Sponsorship and Purpose

Diversity Commission retreat in Sept. 2013 determined that a climate survey was in order.

Presidential, Exec Staff priority.
Sponsorship and Purpose

The commission’s purpose for the assessment was:

To provide important information about the inclusiveness of our diverse environment that will enable us to improve the experience of working and learning at CLC.
Sponsorship and Purpose

Design team:
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Input from Executive Staff
Sponsorship and Purpose

This led to:

• Choosing questions people could relate to.
• Choosing questions that adequately describe who we are.
• Identifying issues the college could act on.
Design & Methods

We identified subject matter covered in existing climate surveys.

Design & Methods

We pre-tested with a small number of staff to make sure:

• It wasn’t too time consuming.
• Questions made sense to respondents.
• Answers covered the bases.
Cooperation

Qx sent to 1,860 FT and PT staff and faculty via staff email.

Valid responses from 730, valid RR of 39%.

MOE + -2.8%
Cooperation

Valid response rates:

Administrative  73%
Professional    67%
Faculty FT      65%
Specialist      59%
Classified      47%
Faculty PT      23%
Demographics

Full-time employees

- Region
- Lake County
- Admin-Prof
- Faculty
- Specialist
- Classified
Demographics
All FT & PT personnel

Did you know this about the CLC faculty and staff?

- 6% military veterans
- 3% physical disability
- 77% described as religious
  - 20% very religious
  - 88% Christian
- 64% identify as female (1% questioning)
- 50% age 51 and older (7% age 18-30)
- 5% gay, lesbian, or bisexual
Demographics
Excluding adjunct faculty
Did you know this about the CLC faculty and staff?

- 5% military veterans
- 2% physical disability
- 79% described as religious (19% very religious)
- 92% Christian
- 66% identify as female (1% questioning)
- 45% age 51 and older (8% age 18-30)
- 6% gay, lesbian, or bisexual
Important findings

Faculty and staff feel welcome.

- **Agree**: 85%
- **Disagree**: 12%
- **Don't Know**: 3%
Important Findings

Feel welcome without regard to...

- Age
- Race or ethnic origin
- Immigrant Status
- Accent or dialect
- Learning or physical disabilities/limitations
- Mental health status
- Marital/domestic relationship status
- Political views
- Gender
- Religion
- Sexual orientation
- Military veteran status
- Income level

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Agree
Disagree
Don't Know
Important Findings

Do college policies

Address discrimination & harassment

- Agree: 57%
- Disagree: 17%
- Don't know: 26%

Promote inclusion & fairness

- Agree: 66%
- Disagree: 18%
- Don't know: 16%
Important Findings

Feeling discriminated against or harassed based on...

*5% or fewer of each of the other forms of discrimination/harassment
Important Findings

Need for training.

- Policies & procedures - ALL: 14% Agree, 22% Disagree, 64% Don't know
- Policies & procedures - Managers/Supervisors: 8% Agree, 10% Disagree, 82% Don't know
- Working with diverse cultures - ALL: 14% Agree, 22% Disagree, 64% Don't know
- Working with diverse cultures - Managers/Supervisors: 10% Agree, 13% Disagree, 77% Don't know

Legend:
- Agree
- Disagree
- Don't know
Important Findings

Training needs

- Too little training provided in regard to:
  - Working with a diverse group of colleagues (31%)
  - Recognizing discrimination/harassment (32%)
- Complaints of discrimination/harassment against:
  - Coworker (43%)
  - Supervisor/manager/administrator (48%)
  - Senior administration (52%)
- Understand rights as:
  - A victim of discrimination/harassment (49%)
  - Someone accused of discrimination/harassment (55%)
Important Findings

Diversity Commission should work on:

- Creating, expanding diversity training
- Exploring policies & procedures regarding diversity
  - Hiring, promotion
  - Student recruitment & services
- Defining diversity & increasing the understanding of diversity on campus
  - Broaden scope
Summary

- CLC is a diverse institution that is welcoming to faculty and staff from a variety of backgrounds.

- Discrimination and harassment are experienced in regard to a number of characteristics.

- Employees would benefit from more training regarding policies and procedures as well as ways to work with diverse colleagues and students.
Discussion & Next Steps

Cindu & Jorge