



College of Veterinary Medicine and Biomedical Sciences Employee Climate Survey Results 2018

The 2018 CSU Employee Climate Assessment is a biennial assessment conducted in the fall to assess employee perceptions related to their department/unit, division/college, and CSU. The full assessment comprises three main components: the survey, focus groups, open forums, and open ended results.

This sub report focuses on the results of the survey component of the assessment for CVMBS. Please visit the [2018 Employee Climate Survey website](#) for the complete university report, specialized reports, the focus group report, the open end analysis, links to past results, and presentations.

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). Only select findings are covered in this report.

For the purposes of this report division refers to your college, CVMBS, and “agreement” is defined as a respondent selecting either “Strongly Agree” or “Agree” on the Likert scale. Agreement is generally reported as the proportion or percent of respondents providing the combination of these responses. When a mean (average) score is reported, it is based on this 1 to 5 scale. Generally, with exceptions such as Favoritism, the higher the mean score, the more favorable the rating.

On many of the survey items, respondents could chose a non-evaluative response such as “Don’t know/NA” or “Prefer not to disclose.” These responses, along with missing data, have been excluded from all analyses.

Data are reported only when there is a large enough response pool (number of respondents to a survey item) to ensure respondent anonymity. Any potentially identifying data has been kept confidential and will not be reported.

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Appendix A: Item Percentages

The following tables display the frequencies for each item asked on the survey for the division's respondents only. For items asked on the 1 to 5 point Likert scale, the mean (average) rating is also displayed.

Table A1 Department/Unit Culture

My department or office...	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total (N Avg)	
Supports a healthy work/life balance	4.4%	17.4%	14.8%	37.2%	26.2%	642	3.63
Understands the value of diversity	1.4%	6.8%	18.5%	42.0%	31.2%	621	3.95
Promotes a work environment where all employees feel included	6.0%	18.7%	14.2%	37.9%	23.3%	636	3.54
Treats all employees equitably	8.8%	19.8%	14.7%	34.2%	22.4%	625	3.42
Communicates the importance of valuing diversity	3.6%	11.6%	29.4%	35.2%	20.2%	613	3.57
Provides me with opportunities for professional development	5.5%	11.0%	13.3%	35.8%	34.4%	637	3.83
Promotes respect for cultural differences	1.3%	4.0%	26.4%	39.6%	28.6%	618	3.90
Is open and transparent in communication	11.0%	17.2%	15.3%	36.8%	19.7%	639	3.37
Values employee input in major department/office decisions	11.6%	18.0%	18.8%	31.5%	20.2%	623	3.31

Table A2 Culture

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total (N Avg)	
My division/college is open and transparent in communication	8.9%	14.9%	20.4%	43.0%	12.8%	626	3.36
My division/college promotes respect for cultural differences	1.6%	3.3%	18.6%	50.4%	26.1%	613	3.96
I had a performance review of my progress as an employee in the last year	2.8%	4.0%	2.4%	47.4%	43.4%	576	4.25
I was satisfied with the effort my supervisor puts into my performance reviews	5.2%	13.0%	13.5%	35.8%	32.5%	578	3.78
I fear negative job consequences if I were to raise an issue of unfair treatment	20.1%	34.1%	18.8%	16.4%	10.6%	622	2.63
I would be able to do my job more effectively if I received more information from my department/office	6.5%	22.5%	35.7%	26.2%	9.0%	630	3.09
I feel a strong sense of belonging to CSU	6.3%	13.8%	20.9%	38.2%	20.7%	646	3.53
I feel a strong sense of belonging to my division/college	5.5%	16.2%	24.3%	34.2%	19.8%	641	3.47
I feel a strong sense of belonging to my department/office	6.4%	13.4%	14.0%	35.4%	30.7%	641	3.71

Table A3 Respect

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total (N Avg)	
My department/office is treated with respect by other departments/offices within my division/college	3.4%	11.3%	19.8%	44.8%	20.8%	567	3.68
My division/college is treated with respect by CSU	1.9%	5.9%	17.9%	47.0%	27.2%	574	3.92
The people I interact with treat each other with respect.	1.9%	8.5%	10.4%	51.5%	27.8%	637	3.95
There is respect for religious differences in my department/office	0.9%	3.4%	24.4%	44.7%	26.5%	532	3.92
There is respect for liberal perspectives in my department/office	0.7%	3.7%	18.8%	45.6%	31.3%	575	4.03
There is respect for conservative perspectives in my department/office	5.8%	11.3%	27.7%	38.8%	16.4%	556	3.49
I feel valued as an employee	7.1%	13.7%	15.8%	39.7%	23.7%	634	3.59

Table A4 Favoritism

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total (N Avg)	
Favoritism plays a role in who gets recognized within my department/office	9.2%	26.3%	21.1%	26.1%	17.3%	578	3.16
Favoritism plays a role in who gets resources in my department/office	9.9%	27.5%	25.9%	21.7%	14.9%	563	3.04
Favoritism plays a role in who gets professional development opportunities	11.2%	33.1%	27.5%	17.5%	10.7%	571	2.83
Favoritism plays a role in who gets promoted in my department/office	10.0%	27.4%	27.8%	20.8%	14.0%	558	3.01
Favoritism plays a role in who gets hired in my department/office	10.3%	28.9%	30.6%	19.0%	11.2%	546	2.92

Table A5 Leadership and Accountability

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total (N Avg)	
Division/college leadership adequately addresses inappropriate behavior	7.1%	14.9%	28.7%	37.6%	11.7%	463	3.32
Department/office leadership adequately addresses inappropriate behavior	7.8%	18.0%	21.1%	39.1%	13.9%	511	3.33
Division/college leadership holds employees accountable for inappropriate behavior	5.8%	16.6%	33.0%	34.5%	10.1%	446	3.26

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Department/office leadership holds employees accountable for inappropriate behavior	7.9%	19.3%	23.8%	36.3%	12.6%	491	3.26
Division/college leadership holds employees accountable for poor performance in the workplace	7.5%	22.5%	33.0%	31.3%	5.8%	467	3.05
Department/office leadership holds employees accountable for poor performance in the workplace	9.3%	24.1%	23.1%	34.9%	8.5%	527	3.09
Division/college leadership acts ethically and honestly in the workplace	4.3%	5.8%	25.4%	45.2%	19.2%	531	3.69
Department/office leadership acts ethically and honestly in the workplace	5.0%	6.9%	15.7%	46.0%	26.3%	578	3.82
Division/college leadership addresses issues of inequity	5.2%	14.5%	34.6%	35.3%	10.4%	462	3.31
Department/office leadership addresses issues of inequity	6.6%	15.3%	27.6%	37.2%	13.3%	503	3.35
Division/college leaders hold all employees to the same standards	10.4%	20.1%	26.8%	30.9%	11.8%	492	3.14
Department/office leaders hold all employees to the same standards	13.5%	21.5%	20.6%	30.5%	13.9%	554	3.10

Table A6 Misconduct

Check whether or not the following statements are true based on the type of misconduct. (Select all that apply)	Sexual Harassment	Sexual Misconduct	Bullying	Bias	Physical Assault	Verbal Assault	None	Total (N)
___ is problematic among employees at CSU	3.7%	1.1%	10.5%	23.9%	0.0%	3.9%	69.3%	619
___ is problematic among employees in my division/college	1.8%	1.0%	8.4%	21.2%	0.0%	3.6%	73.3%	619
___ is problematic among employees in my department/office	1.8%	1.0%	12.9%	22.6%	0.0%	7.6%	68.0%	619
There are people at CSU I avoid because I fear ___	0.6%	0.3%	15.5%	17.1%	0.0%	10.7%	70.0%	619

Table A7 Bias Incidents

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total (N Avg)	
I find it is worthwhile to know about bias incidents at CSU	1.2%	4.1%	21.3%	52.3%	21.2%	591	3.88
The university is transparent in reporting bias incidents at CSU	3.3%	14.2%	29.4%	39.0%	14.2%	487	3.47
I am alarmed about the number of bias incidents reported at CSU	3.7%	20.5%	48.4%	21.4%	6.0%	463	3.06
The number of bias incidents have increased at CSU in the past year	2.0%	14.6%	55.6%	21.9%	5.8%	342	3.15
CSU handles incidents of bias well	2.8%	11.0%	42.9%	36.1%	7.3%	427	3.34

Table A8 Employee Councils

Are you aware there is an employee group/organization that represents the interests of my employee group?(multiple response item)	%	N
Yes	70.6%	437
No	29.4%	182
Total	100.0%	619

Table A9 Employee Councils

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total (N Avg)	
I feel my employee council addresses issues and topics that are important and relevant to me	3.3%	10.6%	47.8%	32.9%	5.3%	301	3.26
I feel that the councils' collective participation in shared governance is pertinent to the success of our institution	1.8%	3.9%	31.9%	44.5%	17.9%	335	3.73

Table A10 Principles of Community

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total (N Avg)	
I am familiar with the Principles of Community.	9.7%	23.4%	9.9%	46.6%	10.3%	534	3.24
Within my department/office, the Principles of Community are visible in my daily working environment (e.g. posted, displayed)	10.9%	32.8%	24.5%	23.9%	7.9%	469	2.85
I feel the Principles of Community have made a positive impact on the climate in my department/office	7.4%	20.5%	51.2%	17.7%	3.3%	430	2.89
I feel the Principles of Community have made a positive impact on the climate in my division/college	6.9%	17.5%	52.2%	19.9%	3.6%	418	2.96

Table A11 Freedom of Speech

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total (N Avg)	
My division/college supports people speaking freely	3.9%	9.2%	17.8%	52.0%	17.1%	567	3.69
Free speech is an important issue on campus	0.7%	2.2%	12.5%	52.8%	31.8%	578	4.13
I have the skills to navigate free speech questions on campus	0.6%	11.9%	29.7%	46.6%	11.3%	539	3.56
I know who to ask/where to go if I have questions about free speech	5.3%	32.3%	23.9%	31.7%	6.8%	511	3.03
Issues related to freedom of speech impact my work	11.5%	39.6%	28.0%	15.9%	5.0%	565	2.63

Table A12 CSU Perceptions

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total (N Avg)	
CSU recruits employees from a diverse set of backgrounds	1.8%	6.4%	17.5%	54.0%	20.3%	498	3.85
CSU improves the campus climate for all employees	2.7%	8.1%	24.4%	52.4%	12.5%	521	3.64
CSU retains diverse employees	1.6%	6.4%	26.8%	49.5%	15.6%	436	3.71
CSU creates a supportive environment for employees from diverse backgrounds	2.1%	4.4%	25.6%	50.4%	17.4%	476	3.77
CSU encourages discussions related to diversity	2.8%	5.0%	23.5%	47.5%	21.3%	503	3.80
CSU provides employees with a positive work experience	2.4%	6.5%	22.2%	50.3%	18.6%	537	3.76
CSU climate has become consistently more inclusive of all employees	3.1%	6.4%	33.1%	41.2%	16.2%	456	3.61
I would recommend CSU as a place of employment	2.1%	4.2%	17.9%	44.8%	31.1%	576	3.99

Table A13 Department/Unit Perceptions

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total (N Avg)	
Department/office recruits employees from a diverse set of backgrounds	2.8%	10.6%	21.2%	49.2%	16.3%	539	3.66
Department/office improves the campus climate for all employees	4.6%	12.9%	24.4%	45.3%	12.8%	541	3.49
Department/office retains diverse employees	2.8%	9.9%	26.2%	47.7%	13.5%	497	3.59
Department/office creates a supportive environment for employees from diverse backgrounds	3.3%	7.0%	25.3%	49.8%	14.6%	514	3.65
Department/office encourages discussions related to diversity	4.7%	15.0%	33.1%	34.5%	12.7%	513	3.35
Department/office provides employees with a positive work experience	5.2%	12.0%	20.1%	43.7%	19.1%	577	3.59
Department/office climate has become consistently more inclusive of all employees	3.7%	12.8%	31.9%	37.6%	14.0%	492	3.46
I would recommend my department/office as a place of employment	5.2%	8.7%	17.9%	37.0%	31.3%	576	3.80

Table A14 Discriminatory Attitudes

Discriminatory attitudes are present in your department/office based on:	%	N
No intolerant attitudes are present	38.3%	184
Job title	30.4%	146
Employment classification	29.5%	142
Political affiliation	18.1%	87
Gender	15.6%	75
Age	14.6%	70
Parental status	10.8%	52
Appearance	6.4%	31
Marital status	5.2%	25
Ethnic origin	4.8%	23
Religion	4.4%	21
Race or color	4.0%	19
Socioeconomic status	3.7%	18
Nationality/Country of origin	3.3%	16
Gender identity and expression	2.3%	11
Other	1.7%	8
Sexual orientation	1.2%	6
Disability (e.g. physical, mental)	1.2%	6
Veteran status	0.8%	4
Education/professional background	0.8%	4
Nepotism/favoritism	0.8%	4
Other (general bias, discipline, differing work styles/opinions, research area/grant money brought in)	1.6%	8

Note: multiple response item.

Table A15 Work-Related Stressors

Please select your top THREE work-related stressors	%	N
Lower salary	42.7%	244
Work/life balance	35.1%	201
Workload	33.7%	193
Lack of growth/promotion	26.7%	153
Office/department climate	19.6%	112
Lack of resources/Budget/Funding	19.4%	111
Email overload	16.4%	94
Duties outside my job responsibilities/Additional work	13.6%	78
Interpersonal conflict	13.5%	77
Job security	12.4%	71
Affordable housing near work	12.1%	69
Physical environment	5.1%	29
Ill-defined job	4.9%	28
Lack of work flexibility	4.9%	28
Misconduct occurring at work/Inequities/Bias	4.5%	26
Health issues	3.8%	22
Lack of work autonomy	3.5%	20
Lack of training/skills to do my work	3.1%	18
Other	2.4%	14
Parking and Transportation	1.4%	8
Physical safety	1.0%	6
Bureaucracy	0.5%	3
General Climate	0.3%	2
Communication	0.3%	2
Dependent Care	0.2%	1
Health Insurance/Benefits	0.2%	1

Note: multiple response item.

Table A16 Use of Child and/or Adult Care Services

Have you utilized child or adult care services this past year?	%	N
Yes	14.1%	84
No	85.9%	512
Total	100.0%	596

Table A17 Child and/or Adult Care-related Challenges

Please indicate what child care and/or adult care-related challenges, if any, you have encountered this past year	%	N
Cost of care services	69.1%	56
Finding care for a sick child/adult	40.7%	33
Scheduling care to match work schedule	37.0%	30
Finding child care services	32.1%	26
Transportation to/from care services	28.4%	23
Finding summer care services	27.2%	22
Location of care services	18.5%	15
Quality of care services	13.6%	11
Finding temporary care services	11.1%	9
Dependability of care services	11.1%	9
I did not encounter any challenges related to care services	6.2%	5
Finding adult care services	4.9%	4
Finding care for a child or adult with special needs	4.9%	4
Other	1.2%	1

Note: This question was only asked to those who answered they used care services; multiple response item

Table A18 Gender

	%	N
Women	72.7%	402
Men	26.6%	147
T/NB/GNC	0.7%	4

Note: Excludes respondents who specified Prefer not to disclose. T/NB/GNC = Transgender, non-binary, gender non-conforming.

Table A19 Minoritized Race/Ethnicity

	%	N
Non-minoritized	89.2%	487
Minoritized	10.8%	59

Note: Excludes respondents who specified Prefer not to disclose.

Table A20 Employee Type

	%	N
Administrative Professional	36.0%	213
Faculty	30.1%	178
State Classified	23.5%	139
Other	2.2%	13
Prefer not to disclose	8.1%	48
Total	100.0%	591

Table A21 Department/Unit

	%	N
Biomedical Sciences	13.7%	81
Clinical Sciences	15.1%	89
CVMBS College Office or Center for Environmental Medicine or Molecular, Cellular & Integrative Neurosciences	10.8%	64
Diagnostic Labs: Fort Collins, Grand Junction, Rocky Ford	7.8%	46
Environmental & Radiological Health Sciences	7.6%	45
Microbiology, Immunology and Pathology	17.9%	106
Prefer not to disclose	6.4%	38
Veterinary Teaching Hospital	20.6%	122
Total	100.0%	591

Note: Smaller departments were combined to ensure confidentiality.

Appendix B: Employee Characteristics Mean Comparisons

The following tables show the mean comparison scores by employee characteristics. Mean scores for CSU overall and the Division are also provided.

Table B1 Department/Unit Culture

My department or office...	Overall		Division		Gender				Minoritized Race/Ethnicity				Employee Type					
	CSU		CVMBS		Men		Women		Non-minoritized		Minoritized		Admin Pro		Faculty		SC	
	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N
Supports a healthy work/life balance	3.86 ¹	4008	3.63 ¹	642	3.83 _a	145	3.57 _b	399	3.64 _a	483	3.97 _b	59	3.77 _a	212	3.43 _b	176	3.72 _a	137
Understands the value of diversity	4.06 ¹	3956	3.95 ¹	621	4.13 _a	140	3.93 _b	388	4.02 _a	467	3.93 _a	59	3.97 _{a,b}	204	3.87 _a	167	4.10 _b	135
Promotes a work environment where all employees feel included	3.62 ¹	3994	3.54 ¹	636	3.87 _a	142	3.45 _b	395	3.55 _a	476	3.84 _a	58	3.47 _a	207	3.52 _a	172	3.59 _a	139
Treats all employees equitably	3.46 ¹	3946	3.42 ¹	625	3.76 _a	143	3.32 _b	387	3.43 _a	470	3.77 _b	57	3.34 _a	203	3.35 _a	171	3.50 _a	137
Communicates the importance of valuing diversity	3.87 ¹	3950	3.57 ¹	613	3.83 _a	140	3.53 _b	381	3.62 _a	461	3.68 _a	59	3.57 _a	201	3.54 _a	167	3.62 _a	133
Provides me with opportunities for professional development	3.99 ¹	3999	3.83 ¹	637	3.90 _a	146	3.85 _a	394	3.87 _a	479	4.14 _a	59	3.98 _a	209	3.86 _a	175	3.57 _b	138
Promotes respect for cultural differences	4.04 ¹	3934	3.90 ¹	618	4.01 _a	139	3.90 _a	385	3.95 _a	464	3.95 _a	58	3.93 _a	201	3.84 _a	169	3.99 _a	136
Is open and transparent in communication	3.44 ¹	4009	3.37 ¹	639	3.66 _a	145	3.29 _b	396	3.37 _a	481	3.81 _b	58	3.35 _a	208	3.29 _a	176	3.38 _a	138
Values employee input in major department/office decisions	3.46 ¹	3952	3.31 ¹	623	3.61 _a	140	3.22 _b	388	3.33 _a	468	3.53 _a	57	3.17 _a	204	3.52 _b	172	3.25 _{a,b}	138

Note: Values in the same row and subtable not sharing the same subscript are significantly different at $p < .05$ in the two-sided test of equality for column means. Cells with no subscript are not included in the test. Tests assume equal variances.

1. This category is not used in comparisons because there are no other valid categories to compare

Table B2 Division/College Culture

	Overall		Division		Gender				Minoritized Race/Ethnicity				Employee Type					
	CSU		CVMBS		Men		Women		Non-minoritized		Minoritized		Admin Pro		Faculty		SC	
	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N
My division/college is open and transparent in communication	3.39 ¹	3931	3.36 ¹	626	3.48 _a	143	3.37 _a	388	3.38 _a	472	3.81 _b	57	3.48 _a	205	3.08 _b	173	3.49 _a	134
My division/college promotes respect for cultural differences	3.97 ¹	3872	3.96 ¹	613	4.11 _a	139	3.97 _a	379	4.02 _a	458	4.00 _a	58	4.01 _{a,b}	198	3.85 _a	170	4.12 _b	133
I had a performance review of my progress as an employee in the last year	4.32 ¹	3691	4.25 ¹	576	4.40 _a	136	4.20 _b	355	4.27 _a	437	4.29 _a	49	4.10 _a	185	4.42 _b	165	4.44 _b	135
I was satisfied with the effort my supervisor puts into my performance reviews	3.90 ¹	3687	3.78 ¹	578	4.12 _a	138	3.68 _b	354	3.81 _a	437	4.02 _a	50	3.70 _a	185	3.93 _a	167	3.84 _a	133
I fear negative job consequences if I were to raise an issue of unfair treatment	2.66 ¹	3925	2.63 ¹	622	2.31 _a	145	2.71 _b	382	2.56 _a	468	2.75 _a	56	2.64 _a	207	2.47 _a	170	2.74 _a	135
I would be able to do my job more effectively if I received more information from my department/office	3.10 ¹	3910	3.09 ¹	630	2.82 _a	145	3.16 _b	392	3.04 _a	475	3.12 _a	59	2.98 _a	211	3.00 _a	174	3.18 _a	137
I feel a strong sense of belonging to CSU	3.65 ¹	4012	3.53 ¹	646	3.59 _a	147	3.58 _a	401	3.57 _a	486	3.76 _a	59	3.57 _a	213	3.50 _a	177	3.53 _a	139
I feel a strong sense of belonging to my division/college	3.49 ¹	4003	3.47 ¹	641	3.59 _a	145	3.50 _a	398	3.52 _a	482	3.62 _a	58	3.46 _a	210	3.50 _a	176	3.46 _a	139
I feel a strong sense of belonging to my department/office	3.88 ¹	4007	3.71 ¹	641	3.85 _a	146	3.69 _a	398	3.72 _a	482	4.02 _a	59	3.69 _a	211	3.67 _a	175	3.74 _a	139

Note: Values in the same row and subtable not sharing the same subscript are significantly different at $p < .05$ in the two-sided test of equality for column means. Cells with no subscript are not included in the test. Tests assume equal variances.

1. This category is not used in comparisons because there are no other valid categories to compare

Table B3 Respect

	Overall		Division		Gender				Minoritized Race/Ethnicity				Employee Type					
	CSU		CVMBS		Men		Women		Non-minoritized		Minoritized		Admin Pro		Faculty		SC	
	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N
My department/office is treated with respect by other departments/offices within my division/college	3.64 ¹	3673	3.68 ¹	567	3.90 _a	127	3.65 _b	360	3.72 _a	432	3.75 _a	52	3.65 _a	190	3.96 _b	149	3.37 _c	134
My division/college is treated with respect by CSU	3.69 ¹	3656	3.92 ¹	574	3.98 _a	130	3.93 _a	365	3.95 _a	440	4.04 _a	55	3.95 _a	190	3.97 _a	156	3.84 _a	130
The people I interact with treat each other with respect.	3.95 ¹	3999	3.95 ¹	637	4.19 _a	145	3.91 _b	401	3.99 _a	485	4.05 _a	59	3.92 _a	213	4.06 _a	176	3.88 _a	137
There is respect for religious differences in my department/office	3.91 ¹	3459	3.92 ¹	532	4.15 _a	122	3.86 _b	337	3.94 _a	401	4.05 _a	56	3.93 _a	180	3.92 _a	146	3.84 _a	119
There is respect for liberal perspectives in my department/office	4.06 ¹	3723	4.03 ¹	575	4.15 _a	132	4.00 _a	365	4.05 _a	437	4.10 _a	58	4.06 _a	195	4.04 _a	159	3.91 _a	127
There is respect for conservative perspectives in my department/office	3.47 ¹	3600	3.49 ¹	556	3.48 _a	128	3.48 _a	351	3.48 _a	419	3.76 _a	58	3.49 _a	186	3.41 _a	155	3.55 _a	124
I feel valued as an employee	3.68 ¹	3991	3.59 ¹	634	3.82 _a	147	3.57 _b	398	3.63 _a	484	3.88 _a	58	3.65 _a	212	3.61 _a	177	3.54 _a	139

Note: Values in the same row and subtable not sharing the same subscript are significantly different at $p < .05$ in the two-sided test of equality for column means. Cells with no subscript are not included in the test. Tests assume equal variances.

1. This category is not used in comparisons because there are no other valid categories to compare

Table B4 Favoritism

	Overall		Division		Gender				Minoritized Race/Ethnicity				Employee Type					
	CSU		CVMBS		Men		Women		Non-minoritized		Minoritized		Admin Pro		Faculty		SC	
	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N
Favoritism plays a role in who gets recognized within my department/office	3.00 ¹	3711	3.16 ¹	578	2.92 _a	132	3.21 _b	364	3.11 _a	446	3.12 _a	50	3.17 _a	186	3.26 _a	166	3.03 _a	135
Favoritism plays a role in who gets resources in my department/office	2.85 ¹	3670	3.04 ¹	563	2.86 _a	133	3.06 _a	351	2.99 _a	433	2.96 _a	51	3.06 _{a,b}	181	3.14 _a	165	2.85 _b	129
Favoritism plays a role in who gets professional development opportunities	2.64 ¹	3665	2.83 ¹	571	2.62 _a	133	2.85 _a	360	2.77 _a	444	2.80 _a	49	2.76 _a	190	2.80 _a	164	2.90 _a	134
Favoritism plays a role in who gets promoted in my department/office	2.88 ¹	3606	3.01 ¹	558	2.69 _a	131	3.08 _b	353	2.97 _a	432	2.94 _a	50	3.11 _a	176	2.95 _a	166	2.90 _a	133
Favoritism plays a role in who gets hired in my department/office	2.73 ¹	3568	2.92 ¹	546	2.73 _a	131	2.97 _b	343	2.89 _a	424	2.82 _a	49	2.93 _a	179	2.99 _a	158	2.86 _a	131

Note: Values in the same row and subtable not sharing the same subscript are significantly different at $p < .05$ in the two-sided test of equality for column means. Cells with no subscript are not included in the test. Tests assume equal variances.

1. This category is not used in comparisons because there are no other valid categories to compare

Table B5 Leadership and Accountability

	Overall		Division		Gender				Minoritized Race/Ethnicity				Employee Type					
	CSU		CVMBS		Men		Women		Non-minoritized		Minoritized		Admin Pro		Faculty		SC	
	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N
Division/college leadership adequately addresses inappropriate behavior	3.35 ¹	2953	3.32 ¹	463	3.52 _a	112	3.30 _a	297	3.36 _a	367	3.51 _a	39	3.39 _a	152	3.19 _a	136	3.38 _a	110
Department/office leadership adequately addresses inappropriate behavior	3.45 ¹	3343	3.33 ¹	511	3.61 _a	126	3.29 _b	327	3.39 _a	406	3.55 _a	44	3.31 _a	170	3.31 _a	150	3.43 _a	122
Division/college leadership holds employees accountable for inappropriate behavior	3.30 ¹	2849	3.26 ¹	446	3.46 _a	106	3.27 _a	286	3.32 _a	354	3.39 _a	36	3.32 _a	146	3.16 _a	129	3.33 _a	105

Table B5 Leadership and Accountability

Department/office leadership holds employees accountable for inappropriate behavior	3.41 ¹	3241	3.26 ¹	491	3.54 _a	119	3.23 _b	313	3.33 _a	393	3.36 _a	39	3.27 _a	163	3.21 _a	143	3.38 _a	116
Division/college leadership holds employees accountable for poor performance in the workplace	3.13 ¹	2894	3.05 ¹	467	3.19 _a	112	3.06 _a	300	3.09 _a	370	3.30 _a	40	3.10 _{a,b}	157	2.88 _a	133	3.19 _b	109
Department/office leadership holds employees accountable for poor performance in the workplace	3.25 ¹	3365	3.09 ¹	527	3.28 _a	123	3.08 _a	340	3.15 _a	420	3.28 _a	43	3.06 _a	175	3.03 _a	148	3.22 _a	129
Division/college leadership acts ethically and honestly in the workplace	3.78 ¹	3369	3.69 ¹	531	3.90 _a	130	3.68 _b	344	3.73 _a	427	3.96 _a	45	3.66 _a	177	3.67 _a	161	3.73 _a	119
Department/office leadership acts ethically and honestly in the workplace	3.89 ¹	3705	3.82 ¹	578	4.09 _a	140	3.76 _b	371	3.85 _a	462	4.08 _a	49	3.79 _a	191	3.87 _a	172	3.78 _a	134
Division/college leadership addresses issues of inequity	3.37 ¹	3033	3.31 ¹	462	3.54 _a	116	3.27 _b	291	3.36 _a	367	3.45 _a	38	3.36 _a	152	3.26 _a	141	3.29 _a	106
Department/office leadership addresses issues of inequity	3.47 ¹	3351	3.35 ¹	503	3.70 _a	122	3.27 _b	320	3.40 _a	399	3.56 _a	43	3.27 _a	165	3.48 _a	153	3.33 _a	117
Division/college leaders hold all employees to the same standards	3.20 ¹	3130	3.14 ¹	492	3.31 _a	121	3.14 _a	313	3.17 _a	393	3.57 _b	40	3.17 _a	161	3.04 _a	146	3.20 _a	116
Department/office leaders hold all employees to the same standards	3.25 ¹	3599	3.10 ¹	554	3.40 _a	135	3.05 _b	352	3.13 _a	440	3.51 _b	47	3.07 _a	179	3.04 _a	165	3.17 _a	132

Note: Values in the same row and subtable not sharing the same subscript are significantly different at $p < .05$ in the two-sided test of equality for column means. Cells with no subscript are not included in the test. Tests assume equal variances.

1. This category is not used in comparisons because there are no other valid categories to compare

Table B6 Misconduct Among Employees at CSU

___ is problematic among employees at CSU	Overall		Division		Gender				Minoritized Race/Ethnicity				Employee Type					
	CSU		CVMBS		Men		Women		Non-minoritized		Minoritized		Admin Pro		Faculty		SC	
	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N
Sexual Harassment	6.3%	247	3.7%	23	*	*	3.5%	14	4.1%	20	*	*	*	*	*	*	*	*
Sexual Misconduct	3.0%	117	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Bullying	13.3%	519	10.5%	65	10.3%	15	10.0%	40	10.5%	51	*	*	10.8%	23	13.0%	23	7.2%	10
Bias	28.3%	1104	23.9%	148	19.9%	29	24.8%	99	22.8%	111	24.1%	14	23.5%	50	30.5%	54	15.9%	22
Physical Assault	0.6%	23	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Verbal Assault	7.2%	282	3.9%	24	*	*	3.0%	12	4.3%	21	*	*	6.1%	13	*	*	*	*
None	65.7%	2566	69.3%	429	71.2%	104	69.5%	278	69.8%	339	72.4%	42	69.5%	148	63.3%	112	76.8%	106

Note: multiple response item; statistical significance not tested

Means and percentages are reported only for items with n ≥ 10.

Table B7 Misconduct Among Division/College

___ is problematic among employees in my division/college	Overall		Division		Gender				Minoritized Race/Ethnicity				Employee Type					
	CSU		CVMBS		Men		Women		Non-minoritized		Minoritized		Admin Pro		Faculty		SC	
	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N
Sexual Harassment	2.8%	109	1.8%	11	*	*	*	*	2.1%	10	*	*	*	*	*	*	*	*
Sexual Misconduct	1.3%	52	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Bullying	10.3%	404	8.4%	52	8.2%	12	8.3%	33	8.4%	41	*	*	8.0%	17	10.7%	19	*	*
Bias	24.1%	940	21.2%	131	16.4%	24	22.3%	89	21.2%	103	17.2%	10	23.0%	49	23.2%	41	14.5%	20
Physical Assault	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Verbal Assault	5.1%	199	3.6%	22	*	*	4.3%	17	3.7%	18	*	*	5.6%	12	*	*	*	*
None	70.8%	2765	73.3%	454	76.0%	111	72.8%	291	73.0%	355	77.6%	45	71.4%	152	69.5%	123	80.4%	111

Note: multiple response item; statistical significance not tested

Means and percentages are reported only for items with n ≥ 10.

Table B8 Misconduct Among Department/Office

___ is problematic among employees in my department/office	Overall		Division		Gender				Minoritized Race/Ethnicity				Employee Type					
	CSU		CVMBS		Men		Women		Non-minoritized		Minoritized		Admin Pro		Faculty		SC	
	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N
Sexual Harassment	1.9%	73	1.8%	11	*	*	*	*	2.3%	11	*	*	*	*	*	*	*	*
Sexual Misconduct	1.1%	42	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Bullying	12.4%	486	12.9%	80	13.0%	19	12.8%	51	12.6%	61	*	*	13.6%	29	16.4%	29	8.0%	11
Bias	23.3%	911	22.6%	140	20.5%	30	23.5%	94	21.6%	105	27.6%	16	25.4%	54	23.7%	42	13.8%	19
Physical Assault	0.3%	10	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Verbal Assault	7.0%	272	7.6%	47	*	*	8.0%	32	7.8%	38	*	*	8.5%	18	9.0%	16	*	*
None	69.9%	2731	68.0%	421	67.8%	99	67.5%	270	67.9%	330	67.2%	39	66.2%	141	61.6%	109	79.7%	110

Note: multiple response item; statistical significance not tested

Means and percentages are reported only for items with n ≥ 10.

Table B9 Avoidance due to Misconduct

There are people at CSU I avoid because I fear ___	Overall		Division		Gender				Minoritized Race/Ethnicity				Employee Type					
	CSU		CVMBS		Men		Women		Non-minoritized		Minoritized		Admin Pro		Faculty		SC	
	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N
Sexual Harassment	2.5%	99	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Sexual Misconduct	1.0%	41	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Bullying	16.7%	651	15.5%	96	11.6%	17	16.3%	65	15.4%	75	*	*	14.6%	31	16.4%	29	13.8%	19
Bias	20.0%	781	17.1%	106	13.0%	19	18.5%	74	16.0%	78	20.7%	12	16.9%	36	16.4%	29	16.7%	23
Physical Assault	0.9%	37	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Verbal Assault	11.0%	428	10.7%	66	7.5%	11	11.0%	44	10.7%	52	*	*	14.6%	31	8.5%	15	8.7%	12
None	68.7%	2682	70.0%	433	78.1%	114	67.8%	271	70.4%	342	69.0%	40	69.5%	148	70.6%	125	71.7%	99

Note: multiple response item; statistical significance not tested

Means and percentages are reported only for items with n ≥ 10.

Table B10 Bias Incidents

	Overall		Division		Gender				Minoritized Race/Ethnicity				Employee Type					
	CSU		CVMBS		Men		Women		Non-minoritized		Minoritized		Admin Pro		Faculty		SC	
	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N
I find it is worthwhile to know about bias incidents at CSU	4.00 ¹	3726	3.88 ¹	591	3.77 _a	139	3.95 _b	384	3.90 _a	466	4.11 _a	55	4.01 _a	205	3.85 _{a,b}	170	3.76 _b	132
The university is transparent in reporting bias incidents at CSU	3.64 ¹	3199	3.47 ¹	487	3.47 _a	117	3.48 _a	316	3.49 _a	388	3.66 _a	44	3.51 _{a,b}	169	3.32 _a	137	3.63 _b	113
I am alarmed about the number of bias incidents reported at CSU	3.10 ¹	3174	3.06 ¹	463	2.93 _a	120	3.09 _a	292	3.05 _a	369	2.90 _a	42	3.01 _a	158	3.13 _a	135	3.05 _a	110
The number of bias incidents have increased at CSU in the past year	3.21 ¹	2397	3.15 ¹	342	3.04 _a	84	3.18 _a	214	3.13 _a	265	3.22 _a	32	3.11 _a	114	3.14 _a	99	3.21 _a	82
CSU handles incidents of bias well	3.44 ¹	2962	3.34 ¹	427	3.35 _a	109	3.35 _a	267	3.38 _a	336	3.45 _a	38	3.35 _a	147	3.25 _a	125	3.45 _a	97

Note: Values in the same row and subtable not sharing the same subscript are significantly different at $p < .05$ in the two-sided test of equality for column means. Cells with no subscript are not included in the test. Tests assume equal variances.

1. This category is not used in comparisons because there are no other valid categories to compare

Table B11 Employee Councils

Are you aware there is an employee group/organization that represents my employee group's interests (i.e., Administrative Professional Council, Classified Personnel Council, Faculty Council).	Overall		Division		Gender				Minoritized Race/Ethnicity				Employee Type					
	CSU		CVMBS		Men		Women		Non-minoritized		Minoritized		Admin Pro		Faculty		SC	
	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N
Yes	83.9% ¹	3260	70.6% ¹	437	77.6% _a	114	70.3% _a	282	73.9% _a	359	54.2% _b	32	77.5% _a	165	78.0% _a	138	74.8% _a	104
No	16.1% ¹	627	29.4% ¹	182	22.4% _a	33	29.7% _a	119	26.1% _a	127	45.8% _b	27	22.5% _a	48	22.0% _a	39	25.2% _a	35

Note: Values in the same row and subtable not sharing the same subscript are significantly different at $p < .05$ in the two-sided test of equality for column proportions. Cells with no subscript are not included in the test. Tests assume equal variances.

1. This category is not used in comparisons because there are no other valid categories to compare

Table B12 Employee Councils

	Overall		Division		Gender				Minoritized Race/Ethnicity				Employee Type					
	CSU		CVMBS		Men		Women		Non-minoritized		Minoritized		Admin Pro		Faculty		SC	
	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N
I feel my employee council addresses issues and topics that are important and relevant to me	3.35 ¹	2437	3.26 ¹	301	3.26 _a	86	3.30 _a	185	3.28 _a	243	3.61 _a	23	3.31 _a	110	3.30 _a	105	3.18 _a	67
I feel that the councils' collective participation in shared governance is pertinent to the success of our institution	3.87 ¹	2700	3.73 ¹	335	3.62 _a	92	3.81 _a	208	3.77 _a	273	3.68 _a	22	3.82 _a	124	3.71 _a	112	3.63 _a	76

Note: Values in the same row and subtable not sharing the same subscript are significantly different at $p < .05$ in the two-sided test of equality for column means. Cells with no subscript are not included in the test. Tests assume equal variances.

1. This category is not used in comparisons because there are no other valid categories to compare

Table B13 Principles of Community

	Overall		Division		Gender				Minoritized Race/Ethnicity				Employee Type					
	CSU		CVMBS		Men		Women		Non-minoritized		Minoritized		Admin Pro		Faculty		SC	
	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N
I am familiar with the Principles of Community.	3.91 ¹	3644	3.24 ¹	534	3.35 _a	132	3.26 _a	351	3.28 _a	430	3.08 _a	51	3.32 _{a,b}	192	3.44 _a	158	3.11 _b	119
Within my department/office, the Principles of Community are visible in my daily working environment (e.g. posted, displayed)	3.52 ¹	3366	2.85 ¹	469	3.09 _a	115	2.81 _b	307	2.88 _a	372	2.82 _a	45	2.86 _a	171	2.95 _a	135	2.88 _a	110
I feel the Principles of Community have made a positive impact on the climate in my department/office	3.20 ¹	3209	2.89 ¹	430	3.05 _a	113	2.87 _a	279	2.92 _a	343	3.02 _a	42	2.96 _a	149	2.88 _a	137	2.91 _a	95
I feel the Principles of Community have made a positive impact on the climate in my division/college	3.26 ¹	3082	2.96 ¹	418	3.13 _a	111	2.95 _a	270	3.00 _a	332	3.05 _a	41	3.09 _a	144	2.87 _b	133	3.04 _{a,b}	93

Note: Values in the same row and subtable not sharing the same subscript are significantly different at $p < .05$ in the two-sided test of equality for column means. Cells with no subscript are not included in the test. Tests assume equal variances.

1. This category is not used in comparisons because there are no other valid categories to compare

Table B14 Freedom of Speech

	Overall		Division		Gender				Minoritized Race/Ethnicity				Employee Type					
	CSU		CVMBS		Men		Women		Non-minoritized		Minoritized		Admin Pro		Faculty		SC	
	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N
My division/college supports people speaking freely	3.64 ¹	3629	3.69 ¹	567	3.87 _a	140	3.69 _b	372	3.75 _a	456	3.82 _a	56	3.75 _a	195	3.66 _a	170	3.67 _a	129
Free speech is an important issue on campus	4.28 ¹	3697	4.13 ¹	578	4.20 _a	143	4.09 _a	375	4.13 _a	460	4.16 _a	57	4.21 _a	199	4.21 _a	171	4.02 _b	130
I have the skills to navigate free speech questions on campus	3.59 ¹	3525	3.56 ¹	539	3.76 _a	134	3.49 _b	353	3.58 _a	431	3.52 _a	56	3.67 _a	185	3.58 _{a,b}	163	3.40 _b	120
I know who to ask/where to go if I have questions about free speech	3.30 ¹	3473	3.03 ¹	511	3.14 _a	132	3.00 _a	330	3.03 _a	407	3.02 _a	55	3.05 _a	180	3.06 _a	150	2.94 _a	115
Issues related to freedom of speech impact my work	2.97 ¹	3648	2.63 ¹	565	2.43 _a	139	2.64 _b	368	2.53 _a	449	2.91 _b	57	2.56 _a	196	2.63 _a	168	2.65 _a	124

Note: Values in the same row and subtable not sharing the same subscript are significantly different at $p < .05$ in the two-sided test of equality for column means. Cells with no subscript are not included in the test. Tests assume equal variances.

1. This category is not used in comparisons because there are no other valid categories to compare

Table B15 CSU Perceptions

	Overall		Division		Gender				Minoritized Race/Ethnicity				Employee Type					
	CSU		CVMBS		Men		Women		Non-minoritized		Minoritized		Admin Pro		Faculty		SC	
	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N
CSU recruits employees from a diverse set of backgrounds	3.84 ¹	3315	3.85 ¹	498	3.74 _a	125	3.91 _a	329	3.90 _a	397	3.75 _a	55	3.96 _a	179	3.56 _b	142	4.01 _a	115
CSU improves the campus climate for all employees	3.72 ¹	3408	3.64 ¹	521	3.70 _a	135	3.67 _a	342	3.67 _a	424	3.83 _a	53	3.75 _a	190	3.53 _b	156	3.59 _{a,b}	116
CSU retains diverse employees	3.60 ¹	2992	3.71 ¹	436	3.72 _a	112	3.74 _a	286	3.76 _a	348	3.74 _a	50	3.82 _a	151	3.45 _b	128	3.86 _a	104
CSU creates a supportive environment for employees from diverse backgrounds	3.77 ¹	3194	3.77 ¹	476	3.82 _a	128	3.79 _a	306	3.83 _a	378	3.74 _a	54	3.87 _a	163	3.57 _b	141	3.83 _a	116
CSU encourages discussions related to diversity	4.02 ¹	3472	3.80 ¹	503	3.85 _a	128	3.81 _a	333	3.83 _a	406	3.81 _a	54	3.90 _a	182	3.68 _b	151	3.73 _{a,b}	112
CSU provides employees with a positive work experience	3.84 ¹	3541	3.76 ¹	537	3.90 _a	135	3.78 _a	358	3.79 _a	433	4.05 _b	58	3.85 _a	199	3.67 _a	159	3.70 _a	118
CSU climate has become consistently more inclusive of all employees	3.76 ¹	3183	3.61 ¹	456	3.70 _a	120	3.64 _a	296	3.65 _a	368	3.85 _a	48	3.68 _a	167	3.51 _a	137	3.67 _a	103
I would recommend CSU as a place of employment	4.08 ¹	3708	3.99 ¹	576	4.05 _a	145	4.03 _a	384	4.04 _a	471	4.05 _a	56	4.05 _a	208	3.94 _a	172	3.99 _a	133

Note: Values in the same row and subtable not sharing the same subscript are significantly different at $p < .05$ in the two-sided test of equality for column means. Cells with no subscript are not included in the test. Tests assume equal variances.

1. This category is not used in comparisons because there are no other valid categories to compare

Table B16 Department/Unit Perceptions

	Overall		Division		Gender				Minoritized Race/Ethnicity				Employee Type					
	CSU		CVMBS		Men		Women		Non-minoritized		Minoritized		Admin Pro		Faculty		SC	
	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N
Department/office recruits employees from a diverse set of backgrounds	3.67 ¹	3603	3.66 ¹	539	3.67 _a	137	3.65 _a	357	3.69 _a	435	3.63 _a	57	3.69 _a	191	3.42 _b	163	3.86 _a	126
Department/office improves the campus climate for all employees	3.61 ¹	3548	3.49 ¹	541	3.72 _a	140	3.43 _b	357	3.50 _a	441	3.73 _a	56	3.53 _a	198	3.43 _a	162	3.45 _a	122
Department/office retains diverse employees	3.50 ¹	3414	3.59 ¹	497	3.74 _a	129	3.56 _a	327	3.64 _a	401	3.55 _a	55	3.63 _a	173	3.48 _a	148	3.68 _a	119
Department/office creates a supportive environment for employees from diverse backgrounds	3.68 ¹	3458	3.65 ¹	514	3.79 _a	141	3.66 _a	330	3.71 _a	412	3.75 _a	57	3.72 _a	177	3.51 _b	154	3.73 _a	125
Department/office encourages discussions related to diversity	3.66 ¹	3561	3.35 ¹	513	3.57 _a	134	3.29 _b	336	3.39 _a	415	3.39 _a	54	3.31 _a	181	3.28 _a	156	3.41 _a	118
Department/office provides employees with a positive work experience	3.71 ¹	3739	3.59 ¹	577	3.85 _a	143	3.54 _b	386	3.61 _a	470	3.91 _b	58	3.67 _a	207	3.58 _a	172	3.50 _a	134
Department/office climate has become consistently more inclusive of all employees	3.59 ¹	3380	3.46 ¹	492	3.69 _a	132	3.40 _b	319	3.48 _a	401	3.66 _a	50	3.45 _a	181	3.47 _a	148	3.46 _a	112
I would recommend my department/office as a place of employment	3.86 ¹	3735	3.80 ¹	576	4.06 _a	145	3.77 _b	385	3.85 _a	473	4.00 _a	55	3.80 _a	210	3.79 _a	170	3.84 _a	134

Note: Values in the same row and subtable not sharing the same subscript are significantly different at $p < .05$ in the two-sided test of equality for column means. Cells with no subscript are not included in the test. Tests assume equal variances.

1. This category is not used in comparisons because there are no other valid categories to compare

Table B17 Use of Child and/or Adult Care Services

Have you utilized child or adult care services this past year?	Overall		Division		Gender				Minoritized Race/Ethnicity				Employee Type					
	CSU		CVMBS		Men		Women		Non-minoritized		Minoritized		Admin Pro		Faculty		SC	
	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N
Yes	14.1% ¹	533	14.1% ¹	84	11.6% _a	17	16.5% _a	66	15.0% _a	73	18.6% _a	11	17.0% _a	36	17.4% _a	31	10.8% _a	15
No	85.9% ¹	3247	85.9% ¹	512	88.4% _a	130	83.5% _a	335	85.0% _a	413	81.4% _a	48	83.0% _a	176	82.6% _a	147	89.2% _a	124

Note: Values in the same row and subtable not sharing the same subscript are significantly different at $p < .05$ in the two-sided test of equality for column proportions. Cells with no subscript are not included in the test. Tests assume equal variances.

1. This category is not used in comparisons because there are no other valid categories to compare

Table B18 Child and/or Adult Care-related Challenges

	Overall		Division		Gender				Minoritized Race/Ethnicity				Employee Type					
	CSU		CVMBS		Men		Women		Non-minoritized		Minoritized		Admin Pro		Faculty		SC	
	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N
Cost of care services	72.3%	391	69.1%	56	*	*	75.8%	50	68.6%	48	*	*	80.0%	28	58.6%	17	*	*
Finding child care services	31.8%	172	32.1%	26	*	*	33.3%	22	27.1%	19	*	*	34.3%	12	*	*	*	*
Finding adult care services	5.5%	30	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Finding temporary care services	12.0%	65	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Finding care for a sick child/adult	28.7%	155	40.7%	33	*	*	45.5%	30	41.4%	29	*	*	34.3%	12	51.7%	15	*	*
Finding care for a child or adult with special needs	3.5%	19	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Other	2.2%	12	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Transportation to/from care services	29.2%	158	28.4%	23	*	*	28.8%	19	25.7%	18	*	*	*	*	37.9%	11	*	*
Dependability of care services	15.0%	81	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Quality of care services	17.2%	93	13.6%	11	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Scheduling care to match work schedule	40.1%	217	37.0%	30	*	*	37.9%	25	34.3%	24	*	*	40.0%	14	37.9%	11	*	*
Finding summer care services	27.9%	151	27.2%	22	*	*	31.8%	21	27.1%	19	*	*	*	*	*	*	*	*
Location of care services	15.5%	84	18.5%	15	*	*	18.2%	12	17.1%	12	*	*	*	*	*	*	*	*
I did not encounter any challenges related to care services	10.2%	55	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

Note: only asked of those who used child and/or adult care services; multiple response item; statistical significance not tested

Means and percentages are reported only for items with n ≥ 10.

Table B19 Factors

	Overall		Division		Gender				Minoritized Race/Ethnicity				Employee Type					
	CSU		CVMBS		Men		Women		Non-minoritized		Minoritized		Admin Pro		Faculty		SC	
	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N	Avg	N
CSU Perceptions	3.82 ¹	2524	3.74 ¹	344	3.82 _a	94	3.76 _a	216	3.80 _a	271	3.81 _a	38	3.87 _a	119	3.58 _b	103	3.77 _{a,b}	81
Department/Unit Perceptions	3.66 ¹	2869	3.58 ¹	386	3.76 _a	107	3.54 _b	244	3.63 _a	308	3.63 _a	42	3.59 _a	133	3.52 _a	117	3.63 _a	93
Department/Unit Leadership	3.42 ¹	2859	3.28 ¹	424	3.63 _a	101	3.22 _b	271	3.34 _a	335	3.53 _a	36	3.25 _a	139	3.30 _a	122	3.37 _a	106
College/Division Leadership	3.31 ¹	2472	3.24 ¹	385	3.49 _a	89	3.22 _b	246	3.29 _a	301	3.51 _a	33	3.29 _a	126	3.15 _a	110	3.31 _a	95
Favoritism	2.80 ¹	3417	2.98 ¹	516	2.74 _a	123	3.03 _b	322	2.94 _a	396	2.90 _a	47	3.00 _a	170	3.00 _a	146	2.91 _a	125
Sense of Belonging	3.67 ¹	3978	3.56 ¹	636	3.66 _a	144	3.59 _a	395	3.60 _a	478	3.79 _a	58	3.56 _a	208	3.55 _a	174	3.58 _a	139
Department/Unit Culture	3.52 ¹	3807	3.44 ¹	597	3.75 _a	137	3.36 _b	376	3.45 _a	456	3.80 _b	53	3.38 _a	197	3.47 _a	164	3.45 _a	137
Department/Unit Diversity Culture	4.00 ¹	3753	3.86 ¹	575	4.02 _a	130	3.85 _b	357	3.92 _a	428	3.89 _a	57	3.88 _a	185	3.82 _a	156	3.96 _a	128

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Appendix C: Division Comparisons to CSU Overall

The following tables display the Division's mean score compared to CSU overall. Division results are noted as being "higher," "similar," or "lower" than the CSU average, meaning that the Division's score for the item is either statistically similar to or different than (higher or lower)¹ the university's score.

Table C1 Department/Unit Culture

My department or office...		Division average	CSU average	Avg Gap	Division percent agree	CSU percent agree	PP Gap
Supports a healthy work/life balance	Lower	3.63	3.86	-.22	63.4%	72.5%	-9.1
Understands the value of diversity	Lower	3.95	4.06	-.11	73.3%	78.6%	-5.3
Promotes a work environment where all employees feel included	Similar	3.54	3.62	-.09	61.2%	64.7%	-3.5
Treats all employees equitably	Similar	3.42	3.46	-.05	56.6%	58.5%	-1.8
Communicates the importance of valuing diversity	Lower	3.57	3.87	-.31	55.5%	69.8%	-14.4
Provides me with opportunities for professional development	Lower	3.83	3.99	-.16	70.2%	77.0%	-6.9
Promotes respect for cultural differences	Lower	3.90	4.04	-.14	68.3%	76.1%	-7.8
Is open and transparent in communication	Similar	3.37	3.44	-.07	56.5%	57.3%	-.8
Values employee input in major department/office decisions	Lower	3.31	3.46	-.15	51.7%	57.3%	-5.7

¹ Based a 95% confidence interval where the margin of error for any given item is calculated as $1.96 \times (\sigma \div \sqrt{n})$.

Table C2 Culture

		Division average	CSU average	Avg Gap	Division percent agree	CSU percent agree	PP Gap
My division/college is open and transparent in communication	Similar	3.36	3.39	-.03	55.8%	54.2%	1.6
My division/college promotes respect for cultural differences	Similar	3.96	3.97	-.01	76.5%	76.1%	.4
I had a performance review of my progress as an employee in the last year	Lower	4.25	4.32	-.08	90.8%	91.6%	-.8
I was satisfied with the effort my supervisor puts into my performance reviews	Lower	3.78	3.90	-.12	68.3%	72.9%	-4.6
I fear negative job consequences if I were to raise an issue of unfair treatment	Similar	2.63	2.66	-.03	27.0%	28.0%	-1.0
I would be able to do my job more effectively if I received more information from my department/office	Similar	3.09	3.10	-.02	35.2%	37.0%	-1.8
I feel a strong sense of belonging to CSU	Lower	3.53	3.65	-.12	59.0%	62.4%	-3.4
I feel a strong sense of belonging to my division/college	Similar	3.47	3.49	-.02	54.0%	55.4%	-1.4
I feel a strong sense of belonging to my department/office	Lower	3.71	3.88	-.17	66.1%	71.3%	-5.2

Table C3 Respect

		Division average	CSU average	Avg Gap	Division percent agree	CSU percent agree	PP Gap
My department/office is treated with respect by other departments/offices within my division/college	Similar	3.68	3.64	.05	65.6%	64.3%	1.4
My division/college is treated with respect by CSU	Higher	3.92	3.69	.22	74.2%	67.0%	7.2
The people I interact with treat each other with respect	Similar	3.95	3.95	-.01	79.3%	78.9%	.4
There is respect for religious differences in my department/office	Similar	3.92	3.91	.01	71.2%	71.7%	-.4
There is respect for liberal perspectives in my department/office	Similar	4.03	4.06	-.03	76.9%	79.0%	-2.1
There is respect for conservative perspectives in my department/office	Similar	3.49	3.47	.02	55.2%	55.1%	.1
I feel valued as an employee	Similar	3.59	3.68	-.09	63.4%	66.7%	-3.3

Table C4 Favoritism

		Division average	CSU average	Avg Gap	Division percent agree	CSU percent agree	PP Gap
Favoritism plays a role in who gets recognized within my department/office	Higher	3.16	3.00	.16	43.4%	37.9%	5.5
Favoritism plays a role in who gets resources in my department/office	Higher	3.04	2.85	.19	36.6%	31.3%	5.3
Favoritism plays a role in who gets professional development opportunities	Higher	2.83	2.64	.19	28.2%	23.7%	4.5
Favoritism plays a role in who gets promoted in my department/office	Higher	3.01	2.88	.14	34.8%	32.3%	2.4
Favoritism plays a role in who gets hired in my department/office	Higher	2.92	2.73	.19	30.2%	25.6%	4.7

Table C5 Leadership and Accountability

		Division average	CSU average	Avg Gap	Division percent agree	CSU percent agree	PP Gap
Division/college leadership adequately addresses inappropriate behavior	Similar	3.32	3.35	-.03	49.2%	51.7%	-2.5
Department/office leadership adequately addresses inappropriate behavior	Lower	3.33	3.45	-.11	53.0%	58.2%	-5.1
Division/college leadership holds employees accountable for inappropriate behavior	Similar	3.26	3.30	-.03	44.6%	48.1%	-3.5

Department/office leadership holds employees accountable for inappropriate behavior	Lower	3.26	3.41	-.15	48.9%	55.4%	-6.5
Division/college leadership holds employees accountable for poor performance in the workplace	Similar	3.05	3.13	-.07	37.0%	41.5%	-4.5
Department/office leadership holds employees accountable for poor performance in the workplace	Lower	3.09	3.25	-.16	43.5%	50.5%	-7.1
Division/college leadership acts ethically and honestly in the workplace	Lower	3.69	3.78	-.09	64.4%	69.4%	-5.0
Department/office leadership acts ethically and honestly in the workplace	Similar	3.82	3.89	-.08	72.3%	75.1%	-2.8
Division/college leadership addresses issues of inequity	Similar	3.31	3.37	-.05	45.7%	50.3%	-4.6
Department/office leadership addresses issues of inequity	Lower	3.35	3.47	-.12	50.5%	55.8%	-5.3
Division/college leaders hold all employees to the same standards	Similar	3.14	3.20	-.06	42.7%	45.8%	-3.1
Department/office leaders hold all employees to the same standards	Lower	3.10	3.25	-.16	44.4%	51.1%	-6.7

Table C6 Bias Incidents

		Division average	CSU average	Avg Gap	Division percent agree	CSU percent agree	PP Gap
I find it is worthwhile to know about bias incidents at CSU	Lower	3.88	4.00	-.12	73.4%	77.7%	-4.3
The university is transparent in reporting bias incidents at CSU	Lower	3.47	3.64	-.17	53.2%	61.8%	-8.6
I am alarmed about the number of bias incidents reported at CSU	Similar	3.06	3.10	-.05	27.4%	32.4%	-4.9
The number of bias incidents have increased at CSU in the past year	Similar	3.15	3.21	-.06	27.8%	34.0%	-6.3
CSU handles incidents of bias well	Lower	3.34	3.44	-.10	43.3%	51.2%	-7.9

Table C7 Employee Councils

		Division average	CSU average	Avg Gap	Division percent agree	CSU percent agree	PP Gap
I feel my employee council addresses issues and topics that are important and relevant to me	Similar	3.26	3.35	-.09	38.2%	46.7%	-8.4
I feel that the councils' collective participation in shared governance is pertinent to the success of our institution	Lower	3.73	3.87	-.15	62.4%	70.8%	-8.4

Note: This question was only asked to those who answered they were aware of employee councils.

Table C8 Principles of Community

		Division average	CSU average	Avg Gap	Division percent agree	CSU percent agree	PP Gap
I am familiar with the Principles of Community	Lower	3.24	3.91	-.67	56.9%	77.2%	-20.3
Within my department/office, the Principles of Community are visible in my daily working environment	Lower	2.85	3.52	-.67	31.8%	58.4%	-26.6
I feel the Principles of Community have made a positive impact on the climate in my department/office	Lower	2.89	3.20	-.31	20.9%	36.0%	-15.0
I feel the Principles of Community have made a positive impact on the climate in my division/college	Lower	2.96	3.26	-.30	23.4%	38.4%	-15.0

Table C9 Freedom of Speech

		Division average	CSU average	Avg Gap	Division percent agree	CSU percent agree	PP Gap
My division/college supports people speaking freely	Similar	3.69	3.64	.06	69.1%	66.7%	2.4
Free speech is an important issue on campus	Lower	4.13	4.28	-.15	84.6%	89.5%	-4.8
I have the skills to navigate free speech questions on campus	Similar	3.56	3.59	-.03	57.9%	59.8%	-1.9
I know who to ask/where to go if I have questions about free speech	Lower	3.03	3.30	-.27	38.6%	50.3%	-11.8
Issues related to freedom of speech impact my work	Lower	2.63	2.97	-.34	20.9%	33.5%	-12.6

Table C10 CSU Perceptions

		Division average	CSU average	Avg Gap	Division percent agree	CSU percent agree	PP Gap
CSU recruits employees from a diverse set of backgrounds	Similar	3.85	3.84	.00	74.3%	75.0%	-.7
CSU improves the campus climate for all employees	Lower	3.64	3.72	-.08	64.9%	69.5%	-4.6
CSU retains diverse employees	Higher	3.71	3.60	.11	65.1%	61.2%	3.9
CSU creates a supportive environment for employees from diverse backgrounds	Similar	3.77	3.77	.00	67.9%	69.9%	-2.0
CSU encourages discussions related to diversity	Lower	3.80	4.02	-.23	68.8%	79.9%	-11.1
CSU provides employees with a positive work experience	Similar	3.76	3.84	-.07	68.9%	74.0%	-5.1
CSU climate has become consistently more inclusive of all employees	Lower	3.61	3.76	-.15	57.5%	66.6%	-9.2
Would recommend CSU as a place of employment	Lower	3.99	4.08	-.09	75.9%	80.9%	-5.0

Table C11 Department/Unit Perceptions

		Division average	CSU average	Avg Gap	Division percent agree	CSU percent agree	PP Gap
Department/office recruits employees from a diverse set of backgrounds	Similar	3.66	3.67	-.02	65.5%	66.6%	-1.1
Department/office improves the campus climate for all employees	Lower	3.49	3.61	-.13	58.0%	63.7%	-5.6
Department/office retains diverse employees	Higher	3.59	3.50	.09	61.2%	56.8%	4.3
Department/office creates a supportive environment for employees from diverse backgrounds	Similar	3.65	3.68	-.02	64.4%	65.3%	-.9
Department/office encourages discussions related to diversity	Lower	3.35	3.66	-.30	47.2%	61.8%	-14.6
Department/office provides employees with a positive work experience	Lower	3.59	3.71	-.12	62.7%	68.7%	-5.9
Department/office climate has become consistently more inclusive of all employees	Lower	3.46	3.59	-.14	51.6%	59.3%	-7.7
Would recommend department/office as a place of employment	Similar	3.80	3.86	-.05	68.2%	71.3%	-3.1

Table C12 Factors

		Division average	CSU average	Avg Gap
CSU Perceptions	Similar	3.74	3.82	-.08
Department/Unit Perceptions	Similar	3.58	3.66	-.08
Department/Unit Leadership	Lower	3.28	3.42	-.14
College/Division Leadership	Similar	3.24	3.31	-.06
Favoritism	Higher	2.98	2.80	.18
Sense of Belonging	Lower	3.56	3.67	-.11
Department/Unit Culture	Similar	3.44	3.52	-.09
Department/Unit Diversity Culture	Lower	3.86	4.00	-.13