

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.	23%	41%	20%	26%	23%	NA	NA	43%
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.	10%	14%	8%	10%	10%	NA	NA	13%
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.	10%	14%	14%	10%	8%	NA	NA	5%

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.	NA	4%	6%	3%	3%	NA	NA	5%
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	50%	100%	73%	50%	NA	NA	76%
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%

*All students, **Degree/Transfer Students, Updated August 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 2023, college survey 2023-22 course success rate, Precision Campus; LGBTQ+ 2021-22
	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	5,995	364	694	43,098	66,988	110,086	Precision Campus; LGBTQ+ 2021-22
	Total	5,418	8,538	538	35,560	8,191	465	1,017	59,727	80,649	140,376	
	Percent	68%	80%	51%	71%	73%	78%	68%	72%	83%	78%	
Goal 4: Math + English	Achieved	27	101	16	310	76	Data not available	Data not available	530	1,041	1,571	Degree/transfer students; 2021-22 rate; CalPass Plus
	Total	120	246	79	1,175	324			1,944	2,402	4,346	
	Percent	23%	41%	20%	26%	23%			27%	43%	36%	
Goal 5: Transfer	Achieved	62	170	50	575	139	Data not available	Data not available	996	1,323	2,319	Degree/transfer students; 2020-21 rate; CalPass Plus
	Total	648	1,224	631	5,893	1,354			9,750	10,285	20,035	
	Percent	10%	14%	8%	10%	10%			10%	13%	12%	
Goal 6: Degree	Achieved	58	155	71	555	109	Data not available	Data not available	948	542	1,490	Degree/Transfer students; 2021-22 rate; CalPass Plus
	Total	568	1,118	499	5,368	1,300			8,853	11,182	20,035	
	Percent	10%	14%	14%	10%	8%			11%	5%	7%	
Goal 7: Certificate	Achieved	Data not available	48	29	149	33	Data not available	Data not available	259	290	549	Degree/Transfer students; 2021-22 rate; CalPass Plus
	Total		1,118	499	5,368	1,300			8,285	11,677	19,962	
	Percent		4%	6%	3%	3%			3%	2%	3%	
Goal 8: Workforce	Achieved	Data not available	3	4	16	3	Data not available	Data not available	26	37	63	Degree/Transfer students; 2019-20 rate; CalPass Plus
	Total		6	4	22	6			38	49	87	
	Percent		50%	100%	73%	50%			68%	76%	72%	
Goal 9: Civic + Community	Achieved	11	11	5	43	56	Data not available	3	126	208	278	Unique responses, engagement index, spring 2023, college survey
	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 2023, 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 2023, 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 2023, 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 2023, 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. CalPass Plus 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>