Portland Community College 2018 Climate Survey

Analysis of questions by disaggregation based on gender, race and sexual orientation.

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	Students	Faculty/Administrators
Number of respondents	2694	1408
Total number of questions	70	83
Median time to complete survey (min)	16	23

Volunteer online survey available during the winter term of 2017 to the campus wide Portland Community College.

Results of this survey are compared to the Campus Climate Assessment of Winter 2015 and the key themes from focus groups of winter 2018. Survey results are validated by information provided by the Institutional Effectiveness webpage and the Office of Equity and Inclusion.

Big samples: The survey respondents are 11% of the total number of Full-time students and 15% of Part-time students

Faculty and staff: The survey respondents include 54% of the total number of Full-time Faculty, 11% Part-time Faculty, 59% Classified staff and 85% Academic Professionals.

Survey validation Chi-square test

	Asian	Black	Hispanic	International	Native American	Unreported	White
IR 2017	7.7	4.6	12.2	2.7	0.8	7.7	56.8
Survey	9.2	5.5	11.6	6.9	1.7	8.4	56.4

Results

H_0: The climate survey population fits the given distribution by Institutional Research and Diversity and Inclusion for both, students and employees.

Conclusion: Big enough and equally representative sample.

$$\chi^2 = \sum \frac{(O - E)^2}{E}$$

with degrees of freedom $= n - 1$

$E =$ expected frequency

$O =$ observed frequency

$n =$ number of items in the distribution

Scales to analyze survey responses.

Table 1 Scale for Weighted Averages

1	2	3	4	5
Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
Very Satisfied	Satisfied	Undecided	Dissatisfied	Strongly Dissatisfied
Very much	Somewhat	Undecided	Not much	Not at all
Often	Sometimes	Rarely	Never	
Not at all Stressful	Somewhat Stressful	Unsure	Very Stressful	Extremely Stressful

Example: If out of 1,000 students; 200 Strongly Agree, 200 Agree, 200 Undecided, 200 Disagree, 200 Strongly Disagree then weighted average is 3. If out of 1,000 students; 500 Strongly Agree and 500

A single scale to analyze survey responses.

Table 2 Scale for weighted averages expressed as percentages

| Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
100 %----------------------75%--------------------50%--------------------25%-----------------------0%				

Example: If out of 1,000 students; 200 Strongly Agree, 200 Agree, 200 Undecided, 200 Disagree, 200 Strongly Disagree then weighted average express as percentages is 50%. If out of 1,000 students; 500 Strongly Agree and 500 Agree then weighted average express as percentages is 87.5%.

Terms used for disaggregation

| Gender		Race		Sexual orientation	
Female	54.05%	African American/Black	5.57%	Asexual	4.42%
Male	35.00%	Asian American	9.22%	Bisexual	10.57%
Non-binary	3.16%	Caucasian/White	56%	Gay	2.52%
Transgender Woman	0.61%	Hispanic/Latino	11.60%	Lesbian	1.97%
Transgender Man	1.16%	Bi/Multiracial	5.70%	Straight/Hetero sexual	60.38%
Gender nonconforming	2.31%	Native American or Alaskan Native	1.73%	Queer	5.10%
Intersex	0.00%	Native Hawaiian/Pacific Islander	1.35%	Questioning	1.72%
Prefer not to answer	3.71%	Prefer not to answer	8.39%	Prefer not to answer	8.91%
				Other (please specify	4.42%

Q31 Are you a student of color?

Answered: 1,941   Skipped: 261
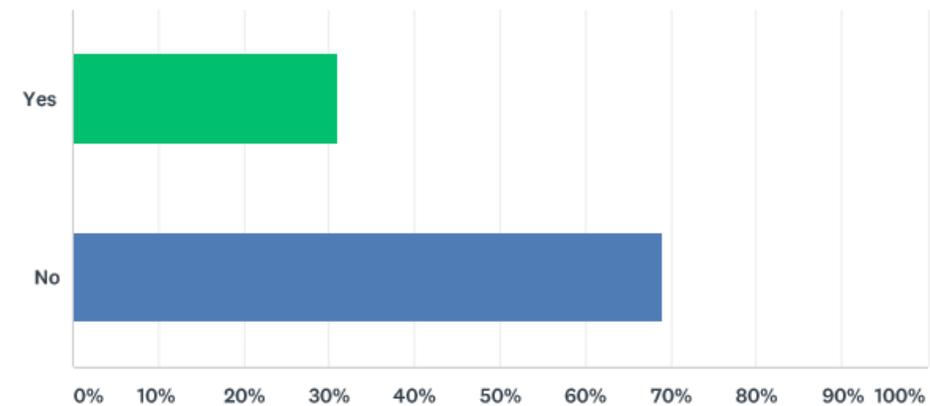
Q27 Do you identify as LGBTQIA+?

Answered: 1,966   Skipped: 236
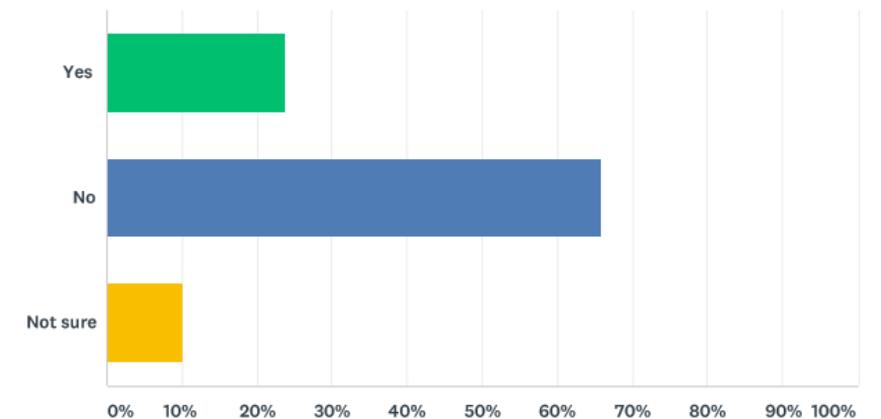
Student Survey

Why did you choose PCC? Question 6	Campus wide	LGBTQIA+	Students of Color	Female students
Academic reputation	69.8%	66.2%	73.3%	73.9%
Distance to/from home	83.7%	83.9%	83.0%	85.0%
Community service opportunities	53.8%	50.2%	63.6%	56.7%
Cost of attendance	86.7%	88.3%	87.6%	88.8%
Faculty/staff diversity	64.9%	69.4%	73.1%	69.6%
Student diversity	66.7%	74.5%	75.4%	72.0%
College commitment to diversity	68.4%	76.3%	76.6%	73.5%
Family member is an alum	34.5%	30.9%	38.9%	35.8%
Family member works here	30.8%	27.4%	32.6%	31.3%
Internship opportunities	55.2%	51.7%	62.9%	57.7%
Offers program or degree in my field of interest	82.0%	79.4%	82.7%	83.3%
Parents gave me no other choice	34.0%	32.5%	37.9%	34.7%
Received a scholarship	49.4%	46.2%	57.8%	51.1%
Size of school	53.2%	51.2%	59.4%	56.0%
Study abroad opportunities	46.0%	44.8%	55.0%	48.4%
Work-study opportunities	54.9%	53.6%	62.1%	55.9%

Very important   *Not important at all*

100%---0%

Two type of questions:

1. Questions used as disaggregated factors in queries.

2. Questions that address accessibility, harassment, equity and inclusion.

1. Questions used as disaggregated factors in queries.

    1.1 All students campus wide.

    1.2 Students that identified as students of Color

    1.3 Students that identified as Female

    1.4 Students that identified as LGBTQIA+

Why did you choose PCC? Question 6	Campus wide	LGBTQIA+	Students of Color	Female students
Academic reputation	69.8%	66.2%	73.3%	71.4%
Distance to/from home	83.7%	83.9%	83.0%	83.4%
Community service opportunities	53.8%	50.2%	63.6%	54.3%
Cost of attendance	86.7%	88.3%	87.6%	86.6%

1. Questions used as disaggregated factors in queries.
   1.1 All students campus wide.
   1.2 Students that identified as students of Color
   1.3 Students that identified as Female
   1.4 Students that identified as LGBTQIA+

All questions that can be used for disaggregated factors in primary or secondary queries

I. Q1 Which Type of student are you?

II. Q2 Which level of degree are you currently pursuing?

III. Q3 How many credits have you completed?

IV. Q4 I primarily attend classes at the following campus(es) or Centers (check all that apply)

V. Q5 What is your current field of study? Please specify:

VI. Q20 What is your religion/worldview/spiritual affiliation?

VII. Q27 Do you identify as LGBTQIA+?

VIII. Q31 Are you a student of color?

IX. Q35 Are you an international student?

X. Q59 What is your gender?

XI. Q60 I racially identify as:

XII. Q61 My sexual orientation is:

XIII. Q62 In the last year have you had to worry about where to sleep because you had nowhere else to stay?

XIV. Q63 English is my first language.

XV. Q64 Have you ever been or are currently a foster youth?

XVI. Q65 What is your age?

XVII. Q66 What is your marital status?

XVIII. Q67 What is your citizenship status

2. Themes for questions that address accessibility, harassment, equity and inclusion.

I. Student that are military **veterans**.
I. Students that experience **disabilities.**
II. Questions that address students' expressions to **spiritual beliefs, political views/worldviews**.
III. Diversity and inclusion of **LGBTQIA+ students**
IV. Diversity and inclusion of **students of color:**
V. Diversity and inclusion of **international students**
VI. Questions that address **diversity, inclusion and interaction between PCC's students.**
VII. Questions that address institutional **promotion/commitment to diversity and inclusion.**
VIII. Questions that address students who have **experienced/witnesses discrimination/harassment/bias.**
IX. Questions address **campus safety**.
X. Overall Student **Climate Perception**.
XI. Questions that address **economic demographics, housing**.

2. Questions that address accessibility, harassment, equity and inclusion.

    2.1 The questions Q8 to Q 13 address student that are veterans:

- Q8 Are you a U.S. military veteran?

- Q9 How satisfied are you with the following items related to your campus Veteran's   Resource Center?

- Q10 To what extent has the Veteran's Resource Center facilitated your adjustment to civilian life?

- Q11 To what extent do you agree or disagree with the following statements?

- Q12 Do student veterans have any recognized organizations/clubs on campus?

- Q13 Please respond to the following in reference to the organizations/clubs for student veterans on campus.

    2.2 The following questions address students that experience a disability:

- Q14 Do you experience a disability - note that this includes things like depression, anxiety, chronic back pain, etc?

- Q15 I am or have been affected by one or more of the following disabilities as a student at Portland Community College.

- Q16 To what extent have you used the accommodation process at this institution?

- Q17 How satisfied are you with the following items related to our institution's accessibility?

- Q18 To what extent do you agree or disagree with the following statements? As a student with a disability

- Q19 To what extent do you agree or disagree with the following statements? As a student with a disability

Are you a U.S. military veteran? Q-8	Campus wide	LGBTQIA+	Students of Color	Female students
Number of response "Yes"	136 (6.21% of surveys)	11	30	19
Percentage of veterans		8%	22%	14%

Disaggregation percentages are estimated based on the number of veterans students. i.e. 11 out of 136 are students that are veterans and identify as LGBTQIA+

How satisfied are you with the following items related to your campus Veteran's Resource Center?	Campus wide	LGBTQIA+	Students of Color	Female students
Overall services provided	57.4%	72.7%	62.5%	56.6%
Support services (mentoring, support groups)	56.2%	72.7%	62.5%	60.5%
Office hours	51.9%	59.1%	52.5%	50.0%
Availability of appointment times	52.3%	59.1%	57.5%	55.3%
Number of staff	47.7%	60.0%	51.7%	52.6%
Friendliness of staff	60.4%	55.0%	68.3%	50.0%
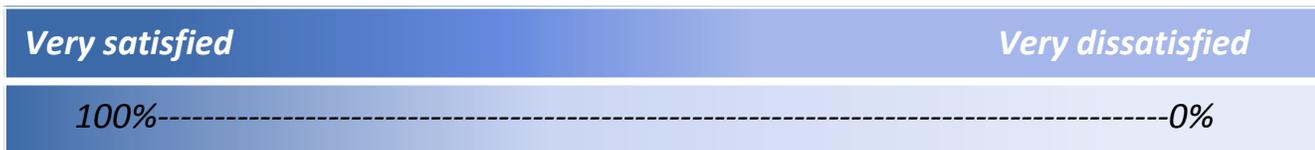
Very satisfied	Very dissatisfied
100%---0%	

To what extent has the Veteran's Resource Center facilitated your adjustment to civilian life? Q10	Campus wide	LGBTQIA+	Students of Color	Female students
Response	48.8%	79.5%	68.3%	40.8%

Very much			*Not at all*

100%--0%

To what extent do you agree or disagree with the following statements?	Campus wide	LGBTQIA+	Students of Color	Female students
As a veteran, I feel welcome on campus	67.3%	77.3%	70.0%	81.6%
As a veteran, I feel welcome in the surrounding community	65.2%	77.3%	66.7%	80.3%
As a veteran, I feel welcome in the classroom	68.7%	79.5%	70.0%	80.3%
Veterans are treated with respect by students	62.2%	63.6%	61.7%	73.7%
Veterans are treated with respect by faculty	72.0%	75.0%	75.0%	84.2%
Veterans are treated with respect by staff	71.3%	72.7%	74.2%	81.6%
Veterans are treated with respect by administrators	68.7%	72.7%	72.5%	81.6%

Strongly agree			*Strongly disagree*

100%--0%

2. Questions that address accessibility, harassment, equity and inclusion.

2.1 The questions Q8 to Q 13 address student that are veterans:

- Q8 Are you a U.S. military veteran?
- Q9 How satisfied are you with the following items related to your campus Veteran's Resource Center?
- Q10 To what extent has the Veteran's Resource Center facilitated your adjustment to civilian life?
- Q11 To what extent do you agree or disagree with the following statements?
- Q12 Do student veterans have any recognized organizations/clubs on campus?
- Q13 Please respond to the following in reference to the organizations/clubs for student veterans on campus.

2.2 The following questions address students that experience a disability:

- Q14 Do you experience a disability - note that this includes things like depression, anxiety, chronic back pain, etc?
- Q15 I am or have been affected by one or more of the following disabilities as a student at Portland Community College.
- Q16 To what extent have you used the accommodation process at this institution?
- Q17 How satisfied are you with the following items related to our institution's accessibility?
- Q18 To what extent do you agree or disagree with the following statements? As a student with a disability
- Q19 To what extent do you agree or disagree with the following statements? As a student with a disability

Do you experience a disability? Q14	Campus wide	LGBTQIA+	Students of Color	Female students
Number of response "Yes"	954 (44.2% of surveys)	329	201	387
Percentage of students with disabilities		34.5%	21.1%	40.6%

Disaggregated percentages are estimated based on the number of students experiencing a specific disability. i.e. 34.5% is estimated by 329 out of 954 are students that experience a physical disability and identify as LGBTQIA+

I am or have been affected by one or more of the following disabilities as a student at Portland Community College.	Campus wide		LGBTQIA+	Students of Color	Female students
Physical disability	20.3%	185	30.8%	25.9%	35.1%
Sensory disability (e.g., visual or hearing impairment)	13.2%	120	35.0%	24.2%	34.2%
Attention Deficit or Hyperactivity	28.1%	256	42.2%	21.5%	37.9%
Learning Impairment (e.g., Dyslexia)	19.3%	176	29.5%	23.9%	38.1%
Mental or emotional health	70.0%	638	44.7%	21.2%	42.8%
Disability of size or stature	3.0%	27	29.6%	51.9%	51.9%
Chronic health or medical condition	23.4%	213	40.4%	22.5%	47.9%
None of the above	7.4%	67	16.4%	32.8%	40.3%
Other (please specify)	9.8%	89	25.8%	16.9%	43.8%

Campus wide percentages are based on the total of respondents for this question n=191. Disaggregated percentages are estimated based on the number of students experiencing a specific disability. i.e. The 30.8% estimated by 57 out of 185 are students that experience a physical disability and identify as LGBTQIA+

To what extent have you used the accommodation process at this institution?	Campus wide	LGBTQIA+	Students of Color	Female students
I have used the formal process to request accommodation through Disability Services	48.0%	46.6%	54.8%	49.5%
I have made informal requests	45.1%	47.5%	50.0%	46.1%
I have refrained from making a request because I was concerned about reactions	49.8%	56.6%	54.3%	49.2%
I have not made requests because I was unclear on process	51.7%	55.6%	56.5%	53.3%
I have not made requests because I had no need to do so	59.1%	59.0%	58.6%	58.9%

Often   *Never*

100%---0%

How satisfied are you with the following items related to our institution's accessibility?	Campus wide	LGBTQIA+	Students of Color	Female students
Overall physical access to college locations (parking, paths of travel, restrooms, etc)	74.3%	75.7%	75.3%	77.4%
Ease of using online systems	79.1%	78.7%	80.4%	84.5%
Faculty willingness to implement accommodation	76.2%	75.8%	76.5%	79.7%
Inclusion of disability within diversity initiatives	72.0%	71.7%	73.2%	77.5%

Very satisfied   *Very dissatisfied*

100%---0%

To what extent do you agree or disagree with the following statements? Q18	Campus wide	LGBTQIA+	Students of Color	Female students
Students who experience disability have opportunities to participate fully in a variety of clubs and extracurricular activities	71.0%	69.4%	71.0%	75.3%
Clubs, groups, resource centers, etc. promote positive disability identity	71.1%	71.1%	71.3%	76.3%

Strongly agree				Strongly disagree
100%--0%				

To what extent do you agree or disagree with the following statements? Q19	Campus wide	LGBTQIA+	Students of Color	Female students
As a student with a disability, I feel welcome on campus	77.9%	77.0%	76.8%	81.4%
As a student with a disability, I feel welcome in the surrounding community	73.0%	70.5%	74.6%	77.1%
As a student with a disability, I feel welcome in the classroom	75.9%	73.0%	74.9%	78.8%
Students with a disability are treated with respect by students	74.8%	72.6%	74.9%	77.9%
Students with a disability are treated with respect by faculty	78.8%	76.7%	79.3%	81.6%
Students with a disability are treated with respect by staff	79.6%	78.5%	81.2%	81.4%
Students with a disability are treated with respect by administrators	77.7%	75.9%	78.4%	80.5%

Strongly agree				Strongly disagree
100%--0%				

2. Questions that address accessibility, harassment, equity and inclusion.

- 2.3 The following questions address students' expressions to **spiritual beliefs, political views/worldviews.**

  - Q21 To what extent do you agree or disagree with the following statements?

  - Q22 Do students have any recognized religious/spiritual organizations/clubs on campus?

  - Q23 Please respond to the following in reference to the religious/spiritual organizations/clubs for students on campus.

  - Q24 To what extent do you agree or disagree with the following statements? I can openly express my political views/worldviews.

  - Q25 Do students have any recognized political/worldview organizations/clubs on campus?

  - Q26 Please respond to the following in reference to the political/worldview organizations/clubs for students on campus.

Students

What is your religion/worldview/spiritual affiliation? Q21	All	Atheist/ Agnostic	Buddhist	Christian	Hindu	Jehovah's Witness	Jewish	Mormon	Muslim	Scientologist	Seventh Day Adventist	Unitarian Universalist	Other (please specify)
% of the total religion		33%	5%	29%	1%	1%	2%	1%	4%	0%	0%	1%	24%
Number of respondents		659	103	591	14	13	31	20	75	4	5	19	472
I can openly express my religious/spiritual beliefs on campus	66.1%	71.1%	64.8%	59.7%	76.8%	65.4%	64.5%	62.5%	74.0%	50.0%	60.0%	67.1%	62.7%
I can openly express my religious/spiritual beliefs in the surrounding community	67.0%	71.3%	66.3%	63.3%	69.6%	63.5%	66.9%	66.3%	70.3%	43.8%	65.0%	63.2%	62.2%
My religious/spiritual beliefs are treated with respect in the classroom	68.7%	73.0%	69.4%	61.5%	80.4%	61.5%	66.9%	62.5%	78.0%	68.8%	55.0%	72.4%	64.8%
My religious/spiritual beliefs are treated with respect by students	68.3%	72.2%	69.4%	60.8%	80.4%	57.7%	63.7%	57.5%	76.3%	56.3%	65.0%	71.1%	65.5%
My religious/spiritual beliefs are treated with respect by faculty	71.4%	74.1%	71.1%	65.7%	82.1%	65.4%	66.9%	72.5%	77.0%	62.5%	60.0%	76.3%	67.6%
My religious/spiritual beliefs are treated with respect by staff	71.6%	73.5%	71.4%	66.4%	83.9%	69.2%	66.1%	72.5%	79.7%	56.3%	60.0%	77.6%	67.4%
My religious/spiritual beliefs are treated with respect by administrators	70.6%	72.9%	69.9%	65.4%	82.1%	61.5%	65.3%	70.0%	76.7%	56.3%	60.0%	77.6%	66.5%
Religious/spiritual holidays I celebrate are respected by the campus community	68.9%	69.5%	65.3%	67.8%	75.0%	61.5%	58.9%	71.3%	68.0%	56.3%	60.0%	64.5%	63.2%

Strongly agree — **Strongly disagree**

100%---0%

To what extent do you agree or disagree with the following statements? Q24	Campus wide	LGBTQIA+	Students of Color	Female students	Christian	Atheist/Agnostic
I can openly express my political views/worldviews on campus	63.1%	73.7%	63.5%	66.3%	54.0%	70.1%
I can openly express my political views/worldviews in the surrounding community	63.1%	69.8%	62.8%	64.7%	57.2%	68.6%
I can openly express my political views/worldviews in the classroom	62.7%	70.0%	63.1%	66.1%	54.3%	68.7%
My political views/worldviews are treated with respect by students	63.2%	70.5%	63.4%	66.6%	55.4%	68.6%
My political views/worldviews are treated with respect by faculty	68.0%	73.8%	66.9%	71.0%	61.6%	73.5%
My political views/worldviews are treated with respect by staff	67.6%	73.4%	66.1%	70.7%	62.2%	72.1%
My political views/worldviews are treated with respect by administrators	66.7%	71.8%	65.7%	70.1%	61.7%	71.2%

Strongly agree   **Strongly disagree**

100%--0%

- The following questions address student's gender and sexual identity:

    - Q28 To what extent do you agree or disagree with the following statements? Gender and Sexual identity

    - Q29 Do students have any recognized LGBTQIA+ organizations/clubs on campus?

    - Q30 Please respond to the following in reference to the LGBTQIA+ organizations/clubs for students on campus.

To what extent do you agree or disagree with the following statements? Q28	Campus wide	LGBTQIA+	Students of Color	Female students
I can openly express my gender identity on campus	79.1%	79.7%	78.3%	84.0%
I can openly express my sexual identity on campus	77.5%	79.2%	75.8%	79.7%
I can openly express my gender identity in the surrounding community	75.2%	75.2%	76.7%	79.5%
I can openly express my sexual identity in the surrounding community	71.9%	72.1%	71.6%	73.7%
My gender identity is treated with respect in the classroom	75.7%	74.7%	75.4%	82.9%
My sexual identity is treated with respect in the classroom	75.9%	76.0%	75.5%	79.6%
My gender identity is treated with respect by students	75.8%	75.2%	74.5%	82.3%
My sexual identity is treated with respect by students	76.0%	76.4%	74.6%	79.8%
My gender identity is treated with respect by faculty	77.7%	77.1%	77.8%	83.0%
My sexual identity is treated with respect by faculty	77.6%	78.0%	76.7%	80.2%
My gender identity is treated with respect by staff	77.7%	77.3%	76.6%	82.1%
My sexual identity is treated with respect by staff	77.2%	77.5%	76.2%	79.9%

Strongly agree   **Strongly disagree**

100%--0%

- The following questions address diversity and inclusion from student's race:

    - Q32 To what extent do you agree or disagree with the following statements? As a student of color,

    - Q33 Do students of color have any recognized organizations/clubs on campus?

    - Q34 Please respond to the following in reference to the organizations/clubs for students of color on campus.

To what extent do you agree or disagree with the following statements? Q32	Campus wide	LGBTQIA+	Students of Color	Female students
As a student of color, I feel welcome on campus	78.5%	74.1%	78.5%	80.1%
As a student of color, I feel welcome in the surrounding community	74.8%	67.9%	74.8%	76.1%
As a student of color, I feel welcome in the classroom	78.2%	72.9%	78.4%	79.9%
Students of color are treated with respect by students	76.9%	71.3%	77.1%	78.8%
Students of color are treated with respect by faculty	78.8%	74.8%	79.0%	80.1%
Students of color are treated with respect by staff	79.1%	75.0%	79.2%	80.4%
Students of color are treated with respect by administrators	78.3%	73.5%	78.4%	79.3%

Strongly agree   **Strongly disagree**

100%---0%

The following questions address diversity and inclusion of international students:

To what extent do you agree or disagree with the following statements? Q36	Campus wide	LGBTQIA+	Students of Color	Female students
As an international student, I feel welcome on campus	79.6%	72.3%	77.7%	78.5%
As an international student, I feel welcome in the surrounding community	78.1%	75.9%	76.4%	75.3%
As an international student, I feel welcome in the classroom	80.5%	78.6%	77.4%	78.8%
International students are treated with respect by students	78.4%	74.1%	75.3%	78.2%
International students are treated with respect by faculty	81.7%	78.6%	79.4%	81.6%
International students are treated with respect by staff	81.0%	80.4%	77.7%	80.4%
International students are treated with respect by administrators	80.5%	78.6%	77.7%	79.7%

Strongly agree	*Strongly disagree*
100%--0%	

The following questions address climate perception of students:

The following groups should participate in mandatory training? Q39	Campus wide	LGBTQIA+	Students of Color	Female students	Christian	Atheist/Agnostic
Administrative leadership	79.1%	89.8%	81.4%	83.6%	73.7%	82.6%
Faculty	78.5%	88.5%	81.0%	83.7%	73.6%	81.6%
PCC Board	78.7%	89.0%	80.6%	83.4%	72.6%	82.1%
Staff	78.2%	87.9%	81.4%	83.5%	73.2%	81.0%
Students	67.6%	76.4%	74.1%	73.5%	63.4%	67.3%
Department of Public Safety	79.8%	90.3%	82.0%	83.8%	73.8%	83.5%

Strongly agree	Strongly disagree
100%--0%	

How important, in your opinion, is promoting diversity and inclusion to the college leadership? Q44	Campus wide	LGBTQIA+	Students of Color	Female students	Christian	Atheist/ Agnostic
Response	82.2%	92.3%	84.8%	87.7%	77.0%	85.0%

Very important   **Not important at all**

100%--0%

Students

| How welcoming is our campus to the following groups? Q-40	Campus wide	Own group
African Americans	79.9%	78.9%
Asian Americans	82.3%	83.9%
Caucasians/Whites	85.9%	86.6%
First-generation students	82.8%	85.9%
Hispanics/Latinos	81.1%	83.0%
International students and employees	81.5%	83.1%
LGBTQIA+ people	83.9%	83.4%
Middle Eastern people	79.2%	N.D.
Military veterans	82.4%	69.1%
Native Americans	79.3%	79.6%
Native Hawaiians/Pacific Islanders	79.5%	76.2%
People with disabilities	80.8%	78.9%
Undocumented students	77.8%	87.1%
Women	86.4%	85.4%

Notes: The groups that are the least welcome in order are: Undocumented Students, Middle Eastern and Native Americans

Very welcoming	*Not welcoming at all*
100%---0%	

How would you categorize how interaction is across racial/ethnic lines of difference at PCC? Q41	Campus wide	LGBTQIA+	Students of Color	Female students
On campus	69.6%	69.6%	69.8%	71.4%
At Centers	62.4%	62.7%	67.3%	63.4%
In campus dining areas	61.4%	58.4%	63.0%	62.9%
During student activities on campus	62.6%	59.7%	66.1%	63.5%
During sporting events on campus	51.7%	45.9%	57.6%	51.9%

Very interactive   *Not interactive at all*

100%--0%

How well does our institution promote racial/ cultural interaction between different groups? Q43	Campus wide	LGBTQIA+	Students of Color	Female students
Response	70.4%	68.7%	69.0%	72.2%

Very well   *Not at all*

100%--0%
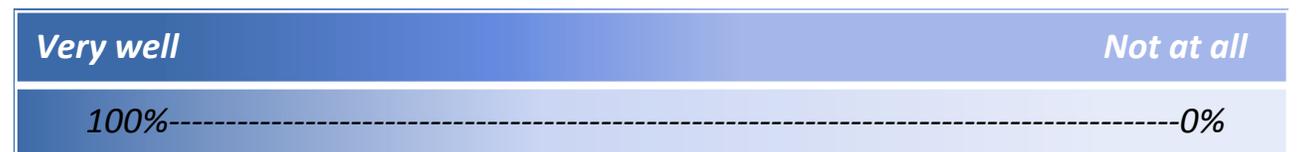
Have you experience/witnessed Q45	Campus wide	LGBTQIA+	Color	Female	Campus Wide% total
An illegal activity	171	25.7%	30.4%	38.0%	4.8%
Bullying	169	37.9%	40.2%	40.8%	4.7%
Discrimination/bias/harassment based on age	159	37.7%	32.7%	47.2%	4.5%
Discrimination/bias/harassment based on gender	218	50.0%	31.2%	38.5%	6.1%
Discrimination/bias/harassment based on gender identity	176	57.4%	36.4%	36.9%	4.9%
Discrimination/bias/harassment based on race/ethnicity	246	37.0%	48.4%	42.7%	6.9%
Discrimination/bias/harassment based on lack of English language proficiency (foreign accent)	199	38.2%	45.7%	49.2%	5.6%
Discrimination/bias/harassment based on a disability	165	49.1%	35.8%	43.0%	4.6%
Discrimination/bias/harassment based on veteran status	46	19.6%	26.1%	26.1%	1.3%
Discrimination/bias/harassment based on religion/worldview/spiritual affiliation	186	29.6%	32.8%	40.3%	5.2%
Discrimination/bias/harassment based on a medical condition or illness	107	45.8%	36.4%	41.1%	3.0%
Discrimination/bias/harassment based on socioeconomic status	124	43.5%	37.9%	38.7%	3.5%
Discrimination/bias/harassment based on sexual orientation	145	53.8%	42.1%	30.3%	4.1%
Discrimination/bias/harassment based on political views	271	31.0%	34.3%	35.1%	7.6%
Retaliation	61	34.4%	34.4%	31.1%	1.7%
Sexual assault	46	45.7%	43.5%	47.8%	1.3%
None of the above	1073	19.5%	29.5%	50.0%	30.1%
Total	3562				

Percentages are calculated from disaggregation by type of offense. Number of LGBTQIA+ that experience an Illegal activity 44/171 = 25.7%
Campus wide percentages are calculated by the total number of offenses 171 out of 3562 = 4.8%

The most experienced/witnessed discrimination is based on political views 7.6% then race/ethnicity 6.9% and gender 6.1% Table Q45 t2.

Did you report the incident? Q47	Total number of offenses witness or experience	Percentage of reported offenses Q47 (only by the number of answers 688)	Percentage of reported offenses out of the total number of offenses.
Campus wide	3562	16.4% (113/688)	3.2% (113/3562)
LGBTQIA+	1206 (34% of the total 3562)	21.6% (46/213)	3.8% (46/1206)
Students of Color	1243 (35% of the total 3562)	18.6% (42/226)	3.3% (42/1243)
Female students	1527 (43% of the total 3562)	15% (47/313)	3.0% (47/1527)

Percentage of reported offenses are calculated by the number of people that answered Q47 if they answer "Yes " to reported the incident by the total number of experience/witness offense in their identified subgroup, i.e. Female 3%= 47/1527

Student Survey

Have you experience/witnessed Q45	Have you experienced/witnessed				Percentage of Reported Incidents			
	Campus wide	LGBTQIA+	Color	Female	Campus wide	LGBTQIA+	Color	Female
An illegal activity	171	25.7%	30.4%	38.0%	18.7%	29.5%	25.0%	21.5%
Bullying	169	37.9%	40.2%	40.8%	28.4%	29.7%	27.9%	24.6%
Discrimination/bias/harassment based on age	159	37.7%	32.7%	47.2%	15.1%	18.3%	15.4%	14.7%
Discrimination/bias/harassment based on gender	218	50.0%	31.2%	38.5%	18.8%	21.1%	25.0%	14.3%
Discrimination/bias/harassment based on gender identity	176	57.4%	36.4%	36.9%	17.6%	19.8%	20.3%	13.8%
Discrimination/bias/harassment based on race/ethnicity	246	37.0%	48.4%	42.7%	21.1%	26.4%	21.8%	22.9%
Discrimination/bias/harassment based on lack of English language proficiency (foreign accent)	199	38.2%	45.7%	49.2%	18.6%	23.7%	24.2%	15.3%
Discrimination/bias/harassment based on a disability	165	49.1%	35.8%	43.0%	20.6%	23.5%	22.0%	16.9%
Discrimination/bias/harassment based on veteran status	46	19.6%	26.1%	26.1%	19.6%	22.2%	25.0%	16.7%
Discrimination/bias/harassment based on religion/worldview/spiritual affiliation	186	29.6%	32.8%	40.3%	14.5%	21.8%	19.7%	10.7%
Discrimination/bias/harassment based on a medical condition or illness	107	45.8%	36.4%	41.1%	21.5%	26.5%	23.1%	18.2%
Discrimination/bias/harassment based on socioeconomic status	124	43.5%	37.9%	38.7%	21.0%	22.2%	25.5%	18.8%
Discrimination/bias/harassment based on sexual orientation	145	53.8%	42.1%	30.3%	21.4%	25.6%	26.2%	18.2%
Discrimination/bias/harassment based on political views	271	31.0%	34.3%	35.1%	13.3%	19.0%	17.2%	8.4%
Retaliation	61	34.4%	34.4%	31.1%	36.1%	47.6%	47.6%	47.4%
Sexual assault	46	45.7%	43.5%	47.8%	30.4%	47.6%	30.0%	18.2%
None of the above	1073	19.5%	29.5%	50.0%	0.1%	0.0%	0.0%	0.0%

Notes	Example: An illegal activity, 25.7% experience by LGBTQIA 44/171
Women experience/witnessed the most discrimination 43% of all. However, they are the lowest reporting only 15% .	Reported incident . LGBTQIA reported 29.5% illegal activity out of the 44 witness
The most reported discrimination: Retaliation and Bullying	Note: We don't know which discrimination was reported since more than one
LGBTQIA experience almost the same sexual assault as women 22 vs 21, LGBTQ reports half of the assaults but women did not. Remember that the are twice as much women than LGBTQIA	
LGBTQIA is the group that reports the most experience /witnessed the less of exp/witness 34% experience 22% reported campus wide 16.4%	

Students

Who caused the offense? Check all that apply.	Total	College wide	Incident Reported	LGBTQIA	Color	Female
Athletic coach	5	0.4%	20.0%	40%	60%	60%
Public Safety	38	3.2%	34.2%	42%	63%	37%
Faculty member	199	16.9%	17.6%	41%	33%	36%
Member of the surrounding community	96	8.1%	25.0%	38%	50%	48%
Parent of a student	26	2.2%	19.2%	35%	46%	35%
Senior administrator (vice president or dean)	21	1.8%	28.6%	33%	38%	29%
Other administrator	47	4.0%	34.0%	38%	47%	38%
Staff member	153	13.0%	19.0%	35%	39%	43%
Student	524	44.4%	13.9%	33%	33%	46%
Other (please specify)	70	5.9%	0.0%	21%	34%	40%
Total	1179					

Students made 44.4% of all offenses 524 out of the total 1179. Only about 13.9% of this 524 offenses were reported. Out of the 38 offenses made by Public safety 63% were to student of color

Who did you report the incident to? Check all that apply. Q48	Number of reported incidents	College wide	LGBTQIA	Color	Female
Faculty member	57	22.5%	22	18	28
Friend	30	11.9%	12	11	13
Counseling center	25	9.9%	12	10	10
Public Safety	24	9.5%	8	6	10
Family member	18	7.1%	6	6	11
Other (please specify)	18	7.1%	10	7	5
Disability Services	17	6.7%	11	7	4
Office of Equity & Inclusion	13	5.1%	10	6	1
Senior administrator	12	4.7%	5	4	4
Title IX coordinator	10	4.0%	7	5	1
Human resources	9	3.6%	4	4	3
Chief diversity officer	4	1.6%	3	3	2
Off-campus police	4	1.6%	0	2	2
Off-campus healthcare professional	4	1.6%	2	1	0
Campus ministry	3	1.2%	1	1	1
Athletic department	2	0.8%	0	1	0
Office of Civil Rights	2	0.8%	1	1	1
Campus health center	1	0.4%	0	0	0
	253				

If you have filed a written bias/discrimination/harassment complaint in the past two years, what was the result? Q49	Number of reported incidents	College wide	LGBTQIA	Color	Female
My complaint was taken seriously	33	26.0%	18	12	11
My complaint was addressed but not resolved to my satisfaction	23	18.1%	16	7	10
Nothing was done	20	15.7%	7	11	2
It's still in process	19	15.0%	11	8	6
My complaint was dismissed	13	10.2%	6	3	1
Other (please specify)	10	7.9%	5	6	2
My complaint was resolved to my satisfaction	8	6.3%	3	3	1
Criminal action was taken	1	0.8%	1	0	1
Total	127				

Why didn't you report the incident? Check all that apply. Q50	Number of responses	College wide	LGBTQIA	Color	Female
I didn't feel anything would happen	210	16.5%	71	71	92
I decided it wasn't important enough	204	16.0%	52	65	91
There was not enough evidence	149	11.7%	52	50	80
Other (please specify)	140	11.0%	46	34	62
I didn't think the school would support me	136	10.7%	49	42	53
I feared retaliation	126	9.9%	46	47	50
I had no witnesses to support me	103	8.1%	44	38	44
I was embarrassed	89	7.0%	40	32	41
The offender is no longer here	30	2.4%	9	12	16
The process to file a complaint was not secure	30	2.4%	14	9	7
I felt it was my fault	22	1.7%	8	10	13
There was too much pressure not to	21	1.6%	6	7	13
I feared being expelled	9	0.7%	2	4	4
The offender asked me not to	7	0.5%	3	4	3
Total	1276				

Students

To what extent do you agree or disagree with the following statements about safety on/off campus? Q51	College wide	LGBTQIA+	Student of Color	Female students
I feel safe on campus	81.8%	79.6%	79.1%	82.0%
I feel safe off campus	72.1%	64.6%	69.5%	71.2%
My family feels I am safe on campus	79.6%	78.3%	77.6%	79.7%
My family feels I am safe off campus	70.6%	65.4%	67.2%	68.3%
Students are supportive of other students who have experienced incidences of physical confrontation	72.5%	73.0%	72.1%	73.9%
Students are supportive of other students who have experienced incidences of emotional confrontation (discrimination, sexual harassment, bullying)	72.6%	72.9%	71.9%	73.9%

Notes: All students, specially LGBTQIA+ and color students feel safer on campus than surrounding community. Females feel safer than the rest. The department of public safety needs training in *all* aspects of diversity.

Strongly agree	Strongly disagree
100%--0%	
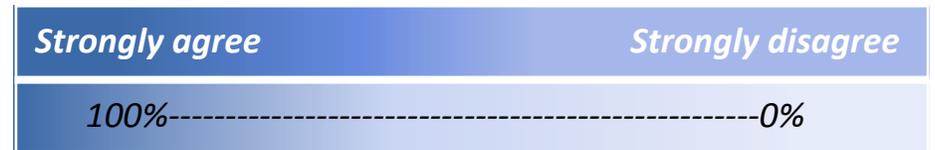
Students

To what extent do you agree with the following statements about the Department of Public safety? Q52	College wide	LGBTQIA+	Student of Color	Female students
Department of Public Safety is qualified/trained to deal with all aspects of diversity	64.3%	57.2%	65.6%	65.5%
Department of Public Safety should be required to participate in ongoing diversity training	78.0%	85.2%	80.0%	81.4%
Department of Public Safety should be reflective of the diversity of our students	76.6%	84.4%	79.4%	80.5%

Strongly agree	*Strongly disagree*
100%--0%	

Students

To what extent are you satisfied with the following opportunities for students at our institution? Q54	College wide	LGBTQIA+	Student of Color	Female students
Need-based scholarships	66.2%	65.1%	69.0%	66.9%
Merit-based scholarships	63.8%	62.2%	66.9%	65.4%
Free tutoring support	81.5%	81.1%	82.7%	84.1%
Emergency funding for students experiencing financial distress	64.5%	62.0%	68.1%	66.6%
Community service opportunities	69.0%	68.4%	74.0%	69.8%
Available faculty mentors	70.8%	70.4%	73.1%	71.9%
Open campus dialogue sessions	66.4%	64.6%	69.3%	67.7%
Meetings between students and administrators	67.6%	65.8%	69.1%	69.5%
Accessible academic counselors	73.2%	72.0%	74.3%	74.9%
Accessible career counselors	71.8%	70.2%	73.1%	73.6%
Knowledgeable academic counselors	69.9%	68.8%	72.4%	72.2%
Knowledgeable career counselors	69.2%	68.0%	71.1%	71.0%
Social media engagement	61.9%	60.8%	64.8%	62.9%
Faculty office hours	70.1%	69.4%	70.8%	71.3%
Easy communication with faculty	76.1%	75.8%	75.1%	77.6%

Very satisfied	Very Dissatisfied
100%---0%	

Notes: Students choose PCC over other colleges and online classes because of the available tutoring learning centers, accessible academic counselors and the ability to meet with faculty

To what extent do you agree or disagree with the overall learning experience on our campus? Q55	College wide	LGBTQIA+	Student of Color	Female students
I have taken courses that require me to believe or conform to behaviors outside of my personal convictions without my consent	40.5%	34.0%	49.2%	37.8%
Our school engages with external communities to understand their interests and respond to their needs	64.6%	63.5%	65.2%	65.8%
Goals of the college are relevant to preparation for the world students will graduate into	69.8%	71.5%	70.6%	72.3%
Our campus is diverse, but not inclusive	51.0%	49.7%	56.8%	50.7%
Our campus is inclusive, but not diverse	42.9%	41.9%	47.6%	43.7%
Our school puts too much emphasis on diversity	45.3%	27.7%	43.2%	41.8%
I would recommend my campus to high school students	78.9%	81.3%	75.9%	81.5%
The welfare of our school takes precedence over donor demands, investment matters, and political interests	64.3%	65.2%	63.6%	63.9%
"Diversity, Equity & Inclusion" is a core value of our institution's mission	72.8%	75.4%	71.5%	75.5%
Support for my advancement and success is evident in my classes	73.2%	74.8%	71.2%	74.7%
I would recommend my college to someone considering transferring from another college	76.4%	78.3%	75.6%	79.1%
I am satisfied with the quality of the education I am receiving	77.1%	78.9%	75.2%	79.4%
Courses I have taken actively foster an appreciation for diversity	69.1%	70.1%	68.1%	72.1%
Faculty accept my points of view even if they disagree with them	67.6%	69.2%	68.7%	70.0%
I am satisfied overall with the faculty	76.3%	76.2%	74.8%	78.1%
Public announcements regarding internal communications and practices are honest and truthful	69.1%	69.1%	69.6%	71.4%
The process by which my voice can be heard is effective	62.0%	60.1%	64.0%	64.2%
The president is effective at communicating with people who share my background	62.5%	62.4%	64.0%	64.9%
Leaders are held to appropriate measures of accountability and responsibility for campus climate	65.1%	63.3%	66.3%	67.5%

Strongly agree   **Strongly disagree**

100%--0%

To what extent do you agree or disagree that your classroom experiences include the following? Q56	College wide	LGBTQIA+	Student of Color	Female students
The faculty creates a safe and welcoming environment for everyone in the classroom	79.3%	77.1%	78.3%	81.0%
I feel safe among other students expressing my views and opinions in the classroom	72.1%	72.4%	71.6%	75.1%
Students of all backgrounds are interacting together in the classroom on campus	77.3%	76.0%	74.6%	79.8%

Please rate your level of stress from the following. Q57 100% not stress at all to 0% very stress	College wide	LGBTQIA+	Student of Color	Female students
Administrators	75.9%	72.5%	72.6%	77.3%
Athletic coaches	74.8%	72.1%	73.6%	75.3%
Faculty	77.2%	74.6%	73.9%	78.2%
Family	66.8%	58.7%	64.2%	66.6%
Family obligations	61.7%	55.8%	57.8%	61.1%
Financial obligations	45.3%	32.2%	45.4%	44.0%
Human resources	71.5%	66.4%	67.7%	71.0%
Staff	77.4%	75.7%	73.5%	78.8%
Students	75.5%	72.9%	73.4%	77.6%

To what extent do you agree or disagree with the following statements about your learning experience here? Q58	College wide	LGBTQIA+	Student of Color	Female students
My workload is too heavy	48.5%	46.8%	51.8%	49.5%
My school/life balance is perfect	47.5%	43.4%	47.9%	48.2%
I have experienced microaggressions on campus	41.0%	48.7%	46.5%	39.7%
There are too many expectations of me	42.4%	42.2%	50.8%	42.9%
There is a great sense of belonging	58.0%	54.5%	59.9%	61.4%
This is a hostile study/living environment	28.4%	24.5%	35.4%	27.2%
I want to leave this college	24.7%	22.9%	28.9%	21.8%

In the last year have you had to worry about where to sleep because you had nowhere else to stay?	College wide	LGBTQIA+	Students of Color	Female students
Percentage of students that answer "Yes"	11%	15%	13%	10%

If you are employed during the academic year, how many hours do you work per week?	"1-10" hrs.	"11-20"hrs.	"21-30"hrs.	"31-40"hrs.	"40 or over"
College wide	24%	27%	19%	16%	14%
LGBTQIA+	23%	31%	21%	14%	11%
Students of Color	25%	30%	18%	13%	14%
Female students	26%	27%	19%	15%	13%

English is my first language.	College wide	LGBTQIA+	Students of Color	Female students
Percentage of students that answer "Yes"	75%	87%	52%	73%

Have you ever been or are currently a foster youth?	College wide	LGBTQIA+	Students of Color	Female students
Percentage of students that answer "Yes"	4.83%	4.85%	4.80%	5.15%

Faculty and Staff

Disaggregation of Staff/Faculty

Factor	n	P
Administrator	64	5%
Full time faculty member	247	20%
Part time faculty member	286	23%
Classified staff	319	26%
Management/confidential staff	112	9%
Academic Professional	204	17%
		100%
LGBTQIA+	161	15%
Color	224	22%
Female	547	62%

All questions that can be used for disaggregated factors in primary or secondary queries

I.   Q1 Which type of employee are you?

II.   Q3 Which area do you teach in?

III.   Q5 How long have you been employed here?

IV.   Q7 Which area do you work in? For staff and administrators

V.   Q15 Are you a U.S. military veteran?

VI.   Q19 Do you experience a disability - note that this includes things like depression, anxiety, chronic back pain, etc?

VII.   Q25 What is your religion/worldview/spiritual affiliation?

VIII.   Q32 Do you identify as LGBTQIA+?

IX.   Q36 Are you an employee of color?

X.   Q40 Are you an international employee?

XI.   Q61 Did you report the incident?

XII.   Q72 What is your gender?

XIII.   Q73 I racially identify as

XIV.   Q74 My Sexual Orientation is

XV.   Q76 English is my first language

XVI.   Q77 Have you ever been a foster youth?

XVII.   Q78 What is your age?

XVIII. Q79 What is your marital status?

XIX.   Q80 What is your citizenship status?

XX.   Q81 What is your highest level of education?

XXI.   Q82 Where do you live?

2. Themes for questions that address accessibility, harassment, equity and inclusion.

I. Employees that are military **veterans**.

I. Employees that experience **disabilities.**

II. Questions that address employees expressions to **spiritual beliefs, political views/worldviews**.

III. Diversity and inclusion of **LGBTQIA+** employees

IV. Diversity and inclusion of **employees of color:**

V. Diversity and inclusion of **international employees**

VI. Questions that address overall perception of **diversity, inclusion.**

VII. Questions that address **discrimination/harassment/bias and campus safety.**

VIII. Overall employee **climate perception**.

IX. Questions that address **economic demographics, housing**.

How did you first learn about your job opening? Q2	Admin	Full time faculty member	Part time faculty member	Classified staff	Management/ confidential staff	Academic Professional	LGBTQIA	Color	Female
Conference	0	2	2	0	0	1	0	2	1
Friend	0	26	71	0	1	9	13	14	50
Family member	0	7	3	0	0	0	1	2	2
Job board	1	53	29	1	0	8	11	21	33
Magazine ad	0	0	0	0	0	0	0	0	0
Professional journal	0	17	2	0	0	0	5	6	9
Newspaper ad	0	16	12	0	0	0	1	3	15
Colleague	0	56	45	1	0	9	16	17	60
Previous employer	0	4	7	1	0	2	3	1	4
Recruiter/search firm	0	0	2	0	0	0	0	1	0
Total answers	1	181	173	3	1	29	50	67	174

Why did you choose to teach/ work at our institution? Check all that apply. Q4	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Management/ confidential staff	Academic Professional	Do you identify as LGBTQIA+	Are you a Faculty/ Staff of color	Female Faculty/ staff
Administrator diversity	2.8%	2.3%	2.9%	0.8%	3.6%	1.1%	6.1%	1.5%	1.7%	2.1%
Staff diversity	5.2%	5.8%	2.5%	2.1%	10.2%	3.0%	7.4%	1.4%	2.6%	4.3%
Faculty diversity	4.2%	5.8%	4.6%	5.3%	4.1%	1.9%	3.7%	1.5%	1.4%	2.9%
Student diversity	18.5%	19.8%	18.9%	16.6%	20.1%	6.9%	28.8%	5.9%	8.5%	18.6%
Campus commitment to diversity	15.1%	19.8%	12.2%	9.1%	15.7%	6.6%	27.0%	4.6%	6.2%	14.9%
On-campus child care	1.1%	1.2%	1.3%	0.2%	1.9%	0.0%	1.8%	0.2%	0.7%	1.1%
Only job I was offered	4.3%	1.2%	4.0%	6.5%	9.4%	1.1%	3.7%	1.1%	1.9%	3.8%
Community service opportunities	6.5%	7.0%	5.1%	5.7%	10.2%	2.5%	8.6%	1.7%	3.7%	5.5%
Salary	11.0%	9.3%	13.3%	7.8%	13.8%	6.1%	16.0%	3.0%	4.0%	10.1%
Surrounding community	16.3%	26.7%	18.5%	9.9%	14.6%	7.4%	20.9%	5.1%	8.3%	14.7%
Opportunity to take classes while working	12.6%	2.3%	ND	ND	26.7%	6.6%	14.7%	4.1%	6.0%	17.1%
Location (close to home)	20.9%	12.8%	21.5%	24.8%	27.0%	7.7%	31.3%	3.4%	6.6%	14.9%
Wanted to join a union	3.4%	0.0%	5.9%	4.0%	7.4%	0.3%	3.1%	1.2%	0.8%	2.3%
I am an alum	4.9%	ND	4.0%	5.9%	ND	ND	ND	1.3%	1.9%	3.8%
Family member is an alum	0.8%	0.0%	1.1%	0.8%	1.4%	0.6%	1.2%	0.0%	0.7%	0.9%
Family member works here	1.2%	0.0%	0.4%	0.6%	3.9%	1.1%	1.2%	0.5%	0.3%	1.9%
Career advancement opportunities	19.0%	33.7%	12.8%	7.8%	20.7%	10.2%	28.8%	4.2%	7.1%	17.2%
Opportunity to telecommute	2.7%	1.2%	ND	ND	ND	ND	4.3%	1.2%	1.8%	1.8%
Work-life balance	20.3%	14.0%	20.4%	21.5%	29.8%	10.2%	25.8%	5.8%	7.2%	18.8%
Size of school	7.4%	12.8%	8.2%	6.1%	5.0%	4.1%	8.0%	1.8%	2.2%	5.5%
Employee benefits	21.8%	20.9%	17.7%	9.1%	39.7%	12.9%	30.7%	5.5%	7.3%	21.2%
Other (please specify)	15.7%	27.9%	13.5%	10.9%	14.6%	7.4%	19.6%	4.1%	5.6%	14.6%

Percentages are calculated by the number of respondents per type of employee. Campus wide and disaggregation are averages of all types of employees.

Are you a U.S. military veteran?	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Management /confidential staff	Academic Professional	Do you identify as LGBTQIA+?	Are you a Faculty/Staff of color?	Female Faculty/staff
Response Percentage Yes/ total	4.2%	1.6%	2.1%	5.5%	5.3%	5.7%	3.3%	3.7%	2.7%	1.1%

To what extent do you agree or disagree with the following statements?	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Management/ confidential staff	Academic Professional	Do you identify as LGBTQIA+?	Are you a Employee of color?	Female Employee
As a veteran, I feel welcome on campus	65%	100%	80%	69%	52%	75%	58%	69%	31%	54%
As a veteran, I feel welcome in the surrounding community	70%	100%	60%	75%	57%	79%	79%	69%	31%	71%
Veterans are treated with respect by students	64%	100%	80%	73%	43%	65%	75%	63%	28%	79%
Veterans are treated with respect by faculty	67%	100%	70%	77%	55%	67%	71%	75%	33%	68%
Veterans are treated with respect by staff	71%	100%	75%	77%	59%	75%	79%	81%	36%	71%
Veterans are treated with respect by administrators	66%	100%	65%	73%	59%	67%	63%	81%	36%	57%
Veterans are well-represented on our diversity council	43%	75%	50%	54%	32%	46%	29%	44%	19%	39%

	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Management/ confidential staff	Academic Professional	LGBTQIA+	Employee of color?	Female Employee
How satisfied are you with the number of veteran organizations/clubs for employees on campus	58.6%	50.0%	62.5%	54.2%	54.5%	75.0%	58.3%	58.3%	29.2%	68.8%
How satisfied are you with the quality of the veteran organizations/clubs for employees on campus	57.4%	50.0%	58.3%	54.2%	59.1%	58.3%	66.7%	66.7%	33.3%	56.3%

Faculty/staff with Disabilities Q19	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Mgt/Conf. staff	Academic Prof.	LGBTQIA+	Employee of color	Female Employee
Do you experience a disability - note that this includes things like depression, anxiety, chronic back pain, etc?	35%	25%	30%	29%	44%	39%	34%	48%	36%	34%
Physical disability	10%	17%	6%	10%	12%	10%	9%	17%	10%	9%
Sensory disability (e.g., visual or hearing impairment)	4%	3%	2%	2%	5%	7%	5%	7%	5%	4%
Attention Deficit or Hyperactivity	4%	5%	3%	4%	4%	1%	6%	6%	6%	4%
Learning impairment (e.g., Dyslexia)	3%	2%	2%	2%	4%	4%	2%	6%	3%	3%
Mental or emotional health	19%	8%	21%	15%	25%	15%	20%	30%	18%	20%
Disability of size or stature	1%	2%	2%	0%	1%	0%	1%	2%	1%	1%
Chronic health or medical condition	12%	7%	11%	9%	16%	17%	12%	20%	13%	14%
None of the above	3%	5%	2%	2%	4%	3%	2%	2%	5%	2%
Other (please specify)	3%	3%	4%	4%	4%	3%	1%	6%	4%	5%

Percentages are calculated by the number of respondents per type of employee and disaggregated factors. i.e. Out of the total Administrators that answer this question, 25% suffer a disability. Out of the administrators that suffer a disability 17% suffer a Physical disability.

To what extent do you agree or disagree with the following statements? Q21	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Mgt/Conf. staff	Academic Prof.	LGBTQIA+	Employee of color	Female Employee
As an employee with a disability, I feel welcome on campus	71%	79%	72%	73%	70%	72%	69%	66%	66%	72%
As an employee with a disability, I feel welcome in the surrounding community	72%	82%	73%	74%	69%	72%	74%	68%	70%	75%
Employees with a disability are treated with respect by students	70%	71%	67%	73%	69%	68%	70%	66%	67%	70%
Employees with a disability are treated with respect by faculty	67%	70%	72%	71%	65%	68%	62%	59%	65%	67%
Employees with a disability are treated with respect by staff	70%	75%	72%	74%	68%	72%	61%	67%	68%	68%
Employees with a disability are treated with respect by administrators	65%	71%	66%	69%	62%	70%	59%	63%	64%	64%
Employees with a disability are well-represented on our diversity council	54%	55%	58%	55%	53%	54%	49%	49%	53%	53%

Strongly agree	*Strongly disagree*
100%---0%	

How satisfied are you with the following items related to our institution's accessibility?	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Mgt/Conf. staff	Academic Prof.	LGBTQIA+	Employee of color	Female Employee
Overall physical access to locations (parking, paths of travel, restrooms, etc)	64%	52%	70%	74%	58%	62%	61%	59%	55%	62%
Ease of using online systems	67%	57%	69%	70%	67%	59%	68%	62%	61%	65%
HR/Supervisor willingness to implement accommodation	65%	66%	68%	67%	64%	69%	61%	65%	57%	65%
Inclusion of disability within diversity initiatives	60%	55%	66%	67%	59%	57%	49%	56%	55%	58%

Very satisfied	Very Dissatisfied
100%---0%	

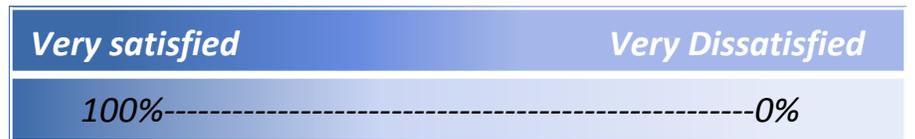| What is your religion/worldview/spiritual affiliation?	Number of respondents	Percentage out of the total number of respondents
Atheist/Agnostic	368	35%
Buddhist	36	3%
Christian	229	22%
Hindu	6	1%
Jehovah's Witness	0	0%
Jewish	27	3%
Mormon	11	1%
Muslim	10	1%
Scientologist	0	0%
Seventh Day Adventist	2	0%
Sikh	0	0%
Unitarian Universalist	36	3%
Other (please specify)	216	20%
Total	1055	100%

To what extent do you agree or disagree with the following statements? Q26	Campus wide	Atheist/ Agnostic	Buddhist	Christian	Hindu	Jewish	Mormon	Muslim	Seventh Day Adventist	Unitarian Universalist	Other (please specify)
I can openly express my religious/spiritual beliefs on campus	51%	56%	64%	39%	42%	64%	48%	55%	13%	54%	47%
I can openly express my religious/spiritual beliefs in the surrounding community	62%	62%	76%	57%	50%	70%	64%	55%	13%	66%	56%
My religious/spiritual beliefs are treated with respect by students	58%	58%	68%	52%	54%	63%	41%	50%	50%	60%	53%
My religious/spiritual beliefs are treated with respect by staff	60%	62%	73%	53%	54%	64%	48%	60%	50%	64%	53%
My religious/spiritual beliefs are treated with respect by faculty	61%	63%	71%	51%	50%	64%	59%	60%	75%	65%	53%
My religious/spiritual beliefs are treated with respect by administrators	60%	61%	69%	51%	46%	59%	52%	60%	63%	63%	53%
Religious/spiritual holidays I celebrate are respected by the campus community	61%	57%	63%	59%	38%	39%	70%	45%	75%	71%	54%
Employees with my religious/spiritual beliefs are well-represented on our diversity council	51%	52%	57%	45%	29%	47%	36%	38%	50%	56%	44%

Strongly agree　　　　　　　　**Strongly disagree**

100%--0%

To what extent do you agree or disagree with the following statements?	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Mgt/Conf. staff	Academic Prof.	LGBTQIA	Employee of color	Female Employee
I can openly express my religious/spiritual beliefs on campus	51%	50%	53%	51%	49%	52%	48%	56%	48%	52%
I can openly express my religious/spiritual beliefs in the surrounding community	62%	61%	65%	63%	58%	65%	61%	63%	58%	63%
My religious/spiritual beliefs are treated with respect by students	58%	57%	60%	61%	54%	56%	58%	59%	57%	58%
My religious/spiritual beliefs are treated with respect by staff	60%	59%	63%	62%	59%	60%	57%	61%	59%	61%
My religious/spiritual beliefs are treated with respect by faculty	61%	59%	64%	63%	58%	59%	58%	62%	59%	61%
My religious/spiritual beliefs are treated with respect by administrators	60%	62%	62%	60%	58%	61%	57%	62%	59%	61%
Religious/spiritual holidays I celebrate are respected by the campus community	61%	59%	62%	64%	59%	65%	58%	58%	56%	64%
Employees with my religious/spiritual beliefs are well-represented on our diversity council	51%	52%	53%	51%	50%	53%	50%	51%	49%	52%

Strongly agree   **Strongly disagree**

100%---0%

Please respond to the following in reference to the religious/ spiritual organizations/clubs for employees on campus.	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Mgt/Conf. staff	Academic Prof.	LGBTQIA	Color	Female
How satisfied are you with the number of religious/spiritual organizations/clubs for employees on campus	54%	57%	56%	54%	53%	56%	52%	57%	45%	55%
How satisfied are you with the quality of the religious/spiritual organizations/clubs for employees on campus	53%	53%	54%	53%	52%	56%	51%	55%	43%	54%

Very satisfied	Very Dissatisfied
100%--0%	

To what extent do you agree or disagree with the following statements?	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Management/ confidential staff	Academic Professional	LGBTQIA+	Faculty/Staff of color	Female Faculty/staff
I can openly express my political views/ worldviews on campus	50%	56%	52%	50%	46%	49%	52%	54%	44%	46%
I can openly express my political views/ worldviews in the surrounding community	62%	68%	66%	64%	56%	60%	62%	66%	54%	35%
My political views/worldviews are treated with respect by students	59%	60%	63%	62%	53%	56%	59%	61%	56%	38%
My political views/worldviews are treated with respect by faculty	60%	63%	65%	62%	53%	57%	60%	62%	54%	36%
My political views/worldviews are treated with respect by staff	60%	64%	64%	62%	55%	59%	61%	60%	55%	36%
My political views/worldviews are treated with respect by administrators	58%	63%	62%	57%	53%	59%	59%	60%	53%	38%
Employees with my political views/ worldviews are well-represented on our diversity council	55%	60%	60%	57%	49%	56%	56%	60%	51%	40%

Strongly agree   *Strongly disagree*

100%---0%

Please respond to the following in reference to the political/ worldview organizations/clubs for employees on campus.	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Mgt/ Conf. staff	Academic Prof.	LGBTQIA+	Empl. of color	Female Empl.
How satisfied are you with the number of political/worldview organizations/clubs for employees on campus	52%	53%	55%	53%	50%	54%	51%	54%	40%	53%
How satisfied are you with the quality of the political/worldview organizations/clubs for employees on campus	52%	52%	55%	52%	49%	54%	51%	53%	40%	53%

Very satisfied	Very Dissatisfied
100%--0%	

Do you identify as LGBTQIA+?	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Management/confidential staff	Academic Professional	LGBTQIA+	Faculty/Staff of color	Female Faculty/staff
Percentage of respondents that answer Yes	15%	17%	14%	13%	15%	21%	14%	100%	17%	15%

	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Management/confidential staff	Academic Professional	LGBTQIA+	Faculty/Staff of color	Female Faculty/staff
How satisfied are you with the number of LGBTQIA+ organizations/clubs for employees on campus	57%	65%	65%	54%	56%	54%	54%	58%	53%	58%
How satisfied are you with the quality of the LGBTQIA+ organizations/clubs for employees on campus	58%	65%	65%	55%	58%	56%	56%	59%	55%	59%

Very satisfied	Very Dissatisfied
100%--0%	

To what extent do you agree or disagree with the following statements?	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Management/ confidential staff	Academic Professional	LGBTQIA	Faculty/ Staff of color	Female Faculty/ staff
I can openly express my gender identity on campus	75%	71%	78%	84%	71%	77%	65%	76%	71%	85%
I can openly express my sexual identity on campus	64%	65%	65%	68%	62%	66%	60%	64%	56%	67%
I can openly express my gender identity in the surrounding community	74%	73%	77%	79%	69%	76%	71%	75%	70%	81%
I can openly express my sexual identity in the surrounding community	68%	67%	72%	73%	62%	66%	66%	67%	62%	71%
My gender identity is treated with respect by students	71%	77%	76%	80%	66%	71%	60%	73%	67%	80%
My sexual identity is treated with respect by students	66%	71%	66%	70%	66%	62%	63%	66%	62%	69%
My gender identity is treated with respect by staff	73%	75%	76%	79%	71%	74%	63%	75%	71%	81%
My sexual identity is treated with respect by staff	68%	69%	69%	72%	66%	67%	64%	68%	63%	72%
My gender identity is treated with respect by faculty	73%	75%	77%	82%	70%	72%	61%	74%	70%	80%
My sexual identity is treated with respect by faculty	69%	71%	70%	76%	67%	66%	62%	69%	64%	73%
My gender identity is treated with respect by administrators	73%	71%	78%	79%	69%	73%	66%	74%	68%	81%
My sexual identity is treated with respect by administrators	69%	64%	70%	73%	68%	70%	64%	69%	64%	74%
LGBTQIA+ employees are well-represented on our diversity council	59%	58%	64%	60%	56%	68%	48%	60%	57%	64%

Are you an employee of color?	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Mgt/Conf. staff	Academic Prof.	LGBTQIA+	Employee of color	Female Employee
Percentage of respondents that answer Yes	22%	31%	20%	15%	30%	20%	18%	25%	100%	20%

Please respond to the following in reference to the organizations/clubs for employees of color on campus.	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Mgt/Conf. staff	Academic Prof.	LGBTQIA+	Employee of color	Female Employee
How satisfied are you with the number of organizations/clubs for employees of color on campus	53%	48%	58%	55%	58%	38%	45%	48%	53%	54%
How satisfied are you with the quality of the organizations/ clubs for employees of color on campus	55%	52%	61%	55%	60%	45%	45%	55%	55%	57%

Very satisfied   *Very Dissatisfied*

100%---0%

To what extent do you agree or disagree with the following statements?	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Mgt/Conf. staff	Academic Prof.	LGBTQIA	Empl. of color	Female Empl.
As an employee of color, I feel welcome on campus	64%	57%	66%	68%	68%	54%	56%	50%	64%	63%
As an employee of color, I feel welcome in the surrounding community	63%	53%	60%	74%	66%	54%	56%	52%	63%	61%
Employees of color are treated with respect by students	66%	65%	66%	74%	67%	59%	55%	54%	66%	67%
Employees of color are treated with respect by faculty	61%	53%	63%	69%	66%	54%	48%	51%	61%	59%
Employees of color are treated with respect by staff	63%	54%	64%	70%	65%	58%	54%	51%	63%	61%
Employees of color are treated with respect by administrators	61%	50%	63%	66%	64%	55%	55%	49%	61%	61%
Employees of color are well-represented on our diversity council	55%	57%	55%	53%	59%	54%	48%	49%	55%	54%

Strongly agree　　　　　　　　　　*Strongly disagree*

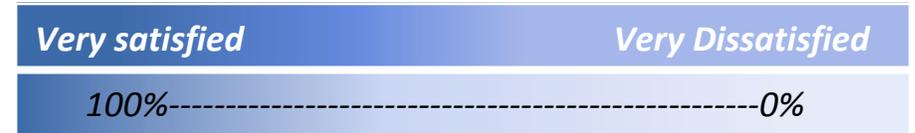*100%--0%*

Are you an international employee?	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Management/ confidential staff	Academic Professional	LGBTQIA+	Faculty/Staff of color	Female Faculty/staff
Total number of international employees	36	1	10	8	12	2	3	4	18	20

How satisfied are you with the following items related to our Human Resources office?	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Management/ confidential staff	Academic Professional	LGBTQIA+	Faculty/ Staff of color	Female Faculty/ staff
Overall services provided	71%	75%	75%	68%	63%	100%	79%	67%	70%	66%
Office hours	72%	100%	61%	65%	75%	100%	75%	58%	70%	70%
Availability of appointment times	66%	75%	68%	60%	64%	100%	65%	63%	64%	65%
Number of staff	61%	50%	60%	65%	55%	100%	58%	67%	59%	61%
Friendliness of staff	69%	25%	75%	70%	59%	100%	83%	67%	64%	70%

To what extent do you agree or disagree with the following statements?	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Management/ confidential staff	Academic Professional	LGBTQIA+	Faculty /Staff of color	Female Faculty /staff
As an international employee, I feel welcome on campus	71%	0%	70%	75%	71%	100%	63%	75%	65%	74%
As an international employee, I feel welcome in the surrounding community	70%	0%	68%	83%	67%	88%	63%	75%	58%	74%
International employees are treated with respect by students	75%	75%	73%	83%	71%	88%	69%	70%	72%	79%
International employees are treated with respect by faculty	75%	0%	73%	83%	77%	88%	69%	75%	72%	80%
International employees are treated with respect by staff	74%	0%	75%	83%	73%	88%	69%	75%	69%	76%
International employees are treated with respect by administrators	71%	25%	75%	75%	67%	88%	69%	75%	68%	75%
International employees are well-represented on our diversity council	64%	25%	53%	73%	65%	88%	63%	60%	54%	69%

Strongly agree	Strongly disagree
100%---0%	

Please respond to the following in reference to the organizations/clubs for international employees on campus.	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Management/ confidential staff	Academic Professional	LGBTQIA+	Faculty/ Staff of color	Female Faculty /staff
How satisfied are you with the number of organizations/clubs for international employees on campus	55%	ND	50%	56%	63%	38%	50%	55%	59%	62%
How satisfied are you with the quality of organizations/clubs for international employees on campus	55%	ND	50%	56%	63%	38%	50%	55%	59%	62%

Very satisfied	Very Dissatisfied
100%---0%	

The following groups should be required to participate in mandatory diversity training. Q47	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Management/ confidential staff	Academic Prof.	LGBTQIA+	Faculty/ Staff of color	Female Faculty/ staff
Administrative leadership	86%	89%	88%	81%	86%	88%	90%	93%	89%	91%
Full time faculty	85%	88%	86%	80%	85%	88%	90%	93%	88%	90%
Part time faculty	82%	84%	84%	74%	83%	87%	88%	90%	86%	88%
Classified staff	84%	87%	85%	78%	82%	87%	89%	92%	87%	89%
Management/confidential staff	86%	89%	87%	80%	85%	87%	91%	93%	88%	90%
Hiring committee chairs	86%	89%	88%	81%	85%	89%	91%	93%	89%	91%
PCC Board	85%	88%	87%	81%	85%	87%	88%	92%	88%	91%
Students	72%	74%	72%	68%	72%	75%	74%	79%	76%	76%

Strongly agree	Strongly disagree
100%---0%	

Percentage of people that answer "Yes" to the following; Q48-50	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Management/ confidential staff	Academic Prof.	LGBTQIA+	Faculty/Staff of color	Female Faculty/ staff
Have you served on a search committee in the past two years?	41%	87%	56%	6%	27%	74%	60%	40%	44%	43%
My search committee required a diverse pool of candidates	89%	93%	91%	71%	89%	92%	88%	85%	85%	90%
My search committee had a dedicated diversity recruitment specialist or inclusion advocate	54%	65%	56%	57%	47%	66%	46%	52%	53%	54%
My search committee was made up of diverse members	77%	85%	75%	57%	77%	81%	77%	59%	77%	78%
Members of my search committee frequented diversity recruitment events	18%	11%	20%	14%	14%	21%	20%	13%	15%	16%
My department/division/unit hosted events for future diverse employees on our campus	9%	11%	8%	7%	9%	11%	8%	8%	9%	8%
My department/division/unit participates in an institutional strategic diversity hiring plan	46%	67%	48%	21%	38%	50%	39%	46%	40%	47%
My department/division/unit participates in diverse employee exchange programs	11%	13%	14%	7%	9%	7%	11%	10%	10%	11%
My department/division/unit has pipeline programs to attract diverse employees	18%	30%	21%	0%	9%	21%	13%	15%	22%	19%
A written diversity plan is required in my department/division/unit	11%	11%	11%	7%	14%	17%	7%	11%	13%	11%
My department/division/unit is accountable for diversity progress	32%	62%	28%	0%	25%	46%	22%	21%	28%	32%
Does our campus have a campus-wide strategic diversity plan?	56%	56%	61%	46%	60%	51%	62%	57%	55%	60%

To what extent do you agree or disagree with the following statements regarding our campus-wide strategic diversity plan?	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Management/ confidential staff	Academic Professional	LGBTQIA+	Faculty/ Staff of color	Female Faculty/ staff
Senior leadership establishes the campus vision for diversity	67%	76%	71%	63%	63%	68%	70%	69%	63%	68%
Senior leadership creates a culture of accountability	56%	53%	58%	56%	54%	55%	56%	54%	53%	57%
Senior leadership shows a visible commitment to campus diversity	67%	74%	72%	65%	63%	69%	66%	64%	62%	68%
A written diversity plan is required in my department/division/unit	43%	41%	43%	45%	43%	41%	44%	42%	44%	43%
My department/division/unit is accountable for diversity progress	52%	65%	52%	49%	52%	57%	52%	48%	50%	52%
There is adequate financial support to drive campus diversity efforts	42%	35%	39%	44%	47%	43%	37%	34%	39%	40%
Our diversity committee is effective at engaging the campus in diversity activities	52%	54%	54%	53%	51%	51%	50%	49%	49%	53%
Our PCC board is supportive of campus diversity efforts	60%	65%	62%	60%	58%	62%	59%	54%	57%	60%
Diversity efforts should be led by each school with oversight by a central office	57%	61%	55%	54%	57%	58%	60%	56%	59%	58%
We have a way to effectively measure our department/division/unit's diversity success	43%	45%	41%	44%	44%	46%	41%	40%	42%	42%

Strongly agree		Strongly disagree
100%---0%		

Faculty/Staff

How welcoming is our campus to the following groups? Q54	Campus wide	Administrator	Full time faculty	Part time faculty	Classified staff	Management/ confidential staff	Academic Professional	Do you identify as LGBTQIA+?	Are you a Faculty of color?	Female Faculty
African Americans	67.8%	53.5%	65.8%	74.6%	74.3%	59.0%	61.5%	56.2%	60.8%	66.8%
Asian Americans	76.2%	64.5%	75.4%	81.2%	79.9%	69.9%	72.8%	70.5%	71.4%	76.4%
Caucasians/Whites	87.3%	88.4%	86.7%	86.0%	87.0%	86.0%	90.7%	91.0%	90.3%	91.6%
First-generation students	77.9%	66.9%	77.7%	81.5%	81.2%	72.6%	75.5%	72.9%	70.7%	79.4%
Hispanics/Latinos	73.4%	58.1%	71.9%	78.8%	78.9%	66.9%	68.8%	64.1%	65.5%	74.0%
International students and employees	75.6%	66.9%	74.9%	80.7%	79.0%	66.8%	72.8%	69.1%	70.5%	75.9%
LGBTQIA+ people	79.1%	74.4%	78.7%	83.8%	82.4%	72.7%	74.3%	72.9%	74.2%	79.7%
Middle Eastern people	68.1%	54.2%	65.8%	76.3%	74.1%	58.5%	62.2%	59.9%	60.3%	67.6%
Military veterans	77.1%	70.9%	76.4%	79.6%	81.0%	69.4%	75.7%	74.8%	73.3%	77.4%
Muslims	67.6%	56.4%	66.2%	74.0%	73.4%	57.8%	61.8%	58.1%	60.5%	67.0%
Native Americans	66.3%	51.2%	64.1%	73.4%	73.0%	56.2%	61.1%	57.4%	59.3%	65.5%
Native Hawaiians/Pacific Islanders	68.8%	59.3%	65.4%	75.3%	75.0%	59.1%	64.5%	59.7%	63.1%	68.6%
People with disabilities	71.2%	56.4%	71.4%	78.8%	76.0%	61.9%	64.3%	62.0%	66.8%	70.4%
Undocumented students	73.5%	64.0%	72.1%	77.5%	79.2%	64.8%	69.9%	65.7%	66.3%	73.8%
Women	86.6%	89.0%	85.7%	87.8%	87.7%	85.0%	85.1%	82.9%	85.6%	87.9%

Very welcoming	Not welcoming at all
100%--0%	

Faculty/Staff

How would you categorize the level of racial/ethnic integration on our campus? Q55	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Management /confidential staff	Academic Professional	Do you identify as LGBTQIA+?	Are you a Faculty of color?	Female Faculty
On campus	67.4%	60.4%	65.3%	73.4%	69.6%	59.9%	65.5%	60.0%	60.3%	67.7%
During student activities on campus	64.9%	64.9%	64.0%	67.1%	67.1%	63.0%	60.9%	61.9%	60.5%	65.7%
In campus dining areas	67.4%	64.5%	65.5%	71.5%	69.1%	61.2%	65.8%	62.3%	63.7%	67.7%
During sporting events on campus	57.0%	55.4%	54.8%	60.0%	58.7%	53.0%	55.7%	54.8%	55.1%	55.8%
During meetings with faculty	58.6%	53.0%	57.1%	64.8%	59.2%	55.0%	55.9%	53.0%	50.1%	57.7%
During meetings with administrators	57.6%	55.2%	56.8%	58.8%	57.6%	57.6%	58.0%	53.9%	49.2%	56.9%
During employee events	63.5%	61.0%	60.5%	65.7%	67.7%	57.6%	63.0%	58.4%	56.0%	62.4%

Very Integrated	Not at all integrated
100%---0%	

Faculty/Staff

	Campus wide	Admin.	Full time faculty	Part time faculty	Classified staff	Management /confidential staff	Academic Profession	LGBTQIA+?	Are you a Faculty of color?	Female Faculty
How well does our institution promote racial/cultural interaction between different groups? Q57	63.6%	63.5%	64.2%	66.2%	64.0%	59.1%	61.1%	60.3%	59.0%	63.7%
How important, in your opinion, is promoting diversity and inclusion to the college leadership? Q58	88.1%	92.6%	90.0%	87.2%	85.3%	89.9%	88.2%	89.3%	87.2%	91.1%

Very well Very Important	Not well at all Not important at all
100%---0%	

Have you experienced/witnessed any of the following while employed here? Check all that apply. Q59	Total	Campus wide %of all offenses	Admin	Full time faculty	Part time faculty	Classified staff	Management/ confidential staff	Academic Professional	Do you identify as LGBTQIA+?	Are you a Faculty of color?	Female Faculty
An illegal activity	171	5.1%	7.0%	24.6%	12.9%	35.1%	8.8%	11.7%	22.2%	26.9%	51.5%
Bullying	316	9.4%	8.9%	19.3%	11.4%	29.1%	11.7%	18.7%	18.7%	25.6%	61.4%
Discrimination/bias/harassment based on age	241	7.2%	7.1%	20.3%	15.8%	25.7%	11.6%	18.7%	22.0%	25.7%	61.4%
Discrimination/bias/harassment based on gender	288	8.6%	6.6%	24.0%	13.2%	22.9%	12.2%	20.5%	22.2%	25.7%	63.5%
Discrimination/bias/harassment based on gender identity	188	5.6%	8.0%	21.3%	11.2%	21.8%	13.3%	23.9%	27.7%	29.3%	59.0%
Discrimination/bias/harassment based on race/ ethnicity	305	9.1%	6.2%	23.3%	13.1%	23.0%	13.4%	20.7%	22.3%	36.7%	61.0%
Discrimination/bias/harassment based on lack of English language proficiency (foreign accent)	290	8.7%	9.3%	20.3%	13.8%	21.0%	11.0%	23.8%	21.7%	30.3%	64.1%
Discrimination/bias/harassment based on disability	170	5.1%	8.8%	18.2%	9.4%	24.1%	11.8%	27.6%	25.9%	27.1%	64.1%
Discrimination/bias/harassment based on veteran status	45	1.3%	15.6%	11.1%	15.6%	24.4%	11.1%	22.2%	17.8%	28.9%	44.4%
Discrimination/bias/harassment based on religion/worldview/spiritual affiliation	211	6.3%	6.2%	19.0%	14.7%	24.6%	14.2%	20.9%	16.6%	28.4%	58.3%
Discrimination/bias/harassment based on a medical condition or illness	126	3.8%	4.8%	15.9%	13.5%	31.7%	11.9%	21.4%	25.4%	33.3%	66.7%
Discrimination/bias/harassment based on socioeconomic status	158	4.7%	6.3%	20.9%	13.9%	25.9%	12.7%	19.0%	31.6%	36.1%	62.7%
Discrimination/bias/harassment based on sexual orientation	151	4.5%	9.3%	20.5%	7.9%	25.8%	15.9%	19.9%	33.1%	30.5%	59.6%
Discrimination/bias/harassment based on political views	236	7.1%	6.4%	19.5%	17.8%	21.6%	14.4%	19.5%	17.8%	26.7%	59.7%
Retaliation	154	4.6%	7.1%	20.1%	9.7%	33.1%	9.1%	19.5%	20.1%	30.5%	55.8%
Sexual assault	24	0.7%	0.0%	29.2%	8.3%	37.5%	12.5%	12.5%	20.8%	33.3%	45.8%
None of the above	270	8.1%	1.9%	23.0%	31.9%	26.7%	5.6%	10.7%	11.9%	17.0%	50.0%
Total	3,426										

Percentages per offense: Administrative experience 7% of the 171 An illegal activity. Campus wide percentages are calculated by the total number of offenses 171 out of 3426 = 5.1%

Faculty/Staff

Who caused the offense? Check all that apply. Q60	Total	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Management/ confidential staff	Academic Professional	Do you identify as LGBTQIA+?	Are you a Faculty of color?	Female Faculty
Athletic coach	2	0.1%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%
Department of Public Safety	59	4.0%	8.5%	15.3%	3.4%	30.5%	18.6%	22.0%	37.3%	30.5%	49.2%
Faculty member	283	13.8%	9.2%	30.0%	15.9%	17.7%	9.5%	17.0%	23.0%	28.6%	62.5%
Member of the surrounding community	116	6.6%	11.2%	19.8%	8.6%	26.7%	14.7%	19.0%	22.4%	37.1%	61.2%
Parent of a student	41	2.5%	17.1%	12.2%	2.4%	34.1%	12.2%	22.0%	17.1%	36.6%	61.0%
Senior administrator (vice president or dean)	105	6.4%	10.5%	29.5%	8.6%	21.9%	14.3%	14.3%	23.8%	27.6%	56.2%
Other administrator	204	13.2%	9.8%	16.2%	13.7%	23.0%	16.2%	20.6%	19.6%	26.5%	61.3%
Staff member	319	22.7%	7.5%	13.5%	11.3%	29.5%	13.5%	24.1%	21.3%	27.3%	64.6%
Student	314	28.8%	5.1%	22.0%	19.4%	23.2%	11.5%	18.2%	18.8%	24.2%	60.8%
Other (please specify)	48	6.0%	6.3%	16.7%	31.3%	25.0%	10.4%	8.3%	18.8%	22.9%	35.4%
Total	1491										

Students made 28.8% of all offenses experience by faculty/staff 314 out of the total 1491. Out of the 314 offenses made by students 22% were experience by a Full time faculty.

Faculty/Staff

Did you report the incident?	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Management/ confidential staff	Academic Professional	Do you identify as LGBTQIA+	Faculty of color	Female Faculty
Percentage out of the total incidents n=1491	17.0%	20.0%	17.9%	17.4%	17.4%	14.6%	15.6%	12.5%	14.5%	15.6%
Percentage out of the total responses Yes/No to this question n=622	40.8%	58.1%	40.1%	32.7%	42.6%	42.4%	39.5%	38.1%	42.0%	36.6%

Percentages are calculated from each disaggregated factor. i.e. 20% of administrators reported the experienced offence out of the total number of experience offenses by administrators.

Notes: LGBTQIA and Faculty of color do not report as much as the other groups. LGBTQIA reports the least.
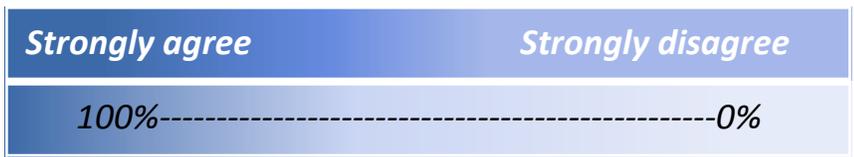
Faculty/Staff

To what extent do you agree or disagree with the following statements about safety on/off campus? Q65-Q66	Campus wide	Admin.	Full time faculty	Part time faculty	Classified staff	Management/ confidential staff	Academic Professional	LGBTQIA+	Faculty of color	Female Faculty
I feel safe on campus	77.4%	77.1%	81.5%	81.1%	72.8%	72.2%	76.9%	73.3%	71.9%	76.7%
I feel safe off campus	75.6%	74.5%	78.1%	77.7%	71.8%	73.9%	76.5%	73.0%	69.4%	74.2%
My family feels I am safe on campus	74.3%	76.1%	77.8%	77.7%	69.1%	70.2%	74.5%	70.3%	71.6%	73.4%
My family feels I am safe off campus	74.0%	75.5%	75.6%	75.5%	69.4%	73.9%	76.2%	72.0%	67.8%	72.9%
Employees are supportive of other employees who have experienced incidences of physical confrontation	74.1%	74.5%	74.6%	74.4%	73.4%	73.3%	74.5%	71.4%	69.1%	75.6%
Employees are supportive of other employees who have experienced incidences of emotional confrontation (discrimination, sexual harassment, bullying)	69.9%	68.6%	70.2%	72.2%	69.3%	68.8%	68.4%	65.4%	64.0%	70.8%
The Department of Public Safety is qualified/trained to deal with all aspects of diversity	59.9%	45.4%	62.9%	66.0%	62.8%	51.7%	53.4%	50.0%	55.3%	58.9%
The Department of Public Safety should be required to participate in ongoing diversity training	85.6%	89.8%	88.1%	81.6%	85.6%	87.4%	85.2%	89.0%	83.5%	89.5%
The Department of Public Safety should be reflective of the diversity of our students	81.9%	87.2%	84.2%	77.7%	81.8%	82.6%	83.1%	87.7%	83.4%	86.5%

Strongly agree   Strongly disagree

100%--0%

To what extent do you agree or disagree with the following statements about the overall climate on our campus? Q68-Faculty/staff	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Management/ confidential staff	Academic Professional	LGBTQIA+?	Faculty of color?	Female Faculty
I am satisfied overall with my interactions with other employees	75.4%	74.5%	74.1%	80.1%	73.8%	73.8%	74.1%	69.9%	67.3%	76.9%
Our college is diverse, but not inclusive	49.4%	49.5%	45.2%	48.3%	54.4%	48.0%	50.4%	47.2%	52.1%	51.4%
Our college is inclusive, but not diverse	43.8%	47.8%	48.7%	41.8%	40.0%	43.7%	44.4%	45.1%	40.1%	45.4%
There are enough qualified administrators to enable the president to delegate authority to establish effective and equitable procedures for our institution	61.0%	62.0%	63.9%	62.3%	60.1%	62.4%	55.6%	54.4%	53.4%	61.0%
"Equity & Inclusion" is a core value of our institution's mission	77.0%	81.5%	77.6%	76.9%	74.8%	78.4%	76.9%	76.1%	66.7%	80.1%
All college personnel are held to the same code of professional ethics and conduct	50.4%	43.9%	51.1%	58.8%	49.6%	41.2%	46.6%	41.2%	44.4%	50.1%
I have received adequate diversity training to engage with students and employees on campus	67.3%	73.4%	67.4%	68.1%	68.1%	66.4%	64.0%	61.4%	63.2%	67.7%
Our school engages with external communities to understand their interests and respond to their needs	59.5%	61.1%	60.3%	60.3%	58.9%	60.2%	57.6%	50.4%	54.1%	59.6%
An unannounced visit by an accrediting agency regarding diversity matters would be welcomed	64.4%	64.8%	59.9%	64.2%	65.0%	67.6%	67.8%	66.4%	65.8%	67.5%

Strongly agree	Strongly disagree
100%--0%	

To what extent do you agree or disagree with the following statements about the overall climate on our campus? Q68 continuation-Faculty/staff	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Management/ confidential staff	Academic Professional	LGBTQIA+?	Faculty of color?	Female Faculty
My contributions to campus diversity efforts have been recognized (awards, financial incentives, etc.)	42.7%	44.4%	43.2%	47.3%	40.2%	43.9%	37.5%	42.0%	41.9%	41.9%
Our school puts too much emphasis on diversity	33.8%	31.1%	30.0%	37.8%	38.4%	33.0%	28.5%	22.9%	28.9%	28.5%
Our school anticipates the emergence of demographic shifts and makes adjustments before crises occur	48.1%	45.5%	46.8%	52.7%	48.6%	46.5%	44.9%	44.2%	43.2%	47.7%
If there were recognitions (awards, financial incentives, etc.) for contributions to college diversity, I would participate in advancing those efforts	49.9%	54.7%	48.1%	48.9%	50.4%	52.3%	50.0%	55.9%	56.4%	52.6%
Diverse perspectives can easily be found within our general education programs	56.8%	58.5%	57.0%	60.3%	57.7%	50.0%	54.2%	48.7%	49.4%	56.5%
The welfare of our institution takes precedence over donor demands, investment matters, and political interests	59.5%	57.0%	63.6%	62.8%	56.8%	55.0%	56.9%	58.1%	53.0%	60.4%
I am encouraged to weave diversity/cultural competence into my work	74.3%	81.7%	76.5%	72.9%	69.0%	77.0%	76.8%	74.2%	69.6%	76.8%
The policy to improve college climate via diverse hiring is effective	49.6%	51.1%	48.2%	50.3%	52.5%	48.3%	47.3%	43.8%	44.0%	50.1%
Public announcements regarding internal communications and practices are honest and truthful	54.8%	56.4%	55.2%	58.5%	52.8%	51.8%	54.2%	49.4%	51.5%	55.4%
Processes for budgeting and monitoring diversity programs receive the same consideration as non-diversity programs	47.3%	44.8%	48.1%	48.4%	48.2%	45.6%	45.1%	41.5%	40.4%	46.8%

Strongly agree — **Strongly disagree**

100%--0%

To what extent do you agree or disagree with the following statements about your work experience here? Q69	Campus wide	Administrator	Full time faculty	Part time faculty	Classified staff	Management/confidential staff	Academic Professional	LGBTQIA	Empl. of color	Empl. Female
My workload is too heavy	53.3%	71.6%	63.2%	43.4%	49.4%	55.2%	52.7%	58.4%	57.7%	53.8%
My work-life balance is perfect	47.3%	32.2%	41.4%	56.2%	49.2%	44.5%	47.5%	40.7%	44.3%	46.6%
Conference attendance is supported	55.0%	59.4%	49.2%	55.8%	55.1%	52.3%	62.0%	48.9%	51.7%	54.3%
I am underpaid for the work that I do	60.0%	51.7%	55.3%	64.1%	64.4%	54.6%	60.1%	65.3%	63.8%	59.2
I have experienced microaggressions in my department/division/unit	51.4%	53.3%	50.7%	39.4%	56.5%	59.5%	55.6%	61.6%	63.8%	53.4%
Professional development is encouraged	64.8%	66.7%	60.9%	66.2%	61.9%	66.2%	70.9%	62.0%	64.3%	65.8%
There are other employees I can get career advice from	66.1%	63.3%	68.4%	68.6%	63.2%	61.3%	68.0%	61.3%	62.6%	67.3%
Mentors are important for junior administrators/faculty/staff	77.9%	76.7%	80.0%	78.2%	75.6%	77.0%	78.7%	79.6%	78.6%	80.2%
Hiring practices are not fair	52.1%	45.6%	46.8%	51.9%	55.2%	50.3%	57.8%	57.9%	58.7%	54.0%
Sabbatical leave is supported here	50.2%	50.6%	48.0%	47.2%	53.7%	50.0%	51.4%	47.0%	51.0%	49.7%
Diversity-related research, teaching, and community service are considered in the hiring process	53.3%	60.2%	55.8%	53.3%	53.3%	49.7%	50.4%	48.7%	46.0%	52.9%
I love my job	74.4%	69.4%	79.3%	80.1%	68.1%	71.6%	73.0%	72.4%	74.7%	76.0%
I am satisfied with my employee benefits package	65.5%	72.8%	72.5%	51.5%	65.0%	74.4%	69.1%	63.1%	60.1%	67.1%
My performance evaluations are done on a regular basis	58.5%	52.8%	65.7%	65.6%	50.4%	57.6%	54.2%	52.6%	57.5%	60.3%
There are too many expectations of me	45.3%	56.8%	50.5%	37.4%	45.7%	45.9%	43.9%	47.0%	50.6%	44.6%
There are pay disparities here	65.3%	73.3%	60.5%	63.3%	65.8%	69.4%	67.7%	72.2%	67.1%	67.3%
My performance evaluations are fair and impartial	66.4%	63.7%	70.4%	71.4%	61.0%	65.7%	63.7%	62.7%	63.2%	66.9%
I am utilizing my full range of skills in my current position	55.0%	57.2%	65.8%	58.6%	45.7%	51.1%	52.0%	49.1%	54.1%	54.2%
There is a great sense of belonging	60.7%	58.5%	66.8%	60.6%	57.9%	59.2%	59.0%	54.7%	55.2%	61.6%
This is a hostile working environment	28.6%	29.0%	25.0%	26.8%	32.7%	30.2%	28.2%	33.0%	35.1%	27.6%
Thinking outside the box is rewarded in my department/division/unit	56.8%	62.5%	58.5%	55.4%	55.1%	59.0%	56.4%	54.1%	50.4%	58.4%
The merit and promotion processes are fair	41.8%	39.0%	49.3%	43.5%	38.6%	38.4%	37.4%	36.8%	37.1%	41.5%
The tenure process is fair	50.4%	54.8%	65.3%	42.9%	47.2%	44.9%	46.3%	48.6%	46.9%	49.9%
Everyone works as a team	52.5%	47.2%	54.0%	55.8%	50.9%	48.5%	52.7%	48.9%	46.2%	54.2%
I want to quit my job	23.7%	26.1%	18.5%	20.6%	29.4%	23.6%	24.8%	27.5%	27.8%	22.7%

Strongly agree   **Strongly disagree**

If you have ever considered leaving our institution, please tell us why. Check all that apply. Q70	Total	Campus wide	Administrator	Full time faculty	Part time faculty	Classified staff	Management/confidential staff	Academic Professional	LGBTQIA+?	Are you a Faculty of color?	Female Faculty
No career advancement opportunities	280	28.1%	12.6%	24.8%	20.1%	31.3%	27.9%	27.9%	37.3%	29.5%	32.2%
Salary/benefits are not adequate	276	15.6%	19.8%	24.1%	22.3%	25.0%	22.5%	22.5%	40.4%	31.7%	28.3%
Family relocation	44	4.7%	3.6%	2.4%	2.8%	7.1%	3.9%	3.9%	3.1%	6.7%	3.8%
Offered a job elsewhere	89	10.9%	6.5%	6.6%	6.6%	11.6%	5.8%	5.9%	9.3%	12.1%	8.8%
Co-worker tension	184	14.1%	17.0%	5.9%	16.6%	17.0%	21.5%	21.6%	22.4%	21.0%	20.8%
Work not appreciated	253	25.0%	19.4%	16.4%	21.3%	23.2%	22.1%	22.1%	31.1%	29.9%	28.0%
Feeling of not belonging	187	17.2%	11.7%	14.7%	14.4%	16.1%	19.1%	19.1%	23.0%	28.1%	17.9%
Harassed or bullied at work	120	6.3%	8.9%	5.2%	14.4%	8.9%	10.8%	10.8%	17.4%	20.5%	11.9%
No sense of belonging in the surrounding community	42	9.4%	2.8%	2.4%	3.8%	1.8%	3.9%	3.9%	3.7%	9.8%	4.0%
No child care services on campus	18	0.0%	0.8%	2.8%	1.6%	0.0%	1.5%	1.5%	1.9%	2.7%	2.6%
Pregnancy	10	0.0%	0.0%	0.3%	1.3%	0.9%	1.9%	2.0%	1.2%	0.9%	1.6%
I have not considered leaving	233	15.6%	28.7%	18.2%	17.6%	15.2%	13.2%	13.2%	16.8%	18.8%	24.1%
Other (please specify)	198	15.6%	15.4%	18.5%	11.9%	18.8%	17.2%	17.2%	23.0%	21.0%	20.7%

Percentages are calculated from each disaggregated factor. i.e. 12.6% of administrators have considered leaving our institution because of no career advancement opportunities

Please rate your level of stress from the following. Q71	Campus wide	Admin.	Full time faculty	Part time faculty	Classified staff	Management/ confidential staff	Academic Professional	LGBTQIA+?	Are you a Faculty of color?	Female Faculty
Administrators	33.4%	38.6%	34.5%	27.0%	32.5%	41.9%	34.8%	37.5%	39.1%	31.9%
Faculty	26.4%	38.4%	24.3%	19.3%	28.9%	36.3%	26.1%	30.8%	33.2%	25.9%
Family	21.9%	21.5%	21.4%	17.4%	27.6%	21.8%	21.0%	21.5%	25.1%	22.0%
Family obligations	26.3%	27.9%	26.7%	23.0%	29.4%	25.3%	25.7%	25.0%	30.4%	27.6%
Financial obligations	39.7%	39.5%	36.3%	38.6%	45.9%	33.7%	40.8%	47.6%	46.0%	39.9%
Human resources	30.1%	36.9%	23.7%	27.4%	33.7%	37.8%	29.9%	34.0%	36.8%	28.6%
Legal department	23.5%	24.4%	20.6%	23.9%	25.0%	25.9%	22.2%	25.6%	30.6%	23.3%
Staff	24.4%	29.0%	17.3%	18.8%	29.2%	32.1%	28.4%	28.3%	34.5%	23.2%
Students	24.3%	22.6%	25.0%	23.7%	24.6%	22.3%	25.7%	25.2%	26.9%	23.7%

	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Management/ confidential staff	Academic Professional	LGBTQIA+?	Employee of color?	Female Empl.
In the last year have you had to worry about where to sleep because you had nowhere else to stay? Q75	3.6%	1.6%	0.8%	2.4%	4.4%	2.7%	2.5%	3.7%	5.8%	2.2%