EQUITY AND OREGON HIGHER EDUCATION

BEN CANNON
APRIL 20, 2018
EQUITY LENS

In 2014, the HECC adopted the Equity Lens, initially developed by the (former) Oregon Education Investment Board, as a cornerstone to the State’s approach to policy and budgeting. The HECC 2016-20 Strategic Plan is anchored by this commitment.

“…Equity requires the intentional examination of systemic policies and practices that, even if they have the appearance of fairness, may in effect serve to marginalize some and perpetuate disparities. Data are clear that Oregon demographics are changing to provide rich diversity in race, ethnicity, and language. Working toward equity requires an understanding of historical contexts and the active investment in changing social structures and changing practice over time to ensure that all communities can reach the goal and the vision of 40/40/20.”

-Excerpt, Case for Equity, Equity Lens
Oregonians 25 and older in 2016

40-40-20 GOAL

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Bachelor’s or advanced degree</th>
<th>Associate degree, certificate, some college (no degree)</th>
<th>High school diploma or equivalent</th>
<th>Less than high school diploma</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian &amp; Alaska Native</td>
<td>12.8%</td>
<td>14.9%</td>
<td>24.1%</td>
<td>47.5%</td>
</tr>
<tr>
<td>Asian American</td>
<td>38.8%</td>
<td>12.2%</td>
<td>29.3%</td>
<td>40.5%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>25.1%</td>
<td>24.1%</td>
<td>35.3%</td>
<td>14.6%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>13.9%</td>
<td>38.3%</td>
<td>32.3%</td>
<td>5.5%</td>
</tr>
<tr>
<td>Native Hawaiian &amp; Pacific Islander</td>
<td>15.0%</td>
<td>13.5%</td>
<td>24.1%</td>
<td>36.3%</td>
</tr>
<tr>
<td>White</td>
<td>31.9%</td>
<td>8.7%</td>
<td>39.2%</td>
<td>24.1%</td>
</tr>
</tbody>
</table>

Source: American Community Survey data, 5-year estimates.
Notes: Oregon’s 40-40-20 goal excludes those with some college and no degree from the middle 40, but data limitations prevent identifying this group separately.
UNIVERSITY ENROLLMENT BY RACE/ETHNICITY (HEADCOUNT)

Number of resident students in different racial/ethnic groups

- **Asian American count**
- **Black or African American count**
- **Hispanic/Latinx count**
- **Native American/Alaska Native count**
- **Native Hawaiian or Pacific Islander count**
- **Two or more races count**

Source: HECC analysis of Oregon public university student records.
UNIVERSITY ENROLLMENT BY RACE/ETHNICITY (HEADCOUNT)

Percent of resident students in different racial/ethnic groups

- **Asian American**: 5% to 6%
- **Hispanic/Latinx**: 3% to 10%
- **Black or African American**: 1% to 2%
- **Native Hawaiian or Pacific Islander**: 0% to 2%
- **Native American/Alaska Native**: 0% to 10%

Source: HECC analysis of Oregon public university student records.
COMMUNITY COLLEGE ENROLLMENT BY RACE/ETHNICITY (HEADCOUNT)

Number of resident students in different racial/ethnic groups

- **Asian American count**
  - 2007: 27,529
  - 2017: 35,752

- **Black or African American count**
  - 2007: 11,489
  - 2017: 10,503

- **Hispanic/Latinx count**
  - 2007: 5,990
  - 2017: 3,176

- **Native American/Alaska Native count**
  - 2007: 5,021
  - 2017: 9,262

- **Native Hawaiian or Pacific Islander count**
  - 2007: 2,367
  - 2017: 3,176

- **Two or more races count**
  - 2007: 772
  - 2017: 1,183

Number of resident students who are white

- 2007: 211,958
- 2017: 154,694

Source: HECC analysis of Oregon community college student records.
COMMUNITY COLLEGE ENROLLMENT BY RACE/ETHNICITY (HEADCOUNT)

Percent of resident students in different racial/ethnic groups

- Black or African American: 0% (2007), 0% (2008), 0% (2009), 0% (2010), 0% (2011), 0% (2012), 0% (2013), 0% (2014), 0% (2015), 0% (2016), 0% (2017)
- Native American/Alaska Native: 4% (2007), 4% (2008), 4% (2009), 4% (2010), 4% (2011), 4% (2012), 4% (2013), 4% (2014), 4% (2015), 4% (2016), 4% (2017)
- Native Hawaiian or Pacific Islander: 8% (2007), 8% (2008), 8% (2009), 8% (2010), 8% (2011), 8% (2012), 8% (2013), 8% (2014), 8% (2015), 8% (2016), 8% (2017)

Percent of resident students who are white

- 2007: 60%
- 2008: 58%
- 2009: 55%
- 2010: 52%
- 2011: 49%
- 2012: 46%
- 2013: 43%
- 2014: 40%
- 2015: 37%
- 2016: 34%
- 2017: 31%

Source: HECC analysis of Oregon community college student records.
UNIVERSITY DEGREES BY RACE/ETHNICITY

Number of degrees awarded to students in racial/ethnic groups

- Asian American count
- Black or African American count
- Hispanic/Latinx count
- Native American/Alaska Native count
- Native Hawaiian or Pacific Islander count
- Two or more races count

Source: HECC analysis of Oregon public university student records. Includes all degrees to Oregon residents, regardless of type of degree.
UNIVERSITY DEGREES BY RACE/ETHNICITY

Percent of degrees awarded to students in racial/ethnic groups

- Asian American
- Hispanic/Latinx
- Black or African American
- Native Hawaiian or Pacific Islander
- Native American/Alaska Native

Percent of degrees awarded to students who are white

Source: HECC analysis of Oregon public university student records. Includes all degrees to Oregon residents, regardless of type of degree.
COMMUNITY COLLEGE ASSOCIATE DEGREES BY RACE/ETHNICITY

Number of degrees awarded to students in racial/ethnic groups

- **Asian American count**
- **Black or African American count**
- **Hispanic/Latinx count**
- **Native American/Alaska Native count**
- **Native Hawaiian or Pacific Islander count**
- **Two or more races count**

Number of degrees awarded to students who are white

- **5,112**
- **7,792**

Source: HECC analysis of Oregon community college student records.
COMMUNITY COLLEGE ASSOCIATE DEGREES
BY RACE/ETHNICITY

Percent of degrees awarded to students in racial/ethnic groups

- Asian American
- Hispanic/Latinx
- Native Hawaiian or Pacific Islander
- Black or African American
- Native American/Alaska Native
- Two or more races

Percent of degrees awarded to students who are white

Source: HECC analysis of Oregon community college student records.
PUBLIC UNIVERSITY GRADUATION RATE

Percentage of first-time, full-time freshmen at public universities who complete a bachelor’s degree within 6 years

Source: HECC analysis of Oregon public university student records. Includes only first-time, full-time freshmen university students.

Notes: Currently there is no historical data for the Native Hawaiian or Pacific Islander category. Prior to the 2010 cohort, the Asian American group included Native Hawaiian and Pacific Islander categories.
COMMUNITY COLLEGE COMPLETION AND TRANSFER RATE

Percentage of community college students who complete an associate degree or who transfer to a university within three years

Source: IPEDS data for left graph. HECC analysis of university and community college data for right chart. For the chart on the right, this measure uses the cohort defined by the Voluntary Framework of Accountability. It uses student behavior to define “credential-seeking” as accumulating 18 or more quarter credits within the period. A student is considered to have transferred if there is any evidence of enrollment at a 4-year university after the last enrollment in the community college and before the end of the three-year tracking period.
### Oregon Higher Education
#### Statewide Snapshot

**Total Students:** 455,179
- **In Public Institutions:** 367,292
- **Resident Undergraduates:** 353,440

- **Race/Ethnicity:**
  - 4% Asian American
  - 2% Black/African American
  - 12% Hispanic/Latinx
  - 1% Native American/Alaska Native
  - 0.4% Native Hawaiian/Pacific Islander
  - 4% Multi-race
  - 57% White
  - 18% Unknown

- **1st-Generation Status:**
  - 39% 1st generation
  - 61% Non-1st generation

- **Enrollment by Time:**
  - 22% Full-time
  - 78% Part-time

- **Area of Instruction:**
  - 4% Graduate/Professional
  - 62% Undergraduate/Certificate
  - 2% Developmental Education
  - 32% Non-Credit only

- **Gender:**
  - 44% Male
  - 52% Female
  - 4% Not reported

- **Age:**
  - 51% 25+
  - 37% 18-24
  - 12% <18

**Students of color are increasingly represented on campuses. Currently, more than 24% of higher education students identify as students of color.**
STATEWIDE SNAPSHOT: AFFORDABILITY

AFFORDABILITY

51% of students were unable to meet expenses with expected resources: family contributions, student earnings, and grant aid.

Unable to Meet College Expenses with Expected Resources

- 60% of Asian American
- 50% of Black/African American
- 55% of Hispanic/Latinx
- 50% of Native American/Alaska Native
- 51% of Native Hawaiian/Pacific Islander
- 50% of White

Average Cost of Attendance (COA)

- $19,952: COA
- $12,827: COA after public student aid
- $10,848: COA after institutional + public aid

Time to Completion Increases Cost

- 3.5 Years: Associate degree
- 4.4 Years: Bachelor's degree

Students Receiving Financial Aid

- Federal Pell: 64,606
- OR Promise: 6,903
- OR Opportunity Grant: 39,547
- Institutional Aid: 42,805

Students Receiving Public Grant Aid

- 36% received: Not received
- 64% received: Not received

Students Eligible for OR Opportunity Grant

- 40% received: Not received
- 60% received: Not received

Students who cannot receive federal aid through the FAFSA can apply for Oregon aid through the Oregon Student Aid Application. This increases the opportunities available to undocumented or DACA students.
STATEWIDE SNAPSHOT: OUTCOMES

OUTCOMES

Completion Rates

- 66% of Asian American
- 45% of Black/African American
- 46% of Hispanic/Latinx
- 37% of Native American/Alaska Native
- 49% of Native Hawaiian/Pacific Islander
- 51% of White

Annual Earnings

- Associate degree/Certificate: $37,737
- Bachelor’s degree: $45,080

47% : 57%

of 1st generation : of Non-1st generation

Graduation rates among all students have been slowly increasing over time. However, the gap between students of color and their white classmates continues to be significant.

Number of Awarded Degrees/Transfers

- 3,734 Graduate/professional
- 12,434 Bachelor’s degree
- 11,983 Associate degree
- 7,957 Career certificates
- 5,868 Transfers

Oregon needs 2,000 additional completions per year to reach 40-40-20 in 2025.

For institution specific measures please visit www.oregon.gov/highered/research/Pages/snapshots.aspx

See the back of this document for data notes and definitions.

04/11/18
OREGON EDUCATIONAL ATTAINMENT BY RACE/ETHNICITY, AGE 25 AND OLDER

Oregonians 25 and older in 2016

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Bachelor's or advanced degree</th>
<th>Associate degree, certificate, some college (no degree)</th>
<th>High school diploma or equivalent</th>
<th>Less than high school diploma</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian &amp; Alaska Native</td>
<td>12.8%</td>
<td>38.8%</td>
<td>30.7%</td>
<td>17.6%</td>
</tr>
<tr>
<td>Asian American</td>
<td>25.1%</td>
<td>38.6%</td>
<td>14.9%</td>
<td>14.5%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>13.9%</td>
<td>23.2%</td>
<td>24.1%</td>
<td>12.2%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>15.0%</td>
<td>39.2%</td>
<td>32.3%</td>
<td>13.5%</td>
</tr>
<tr>
<td>Native Hawaiian &amp; Pacific Islander</td>
<td>31.9%</td>
<td>35.3%</td>
<td>24.1%</td>
<td>8.7%</td>
</tr>
</tbody>
</table>

40-40-20 GOAL

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Bachelor's or advanced degree</th>
<th>Associate degree, certificate, some college (no degree)</th>
<th>High school diploma or equivalent</th>
<th>Less than high school diploma</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian &amp; Alaska Native</td>
<td>10.5%</td>
<td>31.8%</td>
<td>24.9%</td>
<td>32.8%</td>
</tr>
<tr>
<td>Asian American</td>
<td>11.9%</td>
<td>34.7%</td>
<td>26.2%</td>
<td>28.2%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>11.5%</td>
<td>37.0%</td>
<td>28.1%</td>
<td>23.4%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>12.4%</td>
<td>40.8%</td>
<td>29.3%</td>
<td>17.4%</td>
</tr>
<tr>
<td>Native Hawaiian &amp; Pacific Islander</td>
<td>12.5%</td>
<td>40.6%</td>
<td>29.3%</td>
<td>17.6%</td>
</tr>
<tr>
<td>White</td>
<td>12.2%</td>
<td>40.4%</td>
<td>30.6%</td>
<td>16.9%</td>
</tr>
</tbody>
</table>

American Indian & Alaska Native

<table>
<thead>
<tr>
<th>Year</th>
<th>Bachelor's or advanced degree</th>
<th>Associate degree, certificate, some college (no degree)</th>
<th>High school diploma or equivalent</th>
<th>Less than high school diploma</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>10.5%</td>
<td>31.8%</td>
<td>24.9%</td>
<td>32.8%</td>
</tr>
<tr>
<td>2011</td>
<td>10.9%</td>
<td>34.7%</td>
<td>26.2%</td>
<td>28.2%</td>
</tr>
<tr>
<td>2012</td>
<td>11.5%</td>
<td>37.0%</td>
<td>28.1%</td>
<td>23.4%</td>
</tr>
<tr>
<td>2013</td>
<td>12.4%</td>
<td>40.8%</td>
<td>29.3%</td>
<td>17.4%</td>
</tr>
<tr>
<td>2014</td>
<td>12.5%</td>
<td>40.6%</td>
<td>29.3%</td>
<td>17.6%</td>
</tr>
<tr>
<td>2015</td>
<td>12.2%</td>
<td>40.4%</td>
<td>30.6%</td>
<td>16.9%</td>
</tr>
<tr>
<td>2016</td>
<td>12.8%</td>
<td>38.8%</td>
<td>30.7%</td>
<td>17.6%</td>
</tr>
</tbody>
</table>

Source: American Community Survey data, 5-year estimates.
Notes: Oregon’s 40-40-20 goal excludes those with some college and no degree from the middle 40, but data limitations prevent identifying this group separately.
OREGON EDUCATIONAL ATTAINMENT BY RACE/ETHNICITY, AGE 25 AND OLDER

Oregonians 25 and older in 2016

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Bachelor’s or advanced degree</th>
<th>Associate degree, certificate, some college (no degree)</th>
<th>High school diploma or equivalent</th>
<th>Less than high school diploma</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian &amp; Alaska Native</td>
<td>17.6%</td>
<td>12.2%</td>
<td>14.9%</td>
<td>30.7%</td>
</tr>
<tr>
<td>Asian American</td>
<td>25.1%</td>
<td>24.1%</td>
<td>23.2%</td>
<td>38.8%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>38.6%</td>
<td>24.6%</td>
<td>32.3%</td>
<td>30.7%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>13.9%</td>
<td>32.3%</td>
<td>38.3%</td>
<td>30.7%</td>
</tr>
<tr>
<td>Native Hawaiian &amp; Pacific Islander</td>
<td>15.0%</td>
<td>13.5%</td>
<td>12.2%</td>
<td>30.7%</td>
</tr>
<tr>
<td>White</td>
<td>31.9%</td>
<td>8.7%</td>
<td>24.1%</td>
<td>23.2%</td>
</tr>
</tbody>
</table>

40-40-20 GOAL

<table>
<thead>
<tr>
<th>Year</th>
<th>Bachelor’s or advanced degree</th>
<th>Associate degree, certificate, some college (no degree)</th>
<th>High school diploma or equivalent</th>
<th>Less than high school diploma</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>46.5%</td>
<td>32.3%</td>
<td>16.6%</td>
<td>14.5%</td>
</tr>
<tr>
<td>2011</td>
<td>46.4%</td>
<td>32.3%</td>
<td>23.3%</td>
<td>14.9%</td>
</tr>
<tr>
<td>2012</td>
<td>46.4%</td>
<td>32.3%</td>
<td>23.6%</td>
<td>14.9%</td>
</tr>
<tr>
<td>2013</td>
<td>45.2%</td>
<td>32.3%</td>
<td>23.9%</td>
<td>14.9%</td>
</tr>
<tr>
<td>2014</td>
<td>45.6%</td>
<td>32.3%</td>
<td>24.1%</td>
<td>14.9%</td>
</tr>
<tr>
<td>2015</td>
<td>46.6%</td>
<td>32.3%</td>
<td>23.9%</td>
<td>14.9%</td>
</tr>
<tr>
<td>2016</td>
<td>47.5%</td>
<td>32.3%</td>
<td>23.2%</td>
<td>14.9%</td>
</tr>
</tbody>
</table>

Asian American

<table>
<thead>
<tr>
<th>Year</th>
<th>Bachelor’s or advanced degree</th>
<th>Associate degree, certificate, some college (no degree)</th>
<th>High school diploma or equivalent</th>
<th>Less than high school diploma</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>22.8%</td>
<td>32.3%</td>
<td>16.6%</td>
<td>14.9%</td>
</tr>
<tr>
<td>2011</td>
<td>23.3%</td>
<td>32.3%</td>
<td>16.4%</td>
<td>14.9%</td>
</tr>
<tr>
<td>2012</td>
<td>23.6%</td>
<td>32.3%</td>
<td>15.9%</td>
<td>14.9%</td>
</tr>
<tr>
<td>2013</td>
<td>23.9%</td>
<td>32.3%</td>
<td>15.9%</td>
<td>14.9%</td>
</tr>
<tr>
<td>2014</td>
<td>24.5%</td>
<td>32.3%</td>
<td>15.6%</td>
<td>14.9%</td>
</tr>
<tr>
<td>2015</td>
<td>23.9%</td>
<td>32.3%</td>
<td>15.2%</td>
<td>14.9%</td>
</tr>
<tr>
<td>2016</td>
<td>23.2%</td>
<td>32.3%</td>
<td>14.9%</td>
<td>14.9%</td>
</tr>
</tbody>
</table>

Source: American Community Survey data, 5-year estimates.
Notes: Oregon’s 40-40-20 goal excludes those with some college and no degree from the middle 40, but data limitations prevent identifying this group separately.
OREGON EDUCATIONAL ATTAINMENT BY RACE/ETHNICITY, AGE 25 AND OLDER

Oregonians 25 and older in 2016

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Bachelor’s or advanced degree (2016)</th>
<th>Associate degree, certificate, some college (no degree) (2016)</th>
<th>High school diploma or equivalent (2016)</th>
<th>Less than high school diploma (2016)</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian &amp; Alaska Native</td>
<td>12.8%</td>
<td>47.5%</td>
<td>38.8%</td>
<td>30.7%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>25.1%</td>
<td>23.2%</td>
<td>38.6%</td>
<td>24.1%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>13.9%</td>
<td>24.6%</td>
<td>32.3%</td>
<td>13.5%</td>
</tr>
<tr>
<td>Native Hawaiian &amp; Pacific Islander</td>
<td>15.0%</td>
<td>35.3%</td>
<td>24.1%</td>
<td>8.7%</td>
</tr>
</tbody>
</table>

40-40-20 GOAL

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Bachelor’s or advanced degree (2016)</th>
<th>Associate degree, certificate, some college (no degree) (2016)</th>
<th>High school diploma or equivalent (2016)</th>
<th>Less than high school diploma (2016)</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian &amp; Alaska Native</td>
<td>22.3%</td>
<td>37.3%</td>
<td>24.6%</td>
<td>38.6%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>23.2%</td>
<td>37.3%</td>
<td>24.1%</td>
<td>39.2%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>23.7%</td>
<td>38.2%</td>
<td>23.2%</td>
<td>39.4%</td>
</tr>
<tr>
<td>Native Hawaiian &amp; Pacific Islander</td>
<td>23.2%</td>
<td>38.9%</td>
<td>22.9%</td>
<td>38.1%</td>
</tr>
</tbody>
</table>

Black or African American

<table>
<thead>
<tr>
<th>Year</th>
<th>Bachelor’s or advanced degree</th>
<th>Associate degree, certificate, some college (no degree)</th>
<th>High school diploma or equivalent</th>
<th>Less than high school diploma</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>26.1%</td>
<td>14.4%</td>
<td>14.1%</td>
<td>14.3%</td>
</tr>
<tr>
<td>2011</td>
<td>25.4%</td>
<td>14.1%</td>
<td>14.3%</td>
<td>14.2%</td>
</tr>
<tr>
<td>2012</td>
<td>23.8%</td>
<td>13.9%</td>
<td>14.3%</td>
<td>12.7%</td>
</tr>
<tr>
<td>2013</td>
<td>23.7%</td>
<td>12.7%</td>
<td>12.7%</td>
<td>12.2%</td>
</tr>
</tbody>
</table>

Source: American Community Survey data, 5-year estimates.
Notes: Oregon’s 40-40-20 goal excludes those with some college and no degree from the middle 40, but data limitations prevent identifying this group separately.
OREGON EDUCATIONAL ATTAINMENT BY RACE/ETHNICITY, AGE 25 AND OLDER

Oregonians 25 and older in 2016

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Bachelor’s or advanced degree</th>
<th>Associate degree, certificate, some college (no degree)</th>
<th>High school diploma or equivalent</th>
<th>Less than high school diploma</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian &amp; Alaska Native</td>
<td>12.8%</td>
<td>38.8%</td>
<td>30.7%</td>
<td>17.6%</td>
</tr>
<tr>
<td>Asian American</td>
<td>14.5%</td>
<td>38.6%</td>
<td>24.1%</td>
<td>12.2%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>14.9%</td>
<td>24.1%</td>
<td>38.3%</td>
<td>13.5%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>20.6%</td>
<td>23.6%</td>
<td>35.3%</td>
<td>8.7%</td>
</tr>
<tr>
<td>Native Hawaiian &amp; Pacific Islander</td>
<td>22.3%</td>
<td>24.1%</td>
<td>32.3%</td>
<td>13.5%</td>
</tr>
<tr>
<td>White</td>
<td>44.9%</td>
<td>38.8%</td>
<td>31.9%</td>
<td>15.0%</td>
</tr>
</tbody>
</table>

40-40-20 GOAL

<table>
<thead>
<tr>
<th>Year</th>
<th>Bachelor’s or advanced degree</th>
<th>Associate degree, certificate, some college (no degree)</th>
<th>High school diploma or equivalent</th>
<th>Less than high school diploma</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>10.9%</td>
<td>13.1%</td>
<td>44.9%</td>
<td>38.9%</td>
</tr>
<tr>
<td>2011</td>
<td>11.0%</td>
<td>13.7%</td>
<td>44.1%</td>
<td>38.3%</td>
</tr>
<tr>
<td>2012</td>
<td>11.6%</td>
<td>14.0%</td>
<td>42.4%</td>
<td>38.3%</td>
</tr>
<tr>
<td>2013</td>
<td>12.2%</td>
<td>15.1%</td>
<td>41.9%</td>
<td>38.3%</td>
</tr>
<tr>
<td>2014</td>
<td>12.5%</td>
<td>15.5%</td>
<td>40.7%</td>
<td>38.3%</td>
</tr>
<tr>
<td>2015</td>
<td>13.4%</td>
<td>16.1%</td>
<td>38.9%</td>
<td>38.3%</td>
</tr>
<tr>
<td>2016</td>
<td>13.9%</td>
<td>16.6%</td>
<td>38.3%</td>
<td>38.3%</td>
</tr>
</tbody>
</table>

Hispanic

<table>
<thead>
<tr>
<th>Year</th>
<th>Bachelor’s or advanced degree</th>
<th>Associate degree, certificate, some college (no degree)</th>
<th>High school diploma or equivalent</th>
<th>Less than high school diploma</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>20.6%</td>
<td>24.6%</td>
<td>23.6%</td>
<td>23.7%</td>
</tr>
<tr>
<td>2011</td>
<td>21.1%</td>
<td>25.1%</td>
<td>23.7%</td>
<td>23.7%</td>
</tr>
<tr>
<td>2012</td>
<td>22.3%</td>
<td>25.9%</td>
<td>23.7%</td>
<td>23.7%</td>
</tr>
<tr>
<td>2013</td>
<td>22.6%</td>
<td>26.4%</td>
<td>24.3%</td>
<td>24.7%</td>
</tr>
<tr>
<td>2014</td>
<td>22.9%</td>
<td>26.7%</td>
<td>24.7%</td>
<td>24.6%</td>
</tr>
<tr>
<td>2015</td>
<td>23.2%</td>
<td>27.0%</td>
<td>24.6%</td>
<td>24.6%</td>
</tr>
<tr>
<td>2016</td>
<td>23.2%</td>
<td>27.3%</td>
<td>24.6%</td>
<td>24.6%</td>
</tr>
</tbody>
</table>

Source: American Community Survey data, 5-year estimates.
Notes: Oregon’s 40-40-20 goal excludes those with some college and no degree from the middle 40, but data limitations prevent identifying this group separately.
OREGON EDUCATIONAL ATTAINMENT BY RACE/ETHNICITY, AGE 25 AND OLDER

Oregonians 25 and older in 2016

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Bachelor’s or advanced degree</th>
<th>Associate degree, certificate, some college (no degree)</th>
<th>High school diploma or equivalent</th>
<th>Less than high school diploma</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian &amp; Alaska Native</td>
<td>12.8%</td>
<td>47.5%</td>
<td>38.8%</td>
<td>23.2%</td>
</tr>
<tr>
<td>Asian American</td>
<td>14.9%</td>
<td>23.2%</td>
<td>38.6%</td>
<td>24.1%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>17.6%</td>
<td>24.1%</td>
<td>38.3%</td>
<td>12.2%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>14.5%</td>
<td>24.6%</td>
<td>32.3%</td>
<td>13.5%</td>
</tr>
<tr>
<td>Native Hawaiian &amp; Pacific Islander</td>
<td>31.9%</td>
<td>35.3%</td>
<td>24.1%</td>
<td>8.7%</td>
</tr>
<tr>
<td>White</td>
<td>30.7%</td>
<td>20%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

40-40-20 GOAL

<table>
<thead>
<tr>
<th>Year</th>
<th>Bachelor’s or advanced degree</th>
<th>Associate degree, certificate, some college (no degree)</th>
<th>High school diploma or equivalent</th>
<th>Less than high school diploma</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>17.1%</td>
<td>36.4%</td>
<td>31.8%</td>
<td>14.7%</td>
</tr>
<tr>
<td>2011</td>
<td>14.5%</td>
<td>33.6%</td>
<td>37.6%</td>
<td>14.2%</td>
</tr>
<tr>
<td>2012</td>
<td>13.4%</td>
<td>35.4%</td>
<td>34.5%</td>
<td>16.7%</td>
</tr>
<tr>
<td>2013</td>
<td>12.1%</td>
<td>38.6%</td>
<td>34.6%</td>
<td>14.7%</td>
</tr>
<tr>
<td>2014</td>
<td>12.6%</td>
<td>36.4%</td>
<td>34.9%</td>
<td>16.1%</td>
</tr>
<tr>
<td>2015</td>
<td>11.9%</td>
<td>36.3%</td>
<td>37.1%</td>
<td>14.7%</td>
</tr>
<tr>
<td>2016</td>
<td>15.0%</td>
<td>39.2%</td>
<td>32.3%</td>
<td>13.5%</td>
</tr>
</tbody>
</table>

Native Hawaiian & Pacific Islander

Source: American Community Survey data, 5-year estimates.
Notes: Oregon’s 40-40-20 goal excludes those with some college and no degree from the middle 40, but data limitations prevent identifying this group separately.
OREGON EDUCATIONAL ATTAINMENT BY RACE/ETHNICITY, AGE 25 AND OLDER

Oregonians 25 and older in 2016

- Bachelor’s or advanced degree
- Associate degree, certificate, some college (no degree)
- High school diploma or equivalent
- Less than high school diploma

White

2010
- 29.1%
- 35.2%
- 26.1%
- 9.7%

2011
- 29.5%
- 35.5%
- 25.6%
- 9.3%

2012
- 29.7%
- 35.9%
- 25.2%
- 9.1%

2013
- 30.3%
- 35.8%
- 25.0%
- 8.9%

2014
- 30.6%
- 35.6%
- 24.9%
- 8.9%

2015
- 31.2%
- 35.4%
- 24.6%
- 8.7%

2016
- 31.9%
- 35.3%
- 24.1%
- 8.7%

Source: American Community Survey data, 5-year estimates.
Notes: Oregon’s 40-40-20 goal excludes those with some college and no degree from the middle 40, but data limitations prevent identifying this group separately.