

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.

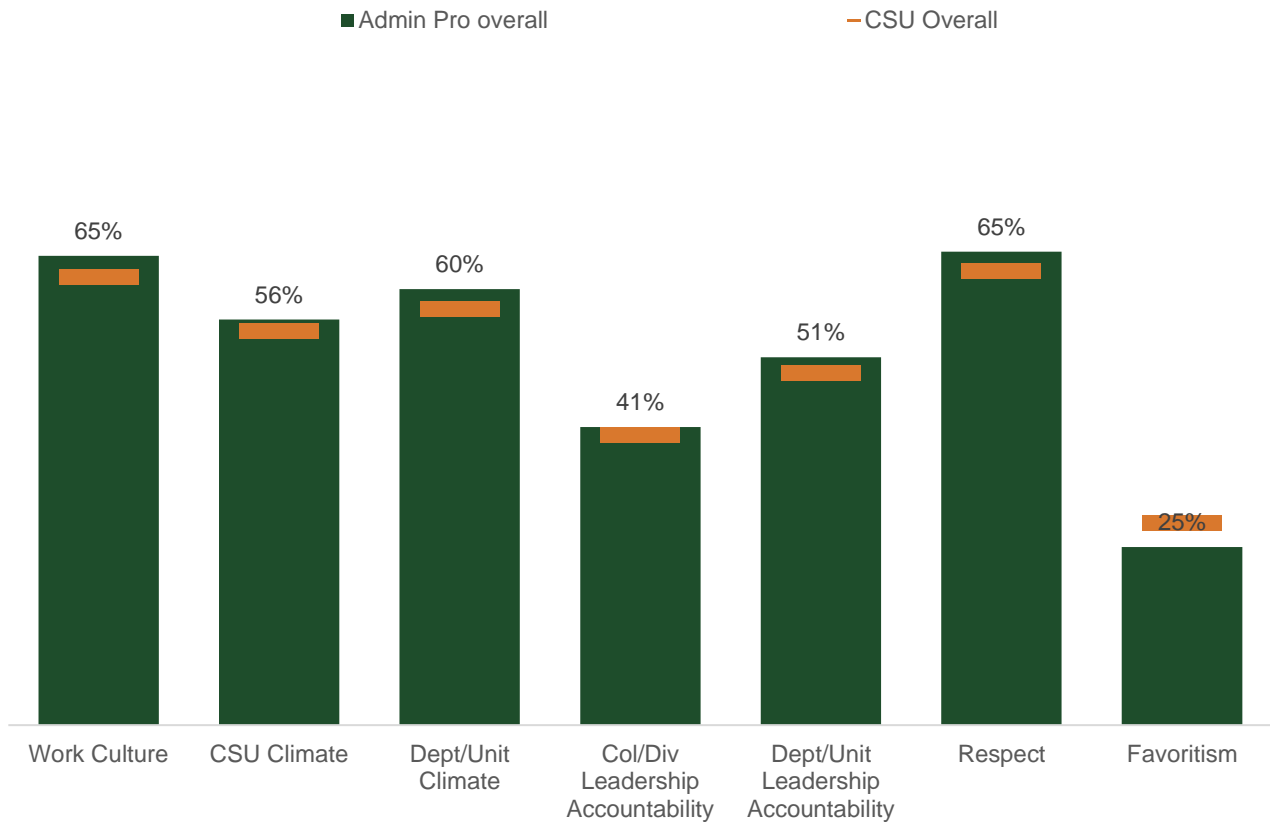
Most items use a five-point Likert scale (1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, 5 = Strongly Agree). Tables appearing in Frequencies of Results show the complete set of survey frequencies by theme (e.g., Work Culture, Performance Review, Leadership Accountability, 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. Additionally, an overall index score representing the average percent agree (e.g., Work Culture Overall) appears within each table. For example, the Work Culture theme includes 13 individual survey items. If an employee selected "agree" or "strongly agree" to 9 out of the 13 items, their Work Culture index score would equal 69%. An employee must have answered all survey items within a theme in order for an index score to be calculated. An overall index score represents the average of the individual index scores or all employees included in the group or category.

The findings in this report apply to Administrative Professional. 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."

Figure 1: Organizational Themes



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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%	12.3%	13.7%	44.1%	25.4%	100.0% 3,840
My department/unit treats all employees equitably	6.1%	17.0%	15.2%	38.8%	22.9%	100.0% 3,837
My department/unit is open and transparent in communication	6.7%	13.8%	19.2%	38.8%	21.4%	100.0% 3,829
My department/unit values employee input in major department/unit decisions	8.1%	15.1%	19.4%	36.2%	21.2%	100.0% 3,829
My department/unit promotes respect for cultural differences	2.1%	4.7%	16.3%	42.5%	34.4%	100.0% 3,825
My department/unit understands the value of diversity	2.1%	5.8%	15.5%	43.1%	33.6%	100.0% 3,830
My department/unit communicates the importance of valuing diversity	2.7%	5.6%	18.3%	39.7%	33.7%	100.0% 3,833
I feel valued as an employee	8.1%	11.4%	15.9%	39.5%	25.2%	100.0% 3,829
I feel a strong sense of belonging to CSU	8.5%	16.8%	26.4%	30.7%	17.5%	100.0% 3,834
I feel a strong sense of belonging to my division/college	8.0%	16.8%	25.4%	30.3%	19.5%	100.0% 3,829
I feel a strong sense of belonging to my department/unit	6.5%	12.6%	17.2%	35.0%	28.7%	100.0% 3,829
I would recommend CSU as a place of employment	3.0%	7.4%	20.6%	43.6%	25.4%	100.0% 3,835
I would recommend my department/unit as a place of employment	5.4%	9.0%	17.7%	37.0%	30.9%	100.0% 3,833

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% 3,815

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%	40.7%	38.8%	100.0% 3,049
I fear negative job consequences if I am to raise an issue of unfair treatment during my review	33.9%	38.2%	14.5%	9.6%	3.9%	100.0% 3,044
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	3.1%	18.2%	19.8%	44.2%	14.6%	100.0% 3,045

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	3.4%	10.5%	26.4%	43.4%	16.2%	100.0% 3,781
My college/division is treated with respect by CSU	2.7%	10.4%	27.7%	44.7%	14.5%	100.0% 3,782
The people I interact with treat each other with respect	1.3%	6.2%	10.7%	51.8%	30.0%	100.0% 3,785
There is respect for religious differences in my department/unit	1.6%	3.8%	30.4%	40.8%	23.4%	100.0% 3,789
There is respect for liberal perspectives in my department/unit	1.1%	2.1%	19.3%	46.3%	31.2%	100.0% 3,789
There is respect for conservative perspectives in my department/unit	7.2%	12.8%	32.0%	33.2%	14.7%	100.0% 3,787

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%	28.3%	26.3%	20.2%	10.6%	100.0% 3,759
Resources in my department/unit	15.4%	31.3%	26.6%	17.9%	8.8%	100.0% 3,762
Professional development opportunities	18.0%	34.9%	29.8%	11.4%	5.9%	100.0% 3,760
Promoted in my department/unit	14.6%	29.1%	29.2%	15.1%	12.0%	100.0% 3,757
Hired in my department/unit	17.3%	31.4%	30.5%	11.9%	8.9%	100.0% 3,756

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% 3,699
Leadership holds employees accountable for inappropriate behavior	6.1%	10.9%	45.7%	28.2%	9.1%	100.0% 3,697
Leadership holds employees accountable for poor performance in the workplace	7.4%	13.7%	48.9%	24.0%	5.9%	100.0% 3,695
Leadership acts ethically and honestly in the workplace	4.2%	6.5%	30.1%	42.8%	16.4%	100.0% 3,698
Leadership addresses issues of inequity	6.1%	11.7%	40.6%	30.6%	11.0%	100.0% 3,686
Leadership holds all employees to the same standards	9.3%	16.2%	37.2%	27.8%	9.4%	100.0% 3,691

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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	6.6%	11.0%	32.3%	36.3%	13.9%	100.0% 3,700
Leadership holds employees accountable for inappropriate behavior	6.1%	10.5%	36.2%	34.7%	12.5%	100.0% 3,692
Leadership holds employees accountable for poor performance in the workplace	8.3%	16.1%	34.2%	32.4%	8.9%	100.0% 3,699
Leadership acts ethically and honestly in the workplace	4.2%	6.5%	30.1%	42.8%	16.4%	100.0% 3,698
Leadership addresses issues of inequity	6.3%	11.4%	31.6%	36.7%	14.0%	100.0% 3,687
Leadership holds all employees to the same standards	9.7%	17.7%	26.4%	32.6%	13.5%	100.0% 3,707

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%	31.7%	42.2%	14.5%	100.0% 3,669
Improves the campus climate for all employees	5.8%	10.4%	32.4%	40.3%	11.1%	100.0% 3,663
Retains diverse employees	5.2%	13.4%	44.2%	27.6%	9.6%	100.0% 3,650
Creates a supportive environment for employees from diverse backgrounds	4.3%	8.1%	35.7%	39.1%	12.8%	100.0% 3,658
Encourages discussions related to diversity	1.9%	3.8%	18.3%	49.6%	26.4%	100.0% 3,659
Provides employees with a positive work experience	3.4%	9.2%	25.9%	46.7%	14.7%	100.0% 3,658
Climate has become consistently more inclusive of all employees	4.6%	6.5%	32.8%	40.6%	15.5%	100.0% 3,663

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% 3,664
Improves the campus climate for all employees	4.5%	9.1%	28.8%	41.5%	16.1%	100.0% 3,663
Retains diverse employees	5.6%	14.4%	34.4%	34.2%	11.3%	100.0% 3,656
Creates a supportive environment for employees from diverse backgrounds	4.3%	8.1%	35.7%	39.1%	12.8%	100.0% 3,658
Encourages discussions related to diversity	3.5%	8.5%	18.4%	43.3%	26.3%	100.0% 3,661
Provides employees with a positive work experience	5.1%	10.2%	17.3%	45.0%	22.6%	100.0% 3,662
Climate has become consistently more inclusive of all employees	4.2%	8.4%	28.4%	40.5%	18.5%	100.0% 3,667

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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%	3,616
Communications are timely	5.0%	11.0%	21.7%	50.0%	12.4%	100.0%	3,607
Communications are relevant	5.1%	12.8%	27.5%	45.0%	9.5%	100.0%	3,604
Communications are informative	3.2%	8.5%	26.4%	49.7%	12.2%	100.0%	3,612
Communications are motivating	9.4%	16.5%	37.9%	28.2%	8.0%	100.0%	3,609
Communications are honest	5.3%	9.7%	31.7%	40.7%	12.6%	100.0%	3,599
Communications are accessible	1.7%	3.6%	25.0%	53.5%	16.2%	100.0%	3,603

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%	23.5%	46.8%	11.3%	100.0%	3,613
Communications are timely	4.6%	10.2%	24.6%	48.5%	12.1%	100.0%	3,599
Communications are relevant	3.8%	8.6%	26.3%	50.0%	11.4%	100.0%	3,599
Communications are informative	3.2%	7.1%	25.4%	51.3%	13.0%	100.0%	3,600
Communications are motivating	6.3%	14.5%	43.5%	27.1%	8.6%	100.0%	3,604
Communications are honest	4.6%	6.8%	32.4%	41.5%	14.8%	100.0%	3,596
Communications are accessible	1.6%	5.0%	27.0%	50.3%	16.2%	100.0%	3,601

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%	3,601
Communications are timely	5.4%	10.8%	15.9%	50.9%	17.1%	100.0%	3,591
Communications are relevant	3.1%	5.7%	16.7%	54.7%	19.8%	100.0%	3,588
Communications are informative	2.8%	5.9%	17.0%	56.3%	18.0%	100.0%	3,568
Communications are motivating	6.9%	12.4%	37.4%	31.1%	12.2%	100.0%	3,603
Communications are honest	4.3%	5.6%	22.6%	47.5%	20.0%	100.0%	3,596
Communications are accessible	1.6%	5.1%	22.9%	52.2%	18.2%	100.0%	3,601

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%	3,612

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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	2.3%	6.2%	9.6%	38.7%	43.2%	100.0%	2,933
My representation in shared governance (CPC, APC, or Faculty Council)	1.6%	5.0%	70.0%	16.9%	6.4%	100.0%	2,885
My service on committees	1.4%	4.4%	53.4%	31.5%	9.2%	100.0%	2,895
Annual review process	3.8%	7.6%	26.1%	41.2%	21.3%	100.0%	2,925
Input collection through anonymous surveys	4.9%	8.8%	43.7%	33.2%	9.4%	100.0%	2,916

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%	48.7%	25.1%	6.3%	100.0%	2,920
My division/college	6.1%	10.5%	37.5%	34.4%	11.4%	100.0%	2,918
My department/unit	5.9%	7.8%	18.0%	42.9%	25.5%	100.0%	2,934

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%	358	6.6%	253	7.6%	294
Physical appearance	5.6%	216	4.9%	188	4.3%	164
Physical disability	7.1%	275	4.2%	161	4.2%	161
Mental disability	7.0%	268	4.3%	167	5.2%	200
Employment classification	21.0%	805	15.8%	607	15.1%	581
Gender identity	9.9%	381	6.3%	243	6.4%	247
Job title	16.6%	637	16.7%	641	16.1%	618
Parental status	6.0%	230	4.6%	178	5.0%	191
Religion	9.1%	348	4.4%	168	3.7%	142
Political affiliation	17.2%	662	11.1%	428	9.4%	361
Sexual orientation	6.4%	247	3.6%	138	3.3%	128
Socio-economic status	10.6%	406	7.2%	275	6.7%	256
Ethnic origin	9.1%	350	5.3%	204	4.6%	175
Veteran status	1.7%	64	1.2%	46	0.9%	33
Race or color	13.7%	526	7.0%	267	6.5%	249
Marital status	2.9%	110	2.8%	106	2.3%	90
Nationality/country of origin	7.3%	281	3.6%	137	3.7%	142
None/no response	59.1%	2,273	68.2%	2,620	69.3%	2,665

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	9.2%	352	3.5%	135	1.9%	75
Bullying	10.0%	383	7.5%	287	7.9%	303
Bias	20.9%	802	15.4%	592	16.4%	632
Physical assault	2.0%	76	0.3%	11	0.2%	7
Sexual misconduct	5.7%	220	1.6%	63	1.3%	50
Verbal abuse	7.7%	295	4.5%	175	5.2%	199
None/no response	74.8%	2,876	81.3%	3,124	79.2%	3,044

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	20.6%	718
Trans / Transgender	0.3%	12
Non-binary / Gender Queer / Gender Non-Conforming	1.5%	54
Man	38.8%	1,352
Trans Man / Masculine	0.2%	7
Trans Woman / Feminine	0.0%	*
Two Spirit	0.1%	5
Woman	49.5%	1,724
Prefer not to disclose	5.7%	200
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%	1,078		34.6%	1,139		78.2%	2,574	
1	4.6%	152		12.9%	426		8.9%	292	
2	5.3%	176		6.5%	215		5.1%	169	
3	6.3%	207		5.3%	175		5.0%	164	
4	12.2%	403		7.4%	245		1.7%	56	
5	15.7%	516		14.0%	461		0.9%	29	
6 Very	23.1%	761		19.2%	632		0.2%	8	
Total	100.0%	3,292	3.00	100.0%	3,292	2.57	100.0%	3,292	.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%	129
Black or African American (can include Middle Eastern and North African)	2.5%	86
Hispanic or Latinx	7.6%	266
Native Hawaiian or Other Pacific Islander	0.2%	7
White	82.3%	2,881
Prefer not to disclose	7.4%	259
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	67.5%	56
Caribbean	16.5%	14
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%	6
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%	192
Caribbean	0.4%	*
Puerto Rican	3.4%	9
Cuban	2.5%	7
Central American	2.4%	6
South American	9.5%	25
Prefer not to disclose	5.6%	14
The Latinx/Hispanic identity that I most closely align with is not listed (please specify)	0.6%	*
Spanish or Portuguese	7.3%	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)	8.3%	11
South Asians (i.e., Bangladeshi, Bhutanese, Indian, Maldivians, Nepali, Pakistani, Sri Lankan)	16.9%	22
East Asians (i.e., Chinese, Japanese, Korean, Okinawan, Taiwanese, Tibetan)	68.7%	90
West Asians/Middle East (i.e., Bahrain, Rian, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Palestine, Qatar, Saudi Arabia, Syria, Turkey, United Arab Emirates, Yemen)	3.8%	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%	3,549

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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% 3,540

Table 28: Division/College

	Pct	Pop
Athletics	2.9%	112
Central Administration	2.4%	94
College of Agricultural Sciences	5.1%	197
College of Business	2.2%	86
College of Health and Human Sciences	3.7%	141
College of Liberal Arts	2.2%	84
College of Natural Sciences	3.9%	148
College of Veterinary Medicine and Biomedical Sciences/VTH	10.1%	387
Engagement/Extension	6.9%	264
Enrollment/Access	3.1%	121
Equity, Equal Opportunity, and Title IX	0.3%	12
Graduate School	0.3%	10
Information Technology	1.8%	69
International Programs	0.8%	33
Library	0.5%	17
Operations	3.1%	118
Research	4.5%	173
Student Affairs	11.0%	423
University Advancement	3.6%	140
University Marketing + Communications	1.2%	45
Walter Scott Jr. College of Engineering	8.9%	341
Warner College of Natural Resources	5.3%	202
CEMML	13.5%	518
Colorado State Forest Service	2.8%	109
Total	100.0%	3,844

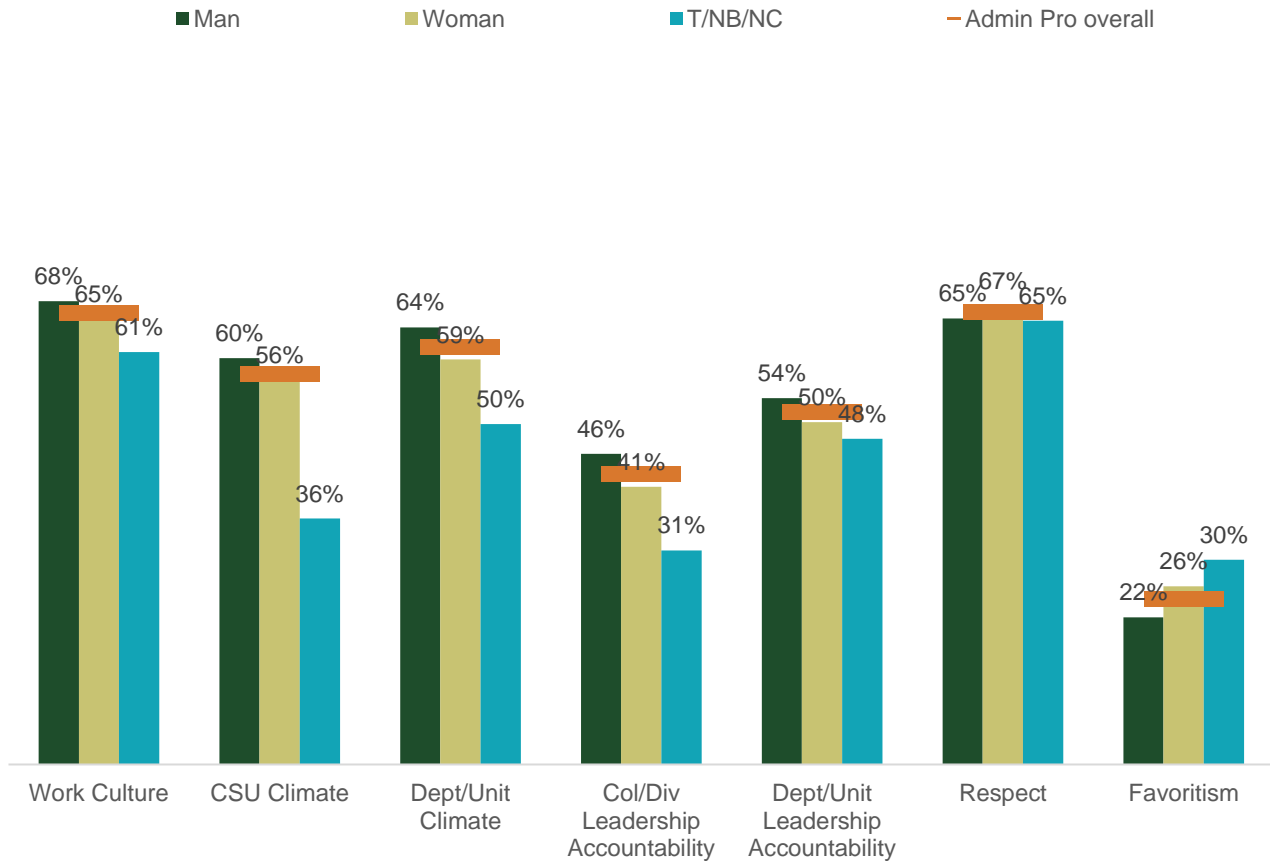
Table 29: Employee Type

	Pct	Pop
Admin Professional	100.0%	3,844
Total	100.0%	3,844

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.

Figure 2: Organizational Themes Compared by Gender



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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%	1,324	65.4%	1,684	60.5%	79	66.4%	3,087
My department/unit promotes a work environment where all employees feel included	73.5%	1,346	70.9%	1,711	68.7%	79	71.9%	3,136
My department/unit treats all employees equitably	68.5% B	1,346	60.3%	1,711	55.2%	79	63.7%	3,136
My department/unit is open and transparent in communication	62.4%	1,341	60.8%	1,713	64.1%	79	61.6%	3,133
My department/unit values employee input in major department/unit decisions	61.4%	1,346	57.6%	1,705	57.0%	79	59.2%	3,130
My department/unit promotes respect for cultural differences	81.4% B C	1,337	76.6%	1,710	69.2%	79	78.5%	3,125
My department/unit understands the value of diversity	77.2%	1,344	78.6%	1,711	73.4%	79	77.9%	3,134
My department/unit communicates the importance of valuing diversity	75.1%	1,344	74.4%	1,711	79.4%	79	74.9%	3,134
I feel valued as an employee	67.9%	1,344	65.6%	1,708	61.0%	79	66.4%	3,132
I feel a strong sense of belonging to CSU	48.3%	1,346	52.0% C	1,710	35.8%	79	50.0%	3,135
I feel a strong sense of belonging to my division/college	53.7%	1,343	50.3%	1,710	45.6%	79	51.7%	3,132
I feel a strong sense of belonging to my department/unit	68.4%	1,342	64.8%	1,710	58.6%	79	66.2%	3,131
I would recommend CSU as a place of employment	73.3% B C	1,346	68.7% C	1,713	50.1%	79	70.2%	3,138
I would recommend my department/unit as a place of employment	73.6% B	1,346	67.4%	1,710	68.8%	79	70.1%	3,135

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.^{1,2,3}

- 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	79.2%	1,061	82.3%	1,406	82.8%	65	81.0%	2,533
No, I did not have a review	20.8%	279	17.7%	303	17.2%	14	19.0%	596
Total	100.0%	1,341	100.0%	1,710	100.0%	79	100.0%	3,129

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}

- 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 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%	1,058	79.2%	1,402	73.0%	65	79.7%	2,525
I am satisfied with the effort my supervisor put into my most recent performance review	82.2%	1,059	79.4%	1,406	67.7%	65	80.3%	2,531
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	9.8%	1,058	14.6%	1,406	23.2%	65	12.8%	2,529
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	60.5%	1,060	58.1%	1,402	51.2%	65	58.9%	2,527

*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%	1,340	67.3%	1,705	65.1%	79	66.5%	3,124
My department/unit is treated with respect by other units within my college/division	58.8%	1,346	62.9%	1,711	61.6%	79	61.1%	3,136
My college/division is treated with respect by CSU	58.8%	1,346	62.9%	1,708	62.7%	79	61.1%	3,133
The people I interact with treat each other with respect	85.1%	1,342	82.5%	1,710	79.3%	79	83.5%	3,131
There is respect for religious differences in my department/unit	65.2%	1,346	66.2%	1,713	64.9%	79	65.8%	3,138
There is respect for liberal perspectives in my department/unit	76.2%	1,346	79.2%	1,713	86.8%	79	78.1%	3,138
There is respect for conservative perspectives in my department/unit	49.2%	1,344	49.3%	1,713	35.3%	79	48.9%	3,136

*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%	1,342	26.2% A	1,700	30.0%	75	24.3%	3,118
Recognized within my department/unit	27.5%	1,344	33.0% A	1,705	37.8%	79	30.8%	3,128
Resources in my department/unit	24.3%	1,344	28.7% A	1,708	23.9%	79	26.7%	3,131
Professional development opportunities	15.8%	1,344	18.2%	1,705	17.8%	79	17.1%	3,129
Promoted in my department/unit	22.5%	1,344	30.0% A	1,705	38.3% A	79	27.0%	3,129
Hired in my department/unit	18.2%	1,342	20.6%	1,708	26.7%	75	19.7%	3,125

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	45.6% B C	1,331	40.7%	1,680	31.4%	79	42.6%	3,090
Leadership adequately addresses inappropriate behavior	45.3% B C	1,337	40.5% C	1,698	25.8%	79	42.2%	3,115
Leadership holds employees accountable for inappropriate behavior	42.3% B C	1,337	36.6%	1,697	28.1%	79	38.9%	3,113
Leadership holds employees accountable for poor performance in the workplace	33.8% B	1,337	28.7%	1,698	28.0%	79	30.9%	3,114
Leadership acts ethically and honestly in the workplace	63.5% C	1,339	61.1% C	1,696	43.3%	79	61.7%	3,114
Leadership addresses issues of inequity	46.0% B C	1,335	41.5%	1,693	30.9%	79	43.2%	3,107
Leadership holds all employees to the same standards	43.0% B	1,336	35.7%	1,694	32.4%	79	38.8%	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 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	53.8%	1,320	50.2%	1,687	47.8%	79	51.7%	3,086
Leadership adequately addresses inappropriate behavior	55.3% B C	1,335	49.3%	1,702	38.9%	79	51.6%	3,116
Leadership holds employees accountable for inappropriate behavior	52.4% B	1,332	45.3%	1,698	42.5%	79	48.3%	3,110
Leadership holds employees accountable for poor performance in the workplace	45.1% B	1,336	39.3%	1,704	42.8%	79	41.9%	3,118
Leadership acts ethically and honestly in the workplace	63.5% C	1,339	61.1% C	1,696	43.3%	79	61.7%	3,114
Leadership addresses issues of inequity	52.5%	1,335	51.0%	1,697	50.0%	79	51.6%	3,111
Leadership holds all employees to the same standards	49.3%	1,336	45.3%	1,707	51.6%	79	47.2%	3,122

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	1,325	56.4% C	1,694	36.1%	75	57.3%	3,094
Recruits employees from a diverse set of backgrounds	60.3% B C	1,342	55.3% C	1,706	41.0%	79	57.1%	3,126
Improves the campus climate for all employees	53.4% C	1,339	55.0% C	1,705	33.6%	79	53.8%	3,123
Retains diverse employees	45.3% B C	1,338	33.4%	1,704	24.4%	75	38.3%	3,117
Creates a supportive environment for employees from diverse backgrounds	58.7% B C	1,339	50.9% C	1,705	25.1%	79	53.6%	3,123
Encourages discussions related to diversity	75.4% C	1,336	80.2% A C	1,705	46.3%	79	77.3%	3,120
Provides employees with a positive work experience	66.0% C	1,338	62.7% C	1,701	31.4%	79	63.3%	3,118
Climate has become consistently more inclusive of all employees	58.8% C	1,340	58.2% C	1,705	40.4%	79	58.0%	3,124

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.

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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	64.2%	1,323	59.4%	1,676	50.0%	75	61.2%	3,074
	B C							
Recruits employees from a diverse set of backgrounds	68.2%	1,341	58.8%	1,701	46.6%	79	62.5%	3,121
	B C							
Improves the campus climate for all employees	60.6%	1,344	59.2%	1,701	46.1%	79	59.5%	3,123
	C							
Retains diverse employees	53.5%	1,340	40.3%	1,704	36.0%	75	45.8%	3,119
	B C							
Creates a supportive environment for employees from diverse backgrounds	58.7%	1,339	50.9%	1,705	25.1%	79	53.6%	3,123
	B C		C					
Encourages discussions related to diversity	67.7%	1,336	72.9%	1,705	69.0%	79	70.6%	3,120
			A					
Provides employees with a positive work experience	72.0%	1,337	68.4%	1,703	53.7%	79	69.5%	3,119
	C		C					
Climate has become consistently more inclusive of all employees	63.1%	1,340	59.1%	1,707	43.4%	79	60.4%	3,126
	C		C					

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%	1,321	61.0%	1,687	42.6%	75	58.5%	3,082
	C		A C					
Communications are effective	57.9%	1,341	59.7%	1,704	39.6%	79	58.4%	3,123
	C		C					
Communications are timely	65.9%	1,330	65.4%	1,703	49.3%	79	65.2%	3,112
	C		C					
Communications are relevant	51.5%	1,332	60.3%	1,701	47.4%	79	56.2%	3,112
			A					
Communications are informative	58.7%	1,339	68.7%	1,698	54.2%	79	64.0%	3,115
			A C					
Communications are motivating	32.3%	1,334	42.4%	1,699	20.2%	79	37.5%	3,112
			A C					
Communications are honest	55.6%	1,332	57.9%	1,694	28.7%	79	56.2%	3,104
	C		C					
Communications are accessible	70.9%	1,334	72.3%	1,697	47.2%	75	71.1%	3,107
	C		C					

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.

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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	59.5%	1,319	59.2%	1,675	46.9%	75	59.0%	3,070
	C		C					
Communications are effective	62.3%	1,341	58.3%	1,700	51.3%	79	59.9%	3,119
Communications are timely	64.9%	1,330	61.4%	1,699	50.6%	79	62.7%	3,108
	C							
Communications are relevant	61.6%	1,329	65.3%	1,699	52.3%	79	63.4%	3,107
Communications are informative	63.8%	1,333	67.2%	1,697	51.2%	79	65.3%	3,110
			C					
Communications are motivating	35.1%	1,335	38.9%	1,695	36.9%	79	37.2%	3,109
Communications are honest	60.3%	1,332	57.6%	1,690	42.7%	79	58.4%	3,101
	C		C					
Communications are accessible	68.9%	1,332	68.5%	1,697	49.1%	75	68.2%	3,104
	C		C					

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%	1,287	67.1%	1,663	64.5%	75	67.1%	3,025
Communications are effective	67.6%	1,339	68.6%	1,692	69.3%	75	68.2%	3,107
Communications are timely	71.4%	1,330	67.4%	1,695	71.0%	75	69.2%	3,100
Communications are relevant	73.3%	1,328	76.7%	1,695	74.4%	75	75.2%	3,099
Communications are informative	74.5%	1,308	74.6%	1,694	72.1%	75	74.5%	3,077
Communications are motivating	44.6%	1,333	44.3%	1,698	48.6%	75	44.5%	3,106
Communications are honest	70.2%	1,333	68.9%	1,693	57.8%	75	69.2%	3,101
Communications are accessible	72.5%	1,332	71.2%	1,699	58.6%	75	71.4%	3,107
	C							

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%	669	43.8%	748	29.8%	24	46.1%	1,440
Maybe, I can provide feedback in limited situations	34.0%	454	39.3%	671	50.4%	40	37.3%	1,165
No, I don't have an opportunity to provide feedback	15.9%	212	16.9%	289	19.8%	16	16.6%	517
Total	100.0%	1,335	100.0%	1,707	100.0%	79	100.0%	3,122

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%	1,079	51.7%	1,383	40.1%	61	50.5%	2,523
One on one conversations with my supervisor	83.0%	1,109	83.7%	1,416	80.7%	63	83.3%	2,588
My representation in shared governance (CPC, APC, or Faculty Council)	21.5%	1,086	25.8%	1,392	15.5%	63	23.7%	2,541
My service on committees	38.2%	1,088	42.9%	1,400	30.9%	61	40.6%	2,549
Annual review process	64.6%	1,107	62.8%	1,406	41.9%	63	63.0%	2,577
Input collection through anonymous surveys	42.4%	1,102	43.7%	1,404	36.3%	63	43.0%	2,570

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	48.6%	1,102	50.2%	1,405	33.9%	63	49.1%	2,570
CSU overall	30.7%	1,106	34.9%	1,406	7.1%	63	32.4%	2,576
My division/college	44.3%	1,105	47.6%	1,406	37.9%	63	46.0%	2,574
My department/unit	70.8%	1,109	68.1%	1,413	56.7%	63	69.0%	2,585

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.

Employee Climate Survey 2021

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%	176	31.8%	25	8.8%	276
Physical appearance	4.2%	57	6.0%	103	27.4%	22	5.8%	182
Physical disability	5.1%	69	8.4%	144	32.3%	25	7.6%	239
Mental disability	4.6%	62	8.0%	138	35.5%	28	7.3%	228
Employment classification	15.9%	214	25.9%	443	34.4%	27	21.8%	684
Gender identity	7.1%	95	10.3%	176	50.3%	40	9.9%	310
Job title	13.8%	186	19.1%	328	25.9%	20	17.0%	534
Parental status	3.7%	50	7.1%	122	18.4%	15	5.9%	187
Religion	7.9%	106	9.0%	155	24.5%	19	8.9%	280
Political affiliation	15.5%	208	17.6%	301	23.2%	18	16.8%	528
Sexual orientation	4.4%	59	7.1%	122	28.3%	22	6.5%	203
Socio-economic status	8.1%	109	12.1%	207	43.1%	34	11.2%	350
Ethnic origin	5.5%	74	10.4%	179	39.8%	31	9.1%	284
Veteran status	1.9%	25	1.5%	25	12.7%	10	1.9%	60
Race or color	9.9%	133	15.8%	270	49.6%	39	14.1%	442
Marital status	2.1%	29	3.5%	60	9.5%	8	3.1%	97
Nationality/country of origin	4.2%	57	9.1%	155	31.8%	25	7.6%	237
None/no response	64.7%	870	54.6%	935	32.2%	25	58.3%	1,831

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%	134	19.9%	16	6.5%	205
Physical appearance	4.0%	54	5.5%	93	18.8%	15	5.2%	162
Physical disability	2.1%	29	5.1%	87	23.8%	19	4.3%	135
Mental disability	2.1%	28	5.1%	88	24.6%	19	4.3%	136
Employment classification	11.1%	150	20.8%	356	24.5%	19	16.7%	525
Gender identity	3.2%	44	7.3%	125	36.7%	29	6.3%	198
Job title	14.2%	191	19.3%	331	31.1%	24	17.4%	546
Parental status	2.5%	33	5.7%	98	15.9%	13	4.6%	144
Religion	4.1%	55	4.1%	70	13.2%	10	4.3%	135
Political affiliation	9.2%	124	12.7%	218	17.6%	14	11.3%	356
Sexual orientation	3.0%	40	3.5%	60	15.2%	12	3.6%	111
Socio-economic status	5.8%	78	7.5%	128	29.2%	23	7.3%	229
Ethnic origin	4.3%	58	5.6%	97	17.1%	13	5.4%	169
Veteran status	1.0%	14	1.2%	20	7.1%	6	1.3%	40
Race or color	4.9%	66	8.2%	140	20.4%	16	7.1%	223
Marital status	1.5%	20	3.6%	62	6.7%	5	2.8%	87
Nationality/country of origin	2.9%	38	4.2%	72	14.7%	12	3.9%	122
None/no response	74.4%	1,001	62.4%	1,068	43.1%	34	67.0%	2,103

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

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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	5.7%	77	8.8%	150	10.7%	8	7.5%	236
Physical appearance	2.9%	39	4.9%	85	15.5%	12	4.3%	135
Physical disability	2.7%	36	4.8%	83	17.6%	14	4.2%	132
Mental disability	2.8%	38	6.4%	109	24.1%	19	5.3%	166
Employment classification	11.2%	151	19.2%	329	15.7%	12	15.7%	492
Gender identity	2.7%	36	8.9%	153	26.0%	20	6.7%	210
Job title	13.8%	186	18.3%	313	24.9%	20	16.5%	519
Parental status	2.4%	32	7.0%	120	9.8%	8	5.1%	160
Religion	3.4%	45	4.1%	70	7.5%	6	3.9%	121
Political affiliation	7.5%	100	11.5%	197	14.3%	11	9.8%	309
Sexual orientation	2.9%	39	3.8%	65	9.0%	7	3.5%	111
Socio-economic status	4.9%	66	7.6%	130	17.9%	14	6.7%	210
Ethnic origin	3.7%	50	5.0%	86	11.9%	9	4.6%	146
Veteran status	0.3%	4	1.0%	17	4.2%	3	0.8%	24
Race or color	4.4%	60	7.2%	123	15.2%	12	6.2%	195
Marital status	1.0%	13	3.5%	59	6.7%	5	2.5%	78
Nationality/country of origin	2.8%	37	4.3%	74	9.5%	8	3.8%	118
None/no response	75.8%	1,020	62.5%	1,070	60.5%	48	68.1%	2,138

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	11.8%	202	35.1%	28	9.6%	301
Bullying	7.0%	94	11.5%	198	27.4%	22	10.0%	314
Bias	17.2%	231	22.1%	378	43.2%	34	20.5%	643
Physical assault	1.2%	16	2.2%	37	12.4%	10	2.0%	63
Sexual misconduct	4.3%	58	6.9%	118	18.0%	14	6.1%	190
Verbal abuse	5.4%	73	8.2%	141	24.2%	19	7.4%	233
None/no response	79.2%	1,066	72.4%	1,241	52.1%	41	74.8%	2,348

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%	86	10.8%	9	3.4%	107
Bullying	6.0%	81	8.7%	149	16.9%	13	7.8%	243
Bias	11.6%	156	18.1%	311	39.5%	31	15.9%	497
Physical assault	0.0%	*	0.5%	9	0.0%	*	0.3%	9
Sexual misconduct	1.0%	14	2.0%	35	5.2%	4	1.7%	52
Verbal abuse	3.4%	46	4.9%	84	19.2%	15	4.6%	145
None/no response	84.4%	1,136	79.2%	1,356	53.5%	42	80.8%	2,535

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%	69
Bullying	5.4%	73	10.4%	178	5.2%	4	8.1%	255
Bias	13.0%	175	19.4%	333	30.5%	24	16.9%	531
Physical assault	0.0%	*	0.3%	5	0.0%	*	0.2%	5
Sexual misconduct	1.4%	19	1.4%	24	2.4%	*	1.4%	45
Verbal abuse	3.8%	51	6.3%	108	10.3%	8	5.3%	167
None/no response	83.3%	1,122	75.6%	1,295	66.7%	53	78.7%	2,470

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.

Figure 3: Organizational Themes Compared by Racially Minoritized Status

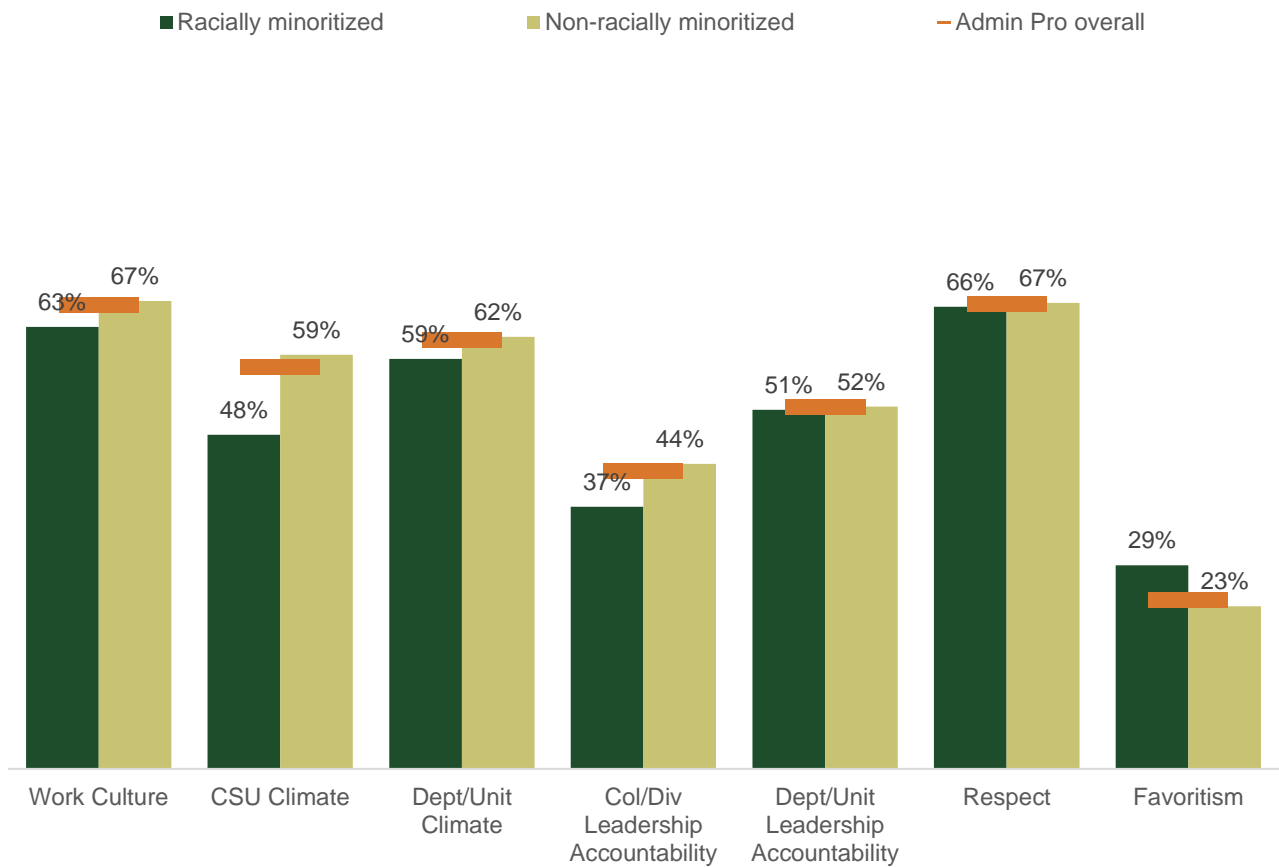


Table 51: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Racially minoritized		Non-racially minoritized		Overall	
	(A)		(B)		Pct	Pop
	Pct	Pop	Pct	Pop		
WORK CULTURE OVERALL	63.2%	502	66.9% A	2,691	66.4%	3,193
My department/unit promotes a work environment where all employees feel included	68.6%	507	72.2%	2,733	71.7%	3,240
My department/unit treats all employees equitably	62.1%	509	63.9%	2,731	63.6%	3,240
My department/unit is open and transparent in communication	62.2%	506	61.6%	2,731	61.7%	3,237
My department/unit values employee input in major department/unit decisions	57.6%	509	59.6%	2,725	59.3%	3,234
My department/unit promotes respect for cultural differences	71.4%	509	79.3% A	2,723	78.1%	3,232
My department/unit understands the value of diversity	74.3%	509	78.8% A	2,731	78.1%	3,240
My department/unit communicates the importance of valuing diversity	70.0%	509	75.5% A	2,732	74.6%	3,240
I feel valued as an employee	63.8%	507	67.2%	2,727	66.6%	3,234
I feel a strong sense of belonging to CSU	46.9%	509	50.5%	2,730	49.9%	3,239
I feel a strong sense of belonging to my division/college	47.2%	509	51.7%	2,727	51.0%	3,236
I feel a strong sense of belonging to my department/unit	64.0%	509	66.2%	2,727	65.8%	3,236
I would recommend CSU as a place of employment	65.2%	509	72.2% A	2,733	71.1%	3,242
I would recommend my department/unit as a place of employment	64.0%	509	70.9% A	2,731	69.8%	3,239

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	68.6%	348	82.5% A	2,247	80.3%	2,595
No, I did not have a review	31.4% B	159	17.5%	478	19.7%	637
Total	100.0%	507	100.0%	2,724	100.0%	3,231

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		Non-racially minoritized		Overall	
	(A)		(B)		Pct	Pop
	Pct	Pop	Pct	Pop		
PERFORMANCE REVIEW OVERALL	80.2%	348	80.0%	2,240	80.0%	2,588
I am satisfied with the effort my supervisor put into my most recent performance review	77.4%	348	80.9%	2,245	80.4%	2,593
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	19.2%	348	11.1%	2,245	12.2%	2,593
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	63.2%	348	59.1%	2,242	59.7%	2,590

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		Non-racially minoritized		Overall	
	(A)		(B)		Pct	Pop
	Pct	Pop	Pct	Pop		
RESPECT OVERALL	66.1%	505	66.7%	2,726	66.6%	3,231
My department/unit is treated with respect by other units within my college/division	60.7%	507	61.0%	2,733	60.9%	3,240
My college/division is treated with respect by CSU	62.8%	507	60.7%	2,731	61.0%	3,237
The people I interact with treat each other with respect	81.7%	509	84.0%	2,728	83.6%	3,237
There is respect for religious differences in my department/unit	67.1%	509	65.6%	2,733	65.9%	3,242
There is respect for liberal perspectives in my department/unit	74.7%	509	79.1%	2,733	78.4%	3,242
There is respect for conservative perspectives in my department/unit	49.7%	507	49.3%	2,733	49.3%	3,240

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		Non-racially minoritized		Overall	
	(A)		(B)		Pct	Pop
	Pct	Pop	Pct	Pop		
FAVORITISM OVERALL	29.1% B	503	23.3%	2,717	24.2%	3,220
Recognized within my department/unit	37.5% B	503	29.3%	2,727	30.6%	3,230
Resources in my department/unit	33.2% B	503	25.2%	2,730	26.5%	3,233
Professional development opportunities	19.2%	503	16.3%	2,728	16.7%	3,231
Promoted in my department/unit	30.5%	503	26.6%	2,728	27.2%	3,231
Hired in my department/unit	25.3% B	503	18.8%	2,724	19.8%	3,227

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		Non-racially minoritized		Overall	
	(A)		(B)		Pct	Pop
	Pct	Pop	Pct	Pop		
COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL	37.5%	502	43.6% A	2,692	42.7%	3,194
Leadership adequately addresses inappropriate behavior	37.5%	505	43.3% A	2,716	42.4%	3,221
Leadership holds employees accountable for inappropriate behavior	34.8%	505	39.7% A	2,714	38.9%	3,219
Leadership holds employees accountable for poor performance in the workplace	29.6%	503	31.8%	2,715	31.4%	3,218
Leadership acts ethically and honestly in the workplace	51.9%	507	62.9% A	2,713	61.2%	3,220
Leadership addresses issues of inequity	36.7%	505	44.2% A	2,708	43.0%	3,213
Leadership holds all employees to the same standards	36.1%	504	39.7%	2,711	39.1%	3,215

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		Non-racially minoritized		Overall	
	(A)		(B)		Pct	Pop
	Pct	Pop	Pct	Pop		
DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL	51.3%	502	51.8%	2,690	51.7%	3,191
Leadership adequately addresses inappropriate behavior	53.1%	505	51.2%	2,717	51.5%	3,222
Leadership holds employees accountable for inappropriate behavior	50.3%	505	47.8%	2,710	48.2%	3,215
Leadership holds employees accountable for poor performance in the workplace	45.7%	505	41.3%	2,721	42.0%	3,226
Leadership acts ethically and honestly in the workplace	51.9%	507	62.9% A	2,713	61.2%	3,220
Leadership addresses issues of inequity	46.6%	503	53.0% A	2,714	52.0%	3,217
Leadership holds all employees to the same standards	48.6%	506	47.1%	2,722	47.3%	3,228

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		Non-racially minoritized		Overall	
	(A)		(B)		Pct	Pop
	Pct	Pop	Pct	Pop		
CSU CLIMATE OVERALL	47.8%	503	59.3% A	2,689	57.5%	3,192
Recruits employees from a diverse set of backgrounds	42.6%	505	59.8% A	2,723	57.1%	3,228
Improves the campus climate for all employees	39.4%	505	56.9% A	2,722	54.1%	3,227
Retains diverse employees	31.4%	505	39.4% A	2,714	38.2%	3,219
Creates a supportive environment for employees from diverse backgrounds	48.4%	503	54.3% A	2,718	53.3%	3,221
Encourages discussions related to diversity	65.8%	505	79.7% A	2,717	77.5%	3,222
Provides employees with a positive work experience	59.2%	507	64.8% A	2,714	63.9%	3,221
Climate has become consistently more inclusive of all employees	48.2%	505	60.1% A	2,723	58.2%	3,227

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		Non-racially minoritized		Overall	
	(A)		(B)		Pct	Pop
	Pct	Pop	Pct	Pop		
DEPARTMENT/UNIT CLIMATE OVERALL	58.6%	488	61.8%	2,688	61.3%	3,176
Recruits employees from a diverse set of backgrounds	60.9%	505	62.8%	2,718	62.5%	3,222
Improves the campus climate for all employees	57.9%	504	59.7%	2,721	59.5%	3,225
Retains diverse employees	43.7%	505	46.1%	2,714	45.7%	3,219
Creates a supportive environment for employees from diverse backgrounds	48.4%	503	54.3%	2,718	53.3%	3,221
Encourages discussions related to diversity	64.2%	501	72.1%	2,723	70.9%	3,224
Provides employees with a positive work experience	67.5%	509	69.9%	2,712	69.5%	3,220
Climate has become consistently more inclusive of all employees	54.8%	505	62.0%	2,725	60.9%	3,230

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		Non-racially minoritized		Overall	
	(A)		(B)		Pct	Pop
	Pct	Pop	Pct	Pop		
CSU COMMUNICATIONS OVERALL	57.9%	500	58.5%	2,686	58.4%	3,186
Communications are effective	51.7%	509	59.1%	2,718	57.9%	3,227
Communications are timely	62.2%	507	65.3%	2,711	64.9%	3,218
Communications are relevant	61.0%	502	55.3%	2,712	56.2%	3,213
Communications are informative	64.1%	509	63.8%	2,713	63.9%	3,221
Communications are motivating	43.5%	507	36.6%	2,713	37.7%	3,220
Communications are honest	50.6%	505	56.9%	2,705	55.9%	3,210
Communications are accessible	71.0%	505	71.6%	2,708	71.5%	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 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		Non-racially minoritized		Overall	
	(A)		(B)			
	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION COMMUNICATIONS OVERALL	55.8%	497	59.7%	2,677	59.1%	3,174
Communications are effective	51.9%	509	61.3% A	2,715	59.8%	3,223
Communications are timely	54.9%	503	64.0% A	2,709	62.6%	3,212
Communications are relevant	61.3%	501	63.4%	2,710	63.0%	3,211
Communications are informative	64.6%	503	66.6%	2,711	66.3%	3,214
Communications are motivating	41.9% B	503	36.2%	2,712	37.1%	3,215
Communications are honest	53.6%	505	59.1% A	2,706	58.2%	3,210
Communications are accessible	64.8%	505	69.0%	2,707	68.3%	3,212

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		Non-racially minoritized		Overall	
	(A)		(B)			
	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT COMMUNICATIONS OVERALL	65.2%	480	67.6%	2,650	67.2%	3,130
Communications are effective	68.5%	509	68.0%	2,703	68.1%	3,212
Communications are timely	65.4%	503	69.6%	2,702	69.0%	3,205
Communications are relevant	73.8%	501	75.7%	2,702	75.4%	3,203
Communications are informative	74.3%	492	75.3%	2,691	75.1%	3,183
Communications are motivating	50.3% B	505	43.1%	2,709	44.2%	3,214
Communications are honest	63.2%	505	70.1% A	2,704	69.0%	3,208
Communications are accessible	70.2%	503	72.0%	2,708	71.7%	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 63: Communicated Feedback

During the past 12 months, have you had the opportunity to communicate feedback to CSU?	Racially minoritized		Non-racially minoritized		Overall	
	(A)		(B)		Pct	Pop
	Pct	Pop	Pct	Pop		
Yes, I have the opportunity to provide feedback	38.1%	192	48.0% A	1,304	46.4%	1,496
Maybe, I can provide feedback in limited situations	38.1%	192	37.0%	1,006	37.2%	1,197
No, I don't have an opportunity to provide feedback	23.8% B	120	15.0%	409	16.4%	528
Total	100.0%	504	100.0%	2,718	100.0%	3,222

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		Non-racially minoritized		Overall	
	(A)		(B)		Pct	Pop
	Pct	Pop	Pct	Pop		
RESPONSIVENESS TO FEEDBACK OVERALL	52.2%	371	50.5%	2,243	50.7%	2,614
One on one conversations with my supervisor	80.8%	380	83.2%	2,298	82.9%	2,677
My representation in shared governance (CPC, APC, or Faculty Council)	24.1%	377	24.1%	2,257	24.1%	2,634
My service on committees	49.4% B	378	40.1%	2,263	41.4%	2,641
Annual review process	60.4%	382	63.8%	2,286	63.3%	2,667
Input collection through anonymous surveys	48.0% B	380	42.5%	2,278	43.3%	2,658

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		Non-racially minoritized		Overall	
	(A)		(B)		Pct	Pop
	Pct	Pop	Pct	Pop		
FEEDBACK VALUED OVERALL	46.8%	380	49.7%	2,278	49.3%	2,658
CSU overall	31.3%	380	32.6%	2,282	32.4%	2,662
My division/college	42.0%	380	47.5% A	2,282	46.7%	2,662
My department/unit	67.2%	382	69.2%	2,294	68.9%	2,676

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.

Employee Climate Survey 2021

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	16.8%	85	7.7%	212	9.2%	297
Physical appearance	13.3%	68	4.5%	123	5.9%	191
Physical disability	16.4%	84	6.0%	165	7.7%	249
Mental disability	17.1%	87	5.7%	155	7.5%	242
Employment classification	27.4%	140	21.2%	580	22.2%	719
Gender identity	23.4%	119	7.8%	213	10.3%	333
Job title	22.4%	114	16.4%	448	17.3%	562
Parental status	11.2%	57	5.2%	143	6.2%	200
Religion	15.5%	79	7.4%	202	8.7%	281
Political affiliation	21.6%	110	15.0%	411	16.1%	521
Sexual orientation	15.3%	78	4.9%	134	6.5%	212
Socio-economic status	22.0%	112	9.0%	247	11.1%	358
Ethnic origin	20.8%	106	6.7%	183	8.9%	289
Veteran status	4.8%	24	1.3%	35	1.8%	60
Race or color	28.6%	145	11.4%	310	14.1%	456
Marital status	6.5%	33	2.4%	64	3.0%	98
Nationality/country of origin	18.4%	94	5.4%	149	7.5%	243
None/no response	52.2%	265	59.5%	1,626	58.3%	1,891

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%	56	5.9%	161	6.7%	216
Physical appearance	11.5%	59	4.0%	110	5.2%	169
Physical disability	9.6%	49	3.5%	95	4.4%	144
Mental disability	10.3%	52	3.4%	93	4.5%	145
Employment classification	17.4%	89	16.6%	453	16.7%	542
Gender identity	10.9%	55	5.6%	152	6.4%	208
Job title	19.0%	97	17.4%	476	17.6%	572
Parental status	6.8%	35	4.2%	115	4.6%	150
Religion	7.0%	36	3.7%	102	4.2%	138
Political affiliation	11.7%	59	11.0%	299	11.1%	359
Sexual orientation	7.0%	35	3.0%	83	3.7%	118
Socio-economic status	13.8%	70	6.2%	169	7.4%	239
Ethnic origin	11.6%	59	4.3%	118	5.5%	177
Veteran status	2.5%	13	1.0%	29	1.3%	41
Race or color	14.2%	72	5.9%	162	7.2%	234
Marital status	4.7%	24	2.4%	65	2.8%	89
Nationality/country of origin	6.0%	31	3.2%	89	3.7%	119
None/no response	64.1%	326	67.3%	1,840	66.8%	2,166

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

Employee Climate Survey 2021

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	10.3%	52	7.2%	196	7.7%	248
Physical appearance	8.8%	45	3.7%	101	4.5%	145
Physical disability	8.5%	43	3.5%	95	4.3%	138
Mental disability	12.1%	62	4.2%	116	5.5%	178
Employment classification	14.4%	73	16.2%	443	15.9%	516
Gender identity	8.6%	44	6.5%	177	6.8%	221
Job title	14.0%	71	17.5%	478	16.9%	549
Parental status	7.0%	36	4.8%	132	5.2%	168
Religion	5.3%	27	3.8%	103	4.0%	130
Political affiliation	12.2%	62	9.3%	254	9.8%	317
Sexual orientation	3.8%	19	3.5%	96	3.5%	115
Socio-economic status	8.9%	45	6.1%	168	6.6%	213
Ethnic origin	9.9%	50	3.8%	103	4.7%	153
Veteran status	1.0%	5	0.9%	24	0.9%	29
Race or color	11.3%	57	5.9%	161	6.7%	218
Marital status	2.4%	12	2.5%	69	2.5%	82
Nationality/country of origin	5.2%	27	3.3%	91	3.6%	117
None/no response	65.4%	333	68.2%	1,864	67.8%	2,197

*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	22.4%	114	7.3%	200	9.7%	314
Bullying	16.2%	83	8.8%	241	10.0%	324
Bias	34.9%	178	18.0%	492	20.7%	670
Physical assault	3.6%	19	1.7%	46	2.0%	64
Sexual misconduct	11.7%	60	4.9%	133	5.9%	193
Verbal abuse	16.4%	84	6.1%	166	7.7%	250
None/no response	60.3%	307	77.2%	2,110	74.6%	2,417

*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	5.5%	28	3.1%	86	3.5%	114
Bullying	11.8%	60	6.7%	184	7.5%	244
Bias	25.8%	131	13.9%	379	15.7%	510
Physical assault	0.0%	*	0.2%	6	0.2%	6
Sexual misconduct	2.0%	10	1.6%	43	1.6%	53
Verbal abuse	6.4%	33	4.3%	119	4.7%	151
None/no response	70.4%	358	82.6%	2,256	80.6%	2,615

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%	70
Bullying	7.7%	39	8.3%	226	8.2%	265
Bias	25.5%	130	15.7%	429	17.2%	559
Physical assault	0.0%	*	0.2%	5	0.1%	5
Sexual misconduct	1.5%	8	1.4%	40	1.5%	47
Verbal abuse	7.3%	37	5.2%	143	5.6%	180
None/no response	73.2%	373	79.3%	2,168	78.4%	2,541

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

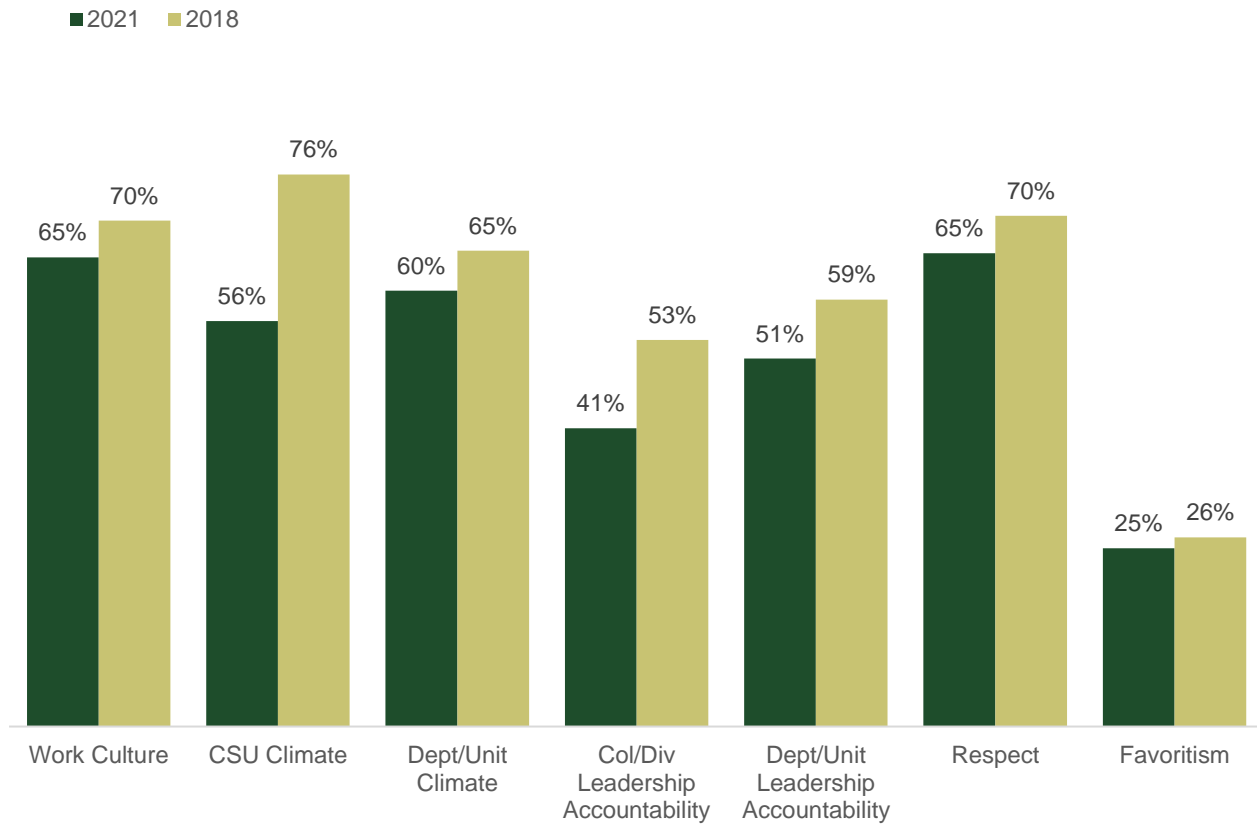
Statistical significance not tested.

* Values reported for items with n >= 3.

Comparisons by Year

In order to yield meaningful longitudinal comparisons, the 2018 survey sample was weighted using similar methods as 2021. Consequently, 2018 results will not match prior reports because of this methodological adjustment. Only survey items asked in both 2018 and 2021 are presented in the following tables.

Figure 4: Organizational Themes Compared by Year



Employee Climate Survey 2021

Table 72: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	2018		2021	
	(A)		(B)	
	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	69.6% B	2,770	64.6%	3,774
My department/unit promotes a work environment where all employees feel included	67.7%	3,083	69.5%	3,840
My department/unit treats all employees equitably	61.0%	3,042	61.7%	3,837
My department/unit is open and transparent in communication	57.8%	3,087	60.2% A	3,829
My department/unit values employee input in major department/unit decisions	55.4%	3,059	57.4%	3,829
My department/unit promotes respect for cultural differences	78.5%	3,031	76.8%	3,825
My department/unit understands the value of diversity	80.4% B	3,055	76.7%	3,830
My department/unit communicates the importance of valuing diversity	70.4%	3,058	73.4% A	3,833
I feel valued as an employee	70.6% B	3,119	64.6%	3,829
I feel a strong sense of belonging to CSU	63.7% B	3,115	48.2%	3,834
I feel a strong sense of belonging to my division/college	57.6% B	3,105	49.9%	3,829
I feel a strong sense of belonging to my department/unit	73.6% B	3,113	63.7%	3,829
I would recommend CSU as a place of employment	86.5% B	3,049	69.0%	3,835
I would recommend my department/unit as a place of employment	73.3% B	3,082	67.9%	3,833

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 73: Performance Review in Last Year

Did you have a performance review in the last year?	2018 (A)		2021 (B)	
	Pct	Pop	Pct	Pop
Yes, I had a review	90.4% B	2,602	80.3%	3,064
No, I did not have a review	9.6%	277	19.7% A	750

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.

Employee Climate Survey 2021

Table 74: Performance Review

Please indicate your level of agreement with the following statements about your most recent performance review.	2018 (A)		2021 (B)	
	Pct	Pop	Pct	Pop
PERFORMANCE REVIEW OVERALL	86.2%	2,813	79.5%	3,040
I am satisfied with the effort my supervisor put into my most recent performance review	72.6%	2,866	79.5%	3,049
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	24.4%	3,054	13.4%	3,044
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	NA	*	58.9%	3,045

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*

** Values reported for items with n >= 3.^{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 75: Respect

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	2018 (A)		2021 (B)	
	Pct	Pop	Pct	Pop
RESPECT OVERALL	70.3%	2,350	65.1%	3,770
My department/unit is treated with respect by other units within my college/division	66.1%	2,811	59.6%	3,781
My college/division is treated with respect by CSU	73.7%	2,795	59.2%	3,782
The people I interact with treat each other with respect	80.5%	3,125	81.8%	3,785
There is respect for religious differences in my department/unit	72.0%	2,721	64.2%	3,789
There is respect for liberal perspectives in my department/unit	80.4%	2,922	77.5%	3,789
There is respect for conservative perspectives in my department/unit	55.2%	2,819	47.9%	3,787

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 76: 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:	2018		2021	
	(A)		(B)	
	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	26.0%	2,658	24.5%	3,746
Recognized within my department/unit	34.9%	2,878	30.8%	3,759
	B			
Resources in my department/unit	28.2%	2,852	26.7%	3,762
Professional development opportunities	20.8%	2,870	17.3%	3,760
	B			
Promoted in my department/unit	29.7%	2,778	27.1%	3,757
	B			
Hired in my department/unit	22.4%	2,764	20.7%	3,756

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 77: Leadership Accountability: College/Division Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	2018		2021	
	(A)		(B)	
	Pct	Pop	Pct	Pop
COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL	53.2%	1,936	41.0%	3,664
	B			
Leadership adequately addresses inappropriate behavior	54.5%	2,360	40.8%	3,699
	B			
Leadership holds employees accountable for inappropriate behavior	51.1%	2,266	37.3%	3,697
	B			
Leadership holds employees accountable for poor performance in the workplace	45.8%	2,253	29.9%	3,695
	B			
Leadership acts ethically and honestly in the workplace	73.5%	2,653	59.2%	3,698
	B			
Leadership addresses issues of inequity	54.9%	2,354	41.5%	3,686
	B			
Leadership holds all employees to the same standards	49.5%	2,449	37.3%	3,691
	B			

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 78: Leadership Accountability: Department/Unit Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	2018 (A)		2021 (B)	
	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL	58.8% B	2,270	50.6%	3,658
Leadership adequately addresses inappropriate behavior	59.9% B	2,635	50.2%	3,700
Leadership holds employees accountable for inappropriate behavior	56.3% B	2,565	47.2%	3,692
Leadership holds employees accountable for poor performance in the workplace	52.7% B	2,621	41.3%	3,699
Leadership acts ethically and honestly in the workplace	73.5% B	2,653	59.2%	3,698
Leadership addresses issues of inequity	57.7% B	2,602	50.7%	3,687
Leadership holds all employees to the same standards	55.0% B	2,806	46.1%	3,707

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 79: Climate: CSU Overall

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	2018 (A)		2021 (B)	
	Pct	Pop	Pct	Pop
CSU CLIMATE OVERALL	76.0% B	2,051	55.8%	3,618
Recruits employees from a diverse set of backgrounds	78.0% B	2,673	56.7%	3,669
Improves the campus climate for all employees	76.3% B	2,740	51.4%	3,663
Retains diverse employees	64.2% B	2,395	37.2%	3,650
Creates a supportive environment for employees from diverse backgrounds	75.3% B	2,582	51.9%	3,658
Encourages discussions related to diversity	84.5% B	2,825	75.9%	3,659
Provides employees with a positive work experience	81.9% B	2,909	61.5%	3,658
Climate has become consistently more inclusive of all employees	70.7% B	2,611	56.1%	3,663

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.

Employee Climate Survey 2021

Table 80: Climate: Department/Unit

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	2018 (A)		2021 (B)	
	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT CLIMATE OVERALL	65.5%	2,373	60.0%	3,604
Recruits employees from a diverse set of backgrounds	67.4% B	2,951	62.1%	3,664
Improves the campus climate for all employees	65.9% B	2,862	57.6%	3,663
Retains diverse employees	56.1% B	2,805	45.5%	3,656
Creates a supportive environment for employees from diverse backgrounds	75.3% B	2,582	51.9%	3,658
Encourages discussions related to diversity	64.3%	2,915	69.6% A	3,661
Provides employees with a positive work experience	73.2% B	3,078	67.5%	3,662
Climate has become consistently more inclusive of all employees	60.2%	2,803	59.0%	3,667

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 81: Discriminatory Attitudes: Department/Unit

Please indicate if discriminatory attitudes are currently problematic.	2018		2021	
	Pct	Pop	Pct	Pop
Age	19.7%	497	7.6%	294
Physical appearance	9.2%	232	4.3%	164
Physical disability*	5.1%	128	4.2%	161
Mental disability	NA	NA	5.2%	200
Employment classification	27.9%	701	15.1%	581
Gender identity	6.8%	171	6.4%	247
Job title	31.7%	797	16.1%	618
Parental status	8.3%	209	5.0%	191
Religion	7.4%	186	3.7%	142
Political affiliation	22.9%	576	9.4%	361
Sexual orientation	4.0%	99	3.3%	128
Socio-economic status	5.5%	138	6.7%	256
Ethnic origin	6.1%	154	4.6%	175
Veteran status	1.3%	32	0.9%	33
Race or color	7.1%	178	6.5%	249
Marital status	4.2%	107	2.3%	90
Nationality/country of origin	3.1%	78	3.7%	142
None/no response	38.1%	960	69.3%	2,665

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

Statistical significance not tested.

*In 2018, item was worded as "Disability (e.g. physical, mental)".

Table 82: Other Potential Problems: CSU Overall

Please indicate if any of the following are currently problematic.	2018		2021	
	Pct	Pop	Pct	Pop
Sexual harassment	6.0%	187	9.2%	352
Bullying	12.0%	373	10.0%	383
Bias	26.3%	819	20.9%	802
Physical assault	0.3%	9	2.0%	76
Sexual misconduct	2.4%	75	5.7%	220
Verbal abuse	6.5%	201	7.7%	295
None/no response	69.2%	2,156	74.8%	2,876

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

Table 83: Other Potential Problems: Division/College

Please indicate if any of the following are currently problematic.	2018		2021	
	Pct	Pop	Pct	Pop
Sexual harassment	2.2%	69	3.5%	135
Bullying	10.3%	320	7.5%	287
Bias	22.0%	686	15.4%	592
Physical assault	0.0%	*	0.3%	11
Sexual misconduct	0.8%	24	1.6%	63
Verbal abuse	4.7%	147	4.5%	175
None/no response	73.5%	2,290	81.3%	3,124

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

* Values reported for items with n >= 3.

Table 84: Other Potential Problems: Department/Unit

Please indicate if any of the following are currently problematic.	2018		2021	
	Pct	Pop	Pct	Pop
Sexual harassment	1.3%	39	1.9%	75
Bullying	11.4%	355	7.9%	303
Bias	20.7%	646	16.4%	632
Physical assault	0.2%	6	0.2%	7
Sexual misconduct	0.8%	24	1.3%	50
Verbal abuse	6.1%	189	5.2%	199
None/no response	73.8%	2,298	79.2%	3,044

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