### Hudson County Community College

President's Advisory Council on

Diversity, Equity, and Inclusion

Climate Survey Results: Employees, Trustees, Community Members

### Q1 - What type of HCCC member are you?



#### Q2 - Administrators: Which type of administrator are you?



Answered: 57 Skipped: 284

#### Q3 - Administrators: How did you first learn about your job opening?



Answered: 54 Skipped: 287

# Q4 - Administrators: Why did you choose to work here? Check all that apply.



Answered: 55 Skipped: 286

### Q5 - Administrators: How long have you been employed here?



#### Q6 - Faculty: Which type of faculty member are you? Check all that apply.



Answered: 110 Skipped: 231

Q7 - Faculty: How did you first learn about your job opening?



8

#### Q8 - Faculty: Which division/area do you teach in?



# Q9 - Faculty: Why did you choose to teach at Hudson County Community College?



Answered: 101 Skipped: 240

### Q10 - Faculty: How long have you been employed here?



### Q11 - Staff: Which type of staff member are you? Check all that apply.



#### Q12 - Staff: How did you first learn about your job opening?



Answered: 123 Skipped: 218

#### Q13 - Staff: Which area do you work in?



# Q14 - Staff: Why did you choose to work at Hudson County Community College?



Answered: 137 Skipped: 204

### Q15 - Staff: How long have you been employed at HCCC?



Answered: 142 Skipped: 199

#### Q16 and Q17: Veteran Status



Answered: 7 Skipped: 334



#### Q18 and Q19: Disability Status



### Q20 - To what extent do you agree or disagree with the following statements?



Answered: 20 Skipped: 321

### Q20 - To what extent do you agree or disagree with the following statements?



### Q21 - The accommodations I received while participating in the following met my expectations.



# Q21 - The accommodations I received while participating in the following met my expectations.



#### Q22 - What is your religion/worldview/spiritual affiliation?



### Q23 - To what extent do you agree or disagree with the following statements?



Answered: 278 Skipped: 63

# Q23 - To what extent do you agree or disagree with the following statements?

	N	Mean				
Religious/spiritual holidays I celebrate are respected by the campus community	247	3.81				
My religious/spiritual beliefs are treated with respect by faculty	233	3.81				
My religious/spiritual beliefs are treated with respect by students	228	3.81				
My religious/spiritual beliefs are treated with respect by administrators	238	3.81			-	
My religious/spiritual beliefs are treated with respect by staff	251	3.82				
My religious/spiritual beliefs are treated with respect by Board Members	194	3.66			<b>10</b>	
I can openly express my religious/spiritual beliefs in the surrounding community	258	3.63			4	
I can openly express my religious/spiritualbeliefs on campus	259	3.59				
Employees with my religious/spiritual beliefs are well-represented on our President's Advisory Council on Diversity, Equity, and Inclusion	200	3.48				
		1	2	3	4	5
Administrator Active Staff						

### Q24 - To what extent do you agree or disagree with the following statements?



26

### Q24 - To what extent do you agree or disagree with the following statements?



### Q25 - Do you identify as LGBTQIA+\*?



### Q26 - To what extent do you agree or disagree with the following statements about your gender identity\*?



### Q26 - To what extent do you agree or disagree with the following statements about your gender identity\*?



### Q27 - To what extent do you agree or disagree with the following statements about your sexual identity\*?



### Q27 - To what extent do you agree or disagree with the following statements about your sexual identity\*?



### Q28 - Are you an Employee of color?



### Q29 - To what extent do you agree or disagree with the following statements?



34

### Q29 - To what extent do you agree or disagree with the following statements?



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


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Q31 - Have you served on a search/screening committee in the past two years?



38

# Q32 - To what extent do you agree or disagree with the following statements regarding your search/screening committee and departmental processes?







# Q32 - To what extent do you agree or disagree with the following statements regarding your search/screening committee and departmental processes?



#### Q33 - Does our campus have a campus-wide strategic diversity plan?



Answered: 293 Skipped: 48

### Q34 - To what extent do you agree or disagree with the following statements regarding our campus-wide strategic diversity plan



Answered: 69 Skipped: 272

### Q34 - To what extent do you agree or disagree with the following statements regarding our campus-wide strategic diversity plan



#### Q35 - How welcoming is our campus to the following groups?



Answered: 269 Skipped: 72

#### Q35 - How welcoming is our campus to the following groups?



### Q36 - How would you categorize the level of racial/ethnic integration on our campus?



### Q36 - How would you categorize the level of racial/ethnic integration on our campus?



Q37 - How well does our institution promote racial/cultural interaction between different groups?



Q38 - How important, in your opinion, is promoting diversity and inclusion to the campus leadership?



#### Q39 - Have you experienced/witnessed/heard of any of the following?



#### Answered: 262 Skipped: 79

#### Q40 - Who caused the offense?



Answered: 131 Skipped: 210

### Q41 - Did you report the incident?



#### Q42 - Who did you report the incident to?



#### Answered: 31 Skipped: 310

Q43 - If you have filed a written bias/discrimination/harassment complaint in the past two years, what was the result?



Answered: 17 Skipped: 324

#### Q44 - Why didn't you report the incident?



Answered: 85 Skipped: 256

### Q45 - To what extent do you agree or disagree with the following statements about safety on/off campus?



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## Q46 - To what extent do you agree or disagree with the following statements regarding campus security?



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# Q47 - Which of the following safety measures must exist on campus in order for you to feel safe?



Answered: 265 Skipped: 76

### Q48 - To what extent do you agree or disagree with the following statements about the overall climate on our campus?



Answered: 252 Skipped: 89

61

### Q48 - To what extent do you agree or disagree with the following statements about the overall climate on our campus? (Continued)



Answered: 246 Skipped: 95

### Q48 - To what extent do you agree or disagree with the following statements about the overall climate on our campus?



### Q48 - To what extent do you agree or disagree with the following statements about the overall climate on our campus? (Continued)



### Q49 - To what extent do you agree or disagree with the following statements about your work experience here?



#### Answered: 253 Skipped: 88

248	I love my job
240	Mentors are important for junior administrators/ faculty/staff
2493	Professional development is encouraged
227	There are pay disparities here
247	I am underpaid for the work that I do
243	There is a great sense of belonging
245	l am utilizing my full range of skills in my current position
214	My performance evaluations are fair and impartial
2463	There are other employees I can get career advice from
236	Conference attendance is supported
227	My performance evaluations are done on a regular basis
1863	My writing is supported
233	I am satisfied with my employee benefits package
236	Thinking outside the box is rewarded in my department/division/unit
168	My research is supported

### Q49 - To what extent do you agree or disagree with the following statements about your work experience here? (Continued)



Answered: 253 Skipped: 88

### Q49 - To what extent do you agree or disagree with the following statements about your work experience here?



### Q49 - To what extent do you agree or disagree with the following statements about your work experience here? (Continued)



#### Q50 - If you have ever considered leaving HCCC, please tell us why.



Answered: 241 Skipped: 100

#### Q51 - Please rate your level of stress from the following.



Answered: 247 Skipped: 94

#### Q51 - Please rate your level of stress from the following.



### Q52 - What is your gender?



#### Q53 - What is your race/ethnicity?



Q54 - What is your age?



### Q55 - What is your marital status?



75

### Q56 - What is your citizenship status?



### Q57 - What is your highest level of education?



Q58 - Where do you live?



#### Q60 - What did you think of this survey?

