



VICE PRESIDENT
FOR DIVERSITY
COLORADO STATE UNIVERSITY



WOMEN & GENDER
COLLABORATIVE
COLORADO STATE UNIVERSITY



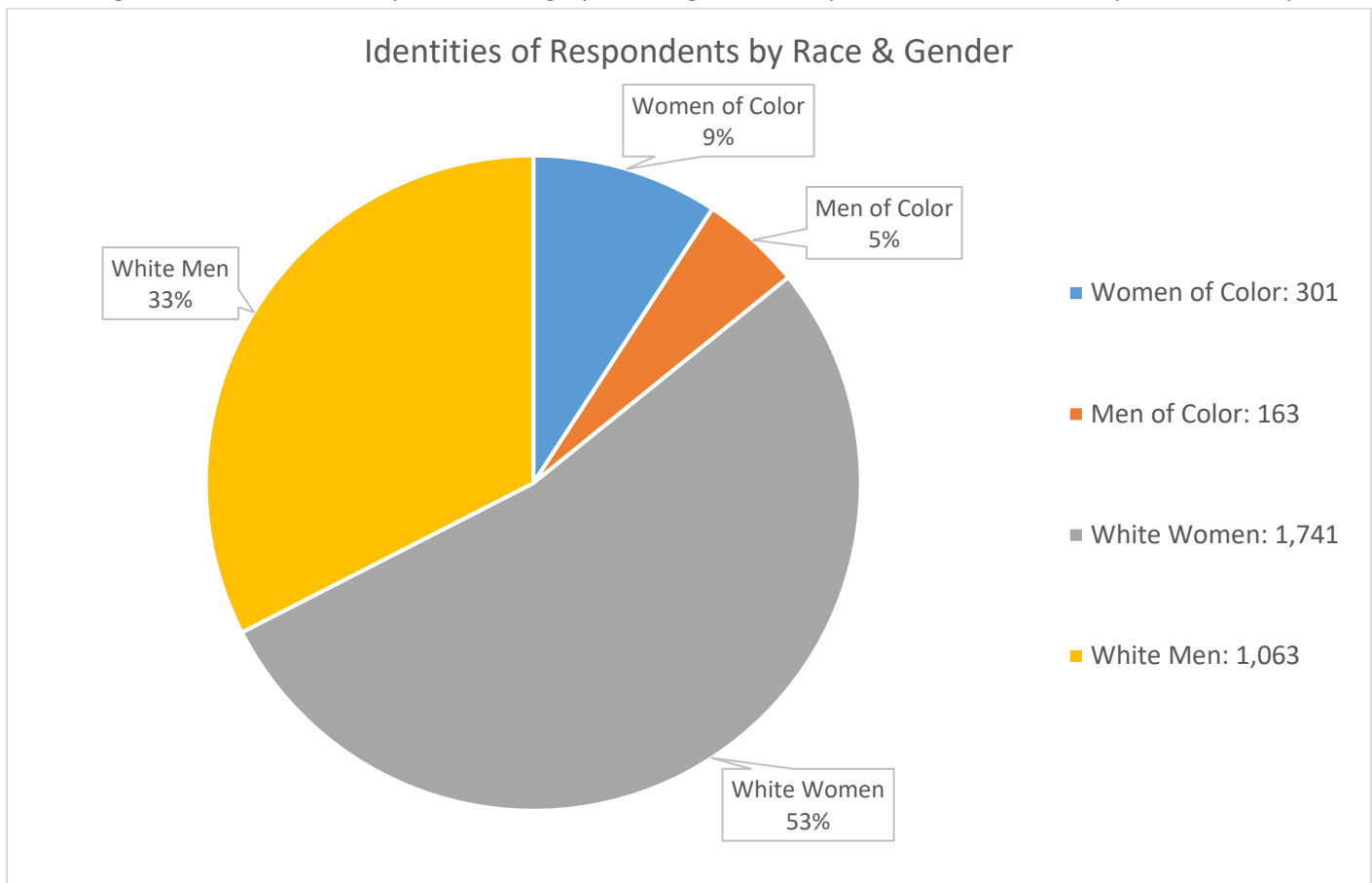
2018 Employee Climate Survey: Intersectional Takeaways

Introduction & Methodology

The purpose of the 2018 Employee Climate Survey was to assess employee perceptions related to their department/unit, division/college, and CSU. The primary focus of the 2018 assessment is to provide division-level results (i.e., college or division under a vice president). All CSU employees were invited to participate in the climate survey via emails from President Tony Frank, all 22 division leaders, and a SOURCE story. At the end of October 2018, there were 7,599 active CSU employees. 4,058 of those employees (58.5%) responded to the 2018 Employee Climate Survey. This response rate is a substantial increase from the 30% of employees who responded to the 2016 Survey, and the 26% of employees who responded to the 2014 Survey.

The 2018 instrument focuses on the following employment themes: culture, sense of belonging, respect, favoritism, accountability, misconduct, bias incidents, feedback on employee councils, Principles of Community usage and awareness, freedom of speech, and CSU and department perceptions. All of these items were asked on a five-point Likert scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, 5 = Strongly Agree). Additionally, respondents provided information on their work stressors; perceived presence of discriminatory attitudes; dependent care challenges; and demographic characteristics (gender, race/ethnicity, employee type, and department/unit).

This report is intended to support a more intersectional analysis of the data informed by gender and race/ethnicity. For the purpose of this report, the “Strongly Agree” and “Agree” responses were combined, as were the “Strongly Disagree” and “Disagree.” Below are self-reported demographic categories of respondents that were analyzed for this report:



*Note – Data from self-identifying transgender, non-binary, and gender non-conforming individuals is not captured in this report as the sample size was too small. A report looking specifically at the data from this group is forthcoming from The Office of the Vice President for Diversity and the Women and Gender Collaborative.

Explanation of Report Structure

Because the 2018 Employee Climate Survey asked several questions at the CSU, division/college, and department/unit level, there is more opportunity for comparison within this report. The data will be presented in the following three sections:

- Department/Unit Specific Questions (pp. 3-4)
- CSU Compared to Dept/Unit Specific Questions (pp. 5-6)
- CSU Specific Questions (pp. 7-11)

Key Themes

Women of Color

Less than 10% of the survey respondents were women of color, and this demographic represents 8.5% of the total employee population. This group of respondents had the least favorable responses overall. Main concerns from women of color were in the categories of sense of belonging; leadership and accountability; CSU and department/unit perceptions; discriminatory attitudes; and respect.

Men of Color

Less than 5% of the survey respondents were men of color, and this demographic represents 6.5% of the total employee population, making this group the most underrepresented at the University. Main concerns from this group of respondents occurred in the categories of department/unit culture; CSU and department/unit perceptions; bias; and CSU culture as it relates to the fear of negative consequences if issues of unfair treatment were raised. This group had more favorable responses to questions about the sense of belonging than any of the other three groups analyzed in this report.

White Women

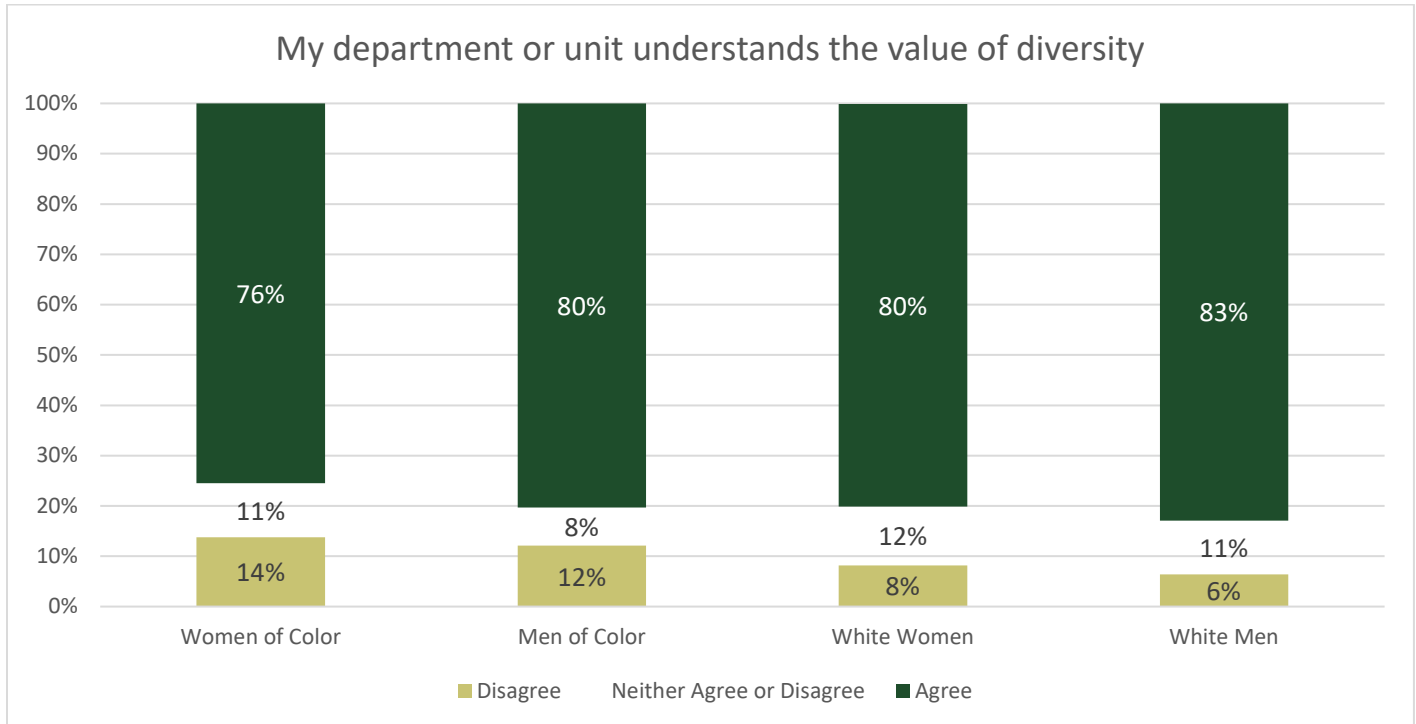
Over half (53%) of the survey respondents were white women, and this demographic represents 44.8% of the total employee population, making this group the most represented at the University. Concerns from this group were seen in the categories of department/unit culture; favoritism; and leadership and accountability. Responses to questions regarding how well CSU handles bias incidents and whether CSU retains diverse employees were favorable among this group.

White Men

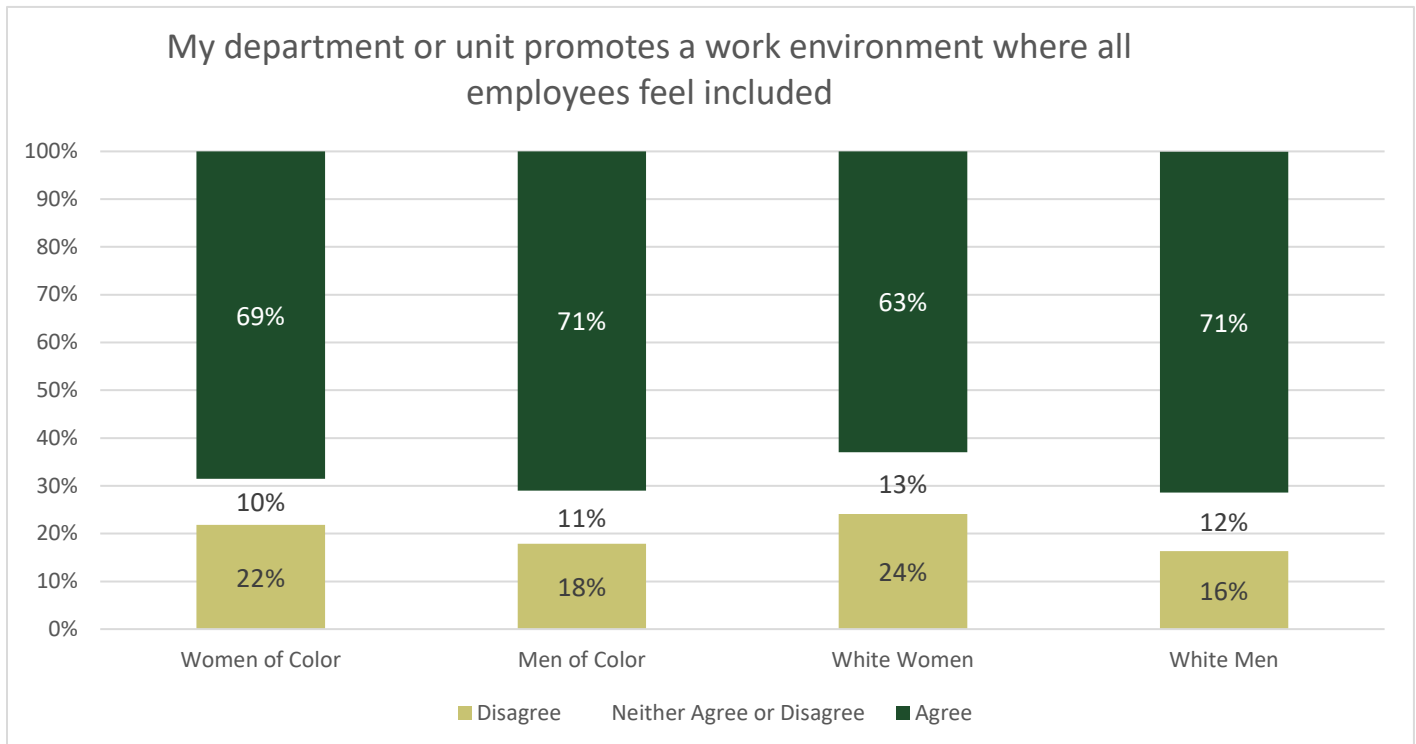
One third (33%) of the survey respondents were white men, and this demographic represents 40.3% of the total employee population. This group of respondents had the most favorable responses overall. Less favorable responses were seen in the category of sense of belonging, both in questions about overall CSU sense of belonging and the sense of belonging to their specific division/college.

Department/Unit Specific Questions

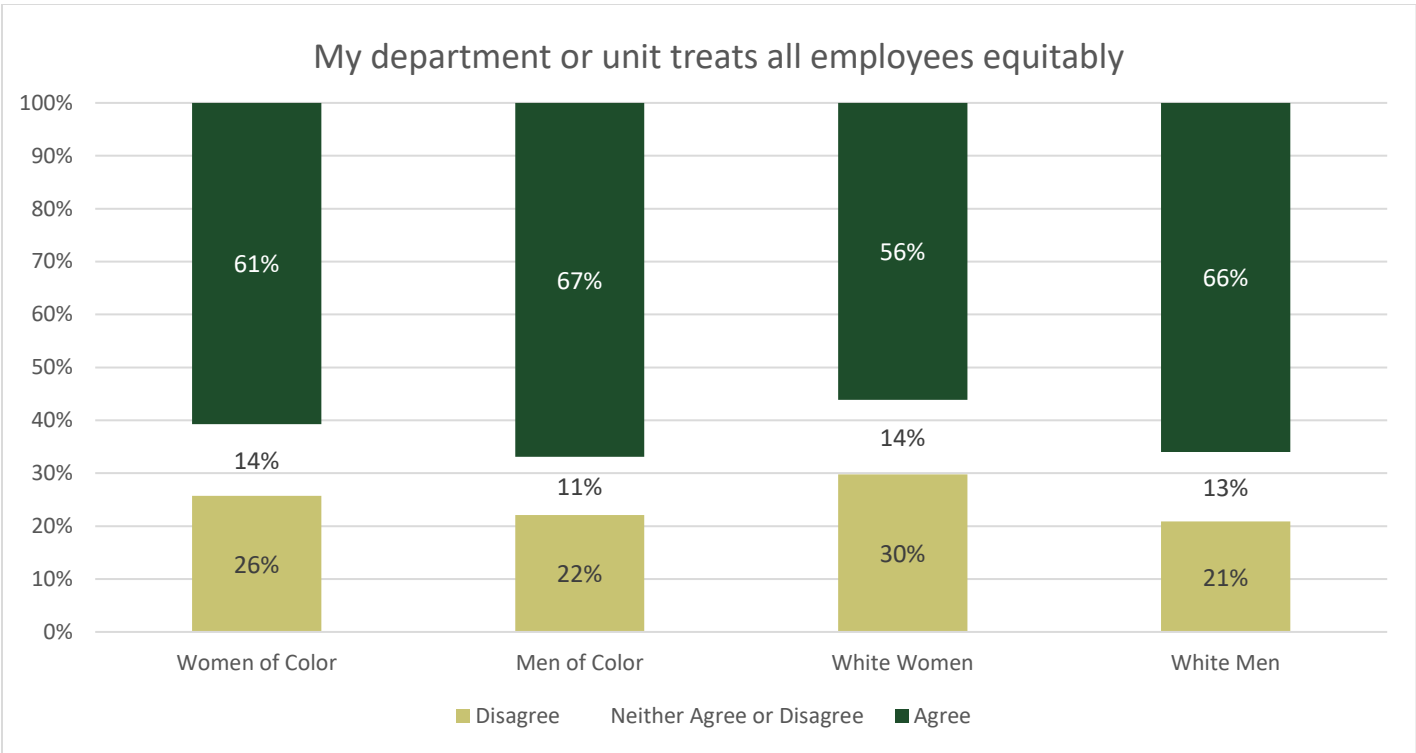
Category: Department/Unit Culture



14% of women of color and 12% of men of color disagree that their department/unit understands the value of diversity, while less than 9% of white men and women disagree with the same statement. Women of color disagreed with this item notably more than white men (8 percentage point (PP) gap).

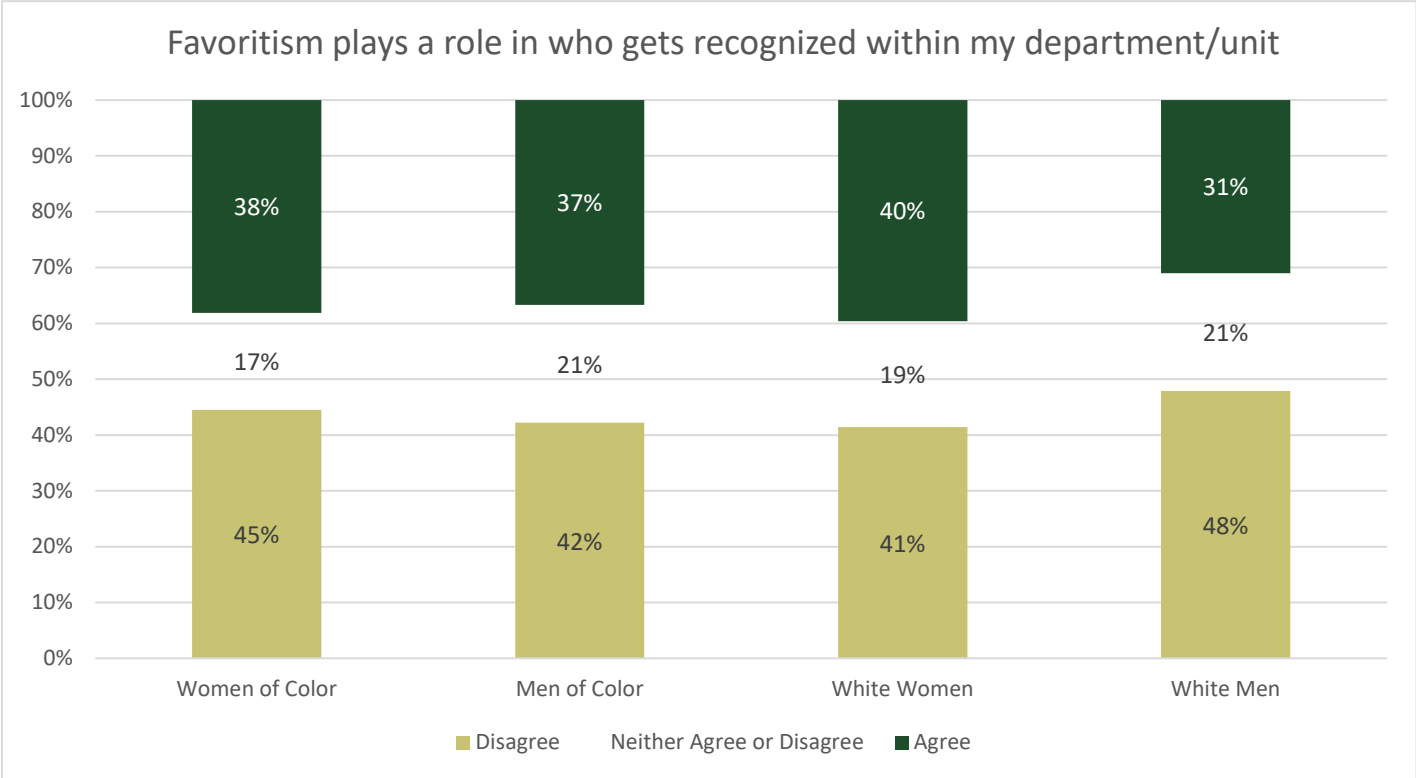


22% of women of color and 24% of white women disagree that their department/unit promotes a work environment where all employees feel included, while less than 19% of all men disagree with the same statement. White women disagreed with this item notably more than white men (8 PP gap).



26% of women of color and 30% of white women disagree that their department/unit treats all employees equitably, while less than 22% of all men disagree with the same statement. White women disagreed with this item notably more than white men (9 PP gap).

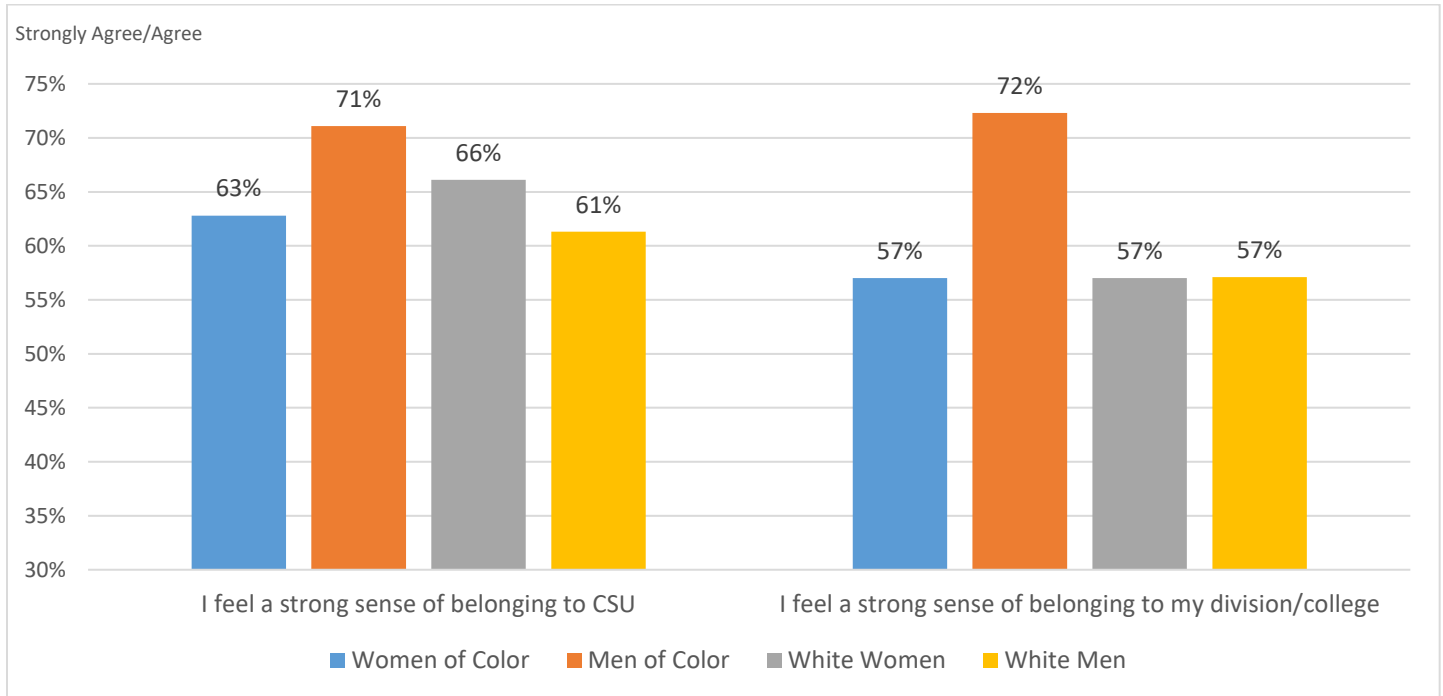
Category: Favoritism



Nearly 40% of women of color, men of color, and white women agree that favoritism plays a role in who gets recognized within their department/unit. White men agreed with this item notably less than women of color (7 PP gap), men of color (6 PP gap), and white women (9 PP gap).

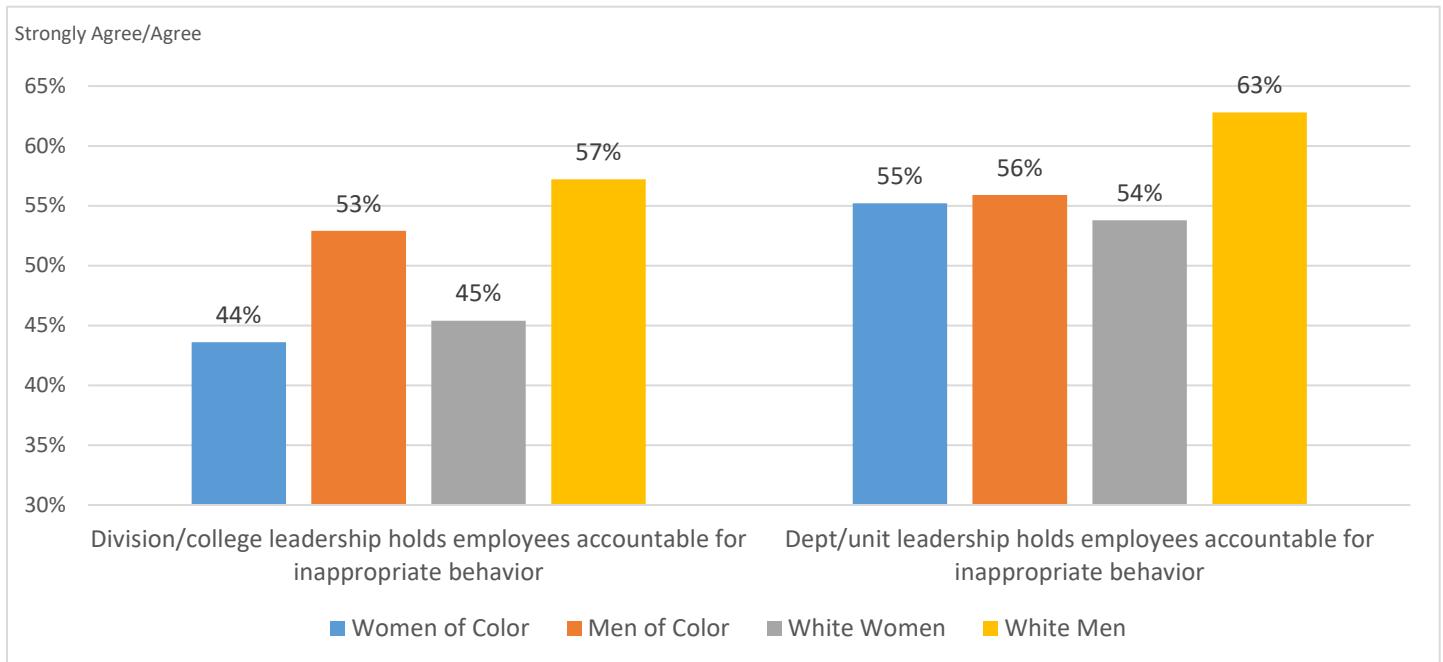
CSU Compared to Department/Unit Specific Questions

Category: Sense of Belonging



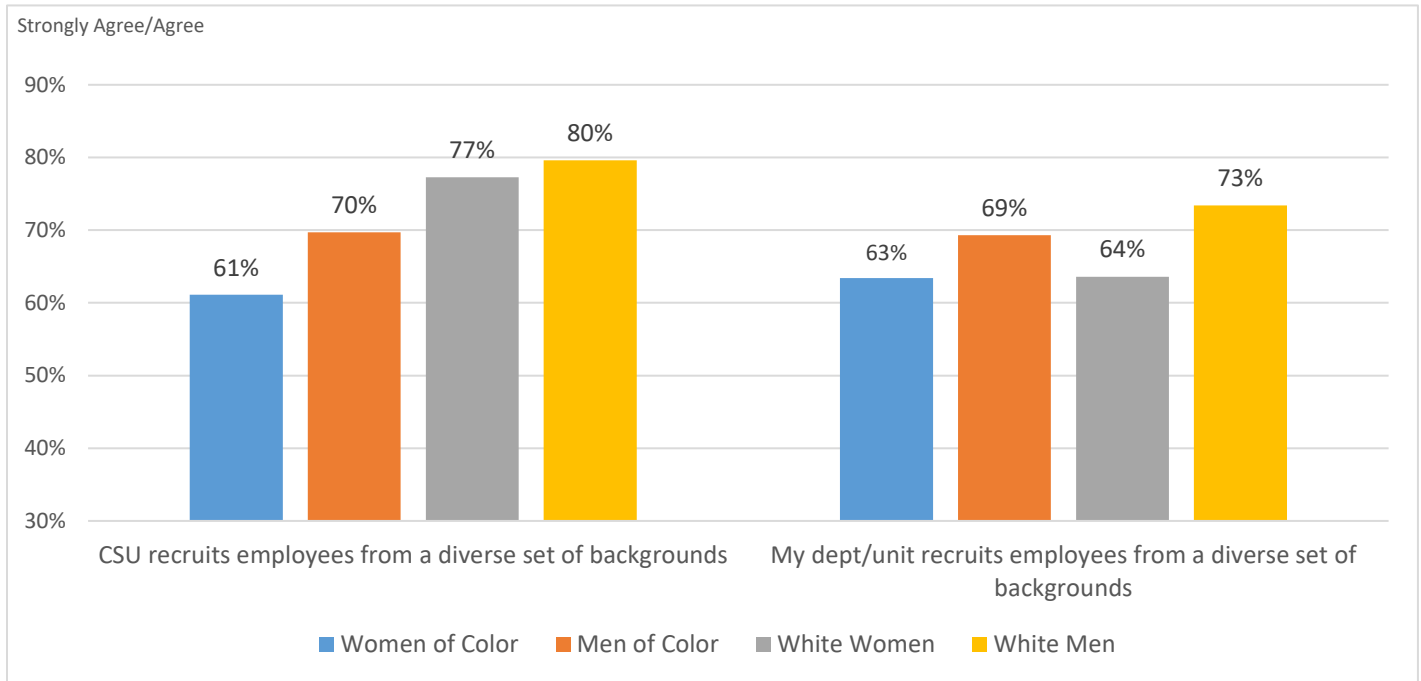
71% of men of color strongly agree/agree that they feel a strong sense of belonging to CSU, while only 61% of white men strongly agree/agree with the same statement. Men of color also had the most favorable responses (72%) to feeling a strong sense of belonging to their division/college and differed from the other three groups by a 15 PP gap.

Category: Leadership and Accountability

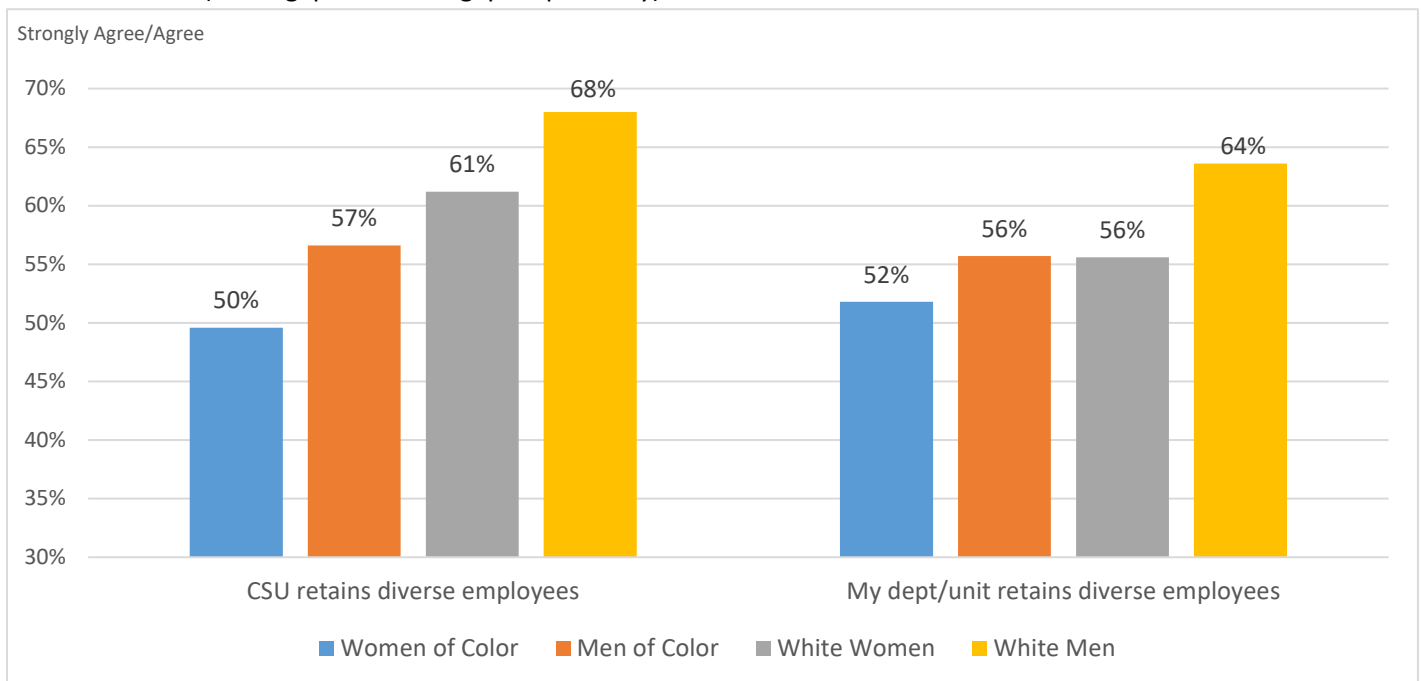


53% of men of color and 57% of white men strongly agree/agree that their division/college leadership holds employees accountable for inappropriate behavior, while less than 45% of women strongly agree/agree with the same statement. 63% of white men strongly agree/agree that their department/unit leadership holds employees accountable for inappropriate behavior, which is notably different than the agreement of white women (9 PP gap).

Category: Department/Unit Perceptions



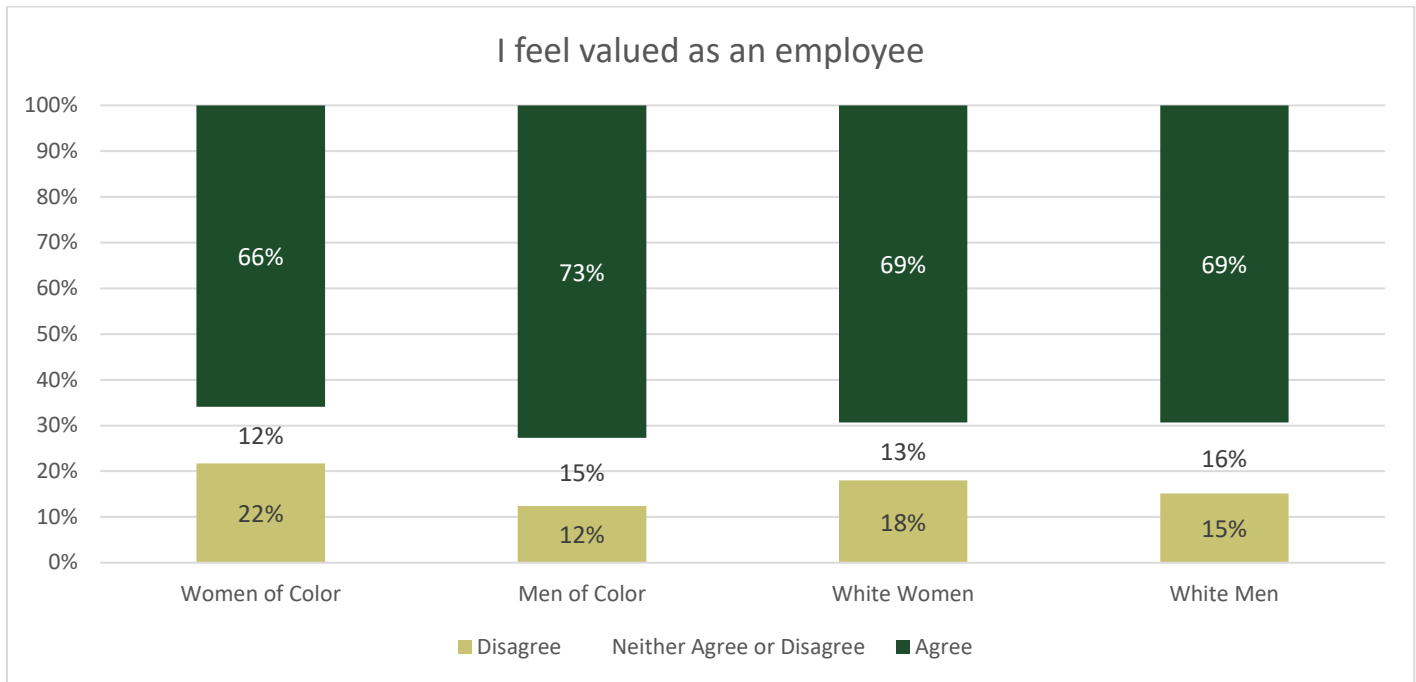
61% of women of color strongly agree/agree that CSU recruits employees from a diverse set of backgrounds, while 80% of white men strongly agree/agree with the same statement. 63% of women of color and 64% of white women strongly agree/agree that their department/unit recruits employees from a diverse set of backgrounds, while 73% of white men strongly agree/agree with the same statement. Women of color strongly agreed/agreed with these items notably less than white men (19 PP gap and 10 PP gap respectively).



50% of women of color and 57% of men of color strongly agree/agree that CSU retains diverse employees, while 68% of white men strongly agree/agree with the same statement. Women of color agreed with this item notably less than white men (18 PP gap). 52% of women of color and 56% of men of color and white women strongly agree/agree that their department/unit retains diverse employees, while 64% of white men strongly agree/agree with the same statement. Women of color agreed with this item notably less than white men (12 PP gap).

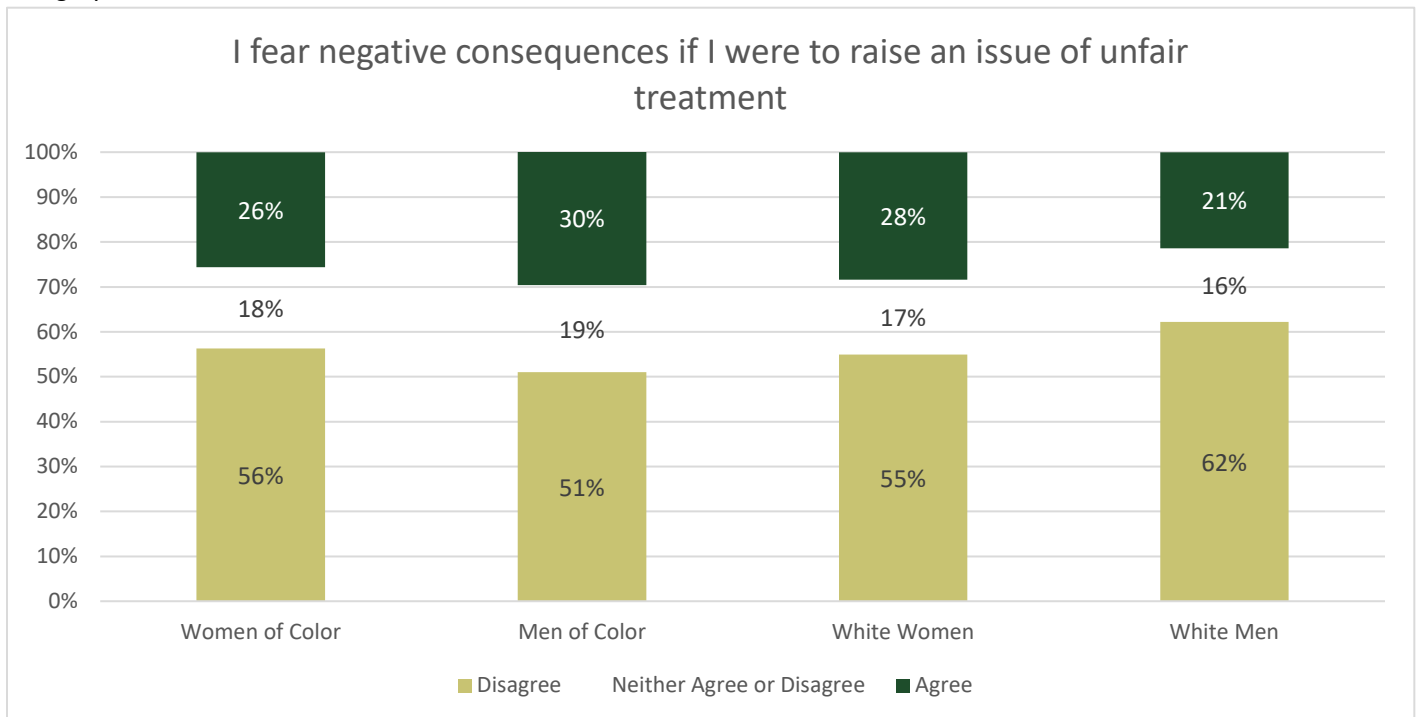
CSU Specific Questions

Category: Respect



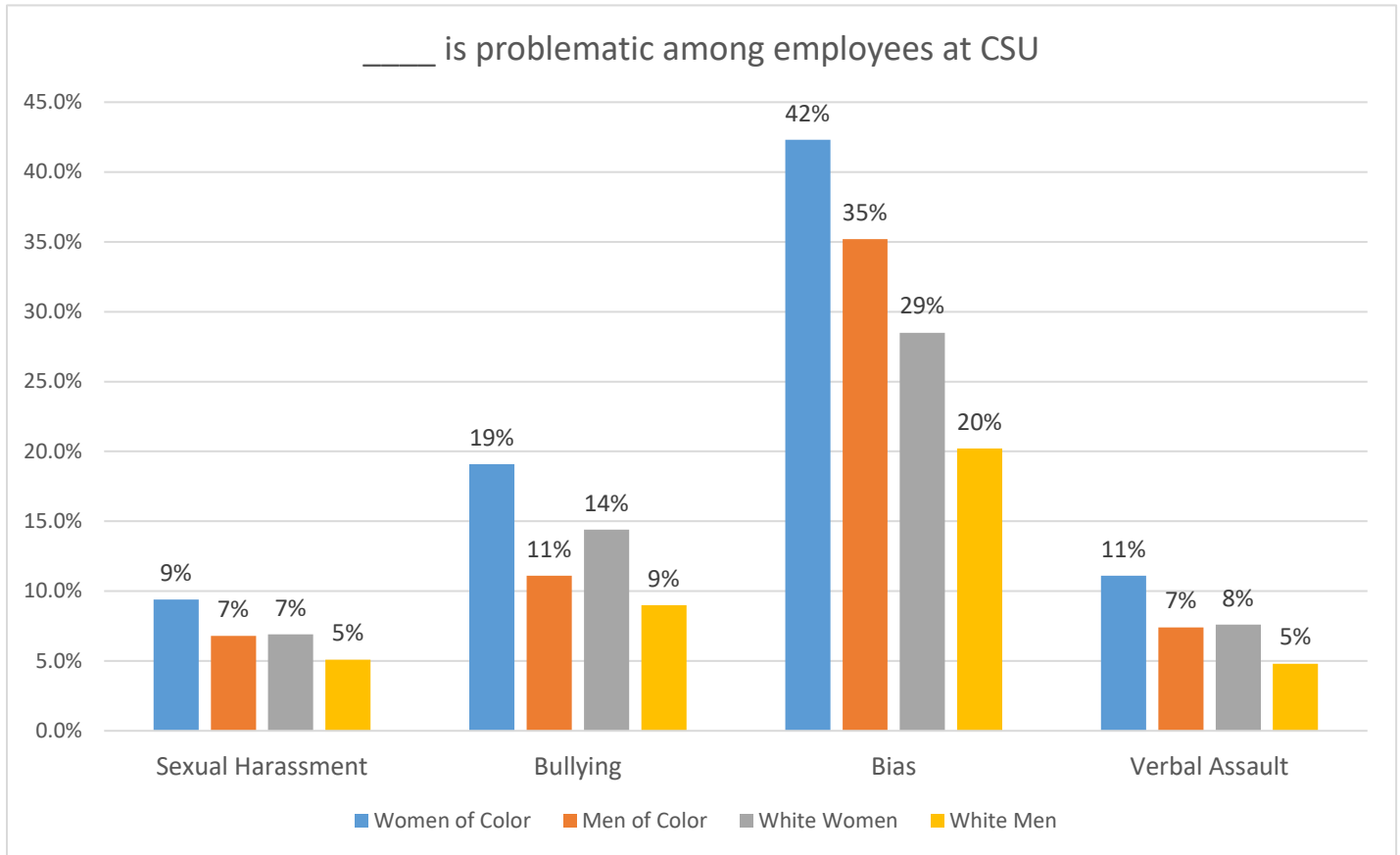
22% of women of color and 18% of white women disagree that they feel valued as an employee, while less than 15% of men of color and white men disagree with the same statement. Women of color disagreed with this item notably more than white men (7 PP gap).

Category: Culture



Nearly 30% of women of color, men of color, and white women agree that they fear negative consequences if they were to raise an issue of unfair treatment. White men agreed with this item notably less than women of color (5 PP gap), men of color (9 PP gap), and white women (7 PP gap).

Category: Misconduct among Employees at CSU



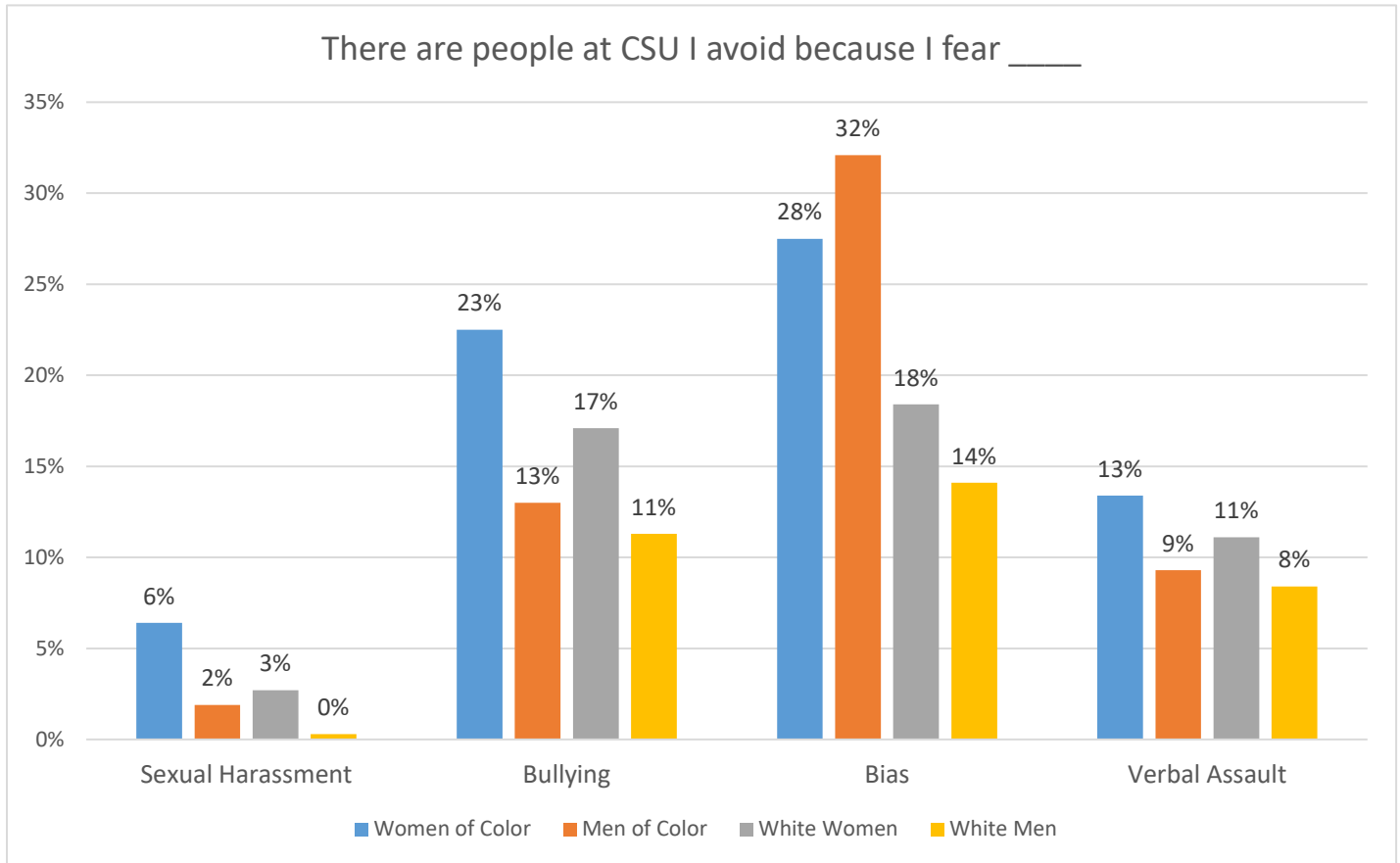
Sexual Harassment – 9% of women of color reported that sexual harassment is problematic among employees at CSU, while 5% of white men reported on that same item.

Bullying – 19% of women of color and 14% of white women reported that bullying is problematic among employees at CSU, compared to 9% of white men. Women of color had notably higher responses than white men on this item (10 PP gap).

Bias – 42% of women of color and 35% of men of color reported that bias is problematic among employees at CSU, compared to 20% of white men. Women of color had notably higher responses than white men on this item (20 PP gap).

Verbal Assault – 11% of women of color reported that verbal assault is problematic among employees at CSU, while 5% of white men reported on that same item.

Category: Avoidance due to Misconduct



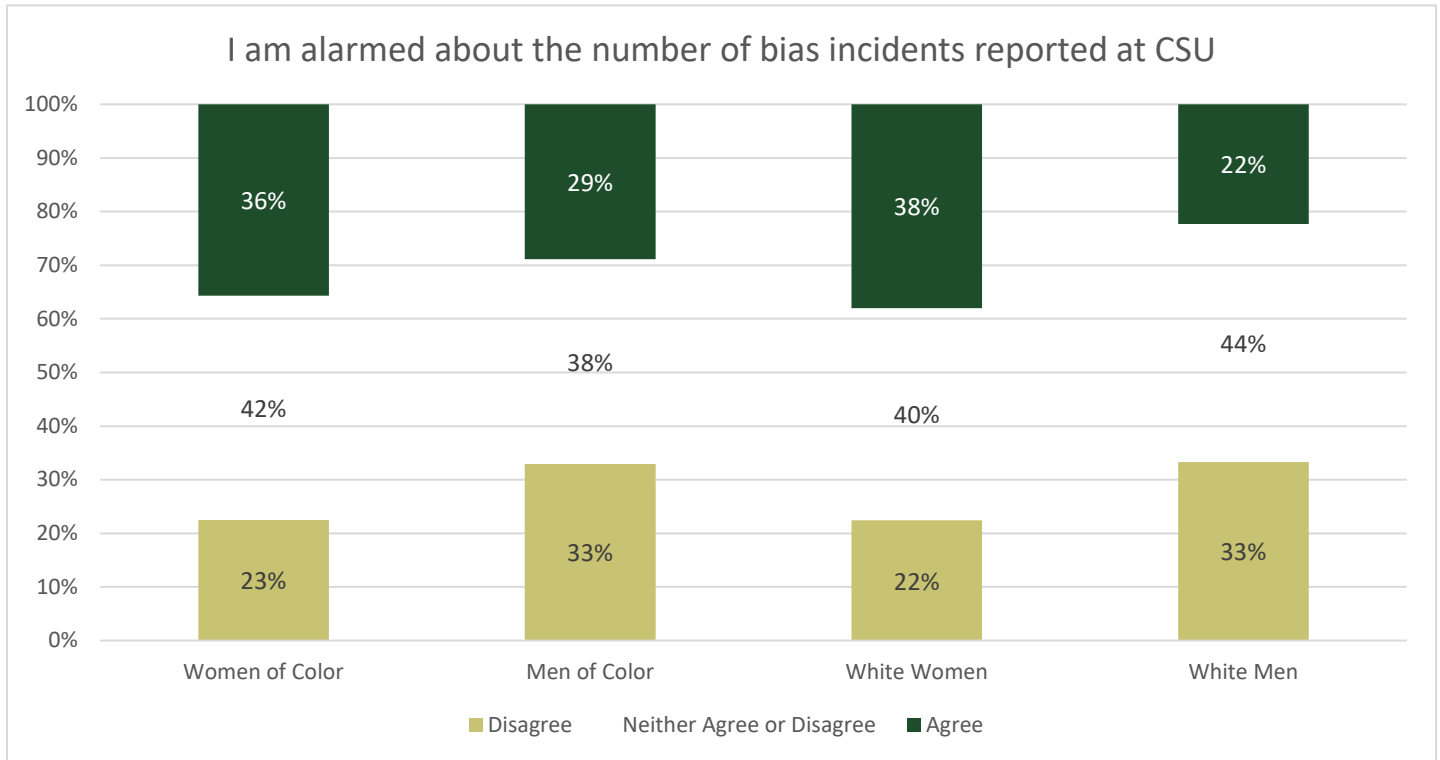
Sexual Harassment – 6% of women of color reported that there are people at CSU they avoid because they fear sexual harassment, while 0% of white men reported on that same item.

Bullying – 23% of women of color and 17% of white women reported that there are people at CSU they avoid because they fear bullying, compared to 13% of men of color and 11% of white men. Women of color had notably higher responses than white men on this item (12 PP gap).

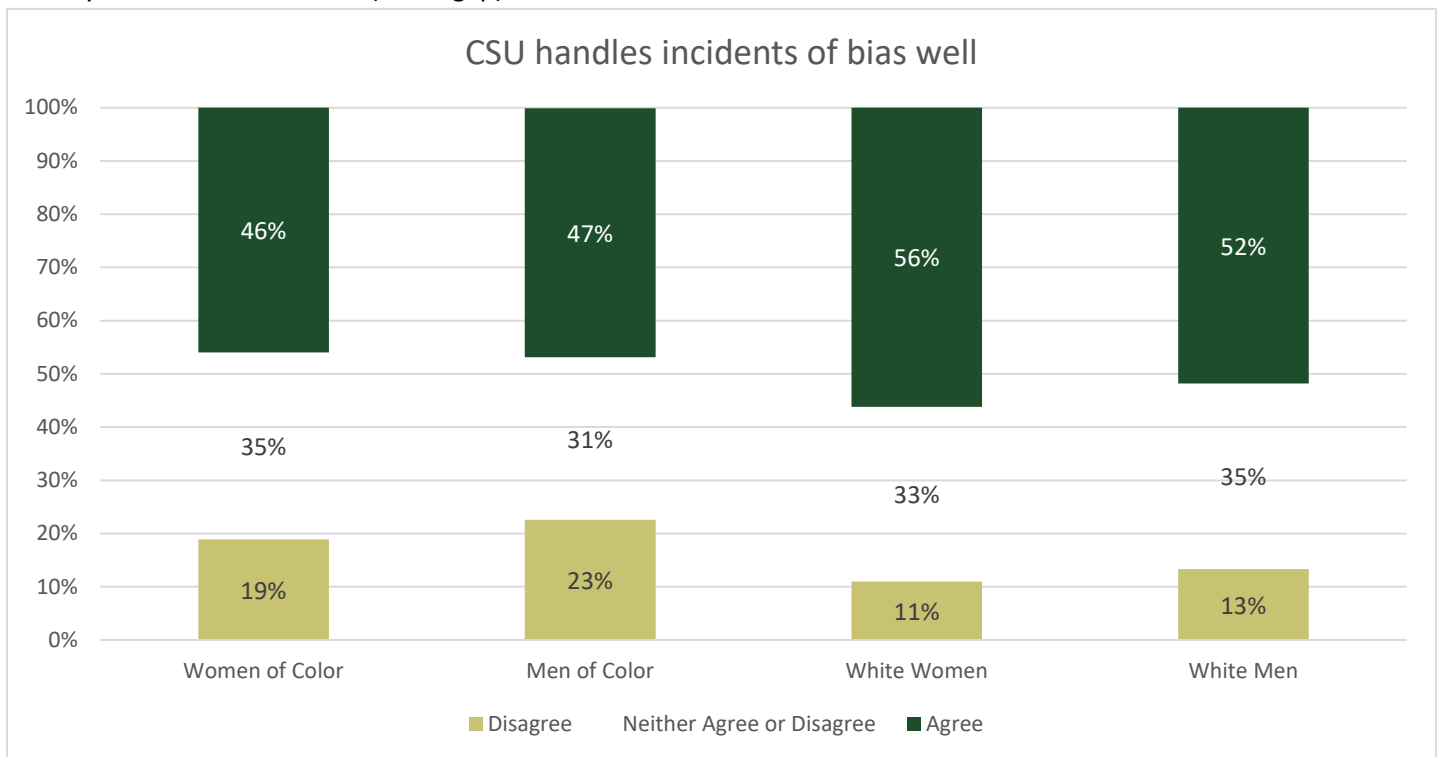
Bias – 28% of women of color and 32% of men of color reported that there are people at CSU they avoid because they fear bias, compared to 14% of white men. Men of color had notably higher responses than white men on this item (28 PP gap).

Verbal Assault – 13% of women of color and 11% of white women reported that there are people at CSU they avoid because they fear verbal assault, compared to 9% of men of color and 11% of white men. Women of color had notably higher responses than white men on this item (5 PP gap).

Category: Bias Incidents

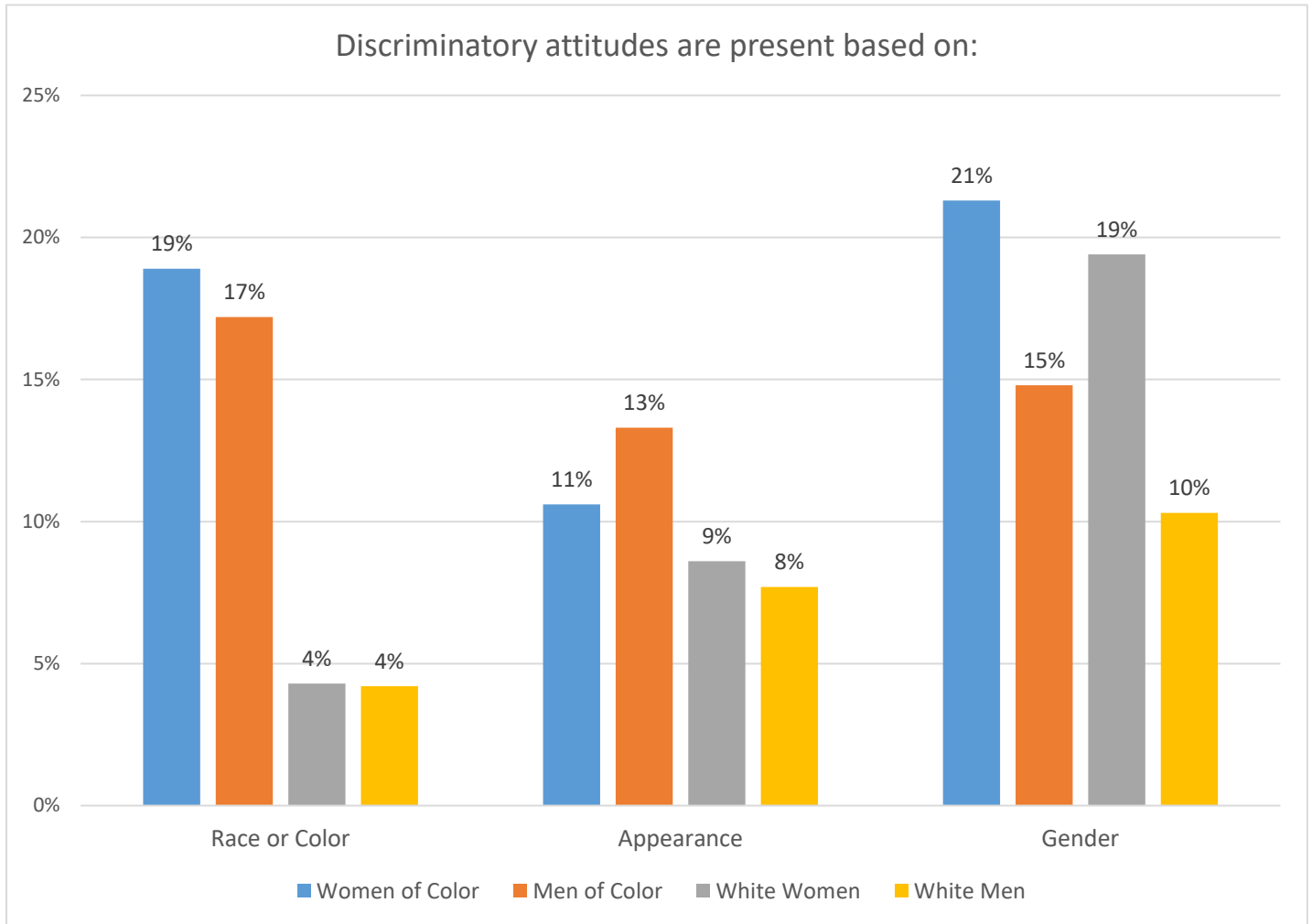


36% of women of color and 38% of white women agree that they are alarmed about the number of bias incidents reported at CSU, while less than 30% of all men agree with the same statement. White women agreed with this item notably more than white men (16 PP gap).



19% of women of color and 23% of men of color disagree that CSU handles incidents of bias well, while less than 13% of white men and women disagree with the same statement. Men of color disagreed with this item notably more than white men (10 PP gap).

Category: Discriminatory Attitudes

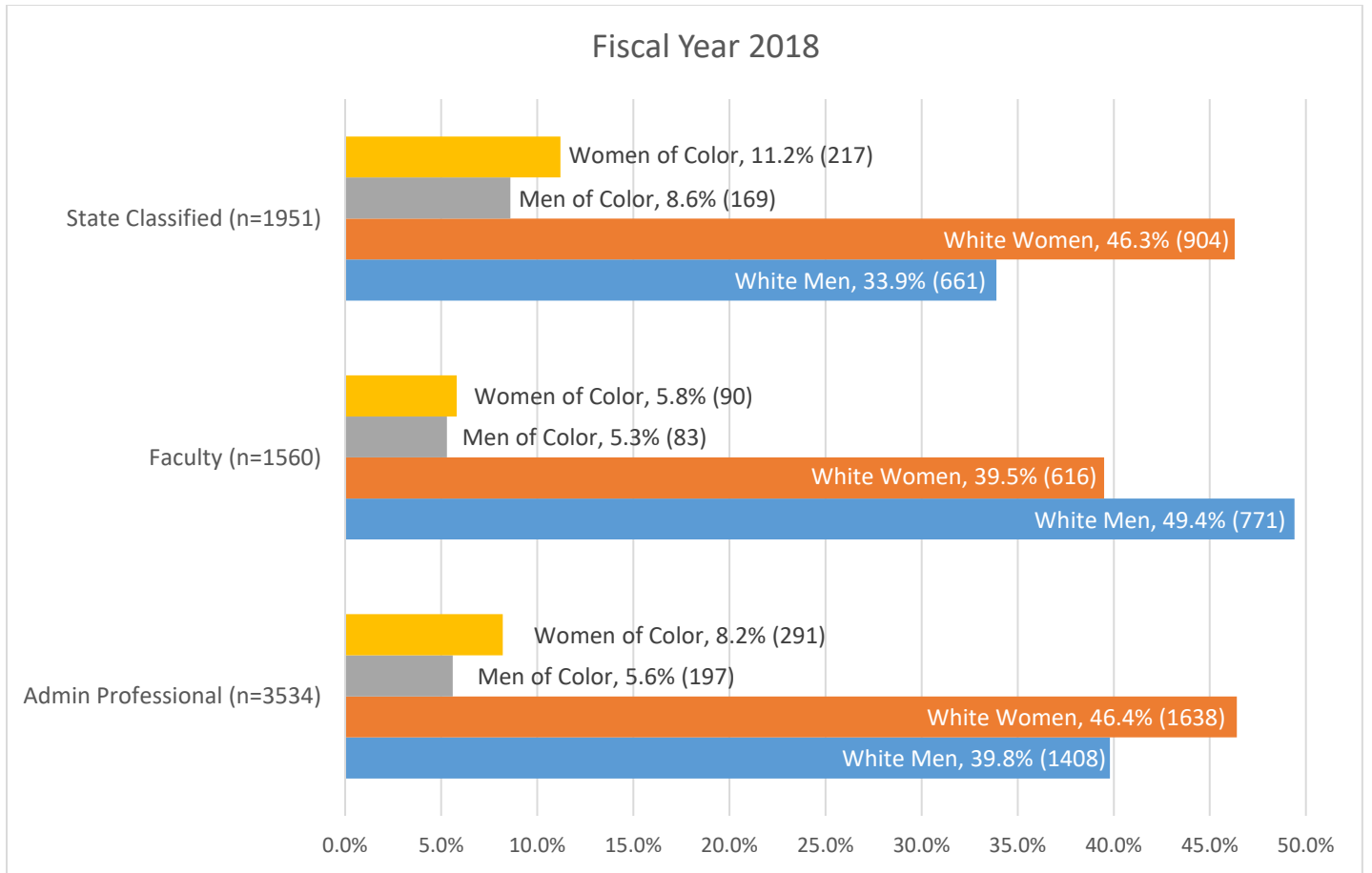


Race or Color – Nearly 20% of women of color and men of color reported that discriminatory attitudes are present at CSU based on race or color. These responses are notably higher than those of white women and men with a 15-13 PP gap, respectively.

Appearance – 11% of women of color and 13% of men of color reported that discriminatory attitudes are present at CSU based on appearance, while less than 9% of white women and men reported discriminatory attitudes based on appearance. Men of color had notably higher responses than white men on this item (5 PP gap).

Gender – 21% of women of color and 19% of white women reported that discriminatory attitudes are present at CSU based on gender, while 10% of white men reported discriminatory attitudes based on gender. Women of color had notably higher responses than white men on this item (11 PP gap).

Identities of Employees by Race & Gender across Employee Categories



*Note – The number of transgender, non-binary, and gender non-conforming employees is not captured in the above graph as those data are not currently collected and available from HR. A report looking specifically at the 2018 Employee Climate Survey data from those who self-identified as transgender, non-binary, and gender non-conforming in their responses to the survey is forthcoming from The Office of the Vice President for Diversity and the Women and Gender Collaborative.