

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.	+1.0%	-3.0%	-0.05%	+2.4%	-3.0%	-0.8%	+0.2%	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.	100%	92%	91%	95%	92%	NA	100%	90%
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%	81%	76%	72%	73%	71%	58%	86%
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%	82%	95%	89%	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.	60%	56%	71%	48%	46%	NA	100%	32%

*All students, **Degree/Transfer Students, Updated July 2023

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	3.8%	7.0%	0.004%	27.4%	1.0%	0.4%	0.7%	Not applicable			Fall 2022 De Anza College. Santa Clara County: Ethnicity 2021, Foster Youth 2022, LGBTQ+ 2013, Filipinx 2019
	County	2.8%	10.0%	0.05%	25.0%	4.0%	1.2%	0.5%				
	Difference	1.0%	-3.0%	-0.05%	2.4%	-3.0%	-0.8%	0.2%				
Goal 2: Belonging	Achieved	15	12	10	77	108	Data not available	3	na	330	438	Unique responses, belonging index, spring 2023, college survey
	Total	15	13	11	81	117		3	na	365	478	
	Percent	100%	92%	91%	95%	92%		100%	na	90%	92%	
Goal 3: Course Success	Achieved	2,427	6,298	2,363	24,022	5,995	149	309	41,563	59,037	100,600	All students; 2021-22 rate; CalPass Plus
	Total	3,567	7,769	3,093	33,580	8,191	210	531	56,941	68,423	125,364	
	Percent	68%	81%	76%	72%	73%	71%	58%	73%	86%	80%	
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; 2020-21 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	15	12	9	77	104	Data not available	3	na	316	424	Unique responses, engagement index, spring 2023, college survey
	Total	15	13	11	81	117		3	na	365	478	
	Percent	100%	92%	82%	95%	89%		100%	na	87%	89%	

		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	12	8	10	51	59	Data not available	1	na	146	218	Unique responses, food insecurity index, spring 2023, college survey
	Total	15	13	11	81	117		3	na	365	478	
	Percent	80%	62%	91%	63%	50%		33%	na	40%	46%	
Housing Insecurity	Achieved	5	5	9	34	42	Data not available	1	na	95	140	Unique responses, housing insecurity index, spring 2023, college survey
	Total	15	13	11	81	117		3	na	365	478	
	Percent	33%	38%	82%	42%	36%		33%	na	26%	29%	
Homelessness	Achieved	2	2	4	14	26	Data not available	1	na	56	75	Unique responses, homelessness index, spring 2023, college survey
	Total	15	13	11	81	117		3	na	365	478	
	Percent	13%	15%	36%	17%	22%		33%	na	15%	16%	
Mental Health	Achieved	10	9	8	56	88	Data not available	3	na	166	244	Unique responses, spring 2023, college survey
	Total	15	13	11	81	117		3	na	365	478	
	Percent	67%	69%	73%	69%	75%		100%	na	45%	51%	

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: July 2021 Census Data. *Foster Youth* January 2022: https://socialservices.sccgov.org/sites/g/files/exjcpb701/files/documents/QSR_2022-01.pdf#:~:text=Ethnicity%20%26%20Race%20Asian%20Black%2F%20African%20American%20Hispanic,196%2C648%20%2845%25%29%20113%2C9991%2C739%20%280.4%25%29%2040%2C959%20%289%25%29%2068%2C892%20%2816%25%29;LGBTQ+:https://lgbtq.sccgov.org/about/quick-facts;Filipinx:https://bayareaequityatlas.org/BayArea-API-diversity

01.pdf#:~:text=Ethnicity%20%26%20Race%20Asian%20Black%2F%20African%20American%20Hispanic,196%2C648%20%2845%25%29%20113%2C9991%2C739%20%280.4%25%29%2040%2C959%20%289%25%29%2068%2C892%20%2816%25%29; LGBTQ+: <https://lgbtq.sccgov.org/about/quick-facts>; *Filipinx*: <https://bayareaequityatlas.org/BayArea-API-diversity>