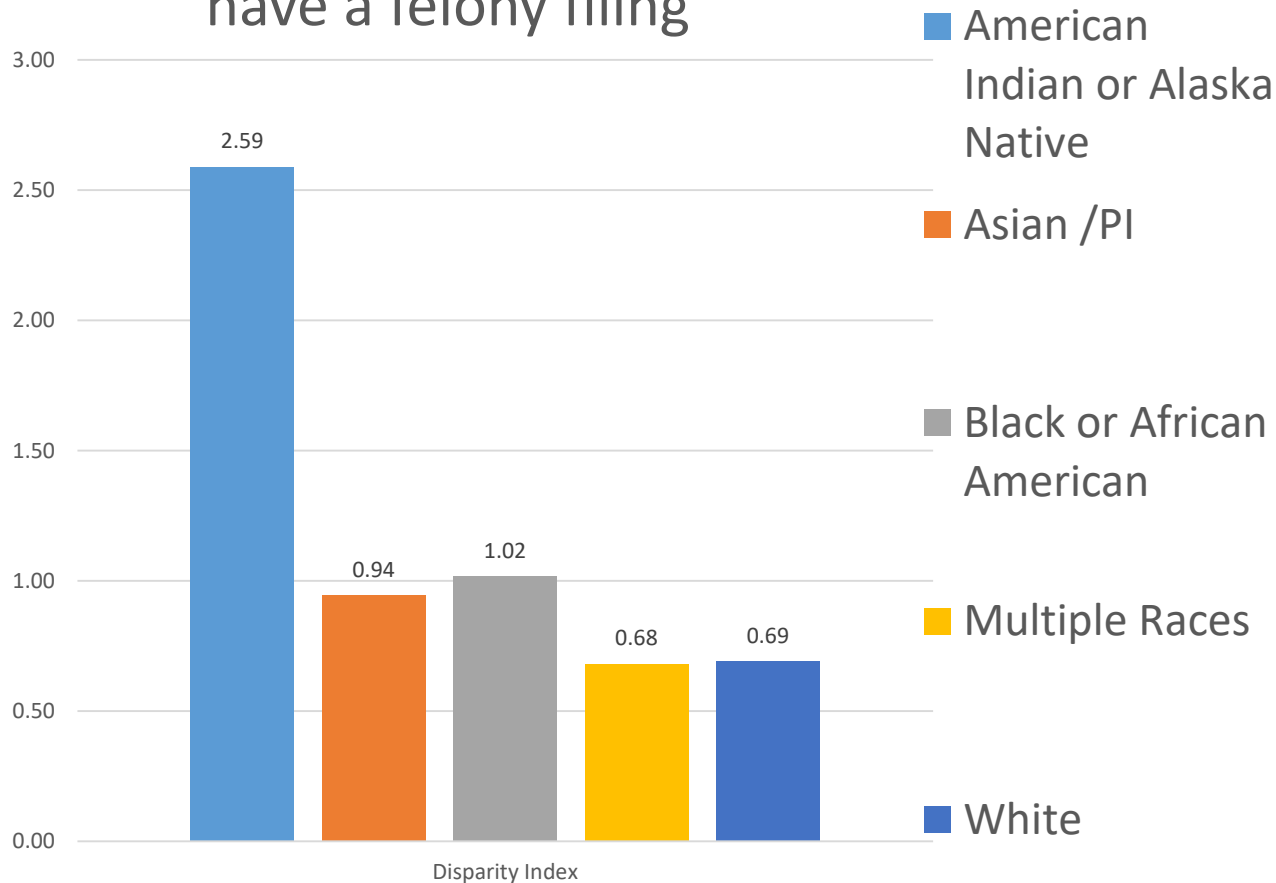


- Takeaways:

- **American Indian or Alaska Native youth** are **5.23 times as likely** to have a juvenile justice filing against them compared to non-American Indian or Alaska Native youth
- **Black or African American youth** are **20.54 times as likely** to have a juvenile justice filing against them compared to non-Black or non-African American youth

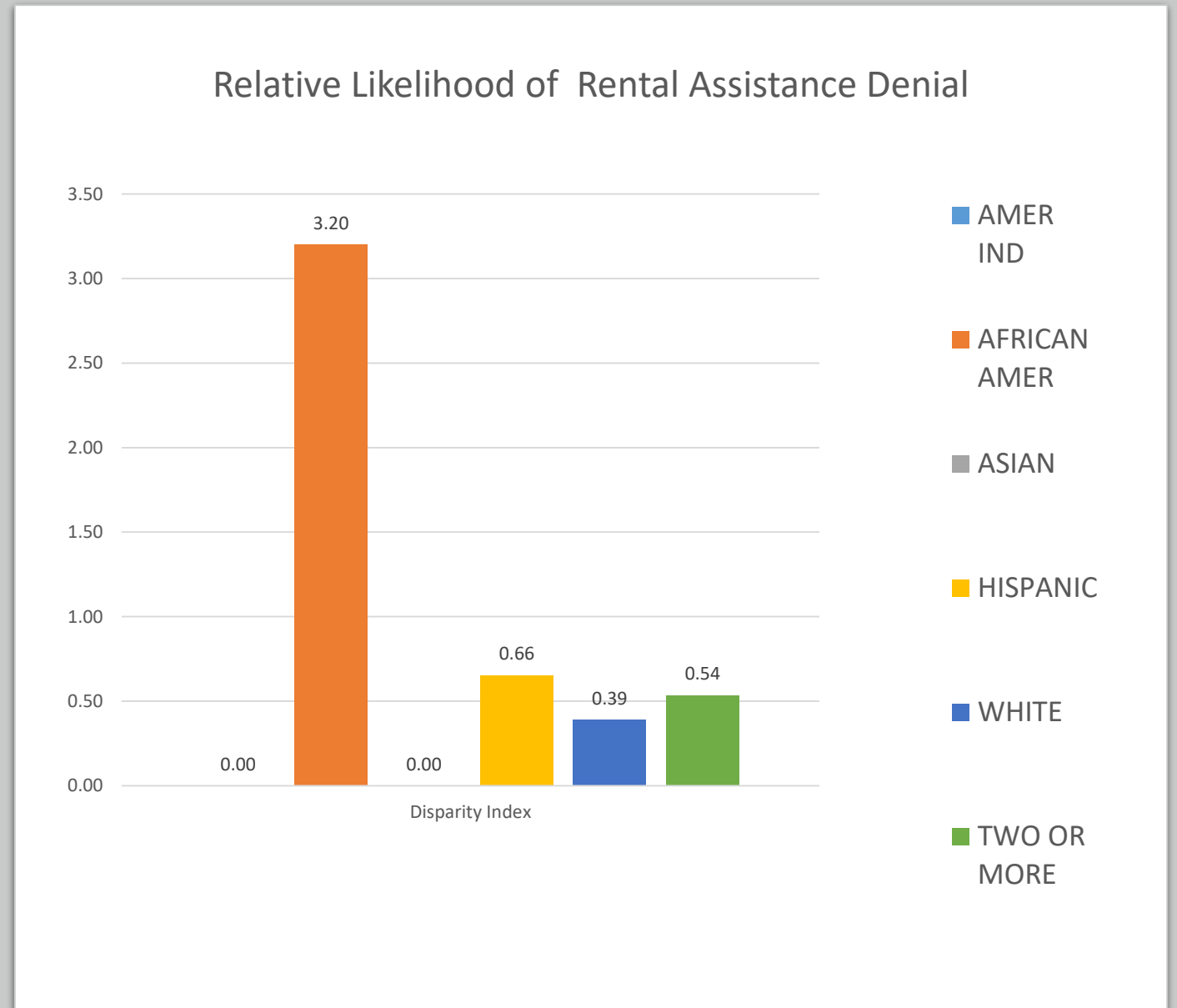


Of those with filings, likelihood to have a felony filing



- Takeaways:
- When we look at all the youth who already have a filing against them:
- **American Indian or Alaska Native youth are 2.6 times as likely to have a felony filing against them compared to non-American Indian or Alaska Native youth**

- Takeaways:
- Black or African American students are more than three times as likely to have their Rental Assistance applications denied, compared to their peers



From Data
Driven to
Community
Driven

Genuine involvement in the process means involvement at *every* step of the journey

- Data Collection
- Interpretation
- Transformation



Community Driven Data Collection

What data is being collected & why?

- What questions are being asked?
- By whom and for whom?
- What data *isn't* being collected that should be?
- What data do we need to answer questions that benefit the community?

