

De Anza Office of Institutional Research and Planning
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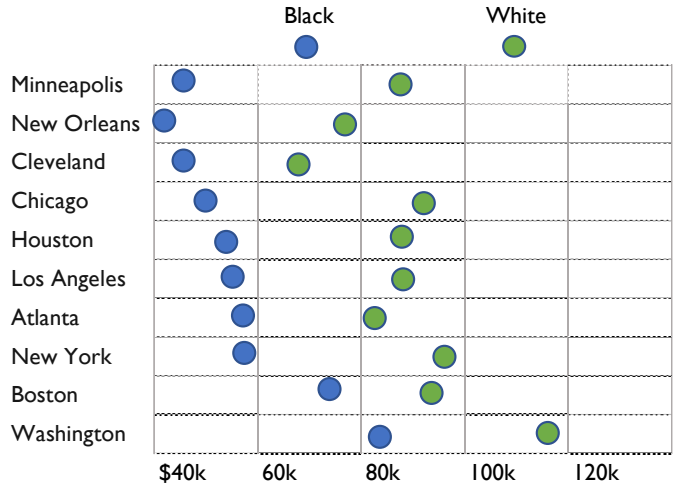
De Anza College's equity-focused Institutional Metric states:

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

However, equity gaps persist and starkly resemble continuously perpetuated institutionalized racism-related patterns across the nation.

A recent New York Times article showed the stark differences in income across selected metropolitan areas with patterns vastly different for Black and White households.

Median Household Income, by Metro Area and Race



For selected metro areas. By The New York Times, Source: Moody's Analytics

Success Rates by Ethnicity, Courses Enrolled over 1,000 in 2018-19



Courses with enrollments over 1,000 in 2018-19 by ethnicity. Success rates include A, B, C and P grades.

De Anza's course success rates for the top enrolled courses offered in 2018-19 follow similar patterns with stark contrasts between Black and Latinx and White and Asian students.

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.

De Anza is poised to make change to close these gaps but the first step is recognizing they exist, giving the issue space and people time to discuss how to address it.

Some areas have smaller gaps that which could offer insight into their culture, practices and policies around student and faculty success. But first, let's collectively recognize and accept these differences.