

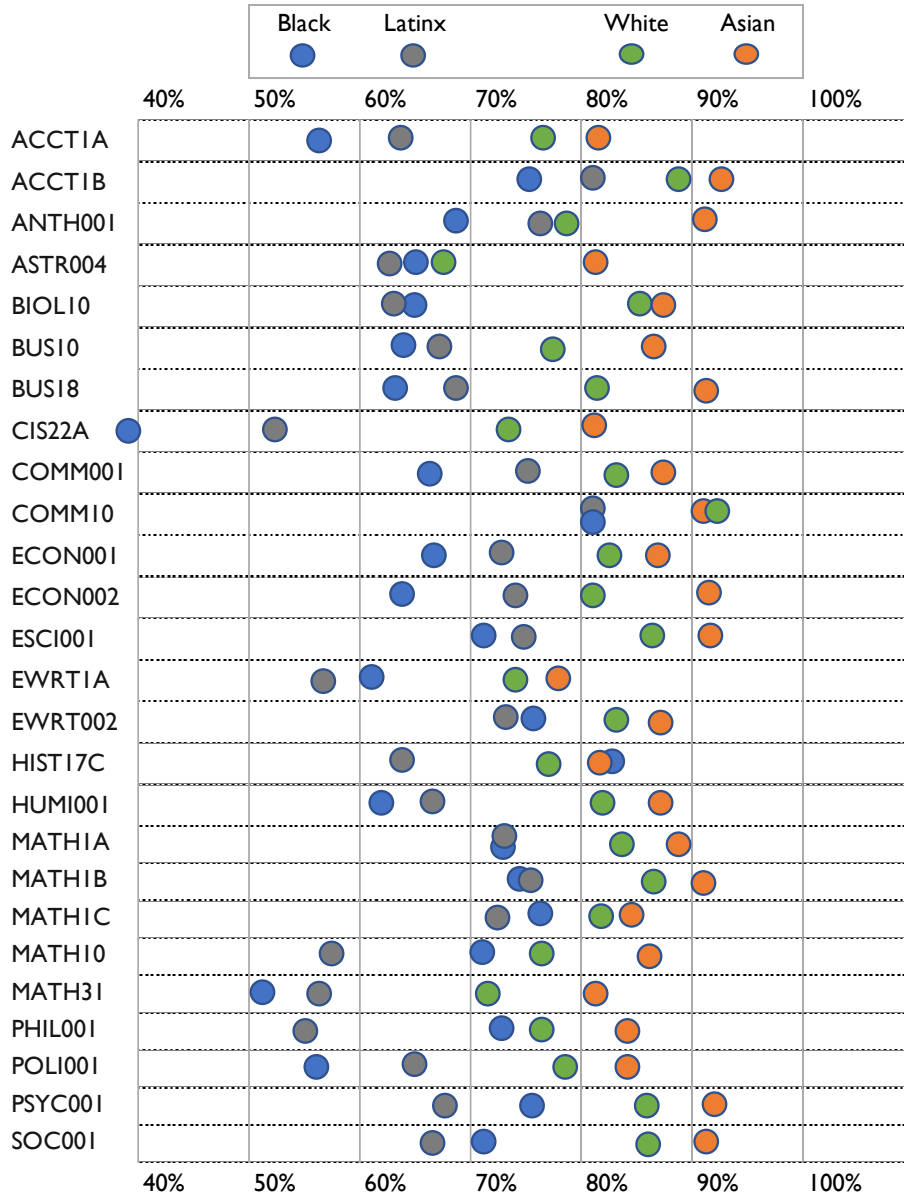
Perpetuation of Racial Gaps - 2020-21

De Anza College's equity-focused Institutional Metric, developed in 2010 states:

There will be no more than a 5-percentage point difference between the annual Course Completion Rate for targeted groups and all other groups.

Despite strategic and focused attention to equity gaps across the college, stark differences in outcomes by racial groups persist year after year.

Success Rates by Ethnicity, Courses Enrolled over 900 in 2020-21



Courses with enrollments over 900 in 2020-21 by ethnicity. Summer not included. Success rates include A, B, C and P grades. Includes honors sections. Asian excludes Filipinx and Pacific Islander.

We, as an institution need to break these patterns to change longstanding and deep seeded institutionalized racism that is prevalent across all metrics, not only course success rates.

While De Anza is poised to make change to close these gaps, focused efforts thus far have failed to do so.

We need to acknowledge our strengths and praise our accomplishments, then move on to discuss why we keep seeing the same racial gaps in outcomes. What do we need to do differently? How do create a campuswide culture responsible for the success of all students? How do we become student-ready?

Would you like to explore racial success gaps for all ethnic groups, divisions, departments or courses? [Click here \(Tab 2\).](#)