



District or Campus G/T Equity Representation

According to the Texas State Plan for the Education of Gifted/Talented Students (2.25), "The population of the gifted/talented services program is closely reflective of the population of the total district and/or campus."

A discrepancy exists when a school's gifted population is under the Equity Allowance Goal. The Equity Allowance Goal (or Representation Index) is the **minimum** amount any subpopulation should represent in your gifted program. Wright, Ford, and Young (2017) designate a twenty percent (20%) threshold. This means that a school's Representation Index should be at least 80% or 0.8 of the proportional representation of each population. A Representation Index much greater than 1.0 (or over 100%) would indicate a well-represented population and should also be included in the rationale for proportionality in your gifted program.

Using the table below, determine representation indices for various student demographics in your school or district. Access the U.S. Office of Civil Rights Data Collection (CRDC) website at <https://ocrdata.ed.gov/>. Please reference the *OCRdata Instructions* document for information on how to navigate the website and retrieve data for your school or district.

For example, a school has a Black enrollment of 22.7% and the G/T Black enrollment is 11.8%. The ratio of G/T% to school% is $11.8/22.7 = 0.54$ or 54% ($11.8 \div 22.7 = 0.54$). If we were to analyze this Representation Index (RI) based on the Equity Allowance Goal of at least 0.8 or 80%, this school does not have an equitable representation of Black students.

Complete the table below using a calculator to calculate the representation index (RI):

| Sub-Population | School or District Enrollment Percentage (S) | School or District Gifted Enrollment Percentage (G) | Representation Index (RI) (G ÷ S) |
|----------------------------------|--|---|-----------------------------------|
| Black | | | |
| Hispanic | | | |
| Asian | | | |
| White | | | |
| American Indian/Alaskan Native | | | |
| Native Hawaiian/Pacific Islander | | | |
| Two or More | | | |

Wright, B., Ford, D., & Young, J. (2017) Ignorance or Indifference? Seeking Excellence and Equity for Under-Represented Students of Color in Gifted Education. *Global Education Review*, 4(1). 45-60. (<https://eric.ed.gov/?id=EJ1137997>)