

Institutional Goals to be Achieved by 2027

Goal	Measure	Black	Filipinx	Foster Youth	Latinx	LGBTQ+	Native American	Pacific Islander	All Other Groups
Goal 1: Outreach to Historically Underrepresented Populations	Enrollment of students who identify as Black, Filipinx, Foster Youth, Latinx, LGBTQ+, Native American and Pacific Islander will be proportional to their representation within Santa Clara County.	+1.1%	-3.7%	-0.05%	+2.3%	-3.0%	-0.8%	+0.3%	NA
Goal 2: Achieving Success Factors	The rate at which students report they feel a sense of belonging on campus will be no more than 5 percentage points different for Black, Filipinx, Foster Youth, Latinx, LGBTQ+, Native American and Pacific Islander students, compared with the rate for all other students.	91%	83%	100%	94%	91%	NA	100%	89%
Goal 3: Course Success	The annual course completion rate for Black, Filipinx, Foster Youth, Latinx, LGBTQ+, Native American and Pacific Islander students will be no more than 5 percentage points different from the rate for all other students.	68%	80%	51%	71%	73%	78%	68%	83%
Goal 4: English + Math Completion	The rate of successful completion of transfer-level English and Math in the first year for Black, Filipinx, Foster Youth, Latinx, LGBTQ+, Native American and Pacific Islander students will be no more than 5 percentage points different from the rate for all other students.	19%	37%	19%	25%	23%	NA	NA	36%
Goal 5: Transfer	The annual transfer rates for Black, Filipinx, Foster Youth, Latinx, LGBTQ+, Native American and Pacific Islander students will be no more than 5 percentage points different from the rate for all other students.	9%	11%	6%	8%	7%	NA	NA	10%
Goal 6: Degree Attainment	The annual rate of degrees awarded for Black, Filipinx, Foster Youth, Latinx, LGBTQ+, Native American and Pacific Islander students will be no more than 5 percentage points different from the rate for all other students.	5%	9%	5%	7%	6%	NA	NA	6%

Goal	Measure	Black	Filipinx	Foster Youth	Latinx	LGBTQ+	Native American	Pacific Islander	All Other Groups
Goal 7: Certificate Attainment	The annual rate of certificates awarded for Black, Filipinx, Foster Youth, Latinx, LGBTQ+, Native American and Pacific Islander students will be no more than 5 percentage points different from the rate for all other students.	2%	4%	3%	3%	2%	NA	NA	3%
Goal 8: Workforce Training	The rate at which students report they are employed in a field closely related to their field of study will be no more than 5 percentage points different for Black, Filipinx, Foster Youth, Latinx, LGBTQ+, Native American and Pacific Islander students, compared with all other students.	NA	62%	83%	80%	63%	NA	NA	74%
Goal 9: Civic Capacity for Community and Social Change	The rate at which students report they are able to make a positive difference for others will be no more than 5 percentage points different for Black, Filipinx, Foster Youth, Latinx, LGBTQ+, Native American and Pacific Islander students, compared with all other students.	100%	92%	100%	90%	84%	NA	100%	87%
Goal 10: Meeting Basic Needs	The rate of basic needs challenges – including homelessness, housing insecurity, food insecurity and mental health issues – reported by Black, Filipinx, Foster Youth, Latinx, LGBTQ+, Native American and Pacific Islander students will be no more than 5 percentage points different from the rate for all other students, as measured by the annual basic needs survey.	66%	46%	70%	55%	51%	NA	42%	37%

Updated December 2024

ADDENDUM: Institutional Metrics Details

		Black	Filipinx	Foster Youth	Latinx	LGBTQ+	Native American	Pacific Islander	Subtotal	All Other Groups	All Students	Source
Goal 1: Outreach	De Anza	3.9%	6.3%	0.004%	27.3%	1.0%	0.4%	0.8%	Not Applicable			Fall 2023 De Anza College. Santa Clara County: Ethnicity 2020, Foster Youth 2022, LGBTQ+ 2013, Filipinx 2019
	County	2.8%	10.0%	0.05%	25.0%	4.0%	1.2%	0.5%				
	Difference	1.1%	-3.7%	-0.05%	2.3%	-3.0%	-0.8%	0.3%				
Goal 2: Success Factors	Achieved	10	10	5	45	61	Data not available	3	134	213	283	Unique responses, belonging index, spring 2024, college survey 2023-24 course success rate, Precision Campus; LGBTQ+ 22/23
	Total	11	12	5	48	67		3	146	239	315	
	Percent	91%	83%	100%	94%	91%		100%	92%	89%	90%	
Goal 3: Course Success	Achieved	3,663	6,791	275	25,316	7,032	364	694	44,135	65,951	110,086	Expanded; 2022-23 rate; Data Vista
	Total	5,418	8,538	538	35,560	9,442	465	1,017	60,978	79,398	140,376	
	Percent	68%	80%	51%	71%	74%	78%	68%	72%	83%	78%	
Goal 4: Math + English	Achieved	30	124	24	372	110	Data not available	Data not available	660	1,370	2,030	Transferred to a 4-year institution; 2021-22 rate; Data Vista
	Total	157	332	125	1,474	487			2,575	3,765	6,340	
	Percent	19%	37%	19%	25%	23%			26%	36%	32%	
Goal 5: Transfer	Achieved	69	151	43	527	130	Data not available	Data not available	920	1,346	2,266	Earned an award, Associate Degree; 2022-23 rate; Data Vista
	Total	747	1,438	685	6,670	1,819			11,359	13,266	24,625	
	Percent	9%	11%	6%	8%	7%			8%	10%	9%	
Goal 6: Degree	Achieved	40	126	36	475	110	Data not available	Data not available	787	836	1,623	Chancellor's Office approved, 2022-23 rate; Data Vista
	Total	745	1,356	706	6,524	1,905			11,236	13,309	24,545	
	Percent	5%	9%	5%	7%	6%			7%	6%	7%	
Goal 7: Certificate	Achieved	17	52	19	190	47	Data not available	Data not available	325	396	721	Job closely related to field of study; 2021-22 rate; Data Vista
	Total	745	1,356	706	6,524	1,905			11,236	13,309	24,545	
	Percent	2%	4%	3%	3%	2%			3%	3%	3%	
Goal 8: Workforce	Achieved	Data not available	13	25	66	10	Data not available	Data not available	114	294	408	Unique responses, engagement index, spring 2024, college survey
	Total		21	30	82	16			149	397	546	
	Percent		62%	83%	80%	63%			77%	74%	75%	
Goal 9: Civic + Community	Achieved	11	11	5	43	56	Data not available	3	126	208	278	
	Total	11	12	5	48	67		3	143	239	315	
	Percent	100%	92%	100%	90%	84%		100%	88%	87%	88%	

		Black	Filipinx	Foster Youth	Latinx	LGBTQ+	Native American	Pacific Islander	Subtotal	All Other Groups	All Students	Source
Goal 10: Basic Needs Including Mental Health												
Food Insecurity	Achieved	9	9	4	27	37	Data not available	1	87	112	160	Unique responses, food insecurity index, spring 2024, college survey
	Total	11	12	5	48	67		3	146	239	315	
	Percent	82%	75%	80%	56%	55%		33%	60%	47%	51%	
Housing Insecurity	Achieved	8	6	3	34	38	Data not available	1	90	99	149	Unique responses, housing insecurity index, spring 2024, college survey
	Total	11	12	5	48	67		3	146	239	315	
	Percent	73%	50%	60%	71%	57%		33%	62%	41%	47%	
Homelessness	Achieved	3	1	3	12	13	Data not available	1	33	41	58	Unique responses, homelessness index, spring 2024, college survey
	Total	11	12	5	48	67		3	146	239	315	
	Percent	27%	8%	60%	25%	19%		33%	23%	17%	18%	
Mental Health	Achieved	9	6	4	32	50	Data not available	2	103	106	155	Unique responses, spring 2024, college survey
	Total	11	12	5	48	67		3	146	239	315	
	Percent	82%	50%	80%	67%	75%		67%	71%	44%	49%	

College survey data includes cell suppression when total is less than 3. Data Vista data includes cell suppression when the total is less than 10.

Goal 1: 2020 Decennial Census Data. Foster Youth January 2022 Santa Clara County; *LGBTQ+*: <https://lgbtq.sccgov.org/about/quick-facts>; *Filipinx*: <https://bayareaequityatlas.org/BayArea-API-diversity>