How to Access the Disproportionate Impact Tool


2. On the menu on the left side of the screen click on “Apps”, then scroll down to the “Staff” drop-down menu and click on the “Program Review” application.
3. On the main page of the Program Review tool, click on DISPROPORTIONATE IMPACTS.
4. The Disproportionate Impact Tool works by calculating differences in course completion rates for targeted student groups based on the Percentage Point Gap (PPG) Method as required by California AB504, Community Colleges: Student Success and Support Program Funding. Course completion rates are disaggregated by ethnicity, gender, foster youth, veterans, individuals with disabilities, and low income status. The rates of completion for each group are compared with the average completion rate for all students, and the percentage point difference for each group is calculated.

In the picture below, the row circled in red shows the course completion count and rate for all students. The column circled in red shows the percentage point difference for each group when compared to the average completion for all students.
5. In the column titled “Percentage Point Gap and Margin of Error”, the small white triangle on each graph represent the margin of error which differs for each group based on the sample size. The blue bar represents the percentage point gap between each group and the average for all students. Disproportionate impact in course completion rates is found when the blue bar exceeds the rate of the margin of error. The highlighted rows contain the groups that are disproportionally impacted.
6. You can use the blue menu on the left side of the screen to filter down to your division, department, subject, or course number. After you make your selection, check under the header “Course Completion” to make sure that the data shown is for the parameters and year you want to view.
7. You can also filter on other student characteristics, programs, and learning communities by clicking on the pink check mark next to the word “FILTER”. A pop-up window will appear containing all available filters. After you make your selection, click “OK”.

8. If you have any questions, or if you run into any problems while navigating the tool, please email Ola Sabawi at sabawiola@fhda.edu.