

# Climate Survey

November 2017

President's Council on  
Inclusivity and Multicultural Diversity

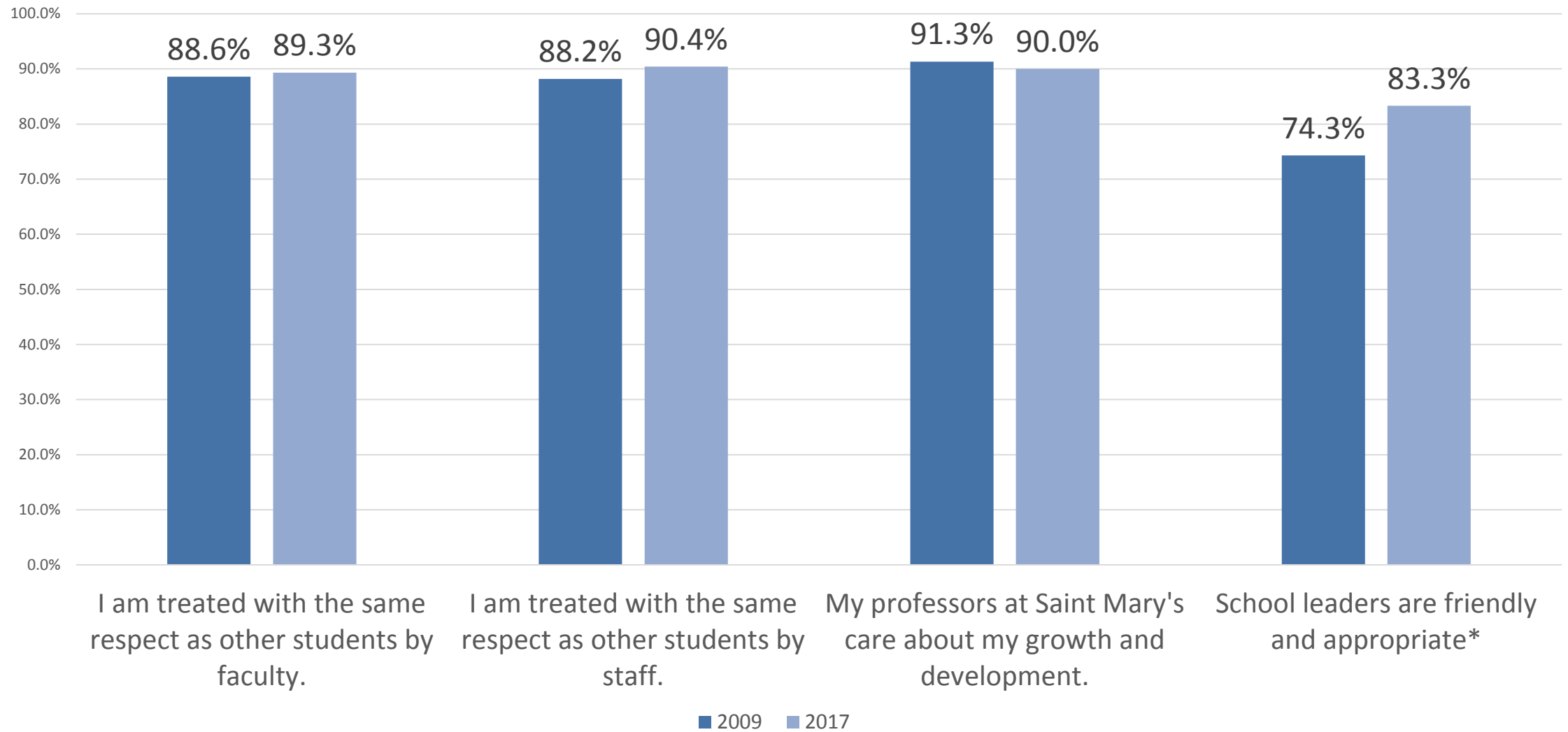
# Background (Student Survey)

- Administered Spring 2017 to all current students (Undergraduate and Graduate)
- 592 responses (37%)
- Margin of Error +/-3%
- Utilizes many survey items from 2009 administration from National Multicultural Institute. (language from 2009 survey not always ideal)

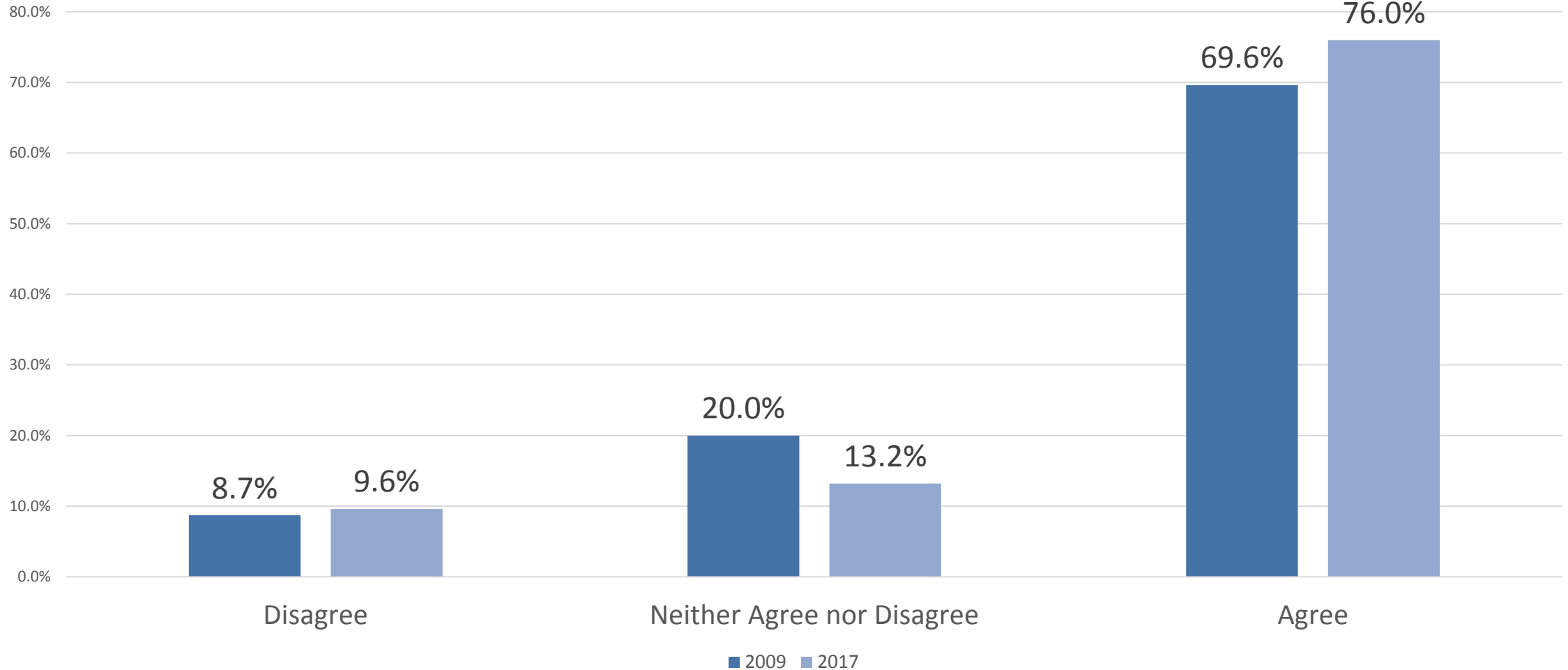
# Students

- Relationships of respect with faculty and staff.
- Diversity and inclusion are important and all are responsible.
- Belief that the College is committed to inclusivity.

% Agree



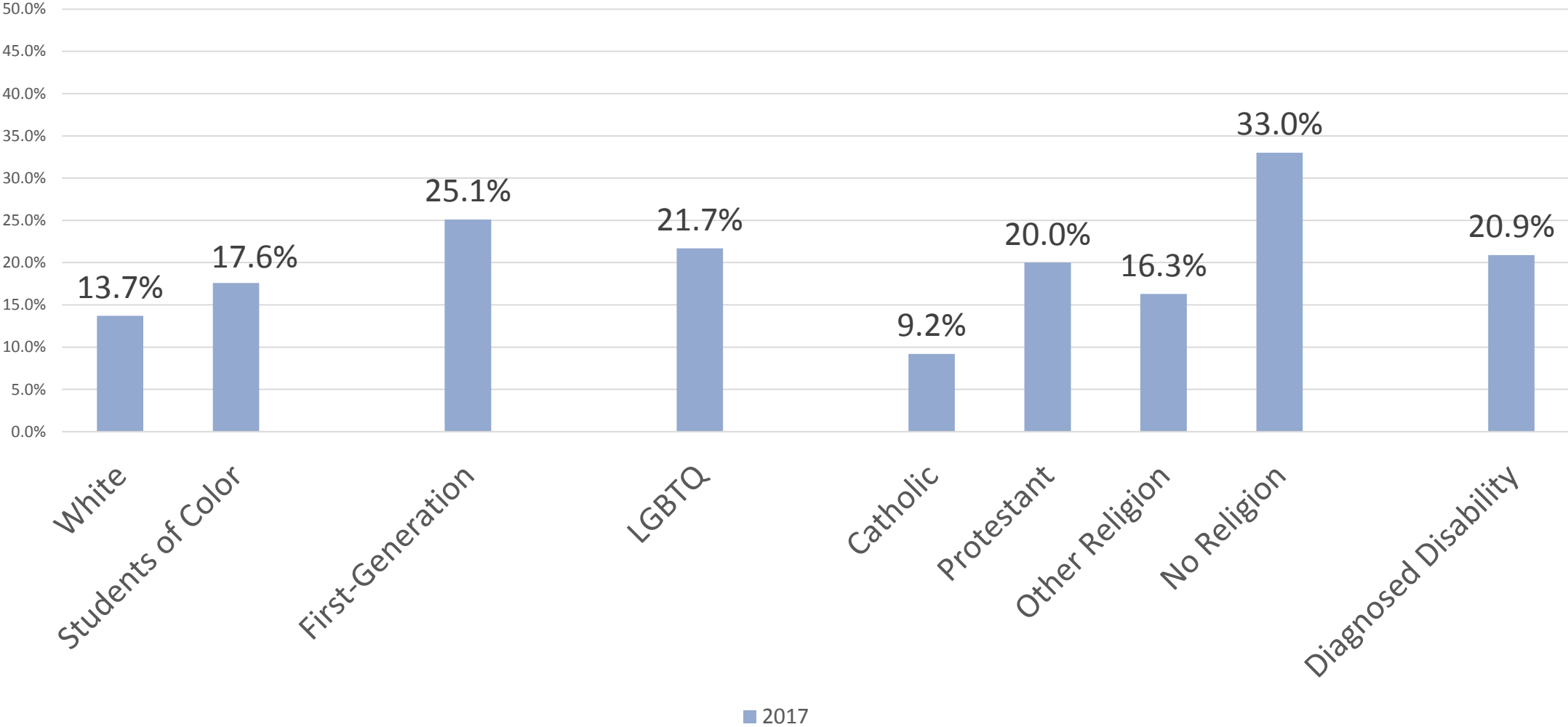
# The leaders at Saint Mary's are committed to making changes at the school to improve the climate for all\*



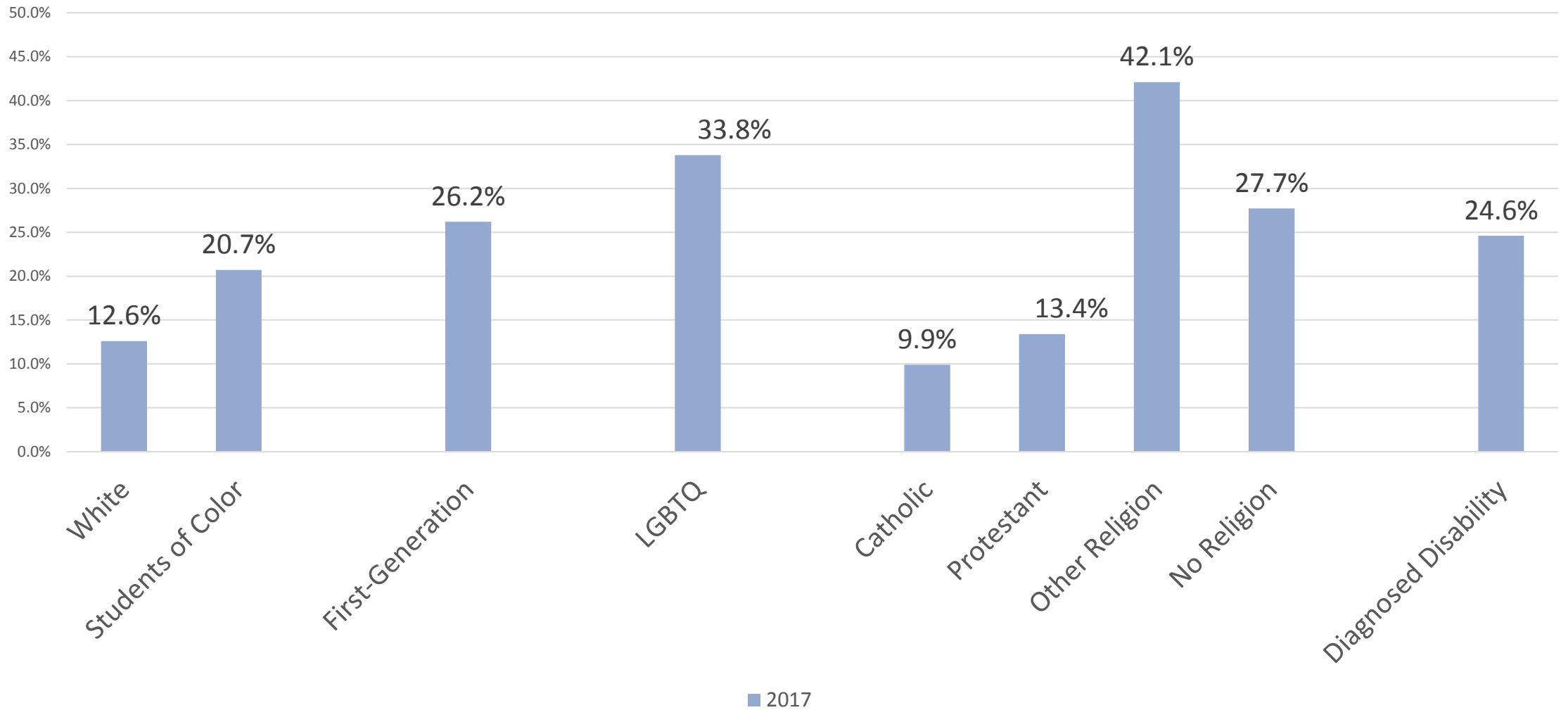
# Students

- Evidence of some improvement in experience for students of color.
  - Ease of making friends, fitting-in
  - Greater pride in being a Saint Mary's student
  - Less frequent self-reported harassment and teasing

# Percent who disagree it is easy to make friends at Saint Mary's



# Percent who disagree I can really be myself at Saint Mary's

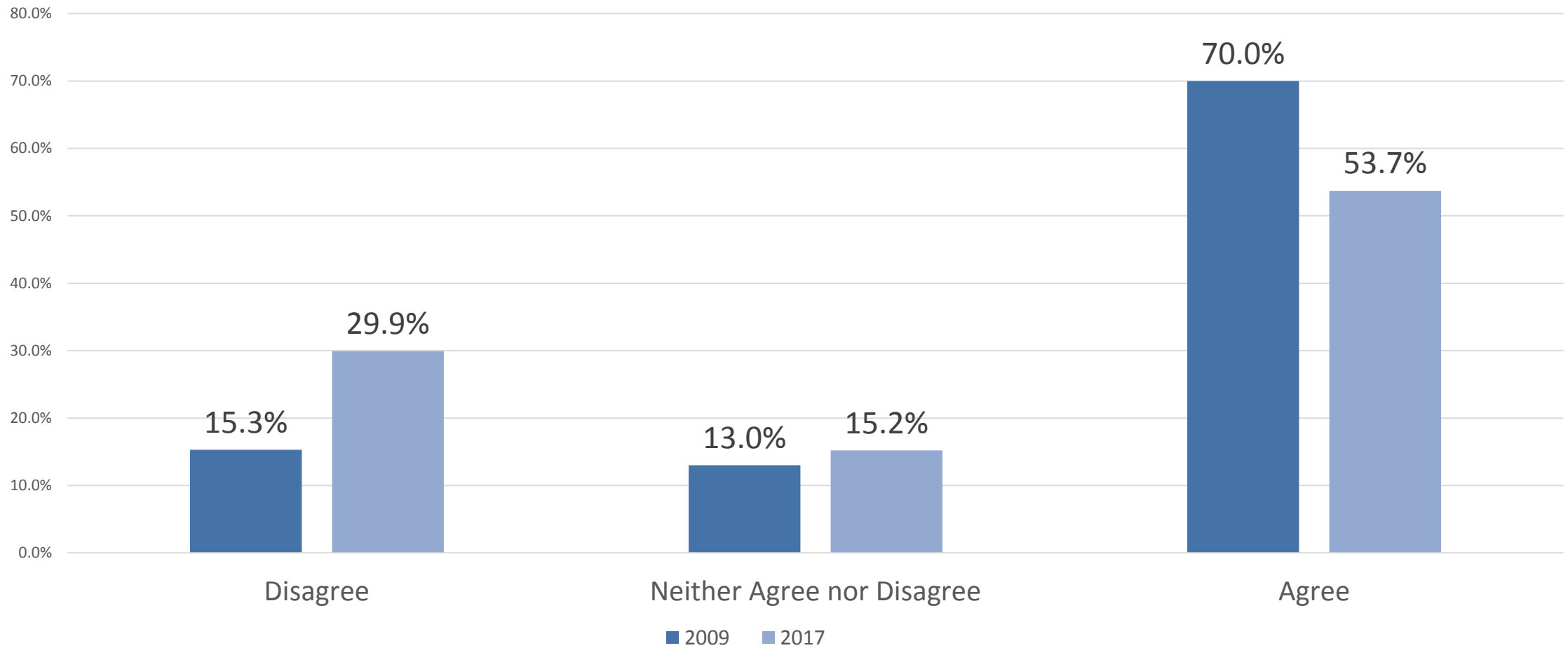




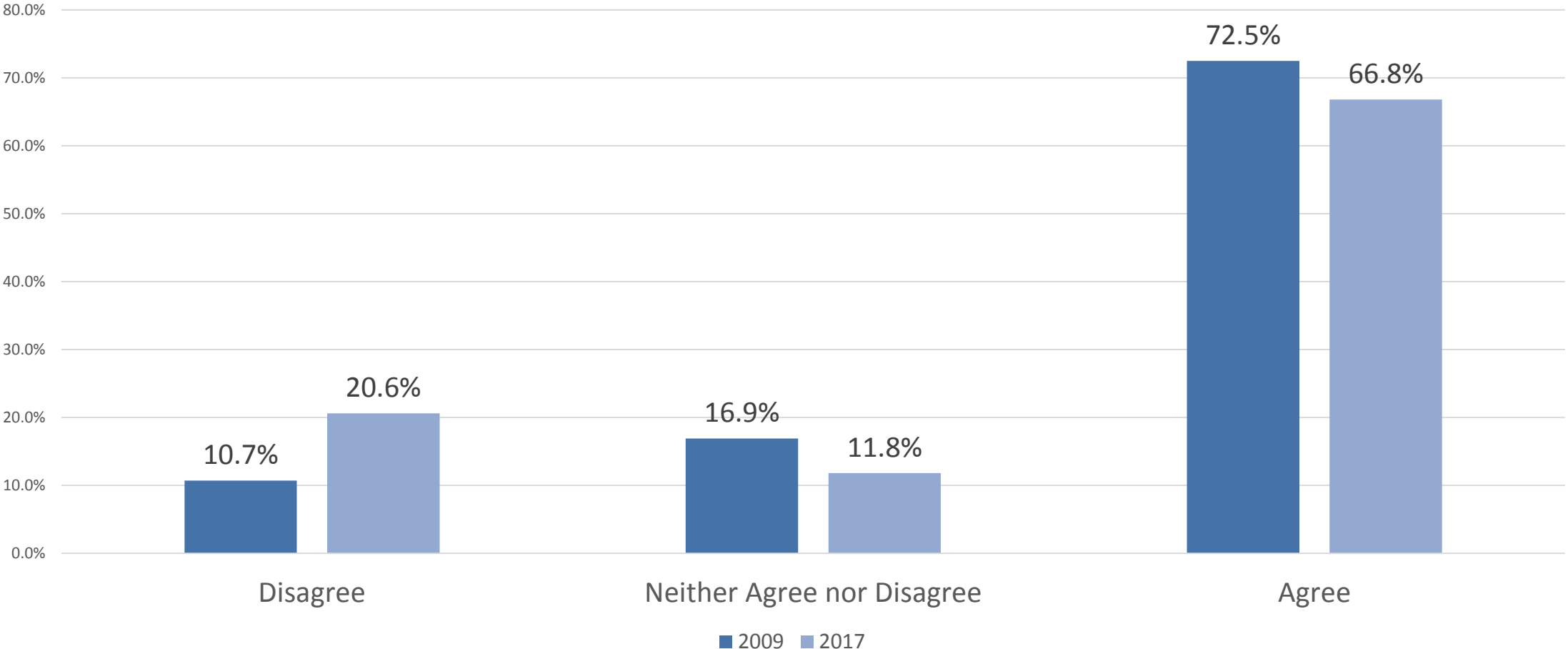
# Students

- Teasing and harassment for political beliefs most frequently observed.
- Increased discomfort in talking about racial/ethnic issues with those of differing racial/ethnic backgrounds compared to 2009.
- Greater discomfort in expressing a viewpoint perceived to be different from the norm at Saint Mary's.
  - Conformity to “traditional image of Saint Mary’s woman”.
  - More than a fifth of students of color, first-generation, LGBTQ, non-Christians and those with a disability disagree that they can be themselves at Saint Mary’s.

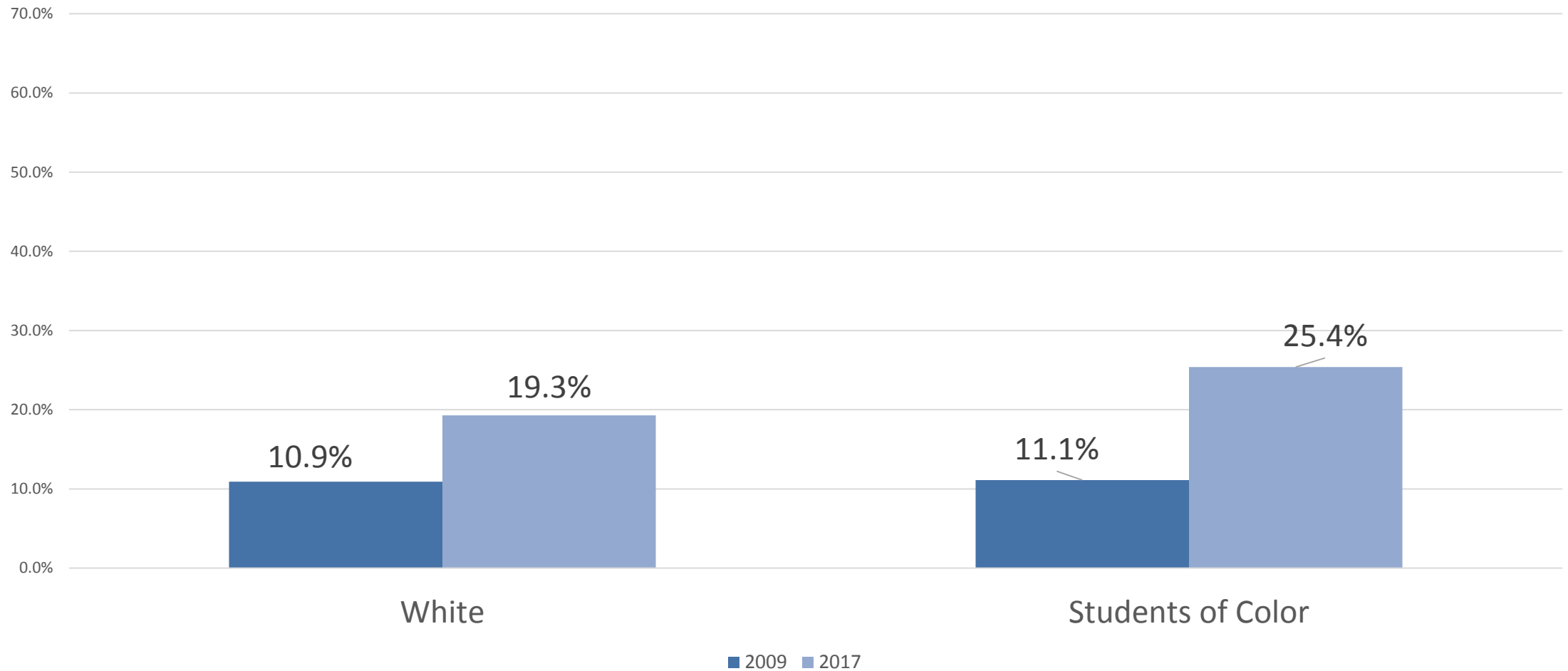
# I feel safe expressing a viewpoint that is different than the norm at Saint Mary's\*



# I feel comfortable talking about racial/ethnic issues with people of races/ethnicities other than mine\*



# Percent who disagree that they feel comfortable talking about racial and ethnic issues with people of differing race ethnicities

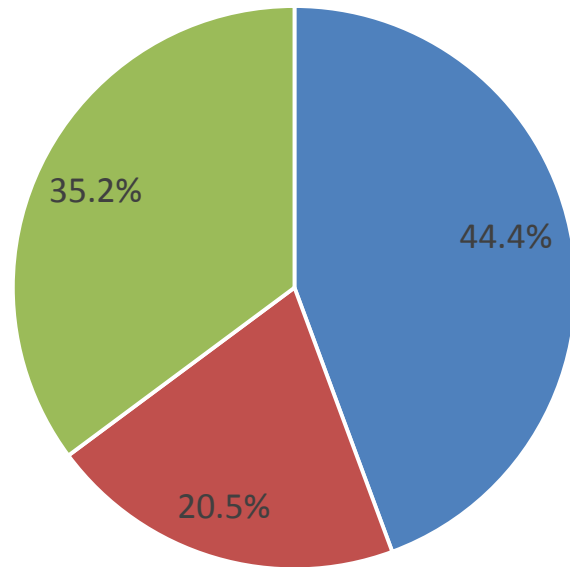


# Background (Employee Survey)

- Administered Spring 2017 to all employees, including Spanish version and paper surveys available if needed
- 302 responses (57%)
  - Faculty (58%), Hourly (43%), Administrative (64%)
- Margin of Error +/-4%
- Benchmarked against survey items from 2009 Employee Climate Survey that was conducted in collaboration with the National Multicultural Institute (NMCI)

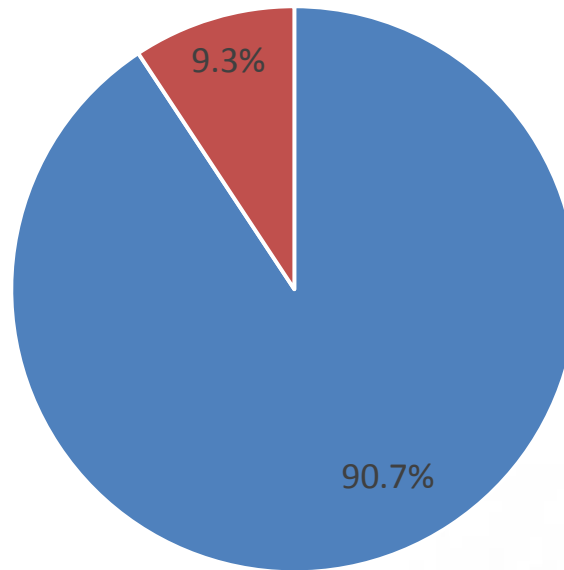
# Employment Background

Role



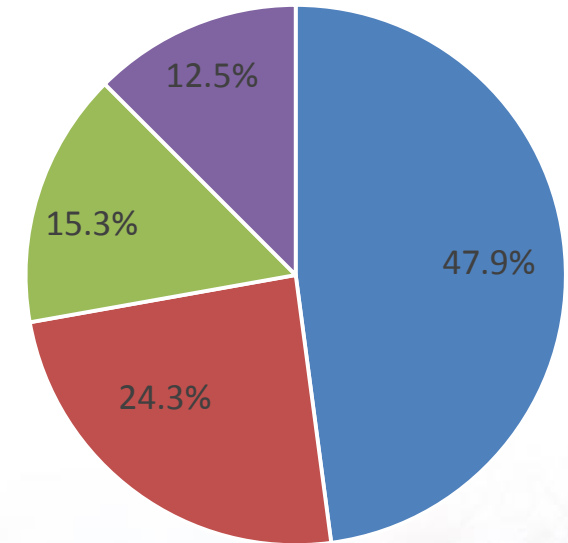
■ Faculty ■ Hourly Staff ■ Administrative Staff

Employment status



■ Full-time ■ Part-time

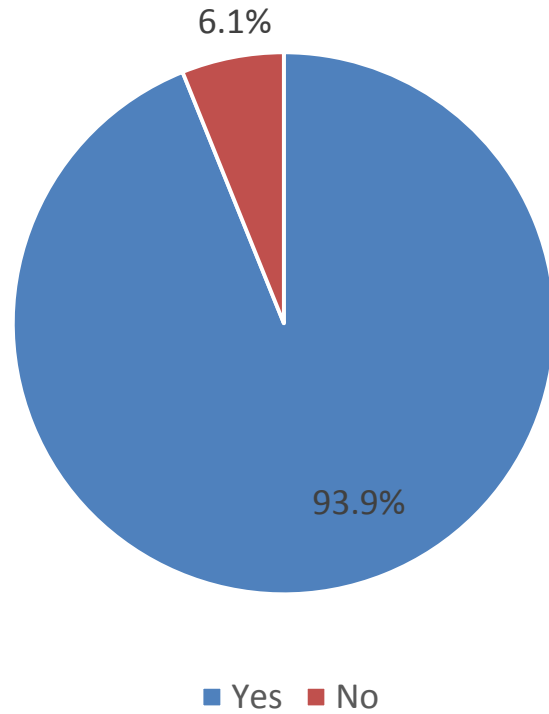
Years of Employment



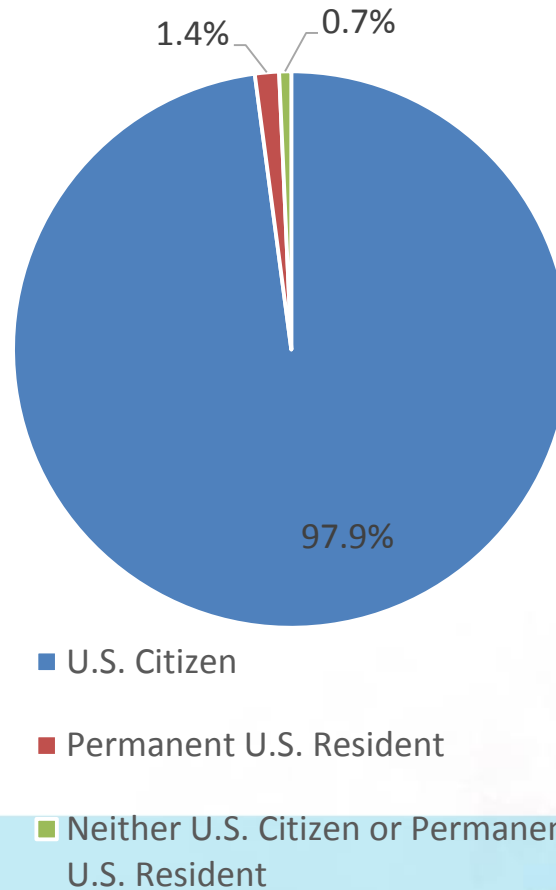
■ 0-6 years  
■ 7-15 years  
■ 16-25 years  
■ More than 25 years

# Demographics

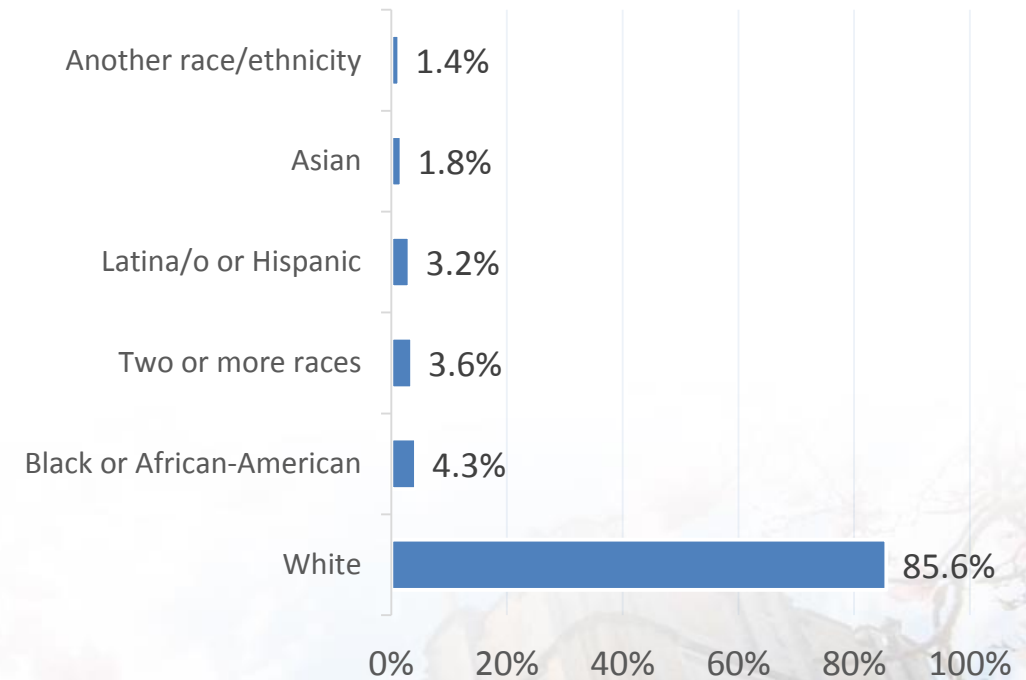
## English is First Language



## Citizenship Status

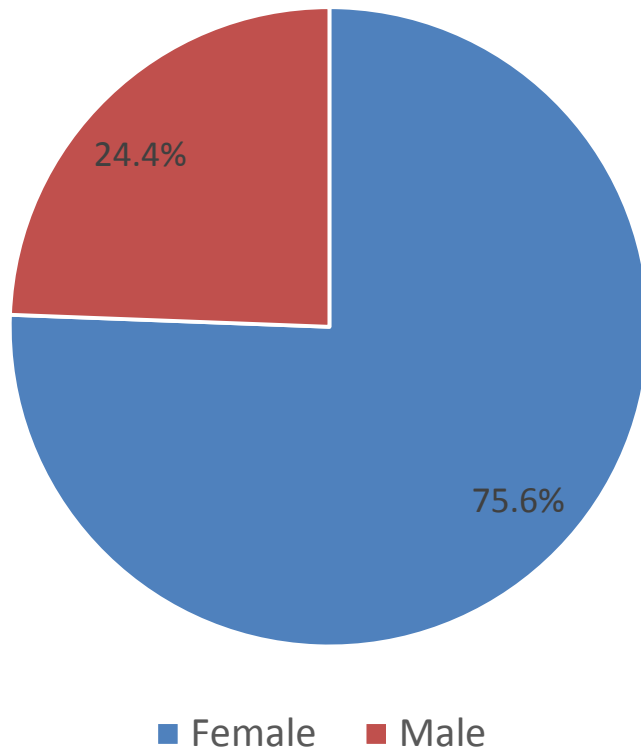


## Race/Ethnicity

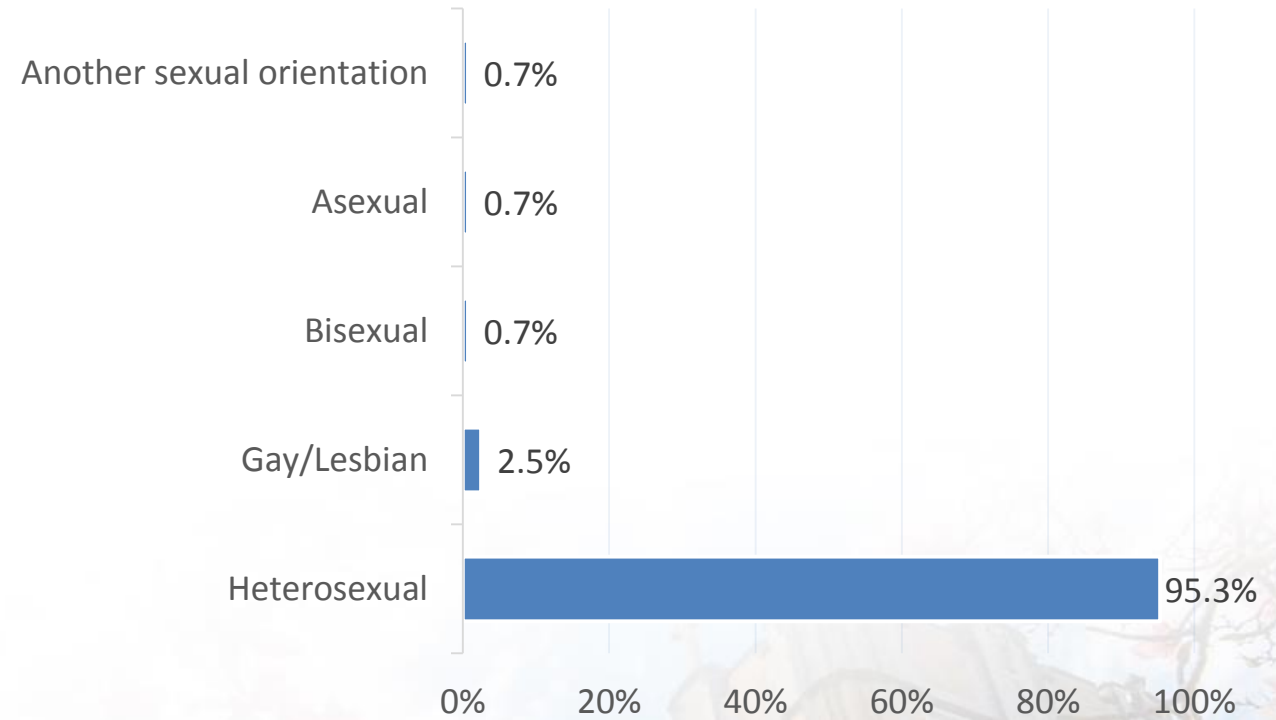


# Gender & Sexual Orientation

Gender Identification



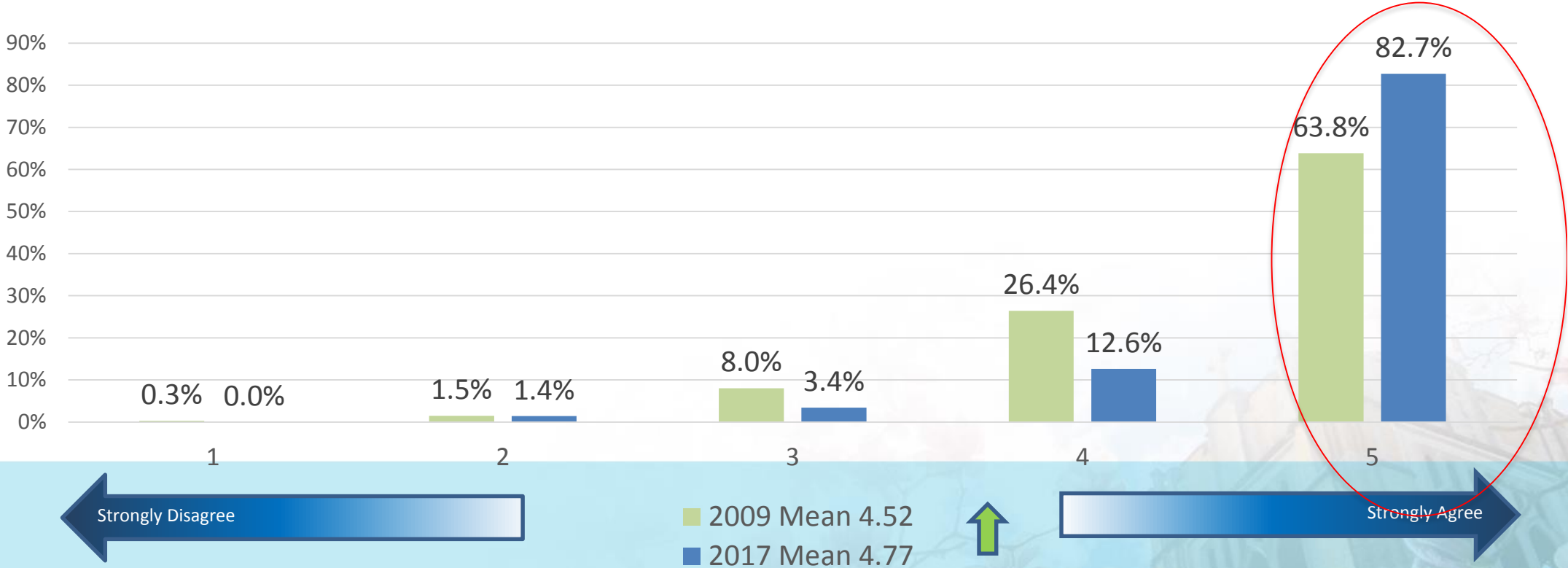
Sexual Orientation





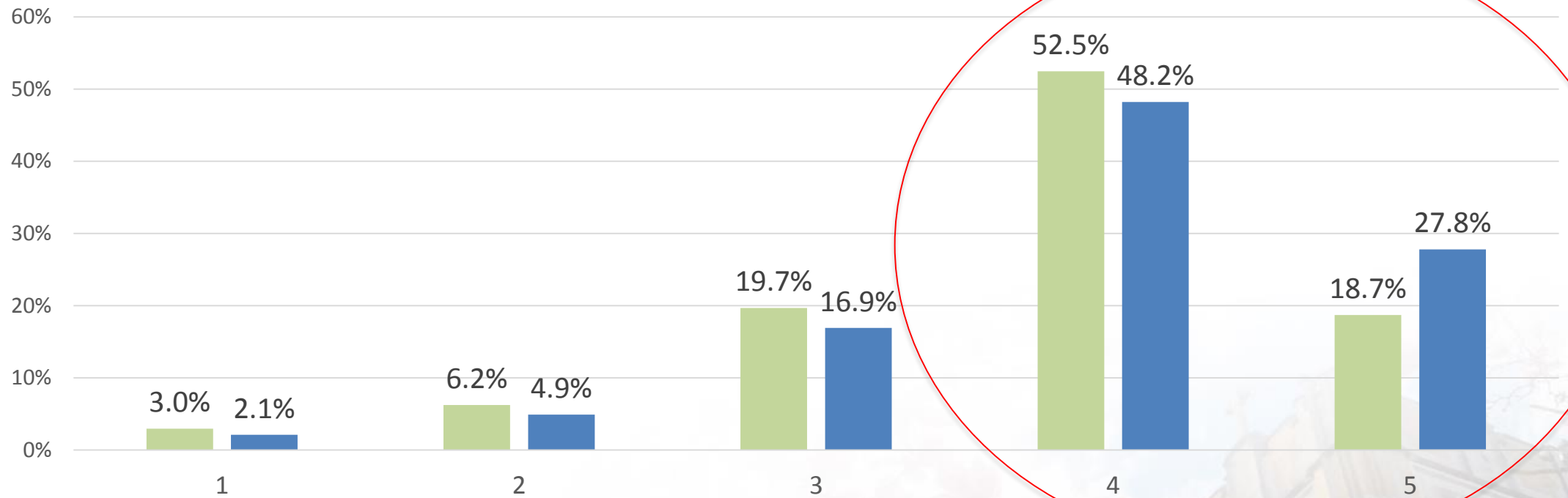
# Employees are more committed to the Saint Mary's mission

I am committed to the mission of Saint Mary's.



# Employees see progress on building inclusivity

Saint Mary's is making progress building an inclusive community.



Strongly Disagree

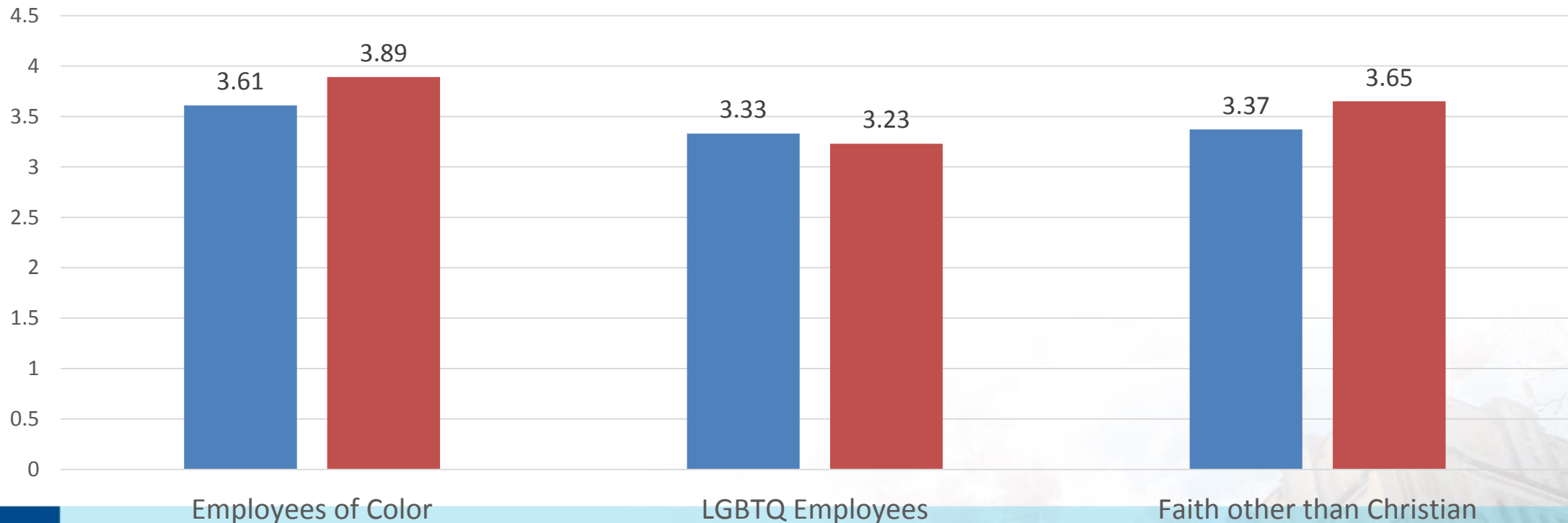
2009 Mean 3.78  
2017 Mean 3.95

Strongly agree

Improvement for all employee groups.

# Saint Mary's is making progress in building an inclusive community.

1=Strongly disagree through 5=Strongly agree



Employees of Color

LGBTQ Employees

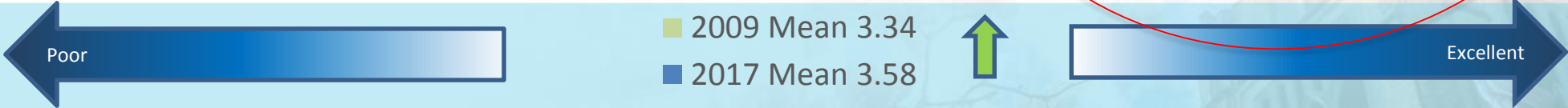
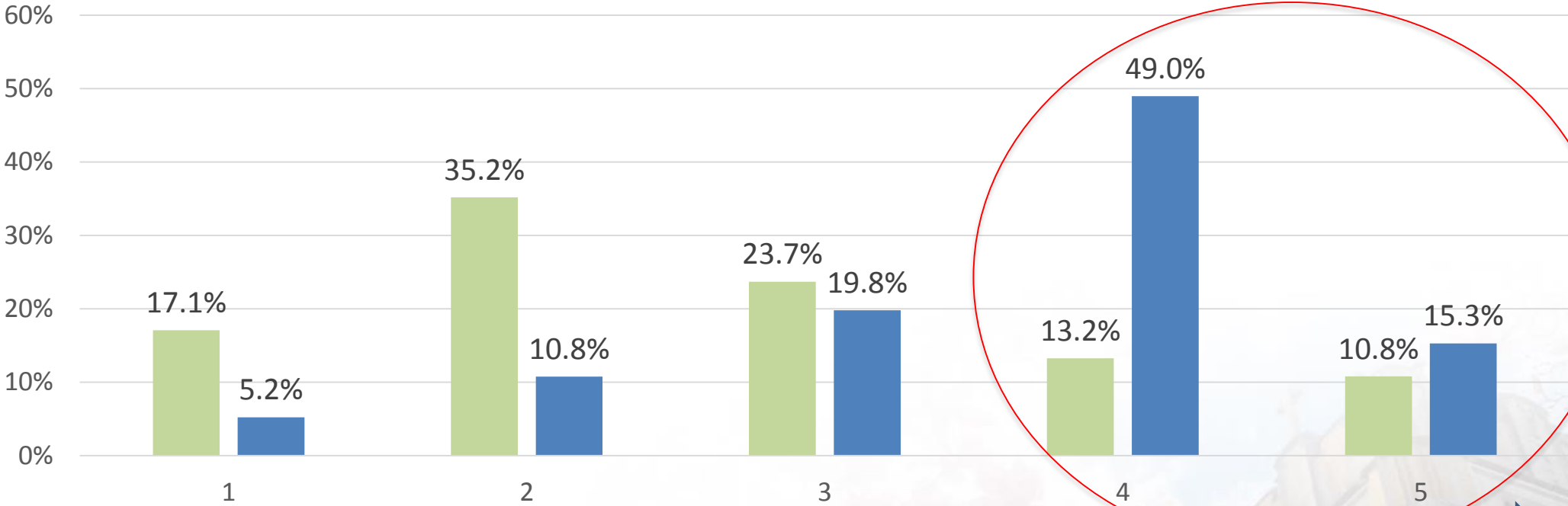
Faith other than Christian

■ 2009 ■ 2017

82% agree vs.  
63% in 2009

# Inclusive environment for students

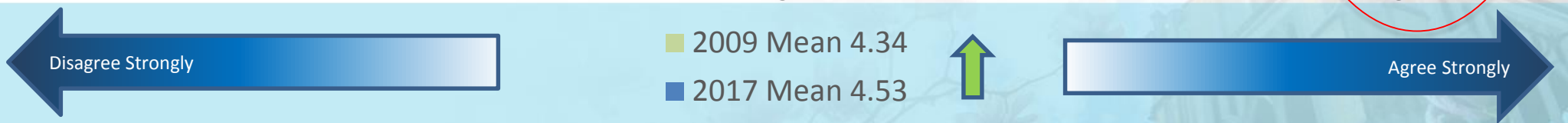
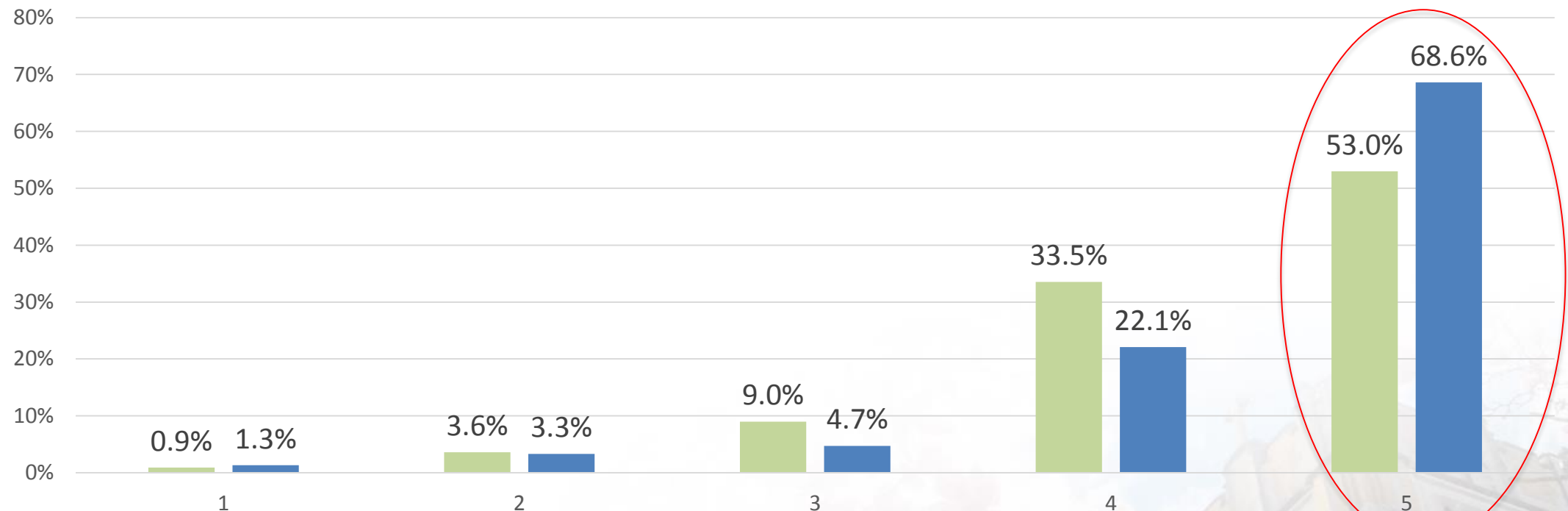
How would you rate the job done by Saint Mary's in creating an inclusive environment in which students feel affirmed and safe?



Improvement for all employee groups.

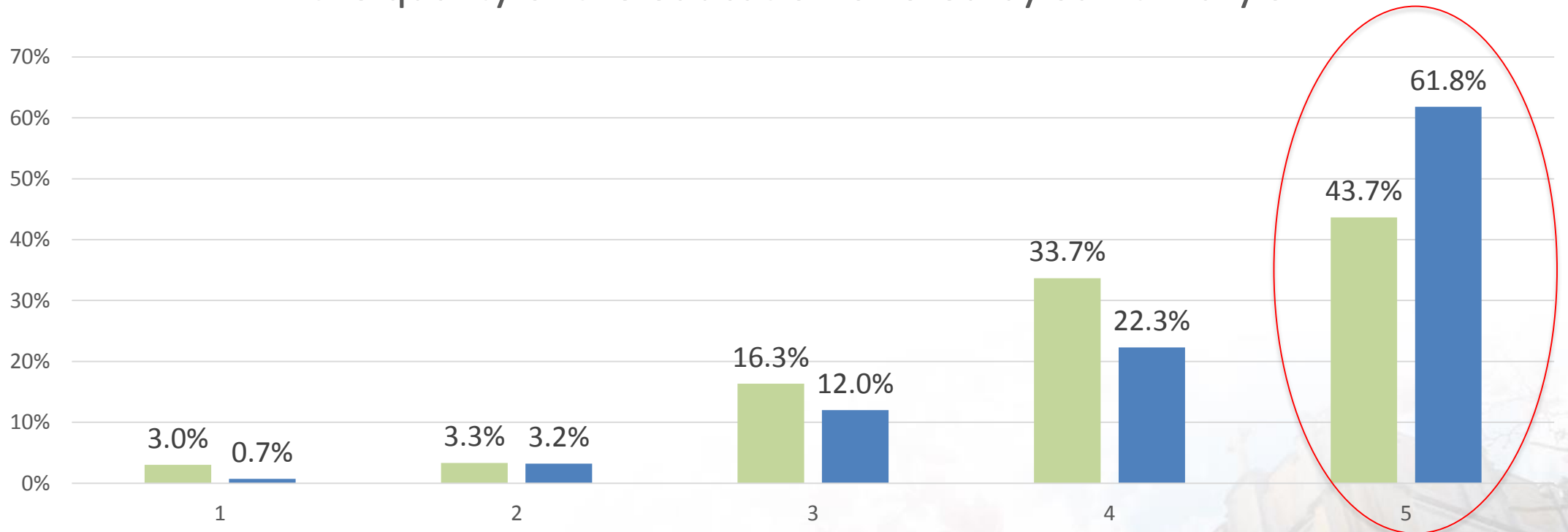
# Inclusive environment for staff/faculty

My office/department is respectful of the cultural diversity of the staff and/or faculty.



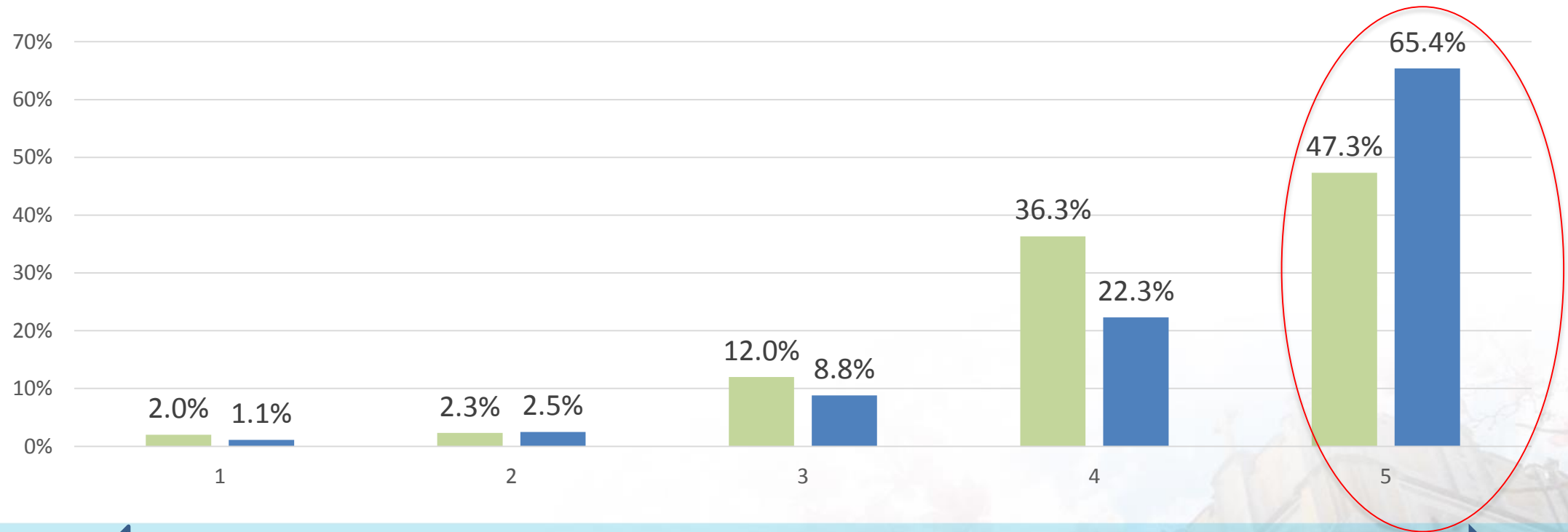
# Importance of Diversity

Diversity in the faculty and staff makes an important contribution to the quality of the education offered by Saint Mary's.



# Multiculturism and quality education

Incorporating multiculturalism into the educational and social programs of the college is essential for providing a quality education.



← Strongly Disagree

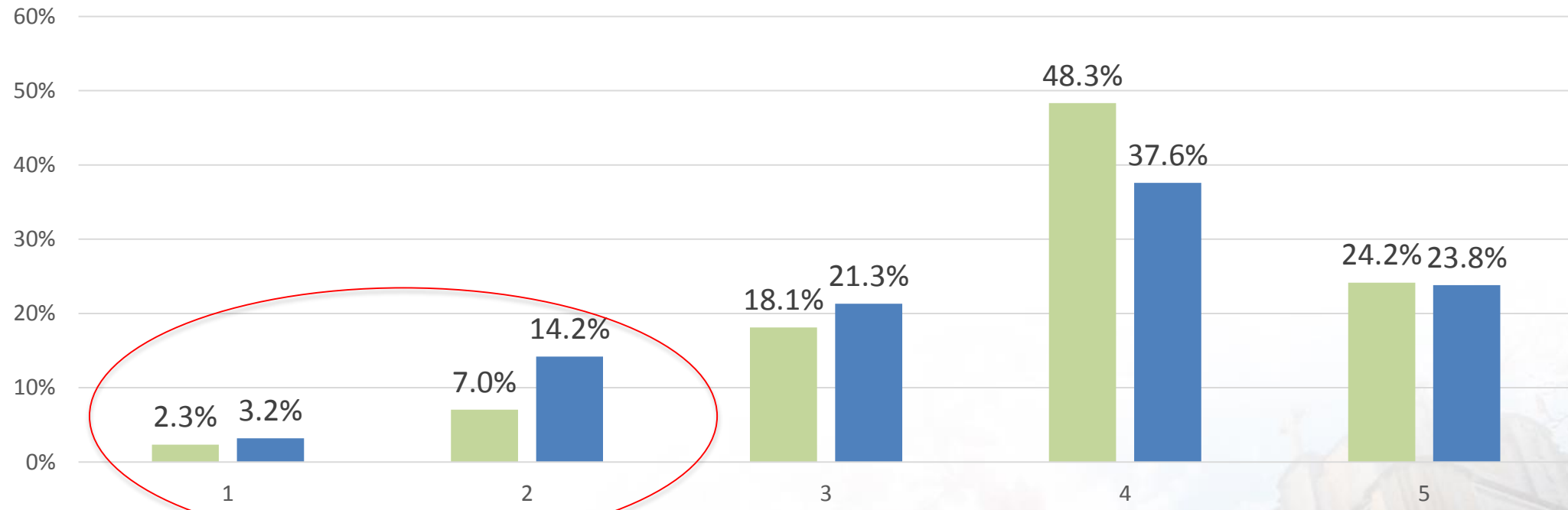
2009 Mean 4.25  
2017 Mean 4.48



→ Strongly agree

# Climate for Employees of Color

Climate for Underrepresented racial/ethnic groups



Very intolerant

2009 Mean 3.85

2017 Mean 3.65

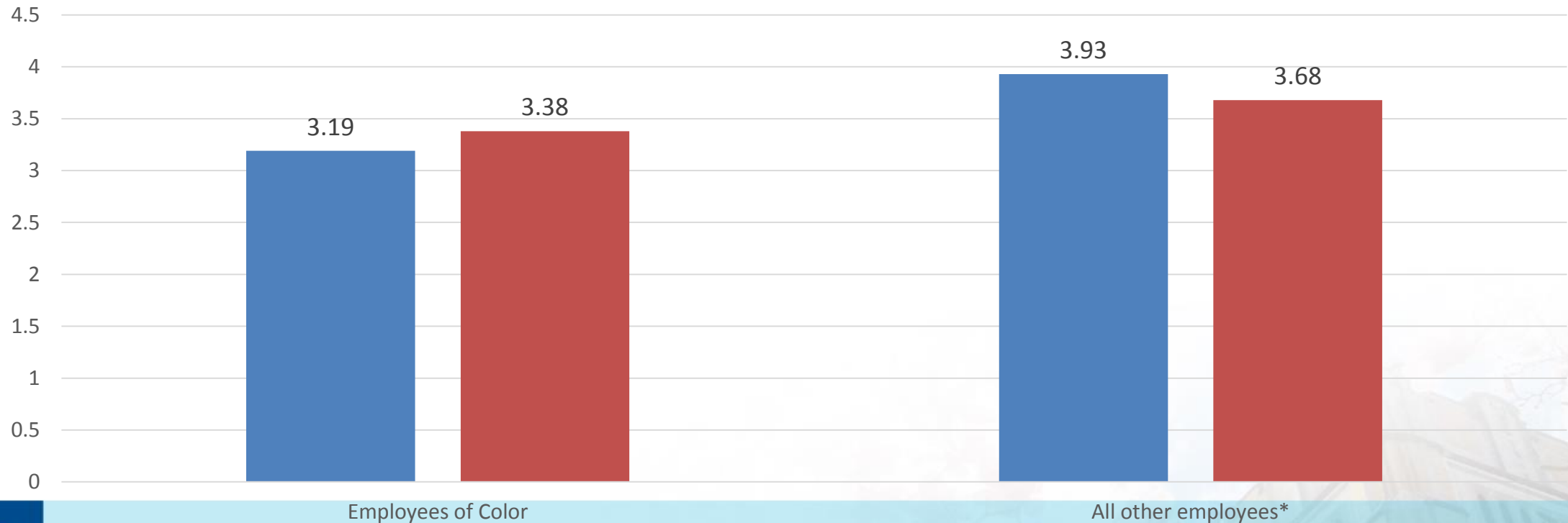


Very tolerant



# Climate for underrepresented racial/ethnic groups.

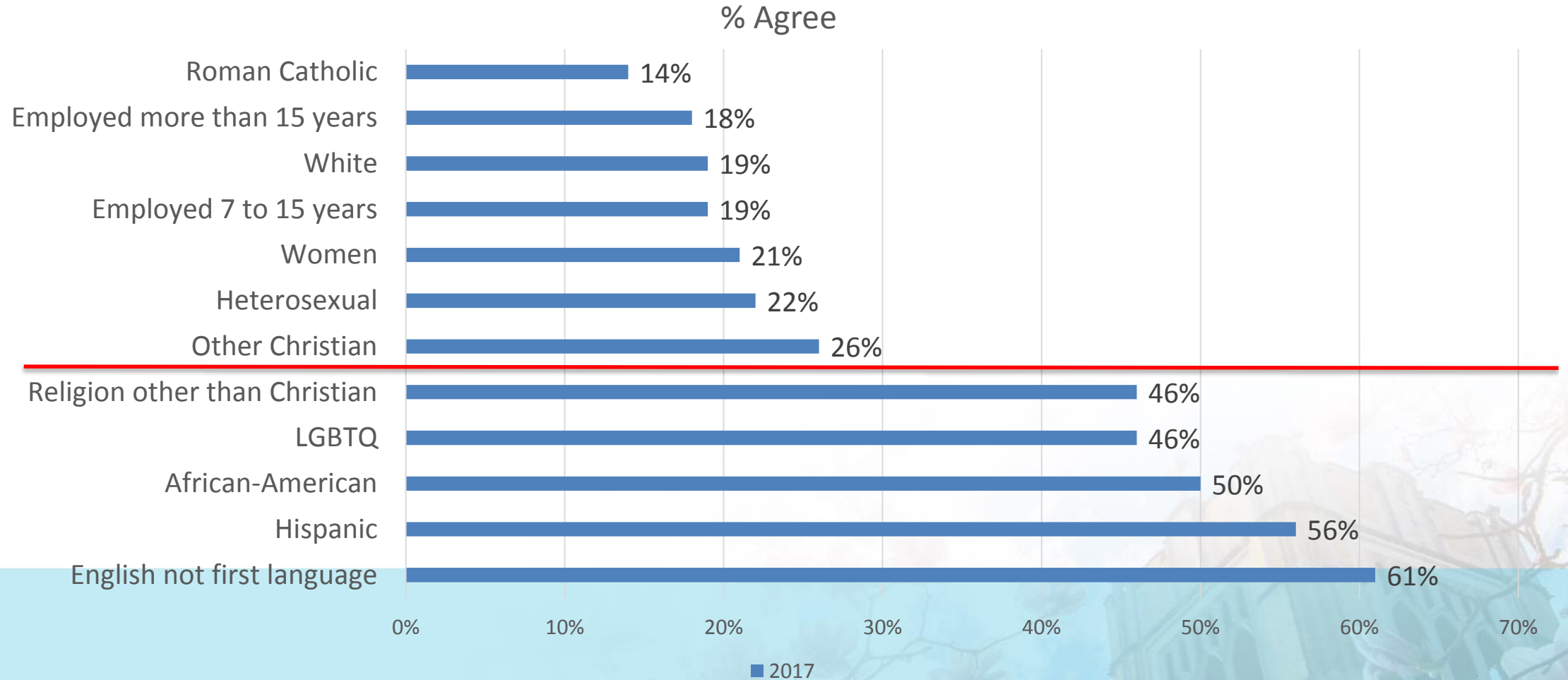
1=Very intolerant through 5=Very tolerant



54% tolerant vs.  
40% in 2009

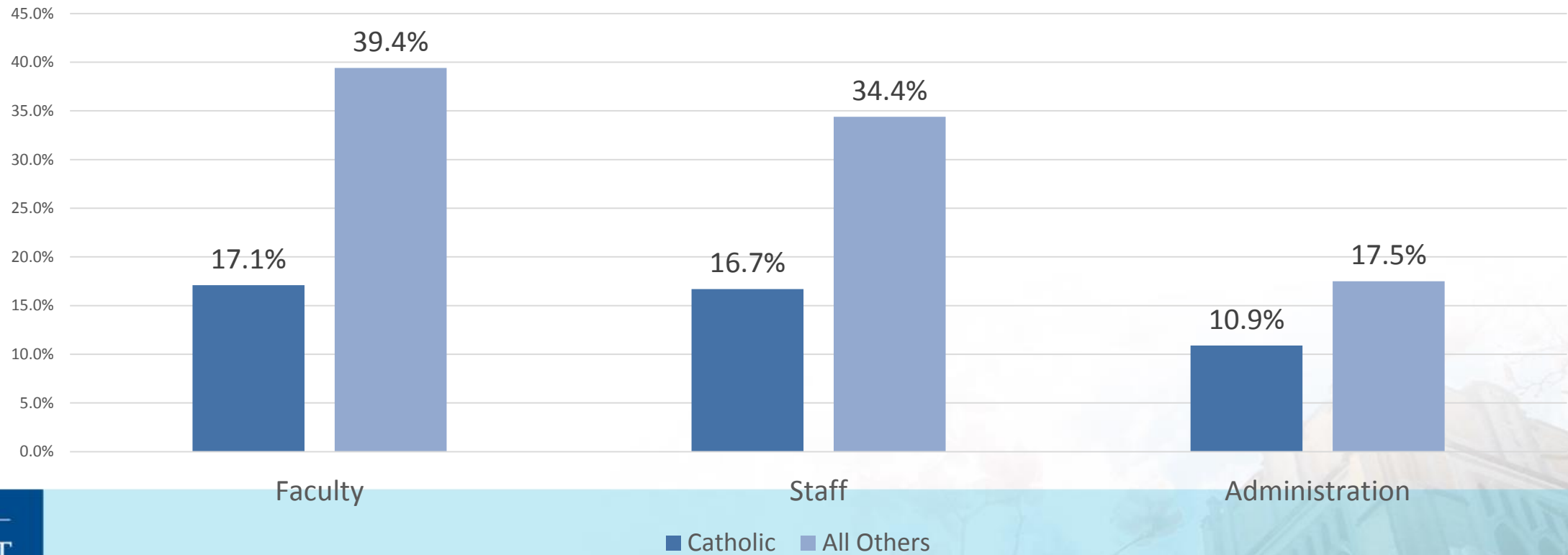
■ 2009 ■ 2017

# The atmosphere at Saint Mary's makes me feel like an outsider.



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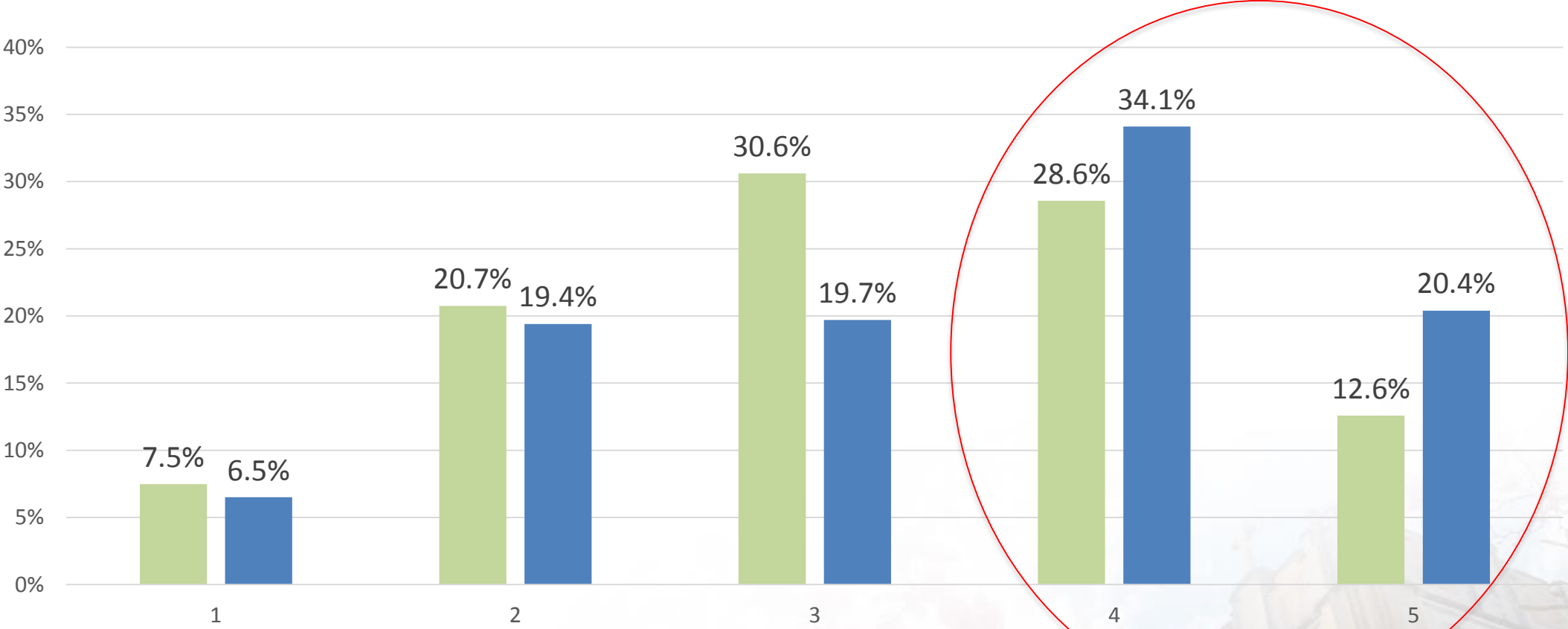
% Agree:



# Comfort level expressing dissenting viewpoints

- A third of employees do not feel safe expressing a viewpoint different from the norm at Saint Mary's (unchanged from 2009)
  - 32% faculty, 36% Hourly, and 31% Administrative

# Climate for Employees who are LGBTQ



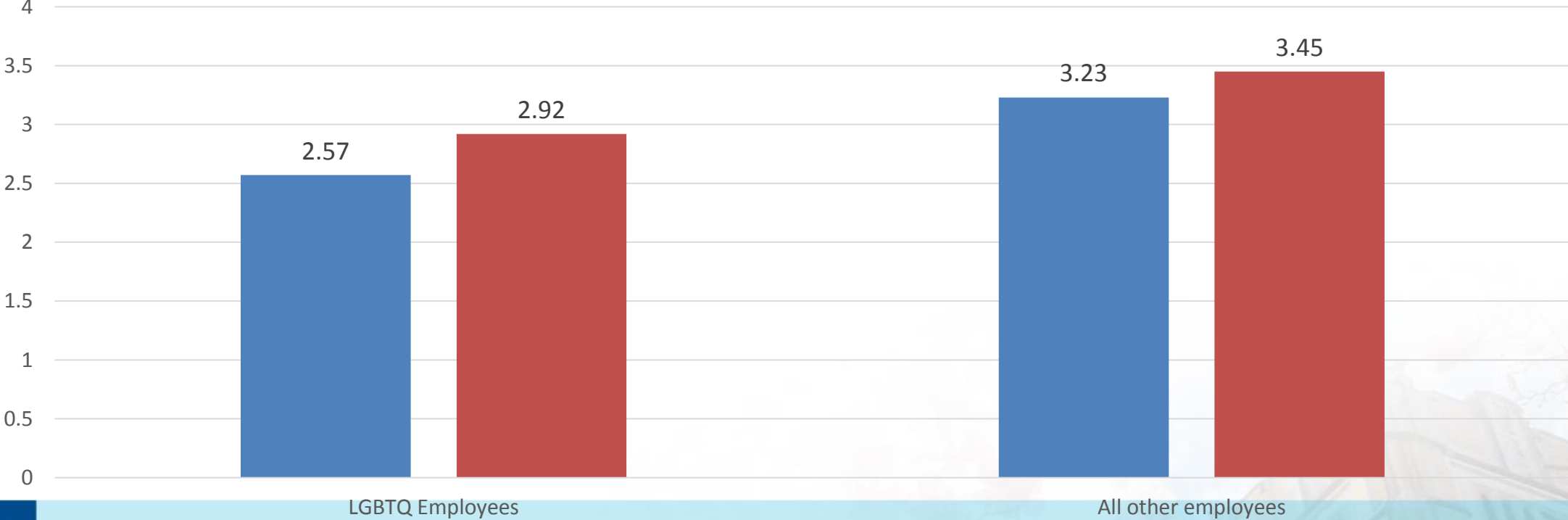
← Very intolerant

■ 2009 Mean 3.18  
■ 2017 Mean 3.43 ↑

→ Very tolerant

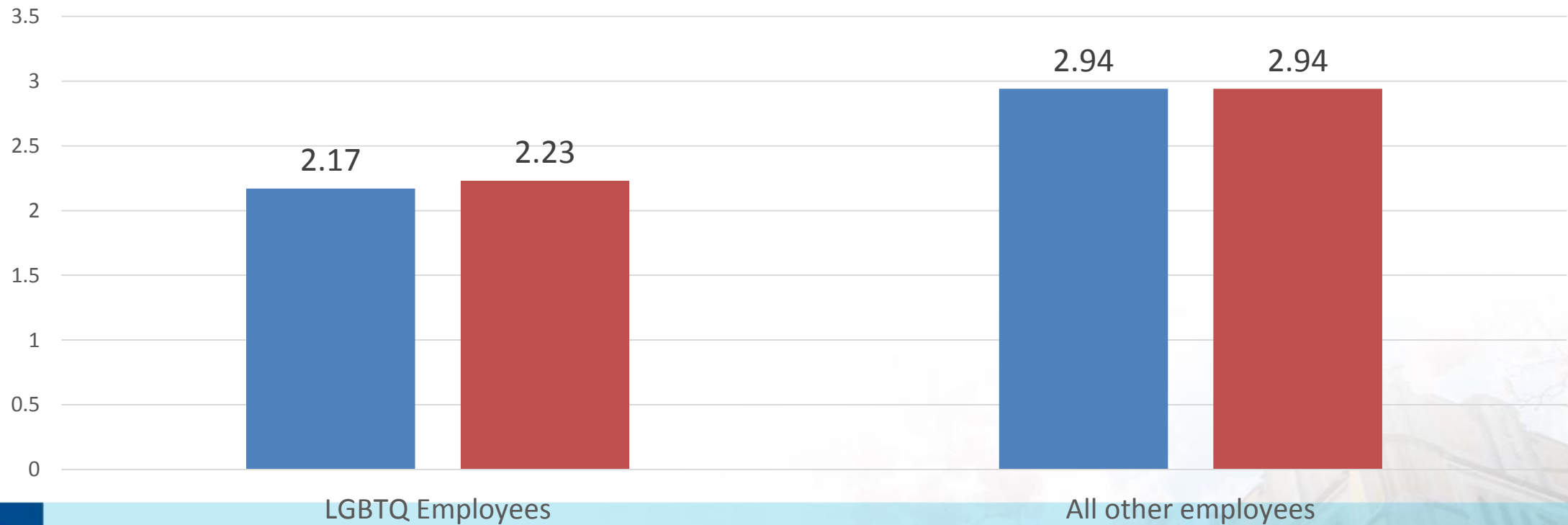
# Climate for employees who are LGBTQ

1=Very intolerant through 5=Very tolerant



# Comfort level for LGBTQ employees working at Saint Mary's

1=Disagree Strongly through 5=Agree Strongly

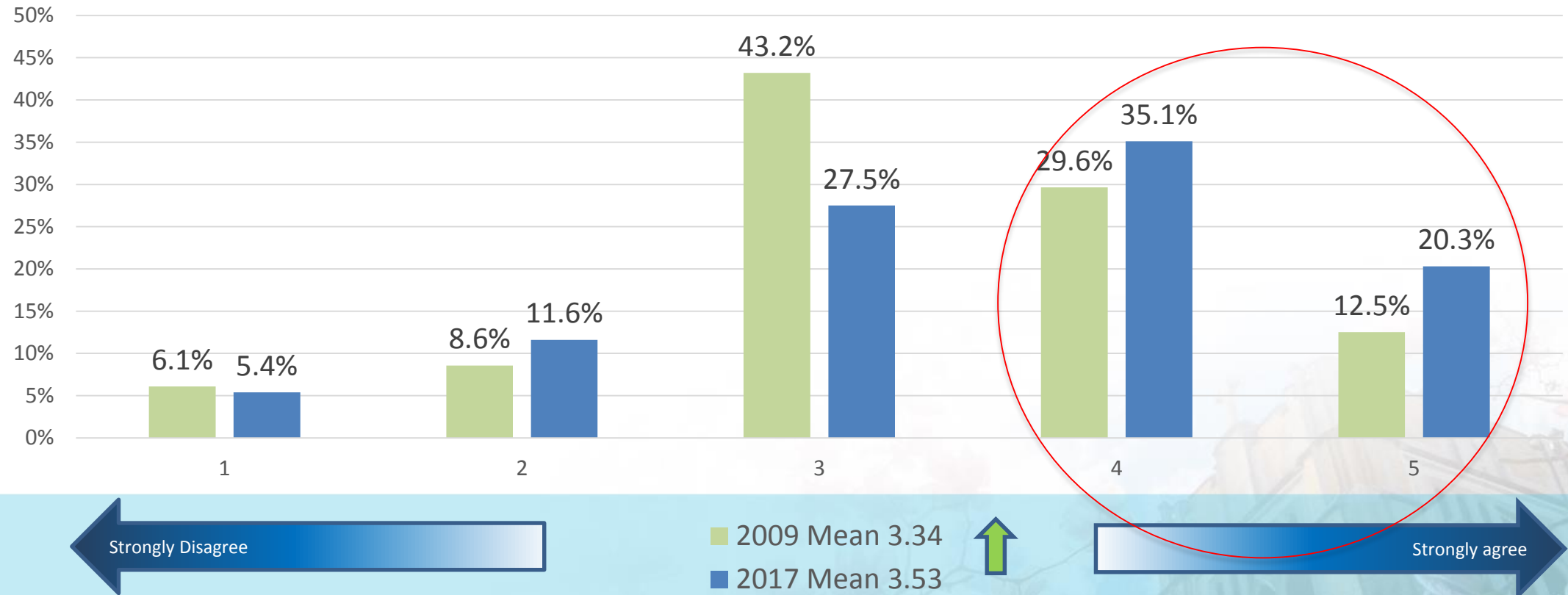


61% disagree vs. 29% of all other employees

■ 2009 ■ 2017

# Appropriate response to incidents

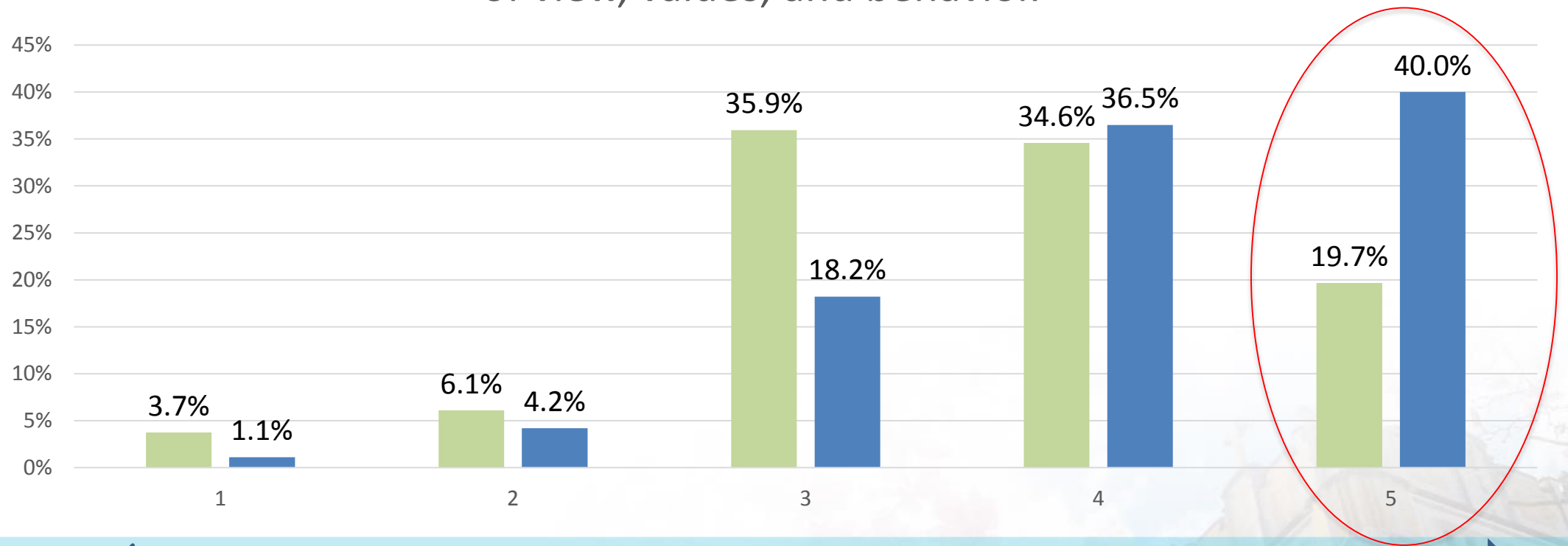
Saint Mary's provides appropriate response to diversity-related incidents on campus.





# Acts of inclusion

How frequently do you try to understand diverse individual's points of view, values, and behavior.

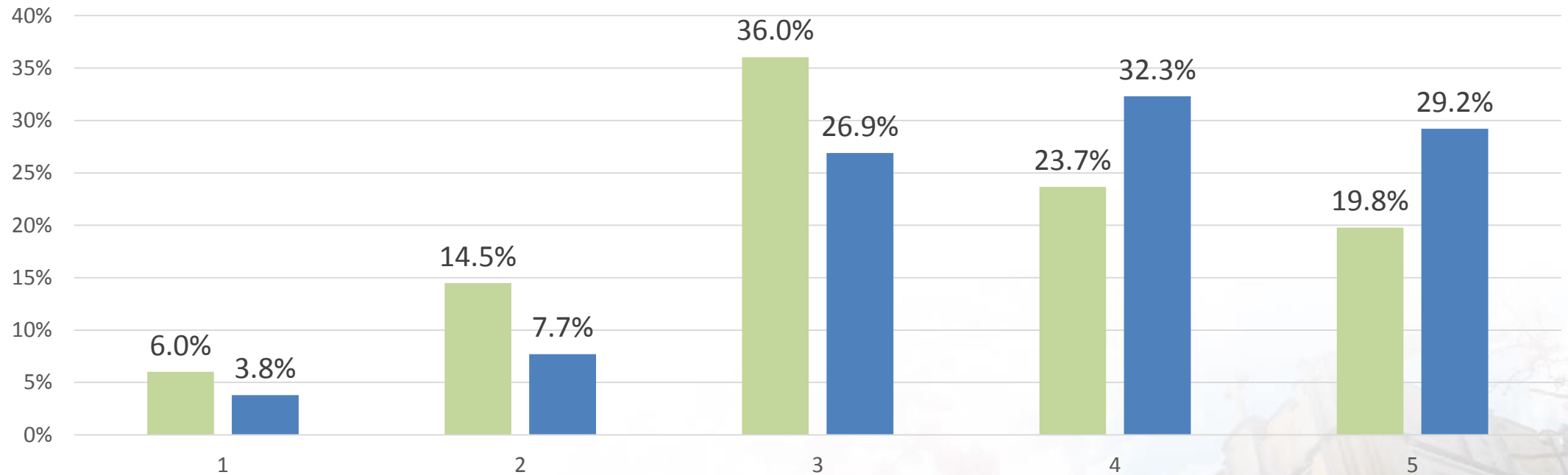


2009 Mean 3.60  
2017 Mean 4.10



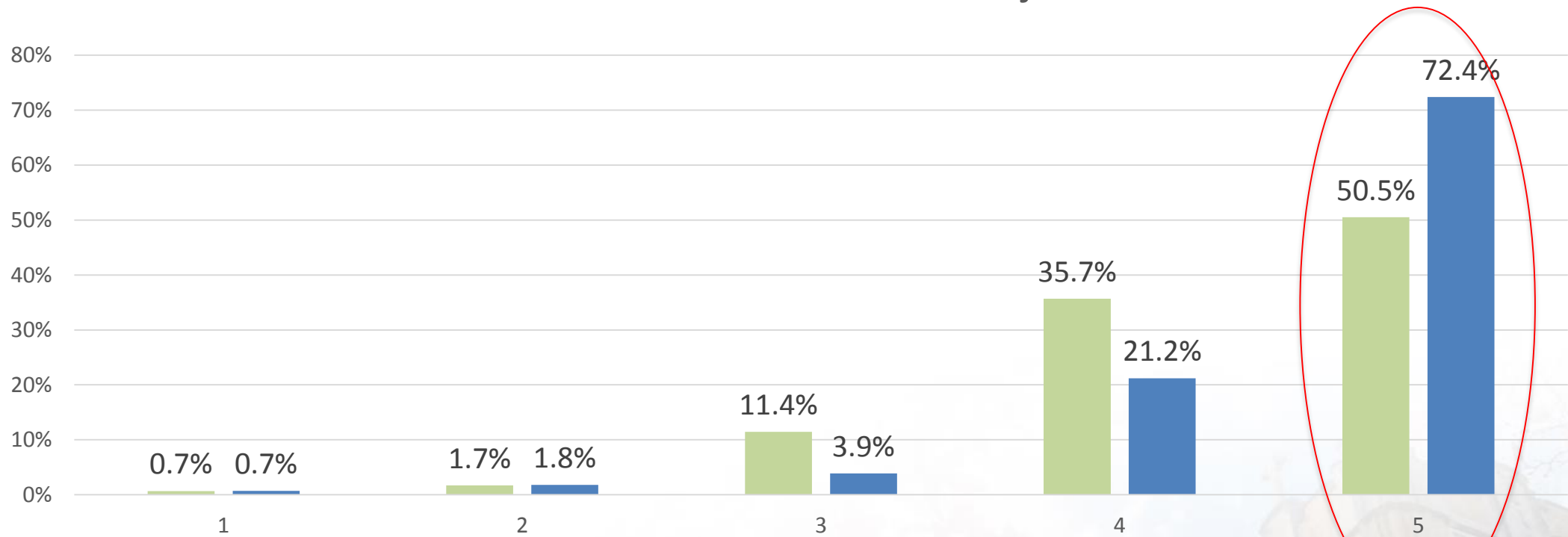
# Integrating Inclusion

Integrate culturally diverse points of view or values into my work.



# Personal responsibility

It is my responsibility to intervene when I observe incidents of bias or injustice.



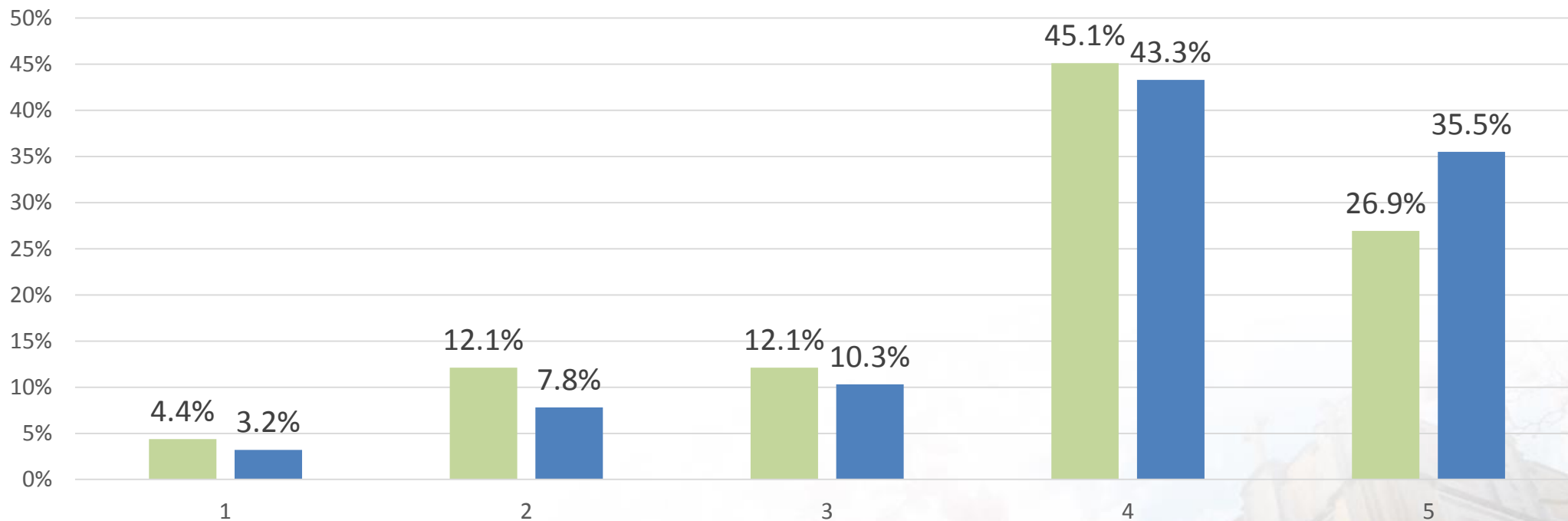
← Strongly Disagree

2009 Mean 4.34  
2017 Mean 4.63 ↑

→ Strongly agree

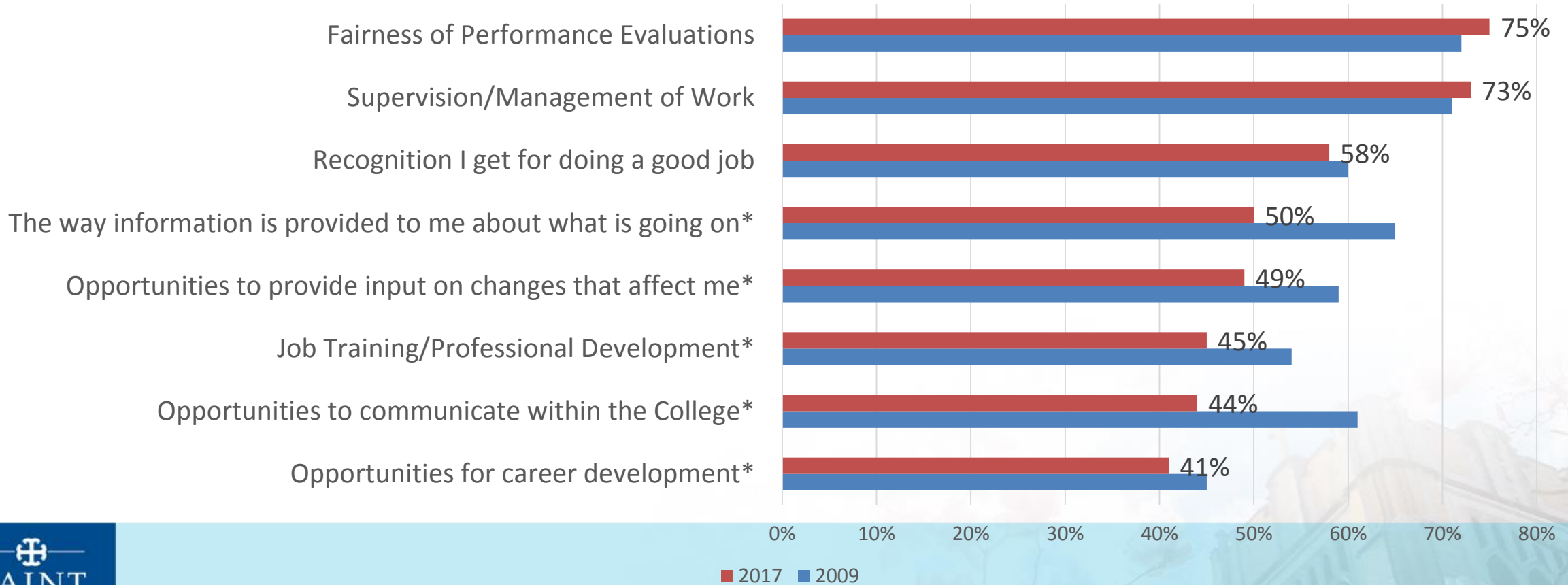
# Prepared to act

I feel prepared to address culturally inappropriate comments by students.



# Employment satisfaction

# Satisfaction by aspect of employment (% Satisfied)

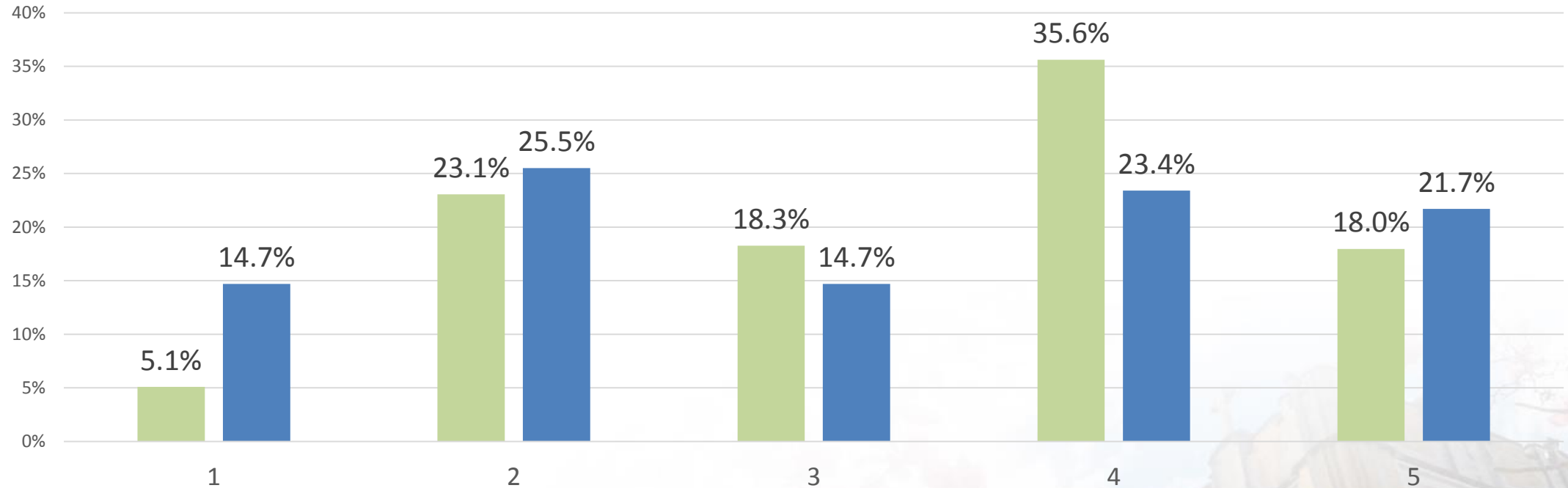


# Overall Satisfaction associations

- While the majority (70%) of employees are satisfied overall with their employment, lower assessments are most strongly associated with:
  - Recognition employees get for doing a good job
  - Professional development
  - Input on changes impacting them

# Training & Professional Development

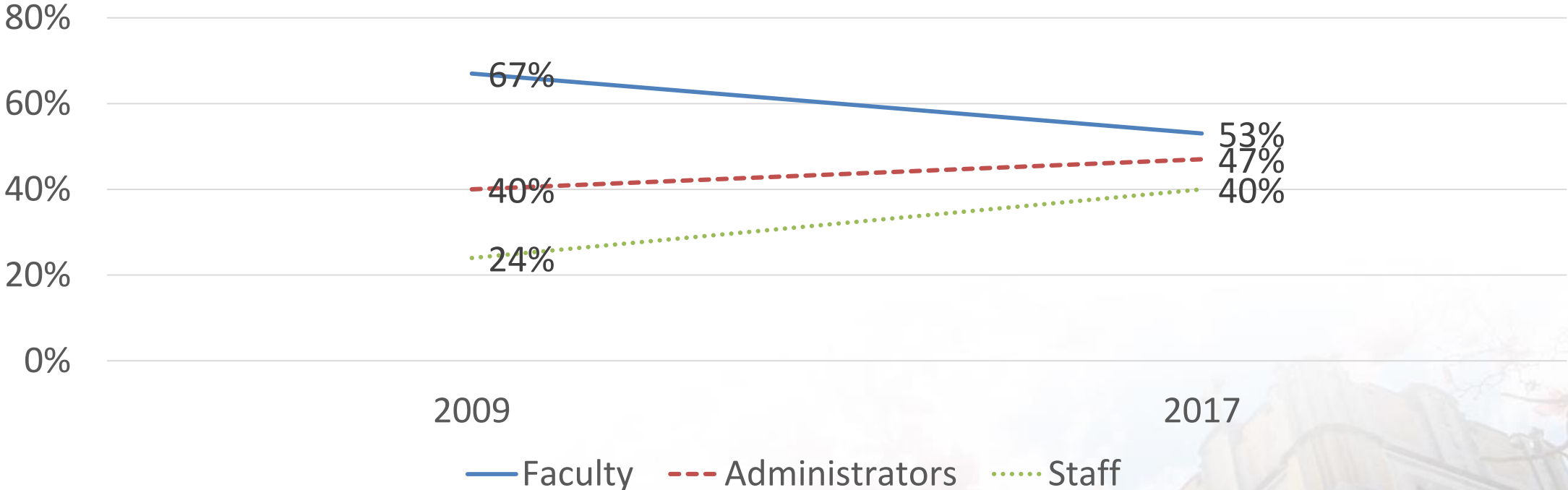
Job training or professional development provided to me





# Workload

Workload limits ability to provide quality services to students and colleagues. % Agree



# Takeaways

- Strong Commitment to Mission
- Progress perceived on building inclusivity for students and employees
- Greater awareness of the importance of diversity to achieving the Mission

# Takeaways (cont. 1)

- Increase in confidence that Saint Mary's provides an appropriate response to diversity-related incidents.
- Understanding of and integration of diverse points of view into work.
- Increased sense of responsibility to intervene in unjust situations.

# Takeaways (cont. 2)

- Majority of employees satisfied overall but increased dissatisfaction seen with:
  - Professional development/job training
  - Communication and ability to provide input
- Increased perception of workload impacting ability to serve students for staff and administrators.  
(improvement for faculty)

## Takeaways (cont. 3)

- Jokes/inappropriate comments: political beliefs
- Increase in perception that climate is less tolerant for those from underrepresented racial/ethnic backgrounds.
- Perceived improvement in climate for LGBTQ employees. (However, more than 25% say it is intolerant)

# Takeaways (cont. 4)

- Climate is perceived least tolerant for those with diverse gender identities.
- Employees from underrepresented groups more likely to believe atmosphere makes them feel like an outsider.

# Next Steps

- PCIMD and CUSP
- Ad Hoc Committee on Hiring
  - Recruiting and retaining faculty of color
- Continued Assessment (Systematic)
- Summary Reports will be posted on Portal