

# Portland Community College Campus Climate Assessment 2018

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## Introduction

Portland Community College with the objective to assess student and faculty/staff organizational climate satisfaction developed a plan in 2018 that consisted of emerging focus groups and in the analysis of an online climate survey. The subcommittee formed to complete these analyses decided to present results in four principal components:

- (1) The results of the 2018 online survey disaggregated by race, gender, and sexual orientation and for the employee's surveys additional disaggregation was made by the type of employee.
- (2) The results of the 2018 online survey compared to the Campus Climate assessment of 2016 results. The general perception of key themes.
- (3) The results of the 2018 online survey were compiled from the identified key themes from the emerging focus groups.
- (4) Additional focus questions, a query from identified demographic groups. For example, the perception of how welcoming our institution is to students of color, results varied from queries made by race, gender, worldviews, and religion.

## Validation of the Online Survey 2018

The 2018 online survey was developed by an external organization to PCC. Separate online surveys were created for students and for employees. The student's survey consisted of 70 questions with more than 400 statements to respond to the level of agreement. Appendix-1 list of surveyed questions and statement within each question. The median time to complete the student's survey was 15.5 minutes. The employee survey consisted of 83 questions with more than 500 statements within the questions. The median time to complete the survey was 23 minutes. The online surveys were available during the winter term of 2017 to the campus-wide Portland Community College. The respondents were voluntary and anonymous.

Sample size and representation was validated by information provided by the Institutional Effectiveness webpage and the Office of Equity and Inclusion. The total number of student respondents were 2694, corresponding to 11% of the total number of Full-time students and 15% of part-time students. There was a total of 1408 PCC employees that completed the survey. These include 54% of the total number of full-time faculty, 11% of the total part-time faculty, 59% of all classified staff and 85% of all academic professionals from all PCC campuses.

To ensure sample representation, a Chi-square test of goodness of fit was performed. The Chi-square tested the null hypothesis; The climate survey population demographics fits the given distribution by Institutional Research and Diversity and Inclusion for both students and employees. For students, Table 1 shows the student demographics from both Institutional research data and the survey respondents. The institutional research data gathered from Data from the Portland Community College CREDIT STUDENT FACTSHEET Fall 2017 (End of 4th Week)  
<https://www.pcc.edu/ir/factsheet/Factbook/201718/swrteth-raceethnicitycharts.html>

The Chi-square test results were a chi-square of 8.4 with 6 degrees of freedom with a p-value of 20%. These results conclude that there is no difference between the given distributions. Table 2 shows the employee demographics from the online survey and from the PCC Office of Equity and Inclusion. Like the student chi-test goodness of fit. The faculty survey data fits the given distribution with a p-value > 30%. These analyses conclude that the survey has a big enough sample with proper representation of each demographic group. This survey and sample results can be used for further inferential analysis describing the entire population of students and employees from our institution.

Table 1. Comparison of student demographics percentages from survey 2018 vs Institutional research data.

	Asian	Black	Hispanic	International	Native American	Unreported	White	Female	Male
IR 2017	7.7	4.6	12.2	2.7	0.8	7.7	56.8	54	46
Survey	9.2	5.5	11.6	6.9	1.7	8.4	56.4	54	35

Table 2. Comparison of student demographics percentages from survey 2018 vs employee data Office of Equity and Inclusion

	Employee of Color	Female Employee	African American/Black	Asian American	Caucasian/White
Survey	22%	61%	4%	4%	67%
PCC Employee data	24%	59%	3%	6%	76%

Table 2 Continuation. Comparison of student demographics percentages from survey 2018 vs employee data Office of Equity and Inclusion

	Hispanic/Latino	Bi/Multiracial	Native American or Alaskan Native	Native Hawaiian/Pacific Islander	Unknown, prefer not to answer
Survey	7%	4%	1%	1%	8%
PCC Employee	6%	2%	1%	0%	6%

## Scale and Weighted Averages

This report presents the results of the student and employee surveys using a single weighted average scale. The online survey asked the level of agreement to individual statements within a question. Table 1 shows the level of agreement for each type of question. For example, the type of questions vary from “Strongly Agree” to “Strongly Disagree”, “Very Satisfied” to “Very Unsatisfied”, and “Very Welcoming” to “Not Welcoming at All”. Table 1 shows the range of responses and the weights associated with each category. This scale and weighted averaged shown in table 1, was used in the 2016 climate survey. The committee for this task decided to simplify the interpretation of this scale by introducing a second weighted average express as a percentage. The newly proposed scale is calculated from 0% complete disagreement to 100% complete agreement (table 2). As an example, if the frequency of respondents was uniform; out of 1000 respondents, 200 strongly disagree, 200 disagree, 200 undecided, 200 agree, 200 strongly agree, the weighted average will be 50%. As a second example, if out of 1000 respondents, 500 strongly agree and 500 agree, the weighted average will be 87.5%. For each question, results will be presented in a table showing the weighted average and the associated scale. Individual frequencies and disaggregated data will be presented in the appendix A with the Original Survey Responses.

Table 3. 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
Very welcoming	Somewhat welcoming	Undecided	Not very welcoming	Not welcoming 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 Agree then the Weighted average is 1.5.*

Table 4. A single 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 are 50%. If out of 1,000 students; 500 Strongly Agree and 500 Agree then weighted average express as percentages are 87.5%.*

Factors to disaggregate survey responses.

The results from the 2018 online survey were disaggregated by race, gender, and sexual orientation. Appendix B. Show the disaggregated questions. Race was disaggregated by students/employees of color, gender by female students/employees, and sexual orientation by students/employees that identify as LGBTQIA+. Additionally, employee surveys were disaggregated by type of employee: Administrator, Full-time faculty, Part-time faculty, Classified staff, Management/confidential, Academic professional. Table 5 shows the disaggregation factors for students in the original survey by gender, race and sexual orientation. Out of all students, 54.1% are Female students. Table 6 shows that out of all students that completed the survey, 31% identified as a student of color, 23.8% identified as LGBTQIA+. Table 7 shows the percentages and the factors used to disaggregate employee responses.

Table 5. Questions and percentages from student survey 2018.

Gender		Race		Sexual orientation	
Female	54.1%	African American/Black	5.6%	Asexual	4.4%
Male	35.0%	Asian American	9.2%	Bisexual	10.6%
Non-binary	3.2%	Caucasian/White	56%	Gay	2.5%
Transgender Woman	0.6%	Hispanic/Latino	11.6%	Lesbian	2.0%
Transgender Man	1.2%	Bi/Multiracial	5.7%	Straight/Heterosexual	60.4%
Gender nonconforming	2.3%	Native American or Alaskan Native	1.7%	Queer	5.1%
Intersex	0.0%	Native Hawaiian/Pacific Islander	1.4%	Questioning	1.7%
Prefer not to answer	3.7%	Prefer not to answer	8.4%	Prefer not to answer	8.9%
ND		ND		Other (please specify)	4.4%

Table 6 Question 31 and Question 27 of the student survey 2018

	Yes	No	Not sure
Are you a student of Color?	31.1%	68.9%	ND
Do you identify as LGBTQIA+	23.8%	65.9%	10.3%

Table 7 Factor to disaggregate employee responses.

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%

Of the 70 questions in the student survey, questions that addressed key themes identified by the subcommittee were disaggregated and presented in the body of this report. Original survey questions and responses can be found in Appendix A. The 70 questions of the 2018 student survey can be grouped by the question themes that address accessibility, harassment, equity, and inclusion. And by questions that can be used as disaggregating factors that show the respondents demographics. Table 8 shows the questions that can be used as a factor to disaggregate questions in student's surveys. Table 9 Students Survey questions group by themes that address accessibility, harassment, equity, and inclusion. Table 10 shows the questions that can be used as a factor to disaggregate questions on employee's surveys. Table 11 Students Survey questions group by themes that address accessibility, harassment, equity, and inclusion.

Table 8. Students Survey questions that can be used as disaggregating factors

Questions that can be used as Disaggregating Factors for students surveys	
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

Table 9. Students Survey questions group by themes that address accessibility, harassment, equity, and inclusion.

Questions group by themes that address accessibility, harassment, equity, and inclusion.
Q6 Why did you choose PCC?
Q7 How are you paying for your education? Check all that apply.
The questions Q8 to Q 13 address student that are <b>veterans</b> :
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.
The following questions address students that experience a <b>disability</b> :
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 <u>accessibility</u> ?
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

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.

The following questions address diversity and inclusion of **LGBTQIA+ students**

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.

The following questions address diversity and inclusion of **students of color:**

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.

The following questions address diversity and inclusion of **international students**

Q36 To what extent do you agree or disagree with the following statements? As an international student,

Q37 Do students have any recognized organizations/clubs for international students on campus?

Q38 Please respond to the following in reference to the organizations/clubs for international students on campus.

The following questions address **diversity, inclusion, and interaction between PCC's students.**

Q39 The following groups should be required to participate in mandatory diversity training.

Q40 How welcoming is our campus to the following groups?

Q41 How would you categorize how interaction is across racial/ethnic lines of difference at PCC?

The following questions address institutional promotion/commitment to diversity and inclusion

Q42 Does our institution has recognized organizations/clubs for underrepresented students?

Q43 How well does our institution promote racial/cultural interaction between different groups?

Q44 How important, in your opinion, is promoting diversity and inclusion in the college leadership?

The following questions address students who have **experienced/witnesses discrimination/harassment/bias.**

Q45 Have you experienced/witnessed any of the following while at our institution? Check all that apply.

Q46 Who caused the offense?

Q47 Did you report the incident?

Q48 Who did you report the incident to?

Q49 If you have filed a written bias/discrimination/harassment complaint in the past two years, what was the result?

Q50 Why didn't you report the incident?



The following questions address **campus safety**.

Q51 To what extent do you agree or disagree with the following statements about safety on/off campus?

Q52 To what extent do you agree or disagree with the following statements regarding the Department of Public Safety?

Q53 Which of the following safety measures must exist on campus in order for you to feel safe?

The following questions address **overall climate perception**.

Q54 To what extent are you satisfied with the following opportunities for students at our institution?

Q55 To what extent do you agree or disagree with the following statements about the overall learning experience on our campus?

Q56 To what extent do you agree or disagree that your classroom experiences include the following?

Q57 Please rate your level of stress from the following.

Q58 To what extent do you agree or disagree with the following statements about your learning experience here? Workload/hostile/want to leave

The following questions address **economic demographics, housing**.

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

Q68 Where do you live during the academic year?

Q69 If you are employed during the academic year, how many hours do you work per week?

Q70 What did you think of this survey?

Table 10 Factors that can be used to disaggregate questions on employee’s surveys.

The original survey question that can be used as disaggregation factors	
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?

Table 11 Employees Survey questions group by themes that address accessibility, harassment, equity, and inclusion.

The original survey question that can be used as disaggregation factors
Q2 How did you first learn about your job opening?
Q4 Why did you choose to teach at our institution?
<b>Questions addressing military veterans</b>
Q15 Are you a U.S. military veteran?
Q16 To what extent do you agree or disagree with the following statements? As a veteran
Q17 Do employee veterans have any recognized organizations/clubs on campus?
Q18 Please respond to the following in reference to the organizations/clubs for employee veterans on campus.
<b>Questions addressing employees with disabilities</b>
Q19 Do you experience a disability - note that this includes things like depression, anxiety, chronic back pain, etc?
Q20 I am or have been affected by one or more of the following disabilities as an employee at Portland Community College.
Q21 To what extent do you agree or disagree with the following statements? As an employee with

disabilities

Q22 To what extent have you used the accommodation process at this institution?

Q23 How satisfied are you with the following items related to our institution's accessibility?

Q24 Are events and activities planned in a way that anticipates/ensures full participation on the part of employees who experience disabilities?

Questions addressing **religion/worldview/spiritual affiliation of employees**

Q25 What is your religion/worldview/spiritual affiliation?

Q26 To what extent do you agree or disagree with the following statements? Express religion

Q27 Do employees have any recognized religious/spiritual organizations/clubs on campus?

Q28 Please respond to the following in reference to the religious/spiritual organizations/clubs for employees on campus.

Q29 To what extent do you agree or disagree with the following statements? Political views

Q30 Do employees have any recognized political/worldview organizations/clubs on campus?

Q31 Please respond to the following in reference to the political/worldview organizations/clubs for employees on campus.

Questions addressing diversity and inclusion of **LGBTQIA+**

Q32 Do you identify as LGBTQIA+?

Q33 To what extent do you agree or disagree with the following statements? Express gender and sexual orientation

Q34 Do employees have any recognized LGBTQIA+ organizations/clubs on campus?

Q35 Please respond to the following in reference to the LGBTQIA+ organizations/clubs for employees on campus.

Questions addressing diversity and inclusion of **employees of color**

Q36 Are you an employee of color?

Q37 To what extent do you agree or disagree with the following statements?

Q38 Do employees have any recognized organizations/clubs for employees of color on campus?

Q39 Please respond to the following in reference to the organizations/clubs for employees of color on campus.

Questions addressing diversity and inclusion of **international employees**

Q40 Are you an international employee?

Q41 How satisfied are you with the following items related to our Human Resources office?

Q42 How would you rate the level of training of the Human Resources staff?

Q43 To what extent has the Human Resources office facilitated your adjustment to campus life in the U.S.?

Q44 To what extent do you agree or disagree with the following statements? As an international employee

Q45 Are there any recognized organizations/clubs for international employees on campus?

Q46 Please respond to the following in reference to the organizations/clubs for international employees on campus.

The following questions address **overall perception of diversity and inclusion.**

Q47 The following groups should be required to participate in mandatory diversity training.

- Q48 Have you served on a search committee in the past two years?
- Q49 To what extent do you agree or disagree with the following statements regarding your search committee and departmental processes?
- Q50 Does our campus have a campus-wide strategic diversity plan?
- Q51 To what extent do you agree or disagree with the following statements regarding our campus-wide strategic diversity plan?
- Q52 How often do you meet with our chief diversity officer?
- Q53 How well-represented are the following groups on our campus?
- Q54 How welcoming is our campus to the following groups?
- Q55 How would you categorize the level of racial/ethnic integration on our campus?
- Q56 Does our institution have recognized organizations/clubs for underrepresented students?
- Q57 How well does our institution promote racial/cultural interaction between different groups?
- Q58 How important, in your opinion, is promoting diversity and inclusion in the college leadership?

Questions addressing **Discrimination/bias/harassment and campus safety**

- Q59 Have you experienced/witnessed any of the following while employed here?
- Q60 Who caused the offense?
- Q61 Did you report the incident?
- Q62 Who did you report the incident to?
- Q63 If you have filed a written bias/discrimination/harassment complaint in the past two years, what was the result?
- Q64 Why didn't you report the incident?
- Q65 To what extent do you agree or disagree with the following statements about safety on/off campus?
- Q66 To what extent do you agree or disagree with the following statements regarding Public Safety?
- Q67 Which of the following safety measures must exist on campus in order for you to feel safe? Check all that apply.
- Q68 To what extent do you agree or disagree with the following statements about the overall climate on our campus?

Questions addressing **employee satisfaction**

- Q69 To what extent do you agree or disagree with the following statements about your work experience here?
- Q70 If you have ever considered leaving our institution, please tell us why. Check all that apply.
- Q71 Please rate your level of stress from the following.

The following questions address **economic demographics, housing.**

- Q75 In the last year have you had to worry about where to sleep because you had nowhere else to stay?
- Q82 Where do you live?
- Q83 What did you think of this survey?

## Results of 2018 Compared to Survey of 2016

The results from the 2018 campus assessment were compared to the Campus Climate Assessment of December 2015. The 2015 report presented data that were analyzed from survey items related to 1) the facilitation of interactions across difference, 2) experiences of harassment and discrimination, 3) contributions to diversity and inclusion, 4) perceptions of college inclusivity, and 4) institutional response to sexual assault. Included herein are tables and figures of disaggregated data, which were selected for consistency with the data presented in the full report and to highlight notable disparities related to demographic differences across respondents' race, gender, sexual orientation, and ability status. Table 12 compares the 2015 and 2018 number of respondents and proportions of student demographics. The participation of the 2018 assessment is more than double the participation of 2015, however, the proportion of participants from diverse racial/ethnicity continues and better match the population demographic campus-wide. See section for validation of the 2018 online survey.

Table 12. Total number of respondents and racial/ethnicity demographics of 2015 compared to 2018

	<b>2015</b>	<b>2018</b>
Total Respondents	903	2190
<i>Participation by race/ethnicity</i>		
Caucasian/White	58%	56%
Hispanic or Latino/a	9%	12%
Asian American	10%	9%
African American/Black	5%	6%
Bi or Multiracial	5%	6%
American Indian/Alaskan Native	2%	2%
Native Hawaiian/Pacific Islander	1%	1%
Prefer Not to Answer	6%	8%

The 2016 Climate survey measured the interaction across difference and contributing toward diversity and inclusion for students with the question "I believe I should actively contribute to making the College more inclusive." Data from 2016 Disaggregated Data Addendum Figure 1 and Figure 2. The results show that on average for students 62% Strongly Agree/Agree and 33% are neutral. Additionally, the question: I believe others should actively contribute to making the College more inclusive. 67% Strongly Agree/Agree. See table 13 Climate survey of 2015 compared to climate survey of 2018. These results can be compared to the 2018 climate survey by question Q43: How well does our institution promote racial/cultural interaction between different groups? Results from the 2018 study show similar results to the 2015 study for the student's perception of interaction between diverse racial/ethnic groups. In 2018 campus-wide score of 70% in agreement. There are clear differences in the resulting proportions between diverse racial/ethnic groups. Students identified as White/Caucasian reported the least level of agreement in the interaction across racial difference in both the 2015 and 2018 climate surveys. From

the 2015 survey results, the average response was neutral to the statement, “working with others from historically underrepresented groups should be completely voluntary”. In the 2018 survey results show that students agree with an average score of 75% that employees and students should “participate in mandatory training”. Student perception of support/respect for open expression of sexual orientation yielded similar results across the surveys with a slight improvement from 2015 to 2018. Student perception of support/respect across racial and ethnic backgrounds were similar with a slightly less agreement from 2015 to 2018. With respect to perception of support/respect for international students, there was an improvement from 2015 to 2018.

In the 2015 survey, most students agreed or strongly agreed they (62%) and their peers (67%) should actively contribute to creating a more diverse and inclusive campus (see Table 8). They also believed College employees, including faculty, should be required to participate in programs and initiatives aimed to support diversity and inclusion on-campus. In 2018 in a similar question (Q39), more than 70% of students agreed or strongly agreed that students and employees should be required to participate in mandatory diversity training.

Nearly 20% of all respondents (n = 171) reported personally experiencing harassment or discrimination in 2015. Where 40% experienced harassment or discrimination related to race, 31% related to gender, 16% related to sexual orientation, 16% related to ability status or impairment 16% and 9% related to religion. (Figure 3, 2016) In 2018, nearly 38% of all respondents (n = 668) reported experiencing/witnessing discrimination/bias/harassment Q45, 2018.

In general, given the different instruments between the 2015 and 2018 climate assessments, a comparison cannot be made directly. The general perception of students has improved overall. However, the general perception by faculty and staff has been maintained or decrease. Further analysis is required by the subcommittee and focus groups to qualitative compare the change in climate perception.

Table 13. Climate survey of 2015 compared to climate survey of 2018

<b>2015 Climate Survey</b>	<b>2018 Climate Survey</b>
<p>INTERACTION ACROSS DIFFERENCE AND CONTRIBUTING TOWARD DIVERSITY AND INCLUSION</p> <p><b>2015 Disaggregated Data Addendum</b> Figure 1, Figure 2</p> <p>I believe I should actively contribute to making the College more inclusive.</p> <p>Strongly Agree/Agree (62%) Neutral (33%) Disagree/Strongly Disagree (5%)</p>	<p>Q43 How well does our institution promote racial/cultural interaction between different groups?</p> <p>Very well (32%) Somewhat (20%) Undecided (26%) Not very well (7%) Not at all (3%)</p>

<p>I believe others should actively contribute to making the College more inclusive. Strongly Agree/Agree (67%) Neutral (30%) Disagree/Strongly Disagree (4%)</p>	
<p><b>2015 Disaggregated Data Addendum</b> Figure 3. Student levels of agreement with the statement “Working with others from historically underrepresented groups should be completely voluntary” 50% Neutral</p>	<p>2018 The following groups should participate in mandatory training? Q39 67.6%</p>
<p><b>2015 Disaggregated Data Addendum</b> Table 12. Student perceptions and experiences of campus climate by race</p>	<p>To what extent do you agree or disagree with the following statements? Q31 <b>Q41 How would you categorize how interaction is across racial/ethnic lines of difference at PCC?</b></p>
<p><b>2015 Disaggregated Data Addendum</b> Table 13. Student perceptions and experiences of campus climate by sexual orientation</p>	<p>2018 To what extent do you agree or disagree with the following statements? Q28 I can openly express my sexual identity on campus My sexual identity is treated with respect in the classroom My sexual identity is treated with respect by students</p>
<p>Table 12. Student perceptions and experiences of campus climate by race Students are supportive of persons from other countries</p>	<p>what extent do you agree or disagree with the following statements? Q36 As an international student, I feel welcome on campus</p>
<p><b>PERCEPTIONS OF INSTITUTIONAL COMMITMENT TO DIVERSITY &amp; INCLUSION</b></p>	
<p>2016 Campus Climate Survey Full Report Table 8. page 9 PCC employees should be required to participate (in some capacity) with programs and initiatives of the Office of Equity &amp; Inclusion. Most students agreed or strongly agreed they (62%) and their peers (67%) should actively contribute to creating a more diverse and inclusive campus (see Table 8). They also believed College employees, including faculty, should be required to participate in programs and initiatives aimed to support diversity and inclusion on-campus.</p>	<p>Q39 The following groups should be required to participate in mandatory diversity training.  More than 70% of students agreed or strongly agreed that students and employees should be required to participate in mandatory diversity training.</p>
<p><b>EXPERIENCES OF HARASSMENT AND</b></p>	<p>Q45 Have you <b>experienced/witnessed</b> any of the</p>

<p><b>DISCRIMINATION by students</b> 2016 Campus Climate Survey Full Report Figure 3</p> <p>Nearly 20% of all respondents (n = 171) reported <b>personally experiencing</b> harassment or discrimination.</p> <p>Harassment or discrimination related to race (40%) Gender (31%) Sexual orientation (16%) Ability status or impairment (16%) Religion (9%).</p>	<p>following while at our institution? (Check all that apply)</p> <p>Nearly 38% of all respondents (n = 668) reported <b>experiencing/witnessing</b> discrimination/bias/harassment.</p> <p>Q 58 I have experienced microaggressions on campus Table B34 on appendix B of this document.</p>
<p>2016 Campus Climate Survey Full Report Figure 4</p> <p>Source of harassment or discriminatory behavior.</p> <p>Students (46%) Faculty/Professor (41%) PCC Staff/Administrator (11%) Work Colleague or Supervisor (3%)</p>	<p>Q46 Who caused the offense? Check all that apply.</p> <p>Student (80%) Faculty member (30%) Staff member (23%) Member of the surrounding community (14%) Other administrator (7%) Public Safety (6%) Parent of a Student (4%) Senior administrator (3%) Athletic Coach (1%)</p>
<p>2016 Campus Climate Survey Full Report Table 10</p> <p>Despite experiencing harassment or discrimination, nearly half (46%) of respondents indicated they did not report their experiences.</p>	<p>Q47 Did you report the incident?</p> <p>No (84%) Yes (16%)</p>
<p>2016 Campus Climate Survey Full Report Table 10</p> <p>A PCC official or designated office 26 11% Immediate supervisor 6 (3%) Did not report 109 (46%) Another PCC student 30 (13%) Campus administrator 24 (10%) Friend or family member (Non-PCC) 38 16% Off-campus law enforcement or legal aid 4 (2%)</p>	<p>Q48 Who did you report the incident to? Check all that apply.</p>
<p>2016 Campus Climate Survey Full Report Table 11</p> <p>The College took seriously my report(s) of discrimination and/or harassment. (34%)</p> <p>There was more the College could have done in response to my report(s) of discrimination and/or harassment. 53%</p>	<p>Q49 If you have filed a written bias/discrimination/harassment complaint in the past two years, what was the result?</p> <p>My complaint was taken seriously (39%) My complaint was addressed but not resolved to my satisfaction</p>



19% 7% 7% 11%	
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Survey questions 2018 addressing key themes developed from focus groups

**Pre-Survey Focus Group Outcomes**

Portland Community College in an effort to assess student and faculty/staff organizational climate satisfaction developed a plan in 2018 that consisted of focus groups and the analysis of an online climate survey. The focus groups consisted of 90 interviews to both students and faculty/staff of the main college campuses. These focus groups identified key topics to assess during the organizational climate analysis. Table 14 and table 15 show the survey questions that can partially address the key themes from the focus groups. A detailed further analysis of these results will be made by a subcommittee of faculty and administrators at a later date.

**Table 14: 2018 Faculty Survey Key Themes**

Key Themes from Focus groups	Questions from 2018 survey
Discomfort and unwillingness to file discrimination complaints out of fear of retribution	This question can be answered by survey questions 60 to question 64. Have you experience to witness, Did you report the incident, If you have filled a report, What happened? Why didn't you report the incident?
Lack of racial/ethnic diversity among full-time faculty and senior administration	This question can be answered by survey question Q36 Are you an employee of color, Q37 to what extent do you agree or disagree Q48 Have you served on a search committee in the past two years? Q49 To what extent do you agree or disagree with the following statements regarding your search committee and departmental processes?
Managing conflict through dismissal and silence of faculty/staff of color	This question can be answered by survey question Q57 How well does our institution promote racial/cultural interaction between different groups?
The college maintains neoliberal positions of neutrality amidst college-wide racial conflict	This question can be answered by survey question Q53 How well-represented are the following groups on our campus?
Lack of professional equity based on employee status/rank	This question can be answered by survey question appendix B Table B40 Question 4,8and 13, Employees Survey. Percentages based on the total number of respondents. 475 Faculty, 363 Staff, 163 Administrators. Why did you choose to work at our institution?



**Table 15: 2018 Student Survey Key Themes**

Key Themes from Focus groups	Questions from 2018 survey (n= number of answers per question)
Students of color experience exclusion through microaggressions	This question can be answered by survey question Q31 Are you a student of color (1,941). Q32 As a student of color, To what extent you agree or disagree with the following statements (610) Q40 Welcoming of African Americans and others Q45Have you experienced/witnessed discrimination/bias harassment and Q46 Who caused the offense
Faculty/staff lack of professional competency in supporting diverse student population	This question can be answered by survey question Q39 The following groups should be required to participate in mandatory diversity training Q40 How welcoming is our campus to the following populations (1851) Q51 I feel safe on campus Q52Department of Public Safety Diversity training. Q58 To what extent do you agree or disagree with the following statement about your learning experience here? (25% have experience microaggressions Q45 Have you experienced/witnessed discrimination based on....
Lack of support for nontraditional students	This question can be answered by survey question Q1 Which type of student are you? Q40 How welcoming is our campus to the following populations (1851) First generation students Q54 To What extent are you satisfied with the following opportunities for students at our institution. Q56 Faculty creates a safe and welcoming environment for everyone in the classroom (1609) Q45 have you experience discrimination based on ...
Limited recognition of preferred gender pronouns	This question can be answered by survey question Q27 Do you identify as LGBTQIA+ Q28 In relation to gender expression. To what extent do you agree or disagree with the following statements (659) Q 59 What is your gender (1643)
Limited awareness and discomfort of campus policies and procedures reporting sexual assault.	This question can be answered by survey question Q45-50 - disaggregate

## Questions of interest from the subcommittee

The subcommittee and the office of diversity and inclusion express interest in the following questions.

Are there significant differences, when compared across demographic and institutional characteristics, in the responses of students when asked:

- If they have experienced microaggressions on campus. This question can be answered by survey question Q58 Table B34 on appendix B of this document. To what extent do you agree or disagree with the following statement about your learning experience here? (25% have experience microaggressions) and Question 45 Have you experienced/witnessed discrimination based.
- If they are satisfied with the quality of education, they are receiving. This question can be answered by survey question 55 Table B32 on appendix B of this document. To what extent do you agree or disagree with the following statement about the overall learning experience on our campus
- If they are satisfied overall with the faculty. This question can be answered by survey question 55 Table B32 on appendix B of this document. I am satisfied overall with the faculty
- If there is a great sense of belonging. This question can be answered by survey question Q58 Table B34 on appendix B of this document. There is a great sense of belonging
- If this is a hostile environment. This question can be answered by survey question Q58 Table B34 on appendix B of this document. This is a hostile study living environment
- If they want to leave this college. This question can be answered by survey question Q58 Table B34 on appendix B of this document. Q58 I want to leave this college.

## Conclusions

The 2018 Climate survey to students and employees is a validated instrument that can be used for further analysis. The survey has a big and representative sample of students and employees. Results from these surveys demonstrate a difference in the perception of organizational climate among diverse demographic groups. For students, there is a difference in perception between the responses from the Female, LGBTQIA+ and Students of Color communities compared to the district-wide population of students. Further analysis is recommended to disaggregate factors such as religion and political views. The office of the diversity and inclusion along with other members of our community will pursue further analysis. Results from the employees' survey demonstrate that there is a difference between the population of students and the population of Faculty/employees. Analysis of results should be done separately. However, there are some similarities when specific subpopulations are compared. Examples of this between many others are students and employees that identified as Christians or students and employees of color.

In general, the Climate survey of 2015 cannot be compared directly to climate survey of 2018. The instruments have different questions and can be interpreted differently by respondents. However, similar questions have been identified by this study, and as with the disaggregation of questions, analysis of the differences and further conclusions will be done in future efforts lead by the department of diversity and inclusion. As a general review, students perception of climate has improved between 2015 and 2018, while faculty and employee perception of inclusion and diversity has been maintained or decreased.

The 2018 climate survey presents a very powerful resource to evaluate challenges of students and employees from all demographic groups. These new insights have the potential to quantitative identify obstacles that could be aligned with already existing programs to increase support and/or new campaigns and initiatives could be from for student equitable success and to improve the perception of climate satisfaction within faculty and employees at an institutional district-wide level.

Appendix A Original Survey Responses.

## Appendix B1 Disaggregated Survey Responses - Students Survey

Table B-1 Question 6, Students Survey. Scale: 100% Very important to 0% Not important at all.

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%

Table B-2 Question 8, Students Survey. Disaggregation percentages are estimated based on the number of veteran students. E.g. 11 out of 136 are students that are veterans and identify as LGBTQIA+

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%

Table B3 Question 9, Students Survey. Scale: 100% Very satisfied to 0% Not satisfied at all.

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%

Table B4 Question 10, Students Survey. Scale: 100% Very much to 0% Not at all.

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%

Table B5 Question 11, Students Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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%

Table B6 Question 14, Students Survey. 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+

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%

Table B7 Question 15, Students Survey. 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+

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%



Table B8 Question 16, Students Survey. Scale: 100% Often to 0% Never.

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%

Table B9 Question 17, Students Survey. Scale: 100% Very satisfied to 0% Very dissatisfied.

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%

Table B10 Question 18, Students Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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%

Table B11 Question 19, Students Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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%

Table B12 Question 20 and 21, Students Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

% 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
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)
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%

Table B13 Question 24, Students Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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%

Table B14 Question 28, Students Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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%

Table B15 Question 32, Students Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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%

Table B16 Question 36, Students Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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%

Table B17 Question 39, Students Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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%

Table B18 Question 44, Students Survey. Scale: 100% Very important to 0% Not important at all.

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%

Table B19 Question 40, Students Survey. Scale: 100% Very welcoming to 0% Not welcoming at all. The column Own groups are based on question 60 racial identify and others. For example Campus-wide, all groups of the population, believe on average that African Americans are 79.9% welcome. Students that identify as African Americans believe that African Americans are 78.9% welcome.

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%

Table B20 Question 41, Students Survey. Scale: 100% Very interactive to 0% Not interactive at all.

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%

Table B21 Question 43, Students Survey. Scale: 100% Very well to 0% Not at all.

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%

Table B22 Question 45, Students Survey. 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%

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				

Table B23 Question 46, Students Survey. Percentages of disaggregation are calculated out of the total number of offenses per offender. I.e. 63%, 24 out of 38 are students of color that experience an offense by Public Safety. The College-wide percentage are estimate out of the total number of offenses. I.e. 16.9% or 199 out of 1179 are offenses cause by a faculty member.

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					

Table B24 Question 47, Students Survey.

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)

Table B25 Question 45 and 47 combined. Percentages of reported incidents are calculated by the number of experienced offense. I.e. out of the 169 Bullying offenses 28.4% were reported possibly reported (note: a student can witness/experience more than one offense, question 47 asks if one offense was reported but does not ask which offense was reported). Percentage of disaggregation are calculated out of their total per group. I.e. Out of the total number of Student of the LGBTQIA+ community that experience Bullying 29.7% possible reported the incident.

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%

Table B26 Question 49, Students Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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				

Table B27 Question 50, Students Survey. Percentage base on the total number of respondents

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
<b>Total</b>	<b>1276</b>				

Table B28 Question 51, Students Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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%

Table B29 Question 52, Students Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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%



Table B30 Question 54, Students Survey. Scale: 100% Very satisfied to 0% Very dissatisfied.

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%

Table B31 Question 55, Students Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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%

Table B32 Question 56, Students Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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%

Table B33 Question 57, Students Survey. Scale: 100% Not at all stressful to 0% Extremely stressful.

Please rate your level of stress from the following. Q57	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%

Table B34 Question 58, Students Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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%

Table B35 Question 62, Students Survey. Out of 1640 students 11% worry about where to sleep.

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%

Table B36 Question 63, Students Survey. Percentages of students based on 1640 respondents

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

Table B37 Question 63, Students Survey. Percentages of students based on 1635 respondents

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%

Table B38 Question 69, Students Survey. Percentages of students based on 1315 respondents

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%

## Appendix B2 Disaggregated Survey Responses – Staff and Faculty Survey

Table B39 Question 2, Employees Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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
<b>Total answers</b>	<b>1</b>	<b>181</b>	<b>173</b>	<b>3</b>	<b>1</b>	<b>29</b>	<b>50</b>	<b>67</b>	<b>174</b>

Table B40 Question 4,8and 13, Employees Survey. Percentages based on the total number of respondents. 475 Faculty, 363 Staff, 163 Administrators.

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%

Table B41 Question 15, Employees Survey. Percentages of military veterans.

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 Employee
Response Percentage Yes/total	4.2%	1.6%	2.1%	5.5%	5.3%	5.7%	3.3%	3.7%	2.7%	1.1%

Table B42 Question 16, Employees Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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 Faculty/Staff 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%

Table B43 Question 18, Employees Survey. Scale: 100% Very satisfied to 0% Very Dissatisfied.

	Campus wide	Admin	Full time faculty	Part time faculty	Classified staff	Management/confidential staff	Academic Professional	LGBTQIA+	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%

Table B44 Question 19, Employees Survey. Percentages are calculated by the number of respondents per type of employee and disaggregated factors. I.e. Out of the total number of Administrators that answer this question, 25% suffer a disability. And Out of the administrators that suffer a disability, 17% of them suffer a Physical disability.

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%

Table B45 Question 21, Employees Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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%

Table B46 Question 23, Employees Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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%

Table B47 Question 25, Employees Survey.

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%

Table B48 Question 26, Employees Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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%

Table B49 Question 26, Employees Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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%

Table B50 Question 28, Employees Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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 +	Employee of color	Female Employee
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%

Table B51 Question 29, Employees Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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%

Table B52 Question 31, Employees Survey. Scale: 100% Very satisfied to 0% Very Dissatisfied.

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%



Table B53 Question 32, Employees Survey. Percentage calculated from the total number of respondents

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%

Table B54 Question 33, Employees Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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%

Table B55 Question 35, Employees Survey. 100% Very satisfied to 0% Very Dissatisfied.

	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%

Table B56 Question 36, Employees Survey.

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%

Table B57 Question 37, Employees Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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%

Table B58 Question 39, Employees Survey. 100% Very satisfied to 0% Very Dissatisfied.

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%

Table B59 Question 40, Employees Survey.

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

Table B60 Question 44, Employees Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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%

Table B61 Question 46, Employees Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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%

Table B62 Question 47, Employees Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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%

Table B63 Question 48 to 50, Employees Survey.

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%

Table B64 Question 51, Employees Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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%	43%	42%

Table B65 Question 2, Employees Survey. Scale: 100% Very welcoming to 0% Not welcoming at all.

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%

Table B66 Question 55, Employees Survey. Scale: 100% Very integrated to 0% Not integrated at all.

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%



Table B69 Question 60, Employees Survey. Percentages based on the total number of respondents

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										

Table B70 Question 61, Employees Survey. Percentages are calculated from each disaggregated factor. i.e. 20% of administrators reported the experienced offense out of the total number of experience offenses by administrators.

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%

Table B71 Question 65-66, Employees Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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%

Table B72 Question 68, Employees Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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%

Table B73 Question 68 continuation, Employees Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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%



Table B73 Question 69, Employees Survey. Scale: 100% Strongly agree to 0% Strongly disagree.

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%

Table B74 Question 70, Employees Survey. Percentages are calculated from each disaggregated factor. i.e. 12.6% of administrators have considered leaving our institution because of no career advancement opportunities

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%

Table B75 Question 71, Employees Survey. Scale: 100% Extremely stressful to 0% Not at all stressful.

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	LGBTQA+?	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%

Table B76 Question 75, Employees Survey. Percentages based on 885 responses.

In the last year have you had to worry about where to sleep because you had nowhere else to stay? Q75	Campus wide	Admin.	Full time faculty	Part time faculty	Classified staff	Management/confidential staff	Academic Professional	LGBTQA+?	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%