Pilot Climate Survey Results 2019

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Executive Summary

In 2018, the Minnesota State Office of Equity and Inclusion contracted with the Organizational Effectiveness Research Group at Minnesota State University, Mankato to administer a pilot survey to students, faculty, staff, and members of the administration team at four Minnesota State colleges/universities. The purpose of the pilot study was to measure the current perception of efforts made at each campus to sustain an equitable and inclusive environment, as well as indications of student success, campus engagement, and employee development. The results analyzed for this particular report are from Minnesota State Community & Technical Colleges, North Hennepin Community College, Southwest Minnesota State University, and Minneapolis Community & Technical College.

In this report we present the following:

- Favorability scores for all four schools, separated by school
- Favorability scores combined for all four schools separated by role (Student, Faculty, Admin, Staff) with the addition of an overall favorability score combining all four schools (Ignoring Schools)
- Favorability scores combined for all four schools separated by role (Students and Employees) and Ethnicity
- Favorability Index for students
- Favorability Index for employees

Breakdown of groups by number of responses:

	MSCTC	NHCC	SMSU	MCTC
Students	361	599	461	960
Faculty	63	74	92	---
Staff	88	74	61	---
Administration	13	7	15	---
Missing/Incomplete	28	69	53	390

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The Organizational Effectiveness Research Group (OERG) is a consulting service housed within the nationally recognized Industrial/Organizational Psychology Graduate Program at Minnesota State University, Mankato. The OERG, comprised of faculty and graduate students, provides contract research and HR consulting services to national and international clients. The OERG offers a wide range of services to both private and public organizations including survey design and analysis, organizational culture analysis, employee training and development, and selection strategies.

Methodology

The OERG was contracted by the board of Minnesota State Colleges and Universities to conduct a survey aimed at measuring the perception of equity and inclusion on campus, as well as indications of student success, campus engagement, and employee development. The OERG built the survey using the software program Qualtrics and distributed the survey link to a list of students, faculty, staff, and administrators provided by representatives from each school.

MSCTC

On **January 28th, 2019**, members of the OERG distributed the survey via email to all students, faculty, staff, and members of the administration. Those who chose to complete the survey clicked on a link embedded in the invitation, which directed them to the survey. The survey remained open for **19 days** and **553** total responses were recorded.

Of the **553** responses recorded, **28** responses were incomplete and were not included in the results. These responses included individuals who either withdrew from after the informed consent or did not complete any questions at all in the survey.

MCTC

On **February 11th, 2019**, an official from MCTC distributed the survey via email to only students. Those who chose to complete the survey clicked on a link embedded in the invitation, which directed them to the survey. The survey remained open for **14 days** and **1,350** total responses were recorded.

Of the **1,350** responses recorded, **390** responses were either missing or incomplete, and thus provided only partial data for analyses. These responses included individuals who withdrew from the informed consent, did not complete any of the survey after opening it, or provided partial responses but did not identify as a part or full time student.

NHCC

On **February 4th, 2019**, an official from NHCC distributed the survey via email to all students, faculty, staff, and members of the administration. Those who chose to complete the survey clicked on a link embedded in the invitation, which directed them to the survey. The survey remained open for **24 days** and **823** total responses were recorded.

Of the **823** responses recorded, **69** responses were incomplete and were not included in the results. These responses included individuals who either withdrew from after the informed consent or did not complete any questions at all in the survey.

SMSU

On **February 1st, 2019**, an official from SMSU distributed the survey via email to all students, faculty, staff, and members of the administration. Those who chose to complete the survey clicked on a link embedded in the invitation, which directed them to the survey. The survey remained open for **27 days** and **682** total responses were recorded.

Of the **682** responses recorded, **53** responses were incomplete and were not included in the results. These responses included individuals who either withdrew from the survey after the informed consent or did not complete any questions at all in the survey.

Data Reporting Standards

Per OERG standard data reporting guidelines, groups with a total number of respondents less than six on any item will be left blank to protect confidentiality.

MCTC sent their survey to students but not faculty, admin, or staff. Therefore, certain questions in the report will only combine NHCC, MSCTC, and SMSU. Also, various questions were only available for students and other questions only for employees.

When combining the results of the four schools we realized the numbering for the questions was different for each school. This occurred because some schools had more questions for certain sections, so it changed the overall numbering for each report. Therefore, we created a new numbering specific for this report that is not congruent to the numbering of the other school reports.

We provided a favorability index. This index tells readers what percentage of respondents on any given item answered either "Agree" or "Strongly Agree". These are color coded to represent **80%+** as green (areas that are doing well), **60%-79%** as yellow (areas that could be better but aren't immediately concerning), and anything under **59%** as red (areas of concern).

Any areas that are red typically indicate low favorability, or areas where most respondents did not "Agree" or "Strongly Agree" with a question. On items that are reverse coded, or in other words, items where answer "Disagree" or "Strongly Disagree" indicate a beneficial outcome, the favorability index is switched to reflect this.

Demographics

(Combination of all 4 schools)

Q#1. I am:	
Student	2381
Faculty	229
Staff	223
Admin	35
Missing/Incomplete	540
Total	3408

Q#2. I have been working at the college for:	
0-3 years	99
3-5 years	57
5-10 years	88
10-15 years	82
15 or more years	146

Q#3. I am enrolled	
Part-time	933
Full-time	1593

Q#4. How many semesters have you completed at your current college?	
1-4	1854
5-8	472
9-12	116
13-16	50
16+	41

Q#5. I have completed _____ college credits/units?	
0-24 units/credits	1111
25-59 units/credits	557
60-89 units/credits	210
90 units/credits or more	106

Q#6. Are you a Pell Grant recipient?	
Yes	1055
No	1483

Q#7. Are you an:	
Online only student	141
On campus only student	995
Both on campus and online student	1419

Q#8. What is your current gender identity?	
Trans man	18
Trans woman	7
Woman	1919
Man	884
Two spirit	12
Gender-queer or Gender fluid	38
Other gender identity	7
Questioning	15
Non-binary	29
Prefer not to disclose	55

Q#9. Are you Hispanic or LatinX?	
Yes	265
No	2706

Q#10. Are you an international student (visa holder)?	
Yes	155
No	2363

Q#11. Please select your race or ethnic background (select all that apply)	
Black or African American	464
Asian	251
White	1697
American Indian or Alaska Native	33
Native Hawaiian / Other Pacific Islander	2
Middle Eastern or North African	32
Hispanic or Latino	176
Other (Multiple Ethnicities)	318

Q#12. Are you a veteran or a member of the armed forces?	
Yes	79
No	2899

Q#13. Are you someone who identifies as having a disability?	
Yes	339
No	2639

Quantitative Data Report

Combination of all 4 schools, separated by school

Question	NHCC		SMSU		MCTC		MSCTC	
	N	F	N	F	N	F	N	F
14. The College provides appropriate institutional support for diversity and inclusion efforts.	655	80%	547	73%	1076	83%	435	73%
15. In our College, employees who are members of racial or ethnic minority groups are treated equitably.	149	56%	155	59%	---	---	158	69%
16. In our College, people are supportive of different backgrounds and experiences (race, gender, etc.).	697	78%	581	75%	1138	85%	495	75%
17. Our College's policies and systems ensure fair and equitable treatment for all employees.	144	50%	152	67%	---	---	158	72%
18. I am aware of our College's mission and strategic goals for equity and inclusion.	144	84%	152	86%	---	---	157	83%
19. Our College's mission statement is relevant for today's challenges regarding equity and inclusion.	144	67%	152	72%	---	---	158	82%
20. I believe my daily work at the College is closely tied to our overall equity and inclusion goals.	144	78%	148	71%	---	---	156	76%
21. I believe that equity and inclusion are important.	683	94%	565	94%	1120	92%	493	90%
22. The College seems to be making the right decisions with respect to equity and inclusion efforts.	683	74%	565	68%	1120	82%	493	70%
23. Processes are in place to give all employees a voice in College planning.	144	44%	149	66%	---	---	158	56%

Question	NHCC		SMSU		MCTC		MSCTC	
	N	F	N	F	N	F	N	F
24. Campus leadership acts with honesty.	680	61%	560	64%	1118	63%	491	66%
25. Faculty/Staff act with honesty.	680	79%	561	76%	1121	81%	491	81%
26. Campus leadership treats students as their highest priority.	669	64%	549	64%	1121	64%	486	69%
27. Faculty/Staff treat students as their highest priority.	669	79%	549	77%	1104	75%	486	80%
28. Campus leadership is committed to identifying educational disparities between majority and underrepresented populations on campus.	667	58%	549	52%	1102	61%	486	58%
29. Campus leadership is committed to taking action to address educational disparities between majority and underrepresented populations on campus.	649	53%	536	50%	1099	59%	477	56%
30. Campus leadership communicates openly to members of the campus community about equity and inclusion matters.	648	60%	537	57%	1097	65%	475	61%
31. The campus Staff is caring and helpful to students.	489	88%	379	87%	1076	86%	316	90%
32. Faculty demonstrate an understanding of the students they serve.	626	75%	517	73%	1092	80%	468	80%
33. Campus leadership demonstrates an understanding of racial equity.	635	73%	522	70%	1081	78%	472	70%

Question	NHCC		SMSU		MCTC		MSCTC	
	N	F	N	F	N	F	N	F
34. Campus leadership demonstrates an understanding of gender identity/expression.	631	68%	517	63%	1076	75%	470	67%
35 Campus leadership demonstrates an understanding of accessible spaces.	628	68%	516	69%	1071	76%	471	70%
36. Faculty/Staff demonstrates an understanding of racial equity.	633	75%	520	74%	1082	80%	471	74%
37. Student success is the highest institutional priority.	633	78%	520	74%	1084	81%	471	82%
38. Students get the "run-around" when seeking information on campus.	491	40%	378	48%	1077	35%	317	29%
39. The campus community is responsive to the needs of students (from diverse racial/ethnic backgrounds).	490	74%	378	67%	1080	74%	316	64%
40. College policies incorporate students of diverse background's perspectives.	490	73%	378	68%	1080	73%	316	66%
41. The College provides sufficient resources to meet student needs in the following areas: Counseling.	631	65%	521	73%	1071	69%	472	69%
42. The College provides sufficient resources to meet student need in the following areas: Supportive Services (Mental health, Emergency funds, etc.).	627	55%	521	62%	1075	62%	474	64%
43. The College provides sufficient resources to meet student needs in the following areas: Accessibility resources (Physical and academic accommodations, etc.).	628	69%	522	75%	1078	74%	472	73%

Question	NHCC		SMSU		MCTC		MSCTC	
	N	F	N	F	N	F	N	F
44. Our College's mission statement is relevant for today's challenges.	630	68%	522	66%	1072	75%	474	75%
45. I believe my daily work at the College is closely tied to our overall mission.	139	90%	143	89%	---	---	153	92%
46. Our College seems to be headed in the right direction with regard to equity lens to policy.	138	51%	144	44%	---	---	155	63%
47. Our College seems to be heading in the right direction with regard to issues of equity & inclusion.	138	55%	142	62%	---	---	155	66%
48. Our College seems to be heading in the right direction with regard to hiring & retention.	140	41%	143	43%	---	---	155	54%
49. Our College seems to be heading in the right direction with regard to curriculum & pedagogy.	139	43%	143	47%	---	---	155	50%
50. My immediate manager or supervisor communicates useful feedback to me.	140	72%	143	76%	---	---	155	75%
51. My immediate manager or supervisor communicates the information I need to do my job.	139	82%	143	80%	---	---	155	82%
52. Employees at our College communicate with one another to exchange information and resolve problems.	140	55%	144	71%	---	---	154	61%
53. Our College's administration communicates important changes in policies and procedures to employees.	139	57%	143	64%	---	---	155	68%

Question	NHCC		SMSU		MCTC		MSCTC	
	N	F	N	F	N	F	N	F
54. I feel safe and secure while on campus.	630	80%	523	81%	1079	80%	474	82%
55. Our College employees treat each other with respect.	628	75%	520	80%	1081	83%	472	75%
56. Supervisors treat employees with respect.	138	62%	144	75%	---	---	155	77%
57. I believe an atmosphere of trust and support exists at my college.	627	71%	521	70%	1081	85%	472	74%
58. I am able to openly express my suggestions or concerns without fear of retaliation.	628	64%	521	64%	1082	78%	472	71%
59. I see my identity represented in the campus environment (messaging, art, advertising, curriculum, events, etc.).	619	66%	510	67%	1061	70%	467	61%
60. My supervisor maintains an environment that is supportive of people from different races/ethnicities.	131	89%	137	89%	---	---	143	93%
61. My supervisor maintains an environment that is supportive of people from different generations.	129	80%	134	89%	---	---	142	90%
62. My supervisor maintains an environment that is supportive of people from different sexual orientations.	125	85%	126	85%	---	---	134	93%
63. My supervisor maintains an environment that is supportive of people from different gender identities.	124	84%	121	84%	---	---	134	92%

Question	NHCC		SMSU		MCTC		MSCTC	
	N	F	N	F	N	F	N	F
64. Faculty and Staff maintain an environment that is supportive of people from different races/ethnicities.	472	85%	361	80%	1030	89%	287	86%
65. Faculty and Staff maintain an environment that is supportive of people from different generations.	464	83%	352	82%	1014	86%	295	87%
66. Faculty and Staff maintain an environment that is supportive of people from different sexual orientations.	445	83%	341	75%	985	88%	276	85%
67. Faculty and Staff maintain an environment that is supportive of people from different gender identities.	432	83%	328	73%	986	86%	269	84%
68. Our College has a strong recruitment strategy to meet workforce diversity goals.	107	58%	131	46%	---	---	137	64%
69. Our College has a strong retention strategy to meet workforce diversity goals.	108	44%	129	36%	---	---	139	55%
70. Our College has a strong employee development strategy to meet workforce diversity goals.	123	42%	135	50%	---	---	142	44%
71. After being hired at the College, employees go through an on-boarding process (introduction to campus culture and work expectations, skills, and knowledge.).	114	40%	131	40%	---	---	137	46%
72. I am provided with the training I need to be effective in my job.	139	57%	142	63%	---	---	154	58%
73. I am encouraged to attend training and/or take courses to enhance my job performance.	138	63%	143	80%	---	---	154	68%

Question	NHCC		SMSU		MCTC		MSCTC	
	N	F	N	F	N	F	N	F
74. During the past year, my supervisor and I formally discussed ways I can improve my performance.	140	65%	142	65%	---	---	154	62%
75. During the last year, my supervisor and I formally discussed my professional development and career plans.	140	65%	142	63%	---	---	154	60%
76. I am given the tools and resources I need to be effective in my job.	139	67%	142	59%	---	---	154	67%
77. I am encouraged to use creative ideas to improve the way work gets done.	139	73%	141	77%	---	---	154	74%
78. I am given the flexibility and authority I need to quickly resolve problems.	138	70%	141	72%	---	---	154	80%
79. College leadership trusts employees to do their jobs.	134	58%	139	58%	---	---	153	70%
80. In the past two years I have received sufficient training on equity and inclusion (diversity education).	134	59%	140	69%	---	---	153	67%
81. I receive information about employee engagement opportunities on campus (training, book clubs, discussion groups, etc.).	137	74%	140	70%	---	---	154	64%

Quantitative Data Report

Combination of all 4 schools, separated by role + Overall

Question	Student		Faculty		Staff		Admin.		Overall	
	N	F	N	F	N	F	N	F	N	F
14. The College provides appropriate institutional support for diversity and inclusion efforts.	2272	81%	207	68%	202	70%	32	66%	2713	79%
15. In our College, employees who are members of racial or ethnic minority groups are treated equitably.	---	---	216	56%	214	67%	32	66%	462	62%
16. In our College, people are supportive of different backgrounds and experiences (race, gender, etc.).	2449	81%	216	66%	214	73%	32	72%	2911	79%
17. Our College's policies and systems ensure fair and equitable treatment for all employees.	---	---	213	55%	209	69%	32	81%	454	63%
18. I am aware of our College's mission and strategic goals for equity and inclusion.	---	---	213	84%	208	83%	32	94%	453	84%
19. Our College's mission statement is relevant for today's challenges regarding equity and inclusion.	---	---	213	69%	209	77%	32	88%	454	74%
20. I believe my daily work at the College is closely tied to our overall equity and inclusion goals.	---	---	210	78%	206	72%	32	78%	448	75%

Question	Students		Faculty		Staff		Admin.		Overall	
	N	F	N	F	N	F	N	F	N	F
21. I believe that equity and inclusion are important.	2409	92%	211	96%	209	97%	32	100%	2861	93%
22. The College seems to be making the right decisions with respect to equity and inclusion efforts.	2411	78%	211	51%	207	67%	32	81%	2861	75%
23. Processes are in place to give all employees a voice in College planning.	---	---	211	50%	208	56%	32	84%	451	55%
24. Campus leadership acts with honesty.	2398	66%	211	41%	208	57%	32	91%	2849	64%
25. Faculty/Staff act with honesty.	2402	81%	211	69%	208	70%	32	81%	2853	80%
26. Campus leadership treats students as their highest priority.	2377	65%	210	55%	207	70%	31	94%	2825	65%
27. Faculty/Staff treat students as their highest priority.	2360	75%	210	85%	207	84%	31	90%	2808	77%
28. Campus leadership is committed to identifying educational disparities between majority and underrepresented populations on campus.	2356	57%	210	54%	207	66%	31	94%	2804	58%

Question	Students		Faculty		Staff		Admin.		Overall	
	N	F	N	F	N	F	N	F	N	F
29. Campus leadership is committed to taking action to address educational disparities between majority and underrepresented populations on campus.	2317	56%	208	46%	205	60%	31	74%	2761	56%
30. Campus leadership communicates openly to members of the campus community about equity and inclusion matters.	2314	62%	207	52%	205	62%	31	90%	2757	62%
31. The campus Staff is caring and helpful to students.	2260	87%	---	---	---	---	--	---	2260	87%
32. Faculty demonstrate an understanding of the students they serve.	2286	80%	198	70%	188	56%	31	74%	2703	77%
33. Campus leadership demonstrates an understanding of racial equity.	2277	75%	205	62%	198	74%	30	90%	2710	74%
34. Campus leadership demonstrates an understanding of gender identity/expression.	2264	71%	203	55%	197	69%	30	83%	2694	70%
35. Campus leadership demonstrates an understanding of accessible spaces.	2255	74%	203	56%	198	68%	30	80%	2686	72%

Question	Student		Faculty		Staff		Admin.		Overall	
	N	F	N	F	N	F	N	F	N	F
36. Faculty/Staff demonstrates an understanding of racial equity.	2269	78%	206	72%	200	68%	31	74%	2706	77%
37. Student success is the highest institutional priority.	2272	80%	206	69%	199	77%	31	87%	2708	79%
38. Students get the "run-around" when seeking information on campus.	2263	37%	---	---	---	---	--	---	2263	37%
39. The campus community is responsive to the needs of students (from diverse racial/ethnic backgrounds).	2264	72%	---	---	---	---	--	---	2264	72%
40. College policies incorporate students of diverse background's perspectives.	2264	71%	---	---	---	---	--	---	2264	71%
41. The College provides sufficient resources to meet student needs in the following areas: Counseling.	2255	71%	208	52%	201	63%	31	61%	2695	69%
42. The College provides sufficient resources to meet student need in the following areas: Supportive Services (Mental health, Emergency funds, etc.).	2257	62%	208	47%	201	64%	31	65%	2697	61%

Question	Students		Faculty		Staff		Admin.		Overall	
	N	F	N	F	N	F	N	F	N	F
43. The College provides sufficient resources to meet student needs in the following areas: Accessibility resources (Physical and academic accommodations, etc.).	2258	74%	209	58%	202	74%	31	74%	2700	73%
44. Our College's mission statement is relevant for today's challenges.	2258	71%	209	67%	200	80%	31	87%	2698	71%
45. I believe my daily work at the College is closely tied to our overall mission.	---	---	207	86%	197	93%	31	97%	435	90%
46. Our College seems to be headed in the right direction with regard to equity lens to policy.	---	---	207	43%	199	60%	31	77%	437	53%
47. Our College seems to be heading in the right direction with regard to issues of equity & inclusion.	---	---	206	51%	198	70%	31	77%	435	61%
48. Our College seems to be heading in the right direction with regard to hiring & retention.	---	---	207	38%	200	50%	31	74%	438	46%
49. Our College seems to be heading in the right direction with regard to curriculum & pedagogy.	---	---	206	52%	200	43%	31	39%	437	47%

Question	Student		Faculty		Staff		Admin.		Overall	
	N	F	N	F	N	F	N	F	N	F
50. My immediate manager or supervisor communicates useful feedback to me.	---	---	208	71%	200	75%	30	90%	438	74%
51. My immediate manager or supervisor communicates the information I need to do my job.	---	---	205	80%	202	82%	30	87%	437	81%
52. Employees at our College communicate with one another to exchange information and resolve problems.	---	---	206	62%	201	61%	31	77%	438	62%
53. Our College's administration communicates important changes in policies and procedures to employees.	---	---	206	60%	201	62%	30	93%	437	64%
54. I feel safe and secure while on campus.	2267	81%	206	70%	202	86%	31	97%	2706	81%
55. Our College employees treat each other with respect.	2264	82%	206	68%	201	68%	30	63%	2701	79%
56. Supervisors treat employees with respect.	---	---	206	68%	201	74%	30	83%	437	72%
57. I believe an atmosphere of trust and support exists at my college.	2264	83%	206	44%	201	52%	30	50%	2701	77%

Question	Students		Faculty		Staff		Admin.		Overall	
	N	F	N	F	N	F	N	F	N	F
58. I am able to openly express my suggestions or concerns without fear of retaliation.	2266	74%	206	46%	201	61%	30	63%	2703	71%
59. I see my identity represented in the campus environment (messaging, art, advertising, curriculum, events, etc.).	2231	67%	198	62%	198	62%	30	87%	2657	67%
60. My supervisor maintains an environment that is supportive of people from different races/ethnicities.	---	---	190	88%	193	91%	28	100%	411	90%
61. My supervisor maintains an environment that is supportive of people from different generations.	---	---	184	82%	193	89%	28	96%	405	86%
62. My supervisor maintains an environment that is supportive of people from different sexual orientations.	---	---	176	84%	181	90%	28	100%	385	88%
63. My supervisor maintains an environment that is supportive of people from different gender identities.	---	---	170	83%	181	88%	28	100%	379	87%

Question	Student		Faculty		Staff		Admin.		Overall	
	N	F	N	F	N	F	N	F	N	F
64. Faculty and Staff maintain an environment that is supportive of people from different races/ethnicities.	2150	87%	---	---	---	---	--	---	2150	87%
65. Faculty and Staff maintain an environment that is supportive of people from different generations.	2125	85%	---	---	---	---	--	---	2125	85%
66. Faculty and Staff maintain an environment that is supportive of people from different sexual orientations.	2047	84%	---	---	---	---	--	---	2047	84%
67. Faculty and Staff maintain an environment that is supportive of people from different gender identities.	2015	83%	---	---	---	---	--	---	2015	83%
68. Our College has a strong recruitment strategy to meet workforce diversity goals.	---	---	168	43%	179	66%	28	61%	375	56%
69. Our College has a strong retention strategy to meet workforce diversity goals.	---	---	171	37%	178	53%	27	48%	376	45%
70. Our College has a strong employee development strategy to meet workforce diversity goals.	---	---	184	45%	187	50%	29	48%	400	46%

Question	Student		Faculty		Staff		Admin.		Overall	
	N	F	N	F	N	F	N	F	N	F
71. After being hired at the College, employees go through an on-boarding process (introduction to campus culture and work expectations, skills, and knowledge.).	---	---	171	39%	182	43%	29	55%	382	42%
72. I am provided with the training I need to be effective in my job.	---	---	207	56%	199	63%	29	62%	435	59%
73. I am encouraged to attend training and/or take courses to enhance my job performance.	---	---	206	75%	199	64%	30	80%	435	70%
74. During the past year, my supervisor and I formally discussed ways I can improve my performance.	---	---	207	61%	200	65%	29	79%	436	64%
75. During the last year, my supervisor and I formally discussed my professional development and career plans.	---	---	207	58%	200	66%	29	76%	436	63%
76. I am given the tools and resources I need to be effective in my job.	---	---	207	56%	198	72%	30	73%	435	64%
77. I am encouraged to use creative ideas to improve the way work gets done.	---	---	207	68%	198	81%	29	79%	434	75%
78. I am given the flexibility and authority I need to quickly resolve problems.	---	---	206	67%	198	81%	29	76%	433	74%
79. College leadership trusts employees to do their jobs.	---	---	202	51%	194	72%	30	77%	426	62%

Question	Student		Faculty		Staff		Admin.		Overall	
	N	F	N	F	N	F	N	F	N	F
80. In the past two years I have received sufficient training on equity and inclusion (diversity education).	---	---	204	65%	193	64%	30	80%	427	65%
81. I receive information about employee engagement opportunities on campus (training, book clubs, discussion groups, etc.).	---	---	205	71%	196	67%	30	77%	431	69%

Quantitative Data Report

Combination of all 4 schools, separated by ethnicities and role

Employees are made up of Faculty, Administration, and Staff

Q#14. The College provides appropriate institutional support for diversity and inclusion efforts.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	404	72%	205	80%	1171	84%	26	81%	---	---	28	86%	164	80%	266	79%

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	21	29%	18	67%	357	73%	---	---	---	---	---	---	---	----	25	44%

Q#15. In our College, employees who are members of racial or ethnic minority groups are treated equitably.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	22	9%	18	56%	374	67%	---	---	---	---	---	---	---	----	26	38%

Q#16. In our College, people are supportive of different backgrounds and experiences (race, gender, etc.).

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	424	75%	221	79%	1289	84%	26	88%	---	---	30	87%	169	83%	282	78%

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	22	36%	18	56%	374	75%	---	---	---	---	---	---	---	----	26	50%

Q#17. Our College's policies and systems ensure fair and equitable treatment for all employees.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	22	41%	17	53%	367	69%	---	---	---	---	---	---	---	----	26	38%

Q#18. I am aware of our College's mission and strategic goals for equity and inclusion.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F

	22	68%	17	82%	367	84%	---	---	---	---	---	---	---	----	25	96%

Q#19. Our College's mission statement is relevant for today's challenges regarding equity and inclusion.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	22	45%	17	71%	367	77%	---	---	---	---	---	---	---	----	26	69%

Q#20. I believe my daily work at the College is closely tied to our overall equity and inclusion goals.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

Employee	Black	Asian	White	American Indian or Alaska Native	Native Hawaiian / Pacific Islander	Middle Eastern or North African	Hispanic or Latino	Other

	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	19	74%	17	82%	364	76%	---	---	---	---	---	---	---	----	26	73%

Q#21. I believe that equity and inclusion are important.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	417	91%	215	92%	1270	92%	26	88%	---	---	29	93%	166	92%	279	91%

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	19	95%	17	100%	368	96%	---	---	---	---	---	---	---	----	26	100%

Q#22. The College seems to be making the right decisions with respect to equity and inclusion efforts.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	417	77%	216	81%	1270	79%	26	85%	---	---	29	79%	167	80%	279	73%

Employee	Black		Asian		White		American Indian or		Native Hawaiian		Middle Eastern		Hispanic or Latino		Other	

							Alaska Native		/ Pacific Islander		or North African					
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	19	32%	17	47%	366	65%	---	---	---	---	---	---	---	-----	26	38%

Q#23. Processes are in place to give all employees a voice in College planning.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	19	42%	18	72%	366	58%	---	---	---	---	---	---	---	-----	26	31%

Q#24. Campus leadership acts with honesty.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	415	67%	216	68%	1263	67%	26	73%	---	---	28	64%	166	66%	277	58%

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	19	32%	18	67%	366	75%	---	---	---	---	---	---	---	----	26	31%

Q#25. Faculty/Staff act with honesty.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	417	73%	216	84%	1264	85%	26	81%	---	---	28	79%	167	75%	277	77%

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	19	26%	18	67%	366	76%	---	---	---	---	---	---	---	----	11	42%

Q#26. Campus leadership treats students as their highest priority.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	415	67%	212	67%	1250	66%	26	77%	---	---	28	57%	165	65%	274	58%

	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
Employee	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	18	56%	18	83%	364	66%	---	---	---	---	---	---	---	----	26	42%

Q#27. Faculty/Staff treat students as their highest priority.

	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
Student	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	410	71%	211	77%	1244	79%	25	84%	---	---	28	68%	164	73%	271	68%

	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
Employee	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	18	72%	18	83%	364	87%	---	---	---	---	---	---	---	----	26	81%

Q#28. Campus leadership is committed to identifying educational disparities between majority and underrepresented populations on campus.

	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
Student	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	410	57%	211	57%	1243	57%	25	72%	---	---	28	43%	161	60%	271	55%

	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
Employee	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	18	39%	18	67%	364	64%	---	---	---	---	---	---	---	----	26	65%

Q#29. Campus leadership is committed to taking action to address educational disparities between majority and underrepresented populations on campus.

	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
Student	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	402	55%	209	56%	1220	56%	25	72%	---	---	28	36%	160	61%	266	55%

	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
Employee	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	18	39%	17	59%	362	56%	---	---	---	---	---	---	---	----	25	52%

Q#30. Campus leadership communicates openly to members of the campus community about equity and inclusion matters.

	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
Student	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F

	400	60%	209	61%	1217	62%	25	84%	---	---	28	64%	162	69%	266	59%

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	18	39%	17	53%	361	63%	---	---	---	---	---	---	---	-----	25	44%

Q#31. The campus Staff is caring and helpful to students.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	389	82%	202	85%	1191	91%	25	100%	---	---	27	78%	159	82%	260	81%

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

Q#32. Faculty demonstrate an understanding of the students they serve.

Student	Black	Asian	White	American Indian or Alaska Native	Native Hawaiian / Pacific Islander	Middle Eastern or North African	Hispanic or Latino	Other

	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	396	76%	206	77%	1199	82%	25	96%	---	---	27	70%	161	80%	265	75%

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	16	44%	17	41%	340	68%	---	---	---	---	---	---	---	---	24	50%

Q#33. Campus leadership demonstrates an understanding of racial equity.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	390	71%	205	69%	1198	77%	25	92%	---	---	27	81%	160	78%	265	72%

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	17	35%	18	67%	351	74%	---	---	---	---	---	---	---	---	24	44%

Q#34. Campus leadership demonstrates an understanding of gender identity/expression.

Student	Black	Asian	White	American Indian or Alaska Native	Native Hawaiian / Pacific Islander	Middle Eastern or North African	Hispanic or Latino	Other

	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	381	72%	202	71%	1198	71%	25	92%	---	---	27	74%	159	73%	265	68%

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	16	56%	18	67%	349	66%	---	---	---	---	---	---	---	---	25	36%

Q#35. Campus leadership demonstrates an understanding of accessible spaces.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	376	74%	202	75%	1196	74%	25	96%	---	---	26	77%	159	78%	264	67%

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	16	69%	18	61%	350	66%	---	---	---	---	---	---	---	---	25	40%

Q#36. Faculty/Staff demonstrates an understanding of racial equity.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	390	71%	204	77%	1193	82%	25	92%	---	---	27	78%	160	74%	263	71%

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	17	41%	18	61%	355	74%	---	---	---	---	---	---	---	---	25	52%

Q#37. Student success is the highest institutional priority.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	391	80%	204	80%	1193	81%	25	92%	---	---	27	59%	160	81%	265	78%

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	17	59%	18	72%	354	77%	---	---	---	---	---	---	---	---	25	60%

Q#38. Students get the "run-around" when seeking information on campus.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	387	41%	204	47%	1192	34%	25	24%	---	---	27	30%	157	41%	264	41%

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

Q#39. The campus community is responsive to the needs of students (from diverse racial/ethnic backgrounds).

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	388	73%	204	75%	1189	71%	25	72%	---	---	27	56%	160	74%	264	68%

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

Q#40. College policies incorporate students of diverse background's perspectives.

	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
Student	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	388	68%	204	74%	1189	72%	25	88%	---	---	27	63%	160	68%	264	67%
Employee	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

Q#41. The College provides sufficient resources to meet student needs in the following areas: Counseling.

	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
Student	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	390	77%	202	68%	1182	70%	25	76%	---	---	27	74%	158	72%	264	67%
Employee	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	17	59%	18	50%	359	59%	---	---	---	---	---	---	---	---	25	44%

Q#42. The College provides sufficient resources to meet student need in the following areas: Supportive Services (Mental health, Emergency funds, etc.).

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	383	62%	202	59%	1187	63%	25	56%	---	---	27	63%	160	70%	266	55%

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	17	59%	18	50%	359	57%	---	---	---	---	---	---	---	---	25	32%

Q#43. The College provides sufficient resources to meet student needs in the following areas: Accessibility resources (Physical and academic accommodations, etc.).

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	388	74%	201	69%	1185	76%	25	76%	---	---	27	67%	159	75%	266	69%

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F

	17	71%	18	67%	360	69%	---	---	---	---	---	---	---	---	25	36%

Q#44. Our College's mission statement is relevant for today's challenges.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	388	74%	203	70%	1186	72%	24	79%	---	---	27	70%	158	67%	265	65%

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	17	47%	18	89%	358	77%	---	---	---	---	---	---	---	---	25	68%

Q#45. I believe my daily work at the College is closely tied to our overall mission.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F

	17	88%	17	100%	356	90%	---	---	---	---	---	---	---	---	25	96%

Q#46. Our College seems to be headed in the right direction with regard to equity lens to policy.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
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Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	17	35%	17	65%	356	53%	---	---	---	---	---	---	---	---	25	40%

Q#47. Our College seems to be heading in the right direction with regard to issues of equity & inclusion.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
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Employee	Black	Asian	White	American Indian or Alaska Native	Native Hawaiian / Pacific Islander	Middle Eastern or North African	Hispanic or Latino	Other

	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	17	35%	17	65%	354	65%	---	---	---	---	---	---	---	---	25	40%

Q#48. Our College seems to be heading in the right direction with regard to hiring & retention

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
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Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	17	24%	18	39%	356	50%	---	---	---	---	---	---	---	-----	25	28%

Q#49. Our College seems to be heading in the right direction with regard to curriculum & pedagogy.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
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Employee	Black		Asian		White		American Indian or		Native Hawaiian		Middle Eastern		Hispanic or Latino		Other	

							Alaska Native		/ Pacific Islander		or North African					
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	16	31%	18	22%	356	50%	---	---	---	---	---	---	---	---	25	28%

Q#50. My immediate manager or supervisor communicates useful feedback to me.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
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Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	17	76%	18	78%	356	75%	---	---	---	---	---	---	---	---	25	68%

Q#51. My immediate manager or supervisor communicates the information I need to do my job.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
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Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	17	76%	18	83%	355	82%	---	---	---	---	---	---	---	---	25	76%

Q#52. Employees at our College communicate with one another to exchange information and resolve problems.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	17	65%	18	61%	356	65%	---	---	---	---	---	---	---	---	25	36%

Q#53. Our College's administration communicates important changes in policies and procedures to employees.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F

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	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
Employee	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	17	71%	18	67%	355	65%	---	---	---	---	---	---	---	---	25	52%

Q#54. I feel safe and secure while on campus.

	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
Student	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	390	78%	204	81%	1190	83%	25	76%	---	---	27	74%	159	81%	265	78%

	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
Employee	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	17	71%	18	94%	357	83%	---	---	---	---	---	---	---	---	25	56%

Q#55. Our College employees treat each other with respect.

Student	Black	Asian	White	American Indian or Alaska Native	Native Hawaiian / Pacific Islander	Middle Eastern or North African	Hispanic or Latino	Other

	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	391	81%	204	83%	1187	82%	25	80%	---	---	27	70%	160	83%	263	78%

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	17	35%	18	67%	355	72%	---	---	---	---	---	---	---	---	25	56%

Q#56. Supervisors treat employees with respect.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	17	59%	18	67%	355	74%	---	---	---	---	---	---	---	---	25	68%

Q#57. I believe an atmosphere of trust and support exists at my college.

	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
Student	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	390	79%	204	80%	1187	86%	25	88%	---	---	27	74%	160	85%	264	75%

	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
Employee	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	17	18%	18	44%	355	53%	---	---	---	---	---	---	---	---	25	20%

Q#58. I am able to openly express my suggestions or concerns without fear of retaliation.

	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
Student	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	391	75%	204	70%	1188	74%	25	80%	---	---	27	63%	160	81%	264	72%

	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
Employee	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	17	41%	18	61%	355	56%	---	---	---	---	---	---	---	---	25	36%

Q#59. I see my identity represented in the campus environment (messaging, art, advertising, curriculum, events, etc.).

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	381	73%	203	60%	1173	69%	25	68%	---	---	27	59%	156	67%	259	61%

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	17	47%	18	50%	348	70%	---	---	---	---	---	---	---	---	24	25%

Q#60. My supervisor maintains an environment that is supportive of people from different races/ethnicities.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F

	17	71%	18	78%	332	93%	---	---	---	---	---	---	---	---	24	83%

Q#61. My supervisor maintains an environment that is supportive of people from different generations.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	16	75%	18	83%	328	88%	---	---	---	---	---	---	---	---	23	78%

Q#62. My supervisor maintains an environment that is supportive of people from different sexual orientations.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
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Employee	Black	Asian	White	American Indian or Alaska Native	Native Hawaiian / Pacific Islander	Middle Eastern or North African	Hispanic or Latino	Other

	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	16	81%	17	82%	312	90%	---	---	---	---	---	---	---	---	21	76%

Q#63. My supervisor maintains an environment that is supportive of people from different gender identities.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
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Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	15	80%	17	82%	307	89%	---	---	---	---	---	---	---	---	21	71%

Q#64. Faculty and Staff maintain an environment that is supportive of people from different races/ethnicities.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	372	81%	196	83%	1117	90%	25	96%	---	---	27	81%	158	84%	248	83%

Employee	Black		Asian		White		American Indian or		Native Hawaiian		Middle Eastern		Hispanic or Latino		Other	

							Alaska Native		/ Pacific Islander		or North African					
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
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Q#65. Faculty and Staff maintain an environment that is supportive of people from different generations.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	350	81%	193	83%	1121	87%	25	88%	---	---	27	85%	156	83%	251	80%

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
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Q#66. Faculty and Staff maintain an environment that is supportive of people from different sexual orientations.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	331	83%	186	80%	1085	86%	22	91%	---	---	25	80%	150	81%	242	86%

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
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Q#67. Faculty and Staff maintain an environment that is supportive of people from different gender identities.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	335	83%	180	81%	1062	83%	22	91%	---	---	25	76%	150	80%	235	83%

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
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Q#68. Our College has a strong recruitment strategy to meet workforce diversity goals.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
Employee	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	16	44%	16	56%	301	58%	---	---	---	---	---	---	---	---	21	38%

Q#69. Our College has a strong retention strategy to meet workforce diversity goals.

	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
Student	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
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	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
Employee	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	15	33%	16	38%	303	49%	---	---	---	---	---	---	---	---	21	24%

Q#70. Our College has a strong employee development strategy to meet workforce diversity goals.

Student	Black	Asian	White	American Indian or Alaska Native	Native Hawaiian / Pacific Islander	Middle Eastern or North African	Hispanic or Latino	Other

	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
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Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	17	29%	18	50%	320	49%	---	---	---	---	---	---	---	---	24	29%

Q#71. After being hired at the College, employees go through an on-boarding process (introduction to campus culture and work expectations, skills, and knowledge.).

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	16	50%	17	47%	307	44%	---	---	---	---	---	---	---	---	20	25%

Q#72. I am provided with the training I need to be effective in my job.

Student	Black	Asian	White	American Indian or	Native Hawaiian	Middle Eastern	Hispanic or Latino	Other

							Alaska Native		/ Pacific Islander		or North African					
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
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Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	18	67%	18	56%	352	61%	---	---	---	---	---	---	---	---	25	44%

Q#73. I am encouraged to attend training and/or take courses to enhance my job performance.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
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Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	17	76%	18	78%	353	71%	---	---	---	---	---	---	---	---	25	56%

Q#74. During the past year, my supervisor and I formally discussed ways I can improve my performance.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
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Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	17	82%	18	83%	354	63%	---	---	---	---	---	---	---	---	25	52%

Q#75. During the last year, my supervisor and I formally discussed my professional development and career plans.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
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Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	17	71%	18	83%	354	64%	---	---	---	---	---	---	---	---	25	36%

Q#76. I am given the tools and resources I need to be effective in my job.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
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Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	17	71%	18	72%	353	65%	---	---	---	---	---	---	---	---	25	48%

Q#77. I am encouraged to use creative ideas to improve the way work gets done.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	17	76%	18	94%	352	76%	---	---	---	---	---	---	---	---	25	56%

Q#78. I am given the flexibility and authority I need to quickly resolve problems.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	17	82%	18	89%	351	75%	---	---	---	---	---	---	---	---	25	56%

Q#79. College leadership trusts employees to do their jobs.

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	16	56%	18	78%	348	64%	---	---	---	---	---	---	---	---	23	39%

Q#80. In the past two years I have received sufficient training on equity and inclusion (diversity education).

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

Employee	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	16	50%	17	59%	347	69%	---	---	---	---	---	---	---	---	25	48%

Q#81. I receive information about employee engagement opportunities on campus (training, book clubs, discussion groups, etc.).

Student	Black		Asian		White		American Indian or Alaska Native		Native Hawaiian / Pacific Islander		Middle Eastern or North African		Hispanic or Latino		Other	
	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

Employee	Black	Asian	White	American Indian or Alaska Native	Native Hawaiian / Pacific Islander	Middle Eastern or North African	Hispanic or Latino	Other

	N	F	N	F	N	F	N	F	N	F	N	F	N	F	N	F
	16	63%	18	78%	351	71%	---	---	---	---	---	---	---	---	25	52%

Student Favorability Index	
Q#21. I believe that equity and inclusion are important.	92%
Q#64. Faculty and Staff maintain an environment that is supportive of people from different races/ethnicities.	87%
Q#31. The campus Staff is caring and helpful to students.	87%
Q#65. Faculty and Staff maintain an environment that is supportive of people from different generations.	85%
Q#66. Faculty and Staff maintain an environment that is supportive of people from different sexual orientations.	84%
Q#67. Faculty and Staff maintain an environment that is supportive of people from different gender identities.	83%

Q#57. I believe an atmosphere of trust and support exists at my college.	83%
Q#55. Our College employees treat each other with respect.	82%
Q#25. Faculty/Staff act with honesty.	81%
Q#49. I feel safe and secure while on campus.	81%
Q#16. In our College, people are supportive of different backgrounds and experiences (race, gender, etc.).	81%
Q#14. The College provides appropriate institutional support for diversity and inclusion efforts.	81%
Q#32. Faculty demonstrate an understanding of the students they serve.	80%
Q#37. Student success is the highest institutional priority.	80%
Q#22. The College seems to be making the right decisions with respect to equity and inclusion efforts.	78%
Q#36. Faculty/Staff demonstrates an understanding of racial equity.	78%
Q#33. Campus leadership demonstrates an understanding of racial equity.	75%
Q#27. Faculty/Staff treat students as their highest priority.	75%
Q#35. Campus leadership demonstrates an understanding of accessible spaces.	74%
Q#58. I am able to openly express my suggestions or concerns without fear of retaliation.	74%
Q#43. The College provides sufficient resources to meet student needs in the following areas: Accessibility resources (Physical and academic accommodations, etc.).	74%
Q#39. The campus community is responsive to the needs of students (from diverse racial/ethnic backgrounds).	72%
Q#40. College policies incorporate students of diverse background's perspectives.	71%

Q#41. The College provides sufficient resources to meet student needs in the following areas: Counseling.	71%
Q#34. Campus leadership demonstrates an understanding of gender identity/expression.	71%
Q#44. Our College's mission statement is relevant for today's challenges.	71%
Q#59. I see my identity represented in the campus environment (messaging, art, advertising, curriculum, events, etc.).	67%
Q#24. Campus leadership acts with honesty.	66%
Q#26. Campus leadership treats students as their highest priority.	65%
Q#30. Campus leadership communicates openly to members of the campus community about equity and inclusion matters.	62%
Q#42. The College provides sufficient resources to meet student need in the following areas: Supportive Services (Mental health, Emergency funds, etc.).	62%
Q#28. Campus leadership is committed to identifying educational disparities between majority and underrepresented populations on campus.	57%
Q#29. Campus leadership is committed to taking action to address educational disparities between majority and underrepresented populations on campus.	56%
Q#38. Students get the "run-around" when seeking information on campus.	37%

Employee Favorability Index	
Q#21. I believe that equity and inclusion are important.	97%
Q#45. I believe my daily work at the College is closely tied to our overall mission.	90%
Q#60. My supervisor maintains an environment that is supportive of people from different races/ethnicities.	90%
Q#62. My supervisor maintains an environment that is supportive of people from different sexual orientations.	88%
Q#63. My supervisor maintains an environment that is supportive of people from different gender identities.	87%
Q#61. My supervisor maintains an environment that is supportive of people from different generations.	86%

Q#27. Faculty/Staff treat students as their highest priority.	85%
Q#18. I am aware of our College's mission and strategic goals for equity and inclusion.	84%
Q#51. My immediate manager or supervisor communicates the information I need to do my job.	81%
Q#54. I feel safe and secure while on campus.	79%
Q#20. I believe my daily work at the College is closely tied to our overall equity and inclusion goals.	75%
Q#77. I am encouraged to use creative ideas to improve the way work gets done.	75%
Q#19. Our College's mission statement is relevant for today's challenges regarding equity and inclusion.	74%
Q#37. Student success is the highest institutional priority.	74%
Q#44. Our College's mission statement is relevant for today's challenges.	74%
Q#50. My immediate manager or supervisor communicates useful feedback to me.	74%
Q#78. I am given the flexibility and authority I need to quickly resolve problems.	74%
Q#56. Supervisors treat employees with respect.	72%
Q#25. Faculty/Staff act with honesty.	70%
Q#33. Campus leadership demonstrates an understanding of racial equity.	70%

Q#36. Faculty/Staff demonstrates an understanding of racial equity.	70%
Q#73. I am encouraged to attend training and/or take courses to enhance my job performance.	70%
Q#14. The College provides appropriate institutional support for diversity and inclusion efforts.	69%
Q#16. In our College, people are supportive of different backgrounds and experiences (race, gender, etc.).	69%
Q#81. I receive information about employee engagement opportunities on campus (training, book clubs, discussion groups, etc.).	69%
Q#55. Our College employees treat each other with respect.	68%
Q#43. The College provides sufficient resources to meet student needs in the following areas: Accessibility resources (Physical and academic accommodations, etc.).	67%
Q#26. Campus leadership treats students as their highest priority.	65%
Q#80. In the past two years I have received sufficient training on equity and inclusion (diversity education).	65%
Q#32. Faculty demonstrate an understanding of the students they serve.	64%
Q#59. I see my identity represented in the campus environment (messaging, art, advertising, curriculum, events, etc.).	64%
Q#74. During the past year, my supervisor and I formally discussed ways I can improve my performance.	64%

Q#76. I am given the tools and resources I need to be effective in my job.	64%
Q#17. Our College's policies and systems ensure fair and equitable treatment for all employees.	63%
Q#28. Campus leadership is committed to identifying educational disparities between majority and underrepresented populations on campus.	63%
Q#34. Campus leadership demonstrates an understanding of gender identity/expression.	63%
Q#35. Campus leadership demonstrates an understanding of accessible spaces.	63%
Q#53. Our College's administration communicates important changes in policies and procedures to employees.	63%
Q#75. During the last year, my supervisor and I formally discussed my professional development and career plans.	63%
Q#15. In our College, employees who are members of racial or ethnic minority groups are treated equitably.	62%
Q#52. Employees at our College communicate with one another to exchange information and resolve problems.	62%
Q#79. College leadership trusts employees to do their jobs.	62%
Q#47. Our College seems to be heading in the right direction with regard to issues of equity & inclusion.	61%
Q#30. Campus leadership communicates openly to members of the campus community about equity and inclusion matters.	59%
Q#72. I am provided with the training I need to be effective in my job.	59%

Q#41. The College provides sufficient resources to meet student needs in the following areas: Counseling.	58%
Q#68. Our College has a strong recruitment strategy to meet workforce diversity goals.	56%
Q#23. Processes are in place to give all employees a voice in College planning.	55%
Q#29. Campus leadership is committed to taking action to address educational disparities between majority and underrepresented populations on campus.	55%
Q#42. The College provides sufficient resources to meet student need in the following areas: Supportive Services (Mental health, Emergency funds, etc.).	55%
Q#58. I am able to openly express my suggestions or concerns without fear of retaliation.	54%
Q#46. Our College seems to be headed in the right direction with regard to equity lens to policy.	53%
Q#24. Campus leadership acts with honesty.	52%
Q#57. I believe an atmosphere of trust and support exists at my college.	48%
Q#49. Our College seems to be heading in the right direction with regard to curriculum & pedagogy.	47%
Q#48. Our College seems to be heading in the right direction with regard to hiring & retention.	46%
Q#70. Our College has a strong employee development strategy to meet workforce diversity goals.	46%
Q#69. Our College has a strong retention strategy to meet workforce diversity goals.	45%

Q#71. After being hired at the College, employees go through an on-boarding process (introduction to campus culture and work expectations, skills, and knowledge.).	42%
Q#22. The College seems to be making the right decisions with respect to equity and inclusion efforts.	38%