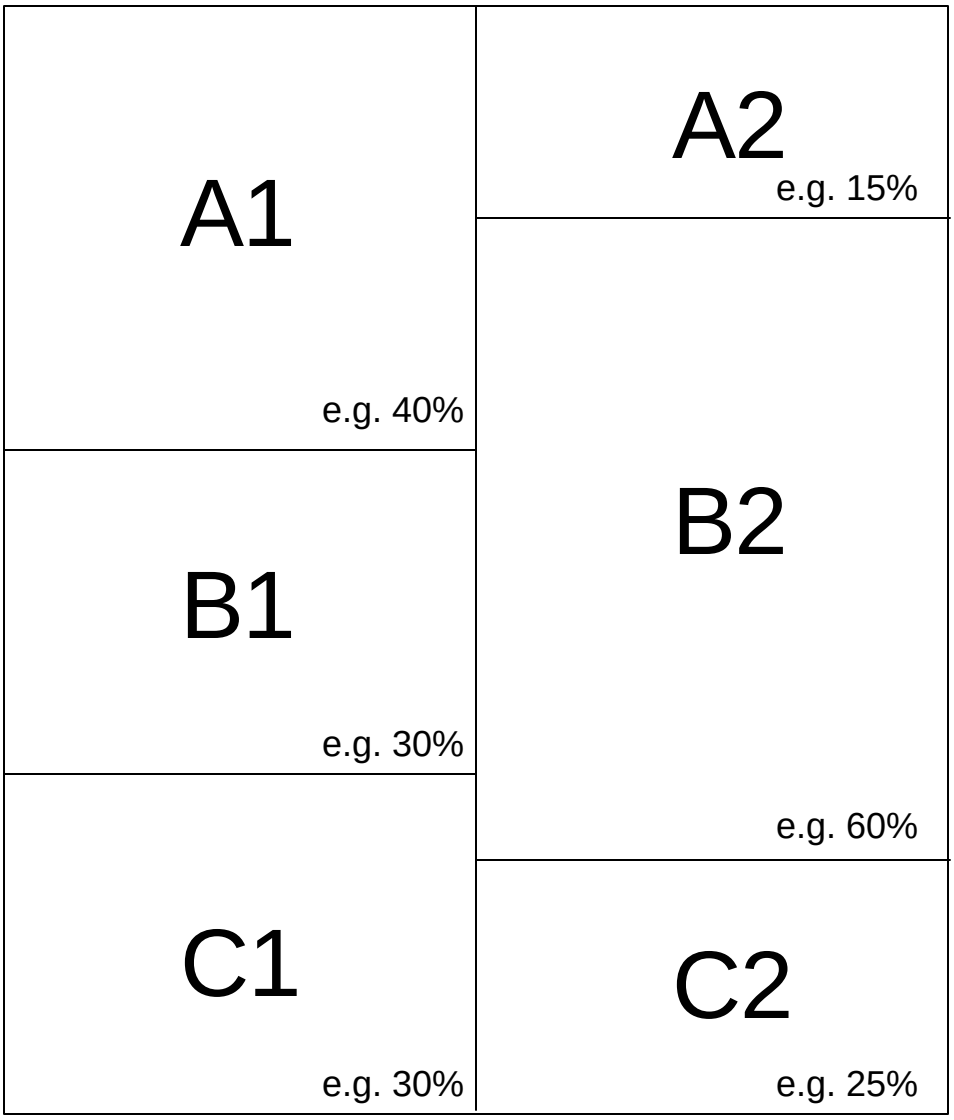
Method for Calculating the Degree of Alignment

Between Different Group Distributions by Race, Ethnicity or Other Characteristics

Can be used to compare the alignment of organizational staffing by race and ethnicity to that of of grantee communities or customers and the demographics of poor neighborhoods.



Alignment Score = 100 - K/2 where K = Abs(A1 - A2) + Abs(B1 - B2) + Abs(C1 - C2), Abs stands for absolute value, and A, B and C are percentages for comparable subgroups.

Alignment scores range from 100 (perfect alignment) to 0 (complete misalignment) In the above example K = 25+30+5 = 60, and the Alignment Score = 100 - 60/2 or 70. (To see the extreme case of a close-to-zero score, use the following values for A1 thru C2: 1,1,98, 98, 1,1)

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