

# 2022 Campus Climate Assessment

Faculty and Staff Survey  
Spokane Community College  
June 2022

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Ed.D.

## **Survey Implementation and Response**

In January of 2022, the SCC executive leadership at Spokane Community College which includes President Kevin Brockbank, Vice-President of Instruction Jenni Martin, Vice President of Student Services Glen Cosby, and Senior Director of Institutional Effectiveness and Planning Roy Caligan received notice that all Community and Technical Colleges in the state of Washington were required to complete a campus climate assessment for faculty, staff and students. A report is to be submitted to the State Board of Community and Technical Colleges by July 1, 2022.

Dr. Caligan researched and purchased the CCSSE Race/Ethnicity Pilot survey to be conducted to students and put together a survey for faculty and staff based on his research of employee campus climate surveys. Consultation was done with the Diversity, Equity, Global Awareness (DEGA) co-chairs Michelle Wise-Gendusa and Guillermo Espinosa to share the survey with the DEGA committee which includes faculty, staff, and students. Feedback was received and the survey went out May 11, 2022, with three weeks for faculty/staff to complete the survey. The survey closed on May 27<sup>th</sup>, and we received 180 responses from SCC faculty and staff.

The purpose of this report is to share the results with all employees at Spokane Community College and the offer insight and direction to SCC's Equity, Diversity, and Inclusion Strategic Plan. Listening and Feedback sessions will follow this report with SCC's constituents.

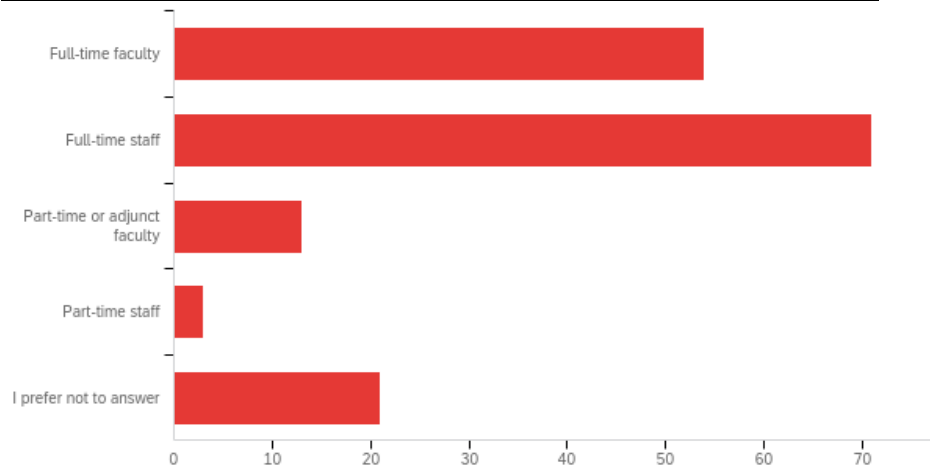
## Faculty and Staff Respondent Demographics

All respondents were given the opportunity to fill out demographic questions asked at the end of the survey. Each question had the option, “prefer not to answer” or the ability to skip the question. Out of the 180 survey responses, we had 162 responses in the demographic questions with a high of 13.5% or 22 respondents preferring not to answer the

### Faculty and Staff primary role at SCC

The majority of the 180 Spokane Community College survey respondents are full-time staff (44%), followed by full-time faculty (33%). 8% of respondents are part-time or adjunct faculty, and only 2% are part-time staff. 13% of survey respondents indicated they prefer not to answer.

	Number	Percent
Faculty	67	41.36%
Full Time	54	33.33%
Part Time or Adjunct	13	8.02%
Staff	74	45.68%
Full Time	71	43.83%
Part Time	3	1.85%
I prefer not to answer	21	12.96%
<b>Total</b>	<b>162</b>	<b>100%</b>



### Faculty and Staff: Gender Identity Information

The vast majority of respondents identify themselves as female (67%) or male (21%). Only 2% identify themselves as nonbinary, third gender or prefer to self-describe, while 10% indicate they prefer not to answer.

Gender Identity	Number	Percent
Man	34	20.99%
Woman	109	67.28%
Nonbinary/third gender	2	1.23%
Prefer to self-describe	1	0.62%
Prefer not to answer	16	9.88%

<b>Total</b>	<b>162</b>	<b>100%</b>
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### Faculty and Staff: Sexual Orientation Information

Over half of respondents (81%) do not identify as LGBTQIA+, while 7% do identify as LGBTQIA+ and 12% prefer not to answer.

<b>Do you identify as LGBTQIA+</b>	<b>Number</b>	<b>Percent</b>
Yes	12	7.45%
No	130	80.75%
Prefer to self-describe	0	0.00%
Prefer not to answer	19	11.80%
<b>Total</b>	<b>161</b>	<b>100%</b>

### Faculty and Staff: Age Information

Less than 5% of respondents are under the age of 29, while the larger portion of respondents fall into the 40-49 and 50-59 range. 18% of respondents are age 60 and over, and 9% of respondents prefer not to answer.

<b>Age</b>	<b>Number</b>	<b>Percent</b>
Under 20	0	0.00%
20-25	2	1.23%
26-29	6	3.70%
30-39	32	19.75%
40-49	39	24.07%
50-59	39	24.07%
60 and over	29	17.90%
Prefer not to answer	15	9.26%
<b>Total</b>	<b>162</b>	<b>100%</b>

### Faculty and Staff: Race/Ethnicity Information

A majority of respondents (77%) are white, and 3% are two or more races. Among specific race/ethnic groups, 4% are Hispanic or Latino, 1% are American Indian or Alaska Native, 1% are Black or African American, 0% are Asian, 0% are Native Hawaiian or Other Pacific Islander and 14% prefer not to answer.

<b>Race/Ethnicity</b>	<b>Number</b>	<b>Percent</b>
Non-Hispanic or Latino		
American Indian or Alaska Native	2	1.23%
Asian	0	0.00%
Black or African American	2	1.23%
Native Hawaiian or Other Pacific Islander	0	0.00%
White	124	76.54%

Two or More Races	5	3.09%
Hispanic or Latino	7	4.32%
Prefer not to answer	22	13.58%
<b>Total</b>	<b>162</b>	<b>100%</b>

**Faculty and Staff: Veteran Information**

While 86% of respondents identify as not currently serving in, or having served in the armed forces, 7% of respondents are currently serving in the armed forces, or are a veteran; having served in the armed forces. 6% of respondents prefer not to answer.

Are you currently serving in, or a veteran of the armed forces?	Number	Percent
Yes	12	7.41%
No	140	86.42%
Prefer not to answer	10	6.17%
<b>Total</b>	<b>162</b>	<b>100%</b>

**Faculty and Staff: Disability Information**

Disability information was broken down into physical and mental disabilities. 9% of respondents identify as having a physical disability and 4% identify as having a mental disability (or neurodiversity). However, 6% identify as having both mental and physical disabilities, or having a history of both physical and mental disabilities. While 70% identify as not having a physical or mental disability, 12% of respondents prefer not to answer (Table 1.7).

Are you a person with a disability? This may include a physical or mental impairment or medical condition that substantially limits life activity, or a history of such an impairment or medical condition	Number	Percent
Yes, I have a physical disability, or have a history/record of having one	15	9.26%
Yes, I have a mental disability or neurodiversity, or have a history/record of having one	6	3.70%
Yes, I have both a mental and physical disability, or have a history/record of having them	9	5.56%
No, I do not have a disability, or a history/record of having one	113	69.75%
Prefer not to answer	19	11.73%
<b>Total</b>	<b>162</b>	<b>100%</b>

## College Belongingness

Faculty and Staff respondents were asked about overall sense of belonging to SCC in terms of feeling valued, being able to fulfill requirements, and having opportunities to grow or advance or succeed.

### Q1 - Considering your experiences within your department over the past 12 months, please indicate your level of agreement with each of the following state

Within departments, roughly 2/3 of respondents answered, “agree or strongly agree” when asked, “I feel valued, “I feel I belong”, “I feel I can be myself at work” and “I feel treated with respect”. However, between 16% and 21% of respondents disagreed or strongly disagreed with these statements. Approximately 58% of respondents agree or strongly agree with the statement “I have opportunities for professional success”, while 24% disagree or strongly disagree with this statement. 34% of respondents indicated they feel they have to work harder than others to be valued equally, while 45% disagree or strongly disagree with this statement. 50% of respondents agree or strongly agree with the statement, “I feel safe to share my ideas and concerns without fear of retribution”, while 34% of respondents disagree, or strongly disagree with this statement. Between 10% and 19% of respondents neither agree nor disagree with each of these statements.

Question	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Total
I feel valued as an individual	7.30%	13.48%	10.11%	47.19%	21.91%	178
I feel I belong	5.06%	13.48%	13.48%	47.19%	20.79%	178
I can be myself at work	3.39%	10.73%	19.21%	49.15%	17.51%	177
I have considered switching jobs or leaving because I felt unwelcomed	23.03%	31.46%	14.61%	18.54%	12.36%	178
I am treated with respect	6.18%	10.11%	10.67%	50.56%	22.47%	178
I have opportunities for professional success	10.17%	13.56%	18.08%	40.68%	17.51%	177
I have to work harder than others to be valued equally	14.61%	30.34%	21.35%	25.84%	7.87%	178
I feel safe to share my ideas and concerns without fear of retribution	14.62%	19.30%	15.79%	38.01%	12.28%	171

## College Commitment to Equity, Diversity, and Inclusion (EDI)

Faculty and Staff were asked to reflect on their last year at SCC and answer questions about their experience with SCC’s commitment to EDI with providing opportunities to engage, learn, and participate with a diverse group of colleagues.

### Q2 Considering your experiences overall at SCC over the past 12 months, please indicate your level of agreement with each of the following statements

Over half (65%) of respondents agree or strongly agree with the statement “SCC has a strong commitment to diversity, equity and inclusion” and similarly, 61% agree or strongly agree with the

statement “I have found one or more communities or groups where I feel I belong”. 12-16% of respondents disagree or strongly disagree with these statements, however a larger portion (22%) of respondents neither agree nor disagree with these statements. Considering experiences overall at SCC, 43% of respondents agree or strongly agree with the statement, “SCC is a safe place to share my ideas and concerns without fear of retribution”, while 35% of respondents disagree, or strongly disagree with this statement and 22% neither agree nor disagree with the statement.

Question	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Total
SCC has a strong commitment to diversity, equity, and inclusion	4.07%	8.72%	21.51%	48.26%	17.44%	172
I feel SCC is a place where I could perform up to my full potential	9.88%	18.60%	16.28%	37.79%	17.44%	172
I have found one or more communities or groups where I feel I belong	4.12%	12.35%	22.94%	47.06%	13.53%	170
SCC is a safe place to share my ideas and concerns without fear of retribution	12.12%	23.03%	21.82%	32.12%	10.91%	165

**Q3 - Considering your experiences over the past 12 months, please indicate your level of agreement with each of the following statements**

Faculty and staff were asked to consider opportunities, resources, and supports for personal growth at SCC. While 22% of respondents agree or strongly agree with the statement, “SCC puts too much emphasis on issues of diversity, equity, and inclusion”, more than half (55%) of respondents disagree or strongly disagree with that statement and 23% neither agree nor disagree with this statement. In contrast, 43% of respondents agree or strongly agree with the statement, “SCC provides sufficient programs and resources to foster the success of a diverse faculty” and only 23% of respondents disagree or strongly disagree with the statement. Interestingly, a significant portion (34%) of respondents neither agree nor disagree with that statement.

Question	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Total
SCC puts too much emphasis on issues of diversity, equity, and inclusion	24.02%	31.28%	22.91%	14.53%	7.26%	179
SCC provides sufficient programs and resources to foster the success of a diverse faculty	5.03%	18.44%	33.52%	30.73%	12.29%	179
My experience at SCC has had a positive influence on my professional growth	6.18%	7.30%	20.79%	51.69%	14.04%	178

At SCC, everyone can succeed to their full potential, no matter who they are (e.g. all ages, cultural backgrounds, genders, races, religions, etc.)	11.80%	20.22%	26.97%	27.53%	13.48%	178
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**Q4 - I believe the culture of SCC is**

Faculty and staff were asked to reflect on their beliefs of SCC’s culture and although almost 23% and 22% of respondents agree or strongly agree with the belief that SCC is biased based on race and ethnicity respectively, over 50% of respondents strongly disagree or disagree with that belief. The survey reflects a similar belief on whether SCC is sexist with one fifth of participants agreeing or strongly agreeing and over 50% strongly disagreeing or disagreeing. Less faculty and staff believe SCC is homophobic, or biased based on disabilities, 11.24% and 14.61% agree or strongly agree with those beliefs, respectively. We see an increase in beliefs agreeing and strongly agreeing with a biased based on employee position with 56.74% versus a quarter of the respondents strongly disagreeing and disagreeing with that belief.

Question	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly Agree	Total
Biased based on race	20.11%	30.73%	26.26%	18.99%	3.91%	179
Biased based on ethnicity	18.44%	32.96%	26.82%	18.44%	3.35%	179
Sexist	17.88%	35.20%	26.26%	15.64%	5.03%	179
Homophobic	20.22%	36.52%	32.02%	8.43%	2.81%	178
Age biased	17.32%	33.52%	25.70%	17.32%	6.15%	179
Biased based on socioeconomic status	17.98%	33.71%	32.58%	10.11%	5.62%	178
Biased based on the position of faculty, administrator, staff, student	12.36%	12.92%	17.98%	32.58%	24.16%	178
Biased based on disabilities	19.66%	30.90%	34.83%	11.24%	3.37%	178

**Q5 - During the past 12 months, how often have you interacted in a meaningful way with people at SCC...**

Interacting with people who are different than themselves is something that faculty and staff reflected on and the respondents that are over 50% often or very often interacting a meaningful way with people who are different based on religious beliefs, political opinions, immigrants or from an immigrant family, different nationality, race or ethnicity, gender, or different social class. The areas in where less than 50% are of respondents interact often or very often are areas in which are not as easily observable differences such as sexual orientation, physical disabilities, and learning or psychological disabilities with 46%, 36.5%, and 39.78% respectively.



Question	Never	Seldom	Sometimes	Often	Very Often	I'm unsure	Total
...whose religious beliefs are different than your own	2.84%	6.82%	25.00%	26.70%	26.70%	11.93%	176
...whose political opinions are different from your own	1.71%	10.29%	22.29%	32.00%	28.00%	5.71%	175
...who are immigrants or from an immigrant family	2.84%	13.64%	27.84%	22.73%	26.70%	6.25%	176
...who are of a different nationality than your own	1.14%	8.52%	30.11%	25.57%	31.25%	3.41%	176
...who are of a different race or ethnicity than your own	0.57%	6.86%	25.71%	33.14%	33.14%	0.57%	175
...whose gender is different than your own	0.57%	2.84%	8.52%	26.70%	59.66%	1.70%	176
...whose sexual orientation is different than your own	0.57%	8.52%	26.14%	26.70%	19.32%	18.75%	176
...who are from a different social class	0.57%	2.86%	16.57%	33.14%	35.43%	11.43%	175
...who have physical or other observable disabilities	3.43%	21.14%	35.43%	21.14%	15.43%	3.43%	175
...who have learning, psychological, or other disabilities that are not readily apparent	1.70%	9.66%	26.70%	23.30%	16.48%	22.16%	176

**Q6 - Over the past 12 months, how often have you experienced discriminatory events at SCC because of your:**

Faculty and staff were asked to look back over the last year and report on any experiences of discrimination they have had at SCC. Discrimination on ability or disability status and sex were the highest repeats, with 3 or more times at 7% of the total respondents and age and political orientation being next at 6.5%. Over 90% of respondents say they have never experienced discrimination based on race or ethnic identity, sexual orientation, gender identity or gender expression, veteran status, marital status, or national origin. Discrimination based on age and sex are the highest experiences at 23% and 26% respectively.

Question	Never	1-2 times	3 or more times	Total
Ability or disability status	88.30%	4.68%	7.02%	171
Racial or ethnic identity	90.12%	6.98%	2.91%	172
Sex	73.84%	19.19%	6.98%	172
Sexual orientation	95.35%	2.33%	2.33%	172

Gender identity or gender expression	93.60%	4.65%	1.74%	172
Veteran status	97.08%	1.75%	1.17%	171
Marital status	91.23%	5.85%	2.92%	171
National origin	97.08%	1.75%	1.17%	171
Age	76.61%	16.96%	6.43%	171
Religion	86.55%	9.94%	3.51%	171
Height or weight	88.30%	8.77%	2.92%	171
Political orientation	80.12%	13.45%	6.43%	171
Social class	85.96%	10.53%	3.51%	171

**Q7 - Over the past 12 months, how often have you witnessed discriminatory events at SCC because of someone else's:**

Faculty and staff were asked if they had witnessed discriminatory events happening to someone else and the data shows a higher number of events being witnessed to others than to oneself. Discrimination based on age is the highest repeat offense with over 10% of respondents saying they have witnessed discrimination three or more times, followed by political orientation (8.43%) and then racial or ethnic identity and sex at the same percentage of just under 8% (7.88%). The highest witness of discrimination is political orientation at almost a third (31.33%) followed closely by racial and ethnic identity and sex (30.1%) and then age (29.5%). The least amount of discrimination witnessed is veteran and marital status at 93.33%.

Question	Never	1-2 times	3 or more times	Total
Ability or disability status	75.30%	17.47%	7.23%	166
Racial or ethnic identity	69.70%	22.42%	7.88%	165
Sex	69.70%	22.42%	7.88%	165
Sexual orientation	80.61%	16.36%	3.03%	165
Gender identity or gender expression	73.94%	21.82%	4.24%	165
Veteran status	93.33%	3.64%	3.03%	165
Marital status	93.33%	3.64%	3.03%	165
National origin	81.82%	12.73%	5.45%	165
Age	70.48%	18.67%	10.84%	166
Religion	84.34%	10.24%	5.42%	166

Height or weight	83.64%	12.12%	4.24%	165
Political orientation	68.67%	22.89%	8.43%	166
Social class	77.58%	16.36%	6.06%	165

**Q8 - Considering your experiences over the past 12 months, please indicate your level of agreement with each of the following statements**

When Faculty and Staff were asked to consider Opportunities and Experiences at SCC over the past 12 months, between 54% and 64% agree or strongly agree that SCC is committed to providing equal opportunities for all employees, people of all ages, cultural backgrounds, genders, races, religions, etc. have an equitable chance of getting hired at SCC and that job performance is evaluated fairly. Between 15% and 32% of respondents disagree, or strongly disagree with these statements. However, when Faculty and Staff were asked to respond to the statement, “At SCC, everyone is held to the same ethical standards,” only 37% agree or strongly agree with this statement while 46% disagree or strongly disagree with this statement. When asked to reflect on the statement, “I receive meaningful recognition when I do a good job,” the majority of respondents (28%) indicate they neither agree, nor disagree with this statement.

Question	Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
Spokane Community College is committed to providing equal opportunity for all employees	15.29%	17.65%	12.94%	35.29%	18.82%	170
People of all ages, cultural backgrounds, genders, races, religions, etc. have an equitable chance of getting hired at SCC	11.18%	17.65%	15.88%	37.06%	18.24%	170
My job performance is evaluated fairly	9.41%	6.47%	20.00%	50.00%	14.12%	170
At SCC, everyone is held to the same ethical standards	18.24%	28.24%	16.47%	24.71%	12.35%	170
I receive meaningful recognition when I do a good job	13.53%	18.24%	28.24%	25.29%	14.71%	170

**Q9 - Considering your experiences over the past 12 months, please indicate your level of agreement with each of the following statements**

When reflecting on how participatory decisions are and perspectives valued, faculty and staff agree and strongly agree over 50% with faculty and staff being encouraged to participate in decisions that affect their work (53%) and having their supervisor value their perspective (59.5%). Faculty and staff also agree or strongly agree that senior leadership’s actions show genuine commitment to inclusion at the college

with 52%. Senior leadership valuing diverse perspective is at 44.6% of respondents agreeing or strongly agreeing. 62.5% of respondents agree or strongly agree they trust their supervisor.

Question	Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
Faculty and staff are encouraged to participate in decisions that affect their work	10.12%	17.26%	19.64%	37.50%	15.48%	168
Senior leadership's actions show they are genuinely committed to building an inclusive college	14.29%	11.90%	21.43%	39.29%	13.10%	168
Senior leadership values diverse perspectives, even if they are different from their own	13.10%	18.45%	23.81%	33.93%	10.71%	168
My supervisor values my perspective, even if it is different from their own	13.10%	13.69%	13.69%	40.48%	19.05%	168
I trust my supervisor	11.90%	10.12%	15.48%	38.69%	23.81%	168
My supervisor shows they care about me as an individual	12.50%	7.14%	18.45%	35.12%	26.79%	168

**Q10 - Considering your experiences over the past 12 months, please indicate your level of agreement with each of the following statements**

The vast majority responded positively when asked to look back on the past year and consider how often they felt respected and/or valued by their team. 69% of respondents indicate they are treated with respect at work, while 65% report they feel valued as a member of their team, and 58% report that diverse perspectives are valued within their team. Between 16% and 23% of respondents disagree that they feel valued or treated with respect on their teams.

Question	Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
I am treated with respect at work	5.92%	9.47%	16.57%	48.52%	19.53%	169
I feel like a valued member of my team	10.06%	11.24%	13.02%	43.20%	22.49%	169
Diverse perspectives are valued in my team	11.31%	11.90%	17.86%	40.48%	18.45%	168

**Q11 - Considering your experiences over the past 12 months, please indicate your level of agreement with each of the following statements**

Faculty and Staff at SCC agree or strongly agree by 70% that improving diversity and inclusion should be a priority for SCC along with 65% of respondents agreeing or strongly agreeing with the diversity and

inclusion targets SCC has set. 50% of the respondents agree or strongly agree that we have made sufficient progress towards diversity and inclusion and 60% of respondents agree or strongly agree they have taken action outside of their core job to build inclusion.

Question	Strongly Disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total
I believe improving diversity and inclusion should be a priority for SCC	4.14%	7.10%	18.93%	33.14%	36.69%	169
I support the use of diversity and inclusion targets at SCC	5.33%	5.33%	23.67%	33.14%	32.54%	169
We have made sufficient progress towards greater diversity and inclusion at SCC	7.10%	13.61%	28.99%	39.05%	11.24%	169
I have taken action outside my core job to build an inclusive college	1.79%	3.57%	33.93%	38.69%	22.02%	168

**Q12 - Considering your experiences over the past 12 months, please indicate your level of agreement with each of the following statements**

Faculty and staff we asked to look back over the past year, and assess feelings of safety and comfort they have felt advocating for diversity, voicing opinions and taking social risks. 60% of respondents indicate they feel safe on their team to take social risks, while 26% responded they do not feel safe to take social risks. 55% of respondents agree or strongly agree that they feel comfortable voicing their ideas and opinions, even if they differ from others, while 32% do not feel comfortable. Just over half of respondents (53%) state they can advocate for diversity and inclusion without taking a personal risk, while a quarter of respondents (23%) disagree that they can advocate for diversity and inclusion without taking a personal risk. Interestingly, a quarter of respondents (24%) also indicate they neither agree, nor disagree with this statement.

Question	Strongly Disagree	Disagree	Neither Agree not Disagree	Agree	Strongly Agree	Total
In my team, it feels safe to take social risks (e.g. asking questions, making mistakes, highlighting problems)	10.06%	15.98%	14.20%	42.60%	17.16%	169
I am comfortable voicing my ideas and opinions, even if they are different from others	13.02%	18.93%	12.43%	43.20%	12.43%	169
I can advocate for diversity and inclusion at SCC without taking a personal risk	10.06%	13.61%	23.67%	36.69%	15.98%	169
In my team, I am comfortable discussing difficult issues	11.24%	15.98%	11.24%	44.97%	16.57%	169

## College Commitment to Access and Safety

Faculty and Staff were asked to reflect on how accessible SCC is for our employees of all backgrounds and abilities along with their own personal safety.

### Q13 - How would you rate the physical accessibility on campus for people with physical, learning, psychological, or medical disabilities?

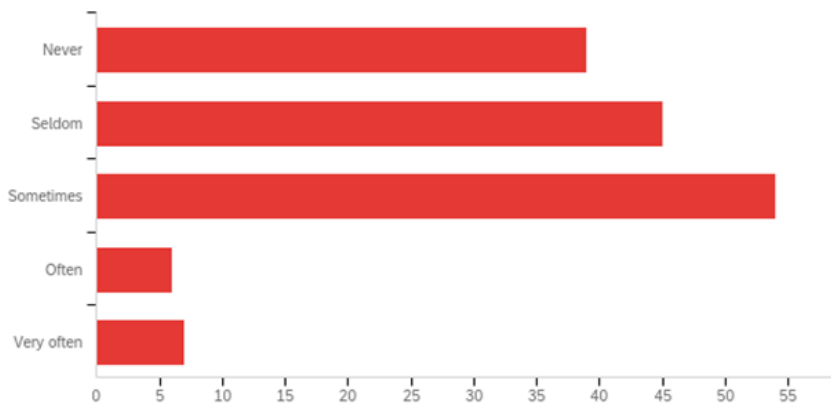
Faculty and staff were asked to consider the physical accessibility of SCC’s campus based on a variety of spaces offered to faculty, staff, and students. Respondents rated “somewhat accommodating” to “very accommodating” highest for automatic door openers (81.7%), walkways and pedestrian paths (76.8%), and classroom buildings (76%). Restrooms and on campus transportation/parking were rated the highest in “not very accommodating” at 15.8% and 14.6% respectively.

Question	Very accommodating	Accommodating	Somewhat accommodating	Not very accommodating	Don't know	Total
Athletic facilities (stadiums, arena, etc.)	6.75%	18.40%	19.63%	4.91%	50.31%	163
Automatic Door Openers	17.07%	39.63%	25.00%	6.10%	12.20%	164
Classroom Buildings	11.66%	36.81%	27.61%	5.52%	18.40%	163
Classroom labs	10.37%	23.78%	20.73%	5.49%	39.63%	164
Computer labs	9.76%	25.00%	21.34%	5.49%	38.41%	164
Dining Facilities	10.37%	35.98%	17.07%	2.44%	34.15%	164
Elevators	10.98%	28.05%	25.61%	9.76%	25.61%	164
Health Center	8.59%	22.09%	9.82%	0.61%	58.90%	163
Library	10.98%	38.41%	15.85%	1.22%	33.54%	164
On-campus transportation /parking	8.54%	27.44%	20.73%	14.63%	28.66%	164
Other campus buildings	7.98%	18.40%	21.47%	2.45%	49.69%	163
Recreational facilities	6.10%	12.80%	14.02%	4.88%	62.20%	164
Restrooms	9.76%	28.66%	29.27%	15.85%	16.46%	164
Studios/Performing Arts Spaces	6.13%	15.95%	7.98%	3.68%	66.26%	163

Walkways and pedestrian paths	12.20%	39.63%	25.00%	9.15%	14.02%	164
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**Q14 - In the past 12 months, how often have you been concerned about your physical safety on campus or around?**

Physical safety is of concern for nearly all respondents. 75% of respondents indicate that they feel concerned about their physical safety on or around campus at least “sometimes”, and 50% of those respondents indicate they feel concerned about their physical safety “very often”. Only 7% of respondents have never felt concerned for their physical safety.



Question	Never	Seldom	Sometimes	Often	Very Often	Total
In the past 12 months, how often have you been concerned about your physical safety on campus or around?	25.83%	29.80%	35.76%	3.97%	4.64%	151

**Q15 - In the past 12 months, which of the following have you avoided at SCC due to fear for your physical safety (not COVID-related)? (Check all that apply.)**

Faculty and Staff were asked to consider where they avoid going due to fear or physical safety at SCC with the highest responses being “walking around campus at night” at 24% followed by “secluded areas on campus” at 22.5%. Respondents could select more than one area they avoid. The third and fourth areas respondents avoid the most are neighborhoods or other areas surrounding SC and parking lots at 15.9% and 14.8% respectively.

	Percent Checked	Count Checked
Sporting events	0.74%	2

Secluded areas on campus	22.59%	61
Campus buildings	4.07%	11
Busses or bus stops	12.59%	34
Parking lots	14.81%	40
Neighborhoods or other areas surrounding SCC	15.93%	43
Walking around campus at night	24.07%	65
Other (please specify)	5.19%	14
<b>Total</b>	<b>100%</b>	<b>270</b>

If respondents selected “other” (5%) they had space to specify:

<b>Other (please specify)</b>
Walking on breaks by myself.
I do not come to work on campus on the weekend
Walking around campus during the day
AEC
Walking around campus in afternoon after classes let out or early morning before other people arrive
Ice on walkways
lack of multiple exits in office
Trail along the river
Bathrooms
Office areas, Walking around campus during the daytime.
Campus Buildings at night
walking on the river path
icy sidewalks
snowy/slippery walkways



## Appendix: Questions

**Q1 - Considering your experiences within your department over the past 12 months, please indicate your level of agreement with each of the following statements:**

Options: *Strongly disagree, Disagree, Neither agree or disagree, Agree, Strongly agree*

I feel valued as an individual

I feel I belong

I can be myself at work

I have considered switching jobs or leaving because I felt unwelcomed

I am treated with respect

I have opportunities for professional success

I have to work harder than others to be valued equally

I feel safe to share my ideas and concerns without fear of retribution

**Q2 - Considering your experiences overall at SCC over the past 12 months, please indicate your level of agreement with each of the following statements:**

Options: *Strongly disagree, Disagree, Neither agree or disagree, Agree, Strongly agree*

SCC has a strong commitment to diversity, equity, and inclusion

I feel SCC is a place where I could perform up to my full potential

I have found one or more communities or groups where I feel I belong

SCC is a safe place to share my ideas and concerns without fear of retribution

**Q3 - Considering your experiences over the past 12 months, please indicate your level of agreement with each of the following statements**

Options: *Strongly disagree, Disagree, Neither agree or disagree, Agree, Strongly agree*

SCC puts too much emphasis on issues of diversity, equity, and inclusion

SCC provides sufficient programs and resources to foster the success of a diverse faculty

My experience at SCC has had a positive influence on my professional growth

At SCC, everyone can succeed to their full potential, no matter who they are (e.g. all ages, cultural backgrounds, genders, races, religions, etc.)

**Q4 - I believe the culture of SCC is**

Options: *Strongly disagree, Disagree, Neither agree or disagree, Agree, Strongly agree*

Biased based on race

Biased based on ethnicity

Sexist

Homophobic

Age biased

Biased based on socioeconomic status

Biased based on the position of faculty, administrator, staff, student

Biased based on disabilities

**Q5 - During the past 12 months, how often have you interacted in a meaningful way with people at SCC...**

Options: *Never, Seldom, Sometimes, Often, Very Often, I'm unsure*

...whose religious beliefs are different than your own

...whose political opinions are different from your own

...who are immigrants or from an immigrant family

...who are of a different nationality than your own

...who are of a different race or ethnicity than your own

...whose gender is different than your own

...whose sexual orientation is different than your own

...who are from a different social class

...who have physical or other observable disabilities

...who have learning, psychological, or other disabilities that are not readily apparent

**Q6 - Over the past 12 months, how often have you experienced discriminatory events at SCC because of your:**

Options: *Never, 1-2 times, 3 or more times*

Ability or disability status

Racial or ethnic identity

Sex

Sexual orientation

Gender identity or gender expression

Veteran status

Marital status

National origin

Age

Religion

Height or weight

Political orientation

Social class

**Q7 - Over the past 12 months, how often have you witnessed discriminatory events at SCC because of someone else's:**

Options: *Never, 1-2 times, 3 or more times*

Ability or disability status

Racial or ethnic identity

Sex

Sexual orientation

Gender identity or gender expression

Veteran status

Marital status

National origin

Age

Religion

Height or weight

Political orientation

Social class

**Q8 - Considering your experiences over the past 12 months, please indicate your level of agreement with each of the following statements**

Options: *Strongly disagree, Disagree, Neither agree or disagree, Agree, Strongly agree*

Spokane Community College is committed to providing equal opportunity for all employees

People of all ages, cultural backgrounds, genders, races, religions, etc. have an equitable chance of getting hired at SCC

My job performance is evaluated fairly

At SCC, everyone is held to the same ethical standards

I receive meaningful recognition when I do a good job

**Q9 - Considering your experiences over the past 12 months, please indicate your level of agreement with each of the following statements**

Options: *Strongly disagree, Disagree, Neither agree or disagree, Agree, Strongly agree*

Faculty and staff are encouraged to participate in decisions that affect their work

Senior leadership's actions show they are genuinely committed to building an inclusive college

Senior leadership values diverse perspectives, even if they are different from their own

My supervisor values my perspective, even if it is different from their own

I trust my supervisor

My supervisor shows they care about me as an individual

**Q10 - Considering your experiences over the past 12 months, please indicate your level of agreement with each of the following statements**

Options: *Strongly disagree, Disagree, Neither agree or disagree, Agree, Strongly agree*

I am treated with respect at work

I feel like a valued member of my team

Diverse perspectives are valued in my team

**Q11 - Considering your experiences over the past 12 months, please indicate your level of agreement with each of the following statements**

Options: *Strongly disagree, Disagree, Neither agree or disagree, Agree, Strongly agree*

I believe improving diversity and inclusion should be a priority for SCC

I support the use of diversity and inclusion targets at SCC

We have made sufficient progress towards greater diversity and inclusion at SCC

I have taken action outside my core job to build an inclusive college

**Q12 - Considering your experiences over the past 12 months, please indicate your level of agreement with each of the following statements**

Options: *Strongly disagree, Disagree, Neither agree or disagree, Agree, Strongly agree*

In my team, it feels safe to take social risks (e.g. asking questions, making mistakes, highlighting problems)

I am comfortable voicing my ideas and opinions, even if they are different from others

I can advocate for diversity and inclusion at SCC without taking a personal risk

In my team, I am comfortable discussing difficult issues

**Q13 - How would you rate the physical accessibility on campus for people with physical, learning, psychological, or medical disabilities?**

Options: *Very accommodating, Accommodating, Somewhat accommodating, Not very accommodating, Don't know*

Athletic facilities (stadiums, arena, etc.)

Automatic Door Openers

Classroom Buildings

Classroom labs

Computer labs

Dining Facilities

Elevators

Health Center

Library

On-campus transportation/parking

Other campus buildings

Recreational facilities

Restrooms

Studios/Performing Arts Spaces

Walkways and pedestrian paths

**Q14 - In the past 12 months, how often have you been concerned about your physical safety on campus or around?**

Options: *Never, Seldom, Sometimes, Often, Very Often*

**Q15 - In the past 12 months, which of the following have you avoided at SCC due to fear for your physical safety (not COVID-related)? (Check all that apply.)**

Sporting events

Secluded areas on campus

Campus buildings

Busses or bus stops

Parking lots

Neighborhoods or other areas surrounding SCC

Walking around campus at night

## **Demographic Questions**

**Q16 - Are you a person with a disability? This may include a physical or mental impairment or medical condition that substantially limits life activity, or a history of such an impairment or medical condition.**

Options:

Yes, I have a physical disability, or have a history/record of having one

Yes, I have a mental disability or neurodiversity, or have a history/record of having one

Yes, I have both a mental and physical disability, or have a history/record of having them

No, I do not have a disability, or a history/record of having one

I prefer not to answer

**Q17 - Please select your age:**

Options: Under 20, 20-25, 26-29, 30-39, 40-49, 50-59, 60 and over, I prefer not to answer

**Q18 - Do you have primary caregiving responsibilities? This may include childcare, eldercare, or disability care.**

Options: Yes, No, I prefer not to answer

**Q19 - What is your gender identity?**

Options: Man, Woman, Non-binary/third gender, prefer to self-describe, I prefer not to answer

**Q20 - Please select the category that best describes your race/ethnicity (select only one response):**

Options:

American Indian or Alaska Native (not Hispanic or Latino): origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

Asian (not Hispanic or Latino): origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

Black or African American (not Hispanic or Latino): origins in any of the black racial groups of Africa

Hispanic or Latino: a person of Cuban, Mexican, Chicano, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race

Native Hawaiian or Other Pacific Islander (not Hispanic or Latino): origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

White (not Hispanic or Latino): origins in any of the original peoples of Europe, the Middle East, or North Africa

Two or More Races (not Hispanic or Latino): Please select this option if you are two or more races from the options

I prefer not to answer

**Q21 - Do you identify as Lesbian, Gay, Bisexual, Pansexual, or Asexual?**

Options: *Yes, No, prefer to self-describe, I prefer not to answer*

**Q22 - Are you currently serving in or a veteran of the armed forces?**

Options: *Yes, No, I prefer not to answer*

**Q23 - What is your employment status**

Full-time faculty

Full-time staff

Part-time or adjunct faculty

Part-time staff

I prefer not to answer