**Office of Student Success and Equity: Program Review and Student Equity Crosswalk**

Disproportionately impacted students include: African American/Black, Latinx, students with disabilities, and LGBTQ students.

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| **Current PR Question**  | **Equity-enhanced PR Suggestion**  |
| **PR Questions A:** List the program’s current goals. For each goal (minimum of 2 goals), discuss progress and changes. If the program is addressing more than two (2) goals, please duplicate this section. Please provide an action plan for each goal that gives the steps to completing the goal and the timeline. | **Suggested addendum:** If not already identified in your current goals, address programmatic practices you have, or plan to, implement to address closing equity gaps for disproportionately impacted students. 1. If you listed equity-driven goals in your last Program Review cycle, provide the status of those goals.
2. What steps is your department taking to identify equity gaps in student enrollment, achievement, progression, and completion?
3. What challenges did your department face in trying to implement best practices to address equity issues?
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| **PR Analysis, Section B:** Take a look at your trend data (all programs should have some form of data that is used to look at changes over time). |
| Were there any changes to student success and retention for face-to-face, as well as online/distance courses?   | Do the data show changes to the success and retention for face-to-face, as well as online/distance learning courses? 1. When you disaggregate the data by race and gender, what do the data reveal?
2. Can your department contextualize the trends identified by the data?
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| Were there any changes to student demographics (age, gender, or ethnicity) for the past cycle?  | Do the data reveal any changes to student demographics (age, gender, race, ethnicity, or other) for the past cycle?  |
| Changes in enrollment (headcount, sections, course enrollment, and productivity).   | Did the change in demographics have an effect on disproportionately impacted student enrollment and success rates? If so, what policies and/or practices can you attribute to those changes?  |
| **PR Conclusion and Snapshot:** Present any conclusions and findings about the program. This is an opportunity to provide a brief abstract or synopsis of your program’s current circumstances and needs. Consider this a snapshot of your program, if someone were to only read this portion of your annual program review.  | Identify planned departmental activities designed to address equity gaps among disproportionately impacted students within your program in the next AY.  In what way do you anticipate each of these activities will close gaps?  Provide programmatic improvements to advance student equity. How will you evaluate your progress?  |

**DRAFT**: *Program Review Student Equity Crosswalk| Bakersfield College*