2018 Employee Climate Survey

Presentation for Center for Environmental Management Military Lands (CEMML)

Assessment Group for Diversity Issues
1.28.20

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

• Purpose
  – Assess the current CSU climate

• 2018 Focus
  – Provide results at the division/college level

• Biennial assessment
  – Survey
  – Open ends
  – Open forums
  – Focus groups
CSU Employee Climate Assessment

• Results
  – Provide a picture of employment experiences and perceptions in aggregate
  – 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
  – Establish a starting point to help know where to direct efforts
Methodology

• Instrument development
  – Solicited topic areas employees wanted covered
  – Offered division-specific questions

• Administered Fall 2018
  – Online
  – Hard copy
  – Diversity symposium
Methodology

• Results are reported in aggregate and no identifying information reported
• Email invitation and reminders came from Vice President or Dean
• Survey advertised through Source, CSU President, Councils, Diversity symposium
• Offered small incentives and division level results
## 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>58.5%</td>
</tr>
<tr>
<td>Administrative Professional</td>
<td>28.2%</td>
<td>32.0%</td>
<td>50.5%</td>
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<tr>
<td>Faculty</td>
<td>29.3%</td>
<td>18.7%</td>
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<tr>
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<td>30.7%</td>
<td>39.4%</td>
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# College Response Rates

<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>
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<tr>
<td>Warner College of Natural Resources</td>
<td>49.8%</td>
</tr>
<tr>
<td>CEMML</td>
<td>48.3% (n=210)</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>
<tr>
<td>Total (n = 4,058)</td>
<td>58.5%</td>
</tr>
</tbody>
</table>
Respondent Characteristics for CEMML

**Gender**
- Men, 54%
- Women, 43%
- T/NB/GNC, 3%

**Racially Minoritized**
- Non-minoritized, 86.0%
- Minoritized, 14.0%
Employee Characteristic

Employee Category
- Administrative Professional, 86.0%
- Prefer not to specify, 7.0%
- Other, 7.0%
- Prefer not to specify, 7.0%

Work Location
- Fort Collins, CO, 30%
- Outside of Fort Collins, CO, 66%
- Prefer not to disclose, 4%
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 CEMML culture
- Open ends

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

Department 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
CEMML Culture

Average Perceptions for Department Culture

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Strongly Disagree</th>
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</thead>
<tbody>
<tr>
<td>Total (n=210)</td>
<td>3.56</td>
<td>3.64</td>
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<tr>
<td>Men (n=98)</td>
<td>3.64</td>
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<tr>
<td>Women (n=78)</td>
<td>3.38</td>
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<tr>
<td>Non-minoritized (n=155)</td>
<td>3.56</td>
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<tr>
<td>Minoritized (n=25)</td>
<td>3.24</td>
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<tr>
<td>Fort Collins (n=59)</td>
<td>3.15</td>
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<tr>
<td>Not Fort Collins (n=130)</td>
<td>3.71</td>
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</table>

CEMML Gender Minoritized Race/Ethnicity Work Location

CSU Overall WCNR
Culture Items

Department Diversity Culture

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

### Average Perceptions for Department Diversity Culture

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<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Strongly Disagree</th>
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<tbody>
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<tr>
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<tr>
<td>Non-minoritized (n=155)</td>
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<td>3.47</td>
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<td>Fort Collins (n=59)</td>
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<tr>
<td>Not Fort Collins (n=130)</td>
<td></td>
<td>3.87</td>
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</tbody>
</table>

- **CEMML Gender**
- **Minoritized Race/Ethnicity**
- **Work Location**

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**Colorado State University**
Cultural Items

Sense of Belonging

• I feel a strong sense of belonging to CSU
• I feel a strong sense of belonging to CEMML
• I feel a strong sense of belonging to my department
## CEMML Culture

### Average Perceptions for Sense of Belonging

<table>
<thead>
<tr>
<th>Category</th>
<th>Average Perception</th>
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<tbody>
<tr>
<td>Total (n=210)</td>
<td>3.53</td>
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<tr>
<td>Men (n=98)</td>
<td>3.62</td>
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<tr>
<td>Women (n=78)</td>
<td>3.45</td>
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<tr>
<td>Non-minoritized (n=155)</td>
<td>3.59</td>
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<tr>
<td>Minoritized (n=25)</td>
<td>3.33</td>
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<td>Fort Collins (n=59)</td>
<td>3.58</td>
</tr>
<tr>
<td>Not Fort Collins (n=130)</td>
<td>3.53</td>
</tr>
</tbody>
</table>

**Gender**

**Minoritized Race/Ethnicity**

**Work Location**

**CSU Overall**

**WCNR**
Respect

- My department is treated with respect by other departments within CEMML
- CEMML is treated with respect by CSU
- The people I interact with treat each other with respect
- There is respect for religious differences in my department
- There is respect for liberal perspectives in my department
- There is respect for conservative perspectives in my department

<table>
<thead>
<tr>
<th>Statement</th>
<th>CEMML</th>
<th>WCNR</th>
<th>CSU</th>
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</thead>
<tbody>
<tr>
<td>My department is treated with respect by other departments within CEMML</td>
<td>66%</td>
<td>64%</td>
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<tr>
<td>CEMML is treated with respect by CSU</td>
<td>62%</td>
<td>72%</td>
<td>67%</td>
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<tr>
<td>The people I interact with treat each other with respect</td>
<td>83%</td>
<td>81%</td>
<td>79%</td>
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<tr>
<td>There is respect for religious differences in my department</td>
<td>76%</td>
<td>79%</td>
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<tr>
<td>There is respect for liberal perspectives in my department</td>
<td>83%</td>
<td>83%</td>
<td>56%</td>
</tr>
<tr>
<td>There is respect for conservative perspectives in my department</td>
<td>66%</td>
<td>56%</td>
<td>55%</td>
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</tbody>
</table>
Favoritism Items

- Favoritism plays a role in who gets recognized within my department

- Favoritism plays a role in who gets resources in my department

- Favoritism plays a role in who gets professional development opportunities

- Favoritism plays a role in who gets promoted in my department

- Favoritism plays a role in who gets hired in my department
CEMML Favoritism

Average Perceptions for Favoritism

<table>
<thead>
<tr>
<th>Category</th>
<th>Men (n=98)</th>
<th>Women (n=78)</th>
<th>Non-minoritized (n=155)</th>
<th>Minoritized (n=25)</th>
<th>Fort Collins (n=59)</th>
<th>Not Fort Collins (n=130)</th>
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</thead>
<tbody>
<tr>
<td>CEMML</td>
<td>2.61</td>
<td>2.55</td>
<td>2.56</td>
<td>2.95</td>
<td>2.74</td>
<td>2.53</td>
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<td>Total (n=210)</td>
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<tr>
<td>Minoritized Race/Ethnicity</td>
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<tr>
<td>Work Location</td>
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</tbody>
</table>
Leadership and Accountability Items

Items asked each for CEMML and Department

- 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
Average Perceptions for CEMML Leadership's Accountability

<table>
<thead>
<tr>
<th>Category</th>
<th>Total (n=210)</th>
<th>Men (n=98)</th>
<th>Women (n=78)</th>
<th>Non-minoritized (n=155)</th>
<th>Minoritized (n=25)</th>
<th>Fort Collins (n=59)</th>
<th>Not Fort Collins (n=130)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Perceptions</td>
<td>3.58</td>
<td>3.69</td>
<td>3.35</td>
<td>3.59</td>
<td>3.23</td>
<td>3.13</td>
<td>3.74</td>
</tr>
</tbody>
</table>

- **Total (n=210)**
- **Men (n=98)**
- **Women (n=78)**
- **Non-minoritized (n=155)**
- **Minoritized (n=25)**
- **Fort Collins (n=59)**
- **Not Fort Collins (n=130)**

- **CSU Overall**
- **WCNR**
### CEMML Department Leadership & Accountability

<table>
<thead>
<tr>
<th></th>
<th>Total (n=210)</th>
<th>Men (n=98)</th>
<th>Women (n=78)</th>
<th>Non-minoritized (n=155)</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Average Perceptions</td>
<td>3.52</td>
<td>3.59</td>
<td>3.38</td>
<td>3.52</td>
<td>3.28</td>
<td>3.24</td>
<td>3.60</td>
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<td>for Department</td>
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<td>Leadership's</td>
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</tr>
</tbody>
</table>

Legend:
- **CSU Overall**
- **WCNR**

CEMML, Gender, Minoritized Race/Ethnicity, Work Location.
Percentage of respondents who indicated misconduct in CEMML

- Sexual Harassment: 0.5% (CEMML), 2.8% (CSU)
- Sexual Misconduct: 0.5% (CEMML), 1.3% (CSU)
- Bullying: 3.5% (CEMML), 10.3% (CSU)
- Bias: 24.1% (CEMML), 9.5% (CSU)
- Physical Assault: 0.0% (CEMML), 0.2% (CSU)
- Verbal Assault: 2.5% (CEMML), 5.1% (CSU)

Women: 10% (CEMML), 9% (CSU)
Men: 9% (CEMML), 20% (CSU)
NM: 9% (CEMML), 20% (CSU)
RM: 20% (CSU)
Percentage of respondents who indicated misconduct in their department

- **Sexual Harassment**
  - CEMML: 0.5%
  - CSU: 2%

- **Sexual Misconduct**
  - CEMML: 0.5%
  - CSU: 1.1%

- **Bullying**
  - CEMML: 6.5%
  - CSU: 12.4%

- **Bias**
  - CEMML: 16.5%
  - CSU: 23.3%

- **Physical Assault**
  - CEMML: 0.0%
  - CSU: 0.3%

- **Verbal Assault**
  - CEMML: 0.0%
  - CSU: 7.0%

**Women:**
- CEMML: 19%
- CSU: 14%
- NM: 5%
- M: 12%

**Men:**
- CEMML: 14%
- CSU: 28%
- NM: 15%
- M: 28%

**NM:**
- CEMML: 15%
- CSU: 28%

**M:**
- CEMML: 28%
- CSU: 28%

**FC:**
- CEMML: 19%
- CSU: 19%

**OC:**
- CEMML: 15%
- CSU: 15%
I find it is worthwhile to know about bias incidents at CSU: 85% Strongly Agree/Agree, 78% Agree

The university is transparent in reporting bias incidents at CSU: 69% Strongly Agree/Agree, 62% Agree

I am alarmed about the number of bias incidents reported at CSU: 36% Strongly Agree/Agree, 32% Agree

The number of bias incidents have increased at CSU in the past year: 32% Strongly Agree/Agree, 34% Agree

CSU handles incidents of bias well: 51% Strongly Agree/Agree, 51% Agree
I am familiar with the Principles of Community

Within my department, the Principles of Community are visible in my daily working environment

I feel the Principles of Community have made a positive impact on the climate in my department

I feel the Principles of Community have made a positive impact on the climate in CEMML

Percentage of respondent agreement to items related to Principles of Community

- Strongly Agree/Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

CEMML  | WCNR  | CSU
---|---|---
I am familiar with the Principles of Community | 58% | 68% | 77%
Within my department, the Principles of Community are visible in my daily working environment | 34% | 44% | 58%
I feel the Principles of Community have made a positive impact on the climate in my department | 21% | 25% | 36%
I feel the Principles of Community have made a positive impact on the climate in CEMML | 25% | 37% | 38%
Percentage of respondent agreement to items related to freedom of speech

- CEMML supports people speaking freely: 72%
- Free speech is an important issue on campus: 80%
- I have the skills to navigate free speech questions on campus: 60%
- I know who to ask/where to go if I have questions about free speech: 41%
- Issues related to freedom of speech impact my work: 13%

CEMML supports people speaking freely with 72% agreement, followed by free speech being an important issue on campus with 80% agreement. The least agreement is for issues related to freedom of speech impacting work at 13%.
Perception Items

• Items asked each for CSU and Department

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

### Perceptions of CSU

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>CEMML</td>
<td>3.97</td>
<td></td>
</tr>
<tr>
<td>Gender</td>
<td>3.84</td>
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<tr>
<td>Women</td>
<td>3.97</td>
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</tr>
<tr>
<td>Minority (n=155)</td>
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<tr>
<td>Non-minoritized (n=25)</td>
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<tr>
<td>Minority (n=25)</td>
<td>3.87</td>
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<tr>
<td>Not Fort Collins (n=130)</td>
<td>4.05</td>
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</tr>
<tr>
<td>Fort Collins (n=59)</td>
<td>3.87</td>
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</tr>
</tbody>
</table>

### Analysis

- **Total (n=210)**: Overall perception of CSU is 3.97 on a 5-point scale.
- **Men (n=98)**: Perception of CSU is 3.84.
- **Women (n=78)**: Perception of CSU is 3.97.
- **Minoritized Race/Ethnicity (n=25)**: Perception of CSU is 3.64.
- **Non-minoritized (n=155)**: Perception of CSU is 3.99.
- **Fort Collins (n=59)**: Perception of CSU is 3.87.
- **Not Fort Collins (n=130)**: Perception of CSU is 4.05.

**Note:** CSU Overall and WCNR are indicated by different colors in the graph.
CEMML Perceptions

Perceptions of Department

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Total (n=210)</th>
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CEMML, Gender, Minoritized Race/Ethnicity, Work Location

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CSU Overall, WCNR
I am treated with respect by my colleagues who are CSU employees:

- Strongly Disagree: 6.5%
- Disagree: 1.6%
- Neither Agree nor Disagree: 10.4%
- Agree: 52.5%
- Strongly Agree: 39.0%

I am treated with respect by my colleagues who are federal employees:

- Strongly Disagree: 1.0%
- Disagree: 7.3%
- Neither Agree nor Disagree: 1.6%
- Agree: 50.5%
- Strongly Agree: 30.2%

I feel strongly that I am a member of the CSU community:

- Strongly Disagree: 3.1%
- Disagree: 17.3%
- Neither Agree nor Disagree: 28.6%
- Agree: 38.3%
- Strongly Agree: 12.8%

My unit seeks my input on operational and strategic decisions:

- Strongly Disagree: 7.9%
- Disagree: 15.7%
- Neither Agree nor Disagree: 20.9%
- Agree: 40.8%
- Strongly Agree: 14.7%
I am treated with respect by my colleagues who are CSU employees: 4.08 (Fort Collins), 4.28 (Outside of Fort Collins), 4.71 (Total).

I am treated with respect by my colleagues who are federal employees: 4.21 (Fort Collins), 4.01 (Outside of Fort Collins), 4.71 (Total).

I feel strongly that I am a member of the CSU community: 3.53 (Fort Collins), 3.57 (Outside of Fort Collins), 3.71 (Total).

My unit seeks my input on operational and strategic decisions: 2.72 (Fort Collins), 3.39 (Outside of Fort Collins), 3.71 (Total).
What types of non-mandatory professional development or training would you like to attend? (Select all that apply)

- Continuing education or professional conferences on new topics that would complement my expertise: 64.0%
- Supervisory training beyond what is required by CSU: 26.1%
- Continuing education or professional conferences in my area of expertise: 23.2%
- Diversity training (e.g., Safe Zone): 11.4%
- Other (specify: Safety Training, Wilderness Training/CPR, Work place communication, professional certification support): 2.8%
What are the obstacles or deterrents to your participation in professional development or training (Select all that apply)

- Opportunities are too far from my work location: 39.3%
- There are no financial resources for these opportunities: 26.5%
- It is difficult for me to find information about potential opportunities: 20.9%
- Few opportunities are relevant to my professional expertise or interests: 16.1%
- Other (too busy, scheduling): 10.4%
- My supervisor is reluctant to allocate time for these opportunities: 9.0%
- I am not interested in these opportunities: 2.4%
- None of the above: 9.0%
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

CSU Perceptions over Time

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: 71% in 2018
- Department/office climate has become consistently more inclusive of all employees: 68% in 2018
- Department/office provides employees with a positive work experience: 69% in 2018
- Department/office encourages discussions related to diversity: 62% in 2018
- Department/office creates a supportive environment for employees from diverse backgrounds: 68% in 2018
- Department/office retains diverse employees: 57% in 2018
- Department/office improves the campus climate for all employees: 64% in 2018
- Department/office recruits employees from a diverse set of backgrounds: 67% in 2018

Colorado State University
Discriminatory Attitudes

• Perceived Discriminatory Attitudes in Department:
  – 46% indicated no discriminatory attitudes present (CSU: 36%)
  – 25% Job title (CSU: 31%)
  – 19% Employment classification (CSU: 29%)
  – 15% Age (CSU: 19%)
  – 13% Gender (CSU: 17%)
Work Stressors

• Top 3 Work Stressors
  – 43% Job security (CSU: 11%)
  – 31% Low salary (CSU: 47%)
  – 31% Lack of growth/promotion (CSU: 29%)
  – 26% Department climate (CSU: 21%)
  – 23% Workload (CSU: 33%)
  – 16% Work/life balance (CSU: 29%)
  – 13% Duties outside my job responsibilities (12%)
  – 13% Interpersonal Conflict (CSU: 12%)
Key Findings for CEMML

• Respondents from CEMML had more positive perceptions of CSU, more positive perceptions of CEMML’s leadership’s accountability, and less perceptions of favoritism compared to the average CSU respondent

• CEMML respondents had lower perceptions of their sense of belonging on average, particularly related to CSU
  – Less than half of CEMML respondents agreed they felt a strong sense of belonging to CSU

• There were no differences when comparing men and women; however, women on the whole, had lower mean scores than men for perceptions of both CEMML and their department leadership’s accountability and department culture
Key Findings for CEMML

• Respondents who identified as racially minoritized had lower perceptions of their department’s diversity culture compared to those respondents who did not identify as racially minoritized
  – All other constructs were trending less favorable compared to non racially minoritized respondents and racially minoritized respondents had disproportionately more perceptions of bias

• When comparing respondent locations, those who work in Fort Collins generally had less favorable responses than those who do not
  – Particularly, Fort Collins respondents perceived their department culture and CEMML leadership’s accountability less favorable compared to those who work elsewhere

• CEMML respondents were not as familiar with the Principles of Community and perceived POC having less of a positive impact 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/