

# 2017 Climate Survey

Results, Progress, & Next Steps

For more info:  
yporcena@westga.edu



# Background

- Survey was administered from Monday, October 16, 2017 to Monday, October 30<sup>th</sup>
- All employees
- 583 responses - 35% response rate
- 90 items
- Same tool used in 2015 for comparison
- Survey analysis by COSS Center for Research
- 2015 and 2017 comparison – Dr. Beheruz N. Sethna



# Overall Quantitative Results

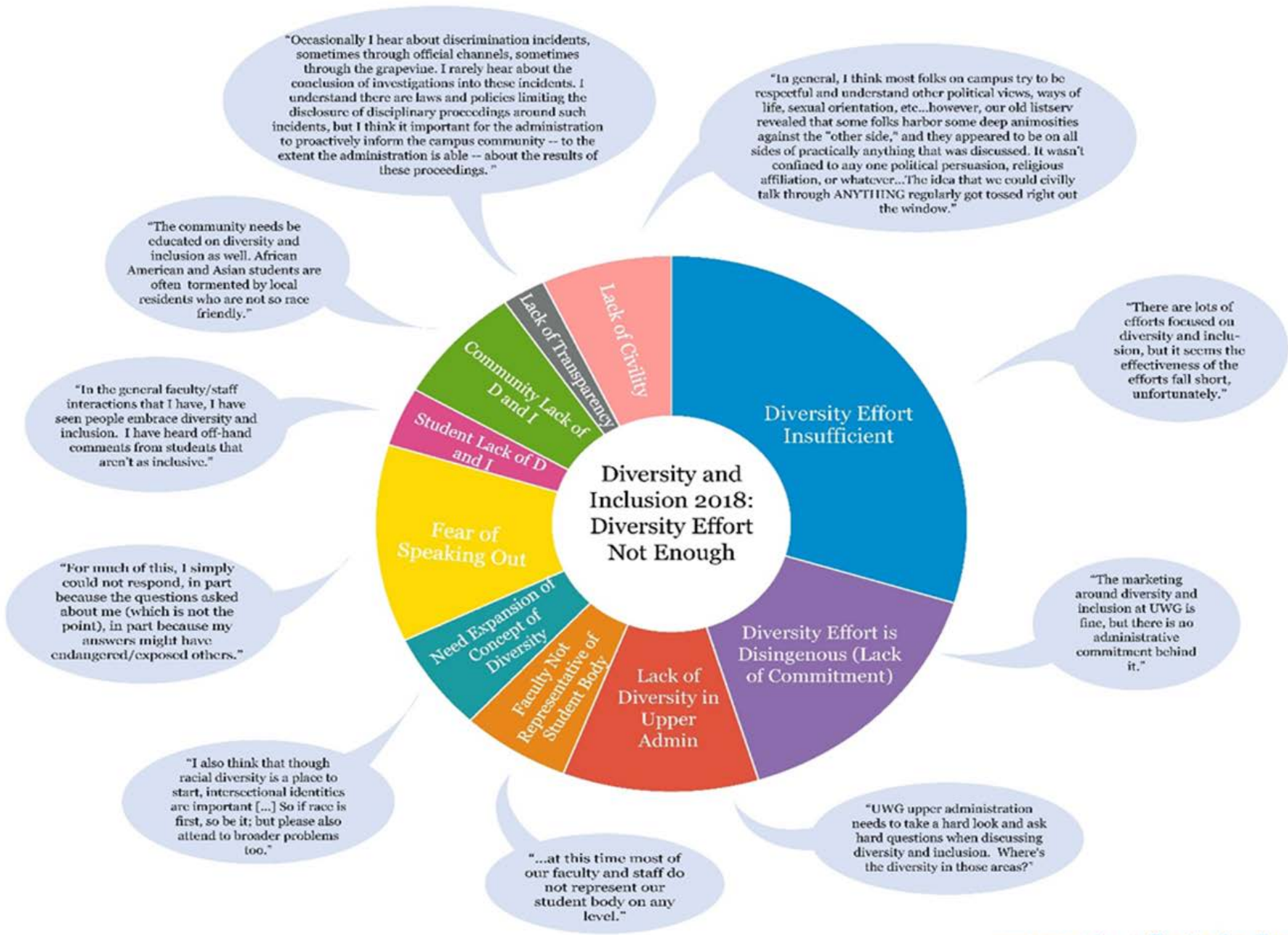
- Campus support for D&I on most questions (above mid-point)
- Percentages of people reported being made to feel uncomfortable based on:
  - sexual orientation (8%)
  - veteran status (10%)
  - ethnicity (14%)
  - race (19%)
  - age (22%)
  - gender (26%)
  - religious beliefs (33%)
  - political beliefs (43%)
  - disability status (51%)



# Comments Section

- 124 Respondents left comments
- 3 general categories:
  1. people who feel that the diversity effort is not enough and want to see considerably more (the largest group of comments came from here)
  2. people who are supportive of the current diversity effort
  3. a small group of people who argue that the approach is too much or even going in the wrong direction





# Comments – Main Themes

1. Diversity Effort is Insufficient
2. Disingenuous and/or Lack of Real Commitment
3. Lack of Diversity in Upper Administration
4. Faculty Not Representative of Student Body
5. Fear of Speaking Out
6. Student Lack of Acceptance of Diversity and Inclusion
7. Community Lack of Diversity and Inclusion
8. Lack of Transparency
9. Lack of Civility
10. Concept of Diversity Needs Expansion



# Some Good News: 2015 vs. 2017

	n	Mean	Std. Deviation	n	Mean	Std. Deviation
I feel the need to minimize parts of my identify (e.g. language, dress, beliefs, etc. Generally, my immediate supervisors Prefer people who are similar to them"	521	3.39	1.28	486	2.81	1.364
Generally, my immediate supervisors Prefer people who are similar to them"	496	3.10	1.20	462	2.89	1.259
Generally, my coworkers Prefer people who are similar to them"	493	2.89	1.14	460	3.00	1.203
Overall, how satisfied are you with the climate in Carrollton when it comes to div	496	2.89	1.12	456	3.01	1.140
Satisfaction with Campus climate for political differences	501	2.81	1.05	466	3.16	1.130
Satisfaction with Campus climate for religious differences	497	2.84	1.10	465	3.22	1.109
Satisfaction with Administrative response to incidents of discrimination	366	2.62	1.18	358	3.35	1.213
Satisfaction with Campus climate for gender and sexuality differences	499	2.63	1.09	464	3.46	1.079
Satisfaction with Campus climate for racial/ethnic diversity	505	2.59	1.08	468	3.49	1.117
Satisfaction with Campus climate regarding issues of age and ageism	483	2.55	1.00	439	3.50	1.079
Satisfaction with Campus climate for people with disabilities	477	2.44	1.04	446	3.56	1.053
Staff value diverse perspectives.	469	2.46	1.01	459	3.69	1.008
People are valued regardless of their backgrounds.	516	2.43	1.09	511	3.70	1.112
Job postings reflect a commitment to equity and diversity.	473	2.30	1.01	461	3.72	1.025
Top administrators value diverse perspectives.	474	2.27	1.04	467	3.73	1.129
People from different backgrounds get along well.	525	2.33	0.88	506	3.74	0.931
Satisfaction with Overall sense of campus community	514	2.35	0.98	480	3.75	0.960
Faculty value diverse perspectives.	443	2.40	1.04	441	3.79	1.009
Publications (audio, print, electronic publications, etc.) are provided in accessible	438	2.12	0.92	423	3.81	0.979
Staff are committed to creating an inclusive campus.	488	2.31	0.95	487	3.85	0.927
Top administrators are committed to creating an inclusive campus.	499	2.20	1.01	490	3.90	1.063
Faculty are committed to creating an inclusive campus.	452	2.31	0.93	459	3.92	0.928
Generally, my coworkers Value diverse perspectives"	506	2.15	0.99	479	3.96	0.973
Generally, my coworkers Are committed to diversity and inclusion"	497	2.16	0.98	476	3.98	0.961
Marketing materials (audio, print, electronic publications, etc.) reflect a commitn	485	2.19	0.95	469	4.00	0.901
Generally, my coworkers Value everyone regardless of their backgrounds"	513	2.10	1.00	481	4.04	0.947
Generally, my coworkers Get along well with people from different backgrounds	511	2.04	0.91	484	4.10	0.890
Generally, my immediate supervisors Are committed to diversity and inclusion"	506	2.02	1.06	483	4.10	1.072
Generally, my immediate supervisors Value diverse perspectives"	512	2.04	1.07	484	4.10	1.036
Generally, my immediate supervisors Value everyone regardless of their backgro	516	2.03	1.11	487	4.14	1.042
Generally, my immediate supervisors Get along well with people from different k	513	1.89	0.99	484	4.18	0.991



Thank  
you

