How to Access the Disproportionate Impact Tool

1. Access your My Portal account at https://myportal.fhda.edu/cp/home/displaylogin by entering your CWID and password.

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.

Disproportionate Impact with Margin of Error by Year

Limits: 2018-19

Course Completion
De Anza College
2018-19

Target Population(s)	The # of credit courses students enrolled in & were present on census day in Fall	The % of courses passed (earned A, B, C, or credit) out of the credit courses students enrolled in & were present in on census day	Comparison to the all student average (Percentage point difference with +/- added)*	Percentage Point Gap and Margin of Error
African American	5,758	64%	-14	
Asian	70,512	83%	+5	
Decline to State	2,364	82%	+4	
Filipinx	9,652	74%	-4	
Latinx	37,660	69%	-9	
Native American	708	72%	-6	
Pacific Islander	1,175	70%	-8	
White	26,513	81%	+3	
All Students	154,342	78%		
Female	75,146	80%	+2	
Male	79,175	76%	-2	

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.

Disproportionate Impact with Margin of Error by Year

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De Anza College

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Non-Binary	21	67%	-11	

Margin of Error

-14 percentage points surpasses the Margin of Error. Disproportioante impact is found

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.
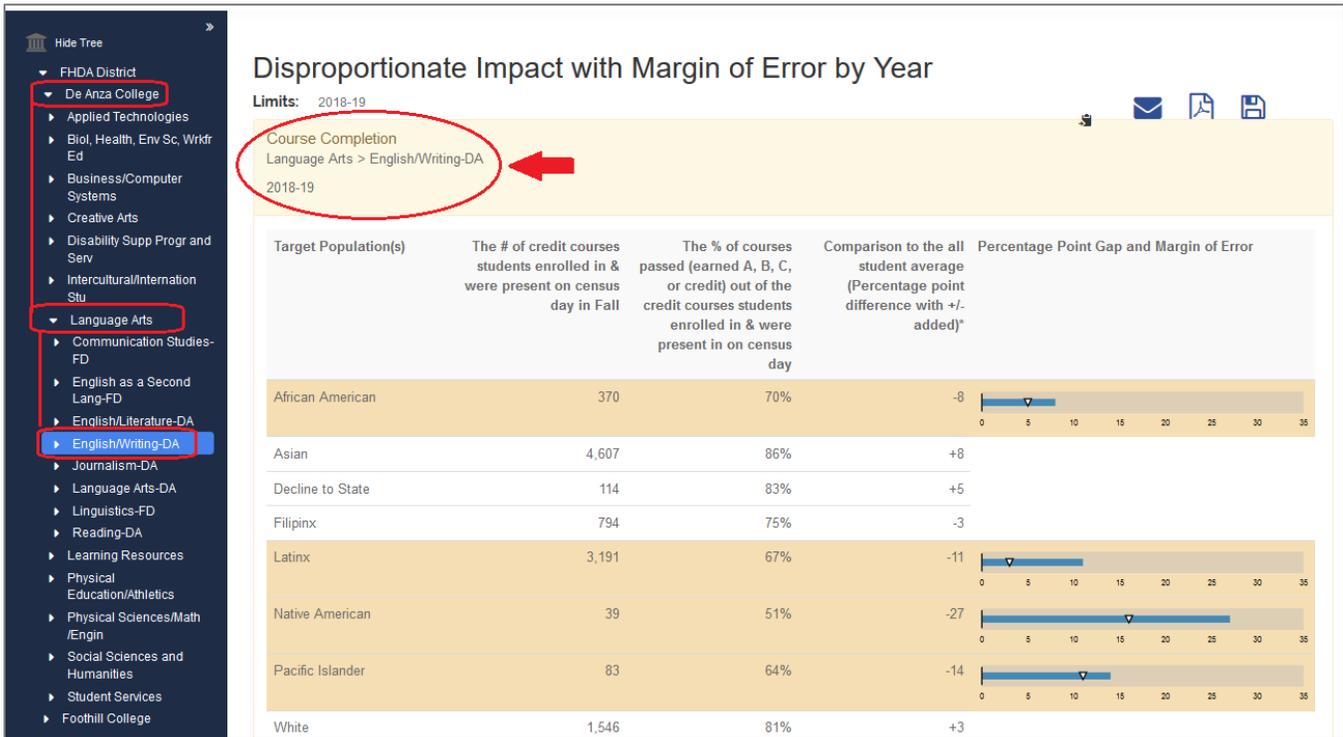
7. You can also filter on other student characteristics, programs, and learning communities by clicking on the pink check mark next to the word "FILTER". A pop-up window will appear containing all available filters. After you make your selection, click "OK".
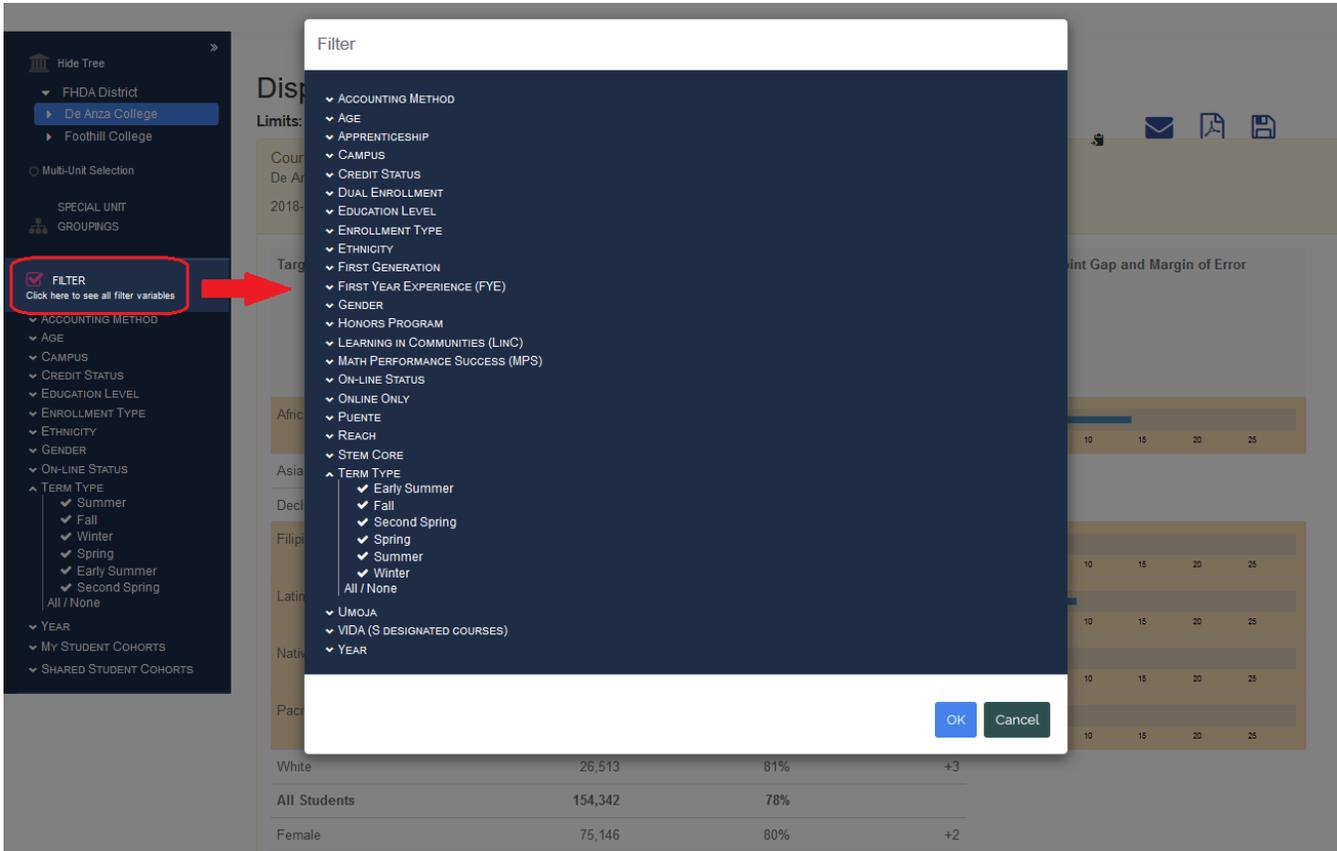
8. If you have any questions, or if you run into any problems while navigating the tool, please email Ola Sabawi at sabawiola@fhda.edu.