

# Employee Climate Survey 2021

## State Classified Employees

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 State Classified 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	6.5%	16.3%	15.0%	41.2%	21.0%	100.0% 1,675
My department/unit treats all employees equitably	10.1%	21.1%	18.2%	33.2%	17.5%	100.0% 1,668
My department/unit is open and transparent in communication	9.4%	22.2%	16.5%	33.8%	18.1%	100.0% 1,661
My department/unit values employee input in major department/unit decisions	11.7%	19.8%	22.8%	28.9%	16.8%	100.0% 1,668
My department/unit promotes respect for cultural differences	3.6%	6.3%	19.8%	41.9%	28.5%	100.0% 1,666
My department/unit understands the value of diversity	3.5%	5.8%	22.7%	41.3%	26.7%	100.0% 1,663
My department/unit communicates the importance of valuing diversity	3.5%	7.6%	25.0%	39.0%	24.8%	100.0% 1,668
I feel valued as an employee	13.6%	16.8%	16.9%	33.6%	19.2%	100.0% 1,666
I feel a strong sense of belonging to CSU	11.9%	16.3%	26.4%	30.2%	15.3%	100.0% 1,668
I feel a strong sense of belonging to my division/college	12.0%	15.5%	28.3%	29.1%	15.2%	100.0% 1,663
I feel a strong sense of belonging to my department/unit	9.1%	13.2%	19.2%	36.7%	21.8%	100.0% 1,668
I would recommend CSU as a place of employment	9.1%	10.1%	25.5%	38.1%	17.3%	100.0% 1,670
I would recommend my department/unit as a place of employment	10.5%	13.4%	21.4%	33.0%	21.7%	100.0% 1,668

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**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?	94.1%	5.9%	100.0%	1,672

**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	4.9%	9.0%	12.7%	40.1%	33.3%	100.0%	1,562
I fear negative job consequences if I am to raise an issue of unfair treatment during my review	26.4%	31.7%	19.1%	14.2%	8.5%	100.0%	1,560
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	2.8%	13.7%	20.8%	48.3%	14.4%	100.0%	1,560

*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	8.6%	13.8%	23.0%	42.1%	12.5%	100.0%	1,654
My college/division is treated with respect by CSU	6.8%	12.3%	27.6%	41.7%	11.6%	100.0%	1,652
The people I interact with treat each other with respect	2.4%	7.8%	15.9%	54.6%	19.4%	100.0%	1,649
There is respect for religious differences in my department/unit	4.3%	3.7%	33.4%	40.2%	18.5%	100.0%	1,650
There is respect for liberal perspectives in my department/unit	3.2%	4.4%	27.5%	40.2%	24.6%	100.0%	1,649
There is respect for conservative perspectives in my department/unit	11.1%	10.6%	35.0%	31.9%	11.5%	100.0%	1,646

**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	13.0%	24.7%	21.9%	25.8%	14.6%	100.0%	1,620
Resources in my department/unit	12.2%	24.9%	32.0%	20.2%	10.8%	100.0%	1,618
Professional development opportunities	15.4%	29.6%	27.3%	16.1%	11.6%	100.0%	1,620
Promoted in my department/unit	13.6%	23.1%	25.6%	22.0%	15.7%	100.0%	1,616
Hired in my department/unit	14.2%	25.8%	31.6%	16.8%	11.7%	100.0%	1,618

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**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	9.0%	10.8%	41.2%	31.8%	7.3%	100.0%	1,598
Leadership holds employees accountable for inappropriate behavior	8.7%	12.0%	43.1%	28.8%	7.4%	100.0%	1,590
Leadership holds employees accountable for poor performance in the workplace	11.1%	15.2%	44.5%	23.8%	5.4%	100.0%	1,588
Leadership acts ethically and honestly in the workplace	7.5%	9.2%	30.6%	42.4%	10.3%	100.0%	1,593
Leadership addresses issues of inequity	10.0%	10.5%	41.3%	29.0%	9.1%	100.0%	1,583
Leadership holds all employees to the same standards	15.6%	19.0%	33.4%	25.4%	6.6%	100.0%	1,579

**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	7.8%	12.4%	29.9%	38.3%	11.5%	100.0%	1,594
Leadership holds employees accountable for inappropriate behavior	8.1%	14.2%	31.8%	35.5%	10.5%	100.0%	1,592
Leadership holds employees accountable for poor performance in the workplace	11.4%	19.4%	31.3%	30.3%	7.6%	100.0%	1,591
Leadership acts ethically and honestly in the workplace	7.5%	9.2%	30.6%	42.4%	10.3%	100.0%	1,593
Leadership addresses issues of inequity	9.5%	12.2%	35.3%	31.1%	12.0%	100.0%	1,581
Leadership holds all employees to the same standards	15.7%	23.4%	21.7%	29.1%	10.1%	100.0%	1,590

**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	3.1%	5.6%	26.2%	50.4%	14.7%	100.0%	1,596
Improves the campus climate for all employees	7.7%	11.9%	30.4%	41.8%	8.2%	100.0%	1,588
Retains diverse employees	4.9%	8.1%	39.0%	39.5%	8.5%	100.0%	1,588
Creates a supportive environment for employees from diverse backgrounds	4.4%	6.4%	31.0%	47.5%	10.7%	100.0%	1,585
Encourages discussions related to diversity	4.8%	4.3%	23.7%	47.1%	20.1%	100.0%	1,583
Provides employees with a positive work experience	7.1%	11.9%	28.4%	42.3%	10.4%	100.0%	1,584
Climate has become consistently more inclusive of all employees	6.0%	8.2%	33.4%	40.6%	11.8%	100.0%	1,579

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**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	3.7%	7.1%	24.6%	48.7%	15.9%	100.0%   1,593
Improves the campus climate for all employees	8.7%	12.5%	28.5%	39.6%	10.8%	100.0%   1,578
Retains diverse employees	6.9%	9.8%	35.1%	37.7%	10.5%	100.0%   1,586
Creates a supportive environment for employees from diverse backgrounds	4.4%	6.4%	31.0%	47.5%	10.7%	100.0%   1,585
Encourages discussions related to diversity	5.7%	9.6%	27.8%	38.3%	18.7%	100.0%   1,579
Provides employees with a positive work experience	9.7%	14.7%	22.3%	38.1%	15.1%	100.0%   1,576
Climate has become consistently more inclusive of all employees	6.6%	10.9%	32.5%	36.1%	13.8%	100.0%   1,575

**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	6.1%	14.5%	23.0%	46.8%	9.6%	100.0%   1,568
Communications are timely	6.1%	10.5%	23.5%	47.4%	12.6%	100.0%   1,565
Communications are relevant	6.9%	14.1%	24.6%	45.5%	8.9%	100.0%   1,564
Communications are informative	5.0%	9.8%	24.2%	49.7%	11.2%	100.0%   1,563
Communications are motivating	9.8%	16.9%	35.6%	31.4%	6.2%	100.0%   1,564
Communications are honest	8.7%	9.2%	33.7%	40.3%	8.1%	100.0%   1,566
Communications are accessible	3.4%	4.6%	24.8%	53.8%	13.4%	100.0%   1,556

**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	6.5%	15.2%	26.0%	43.3%	9.0%	100.0%   1,553
Communications are timely	6.1%	13.2%	25.3%	45.3%	10.1%	100.0%   1,555
Communications are relevant	6.0%	12.1%	27.3%	45.7%	9.0%	100.0%   1,550
Communications are informative	5.1%	9.1%	28.6%	46.6%	10.6%	100.0%   1,545
Communications are motivating	10.4%	15.8%	39.6%	28.3%	5.9%	100.0%   1,548
Communications are honest	8.3%	9.2%	33.5%	40.3%	8.7%	100.0%   1,551
Communications are accessible	4.3%	5.3%	26.7%	50.7%	13.0%	100.0%   1,547

**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	10.2%	15.1%	18.7%	41.2%	14.9%	100.0%   1,569
Communications are timely	9.7%	14.4%	19.4%	42.4%	14.1%	100.0%   1,567
Communications are relevant	6.5%	8.5%	20.8%	48.9%	15.2%	100.0%   1,561
Communications are informative	5.5%	7.8%	24.0%	49.1%	13.6%	100.0%   1,554
Communications are motivating	10.1%	16.0%	35.2%	29.8%	8.8%	100.0%   1,554
Communications are honest	8.1%	10.5%	26.5%	42.0%	12.8%	100.0%   1,563
Communications are accessible	5.7%	6.7%	23.2%	49.0%	15.4%	100.0%   1,559

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**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?	40.0%	39.8%	20.2%	100.0%	1,565

**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	3.6%	6.7%	12.2%	41.4%	36.0%	100.0%	1,229
My representation in shared governance (CPC, APC, or Faculty Council)	3.0%	6.9%	63.7%	20.2%	6.1%	100.0%	1,226
My service on committees	2.3%	5.2%	58.4%	26.7%	7.5%	100.0%	1,228
Annual review process	2.7%	9.5%	21.4%	47.5%	18.9%	100.0%	1,226
Input collection through anonymous surveys	4.7%	6.8%	44.1%	34.8%	9.6%	100.0%	1,219

*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	8.2%	14.9%	44.5%	26.1%	6.3%	100.0%	1,219
My division/college	8.7%	12.2%	39.3%	31.4%	8.3%	100.0%	1,213
My department/unit	7.0%	12.4%	22.8%	37.5%	20.3%	100.0%	1,219

*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	9.7%	164	8.9%	150	13.3%	224
Physical appearance	5.9%	99	4.8%	80	6.0%	101
Physical disability	4.7%	79	4.5%	75	6.1%	103
Mental disability	5.4%	92	4.8%	81	6.8%	114
Employment classification	19.6%	330	16.8%	282	19.8%	332
Gender identity	6.7%	112	4.6%	78	5.2%	87
Job title	13.9%	235	13.3%	223	17.9%	302
Parental status	4.6%	77	5.1%	86	6.1%	103
Religion	8.6%	145	5.1%	85	6.0%	102
Political affiliation	15.4%	258	10.7%	180	11.6%	195
Sexual orientation	5.5%	92	4.0%	67	4.3%	73
Socio-economic status	8.7%	146	7.2%	121	6.1%	103
Ethnic origin	6.1%	103	4.0%	67	3.6%	60
Veteran status	2.9%	49	2.9%	48	2.1%	36
Race or color	9.6%	161	5.7%	96	6.3%	106
Marital status	3.1%	52	3.0%	51	2.2%	38
Nationality/country of origin	6.0%	100	3.5%	59	3.7%	62
None/no response	63.2%	1,063	70.5%	1,186	62.4%	1,049

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

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**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	4.8%	81	3.0%	51	1.7%	28
Bullying	9.1%	154	8.6%	144	11.0%	185
Bias	18.0%	302	15.2%	256	20.4%	343
Physical assault	2.1%	36	1.4%	24	0.7%	12
Sexual misconduct	3.6%	60	2.0%	34	1.4%	23
Verbal abuse	5.5%	93	5.9%	99	8.8%	147
None/no response	77.2%	1,299	81.7%	1,374	74.9%	1,259

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

**Table 18: Gender**

Gender (Select all that apply):	Pct	Pop
Agender	0.8%	12
Cisgender	12.7%	191
Trans / Transgender	0.5%	7
Non-binary / Gender Queer / Gender Non-Conforming	1.8%	27
Man	37.8%	569
Trans Man / Masculine	0.4%	6
Trans Woman / Feminine	0.3%	4
Two Spirit	0.0%	*
Woman	49.9%	750
Prefer not to disclose	7.1%	107
The gender I most closely align with is not listed (please specify)	0.3%	5

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	31.3%	433		36.9%	510		83.3%	1,152	
1	4.9%	67		12.9%	179		5.6%	78	
2	4.8%	67		6.2%	86		4.3%	59	
3	5.8%	80		4.2%	59		5.0%	69	
4	9.9%	136		6.1%	84		0.7%	10	
5	16.1%	222		12.0%	166		0.0%	*	
6 Very	27.3%	377		21.6%	298		1.1%	15	
Total	100.0%	1,382	3.15	100.0%	1,382	2.52	100.0%	1,382	.38

\* Values reported for items with n >= 3.

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**Table 20: Race/Ethnicity**

<b>Race and/or Ethnicity (Select all that apply):</b>	<b>Pct</b>	<b>Pop</b>
Native American or Alaska Native or First Nations	2.9%	44
Asian (can include Middle Eastern and North African)	2.7%	41
Black or African American (can include Middle Eastern and North African)	2.0%	31
Hispanic or Latinx	10.8%	165
Native Hawaiian or Other Pacific Islander	0.2%	3
White	79.1%	1,203
Prefer not to disclose	9.5%	144
The race/ethnicity I most closely align with is not listed (please specify)	0.3%	4

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

**Table 21: Black or African American**

<b>You indicated that you identify as Black or African American, please select any additional identities that you align with (select all that apply):</b>	<b>Pct</b>	<b>Pop</b>
Black American	88.0%	27
Caribbean	0.0%	*
Eastern Africa (i.e., Ethiopia, Kenya, Somalia)	10.6%	3
Central Africa (i.e., Congo, Zaire)	0.0%	*
Northern Africa (i.e., Morocco, Sudan)	0.0%	*
Southern Africa (i.e., South Africa)	12.0%	4
Western Africa (i.e., Ghana, Nigeria)	10.6%	3
Prefer not to disclose	0.0%	*
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**

<b>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.</b>	<b>Pct</b>	<b>Pop</b>
Apache	12.3%	3
Cherokee	17.7%	5
Oglala Lakota Sioux	0.0%	*
Navajo/Diné	36.5%	9
Pueblo (e.g., Acoma, Cochiti, Taos)	9.5%	*
Another tribal affiliation	14.4%	4
Unknown/not disclosed	19.7%	5

*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**

<b>You indicated that you identify as Hispanic or Latinx, please select any additional identities that you align with (select all that apply):</b>	<b>Pct</b>	<b>Pop</b>
Mexican or Chicano/a	60.6%	94
Caribbean	1.2%	*
Puerto Rican	4.1%	6
Cuban	2.1%	3
Central American	2.0%	3
South American	4.6%	7
Prefer not to disclose	8.5%	13
The Latinx/Hispanic identity that I most closely align with is not listed (please specify)	12.6%	20
Spanish or Portuguese	6.7%	10

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

*\* Values reported for items with n >= 3.*

**Table 24: Asian**

<b>You indicated that you identify as Asian, please select any additional identities that you align with (select all that apply):</b>	<b>Pct</b>	<b>Pop</b>
Central Asians (i.e., Afghani, Armenian, Azerbaijani, Georgians, Kazakh, Kyrgyz, Mongolian, Tajik, Turkman, Uzbek)	12.1%	5
Southeast Asians (i.e., Bruneian, Burmese, Cambodian, Filipino, Hmong, Indonesian, Laotian, Malaysian, Mien, Singaporean, Timorese, Thai, Vietnamese)	37.3%	15
South Asians (i.e., Bangladeshi, Bhutanese, Indian, Maldivians, Nepali, Pakistani, Sri Lankan)	3.4%	*
East Asians (i.e., Chinese, Japanese, Korean, Okinawan, Taiwanese, Tibetan)	47.2%	19
West Asians/Middle East (i.e., Bahrain, Rian, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Palestine, Qatar, Saudi Arabia, Syria, Turkey, United Arab Emirates, Yemen)	0.0%	*
Prefer not to disclose	0.0%	*
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**

<b>You indicated that you identify as a Hawaiian/Pacific Islander, please select any additional identities that you align with (select all that apply):</b>	<b>Pct</b>	<b>Pop</b>
Guamanian or Chamorro	0.0%	*
Native Hawaiian	0.0%	*
Samoan	0.0%	*
Prefer not to disclose	0.0%	*
The Pacific Islander identity that I most closely align with is not listed (please specify)	100.0%	3

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

*\* Values reported for items with n >= 3.*

**Table 26: Disability**

	<b>Yes</b>	<b>No</b>	<b>Prefer not to respond</b>	<b>Total (Pct   Pop)</b>	
Do you identify as a person with a disability?	14.6%	75.6%	9.8%	100.0%	1,541

**Table 27: LGBTQIA+**

	<b>Yes</b>	<b>No</b>	<b>Unsure</b>	<b>Prefer not to respond</b>	<b>Total (Pct   Pop)</b>	
Do you identify in the LGBTQIA+ community?	8.7%	80.2%	2.9%	8.2%	100.0%	1,532



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**Table 28: Division/College**

	<b>Pct</b>	<b>Pop</b>
Athletics	0.2%	*
Central Administration	0.9%	15
College of Agricultural Sciences	1.3%	22
College of Business	0.9%	15
College of Health and Human Sciences	1.6%	26
College of Liberal Arts	1.7%	28
College of Natural Sciences	3.4%	58
College of Veterinary Medicine and Biomedical Sciences/VTH	18.6%	313
Engagement/Extension	2.1%	35
Enrollment/Access	1.9%	32
Equity, Equal Opportunity, and Title IX	0.2%	3
Graduate School	0.4%	7
Information Technology	2.6%	44
International Programs	0.6%	9
Library	1.7%	28
Operations	30.0%	504
Research	1.0%	17
Student Affairs	27.2%	458
University Marketing + Communications	0.8%	13
Walter Scott Jr. College of Engineering	1.3%	21
Warner College of Natural Resources	1.1%	18
Colorado State Forest Service	0.7%	13
<b>Total</b>	<b>100.0%</b>	<b>1,682</b>

\* Values reported for items with n >= 3.

**Table 29: Employee Type**

	<b>Pct</b>	<b>Pop</b>
State Classified	100.0%	1,682
<b>Total</b>	<b>100.0%</b>	<b>1,682</b>

## 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	53.0%	551	62.6%	722	51.6%	47	58.2%	1,321
My department/unit promotes a work environment where all employees feel included	59.5%	563	70.0%	739	51.6%	49	65.0%	1,352
My department/unit treats all employees equitably	51.0%	563	56.1%	738	42.5%	49	53.5%	1,350
My department/unit is open and transparent in communication	48.0%	561	58.2%	737	61.1%	47	54.1%	1,345
My department/unit values employee input in major department/unit decisions	41.8%	563	53.7%	737	35.5%	49	48.1%	1,349
My department/unit promotes respect for cultural differences	68.9%	560	76.0%	739	69.7%	49	72.8%	1,348
My department/unit understands the value of diversity	67.4%	561	73.8%	735	69.7%	49	71.0%	1,345
My department/unit communicates the importance of valuing diversity	66.2%	561	67.4%	739	52.6%	49	66.4%	1,349
I feel valued as an employee	47.2%	559	61.8%	739	40.5%	49	55.0%	1,347
I feel a strong sense of belonging to CSU	40.7%	561	53.1%	739	40.1%	49	47.5%	1,349
I feel a strong sense of belonging to my division/college	41.0%	561	49.2%	735	52.9%	49	45.9%	1,344
I feel a strong sense of belonging to my department/unit	53.3%	561	67.0%	739	56.3%	49	60.9%	1,350
I would recommend CSU as a place of employment	49.7%	563	63.5%	739	63.0%	49	57.7%	1,352
I would recommend my department/unit as a place of employment	52.0%	563	61.6%	739	52.9%	49	57.3%	1,352

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

- 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
- Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
- 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	93.7%	528	95.4%	706	93.2%	46	94.6%	1,279
No, I did not have a review	6.3%	35	4.6%	34	6.8%	3	5.4%	73
Total	100.0%	563	100.0%	739	100.0%	49	100.0%	1,352

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<sup>a,b</sup>

- Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
- Cell counts of some categories are not integers. They were rounded to the nearest integers before performing column proportions tests.

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**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	78.0%	528	81.7% A	706	78.4%	46	80.0%	1,279
I am satisfied with the effort my supervisor put into my most recent performance review	70.0%	528	79.8% A	706	76.5%	46	75.7%	1,279
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	27.9% B	528	18.6%	706	18.1%	46	22.4%	1,279
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	64.0%	528	65.2%	706	58.7%	46	64.5%	1,279

*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	54.8%	559	64.1% A	733	58.1%	49	60.0%	1,341
My department/unit is treated with respect by other units within my college/division	47.4%	563	63.2% A	739	51.5%	49	56.2%	1,352
My college/division is treated with respect by CSU	43.9%	561	63.0% A	739	62.8% A	49	55.0%	1,350
The people I interact with treat each other with respect	73.3%	563	78.8%	737	64.2%	49	76.0%	1,349
There is respect for religious differences in my department/unit	60.1%	563	60.2%	736	59.0%	49	60.1%	1,348
There is respect for liberal perspectives in my department/unit	60.3%	563	71.3% A	736	55.6%	49	66.1%	1,348
There is respect for conservative perspectives in my department/unit	43.2%	561	47.7%	735	55.2%	49	46.1%	1,345

*Percent "Agree" or "Strongly agree"*

*The reported population reflects the number of respondents who answered the survey item.*<sup>1,2,3</sup>

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.

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**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	37.1%	544	26.3%	725	33.0%	47	31.0%
Recognized within my department/unit	45.7% B	548	33.4%	730	35.4%	47	38.5%	1,325
Resources in my department/unit	33.5% B	546	24.8%	730	35.4%	47	28.8%	1,323
Professional development opportunities	29.8% B	546	21.6%	732	31.3%	47	25.4%	1,325
Promoted in my department/unit	42.1% B	546	30.5%	730	38.9%	47	35.6%	1,323
Hired in my department/unit	34.6% B	548	21.6%	730	24.2%	47	27.0%	1,324

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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	42.9%	531	37.8%	727	37.7%	47	39.9%
Leadership adequately addresses inappropriate behavior	46.5% B	553	36.7%	734	36.8%	47	40.8%	1,334
Leadership holds employees accountable for inappropriate behavior	45.1% B	551	32.6%	731	33.5%	47	37.8%	1,329
Leadership holds employees accountable for poor performance in the workplace	33.6% B	549	26.6%	729	33.5%	47	29.7%	1,325
Leadership acts ethically and honestly in the workplace	52.4%	549	60.3% A	731	52.3%	47	56.8%	1,327
Leadership addresses issues of inequity	42.9%	546	38.6%	728	39.7%	47	40.4%	1,321
Leadership holds all employees to the same standards	37.1%	541	31.8%	731	30.0%	47	33.9%	1,319

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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.

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**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	45.0%	515	49.6%	720	52.6%	47	47.8%	1,283
Leadership adequately addresses inappropriate behavior	50.1%	549	53.9%	736	48.8%	47	52.2%	1,332
Leadership holds employees accountable for inappropriate behavior	48.7%	549	47.2%	736	52.6%	47	48.0%	1,331
Leadership holds employees accountable for poor performance in the workplace	35.2%	546	39.8%	736	57.8%	47	38.6%	1,328
Leadership acts ethically and honestly in the workplace	52.4%	549	60.3%	731	52.3%	47	56.8%	1,327
Leadership addresses issues of inequity	43.7%	542	45.1%	731	50.3%	49	44.7%	1,322
Leadership holds all employees to the same standards	38.5%	546	41.6%	735	46.8%	49	40.5%	1,330

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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	58.9%	539	59.2%	723	57.3%	49	59.0%	1,311
Recruits employees from a diverse set of backgrounds	71.7%	555	66.2%	738	62.7%	49	68.3%	1,342
Improves the campus climate for all employees	48.7%	552	55.7%	734	52.9%	49	52.7%	1,335
Retains diverse employees	54.9%	551	46.5%	736	46.0%	49	49.9%	1,336
Creates a supportive environment for employees from diverse backgrounds	65.1%	547	58.4%	736	55.0%	49	61.0%	1,332
Encourages discussions related to diversity	66.1%	549	71.9%	733	74.6%	49	69.6%	1,331
Provides employees with a positive work experience	52.9%	549	57.9%	735	56.7%	49	55.8%	1,334
Climate has become consistently more inclusive of all employees	53.1%	551	56.5%	731	52.9%	49	55.0%	1,331

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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.

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**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	55.5%	528	59.2%	724	56.6%	42	57.6%	1,294
Recruits employees from a diverse set of backgrounds	67.3%	555	67.8%	737	69.2%	47	67.7%	1,339
Improves the campus climate for all employees	44.6%	548	59.2%	736	50.5%	42	52.9%	1,325
			A					
Retains diverse employees	54.7%	547	48.9%	739	49.5%	47	51.3%	1,334
Creates a supportive environment for employees from diverse backgrounds	65.1%	547	58.4%	736	55.0%	49	61.0%	1,332
			B					
Encourages discussions related to diversity	56.6%	548	62.4%	732	44.6%	47	59.4%	1,327
			C					
Provides employees with a positive work experience	46.9%	544	63.9%	734	44.3%	47	56.2%	1,325
			A C					
Climate has become consistently more inclusive of all employees	48.9%	549	54.5%	733	50.7%	47	52.0%	1,329

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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	48.8%	541	64.5%	713	53.5%	47	57.6%	1,301
			A					
Communications are effective	51.0%	550	65.2%	734	52.8%	47	58.9%	1,331
			A					
Communications are timely	56.1%	550	68.0%	732	62.7%	47	62.9%	1,329
			A					
Communications are relevant	44.0%	548	67.7%	732	51.7%	47	57.3%	1,328
			A					
Communications are informative	52.3%	549	72.4%	728	68.6%	49	63.9%	1,326
			A					
Communications are motivating	29.1%	549	47.3%	730	48.2%	49	39.8%	1,328
			A		A			
Communications are honest	42.6%	549	58.5%	733	31.8%	49	50.9%	1,331
			A C					
Communications are accessible	66.2%	547	69.6%	729	67.8%	49	68.1%	1,325

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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	50.1%	538	59.4% A	703	49.9%	44	55.2%
Communications are effective	52.7%	546	57.2% A	724	40.4%	47	54.7%	1,317
Communications are timely	55.2%	548	60.3% A	724	56.4%	47	58.0%	1,319
Communications are relevant	48.3%	546	64.5% A	723	49.3%	44	57.3%	1,314
Communications are informative	50.8%	547	67.8% A	717	51.1%	47	60.1%	1,311
Communications are motivating	29.8%	545	40.6% A	720	41.0%	47	36.1%	1,312
Communications are honest	48.6%	543	55.8% A	728	39.3%	47	52.3%	1,319
Communications are accessible	65.1%	543	66.0% A	725	53.9%	47	65.2%	1,316

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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	54.0%	535	63.8% A	713	58.7%	42	59.6%
Communications are effective	53.4%	552	61.8% A	732	53.8%	49	58.0%	1,333
Communications are timely	54.4%	552	62.4% A	732	55.2%	49	58.9%	1,333
Communications are relevant	61.2%	550	70.8% A	730	61.8%	46	66.5%	1,327
Communications are informative	56.4%	548	72.3% A	723	56.4%	47	65.1%	1,318
Communications are motivating	32.9%	543	45.5% A	731	46.8%	45	40.4%	1,319
Communications are honest	51.3%	551	62.5% A	730	48.1%	47	57.4%	1,328
Communications are accessible	64.7%	547	68.5% A	734	57.4%	47	66.5%	1,328

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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.

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**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	39.5%	220	41.5%	303	33.6%	14	40.4%	538
Maybe, I can provide feedback in limited situations	40.3%	225	39.0%	285	44.5%	19	39.7%	529
No, I don't have an opportunity to provide feedback	20.2%	113	19.5%	143	21.9%	9	19.9%	265
Total	100.0%	558	100.0%	731	100.0%	43	100.0%	1,332

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<sup>a,b</sup>

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 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	49.6%	437	52.7%	580	48.3%	34	51.3%	1,051
One on one conversations with my supervisor	77.1%	443	82.6%	588	70.4%	34	79.9%	1,065
My representation in shared governance (CPC, APC, or Faculty Council)	31.8%	442	24.3%	586	20.0%	34	27.3%	1,062
My service on committees	35.3%	445	34.9%	585	30.2%	34	34.9%	1,064
Annual review process	62.1%	445	73.8%	584	67.1%	34	68.7%	1,062
Input collection through anonymous surveys	45.2%	442	48.5%	580	54.1%	34	47.3%	1,056

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.<sup>1,2,3</sup>

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	43.1%	431	46.5%	576	47.4%	34	45.1%	1,041
CSU overall	34.5%	442	33.1%	580	42.5%	34	34.0%	1,055
My division/college	41.3%	438	41.9%	578	47.5%	34	41.9%	1,050
My department/unit	54.9%	437	65.4%	584	52.1%	34	60.7%	1,055

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.<sup>1,2,3</sup>

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.



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**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	9.4%	53	9.6%	71	6.2%	3	9.4%	127
Physical appearance	6.4%	36	5.1%	38	11.3%	6	5.9%	80
Physical disability	4.4%	25	5.4%	40	7.9%	4	5.1%	69
Mental disability	3.8%	22	5.5%	40	11.3%	6	5.0%	68
Employment classification	15.3%	86	23.1%	170	27.2%	13	20.0%	270
Gender identity	6.2%	35	6.0%	44	22.5%	11	6.7%	90
Job title	15.6%	88	13.1%	97	18.2%	9	14.3%	194
Parental status	5.1%	28	4.0%	29	11.3%	6	4.7%	63
Religion	10.9%	62	5.4%	40	0.0%	*	7.5%	101
Political affiliation	23.4%	132	8.9%	66	3.4%	*	14.8%	199
Sexual orientation	7.0%	39	3.5%	26	11.3%	6	5.2%	71
Socio-economic status	7.4%	42	8.2%	61	26.1%	13	8.5%	115
Ethnic origin	6.3%	36	5.0%	37	15.8%	8	6.0%	81
Veteran status	4.6%	26	1.8%	13	0.0%	*	2.9%	39
Race or color	9.4%	53	8.7%	64	20.3%	10	9.4%	127
Marital status	4.2%	24	2.6%	19	0.0%	*	3.2%	43
Nationality/country of origin	7.5%	42	5.3%	39	7.9%	4	6.3%	86
None/no response	59.7%	336	65.4%	484	41.5%	20	62.2%	840

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

Statistical significance not tested.

\* Values reported for items with n >= 3.

**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	11.0%	62	7.2%	53	9.6%	5	8.9%	120
Physical appearance	5.9%	33	4.6%	34	6.8%	3	5.2%	70
Physical disability	5.8%	33	4.5%	33	14.7%	7	5.4%	73
Mental disability	4.9%	28	4.5%	33	14.7%	7	5.0%	68
Employment classification	15.4%	87	18.9%	140	20.4%	10	17.5%	236
Gender identity	5.5%	31	2.9%	21	22.5%	11	4.7%	64
Job title	15.3%	86	13.7%	101	18.2%	9	14.5%	196
Parental status	6.9%	39	3.9%	29	7.9%	4	5.3%	72
Religion	7.7%	44	2.3%	17	3.4%	*	4.6%	62
Political affiliation	14.8%	83	8.5%	63	0.0%	*	10.8%	146
Sexual orientation	6.6%	37	1.8%	13	6.8%	3	4.0%	54
Socio-economic status	7.5%	42	7.1%	52	13.7%	7	7.5%	102
Ethnic origin	5.5%	31	2.8%	21	11.3%	6	4.2%	57
Veteran status	4.9%	28	2.1%	15	3.4%	*	3.3%	45
Race or color	6.6%	37	4.2%	31	15.8%	8	5.6%	76
Marital status	5.2%	29	1.9%	14	3.4%	*	3.3%	45
Nationality/country of origin	5.3%	30	2.0%	15	11.3%	6	3.7%	50
None/no response	68.7%	387	71.8%	531	53.9%	26	69.8%	944

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

Statistical significance not tested.

\* Values reported for items with n >= 3.

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**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	15.0%	85	12.9%	95	24.8%	12	14.2%	192
Physical appearance	7.5%	42	6.1%	45	4.5%	*	6.6%	89
Physical disability	7.7%	43	5.8%	43	12.4%	6	6.8%	92
Mental disability	7.8%	44	7.2%	53	12.4%	6	7.6%	103
Employment classification	19.3%	109	21.4%	158	32.8%	16	20.9%	283
Gender identity	6.4%	36	4.1%	30	14.7%	7	5.5%	74
Job title	20.9%	118	18.3%	136	32.8%	16	19.9%	269
Parental status	5.6%	32	6.0%	45	16.9%	8	6.2%	84
Religion	7.4%	42	4.5%	34	3.4%	*	5.7%	77
Political affiliation	14.8%	84	9.6%	71	4.5%	*	11.6%	157
Sexual orientation	4.8%	27	4.3%	31	3.4%	*	4.4%	60
Socio-economic status	5.1%	29	7.5%	55	11.3%	6	6.6%	89
Ethnic origin	4.3%	24	3.6%	27	0.0%	*	3.8%	51
Veteran status	3.4%	19	2.0%	15	0.0%	*	2.5%	34
Race or color	8.1%	46	5.3%	39	4.5%	*	6.4%	87
Marital status	2.8%	16	2.3%	17	3.4%	*	2.5%	34
Nationality/country of origin	5.0%	28	3.9%	29	3.4%	*	4.3%	59
None/no response	58.1%	327	62.0%	459	45.8%	22	59.8%	808

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

Statistical significance not tested.

\* Values reported for items with n >= 3.

**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	5.7%	32	4.1%	30	10.2%	5	5.0%	67
Bullying	9.6%	54	8.1%	60	23.2%	11	9.3%	126
Bias	16.7%	94	17.3%	128	42.4%	21	18.0%	243
Physical assault	1.8%	10	2.3%	17	3.4%	*	2.1%	28
Sexual misconduct	3.9%	22	3.7%	27	6.8%	3	3.9%	52
Verbal abuse	7.6%	43	2.8%	21	15.8%	8	5.3%	71
None/no response	75.2%	424	78.9%	583	57.6%	28	76.6%	1,035

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

Statistical significance not tested.

\* Values reported for items with n >= 3.

**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	5.8%	32	1.8%	13	3.4%	*	3.5%	47
Bullying	8.9%	50	9.9%	73	7.3%	4	9.4%	127
Bias	16.6%	94	14.1%	104	27.8%	14	15.6%	211
Physical assault	3.3%	19	0.4%	3	0.0%	*	1.6%	22
Sexual misconduct	4.1%	23	0.8%	6	3.4%	*	2.3%	31
Verbal abuse	7.8%	44	4.6%	34	10.7%	5	6.2%	84
None/no response	79.9%	450	82.1%	607	72.2%	35	80.8%	1,093

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	3.2%	18	0.4%	*	0.0%	*	1.6%	21
Bullying	14.4%	81	8.4%	62	17.2%	8	11.2%	151
Bias	23.1%	130	19.0%	141	32.7%	16	21.2%	287
Physical assault	1.9%	11	0.0%	*	0.0%	*	0.8%	11
Sexual misconduct	3.5%	20	0.2%	*	0.0%	*	1.6%	21
Verbal abuse	12.7%	72	6.5%	48	18.6%	9	9.6%	129
None/no response	68.8%	387	77.7%	575	60.8%	30	73.4%	992

*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	58.8%	258	58.5%	1,090	58.5%	1,348
My department/unit promotes a work environment where all employees feel included	64.9%	260	65.4%	1,117	65.3%	1,377
My department/unit treats all employees equitably	60.9%	260	52.5%	1,115	54.1%	1,375
			B			
My department/unit is open and transparent in communication	55.5%	260	54.4%	1,112	54.6%	1,372
My department/unit values employee input in major department/unit decisions	51.6%	260	48.0%	1,114	48.6%	1,374
My department/unit promotes respect for cultural differences	71.0%	260	72.7%	1,113	72.3%	1,373
My department/unit understands the value of diversity	63.8%	258	72.9%	1,112	71.2%	1,370
			A			
My department/unit communicates the importance of valuing diversity	64.7%	260	66.5%	1,114	66.2%	1,374
I feel valued as an employee	55.9%	260	55.1%	1,112	55.3%	1,372
I feel a strong sense of belonging to CSU	46.8%	260	48.1%	1,114	47.8%	1,374
I feel a strong sense of belonging to my division/college	50.6%	260	44.9%	1,110	46.0%	1,369
I feel a strong sense of belonging to my department/unit	58.2%	260	61.9%	1,115	61.2%	1,375
I would recommend CSU as a place of employment	60.6%	260	58.0%	1,117	58.5%	1,377
I would recommend my department/unit as a place of employment	58.1%	260	58.1%	1,117	58.1%	1,377

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

- 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
- Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
- 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	90.6%	236	95.4%	1,065	94.5%	1,301
			A			
No, I did not have a review	9.4%	24	4.6%	52	5.5%	76
			B			
Total	100.0%	260	100.0%	1,117	100.0%	1,377

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<sup>1,2</sup>

- Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
- 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	81.8%	236	79.9%	1,065	80.3%	1,301
I am satisfied with the effort my supervisor put into my most recent performance review	75.8%	236	75.5%	1,065	75.6%	1,301
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	20.4%	236	22.5%	1,065	22.1%	1,301
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	69.5%	236	64.3%	1,065	65.3%	1,301

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

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 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	59.7%	260	60.5%	1,106	60.3%	1,366
My department/unit is treated with respect by other units within my college/division	59.5%	260	55.7%	1,117	56.4%	1,377
My college/division is treated with respect by CSU	62.6%	260	54.6%	1,115	56.1%	1,375
The people I interact with treat each other with respect	75.6%	260	77.1%	1,114	76.8%	1,374
There is respect for religious differences in my department/unit	59.1%	260	60.7%	1,113	60.4%	1,373
There is respect for liberal perspectives in my department/unit	57.0%	260	68.4%	1,113	66.3%	1,373
There is respect for conservative perspectives in my department/unit	44.6%	260	46.0%	1,111	45.8%	1,370

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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	36.5%	250	30.3%	1,090	31.5%
Recognized within my department/unit	40.6%	250	38.3%	1,098	38.7%	1,349
Resources in my department/unit	35.0%	250	28.3%	1,096	29.6%	1,347
Professional development opportunities	31.5%	252	24.4%	1,096	25.8%	1,348
Promoted in my department/unit	41.3%	252	34.9%	1,094	36.1%	1,346
Hired in my department/unit	34.8%	252	25.7%	1,096	27.4%	1,348

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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	38.7%	245	41.0%	1,083	40.5%
Leadership adequately addresses inappropriate behavior	43.1%	258	40.7%	1,100	41.2%	1,357
Leadership holds employees accountable for inappropriate behavior	39.3%	258	38.4%	1,095	38.6%	1,353
Leadership holds employees accountable for poor performance in the workplace	29.1%	256	30.8%	1,093	30.5%	1,349
Leadership acts ethically and honestly in the workplace	55.0%	256	58.0%	1,095	57.4%	1,351
Leadership addresses issues of inequity	33.4%	254	42.3%	1,090	40.6%	1,344
Leadership holds all employees to the same standards	33.3%	253	35.0%	1,089	34.7%	1,342

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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	47.7%	248	48.8%	1,062	48.6%	1,311
Leadership adequately addresses inappropriate behavior	53.5%	258	52.7%	1,098	52.9%	1,356
Leadership holds employees accountable for inappropriate behavior	49.1%	258	48.9%	1,099	48.9%	1,356
Leadership holds employees accountable for poor performance in the workplace	40.4%	254	38.9%	1,099	39.2%	1,353
Leadership acts ethically and honestly in the workplace	55.0%	256	58.0%	1,095	57.4%	1,351
Leadership addresses issues of inequity	40.9%	260	46.7%	1,090	45.6%	1,350
Leadership holds all employees to the same standards	42.3%	258	41.0%	1,097	41.3%	1,355

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>a,b,c</sup>

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 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	54.1%	253	60.6%	1,084	59.3%	1,336
Recruits employees from a diverse set of backgrounds	58.3%	260	70.8%	1,107	68.4%	1,367
Improves the campus climate for all employees	49.9%	258	54.7%	1,102	53.8%	1,360
Retains diverse employees	41.3%	256	52.3%	1,107	50.2%	1,363
Creates a supportive environment for employees from diverse backgrounds	53.0%	260	63.5%	1,099	61.5%	1,359
Encourages discussions related to diversity	66.3%	260	70.9%	1,098	70.0%	1,358
Provides employees with a positive work experience	55.8%	258	55.9%	1,101	55.9%	1,359
Climate has become consistently more inclusive of all employees	49.9%	258	56.5%	1,100	55.2%	1,358

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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	55.7%	247	57.7%	1,072	57.3%
Recruits employees from a diverse set of backgrounds	64.1%	258	66.9%	1,106	66.4%	1,364
Improves the campus climate for all employees	48.0%	258	55.0%	1,093	53.7%	1,350
Retains diverse employees	42.4%	258	52.5%	1,103	50.6%	1,361
Creates a supportive environment for employees from diverse backgrounds	53.0%	260	63.5%	1,099	61.5%	1,359
Encourages discussions related to diversity	59.3%	253	58.7%	1,101	58.8%	1,354
Provides employees with a positive work experience	60.9%	252	55.5%	1,098	56.5%	1,350
Climate has become consistently more inclusive of all employees	50.4%	256	52.4%	1,100	52.1%	1,356

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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	57.4%	246	58.5%	1,082	58.3%
Communications are effective	56.6%	256	60.7%	1,102	59.9%	1,358
Communications are timely	60.9%	256	64.3%	1,100	63.6%	1,356
Communications are relevant	56.2%	256	58.8%	1,099	58.3%	1,354
Communications are informative	64.1%	255	64.3%	1,098	64.3%	1,353
Communications are motivating	39.9%	256	40.3%	1,098	40.2%	1,355
Communications are honest	48.0%	255	52.5%	1,103	51.7%	1,358
Communications are accessible	70.7%	256	68.3%	1,096	68.8%	1,352

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>a,b,c</sup>

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 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	52.5%	246	56.1%	1,066	55.4%
Communications are effective	50.0%	254	56.1%	1,090	55.0%	1,344
Communications are timely	53.2%	256	59.5%	1,090	58.3%	1,346
Communications are relevant	50.4%	256	59.6%	1,085	57.8%	1,341
			A			
Communications are informative	58.7%	253	60.3%	1,085	60.0%	1,338
Communications are motivating	35.6%	254	36.5%	1,085	36.3%	1,339
Communications are honest	47.2%	251	53.5%	1,095	52.4%	1,345
Communications are accessible	67.6%	254	65.0%	1,088	65.5%	1,342

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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	58.1%	246	60.5%	1,069	60.1%
Communications are effective	56.5%	258	59.1%	1,102	58.6%	1,360
Communications are timely	59.1%	258	59.8%	1,100	59.6%	1,358
Communications are relevant	57.8%	258	69.1%	1,096	66.9%	1,354
			A			
Communications are informative	62.5%	253	65.9%	1,093	65.3%	1,345
Communications are motivating	41.5%	253	41.1%	1,094	41.2%	1,346
Communications are honest	50.3%	254	59.4%	1,100	57.7%	1,355
			A			
Communications are accessible	70.3%	254	66.1%	1,100	66.9%	1,354

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.<sup>1,2,3</sup>

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	44.0%	112	40.5%	446	41.1%
Maybe, I can provide feedback in limited situations	33.5%	85	40.4%	446	39.1%	531
			A			
No, I don't have an opportunity to provide feedback	22.5%	57	19.1%	211	19.8%	268
Total	100.0%	255	100.0%	1,103	100.0%	1,357

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<sup>1,2</sup>

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	54.6%	190	50.1%	881	50.9%	1,070
One on one conversations with my supervisor	80.6%	193	79.6%	892	79.7%	1,085
My representation in shared governance (CPC, APC, or Faculty Council)	35.9% B	195	25.0%	887	27.0%	1,082
My service on committees	39.5%	195	33.5%	889	34.5%	1,084
Annual review process	65.7%	195	68.5%	887	68.0%	1,082
Input collection through anonymous surveys	54.0% B	192	45.1%	884	46.7%	1,075

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.<sup>1,2,3</sup>

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	44.8%	195	44.6%	868	44.6%	1,063
CSU overall	34.4%	195	33.7%	882	33.8%	1,077
My division/college	41.3%	195	41.1%	876	41.2%	1,071
My department/unit	58.8%	195	60.3%	882	60.0%	1,076

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.<sup>a,b,c</sup>

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	13.7%	36	8.8%	99	9.7%	134
Physical appearance	9.6%	25	5.2%	58	6.0%	83
Physical disability	4.4%	12	5.6%	62	5.3%	74
Mental disability	6.4%	17	5.7%	64	5.8%	81
Employment classification	21.3%	55	20.5%	229	20.6%	284
Gender identity	7.4%	19	6.7%	74	6.8%	94
Job title	12.6%	33	14.3%	159	14.0%	192
Parental status	4.5%	12	4.9%	54	4.8%	66
Religion	8.4%	22	7.6%	84	7.7%	106
Political affiliation	15.6%	40	14.4%	160	14.6%	201
Sexual orientation	8.6%	22	4.6%	51	5.3%	73
Socio-economic status	12.2%	32	8.4%	94	9.1%	125
Ethnic origin	10.3%	27	5.1%	56	6.0%	83
Veteran status	2.1%	6	3.0%	34	2.8%	39
Race or color	16.8%	44	7.7%	86	9.4%	129
Marital status	4.4%	11	2.6%	29	3.0%	41
Nationality/country of origin	9.7%	25	5.7%	63	6.4%	88
None/no response	58.2%	151	63.0%	704	62.1%	855

*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	10.6%	28	8.9%	99	9.2%	127
Physical appearance	9.5%	25	4.1%	46	5.1%	71
Physical disability	7.6%	20	4.6%	52	5.2%	71
Mental disability	5.7%	15	4.8%	54	5.0%	69
Employment classification	15.1%	39	18.9%	211	18.2%	250
Gender identity	7.3%	19	4.0%	45	4.6%	64
Job title	11.3%	29	14.6%	163	14.0%	193
Parental status	7.8%	20	4.8%	54	5.4%	74
Religion	6.8%	18	4.1%	45	4.6%	63
Political affiliation	11.5%	30	10.4%	116	10.6%	146
Sexual orientation	7.5%	19	2.9%	32	3.8%	52
Socio-economic status	9.9%	26	7.1%	79	7.6%	105
Ethnic origin	8.6%	22	2.9%	33	4.0%	55
Veteran status	3.4%	9	3.0%	34	3.1%	43
Race or color	8.6%	22	4.6%	51	5.4%	74
Marital status	6.3%	16	2.4%	27	3.1%	43
Nationality/country of origin	6.7%	17	2.8%	31	3.5%	49
None/no response	72.3%	188	69.0%	770	69.6%	958

*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	16.0%	42	14.2%	159	14.6%	201
Physical appearance	11.6%	30	5.5%	61	6.7%	92
Physical disability	8.8%	23	6.2%	69	6.7%	92
Mental disability	10.4%	27	7.2%	80	7.8%	107
Employment classification	21.0%	55	21.4%	239	21.3%	293
Gender identity	8.8%	23	4.8%	53	5.5%	76
Job title	19.8%	52	19.5%	217	19.5%	269
Parental status	6.9%	18	6.1%	68	6.3%	86
Religion	8.4%	22	5.1%	57	5.7%	79
Political affiliation	8.3%	22	12.6%	140	11.8%	162
Sexual orientation	4.9%	13	4.3%	48	4.4%	60
Socio-economic status	10.3%	27	5.9%	66	6.8%	93
Ethnic origin	11.2%	29	2.3%	26	4.0%	55
Veteran status	1.4%	4	2.7%	31	2.5%	34
Race or color	12.7%	33	5.4%	60	6.8%	93
Marital status	4.3%	11	2.0%	23	2.5%	34
Nationality/country of origin	8.0%	21	3.4%	38	4.2%	59
None/no response	61.9%	161	58.8%	657	59.4%	818

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	6.1%	16	4.5%	50	4.8%	66
Bullying	10.3%	27	8.6%	96	8.9%	123
Bias	23.2%	60	16.4%	184	17.7%	244
Physical assault	4.1%	11	1.6%	18	2.1%	29
Sexual misconduct	6.3%	16	3.3%	37	3.9%	53
Verbal abuse	5.8%	15	4.9%	55	5.1%	70
None/no response	69.8%	181	78.9%	881	77.2%	1,063

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	4.1%	11	3.1%	35	3.3%	45
Bullying	13.1%	34	7.9%	88	8.9%	122
Bias	18.0%	47	15.0%	168	15.6%	215
Physical assault	4.6%	12	0.7%	8	1.5%	20
Sexual misconduct	4.6%	12	1.5%	17	2.1%	29
Verbal abuse	8.7%	23	5.1%	57	5.8%	80
None/no response	78.8%	205	81.7%	913	81.2%	1,118

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

**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	2.1%	6	1.4%	15	1.5%	21
Bullying	13.4%	35	10.3%	114	10.8%	149
Bias	24.9%	65	19.9%	223	20.9%	287
Physical assault	2.6%	7	0.3%	4	0.8%	11
Sexual misconduct	3.3%	9	1.1%	13	1.6%	21
Verbal abuse	12.4%	32	8.7%	97	9.4%	129
None/no response	69.2%	180	75.2%	840	74.1%	1,020

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