Diversity & Equity Survey Results

Higher Education Data Sharing (HEDS) Consortium

Administered Fall 2022

- Respondent Demographics — Slides 3-5
- Satisfaction with Campus Climate — Slides 6-10
- Satisfaction with Institutional Support — Slides 11-16
- Frequency of Interactions with Diverse Groups — Slides 17-24
- Comfort with diverse Groups — Slides 25-31
- Diversity Improves Experiences — Slides 32-34
- Activities that Influence Support for Diversity — Slides 35-42
- Hearing Insensitive/Disparaging Remarks — Slides 43-49
- Frequency of Insensitive/Disparaging Remarks — Slides 50-54
- Institutional Processes — Slides 55-57
- Experience of Discrimination/Harassment — Slides 58-65
- Types of Discrimination/Harassment — Slides 66-72
- Location Discrimination/Harassment Occurred — Slides 73-75
- Source of Discrimination/Harassment — Slides 76-77
- SFCC Supplemental Questions — Slides 78-80
- SFCC Responses Compared to Other Participants — Slides 81-86

Administered by HEDS in Fall 2022 to all SFCC employees via email invitation

The HEDS Diversity and Equity Campus Climate Survey asks students, faculty, staff, and administrators about their:

- perceptions of their institution's climate,
- perceptions of how their institution supports diversity and equity, and
- experiences with discrimination and harassment at their institution.

Who Responded

- 82 faculty
  - 14% part-time
  - 86% full-time
  - 20% had worked 4 years or less
  - 69% 45 years of age or older
- 65 staff/administrators
  - 56% hourly (non-exempt) and 44% salaried (exempt)
  - 11% part-time
  - 89% full-time
  - 47% had worked 4 years or less
  - 44% 45 years of age or older

Not all respondents provided answers to all items, including demographics.

Who Responded

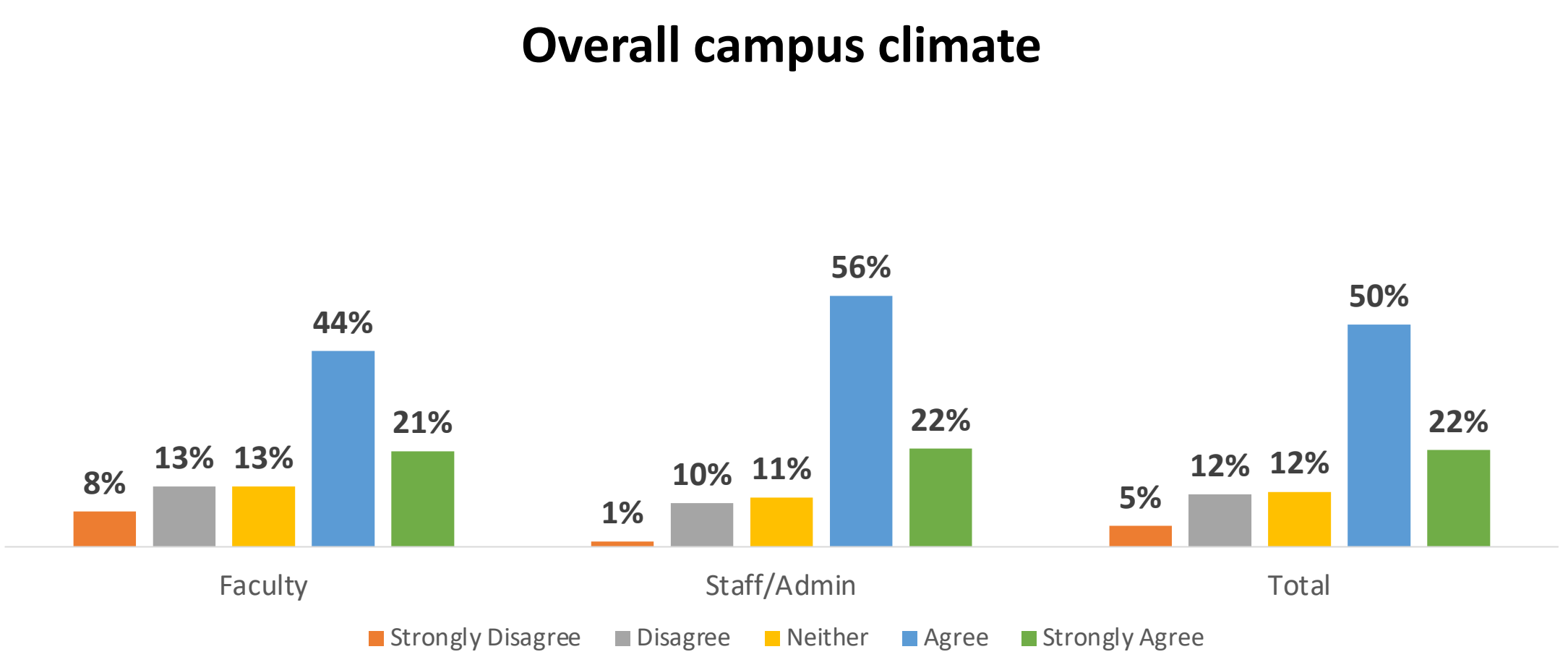
- 82 faculty
  - 53% female
  - 15% LGBQ+
  - 36% Christian; 35% Atheist/Agnostic; 18% Spiritual/Not Religious
  - 12% Conservative; 23% Centrist; 65% Liberal
  - 18% race other than White
- 65 staff/administrators
  - 79% female
  - 17% LGBQ+
  - 42% Christian; 30% Atheist/Agnostic; 26% Spiritual/Not Religious
  - 6% Conservative; 38% Centrist; 57% Liberal
  - 24% race other than White

Satisfaction with Campus Climate

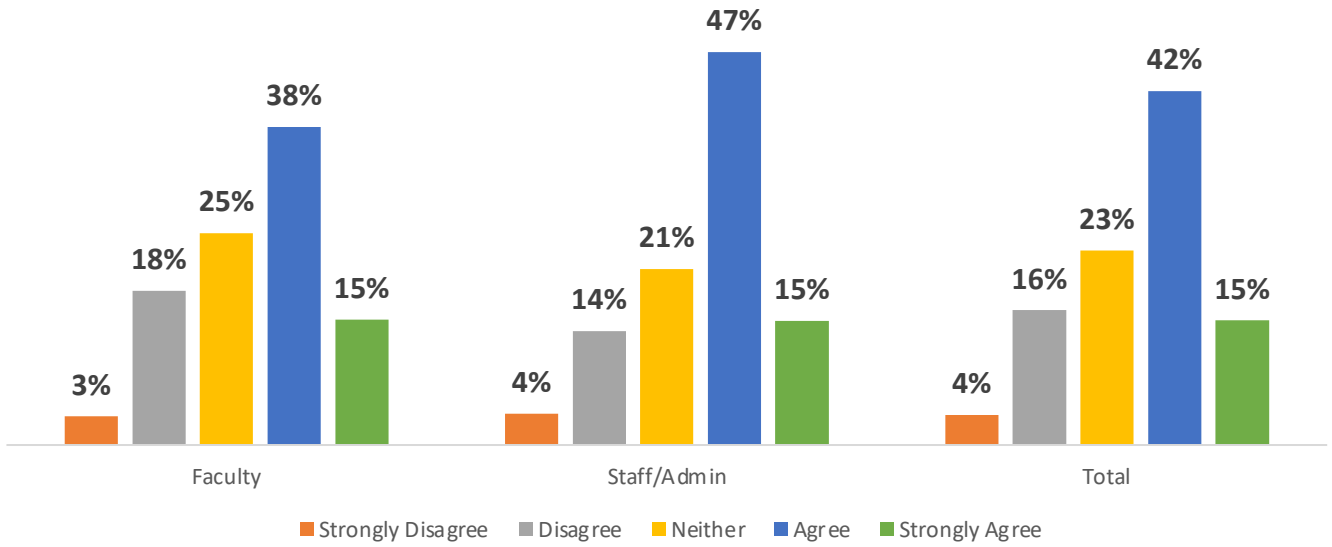
Please indicate your level of satisfaction with the following at SFCC—

Five-point scale ranging from Strongly Disagree (1) to Strongly Agree (5)

Both employee groups reported high satisfaction with the overall campus climate with faculty being slightly less satisfied and more likely to strongly disagree.

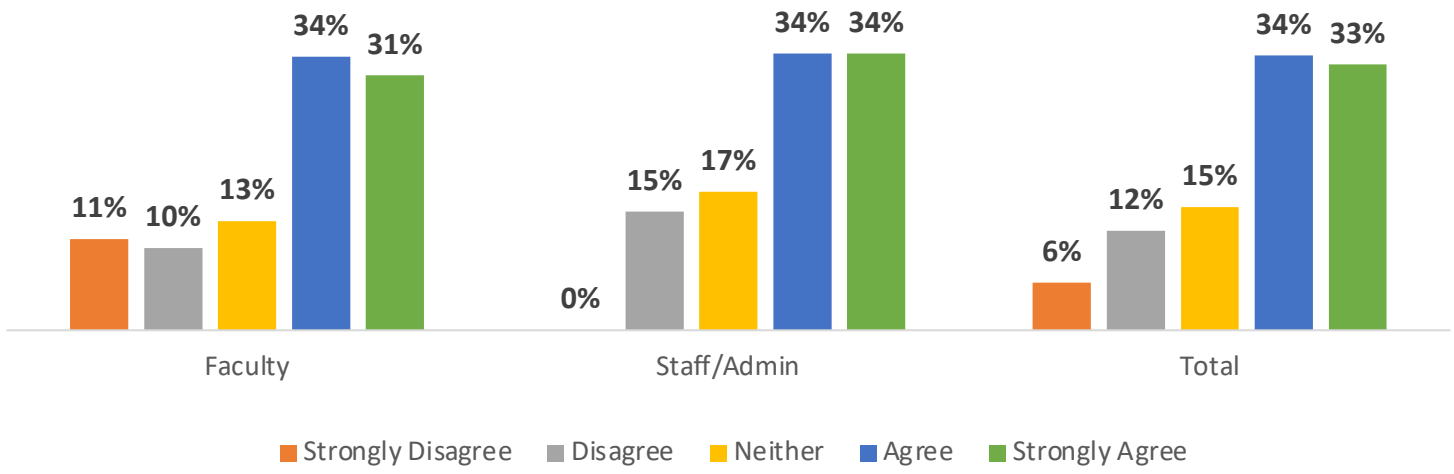


The campus experience/environment regarding diversity at this institution



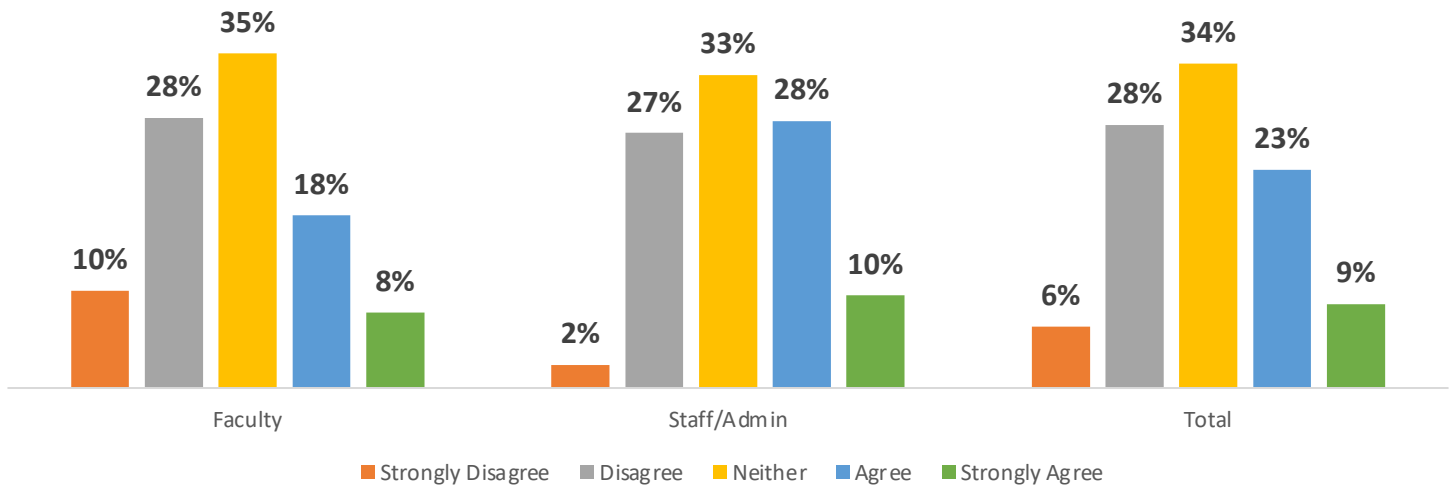
Both employee groups reported high satisfaction with the campus experience/ environment regarding diversity with faculty being slightly less satisfied and more likely to be neutral or disagree.

Extent to which you experience a sense of belonging or community at this institution



Both employee groups reported high satisfaction with the extent to which they experience a sense of belonging or community at this institution with faculty being slightly less satisfied and more likely to strongly disagree.

The campus environment is free from tensions related to individual or group differences.



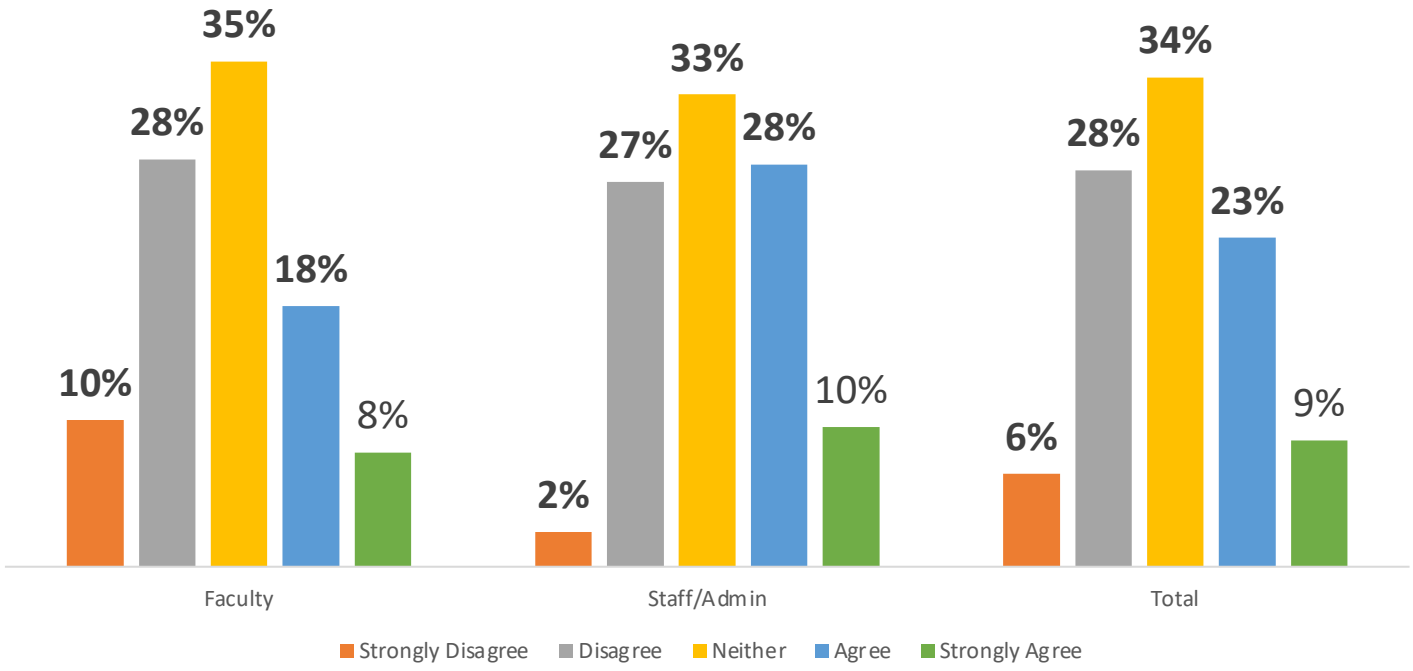
Only slightly more than a quarter of faculty and a third of staff/administrators responded in agreement that the campus environment if free from tension. And over a third with a neutral response. Faculty were more likely were more likely to strongly agree.

Satisfaction with Institutional Support

Please indicate your level of satisfaction with the following at SFCC—

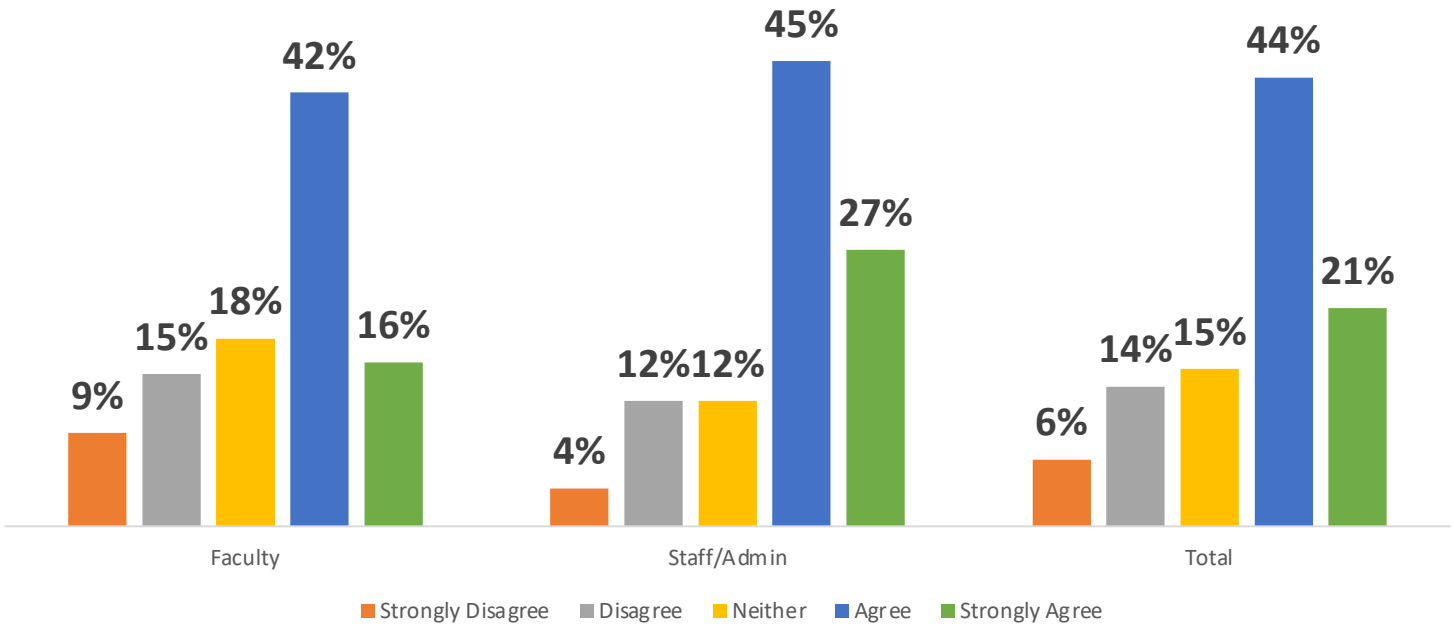
Five-point scale ranging from Strongly Disagree (1) to Strongly Agree (5)

The campus environment is free from tensions related to individual or group differences.

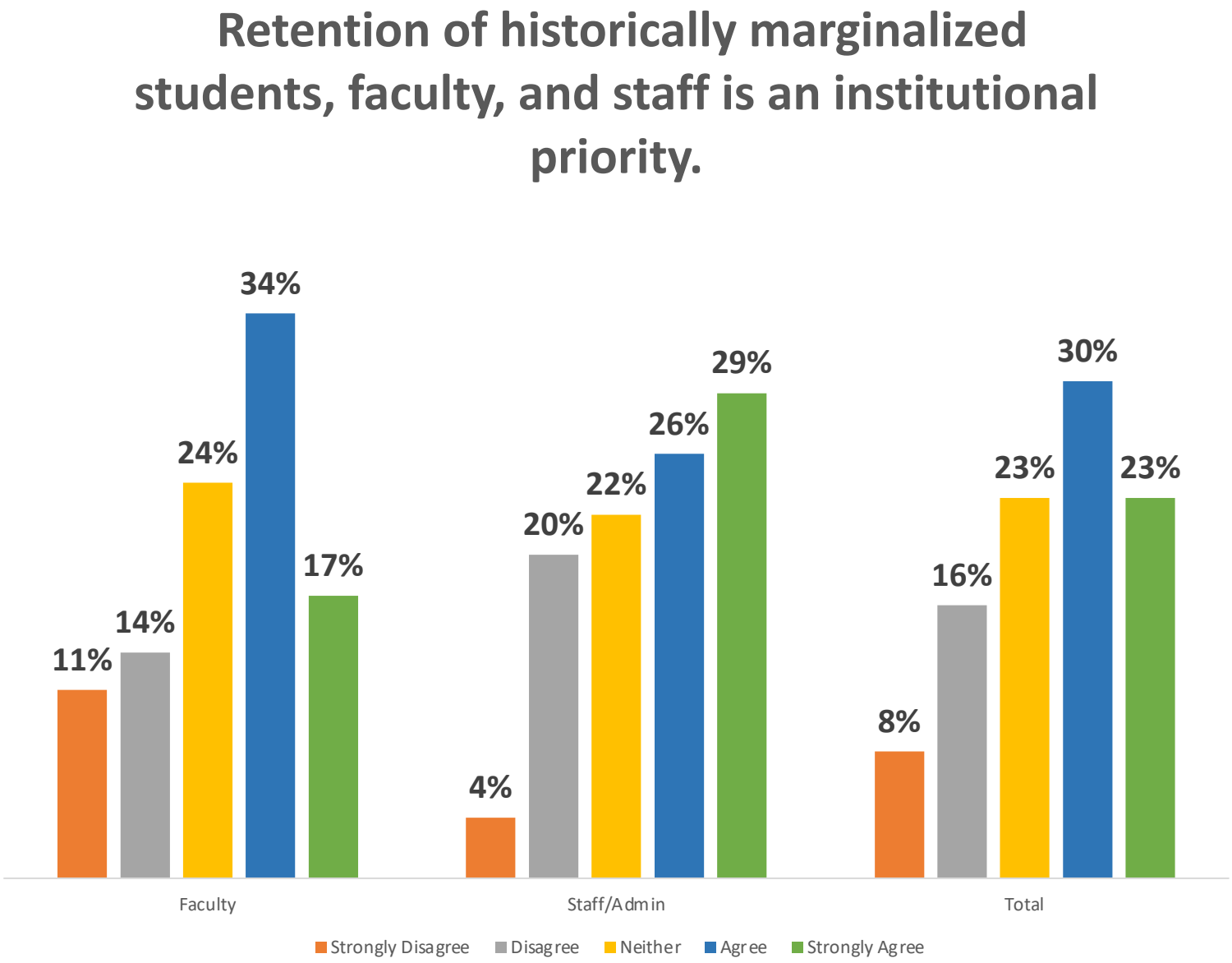


Both employee groups indicated uncertainty whether all community members experience a sense of belonging with over a third with a neutral response. Faculty were more likely to agree while staff/administrators were more likely to strongly agree.

Recruitment of historically marginalized students, faculty, and staff is an institutional priority.



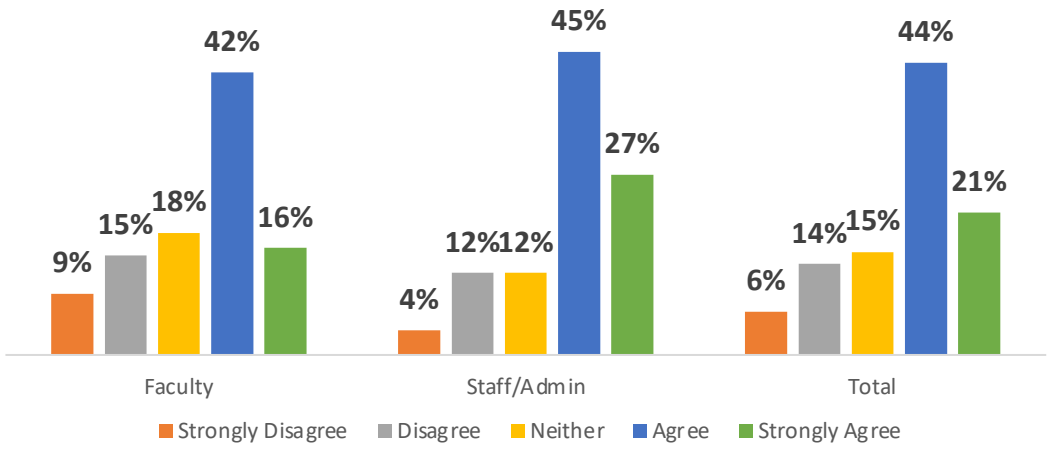
Over half of the respondents agreed that recruitment of historically marginalized people is an institutional priority.



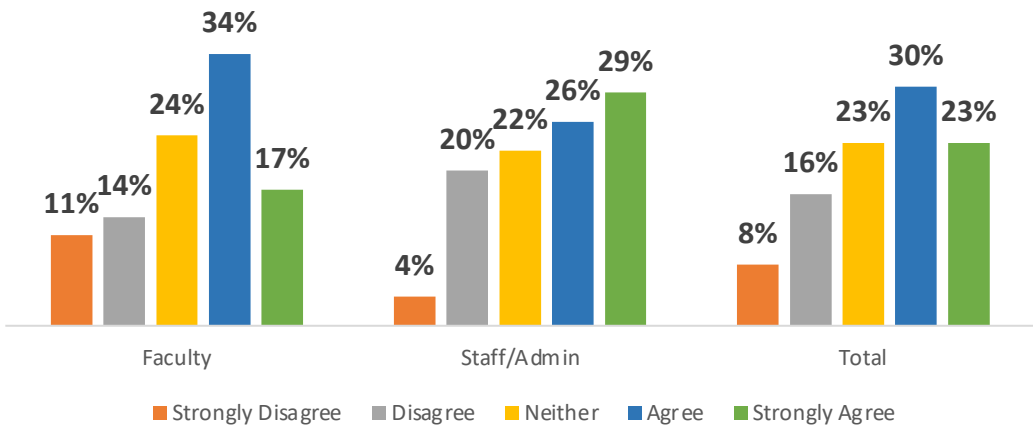
Over half of the respondents also agreed that retention of historically marginalized people is an institutional priority.

Overall, recruitment was seen as more of a priority than retention of employees from historically marginalized groups.

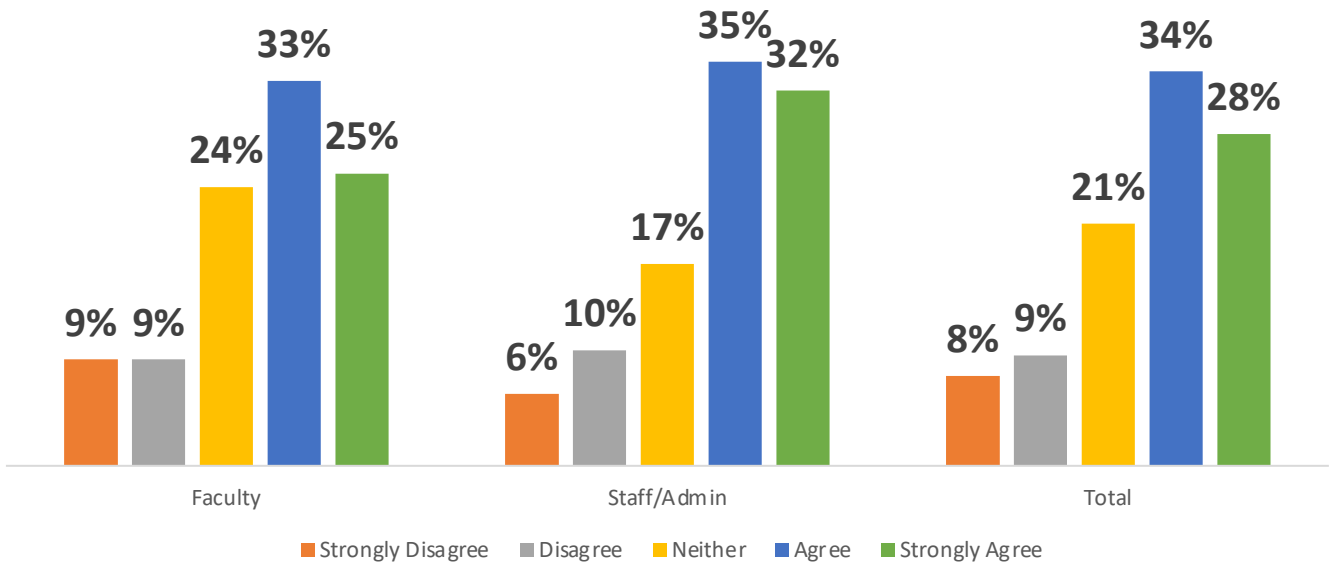
Recruitment is a Priority



Retention is a Priority



Senior leadership demonstrates a commitment to diversity and equity on this campus.



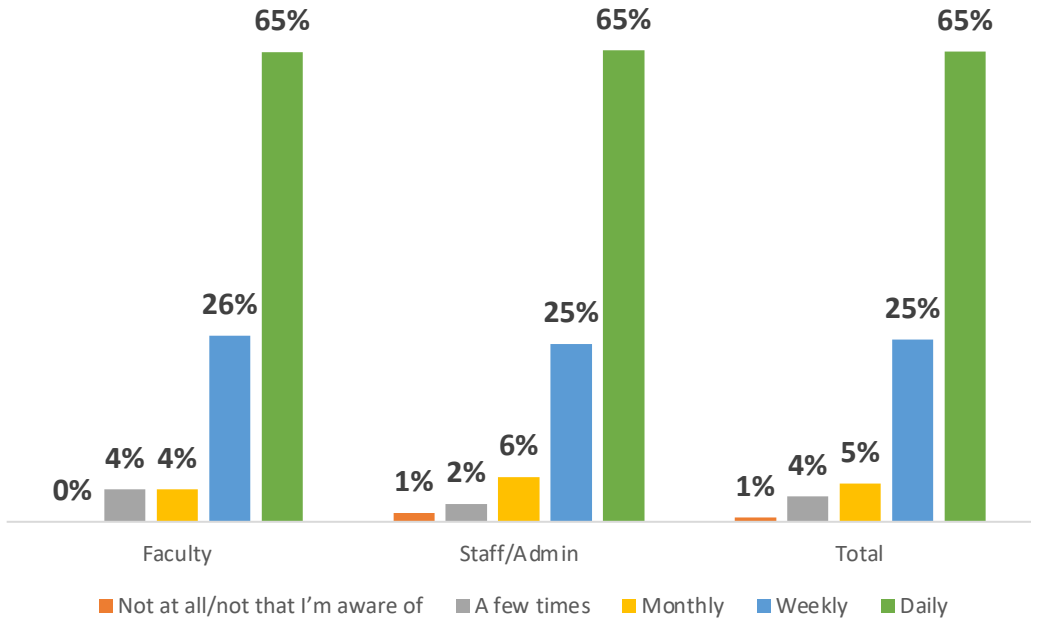
Both employee groups agree that senior leadership shows commitment to equity and diversity.

How often have you interacted with people who/from…

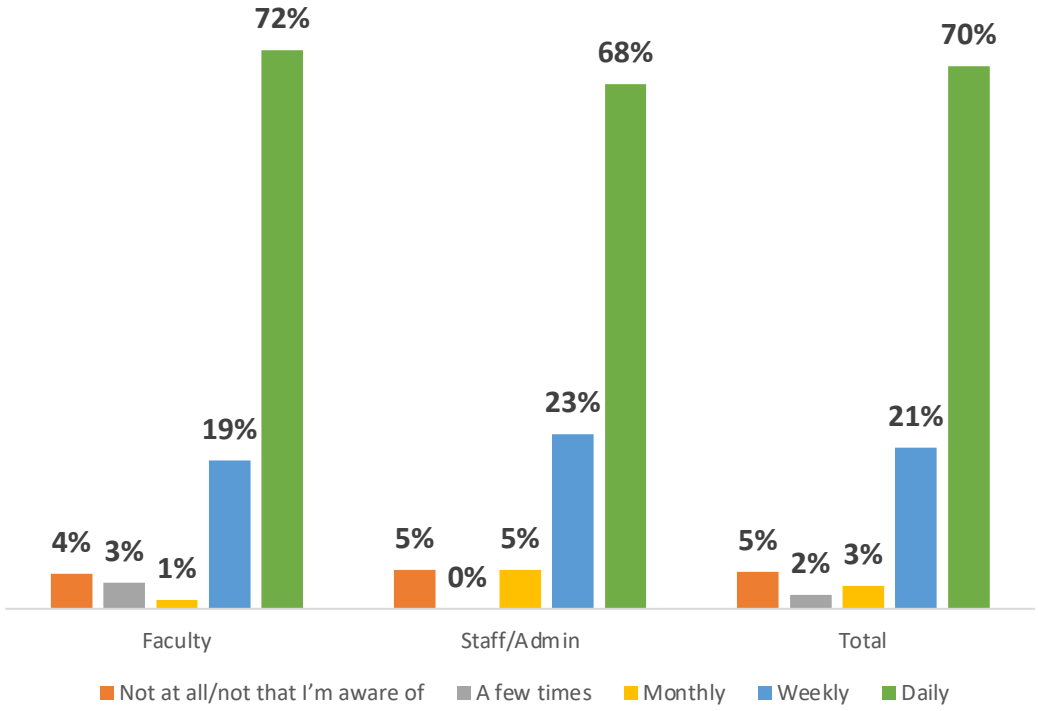
Five-point scale ranging from Not at all that I am aware of (1) to Daily(5)

SFCC employees indicate frequent interaction with people from a variety of population groups.

People who have a racial and/or ethnic identity other than your own

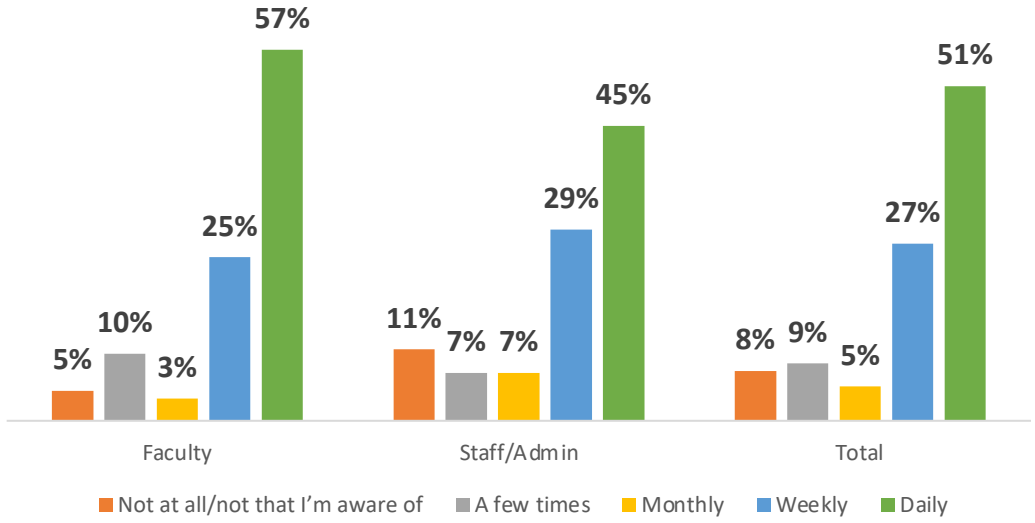


People from a socioeconomic background other than your own

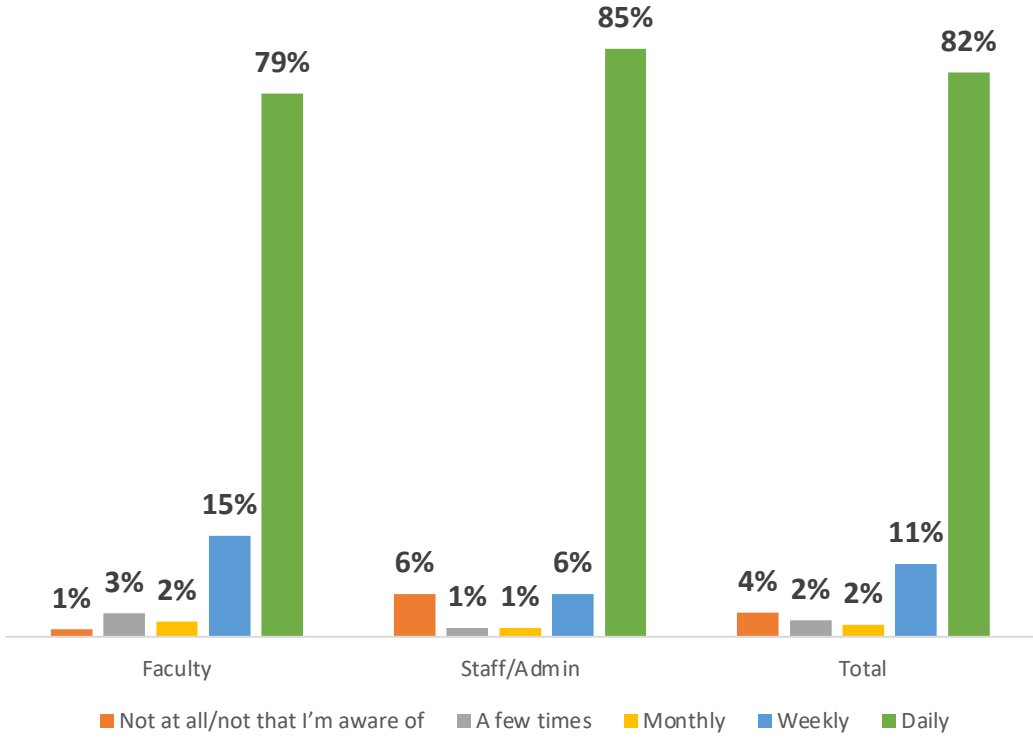


SFCC employees indicate frequent interaction with people from a variety of population groups.

People who have a sexual orientation other than your own

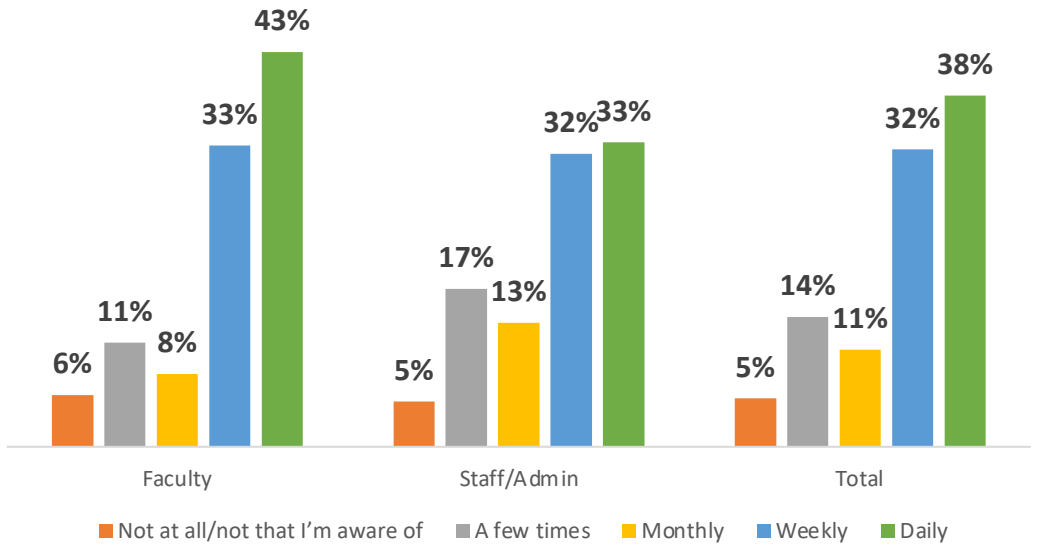


People whose gender differs from yours

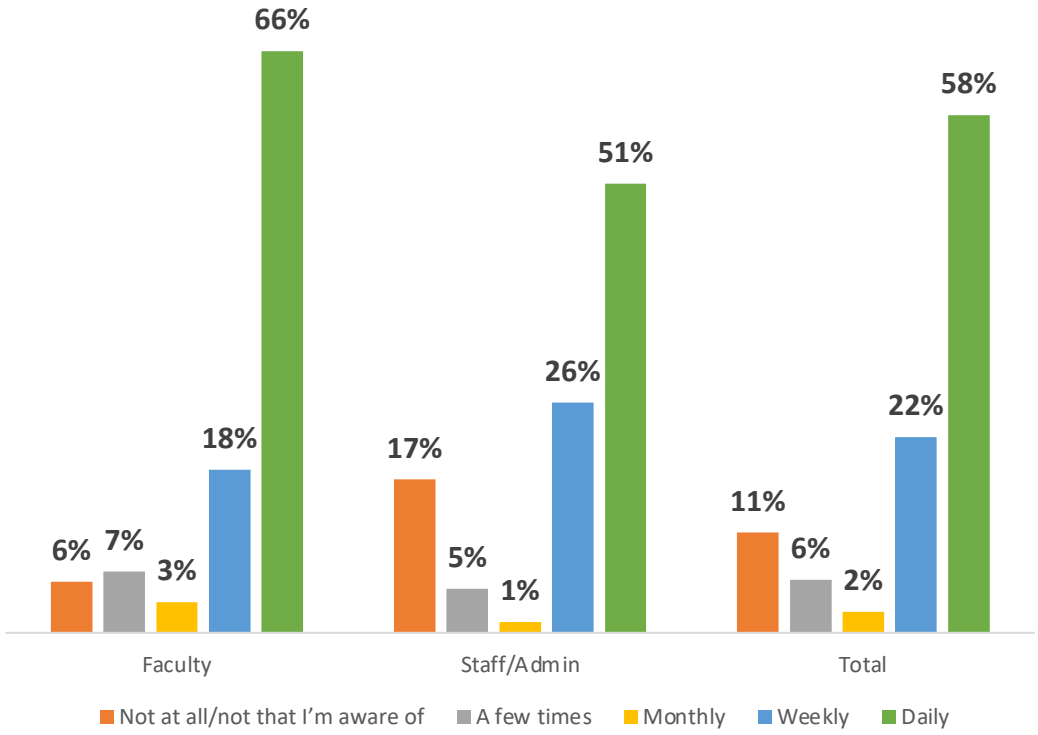


SFCC employees indicate frequent interaction with people from a variety of population groups.

People for whom English is not their native language



People from a religious background other than your own



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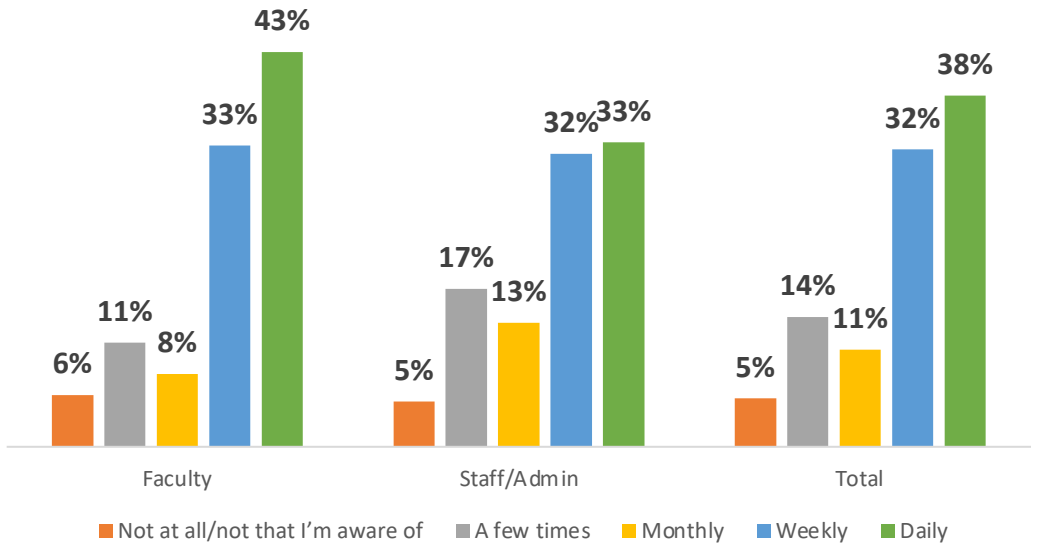

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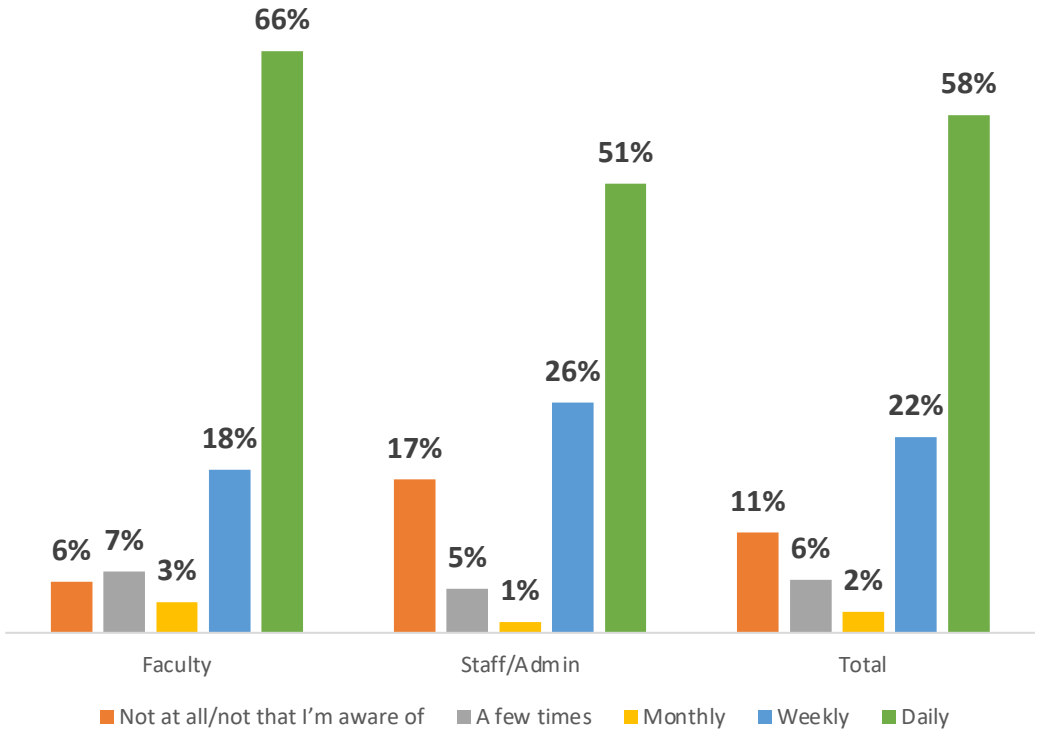
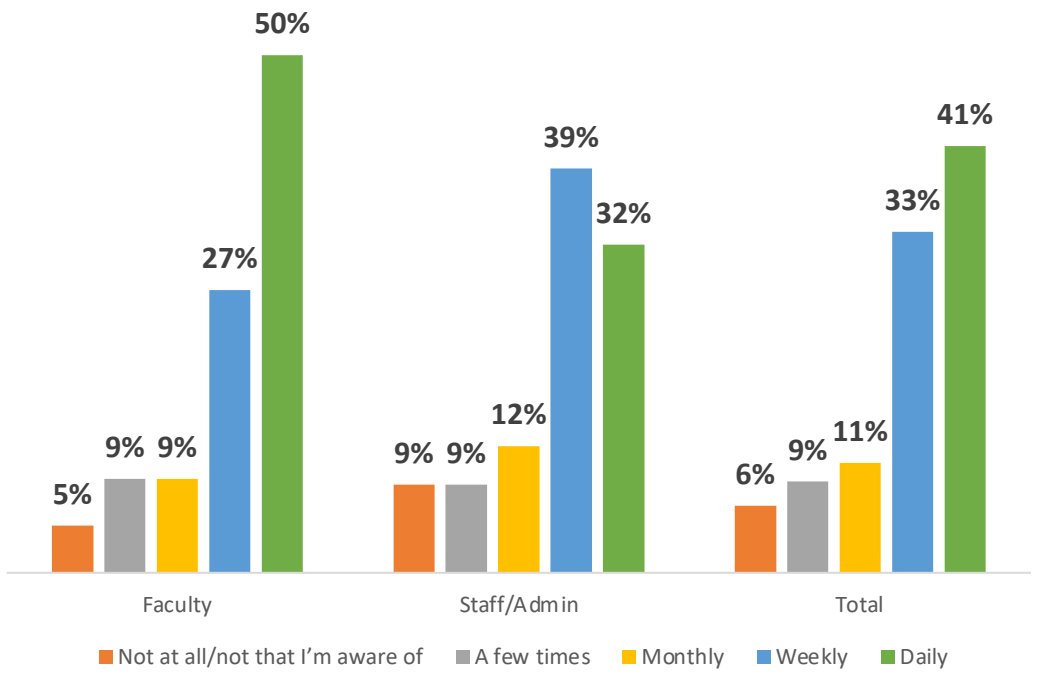
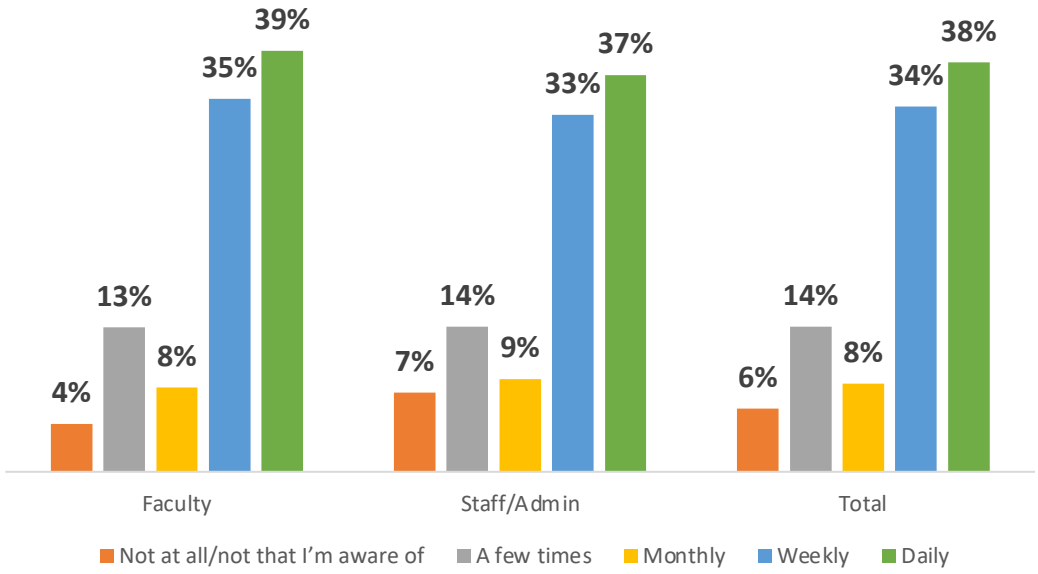


SFCC employees indicate frequent interaction with people from a variety of population groups.

People with a disability



People from a country other than your own



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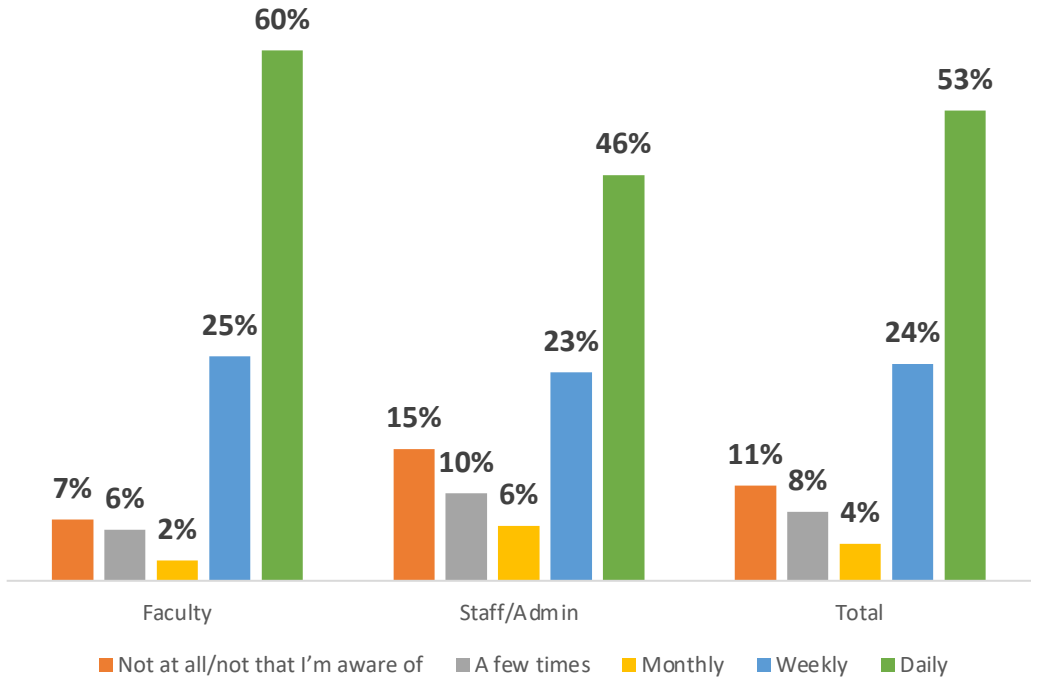
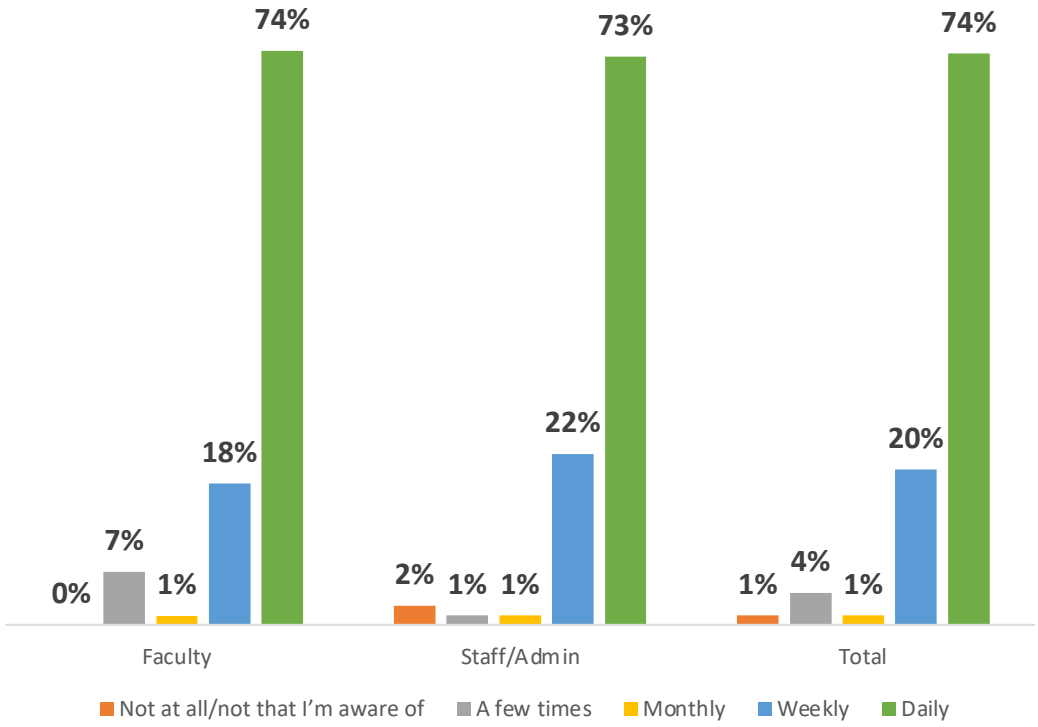
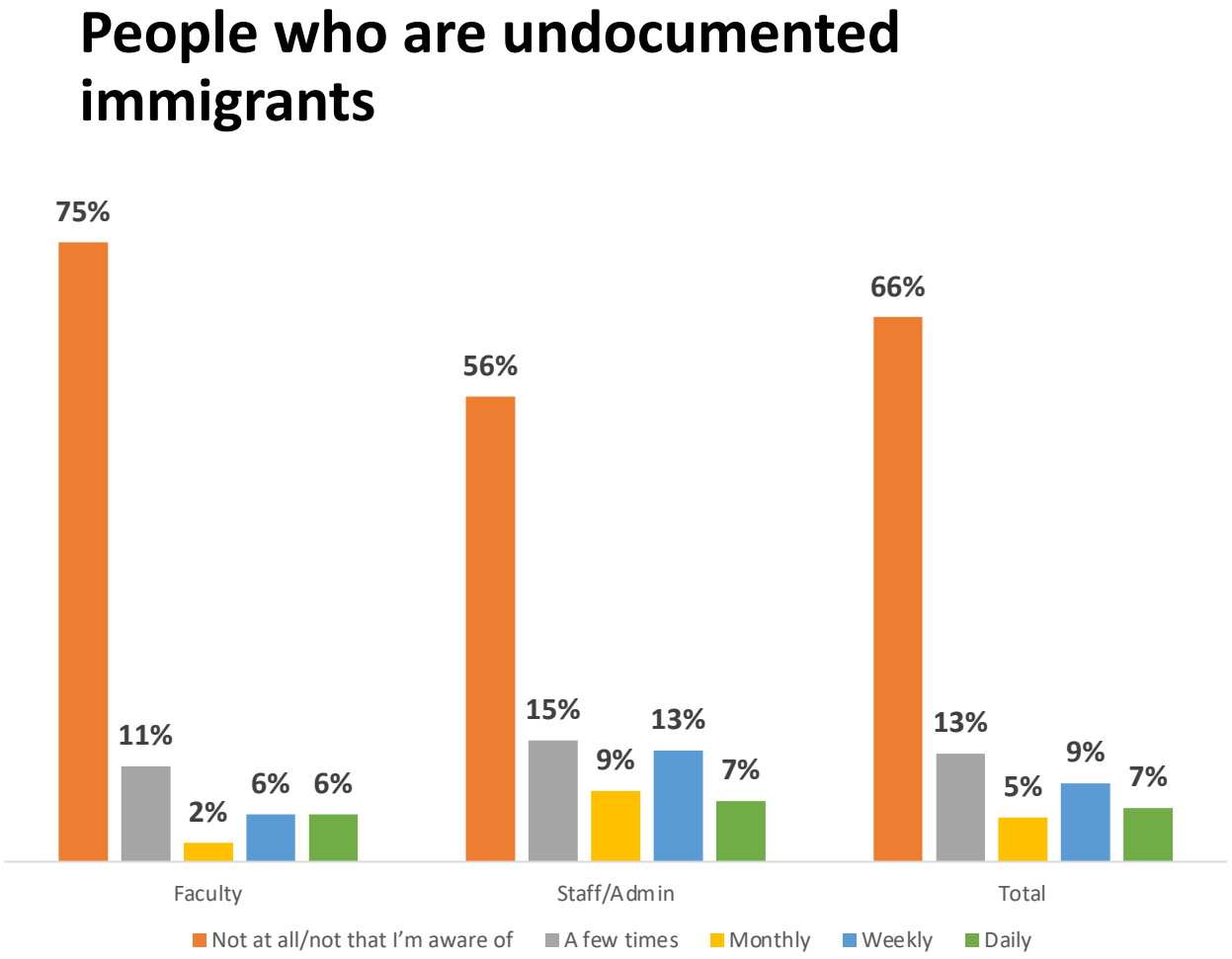
People who hold a political affiliation, philosophy, or view that differs from yours



People who are significantly older or younger than you



The only population employees indicated no interaction or not being aware of was that of undocumented immigrants. Immigration status is unlike many of the other groups in that it is not easily known or guessed.

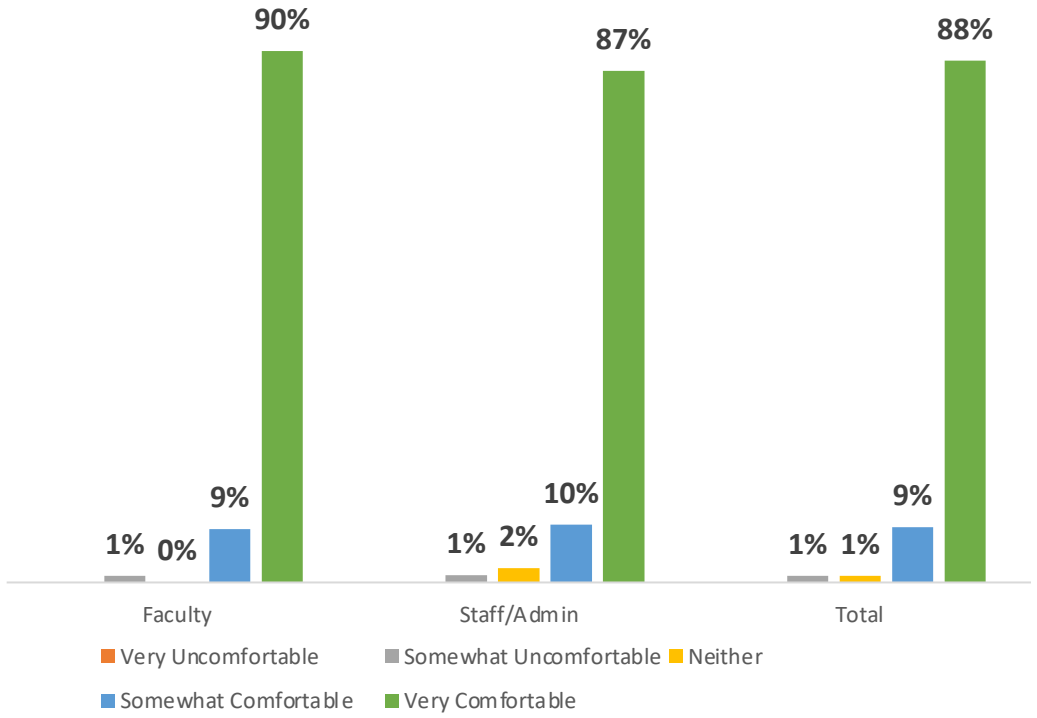


What is your level of comfort with people who/from…

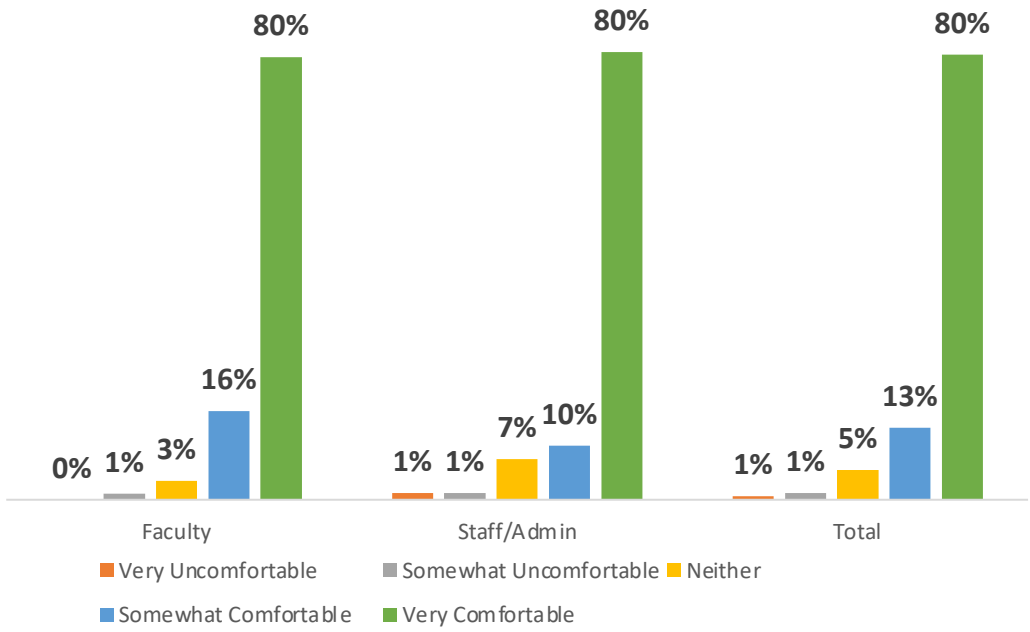
Five-point scale ranging from Very Uncomfortable (1) to Very Comfortable (5)

SFCC employees indicate a high level of comfort with people from a variety of population groups.

People who have a racial and/or ethnic identity other than your own

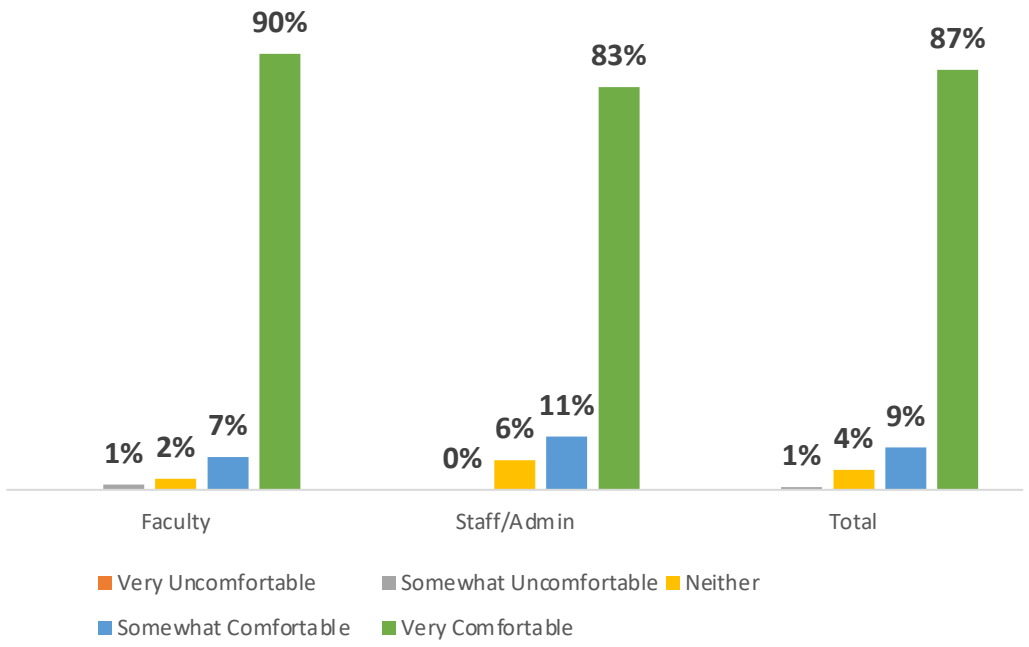


People from a socioeconomic background other than your own

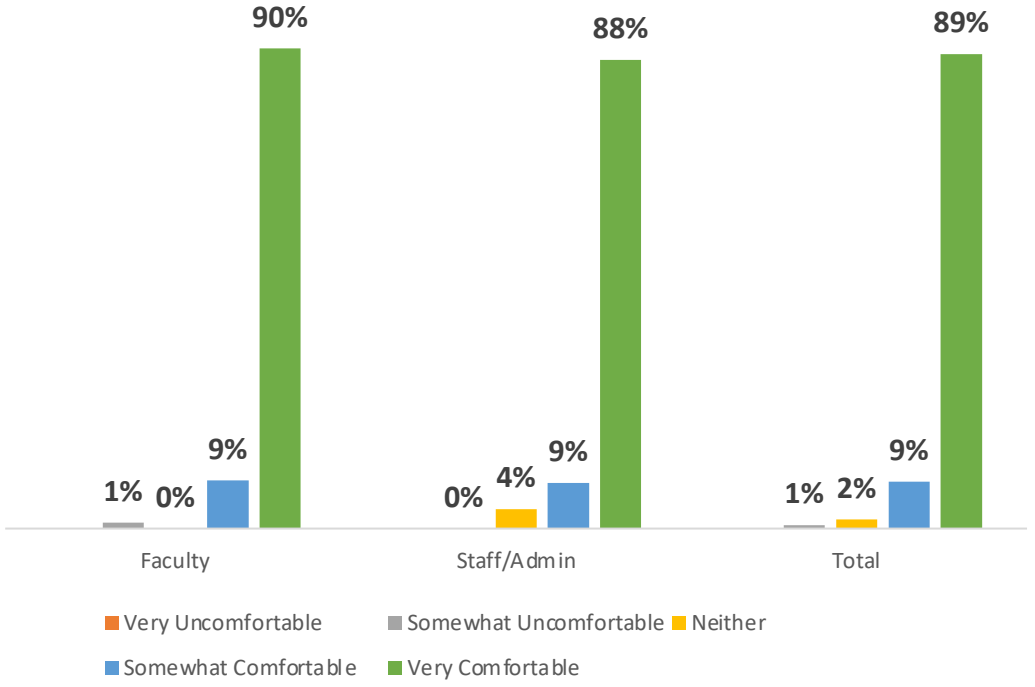


SFCC employees indicate a high level of comfort with people from a variety of population groups.

People who have a sexual orientation other than your own



People whose gender differs from yours



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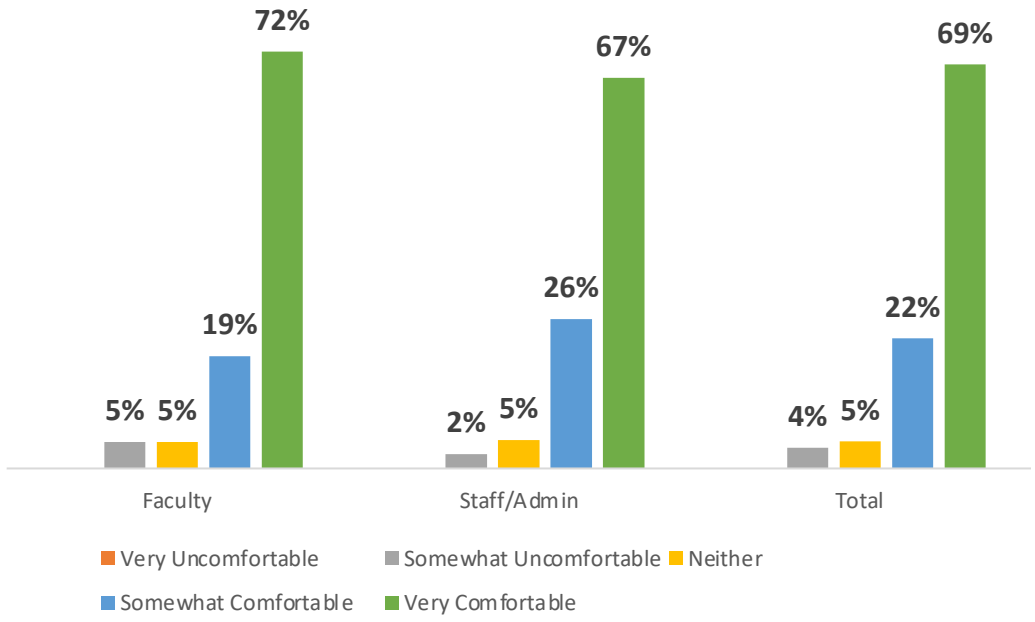
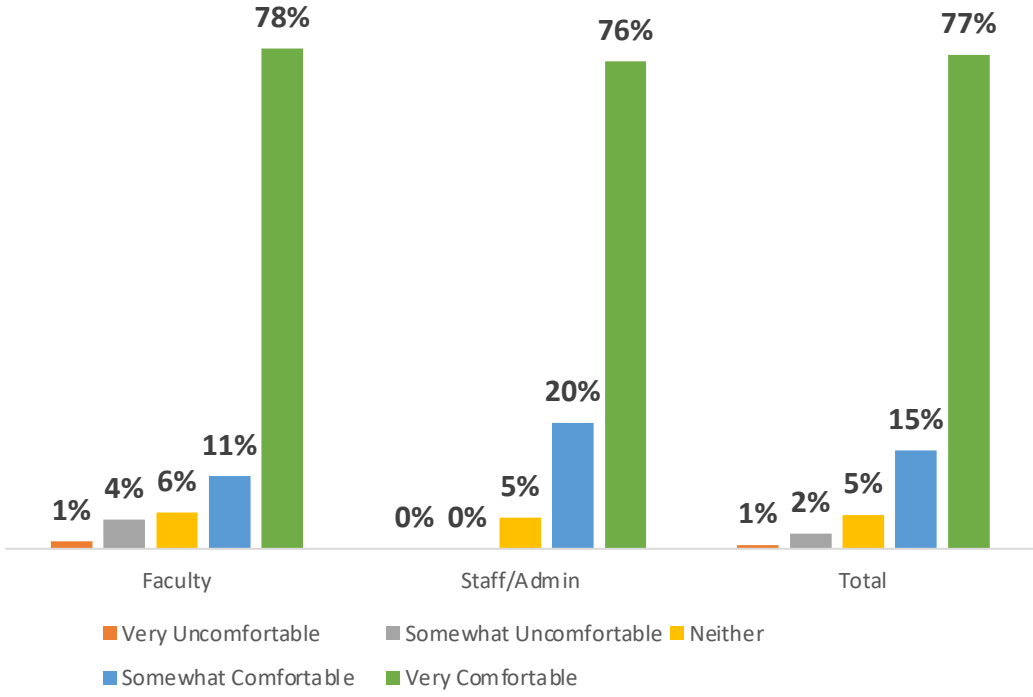
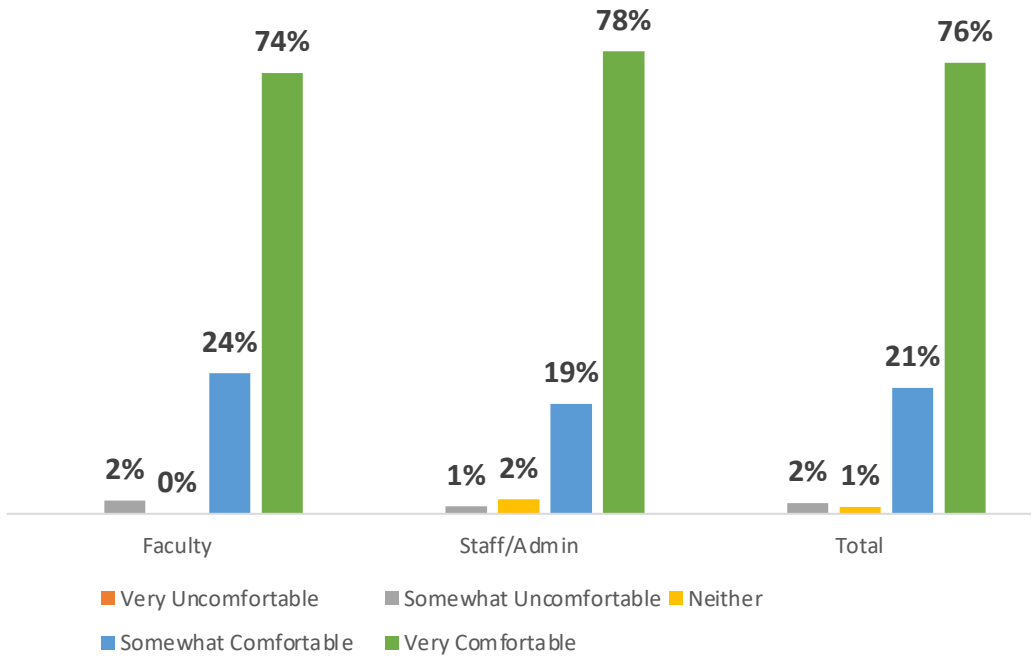


People from a religious background other than your own

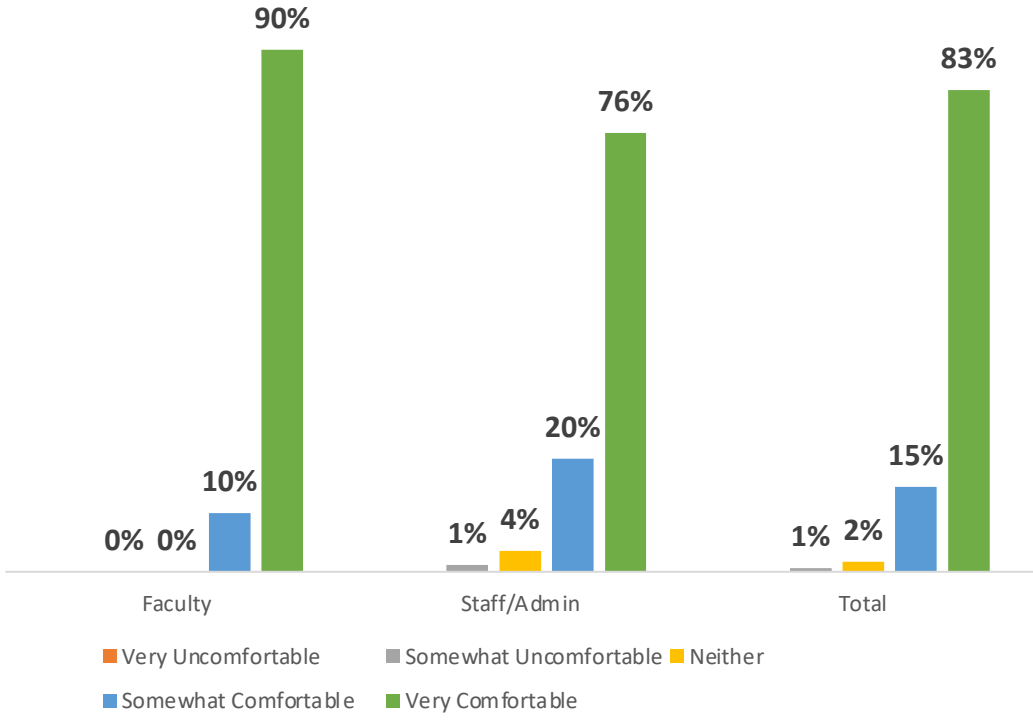


SFCC employees indicate frequent interaction with people from a variety of population groups.

People with a disability



People from a country other than your own



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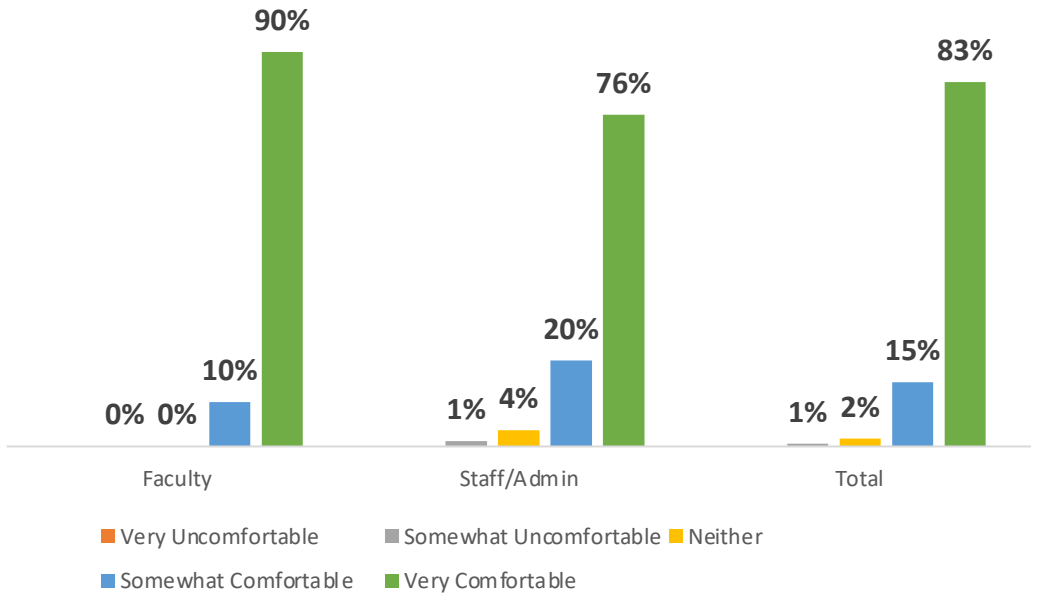
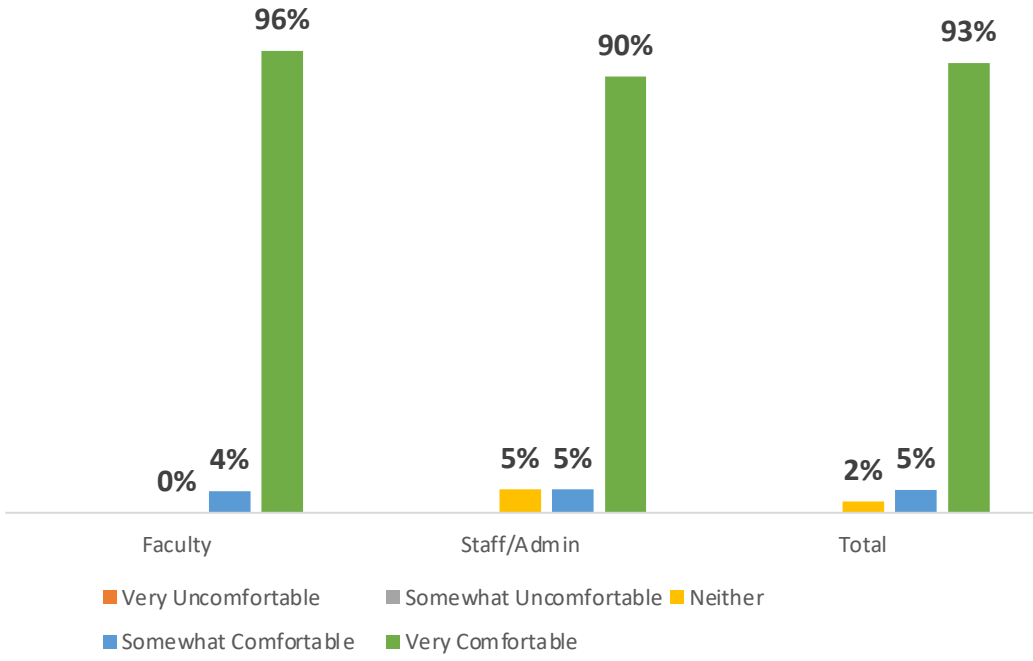
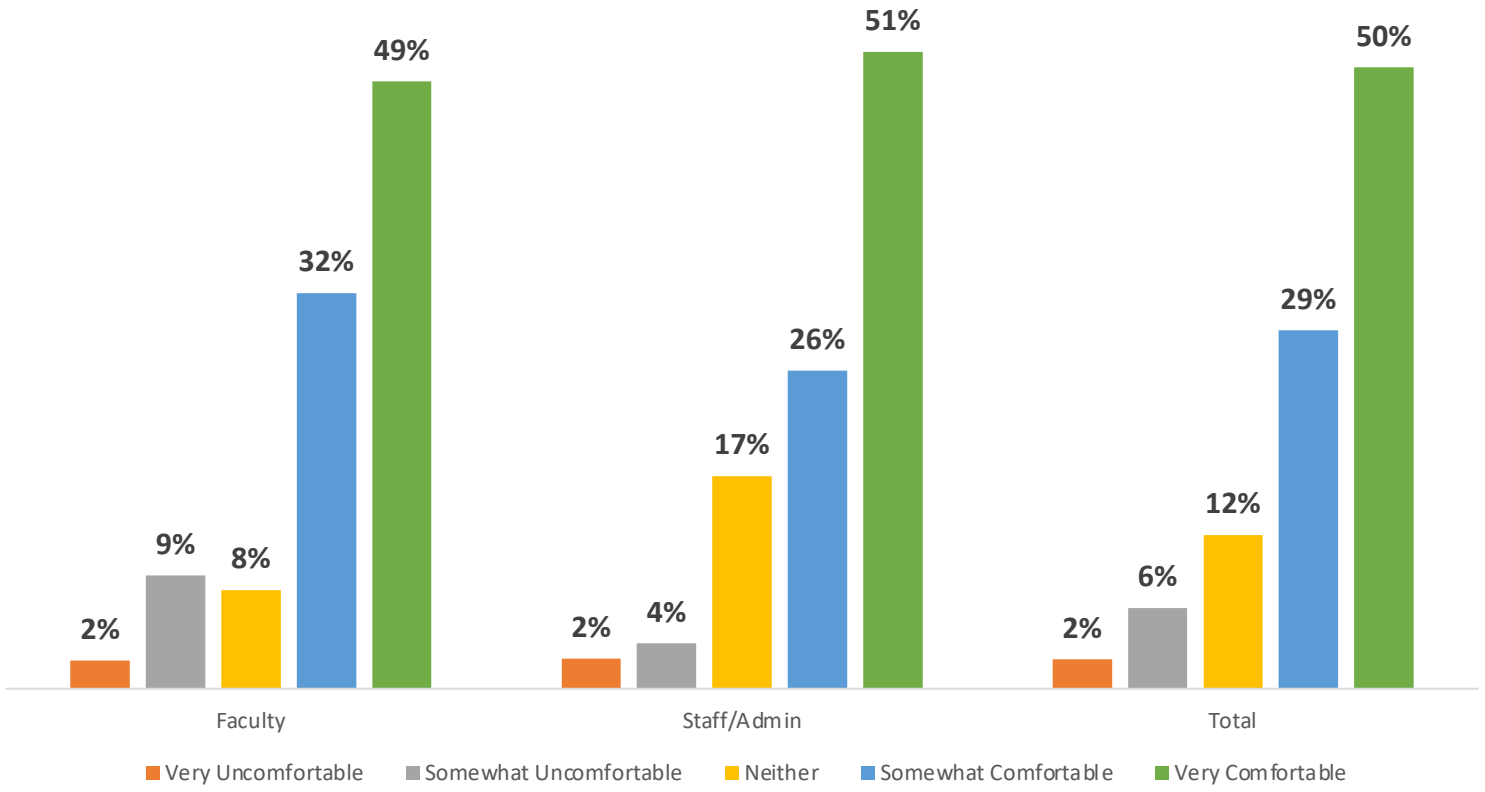


People who are significantly older or younger than you



The population with the smallest percentage of respondents answering Very Comfortable were those who hold a political affiliation, philosophy, or view that differs from their own.

People who hold a political affiliation, philosophy, or view that differs from yours

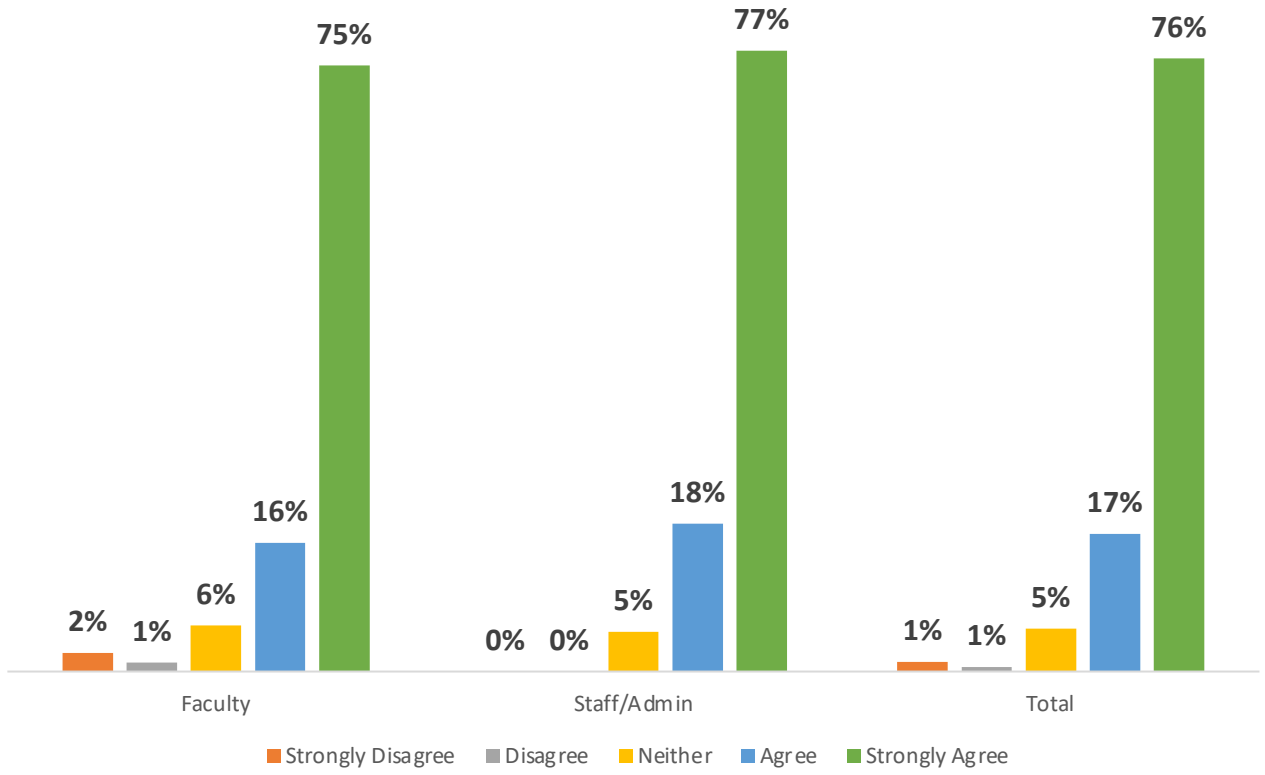


Extent you agree that diversity on campus improves experiences and interactions within the classroom, the workplace, and the overall community.

Five-point scale ranging from Strongly disagree (1) to Strongly agree (5)

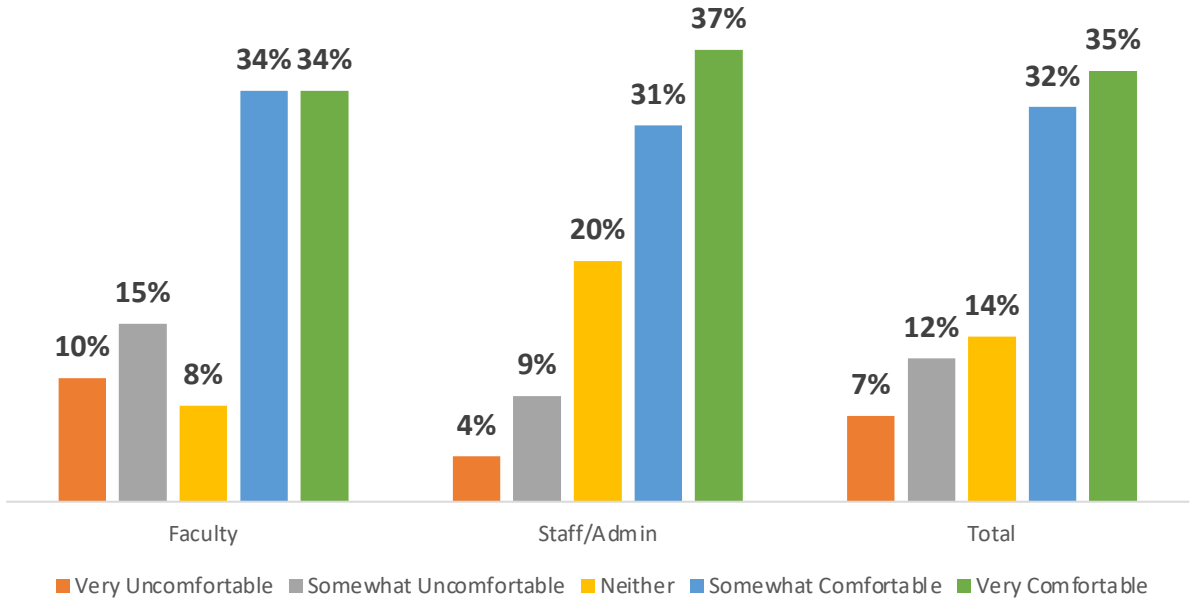
Over 90% of respondents agree or strongly agree that diversity on campus improves the classroom, workplace, and community.

Extent you agree that diversity on campus improves experiences and interactions within the classroom, the workplace, and the overall community



While over two/thirds of employees would be comfortable sharing their view on diversity and equity at SFCC, many would not.

Overall, how comfortable would you be sharing your views on diversity and equity at this institution?

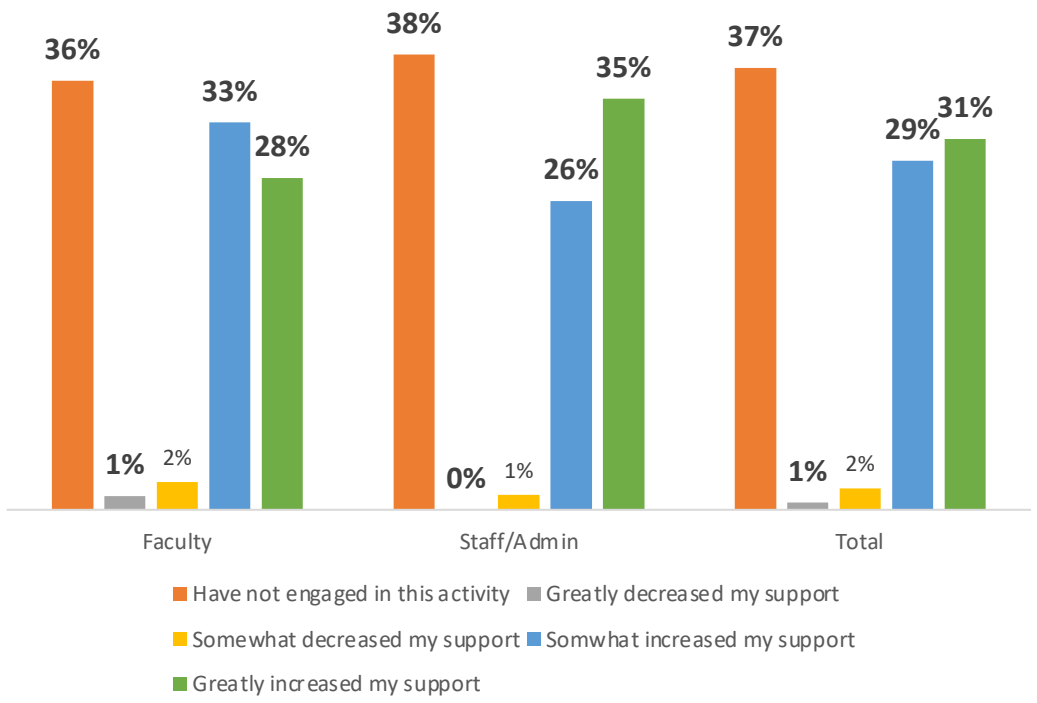


How have the following activities influenced your support for diversity and equity?

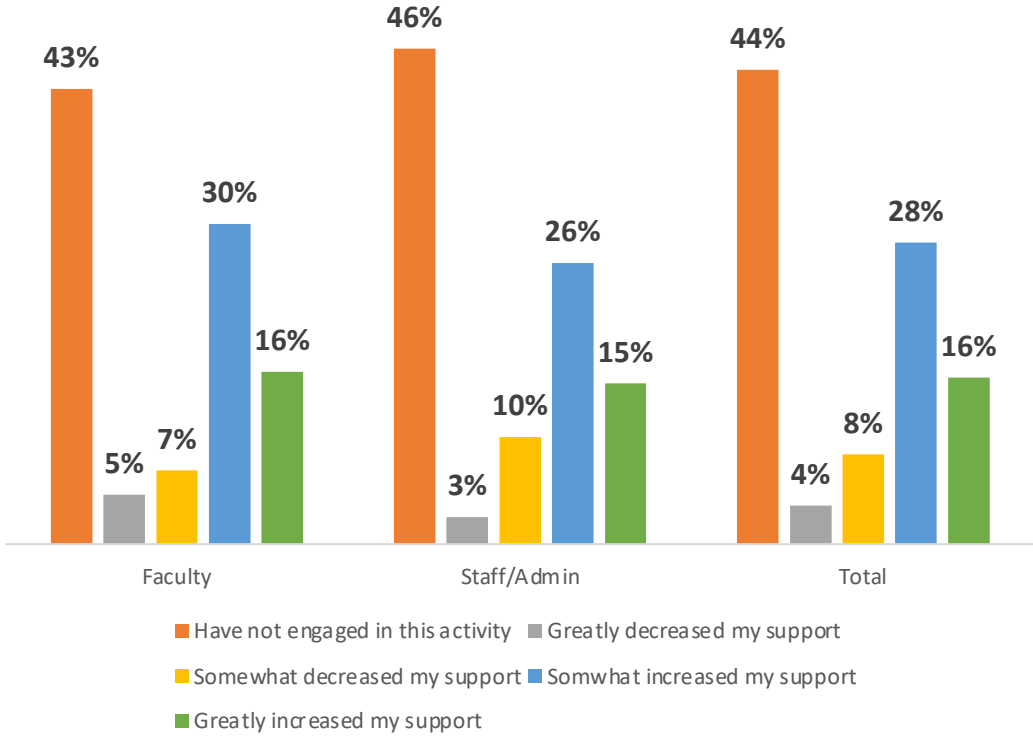
Five-point scale ranging from Have not engaged in this activity (0) to Greatly increased my support (4)

Keeping in mind, this was just after the return from the COVID-19 shutdown, many respondents indicated not participating in awareness-building activities. If a respondent participated, they are likely to indicate in increased their support.

Performed community service

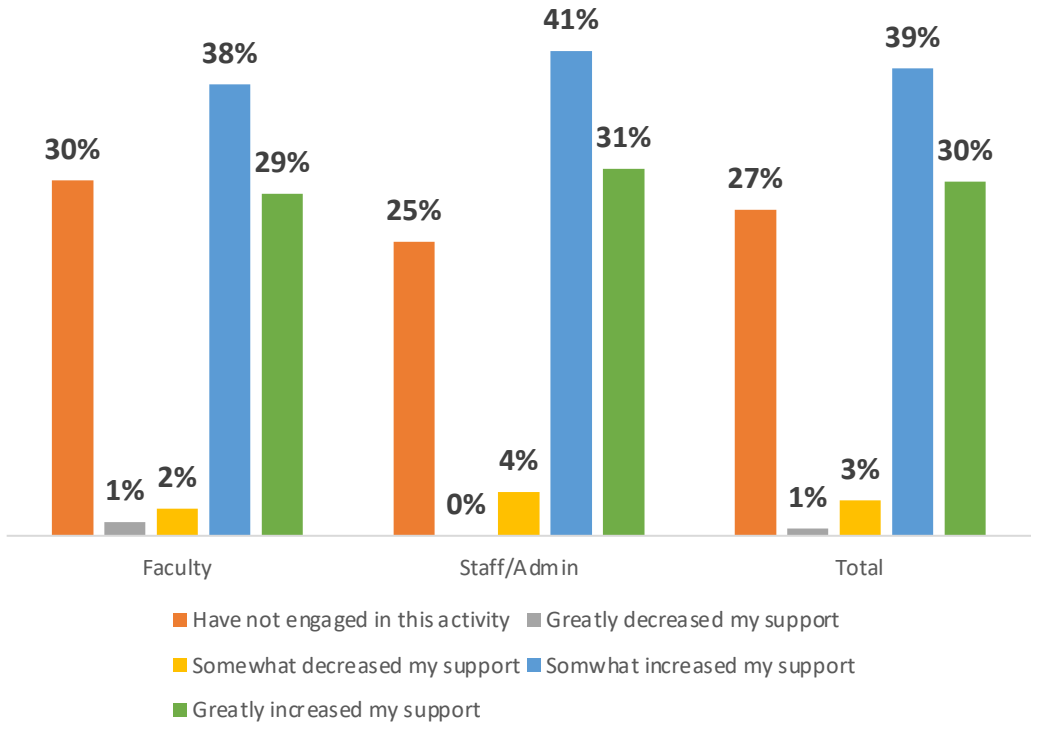


Engaged in discussions or activities concerning political issues

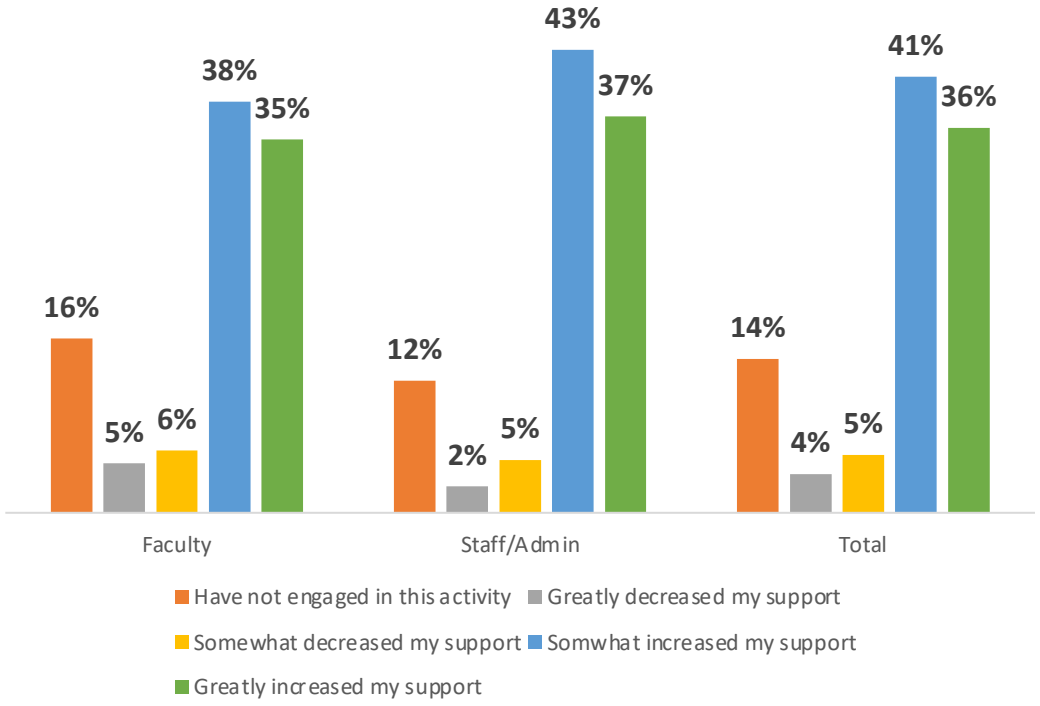


Participation in racial/ethnic issue activities was higher than other topic activities.

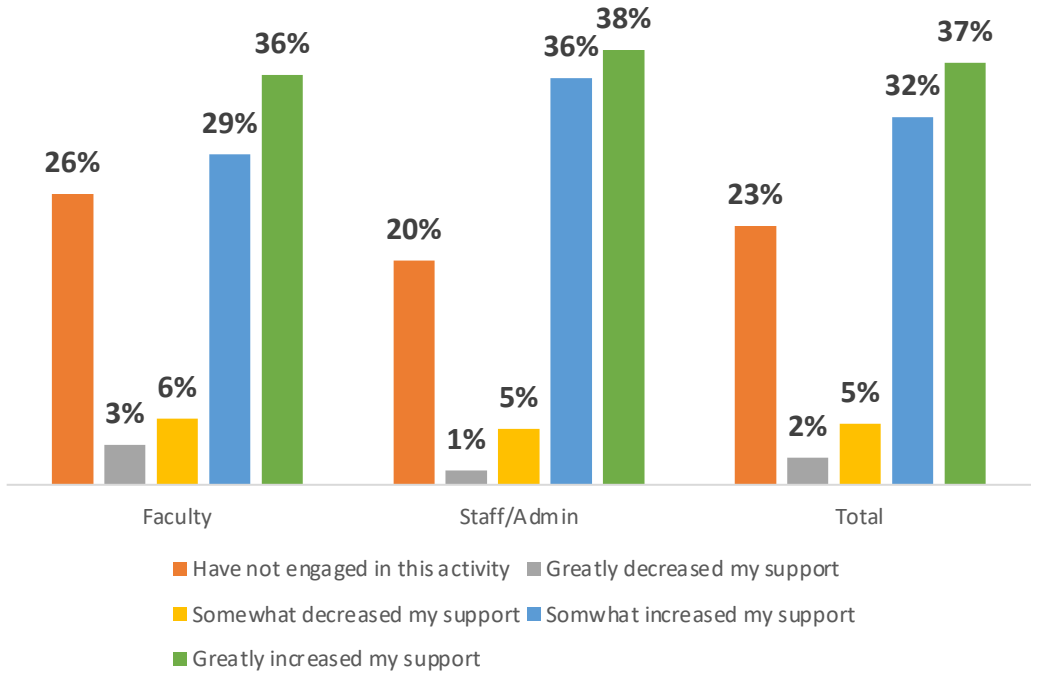
Attended presentations, performances, or art exhibits related to diversity



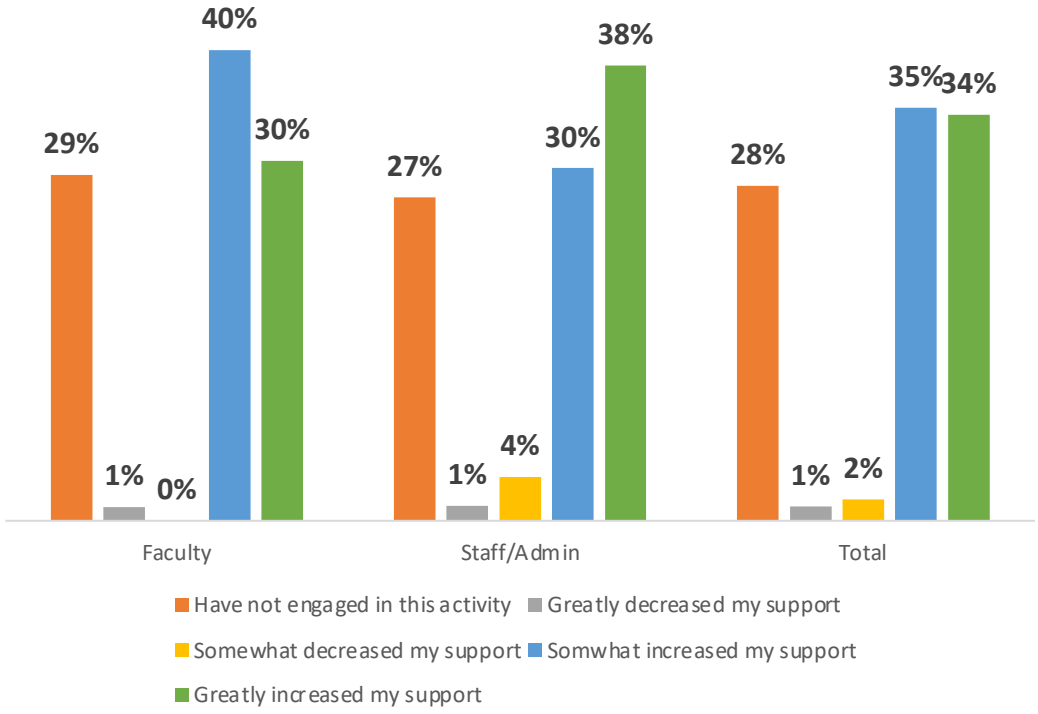
Participated in discussions, training, or activities on racial/ethnic issues



Participated in discussions, training, or activities on gender issues and/or gender identity issues

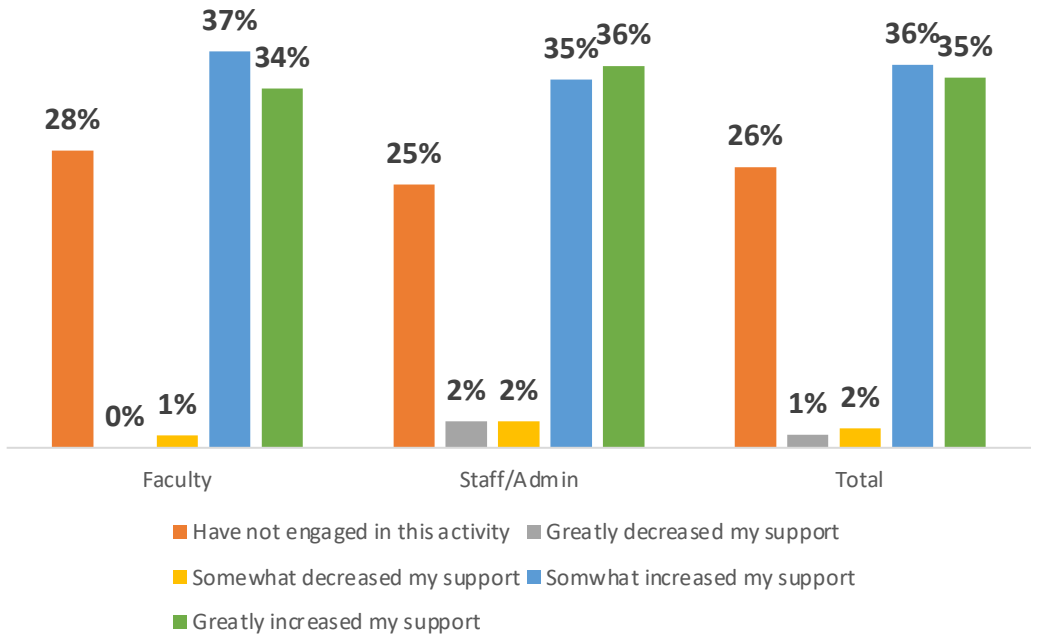


Participated in discussions, training, or activities on sexual orientation

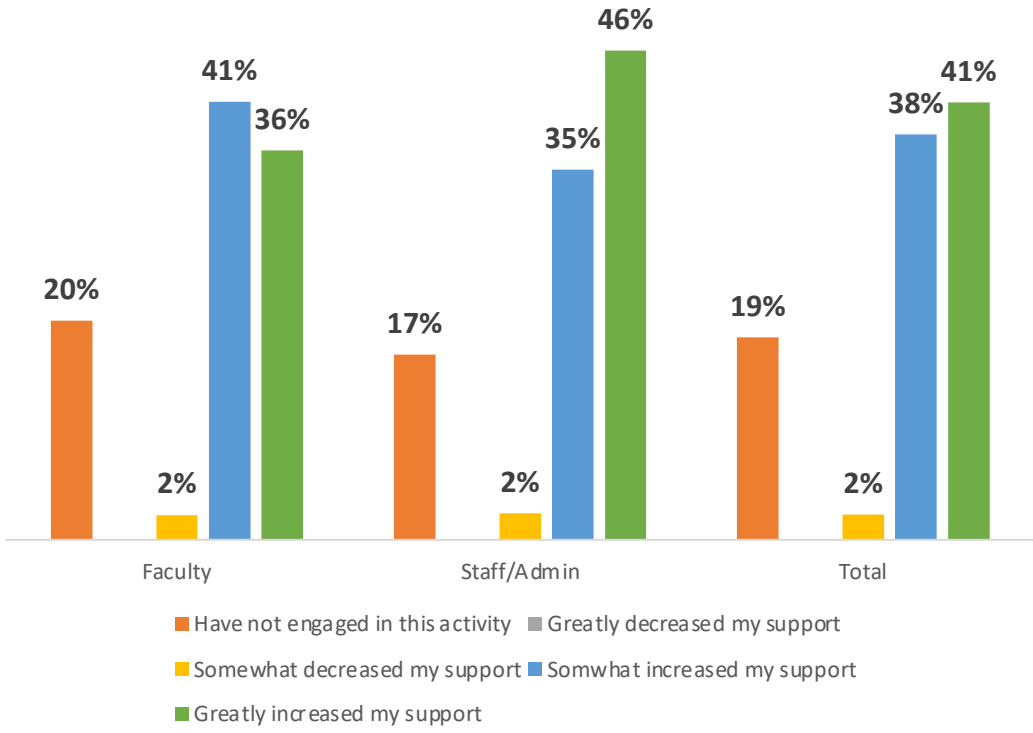


As with the higher participation in race/ethnic issue activities, perhaps the higher participation in disability issue activities reflect SFCC's areas of emphasis.

Participated in discussions, training, or activities on socioeconomic status issues

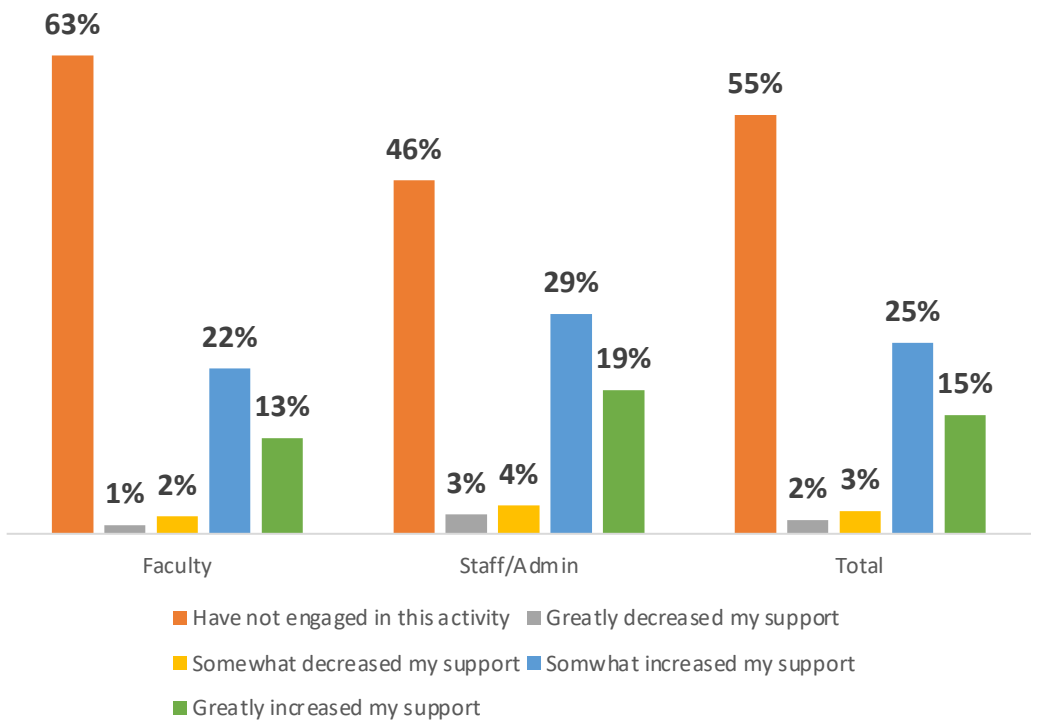


Participated in discussions, training, or activities on disability issues

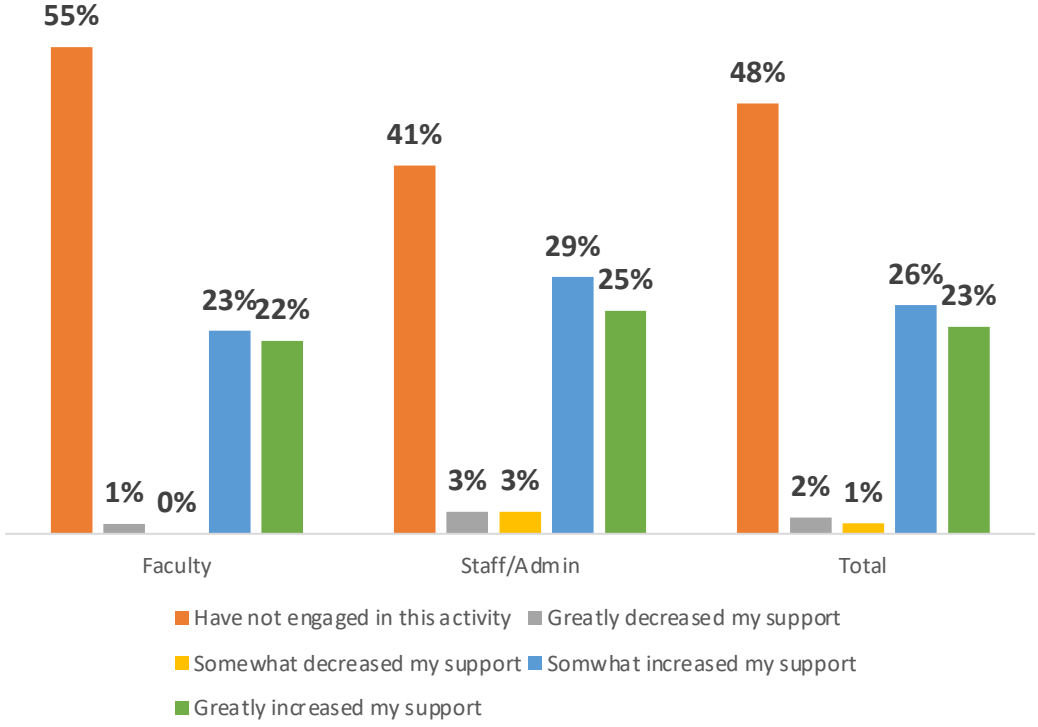


SFCC employees indicate frequent interaction with people from a variety of population groups.

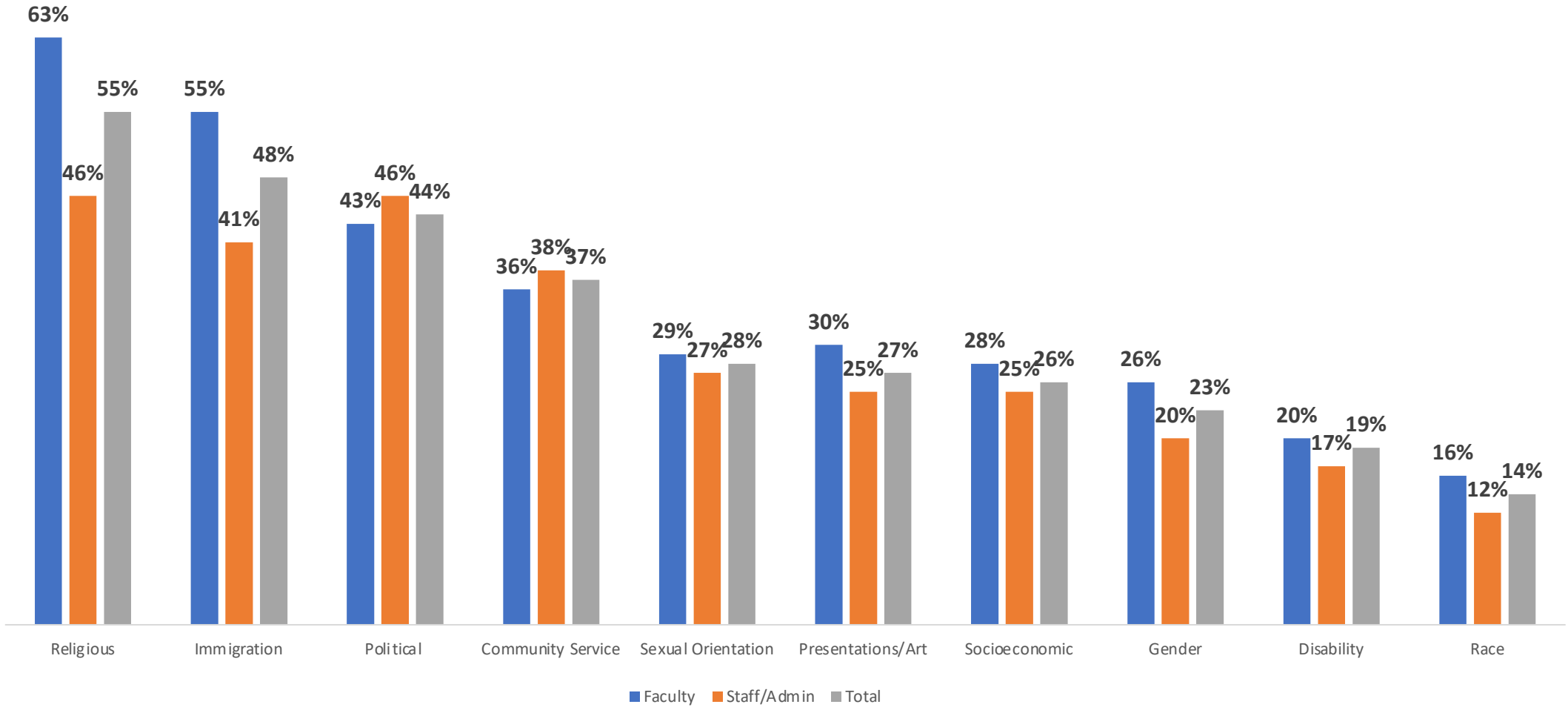
Participated in discussions, training, or activities on religious diversity issues



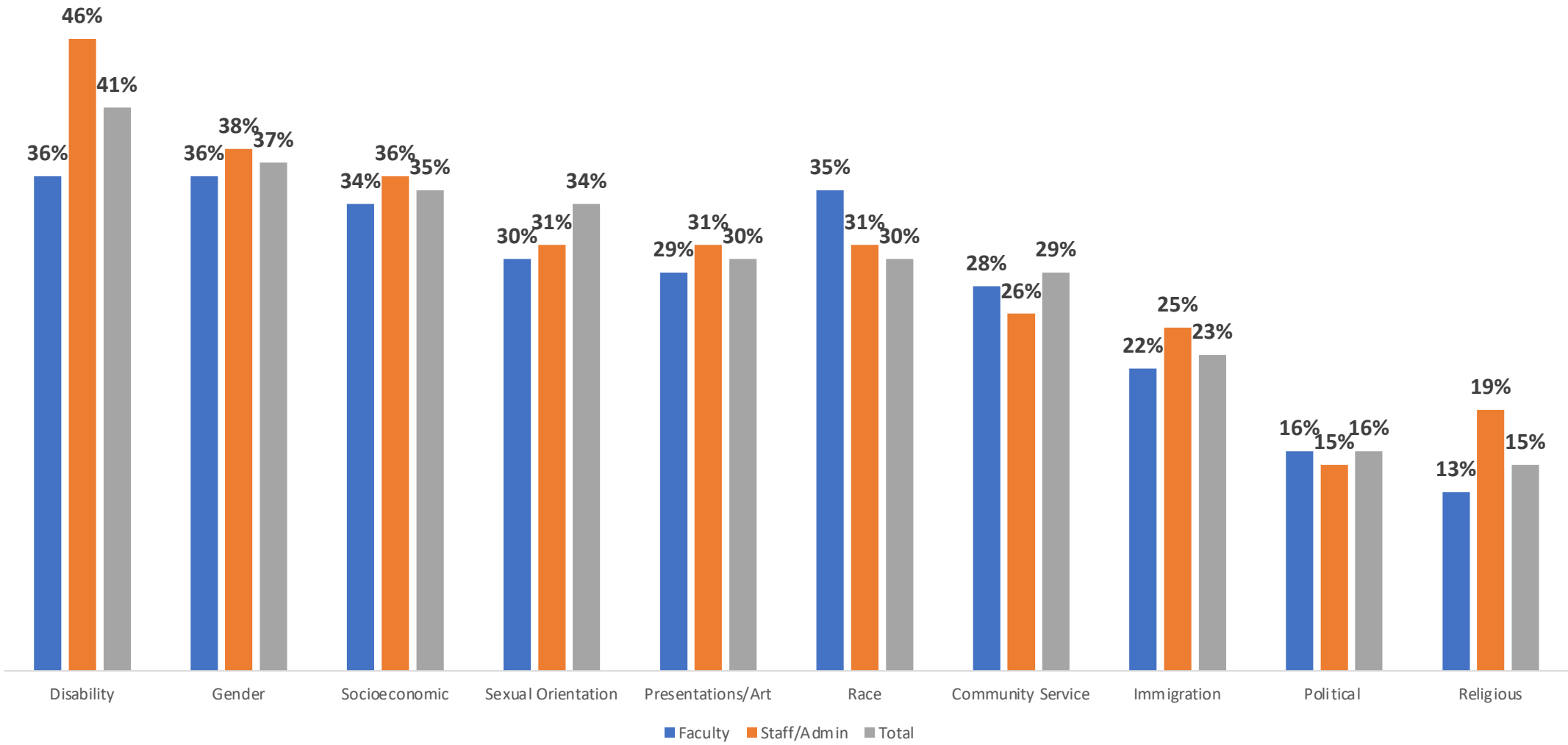
Participated in discussions, training, or activities on immigration issues



The percentage of “did not engage in the activity” responses generally aligns to categories that are part of SFCC’s priorities in diversity, equity, and inclusion.



When employees engaged in an activity, they generally responded that doing so greatly increased their support for diversity and equity except for political and religious areas.

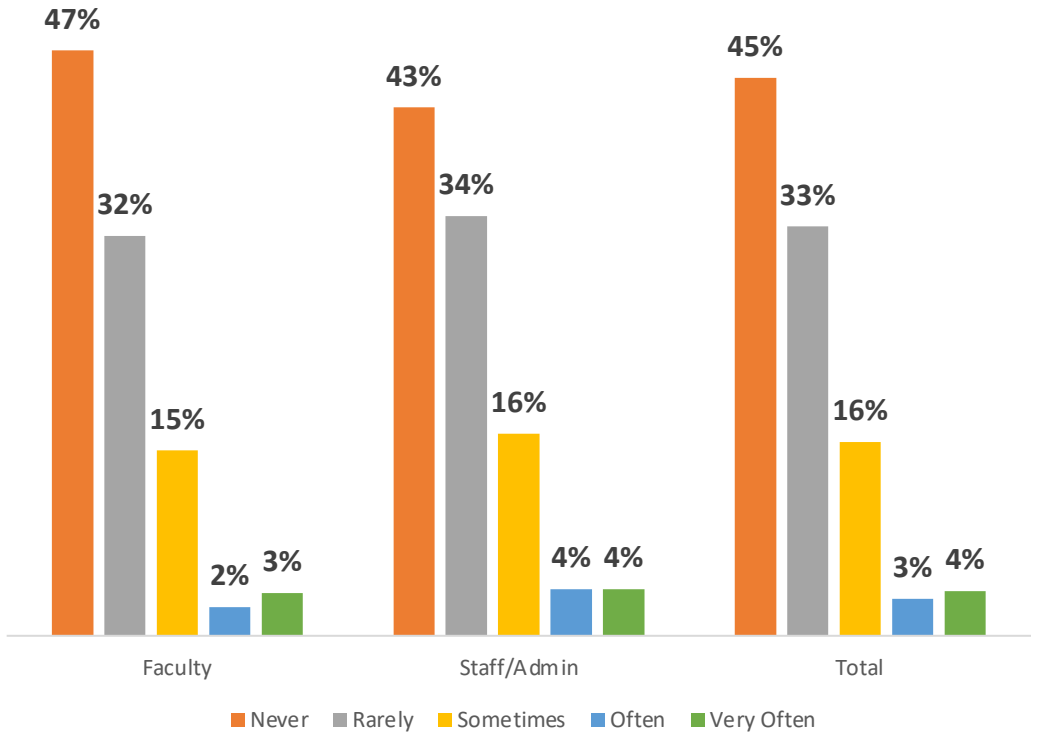


During your time at SFCC, about how often have you heard someone make an insensitive or disparaging remark about:

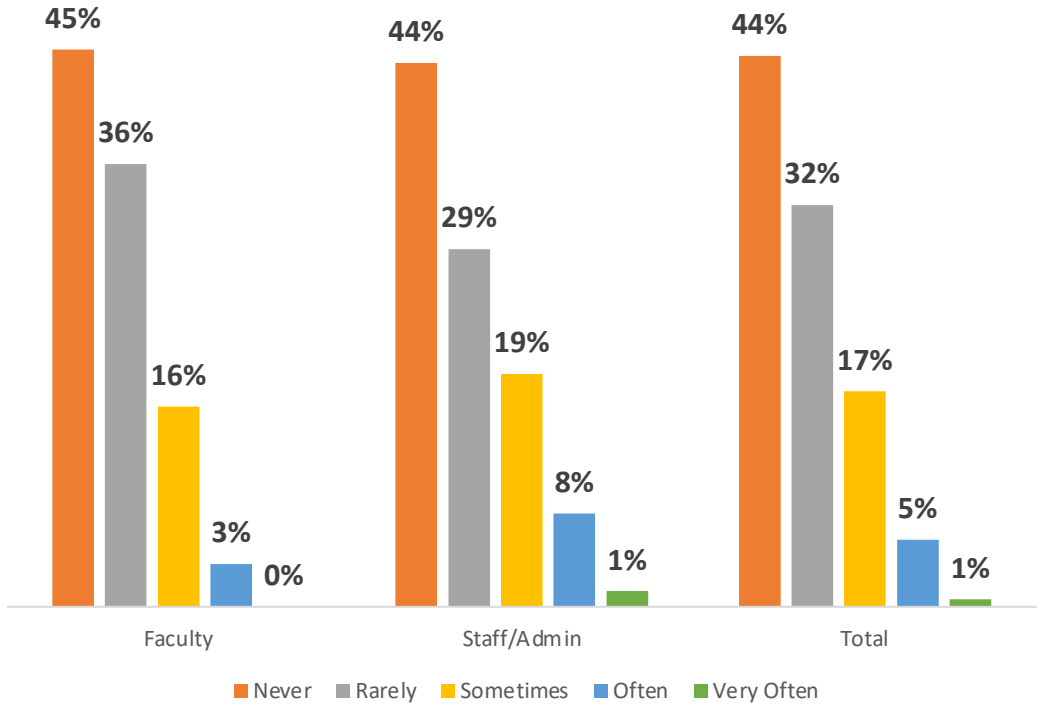
Five-point scale ranging from Never (1) to Very Often (5)

SFCC employees indicate they seldom hear disparaging remarks about people from a variety of population groups.

People who have a particular racial and/or ethnic identity

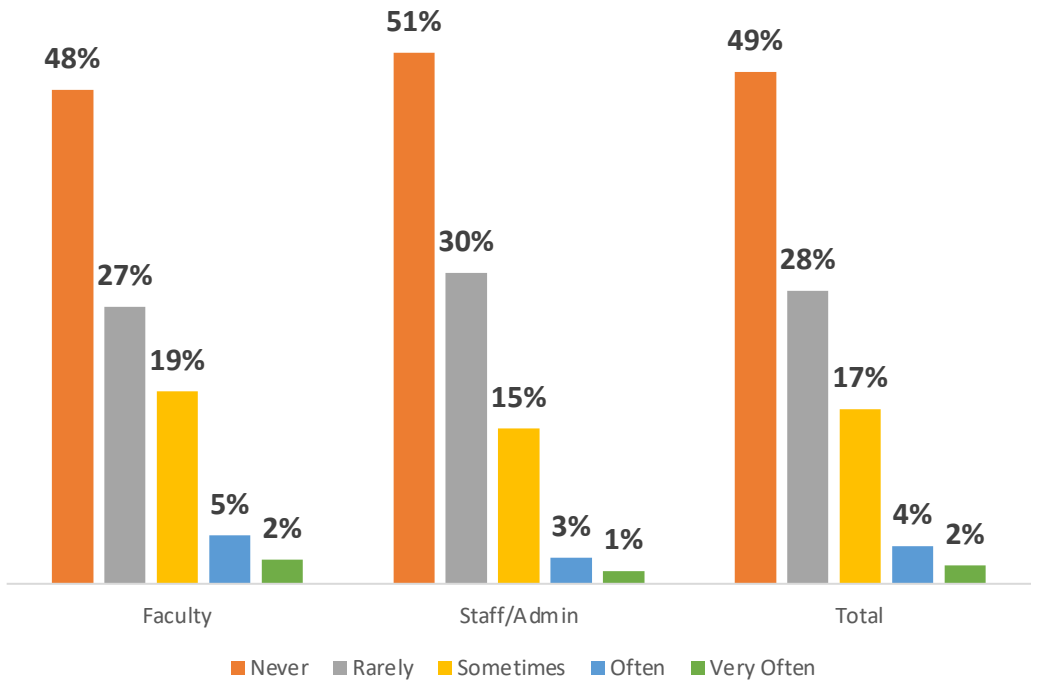


People from a particular socioeconomic background

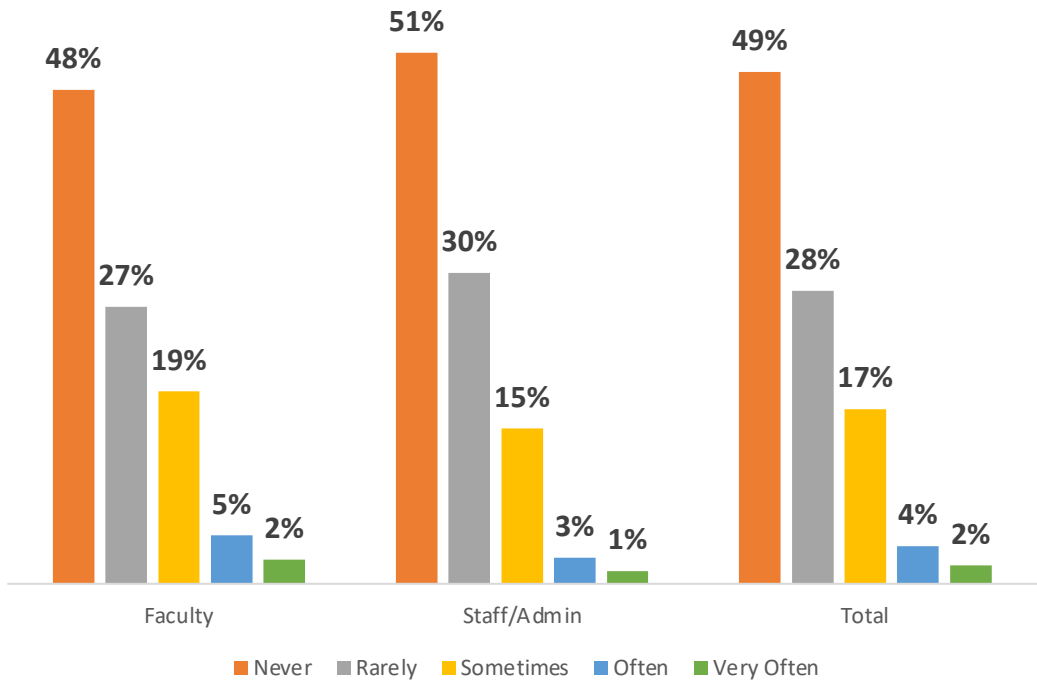


SFCC employees indicate they seldom hear disparaging remarks about people from a variety of population groups.

People of a particular sexual orientation

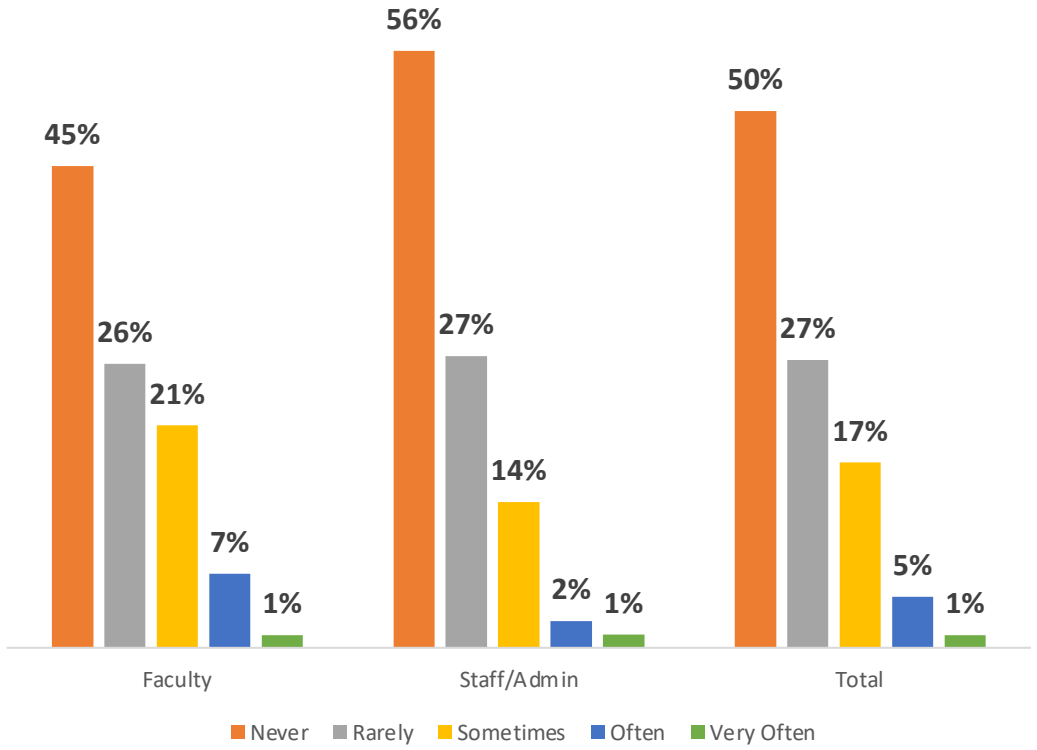


People of a particular gender or gender identity

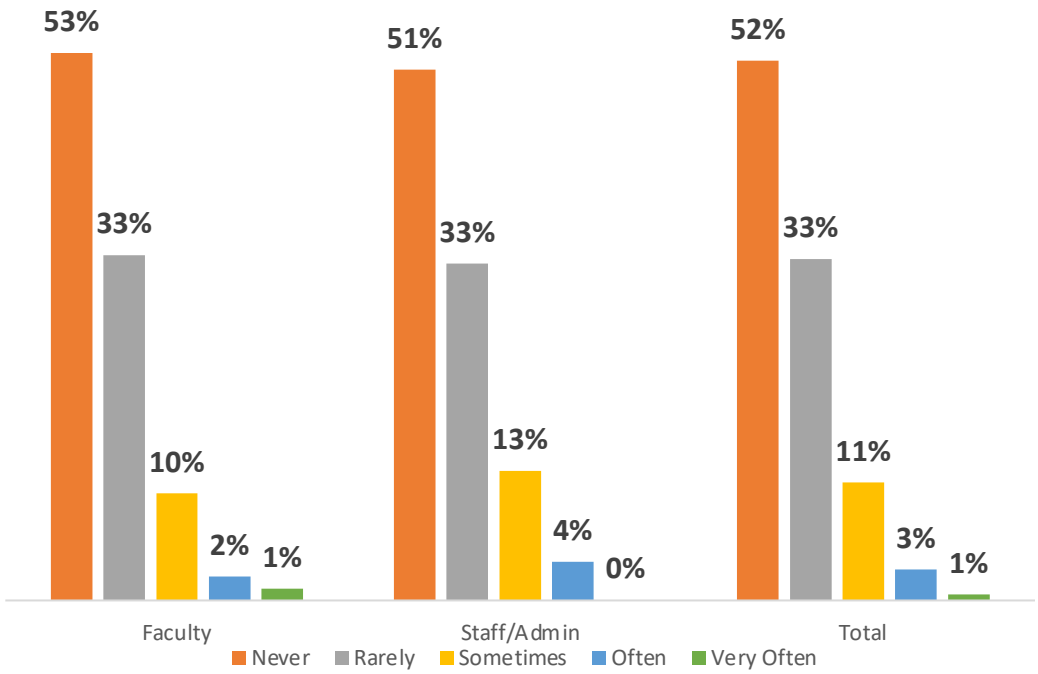


SFCC employees indicate they seldom hear disparaging remarks about people from a variety of population groups.

People from a particular religious background

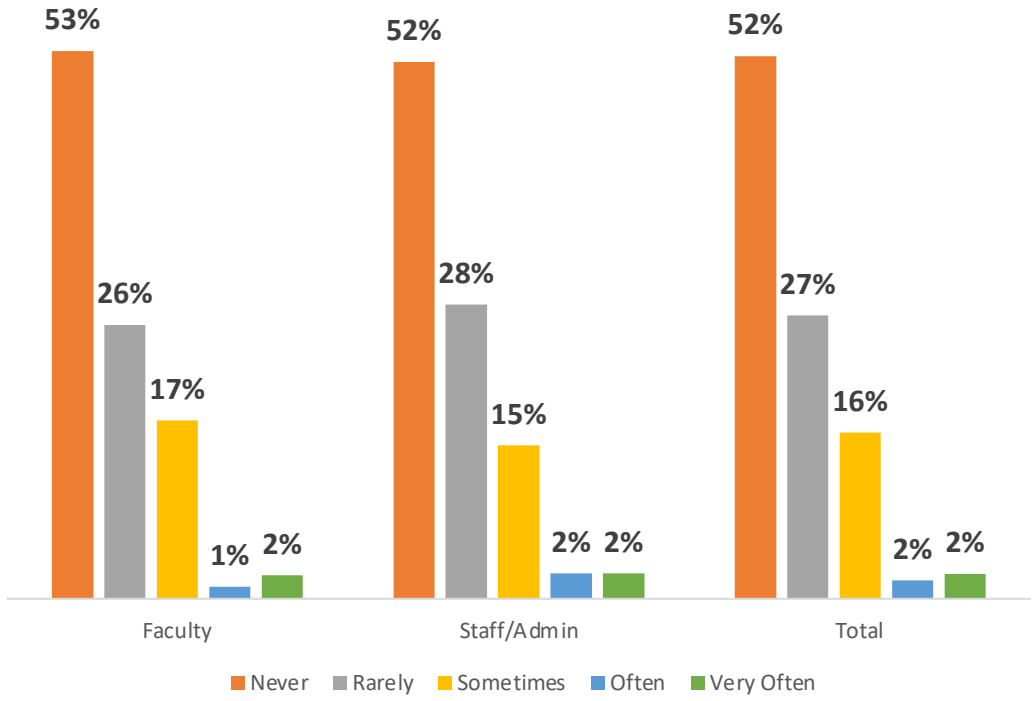


People with a particular disability

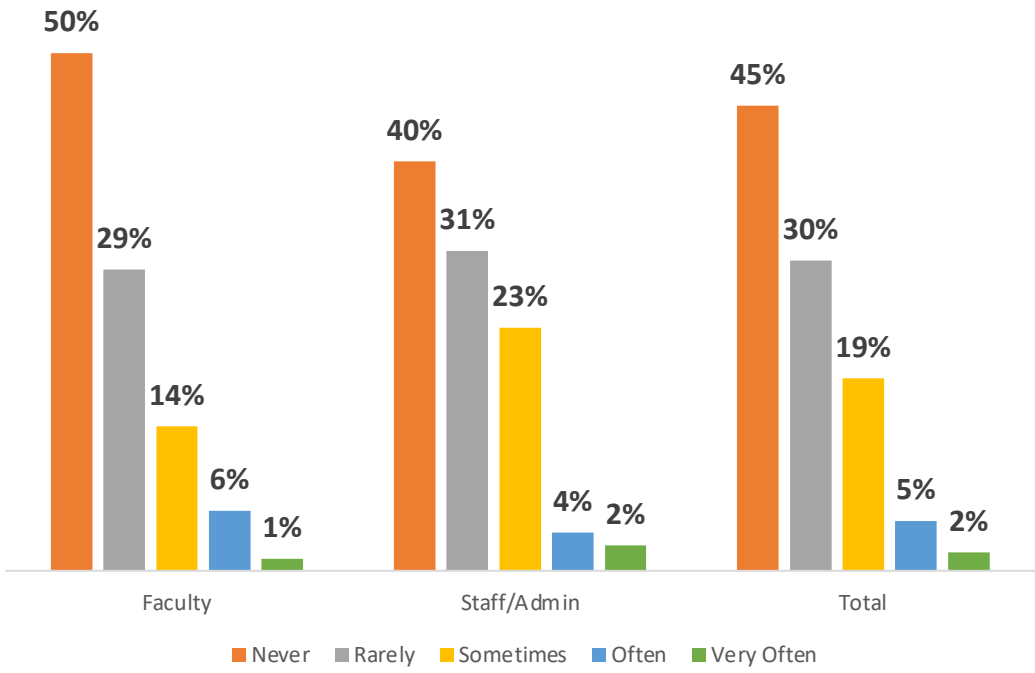


SFCC employees indicate they seldom hear disparaging remarks about people from a variety of population groups.

People who are immigrants

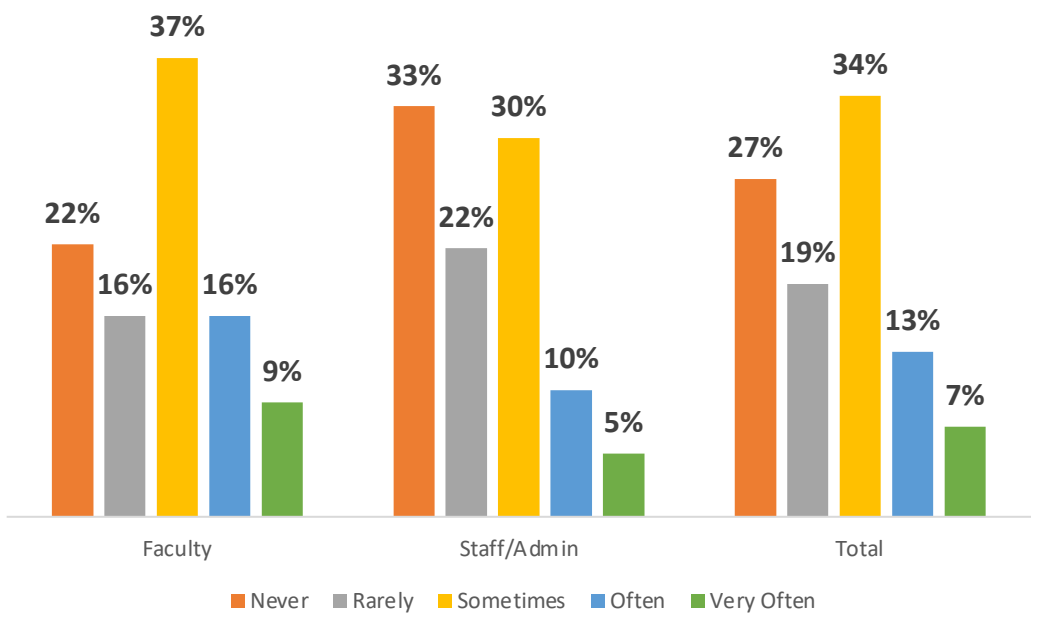


People for whom English is not their native language

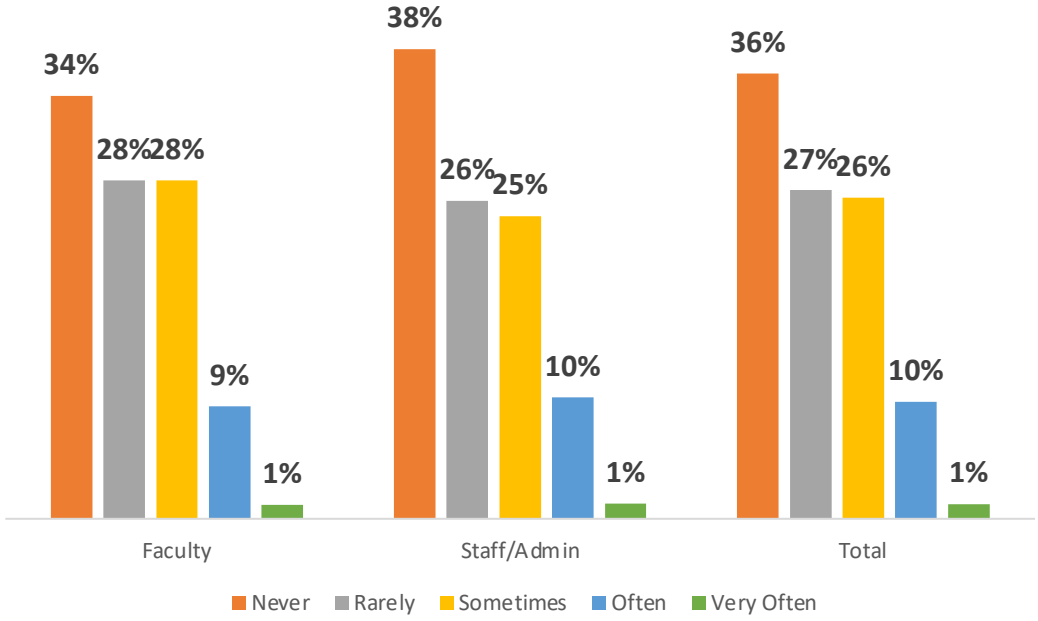


Political views and age are the two categories in which respondents indicate higher frequencies of disparaging remarks.

People with a particular political affiliation/view



People of a particular age or generation



The percentage may be small, but that doesn't mean the impact is.

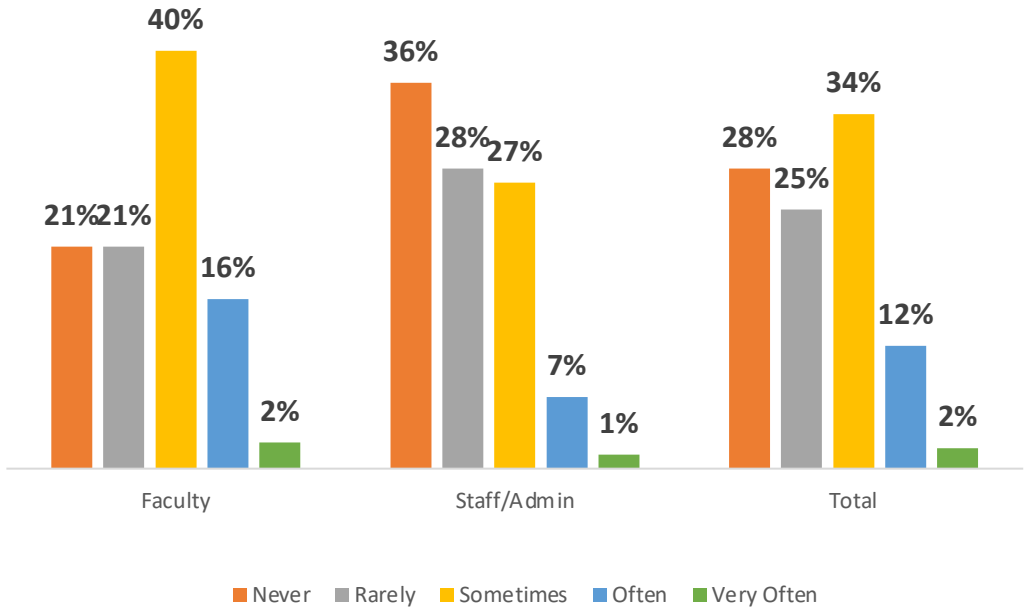
Even when the percentage of respondents who indicate they have often or very often heard an insensitive or disparaging remark is small, that still indicates there are individuals who are being impacted even if it is just a few.

How often was source of remark a member of the following groups:

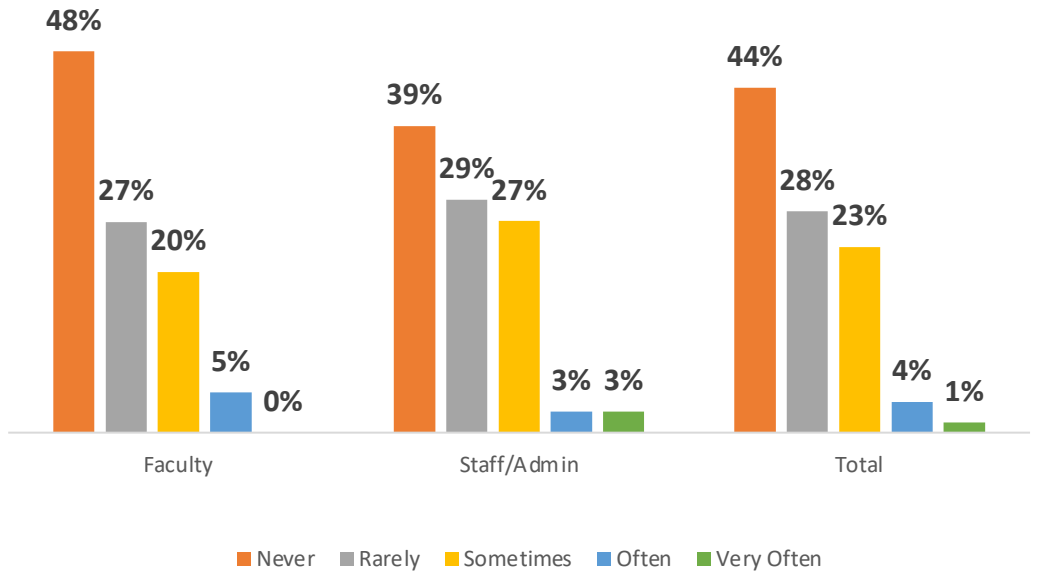
Five-point scale ranging from Never (1) to Very Often (5)

SFCC employees indicate they seldom hear disparaging remarks about people from a variety of population groups.

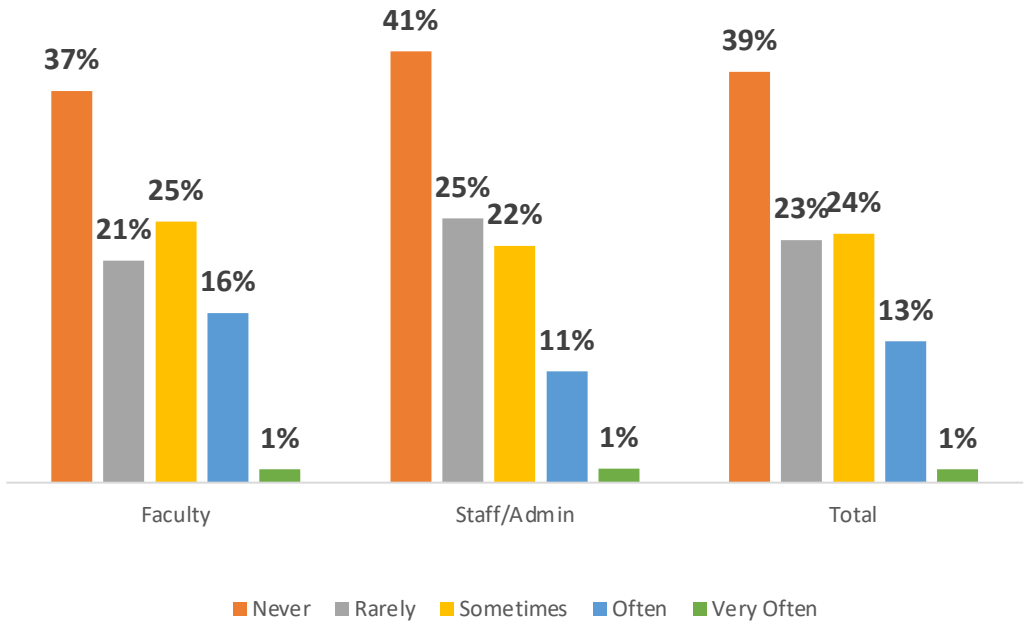
Source of Remarks--Students



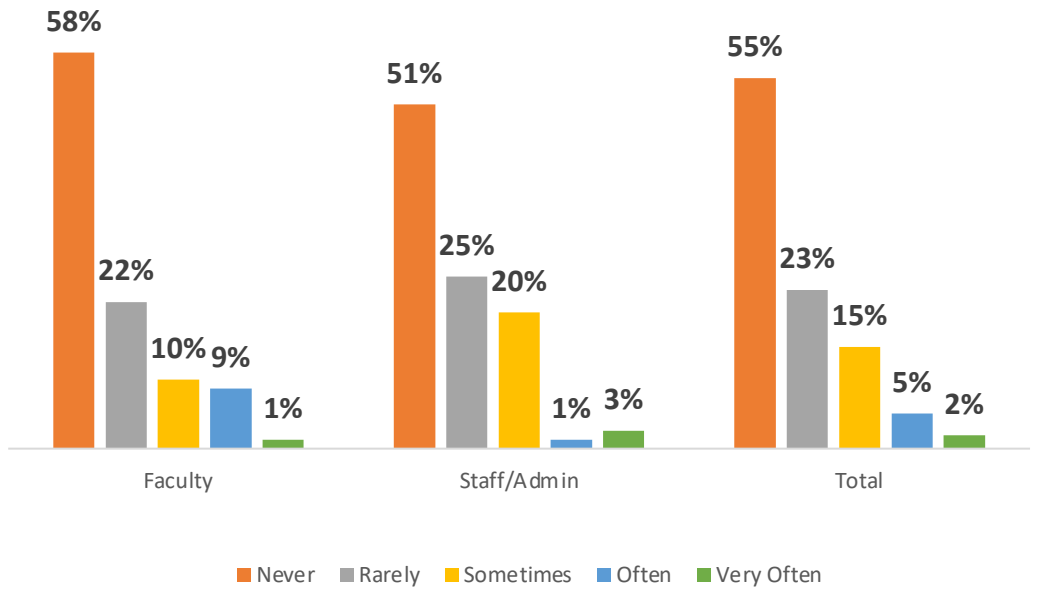
Source of Remarks--Staff



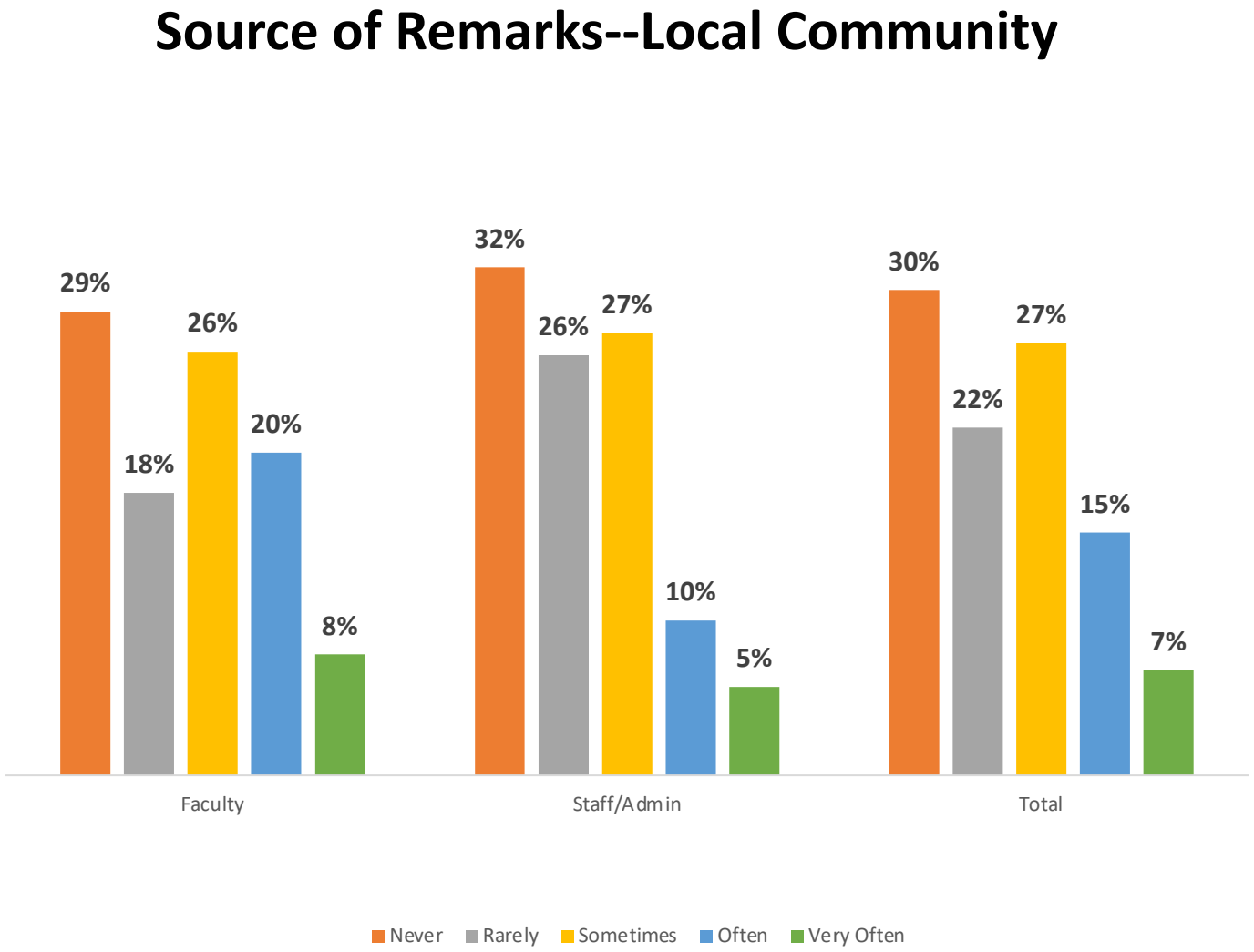
Source of Remarks--Faculty



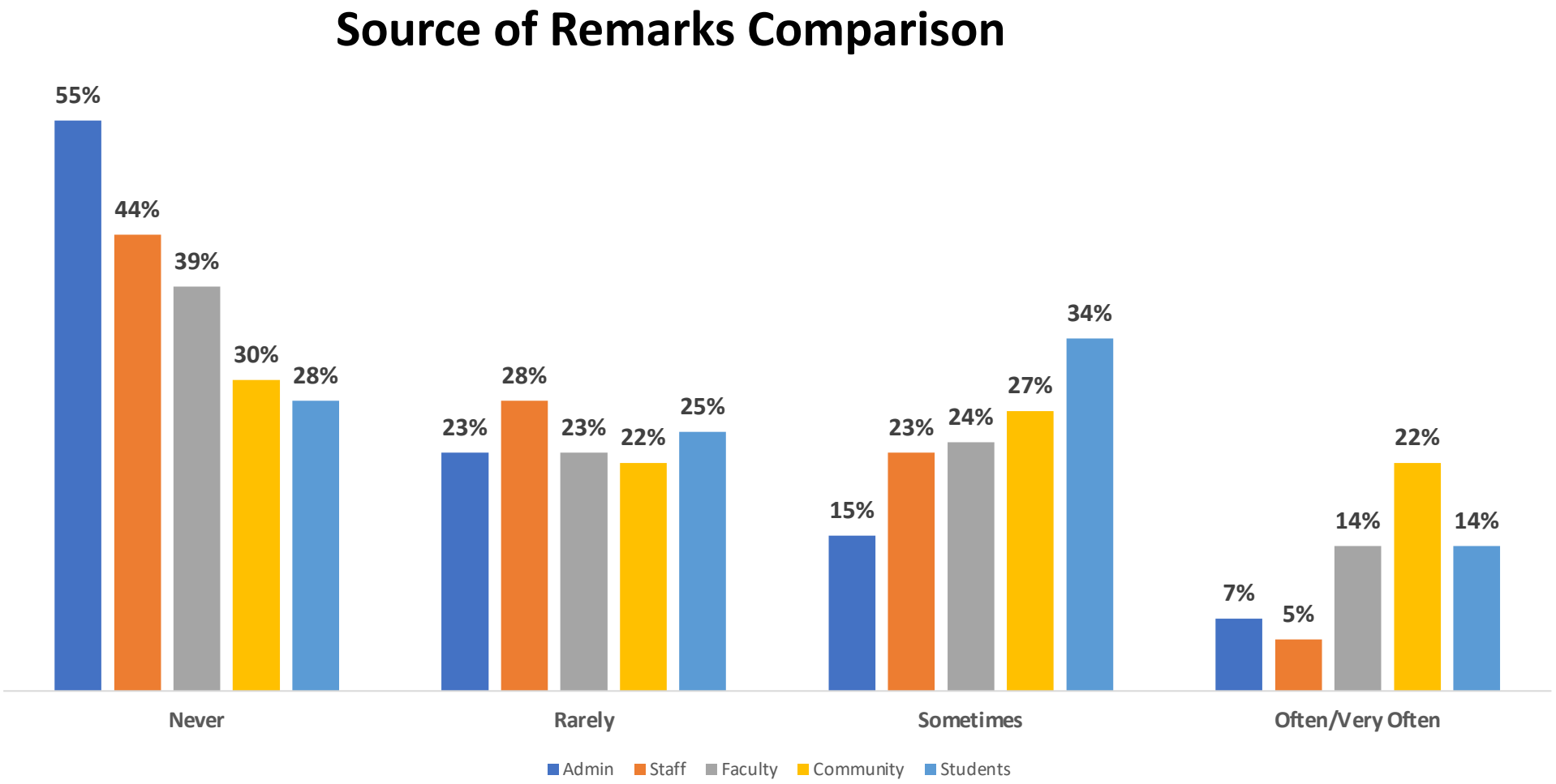
Source of Remarks--Administrators



The community (not defined) is reported as the most likely source of insensitive or disparaging remarks.



Employees report the Administrators and staff the least frequent source of insensitive or disparaging remarks and the community and students the most frequent source.

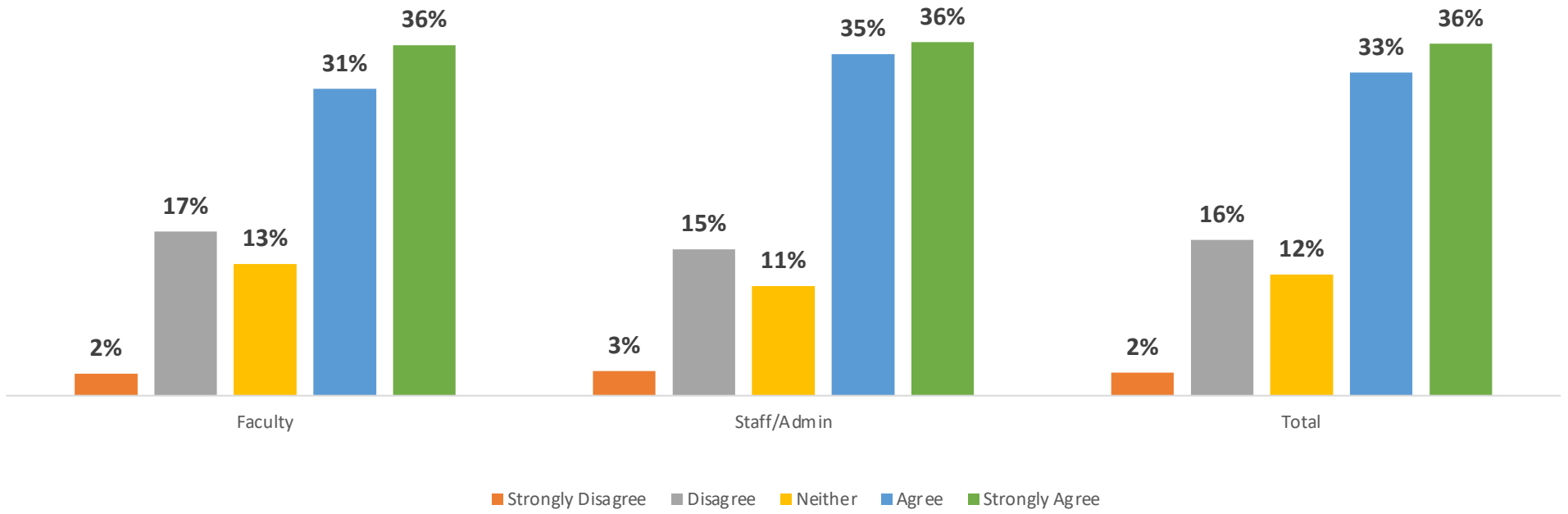


Institutional processes for reporting and investigating.

Five-point scale ranging from Strongly disagree (1) to Strongly agree (5)

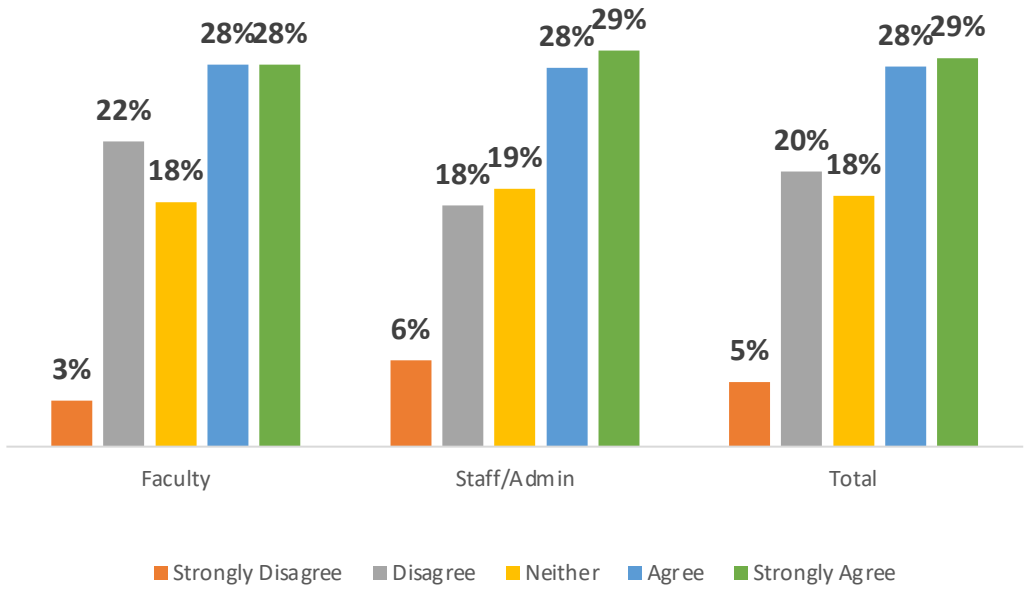
Most employees know how to report acts of discrimination or harassment but not all.

If I experienced or observed an act of discrimination or harassment while at this institution, I know whom to contact to report the incident.

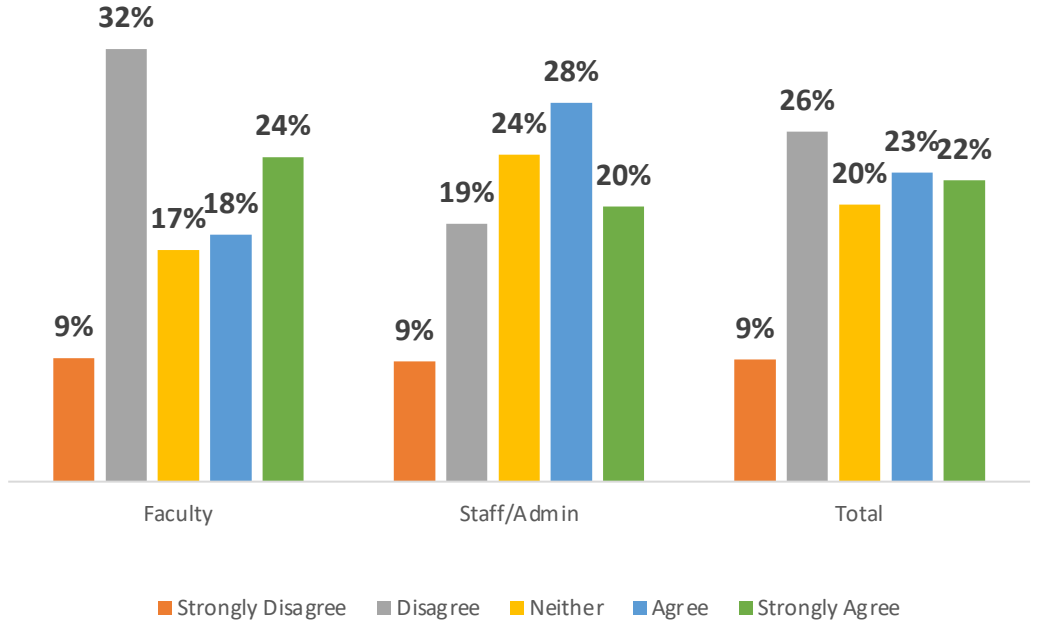


Employees are less clear on the process of reporting and investigating acts of discrimination or harassment at SFCC.

The process for reporting acts of discrimination or harassment at this institution is clear to me.



The process for investigating acts of discrimination or harassment at this institution is clear to me.



How often have you been discriminated against or harassed for the following reasons…

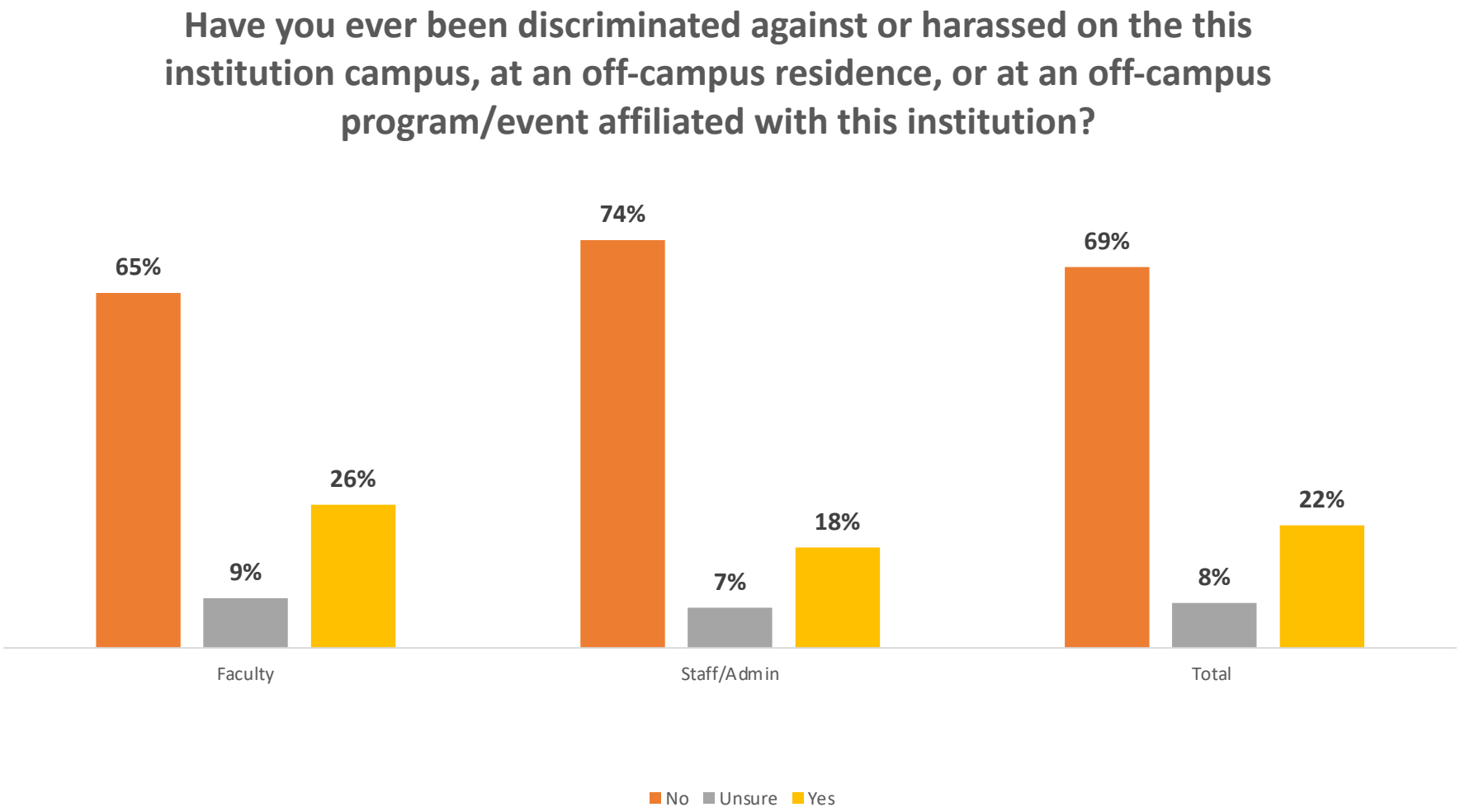
Five-point scale ranging from Never (1) to Very often (5)

HEDS provided the following definitions:

Discrimination: the unfavorable treatment of a person based on that person's race, ethnicity, national origin, socioeconomic status, age, perceived or actual physical or mental disability, pregnancy, sex, sexual orientation, gender identity, marital status, creed, religion, or political beliefs.

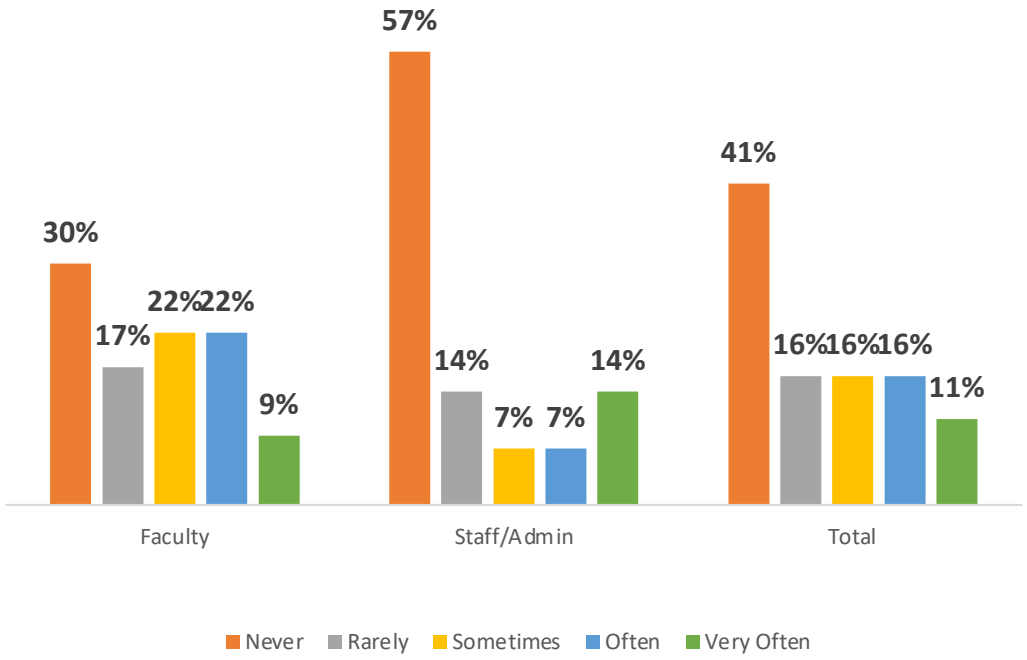
Harassment: a form of discrimination consisting of physical or verbal conduct that denigrates or shows hostility toward an individual because of their race, ethnicity, national origin, socioeconomic status, age, perceived or actual physical or mental disability, pregnancy, sex, sexual orientation, gender identity, marital status, creed, religion, or political beliefs. Harassment occurs when the conduct is sufficiently severe and/or pervasive that it alters the terms or conditions of employment or substantially limits the ability of a student to participate in or benefit from the college's educational and/or social programs."

Almost a quarter of all employees report having experienced discrimination or harassment with faculty more likely than staff/administrators to indicate they have.

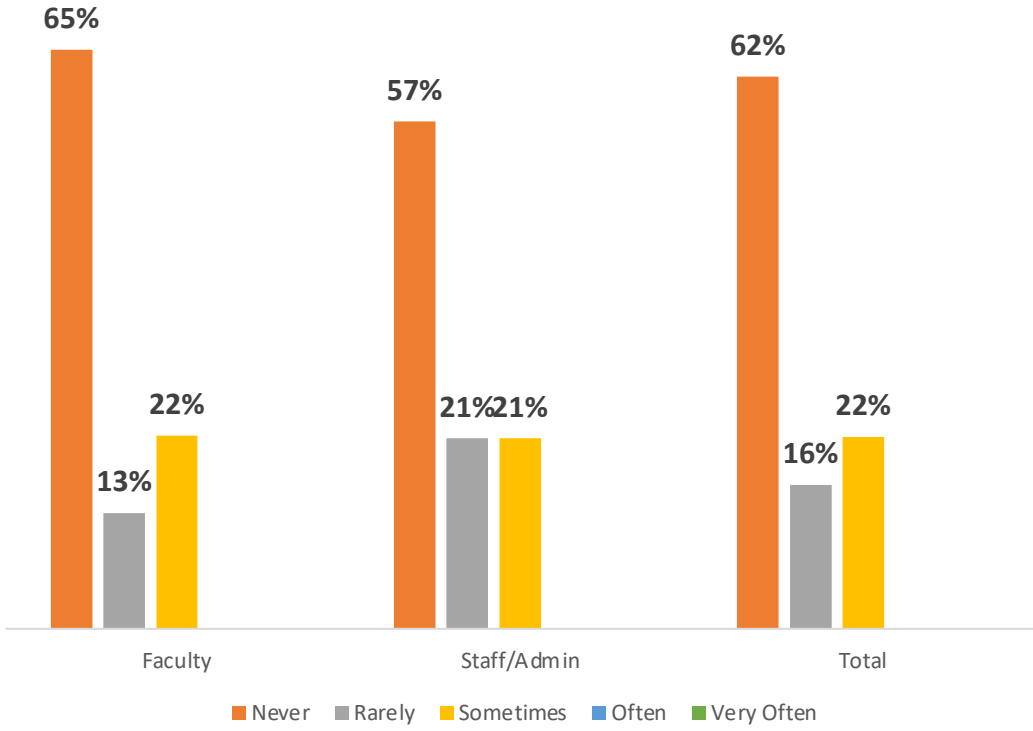


31% of faculty and 21% of staff/admin respond they have often or very often been discriminated against or harassed because of their race/ethnic identity.

Because of my racial and/or ethnic identity

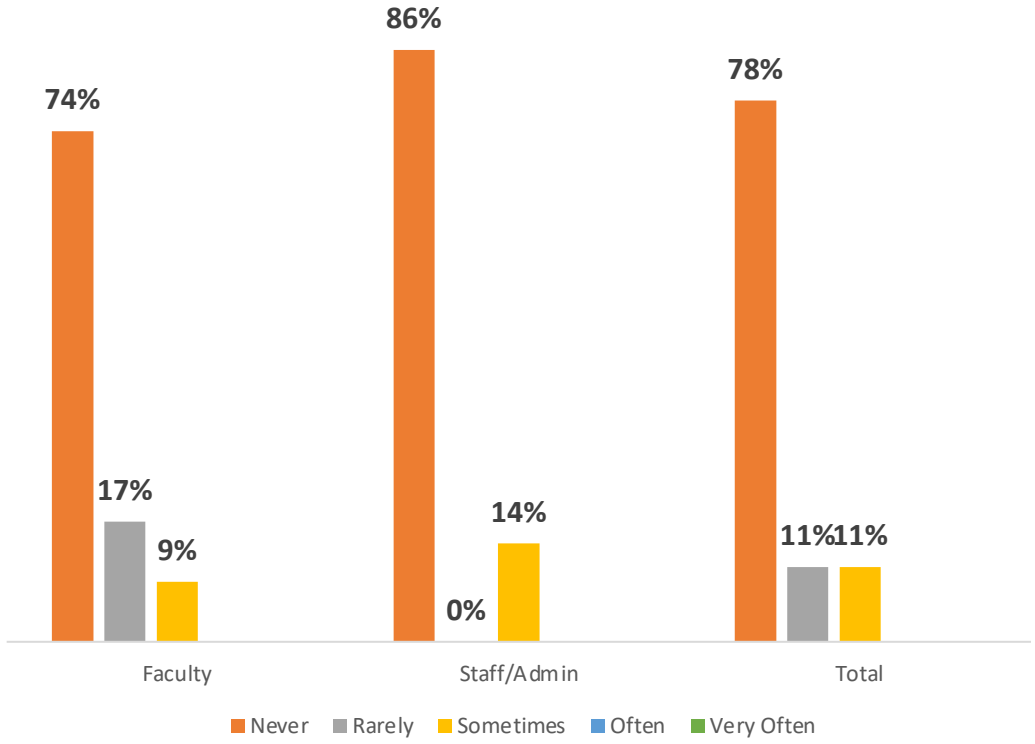


Because of my socioeconomic background

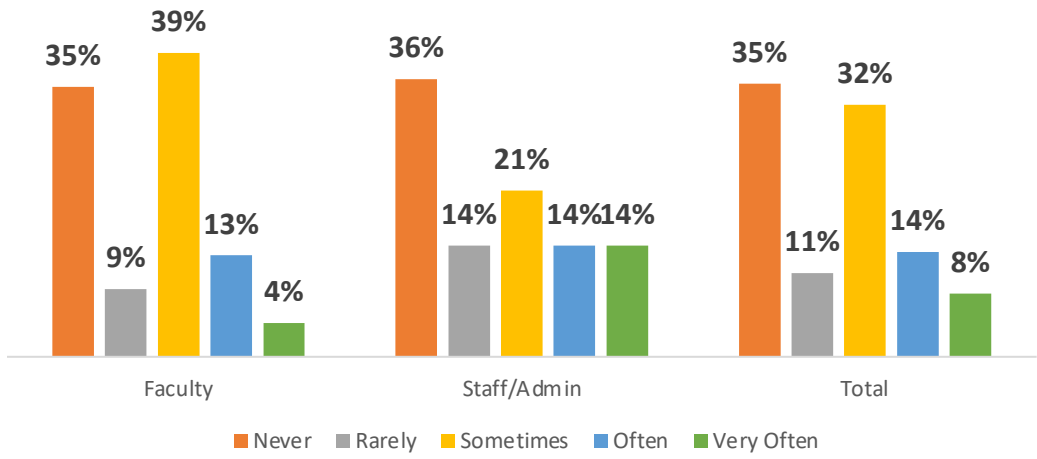


28% of staff/admin and 17% of faculty respond they have often or very often been discriminated against or harassed because of their gender or gender identity.

Because of my sexual orientation

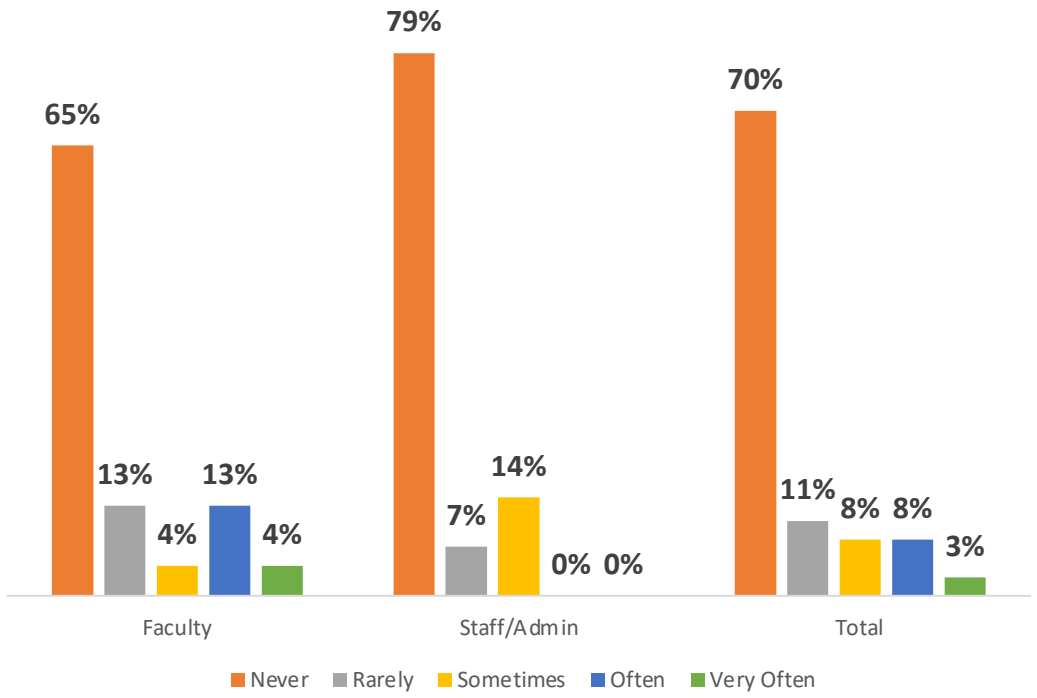


Because of my gender or gender identity

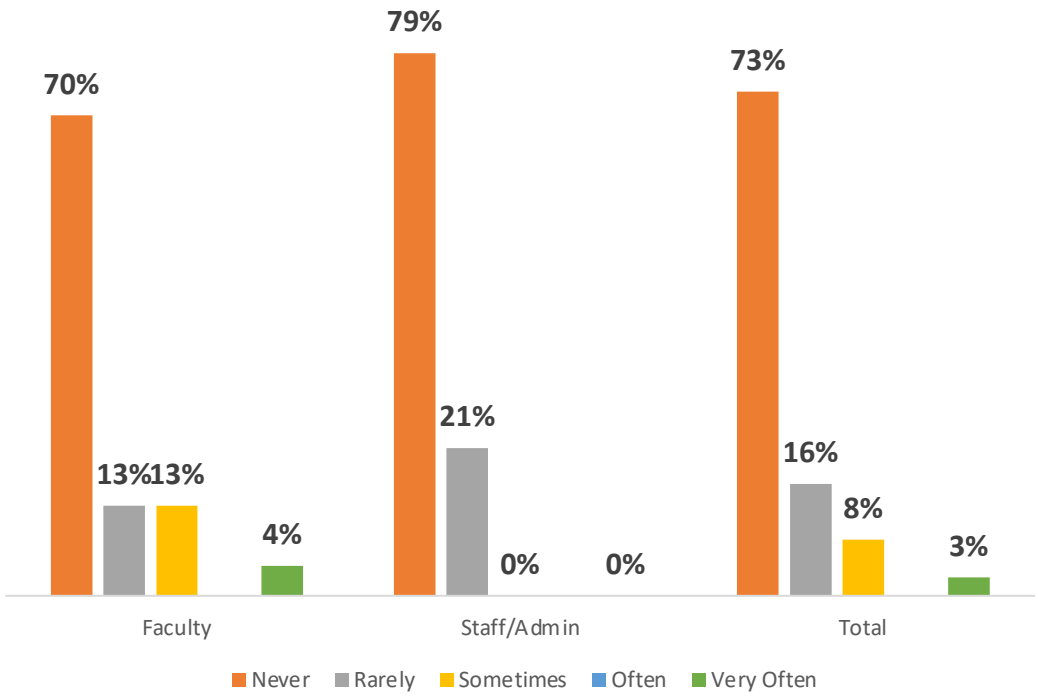


Employees are more likely to experience discrimination or harassment due to their religious background than because of a disability..

Because of my religious background

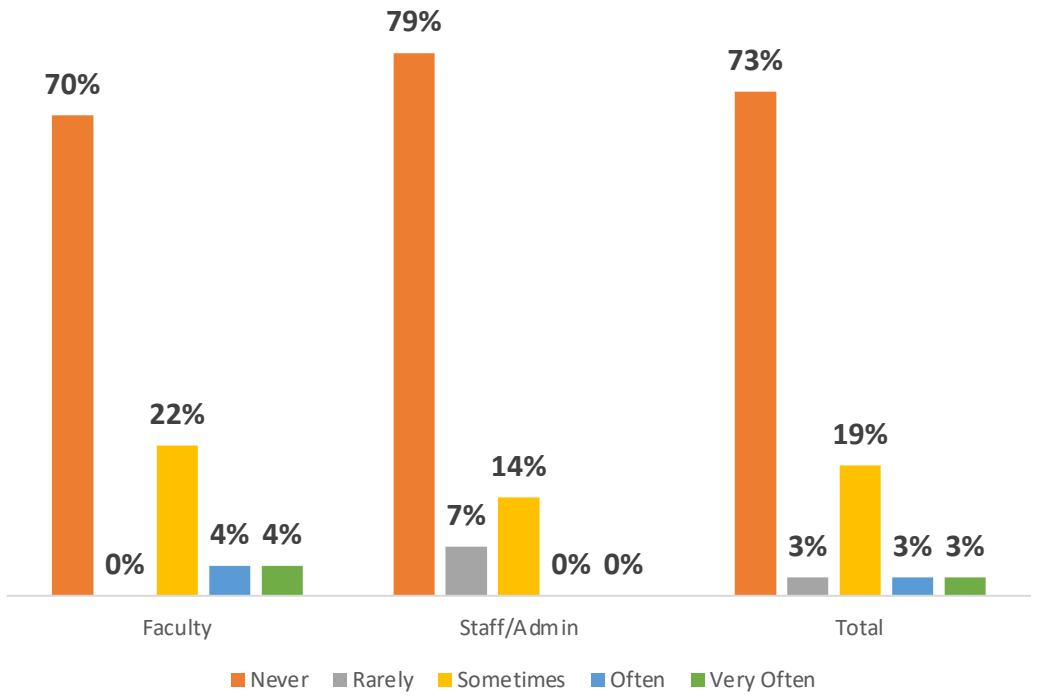


Because of my disability

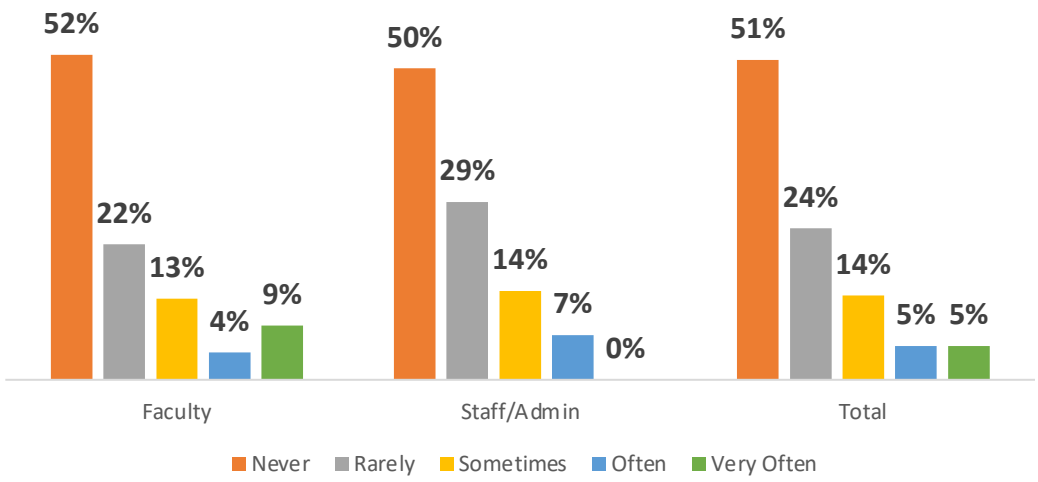


The high percentage of never experiencing discrimination/harassment due to being an immigrant may be due to the low percentage of respondents who identify as immigrants. That may explain the higher percentage of more frequency of the experience—30% of faculty and 14% of staff/admin reporting sometimes or more.

Because I am an immigrant

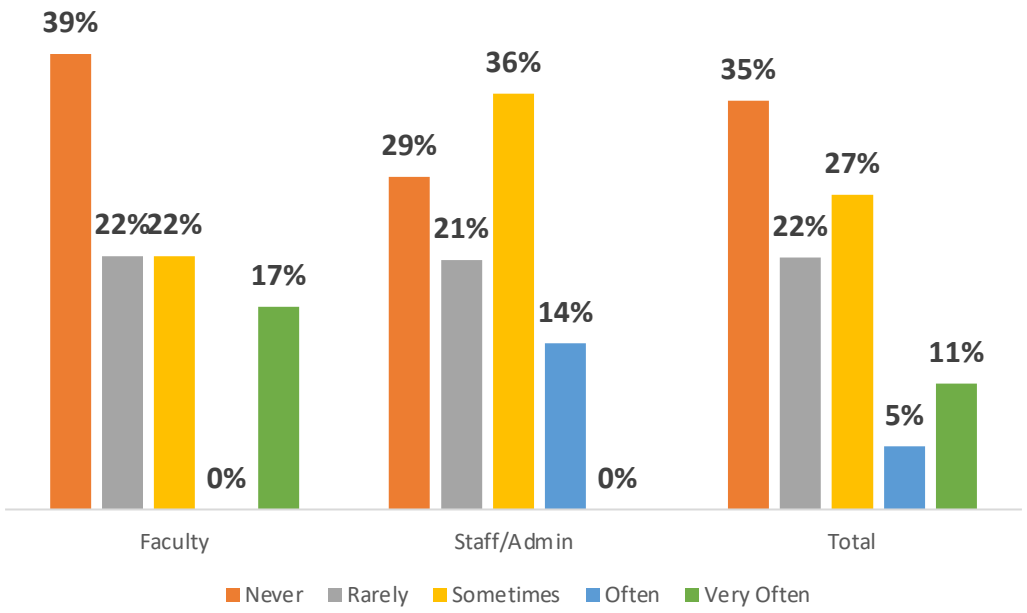


Because of my political affiliation/views

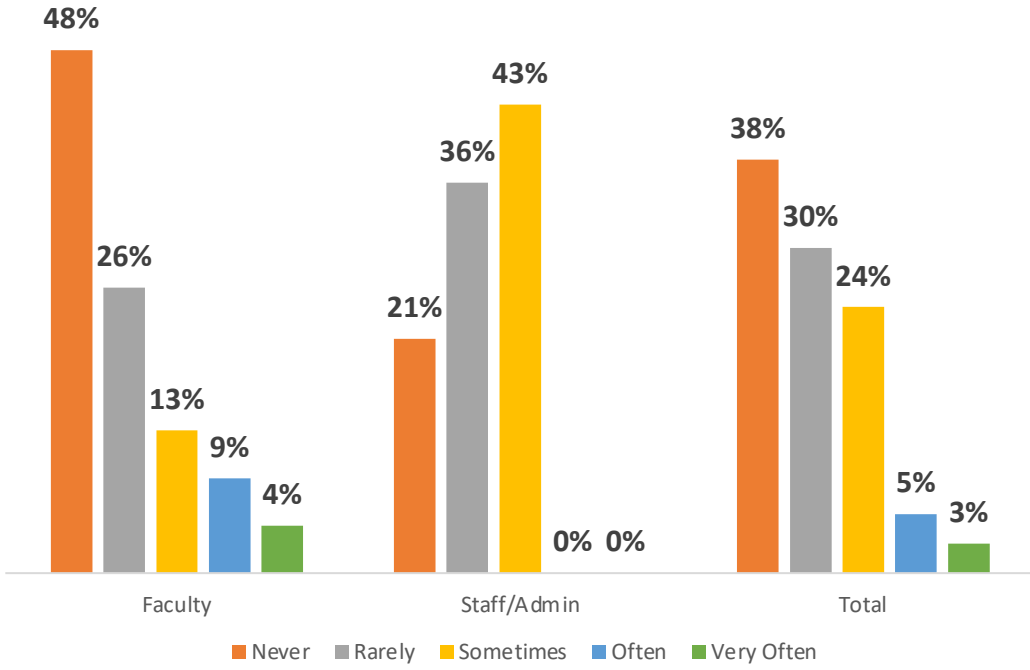


50% of staff/admin and 39% of faculty report experiencing discrimination/ harassment due to physical appearance. Age discrimination is reported at a much higher rate for staff/admin (43%) than for faculty (25%). But that is still a quarter of the faculty respondents and almost half of the staff/admin.

Because of my physical appearance

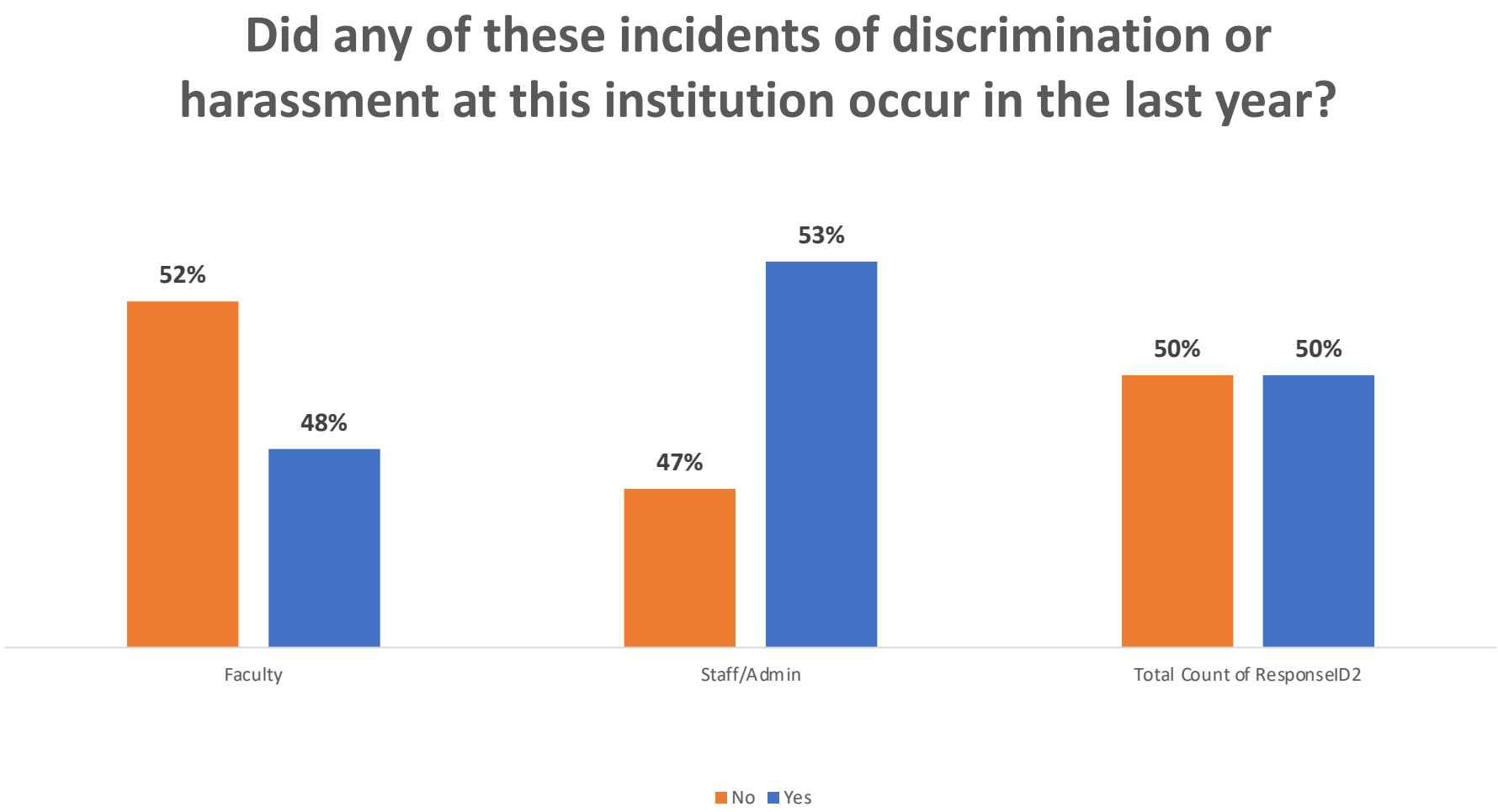


Because of my age or generation

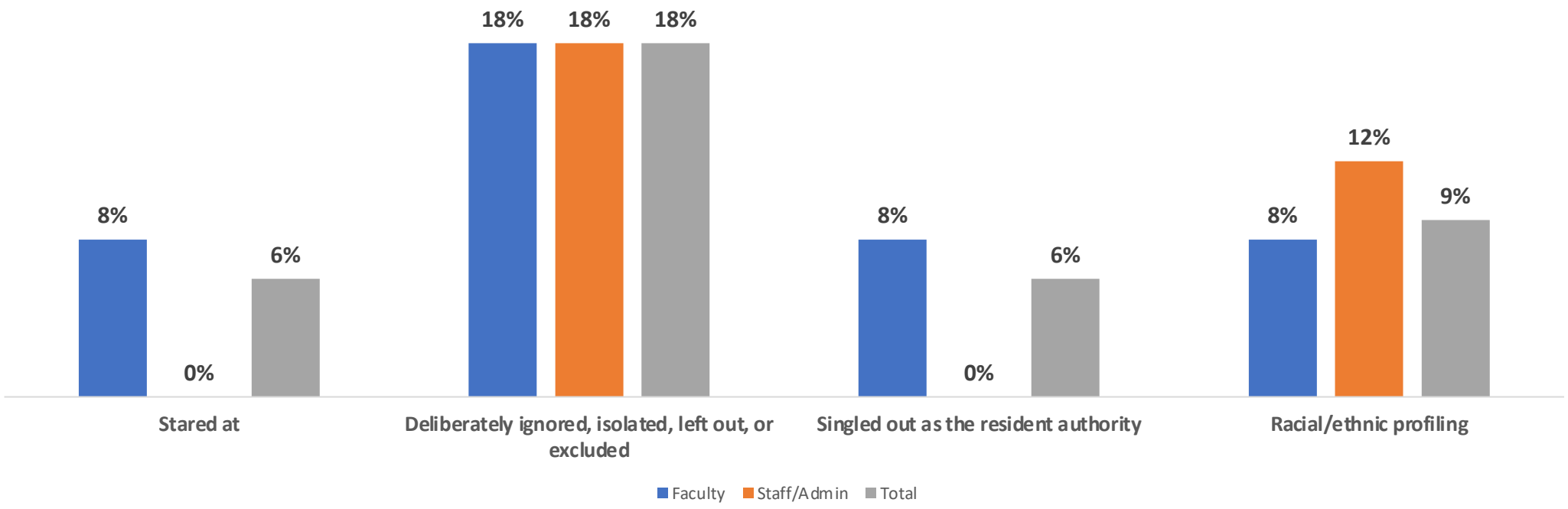


Please indicate which of the following forms of discrimination or harassment you have experienced in the past year.

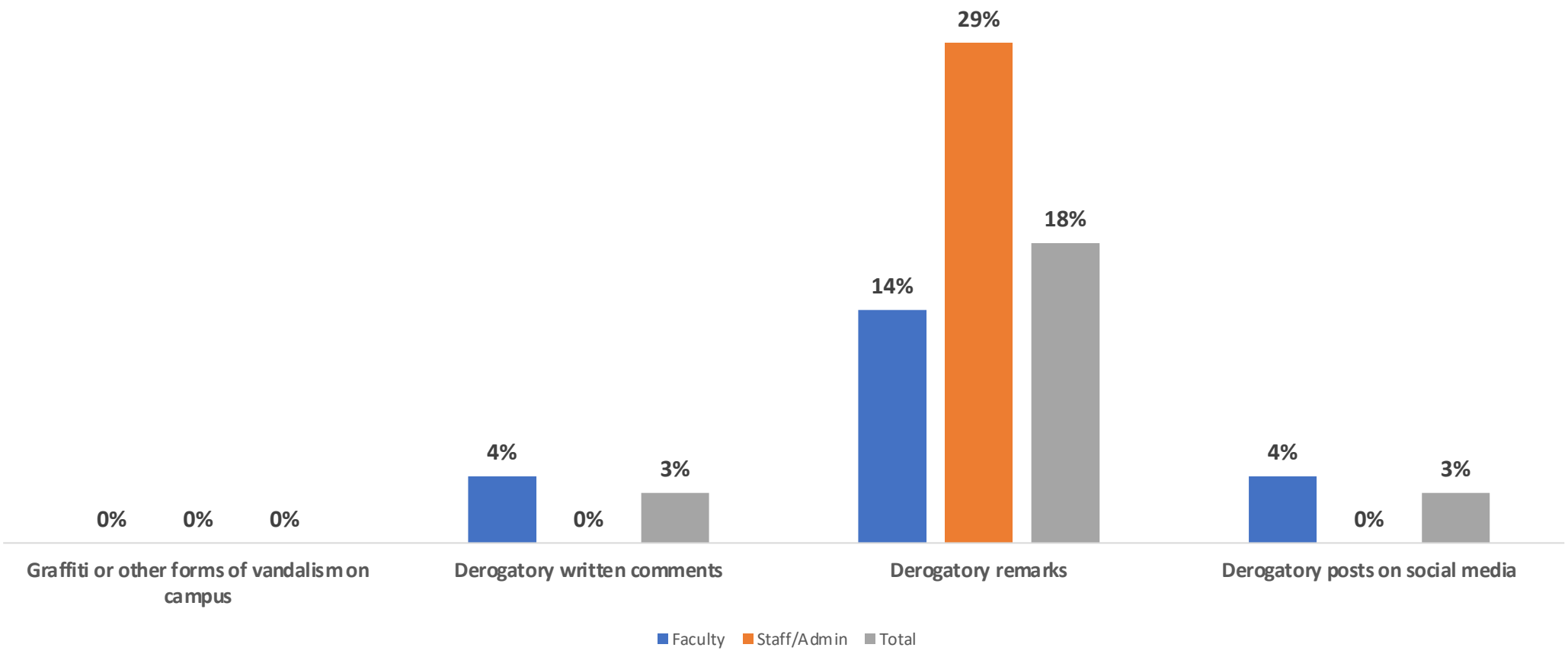
50% of respondents indicated they had experienced discrimination or harassment at SFCC in the previous year (2021-22).



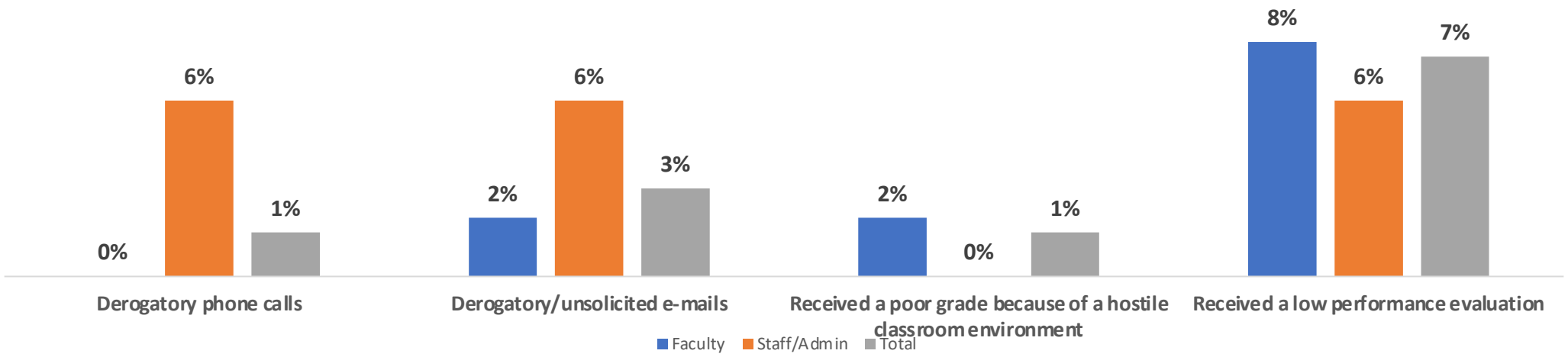
Both employee groups indicated high levels of exclusion/isolation as a form of discrimination. Staff/admin were more likely to experience racial profiling, while faculty were more likely to be stared at or singled out.



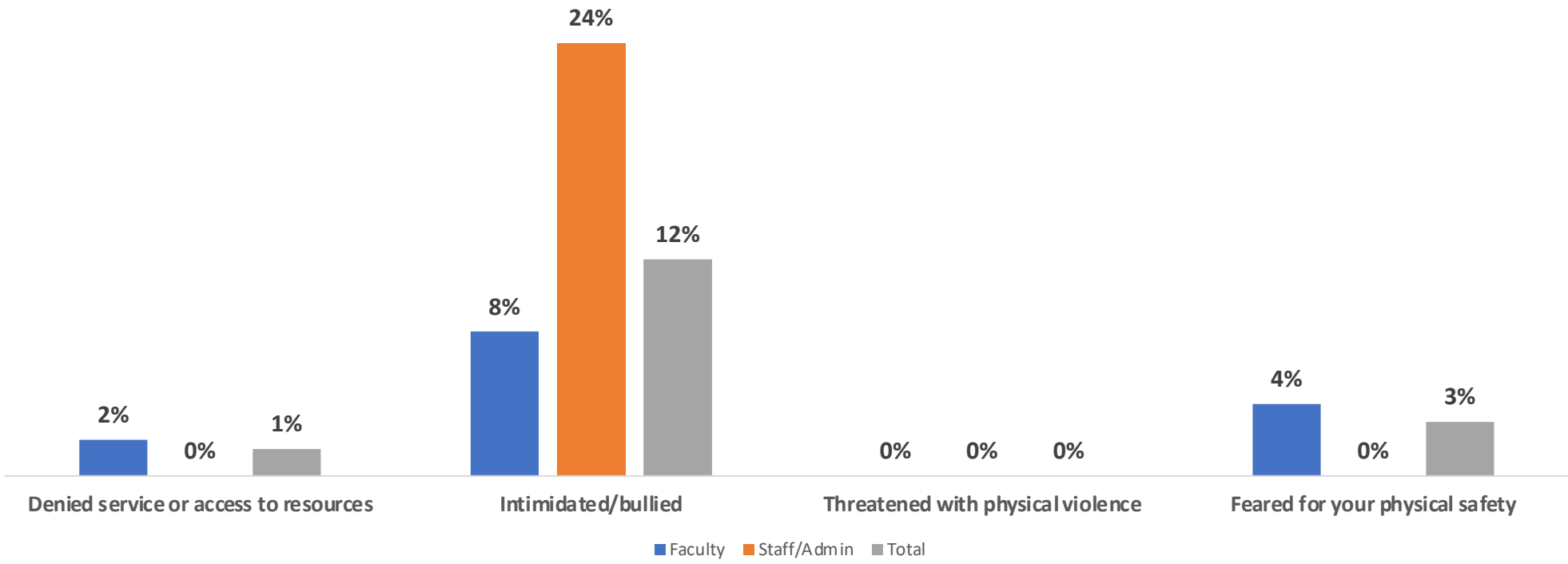
Staff/admin were twice as likely to report experiencing derogatory remarks, while faculty were also likely to have derogatory written comments or social media posts.



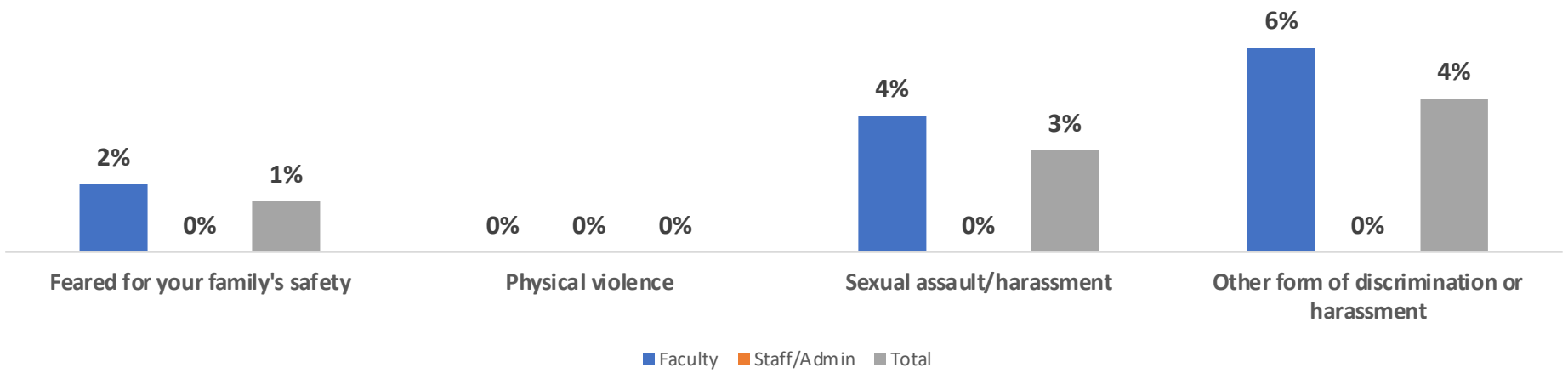
Staff/admin were more likely to receive derogatory phone calls or emails.



Almost a quarter of the staff/admin respondents indicate they were intimidated or bullied.

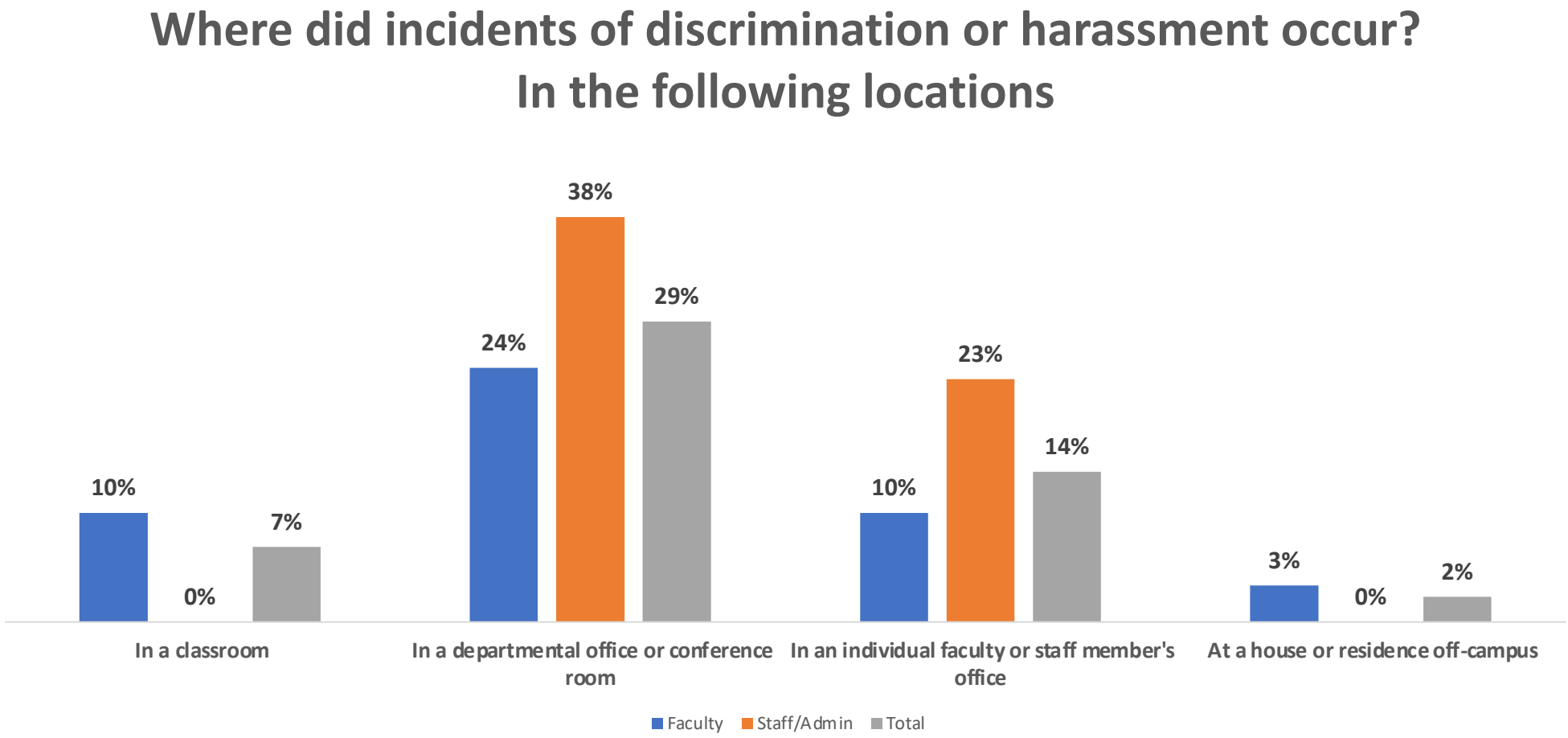


Activity greatly increased their support

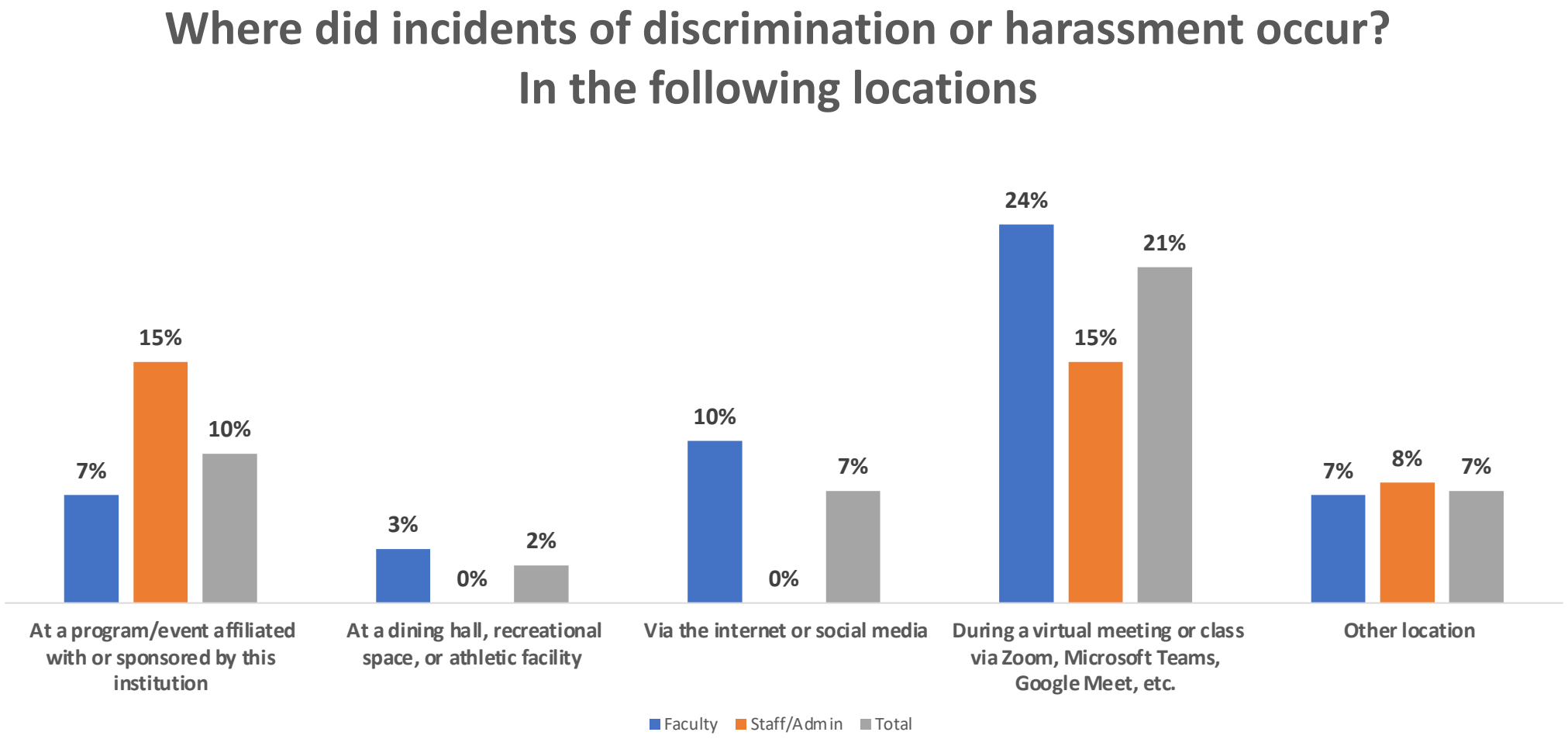


Did any of these incidents of discrimination or harassment occur in the following locations?

Activity greatly increased their support

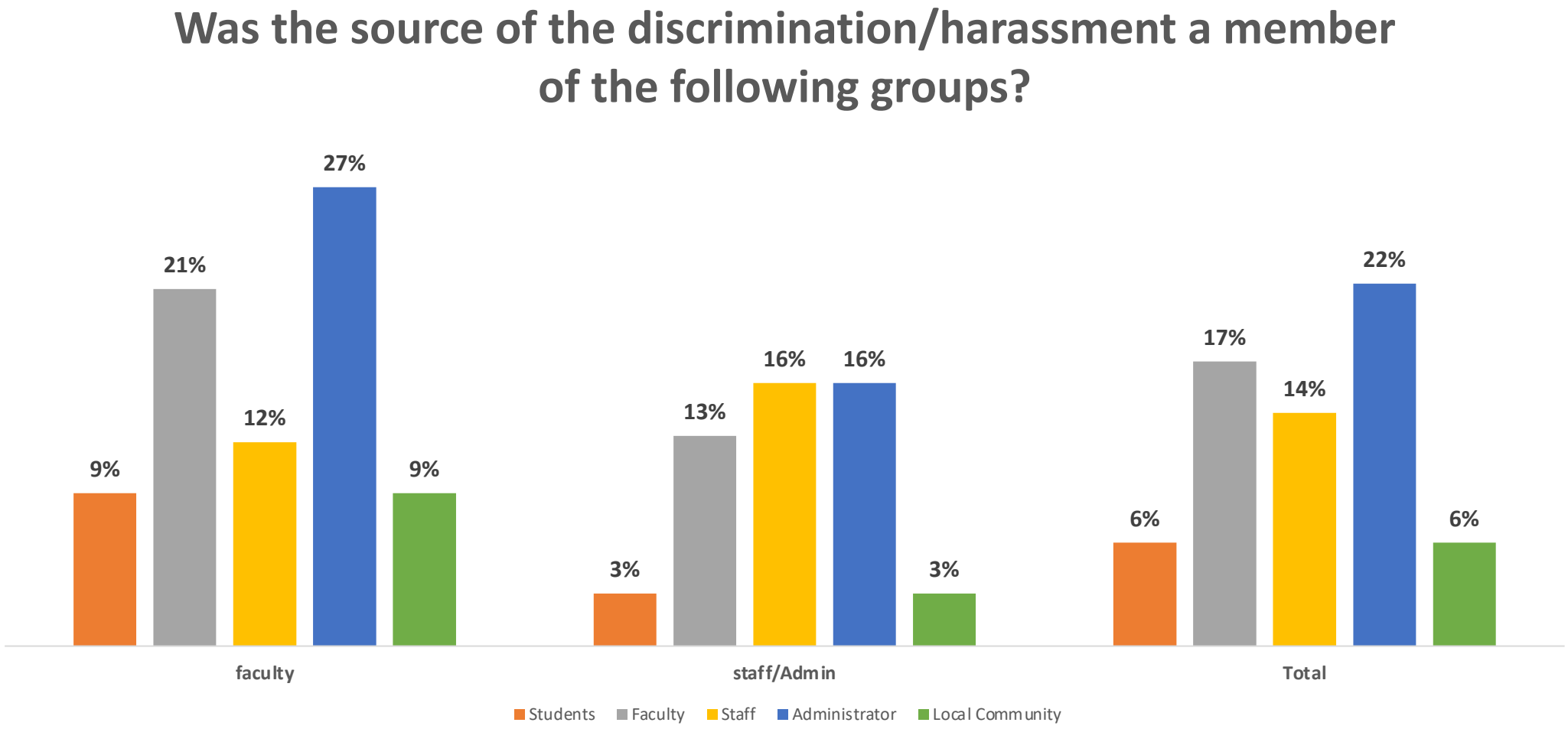


Activity greatly increased their support



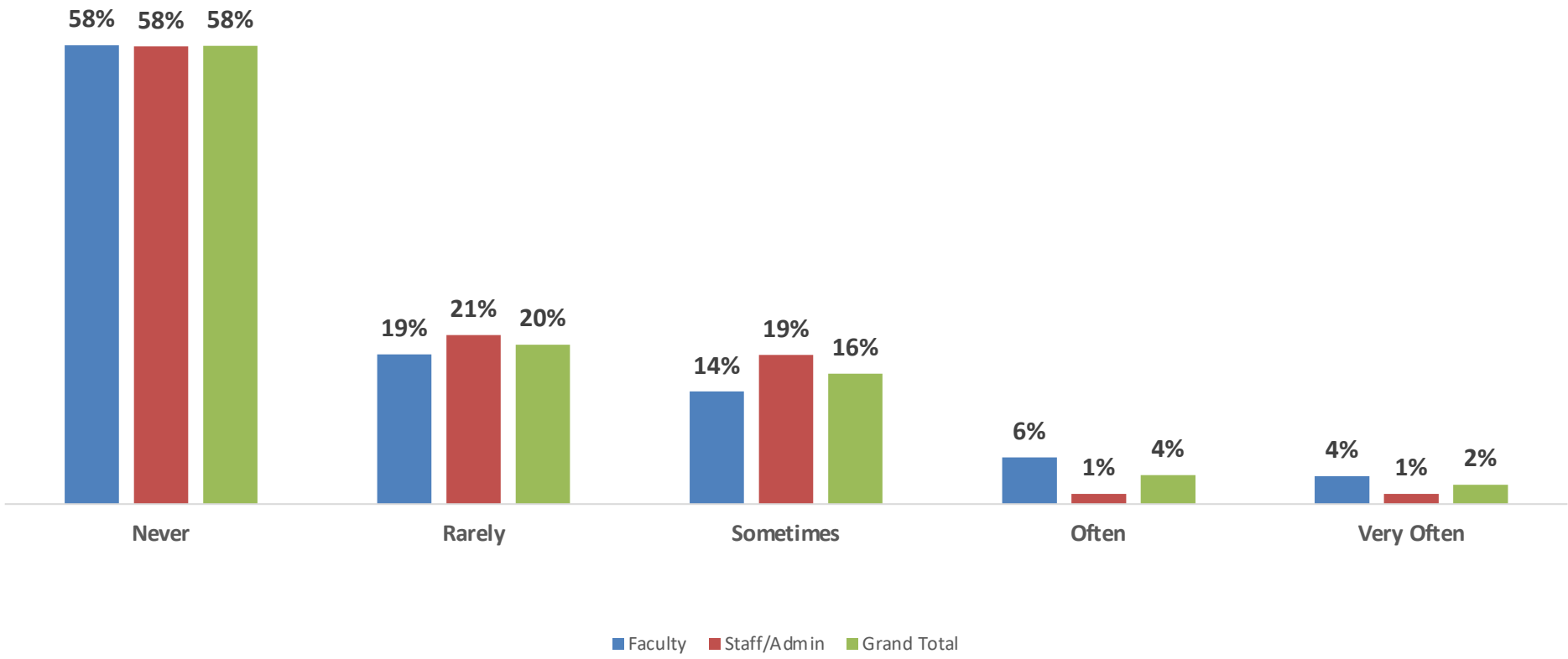
Was the source of the discrimination/harassment a member of the following groups?

Activity greatly increased their support

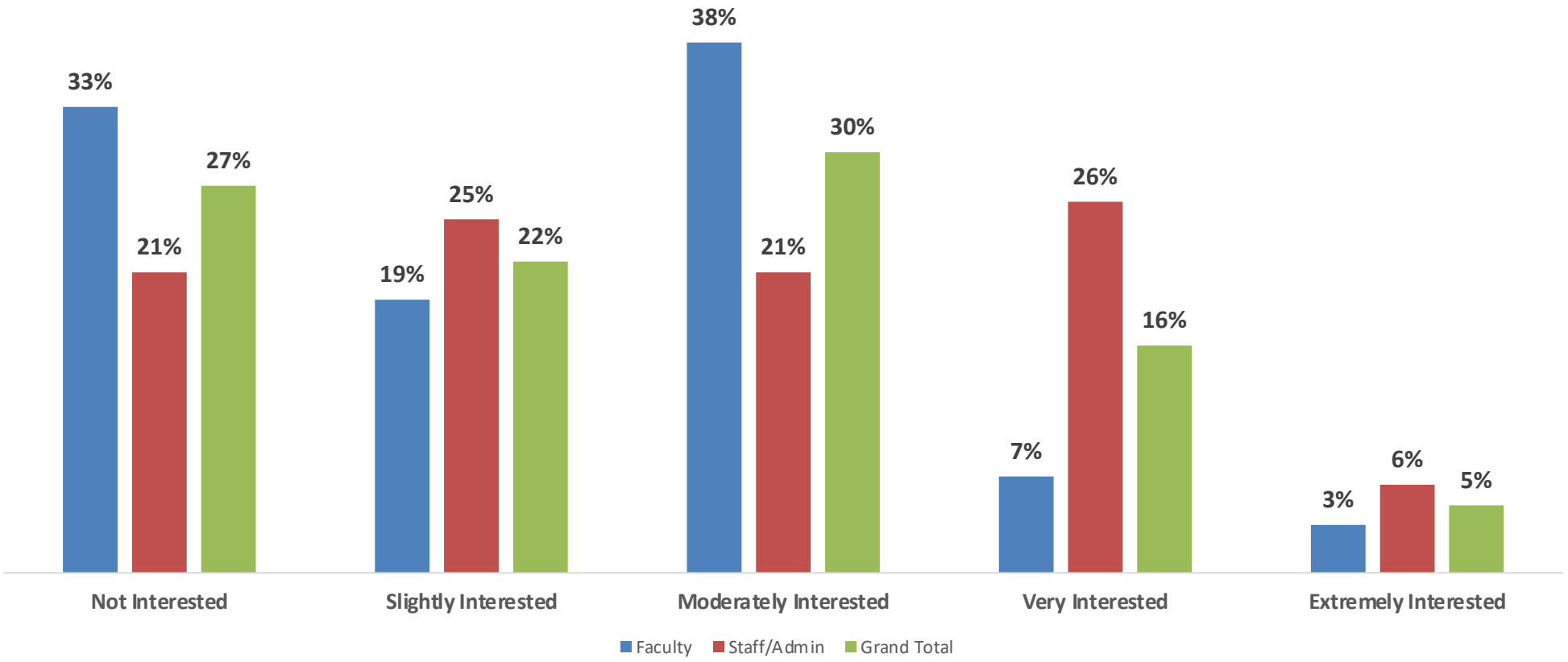


SFCC Supplemental Questions

Have you ever felt as though a group you belong to has been the subject of discrimination or harassment that took place on the SFCC?



If SFCC were to create affinity groups to build community and connect employees from similar backgrounds or with similar interests, would you be interested in participating?



SFCC responses compared to other participating 2-Year Public institutions and all participating institutions

Figure 1. Percent of Respondents who are Generally or Very Satisfied with Characteristics of the Campus Climate

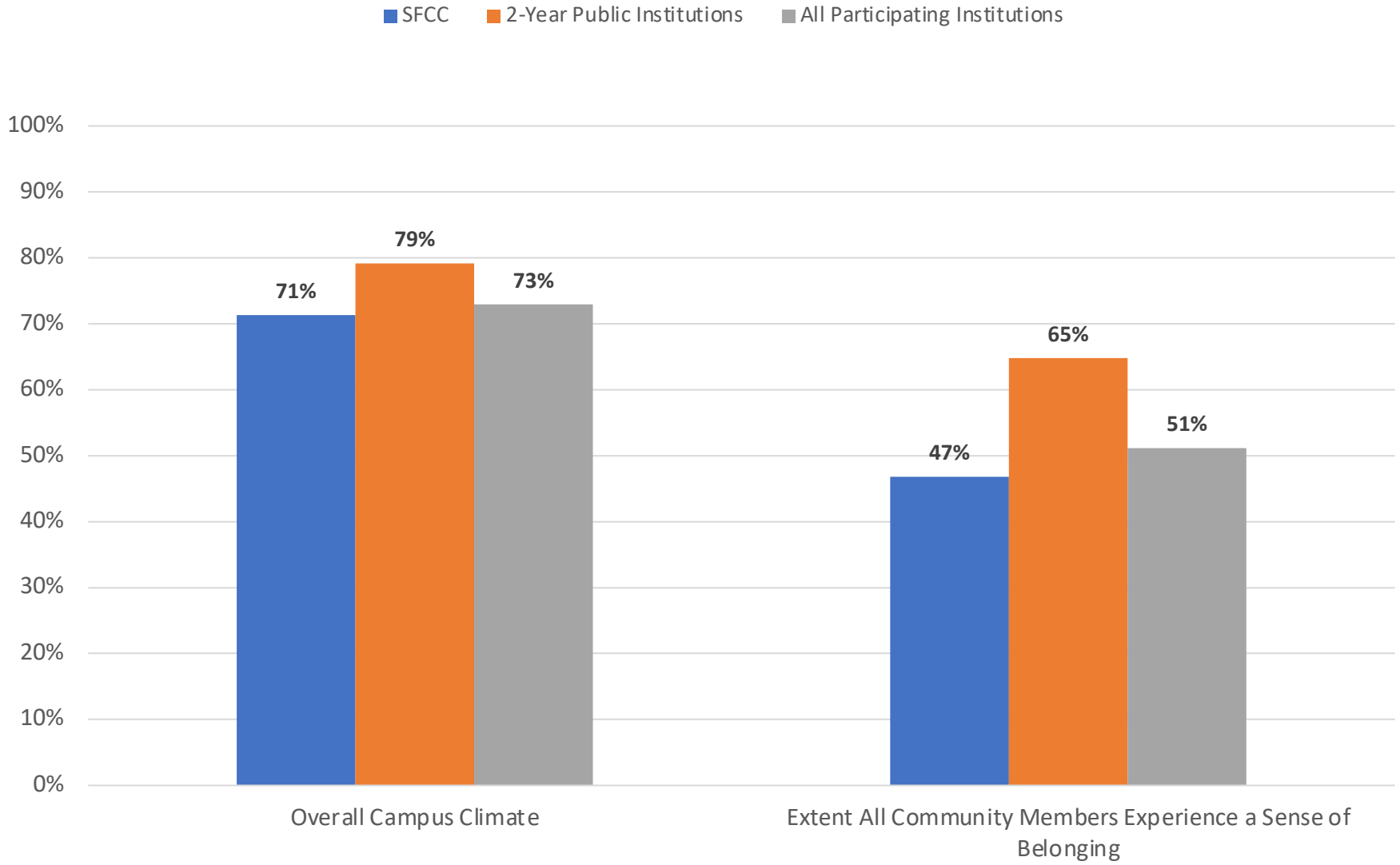


Figure 2. Percent of Respondents who Agree or Strongly Agree with Statements about Diversity on Campus

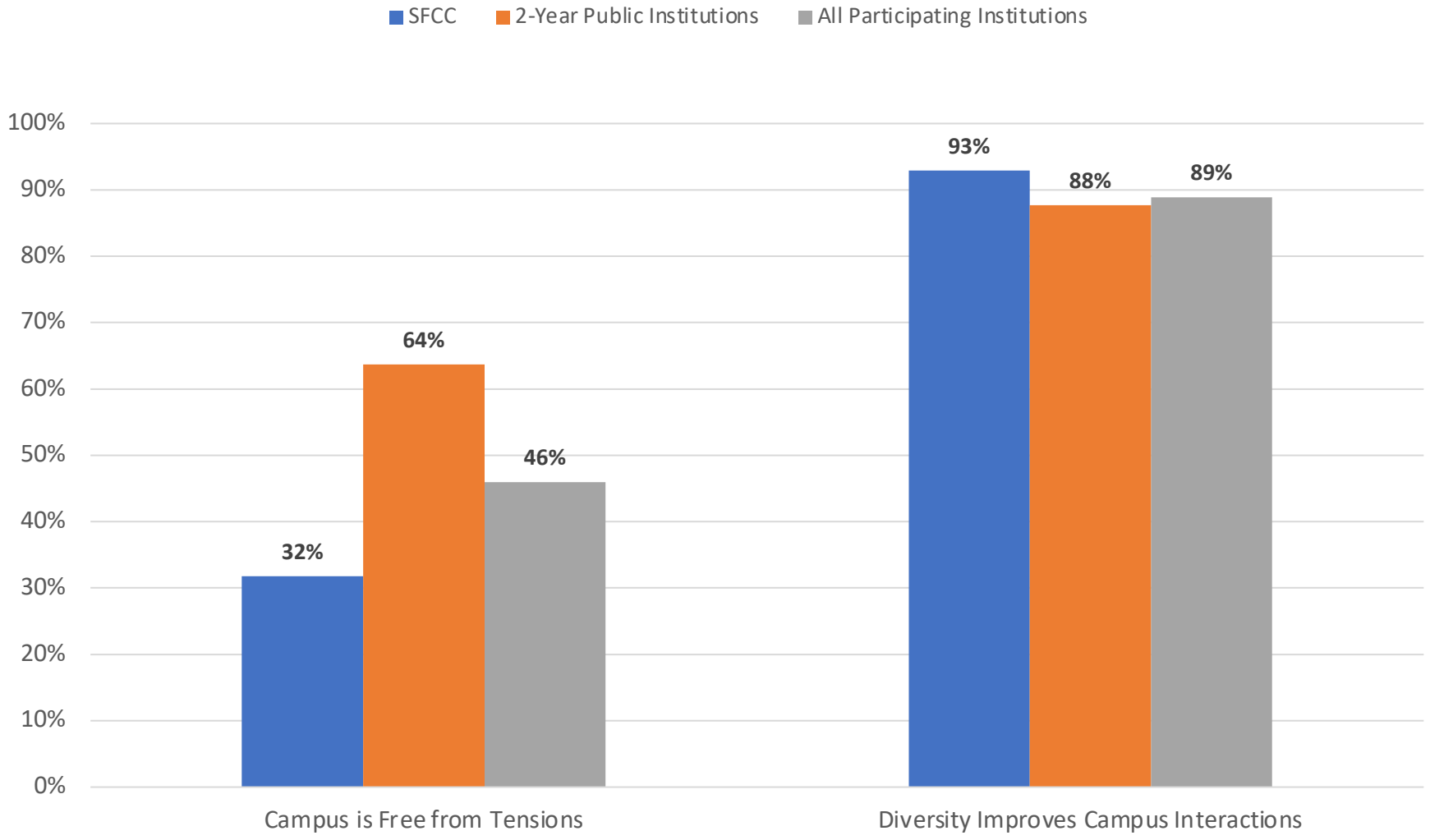


Figure 1. Percent of Respondents who Responded Yes or Unsure to Having Experienced Discrimination or Harassment

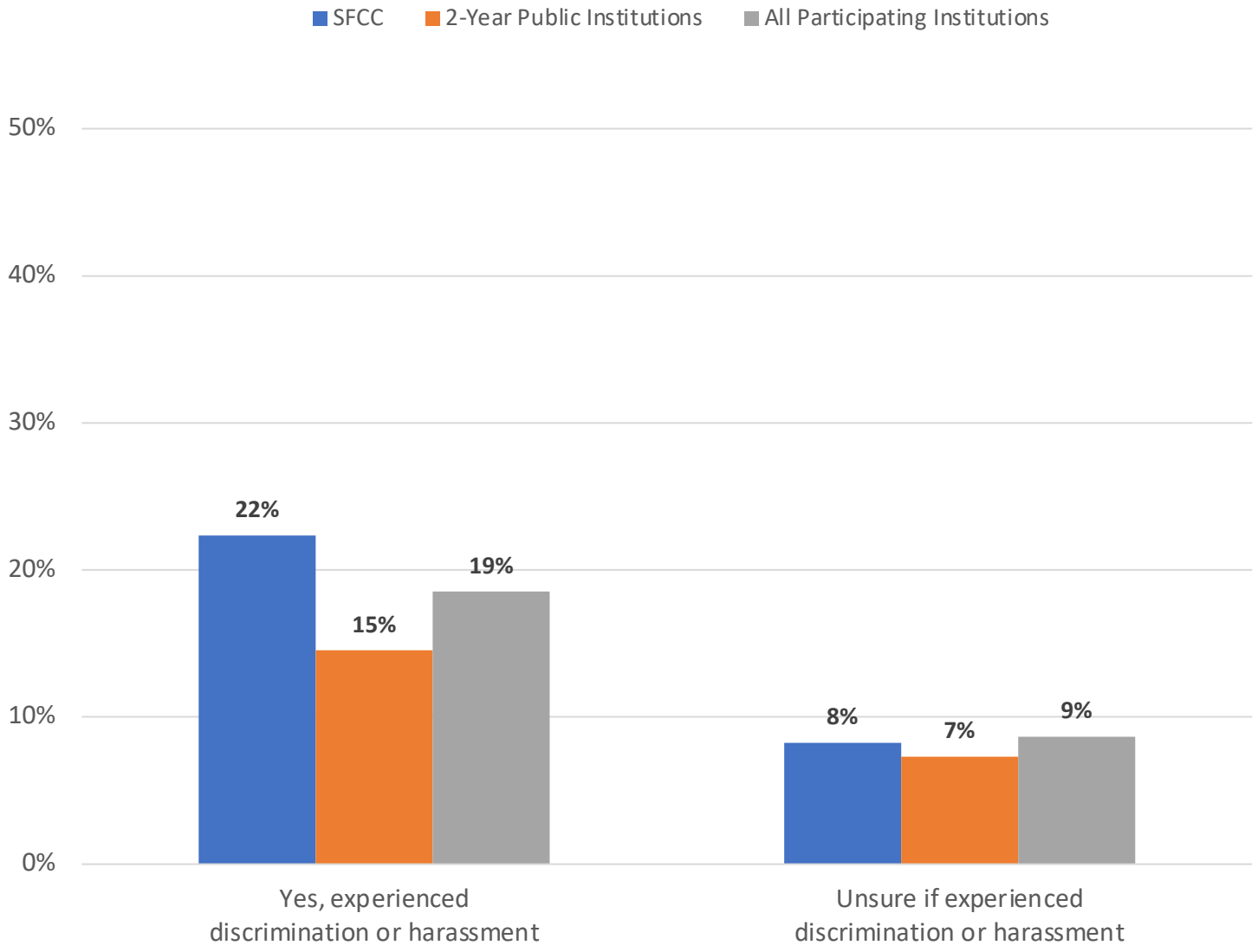


Figure 2. Percent of Respondents who Indicated They'd Experienced Discrimination or Harassment in the Past Year

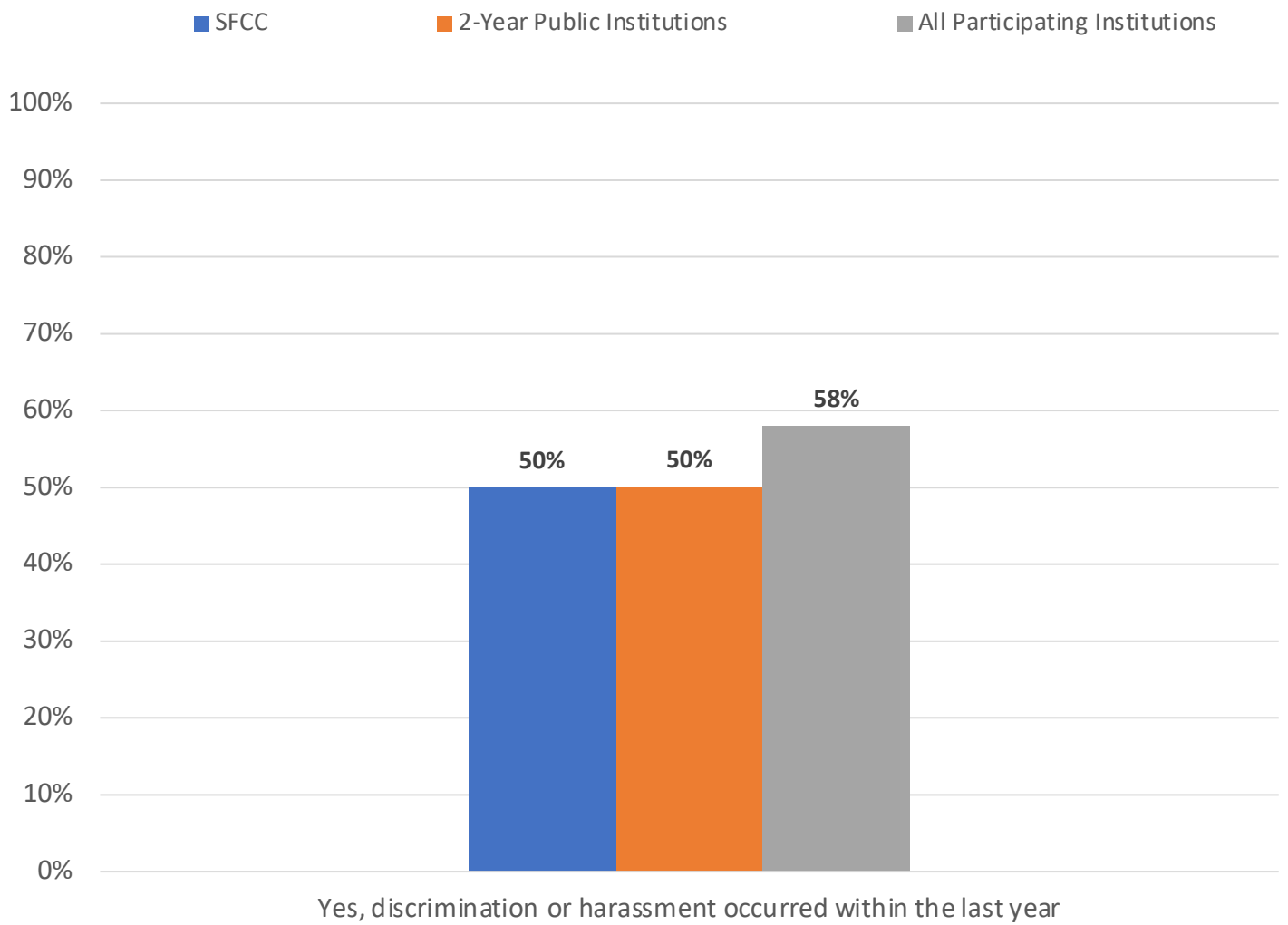
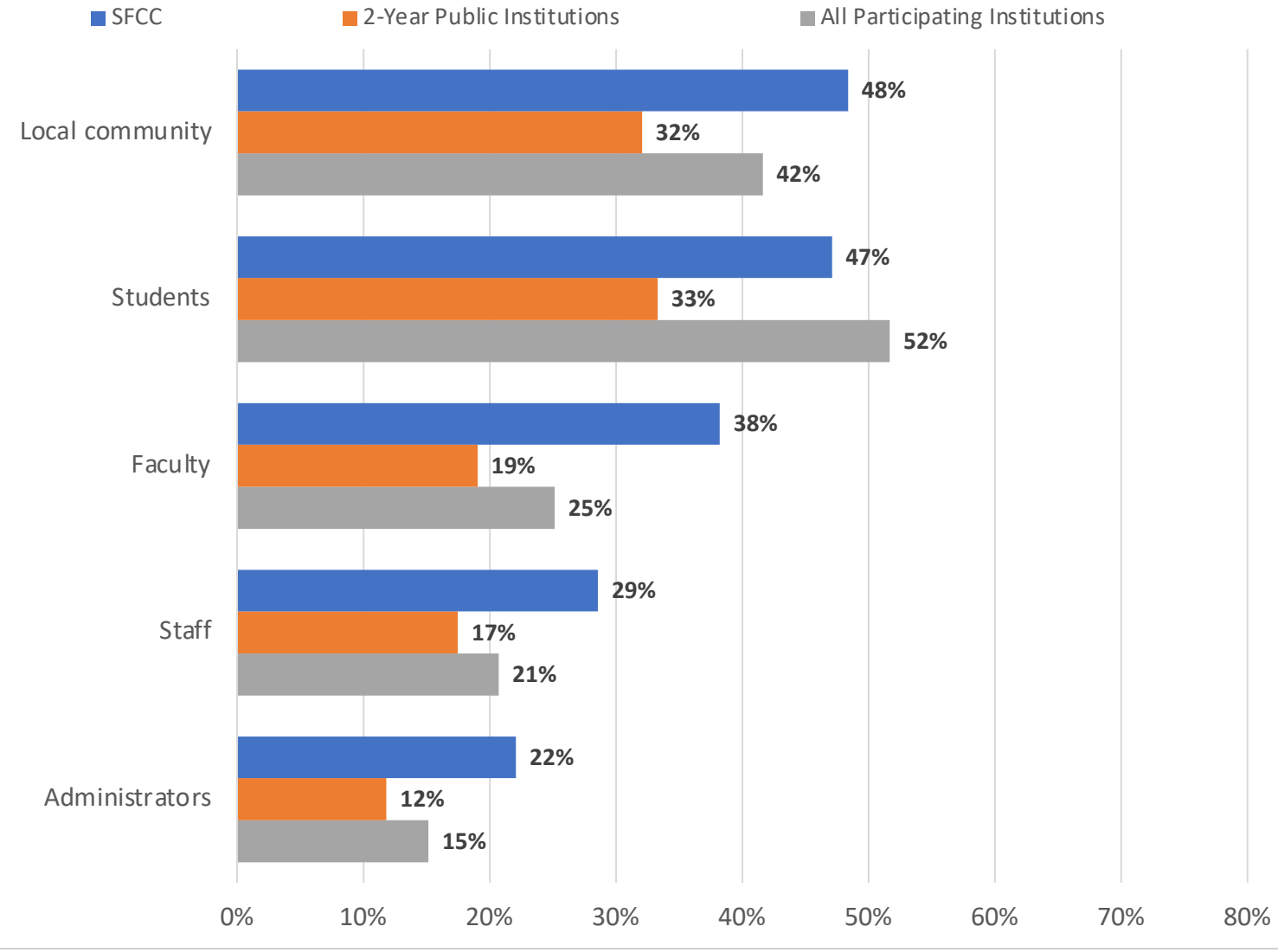



Figure 2. Percent of Respondents that Indicated Each Group was Sometimes, Often, or Very Often the Source of Insensitive or Disparaging Remarks