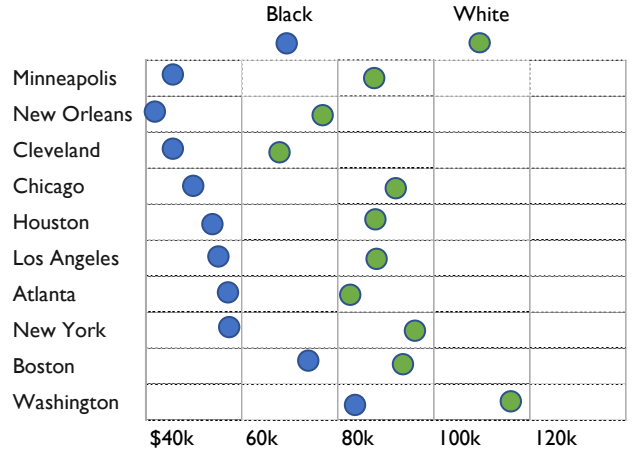De Anza College's equity-focused Institutional Metric states:

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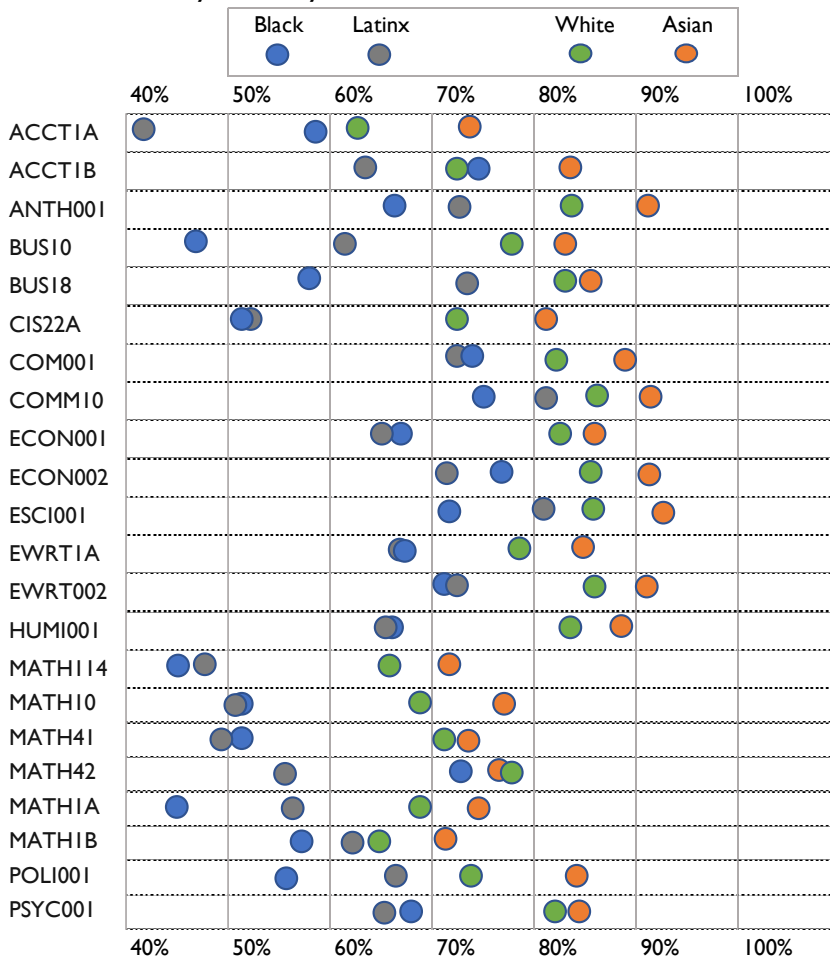
A recent New York Times article showed the stark differences in income across selected metropolitan areas with patterns vastly different for Black and white households.

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. Summer not included.

Success rates include A, B, C and P grades. Includes honors sections. Excludes EW 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 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.

Data Tables

		Success		Non Success		Total	
		Grades	Percent	Grades	Percent	Grades	Percent
ACCTD001A	African American	29	59%	20	41%	49	100%
	Latinx	126	41%	181	59%	307	100%
	Asian	560	74%	195	26%	755	100%
	White	151	63%	87	37%	238	100%
ACCTD001B	African American	25	74%	9	26%	34	100%
	Latinx	102	63%	60	37%	162	100%
	Asian	472	83%	94	17%	566	100%
	White	123	73%	46	27%	169	100%
ANTH001	African American	35	66%	18	34%	53	100%
	Latinx	261	72%	100	28%	361	100%
	Asian	492	91%	49	9%	541	100%
	White	154	82%	33	18%	187	100%
BUSD010.	African American	31	47%	35	53%	66	100%
	Latinx	255	61%	165	39%	420	100%
	Asian	735	83%	146	17%	881	100%
	White	220	78%	63	22%	283	100%
BUSD018.	African American	23	58%	17	43%	40	100%
	Latinx	145	73%	55	28%	200	100%
	Asian	445	86%	75	14%	520	100%
	White	166	83%	35	17%	201	100%
CISD022A	African American	21	51%	20	49%	41	100%
	Latinx	74	51%	72	49%	146	100%
	Asian	635	81%	149	19%	784	100%
	White	139	72%	54	28%	193	100%
COMMD001.	African American	67	74%	23	26%	90	100%
	Latinx	424	72%	164	28%	588	100%
	Asian	881	89%	113	11%	994	100%
	White	338	82%	74	18%	412	100%
COMMD010.	African American	33	75%	11	25%	44	100%
	Latinx	330	80%	82	20%	412	100%
	Asian	451	91%	46	9%	497	100%
	White	153	86%	24	14%	177	100%

		Success		Non Success		Total	
		Grades	Percent	Grades	Percent	Grades	Percent
ECOND001.	African American	32	68%	15	32%	47	100%
	Latinx	209	67%	104	33%	313	100%
	Asian	879	86%	147	14%	1,026	100%
	White	200	82%	43	18%	243	100%
ECOND002.	African American	33	77%	10	23%	43	100%
	Latinx	190	73%	69	27%	259	100%
	Asian	771	91%	75	9%	846	100%
	White	179	86%	29	14%	208	100%
ESCI001	African American	30	71%	12	29%	42	100%
	Latinx	212	81%	49	19%	261	100%
	Asian	635	92%	56	8%	691	100%
	White	146	86%	23	14%	169	100%
EWRTD001A	African American	107	68%	50	32%	157	100%
	Latinx	972	67%	469	33%	1,441	100%
	Asian	1591	85%	278	15%	1,869	100%
	White	527	79%	138	21%	665	100%
EWRTD002.	African American	79	71%	32	29%	111	100%
	Latinx	628	72%	249	28%	877	100%
	Asian	1341	90%	157	10%	1,498	100%
	White	431	86%	71	14%	502	100%
HUMID001.	African American	57	66%	29	34%	86	100%
	Latinx	478	66%	242	34%	720	100%
	Asian	1019	89%	128	11%	1,147	100%
	White	277	84%	54	16%	331	100%
MATHD114.	African American	28	46%	33	54%	61	100%
	Latinx	374	48%	409	52%	783	100%
	Asian	337	71%	136	29%	473	100%
	White	194	65%	103	35%	297	100%
MATHD010.	African American	91	51%	89	49%	180	100%
	Latinx	715	50%	711	50%	1,426	100%
	Asian	1317	77%	399	23%	1,716	100%
	White	435	69%	199	31%	634	100%
MATHD041.	African American	25	51%	24	49%	49	100%
	Latinx	204	48%	217	52%	421	100%
	Asian	586	74%	210	26%	796	100%
	White	196	71%	82	29%	278	100%

		Success		Non Success		Total	
		Grades	Percent	Grades	Percent	Grades	Percent
MATHD042.	African American	16	73%	6	27%	22	100%
	Latinx	109	55%	89	45%	198	100%
	Asian	408	76%	129	24%	537	100%
	White	133	76%	42	24%	175	100%
MATHD001A	African American	10	45%	12	55%	22	100%
	Latinx	63	56%	50	44%	113	100%
	Asian	702	75%	236	25%	938	100%
	White	121	69%	54	31%	175	100%
MATHD001B	African American	14	58%	10	42%	24	100%
	Latinx	54	62%	33	38%	87	100%
	Asian	628	70%	264	30%	892	100%
	White	98	64%	55	36%	153	100%
POLID001.	African American	39	56%	31	44%	70	100%
	Latinx	367	66%	191	34%	558	100%
	Asian	674	84%	132	16%	806	100%
	White	236	74%	84	26%	320	100%
PSYCD001.	African American	63	68%	29	32%	92	100%
	Latinx	503	65%	274	35%	777	100%
	Asian	826	84%	155	16%	981	100%
	White	284	82%	61	18%	345	100%

Courses with enrollments over 1,000 in 2018-19 by ethnicity. Summer not included. Success rates include A, B, C and P grades. Includes honors sections. Excludes EW grades.