Employee Climate Survey 2021

Administrative Professional

The 2021 CSU Employee Climate Survey is a component of a biennial assessment conducted in the fall to assess employee perceptions related to their department/unit, division/college, and CSU. The 2021 is based on the survey developed in 2018 by the Assessment Group for Diversity Issues, a CSU service committee. The 2021 instrument focuses on employment themes of culture, leadership accountability, respect, favoritism, communication, discriminatory attitudes, and performance review.

Most items use a five-point Likert scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, 5 = Strongly Agree). Tables appearing in Frequencies of Results show the complete set of survey frequencies by theme (e.g., Work Culture, Performance Review, Leadership Accountability, etc.) as well as the total (weighted population). On many of the survey items, respondents could choose 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.

The findings in this report apply to Administrative Professional employees. Additional information regarding response rates and data weighting can be found in the overall report of results for the University, available under separate cover.

Frequencies of Results

The following tables display the complete set of frequencies for each survey question asked on the survey. Percentages and proportions of respondents providing a given response are abbreviated to 'Pct' and the number of respondents representing the total weighted division population are also provided under the abbreviated heading of 'Pop.'

Table 1: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct | Pop)	
My department/unit promotes a work environment where all employees feel included	4.5%	12.2%	13.8%	44.1%	25.4%	100.0%	3,821
My department/unit treats all employees equitably	6.1%	17.0%	15.2%	38.8%	22.9%	100.0%	3,818
My department/unit is open and transparent in communication	6.8%	13.8%	19.2%	38.8%	21.4%	100.0%	3,810
My department/unit values employee input in major department/unit decisions	8.1%	15.1%	19.4%	36.3%	21.2%	100.0%	3,810
My department/unit promotes respect for cultural differences	2.1%	4.7%	16.3%	42.6%	34.3%	100.0%	3,805
My department/unit understands the value of diversity	2.1%	5.7%	15.5%	43.1%	33.5%	100.0%	3,811
My department/unit communicates the importance of valuing diversity	2.7%	5.6%	18.4%	39.7%	33.7%	100.0%	3,814
I feel valued as an employee	8.0%	11.4%	15.9%	39.5%	25.1%	100.0%	3,810
I feel a strong sense of belonging to CSU	8.5%	16.8%	26.4%	30.8%	17.5%	100.0%	3,815
I feel a strong sense of belonging to my division/college	7.9%	16.8%	25.4%	30.4%	19.5%	100.0%	3,810
I feel a strong sense of belonging to my department/unit	6.5%	12.6%	17.2%	35.0%	28.7%	100.0%	3,810
I would recommend CSU as a place of employment	3.0%	7.5%	20.6%	43.6%	25.3%	100.0%	3,816
I would recommend my department/unit as a place of employment	5.4%	9.0%	17.7%	36.9%	30.9%	100.0%	3,814

Table 2: Performance Review in Last Year

	Yes, I had a review	No, I did not have a review	Total (Pct | Pop)	
Did you have a performance review in the last year?	80.3%	19.7%	100.0%	3,796

Table 3: Performance Review

Please indicate your level of agreement with the following statements about your most recent performance review.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct | Pop)	
I am satisfied with the effort my supervisor put into my most recent performance review	3.1%	6.9%	10.5%	40.8%	38.7%	100.0%	3,034
I fear negative job consequences if I am to raise an issue of unfair treatment during my review	33.8%	38.2%	14.5%	9.6%	3.9%	100.0%	3,029
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	3.1%	18.1%	19.8%	44.3%	14.7%	100.0%	3,029

Asked only of those respondents who had a performance review in the last year.

Table 4: Respect

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct | Pop)	
My department/unit is treated with respect by other units within my college/division	3.5%	10.5%	26.4%	43.5%	16.2%	100.0%	3,763
My college/division is treated with respect by CSU	2.8%	10.5%	27.7%	44.6%	14.5%	100.0%	3,763
The people I interact with treat each other with respect	1.3%	6.2%	10.7%	51.9%	30.0%	100.0%	3,766
There is respect for religious differences in my department/unit	1.6%	3.8%	30.4%	40.9%	23.3%	100.0%	3,770
There is respect for liberal perspectives in my department/unit	1.1%	2.1%	19.4%	46.3%	31.1%	100.0%	3,770
There is respect for conservative perspectives in my department/unit	7.2%	12.8%	32.0%	33.2%	14.7%	100.0%	3,768

Table 5: Favoritism

During the past 12 months, please indicate your level of agreement with the following statements about favoritism. Favoritism plays a role in who gets:	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct | Pop)	
Recognized within my department/unit	14.5%	28.4%	26.3%	20.2%	10.6%	100.0%	3,740
Resources in my department/unit	15.5%	31.3%	26.6%	17.9%	8.7%	100.0%	3,743
Professional development opportunities	18.0%	35.0%	29.8%	11.4%	5.9%	100.0%	3,741
Promoted in my department/unit	14.6%	29.2%	29.1%	15.1%	12.0%	100.0%	3,738
Hired in my department/unit	17.3%	31.5%	30.4%	11.8%	8.8%	100.0%	3,738

Table 6: Leadership Accountability: College/Division Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct | Pop)	
Leadership adequately addresses inappropriate behavior	6.1%	10.4%	42.7%	30.9%	9.9%	100.0%	3,681
Leadership holds employees accountable for inappropriate behavior	6.1%	10.9%	45.6%	28.3%	9.1%	100.0%	3,679
Leadership holds employees accountable for poor performance in the workplace	7.4%	13.8%	48.8%	24.0%	5.9%	100.0%	3,677
Leadership acts ethically and honestly in the workplace	4.1%	6.5%	30.1%	42.9%	16.4%	100.0%	3,680
Leadership addresses issues of inequity	6.2%	11.7%	40.6%	30.6%	10.9%	100.0%	3,668
Leadership holds all employees to the same standards	9.3%	16.2%	37.2%	27.8%	9.4%	100.0%	3,673

Table 7: Leadership Accountability: Department/Unit Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct | Pop)	
Leadership adequately addresses inappropriate behavior	6.5%	11.0%	32.3%	36.4%	13.9%	100.0%	3,682
Leadership holds employees accountable for inappropriate behavior	6.1%	10.5%	36.1%	34.8%	12.5%	100.0%	3,674
Leadership holds employees accountable for poor performance in the workplace	8.3%	16.1%	34.1%	32.5%	8.9%	100.0%	3,681
Leadership acts ethically and honestly in the workplace	4.1%	6.5%	30.1%	42.9%	16.4%	100.0%	3,680
Leadership addresses issues of inequity	6.3%	11.4%	31.6%	36.8%	13.9%	100.0%	3,669
Leadership holds all employees to the same standards	9.7%	17.7%	26.4%	32.7%	13.5%	100.0%	3,688

Table 8: Climate: CSU Overall

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct | Pop)	
Recruits employees from a diverse set of backgrounds	2.8%	8.8%	31.6%	42.3%	14.5%	100.0%	3,651
Improves the campus climate for all employees	5.8%	10.4%	32.4%	40.3%	11.1%	100.0%	3,645
Retains diverse employees	5.1%	13.4%	44.2%	27.7%	9.6%	100.0%	3,632
Creates a supportive environment for employees from diverse backgrounds	4.3%	8.1%	35.7%	39.1%	12.8%	100.0%	3,640
Encourages discussions related to diversity	1.9%	3.8%	18.3%	49.6%	26.3%	100.0%	3,641
Provides employees with a positive work experience	3.3%	9.3%	25.9%	46.8%	14.7%	100.0%	3,641
Climate has become consistently more inclusive of all employees	4.6%	6.6%	32.8%	40.6%	15.5%	100.0%	3,645

Table 9: Climate: Department/Unit

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct | Pop)	
Recruits employees from a diverse set of backgrounds	3.6%	11.3%	23.0%	45.3%	16.8%	100.0%	3,646
Improves the campus climate for all employees	4.5%	9.1%	28.7%	41.6%	16.0%	100.0%	3,645
Retains diverse employees	5.6%	14.4%	34.4%	34.3%	11.3%	100.0%	3,638
Creates a supportive environment for employees from diverse backgrounds	4.3%	8.1%	35.7%	39.1%	12.8%	100.0%	3,640
Encourages discussions related to diversity	3.5%	8.4%	18.5%	43.4%	26.2%	100.0%	3,643
Provides employees with a positive work experience	5.1%	10.2%	17.2%	45.0%	22.5%	100.0%	3,644
Climate has become consistently more inclusive of all employees	4.2%	8.4%	28.4%	40.5%	18.5%	100.0%	3,649

Table 10: Communications: CSU Overall

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct | Pop)	
Communications are effective	6.2%	15.0%	22.9%	46.3%	9.7%	100.0%	3,599
Communications are timely	5.0%	11.0%	21.7%	49.9%	12.3%	100.0%	3,590
Communications are relevant	5.1%	12.8%	27.5%	45.0%	9.5%	100.0%	3,586
Communications are informative	3.2%	8.5%	26.4%	49.7%	12.2%	100.0%	3,594
Communications are motivating	9.4%	16.5%	37.9%	28.2%	8.0%	100.0%	3,591
Communications are honest	5.3%	9.7%	31.7%	40.7%	12.6%	100.0%	3,582
Communications are accessible	1.7%	3.6%	25.1%	53.4%	16.2%	100.0%	3,586

Table 11: Communications: Division/College

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct | Pop)	
Communications are effective	4.7%	13.7%	23.6%	46.8%	11.2%	100.0%	3,596
Communications are timely	4.6%	10.2%	24.6%	48.4%	12.1%	100.0%	3,581
Communications are relevant	3.7%	8.6%	26.3%	49.9%	11.4%	100.0%	3,581
Communications are informative	3.1%	7.1%	25.5%	51.3%	13.0%	100.0%	3,583
Communications are motivating	6.3%	14.5%	43.5%	27.1%	8.6%	100.0%	3,586
Communications are honest	4.6%	6.8%	32.4%	41.5%	14.7%	100.0%	3,579
Communications are accessible	1.6%	5.0%	27.0%	50.3%	16.1%	100.0%	3,584

Table 12: Communications: Department/Unit

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct | Pop)	
Communications are effective	5.8%	12.1%	15.4%	48.7%	18.0%	100.0%	3,583
Communications are timely	5.4%	10.8%	15.9%	50.8%	17.0%	100.0%	3,574
Communications are relevant	3.1%	5.7%	16.7%	54.7%	19.8%	100.0%	3,571
Communications are informative	2.8%	5.9%	17.0%	56.3%	18.0%	100.0%	3,551
Communications are motivating	6.9%	12.4%	37.4%	31.1%	12.2%	100.0%	3,585
Communications are honest	4.2%	5.6%	22.6%	47.6%	19.9%	100.0%	3,578
Communications are accessible	1.6%	5.1%	23.0%	52.2%	18.2%	100.0%	3,584

Table 13: Communicated Feedback

	Yes, I have the opportunity to provide feedback	Maybe, I can provide feedback in limited situations	No, I don't have an opportunity to provide feedback	Total (Pct | Pop)	
During the past 12 months, have you had the opportunity to communicate feedback to CSU?	45.1%	37.0%	17.9%	100.0%	3,594

Table 14: Responsiveness to Feedback

When I use the following channels, leadership is responsive to my feedback:	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct | Pop)	
One on one conversations with my supervisor	2.2%	6.2%	9.6%	38.8%	43.2%	100.0%	2,920
My representation in shared governance (CPC, APC, or Faculty Council)	1.6%	5.0%	70.0%	16.9%	6.4%	100.0%	2,873
My service on committees	1.4%	4.4%	53.4%	31.6%	9.2%	100.0%	2,882
Annual review process	3.7%	7.6%	26.1%	41.2%	21.3%	100.0%	2,912
Input collection through anonymous surveys	4.9%	8.8%	43.7%	33.2%	9.4%	100.0%	2,903

Asked only of those respondents who yes or maybe had the opportunity to communicate feedback.

Table 15: Feedback Valued

When I give feedback it is valued by:	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct | Pop)	
CSU overall	7.6%	12.3%	48.8%	25.0%	6.3%	100.0%	2,907
My division/college	6.1%	10.5%	37.6%	34.4%	11.4%	100.0%	2,905
My department/unit	5.8%	7.8%	18.1%	42.8%	25.5%	100.0%	2,920

Asked only of those respondents who yes or maybe had the opportunity to communicate feedback.

Table 16: Discriminatory Attitudes

Please indicate if discriminatory attitudes are currently problematic.	Problematic at CSU		Problematic in my Division/College		Problematic in my Department/Unit	
	Pct	Pop	Pct	Pop	Pct	Pop
Age	9.3%	356	6.6%	251	7.6%	291
Physical appearance	5.6%	214	4.9%	187	4.3%	163
Physical disability	7.1%	272	4.2%	159	4.2%	159
Mental disability	7.0%	266	4.3%	166	5.2%	198
Employment classification	21.0%	803	15.8%	605	15.1%	578
Gender identity	9.9%	378	6.3%	240	6.4%	245
Job title	16.6%	634	16.6%	637	16.1%	614
Parental status	5.9%	227	4.6%	176	5.0%	190
Religion	9.1%	347	4.4%	167	3.7%	141
Political affiliation	17.2%	659	11.1%	425	9.4%	359
Sexual orientation	6.4%	246	3.6%	137	3.3%	127
Socio-economic status	10.5%	403	7.1%	273	6.6%	254
Ethnic origin	9.1%	347	5.3%	202	4.5%	173
Veteran status	1.7%	64	1.2%	45	0.9%	33
Race or color	13.6%	522	6.9%	266	6.5%	247
Marital status	2.9%	109	2.7%	105	2.3%	89
Nationality/country of origin	7.3%	278	3.6%	136	3.7%	140
None/no response	59.1%	2,259	68.2%	2,607	69.3%	2,651

Total may exceed 100% as respondents could select more than one option.

Table 17: Other Potential Problems

Please indicate if any of the following are currently problematic.	Problematic at CSU		Problematic in my Division/College		Problematic in my Department/Unit	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	9.1%	349	3.5%	133	1.9%	74
Bullying	10.0%	382	7.5%	285	7.9%	301
Bias	20.8%	797	15.4%	588	16.4%	627
Physical assault	2.0%	75	0.3%	11	0.2%	7
Sexual misconduct	5.7%	218	1.6%	62	1.3%	49
Verbal abuse	7.7%	294	4.6%	174	5.2%	198
None/no response	74.8%	2,861	81.3%	3,110	79.2%	3,031

Total may exceed 100% as respondents could select more than one option.

Table 18: Gender

Gender (Select all that apply):	Pct	Pop
Agender	0.5%	16
Cisgender	20.5%	712
Trans / Transgender	0.3%	12
Non-binary / Gender Queer / Gender Non-Conforming	1.5%	53
Man	38.8%	1,346
Trans Man / Masculine	0.2%	7
Trans Woman / Feminine	0.0%	*
Two Spirit	0.1%	5
Woman	49.5%	1,715
Prefer not to disclose	5.7%	199
The gender I most closely align with is not listed (please specify)	0.1%	4

Total may exceed 100% as respondents could select more than one option.
* Values reported for items with n >= 3.

Table 19: Gender Scales

Gender is often not easily captured through categorical measures. Gender is much more complex and nuanced. In an attempt to understand this complexity and how various genders experience the campus, we are using these scales to measure how individuals view themselves. Scaled measures of gender, as seen below, are also an attempt to understand the experiences of all genders on campus. In general, how do you see yourself? (please answer all three scales)	Feminine			Masculine			Androgynous		
	Pct	Pop	Mean	Pct	Pop	Mean	Pct	Pop	Mean
0 Not at all	32.8%	1,073		34.6%	1,135		78.3%	2,563	
1	4.7%	152		12.9%	422		8.8%	290	
2	5.3%	174		6.5%	213		5.1%	168	
3	6.3%	206		5.3%	174		5.0%	163	
4	12.2%	401		7.4%	243		1.7%	55	
5	15.7%	513		14.0%	460		0.9%	29	
6 Very	23.1%	757		19.2%	629		0.2%	7	
Total	100.0%	3,275	3.00	100.0%	3,275	2.57	100.0%	3,275	.47

Table 20: Race/Ethnicity

Race and/or Ethnicity (Select all that apply):	Pct	Pop
Native American or Alaska Native or First Nations	1.3%	46
Asian (can include Middle Eastern and North African)	3.7%	128
Black or African American (can include Middle Eastern and North African)	2.5%	86
Hispanic or Latinx	7.6%	265
Native Hawaiian or Other Pacific Islander	0.2%	8
White	82.3%	2,867
Prefer not to disclose	7.4%	258
The race/ethnicity I most closely align with is not listed (please specify)	0.2%	7

Total may exceed 100% as respondents could select more than one option.

Table 21: Black or African American

You indicated that you identify as Black or African American, please select any additional identities that you align with (select all that apply):	Pct	Pop
Black American	67.6%	55
Caribbean	16.4%	13
Eastern Africa (i.e., Ethiopia, Kenya, Somalia)	3.8%	3
Central Africa (i.e., Congo, Zaire)	4.0%	3
Northern Africa (i.e., Morocco, Sudan)	2.3%	*
Southern Africa (i.e., South Africa)	0.0%	*
Western Africa (i.e., Ghana, Nigeria)	10.6%	9
Prefer not to disclose	6.7%	5
The Black identity that I most closely align with is not listed (please specify)	0.0%	*

Total may exceed 100% as respondents could select more than one option.
* Values reported for items with n >= 3.

Table 22: Native American or Alaska Native or First Nations

You indicated that you identify as Native American or Alaska Native or First Nations, please list your Tribal Nation affiliation(s) in the text box below.	Pct	Pop
Apache	0.0%	*
Cherokee	16.7%	5
Oglala Lakota Sioux	18.0%	6
Navajo/Diné	24.1%	7
Pueblo (e.g., Acoma, Cochiti, Taos)	0.0%	*
Another tribal affiliation	28.2%	9
Unknown/not disclosed	13.0%	4

Total may exceed 100% as respondents could select more than one option.
Categories coded from write-in responses.
* Values reported for items with n >= 3.

Table 23: Hispanic or Latinx

You indicated that you identify as Hispanic or Latinx, please select any additional identities that you align with (select all that apply):	Pct	Pop
Mexican or Chicano/a	73.8%	191
Caribbean	0.4%	*
Puerto Rican	3.4%	9
Cuban	2.5%	6
Central American	2.4%	6
South American	9.5%	25
Prefer not to disclose	5.6%	15
The Latinx/Hispanic identity that I most closely align with is not listed (please specify)	0.6%	*
Spanish or Portuguese	7.4%	19

Total may exceed 100% as respondents could select more than one option.
* Values reported for items with n >= 3.

Table 24: Asian

You indicated that you identify as Asian, please select any additional identities that you align with (select all that apply):	Pct	Pop
Central Asians (i.e., Afghani, Armenian, Azerbaijani, Georgians, Kazakh, Kyrgyz, Mongolian, Tajik, Turkman, Uzbek)	0.0%	*
Southeast Asians (i.e., Bruneian, Burmese, Cambodian, Filipino, Hmong, Indonesian, Laotian, Malaysian, Mien, Singaporean, Timorese, Thai, Vietnamese)	8.4%	11
South Asians (i.e., Bangladeshi, Bhutanese, Indian, Maldivians, Nepali, Pakistani, Sri Lankan)	16.8%	22
East Asians (i.e., Chinese, Japanese, Korean, Okinawan, Taiwanese, Tibetan)	68.5%	89
West Asians/Middle East (i.e., Bahrain, Rian, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Palestine, Qatar, Saudi Arabia, Syria, Turkey, United Arab Emirates, Yemen)	3.9%	5
Prefer not to disclose	2.3%	3
The Asian identity that I most closely align with is not listed (please specify)	0.0%	*

Total may exceed 100% as respondents could select more than one option.
* Values reported for items with n >= 3.

Table 25: Hawaiian/Pacific Islander

You indicated that you identify as a Hawaiian/Pacific Islander, please select any additional identities that you align with (select all that apply):	Pct	Pop
Guamanian or Chamorro	21.9%	*
Native Hawaiian	78.1%	4
Samoan	0.0%	*
Prefer not to disclose	0.0%	*
The Pacific Islander identity that I most closely align with is not listed (please specify)	0.0%	*

Total may exceed 100% as respondents could select more than one option.
* Values reported for items with n >= 3.

Table 26: Disability

	Yes	No	Prefer not to respond	Total (Pct | Pop)	
Do you identify as a person with a disability?	11.8%	81.6%	6.6%	100.0%	3,532

Table 27: LGBTQIA+

	Yes	No	Unsure	Prefer not to respond	Total (Pct | Pop)	
Do you identify in the LGBTQIA+ community?	10.2%	82.3%	2.0%	5.5%	100.0%	3,523

Table 28: Division/College

	Pct	Pop
Athletics	2.9%	111
Central Administration	2.4%	92
College of Agricultural Sciences	5.1%	195
College of Business	2.2%	85
College of Health and Human Sciences	3.6%	139
College of Liberal Arts	2.2%	83
College of Natural Sciences	3.8%	146
College of Veterinary Medicine and Biomedical Sciences/VTH	10.0%	382
Engagement/Extension	6.8%	261
Enrollment/Access	3.1%	119
Equity, Equal Opportunity, and Title IX	0.3%	11
Graduate School	0.3%	10
Information Technology	1.8%	68
International Programs	0.8%	32
Library	0.5%	17
Operations	3.8%	144
Research	4.5%	171
Student Affairs	10.9%	418
University Advancement	3.6%	138
University Marketing + Communications	1.2%	45
Walter Scott Jr. College of Engineering	8.8%	337
Warner College of Natural Resources	5.2%	200
CEMML	13.4%	512
Colorado State Forest Service	2.8%	108
Total	100.0%	3,825

Table 29: Employee Type

	Pct	Pop
Admin Professional	100.0%	3,825
Total	100.0%	3,825

Comparisons by Gender

The gender of respondents is based on responses to the multiple response gender survey question (Table 18). If a respondent selected 'Man' alone or in combination with 'Cisgender,' they are coded a 'Man.' Similarly, if a respondent selected 'Woman' alone or in combination with 'Cisgender,' they are coded as 'Woman.' If a respondent selected any combination of 'Agender,' 'Non-binary/Gender Queer/Gender Non-Conforming,' 'Trans/Transgender,' 'Trans Man/Masculine,' 'Trans Woman/Feminine,' and/or 'Two Spirit' they are coded as 'Trans, non-binary, or non-conforming' (T/NB/NC). Gender could not be determined for respondents who skipped the question or selected 'Prefer not to disclose;' these respondents are excluded from these analyses.

Table 30: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	68.0%	1,318	65.4%	1,676	60.3%	78	66.4%	3,072
My department/unit promotes a work environment where all employees feel included	73.5%	1,340	70.9%	1,702	68.5%	78	71.9%	3,121
My department/unit treats all employees equitably	68.5% B C	1,340	60.4%	1,702	55.0%	78	63.7%	3,121
My department/unit is open and transparent in communication	62.4%	1,335	60.9%	1,704	63.9%	78	61.6%	3,117
My department/unit values employee input in major department/unit decisions	61.4%	1,340	57.5%	1,696	56.8%	78	59.2%	3,115
My department/unit promotes respect for cultural differences	81.5% B C	1,331	76.7%	1,701	69.3%	78	78.6%	3,110
My department/unit understands the value of diversity	77.2%	1,338	78.7%	1,702	73.1%	78	77.9%	3,119
My department/unit communicates the importance of valuing diversity	75.1%	1,338	74.4%	1,703	79.1%	78	74.8%	3,119
I feel valued as an employee	67.8%	1,339	65.6%	1,700	60.7%	78	66.4%	3,117
I feel a strong sense of belonging to CSU	48.4%	1,340	52.1% C	1,701	35.6%	78	50.1%	3,120
I feel a strong sense of belonging to my division/college	53.7%	1,338	50.3%	1,701	45.5%	78	51.6%	3,117
I feel a strong sense of belonging to my department/unit	68.4%	1,336	64.8%	1,702	58.4%	78	66.2%	3,116
I would recommend CSU as a place of employment	73.2% B C	1,340	68.7% C	1,704	49.9%	78	70.2%	3,123
I would recommend my department/unit as a place of employment	73.6% B	1,340	67.3%	1,702	68.5%	78	70.0%	3,120

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 31: Performance Review in Last Year

Did you have a performance review in the last year?	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I had a review	79.2%	1,057	82.3%	1,400	82.9%	65	81.0%	2,521
No, I did not have a review	20.8%	278	17.7%	301	17.1%	13	19.0%	593
Total	100.0%	1,335	100.0%	1,701	100.0%	78	100.0%	3,114

Results are based on two-sided tests. For each significant pair, the key of the category with the smaller column proportion appears in the category with the larger column proportion.
Significance level for upper case letters (A, B, C): .05[a,b]
a. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
b. Cell counts of some categories are not integers. They were rounded to the nearest integers before performing column proportions tests.

Table 32: Performance Review

Please indicate your level of agreement with the following statements about your most recent performance review.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
PERFORMANCE REVIEW OVERALL	80.9% C	1,053	79.3%	1,395	73.1%	65	79.8%	2,513
I am satisfied with the effort my supervisor put into my most recent performance review	82.3% C	1,055	79.4%	1,400	67.8%	65	80.3%	2,519
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	9.8%	1,053	14.6% A	1,400	23.0% A	65	12.8%	2,517
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	60.6%	1,055	58.3%	1,395	51.5%	65	59.1%	2,515

Asked only of those respondents who had a performance review in the last year.
Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.
*Reverse coded when included in overall rating
[1,2,3]

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 33: Respect

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPECT OVERALL	65.5%	1,335	67.3%	1,697	65.0%	78	66.5%	3,109
My department/unit is treated with respect by other units within my college/division	58.7%	1,340	63.0%	1,702	61.4%	78	61.1%	3,121
My college/division is treated with respect by CSU	58.7%	1,340	62.8%	1,700	62.5%	78	61.0%	3,118
The people I interact with treat each other with respect	85.1%	1,336	82.5%	1,701	79.4%	78	83.6%	3,116
There is respect for religious differences in my department/unit	65.2%	1,340	66.2%	1,704	65.1%	78	65.8%	3,123
There is respect for liberal perspectives in my department/unit	76.2%	1,340	79.1%	1,704	86.5%	78	78.0%	3,123
There is respect for conservative perspectives in my department/unit	49.3% C	1,338	49.4% C	1,704	35.2%	78	49.0%	3,121

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 34: Favoritism

During the past 12 months, please indicate your level of agreement with the following statements about favoritism. Favoritism plays a role in who gets:	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	21.6%	1,336	26.1% A	1,691	30.2%	75	24.3%	3,103
Recognized within my department/unit	27.4%	1,338	33.0% A	1,696	38.0%	78	30.7%	3,112
Resources in my department/unit	24.3%	1,338	28.7% A	1,699	24.2%	78	26.7%	3,116
Professional development opportunities	15.8%	1,338	18.2%	1,697	17.7%	78	17.1%	3,113
Promoted in my department/unit	22.5%	1,338	30.0% A	1,697	38.5% A	78	27.0%	3,113
Hired in my department/unit	18.2%	1,336	20.6%	1,699	26.6%	75	19.7%	3,110

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 35: Leadership Accountability: College/Division Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL	45.5% B C	1,325	40.8%	1,672	31.3%	78	42.6%	3,076
Leadership adequately addresses inappropriate behavior	45.2% B C	1,332	40.6% C	1,690	25.7%	78	42.2%	3,100
Leadership holds employees accountable for inappropriate behavior	42.3% B C	1,332	36.8%	1,688	28.0%	78	38.9%	3,098
Leadership holds employees accountable for poor performance in the workplace	33.7% B	1,332	28.8%	1,689	27.9%	78	30.9%	3,099
Leadership acts ethically and honestly in the workplace	63.5% C	1,334	61.2% C	1,688	43.1%	78	61.7%	3,099
Leadership addresses issues of inequity	45.9% B C	1,329	41.6%	1,685	30.8%	78	43.2%	3,092
Leadership holds all employees to the same standards	42.9% B	1,330	35.8%	1,686	32.3%	78	38.7%	3,094

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 36: Leadership Accountability: Department/Unit Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL	53.9% B	1,314	50.3%	1,679	47.7%	78	51.7%	3,071
Leadership adequately addresses inappropriate behavior	55.4% B C	1,329	49.3%	1,694	38.8%	78	51.6%	3,101
Leadership holds employees accountable for inappropriate behavior	52.5% B	1,327	45.5%	1,690	42.3%	78	48.4%	3,095
Leadership holds employees accountable for poor performance in the workplace	45.2% B	1,330	39.3%	1,695	43.1%	78	41.9%	3,103
Leadership acts ethically and honestly in the workplace	63.5% C	1,334	61.2% C	1,688	43.1%	78	61.7%	3,099
Leadership addresses issues of inequity	52.6%	1,329	51.0%	1,689	49.8%	78	51.7%	3,096
Leadership holds all employees to the same standards	49.4%	1,330	45.3%	1,699	51.8%	78	47.2%	3,107

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 37: Climate: CSU Overall

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU CLIMATE OVERALL	59.6% B C	1,319	56.5% C	1,685	36.1%	75	57.3%	3,079
Recruits employees from a diverse set of backgrounds	60.4% B C	1,336	55.5% C	1,697	40.8%	78	57.2%	3,111
Improves the campus climate for all employees	53.3% C	1,334	55.0% C	1,696	33.4%	78	53.8%	3,108
Retains diverse employees	45.4% B C	1,332	33.6%	1,695	24.3%	75	38.4%	3,102
Creates a supportive environment for employees from diverse backgrounds	58.7% B C	1,333	51.0% C	1,697	25.4%	78	53.6%	3,108
Encourages discussions related to diversity	75.5% C	1,330	80.2% A C	1,697	46.6%	78	77.3%	3,105
Provides employees with a positive work experience	65.9% C	1,332	62.7% C	1,692	31.2%	78	63.3%	3,103
Climate has become consistently more inclusive of all employees	58.8% C	1,334	58.3% C	1,697	40.2%	78	58.0%	3,109

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 38: Climate: Department/Unit

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT CLIMATE OVERALL	64.2% B C	1,317	59.5%	1,667	49.8%	75	61.3%	3,059
Recruits employees from a diverse set of backgrounds	68.2% B C	1,335	58.9%	1,693	46.4%	78	62.6%	3,106
Improves the campus climate for all employees	60.6% C	1,338	59.3%	1,692	45.9%	78	59.5%	3,108
Retains diverse employees	53.6% B C	1,334	40.3%	1,695	35.8%	75	45.9%	3,104
Creates a supportive environment for employees from diverse backgrounds	58.7% B C	1,333	51.0% C	1,697	25.4%	78	53.6%	3,108
Encourages discussions related to diversity	67.6%	1,330	72.9% A	1,697	68.7%	78	70.5%	3,105
Provides employees with a positive work experience	72.0% C	1,331	68.3% C	1,695	53.5%	78	69.5%	3,104
Climate has become consistently more inclusive of all employees	63.1% C	1,334	59.2% C	1,699	43.2%	78	60.5%	3,111

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 39: Communications: CSU Overall

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU COMMUNICATIONS OVERALL	56.2% C	1,315	61.0% A C	1,678	42.7%	75	58.5%	3,067
Communications are effective	57.8% C	1,335	59.8% C	1,695	39.9%	78	58.4%	3,108
Communications are timely	65.7% C	1,324	65.4% C	1,695	49.1%	78	65.1%	3,097
Communications are relevant	51.5%	1,326	60.4% A	1,692	47.6%	78	56.3%	3,096
Communications are informative	58.7%	1,333	68.7% A C	1,689	54.4%	78	64.0%	3,101
Communications are motivating	32.2%	1,328	42.5% A C	1,691	20.1%	78	37.5%	3,098
Communications are honest	55.6% C	1,326	58.0% C	1,685	29.0%	78	56.2%	3,089
Communications are accessible	70.8% C	1,328	72.3% C	1,689	47.4%	75	71.1%	3,092

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 40: Communications: Division/College

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION COMMUNICATIONS OVERALL	59.4% C	1,313	59.2% C	1,667	46.8%	75	59.0%	3,055
Communications are effective	62.2%	1,335	58.3%	1,692	51.1%	78	59.8%	3,104
Communications are timely	64.7% C	1,324	61.4%	1,691	50.4%	78	62.5%	3,093
Communications are relevant	61.5%	1,323	65.4%	1,691	52.1%	78	63.4%	3,092
Communications are informative	63.8%	1,328	67.2% C	1,689	51.0%	78	65.3%	3,095
Communications are motivating	35.0%	1,329	38.9%	1,687	36.8%	78	37.2%	3,094
Communications are honest	60.3% C	1,327	57.7% C	1,682	42.5%	78	58.4%	3,086
Communications are accessible	68.8% C	1,327	68.4% C	1,689	49.4%	75	68.1%	3,090

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 41: Communications: Department/Unit

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT COMMUNICATIONS OVERALL	67.3%	1,281	67.1%	1,655	64.3%	75	67.1%	3,011
Communications are effective	67.6%	1,333	68.6%	1,684	69.0%	75	68.2%	3,092
Communications are timely	71.3%	1,324	67.4%	1,687	70.7%	75	69.2%	3,086
Communications are relevant	73.3%	1,322	76.7%	1,687	74.1%	75	75.2%	3,083
Communications are informative	74.5%	1,303	74.6%	1,686	71.8%	75	74.5%	3,063
Communications are motivating	44.5%	1,327	44.3%	1,689	48.4%	75	44.5%	3,091
Communications are honest	70.2%	1,327	68.9%	1,684	57.6%	75	69.2%	3,086
Communications are accessible	72.5% C	1,327	71.1%	1,691	58.7%	75	71.4%	3,092

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 42: Communicated Feedback

During the past 12 months, have you had the opportunity to communicate feedback to CSU?	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I have the opportunity to provide feedback	50.1% B C	666	43.8% C	744	29.7%	23	46.1%	1,433
Maybe, I can provide feedback in limited situations	34.0%	452	39.3% A	668	50.6% A	40	37.3%	1,160
No, I don't have an opportunity to provide feedback	15.9%	211	16.9%	287	19.7%	15	16.5%	514
Total	100.0%	1,329	100.0%	1,699	100.0%	78	100.0%	3,106

Results are based on two-sided tests. For each significant pair, the key of the category with the smaller column proportion appears in the category with the larger column proportion.
Significance level for upper case letters (A, B, C): .05[1,2]
1. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
2. Cell counts of some categories are not integers. They were rounded to the nearest integers before performing column proportions tests.

Table 43: Responsiveness to Feedback

When I use the following channels, leadership is responsive to my feedback:	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPONSIVENESS TO FEEDBACK OVERALL	49.5% C	1,074	51.7% C	1,377	40.1%	61	50.5%	2,512
One on one conversations with my supervisor	83.1%	1,104	83.7%	1,410	80.8%	63	83.4%	2,577
My representation in shared governance (CPC, APC, or Faculty Council)	21.5%	1,081	25.8% A	1,386	15.4%	63	23.7%	2,530
My service on committees	38.4%	1,083	43.0%	1,394	30.7%	61	40.7%	2,537
Annual review process	64.7% C	1,102	62.8% C	1,400	42.2%	63	63.1%	2,565
Input collection through anonymous surveys	42.3%	1,097	43.7%	1,398	36.1%	63	42.9%	2,558

Asked only of those respondents who yes or maybe had the opportunity to communicate feedback.
Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 44: Feedback Valued

When I give feedback it is valued by:	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FEEDBACK VALUED OVERALL	48.7% C	1,097	50.1% C	1,398	33.7%	63	49.1%	2,558
CSU overall	30.7% C	1,101	34.9% C	1,400	7.1%	63	32.4%	2,564
My division/college	44.4%	1,100	47.6%	1,400	37.7%	63	45.9%	2,562
My department/unit	70.9% C	1,104	68.0%	1,406	56.4%	63	69.0%	2,573

Asked only of those respondents who yes or maybe had the opportunity to communicate feedback.
Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 45: Discriminatory Attitudes: CSU Overall

Please indicate if discriminatory attitudes are currently problematic.	Man		Woman		T/NB/NC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	5.6%	75	10.3%	175	31.7%	25	8.8%	275
Physical appearance	4.3%	57	6.0%	103	27.3%	21	5.8%	181
Physical disability	5.1%	68	8.4%	143	32.1%	25	7.6%	236
Mental disability	4.6%	62	8.0%	136	35.4%	28	7.2%	226
Employment classification	16.0%	214	25.9%	441	34.7%	27	21.8%	682
Gender identity	7.0%	94	10.2%	174	50.1%	39	9.9%	308
Job title	13.8%	186	19.1%	326	26.2%	20	17.0%	532
Parental status	3.7%	49	7.1%	121	18.4%	14	5.9%	185
Religion	7.9%	106	9.0%	154	24.4%	19	8.9%	279
Political affiliation	15.5%	207	17.6%	300	23.1%	18	16.8%	526
Sexual orientation	4.4%	59	7.1%	121	28.2%	22	6.5%	202
Socio-economic status	8.1%	108	12.1%	206	43.3%	34	11.1%	348
Ethnic origin	5.4%	73	10.4%	177	39.6%	31	9.0%	281
Veteran status	1.9%	25	1.4%	25	12.7%	10	1.9%	60
Race or color	9.8%	132	15.7%	268	49.4%	39	14.0%	438
Marital status	2.1%	28	3.5%	60	9.5%	7	3.1%	95
Nationality/country of origin	4.2%	56	9.0%	154	31.7%	25	7.5%	235
None/no response	64.5%	864	54.6%	931	32.1%	25	58.3%	1,820

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.

Table 46: Discriminatory Attitudes: Division/College

Please indicate if discriminatory attitudes are currently problematic.	Man		Woman		T/NB/NC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	4.1%	55	7.8%	132	19.8%	16	6.5%	203
Physical appearance	4.0%	54	5.4%	93	18.7%	15	5.2%	161
Physical disability	2.1%	28	5.1%	86	23.7%	19	4.3%	133
Mental disability	2.1%	28	5.1%	87	24.5%	19	4.3%	134
Employment classification	11.2%	150	20.8%	354	24.8%	19	16.8%	524
Gender identity	3.2%	43	7.3%	124	36.6%	29	6.3%	196
Job title	14.2%	191	19.3%	329	31.4%	25	17.4%	544
Parental status	2.4%	33	5.7%	97	15.9%	12	4.6%	142
Religion	4.1%	54	4.1%	69	13.1%	10	4.3%	134
Political affiliation	9.2%	123	12.6%	216	17.5%	14	11.3%	352
Sexual orientation	2.9%	39	3.5%	60	15.1%	12	3.5%	111
Socio-economic status	5.7%	77	7.5%	128	29.1%	23	7.3%	228
Ethnic origin	4.3%	58	5.6%	96	17.0%	13	5.3%	167
Veteran status	1.0%	14	1.2%	20	7.0%	5	1.3%	39
Race or color	5.0%	66	8.2%	139	20.3%	16	7.1%	221
Marital status	1.5%	20	3.6%	61	6.6%	5	2.8%	86
Nationality/country of origin	2.9%	38	4.2%	71	14.7%	11	3.9%	121
None/no response	74.3%	995	62.4%	1,064	42.9%	34	67.0%	2,093

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.

Table 47: Discriminatory Attitudes: Department/Unit

Please indicate if discriminatory attitudes are currently problematic.	Man		Woman		T/NB/NC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	5.7%	77	8.7%	149	10.7%	8	7.5%	234
Physical appearance	2.9%	38	4.9%	84	15.5%	12	4.3%	134
Physical disability	2.7%	36	4.8%	82	17.6%	14	4.2%	131
Mental disability	2.8%	38	6.3%	108	24.0%	19	5.3%	164
Employment classification	11.2%	151	19.2%	327	16.0%	13	15.7%	490
Gender identity	2.7%	36	8.9%	152	25.9%	20	6.7%	208
Job title	13.8%	186	18.3%	311	25.2%	20	16.5%	517
Parental status	2.4%	32	7.0%	119	9.8%	8	5.1%	159
Religion	3.3%	45	4.1%	69	7.5%	6	3.8%	120
Political affiliation	7.5%	100	11.5%	195	14.3%	11	9.8%	307
Sexual orientation	2.9%	39	3.8%	65	9.0%	7	3.5%	110
Socio-economic status	4.9%	65	7.6%	129	17.8%	14	6.7%	208
Ethnic origin	3.7%	50	5.0%	85	11.8%	9	4.6%	144
Veteran status	0.3%	4	1.0%	16	4.2%	3	0.8%	24
Race or color	4.4%	59	7.2%	122	15.1%	12	6.2%	193
Marital status	1.0%	13	3.4%	59	6.6%	5	2.5%	77
Nationality/country of origin	2.7%	37	4.3%	73	9.5%	7	3.7%	117
None/no response	75.7%	1,014	62.4%	1,064	60.3%	47	68.1%	2,126

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.

Table 48: Other Potential Problems: CSU Overall

Please indicate if any of the following are currently problematic.	Man		Woman		T/NB/NC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	5.3%	71	11.7%	200	34.9%	27	9.5%	298
Bullying	7.0%	94	11.6%	197	27.3%	21	10.0%	313
Bias	17.2%	230	22.0%	376	43.0%	34	20.5%	640
Physical assault	1.2%	16	2.1%	37	12.3%	10	2.0%	62
Sexual misconduct	4.3%	57	6.9%	117	18.0%	14	6.0%	189
Verbal abuse	5.5%	73	8.2%	140	24.1%	19	7.4%	232
None/no response	79.1%	1,060	72.4%	1,235	52.3%	41	74.8%	2,336

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.

Table 49: Other Potential Problems: Division/College

Please indicate if any of the following are currently problematic.	Man		Woman		T/NB/NC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	0.9%	12	5.0%	85	10.8%	8	3.4%	106
Bullying	6.0%	81	8.7%	148	16.9%	13	7.7%	242
Bias	11.6%	156	18.0%	307	39.3%	31	15.8%	494
Physical assault	0.0%	*	0.5%	8	0.0%	*	0.3%	8
Sexual misconduct	1.0%	13	2.0%	34	5.2%	4	1.7%	52
Verbal abuse	3.5%	46	4.9%	83	19.1%	15	4.6%	144
None/no response	84.3%	1,130	79.3%	1,351	53.7%	42	80.8%	2,524

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.
* Values reported for items with n >= 3.

Table 50: Other Potential Problems: Department/Unit

Please indicate if any of the following are currently problematic.	Man		Woman		T/NB/NC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	1.1%	15	3.0%	51	2.4%	*	2.2%	68
Bullying	5.4%	73	10.3%	176	5.2%	4	8.1%	253
Bias	13.0%	174	19.3%	330	30.4%	24	16.9%	527
Physical assault	0.0%	*	0.3%	5	0.0%	*	0.2%	5
Sexual misconduct	1.4%	19	1.4%	24	2.4%	*	1.4%	44
Verbal abuse	3.8%	51	6.3%	107	10.3%	8	5.3%	166
None/no response	83.3%	1,117	75.7%	1,290	66.8%	52	78.7%	2,459

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.
* Values reported for items with n >= 3.

Comparisons by Racially Minoritized Status

Racially minoritized status is based on responses to the multiple response race and ethnicity survey question (Table 20). If a respondent selected only one race and that one race was Asian, Black, Hispanic or Latinx, Native American or Alaska Native or First Nations, or Native Hawaiian or Other Pacific Islander, or they selected 'The race/ethnicity I most closely align with is not listed,' they are coded as racially minoritized.
If a respondent selected one race and that one race was White, they are coded as non-racially minoritized. If a respondent selected more than one race in any combination, they are coded as racially minoritized. Racially minoritized status could not be determined for respondents who skipped the question or selected 'Prefer not to disclose;' these respondents are excluded from these analyses.

Table 51: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	63.2%	499	66.9% A	2,678	66.4%	3,177
My department/unit promotes a work environment where all employees feel included	68.7%	504	72.2%	2,720	71.7%	3,223
My department/unit treats all employees equitably	62.1%	506	63.9%	2,718	63.7%	3,224
My department/unit is open and transparent in communication	62.2%	503	61.6%	2,717	61.7%	3,220
My department/unit values employee input in major department/unit decisions	57.7%	506	59.6%	2,711	59.3%	3,217
My department/unit promotes respect for cultural differences	71.5%	506	79.4% A	2,709	78.1%	3,215
My department/unit understands the value of diversity	74.3%	506	78.9% A	2,717	78.2%	3,223
My department/unit communicates the importance of valuing diversity	69.8%	506	75.5% A	2,718	74.6%	3,224
I feel valued as an employee	63.7%	504	67.2%	2,713	66.6%	3,217
I feel a strong sense of belonging to CSU	47.1%	506	50.6%	2,716	50.0%	3,222
I feel a strong sense of belonging to my division/college	47.2%	506	51.7%	2,714	51.0%	3,220
I feel a strong sense of belonging to my department/unit	64.0%	506	66.2%	2,713	65.8%	3,219
I would recommend CSU as a place of employment	65.1%	506	72.1% A	2,720	71.0%	3,226
I would recommend my department/unit as a place of employment	63.9%	506	70.9% A	2,717	69.8%	3,223

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 52: Performance Review in Last Year

Did you have a performance review in the last year?	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I had a review	68.7%	346	82.5% A	2,235	80.3%	2,582
No, I did not have a review	31.3% B	158	17.5%	475	19.7%	633
Total	100.0%	504	100.0%	2,711	100.0%	3,215

Results are based on two-sided tests. For each significant pair, the key of the category with the smaller column proportion appears in the category with the larger column proportion.
Significance level for upper case letters (A, B, C): .05[1,2]
1. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
2. Cell counts of some categories are not integers. They were rounded to the nearest integers before performing column proportions tests.

Table 53: Performance Review

Please indicate your level of agreement with the following statements about your most recent performance review.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
PERFORMANCE REVIEW OVERALL	80.2%	346	80.1%	2,229	80.1%	2,575
I am satisfied with the effort my supervisor put into my most recent performance review	77.4%	346	80.9%	2,234	80.5%	2,580
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	19.4% B	346	11.1%	2,234	12.2%	2,580
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	63.2%	346	59.3%	2,231	59.8%	2,577

Asked only of those respondents who had a performance review in the last year.
Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.
*Reverse coded when included in overall rating
[1,2,3]

1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 54: Respect

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
RESPECT OVERALL	66.1%	502	66.6%	2,712	66.6%	3,214
My department/unit is treated with respect by other units within my college/division	60.7%	504	61.0%	2,720	60.9%	3,224
My college/division is treated with respect by CSU	62.6%	504	60.5%	2,717	60.9%	3,221
The people I interact with treat each other with respect	81.8%	506	84.0%	2,715	83.6%	3,221
There is respect for religious differences in my department/unit	67.2%	506	65.6%	2,720	65.9%	3,226
There is respect for liberal perspectives in my department/unit	74.6%	506	79.0% A	2,720	78.3%	3,226
There is respect for conservative perspectives in my department/unit	49.7%	504	49.3%	2,720	49.4%	3,224

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 55: Favoritism

During the past 12 months, please indicate your level of agreement with the following statements about favoritism. Favoritism plays a role in who gets:	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	29.1% B	500	23.2%	2,703	24.1%	3,203
Recognized within my department/unit	37.3% B	500	29.2%	2,713	30.5%	3,213
Resources in my department/unit	33.2% B	500	25.2%	2,716	26.4%	3,216
Professional development opportunities	19.1%	500	16.3%	2,714	16.7%	3,214
Promoted in my department/unit	30.6%	500	26.6%	2,714	27.2%	3,214
Hired in my department/unit	25.1% B	500	18.8%	2,711	19.8%	3,211

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 56: Leadership Accountability: College/Division Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL	37.5%	499	43.6% A	2,679	42.7%	3,178
Leadership adequately addresses inappropriate behavior	37.4%	502	43.3% A	2,702	42.4%	3,204
Leadership holds employees accountable for inappropriate behavior	34.9%	502	39.7% A	2,701	39.0%	3,203
Leadership holds employees accountable for poor performance in the workplace	29.8%	500	31.8%	2,701	31.4%	3,202
Leadership acts ethically and honestly in the workplace	52.0%	504	63.0% A	2,700	61.3%	3,204
Leadership addresses issues of inequity	36.6%	502	44.1% A	2,695	43.0%	3,197
Leadership holds all employees to the same standards	36.1%	501	39.7%	2,697	39.1%	3,199

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 57: Leadership Accountability: Department/Unit Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL	51.4%	499	51.9%	2,676	51.8%	3,175
Leadership adequately addresses inappropriate behavior	53.1%	502	51.2%	2,703	51.5%	3,205
Leadership holds employees accountable for inappropriate behavior	50.5%	502	47.9%	2,697	48.3%	3,199
Leadership holds employees accountable for poor performance in the workplace	45.8%	502	41.3%	2,707	42.0%	3,209
Leadership acts ethically and honestly in the workplace	52.0%	504	63.0% A	2,700	61.3%	3,204
Leadership addresses issues of inequity	46.6%	500	53.0% A	2,701	52.0%	3,201
Leadership holds all employees to the same standards	48.7%	503	47.2%	2,708	47.4%	3,211

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 58: Climate: CSU Overall

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
CSU CLIMATE OVERALL	47.8%	500	59.3% A	2,676	57.5%	3,176
Recruits employees from a diverse set of backgrounds	42.8%	502	59.8% A	2,709	57.2%	3,211
Improves the campus climate for all employees	39.4%	502	56.8% A	2,708	54.1%	3,210
Retains diverse employees	31.4%	502	39.5% A	2,701	38.3%	3,203
Creates a supportive environment for employees from diverse backgrounds	48.4%	500	54.3% A	2,704	53.4%	3,205
Encourages discussions related to diversity	65.7%	502	79.7% A	2,703	77.5%	3,205
Provides employees with a positive work experience	59.1%	504	64.8% A	2,701	63.9%	3,205
Climate has become consistently more inclusive of all employees	48.2%	502	60.1% A	2,709	58.2%	3,211

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 59: Climate: Department/Unit

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT CLIMATE OVERALL	58.6%	485	61.9%	2,674	61.4%	3,160
Recruits employees from a diverse set of backgrounds	60.9%	502	62.9%	2,704	62.6%	3,206
Improves the campus climate for all employees	58.0%	501	59.8%	2,708	59.5%	3,208
Retains diverse employees	43.8%	502	46.2%	2,700	45.8%	3,202
Creates a supportive environment for employees from diverse backgrounds	48.4%	500	54.3% A	2,704	53.4%	3,205
Encourages discussions related to diversity	64.1%	499	72.0% A	2,709	70.8%	3,207
Provides employees with a positive work experience	67.4%	506	69.9%	2,698	69.5%	3,204
Climate has become consistently more inclusive of all employees	54.7%	502	62.1% A	2,711	60.9%	3,213

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 60: Communications: CSU Overall

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
CSU COMMUNICATIONS OVERALL	57.9%	497	58.5%	2,673	58.4%	3,170
Communications are effective	51.7%	506	59.1% A	2,705	57.9%	3,211
Communications are timely	62.2%	504	65.3%	2,698	64.8%	3,202
Communications are relevant	60.9% B	499	55.3%	2,698	56.2%	3,197
Communications are informative	64.2%	506	63.8%	2,699	63.9%	3,205
Communications are motivating	43.6% B	504	36.6%	2,700	37.7%	3,204
Communications are honest	50.6%	502	56.9% A	2,692	55.9%	3,194
Communications are accessible	70.9%	502	71.6%	2,694	71.5%	3,197

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 61: Communications: Division/College

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION COMMUNICATIONS OVERALL	55.8%	494	59.7% A	2,664	59.1%	3,158
Communications are effective	51.9%	506	61.2% A	2,701	59.8%	3,207
Communications are timely	54.9%	500	63.9% A	2,696	62.5%	3,196
Communications are relevant	61.3%	498	63.4%	2,696	63.0%	3,194
Communications are informative	64.5%	500	66.6%	2,697	66.2%	3,197
Communications are motivating	41.9% B	501	36.2%	2,698	37.1%	3,199
Communications are honest	53.6%	502	59.1% A	2,692	58.2%	3,194
Communications are accessible	64.7%	502	69.0%	2,694	68.3%	3,196

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 62: Communications: Department/Unit

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT COMMUNICATIONS OVERALL	65.2%	477	67.6%	2,637	67.2%	3,114
Communications are effective	68.5%	506	68.0%	2,690	68.1%	3,196
Communications are timely	65.5%	500	69.6%	2,689	68.9%	3,189
Communications are relevant	73.9%	498	75.7%	2,688	75.4%	3,186
Communications are informative	74.2%	490	75.3%	2,678	75.1%	3,168
Communications are motivating	50.3% B	502	43.0%	2,696	44.2%	3,198
Communications are honest	63.4%	502	70.1% A	2,690	69.1%	3,192
Communications are accessible	70.1%	500	72.0%	2,694	71.7%	3,194

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 63: Communicated Feedback

During the past 12 months, have you had the opportunity to communicate feedback to CSU?	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I have the opportunity to provide feedback	38.1%	191	48.0% A	1,298	46.4%	1,488
Maybe, I can provide feedback in limited situations	38.1%	191	37.0%	1,001	37.2%	1,192
No, I don't have an opportunity to provide feedback	23.8% B	119	15.0%	406	16.4%	525
Total	100.0%	501	100.0%	2,704	100.0%	3,205

Results are based on two-sided tests. For each significant pair, the key of the category with the smaller column proportion appears in the category with the larger column proportion.
Significance level for upper case letters (A, B, C): .05[1,2]
1. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
2. Cell counts of some categories are not integers. They were rounded to the nearest integers before performing column proportions tests.

Table 64: Responsiveness to Feedback

When I use the following channels, leadership is responsive to my feedback:	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
RESPONSIVENESS TO FEEDBACK OVERALL	52.2%	369	50.5%	2,233	50.8%	2,601
One on one conversations with my supervisor	80.8%	378	83.2%	2,287	82.9%	2,665
My representation in shared governance (CPC, APC, or Faculty Council)	24.1%	374	24.1%	2,247	24.1%	2,621
My service on committees	49.5% B	375	40.2%	2,253	41.5%	2,628
Annual review process	60.3%	379	63.8%	2,275	63.3%	2,655
Input collection through anonymous surveys	48.0% B	378	42.4%	2,268	43.2%	2,645

Asked only of those respondents who yes or maybe had the opportunity to communicate feedback.
Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[1,2,3]
1. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 65: Feedback Valued

When I give feedback it is valued by:	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
FEEDBACK VALUED OVERALL	46.8%	377	49.6%	2,268	49.2%	2,645
CSU overall	31.3%	377	32.5%	2,272	32.3%	2,649
My division/college	42.1%	377	47.4%	2,272	46.7%	2,649
My department/unit	67.3%	379	69.1%	2,284	68.9%	2,663

Asked only of those respondents who yes or maybe had the opportunity to communicate feedback.
Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[a,b,c]
a. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05
b. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
c. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 66: Discriminatory Attitudes: CSU Overall

Please indicate if discriminatory attitudes are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Age	16.7%	84	7.8%	211	9.2%	296
Physical appearance	13.3%	67	4.5%	123	5.9%	190
Physical disability	16.3%	83	6.0%	164	7.6%	247
Mental disability	17.0%	86	5.7%	154	7.4%	240
Employment classification	27.4%	139	21.3%	578	22.2%	717
Gender identity	23.3%	118	7.8%	212	10.2%	330
Job title	22.3%	113	16.4%	447	17.4%	560
Parental status	11.1%	56	5.2%	141	6.1%	198
Religion	15.4%	78	7.4%	202	8.7%	280
Political affiliation	21.5%	109	15.1%	410	16.1%	519
Sexual orientation	15.2%	77	4.9%	134	6.5%	211
Socio-economic status	21.8%	110	9.0%	246	11.0%	356
Ethnic origin	20.7%	105	6.7%	182	8.9%	286
Veteran status	4.8%	24	1.3%	35	1.8%	59
Race or color	28.5%	144	11.3%	308	14.0%	452
Marital status	6.5%	33	2.3%	64	3.0%	97
Nationality/country of origin	18.3%	93	5.4%	148	7.4%	240
None/no response	52.2%	264	59.4%	1,615	58.3%	1,880

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.

Table 67: Discriminatory Attitudes: Division/College

Please indicate if discriminatory attitudes are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Age	10.9%	55	5.9%	159	6.6%	214
Physical appearance	11.5%	58	4.0%	109	5.2%	168
Physical disability	9.6%	48	3.5%	94	4.4%	142
Mental disability	10.2%	52	3.4%	92	4.5%	144
Employment classification	17.4%	88	16.6%	451	16.7%	539
Gender identity	10.8%	55	5.5%	151	6.4%	206
Job title	18.9%	96	17.4%	473	17.6%	569
Parental status	6.8%	34	4.2%	114	4.6%	149
Religion	7.0%	35	3.7%	101	4.2%	137
Political affiliation	11.6%	59	10.9%	297	11.0%	356
Sexual orientation	6.9%	35	3.0%	83	3.7%	118
Socio-economic status	13.7%	69	6.2%	168	7.4%	238
Ethnic origin	11.5%	58	4.3%	117	5.4%	175
Veteran status	2.5%	13	1.0%	28	1.3%	41
Race or color	14.2%	72	5.9%	161	7.2%	233
Marital status	4.7%	24	2.4%	64	2.7%	88
Nationality/country of origin	6.0%	30	3.2%	88	3.7%	118
None/no response	64.1%	325	67.3%	1,831	66.8%	2,155

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.

Table 68: Discriminatory Attitudes: Department/Unit

Please indicate if discriminatory attitudes are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Age	10.2%	52	7.2%	195	7.6%	246
Physical appearance	8.7%	44	3.7%	100	4.5%	144
Physical disability	8.4%	43	3.5%	94	4.2%	137
Mental disability	12.0%	61	4.2%	115	5.5%	176
Employment classification	14.4%	73	16.2%	441	15.9%	514
Gender identity	8.6%	44	6.5%	176	6.8%	219
Job title	14.0%	71	17.5%	475	16.9%	546
Parental status	7.0%	35	4.8%	132	5.2%	167
Religion	5.3%	27	3.8%	102	4.0%	129
Political affiliation	12.2%	62	9.3%	253	9.8%	315
Sexual orientation	3.8%	19	3.5%	95	3.5%	114
Socio-economic status	8.8%	45	6.1%	167	6.6%	212
Ethnic origin	9.9%	50	3.7%	102	4.7%	152
Veteran status	1.0%	5	0.9%	24	0.9%	29
Race or color	11.3%	57	5.9%	159	6.7%	216
Marital status	2.4%	12	2.5%	69	2.5%	81
Nationality/country of origin	5.2%	26	3.3%	90	3.6%	116
None/no response	65.4%	331	68.2%	1,854	67.7%	2,185

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.

Table 69: Other Potential Problems: CSU Overall

Please indicate if any of the following are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	22.3%	113	7.3%	198	9.6%	311
Bullying	16.2%	82	8.9%	241	10.0%	323
Bias	34.9%	177	18.0%	489	20.6%	665
Physical assault	3.6%	18	1.7%	45	2.0%	64
Sexual misconduct	11.7%	59	4.8%	132	5.9%	191
Verbal abuse	16.3%	83	6.1%	166	7.7%	249
None/no response	60.4%	306	77.2%	2,099	74.5%	2,404

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.

Table 70: Other Potential Problems: Division/College

Please indicate if any of the following are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	5.4%	28	3.1%	85	3.5%	112
Bullying	11.8%	60	6.7%	183	7.5%	242
Bias	25.8%	131	13.8%	376	15.7%	506
Physical assault	0.0%	*	0.2%	6	0.2%	6
Sexual misconduct	2.0%	10	1.5%	42	1.6%	52
Verbal abuse	6.4%	33	4.3%	118	4.7%	151
None/no response	70.4%	356	82.6%	2,246	80.7%	2,602

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.
* Values reported for items with n >= 3.

Table 71: Other Potential Problems: Department/Unit

Please indicate if any of the following are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	3.1%	16	2.0%	54	2.2%	69
Bullying	7.7%	39	8.2%	224	8.1%	263
Bias	25.4%	129	15.7%	426	17.2%	554
Physical assault	0.0%	*	0.2%	5	0.1%	5
Sexual misconduct	1.5%	8	1.4%	39	1.5%	47
Verbal abuse	7.3%	37	5.2%	142	5.5%	179
None/no response	73.3%	371	79.4%	2,159	78.4%	2,530

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.
* Values reported for items with n >= 3.