

Latinx Education Summit XIX



Latinx Education Achievement Report

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Overview of Advancing Educational Progress

The proportion of Hispanic TK-12 students in U.S. schools has **increased three-fold, from 9% in 1984 to 29% today**. High school graduation rates for Latinx reached an all-time high in 2022 of nearly 83%. **Yet deep inequalities remain, and too many Latinx young people continue to face barriers to opportunity (NCES, 2024).**

According to the UnidosUS 2022 national report, for **Latinx students - the largest ethnic group in the nation** - the pandemic threatened to undermine decades of slow academic progress. Furthermore, Latinx students are less likely to attend a high performing school than non-Latinx white students, and **Latinx students remain disproportionately underrepresented among America's teachers.**

At the postsecondary level, Latinx freshman enrollment declined 7.8% in spring 2021, compared to spring 2020 - the first decline in Latinx enrollment in a decade.

Source: UnidosUS (2022). Latino Students Success: Advancing U.S. Educational Progress for All. Washington D.C.



Eight Guiding Concepts in Assessing the Report

1. Continuing transformation (growth in diversity)
2. Uneven academic attainment (achievement patterns)
3. Stable under-representation (personnel and access)
4. Overrepresentation (disproportionality in SpED, Suspensions, Expulsions)
5. Institutional marginalization (suspensions and underachievement)
6. Segregation (low achievement and majority Latinx schools)
7. Unequal access to early opportunity (early childhood education)
8. Lack of transparency in the use of Local Control Funding Formula



Purpose of Achievement Report

The purpose of this Latinx Education Summit report is to **raise social consciousness of TK-16 educational leadership and the community at-large** around the pressing need to provide equitable educational programs and early interventions to Latinx students from preschool through higher education.

In 2022, the number of Latinx* residents in California had surpassed the number of white residents, with about **15.73 million** Latinx/Hispanics compared to 13.2 million white residents. **In 2024, 56.1% of California and 49.3% of San Diego's TK-16 students are Latinxs, and nearly 35% of all Latinx students are English learners.** To meet the needs of this growing student population, the San Diego community needs to be monitored and calls for working together to address the educational achievement of our Latinx and low-income students.

The urgency to meet the needs of San Diego County's 235,573 (2023-24) Latinx student population is clear: the Latinx student performance data shows the academic achievement of Latinxs is at or near the bottom on every indicator. This low educational attainment is not solely a result of recent immigration. High school and college completion rates have been consistently lower among U.S.-born Latinxs than any other group.



Forecasting California's Population and Students Demographics



**65.3
Million**

Latinx residents in the
U.S., according to U.S.
Census Bureau*

19.5%

Of the nation's
population

***US Census Bureau Quick Facts** data are derived from: Population Estimates, American Community Survey, Census of Population and Housing, Current Population Survey, Small Area Health Insurance Estimates, Small Area Income and Poverty Estimates, State and County Housing Unit Estimates, County Business Patterns, Nonemployer Statistics, Economic Census, Survey of Business Owners, Building Permits.

Data Source: <https://www.census.gov/quickfacts/fact/table/US/PST045218>



**CA 15.7
Million**

California is home to the largest Latinx population in the country. Over 15.7 million of California's almost 40 million residents are Latinx (40.4%) and most live in Southern California.

**45% by
2060**

California's Latinx population is also growing.

***US Census Bureau Quick Facts** data are derived from: Population Estimates, American Community Survey, Census of Population and Housing, Current Population Survey, Small Area Health Insurance Estimates, Small Area Income and Poverty Estimates, State and County Housing Unit Estimates, County Business Patterns, Nonemployer Statistics, Economic Census, Survey of Business Owners, Building Permits.

Data Source: <https://www.census.gov/quickfacts/fact/table/US/PST045218>



Latinx children
represent
29% of all
school-aged children
in the U.S.*

*Source: National Center for Education Statistics (2022)



**98
Million**

The U.S. Census Bureau
(2023) projects that Latinxs
will account for about
1 of every 4
of the 364+ million U.S.
residents in 2060.

Source: U.S. Census Bureau estimates 2023 & National Institute on Minority Health and Health Disparities 2022



Latinx-Hispanic by National Origin in the U.S. (2022)

Ancestry	Population	%
Mexican	37,414,772	58.9
Puerto Rican	5,905,178	9.3
Cuban	2,435,573	3.8
Dominican	2,396,784	3.8
Central American	6,531,267	10.3
South American	4,666,970	7.3
Other	4,203,095	6.6
Total	63,553,639	100

Source: <https://data.census.gov/table/ACSDT1Y2022.B03001>



California Statewide Population

Percent of California's Population

Ethnicity	2000	2010	2020	2023
	<i>pop=33,871,648</i>	<i>pop=39,557,045</i>	<i>pop=39,538,223</i>	<i>pop=39,965,193</i>
White	47.3	36.8	35.2	34.3
Latinx	32.4	39.3	40.2	40.4
African American	6.5	6.5	6.5	6.5
Asian	11.0	15.3	15.9	16.5
Filipino, Pacific Islanders, Native Americans, + Other	2.7	2.1	2.2	2.2

Sources: US Census Bureau, Quick Facts <https://www.census.gov/quickfacts/fact/table/CA/RHI725221>



Ethnically diverse
children and youth
represent over
79% of all school-aged
children in California



California Statewide Enrollment

Percent of Enrollment				
Ethnicity	1997-98 N=5,707,303	2007-08 N=6,475,269	2023-24 N=5,892,240	Change 1998-2024
White	38.8	28.5	20.3	-18.5
Latinx	40.5	48.7	56.1	15.6
African American	8.8	7.4	4.9	-3.9
Asian	8.1	8.2	9.9	1.8
Pacific Islander	0.5	0.6	0.4	-0.1
Filipino	2.4	2.7	2.2	-0.2
American Indian/Alaska Native	0.9	0.8	0.4	-0.5
Other	0	3.1	5.7	5.7

Source: California Department of Education



Race/Ethnic Distribution of Public-School Students 2023-24 School Year, California

Ethnicity	Number of Students	Percentage
African American	287,380	4.9%
American Indian or Alaska Native	25,424	0.4%
Asian	576,459	9.9%
Filipino	130,095	2.2%
Hispanic or Latinx	3,275,030	56.1%
Pacific Islander	23,765	0.4%
White not Latinx	1,183,450	20.3%
Two or More Races not Latinx	269,631	4.6%
Not Reported	66,456	1.1%
Total	5,837,690	100%



More than 4 of 10 California* TK-12 students live in a home where language other than English is spoken.

*2023-24 TK-12 Public School Students = 5.84 million

**Source:* California Department of Education, DataQuest, 2023-24



Latinx Families

- **33% of Latinx are younger than 20 and 8.6% older than 64**
- **80%** of CA Latinx children and youth are of Mexican heritage
- **32%** of Latinx were foreign-born
- **17%** of Latinx live in poverty
- **1 in 3** Latinx Californians are Spanish-English bilingual
- **66%** of the state's Latinx youth reside in Southern California
- **75%** have at least a high school diploma

Source: National Center for Education Statistics, 2021; United States Census Bureau, 2023; California Department of Education, 2022.



Deferred Action for Childhood Arrivals (DACA)

- **50%** of Latinx DACA students enrolled in the **community colleges**
- **33%** of Latinx DACA students enrolled in the **CSU system**
- **14%** of Latinx DACA students enrolled in the **UC system**

Challenges include high levels of anxiety, past trauma, persisting financial need, and many times not aware of their legal status until the end of high school.

**Source:* National Center for Education Statistics, 2021; United States Census Bureau, 2023; California Department of Education, 2022.



Children Under 6 Years of Age and Pre-School



No Child Should Live in Poverty.

- ❑ **At least one baby is born into poverty every 41 seconds in the U.S.**
- ❑ **Nearly 1 in 6** infants, toddlers and preschoolers ages 0-5 (**15.9%**) were poor during their years of greatest brain development.
- ❑ Overall, **16% of children in California were poor** in 2021 or 1,692,555 children, and children of color were disproportionately poor.

Source: Children's Defense Fund, 2023



Early Childhood Education ACCESS for ALL Children?

- ❑ Early Head Start served at a minimum of 5% of eligible infants and toddlers in 2021
- ❑ **At least 29% of 4-year-olds are enrolled in state-funded preschool programs**
- ❑ **The cost of center-based childcare for infants exceeds public college tuition in 35 states. In California: \$18,201 was the average annual cost for an infant in center-based child care in 2021.**
- ❑ **227,612 unhoused children** were enrolled in California public schools in 2020-21.



Cradle to Prison

- ❑ **In 2021, 265,633 children were arrested in the U.S. In 39 states, less than 10% of child arrests were for violent crimes.**
- ❑ **At least 36,500 US resident children were incarcerated on an average night, in 2023.**
- ❑ **Once incarcerated, children are at risk of serious harm, including physical and psychological abuse, sexual assault, suicide, inadequate educational instruction and solitary confinement.**



Cradle to Prison: Towards Solutions

- ❑ **Increase the attention to the unique developmental period of young children and adolescents** to positively impact their growth and development
- ❑ Ensure federal resources for **youth justice reform**
- ❑ Close youth prisons and **invest in restorative, community-based solutions**
- ❑ Urgent action is needed at both the state and federal levels to reduce child arrests, detentions, and confinement in adult prisons



Why do we need to envision a public education system where every child has opportunities to gain social, economic, cultural, and political capital?

- ❑ Less than 50% of poor children are ready for school at age 5
- ❑ **71% of public-school 8th graders cannot read at grade level**
- ❑ 25% of Latinx and Black children under the age of 18 live in poverty

Source: Children's Defense Fund, 2023; U.S. Census Bureau, 2023



Kinder to 12th Latinx Pathways



Educational Achievement Report

Scanning the Context of California

- **By 2025 Latinxs will represent one of every two new workers entering the U.S. labor force. Educating the workforce of tomorrow is a national imperative.**
- 40.4% (15,574,880) of the population of CA is Latinx (2024).
- 56.1% of students enrolled in CA schools are Latinx (2023)
- 37% of the 58 CA Counties have over 50% K-12 Latinx students
- 21.1% of the 307,470 teachers in CA are Latinx/Hispanic (2023)
- 53.2% of 678,057 students in Charter schools are Latinx students (2023)
- 31.1% of Latinx High school graduates enter CA CSU & UC college systems (2023)
- Nationwide, Latinx make-up 1 in 5 students in postsecondary education



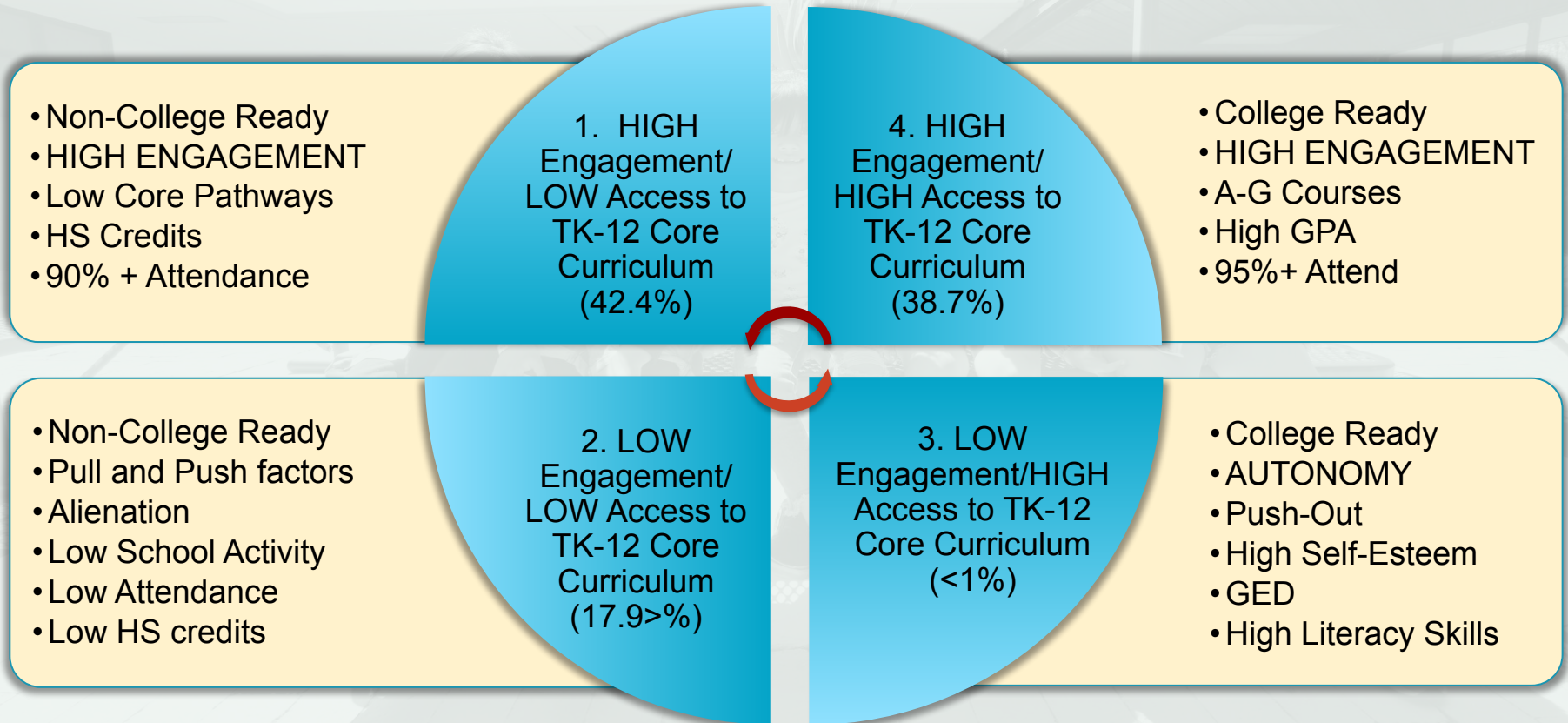
U.S. Profile of Schools by Race/Ethnicity

- **Students of color disproportionately attend U.S. public schools** in which combined enrollment was at least 75% of total enrollment (2022).
- **60% of Latinx students** were enrolled in public schools that were 75%+ of students of color (2022).
- **School segregation is present in CA schools and in the nation** –as Latinx are often segregated **not only by race, ethnicity, and language but also by poverty (2024)**

Source: NCES, The Condition of Education, 2024. National Center for Education Statistics.
<https://nces.ed.gov/programs/coe/> and UCLA Civil Rights Project (2014)

Four Paths of Educational Access: Not All Paths Lead to a College Ready Education for Latinx

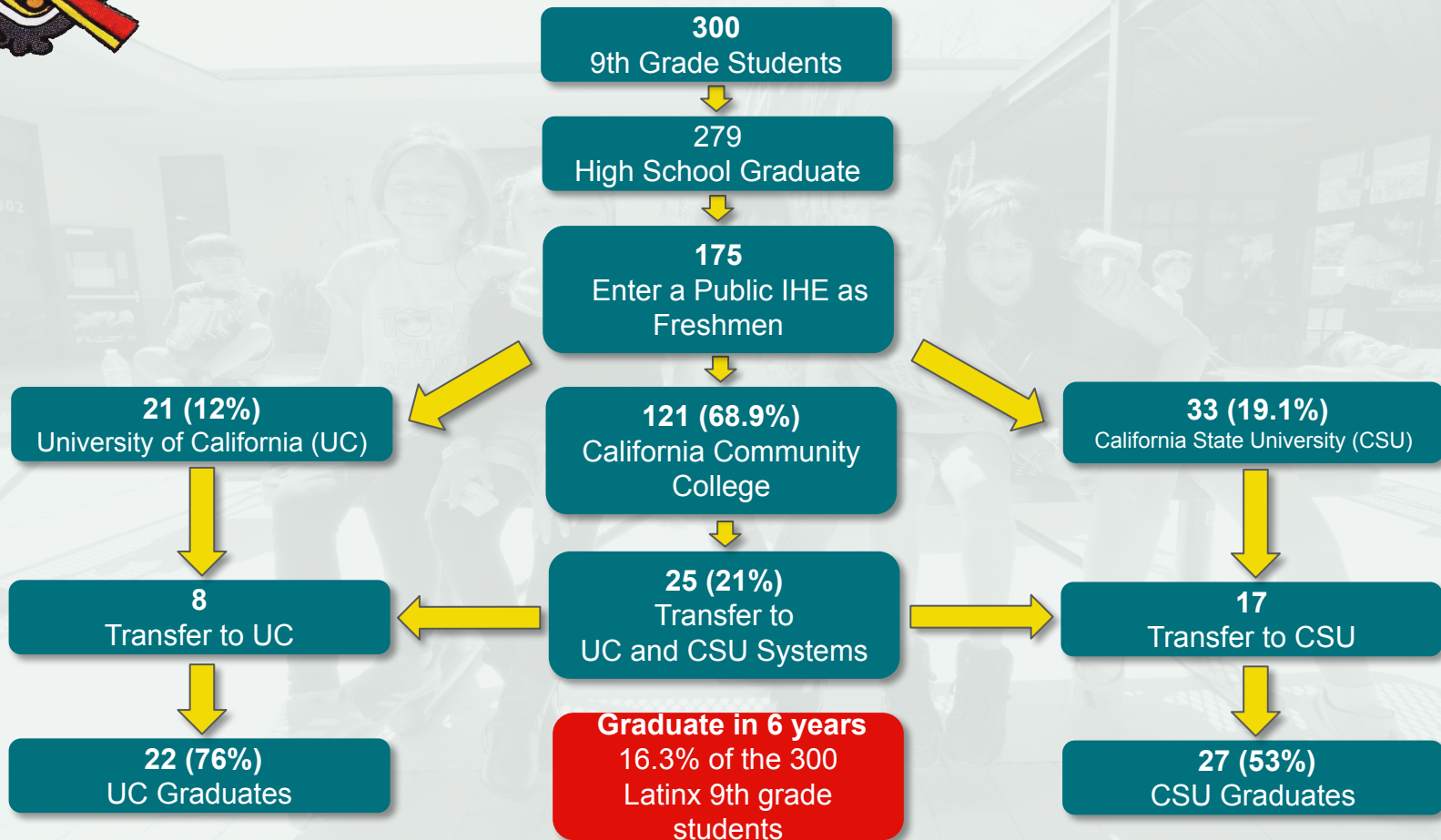
Source: CDE Dataquest (2022); Migration Policy Institute, 2021





California Latinx Higher Education Pipeline Hypothetical

Constructed based on 2023 enrollment data



Sources: California Postsecondary Education Commission, CDE Dataquest, Campaign for College Opportunity



San Diego County Changing Student Population

Population	2014-15	2023-24	% Change
Number of Students	503,848	478,175	-5.1
Socio-economically Disadvantaged	264,434	254,373	-3.8
English Learners	112,730	84,667	-24.9
African American	25,700	19,463	-24.3
Asian	30,320	32,668	7.7
Filipino	20,569	16,690	-18.9
Latinx	241,352	235,573	-2.4
White	156,563	132,904	-15.1

Source: California Department of Education



Ethnic Shift: Schools' Diversity Increases

**2023-24 San Diego County = 478,175
Grades TK-12, Percent of Enrollment**

Ethnicity	1997-98	2007-08	2023-24
African American	8.8	7.0	4.1
Asian	4.9	5.4	6.8
Filipino	5.1	4.7	3.5
Latinx	35.0	44.0	49.3
White	44.5	34.5	27.8

Source: California Department of Education



Latinx Enrollment: San Diego County 2023-24

School Districts	Latinx Enrollment	Total Enrollment	Percent Latinx Enrollment
San Diego Unified	53,785	114,330	47.0
Sweetwater Union High	25,900	36,686	70.6
Chula Vista Elementary	20,763	28,964	71.7
Vista Unified	14,354	21,524	66.7
Escondido Union Elementary	12,143	17,061	71.2
Oceanside Unified	10,223	17,839	57.3
Grossmont Union High	9,573	21,697	44.1
San Marcos Unified	8,987	19,456	46.2
Cajon Valley Union	6,895	17,947	38.4
Escondido Union High	6,002	8,916	67.3
Poway Unified	6,153	34,935	17.6
La Mesa-Spring Valley	5,692	11,032	51.6
South Bay Union	4,784	5,595	85.5
National Elementary	3,813	4,569	83.5
San Ysidro Elementary	3,708	4,205	88.2
SD County	235,573	478,175	49.3
California	3,275,030	5,837,690	56.1

Source: [California Department of Education](#)



National Percent Distribution of Public Elementary and Secondary Students by Race/Ethnicity and Students of Color Enrolled in Schools, Fall 2022

Race / Ethnicity	75%> of students of Color	50 to 74%	25 to 49%	Less than 25%
American Indian or Alaska Native	43	24	24	10
Asian	42	32	21	6
Pacific islander	53	23	16	8
Two or More Races	23	29	31	17
Latinx or Hispanic	60	22	13	5
African American	60	24	14	3
White	7	18	33	42
Total	33	21	24	22

Source: [COE - Racial/Ethnic Enrollment in Public Schools](#)



U.S. Percent of Racial/Ethnic Enrollment in Elementary and Secondary Public Schools

Race / Ethnicity	Fall % 2012	Fall % 2022	Fall % 2030 (Projected)
American Indian or Alaska Native	1	1	1
Asian	5	5	6
Pacific islander	Less than 1	Less than 1	Less than 1
Two or More Races	3	5	6
Latinx or Hispanic	24	29	30
African American	16	15	14
White	51	44	43

Source: Condition of Education, 2024



Portrait of San Diego County Educators

Race/Ethnicity	2012-13 # of Teachers	2018-19 # of Teachers	2012-13 % of Teachers	2018-19 % of Teachers	% of Teacher Change
American Indian/Alaska Native	98	80	0.4%	0.3%	-0.1%
Asian	686	678	2.9%	2.7%	-0.2%
Black or African American	585	506	2.5%	2.0%	-0.5%
Filipino	484	461	2.1%	1.9%	-0.2%
Hispanic or Latinx	3,935	4,550	16.8%	18.4%	1.6%
Native Hawaiian/Pacific Islander	76	71	0.3%	0.3%	0.0%
None Reported	545	2,642	2.3%	10.7%	8.4%
Two or More Races	140	189	0.6%	0.8%	0.2%
White	16,838	15,631	72.0%	63.1%	-8.9%
Total	23,387	24,783	100%	100%	6.0%

Source: EdData-Education Data Partnership

<https://dq.cde.ca.gov/dataquest/Staff/StaffByEth.aspx?cYear=2018-19&cChoice=CoTeach&TheCounty=37,SAN.DIEGO&cType=T&cGender=&Submit=1&cLevel=County>



Latinx Staffing: San Diego County 2018-19

School Districts	% Latinx Enrollment	# Latinx Teachers	% Latinx Teachers	# Latinx Adm.	% Latinx Adm.	# Latinx Pupil Services	% Latinx Pupil Services
San Diego Unified	46.2	1,168	18.2	110	21.5	164	19.1
Sweetwater Union High	73.9	740	39.1	74	56.3	104	49.5
Chula Vista Elementary	70.0	601	38.5	52	49.1	64	39.0
Vista Unified	64.5	178	14.9	11	9.9	46	16.6
Escondido Union Elem.	71.9	28	17.3	21	28.4	23	19.7
Oceanside Unified	56.5	158	16.9	14	24.6	27	25.7
San Marcos Unified	45.1	130	13.0	5	7.0	25	18.5
Grossmont Union High	40.6	48	4.6	3	4.4	8	7.3
Cajon Valley Union	36.5	145	16.6	11	21.2	18	18.0
Escondido Union High	64.9	59	12.5	11	23.9	22	40.7
La Mesa-Spring Valley	49.0	56	11.2	1	2.5	18	16.4
South Bay Union	83.8	162	48.5	5	19.2	16	28.1
Poway Unified	15.2	74	4.7	12	12.5	10	4.0
National Elementary	83.9	140	48.6	11	55.0	19	63.3
San Ysidro Elementary	90.0	176	74.3	13	81.3	11	78.6
San Diego County	48.1	4,550	18.4	436	20.8	647	20.0

Source: <http://www.ed-data.org/county/San-Diego>



San Diego County, English Learners

Home Language	2007-08	2023-24	% Change
Arabic	1,028	2,355	129
Chaldean	624	1,560	150
Farsi	592	1,400	136
Korean	950	638	-33
Mandarin	602	906	51
Somali	1,264	540	-57
Spanish	105,136	66,763	-37
Tagalog/Filipino	3,336	1,260	-62
Vietnamese	2,731	1,264	-54
Other Languages	1,807	7981	342
Total	122,666	84,667	-31

Source: California Department of Education



How are English Learners Serviced?

Approach	Dual Language	Transitional Bilingual Education	English Only
What are the language and academic goals?	Bilingualism and biliteracy in English and a partner language	Proficiency and literacy in English; partner- language proficiency to a limited degree	Proficiency and literacy in English
How much is the partner language used?	At least 50% of instruction in K-6 and at least two periods per day in 7-12	Initially 50 to 90%, tapering to less than 50%	Students' home languages may be used informally, but not usually systematically
When does it start and how long does it last?	At a minimum, the program runs K-5, though pre-K-12 is recommended	One to five years long, and may start in any grade	As long as needed, may start in any grade
Are ELs integrated with non-ELs?	ELs and non-ELs are integrated in dual language immersion. Only ELs are in developmental bilingual programs	ELs taught separately until they transition to general education classes	ELs and non-ELs are integrated to varying degrees
What is the relationship between EL instruction and general education?	All classes and content areas covered by the dual language program in elementary; in secondary this varies by model	Varies, but transitional bilingual programs typically comprise all or most classes and content areas	English-only programs typically include specialist-taught periods or co-taught classes. ELs otherwise integrated with non-ELs in general education classes
Program Model	Developmental biliterate	Early and late exit, Newcomer	ESL, ESOL, ELD, SEI



Special Education Student Demographics Reported December 2023-24

Percent of Students by Race/Ethnicity

	Native American	Asian	Pacific Islander	Multi	Hispanic Latinx	African American	White	Total
San Diego County Disproportionality	0.6	3.6	0.3	6.4	55.5 n=44,245 yes	5.3 yes	25.4	79,661
California Disproportionality	0.6	5.1	0.3	4.3	60.3 n=504,435 yes	6.9 yes	19.6	836,846

Source: California Department of Education

<https://dq.cde.ca.gov/dataquest/SpecEd/SEEnrEthDis2.asp?cChoice=SEEthDis2&cYear=2018-19&TheCounty=37,SAN^DIEGO&clevel=County&ReptCycle=December>



Selected Areas of Special Education Enrollment by Ethnicity and Program Settings, San Diego County 2023

Race / Ethnicity	Special Education Enrollment		Regular Class 80% or More of the Day		Regular Class 40 to 79% of the Day		Regular Class 39% or Less of the Day		Separate School and Other Settings		Preschool Setting	
American Indian or Alaska Native	434	0.5%	260	59.9%	93	21.4%	53	12.2%	13	3.0%	15	3.5%
Asian	2,888	3.6%	1,775	61.5%	301	10.4%	466	16.1%	83	2.9%	260	9.1%
Pacific islander	218	0.3%	140	64.2%	25	11.5%	41	18.8%	5	2.3%	7	3.2%
Multi-Race	5,098	6.3%	3,454	67.8%	570	11.2%	623	12.2%	120	2.4%	331	6.5%
Latinx-Hispanic	44,245	55.5%	28,185	63.7%	6,774	15.3%	5,632	12.7%	823	1.9%	2,831	6.4%
African American	4,188	5.3%	2,580	61.6%	624	14.9%	567	13.5%	182	4.3%	235	5.6%
White	20,232	25.4%	14,297	70.7%	2,359	11.7%	1,965	9.7%	507	2.5%	1,104	5.5%
San Diego County	79,661	100%	52,007	65.3%	11,055	13.9%	9,819	12.3%	1,781	2.2%	4,999	6.3%
Statewide Total	836,846	100%	494,677	59.1%	127,385	15.2%	143,135	14.7%	20,902	2.5%	50,746	6.1%



High School Graduation Rates 4-year Cohort Outcomes Class of 2024, San Diego County

Race / Ethnicity	Cohort Students	Regular High School Diploma	CHSPE Completers	Adult Ed HS Diploma	GED Completers	Still Enrolled	Dropouts
African American	1,801	75.0%	0.1%	1.3%	0.3%	8.0%	12.6%
American Indian or Alaska Native	219	77.2%	0.0%	0.0%	0.0%	7.3%	12.3%
Asian	2,493	94.5%	0.3%	0.3%	0.0%	1.7%	1.9%
Filipino	1,622	94.3%	0.1%	0.7%	0.1%	1.2%	1.8%
Latinx	20,896	80.4%	0.0%	0.7%	0.3%	6.2%	10.1%
Pacific Islander	175	80.6%	0.0%	0.6%	1.7%	2.9%	10.9%
White	11,554	89.8%	0.2%	0.3%	0.2%	2.4%	5.6%
Two or More Races	2,521	88.6%	0.2%	0.3%	0.5%	3.3%	5.4%
San Diego County	41,406	84.6%	0.1%	0.6%	0.3%	4.6%	7.9%
Statewide Total	506,803	86.4%	0.2%	0.1%	0.1%	2.7%	8.9%

Source: <https://dq.cde.ca.gov/dataquest/dqcensus/CohOutcome.aspx?cds=37&agglevel=county&year=2023-24&initrow=&ro=y>



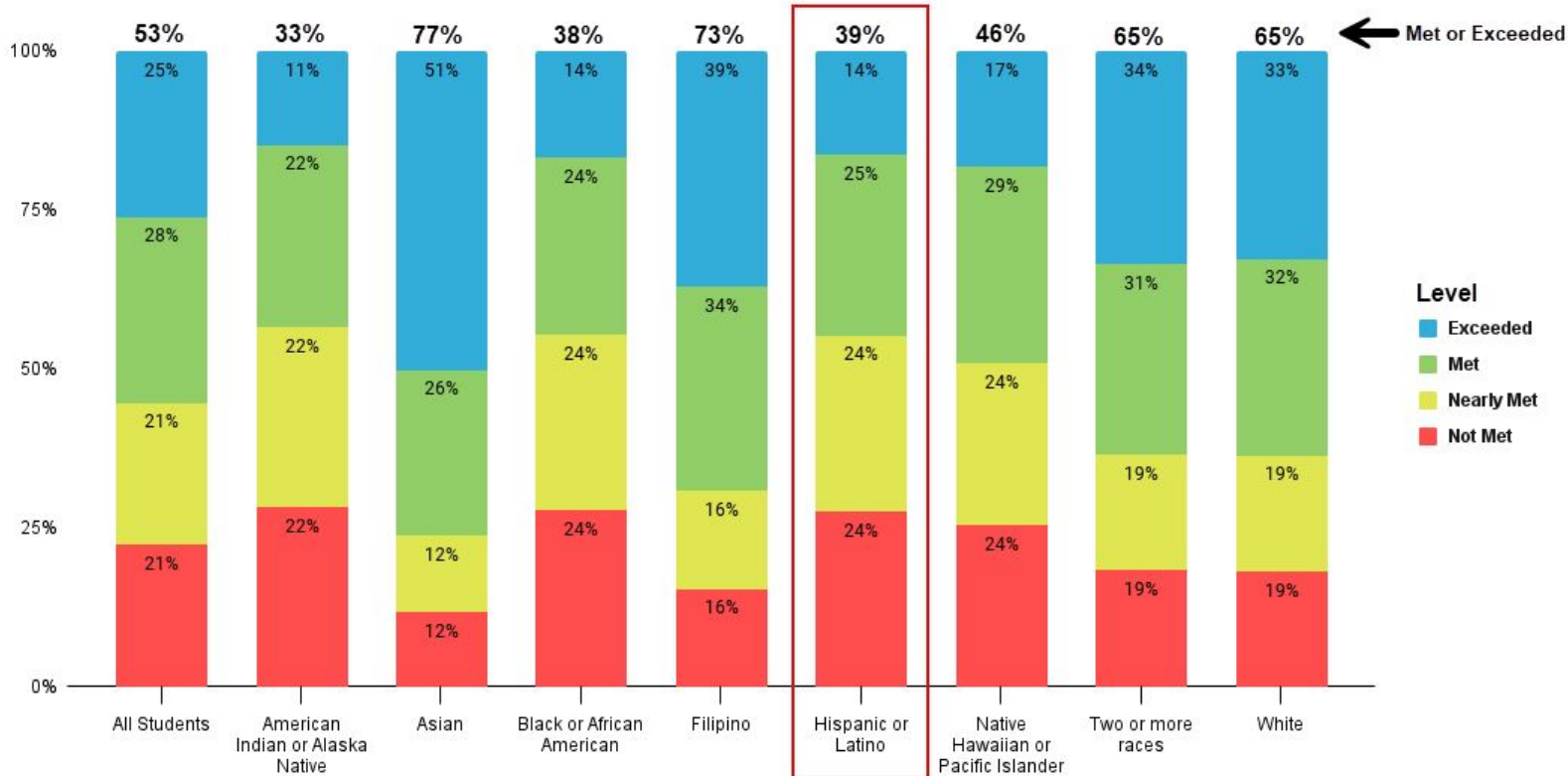
High School Graduation Rates 4-year Cohort Outcomes Class of 2024, San Diego County

Race / Ethnicity	Cohort Students	Cohort Graduation Rate	% Graduates Meeting UC/CSU Requirements	% Graduates Earning a Seal of Biliteracy	% Graduates Earning a Golden State Seal Merit Diploma
African American	1,801	75.0%	40.4%	2.2%	20.9%
American Indian or Alaska Native	219	77.2%	31.1%	5.5%	22.4%
Asian	2,493	94.5%	79.2%	17.1%	71.4%
Filipino	1,622	94.3%	71.0%	8.7%	58.3%
Latinx	20,896	80.4%	39.4%	10.4%	22.2%
Pacific Islander	175	80.6%	45.7%	1.1%	21.7%
White	11,554	89.8%	60.9%	8.6%	44.4%
Two or More Races	2,521	88.6%	60.6%	7.8%	45.6%
San Diego County	41,406	84.6%	50.3%	9.6%	34.1%
Statewide Total	506,803	86.4%	44.9%	12.7%	28.5%

Source: <https://dq.cde.ca.gov/dataquest/dqcensus/CohRate.aspx?cds=37&agglevel=county&year=2023-24&initrow=&ro=y>



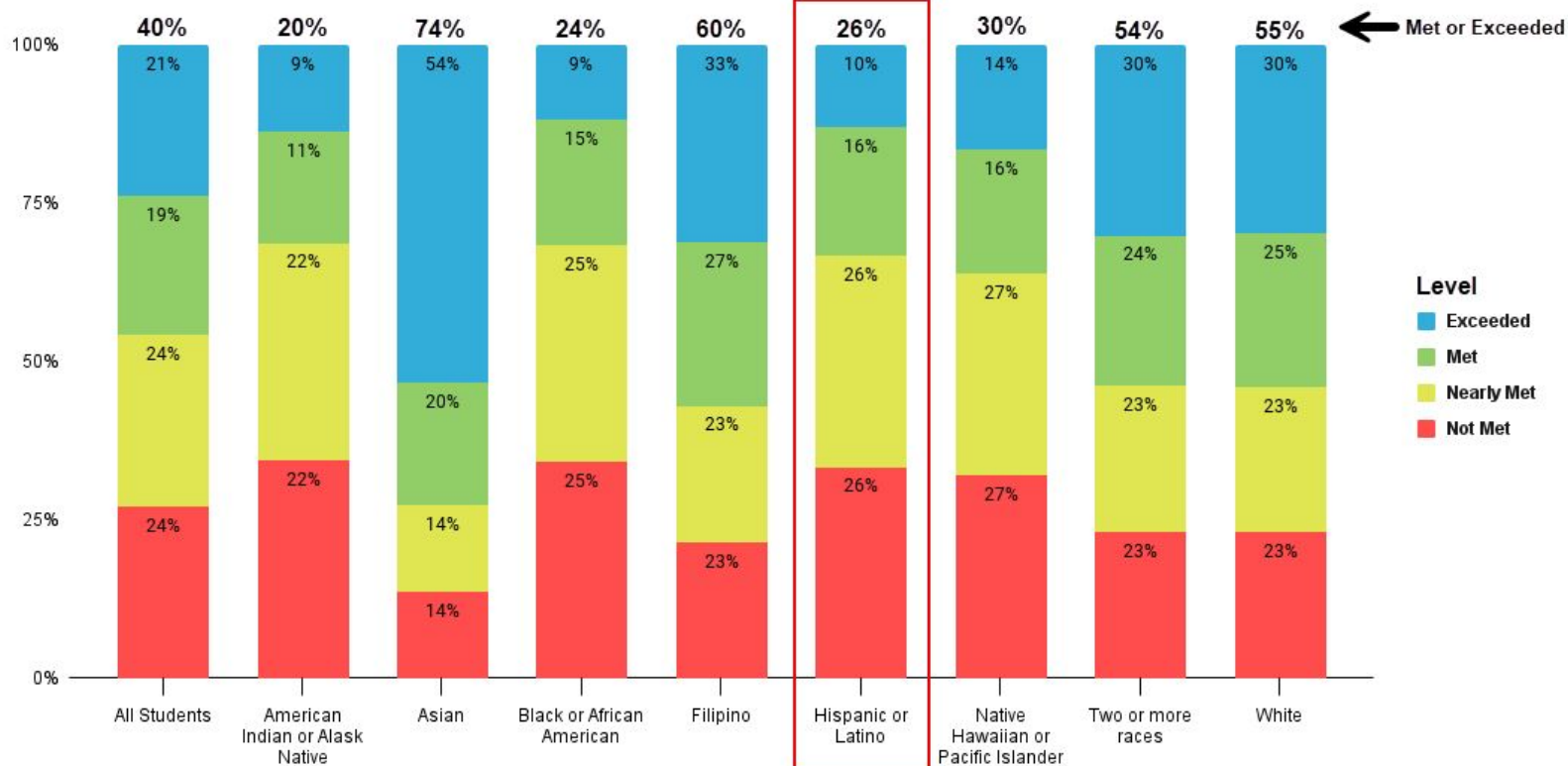
2023-24 CAASPP Results, San Diego County ELA Grades 3-8 and 11





2023-24 CAASPP Results, San Diego County

Math Grades 3-8 and 11





Chronic Absenteeism

2023-24 School Year, San Diego County

Ethnicity	Cumulative Enrollment	Chronic Absenteeism Count (#)	Chronic Absenteeism Rate (%)
African American	20,861	4,815	23.1%
American Indian or Alaska Native	2,100	689	32.8%
Asian	33,546	2,703	8.1%
Filipino	17,068	1,688	9.9%
Hispanic or Latinx	243,929	59,020	24.2%
Pacific Islander	1,851	525	28.4%
White	135,692	18,115	13.4%
Two or More Races	34,567	5,101	14.8%
Not Reported	3,180	567	17.8%



Suspension Report

2023-24 School Year, San Diego County

Ethnicity	Cumulative Enrollment	Total Suspensions	Unduplicated Count of Students Suspended	Suspension Rate	% of Students Suspended with <u>One</u> Suspension	% of Students Suspended with <u>Multiple</u> Suspensions
African American	21,508	1,888	1,181	5.5%	68.4%	31.6%
American Indian or Alaska Native	2,143	136	99	4.6%	69.7%	30.3%
Asian	33,948	383	291	0.9%	82.1%	17.9%
Filipino	17,168	228	189	1.1%	88.4%	11.6%
Hispanic or Latinx	247,487	12,184	8,335	3.4%	72.9%	27.1%
Pacific Islander	1,894	79	57	3.0%	75.4%	24.6%
White	137,283	4,253	2,784	2.0%	72.7%	27.3%
Two or More Races	34,986	1,226	798	2.3%	71.4%	28.6%
Not Reported	3,266	136	82	2.5%	70.7%	29.3%
Total	499,683	20,513	13,816	2.8%	72.8%	27.2%

Source: California Department of Education <https://dq.cde.ca.gov/dataquest/dqCensus/DisSuspRate.aspx?year=2023-24&aggllevel=County&cde=37>



Suspension Report

2023-24 School Year, San Diego County

Ethnicity	% of Cumulative Enrollment	% of Students Suspended
African American	4.3	8.5
American Indian or Alaska Native	0.4	0.7
Asian	6.7	2.1
Filipino	3.4	1.3
Hispanic or Latinx	49.5	59.9
Pacific Islander	0.4	0.4
White	27.4	20.1
Two or More Races	7.0	5.7
Not Reported	0.7	0.6



Higher Education Enrollments by Ethnicity



Six Major Areas guide the Monitoring of Chicanx/ Latinx Student Success in Higher Education and in Hispanic Serving Institutions (25%+ by campus)

1. Institutional Leadership and Faculty Representation
2. Patterns of Student Enrollment: Increasing Diversity
3. Type of Support for Student Success and Scale of Services
4. Chicana/o/ Latinx Faculty Representation: Disproportionality
5. Support for Chicanx/Latinx /Ethnic Studies, Dual Language Education, Biliteracy, and Multilingualism: Interest convergence
6. Campus Law Enforcement Practices: Security and De-escalation



**Latinx CA College Going Rates in 2021-22 was 55.2%
(136,504) enrolled in four college systems:**

CA Community College	60.5%
CA-CSU System	21.4%
CA-UC System	8.2%
CA- Private two- or four-yr. College	4.7%
Private College-Out of State	5.2%



California First year Freshman 2021-22

Diversity and Inclusion in the CC, CSU and UC College Systems

Ethnicity HS Completers	HS Completers Enrolled & College Going Rate	Community College	CSU	UC	Private 2&4 In & Out State
White N=104,039	70,557 67.8%	34,144 48.4%	10,589 15.0%	6,884 9.8%	18,938 26.8%
Latinx N=247,210	136,504 55.2%	82,601 60.5%	29,278 21.4%	11,175 8.2%	13,448 9.9%
Black N=23,048	12,700 55.1%	6,631 52.2%	2,342 18.4%	1,043 8.2%	2,683 21.1%
Asian N=45,681	39,005 85.4%	12,847 32.9%	7,175 18.4%	12,206 31.3%	6,776 17.4%
All Other Ethnicities N=36,189	24,206 66.9%	12,045 49.8%	4,895 20.2%	3,274 13.5%	3,973 16.4%

Source: California Department of Education, 2022; CSE Dataquest, 2021-22



San Diego County College Going Rate

College-going rate (CGR) for all San Diego County public high school students

Ethnicity	High School Completers	HS Completers Enrolled in College	College Going Rate %	Enrolled in College In CA %	Enrolled in College Out-of CA %	No College
African-American	1,467	855	58.3%	48.3%	10.0%	41.7%
American Indian/Alaskan Native	182	78	42.9%	33.5%	9.3%	57.1%
Asian	2,365	2,029	85.8%	72.0%	13.8%	14.2%
Filipino	1,591	1,117	70.2%	66.4%	3.8%	29.8%
Latinx or Hispanic	17,976	10,098	56.2%	52.5%	3.7%	43.8%
Pacific Islander/Native Hawaiian	152	85	55.9%	45.4%	10.5%	44.1%
White	10,926	7,479	68.5%	51.1%	17.3%	31.5%
Two or More Races	2,090	1,452	69.5%	57.9%	11.5%	30.5%
Not Reported	115	53	46.1%	34.8%	11.3%	53.9%
San Diego	36,864	23,246	63.1%	53.9%	9.1%	36.9%
State	437,375	274,395	62.0%	55.0%	7.0%	38.0%

Source: CSE DataQuest, 2021-22



Issue #1:

Patterns of Chicana/o Latinx Leadership and Student Enrollment by Ethnicity in 2023-24 in the UC, CSU, CC Public Education Systems of Higher Education in San Diego County

- Institutional Leadership and Faculty Representation
- Patterns of Student Enrollment: Increasing Diversity



University of California System (UC) Campus Diversity Representation by Race/Ethnicity

Ethnicity	Latinx	Black	Asian American NHPI*	White	Other/ Unknown
Office of the President (14)	7%	21%	7%	64%	0%
Campus Senior Leadership (117)	6%	12%	7%	74%	1%
UC Systemwide Senate (71)	5%	5%	8%	67%	16%
Campus Academic Senate (2053)	6%	3%	21%	67%	3%
Tenured/Tenure-Track Faculty (10,281)	8%	3%	18%	60%	11%
Non-Tenure-Track Faculty (6,159)	7%	2%	26%	53%	12%
New Faculty Hires (6159)	7%	3%	17%	37%	36%
Undergraduate Population (230,529)	25%	4%	35%	21%	15%

Source: Still Left Out • The Campaign for College Opportunity • **January 2024**

*Native Hawaiian and Pacific Islander



University California San Diego (UCSD) Campus Diversity Representation by Race/Ethnicity

Ethnicity	Latinx	Black	Asian American NHPI*	White	Other/ Unknown
Office of the President/Chancellor	N/R	N/R	N/R	N/R	N/R
Campus Senior Leadership (11)	0%	18%	9%	73%	0%
Campus Academic Senate (136)	4%	4%	14%	78%	0%
Tenured/Tenure Track Faculty (1,491)	7%	3%	16%	63%	10%
Non-Tenure-Track Faculty (1,317)	7%	1%	24%	60%	7%
New Faculty Hires (809)	7%	3%	17%	44%	30%
Undergraduate Population (33,096)	19%	3%	53%	24%	1%

Source: Still Left Out • The Campaign for College Opportunity, **January 2024**

*Native Hawaiian and Pacific Islander



California State University System (CSU) Overall Diversity Representation by Race/Ethnicity

Ethnicity	Latinx	Black	Asian American NHPI*	White	Other/ Unknown
Chancellor's Office (7)	43%	0%	0%	57%	0%
Campus Presidents (23)	22%	13%	17%	48%	0%
Campus Senior Leadership (210)	16%	20%	10%	53%	0%
CSU Systemwide Senate (46)	11%	9%	11%	70%	0%
Campus Academic Senate (1,392)	12%	6%	18%	63%	1%
Tenured/Tenure-Track Faculty (10,373)	10%	4%	19%	54%	12%
Non-Tenure-Track Faculty (6,159)	12%	4%	11%	63%	10%
New Faculty Hires (3,780)	11%	6%	14%	42%	27%
Undergraduate Population (422,391)	47%	4%	16%	21%	12%

Source: Still Left Out • The Campaign for College Opportunity • **January 2024**

*Native Hawaiian and Pacific Islander



San Diego State University (SDSU) Diversity Representation by Race/Ethnicity

Ethnicity	Latinx	Black	Asian American NHPI*	White	Other/ Unknown
Office of the President	N/R	N/R	N/R	N//R	N/R
Campus Senior Leadership (7)	29%	14%	14%	43%	0%
Campus Academic Senate (122)	10%	7%	15%	67%	1%
Tenured/Tenure-Track Faculty (755)	11%	4%	15%	55%	15%
Non-Tenure-Track Faculty (319)	15%	2%	6%	68%	8%
New Faculty Hires (809)	11%	7%	11%	39%	30%
Undergraduate Population (33,096)	35%	4%	14%	35%	13%

Source: Source: Still Left Out • The Campaign for College Opportunity • January 2024

*Native Hawaiian and Pacific Islander



California State University San Marcos (CSUSM) Diversity Representation by Race/Ethnicity

Ethnicity	Latinx	Black	Asian American NHPI*	White	Other/ Unknown
Office of the President	N/R	N/R	N/R	N/R	N/R
Campus Senior Leadership (9)	33%	22%	0%	44%	0%
Campus Academic Senate (71)	15%	7%	21%	52%	4%
Tenured/Tenure-Track Faculty (277)	16%	4%	18%	51%	12%
Non-Tenure-Track Faculty (117)	11%	0%	9%	71%	9%
New Faculty Hires (92)	12%	5%	17%	40%	25%
Undergraduate Population (12,917)	52%	4%	9%	25%	10%

Source: Still Left Out • The Campaign for College Opportunity • January 2024

*Native Hawaiian and Pacific Islander



California Community College System Overall Diversity Representation by Race/Ethnicity - 2024

Ethnicity	Latinx	Black	Asian American NHPI*	White	Other/ Unknown
Board of Governors(12)	25%	25%	8%	42%	0%
Chancellor's Office (14)	36%	14%	21%	29%	0%
District Trustees (465)	25%	9%	7%	59%	0%
Campus Leadership (565)	20%	16%	9%	53%	0%
Academic Senate (14)	14%	21%	7%	57%	00%
New Faculty Hires (5,316)	20%	7%	10%	47%	16%
Non-Tenure-Track Faculty (1,302)	23%	6%	5%	50%	10%
Tenured/Tenure-Track Faculty (17,582)	18%	6%	11%	35%	9%
Undergraduate Population (1,833,441)	47%	5%	14%	24%	9%

*Native Hawaiian and Pacific Islander



Cuyamaca Community College –San Diego County Campus Diversity Representation by Race/Ethnicity - 2024

Ethnicity	Latinx	Black	Asian American NHPI*	White	Other/ Unknown
President (1)	0%	0%	0%	100%	0%
District Trustees (6)	0%	0%	14%	84%	0%
Campus Leadership (4)	76%	0%	0%	25%	0%
Academic Senate (20)	10%	0%	10%	70%	10%
New Faculty Hires (12)	17%	8%	17%	50%	8%
Non-Tenure-Track Faculty (20)	25%	5%	5%	60%	5%
Tenured/Tenure-Track Faculty (72)	14%	4%	6%	69%	7%
Undergraduate Population (10,952)	34%	4%	6%	44%	12%

*Native Hawaiian and Pacific Islander



Grossmont Community College –San Diego County Campus Diversity Representation by Race/Ethnicity - 2024

Ethnicity	Latinx	Black	Asian American NHPI*	White	Other/ Unknown
President (1)	0%	0%	0%	100%	0%
District Trustees (6)	0%	0%	16%	83%	0%
Campus Leadership (4)	0%	75%	0%	25%	0%
Academic Senate (44)	9%	7%	9%	61%	14%
New Faculty Hires (19)	26%	0%	11%	58%	5%
Non-Tenure-Track Faculty (49)	18%	4%	14%	55%	8%
Tenured/Tenure-Track Faculty (200)	14%	5%	10%	65%	8%
Undergraduate Population (17,669)	37%	5%	8%	38%	12%

*Native Hawaiian and Pacific Islander



MiraCosta Community College –San Diego County Campus Diversity Representation by Race/Ethnicity - 2024

Ethnicity	Latinx	Black	Asian American NHPI*	White	Other/ Unknown
President (1)	0%	0%	100%	0%	0%
District Trustees (5)	32%	0%	0%	68%	0%
Campus Leadership (5)	0%	0%	40%	60%	0%
Academic Senate (18)	17%	6%	11%	61%	6%
New Faculty Hires (59)	27%	8%	3%	44%	17%
Non-Tenure-Track Faculty (3)	33%	0%	0%	67%	0%
Tenured/Tenure Track Faculty (171)	19%	6%	6%	57%	11%
Undergraduate Population (19,018)	43%	3%	9%	36%	10%

*Native Hawaiian and Pacific Islander



Palomar Community College –San Diego County Campus Diversity Representation by Race/Ethnicity - 2024

Ethnicity	Latinx	Black	Asian American NHPI*	White	Other/ Unknown
President (1)	100%	0%	0%	0%	0%
District Trustees (5)	40%	20%	0%	40%	0%
Campus Leadership (5)	20%	0%	20%	40%	20%
Academic Senate (22)	9%	5%	0%	82%	5%
New Faculty Hires (67)	10%	3%	9%	61%	16%
Non-Tenure-Track Faculty (3)	0%	0%	0%	67%	33%
Tenured/Tenure-Track Faculty (273)	14%	3%	7%	68%	8%
Undergraduate Population (25,149)	43%	3%	8%	34%	8%

*Native Hawaiian and Pacific Islander



San Diego City Community College –SD County Campus Diversity Representation by Race/Ethnicity - 2024

Ethnicity	Latinx	Black	Asian American NHPI*	White	Other/ Unknown
President /Chancellor (1) District Trustees (5)	0% 40%	100% 0%	0% 40%	0% 20%	0% 0%
Campus Leadership (4) Academic Senate (28)	50% 32%	50% 4%	0% 4%	0% 33%	0% 50%
New Faculty Hires (18) Non-Tenure-Track Faculty (2) Tenured/Tenure-Track Faculty (169)	11% 0% 18%	6% 50% 10%	0% 0% 10%	33% 0% 48%	50% 50% 14%
Undergraduate Population (20,330)	43%	9%	13%	27%	9%

*Native Hawaiian and Pacific Islander



San Diego Mesa Community College –SD County Campus Diversity Representation by Race/Ethnicity - 2024

Ethnicity	Latinx	Black	Asian American NHPI*	White	Other/ Unknown
President /Chancellor (1) District Trustees (5)	0% 40%	100% 0%	0% 40%	0% 20%	0% 0%
Campus Leadership (4) Academic Senate (43)	0% 12%	25% 14%	25% 0%	50% 63%	0% 11%
New Faculty Hires (24) Non-Tenure-Track Faculty (5) Tenured/Tenure-Track Faculty (247)	8% 20% 14%	4% 0% 7%	0% 0% 11%	50% 80% 53%	38% 0% 15%
Undergraduate Population (26,768)	39%	7%	16%	30%	9%

*Native Hawaiian and Pacific Islander



San Diego Miramar Community College –SD County Campus Diversity Representation by Race/Ethnicity - 2024

Ethnicity	Latinx	Black	Asian American NHPI*	White	Other/ Unknown
President /Chancellor (1) District Trustees (5)	0% 40%	100% 0%	0% 40%	0% 20%	0% 0%
Campus Leadership (4) Academic Senate (32)	25% 16%	25% 3%	0% 9%	50% 56%	0% 16%
New Faculty Hires (10) Non-Tenure-Track Faculty (4) Tenured/Tenure-Track Faculty (122)	10% 0% 13%	0% 25% 2%	0% 0% 14%	70% 75% 54%	20% 0% 16%
Undergraduate Population (20,476)	33%	5%	18%	34%	10%

*Native Hawaiian and Pacific Islander



Southwestern Community College –SD County Campus Diversity Representation by Race/Ethnicity - 2024

Ethnicity	Latinx	Black	Asian American NHPI*	White	Other/ Unknown
President /Chancellor (1)	100%	0%	0%	0%	0%
District Trustees (5)	80%	0%	20%	0%	0%
Campus Leadership (5)	20%	40%	0%	40%	0%
Academic Senate (12)	0%	17%	0%	83%	0%
New Faculty Hires (42)	26%	14%	12%	38%	10%
Non-Tenure-Track Faculty (1)	0%	0%	0%	100%	0%
Tenured/Tenure-Track Faculty (193)	23%	6%	11%	53%	7%
Undergraduate Population (21,364)	68%	5%	12%	9%	6%

*Native Hawaiian and Pacific Islander



Issue #2. Chicana/o Latinx Enrollment in the UC, CSU, CC Public Education Systems of Higher Education in San Diego County

- Patterns of Student Enrollment: Increasing Diversity



San Diego County Higher Education

2. University of California San Diego

UCSD Undergraduate by Ethnicity: 2008-2024

Ethnicity	2008-09		2013-14		2018-19		2020-21		2023-24	
African American	339	1.5%	478	2.0%	775	2.6%	951	3.0%	1202	3.6%
Asian and Filipino	10,938	48.6%	10,506	44.1%	11,165	36.9%	11,829	37.1%	13,309	39.4%
Chicano/Latinx	2,743	12.2%	3,717	15.6%	5,904	19.6%	6,624	20.8%	8,135	24.1%
Native American/ Pacific Isl.	90	0.4%	106	0.4%	59	0.2%	179	0.6%	193	0.6%
White	5,374	26.7%	5,546	22.9%	5,791	19.1%	6,045	19.0%	6,155	18.2%
International	729	3.2%	2,809	11.8%	5,628	18.6%	5,422	17.0%	3,986	11.8%
Other/ undeclared/ Unknown	1,709	3.2%	729	3.1%	841	2.8%	792	2.5%	812	2.4%
Total	22,518		23,805		30,165		31,607		33,792	

Source: University of California, https://ir.ucsd.edu/diversity/ucop_diversity_stats/undergrad.html



San Diego County Higher Education

2. Campus Enrollment (Example 1 SDSU)

SDSU Main Campus Enrollment by Ethnicity Fall 2024

Ethnicity	Undergrad	%	Graduate	%	Grand Total	%
African American	1,186	3.5%	169	3.7%	1,355	3.5%
Asian	2,665	7.9%	331	7.3%	2,996	7.8%
Hispanic/Latinx	11,762	34.8%	1,528	33.5%	13,290	34.6%
Filipino	1,894	5.6%	163	3.6%	2,057	5.4%
Native American	54	0.2%	10	0.2%	64	0.2%
Pacific Isl./Native Hawaiian	62	0.2%	10	0.2%	72	0.2%
White	11,554	34.1%	1,442	31.6%	12,996	33.8%
Multiple Ethnicities	2,586	7.6%	247	5.4%	2,833	7.4%
Other/Not Stated	1,156	3.4%	191	4.2%	1,347	3.5%
International	920	2.7%	466	10.2%	1,386	3.6%
Total *SDSU Campus	33,839	100%	4,557	100%	38,396	100%

*Source: SDSU Analytic Studies & Institutional Research 2024, <https://asir.sdsu.edu/enrollment-data/enrollment-ethnicity-data-table>



SDSU Main Campus: Mexican-American and Other Hispanic/Latinx Applicants

	Applications	Admits*	Enrollees**
Fall 2000	5,622	3,465 (61%)	1,287 (34%)
Fall 2006	13,076	5,811 (44%)	1,938 (33%)
Fall 2012	24,040	5,978 (24%)	2,299 (38%)
Fall 2016	31,052	7,262 (23%)	2,601 (36%)
Fall 2018	33,807	7,577 (22%)	2,742 (36%)
Fall 2022	37,454	11,761 (31%)	3,613 (31%)
Fall 2024	41,058	12,282 (30%)	3,797 (31%)

*Percent of applicants admitted

**Percent of admits that actually enrolled

Source: Analytic Studies and Institutional Research, <https://asir.sdsu.edu/admission-data/applications-gender-ethnicity>



San Diego County Higher Education 2. Campus Enrollment (Example 2 CSU San Marcos)

CSU San Marcos Enrollment by Ethnicity Fall 2006 to 2024 (18 yr Difference)										
Ethnicity	2006		2012		2016		2021		2024	
African American	285	3%	390	3%	434	3%	455	3.0%	465	4.0%
Asian American	985	11%	1,094	10%	1,484	11%	1,295	9.0%	1,213	8.6%
Hispanic/Latinx	1,948	22%	3,363	32%	5,688	43%	6,935	50%	7,293	52%
Filipino	NR*		NR*		NR*		NR*		NR*	
Native American Indian	84	1%	52	0%	44	0%	40	0.03%	43	0.03%
Pa.Isl. Native Hawaiian	64	1%	40	0%	42	0%	30	0.02%	44	0.03%
White non Latinx	4,389	50%	4,243	40%	3,965	30%	3,525	25%	3,525	25%
Two or more races	NR*		488	5%	694	5%	710	5.0%	894	6.4%
Unknown	979	11%	1,040	10%	793	6%	422	3.0%	463	3.3%
Graduate and Post-Bac	1,176	8.2%	682	6%	582	4.4%	638	4.0%	623	4.3%
Total	8,734	100%	10,610	100%	13,144	100%	14,503	100%	14,655	100%

* NR=not reported

*Source: CSU Chancellor, asd.calstate.edu, 2021-22



San Diego County Higher Education

2. Community Colleges Student Enrollment Spring 2024

San Diego County Community Colleges by Ethnicity and Enrollment for Spring 2024

Ethnicity	Cuyamaca	Grossmont	Miracosta	Palomar	San Diego*	Southwestern
African-American	3.5%	4.9%	3.3%	2.9%	9.6%	4.4%
Asian	2.8%	4.7%	7.9%	4.5%	7.4%	2.2%
Latinx-Hispanic	32.4%	37.0%	45.6%	50.7%	47.7%	66.8%
Filipino	2.0%	3.0%	0.1%	2.1%	3.9%	7.7%
American Indian/Alaska	0.4%	0.3%	0.3%	0.5%	0.3%	0.3%
Pacific Isl./Native Hawaiian	0.2%	0.4%	0.6%	0.5%	0.4%	0.4%
White	49.3%	40.1%	33.0%	31.8%	23.6%	12.1%
Multiple Ethnicities	4.0%	5.2%	5.7%	5.8%	6.2%	3.5%
Other/Not Stated	5.4%	4.4%	3.5%	1.2%	.9%	2.6%
Total	8,635	13,503	13,933	19,876	48,001	19,584

Source: Community College Chancellor, datamart.cccco.edu

*includes San Diego City 13,321, Mesa 20,082, and Miramar 14,604



San Diego County Higher Education

3. Chicano/Latinx Student Success* (SDSU & CSUSM)

Institution	Program Initiatives	Indicators	Federal Support	Types of Data Available	Level of Intensity*
SDSU 34.6% C/L 33,839 Und. 38,396 All	<ul style="list-style-type: none">•Resource centers•Community scholar program• HSI Advisory Council	<ul style="list-style-type: none">• 89.5% 1st yr. retention• 68.3% 5 yr. graduation	<ul style="list-style-type: none">• Facilitating transfer from CC to SDSU (DEBER)	<ul style="list-style-type: none">• Ethnic enrollment• Application, Admits, Register• GPA & Retention• Transfers• Graduation	Leading providing infrastructure of support of C/L students
CSU San Marcos 52% C/L 14,655 Und.	<ul style="list-style-type: none">• Puente•MESA• Hermanos Unidos/ Brothers United (HUBU)• World Cultures	<ul style="list-style-type: none">• 78% 1st yr. retention• 48% 6 yr. graduation	<ul style="list-style-type: none">• Engineering• Teacher Ed• Bilingual ED• Academic Advising	<ul style="list-style-type: none">• Ethnic enrollment• Application, Admits, Register• GPA & Retention• Transfers• Graduation	Variable no centralized infrastructure of support of C/L students

*Source: CSU Chancellor, asd.calstate.edu, 2023-24 and institutional websites



San Diego State University*

Full-Time 6-Year Graduation Rates by Ethnicity and Enrollment

Ethnicity	Fall 2014	%	Fall 2015	%	Fall 2016	%	Fall 2017	%	Fall 2018	%
African-American	178	76.4 %	202	74.3 %	193	73.6 %	190	79.5 %	229	69.4 %
Asian	351	84.6 %	406	84.5 %	367	80.4 %	357	85.2 %	483	84.3 %
Latinx-Hispanic	1,246	74.5 %	1,269	75.4 %	1,250	74.6 %	1,356	75.6 %	1,540	72.4 %
Filipino	343	80.2 %	359	80.5 %	286	80.8 %	283	79.2 %	336	80.4 %
Native American	20	70.0 %	19	57.9 %	17	70.6 %	26	80.8 %	17	64.7 %
Pacific Islander Native Hawaiian	8	75.0 %	12	83.3 %	13	76.9 %	12	75.0 %	13	84.6 %
White	1,866	79.8 %	1,837	80.1 %	1,835	81.1 %	1,959	79.2 %	2,152	78.9 %
Multiple Ethnicities	389	77.4 %	362	72.7 %	369	77.2 %	403	78.2 %	412	76.0 %
Other/Not Stated	130	76.9 %	187	78.1 %	185	76.2 %	195	80.5 %	121	79.3 %
International	248	69.0 %	302	69.9 %	297	73.1 %	303	73.3 %	343	68.2 %
Total	4,779	77.8 %	4,955	77.7 %	4,812	78.0 %	5,084	78.3 %	5,646	76.4 %

*San Diego Campus

Source: SDSU Analytic Studies & Institutional Research 2024



San Diego County Higher Education

3. Chicano/Latinx Student Success (Mesa and SWC)

Institution (2020-21)	Program Initiatives	Indicators	Federal Support	Types of Data Available	Level of Intensity*
SDCCD Mesa CC (HSI) SD CITY CC (HSI) Miramar CC 40.7% C/L of 45,993 Students Fall 2023	<ul style="list-style-type: none"> • Puente/Trio • MESA • Hermanos Unidos/Brothers United (HUBU) • Upper Bound • World Cultures • EOP 	<ul style="list-style-type: none"> • 78% 1st yr. Retention • 48% 5yr. Graduation 	Active in Receiving Title V HSI Grants <ul style="list-style-type: none"> • SUBIR • LOFT • AVANZA • Structured Learning 	<ul style="list-style-type: none"> • Ethnic Enrollments • Application, Admits, Register • GPA & Retention • Transfers • Graduation 	Supporting with extended opportunity programs, study abroad, STEM Center, and community outreach engagement
Southwestern CC (HSI) 68.8% C/L of 19,638 Students Fall 2023	<ul style="list-style-type: none"> • Puente • EOPS Program • Student Equity Plan • Four Pillars of Guided Pathways • MESA • CURES (UND Research Support) 	<ul style="list-style-type: none"> • 30% of Chicano/Latino Students Received Pell Grant • 69% Academic Course Completion • 71% First Year Retention • Positive Transfer to 4 yr. University 	Active in Receiving Title V HSI Grants Used to Institutionalize: <ul style="list-style-type: none"> • First Year Experience Program • Conexiones Project 	<ul style="list-style-type: none"> • Ethnic Enrollment • Application, Admits, Register • GPA & Retention • Transfers • Graduation 	Supporting with extended support programs such as study abroad, and learning communities, and first year experience



San Diego County Public IHE's Tenure/Tenure Track

4. Chicano/Latinx Academic Faculty by Ethnicity Fall 2023

Ethnicity	San Diego Community College*	%	SDSU	%	UC	%
African-American	42	6.4	30	4	45	3
Asian/ Pacific Islander	73	11.1	113	15	209	14
Hispanic-Latinx	124	18.9	83	11	104	7
Filipino	NR	NR	NR	NR	NR	NR
Native American/Alaskan	4	0.6	NR	NR	NR	NR
Pac.Isl. Native Hawaiian	1	0.2	NR	NR	NR	NR
White	326	49.7	415	55	939	63
Multiple Ethnicities	7	1.1	NR	NR	NR	NR
Other/Not Stated	79	12.0	113	15	149	10
Total	656	100	755	99	1491	99

* Districtwide profile for SDCCCD (SD City, SD Mesa, Miramar)

Source: Community College datamart.cccco.edu, SDSU Office of institutional Research, UC Institutional Research



San Diego County Higher Education

4. Chicano/Latinx Faculty (Example 1 SDSU)

Faculty Representation (Fall)	2016-17	2017-18	2018-19	2019-20	2020-21	% change 2016 to 2021
Full Time Faculty 1.0 FTE/Greater	985	998	1049	1068	1059	7.51%
Latino/Hispanic Faculty Full Time	91	100	104	108	113	24.18%
Latino/Hispanic Tenured Faculty	49	52	54	53	54	10.20%
%Latino/Hispanic Administrators	8%	8%	9%	9%	9%	12.50%
All Administrators	325	330	349	358	370	13.85%
Latino/Hispanic Administrators	40	47	51	54	64	60.00%
% Latino/Hispanic	12%	14%	15%	15%	17%	41.67%

Source: * SDSU Institutional Research 2022, <https://asir.sdsu.edu/enrollment-data/>



San Diego County Higher Education

4. Chicano/Latinx Faculty (Example 2 UCSD)

Faculty Representation	2018-19 Fall	2019-20 Fall	2020-21 Fall	2021-22 Fall	2022-23 Fall	2023-24 Fall	Change Fall 2018-2023
All Undergraduate Student and L/H Students	30,285 5,921 L/H 19.5%	30,794 6,526 L/H 21.2%	31,842 6,627 L/H 20.8%	33,343 6.974 L/H 20.9%	33,096 7,487 L/H 22.6%	33,792 8,135 24.1%	17.4%
All Graduate Students and L/H	7,602 567 L/H 7.5%	7,942 579 L/H 7.3%	7,734 640 L/H 8.3%	8,542 732 L/H 8.6%	8,910 768 L/H 8.6%	8,584 750 L/H 8.7%	32.6%
All UC System Academic Faculty	9,085	9,291	9,373	9,356	N/R	N/R	NA
Academic Latino/Hispanic Faculty Full Time	4.9% domestic 1.6% international	5.0% domestic 1.7% international	5.1% domestic 2.0% international	5.6% domestic 2.0% international	N/R	N/R	14.2% 25.0%
Non-Faculty Academic Latino/Hispanics	5.3% domestic 2.8% international	5.4% domestic 3.0% international	5.5% domestic 3.0% international	6.4% domestic 3.7% international	N/R	N/R	25.4% 48.0%

Source: University of California, Undergraduate Dashboard, 2021-22



San Diego County Higher Education

4. Latinx Campus Tenure Track Faculty

Source: CC,CSU,UC Dashboards

San Diego County Latinx Tenure Track (TT) Faculty 2023

Institution	Campus Student Enrollment	% Latinx Student Enrollment	Campus TT Faculty	% Latinx TT Faculty	% TT Faculty of Color**	% Latinx Temporary
Cuyamaca	8,438	33.1%	86	18.6%	33.7%	14.7%
Grossmont	13,694	37.9%	195	19.4%	41.5%	13.6%
Miracosta	14,308	45.5%	207	23.2%	46.4%	12.6%
Palomar	20,126	51.2%	289	15.5%	38.8%	15.3%
San Diego*	51,904	39.9%	656	18.9%	50.3%	16.0%
Southwestern	19,638	68.8%	256	27.0%	53.9%	29.0%
SDSU	37,539	35.3%	883	9.5%	36.5%	NA
CSU San Marcos	14,655	51.7%	921	17.0%	44.2%	NA
UCSD	33,792	24.1%	522	5.6%	34.9%	NA

* Includes Mesa, SD Adult, SD City, and Miramar

Source: datamart.cccco.edu, asir.sdsu.edu, CSU Chancellor, and UCSD Dashboards

** Includes Unknown Ethnicity



San Diego County Higher Education

4. Chicano/Latinx Faculty (Example CC's)

Institution	All Latino/Hispanic Students Fall 2023	All Tenure/Tenure Track Academic Faculty Fall 2019	Latino/Hispanic Faculty Fall 2019	All Tenure/Tenure Track Academic Faculty Fall 2023	Latino/Hispanic Faculty Fall 2023	Percent Change 2019-2023
San Diego Community College District • Mesa CC (HSI) • SD City CC (HSI) • Miramar CC	39.8% C/L of 61,518 Students	631 or 18.5% of all faculty and staff	76 of 631 12.0%	656 or 20.2% of all faculty and staff	124 of 656 18.9%	+63.2% but below student parity
Southwestern CC (HSI)	68.8% C/L of 19,638 students	203 T/T Track 14.9% of all faculty and staff	52 of 203 T/T Track 25.6%	256 T/T Track 17.6% of all faculty and staff	69 of 256 T/T Track 26.9%	+32.7% and below student parity

Source: Community College Chancellor, datamart.cccco.edu 2021-22; CC Dashboard



San Diego County Higher Education

5. Chicano/Ethnic Studies, Dual Language Education, Biliteracy, and Multilingualism SDSU and CSUSM

Institution	All L/H Students Fall 2023	Chicano Studies Department & Faculty	Ethnic Studies Departments & Faculty	Dual Language Teacher Education	Overall Focus of Departments
San Diego State	36.1% L/H of 34,637 Undergraduate	YES Over 50 Years at SDSU BA and MA 7 TT & 4 Adjunct	YES Ethnic Studies Graduate Certificate and 5 Different Departments Over 25 TT Faculty	YES DLE with Over 46 Years & 6 TT Faculty CEBER-Center w/Equity & Language Focus Contact: Dr. Margarita Casas-Machado	Leading. Chicano/a Studies and Dual Language Education based on an interdisciplinary and transnational and multilingual social justice programs in middle and secondary school teaching, research, and public service
CSU San Marcos	51.7% L/H of 14,655 Undergraduate	NO National Latino Research Center	YES Over 25 TT Faculty	YES Authorized for Biliteracy TE: Single Subject, Multiple Subjects or Education Specialist Teaching Credentials With 4 TT Faculty Contact: Dr. Ana Hernandez	Variable. Study critically and systematically the experiences of racial/ethnic groups that have been economically, educationally, politically, legally, and/or socially disadvantaged. Using themes, e.g.: Colonialism, Migration and Diasporas; Inequality and Resistance; Identities and Representation.



San Diego County Higher Education

5. Chicano/Ethnic Studies, Dual Language Education, Biliteracy and Multilingualism (Ex: 2 Community College)

Institution	All L/H Students Fall 2023	Chicano Studies Department & Faculty	Ethnic Studies Departments & Faculty	Dual Language Teacher Education	Overall Focus of Departments
San Diego CC District (Mesa, SD City, Miramar colleges and Adult Extended Education)	39.8% C/L of 61,518 Students	YES at Mesa and San Diego City	YES In 3 colleges related departments	NO Foreign Language Departments	Variable. Offers an interdisciplinary approach to understanding the historical experiences and contemporary social realities of Chicanos/as as the largest segment of the Latino population in the U.S.
Southwestern CC (HSI)	68.7% C/L of 19,638 Students	YES AA Degree in Mexican American Studies 2 TT & Adjunct Faculty	NO Black, Chicanx Asian, Gender Studies Emphasis Courses	YES Liberal Studies & Paralegal Studies Bilingual, American Sign Language, World Language (Spanish, French Italian Filipino)	Variable. Explores Chicano/a/o history, culture, society, politics, religion, economics, art, and major contributions to the development of the United States through interdisciplinary course of learning



San Diego County Higher Education

6. Campus Law Enforcement

The Chicana/o /Latinx community seeks a law enforcement approach that is based on four Principles of enforcement:

1. **Human Rights** that seeks equal protection and due process under the law. necessity of **de-escalation** that seeks to avoid force and escalation
2. **Precaution** that seeks to avoid the use of force and escalation
3. **Prevention** that seeks communication and builds respect with its communities
4. **Proportionality** that seeks to balance the use of law and proactive restorative practices

Source: San Diego County Concilio Report, 2021-22



San Diego County Higher Education **Summary Statement**

Chicanos/Latinx make up 40.4% of the California population and 35% of San Diego's population, and those percentages provide relevant benchmarks for parity in the representation of our community at all institutional levels.

In addition to the representation of Chicanos/Latinos in higher education institutions, a substantive commitment to diversity and equity should be well reflected in key institutional documents such as strategic plans.

Source: Public Policy Institute of California Statewide Survey (PPIC), 2022, U.S. Census Bureau, 2023



Feminization of Latinx Undergraduate Enrollment in Local Community Colleges by Gender

Spring 2024	Female	Male	Total
Southwestern College	10,319 (54%)	8,713 (46%)	19,032
San Diego City College	6,938 (53%)	6,099 (47%)	13,037
San Diego Mesa College	10,671 (54%)	9,001 (46%)	19,672
San Diego Miramar College	6,534 (46%)	7,816 (54%)	14,350

*Feminization: the shift to an undergraduate population where the majority of enrolled students are female

Source: *"Left Out: How Exclusion in California's Colleges and Universities Hurts Our Values, Our Students, and Our Economy."* Campaign for College Opportunity, 2018.



Latinx Workforce 16+ age with BA Degree or Higher:

9.5% Healthcare

12.0% Education, community services

11.6% STEM and social sciences

17.6% Professional office occupations

27.3% Service occupations

22.0% Management, professional, and related occupations

For More Information...

the Internet Provides a Wealth of Data About Schools

Website	Address
California Assessment of Student Performance and Progress (CAASPP)	https://caaspp-elpac.cde.ca.gov/caaspp/
Ethnicity, enrollment and graduation	Data1.cde.ca.gov/dataquest
School Profiles	Greatschools.net
Additional School and District Profiles	www.ed-data.k12.ca.us
Listing of School District Home Pages	https://www.sdcoe.net/schools/finder

For More Information...

Higher Education Links

Websites	Reference
Accounting Reporting (ARCC)	California Community Colleges
CCCCO Research Reports (datamart.cccco.edu)	California Community Colleges
Association for Institutional Research (CAIR)	California Community Colleges
American Educational Research Association (AERA)	Higher education
National Council on Measurement in Education	K to Higher education
National Center for Education Statistics	K to Higher education
California State University Institutional Research	CSU system
University of California President's Office (UCOP)	UC system
Transferring into CSU and UC: Roadblocks & Solutions (YouTube video)	https://www.youtube.com/watch?v=ETgUD6GIh4w



Pursuing Equity

“There is nothing less equal than the equal treatments of unequals.”

Lau vs. Nichols 1974

