2018 Employee Climate Survey

Presentation for the College of Health and Human Sciences

Assessment Group for Diversity Issues

3.1.19

For more information and full results: https://diversity.colostate.edu/2018-employee-climate-survey/
CSU Climate Assessment

- **Purpose**
  - Assess the current CSU climate

- **2018 Focus**
  - Provide results to divisions/colleges and departments/units when possible

- **Biennial assessment**
  - Survey
  - Open ends
  - Open forums
  - Focus groups
CSU Climate Assessment

• Results
  – Provide an overall picture of CSU’s employment experiences and perceptions
  – Further CSU’s commitment to institutional accountability
  – Be actionable and incite dialogue
    • Inform policies, initiatives, and opportunities that will provide an exceptional and equitable work environment
  – Provide a benchmark for longitudinal data collection and comparison for perceptions of diversity
Methodology

• Administered via Qualtrics in Fall 2018
  – Spanish and hard copy versions available
  – 15 minutes to complete
  – Anonymous
  – Results are reported in aggregate and no identifying information reported
  – Emails sent by deans and vice presidents
## CSU Response Rate Over Time

<table>
<thead>
<tr>
<th></th>
<th>2014 (n = 2,150)</th>
<th>2016 (n = 2,191)</th>
<th>2018 (n = 4,058)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Employees</td>
<td>26.0%</td>
<td>30.3%</td>
<td><strong>58.5%</strong></td>
</tr>
<tr>
<td>Administrative Pro.</td>
<td>28.2%</td>
<td>32.0%</td>
<td>50.5%</td>
</tr>
<tr>
<td>Faculty</td>
<td>29.3%</td>
<td>18.7%</td>
<td>45.6%</td>
</tr>
<tr>
<td>State Classified</td>
<td>30.7%</td>
<td>39.4%</td>
<td>47.3%</td>
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<tr>
<td>College</td>
<td>Response Rate</td>
<td></td>
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<tr>
<td>---------------------------------------------</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Veterinary Medicine and Biomedical Sciences</td>
<td>75.5%</td>
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<tr>
<td>Agricultural Sciences</td>
<td>74.7%</td>
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<tr>
<td><strong>Health and Human Sciences</strong></td>
<td><strong>69.5%</strong></td>
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<tr>
<td>Natural Sciences</td>
<td>58.5%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Warner College of Natural Resources</td>
<td>49.8%</td>
<td></td>
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</tr>
<tr>
<td>Business</td>
<td>48.9%</td>
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<td></td>
</tr>
<tr>
<td>Liberal Arts</td>
<td>48.5%</td>
<td></td>
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</tr>
<tr>
<td>Walter Scott, Jr. College of Engineering</td>
<td>35.2%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total (n = 4,058)</td>
<td>58.5%</td>
<td></td>
<td></td>
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</tbody>
</table>
Respondent Characteristics for CHHS

Gender

- Women, 77%
- Men, 19%
- T/NB/GNC, 4%

Minoritized Race/Ethnicity

- Minoritized Race/Ethnicity, 14.0%
- Non-Minoritized/White, 86.0%

N=248
Employee Characteristics

Employee Type
- Faculty, 46.0%
- Administrative Professional, 38.0%
- State Classified, 7.0%

Department
- Human Development and Family Studies 16.1%
- Food Science and Human Nutrition 15.7%
- Prefer not to disclose 14.8%
- Occupational Therapy 13.0%
- School of Education 9.1%
- Health and Exercise Science 7.8%
- School of Social Work 7.4%
- Construction Management 5.7%
- Dean's Office/College of HHS or Institute for the Built Environment 5.2%
- Design and Merchandising 5.2%
Survey Framework

- Culture
- Respect
- Favoritism
- Leadership & Accountability
- Misconduct
- Bias Incidents
- Principles of Community
- Employee Councils

- Freedom of Speech
- Perceptions of CSU and Department/Unit
- Discriminatory Attitudes
- Work Stressors
- Care Challenges
- Employee Characteristics
- Three words to describe your division/college culture
- Open ends

Items were asked on a five-point Likert 1 = Strongly Disagree and 5 = Strongly Agree
Culture Items

Department/Unit Culture

- My dept. promotes a work environment where all employees feel included
- My dept. treats all employees equitably
- My dept. is open and transparent in communication +
- My dept. values employee input in major department decisions +
- I feel valued as an employee +
## CHHS Culture

### Average Perceptions for Department/Unit Culture

<table>
<thead>
<tr>
<th>Gender</th>
<th>Minoritized Status</th>
<th>Employee Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men (n=41)</td>
<td>Non-minoritized (n=182)</td>
<td>Admin Pro (n=87)</td>
</tr>
<tr>
<td>Women (n=165)</td>
<td>Minoritized (n=30)</td>
<td>Faculty (n=105)</td>
</tr>
<tr>
<td>Non-minoritized</td>
<td>Admin Pro</td>
<td>SC</td>
</tr>
<tr>
<td>Minoritized</td>
<td>Faculty</td>
<td>(n=15)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>5</th>
<th>4</th>
<th>3</th>
<th>2</th>
<th>1</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>3.93</td>
<td>3.66</td>
<td>3.70</td>
<td>3.61</td>
<td>3.70</td>
<td>3.70</td>
</tr>
<tr>
<td>Women</td>
<td>3.66</td>
<td>3.70</td>
<td>3.61</td>
<td>3.70</td>
<td>3.70</td>
<td>3.70</td>
</tr>
<tr>
<td>Non-minoritized</td>
<td>3.70</td>
<td>3.70</td>
<td>3.70</td>
<td>3.70</td>
<td>3.70</td>
<td>3.56</td>
</tr>
<tr>
<td>Minoritized</td>
<td>3.61</td>
<td>3.70</td>
<td>3.70</td>
<td>3.70</td>
<td>3.70</td>
<td>3.56</td>
</tr>
<tr>
<td>Admin Pro</td>
<td>3.70</td>
<td>3.70</td>
<td>3.70</td>
<td>3.70</td>
<td>3.70</td>
<td>3.56</td>
</tr>
<tr>
<td>Faculty</td>
<td>3.70</td>
<td>3.70</td>
<td>3.70</td>
<td>3.70</td>
<td>3.70</td>
<td>3.56</td>
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<tr>
<td>SC</td>
<td>3.56</td>
<td>3.56</td>
<td>3.56</td>
<td>3.56</td>
<td>3.56</td>
<td>3.56</td>
</tr>
</tbody>
</table>

- **CSU Overall**: CSU in general
- **HHS Overall**: Health and Human Services in particular

*Colorado State University*
Culture Items

Department/Unit Diversity Culture

- My department promotes respect for cultural differences +
- My department understands the value of diversity
- My department communicates the importance of valuing diversity +

Strongly Agree/Agree
CHHS Culture

Average Perceptions for Department/Unit Diversity Culture

<table>
<thead>
<tr>
<th>Gender</th>
<th>Minoritized Status</th>
<th>Employee Type</th>
<th>CSU Overall</th>
<th>HHS Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men (n=41)</td>
<td>Strongly Agree</td>
<td>Strongly Disagree</td>
<td>4.32</td>
<td>4.12</td>
</tr>
<tr>
<td>Women (n=165)</td>
<td></td>
<td></td>
<td>4.20</td>
<td>3.83</td>
</tr>
<tr>
<td>Non-minoritized (n=182)</td>
<td></td>
<td></td>
<td>4.17</td>
<td>4.11</td>
</tr>
<tr>
<td>Minoritized (n=30)</td>
<td></td>
<td></td>
<td>4.13</td>
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</tr>
<tr>
<td>Admin Pro (n=87)</td>
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</tr>
<tr>
<td>Faculty (n=105)</td>
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</tr>
<tr>
<td>SC (n=15)</td>
<td></td>
<td></td>
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</tbody>
</table>
Culture Items

Sense of Belonging

• I feel a strong sense of belonging to CSU +
• I feel a strong sense of belonging to my division/college
• I feel a strong sense of belonging to my department/unit +
CHHS Culture

Average Perceptions for Sense of Belonging

<table>
<thead>
<tr>
<th>Gender</th>
<th>Men (n=41)</th>
<th>Women (n=165)</th>
<th>Non-minoritized (n=182)</th>
<th>Minoritized (n=30)</th>
<th>Admin Pro (n=87)</th>
<th>Faculty (n=105)</th>
<th>SC (n=15)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>3.80</td>
<td>3.93</td>
<td>3.89</td>
<td>3.79</td>
<td>4.02</td>
<td>3.79</td>
<td>3.89</td>
</tr>
<tr>
<td>Minoritized Status</td>
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<td></td>
</tr>
<tr>
<td>Employee Type</td>
<td>CSU Overall</td>
<td>HHS Overall</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Respect:

HSS

- **My department/office is treated with respect by other departments/offices within my division/college:**
  - HHS: 64.4%
  - CSU: 64.3%

- **My division/college is treated with respect by CSU:**
  - HHS: 71.5%
  - CSU: 67.0%

- **The people I interact with treat each other with respect:**
  - HHS: 83.2%
  - CSU: 78.9%

- **There is respect for religious differences in my department/office:**
  - HHS: 76.7%
  - CSU: 71.7%

- **There is respect for liberal perspectives in my department/office:**
  - HHS: 88.0%
  - CSU: 79.0%

- **There is respect for conservative perspectives in my department/office:**
  - HHS: 57.1%
  - CSU: 55.1%
Favoritism Items

• Favoritism plays a role in who gets recognized within my department/office
• Favoritism plays a role in who gets resources in my department/office
• Favoritism plays a role in who gets professional development opportunities
• Favoritism plays a role in who gets promoted in my department/office
• Favoritism plays a role in who gets hired in my department/office
CHHS Favoritism

**Average Perceptions for Favoritism**

<table>
<thead>
<tr>
<th>Gender</th>
<th>Minoritized Status</th>
<th>Employee Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men (n=41)</td>
<td>Non-minoritized (n=182)</td>
<td>Admin Pro (n=87)</td>
</tr>
<tr>
<td>2.45</td>
<td>2.55</td>
<td>2.84</td>
</tr>
<tr>
<td>Women (n=165)</td>
<td>Minorized (n=30)</td>
<td>Faculty (n=105)</td>
</tr>
<tr>
<td>2.68</td>
<td></td>
<td>2.64</td>
</tr>
<tr>
<td></td>
<td></td>
<td>SC (n=15)</td>
</tr>
<tr>
<td>2.35</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Strongly Agree

Strongly Disagree

**CSU Overall** | **HHS Overall**
Leadership and Accountability Items

- Items asked each for College/Division and Department/Unit
  - Leadership adequately addresses inappropriate behavior
  - Leadership holds employees accountable for inappropriate behavior
  - Leadership holds employees accountable for poor performance
  - Leadership acts ethically and honestly in the workplace +
  - Leadership addresses issues of inequity
  - Leaders hold all employees to the same standards +
CHHS Leadership & Accountability

Average Perceptions for College Leadership's Accountability

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men (n=41)</td>
<td>3.63</td>
<td></td>
</tr>
<tr>
<td>Women (n=165)</td>
<td>3.48</td>
<td></td>
</tr>
<tr>
<td>Non-minoritized (n=182)</td>
<td>3.53</td>
<td></td>
</tr>
<tr>
<td>Minoritized (n=30)</td>
<td>3.35</td>
<td></td>
</tr>
<tr>
<td>Admin Pro (n=87)</td>
<td>3.61</td>
<td></td>
</tr>
<tr>
<td>Faculty (n=105)</td>
<td>3.29</td>
<td></td>
</tr>
<tr>
<td>SC (n=15)</td>
<td>3.72</td>
<td></td>
</tr>
</tbody>
</table>

- **Gender**: Men (3.63), Women (3.48), Non-minoritized (3.53), Minoritized (3.35)
- **Minoritized Status**: Admin Pro (3.61), Faculty (3.29), SC (3.72)
- **Employee Type**: CSU Overall, HHS Overall
CHHS Leadership & Accountability

### Average Perceptions for Dept./Unit Leadership's Accountability

<table>
<thead>
<tr>
<th>Gender</th>
<th>Minoritized Status</th>
<th>Employee Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men (n=41)</td>
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<td>Admin Pro (n=87)</td>
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<tr>
<td>Women (n=165)</td>
<td>Minoritized (n=30)</td>
<td>Faculty (n=105)</td>
</tr>
<tr>
<td>Non-minoritized (n=182)</td>
<td>Admin Pro (n=87)</td>
<td>SC (n=15)</td>
</tr>
<tr>
<td>Minoritized (n=30)</td>
<td>Faculty (n=105)</td>
<td></td>
</tr>
</tbody>
</table>

- **Strongly Agree**
- **Strongly Disagree**

- CSU Overall
- HHS Overall
Percentage of respondents who indicated misconduct at CSU or in their division/college

Misconduct:

- Sexual Harassment: 1.3% (HHS), 2.8% (CSU)
- Sexual Misconduct: 0.8% (HHS), 1.3% (CSU)
- Bullying: 6.4% (HHS), 10.3% (CSU)
- Bias: 21.6% (HHS), 24.1% (CSU)
- Physical Assault: 0.0% (HHS), 0.2% (CSU)
- Verbal Assault: 2.5% (HHS), 5.1% (CSU)

Colorado State University
There are people I avoid because of [____].

Percentage of respondents who indicated they would avoid people because of misconduct:

<table>
<thead>
<tr>
<th>Misconduct</th>
<th>HHS</th>
<th>CSU</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Harassment</td>
<td>2.5%</td>
<td>2.5%</td>
</tr>
<tr>
<td>Sexual Misconduct</td>
<td>0.8%</td>
<td>1.0%</td>
</tr>
<tr>
<td>Bullying</td>
<td>15.7%</td>
<td>16.7%</td>
</tr>
<tr>
<td>Bias</td>
<td>20.8%</td>
<td>20.0%</td>
</tr>
<tr>
<td>Physical Assault</td>
<td>0.8%</td>
<td>0.9%</td>
</tr>
<tr>
<td>Verbal Assault</td>
<td>8.9%</td>
<td>11.0%</td>
</tr>
</tbody>
</table>
I find it is worthwhile to know about bias incidents at CSU.

The university is transparent in reporting bias incidents at CSU.

I am alarmed about the number of bias incidents reported at CSU.

The number of bias incidents have increased at CSU in the past year.

CSU handles incidents of bias well.
I am familiar with the Principles of Community: CHHS

Within my department/office, the Principles of Community are visible in my daily working environment: CHHS 80.0% CSU 77.2%

I feel the Principles of Community have made a positive impact on the climate in my department/office: CHHS 67.0% CSU 58.4%

I feel the Principles of Community have made a positive impact on the climate in my division/college: CHHS 40.7% CSU 36.0%
Freedom of Speech: CHHS

Percentage of respondent agreement to items related to freedom of speech

- **My division/college supports people speaking freely**: 71.8% (HHS), 66.7% (CSU)
- **Free speech is an important issue on campus**: 94.0% (HHS), 89.5% (CSU)
- **I have the skills to navigate free speech questions on campus**: 58.6% (HHS), 59.8% (CSU)
- **I know who to ask/where to go if I have questions about free speech**: 45.5% (HHS), 50.3% (CSU)
- **Issues related to freedom of speech impact my work**: 36.6% (HHS), 33.5% (CSU)
Perception Items

- Items asked each for CSU and Department/Unit
  - Recruits employees from a diverse set of backgrounds
  - Improves the campus climate for all employees
  - Retains diverse employees - , --
  - Creates a supportive environment for employees from diverse backgrounds -
  - Encourages discussions related to diversity ++
  - Provides employees with a positive work experience ++
  - Climate has become consistently more inclusive of all employees
  - I would recommend as a place of employment +, ++
### CHHS Perceptions of CSU

<table>
<thead>
<tr>
<th>Gender</th>
<th>Minoritized Status</th>
<th>Employee Type</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Men (n=41)</strong></td>
<td><strong>Women (n=165)</strong></td>
<td><strong>Non-minoritized (n=182)</strong></td>
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</tbody>
</table>

**Legend:**
- **CSU Overall**
- **HHS Overall**
CHHS Perceptions of Department

<table>
<thead>
<tr>
<th>Gender</th>
<th>Minoritized Status</th>
<th>Employee Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men (n=41)</td>
<td>3.95</td>
<td>Admin Pro (n=87)</td>
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<tr>
<td>Women (n=165)</td>
<td>3.68</td>
<td>Faculty (n=105)</td>
</tr>
<tr>
<td>Non-minoritized (n=182)</td>
<td>3.74</td>
<td>SC (n=15)</td>
</tr>
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<td>Minoritized (n=30)</td>
<td>3.43</td>
<td></td>
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<tr>
<td>Admin Pro</td>
<td>3.60</td>
<td></td>
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<tr>
<td>Faculty</td>
<td>3.75</td>
<td></td>
</tr>
<tr>
<td>SC</td>
<td>3.81</td>
<td></td>
</tr>
</tbody>
</table>

Strongly Agree

Strongly Disagree
The CHHS Mission Statement aligns with my values. The CHHS Mission Statement aligns with my department’s values. The CHHS Mission Statement supports CSU’s values. CHHS academic programs align with the CHHS Mission Statement. CHHS research programs align with the CHHS Mission Statement. CHHS outreach programs align with the CHHS Mission Statement.

- **Strongly Disagree/Disagree**
  - The CHHS Mission Statement aligns with my values: 1.3%
  - The CHHS Mission Statement aligns with my department’s values: 3.1%
  - The CHHS Mission Statement supports CSU’s values: 1.4%
  - CHHS academic programs align with the CHHS Mission Statement: 3.8%
  - CHHS research programs align with the CHHS Mission Statement: 2.9%
  - CHHS outreach programs align with the CHHS Mission Statement: 3.5%

- **Neither Agree nor Disagree**
  - The CHHS Mission Statement aligns with my values: 92.0%
  - The CHHS Mission Statement aligns with my department’s values: 92.0%
  - The CHHS Mission Statement supports CSU’s values: 92.8%
  - CHHS academic programs align with the CHHS Mission Statement: 85.8%
  - CHHS research programs align with the CHHS Mission Statement: 81.6%
  - CHHS outreach programs align with the CHHS Mission Statement: 84.0%

- **Strongly Agree/Agree**
Which values would you like to see CHHS improve on?

<table>
<thead>
<tr>
<th>Value</th>
<th>#</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teamwork and collaboration</td>
<td>81</td>
<td>32.7%</td>
</tr>
<tr>
<td>Diversity</td>
<td>76</td>
<td>30.6%</td>
</tr>
<tr>
<td>Accountability</td>
<td>53</td>
<td>21.4%</td>
</tr>
<tr>
<td>Community engagement</td>
<td>50</td>
<td>20.2%</td>
</tr>
<tr>
<td>Respect</td>
<td>46</td>
<td>18.5%</td>
</tr>
<tr>
<td>Student centricity</td>
<td>33</td>
<td>13.3%</td>
</tr>
<tr>
<td>Creativity and discovery</td>
<td>30</td>
<td>12.1%</td>
</tr>
<tr>
<td>Innovation</td>
<td>29</td>
<td>11.7%</td>
</tr>
<tr>
<td>Excellence</td>
<td>25</td>
<td>10.1%</td>
</tr>
<tr>
<td>Entrepreneurship</td>
<td>22</td>
<td>8.9%</td>
</tr>
<tr>
<td>Other (specify):</td>
<td></td>
<td></td>
</tr>
<tr>
<td><em>Top write-ins</em> Transparency</td>
<td>22</td>
<td>8.9%</td>
</tr>
<tr>
<td>Equity</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

248
CSU recruits employees from a diverse set of backgrounds

CSU improves the campus climate for all employees

CSU retains diverse employees

CSU creates a supportive environment for employees from diverse backgrounds

CSU encourages discussions related to diversity

CSU provides employees with a positive work experience

CSU climate has become consistently more inclusive of all employees

I would recommend CSU as a place of employment

Percentage of respondent agreement to items related to CSU perceptions over time

- 2014
- 2016
- 2018
Department/Unit Perceptions over Time

Percentage of respondent agreement to items related to Department/Unit perceptions over time

I would recommend my department/office as a place of employment
Department/office climate has become consistently more inclusive of all employees
Department/office provides employees with a positive work experience
Department/office encourages discussions related to diversity
Department/office creates a supportive environment for employees from diverse backgrounds
Department/office retains diverse employees
Department/office improves the campus climate for all employees
Department/office recruits employees from a diverse set of backgrounds

Percentage of respondents who strongly agree/agree over time:
- I would recommend my department/office as a place of employment: 71% in 2014, 68% in 2016, 65% in 2018
- Department/office climate has become consistently more inclusive of all employees: 59% in 2014, 59% in 2016, 62% in 2018
- Department/office provides employees with a positive work experience: 63% in 2014, 63% in 2016, 65% in 2018
- Department/office encourages discussions related to diversity: 50% in 2014, 51% in 2016, 55% in 2018
- Department/office creates a supportive environment for employees from diverse backgrounds: 63% in 2014, 57% in 2016, 57% in 2018
- Department/office retains diverse employees: 58% in 2014, 58% in 2016, 64% in 2018
- Department/office improves the campus climate for all employees: 57% in 2014, 59% in 2016, 67% in 2018
- Department/office recruits employees from a diverse set of backgrounds: 67% in 2014, 59% in 2016, 59% in 2018
• Perceived Discriminatory Attitudes in CHHS
  – 39% Job title (CSU: 31%) and Employment Classification (CSU: 29%)
  – Gender (12%), Age (12%), Race or color (9%), Gender identity and expression (5%)

• Top 3 Work Stressors in CHHS
  – Low salary (47%), workload (33%), work/life balance (30%)
  – Lack of growth/promotion (23%), office/department climate (22%), email overload (22%), lack of budget/funding/resources (16%)
Three words to describe CHHS culture
Key Findings for CHHS

• Respondents in CHHS had more favorable perceptions compared to the average CSU respondent
  – Significantly so for College/Division Leadership, Sense of Belonging, Department/Unit Culture, Department/Unit Diversity Culture, and items related to respect

• CHHS only had three items with lower perceptions than the CSU average
  – Retains diverse employees for both CSU and department perceptions
  – CSU creates a supportive environment for employees from a diverse background
    • Additionally, minoritized respondents had significantly lower responses for this item compared to non-minoritized
Key Findings for CHHS

- CHHS respondents from a minoritized race/ethnicity had less favorable perceptions than the average CHHS respondent in some areas
  - Favoritism, Department/Unit Diversity Culture, CSU Perceptions

- Over 92% of respondents agreed the CHHS mission supports their values, their department’s values, and CSU’s values

- Over thirty percent of respondents in CHHS would like to see CHHS improve on the values of teamwork and diversity and a fifth on community engagement and accountability
More Information

Please visit VPD’s 2018 Employee Climate Survey Website: https://diversity.colostate.edu/2018-employee-climate-survey/

- Download CSU Report
- Download HHS Report
- Download Employee Type Report
- Coming Soon:
  - Special division reports
  - Open end reports
  - Intersectionality reports
  - Open forum reports
  - Focus group reports
- Report Contents:
  - Item percentages
  - Mean comparisons by employee characteristics at the item and factor level
  - College comparisons to CSU at the item and factor level
    - Each item is noted as being higher, similar, or lower than the CSU average
Thank you for your participation

https://diversity.colostate.edu/2018-employee-climate-survey/