

Disproportionate Impact Index*

* DII= subgroup rate/reference group rate. Proportion of the reference group

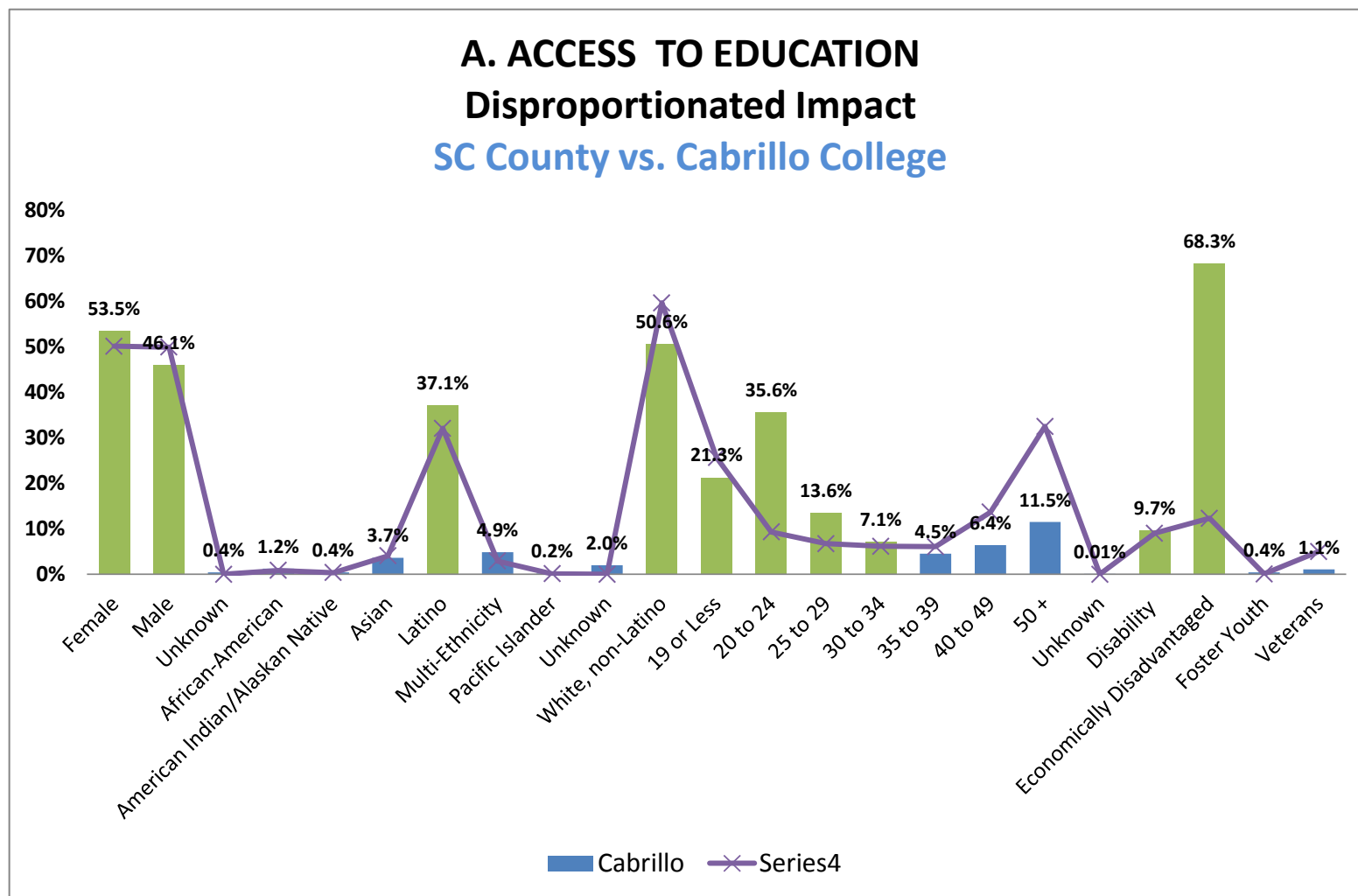
105% and above	High performer
95% to 104.99%	No concern
80% to 94.99%	Moderate concern
70% to 79.99%	Concern
below 70%	Great concern

ACCESS

Demographic		Santa Cruz County		Cabrillo College		Disproportionate Impact Index* (DII)	DII Descriptor
		Santa Cruz County Population Count	Percent (Reference Group)	Cabrillo, Spring 2014	Percent		
	Total	262,382	100%	12,707	100%		
GENDER	Female	131,469	50.1%	6,801	53.5%	106.8%	High performer
	Male	130,913	49.9%	5,853	46.1%	92.3%	Moderate concern
	Unknown	0	0.0%	53	0.4%	NA	
ETHNICITY	African-American	2,304	0.9%	157	1.2%	141.2%	High performer
	Native	978	0.4%	56	0.4%	118.0%	High performer
	Asian	10,658	4.1%	464	3.7%	89.9%	Moderate concern
	Latino	84,092	32.0%	4,713	37.1%	115.7%	High performer
	Multi-Ethnicity	7,661	2.9%	616	4.9%	166.1%	High performer
	Pacific Islander	292	0.1%	28	0.2%	197.7%	High performer
	Unknown	0	0.0%	250	2.0%	NA	
AGE	White, non-Latino	156,397	59.6%	6,423	50.6%	84.8%	Moderate concern
	19 or Less	67,297	25.6%	2,707	21.3%	83.0%	Moderate concern
	20 to 24	24,391	9.3%	4,524	35.6%	383.0%	High performer
	25 to 29	17,597	6.7%	1,723	13.6%	202.2%	High performer
	30 to 34	16,152	6.2%	903	7.1%	115.5%	High performer
	35 to 39	15,918	6.1%	575	4.5%	74.7%	Concern
	40 to 49	35,869	13.7%	818	6.4%	47.1%	Great concern
	50 +	85,158	32.5%	1,456	11.5%	35.3%	Great concern
Unknown	0	0.0%	1	0.01%	NA		
OTHER	Disability	23,709	9.0%	1,228	9.7%	106.9%	High performer
	Economically Disadvantaged	32,239	12.3%	8,681	68.3%	555.9%	High performer
	Foster Youth	250	0.1%	50	0.4%	413.0%	High performer
	Veterans	13,172	5.0%	141	1.1%	22.1%	Great concern

Sources: U.S. Census Bureau, 2010; Calif. Community College Chancellors Office (CCCCO) Data Mart; 2012 American Community Survey; Cabrillo Financial Aid awards and headcount (18,312) for academic year 2013-14, and Family and Children's Services Foster Care and Adoptions Programs, a division of the Human Services Department, County of Santa Cruz.

* DII= subgroup rate/reference group rate. Proportion of the reference group



Sources: U.S. Census Bureau, 2010; Calif. Community College Chancellors Office (CCCCO) Data Mart; 2012 American Community Survey; Cabrillo Financial Aid awards and headcount (18,312) for academic year 2013-14, and Family and Children's Services Foster Care and Adoptions Programs, a division of the Human Services Department, County of Santa Cruz.

Bars colored "green" when Cabrillo is higher than the SC County

Cabrillo College Credit Course Completion/Success Rate Summary Report, Academic Year 2013-14, Primary Terms Only

Basic Skills											
2013-2014	POPULATION GROUP	Enrollment Count	Completion Count	Success Count	Completion Rate	Success Rate	Reference Group	Completion Disproportionate Impact Index (DII) *	Completion DII Descriptor	Success Disproportionate Impact Index (DII) *	Success DII Descriptor
	Cabrillo Total	3,947	3,350	2,344	85%	59%					
GENDER	Female	2,230	1,915	1,356	86%	61%	X	100%	No concern	100%	No concern
	Male	1,706	1,424	978	83%	57%		97%	No concern	94%	Moderate concern
	Unknown	11	11	10	100%	91%		116%	High performer	150%	High performer
ETHNICITY	African-American	64	48	24	75%	38%		90%	Moderate concern	61%	Great concern
	Indian/Alaskan Native	23	19	16	83%	70%		99%	No concern	113%	High performer
	Asian	132	121	101	92%	77%		110%	High performer	124%	High performer
	Latino	2,511	2,148	1,454	86%	58%		102%	No concern	94%	Moderate concern
	Multi-Ethnicity	140	114	84	81%	60%		98%	No concern	98%	No concern
	Pacific Islander	10	8	8	80%	80%		96%	No concern	130%	High performer
	Unknown	60	51	38	85%	63%		102%	No concern	103%	No concern
	White Non-Latino	1,007	841	619	84%	61%	X	100%	No concern	100%	No concern
	AGE	1 to 17	93	78	54	84%	58%		93%	Moderate concern	78%
18 & 19		1,437	1,208	739	84%	51%		93%	Moderate concern	69%	Great concern
20 to 24		1,121	941	657	84%	59%		93%	Moderate concern	79%	Concern
25 to 29		430	367	286	85%	67%		94%	Moderate concern	89%	Moderate concern
30 to 34		288	261	215	91%	75%	X	100%	No concern	100%	No concern
35 to 39		149	118	93	79%	62%		87%	Moderate concern	84%	Moderate concern
40 to 49		256	225	180	88%	70%		97%	No concern	94%	Moderate concern
50 +		173	152	120	88%	69%		97%	No concern	93%	Moderate concern
Unknown		0	0	0	N/A	N/A					

Cabrillo College Credit Course Completion/Success Rate Summary Report, Academic Year 2013-14, Primary Terms Only

Basic Skills											
2013-2014	POPULATION GROUP	Enrollment Count	Completion Count	Success Count	Completion Rate	Success Rate	Reference Group	Completion Disproportionate Impact Index (DII) *	Completion DII Descriptor	Success Disproportionate Impact Index (DII) *	Success DII Descriptor
SPECIAL POPULATIONS		2,073	1,814	1,354	88%	65%		100%	No concern	100%	No concern
	CALWORKS	55	52	36	95%	65%		108%	High performer	100%	No concern
	NOT CALWORKS	2,018	1,762	1,318	87%	65%	X	100%	No concern	100%	No concern
	ASC	184	163	125	89%	68%		101%	No concern	104%	No concern
	NOT ASC	1,889	1,651	1,229	87%	65%	X	100%	No concern	100%	No concern
	EOPS	130	116	80	89%	62%		102%	No concern	94%	Moderate concern
	NOT EOPS	1,943	1,698	1,274	87%	66%	X	100%	No concern	100%	No concern
	FOSTER YOUTH	27	19	15	70%	56%		80%	Moderate concern	85%	Moderate concern
	NOT FOSTER YOUTH	2,046	1,795	1,339	88%	65%	X	100%	No concern	100%	No concern
	VETERAN	35	29	25	83%	71%		95%	No concern	110%	High performer
	NOT VETERAN	2,038	1,785	1,329	88%	65%	X	100%	No concern	100%	No concern

Note: Basic Skills Special Population data includes all 200 Level Math, English and ESL sections.

Source: CCCC Data Mart for gender, ethnicity and age data; Cabrillo SOFIA database for Special Populations.

* DII= subgroup rate/reference group rate. Proportion of the reference group

Cabrillo College Credit Course Completion/Success Rate Summary Report, Academic Year 2013-14, Primary Terms Only, cont.

Non-Basic Skills											
2013-2014	POPULATION GROUP	Enrollment Count	Completion Count	Success Count	Completion Rate	Success Rate	Reference Group	Completion Disproportionate Impact Index (DII) *	Completion DII Descriptor	Success Disproportionate Impact Index (DII) *	Success DII Descriptor
Cabrillo Total		76,791	66,785	55,809	87%	73%					
GENDER	Female	39,995	34,943	29,760	87%	74%	X	100%	No concern	100%	No concern
	Male	36,586	31,652	25,879	87%	71%		95%	No concern	95%	No concern
	Unknown	210	190	170	90%	81%		109%	High performer	109%	High performer
ETHNICITY	African-American	1,156	995	757	86%	65%		75%	Concern	86%	Moderate concern
	Indian/Alaskan	380	323	261	85%	69%		78%	Concern	90%	Moderate concern
	Asian	2,713	2,395	2,085	88%	77%		88%	Moderate concern	101%	No concern
	Latino	28,975	24,961	19,736	86%	68%		78%	Concern	89%	Moderate concern
	Multi-Ethnicity	4,309	3,727	3,087	86%	72%		82%	Moderate concern	94%	Moderate concern
	Pacific Islander	165	143	106	87%	64%		73%	Concern	84%	Moderate concern
	Unknown	1,335	1,192	1,029	89%	77%		88%	Moderate concern	101%	No concern
	White Non-Latino	37,758	33,049	28,748	88%	76%	X	87%	Moderate concern	100%	No concern
AGE	1 to 17	1,648	1,483	1,223	90%	74%		82%	Moderate concern	89%	Moderate concern
	18 & 19	20,604	18,019	14,599	87%	71%		78%	Concern	85%	Moderate concern
	20 to 24	29,176	24,961	20,327	86%	70%		77%	Concern	84%	Moderate concern
	25 to 29	9,408	8,122	6,944	86%	74%		81%	Moderate concern	89%	Moderate concern
	30 to 34	4,451	3,921	3,420	88%	77%		85%	Moderate concern	92%	Moderate concern
	35 to 39	2,831	2,482	2,199	88%	78%		86%	Moderate concern	93%	Moderate concern
	40 to 49	3,677	3,263	2,930	89%	80%		88%	Moderate concern	96%	No concern
	50 +	4,993	4,531	4,164	91%	83%	X	92%	Moderate concern	100%	No concern
	Unknown	3	3	3	100%	100%		110%	High performer	120%	High performer

Cabrillo College Credit Course Completion/Success Rate Summary Report, Academic Year 2013-14, Primary Terms Only, cont.

Non-Basic Skills											
2013-2014	POPULATION GROUP	Enrollment Count	Completion Count	Success Count	Completion Rate	Success Rate	Reference Group	Completion Disproportionate Impact Index (DII) *	Completion DII Descriptor	Success Disproportionate Impact Index (DII) *	Success DII Descriptor
	SPECIAL POPULATIONS	78,205	67,278	56,224	86%	72%		100%	No concern	100%	No concern
	CALWORKS	1,545	1,332	1,123	86%	73%		101%	No concern	101%	No concern
	NOT CALWORKS	76,660	65,946	55,101	86%	72%	X	100%	No concern	100%	No concern
	ASC	7,330	6,309	5,447	86%	74%		104%	No concern	104%	No concern
	NOT ASC	70,875	60,969	50,777	86%	72%	X	100%	No concern	100%	No concern
	EOPS	3,208	2,740	2,291	85%	71%		99%	No concern	99%	No concern
	NOT EOPS	74,997	64,538	53,933	86%	72%	X	100%	No concern	100%	No concern
	FOSTER YOUTH	687	525	365	76%	53%		73.7%	Concern	74%	Concern
	NOT FOSTER YOUTH	77,518	66,753	55,859	86%	72%	X	100%	No concern	100%	No concern
	VETERAN	1,521	1,327	1,052	87%	69%		96%	No concern	96%	No concern
	NOT VETERAN	76,684	65,951	55,172	86%	72%	X	100%	No concern	100%	No concern

*Non-Basic Skills Special Population data excludes all 200 Level Math, English and ESL sections.

Source: CCCC Data Mart for gender, ethnicity and age data; Cabrillo SOFIA database for Special Populations.

* DII= subgroup rate/reference group rate. Proportion of the reference group

Metric	Category	Group	Cohort Size	Cohort Rate	Reference Group	Disproportionate Impact Index (DII)*	DII Descriptor	
Remedial ESL	All		164	12.8%				
	GENDER	Female		101	11.9%		80%	Moderate concern
		Male		61	14.8%	X	100%	No concern
	AGE	< 20 years old		21	23.8%	X	100%	No concern
		20 to 24 years old		35	17.1%		72%	Concern
		25 to 39 years old		70	11.4%		48%	Great concern
		40+ years old		38	5.3%		22%	Great concern
	ETHNICITY	African American		1 to 9	100.0%		800%	High performer
		American Indian/Alaska Native		0	N/A			
		Asian		16	12.5%	X	100%	No concern
		Filipino		1 to 9	0.0%		0%	Great concern
		Latino		137	10.2%		82%	Moderate concern
		Pacific Islander		0	N/A			
		White		1 to 9	60.0%		480%	High performer
	ACCESSIBILITY	Received ASC Services		Not Avail.	40.0%		335%	High performer
		Did Not Receive ASC Services		Not Avail.	12.0%	X	100%	No concern
INCOME	Economically Disadvantaged		Not Avail.	18.5%		204%	High performer	
	Not Economically Disadvantaged		Not Avail.	9.1%	X	100%	No concern	
For Remedial ESL, disproportionate impact is evident for ages 20 and older, and Filipinos (note the latter's small sample size).								

* DII= subgroup rate/reference group rate. Proportion of the reference group

Metric	Category	Group	Cohort Size	Cohort Rate	Reference Group	Disproportionate Impact Index (DII)*	DII Descriptor	
Remedial English	All	All	1716	42.8%				
	GENDER	Female		754	47.1%	X	100%	No concern
		Male		721	38.0%		81%	Moderate concern
	AGE	< 20 years old		992	48.8%	X	100%	No concern
		20 to 24 years old		255	31.4%		64%	Great concern
		25 to 39 years old		165	33.9%		69%	Great concern
		40+ years old		71	19.7%		40%	Great concern
	ETHNICITY	African American		32	37.5%		77%	Concern
		American Indian/Alaska Native		11	27.3%		56%	Great concern
		Asian		41	51.2%		105%	High performer
		Filipino		34	61.8%		127%	High performer
		Latino		677	36.5%		75%	Concern
		Pacific Islander		17	29.4%		60%	Great concern
		White		603	48.6%	X	100%	No concern
	ACCESSIBILITY	Received ASC Services		Not Avail.	45.6%		107%	High performer
		Did Not Receive ASC Services		Not Avail.	42.4%	X	100%	No concern
INCOME	Economically Disadvantaged		Not Avail.	38.8%		84%	Moderate concern	
	Not Economically Disadvantaged		Not Avail.	46.3%	X	100%	No concern	
For Remedial English, disproportionate impact is evident for males, students aged 20 and older, African Americans, Native Americans/Alaska Natives, Latinos, and Pacific Islanders.								

* DII= subgroup rate/reference group rate. Proportion of the reference group

Metric	Category	Group	Cohort Size	Cohort Rate	Reference Group	Disproportionate Impact Index (DII)*	DII Descriptor
Remedial Math	All	All	1716	32.9%			
	GENDER	Female	727	37.0%	X	100%	No concern
		Male	593	27.7%		75%	Concern
	AGE	< 20 years old	675	36.1%	X	100%	No concern
		20 to 24 years old	315	29.5%		82%	Moderate concern
		25 to 39 years old	221	36.2%		100%	No concern
		40+ years old	119	17.6%		49%	Great concern
	ETHNICITY	African American	21	4.8%		13%	Great concern
		American Indian/Alaska Native	19	15.8%		41%	Great concern
		Asian	26	26.9%		70%	Concern
		Filipino	10	60.0%		157%	High performer
		Latino	479	25.7%		67%	Great concern
		Pacific Islander	14	42.9%		112%	High performer
	ACCESSIBILITY	White	672	38.2%	X	100%	No concern
		Received ASC Services	Not Avail.	31.8%		96%	No concern
		Did Not Receive ASC Services	Not Avail.	33.1%	X	100%	No concern
	INCOME	Economically Disadvantaged	Not Avail.	32.6%		98%	No concern
		Not Economically Disadvantaged	Not Avail.	33.2%	X	100%	No concern
For Remedial Math, disproportionate impact is evident for males, students over 40, African Americans, Native Americans/Alaska Natives, Asians and Latinos.							

* DII= subgroup rate/reference group rate. Proportion of the reference group

2012-2013													
Class	Group	Enrollment Count	Completion Count	Success Count	Completion Rate	Success Rate	Reference Group	Completion Disproportionate Impact Index (DII)	Completion Disproportionate Impact Index (DII)		Success Disproportionate Impact Index (DII)	Success Disproportionate Impact Index (DII)	
English 100	Foster Youth	16	13	7	81.3%	43.8%		93.9%	No concern		67%	Great concern	
	Not Foster Youth	1491	1290	974	86.5%	65.3%	X	100.0%	No concern		100.0%	No concern	
Math 152	Foster Youth	14	10	5	71.4%	35.7%		93.6%	No concern		77%	Concern	
	Not Foster Youth	1922	1466	895	76.3%	46.6%	X	100.0%	No concern		100.0%	No concern	

Metric	Category	Group	Cohort Size	Cohort Rate	Reference Group	Disproportionate Impact Index*	Disproportionate Impact Description
Completion Overall	All	All	1716	48.8%			
	GENDER	Female	895	52.1%	X	100%	No concern
		Male	807	45.4%		87%	Moderate concern
	AGE	< 20 years old	1716	51.8%	X	100%	No concern
		20 to 24 years old	117	26.5%		51%	Great concern
		25 to 39 years old	81	30.9%		60%	Great concern
		40+ years old	49	40.8%		79%	Concern
	ETHNICITY	African American	30	36.7%		67%	Great concern
		American Indian/Alaska Native	19	36.8%		67%	Great concern
		Asian	55	61.8%		113%	High performer
		Filipino	27	48.1%		88%	Moderate concern
		Latino	557	37.7%		69%	Great concern
		Pacific Islander	10	60.0%		109%	High performer
	ACCESSIBILITY	White	909	54.9%	X	100%	No concern
		Received ASC Services	Not Avail.	44.6%		91%	Moderate concern
		Did Not Receive ASC Services	Not Avail.	49.1%	X	100%	No concern
	INCOME	Economically Disadvantaged	Not Avail.	45.4%		86%	Moderate concern
Not Economically Disadvantaged		Not Avail.	52.8%	X	100%	No concern	

For **Completion Overall**, disproportionate impact is evident for ages 20 and older, African Americans, Native Americans/ Alaska Natives, and Latinos.

* DII= subgroup rate/reference group rate. Proportion of the reference group

Metric	Category	Group	Cohort Size	Cohort Rate	Reference Group	Disproportionate Impact Index*	Disproportionate Impact Description
Completion Prepared	All	All	542	69.9%			
	GENDER	Female	283	73.1%	X	100%	No concern
		Male	258	66.3%		91%	Moderate concern
	AGE	< 20 years old	507	71.8%	X	100%	No concern
		20 to 24 years old	13	38.5%		54%	Great concern
		25 to 39 years old	13	38.5%		54%	Great concern
		40+ years old	1 to 9	55.6%		77%	Concern
	ETHNICITY	African American	1 to 9	80.0%		112%	High performer
		American Indian/Alaska Native	1 to 9	33.3%		47%	Great concern
		Asian	20	75.0%		105%	High performer
		Filipino	1 to 9	66.7%		93%	Moderate concern
		Latino	82	62.2%		87%	Moderate concern
		Pacific Islander	1 to 9	100.0%		140%	High performer
		White	383	71.5%	X	100%	No concern

For **Completion Prepared**, disproportionate impact is evident for ages 20 and older, and Native Americans/ Alaska Natives (note small sample sizes).

* DII= subgroup rate/reference group rate. Proportion of the reference group

Metric	Category	Group	Cohort Size	Cohort Rate	Reference Group	Disproportionate Impact Index*	Disproportionate Impact Description
Completion Remedial	All	All	1716	39.0%			
	GENDER	Female	612	42.3%	X	100%	No concern
		Male	549	35.5%		84%	Moderate concern
	AGE	< 20 years old	961	41.2%	X	100%	No concern
		20 to 24 years old	104	25.0%		61%	Great concern
		25 to 39 years old	68	29.4%		71%	Concern
		40+ years old	40	37.5%		91%	Moderate concern
	ETHNICITY	African American	25	28.0%		65%	Great concern
		American Indian/Alaska Native	16	37.5%		88%	Moderate concern
		Asian	35	54.3%		127%	High performer
		Filipino	21	42.9%		100%	No concern
		Latino	475	33.5%		78%	Concern
		Pacific Islander	1 to 9	55.6%		130%	High performer
		White	526	42.8%	X	100%	No concern

For **Completion Remedial**, disproportionate impact is evident for ages 20-39 and African Americans.
and Latinos.

* DII= subgroup rate/reference group rate. Proportion of the reference group

Metric	Category	Group	Cohort Size	Cohort Rate	Reference Group	Disproportionate Impact Index*	Disproportionate Impact Description
Persistence Overall	All	All	1716	66.1%			
	GENDER	Female	895	65.9%		99%	No concern
		Male	807	66.3%	X	100%	No concern
	AGE	< 20 years old	1716	66.1%	X	100%	No concern
		20 to 24 years old	117	65.8%		100%	No concern
		25 to 39 years old	81	67.9%		103%	No concern
		40+ years old	49	65.3%		99%	No concern
	ETHNICITY	African American	30	70.0%		106%	High performer
		American Indian/Alaska Native	19	47.4%		71%	Concern
		Asian	55	63.6%		96%	No concern
		Filipino	27	66.7%		101%	No concern
		Latino	557	65.2%		98%	No concern
		Pacific Islander	10	70.0%		106%	High performer
	ACCESSIBILITY	Received ASC Services	Not Avail.	79.3%		122%	High performer
		Did Not Receive ASC Services	Not Avail.	65.1%	X	100%	No concern
		INCOME	Economically Disadvantaged	Not Avail.	67.4%		104%
	Not Economically Disadvantaged		Not Avail.	64.6%	X	100%	No concern

For Persistence Overall, above, disproportionate impact is evident for Native Americans/Alaska Native.

* DII= subgroup rate/reference group rate. Proportion of the reference group

Metric	Category	Group	Cohort Size	Cohort Rate	Reference Group	Disproportionate Impact Index*	Disproportionate Impact Description
Persistence Prepared	All	All	542	65.1%			
	GENDER	Female	283	65.0%	X	100%	No concern
		Male	258	65.1%		100%	No concern
	AGE	< 20 years old	507	66.1%	X	100%	No concern
		20 to 24 years old	13	46.2%		70%	Concern
		25 to 39 years old	13	69.2%		105%	High performer
		40+ years old	1 to 9	33.3%		50%	Great concern
	ETHNICITY	African American	1 to 9	60.0%		95%	No concern
		American Indian/Alaska Native	1 to 9	66.7%		105%	High performer
		Asian	20	55.0%		87%	Moderate concern
		Filipino	1 to 9	66.7%		105%	High performer
		Latino	82	70.7%		112%	High performer
		Pacific Islander	1 to 9	100.0%		158%	High performer
		White	383	63.4%	X	100%	No concern

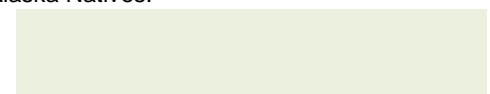
For Persistence Prepared, disproportionate impact is evident for ages 20-24 and over 40 (note small samples).

* DII= subgroup rate/reference group rate. Proportion of the reference group

Metric	Category	Group	Cohort Size	Cohort Rate	Reference Group	Disproportionate Impact Index*	Disproportionate Impact Description
Persistence Remedial	All	All	1716	66.6%			
	GENDER	Female	612	66.3%	X	100%	No concern
		Male	549	66.8%		101%	No concern
	AGE	< 20 years old	961	66.1%	X	100%	No concern
		20 to 24 years old	104	68.3%		103%	No concern
		25 to 39 years old	68	67.6%		102%	No concern
	ETHNICITY	40+ years old	40	72.5%		110%	High performer
		African American	25	72.0%		105%	High performer
		American Indian/Alaska Native	16	43.8%		64%	Great concern
		Asian	35	68.6%		100%	No concern
		Filipino	21	66.7%		98%	No concern
		Latino	475	64.2%		94%	Moderate concern
		Pacific Islander	1 to 9	66.7%		98%	No concern
		White	526	68.4%	X	100%	No concern

For Persistence Remedial, disproportionate impact is evident for Native Americans/Alaska Natives.

* DII= subgroup rate/reference group rate. Proportion of the reference group



Metric	Category	Group	Cohort Size	Cohort Rate	Reference Group	Disproportionate Impact Index*	Disproportionate Impact Description	
30 Units Overall	All	All	1716	68.8%				
	GENDER	Female	895	68.8%			99%	No concern
		Male	807	69.3%	X		100%	No concern
	AGE	< 20 years old	1716	70.6%	X		100%	No concern
		20 to 24 years old	117	51.3%			73%	Concern
		25 to 39 years old	81	61.7%			120%	High performer
		40+ years old	49	67.3%			95%	No concern
	ETHNICITY	African American	30	66.7%			94%	Moderate concern
		American Indian/Alaska Native	19	57.9%			82%	Moderate concern
		Asian	55	67.3%			95%	No concern
		Filipino	27	70.4%			100%	No concern
		Latino	557	65.5%			93%	Moderate concern
		Pacific Islander	10	70.0%			99%	No concern
		White	909	70.6%	X		100%	No concern
	ACCESSIBILITY	Received ASC Services	Not Avail.	76.9%			113%	High performer
		Did Not Receive ASC Services	Not Avail.	68.2%	X		100%	No concern
	INCOME	Economically Disadvantaged	Not Avail.	71.9%			111%	High performer
Not Economically Disadvantaged		Not Avail.	65.0%	X		100%	No concern	

For 30 Units Overall, disproportionate impact is evident for students ages 20-24.

* DII= subgroup rate/reference group rate. Proportion of the reference group

Metric	Category	Group	Cohort Size	Cohort Rate	Reference Group	Disproportionate Impact Index*	Disproportionate Impact Description	
30 Units Remedial	All	All	1716	66.8%				
	GENDER	Female	612	67.8%	X		100%	No concern
		Male	549	66.3%			98%	No concern
	AGE	< 20 years old	961	68.5%	X		100%	No concern
		20 to 24 years old	104	52.9%			77%	Concern
		25 to 39 years old	68	64.7%			94%	Moderate concern
		40+ years old	40	65.0%			95%	No concern
	ETHNICITY	African American	25	64.0%			93%	Moderate concern
		American Indian/Alaska Native	16	62.5%			91%	Moderate concern
		Asian	35	68.6%			100%	No concern
		Filipino	21	76.2%			111%	High performer
		Latino	475	63.6%			92%	Moderate concern
		Pacific Islander	1 to 9	66.7%			97%	No concern
		White	526	68.8%	X		100%	No concern

For 30 Units Remedial, disproportionate impact is evident for ages 20-24.

* DII= subgroup rate/reference group rate. Proportion of the reference group

Metric	Category	Group	Cohort Size	Cohort Rate	Reference Group	Disproportionate Impact Index*	Disproportionate Impact Description
30 Units Prepared	All	All	542	73.1%			
	GENDER	Female	283	71.0%	X	100%	No concern
		Male	258	75.6%		106%	High performer
	AGE	< 20 years old	507	74.6%	X	100%	No concern
		20 to 24 years old	13	38.5%		52%	Great concern
		25 to 39 years old	13	46.2%		62%	Great concern
		40+ years old	1 to 9	77.8%		104%	No concern
	ETHNICITY	African American	1 to 9	80.0%		109%	High performer
		American Indian/Alaska Native	1 to 9	33.3%		46%	Great concern
		Asian	20	65.0%		89%	Moderate concern
		Filipino	1 to 9	50.0%		68%	Great concern
		Latino	82	76.8%		105%	High performer
		Pacific Islander	1 to 9	100.0%		137%	High performer
		White	383	73.1%	X	100%	No concern

For **30 Units Prepared**, disproportionate impact is evident for ages 20-39, Native Americans/Alaska Natives, and Filipinos.

* DII= subgroup rate/reference group rate. Proportion of the reference group



Metric	Category	Group	Cohort Size	Cohort Rate	Reference Group	Disproportionate Impact Index*	Disproportionate Impact Description
Career/Technical Education (CTE)	All	All	955	50.2%			
	GENDER	Female	485	50.1%		99%	No concern
		Male	463	50.5%	X	100%	No concern
	AGE	< 20 years old	326	57.4%	X	100%	No concern
		20 to 24 years old	227	57.3%		100%	No concern
		25 to 39 years old	240	40.0%		70%	Concern
		40+ years old	162	40.7%		71%	Concern
	ETHNICITY	African American	12	50.0%		98%	No concern
		American Indian/Alaska Native	14	42.9%		84%	Moderate concern
		Asian	18	50.0%		98%	No concern
		Filipino	15	80.0%		157%	High performer
		Latino	270	47.0%		92%	Moderate concern
		Pacific Islander	1 to 9	100.0%		196%	High performer
		White	541	51.0%	X	100%	No concern
	ACCESSIBILITY	Received ASC Services	Not Avail.	57.4%		116%	High performer
		Did Not Receive ASC Services	Not Avail.	49.6%	X	100%	No concern
	INCOME	Economically Disadvantaged	Not Avail.	57.8%		141%	High performer
		Not Economically Disadvantaged	Not Avail.	41.1%	X	100%	No concern

For CTE, disproportionate impact is evident for students aged 25 and older.

* DI= subgroup rate/reference group rate. Proportion of the reference group

Cohort Year = 2007-08; Years to transfer = 6 years		Cohort Count	Transfer Count	Transfer Rate	Reference Group	Disproportionate Transfer Index*	Disproportionate Transfer Descriptor
	Cabrillo Total	1,330	458	34%			
GENDER	Female	713	266	37%	X	100%	No concern
	Male	605	188	31%		83%	Moderate concern
	Unknown	12	4	33%		89%	Moderate concern
ETHNICITY	African-American	21	8	38%		99%	No concern
	American Indian/Alaskan	11	3	27%		71%	Concern
	Asian	37	13	35%		92%	Moderate concern
	Fillipino	24	6	25%		65%	Great concern
	Latino	381	102	27%		70%	Great concern
	Pacific Islander	6	5	83%		217%	High performer
	Unknown	97	32	33%		86%	Moderate concern
	White Non-Latino	753	289	38%	X	100%	No concern
AGE	1 to 17	580	215	37%		99%	No concern
	18 & 19	600	211	35%		94%	Moderate concern
	20 to 24	69	13	19%		50%	Great concern
	25 to 29	25	6	24%		64%	Great concern
	30 to 34	16	6	38%	X	100%	No concern
	35 to 39	11	1	9%		24%	Great concern
	40 to 49	15	4	27%		71%	Concern
	50 +	13	1	8%		21%	Great concern
	Unknown	1	1	100%		267%	High performer
DISABILITY	Acquired Brain Injury	2	0	0%			
	Developmentally Delayed Learner	1	0	0%			
	Learning Disabled	56	24	43%		124%	High performer
	Mobility Impaired	6	1	17%		48%	Great concern
	Other Disability	20	5	25%		73%	Concern
	Psychological Disability	6	2	33%		97%	No concern
	Speech/Language Impaired	2	0	0%			
	None	1,237	426	34%	X	100%	No concern
ECONOMICALLY DISADVANTAGED (FINANCIAL AID)	NO AID RECEIVED	604	240	40%	X	100%	No concern
	Received BOG (Brd. of Governor) Aid	676	192	28%		71%	Concern
	Received Loans	52	21	40%		102%	No concern
	Received Other Financial Aid (Except BOG or Pell)	270	84	31%		78%	Concern
	Received Pell Grant	463	136	29%		74%	Concern
	Received Scholarship	181	77	43%		107%	High performer
	Received Workstudy Aid	15	6	40%		101%	No concern

Source: CCCC Data Mart, Transfer Velocity Cohort Tracker (excludes Foster Youth & FY comparison)

*Foster Youth Source: SOFIA Faculty Inquiry System; due to lack of availability of Foster Data prior to Fall 2013 and short time-to-transfer window, counts are based on "Transfer Directed" figures, not actual transfer counts. Transfer directed = students who successfully completed transfer-level math or English at Cabrillo.

* DII= subgroup rate/reference group rate. Proportion of the reference group

Cohort Year = Fall 2013; Years to transfer directed = 1 year*							
FOSTER YOUTH*	Foster Youth	43	14	33%		68%	Great concern
	First Time Students - Foster Youth Status Unknown	1,262	606	48%	X	100%	No concern

Grey text box indicates groups with fewer than 10 students in starting cohort. **Red bold text indicates disproportionate impact** based on 80% rule. Source: CCCCO Data Mart, Transfer Velocity Cohort Tracker (excludes Foster Youth & FY comparison)

*Foster Youth Source: SOFIA Faculty Inquiry System; due to lack of availability of Foster Data prior to Fall 2013 and short time-to-transfer window, counts are based on "Transfer Directed" figures, not actual transfer counts. Transfer directed = students who successfully completed transfer-level math or English at Cabrillo.

* DI= subgroup rate/reference group rate. Proportion of the reference group