2018 Employee Climate Survey

Presentation for the President’s Commission on Diversity & Inclusion

Assessment Group for Diversity Issues
4.24.19

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</td>
<td>28.2%</td>
<td>32.0%</td>
<td>50.5%</td>
</tr>
<tr>
<td>Professional</td>
<td></td>
<td></td>
<td></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>
</tr>
</tbody>
</table>
## Response Rates

<table>
<thead>
<tr>
<th>Division</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enrollment and Access</td>
<td>83.9%</td>
</tr>
<tr>
<td>Graduate School or International Programs</td>
<td>80.6%</td>
</tr>
<tr>
<td>University Advancement</td>
<td>79.0%</td>
</tr>
<tr>
<td>Student Affairs-Health Network &amp; Wellness Programs</td>
<td>70.8%</td>
</tr>
<tr>
<td>Student Affairs-All other units</td>
<td>68.5%</td>
</tr>
<tr>
<td>External Relations</td>
<td>64.9%</td>
</tr>
<tr>
<td>University Operations</td>
<td>63.0%</td>
</tr>
<tr>
<td>Research</td>
<td>61.4%</td>
</tr>
<tr>
<td>Information Technology &amp; Libraries</td>
<td>60.5%</td>
</tr>
<tr>
<td>Engagement</td>
<td>56.9%</td>
</tr>
<tr>
<td>Office of the Provost &amp; Executive Vice President</td>
<td>56.7%</td>
</tr>
<tr>
<td>Office of the President</td>
<td>51.8%</td>
</tr>
<tr>
<td>Student Affairs-Housing and Dining</td>
<td>32.0%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>College</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Veterinary Medicine and Biomedical Sciences</td>
<td>75.5%</td>
</tr>
<tr>
<td>Agricultural Sciences</td>
<td>74.7%</td>
</tr>
<tr>
<td>Health and Human Sciences</td>
<td>69.5%</td>
</tr>
<tr>
<td>Natural Sciences</td>
<td>58.5%</td>
</tr>
<tr>
<td>Warner College of Natural Resources</td>
<td>49.8%</td>
</tr>
<tr>
<td>Business</td>
<td>48.9%</td>
</tr>
<tr>
<td>Liberal Arts</td>
<td>48.5%</td>
</tr>
<tr>
<td>Walter Scott, Jr. College of Engineering</td>
<td>35.2%</td>
</tr>
</tbody>
</table>

Total (n = 4,058) 58.5%
Employee Characteristics

Gender:
- Woman, 61.0%
- Man, 37.1%
- T/NB/GNC, 1.9%

Race/Ethnicity:
- Non-Minoritized/White, 85.2%
- Minoritized Race/Ethnicity, 14.9%
  - American Indian or Alaskan Native, 0.6%
  - Asian, 2.7%
  - Black or African American, 1.3%
  - Hispanic or Latinx, 5.7%
  - Native Hawaiian or Other Pacific Islander, 0.3%
  - Multi-Racial, 4.3%
Employee Characteristics

Employee Type

- Administrative Professional, 50.9%
- Faculty, 24.3%
- State Classified, 23.5%
- Other, 1.3%

Intersection of Race and Gender

- White Women, 53.3%
- White Men, 32.5%
- Women of Color, 9.2%
- Men of Color, 5.0%
- White Men, 32.5%
- Women of Color, 9.2%
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

- I feel valued as an employee
- My dept. promotes a work environment where all employees feel included 64.7%
- My dept. treats all employees equitably 58.4%
- My dept. is open and transparent in communication
- My dept. values employee input in major department decisions
Cultural Perception Scores

### Average Perceptions for Department/Unit Culture

- **Women (n=2128):** 3.48
- **Men (n=1293):** 3.67
- **T/NB/GNC (n=65):** 3.29
- **Non-minoritized (n=2,883):** 3.54
- **Minoritized (n=502):** 3.59
- **Admin Pro (n=1800):** 3.58
- **Faculty (n=860):** 3.58
- **SC (n=830):** 3.37

---

**CSU Overall**
Culture

Department/Unit Culture: Intersection of Race and Gender

- **White Men** (n = 1063): 3.68
- **Men of Color** (n = 163): 3.72
- **White Women** (n = 1741): 3.48
- **Women of Color** (n = 301): 3.57

CSU Overall
Culture Items

Department/Unit Diversity Culture

- My department promotes respect for cultural differences 76.1%
- My department communicates the importance of valuing diversity 69.8%
- My department understands the value of diversity 57.3%
Average Perceptions for **Department/Unit Diversity Culture**

- **Women** (n=2128): 3.99
- **Men** (n=1293): 4.07
- **T/NB/GNC** (n=65): 3.75
- **Non-minoritized** (n=2,883): 4.05
- **Minoritized** (n=502): 3.90
- **Admin Pro** (n=1800): 4.07
- **Faculty** (n=860): 3.95
- **SC** (n=830): 3.92

---

**Gender**
- **Minoritized Race/Ethnicity**
- **Employee Type**

---

**CSU Overall**
Culture

Department/Unit Diversity Culture

- **White Men** (n=1063): 4.10
- **Men of Color** (n=163): 3.99
- **White Women** (n=1741): 4.03
- **Women of Color** (n=301): 3.90

---

CSU Overall
Culture Items

Sense of Belonging

- I feel a strong sense of belonging to my department/unit 71.4%
- I feel a strong sense of belonging to CSU 62.4%
- I feel a strong sense of belonging to my division/college 55.4%
Culture

Average Perceptions for Sense of Belonging

<table>
<thead>
<tr>
<th>Group</th>
<th>Average Perception</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women (n=2128)</td>
<td>3.71</td>
</tr>
<tr>
<td>Men (n=1293)</td>
<td>3.71</td>
</tr>
<tr>
<td>T/NB/GNC (n=65)</td>
<td>3.58</td>
</tr>
<tr>
<td>Non-minoritized (n=2,883)</td>
<td>3.71</td>
</tr>
<tr>
<td>Minoritized (n=502)</td>
<td>3.75</td>
</tr>
<tr>
<td>Admin Pro (n=1800)</td>
<td>3.76</td>
</tr>
<tr>
<td>Faculty (n=860)</td>
<td>3.64</td>
</tr>
<tr>
<td>SC (n=830)</td>
<td>3.58</td>
</tr>
</tbody>
</table>

---

Colorado State University
Culture

Sense of Belonging: Intersection of Race and Gender

- **White Men** (n = 1063): 3.70
- **Men of Color** (n = 163): 3.91
- **White Women** (n = 1741): 3.72
- **Women of Color** (n = 301): 3.72

---

Colorado State University
Culture

Culture:
Intersection of Race/Ethnicity and Employee Type

AP Minoritized (n= 236)
Faculty Minoritized (n= 684)
SC Minoritized (n= 630)

Strongly Disagree
Strongly Agree
Respect

- My department/office is treated with respect by other departments/offices within my division/college: 64.3%
- My division/college is treated with respect by CSU: 67.0%
- The people I interact with treat each other with respect: 78.9%
- There is respect for religious differences in my department/office: 71.7%
- There is respect for liberal perspectives in my department/office: 79.0%
- There is respect for conservative perspectives in my department/office: 55.1%
Favoritism Items

- Favoritism plays a role in who gets **recognized** within my department/office 37.9%
- 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 32.3%
- Favoritism plays a role in who gets **hired** in my department/office 25.6%
Favoritism

Average Perceptions for Favoritism

<table>
<thead>
<tr>
<th>Category</th>
<th>Strongly Agree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women (n=2128)</td>
<td>2.83</td>
<td>2.65</td>
</tr>
<tr>
<td>Men (n=1293)</td>
<td>3.09</td>
<td>2.74</td>
</tr>
<tr>
<td>T/NB/GNC (n=65)</td>
<td>2.74</td>
<td>2.88</td>
</tr>
<tr>
<td>Non-minoritized (n=2,883)</td>
<td>2.72</td>
<td>2.73</td>
</tr>
<tr>
<td>Minoritized (n=502)</td>
<td>2.95</td>
<td></td>
</tr>
<tr>
<td>Admin Pro (n=1800)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty (n=860)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SC (n=830)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

CSU Overall
Favoritism: Intersection of Race and Gender

<table>
<thead>
<tr>
<th>Group</th>
<th>Scale</th>
</tr>
</thead>
<tbody>
<tr>
<td>White Men (n =1063)</td>
<td>2.61</td>
</tr>
<tr>
<td>Men of Color (n = 163)</td>
<td>2.85</td>
</tr>
<tr>
<td>White Women (n = 1741)</td>
<td>2.80</td>
</tr>
<tr>
<td>Women of Color (n =301)</td>
<td>2.83</td>
</tr>
</tbody>
</table>

CSU Overall

Colorado State University
Favoritism: Intersection of Race and Employee Type

- AP Minoritized (n= 236): 2.66
- Faculty Minoritized (n= 684): 2.98
- SC Minoritized (n= 630): 3.10
# Leadership and Accountability Items

Items asked each for Division and Department/Unit

<table>
<thead>
<tr>
<th>Item</th>
<th>Division/College</th>
<th>Dept./Unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership acts ethically and honestly in the workplace</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leadership adequately addresses inappropriate behavior</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leadership addresses issues of inequity</td>
<td>50.3%</td>
<td>55.8%</td>
</tr>
<tr>
<td>Leadership holds employees accountable for inappropriate behavior</td>
<td>48.1%</td>
<td>55.4%</td>
</tr>
<tr>
<td>Leaders hold all employees to the same standards</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leadership holds employees accountable for poor performance</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Leadership & Accountability

Average Perceptions for College/Division Leadership's Accountability

<table>
<thead>
<tr>
<th>Gender</th>
<th>Women (n=2128)</th>
<th>Men (n=1293)</th>
<th>T/NB/GNC (n=65)</th>
<th>Non-minoritized (n=2,883)</th>
<th>Minoritized (n=502)</th>
<th>Admin Pro (n=1800)</th>
<th>Faculty (n=860)</th>
<th>SC (n=830)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women (n=2128)</td>
<td>3.25</td>
<td>3.48</td>
<td>3.10</td>
<td>3.34</td>
<td>3.31</td>
<td>3.39</td>
<td>3.28</td>
<td>3.20</td>
</tr>
<tr>
<td>Minoritized Race/Ethnicity</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-minoritized (n=2,883)</td>
<td>3.34</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Minoritized (n=502)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Admin Pro (n=1800)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty (n=860)</td>
<td>3.28</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SC (n=830)</td>
<td>3.20</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

CSU Overall
Leadership & Accountability

Average Perceptions for Department/Unit Leadership's Accountability

Strongly Agree

Women (n=2128) 3.38
Men (n=1293) 3.59
T/NB/GNC (n=65) 3.04
Non-minoritized (n=2,883) 3.46
Minoritized (n=502) 3.42
Admin Pro (n=1800) 3.49
Faculty (n=860) 3.45
SC (n=830) 3.31

CSU Overall
Leadership & Accountability

Leadership's Accountability: Intersection of Race and Gender

- White Men (n = 1063) - Strongly Agree: 3.61
- Men of Color (n = 163) - Strongly Agree: 3.49
- White Women (n = 1741) - Strongly Agree: 3.40
- Women of Color (n = 301) - Strongly Agree: 3.42

Color Codes:
- Department/Unit Leadership
- College/Division Leadership
- CSU Overall: Dept. Leadership
- CSU Overall: Division Leadership
Leadership & Accountability

Division and Unit Leadership's Accountability: Intersection of Race and Employee Type

<table>
<thead>
<tr>
<th></th>
<th>AP Minoritized (n= 236)</th>
<th>Faculty Minoritized (n= 684)</th>
<th>SC Minoritized (n= 630)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department/Unit</td>
<td>3.53</td>
<td>3.39</td>
<td>3.23</td>
</tr>
<tr>
<td>College/Division</td>
<td>3.37</td>
<td>3.33</td>
<td>3.16</td>
</tr>
</tbody>
</table>

Strongly Agree
Strongly Disagree
Misconduct

- **Problematic at CSU**
- **Problematic in department/office**

<table>
<thead>
<tr>
<th>Issue</th>
<th>CSU</th>
<th>Department/Office</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Harassment</td>
<td>6.3%</td>
<td>1.9%</td>
</tr>
<tr>
<td>Sexual Misconduct</td>
<td>3.0%</td>
<td>1.1%</td>
</tr>
<tr>
<td>Bullying</td>
<td>13.3%</td>
<td>12.4%</td>
</tr>
<tr>
<td>Bias</td>
<td>28.3%</td>
<td>23.3%</td>
</tr>
<tr>
<td>Physical Assault</td>
<td>0.6%</td>
<td>0.3%</td>
</tr>
<tr>
<td>Verbal Assault</td>
<td>7.2%</td>
<td>7.0%</td>
</tr>
</tbody>
</table>
There are people at CSU I avoid because I fear:

**SEXUAL MISCONDUCT**
- CSU Overall: 1.0%
- Women: 1.3%
- T/NB/GNC: 6.3%
- Minoritized: 2.4%

**SEXUAL HARASSMENT**
- CSU Overall: 2.5%
- Women: 3.4%
- T/NB/GNC: 9.4%
- Minoritized: 5.4%

**BIAS**
- CSU Overall: 16.7%
- Women: 18.4%
- T/NB/GNC: 29.7%
- Minoritized: 20.1%

**BULLYING**
- CSU Overall: 20.0%
- Women: 20.2%
- T/NB/GNC: 37.5%
- Minoritized: 30.2%

**VERBAL ASSAULT**
- CSU Overall: 11.0%
- Women: 11.8%
- T/NB/GNC: 21.9%
- Minoritized: 13.1%
Bias

I find it is worthwhile to know about bias incidents at CSU: 77.7% Strongly Agree/Agree, 5.6% Neither Agree nor Disagree, 14.4% Strongly Disagree/Disagree

The university is transparent in reporting bias incidents at CSU: 61.8% Strongly Agree/Agree, 14.4% Neither Agree nor Disagree, 14.2% Strongly Disagree/Disagree

CSU handles incidents of bias well: 51.2% Strongly Agree/Agree, 14.2% Neither Agree nor Disagree, 14.4% Strongly Disagree/Disagree

The number of bias incidents have increased at CSU in the past year: 34.0% Strongly Agree/Agree, 19.2% Neither Agree nor Disagree, 26.4% Strongly Disagree/Disagree

I am alarmed about the number of bias incidents reported at CSU: 32.4% Strongly Agree/Agree, 26.4% Neither Agree nor Disagree, 26.4% Strongly Disagree/Disagree
I am familiar with the Principles of Community

Within my department/office, the POC are visible in my daily working environment

I feel the POC have made a positive impact on the climate in my department/office

I feel the POC have made a positive impact on the climate in my division/college
Freedom of Speech

- Free speech is an important issue on campus: 89.5%
- My division/college supports people speaking freely: 66.7%
- I have the skills to navigate free speech questions on campus: 59.8%
- I know who to ask/where to go if I have questions about free speech: 50.3%
- Issues related to freedom of speech impact my work: 33.5%

(Colors represent degrees of agreement: Strongly Agree/Agree)
Perception Items

Items asked each for CSU and Department/Unit

• I would recommend as a place of employment
• Encourages discussions related to diversity
• Recruits employees from a diverse set of backgrounds
• Provides employees with a positive work experience
• Creates a supportive environment for employees from diverse backgrounds
• Improves the campus climate for all employees
• Climate has become consistently more inclusive of all employees
• Retains diverse employees
Perceptions of CSU

Average Perceptions of CSU

<table>
<thead>
<tr>
<th>Category</th>
<th>Strongly Agree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women (n=2128)</td>
<td>3.83</td>
<td></td>
</tr>
<tr>
<td>Men (n=1293)</td>
<td>3.88</td>
<td></td>
</tr>
<tr>
<td>T/NB/GNC (n=65)</td>
<td>3.45</td>
<td></td>
</tr>
<tr>
<td>Non-minoritized (n=2,883)</td>
<td>3.88</td>
<td>3.68</td>
</tr>
<tr>
<td>Minoritized (n=502)</td>
<td>3.91</td>
<td>3.67</td>
</tr>
<tr>
<td>Admin Pro (n=1800)</td>
<td>3.79</td>
<td></td>
</tr>
<tr>
<td>Faculty (n=860)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SC (n=830)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

CSU Overall
Perceptions of Department/Unit

Average Perceptions of Department/Unit

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women (n=2128)</td>
<td>3.64</td>
<td></td>
</tr>
<tr>
<td>Men (n=1293)</td>
<td>3.76</td>
<td></td>
</tr>
<tr>
<td>T/NB/GNC (n=65)</td>
<td>3.28</td>
<td></td>
</tr>
<tr>
<td>Non-minoritized (n=2,883)</td>
<td>3.71</td>
<td></td>
</tr>
<tr>
<td>Minoritized (n=502)</td>
<td>3.58</td>
<td></td>
</tr>
<tr>
<td>Admin Pro (n=1800)</td>
<td>3.73</td>
<td></td>
</tr>
<tr>
<td>Faculty (n=860)</td>
<td>3.65</td>
<td></td>
</tr>
<tr>
<td>SC (n=830)</td>
<td>3.56</td>
<td></td>
</tr>
</tbody>
</table>
Perceptions of CSU and Department/Unit

Perceptions: Intersection of Race and Gender

<table>
<thead>
<tr>
<th>Group</th>
<th>CSU Perceptions</th>
<th>Department/Unit Perceptions</th>
<th>CSU Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>White Men (n = 1063)</td>
<td>3.91</td>
<td>3.80</td>
<td>3.81</td>
</tr>
<tr>
<td>Men of Color (n = 163)</td>
<td>3.81</td>
<td>3.65</td>
<td>3.88</td>
</tr>
<tr>
<td>White Women (n = 1741)</td>
<td>3.67</td>
<td>3.67</td>
<td>3.67</td>
</tr>
<tr>
<td>Women of Color (n = 301)</td>
<td>3.60</td>
<td>3.60</td>
<td>3.60</td>
</tr>
</tbody>
</table>
Perceptions of CSU and Department/Unit

CSU and Dept Perceptions: Intersection of Race and Employee Type

<table>
<thead>
<tr>
<th></th>
<th>AP Minoritized (n= 236)</th>
<th>Faculty Minoritized (n= 684)</th>
<th>SC Minoritized (n= 630)</th>
</tr>
</thead>
<tbody>
<tr>
<td>CSU Perceptions</td>
<td>3.74</td>
<td>3.41</td>
<td>3.78</td>
</tr>
<tr>
<td>Department/Unit Perceptions</td>
<td>3.69</td>
<td>3.45</td>
<td>3.47</td>
</tr>
</tbody>
</table>
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

CSU Perceptions over Time
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
  - 2018: 71%

- Department/office climate has become consistently more inclusive of all employees
  - 2018: 68%

- Department/office provides employees with a positive work experience
  - 2018: 69%

- Department/office encourages discussions related to diversity
  - 2018: 65%

- Department/office creates a supportive environment for employees from diverse backgrounds
  - 2018: 68%

- Department/office retains diverse employees
  - 2018: 65%

- Department/office improves the campus climate for all employees
  - 2018: 64%

- Department/office recruits employees from a diverse set of backgrounds
  - 2018: 67%

Note: The chart shows the percentage of respondents who strongly agree or agree over time from 2014 to 2018.
Discriminatory Attitudes

- Perceived Discriminatory Attitudes in Department/Office:
  - 36% indicated no discriminatory attitudes present
  - 31% Job title
  - 29% Employment classification
  - 20% Political Affiliation
  - 19% Age
  - 17% Gender
Care Challenges

• 14% of respondents utilized adult and/or child care services

• Top challenges:
  – 72% cost of care services
  – 40% scheduling care services to match work schedules
  – 32% finding care services
  – 29% transportation to and from care services
  – 29% finding care for a sick/child
  – 29% finding summer care services
Work Stressors

• Top 3 Work Stressors
  – 47% Low salary
  – 33% Workload
  – 29% Lack of growth /promotion
  – 29% Work/life balance
  – 21% Office/department climate
  – 18% Email overload
  – 17% Lack of budget/funding/resources
Three words to describe division/college culture
Key Findings

- **Gender**
  - Women had less favorable perceptions on all factors except their overall CSU perceptions and sense of belonging compared to men
    - Less favorable perceptions of department’s culture and diversity culture, division’s and department’s leadership accountability, favoritism and general department perceptions
  - Respondents with an identity categorized as Transgender/Non-Binary/Gender Non Conforming had less favorable perceptions for all factors except Sense of Belonging and more concerns related to misconduct

- **Race/Ethnicity**
  - Respondents of a minoritized race/ethnicity had less favorable perceptions of their department and CSU, favoritism, and their department’s diversity culture compared to respondents of non-minoritized race/ethnicity
  - Respondents of a minoritized race/ethnicity had more concerns related to misconduct, particularly bias
Key Findings

• Employee Type
  – State Classified respondents had less favorable perceptions for all factors and for the majority of items related to respect compared to Administrative Professional respondents
  – Faculty respondents had significantly lower perceptions of CSU compared to State Classified and Administrative Professional respondents

• Misconduct
  – Close to a quarter of respondents perceive bias as problematic in their college
  – 12% perceive bullying and 7% perceive verbal assault as problematic in their department
  – Respondents who identify as T/NB/GNC or with a minoritized race/ethnicity reported avoiding people more due to misconduct in all areas compared to the average CSU respondent
How do the findings relate to the Multicultural Organization Development (MCOD)?
More Information

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

- Download CSU Report
- Download Division Report
- Download Employee Type Report
- Special division reports
- Coming Soon:
  - 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/)