



Transgender, Non-Binary, and Gender Non-Conforming 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 report focuses on the results of the survey component of the assessment for those respondents who identified as either transgender, non-binary, or gender non-conforming. 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 the respondent’s division 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 *department'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		Strongly Agree	Total (N Avg)	
			Disagree	Agree			
Supports a healthy work/life balance	4.8%	11.3%	17.7%	37.1%	29.0%	62	3.74
Understands the value of diversity	9.4%	7.8%	14.1%	34.4%	34.4%	64	3.77
Promotes a work environment where all employees feel included	14.8%	16.4%	11.5%	36.1%	21.3%	61	3.33
Treats all employees equitably	18.0%	18.0%	11.5%	27.9%	24.6%	61	3.23
Communicates the importance of valuing diversity	11.1%	9.5%	19.0%	30.2%	30.2%	63	3.59
Provides me with opportunities for professional development	11.3%	4.8%	6.5%	43.5%	33.9%	62	3.84
Promotes respect for cultural differences	8.3%	5.0%	15.0%	35.0%	36.7%	60	3.87
Is open and transparent in communication	16.1%	11.3%	24.2%	24.2%	24.2%	62	3.29
Values employee input in major department/office decisions	11.5%	21.3%	13.1%	26.2%	27.9%	61	3.38

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	11.7%	13.3%	23.3%	33.3%	18.3%	60	3.33
My division/college promotes respect for cultural differences	9.7%	1.6%	17.7%	45.2%	25.8%	62	3.76
I had a performance review of my progress as an employee in the last year	6.9%	1.7%	1.7%	34.5%	55.2%	58	4.29
I was satisfied with the effort my supervisor puts into my performance reviews	11.9%	8.5%	11.9%	32.2%	35.6%	59	3.71
I fear negative job consequences if I were to raise an issue of unfair treatment	17.7%	25.8%	8.1%	24.2%	24.2%	62	3.11
I would be able to do my job more effectively if I received more information from my department/office	8.2%	9.8%	39.3%	27.9%	14.8%	61	3.31
I feel a strong sense of belonging to CSU	7.7%	13.8%	16.9%	30.8%	30.8%	65	3.63
I feel a strong sense of belonging to my division/college	10.8%	13.8%	21.5%	29.2%	24.6%	65	3.43
I feel a strong sense of belonging to my department/office	10.9%	14.1%	12.5%	20.3%	42.2%	64	3.69

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	6.7%	10.0%	23.3%	38.3%	21.7%	60	3.58
My division/college is treated with respect by CSU	6.9%	6.9%	15.5%	48.3%	22.4%	58	3.72
The people I interact with treat each other with respect.	4.6%	12.3%	10.8%	38.5%	33.8%	65	3.85
There is respect for religious differences in my department/office	7.4%	7.4%	18.5%	27.8%	38.9%	54	3.83
There is respect for liberal perspectives in my department/office	5.4%	0.0%	17.9%	48.2%	28.6%	56	3.95
There is respect for conservative perspectives in my department/office	3.8%	9.4%	22.6%	41.5%	22.6%	53	3.70
I feel valued as an employee	7.7%	24.6%	7.7%	27.7%	32.3%	65	3.52

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	12.3%	22.8%	17.5%	24.6%	22.8%	57	3.23
Favoritism plays a role in who gets resources in my department/office	19.3%	19.3%	21.1%	26.3%	14.0%	57	2.96
Favoritism plays a role in who gets professional development opportunities	16.1%	33.9%	16.1%	17.9%	16.1%	56	2.84
Favoritism plays a role in who gets promoted in my department/office	12.7%	21.8%	14.5%	27.3%	23.6%	55	3.27
Favoritism plays a role in who gets hired in my department/office	11.1%	22.2%	24.1%	18.5%	24.1%	54	3.22

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	10.4%	12.5%	41.7%	25.0%	10.4%	48	3.13
Department/office leadership adequately addresses inappropriate behavior	13.7%	23.5%	19.6%	29.4%	13.7%	51	3.06
Division/college leadership holds employees accountable for inappropriate behavior	10.4%	18.8%	39.6%	14.6%	16.7%	48	3.08

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Department/office leadership holds employees accountable for inappropriate behavior	15.4%	25.0%	19.2%	21.2%	19.2%	52	3.04
Division/college leadership holds employees accountable for poor performance in the workplace	17.0%	27.7%	31.9%	12.8%	10.6%	47	2.72
Department/office leadership holds employees accountable for poor performance in the workplace	17.0%	26.4%	17.0%	26.4%	13.2%	53	2.92
Division/college leadership acts ethically and honestly in the workplace	3.7%	7.4%	24.1%	40.7%	24.1%	54	3.74
Department/office leadership acts ethically and honestly in the workplace	10.0%	8.3%	16.7%	30.0%	35.0%	60	3.72
Division/college leadership addresses issues of inequity	8.2%	24.5%	28.6%	24.5%	14.3%	49	3.12
Department/office leadership addresses issues of inequity	12.7%	25.5%	18.2%	21.8%	21.8%	55	3.15
Division/college leaders hold all employees to the same standards	16.0%	18.0%	34.0%	20.0%	12.0%	50	2.94
Department/office leaders hold all employees to the same standards	22.0%	13.6%	23.7%	23.7%	16.9%	59	3.00

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	9.4%	3.1%	21.9%	51.6%	1.6%	9.4%	45.3%
___ is problematic among employees in my division/college	3.1%	0.0%	15.6%	39.1%	0.0%	7.8%	57.8%	64
___ is problematic among employees in my department/office	3.1%	0.0%	18.8%	43.8%	0.0%	14.1%	50.0%	64
There are people at CSU I avoid because I fear ___	9.4%	6.3%	29.7%	37.5%	3.1%	21.9%	50.0%	64

Note: multiple response item.

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	3.3%	3.3%	13.3%	33.3%	46.7%	60
The university is transparent in reporting bias incidents at CSU	5.6%	16.7%	16.7%	31.5%	29.6%	54	3.63
I am alarmed about the number of bias incidents reported at CSU	13.2%	15.1%	37.7%	28.3%	5.7%	53	2.98
The number of bias incidents have increased at CSU in the past year	9.5%	19.0%	35.7%	19.0%	16.7%	42	3.14
CSU handles incidents of bias well	5.8%	19.2%	34.6%	23.1%	17.3%	52	3.27

Table A8 Employee Councils

Are you aware there is an employee group/organization that represents the interests of my employee group?	%	N
Yes	78.5%	51
No	21.5%	14
Total	100.0%	65

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	5.3%	21.1%	36.8%	36.8%	0.0%	38	3.05
I feel that the councils' collective participation in shared governance is pertinent to the success of our institution	2.6%	5.3%	26.3%	28.9%	36.8%	38	3.92

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

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.	4.8%	14.5%	11.3%	32.3%	37.1%	62	3.82
Within my department/office, the Principles of Community are visible in my daily working environment (e.g. posted, displayed)	10.7%	23.2%	14.3%	23.2%	28.6%	56	3.36
I feel the Principles of Community have made a positive impact on the climate in my department/office	4.2%	25.0%	39.6%	18.8%	12.5%	48	3.10
I feel the Principles of Community have made a positive impact on the climate in my division/college	6.7%	20.0%	35.6%	26.7%	11.1%	45	3.16

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	11.7%	11.7%	18.3%	40.0%	18.3%	60	3.42
Free speech is an important issue on campus	3.2%	3.2%	4.8%	30.6%	58.1%	62	4.37
I have the skills to navigate free speech questions on campus	6.8%	6.8%	18.6%	40.7%	27.1%	59	3.75
I know who to ask/where to go if I have questions about free speech	5.2%	25.9%	12.1%	31.0%	25.9%	58	3.47
Issues related to freedom of speech impact my work	5.0%	15.0%	26.7%	31.7%	21.7%	60	3.50

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	7.5%	5.7%	18.9%	52.8%	15.1%	53	3.62
CSU improves the campus climate for all employees	5.5%	14.5%	16.4%	47.3%	16.4%	55	3.55
CSU retains diverse employees	7.8%	21.6%	31.4%	23.5%	15.7%	51	3.18
CSU creates a supportive environment for employees from diverse backgrounds	7.5%	9.4%	24.5%	39.6%	18.9%	53	3.53
CSU encourages discussions related to diversity	3.4%	5.2%	17.2%	44.8%	29.3%	58	3.91
CSU provides employees with a positive work experience	6.9%	8.6%	27.6%	39.7%	17.2%	58	3.52
CSU climate has become consistently more inclusive of all employees	7.3%	5.5%	30.9%	36.4%	20.0%	55	3.56
I would recommend CSU as a place of employment	6.6%	6.6%	13.1%	41.0%	32.8%	61	3.87

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	10.2%	20.3%	13.6%	39.0%	16.9%	59	3.32
Department/office improves the campus climate for all employees	13.8%	10.3%	19.0%	41.4%	15.5%	58	3.34
Department/office retains diverse employees	11.1%	20.4%	31.5%	18.5%	18.5%	54	3.13
Department/office creates a supportive environment for employees from diverse backgrounds	8.5%	18.6%	25.4%	28.8%	18.6%	59	3.31
Department/office encourages discussions related to diversity	10.3%	19.0%	17.2%	29.3%	24.1%	58	3.38
Department/office provides employees with a positive work experience	14.3%	9.5%	19.0%	38.1%	19.0%	63	3.38
Department/office climate has become consistently more inclusive of all employees	8.8%	12.3%	29.8%	31.6%	17.5%	57	3.37
I would recommend my department/office as a place of employment	12.7%	11.1%	15.9%	31.7%	28.6%	63	3.52

Table A14 Discriminatory Attitudes

Discriminatory attitudes are present in your department/office based on:	%	N
Job title	38.3%	23
Employment classification	31.7%	19
No intolerant attitudes are present	30.0%	18
Gender	30.0%	18
Age	26.7%	16
Political affiliation	21.7%	13
Gender identity and expression	21.7%	13
Sexual orientation	16.7%	10
Disability (e.g. physical, mental)	16.7%	10
Appearance	15.0%	9
Race or color	11.7%	7
Socioeconomic status	11.7%	7
Ethnic origin	10.0%	6
Religion	10.0%	6
Nationality/Country of origin	6.7%	4
Parental status	5.0%	3
Marital status	3.3%	2
Nepotism/favoritism	3.3%	2
Veteran status	1.7%	1
Other	1.7%	1
Education/professional background	1.7%	1

Note: multiple response item.

Table A15 Work-related Stressors

Please select your top THREE work-related stressors	%	N
Lower salary	44.6%	29
Lack of growth/promotion	24.6%	16
Workload	29.2%	19
Ill-defined job	12.3%	8
Lack of work flexibility	6.2%	4
Physical safety	3.1%	2
Work/life balance	27.7%	18
Lack of resources/Budget/Funding	13.8%	9
Lack of work autonomy	4.6%	3
Duties outside my job responsibilities/Taking on additional work	13.8%	9
Office/department climate	20.0%	13
Physical environment	10.8%	7
Interpersonal conflict	7.7%	5
Misconduct occurring at work/Inequities/Bias	6.2%	4
Affordable housing near work	23.1%	15
Email overload	13.8%	9
Health issues	7.7%	5
Job security	12.3%	8
Other	1.5%	1
Parking and Transportation	1.5%	1
Health Insurance/Benefits	1.5%	1
Bureaucracy	1.5%	1

Note: multiple response item.

Table A18 Gender

	%	N
Gender Queer/Non-binary/Non-conforming	47.7%	31
Two spirit	20.0%	13
The gender I most closely align with is not listed (specify)	18.5%	12
Woman	16.9%	11
Agender	13.8%	9
Transman/masculine	10.8%	7
Man	9.2%	6
Transwoman/feminine	6.2%	4
Prefer not to disclose	3.1%	2

Note: multiple response item.

Table A19 Minoritized Race/Ethnicity

	%	N
Non-minoritized	72.1%	44
Minoritized	27.9%	17
Total	100.0%	61

Table A21 Employee Type

	%	N
Administrative Professional	40.6%	26
Faculty	25.0%	16
State Classified	23.4%	15
Other	6.3%	4
Prefer not to disclose	4.7%	3

Appendix B: Mean Comparisons

The following tables show the mean comparison scores by gender category. Mean scores for CSU overall are also provided for reference.

Table B1 Department/Unit Culture

My department or office...	CSU overall	Gender		
		Men	Women	T/NB/GNC
Supports a healthy work/life balance	3.86	3.94 _a	3.84 _b	3.74 _{a,b}
Understands the value of diversity	4.06	4.14 _a	4.05 _b	3.77 _c
Promotes a work environment where all employees feel included	3.62	3.79 _a	3.56 _b	3.33 _b
Treats all employees equitably	3.46	3.67 _a	3.39 _b	3.23 _b
Communicates the importance of valuing diversity	3.87	3.95 _a	3.87 _b	3.59 _c
Provides me with opportunities for professional development	3.99	4.02 _a	4.02 _a	3.84 _a
Promotes respect for cultural differences	4.04	4.11 _a	4.04 _b	3.87 _{a,b}
Is open and transparent in communication	3.44	3.58 _a	3.41 _b	3.29 _{a,b}
Values employee input in major department/office decisions	3.46	3.60 _a	3.42 _b	3.38 _{a,b}

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.

Table B2 Culture

	CSU overall	Gender		
		Men	Women	T/NB/GNC
My division/college is open and transparent in communication	3.39	3.49 _a	3.35 _b	3.33 _{a,b}
My division/college promotes respect for cultural differences	3.97	4.05 _a	3.97 _b	3.76 _b
I had a performance review of my progress as an employee in the last year	4.32	4.35 _a	4.34 _a	4.29 _a
I was satisfied with the effort my supervisor puts into my performance reviews	3.90	3.98 _a	3.88 _b	3.71 _{a,b}
I fear negative job consequences if I were to raise an issue of unfair treatment	2.66	2.51 _a	2.67 _b	3.11 _c
I would be able to do my job more effectively if I received more information from my department/office	3.10	3.02 _a	3.12 _b	3.31 _b
I feel a strong sense of belonging to CSU	3.65	3.63 _a	3.72 _b	3.63 _{a,b}
I feel a strong sense of belonging to my division/college	3.49	3.56 _a	3.51 _a	3.43 _a
I feel a strong sense of belonging to my department/office	3.88	3.97 _a	3.90 _a	3.69 _a

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.

Table B3 Respect

	CSU overall	Gender		
		Men	Women	T/NB/GNC
My department/office is treated with respect by other departments/offices within my division/college	3.64	3.69 _a	3.64 _a	3.58 _a
My division/college is treated with respect by CSU	3.69	3.66 _a	3.75 _b	3.72 _{a,b}
The people I interact with treat each other with respect.	3.95	4.06 _a	3.93 _b	3.85 _{a,b}
There is respect for religious differences in my department/office	3.91	3.96 _a	3.91 _a	3.83 _a
There is respect for liberal perspectives in my department/office	4.06	4.06 _a	4.07 _a	3.95 _a
There is respect for conservative perspectives in my department/office	3.47	3.49 _a	3.49 _a	3.70 _a
I feel valued as an employee	3.68	3.75 _a	3.70 _a	3.52 _a

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.

Table B4 Favoritism

	CSU overall	Gender		
		Men	Women	T/NB/GNC
Favoritism plays a role in who gets recognized within my department/office	3.00	2.82 _a	3.05 _b	3.23 _b
Favoritism plays a role in who gets resources in my department/office	2.85	2.72 _a	2.87 _b	2.96 _{a,b}
Favoritism plays a role in who gets professional development opportunities	2.64	2.53 _a	2.65 _b	2.84 _{a,b}
Favoritism plays a role in who gets promoted in my department/office	2.88	2.68 _a	2.92 _b	3.27 _c
Favoritism plays a role in who gets hired in my department/office	2.73	2.59 _a	2.74 _b	3.22 _c

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.

Table B5 Leadership and Accountability

	CSU overall	Gender		
		Men	Women	T/NB/GNC
Division/college leadership adequately addresses inappropriate behavior	3.35	3.54 _a	3.26 _b	3.13 _b
Department/office leadership adequately addresses inappropriate behavior	3.45	3.65 _a	3.38 _b	3.06 _b
Division/college leadership holds employees accountable for inappropriate behavior	3.30	3.49 _a	3.21 _b	3.08 _b
Department/office leadership holds employees accountable for inappropriate behavior	3.41	3.61 _a	3.34 _b	3.04 _b
Division/college leadership holds employees accountable for poor performance in the workplace	3.13	3.24 _a	3.10 _b	2.72 _c
Department/office leadership holds employees accountable for poor performance in the workplace	3.25	3.36 _a	3.22 _b	2.92 _b
Division/college leadership acts ethically and honestly in the workplace	3.78	3.89 _a	3.78 _b	3.74 _{a,b}
Department/office leadership acts ethically and honestly in the workplace	3.89	3.98 _a	3.91 _a	3.72 _a
Division/college leadership addresses issues of inequity	3.37	3.53 _a	3.31 _b	3.12 _b
Department/office leadership addresses issues of inequity	3.47	3.64 _a	3.43 _b	3.15 _b
Division/college leaders hold all employees to the same standards	3.20	3.36 _a	3.15 _b	2.94 _b
Department/office leaders hold all employees to the same standards	3.25	3.42 _a	3.21 _b	3.00 _b

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.

Table B6 Misconduct Among Employees at CSU

___ is problematic among employees at CSU	CSU overall	Gender		
		Men	Women	T/NB/GNC
Sexual Harassment	6.3%	5.5%	7.3%	9.4%
Sexual Misconduct	3.0%	2.3%	3.6%	3.1%
Bullying	13.3%	9.5%	15.4%	21.9%
Bias	28.3%	22.2%	31.0%	51.6%
Physical Assault	0.6%	0.3%	0.7%	1.6%
Verbal Assault	7.2%	5.4%	8.4%	9.4%
None	65.7%	72.0%	62.8%	45.3%

Note: multiple response item; statistical significance not tested

Table B7 Misconduct Among Division/College

___ is problematic among employees in my division/college	CSU overall	Gender		
		Men	Women	T/NB/GNC
Sexual Harassment	2.8%	2.5%	3.2%	3.1%
Sexual Misconduct	1.3%	1.1%	1.5%	0.0%
Bullying	10.3%	7.7%	11.7%	15.6%
Bias	24.1%	19.6%	25.0%	39.1%
Physical Assault	0.2%	0.3%	0.1%	0.0%
Verbal Assault	5.1%	4.2%	5.5%	7.8%
None	70.8%	75.6%	69.4%	57.8%

Note: multiple response item; statistical significance not tested

Table B8 Misconduct Among Department/Office

___ is problematic among employees in my department/office	CSU overall	Gender		
		Men	Women	T/NB/GNC
Sexual Harassment	1.9%	1.7%	1.9%	3.1%
Sexual Misconduct	1.1%	0.9%	1.2%	0.0%
Bullying	12.4%	8.8%	14.1%	18.8%
Bias	23.3%	18.7%	24.8%	43.8%
Physical Assault	0.3%	0.3%	0.1%	0.0%
Verbal Assault	7.0%	5.6%	7.3%	14.1%
None	69.9%	76.0%	67.6%	50.0%

Note: multiple response item; statistical significance not tested

Table B9 Avoidance due to Misconduct

There are people at CSU I avoid because I fear ___	CSU overall	Gender		
		Men	Women	T/NB/GNC
Sexual Harassment	2.5%	0.5%	3.4%	9.4%
Sexual Misconduct	1.0%	0.3%	1.3%	6.3%
Bullying	16.7%	11.5%	18.4%	29.7%
Bias	20.0%	16.8%	20.2%	37.5%
Physical Assault	0.9%	0.5%	0.8%	3.1%
Verbal Assault	11.0%	8.5%	11.8%	21.9%
None	68.7%	74.6%	66.8%	50.0%

Note: multiple response item; statistical significance not tested

Table B10 Bias Incidents

	CSU overall	Gender		
		Men	Women	T/NB/GNC
I find it is worthwhile to know about bias incidents at CSU	4.00	3.89 _a	4.10 _b	4.17 _b
The university is transparent in reporting bias incidents at CSU	3.64	3.60 _a	3.71 _b	3.63 _{a,b}
I am alarmed about the number of bias incidents reported at CSU	3.10	2.89 _a	3.23 _b	2.98 _{a,b}
The number of bias incidents have increased at CSU in the past year	3.21	3.05 _a	3.28 _b	3.14 _{a,b}
CSU handles incidents of bias well	3.44	3.41 _a	3.50 _b	3.27 _{a,b}

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.

Table B11 Employee Councils

Are you aware there is an employee group/organization that represents the interests of my employee group.	CSU overall	Gender		
		Men	Women	T/NB/GNC
Yes	83.9%	84.8% _a	85.0% _a	78.5% _a
No	16.1%	15.2% _a	15.0% _a	21.5% _a

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.

Table B12 Employee Councils

	CSU overall	Gender		
		Men	Women	T/NB/GNC
I feel my employee council addresses issues and topics that are important and relevant to me	3.35	3.26 _a	3.43 _b	3.05 _a
I feel that the councils' collective participation in shared governance is pertinent to the success of our institution	3.87	3.81 _a	3.95 _b	3.92 _{a,b}

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.

Table B13 Principles of Community

	CSU overall	Gender		
		Men	Women	T/NB/GNC
I am familiar with the Principles of Community.	3.91	3.81 _a	4.01 _b	3.82 _{a,b}
Within my department/office, the Principles of Community are visible in my daily working environment (e.g. posted, displayed)	3.52	3.48 _a	3.58 _b	3.36 _{a,b}
I feel the Principles of Community have made a positive impact on the climate in my department/office	3.20	3.23 _a	3.24 _a	3.10 _a
I feel the Principles of Community have made a positive impact on the climate in my division/college	3.26	3.28 _a	3.32 _a	3.16 _a

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.

Table B14 Freedom of Speech

	CSU overall	Gender		
		Men	Women	T/NB/GNC
My division/college supports people speaking freely	3.64	3.74 _a	3.63 _b	3.42 _b
Free speech is an important issue on campus	4.28	4.30 _a	4.28 _a	4.37 _a
I have the skills to navigate free speech questions on campus	3.59	3.74 _a	3.51 _b	3.75 _a
I know who to ask/where to go if I have questions about free speech	3.30	3.29 _a	3.32 _a	3.47 _a
Issues related to freedom of speech impact my work	2.97	2.89 _a	2.97 _b	3.50 _c

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.

Table B15 CSU Perceptions

	CSU overall	Gender		
		Men	Women	T/NB/GNC
CSU recruits employees from a diverse set of backgrounds	3.84	3.89 _a	3.83 _{a,b}	3.62 _b
CSU improves the campus climate for all employees	3.72	3.77 _a	3.74 _a	3.55 _a
CSU retains diverse employees	3.60	3.71 _a	3.54 _b	3.18 _c
CSU creates a supportive environment for employees from diverse backgrounds	3.77	3.85 _a	3.74 _b	3.53 _b
CSU encourages discussions related to diversity	4.02	4.00 _a	4.06 _b	3.91 _{a,b}
CSU provides employees with a positive work experience	3.84	3.89 _a	3.86 _a	3.52 _b
CSU climate has become consistently more inclusive of all employees	3.76	3.80 _a	3.79 _a	3.56 _a
I would recommend CSU as a place of employment	4.08	4.11 _a	4.12 _a	3.87 _b

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.

Table B16 Department/Unit Perceptions

	CSU overall	Gender		
		Men	Women	T/NB/GNC
Department/office recruits employees from a diverse set of backgrounds	3.67	3.80 _a	3.62 _b	3.32 _c
Department/office improves the campus climate for all employees	3.61	3.73 _a	3.60 _b	3.34 _b
Department/office retains diverse employees	3.50	3.64 _a	3.44 _b	3.13 _c
Department/office creates a supportive environment for employees from diverse backgrounds	3.68	3.80 _a	3.64 _b	3.31 _c
Department/office encourages discussions related to diversity	3.66	3.71 _a	3.66 _{a,b}	3.38 _b
Department/office provides employees with a positive work experience	3.71	3.84 _a	3.71 _b	3.38 _c
Department/office climate has become consistently more inclusive of all employees	3.59	3.70 _a	3.59 _b	3.37 _b
I would recommend my department/office as a place of employment	3.86	3.99 _a	3.86 _b	3.52 _c

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.

Table B17 Discriminatory Attitudes

	CSU overall	Gender		
		Men	Women	T/NB/GNC
<i>Note: multiple response item; statistical significance not tested</i>				
Job title	31.0%	23.8%	34.9%	38.3%
Employment classification	29.4%	23.2%	32.8%	31.7%
Political affiliation	19.7%	20.9%	18.2%	21.7%
Age	18.7%	13.7%	21.0%	26.7%
Gender	16.9%	10.5%	20.0%	30.0%
Appearance	9.3%	8.4%	9.1%	15.0%
Parental status	8.5%	5.4%	10.4%	5.0%
Religion	6.9%	7.1%	6.4%	10.0%
Race or color	6.7%	5.9%	6.5%	11.7%
Gender identity and expression	6.4%	5.7%	6.2%	21.7%
Ethnic origin	6.1%	5.7%	6.1%	10.0%
Socioeconomic status	5.2%	3.4%	5.7%	11.7%
Disability (e.g. physical, mental)	4.2%	2.4%	4.6%	16.7%
Marital status	4.2%	3.0%	4.7%	3.3%
Sexual orientation	3.9%	4.3%	3.1%	16.7%
Nationality/Country of origin	3.8%	3.6%	3.5%	6.7%
Other: general	2.0%	1.7%	1.9%	1.7%
Other: Education/professional background	1.2%	1.4%	1.2%	1.7%
Other: Veteran status	1.0%	1.7%	0.4%	1.7%
Other: Nepotism/favoritism	0.7%	0.7%	0.5%	3.3%
Other: Differing opinions/work styles/personalities	0.6%	0.3%	0.8%	0.0%
Other: Research area/Grant money brought in	0.3%	0.4%	0.3%	0.0%
Other: Employment duration	0.3%	0.3%	0.3%	0.0%
No intolerant attitudes are present	36.3%	44.3%	33.1%	30.0%

Table B18 Work-related Stressors

	CSU overall	Gender		
		Men	Women	T/NB/GNC
Lower salary	46.6%	47.7%	45.9%	44.6%
Workload	32.8%	31.0%	35.0%	29.2%
Work/life balance	29.1%	29.5%	29.9%	27.7%
Lack of growth/promotion	28.5%	29.0%	27.8%	24.6%
Office/department climate	20.6%	16.5%	21.6%	20.0%
Email overload	17.7%	18.6%	18.5%	13.8%
Lack of resources/Budget/Funding	16.7%	21.2%	14.8%	13.8%
Affordable housing near work	12.7%	14.2%	11.8%	23.1%
Interpersonal conflict	12.4%	11.2%	12.5%	7.7%
Duties outside my job responsibilities/Taking on additional work	11.8%	12.4%	11.4%	13.8%
Job security	11.2%	12.7%	10.4%	12.3%
Ill-defined job	6.0%	5.6%	6.1%	12.3%
Physical environment	5.5%	5.6%	5.0%	10.8%
Lack of work flexibility	4.9%	3.7%	5.8%	6.2%
Misconduct occurring at work/Inequities/Bias	4.8%	3.9%	4.8%	6.2%
Health issues	4.6%	4.0%	4.9%	7.7%
Lack of training/skills to do my work	4.1%	3.7%	4.3%	0.0%
Lack of work autonomy	3.3%	2.4%	3.6%	4.6%
Other General	2.1%	2.1%	2.3%	1.5%
Physical safety	1.4%	1.5%	1.2%	3.1%
Other: Parking and Transportation	1.0%	1.1%	1.1%	1.5%
Other: Administration/Leadership	1.0%	0.9%	0.9%	0.0%
Other: Bureaucracy	0.6%	0.7%	0.5%	1.5%
Other: Feeling Undervalued	0.5%	0.3%	0.3%	0.0%
Other: General Climate	0.4%	0.2%	0.4%	0.0%
Other: Communication	0.4%	0.2%	0.4%	0.0%

Table B18 Work-related Stressors

	CSU overall	Gender		
		Men	Women	T/NB/GNC
Other: Dependent Care	0.4%	0.2%	0.5%	0.0%
Other: Health Insurance/Benefits	0.4%	0.5%	0.3%	1.5%

Note: multiple response item; statistical significance not tested

Table B19 Use of Child and/or Adult Care Services

Have you utilized child or adult care services this past year?	CSU overall	Gender		
		Men	Women	T/NB/GNC
Yes	14.1%	12.6% _a	16.1% _b	7.7% _{a,b}
No	85.9%	87.4% _a	83.9% _b	92.3% _{a,b}

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.

Table B20 Child and/or Adult Care-related Challenges

	CSU overall	Gender		
		Men	Women	T/NB/GNC
Cost of care services	72.3%	69.9%	74.8%	80.0%
Finding child care services	31.8%	31.3%	32.5%	40.0%
Finding adult care services	5.5%	6.1%	4.6%	0.0%
Finding temporary care services	12.0%	16.0%	10.4%	20.0%
Finding care for a sick child/adult	28.7%	21.5%	33.3%	40.0%
Finding care for a child or adult with special needs	3.5%	4.3%	3.5%	0.0%
Transportation to/from care services	29.2%	28.2%	30.7%	20.0%
Dependability of care services	15.0%	13.5%	16.8%	0.0%
Quality of care services	17.2%	16.0%	18.6%	20.0%
Scheduling care to match work schedule	40.1%	31.3%	44.3%	80.0%
Finding summer care services	27.9%	18.4%	33.0%	40.0%
Location of care services	15.5%	12.9%	16.2%	0.0%

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Other	2.2%	2.5%	2.0%	0.0%
I did not encounter any challenges related to care services	10.2%	14.7%	6.4%	0.0%

Note: This question was only asked to those who answered they used care services; multiple response item; statistical significance not tested

Table B21 Factors

	CSU overall	Gender		
		Men	Women	T/NB/GNC
CSU Perceptions	3.82	3.88 _a	3.83 _a	3.45 _b
Department/Unit Perceptions	3.66	3.76 _a	3.64 _b	3.28 _c
Department/Unit Leadership	3.42	3.59 _a	3.38 _b	3.04 _c
College/Division Leadership	3.31	3.48 _a	3.25 _b	3.10 _b
Favoritism	2.80	2.65 _a	2.83 _b	3.09 _b
Sense of Belonging	3.67	3.71 _a	3.71 _a	3.58 _a
Department/Unit Culture	3.52	3.67 _a	3.48 _b	3.29 _b
Department/Unit Diversity Culture	4.00	4.07 _a	3.99 _b	3.75 _c

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.