

## Data and Parity Quiz Key

1. **b.** 7 C.F.R. effectuates Title VI ( programs) for USDA and recipients of federal funds like MAES and UME.
2. **e.** Race and ethnicity (Title VI) and sex (Title IX) are three main data points used to determine non-discrimination in programs.
3. **c and e.** The most basic levels of data collection for MAES and UME are grant recipients and county-level program contact data. While data may also be collected for clubs, that is included in program data at county level. Additional data points include graduate student statistics and Title VII employment data as it relates to staff delivering programs, including U. M. Extension programs and MAES research programs.
4. **c.** Name, e-mail address, home or business address, phone numbers, and identification numbers that can be linked to a name, are all personally identifiable ( P.I.) information that can lead to a breach of privacy. Collecting P.I. Information linked to race, ethnicity, and sex data not only makes demographic data harder to elicit, it is an invasion of the privacy of members of the public.

5. **False.** Hispanic is one of the two OMB ethnicity categories: the other is non- Hispanic.
6. **d.** Parity is used to assess outreach to the potential program population based on the U.S. Census, certified as accurate by the federal government. Credible outreach to populations as measured by parity demonstrates a capacity to use funding effectively. While federal compliance reviews seek to confirm that parity percentages are used to PLAN programs and track outreach outcomes, parity percentages do not, of themselves, ensure that parity is used in program planning. That is more a function of using live data regularly to correct deficiencies and increase positive practices across the organization.
7. **True.** Volunteers involved in program delivery to the public, whether a field day, Master Gardener plant clinic, or a 4-H camp topic, must collect program participant data by race, ethnicity, and sex.
8. **False.** 7 C.F.R. Only stipulates that program participant data (race, ethnicity and sex) must be available at the county level (UME) to confirm nondiscrimination in programs. For MAES, where the program is the research program, data points include aggregation of race, ethnicity and

sex for grant recipients/ principal investigators, for graduate students, the composition of faculty and research advisory units, and employment statistics for employees of research farms and centers.

9. **c.** To get the percentage of Hispanics in a given population set, divide the number who indicated Hispanic ethnicity by the total race number. Presuming all Hispanics have identified their race *and* ethnicity, the census divides the number reporting Hispanic ethnicity by the total number for all races to get a notational percentage for Hispanics. The Hispanic ethnicity number is not added to the race total because they have presumably already indicated their race. Note: The total number for races is divided into each race category, and into Hispanic, to derive all percentages to total.