President's Advisory Council on Diversity, Equity, and Inclusion
PACDEI@HCCC.EDU
Fall 2019 Campus Climate Survey
Executive Summary

Introduction

In the spring of 2019 a request from several members of the All College Council and several other areas of the college suggested the college work to ensure the college was operating at the highest level of DEI. To determine the climate, a subcommittee made up of members from around the college began to assess how much Diversity, Equity, and Inclusion (DEI) was practiced and embraced at HCCC. After months of research into the topic of diversity, equity, and inclusion by the newly formed subcommittee, of the All College Council, it was determined that the college would benefit from moving forward with efforts surrounding diversity, equity, and inclusion (DEI). The subcommittee's charge was to recommend to the president of the need to establish a more permanent committee. The subcommittee suggested that the work of DEI begin with a Climate Survey. President Chris Reber created the President's Advisory Council on Diversity, Equity, and Inclusion in the Fall of 2019. One of the council's initial activities was to launch the campus climate survey. The goal of the campus climate survey was to collect perspectives, data, and insights of the entire college community. The survey collected both quantitative and qualitative responses. An outside professional organization was contracted to administer both student and employee/trustee surveys.

Survey Administration, Population, and Response Rates

The survey was administered as two separate instruments: one distributed to students, and another to employees and trustees. In the latter survey, different items were presented to respondents depending on whether they were faculty, administrators, support staff, or trustees. The surveys were launched on October 25, 2019, and closed on November 18, 2019. The size of the invited population, and the response rates, are described below:

Population	Invited	Responded	Response Rate
Students	8,203	444	5%
Faculty	438	116	26%
Staff	541	220	41%
Trustees	11	5	45%
Total	*9,183*	*785*	*9%*

Areas of Strength

- The diversity of the campus population is among the most important factors for recruiting students (see Q5 in the student survey) and new employees (see Q4, Q9, and Q14 in the employee/trustee survey).
- The campus is perceived as welcoming environment for most groups (see Q25 in the student survey and Q35 in the employee/trustee survey).
- The institution is perceived as promoting racial/cultural interaction between groups (see Q27 in the student survey and Q37 in the employee/trustee survey).
- Over 85% of respondents answered "Very Important" or "Important" to the question "How important, in your opinion, is promoting diversity and inclusion to the campus leadership?"(see Q28 in the student survey and Q38 in the employee/trustee survey).
- Over 75% of respondents answered "Strongly Agree" or "Agree" to the statement "I feel safe on campus". Generally, respondents feel safer on campus than off campus (see Q35 in the student survey and Q45 in the employee/trustee survey).

Areas of Potential Concern and follow-up

- 30% of survey respondents indicated that they have experienced, witnessed, or heard about assault, discrimination, bullying, or other negative or illegal incidents. However, such incidents were reported (either formally or informally) in fewer than 25% of the cases. Respondents indicated a wide range of reasons for not reporting, including fear of retaliation and a perceived lack of support and action (see Q29-34 in the student survey, and Q39-Q44 in the employee/trustee survey).
- Students reported high levels of stress with respect to financial obligations and family issues (see Q41 in the student survey).
- In some items there are a large number of "neutral" responses (see, for example Q42 in the student survey), which can be difficult to interpret: they may accurately indicate a lack of strong feelings about an issue, or they may be a proxy for responses that would be better characterized as "I don't know" or "Other."

Written Comments

The qualitative data (written comments) from the student survey and employee/trustee survey presented multiple areas of concern and some areas to celebrate. Responses from the surveys identified the following themes:

- A lack of inclusion of part-time employees in certain college opportunities (see Q50, Q59 in the employee survey).
- Experiences and witnessing of discrimination, harassment, and biases (see Q39 in the employee survey and Q29 in the student survey).
- Incidences of workplace bullying (see Q59 in the employee survey).
- Unfair work assignments, promotions, and salaries (see Q50, Q59, Q60 in the employee survey).

- DEI training and programs are needed (see Q59 in the employee survey and Q50 in the student survey).
- Lack of diversity in top leadership/administration (see Q59, Q60 in the employee survey).
- Lack of clear path for reporting incidents (see Q44 in the employee survey and Q34 in student survey).
- More cultural awareness activities and events (see Q50 in the student survey).
- Student responses illustrated a positive climate at the college (see Q50 in the student survey).
- Multiple responses were favorable of the DEI climate survey (see Q60 in the employee survey and Q51 in the student survey).

Feedback

- Survey was too long (see Q51 in the student survey and Q104 in the trustees).
- "I don't know" should have been one of the options (see Q60 in the employee survey and Q51 in the student survey).
- Concerns about the anonymity of the respondents (see Q60 in the employee survey).
- Some respondents reported the climate survey as unnecessary (see Q59, Q60 in the employee survey).
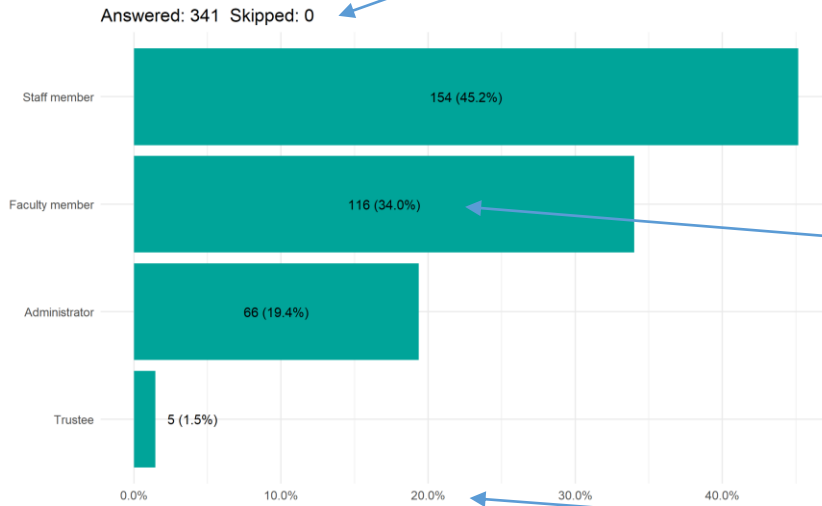
Next Steps

- The CoChairs of PACDEI will share the DEI climate survey results with the college community via email.
- The CoChairs and PACDEI will host a series of open forums for HCCC to discuss the DEI climate survey results and take comments and feedback regarding DEI and the survey.
- PACDEI will collect input from the college community to help guide the future work of PACDEI at HCCC as it relates to DEI .

How to Read the Survey Results

Total number of survey respondents who answered the question, and total number who did not answer (or "skipped") the question. In some cases only a subset of the population was presented with the question, in which cases "skipped" reflects the number of that subset who did not respond.

a) Mutually exclusive category questions

Answered: 341 Skipped: 0

Categories, in descending order by number of responses

Number and % of respondents in each category. Percentages add up to 100%

Staff member	154 (45.2%)
Faculty member	116 (34.0%)
Administrator	66 (19.4%)
Trustee	5 (1.5%)

0.0%   10.0%   20.0%   30.0%   40.0%

The scales for each question change based on the responses. This improves visibility, but it means you should use caution when

b) "Check all that Apply" questions
Similar to a), but percentages will add up to over 100%.

Q51 - What did you think of this survey? Check all that apply.

Answered: 374 Skipped: 70

This survey captures a great deal of information about important campus issues	240 (64%)
This survey is too long	140 (37%)
Some of the questions were not clear to me	58 (16%)
Some of the questions on the survey made me feel uncomfortable	31 (8%)

0.0%   20.0%   40.0%   60.0%

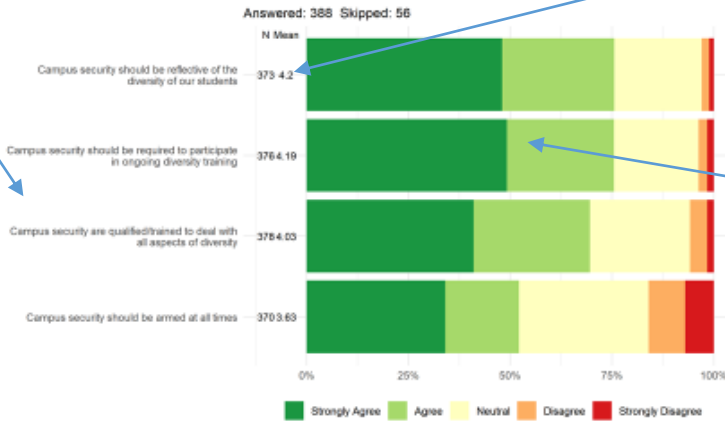Number and % of respondents in each category. Percentages add up to 100%

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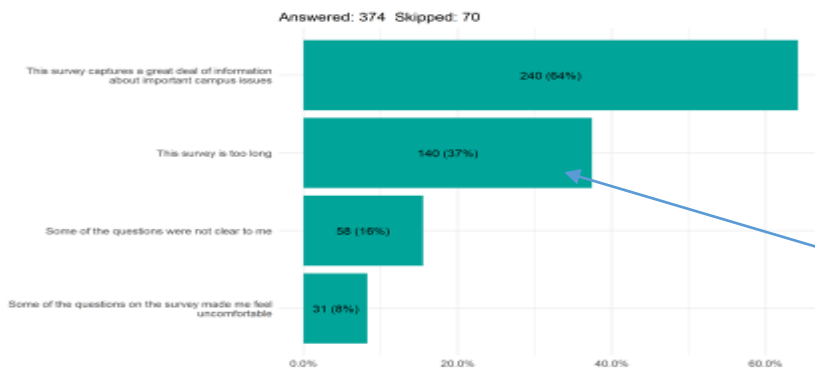
c) Question banks

A set of questions on an overall theme. The questions all use the same response scale, which is generally a 4- or 5-point scale that ranges from a positive value (e.g. "Strongly Agree") to a negative value (e.g. "Strongly Disagree"). For calculating numeric stores, responses are translated to numbers and mean values are calculated. So, for example, "Strongly Agree" would be translated to a 5, while "Strongly Disagree" would be translated to a 1.

N and mean. N is the number of respondents; mean is the mean/average score for the question, on a 4- or 5-point scale.

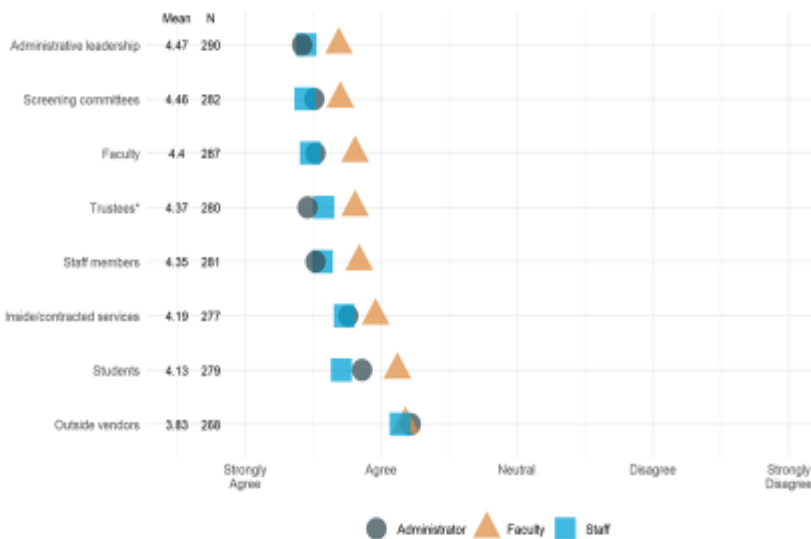Categories, in descending order by mean score for the question.

Colors indicate positive/negative sentiment; green is positive, red is negative, and yellow is neutral.

Legend indicating the response scale for the bank of questions.

Q36 - To what extent do you agree or disagree with the following statements regarding campus security?

Answered: 388 Skipped: 56

Legend: Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree

d) Question banks by Respondent Type

In the employee survey, question bank items are additionally broken out by employee type.

Q30 - The following groups should be required to participate in mandatory diversity training

	Mean	N
Administrative leadership	4.47	290
Screening committees	4.46	282
Faculty	4.4	287
Trustees*	4.37	280
Staff members	4.35	281
Inside/contracted services	4.19	277
Students	4.13	279
Outside vendors	3.83	268

Legend: Administrator, Faculty, Staff

Legend Indicating the shape and color of each employee type