Employee Climate Survey 2021

College of Health and Human Sciences

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 N). 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. Subgroup comparisons by gender, minoritized status, and employment type are based on the proportion of respondents who "strongly agree" or "agree" with each item and statistically significant differences (p < .05) between subgroup members are noted within the tables. 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.

Table 1 displays the total number of employees contacted for the survey, the number of employees that responded, and the response rate.

Table 1: Response Rates by Department/Unit

	Sent	Bounce	Opt-out and refusal	Completed	Response rate*
College of Health and Human Sciences	463	1	8	166	35.9%
Construction Management	31	0	2	13	41.9%
Design and Merchandising	28	1	1	18	66.7%
Food Science and Human Nutrition	45	0	1	11	24.4%
Health and Exercise Science	44	0	1	17	38.6%
Human Development and Family Studies	86	0	1	25	29.1%
Institute for the Built Environment	6	0	0	1	16.7%
Occupational Therapy	38	0	0	17	44.7%
Office of Dean	20	0	0	12	60.0%
Richardson Design Center	8	0	0	2	25.0%
School of Education	97	0	1	23	23.7%
School of Social Work	60	0	1	26	43.3%
Unknown	0	0	0	1	.

* Response rate = Completed / (Sent - Bounce)

When the proportions of a demographic subgroup in the survey sample differ substantially from known population proportions and when members within a subgroup may meaningfully diverge on variables of interest, data weighting can provide a more accurate summary of the true population response than simple averaging. For the 2021 survey, representation by gender, racially minoritized status, and employment type were compared to known population norms, and weighted to balance any discrepancies. Additionally, a secondary weight was applied to increase the sample n to approximate the total number of employees in the division or college at the time of the survey's administration. Results of the weighting scheme are displayed in Table 2.

Table 2: 2021 Employee Climate Survey Weighting Results

		Division population norm	Unweighted survey sample	Weighted survey population
Respondent gender	Man	28%	18%	27%
	Woman	72%	77%	68%
	Trans, nonbinary, nonconforming (T/NB/NC)	.	5%	5%
Racially minoritized status	Racially minoritized	13%	13%	13%
	Non-racially minoritized	87%	87%	87%
Employee type	Admin Professional	33%	34%	31%
	Contract, continuing, and adjunct (CCA)	35%	28%	36%
	Tenure or Tenure-track (T/TT) Faculty	24%	28%	25%
	State Classified	5%	8%	6%
	Other Salaried Employee	2%	1%	2%

Results are weighted by gender and employee type.

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."
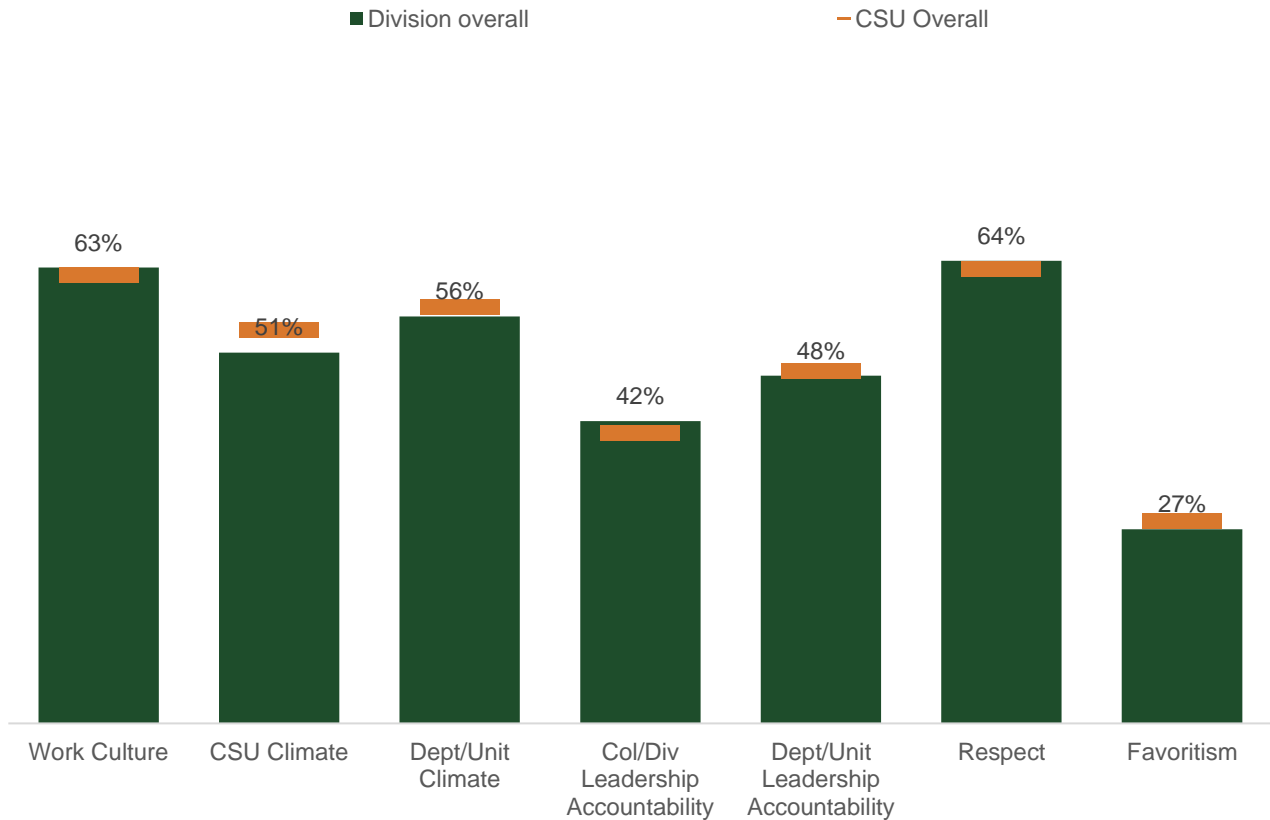
Figure 1: Organizational Themes

Table 3: 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	3.0%	18.2%	13.2%	39.1%	26.6%	100.0%	463
My department/unit treats all employees equitably	9.1%	25.8%	12.5%	30.5%	22.1%	100.0%	459
My department/unit is open and transparent in communication	5.9%	19.6%	20.0%	33.4%	21.0%	100.0%	463
My department/unit values employee input in major department/unit decisions	6.5%	10.4%	17.5%	41.3%	24.3%	100.0%	463
My department/unit promotes respect for cultural differences	2.5%	5.8%	14.7%	43.0%	34.0%	100.0%	460
My department/unit understands the value of diversity	1.8%	9.3%	10.7%	42.4%	35.7%	100.0%	460
My department/unit communicates the importance of valuing diversity	1.8%	5.6%	13.8%	40.1%	38.7%	100.0%	460
I feel valued as an employee	7.4%	18.8%	14.3%	33.8%	25.6%	100.0%	463
I feel a strong sense of belonging to CSU	10.8%	16.2%	24.7%	28.6%	19.8%	100.0%	463
I feel a strong sense of belonging to my division/college	12.1%	18.0%	25.2%	23.3%	21.4%	100.0%	463
I feel a strong sense of belonging to my department/unit	9.7%	10.8%	16.3%	37.7%	25.4%	100.0%	463
I would recommend CSU as a place of employment	4.3%	7.5%	27.6%	38.4%	22.2%	100.0%	460
I would recommend my department/unit as a place of employment	7.3%	8.5%	19.8%	37.7%	26.7%	100.0%	460

Table 4: 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?	87.8%	12.2%	100.0%	460

Table 5: 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	2.9%	4.9%	11.9%	39.4%	41.0%	100.0%	401
I fear negative job consequences if I am to raise an issue of unfair treatment during my review	29.9%	38.0%	13.7%	13.8%	4.6%	100.0%	404
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	3.0%	21.1%	16.5%	43.9%	15.6%	100.0%	402

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

Table 6: 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	5.8%	12.8%	23.4%	36.1%	21.9%	100.0%	460
My college/division is treated with respect by CSU	2.7%	6.5%	30.8%	41.2%	18.8%	100.0%	460
The people I interact with treat each other with respect	2.5%	6.5%	15.9%	49.8%	25.3%	100.0%	460
There is respect for religious differences in my department/unit	2.7%	8.2%	26.7%	38.9%	23.6%	100.0%	451
There is respect for liberal perspectives in my department/unit	0.0%	0.0%	13.3%	47.9%	38.8%	100.0%	460
There is respect for conservative perspectives in my department/unit	12.6%	16.3%	32.6%	27.1%	11.4%	100.0%	460

Table 7: Favoritism

During the past 12 months, please indicate your level of agreement with the following statements about favoritism. Favoritism plays a role in who gets:	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct | Pop)	
Recognized within my department/unit	13.7%	30.2%	22.6%	19.3%	14.2%	100.0%	449
Resources in my department/unit	14.2%	23.5%	25.1%	25.9%	11.2%	100.0%	452
Professional development opportunities	19.0%	33.0%	30.8%	9.6%	7.6%	100.0%	452
Promoted in my department/unit	20.1%	31.2%	25.7%	12.0%	11.0%	100.0%	452
Hired in my department/unit	19.7%	27.6%	30.3%	13.3%	9.0%	100.0%	452

Table 8: 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	8.3%	9.2%	42.5%	27.4%	12.7%	100.0%	429
Leadership holds employees accountable for inappropriate behavior	6.2%	11.0%	44.5%	25.4%	13.0%	100.0%	429
Leadership holds employees accountable for poor performance in the workplace	6.5%	8.1%	49.3%	26.5%	9.6%	100.0%	426
Leadership acts ethically and honestly in the workplace	6.2%	5.6%	29.4%	35.3%	23.5%	100.0%	429
Leadership addresses issues of inequity	8.3%	10.6%	40.3%	24.4%	16.5%	100.0%	426
Leadership holds all employees to the same standards	9.9%	16.6%	37.1%	25.2%	11.2%	100.0%	426

Table 9: 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	10.0%	10.5%	32.0%	32.5%	15.1%	100.0%	428
Leadership holds employees accountable for inappropriate behavior	5.8%	15.1%	37.5%	27.5%	14.0%	100.0%	429
Leadership holds employees accountable for poor performance in the workplace	8.1%	19.1%	36.1%	27.2%	9.4%	100.0%	431
Leadership acts ethically and honestly in the workplace	6.2%	5.6%	29.4%	35.3%	23.5%	100.0%	429
Leadership addresses issues of inequity	7.8%	10.0%	28.7%	33.6%	19.8%	100.0%	430
Leadership holds all employees to the same standards	10.7%	23.6%	23.5%	28.7%	13.6%	100.0%	431

Table 10: 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	4.9%	10.6%	37.7%	34.9%	11.9%	100.0%	420
Improves the campus climate for all employees	7.6%	11.0%	31.8%	40.5%	9.1%	100.0%	420
Retains diverse employees	6.4%	15.7%	53.7%	20.1%	4.2%	100.0%	417
Creates a supportive environment for employees from diverse backgrounds	6.5%	8.8%	41.7%	34.4%	8.6%	100.0%	420
Encourages discussions related to diversity	0.7%	4.3%	16.2%	52.2%	26.6%	100.0%	420
Provides employees with a positive work experience	3.6%	9.9%	28.2%	46.6%	11.8%	100.0%	415
Climate has become consistently more inclusive of all employees	6.9%	10.1%	32.5%	38.9%	11.6%	100.0%	417

Table 11: 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	9.4%	12.0%	28.0%	37.3%	13.3%	100.0% 421
Improves the campus climate for all employees	7.6%	10.4%	30.8%	37.7%	13.4%	100.0% 423
Retains diverse employees	8.7%	19.5%	36.2%	28.0%	7.5%	100.0% 421
Creates a supportive environment for employees from diverse backgrounds	6.5%	8.8%	41.7%	34.4%	8.6%	100.0% 420
Encourages discussions related to diversity	1.3%	4.0%	14.2%	43.5%	37.0%	100.0% 423
Provides employees with a positive work experience	4.2%	9.5%	21.0%	45.6%	19.7%	100.0% 421
Climate has become consistently more inclusive of all employees	5.5%	12.4%	23.9%	41.6%	16.7%	100.0% 417

Table 12: 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	8.7%	18.0%	23.8%	42.1%	7.4%	100.0% 421
Communications are timely	3.4%	14.1%	27.5%	45.2%	9.8%	100.0% 418
Communications are relevant	5.6%	13.0%	28.1%	45.5%	7.7%	100.0% 419
Communications are informative	4.2%	13.4%	22.6%	51.2%	8.7%	100.0% 416
Communications are motivating	14.9%	13.7%	40.2%	24.6%	6.6%	100.0% 418
Communications are honest	7.8%	13.7%	33.8%	35.6%	9.1%	100.0% 416
Communications are accessible	1.2%	2.3%	29.6%	54.7%	12.3%	100.0% 418

Table 13: 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	7.9%	12.3%	23.4%	45.9%	10.5%	100.0% 418
Communications are timely	2.8%	11.0%	24.2%	50.3%	11.7%	100.0% 418
Communications are relevant	3.4%	10.4%	22.5%	52.4%	11.2%	100.0% 413
Communications are informative	5.0%	6.9%	26.5%	49.5%	12.1%	100.0% 416
Communications are motivating	10.4%	10.8%	37.9%	30.6%	10.3%	100.0% 418
Communications are honest	5.9%	7.6%	32.1%	39.6%	14.7%	100.0% 416
Communications are accessible	0.7%	3.3%	27.3%	54.2%	14.5%	100.0% 418

Table 14: 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	6.9%	8.7%	17.0%	48.9%	18.6%	100.0% 418
Communications are timely	5.6%	5.8%	15.8%	56.3%	16.4%	100.0% 418
Communications are relevant	3.4%	6.2%	14.1%	58.6%	17.6%	100.0% 413
Communications are informative	3.4%	4.3%	21.1%	53.8%	17.3%	100.0% 414
Communications are motivating	8.5%	9.0%	30.1%	39.0%	13.3%	100.0% 416
Communications are honest	6.4%	2.7%	20.8%	50.7%	19.5%	100.0% 416
Communications are accessible	2.6%	2.7%	23.4%	55.4%	15.9%	100.0% 418

Table 15: 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?	46.4%	34.0%	19.6%	100.0%	423

Table 16: 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	5.6%	7.2%	12.0%	32.8%	42.5%	100.0%	323
My representation in shared governance (CPC, APC, or Faculty Council)	1.1%	3.9%	58.5%	28.8%	7.7%	100.0%	317
My service on committees	1.1%	2.9%	23.7%	51.3%	21.0%	100.0%	321
Annual review process	4.6%	5.4%	20.0%	42.5%	27.5%	100.0%	323
Input collection through anonymous surveys	4.6%	3.1%	56.3%	27.2%	8.7%	100.0%	315

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

Table 17: 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%	15.2%	46.1%	28.1%	3.0%	100.0%	321
My division/college	9.1%	11.0%	33.1%	35.6%	11.3%	100.0%	321
My department/unit	6.0%	5.9%	20.7%	42.6%	24.8%	100.0%	323

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

Table 18: 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	14.6%	68	9.8%	45	7.5%	35
Physical appearance	7.5%	34	3.7%	17	4.6%	21
Physical disability	12.0%	56	4.0%	19	5.0%	23
Mental disability	13.7%	63	6.6%	31	6.5%	30
Employment classification	25.2%	117	18.7%	87	19.4%	90
Gender identity	15.6%	72	8.1%	38	12.9%	60
Job title	23.1%	107	20.1%	93	18.8%	87
Parental status	7.5%	35	7.2%	33	10.7%	50
Religion	13.4%	62	5.5%	26	6.0%	28
Political affiliation	17.7%	82	10.5%	49	11.9%	55
Sexual orientation	8.3%	38	5.5%	26	6.4%	30
Socio-economic status	10.7%	50	7.5%	35	7.8%	36
Ethnic origin	13.6%	63	9.7%	45	8.8%	41
Veteran status	0.6%	*	0.6%	*	0.6%	*
Race or color	18.1%	84	12.2%	56	13.2%	61
Marital status	2.4%	11	1.7%	8	2.3%	11
Nationality/country of origin	8.3%	38	4.8%	22	4.0%	19
None/no response	45.6%	211	58.6%	271	55.8%	258

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

Table 19: 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	10.1%	47	2.3%	11	1.2%	6
Bullying	12.5%	58	6.1%	28	8.9%	41
Bias	27.0%	125	20.0%	92	20.8%	96
Physical assault	3.8%	18	0.0%	*	0.0%	*
Sexual misconduct	7.7%	36	1.7%	8	2.4%	11
Verbal abuse	8.5%	39	1.0%	5	6.5%	30
None/no response	67.6%	313	76.3%	353	72.3%	335

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

Table 20: Gender

Gender (Select all that apply):	Pct	Pop
Agender	0.0%	*
Cisgender	30.1%	120
Trans / Transgender	0.7%	*
Non-binary / Gender Queer / Gender Non-Conforming	2.8%	11
Man	23.9%	95
Trans Man / Masculine	0.7%	*
Trans Woman / Feminine	0.7%	*
Two Spirit	0.7%	*
Woman	60.7%	242
Prefer not to disclose	7.0%	28
The gender 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 21: 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	16.5%	63		41.2%	157		71.8%	273	
1	4.0%	15		17.5%	66		13.1%	50	
2	5.4%	21		10.7%	41		4.9%	19	
3	9.0%	34		6.1%	23		6.9%	26	
4	17.5%	66		5.8%	22		1.1%	4	
5	22.0%	84		12.4%	47		0.5%	*	
6 Very	25.6%	97		6.3%	24		1.7%	6	
Total	100.0%	380	3.75	100.0%	380	1.80	100.0%	380	.61

* Values reported for items with n >= 3.

Table 22: Race/Ethnicity

Race and/or Ethnicity (Select all that apply):	Pct	Pop
Native American or Alaska Native or First Nations	1.1%	4
Asian (can include Middle Eastern and North African)	2.3%	9
Black or African American (can include Middle Eastern and North African)	1.4%	5
Hispanic or Latinx	6.8%	27
Native Hawaiian or Other Pacific Islander	0.0%	*
White	83.3%	329
Prefer not to disclose	10.0%	40
The race/ethnicity I most closely align with is not listed (please specify)	0.5%	*

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

Table 23: 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	100.0%	5
Caribbean	62.6%	3
Eastern Africa (i.e., Ethiopia, Kenya, Somalia)	0.0%	*
Central Africa (i.e., Congo, Zaire)	0.0%	*
Northern Africa (i.e., Morocco, Sudan)	62.6%	3
Southern Africa (i.e., South Africa)	0.0%	*
Western Africa (i.e., Ghana, Nigeria)	0.0%	*
Prefer not to disclose	0.0%	*
The Black identity that I most closely align with is not listed (please specify)	0.0%	*

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

Table 24: 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	0.0%	*
Oglala Lakota Sioux	0.0%	*
Navajo/Diné	0.0%	*
Pueblo (e.g., Acoma, Cochiti, Taos)	0.0%	*
Another tribal affiliation	100.0%	*
Unknown/not disclosed	0.0%	*

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 25: 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	30.9%	8
Caribbean	0.0%	*
Puerto Rican	38.0%	10
Cuban	0.0%	*
Central American	0.0%	*
South American	8.2%	*
Prefer not to disclose	12.6%	3
The Latinx/Hispanic identity that I most closely align with is not listed (please specify)	0.0%	*
Spanish or Portuguese	10.3%	*

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

Table 26: 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)	21.9%	*
South Asians (i.e., Bangladeshi, Bhutanese, Indian, Maldivians, Nepali, Pakistani, Sri Lankan)	0.0%	*
East Asians (i.e., Chinese, Japanese, Korean, Okinawan, Taiwanese, Tibetan)	78.1%	7
West Asians/Middle East (i.e., Bahrain, Rian, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Palestine, Qatar, Saudi Arabia, Syria, Turkey, United Arab Emirates, Yemen)	0.0%	*
Prefer not to disclose	0.0%	*
The Asian identity that I most closely align with is not listed (please specify)	0.0%	*

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

Table 27: 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	0.0%	*
Native Hawaiian	0.0%	*
Samoan	0.0%	*
Prefer not to disclose	0.0%	*
The Pacific Islander identity that I most closely align with is not listed (please specify)	0.0%	*

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

Table 28: Disability

	Yes	No	Prefer not to respond	Total (Pct | Pop)	
Do you identify as a person with a disability?	14.9%	75.3%	9.9%	100.0%	404

Table 29: LGBTQIA+

	Yes	No	Unsure	Prefer not to respond	Total (Pct | Pop)	
Do you identify in the LGBTQIA+ community?	11.3%	79.4%	0.7%	8.7%	100.0%	404

Table 30: CHHS Experiences over Past 12 Months

Thinking about your experiences over the past 12 months in the College of Health and Human Sciences, please indicate your level of agreement with the following statements:	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Total (Pct | Pop)	
I understand why diversity, equity and inclusion work is important for the mission/vision of the College of Health and Human Science	2.6%	0.5%	5.0%	32.1%	59.7%	100.0%	415
The College of Health and Human Science provides sufficient programs and resources to foster the success of diverse employees	5.3%	15.9%	34.4%	28.6%	15.7%	100.0%	410
I feel comfortable talking about issues of racism, equity and social justice on my team	4.3%	15.6%	16.6%	37.4%	26.1%	100.0%	417
I know where to find resources to learn more about diversity, equity and inclusion responsiveness.	0.9%	2.2%	12.1%	50.7%	34.0%	100.0%	417
The person I report to takes steps to make the workplace inclusive, safe and welcoming.	3.8%	7.6%	13.5%	32.2%	43.0%	100.0%	414

Table 31: Department/Unit

	Pct	Pop
Construction Management	8.4%	39
Design and Merchandising	9.8%	45
Food Science and Human Nutrition	5.7%	26
Health and Exercise Science	11.3%	52
Human Development and Family Studies	15.2%	70
Institute for the Built Environment	0.5%	*
Occupational Therapy	9.5%	44
Office of Dean	7.3%	34
Richardson Design Center	1.8%	8
School of Education	14.4%	66
School of Social Work	15.7%	73
Unknown	0.6%	*
Total	100.0%	463

Values reported for items with n >= 3.

Table 32: Employee Type

	Pct	Pop
Admin Professional	30.7%	141
CCAF Faculty	36.3%	167
Other Salaried Employee	2.1%	10
State Classified	5.8%	27
T or TT Faculty	25.2%	116
Total	100.0%	460

Comparisons by Gender

The gender of respondents is based on responses to the multiple response gender survey question (Table 20). 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.

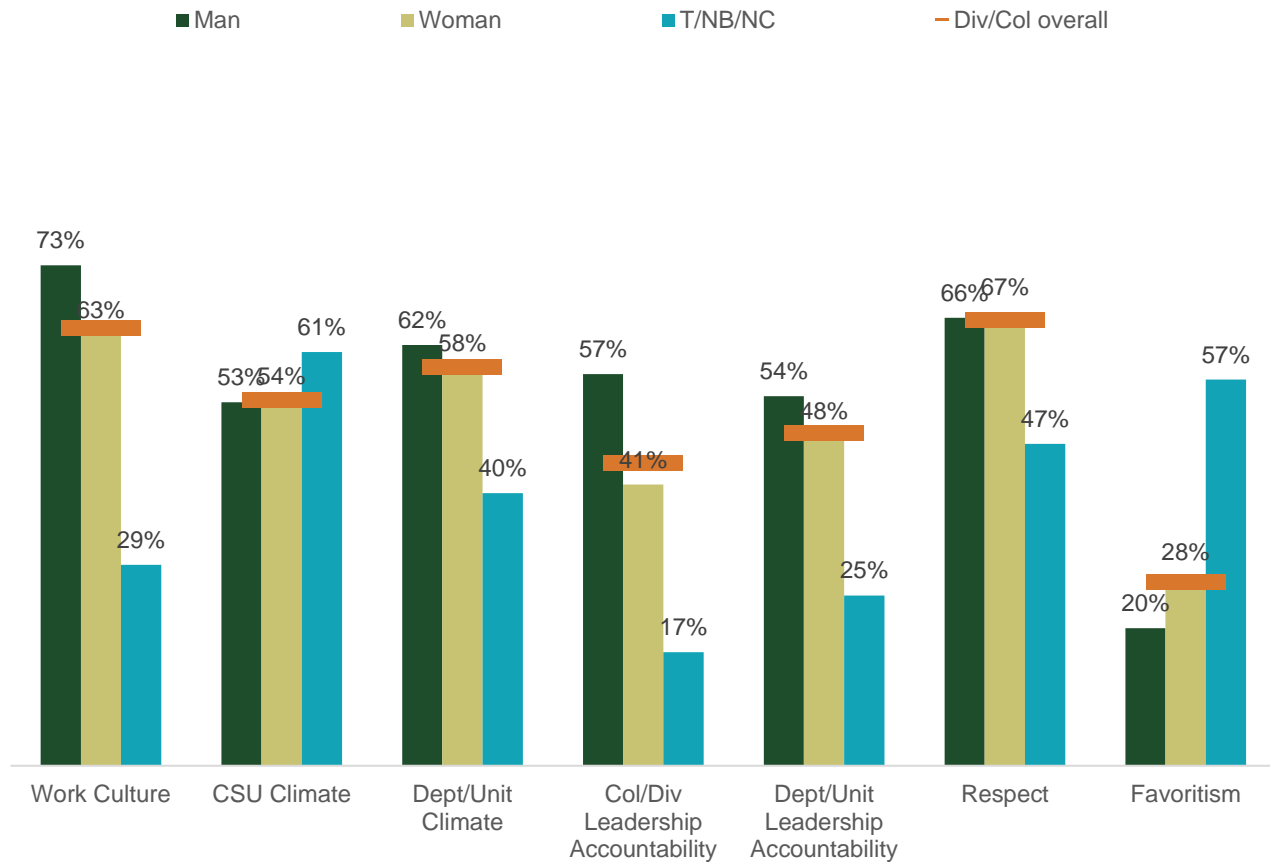**Figure 2: Organizational Themes Compared by Gender**

Table 33: 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	73.5% B C	92	63.1% C	242	29.5%	17	64.2%	351
My department/unit promotes a work environment where all employees feel included	83.2% B C	95	64.0% C	242	0.0%	17	66.1%	354
My department/unit treats all employees equitably	62.0%	92	53.4%	242	33.3%	17	54.7%	351
My department/unit is open and transparent in communication	56.2%	95	57.7%	242	33.3%	17	56.2%	354
My department/unit values employee input in major department/unit decisions	77.0% C	95	65.2% C	242	33.3%	17	66.9%	354
My department/unit promotes respect for cultural differences	90.3% B C	95	75.1% C	242	50.0%	17	78.0%	354
My department/unit understands the value of diversity	84.1% C	95	79.7% C	242	50.0%	17	79.5%	354
My department/unit communicates the importance of valuing diversity	84.1% C	95	83.2% C	242	50.0%	17	81.9%	354
I feel valued as an employee	69.9% C	95	56.3% C	242	33.3%	17	58.8%	354
I feel a strong sense of belonging to CSU	55.9% C	95	53.2% C	242	16.7%	17	52.2%	354
I feel a strong sense of belonging to my division/college	66.0% B C	95	41.2% C	242	0.0%	17	45.9%	354
I feel a strong sense of belonging to my department/unit	77.0% C	95	65.1% C	242	16.7%	17	66.0%	354
I would recommend CSU as a place of employment	69.2% C	95	64.8% C	242	33.3%	17	64.5%	354
I would recommend my department/unit as a place of employment	77.0% B C	95	62.0% C	242	33.3%	17	64.7%	354

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: 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	83.7%	80	90.2% C	218	66.7%	11	87.3%	309
No, I did not have a review	16.3%	15	9.8%	24	33.3% B	6	12.7%	45
Total	100.0%	95	100.0%	242	100.0%	17	100.0%	354

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 35: 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	86.6% B	80	78.9%	216	83.3%	11	81.0%	307
I am satisfied with the effort my supervisor put into my most recent performance review	79.9% C	80	84.0% C	218	50.0%	11	81.7%	309
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	17.4%	80	16.2%	218	25.0%	11	16.8%	309
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	79.9% B	80	52.7%	216	100.0% B	11	61.5%	307

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 36: 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	65.8% C	89	66.6% C	239	47.2%	17	65.4%	345
My department/unit is treated with respect by other units within my college/division	62.0%	95	58.0%	242	50.0%	17	58.7%	354
My college/division is treated with respect by CSU	59.4%	95	61.8%	242	50.0%	17	60.6%	354
The people I interact with treat each other with respect	77.0% C	95	80.2% C	242	33.3%	17	77.1%	354
There is respect for religious differences in my department/unit	62.0%	89	69.1%	239	50.0%	17	66.4%	345
There is respect for liberal perspectives in my department/unit	82.8%	95	91.9% C	242	66.7%	17	88.2%	354
There is respect for conservative perspectives in my department/unit	49.3%	95	36.6%	242	33.3%	17	39.9%	354

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: 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	20.2%	95	27.6%	240	56.7% A B	17	27.0%	352
Recognized within my department/unit	30.5%	95	34.4%	240	66.7% A B	17	34.9%	352
Resources in my department/unit	26.6%	95	39.3%	242	50.0%	17	36.4%	354
Professional development opportunities	9.7%	95	20.2%	242	16.7%	17	17.2%	354
Promoted in my department/unit	16.8%	95	22.3%	242	66.7% A B	17	23.0%	354
Hired in my department/unit	17.2%	95	21.0%	242	83.3% A B	17	22.9%	354

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

Table 38: 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	57.5% B C	95	41.3% C	236	16.7%	17	44.5%	348
Leadership adequately addresses inappropriate behavior	55.9% B C	95	39.6%	236	16.7%	17	42.9%	348
Leadership holds employees accountable for inappropriate behavior	52.3% B C	95	35.5%	236	16.7%	17	39.2%	348
Leadership holds employees accountable for poor performance in the workplace	47.5% C	95	37.8%	236	16.7%	17	39.5%	348
Leadership acts ethically and honestly in the workplace	72.1% C	95	58.8%	236	33.3%	17	61.3%	348
Leadership addresses issues of inequity	62.4% B C	95	39.2% C	236	0.0%	17	43.7%	348
Leadership holds all employees to the same standards	54.6% B C	95	36.7%	236	16.7%	17	40.6%	348

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: 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	54.2% C	91	48.5% C	233	25.0%	17	48.9%	342
Leadership adequately addresses inappropriate behavior	53.6% C	95	50.7% C	235	16.7%	17	49.8%	347
Leadership holds employees accountable for inappropriate behavior	46.1%	95	40.4%	237	33.3%	17	41.6%	349
Leadership holds employees accountable for poor performance in the workplace	45.6% C	95	37.6% C	239	0.0%	17	37.9%	351
Leadership acts ethically and honestly in the workplace	72.1% C	95	58.8%	236	33.3%	17	61.3%	348
Leadership addresses issues of inequity	66.3% C	95	52.7% C	237	16.7%	17	54.7%	349
Leadership holds all employees to the same standards	48.4%	95	41.8%	239	33.3%	17	43.2%	351

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

Table 40: 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	53.4%	89	53.6%	237	60.7%	11	53.8%	337
Recruits employees from a diverse set of backgrounds	49.2%	89	50.0%	239	66.7%	17	50.6%	345
Improves the campus climate for all employees	53.0%	89	53.5%	239	50.0%	17	53.2%	345
Retains diverse employees	28.0%	89	22.7%	239	16.7%	17	23.8%	345
Creates a supportive environment for employees from diverse backgrounds	56.7% B	89	41.6%	239	33.3%	17	45.1%	345
Encourages discussions related to diversity	77.9% C	89	85.0% C	239	50.0%	17	81.5%	345
Provides employees with a positive work experience	63.3%	89	63.2%	237	60.0%	14	63.1%	340
Climate has become consistently more inclusive of all employees	45.4%	89	57.3%	239	60.0%	14	54.3%	342

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: 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	61.7%	86	58.4%	232	40.0%	14	58.5%	332
Recruits employees from a diverse set of backgrounds	45.4%	89	56.4%	236	33.3%	17	52.4%	342
Improves the campus climate for all employees	67.9% B C	89	51.1% C	239	16.7%	17	53.8%	345
Retains diverse employees	42.6%	89	36.5%	237	16.7%	17	37.1%	343
Creates a supportive environment for employees from diverse backgrounds	56.7% B	89	41.6%	239	33.3%	17	45.1%	345
Encourages discussions related to diversity	75.1%	89	85.2%	239	66.7%	17	81.7%	345
Provides employees with a positive work experience	67.9% C	89	70.5% C	237	16.7%	17	67.2%	343
Climate has become consistently more inclusive of all employees	66.6%	86	59.0%	239	60.0%	14	61.0%	339

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: 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	46.2% C	89	61.0% A C	231	23.8%	17	55.2%	337
Communications are effective	44.6%	89	61.8% A	237	33.3%	17	55.9%	343
Communications are timely	47.0%	89	65.1% A	237	50.0%	17	59.7%	343
Communications are relevant	43.3%	89	65.5% A C	235	16.7%	17	57.3%	341
Communications are informative	48.8% C	89	72.2% A C	235	16.7%	17	63.3%	341
Communications are motivating	29.1%	89	37.0% C	237	0.0%	17	33.1%	343
Communications are honest	47.4%	89	51.7%	235	33.3%	17	49.7%	341
Communications are accessible	63.0% C	89	75.7% C	237	16.7%	17	69.5%	343

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 43: 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	64.6% C	89	63.5% C	231	25.7%	14	62.2%	334
Communications are effective	63.7% C	89	61.4% C	237	16.7%	17	59.8%	343
Communications are timely	67.9% C	89	65.1% C	237	33.3%	17	64.2%	343
Communications are relevant	67.1% C	89	73.3% C	235	0.0%	14	68.7%	338
Communications are informative	59.5%	89	69.9% C	235	33.3%	17	65.4%	341
Communications are motivating	55.8% C	89	42.9%	237	16.7%	17	45.0%	343
Communications are honest	67.5% C	89	55.2%	235	33.3%	17	57.3%	341
Communications are accessible	70.9% C	89	75.7% C	237	16.7%	17	71.5%	343

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: 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	67.8% C	89	72.9% C	229	40.0%	14	70.1%	332
Communications are effective	75.5% C	89	69.5% C	237	16.7%	17	68.4%	343
Communications are timely	65.1% C	89	78.0% C	237	33.3%	17	72.5%	343
Communications are relevant	71.3% C	89	83.3% A C	235	40.0%	14	78.4%	338
Communications are informative	63.7% C	89	79.3% A C	233	33.3%	17	72.9%	339
Communications are motivating	55.8%	89	51.4%	235	33.3%	17	51.7%	341
Communications are honest	71.7%	89	73.4%	235	50.0%	17	71.8%	341
Communications are accessible	71.3% C	89	79.0% C	237	33.3%	17	74.7%	343

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

Table 45: 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	42.2%	40	48.4% C	114	16.7%	*	45.2%	157
Maybe, I can provide feedback in limited situations	31.8%	30	37.5%	89	16.7%	*	34.9%	122
No, I don't have an opportunity to provide feedback	26.0% B	25	14.1%	33	66.7% A B	11	19.9%	69
Total	100.0%	95	100.0%	236	100.0%	17	100.0%	348

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* Values reported for items with n >= 3.[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 46: 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	67.8% B	61	56.1%	193	50.0%	6	58.7%	259
One on one conversations with my supervisor	84.3%	65	70.2%	197	50.0%	6	73.2%	267
My representation in shared governance (CPC, APC, or Faculty Council)	33.9%	61	43.1%	195	0.0%	6	40.0%	261
My service on committees	94.8% B	65	64.8%	195	100.0%	6	72.8%	265
Annual review process	89.5% B	65	67.0%	197	50.0%	6	72.1%	267
Input collection through anonymous surveys	38.6%	61	37.8%	193	50.0%	6	38.3%	259

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 47: 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	64.5% B C	65	45.9%	195	16.7%	6	49.8%	265
CSU overall	36.4%	65	34.8%	195	0.0%	6	34.5%	265
My division/college	72.7% B C	65	41.6%	195	0.0%	6	48.3%	265
My department/unit	84.3% B	65	61.6%	197	50.0%	6	66.8%	267

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 48: 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	10.1%	10	17.1%	41	33.3%	6	16.0%	57
Physical appearance	3.6%	3	5.9%	14	33.3%	6	6.6%	23
Physical disability	11.4%	11	13.9%	34	16.7%	*	13.3%	47
Mental disability	11.4%	11	11.3%	27	33.3%	6	12.3%	44
Employment classification	20.2%	19	29.8%	72	16.7%	*	26.6%	94
Gender identity	17.6%	17	13.7%	33	50.0%	8	16.5%	58
Job title	20.2%	19	25.9%	63	16.7%	*	23.9%	85
Parental status	3.6%	3	6.1%	15	16.7%	*	5.9%	21
Religion	21.1%	20	5.9%	14	50.0%	8	12.0%	43
Political affiliation	17.9%	17	18.8%	45	33.3%	6	19.2%	68
Sexual orientation	0.0%	*	10.1%	24	16.7%	*	7.7%	27
Socio-economic status	7.5%	7	10.6%	26	33.3%	6	10.8%	38
Ethnic origin	7.5%	7	15.0%	36	33.3%	6	13.8%	49
Veteran status	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Race or color	15.3%	15	19.4%	47	33.3%	6	18.9%	67
Marital status	3.9%	4	3.1%	8	0.0%	*	3.2%	11
Nationality/country of origin	0.0%	*	7.8%	19	33.3%	6	6.9%	24
None/no response	45.4%	43	39.3%	95	50.0%	8	41.5%	147

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

Table 49: 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	10.1%	10	11.3%	27	16.7%	*	11.3%	40
Physical appearance	3.6%	3	3.4%	8	16.7%	*	4.1%	14
Physical disability	3.6%	3	5.1%	12	0.0%	*	4.4%	16
Mental disability	7.5%	7	5.2%	13	16.7%	*	6.3%	22
Employment classification	16.3%	15	21.4%	52	16.7%	*	19.8%	70
Gender identity	10.1%	10	8.1%	20	16.7%	*	9.1%	32
Job title	20.2%	19	20.1%	49	16.7%	*	19.9%	71
Parental status	3.6%	3	5.5%	13	0.0%	*	4.7%	17
Religion	13.6%	13	1.7%	4	0.0%	*	4.9%	17
Political affiliation	7.8%	7	13.6%	33	0.0%	*	11.4%	40
Sexual orientation	0.0%	*	8.2%	20	0.0%	*	5.6%	20
Socio-economic status	7.5%	7	7.9%	19	16.7%	*	8.2%	29
Ethnic origin	7.5%	7	11.0%	27	16.7%	*	10.3%	36
Veteran status	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Race or color	7.5%	7	14.6%	35	16.7%	*	12.8%	45
Marital status	3.9%	4	1.7%	4	0.0%	*	2.2%	8
Nationality/country of origin	0.0%	*	4.5%	11	16.7%	*	3.9%	14
None/no response	59.1%	56	55.5%	134	50.0%	8	56.2%	199

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: Discriminatory Attitudes: Department/Unit

Please indicate if discriminatory attitudes are currently problematic.	Man Pct	Man Pop	Woman Pct	Woman Pop	T/NB/NC Pct	T/NB/NC Pop	Overall Pct	Overall Pop
Age	10.1%	10	9.1%	22	0.0%	*	9.0%	32
Physical appearance	9.7%	9	4.9%	12	0.0%	*	5.9%	21
Physical disability	3.6%	3	5.9%	14	0.0%	*	5.0%	18
Mental disability	7.5%	7	6.0%	15	16.7%	*	6.9%	24
Employment classification	26.0%	25	22.3%	54	33.3%	6	23.8%	84
Gender identity	9.7%	9	17.4%	42	0.0%	*	14.5%	51
Job title	22.5%	21	20.1%	49	33.3%	6	21.4%	76
Parental status	7.5%	7	9.5%	23	33.3%	6	10.1%	36
Religion	13.6%	13	2.6%	6	0.0%	*	5.4%	19
Political affiliation	3.9%	4	17.7%	43	0.0%	*	13.2%	47
Sexual orientation	0.0%	*	9.9%	24	0.0%	*	6.8%	24
Socio-economic status	7.5%	7	9.6%	23	16.7%	*	9.4%	33
Ethnic origin	7.5%	7	9.2%	22	16.7%	*	9.1%	32
Veteran status	0.0%	*	0.0%	*	16.7%	*	0.8%	*
Race or color	7.5%	7	16.6%	40	16.7%	*	14.1%	50
Marital status	3.9%	4	1.7%	4	16.7%	*	3.0%	11
Nationality/country of origin	0.0%	*	5.4%	13	0.0%	*	3.7%	13
None/no response	57.1%	54	48.6%	118	33.3%	6	50.1%	178

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

Table 51: Other Potential Problems: CSU Overall

Please indicate if any of the following are currently problematic.	Man Pct	Man Pop	Woman Pct	Woman Pop	T/NB/NC Pct	T/NB/NC Pop	Overall Pct	Overall Pop
Sexual harassment	14.9%	14	10.0%	24	0.0%	*	10.9%	38
Bullying	21.1%	20	10.9%	26	16.7%	*	13.9%	49
Bias	32.1%	31	25.2%	61	33.3%	6	27.4%	97
Physical assault	7.5%	7	0.9%	*	0.0%	*	2.6%	9
Sexual misconduct	17.2%	16	6.9%	17	0.0%	*	9.3%	33
Verbal abuse	17.6%	17	3.6%	9	16.7%	*	8.0%	28
None/no response	55.5%	53	69.4%	168	66.7%	11	65.6%	232

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

Table 52: Other Potential Problems: Division/College

Please indicate if any of the following are currently problematic.	Man Pct	Man Pop	Woman Pct	Woman Pop	T/NB/NC Pct	T/NB/NC Pop	Overall Pct	Overall Pop
Sexual harassment	0.0%	*	3.3%	8	0.0%	*	2.2%	8
Bullying	10.1%	10	5.4%	13	33.3%	6	8.0%	28
Bias	14.9%	14	24.2%	59	16.7%	*	21.4%	76
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	3.2%	8	0.0%	*	2.2%	8
Verbal abuse	0.0%	*	0.8%	*	16.7%	*	1.4%	5
None/no response	78.9%	75	73.4%	178	50.0%	8	73.8%	261

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

Table 53: 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	0.0%	*	2.4%	6	0.0%	*	1.6%	6
Bullying	9.7%	9	9.8%	24	33.3%	6	10.9%	39
Bias	17.2%	16	21.4%	52	33.3%	6	20.8%	74
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	4.6%	11	0.0%	*	3.2%	11
Verbal abuse	13.3%	13	4.9%	12	16.7%	*	7.7%	27
None/no response	79.2%	75	69.1%	167	50.0%	8	70.9%	251

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

Table 54: CHHS Experiences over Past 12 Months

Thinking about your experiences over the past 12 months in the College of Health and Human Sciences, please indicate your level of agreement with the following statements:	Man (A)		Woman (B)		T/NB/NC (C)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
I understand why diversity, equity and inclusion work is important for the mission/vision of the College of Health and Human Science	55.0%	95	66.1%	239	83.3%	17	63.9%	351
The College of Health and Human Science provides sufficient programs and resources to foster the success of diverse employees	20.1%	95	19.6%	236	3.3%	17	19.0%	348
I feel comfortable talking about issues of racism, equity and social justice on my team	27.8%	95	31.8%	239	52.0%	17	31.7%	351
I know where to find resources to learn more about diversity, equity and inclusion responsiveness.	31.7%	95	40.4%	239	84.0% A B	17	40.1%	351
The person I report to takes steps to make the workplace inclusive, safe and welcoming.	46.7%	92	46.7%	239	50.0%	17	46.9%	347

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.

Comparisons by Racially Minoritized Status

Racially minoritized status is based on responses to the multiple response race and ethnicity survey question (Table 22). 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
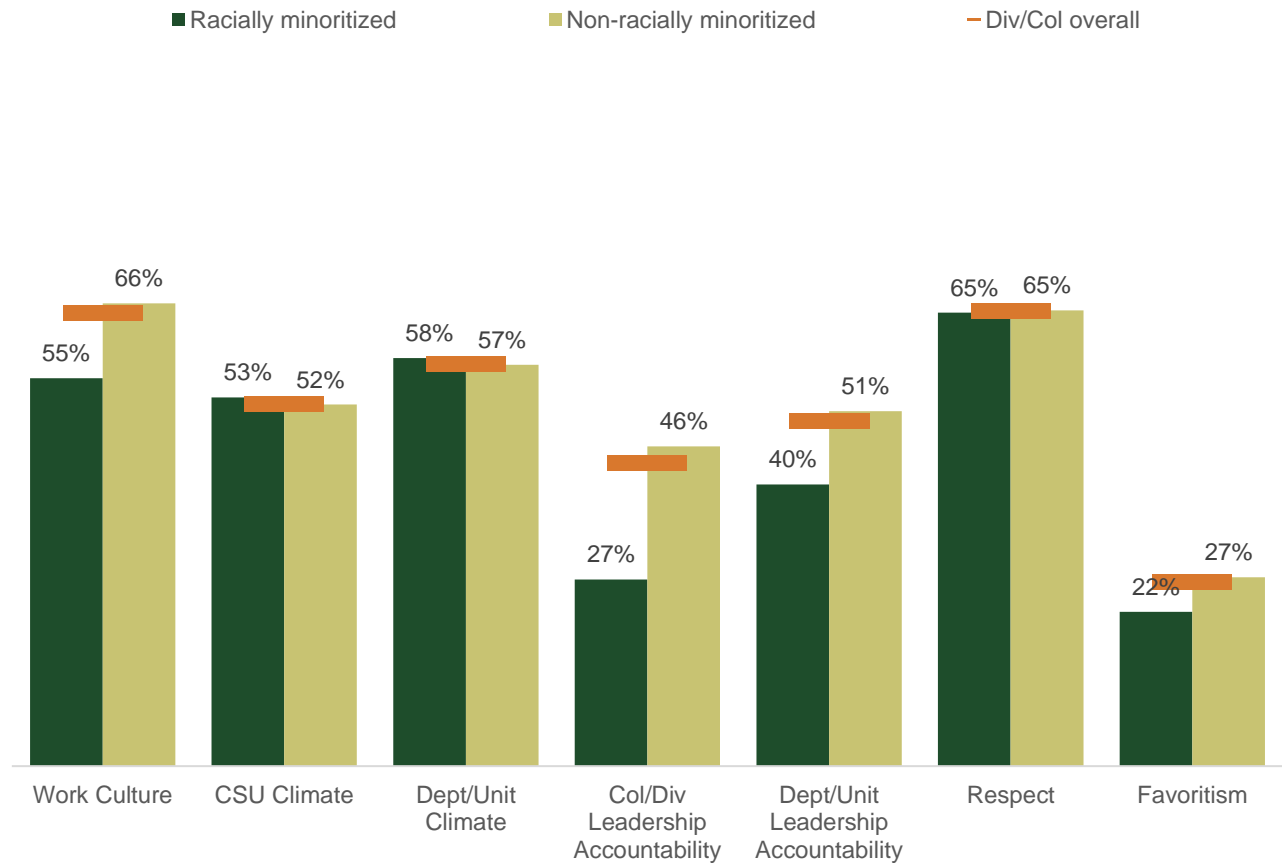
Table 55: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	55.5%	45	66.2% A	308	64.8%	352
My department/unit promotes a work environment where all employees feel included	50.4%	45	68.3% A	311	66.1%	356
My department/unit treats all employees equitably	52.1%	45	54.6%	308	54.3%	352
My department/unit is open and transparent in communication	72.5% B	45	54.3%	311	56.6%	356
My department/unit values employee input in major department/unit decisions	79.6%	45	66.6%	311	68.2%	356
My department/unit promotes respect for cultural differences	56.0%	45	82.6% A	311	79.3%	356
My department/unit understands the value of diversity	59.3%	45	83.4% A	311	80.4%	356
My department/unit communicates the importance of valuing diversity	67.6%	45	84.9% A	311	82.7%	356
I feel valued as an employee	48.4%	45	61.6%	311	60.0%	356
I feel a strong sense of belonging to CSU	44.8%	45	52.2%	311	51.2%	356
I feel a strong sense of belonging to my division/college	24.8%	45	49.6% A	311	46.5%	356
I feel a strong sense of belonging to my department/unit	60.5%	45	68.3%	311	67.3%	356
I would recommend CSU as a place of employment	50.2%	45	66.3% A	311	64.3%	356
I would recommend my department/unit as a place of employment	55.2%	45	67.6%	311	66.1%	356

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: 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	85.9%	38	88.3%	275	88.0%	313
No, I did not have a review	14.1%	6	11.7%	36	12.0%	43
Total	100.0%	45	100.0%	311	100.0%	356

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

Table 57: Performance Review

Please indicate your level of agreement with the following statements about your most recent performance review.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
PERFORMANCE REVIEW OVERALL	75.4%	38	81.5%	272	80.8%	311
I am satisfied with the effort my supervisor put into my most recent performance review	89.9%	38	81.8%	275	82.8%	313
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	20.4%	38	16.4%	275	16.9%	313
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	36.3%	38	62.9% A	272	59.7%	311

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 58: Respect

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
RESPECT OVERALL	64.9%	45	65.2%	302	65.2%	346
My department/unit is treated with respect by other units within my college/division	47.1%	45	61.0%	311	59.3%	356
My college/division is treated with respect by CSU	63.0%	45	60.3%	311	60.6%	356
The people I interact with treat each other with respect	79.6%	45	77.5%	311	77.8%	356
There is respect for religious differences in my department/unit	64.2%	45	64.8%	302	64.7%	346
There is respect for liberal perspectives in my department/unit	87.9%	45	88.3%	311	88.3%	356
There is respect for conservative perspectives in my department/unit	47.4%	45	37.3%	311	38.6%	356

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[a,b,c]

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

Table 59: Favoritism

During the past 12 months, please indicate your level of agreement with the following statements about favoritism. Favoritism plays a role in who gets:	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	22.1%	45	27.0%	309	26.4%	353
Recognized within my department/unit	32.5%	45	33.5%	309	33.4%	353
Resources in my department/unit	37.0%	45	36.6%	311	36.7%	356
Professional development opportunities	5.0%	45	18.2% A	311	16.6%	356
Promoted in my department/unit	15.4%	45	23.7%	311	22.7%	356
Hired in my department/unit	20.4%	45	22.4%	311	22.2%	356

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: Leadership Accountability: College/Division Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL	26.7%	45	45.7% A	305	43.3%	350
Leadership adequately addresses inappropriate behavior	25.7%	45	44.0% A	305	41.6%	350
Leadership holds employees accountable for inappropriate behavior	26.5%	45	39.6%	305	37.9%	350
Leadership holds employees accountable for poor performance in the workplace	35.6%	45	38.3%	305	38.0%	350
Leadership acts ethically and honestly in the workplace	34.8%	45	64.2% A	305	60.5%	350
Leadership addresses issues of inequity	15.7%	45	45.8% A	305	41.9%	350
Leadership holds all employees to the same standards	22.0%	45	42.5% A	305	39.9%	350

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: Leadership Accountability: Department/Unit Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL	40.3%	43	50.8%	300	49.5%	343
Leadership adequately addresses inappropriate behavior	38.6%	43	50.7%	306	49.2%	348
Leadership holds employees accountable for inappropriate behavior	34.7%	43	42.7%	308	41.7%	350
Leadership holds employees accountable for poor performance in the workplace	37.2%	45	37.9%	308	37.8%	352
Leadership acts ethically and honestly in the workplace	34.8%	45	64.2% A	305	60.5%	350
Leadership addresses issues of inequity	41.4%	45	58.0% A	306	55.8%	350
Leadership holds all employees to the same standards	34.8%	45	46.1%	308	44.7%	352

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: Climate: CSU Overall

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
CSU CLIMATE OVERALL	52.8%	43	51.7%	299	51.9%	341
Recruits employees from a diverse set of backgrounds	51.5%	45	46.8%	302	47.4%	346
Improves the campus climate for all employees	50.7%	45	51.5%	302	51.4%	346
Retains diverse employees	18.2%	45	21.1%	302	20.7%	346
Creates a supportive environment for employees from diverse backgrounds	38.3%	45	44.8%	302	44.0%	346
Encourages discussions related to diversity	73.8%	45	83.6%	302	82.3%	346
Provides employees with a positive work experience	65.2%	43	60.9%	299	61.5%	341
Climate has become consistently more inclusive of all employees	62.5%	45	51.4%	302	52.9%	346

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

Table 63: Climate: Department/Unit

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT CLIMATE OVERALL	58.4%	40	57.4%	298	57.5%	339
Recruits employees from a diverse set of backgrounds	42.8%	42	52.0%	302	50.9%	344
Improves the campus climate for all employees	47.6%	45	53.1%	302	52.4%	346
Retains diverse employees	39.4%	45	35.5%	302	36.0%	346
Creates a supportive environment for employees from diverse backgrounds	38.3%	45	44.8%	302	44.0%	346
Encourages discussions related to diversity	82.6%	45	82.6%	302	82.6%	346
Provides employees with a positive work experience	70.7%	43	66.9%	302	67.4%	344
Climate has become consistently more inclusive of all employees	72.0%	45	58.0%	298	59.9%	343

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

Table 64: Communications: CSU Overall

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
CSU COMMUNICATIONS OVERALL	62.1%	45	52.4%	296	53.7%	340
Communications are effective	62.4%	45	52.9%	302	54.2%	346
Communications are timely	77.1% B	45	54.4%	302	57.3%	346
Communications are relevant	75.7% B	45	53.7%	300	56.5%	344
Communications are informative	77.1% B	45	61.2%	300	63.3%	344
Communications are motivating	44.3% B	45	29.7%	302	31.6%	346
Communications are honest	39.8%	45	48.2%	300	47.1%	344
Communications are accessible	58.4%	45	69.4%	302	68.0%	346

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: Communications: Division/College

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION COMMUNICATIONS OVERALL	59.7%	45	61.7%	293	61.4%	337
Communications are effective	43.5%	45	60.4% A	302	58.2%	346
Communications are timely	64.2%	45	64.2%	302	64.2%	346
Communications are relevant	70.2%	45	66.7%	297	67.1%	341
Communications are informative	64.2%	45	65.7%	300	65.5%	344
Communications are motivating	46.8%	45	43.7%	302	44.1%	346
Communications are honest	62.7%	45	56.4%	300	57.2%	344
Communications are accessible	66.0%	45	70.6%	302	70.0%	346

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 66: Communications: Department/Unit

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT COMMUNICATIONS OVERALL	75.1%	45	70.8%	291	71.3%	335
Communications are effective	78.4%	45	70.3%	302	71.4%	346
Communications are timely	71.3%	45	75.3%	302	74.8%	346
Communications are relevant	87.2%	45	78.0%	297	79.2%	341
Communications are informative	76.6%	45	73.4%	298	73.8%	342
Communications are motivating	59.7%	45	51.5%	300	52.5%	344
Communications are honest	80.0%	45	72.2%	300	73.2%	344
Communications are accessible	72.5%	45	73.9%	302	73.7%	346

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

Table 67: Communicated Feedback

During the past 12 months, have you had the opportunity to communicate feedback to CSU?	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I have the opportunity to provide feedback	32.9%	14	49.3% A	152	47.3%	166
Maybe, I can provide feedback in limited situations	29.3%	12	34.4%	106	33.8%	119
No, I don't have an opportunity to provide feedback	37.8% B	16	16.3%	50	18.9%	66
Total	100.0%	43	100.0%	309	100.0%	352

Results are based on two-sided tests. For each significant pair, the key of the category with the smaller column proportion appears in the category with the larger column proportion.
Significance level for upper case letters (A, B, C): .05[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 68: Responsiveness to Feedback

When I use the following channels, leadership is responsive to my feedback:	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
RESPONSIVENESS TO FEEDBACK OVERALL	64.5%	27	58.7%	239	59.3%	266
One on one conversations with my supervisor	78.9%	27	75.2%	247	75.5%	274
My representation in shared governance (CPC, APC, or Faculty Council)	46.1%	27	40.6%	241	41.2%	268
My service on committees	93.7% B	27	70.1%	245	72.4%	271
Annual review process	72.6%	27	71.1%	247	71.2%	274
Input collection through anonymous surveys	31.4%	27	39.4%	239	38.6%	266

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 69: Feedback Valued

When I give feedback it is valued by:	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	**Pop**	**Pct**	**Pop**	**Pct**	**Pop**
FEEDBACK VALUED OVERALL	50.3%	27	51.9%	245	51.8%	271
CSU overall	25.7%	27	36.8%	245	35.7%	271
My division/college	51.3%	27	50.4%	245	50.5%	271
My department/unit	74.0%	27	68.9%	247	69.4%	274

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

Table 70: 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	18.6%	8	15.7%	49	16.1%	57
Physical appearance	7.6%	3	6.8%	21	6.9%	25
Physical disability	4.5%	*	13.8%	43	12.7%	45
Mental disability	12.1%	5	12.5%	39	12.4%	44
Employment classification	22.8%	10	27.7%	86	27.1%	96
Gender identity	30.7%	14	14.5%	45	16.5%	59
Job title	7.9%	4	26.8%	83	24.4%	87
Parental status	4.5%	*	7.9%	24	7.5%	27
Religion	26.2%	12	10.9%	34	12.8%	45
Political affiliation	15.7%	7	19.4%	60	18.9%	67
Sexual orientation	16.9%	8	6.5%	20	7.8%	28
Socio-economic status	21.7%	10	10.3%	32	11.7%	42
Ethnic origin	35.7%	16	12.6%	39	15.5%	55
Veteran status	0.0%	*	0.9%	*	0.8%	*
Race or color	40.7%	18	17.0%	53	20.0%	71
Marital status	0.0%	*	3.0%	9	2.6%	9
Nationality/country of origin	15.7%	7	7.6%	24	8.6%	31
None/no response	36.5%	16	41.4%	129	40.8%	145

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: 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	18.6%	8	11.9%	37	12.8%	45
Physical appearance	7.6%	3	3.8%	12	4.3%	15
Physical disability	4.5%	*	3.7%	12	3.8%	14
Mental disability	12.1%	5	5.6%	18	6.5%	23
Employment classification	5.0%	*	24.5%	76	22.0%	78
Gender identity	16.9%	8	8.1%	25	9.2%	33
Job title	5.0%	*	24.7%	77	22.2%	79
Parental status	9.5%	4	6.7%	21	7.0%	25
Religion	12.1%	5	4.7%	15	5.6%	20
Political affiliation	9.5%	4	11.4%	35	11.1%	40
Sexual orientation	16.9%	8	4.2%	13	5.8%	21
Socio-economic status	15.4%	7	7.3%	23	8.3%	30
Ethnic origin	29.5%	13	8.6%	27	11.2%	40
Veteran status	0.0%	*	0.9%	*	0.8%	*
Race or color	29.5%	13	10.7%	33	13.1%	47
Marital status	0.0%	*	1.8%	6	1.6%	6
Nationality/country of origin	4.5%	*	4.8%	15	4.8%	17
None/no response	51.4%	23	56.0%	174	55.4%	197

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

Table 72: 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	4.5%	*	10.4%	33	9.7%	35
Physical appearance	12.1%	5	5.0%	16	5.9%	21
Physical disability	4.5%	*	5.2%	16	5.2%	18
Mental disability	12.1%	5	5.4%	17	6.2%	22
Employment classification	5.0%	*	27.3%	85	24.5%	87
Gender identity	39.8%	18	11.0%	34	14.6%	52
Job title	9.5%	4	23.9%	74	22.1%	78
Parental status	9.5%	4	11.0%	34	10.8%	39
Religion	12.1%	5	5.3%	17	6.2%	22
Political affiliation	9.5%	4	13.4%	42	12.9%	46
Sexual orientation	12.4%	6	6.1%	19	6.9%	25
Socio-economic status	15.4%	7	6.8%	21	7.9%	28
Ethnic origin	20.0%	9	7.7%	24	9.2%	33
Veteran status	0.0%	*	0.0%	*	0.0%	*
Race or color	35.3%	16	11.2%	35	14.2%	51
Marital status	0.0%	*	1.8%	6	1.6%	6
Nationality/country of origin	4.5%	*	4.6%	14	4.6%	16
None/no response	38.6%	17	52.8%	164	51.0%	181

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

Table 73: 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	7.6%	3	12.3%	38	11.7%	42
Bullying	12.6%	6	13.3%	42	13.2%	47
Bias	42.3%	19	24.7%	77	26.9%	96
Physical assault	7.6%	3	3.0%	9	3.6%	13
Sexual misconduct	7.6%	3	9.7%	30	9.4%	34
Verbal abuse	7.6%	3	7.3%	23	7.3%	26
None/no response	57.7%	26	67.3%	209	66.1%	235

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

Table 74: 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	0.0%	*	3.5%	11	3.0%	11
Bullying	5.0%	*	7.5%	23	7.2%	26
Bias	42.3%	19	17.8%	55	20.9%	74
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	2.5%	8	2.2%	8
Verbal abuse	0.0%	*	0.6%	*	0.6%	*
None/no response	57.7%	26	77.6%	241	75.1%	267

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

Table 75: 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	0.0%	*	1.8%	6	1.6%	6
Bullying	0.0%	*	11.5%	36	10.1%	36
Bias	28.3%	13	19.0%	59	20.1%	72
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	3.6%	11	3.2%	11
Verbal abuse	7.6%	3	6.8%	21	6.9%	24
None/no response	71.7%	32	71.6%	223	71.7%	255

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

Table 76: CHHS Experiences over Past 12 Months

Thinking about your experiences over the past 12 months in the College of Health and Human Sciences, please indicate your level of agreement with the following statements:	Racially minoritized (A)		Non-racially minoritized (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
I understand why diversity, equity and inclusion work is important for the mission/vision of the College of Health and Human Science	78.6% B	45	59.9%	308	62.3%	352
The College of Health and Human Science provides sufficient programs and resources to foster the success of diverse employees	16.1%	45	16.3%	305	16.3%	350
I feel comfortable talking about issues of racism, equity and social justice on my team	43.3% B	45	27.3%	308	29.4%	352
I know where to find resources to learn more about diversity, equity and inclusion responsiveness.	51.3% B	45	35.5%	308	37.5%	352
The person I report to takes steps to make the workplace inclusive, safe and welcoming.	54.8%	45	44.7%	304	46.0%	349

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.

Comparisons by Employee Type

Employment type is based on the employee's current classification within the Human Resources system. State Classified (SC) employees are those with positions within the State Personnel System under Colorado statutes. Administrative professional (Admin Pro) employees hold positions exempt from the State Personnel System under Colorado statutes and are not faculty positions. Research Associates and Research Scientists are considered Admin Pro. Faculty includes all personnel who carry academic rank (professor, associate professor, assistant professor, master instructor, senior instructor, instructor, and faculty affiliate) and the University President. Faculty have been coded into two groups. Tenure and Tenure Track (T/TT) faculty include tenured faculty, tenure-track faculty, and faculty with transitional appointments. Contract, Continuing, and Adjunct (CCA) faculty include contract faculty, continuing faculty, and adjunct faculty as well as faculty with temporary, special, and/or senior teaching appointments. As employment type was included as part of the survey sample meta data (and not asked on the survey), employment type could not be determined for employees who completed a hard copy survey. These employees as well as other salaried employees are excluded from these analyses.

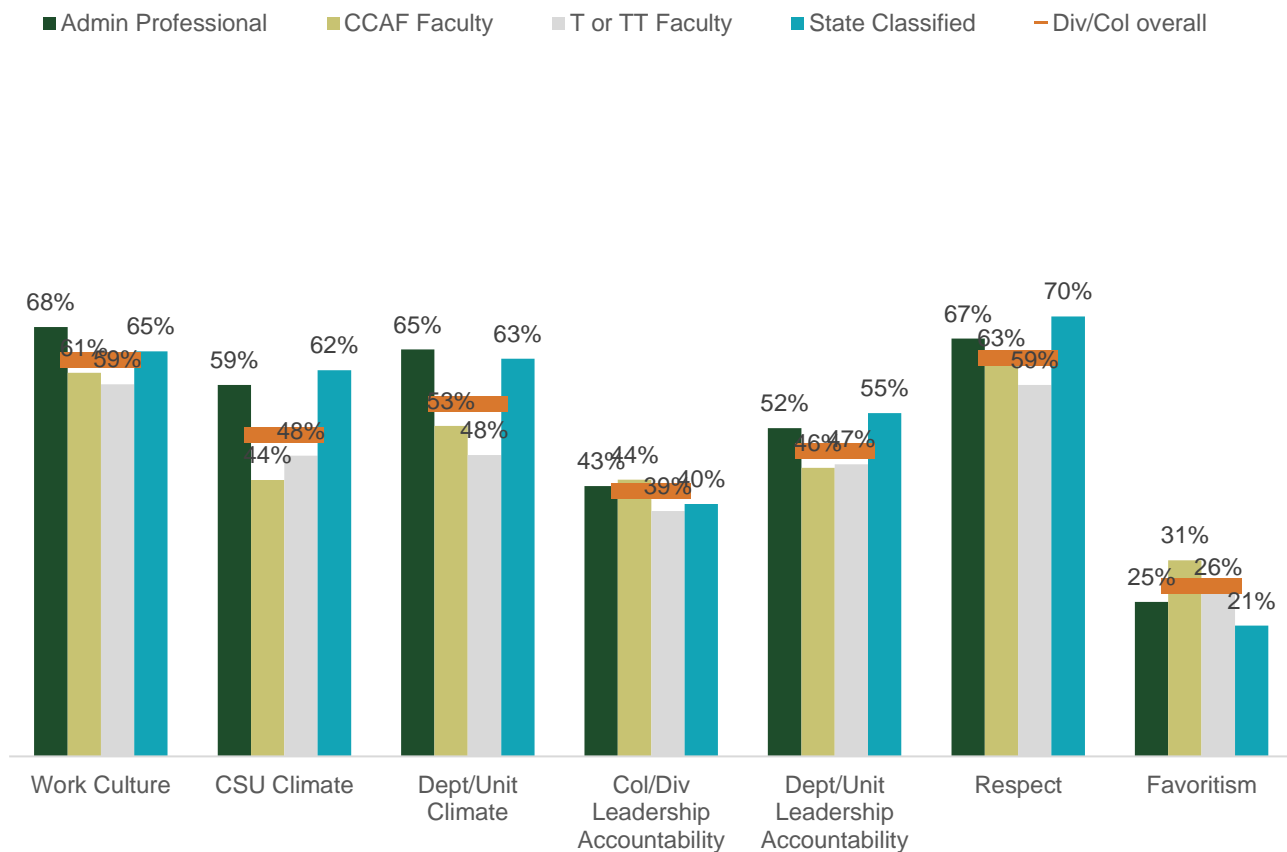**Figure 4: Organizational Themes Compared by Employee Type**

Table 77: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	68.4%	141	59.3%	110	61.1%	167	64.5%	27	63.2%	444
My department/unit promotes a work environment where all employees feel included	66.9%	141	52.8%	116	74.3% B	167	70.8%	27	66.2%	450
My department/unit treats all employees equitably	60.7% B	141	42.9%	112	55.0%	167	49.9%	27	53.5%	447
My department/unit is open and transparent in communication	62.3% B	141	39.4%	116	53.8%	167	70.8% B	27	53.8%	450
My department/unit values employee input in major department/unit decisions	68.1%	141	68.3%	116	59.0%	167	77.1%	27	65.3%	450
My department/unit promotes respect for cultural differences	79.9%	141	75.3%	113	76.4%	167	87.5%	27	77.9%	448
My department/unit understands the value of diversity	79.9%	141	85.6%	113	73.3%	167	83.3%	27	79.1%	448
My department/unit communicates the importance of valuing diversity	85.0%	141	81.8%	113	73.3%	167	83.3%	27	79.7%	448
I feel valued as an employee	68.5%	141	54.2%	116	56.5%	167	60.4%	27	59.9%	450
I feel a strong sense of belonging to CSU	57.7%	141	44.5%	116	44.2%	167	43.7%	27	48.5%	450
I feel a strong sense of belonging to my division/college	54.4% D	141	41.7%	116	43.5%	167	24.9%	27	45.4%	450
I feel a strong sense of belonging to my department/unit	74.8% B	141	54.5%	116	61.1%	167	60.4%	27	63.7%	450
I would recommend CSU as a place of employment	62.4%	141	62.6%	113	57.8%	167	66.6%	27	61.0%	448
I would recommend my department/unit as a place of employment	68.5%	141	59.0%	113	66.5%	167	60.4%	27	64.9%	448

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: Performance Review in Last Year

Did you have a performance review in the last year?	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I had a review	85.9%	121	97.5% A C	110	81.6%	136	100.0%[1]	27	88.1%	394
No, I did not have a review	14.1% B	20	2.5%	*	18.4% B	31	0.0%[1]	*	11.9%	53
Total	100.0%	141	100.0%	113	100.0%	167	100.0%	27	100.0%	448

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 Values reported for items with n >= 3.[2,3]*
1. This category is not used in comparisons because its column proportion is equal to zero or one.
2. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
3. Cell counts of some categories are not integers. They were rounded to the nearest integers before performing column proportions tests.

Table 79: Performance Review

Please indicate your level of agreement with the following statements about your most recent performance review.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
PERFORMANCE REVIEW OVERALL	80.9%	119	77.0%	107	80.7%	136	86.8%	27	80.1%	389
I am satisfied with the effort my supervisor put into my most recent performance review	74.8%	121	81.6%	107	80.3%	136	93.8%	27	79.9%	392
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	21.0%	121	24.1% D	110	16.4%	136	0.0%	27	18.9%	394
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	68.3% B	119	48.1%	110	61.7%	136	66.6%	27	60.2%	392

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 80: Respect

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPECT OVERALL	66.5%	141	59.2%	113	62.7%	158	70.1%	27	63.5%	438
My department/unit is treated with respect by other units within my college/division	60.1%	141	50.6%	113	60.7%	167	66.6%	27	58.3%	448
My college/division is treated with respect by CSU	65.6%	141	53.5%	113	61.3%	167	66.6%	27	61.0%	448
The people I interact with treat each other with respect	83.5% B	141	66.8%	113	71.2%	167	79.1%	27	74.4%	448
There is respect for religious differences in my department/unit	62.9%	141	60.9%	113	60.7%	158	70.8%	27	62.1%	438
There is respect for liberal perspectives in my department/unit	86.7%	141	83.7%	113	87.3%	167	89.5%	27	86.3%	448
There is respect for conservative perspectives in my department/unit	40.5%	141	39.7%	113	31.8%	167	47.9%	27	37.5%	448

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: 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:	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	24.6%	136	26.2%	113	31.2%	161	20.8%	27	27.2%	437
Recognized within my department/unit	31.3%	136	33.7%	113	36.8%	161	29.2%	27	33.8%	437
Resources in my department/unit	30.1%	138	39.7%	113	42.9%	161	35.4%	27	37.6%	439
Professional development opportunities	18.5%	138	15.1%	113	19.7%	161	12.5%	27	17.7%	439
Promoted in my department/unit	20.5%	138	19.3%	113	31.4%	161	10.5%	27	23.6%	439
Hired in my department/unit	21.2%	138	23.0%	113	25.3%	161	16.7%	27	22.9%	439

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

Table 82: Leadership Accountability: College/Division Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL	43.1%	133	39.1%	107	44.1%	150	40.2%	27	42.2%	417
Leadership adequately addresses inappropriate behavior	43.6%	133	38.3%	110	39.0%	150	49.9%	27	41.0%	420
Leadership holds employees accountable for inappropriate behavior	38.6%	133	37.1%	110	40.9%	150	31.2%	27	38.5%	420
Leadership holds employees accountable for poor performance in the workplace	30.3%	133	34.1%	107	45.3%	150	24.9%	27	36.3%	417
Leadership acts ethically and honestly in the workplace	60.5%	133	59.9%	110	58.1%	150	60.4%	27	59.5%	420
Leadership addresses issues of inequity	48.0%	133	32.8%	107	42.5%	150	43.7%	27	41.8%	417
Leadership holds all employees to the same standards	37.4%	133	36.6%	107	38.7%	150	31.2%	27	37.3%	417

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

Table 83: Leadership Accountability: Department/Unit Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL	52.3%	132	46.5%	108	46.0%	150	54.7%	23	48.6%	413
Leadership adequately addresses inappropriate behavior	55.4% C	136	52.8%	108	36.9%	150	64.4%	25	48.7%	418
Leadership holds employees accountable for inappropriate behavior	41.6%	136	45.9%	108	36.9%	150	54.1%	27	41.9%	420
Leadership holds employees accountable for poor performance in the workplace	40.7%	136	26.5%	110	40.9%	150	37.4%	27	36.8%	422
Leadership acts ethically and honestly in the workplace	60.5%	133	59.9%	110	58.1%	150	60.4%	27	59.5%	420
Leadership addresses issues of inequity	65.6% B	136	42.6%	110	53.2%	150	57.7%	25	54.7%	420
Leadership holds all employees to the same standards	42.2%	136	43.3%	110	43.2%	150	47.9%	27	43.2%	422

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 84: Climate: CSU Overall

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU CLIMATE OVERALL	59.2% C	133	47.9%	105	44.0%	135	61.5%	27	51.2%	400
Recruits employees from a diverse set of backgrounds	58.4% B C	136	40.4%	107	41.2%	141	60.4%	27	47.9%	410
Improves the campus climate for all employees	61.3% C	136	46.1%	107	43.7%	141	54.1%	27	50.8%	410
Retains diverse employees	30.5%	133	21.4%	107	19.9%	141	37.4%	27	24.9%	408
Creates a supportive environment for employees from diverse backgrounds	51.5% C	136	43.6%	107	31.7%	141	62.4% C	27	43.3%	410
Encourages discussions related to diversity	86.2% C	136	75.2%	107	71.0%	141	89.5%	27	78.3%	410
Provides employees with a positive work experience	63.3%	136	57.9%	105	51.4%	138	66.6%	27	58.1%	406
Climate has become consistently more inclusive of all employees	55.1%	136	47.3%	107	43.1%	138	60.4%	27	49.3%	408

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 85: Climate: Department/Unit

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT CLIMATE OVERALL	64.8% B C	133	48.0%	103	52.7%	138	63.3%	27	56.2%	401
Recruits employees from a diverse set of backgrounds	57.3%	133	43.2%	110	48.7%	141	66.6%	27	51.2%	411
Improves the campus climate for all employees	62.3% B	136	43.1%	110	48.4%	141	60.4%	27	52.3%	413
Retains diverse employees	45.3% B	136	25.6%	108	37.0%	141	31.2%	27	36.4%	411
Creates a supportive environment for employees from diverse backgrounds	51.5% C	136	43.6%	107	31.7%	141	62.4% C	27	43.3%	410
Encourages discussions related to diversity	87.0% C	136	79.6%	110	71.8%	141	89.5%	27	80.0%	413
Provides employees with a positive work experience	79.5% B C	136	54.0%	108	59.8%	141	66.6%	27	65.2%	411
Climate has become consistently more inclusive of all employees	66.0%	136	49.6%	107	54.4%	138	58.4%	27	57.3%	407

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 86: Communications: CSU Overall

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU COMMUNICATIONS OVERALL	51.9%	136	42.6%	99	52.5%	141	62.4%	27	50.5%	402
Communications are effective	48.4%	136	50.8%	105	45.8%	144	62.4%	27	49.0%	411
Communications are timely	51.0%	136	48.2%	105	59.3%	141	62.4%	27	53.9%	408
Communications are relevant	55.1%	136	41.2%	103	54.3%	144	68.6%	27	52.2%	409
Communications are informative	63.9%	136	51.1%	103	58.1%	141	68.6%	27	58.9%	406
Communications are motivating	29.3%	136	27.0%	105	27.8%	141	49.9%	27	29.5%	408
Communications are honest	48.0% B	136	26.3%	103	47.9% B	141	62.4% B	27	43.4%	406
Communications are accessible	67.6%	136	63.7%	105	72.3%	141	62.4%	27	67.9%	408

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 87: Communications: Division/College

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION COMMUNICATIONS OVERALL	62.5%	136	53.0%	99	56.7%	141	67.7%	24	58.4%	399
Communications are effective	61.6%	136	50.8%	105	53.4%	141	62.4%	27	56.0%	408
Communications are timely	69.3%	136	55.4%	105	57.3%	141	62.4%	27	61.1%	408
Communications are relevant	65.8%	136	63.0%	103	60.3%	141	69.7%	24	63.4%	404
Communications are informative	67.0%	136	55.7%	103	59.8%	141	62.4%	27	61.4%	406
Communications are motivating	46.5%	136	35.4%	105	36.9%	141	43.7%	27	40.2%	408
Communications are honest	57.1%	136	42.2%	103	56.8%	141	68.6%	27	53.9%	406
Communications are accessible	70.3%	136	69.6%	105	72.3%	141	62.4%	27	70.3%	408

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

Table 88: Communications: Department/Unit

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT COMMUNICATIONS OVERALL	78.0% B	136	55.2%	97	67.7% B	141	74.7%	24	68.6%	397
Communications are effective	76.6% B	136	56.8%	105	65.3%	141	72.8%	27	67.4%	408
Communications are timely	81.6% B	136	65.8%	105	67.6%	141	72.8%	27	72.1%	408
Communications are relevant	87.0% B C	136	65.7%	103	72.3%	141	74.4%	24	75.7%	404
Communications are informative	78.8% B	136	57.6%	101	74.3% B	141	66.6%	27	71.1%	404
Communications are motivating	59.3% B	136	39.5%	103	50.4%	141	60.4%	27	51.2%	406
Communications are honest	84.4% B C	136	52.7%	103	66.8%	141	72.8%	27	69.5%	406
Communications are accessible	78.4%	136	64.5%	105	77.3%	141	56.1%	27	73.0%	408

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 89: Communicated Feedback

During the past 12 months, have you had the opportunity to communicate feedback to CSU?	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I have the opportunity to provide feedback	54.0% B	73	35.6%	36	49.8%	75	35.4%	9	46.8%	194
Maybe, I can provide feedback in limited situations	30.9%	42	45.6% C	46	28.7%	43	47.9%	13	34.8%	144
No, I don't have an opportunity to provide feedback	15.1%	20	18.8%	19	21.5%	32	16.7%	4	18.4%	76
Total	100.0%	136	100.0%	101	100.0%	150	100.0%	27	100.0%	414

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 90: Responsiveness to Feedback

When I use the following channels, leadership is responsive to my feedback:	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPONSIVENESS TO FEEDBACK OVERALL	56.0%	104	55.9%	80	60.1%	109	58.5%	22	57.5%	315
One on one conversations with my supervisor	79.3%	110	70.5%	82	69.6%	109	100.0% B C	22	75.2%	323
My representation in shared governance (CPC, APC, or Faculty Council)	35.0%	104	37.7%	82	38.8%	109	27.5%	22	36.5%	317
My service on committees	68.6%	108	76.8% D	82	78.7% D	109	42.5%	22	72.3%	321
Annual review process	60.7%	110	71.8%	82	73.5%	109	92.5% A	22	70.0%	323
Input collection through anonymous surveys	40.8%	104	26.2%	80	39.7%	109	29.9%	22	35.9%	315

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 91: Feedback Valued

When I give feedback it is valued by:	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FEEDBACK VALUED OVERALL	53.1%	108	48.9%	82	44.6%	109	41.6%	22	48.4%	321
CSU overall	32.6%	108	32.0%	82	30.6%	109	22.5%	22	31.1%	321
My division/college	51.4%	108	51.1%	82	42.5%	109	29.9%	22	46.8%	321
My department/unit	75.8%	110	63.7%	82	60.6%	109	72.5%	22	67.4%	323

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

Table 92: Discriminatory Attitudes: CSU Overall

Please indicate if discriminatory attitudes are currently problematic.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	15.6%	22	11.1%	13	13.6%	23	27.2%	7	14.4%	65
Physical appearance	4.7%	7	15.4%	18	1.7%	*	27.2%	7	7.7%	34
Physical disability	16.3%	23	10.6%	12	5.9%	10	29.2%	8	11.7%	53
Mental disability	18.3%	26	21.3%	25	3.3%	6	27.2%	7	14.0%	63
Employment classification	28.5%	40	10.1%	12	31.4%	52	35.4%	9	25.3%	114
Gender identity	17.1%	24	17.1%	20	15.3%	26	10.5%	*	16.0%	72
Job title	25.4%	36	12.5%	14	31.4%	52	6.2%	*	23.2%	104
Parental status	3.5%	5	9.5%	11	9.6%	16	10.5%	*	7.7%	35
Religion	15.9%	22	19.0%	22	9.0%	15	10.5%	*	13.8%	62
Political affiliation	33.9%	48	5.9%	7	12.7%	21	22.9%	6	18.2%	82
Sexual orientation	11.4%	16	8.3%	10	5.9%	10	10.5%	*	8.5%	38
Socio-economic status	16.0%	23	9.5%	11	4.2%	7	22.9%	6	10.4%	47
Ethnic origin	20.8%	29	13.6%	16	8.0%	13	16.7%	4	14.0%	63
Veteran status	0.0%	*	2.4%	*	0.0%	*	0.0%	*	0.6%	*
Race or color	30.7%	43	17.1%	20	8.0%	13	16.7%	4	18.0%	81
Marital status	2.6%	4	3.5%	4	2.1%	4	0.0%	*	2.5%	11
Nationality/country of origin	11.4%	16	9.0%	10	3.8%	6	10.5%	*	7.9%	36
None/no response	41.4%	58	53.6%	62	41.8%	70	41.6%	11	44.7%	201

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

Table 93: Discriminatory Attitudes: Division/College

Please indicate if discriminatory attitudes are currently problematic.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	10.9%	15	9.4%	11	9.8%	16	10.5%	*	10.1%	45
Physical appearance	1.6%	*	13.0%	15	0.0%	*	0.0%	*	3.8%	17
Physical disability	4.7%	7	8.8%	10	0.0%	*	6.2%	*	4.1%	19
Mental disability	5.8%	8	17.1%	20	1.7%	*	0.0%	*	6.8%	31
Employment classification	20.8%	29	4.2%	5	27.2%	45	16.7%	4	18.6%	84
Gender identity	9.3%	13	10.1%	12	7.7%	13	0.0%	*	8.4%	38
Job title	23.8%	34	9.4%	11	24.7%	41	16.7%	4	20.0%	90
Parental status	1.6%	*	11.2%	13	7.5%	13	10.5%	*	6.8%	31
Religion	6.2%	9	9.5%	11	3.5%	6	0.0%	*	5.7%	26
Political affiliation	23.0%	32	4.2%	5	5.9%	10	6.2%	*	10.8%	49
Sexual orientation	8.3%	12	5.9%	7	4.2%	7	0.0%	*	5.7%	26
Socio-economic status	10.9%	15	7.7%	9	4.2%	7	12.5%	3	7.7%	35
Ethnic origin	15.6%	22	13.6%	16	4.2%	7	0.0%	*	10.0%	45
Veteran status	0.0%	*	2.4%	*	0.0%	*	0.0%	*	0.6%	*
Race or color	20.4%	29	15.4%	18	4.2%	7	0.0%	*	11.9%	54
Marital status	2.6%	4	3.5%	4	0.0%	*	0.0%	*	1.7%	8
Nationality/country of origin	6.3%	9	9.0%	10	0.0%	*	0.0%	*	4.3%	19
None/no response	50.7%	72	63.5%	73	59.6%	100	64.6%	17	58.1%	262

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

Table 94: Discriminatory Attitudes: Department/Unit

Please indicate if discriminatory attitudes are currently problematic.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	8.9%	13	7.0%	8	5.6%	9	16.7%	4	7.7%	35
Physical appearance	3.1%	4	6.4%	7	3.5%	6	12.5%	3	4.7%	21
Physical disability	4.7%	7	13.0%	15	0.0%	*	6.2%	*	5.2%	23
Mental disability	5.8%	8	16.5%	19	1.7%	*	0.0%	*	6.7%	30
Employment classification	16.8%	24	10.6%	12	28.6%	48	22.9%	6	19.9%	90
Gender identity	9.8%	14	16.5%	19	11.9%	20	0.0%	*	11.7%	53
Job title	17.2%	24	13.5%	16	24.4%	41	22.9%	6	19.3%	87
Parental status	7.8%	11	12.3%	14	11.3%	19	10.5%	*	10.4%	47
Religion	6.2%	9	11.2%	13	3.5%	6	0.0%	*	6.1%	28
Political affiliation	23.5%	33	5.9%	7	8.0%	13	6.2%	*	12.2%	55
Sexual orientation	11.4%	16	4.2%	5	4.2%	7	6.2%	*	6.6%	30
Socio-economic status	10.9%	15	6.4%	7	5.9%	10	12.5%	3	8.0%	36
Ethnic origin	14.1%	20	9.5%	11	5.9%	10	0.0%	*	9.0%	41
Veteran status	0.0%	*	0.0%	*	1.7%	*	0.0%	*	0.6%	*
Race or color	20.4%	29	11.2%	13	7.5%	13	0.0%	*	12.1%	54
Marital status	2.6%	4	3.5%	4	1.7%	*	0.0%	*	2.3%	11
Nationality/country of origin	7.9%	11	6.6%	8	0.0%	*	0.0%	*	4.2%	19
None/no response	61.9%	87	51.8%	60	58.2%	97	41.6%	11	56.8%	256

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

Table 95: Other Potential Problems: CSU Overall

Please indicate if any of the following are currently problematic.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	16.3%	23	8.3%	10	5.9%	10	16.7%	4	10.4%	47
Bullying	17.9%	25	5.8%	7	11.1%	18	16.7%	4	12.2%	55
Bias	35.9%	51	31.1%	36	18.6%	31	16.7%	4	27.1%	122
Physical assault	6.2%	9	5.3%	6	0.0%	*	10.5%	*	3.9%	18
Sexual misconduct	10.5%	15	7.6%	9	5.6%	9	10.5%	*	7.9%	36
Verbal abuse	12.0%	17	4.7%	5	6.9%	11	10.5%	*	8.1%	37
None/no response	61.0%	86	68.9%	80	70.1%	117	77.1%	21	67.4%	303

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

Table 96: Other Potential Problems: Division/College

Please indicate if any of the following are currently problematic.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	3.1%	4	2.4%	*	2.1%	4	0.0%	*	2.4%	11
Bullying	10.5%	15	1.7%	*	6.9%	11	0.0%	*	6.3%	28
Bias	29.7%	42	25.3%	29	10.1%	17	6.2%	*	19.9%	90
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	1.6%	*	1.7%	*	2.1%	4	0.0%	*	1.7%	8
Verbal abuse	0.0%	*	1.7%	*	1.7%	*	0.0%	*	1.1%	5
None/no response	68.7%	97	74.7%	86	81.0%	135	93.8%	25	76.3%	344

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

Table 97: Other Potential Problems: Department/Unit

Please indicate if any of the following are currently problematic.	Admin Pro		T/TT Fac		CCA Fac		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	1.6%	*	0.0%	*	2.1%	4	0.0%	*	1.3%	6
Bullying	4.7%	7	14.1%	16	11.1%	18	0.0%	*	9.2%	41
Bias	23.9%	34	24.2%	28	16.9%	28	12.5%	3	20.7%	93
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	1.6%	*	1.7%	*	4.2%	7	0.0%	*	2.5%	11
Verbal abuse	1.6%	*	13.5%	16	7.3%	12	0.0%	*	6.7%	30
None/no response	73.0%	103	63.5%	73	75.1%	125	87.5%	23	72.2%	325

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

Table 98: CHHS Experiences over Past 12 Months

Thinking about your experiences over the past 12 months in the College of Health and Human Sciences, please indicate your level of agreement with the following statements:	Admin Pro (A)		T/TT Fac (B)		CCA Fac (C)		SC (D)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
I understand why diversity, equity and inclusion work is important for the mission/vision of the College of Health and Human Science	62.5%	130	61.9%	102	58.5%	147	59.3%	27	60.7%	405
The College of Health and Human Science provides sufficient programs and resources to foster the success of diverse employees	14.9%	128	14.5%	99	14.9%	147	26.9%	27	15.6%	400
I feel comfortable talking about issues of racism, equity and social justice on my team	33.2%	133	21.5%	102	24.3%	147	24.6%	27	26.5%	408
I know where to find resources to learn more about diversity, equity and inclusion responsiveness.	35.7%	133	33.8%	102	35.5%	147	37.1%	27	35.2%	408
The person I report to takes steps to make the workplace inclusive, safe and welcoming.	48.1%	133	41.2%	98	37.2%	147	65.3% C	27	43.6%	404

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.

Comparisons by Department/Unit

Some departments with a small number of employees may have been combined for these comparisons. Groupings appear in the following table.

Table 99: Department Grouping

		Pct	Pop
Contr Mgmt	Construction Management	8.4%	39
Des Merch	Design and Merchandising	9.8%	45
Food Sci Hum Nutr	Food Science and Human Nutrition	5.7%	26
Health Ex Sci	Health and Exercise Science	11.3%	52
Hu Dev Fam St	Human Development and Family Studies	15.2%	70
Occ Therapy	Occupational Therapy	9.5%	44
Other	Institute for the Built Environment	0.5%	*
	Office of Dean	7.3%	34
	Richardson Design Center	1.8%	8
	Unknown	0.6%	*
Sch Ed	School of Education	14.4%	66
SOW	School of Social Work	15.7%	73

Values reported for items with n >= 3.

Figure 5: Organizational Themes Compared by Department/Unit
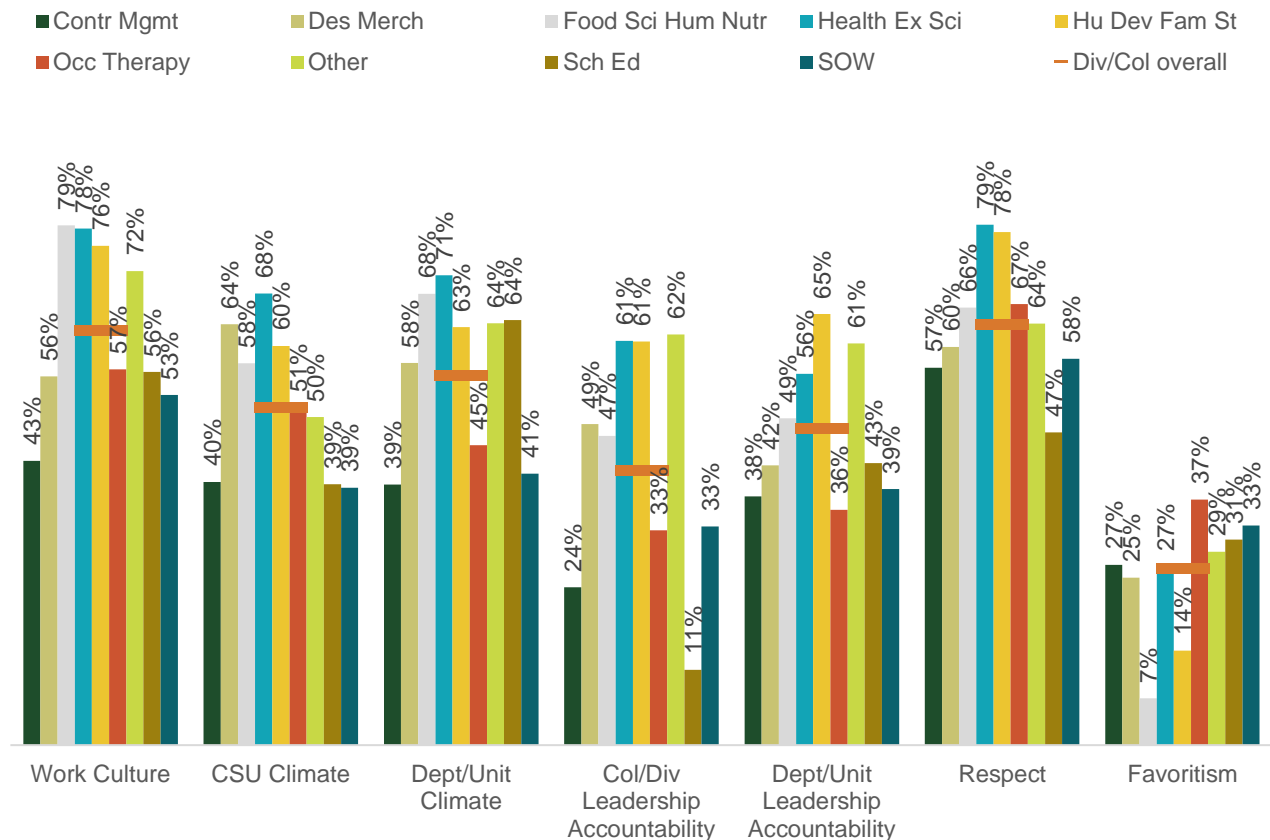
Table 100: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	Contr Mgmt (A)		Des Merch (B)		Food Sci Hum Nutr (C)		Health Ex Sci (D)		Hu Dev Fam St (E)		Occ Therapy (F)		Other (G)		Sch Ed (H)		SOW (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	43.0%	39	55.8%	45	78.7% A I	23	78.2% A B F H I	52	75.6% A H I	67	56.9%	44	71.8% A	47	56.5%	66	53.0%	73	62.7%	457
My department/unit promotes a work environment where all employees feel included	52.8%	39	54.1%	45	85.2% I	26	85.0% A B I	52	78.3% I	70	59.6%	44	81.6% I	47	65.1%	66	40.5%	73	65.7%	463
My department/unit treats all employees equitably	34.4%	39	38.6%	45	83.0% A B F I	23	73.7% A B F I	52	70.5% A B F I	70	37.6%	44	69.7% A F I	47	50.1%	66	29.8%	73	52.7%	459
My department/unit is open and transparent in communication	44.9%	39	42.2%	45	72.3% F	26	57.4%	52	66.6% F	70	29.9%	44	69.7% F	47	53.4%	66	52.7%	73	54.4%	463
My department/unit values employee input in major department/unit decisions	44.0%	39	68.9%	45	91.5% A F H I	26	85.0% A F H I	52	81.3% A F H	70	43.9%	44	69.7%	47	54.5%	66	57.5%	73	65.6%	463
My department/unit promotes respect for cultural differences	58.5%	39	64.0%	45	91.5%	26	87.9% A	52	89.3% A I	67	72.6%	44	77.3%	47	85.2% A	66	65.4%	73	77.0%	460
My department/unit understands the value of diversity	55.8%	39	63.5%	45	91.5% A	26	87.9% A	52	77.7%	67	81.0%	44	81.6%	47	78.0%	66	84.0% A	73	78.2%	460
My department/unit communicates the importance of valuing diversity	55.8%	39	60.5%	45	80.9%	26	94.7% A B	52	86.5% A B	67	83.5%	44	81.6%	47	72.7%	66	84.0% A	73	78.8%	460
I feel valued as an employee	37.7%	39	51.7%	45	72.3%	26	82.8% A H I	52	62.8%	70	67.1%	44	68.2%	47	49.3%	66	50.4%	73	59.5%	463
I feel a strong sense of belonging to CSU	28.8%	39	48.3%	45	44.7%	26	54.2%	52	62.8% A I	70	46.7%	44	67.4% A I	47	45.9%	66	33.1%	73	48.4%	463
I feel a strong sense of belonging to my division/college	15.8%	39	62.2% A H I	45	55.3% A	26	64.4% A H I	52	53.1% A H	70	40.5%	44	68.2% A H I	47	22.5%	66	31.0%	73	44.7%	463
I feel a strong sense of belonging to my department/unit	68.7%	39	64.0%	45	74.6%	26	82.8% F I	52	67.8%	70	39.2%	44	74.1% F	47	56.7%	66	50.2%	73	63.1%	463
I would recommend CSU as a place of employment	24.5%	39	54.5%	45	83.0% A	26	72.2% A	52	81.6% A H I	67	73.3%	44	54.0% A	47	51.5%	66	52.4%	73	60.5%	460
I would recommend my department/unit as a place of employment	37.4%	39	52.9%	45	78.9% A	26	88.2% A B H I	52	81.6% A B H	67	64.5%	44	69.8% A	47	49.3%	66	57.8%	73	64.3%	460

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 101: Performance Review in Last Year

Did you have a performance review in the last year?	Contr Mgmt (A)		Des Merch (B)		Food Sci Hum Nutr (C)		Health Ex Sci (D)		Hu Dev Fam St (E)		Occ Therapy (F)		Other (G)		Sch Ed (H)		SOW (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
No, I did not have a review	5.7%	*	30.3%	14	0.0%a	*	0.0%a	*	13.0%	9	6.3%	*	12.5%	6	22.5%	15	10.7%	8	12.2%	56
Yes, I had a review	94.3%	37	69.7%	31	100.0%a	26	100.0%a	52	87.0%	59	93.7%	41	87.5%	41	77.5%	51	89.3%	65	87.8%	404
Total	100.0%	39	100.0%	45	100.0%	26	100.0%	52	100.0%	67	100.0%	44	100.0%	47	100.0%	66	100.0%	73	100.0%	460

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* Values reported for items with n >= 3.[b,c]
a. This category is not used in comparisons because its column proportion is equal to zero or one.
b. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction.
c. Cell counts of some categories are not integers. They were rounded to the nearest integers before performing column proportions tests.

Table 102: Performance Review

Please indicate your level of agreement with the following statements about your most recent performance review.	Contr Mgmt (A)		Des Merch (B)		Food Sci Hum Nutr (C)		Health Ex Sci (D)		Hu Dev Fam St (E)		Occ Therapy (F)		Other (G)		Sch Ed (H)		SOW (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
PERFORMANCE REVIEW OVERALL	79.5%	37	72.5%	29	83.0%	26	77.5%	52	78.1%	59	79.6%	41	90.8% B	39	78.1%	51	81.6%	65	80.0%	399
I am satisfied with the effort my supervisor put into my most recent performance review	72.4%	37	58.0%	29	78.6%	26	88.2% B	52	87.4% B	59	72.9%	41	87.8%	41	68.3%	51	92.3% B H	65	80.3%	401
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	11.5%	37	31.2%	31	21.4%	26	18.5%	52	18.9%	59	18.4%	41	9.0%	41	31.7%	51	9.7%	65	18.4%	404
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	66.2%	37	54.2%	31	70.3%	26	44.4%	52	47.0%	59	66.1%	41	85.3% D E I	39	66.0%	51	52.4%	65	59.5%	402

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 103: Respect

Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.	Contr Mgmt (A)		Des Merch (B)		Food Sci Hum Nutr (C)		Health Ex Sci (D)		Hu Dev Fam St (E)		Occ Therapy (F)		Other (G)		Sch Ed (H)		SOW (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPECT OVERALL	57.1%	35	60.3%	45	66.2%	26	78.7% A B H I	46	77.7% A B H I	67	66.7% H	44	63.8% H	47	47.3%	66	58.4%	73	63.7%	451
My department/unit is treated with respect by other units within my college/division	23.0%	39	51.6% A H	45	72.3% A H	26	88.2% A B H I	52	95.9% A B F H I	67	63.3% A H	44	81.6% A B H I	47	8.9%	66	44.8% H	73	57.9%	460
My college/division is treated with respect by CSU	40.7%	39	57.8% H	45	80.8% A H I	26	81.5% A H I	52	89.9% A B H I	67	73.4% A H	44	70.9% A H	47	14.7%	66	47.3% H	73	60.0%	460
The people I interact with treat each other with respect	63.7%	39	67.2%	45	91.5%	26	66.2%	52	85.7%	67	79.7%	44	74.1%	47	80.7%	66	69.5%	73	75.1%	460
There is respect for religious differences in my department/unit	84.2%	35	60.6%	45	44.5%	26	78.4%	46	64.5%	67	60.7%	44	58.7%	47	55.6%	66	57.5%	73	62.5%	451
There is respect for liberal perspectives in my department/unit	71.4%	39	75.0%	45	87.1%	26	89.3%	52	91.7% G	67	90.4%	44	69.4%	47	91.6% G	66	100.0% A B G	73	86.7%	460
There is respect for conservative perspectives in my department/unit	54.3%	39	49.6%	45	21.1%	26	58.3% C	52	38.3%	67	33.0%	44	28.0%	47	32.4%	66	31.6%	73	38.6%	460

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 104: 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:	Contr Mgmt (A)		Des Merch (B)		Food Sci Hum Nutr (C)		Health Ex Sci (D)		Hu Dev Fam St (E)		Occ Therapy (F)		Other (G)		Sch Ed (H)		SOW (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	27.3%	39	25.3%	45	7.1%	23	27.0%	49	14.3%	67	37.1% C E	44	29.3%	45	31.1%	64	33.2% E	73	26.7%	449
Recognized within my department/unit	27.3%	39	31.1%	45	9.5%	23	37.6%	49	14.2%	67	45.5% E	44	35.5%	45	50.0% C E	64	38.2%	73	33.5%	449
Resources in my department/unit	36.3%	39	34.3%	45	16.6%	23	29.7%	49	21.3%	67	55.7% E	44	39.7%	47	47.7%	64	43.8%	73	37.2%	452
Professional development opportunities	14.7%	39	26.7%	45	0.0%	23	26.2%	49	10.1%	67	19.5%	44	18.4%	47	18.0%	64	15.8%	73	17.2%	452
Promoted in my department/unit	29.1%	39	17.3%	45	9.5%	23	29.7%	49	19.7%	67	22.0%	44	24.4%	47	13.1%	64	34.2%	73	22.9%	452
Hired in my department/unit	29.1%	39	17.3%	45	0.0%	23	11.6%	49	6.0%	67	43.1% C D E	44	23.2%	47	26.8%	64	34.2% C E	73	22.3%	452

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 105: Leadership Accountability: College/Division Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Contr Mgmt (A)		Des Merch (B)		Food Sci Hum Nutr (C)		Health Ex Sci (D)		Hu Dev Fam St (E)		Occ Therapy (F)		Other (G)		Sch Ed (H)		SOW (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL	23.9%	36	48.6% H	45	46.8% H	21	61.2% A F H I	44	61.1% A F H I	64	32.5%	38	62.1% A F H I	45	11.4%	61	33.1% H	73	41.6%	426
Leadership adequately addresses inappropriate behavior	23.0%	39	43.4% H	45	51.3% H	21	64.5% A H	44	57.4% A H	64	33.4% H	38	60.0% A H	45	0.0%	61	38.6% H	73	40.0%	429
Leadership holds employees accountable for inappropriate behavior	28.7%	39	57.3% F H I	45	43.2%	21	51.7% H I	44	54.8% F H I	64	23.2%	38	66.2% A F H I	45	7.9%	61	23.9%	73	38.3%	429
Leadership holds employees accountable for poor performance in the workplace	17.1%	36	35.6%	45	26.9%	21	53.0% A H	44	61.1% A F H I	64	21.2%	38	56.2% A F H I	45	18.8%	61	26.6%	73	36.2%	426
Leadership acts ethically and honestly in the workplace	49.5% H	39	74.2% H	45	64.8% H	21	80.5% H I	44	77.4% H I	64	53.0% H	38	75.7% H	45	18.8%	61	49.3% H	73	58.8%	429
Leadership addresses issues of inequity	23.2%	36	45.1% H	45	51.3%	21	65.8% A H I	44	53.9% H	64	35.1%	38	55.1% H	45	13.3%	61	35.1%	73	40.9%	426
Leadership holds all employees to the same standards	17.1%	36	36.0%	45	43.2%	21	51.7% A H	44	61.8% A F H I	64	29.3%	38	59.6% A H I	45	9.7%	61	24.9%	73	36.4%	426

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 106: Leadership Accountability: Department/Unit Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Contr Mgmt (A)		Des Merch (B)		Food Sci Hum Nutr (C)		Health Ex Sci (D)		Hu Dev Fam St (E)		Occ Therapy (F)		Other (G)		Sch Ed (H)		SOW (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL	37.6%	39	42.3%	45	49.4%	19	56.2%	44	65.2% A F H I	64	35.6%	37	60.8%	43	42.7%	59	38.7%	73	47.9%	422
Leadership adequately addresses inappropriate behavior	50.1%	39	43.8%	45	51.3%	21	55.7%	44	62.9% H	64	37.4%	37	59.2%	47	33.6%	59	38.2%	73	47.6%	428
Leadership holds employees accountable for inappropriate behavior	33.9%	39	46.7%	45	51.3%	21	38.3%	44	62.3% F H I	64	30.0%	38	60.4%	47	32.0%	59	25.2% I	73	41.6%	429
Leadership holds employees accountable for poor performance in the workplace	23.0%	39	31.1%	45	34.9%	21	39.6%	44	55.8% A I	64	28.4%	38	58.7% A I	47	36.4%	61	19.5%	73	36.7%	431
Leadership acts ethically and honestly in the workplace	49.5% H	39	74.2% H	45	64.8% H	21	80.5% H I	44	77.4% H I	64	53.0% H	38	75.7% H	45	18.8%	61	49.3% H	73	58.8%	429
Leadership addresses issues of inequity	33.9%	39	40.6%	45	73.4%	19	75.9% A B F	44	62.9%	64	32.7%	38	61.9%	47	55.2%	61	48.9%	73	53.5%	430
Leadership holds all employees to the same standards	23.0%	39	32.8%	45	43.2%	21	47.2%	44	59.4% A	64	31.3%	38	61.5% A	47	38.5%	61	36.4%	73	42.2%	431

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 107: Climate: CSU Overall

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Contr Mgmt (A)		Des Merch (B)		Food Sci Hum Nutr (C)		Health Ex Sci (D)		Hu Dev Fam St (E)		Occ Therapy (F)		Other (G)		Sch Ed (H)		SOW (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU CLIMATE OVERALL	39.8%	36	63.7% A H I	42	57.8%	21	68.3% A H I	38	60.4% H I	64	51.1%	38	49.6%	47	39.5%	56	39.0%	67	51.0%	410
Recruits employees from a diverse set of backgrounds	46.8%	36	73.3% F I	42	70.1% F I	21	41.9%	38	52.4%	64	23.2%	38	52.5%	47	54.7% I	61	24.7%	73	46.8%	420
Improves the campus climate for all employees	40.3%	36	58.5%	42	37.6%	21	62.0%	38	67.2% I	64	67.5%	38	44.9%	47	41.2%	61	31.3%	73	49.6%	420
Retains diverse employees	29.4%	36	47.6% H I	42	32.5%	21	41.9% H I	38	26.1%	64	30.5%	38	23.3%	47	9.8%	61	4.0%	70	24.3%	417
Creates a supportive environment for employees from diverse backgrounds	40.3%	36	58.5% I	42	62.1% I	21	64.8% I	38	46.2% I	64	47.8% I	38	47.8% I	47	35.5%	61	16.5%	73	43.0%	420
Encourages discussions related to diversity	78.6%	36	85.1% H	42	83.6%	21	90.8% H	38	83.4% H	64	76.7%	38	73.7%	47	54.3%	61	88.6% H	73	78.8%	420
Provides employees with a positive work experience	26.4%	36	64.6% A	42	67.5%	21	91.1% A H I	38	73.9% A H	64	60.3%	38	59.8% A	47	36.7%	59	52.7%	70	58.4%	415
Climate has become consistently more inclusive of all employees	17.1%	36	58.1% A	42	51.1%	21	85.8% A G H I	38	73.9% A H I	64	51.5%	38	45.7%	47	33.1%	58	40.2%	73	50.5%	417

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 108: Climate: Department/Unit

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.	Contr Mgmt (A)		Des Merch (B)		Food Sci Hum Nutr (C)		Health Ex Sci (D)		Hu Dev Fam St (E)		Occ Therapy (F)		Other (G)		Sch Ed (H)		SOW (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT CLIMATE OVERALL	39.4%	39	57.8%	40	68.3% I	17	71.1% A F I	38	63.2% A I	64	45.4%	38	63.9% A I	47	64.3% A I	54	41.1%	73	56.0%	410
Recruits employees from a diverse set of backgrounds	41.6%	39	82.9% A E F I	42	59.3% F	21	67.6% F I	38	40.0% F	64	8.7%	38	65.1% F I	47	69.6% E F I	59	32.3%	73	50.6%	421
Improves the campus climate for all employees	28.7%	39	49.3%	42	43.2%	21	77.5% A H I	38	68.4% A I	64	49.2%	38	66.6% A I	47	41.2%	61	36.7%	73	51.1%	423
Retains diverse employees	34.4% I	39	63.3% F I	40	40.5% I	21	37.5% I	38	48.5% I	64	23.2%	38	40.2% I	47	47.9% I	61	0.0%	73	35.5%	421
Creates a supportive environment for employees from diverse backgrounds	40.3% I	36	58.5% I	42	62.1% I	21	64.8% I	38	46.2% I	64	47.8% I	38	47.8% I	47	35.5%	61	16.5%	73	43.0%	420
Encourages discussions related to diversity	85.3% B	39	56.7%	42	83.6%	21	75.3%	38	87.8% B	64	78.7%	38	79.6%	47	76.0%	61	92.4% B	73	80.5%	423
Provides employees with a positive work experience	28.7%	39	66.3% A	42	64.8%	21	86.7% A H	38	78.2% A	64	67.5% A	38	75.6% A	47	54.9%	59	62.6% A	73	65.3%	421
Climate has become consistently more inclusive of all employees	28.7%	39	44.9%	42	67.9%	17	81.4% A B F I	38	71.6% A	64	41.9%	38	72.1% A	47	67.4% A	58	48.1%	73	58.3%	417

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 109: Communications: CSU Overall

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Contr Mgmt (A)		Des Merch (B)		Food Sci Hum Nutr (C)		Health Ex Sci (D)		Hu Dev Fam St (E)		Occ Therapy (F)		Other (G)		Sch Ed (H)		SOW (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
CSU COMMUNICATIONS OVERALL	39.3%	36	47.7%	42	67.7% H	21	58.8%	36	61.4% H	62	56.7%	38	40.4%	47	37.5%	59	58.2% H	71	51.3%	412
Communications are effective	40.7%	36	42.8%	42	53.7%	21	49.1%	39	66.4% G H	64	61.7%	38	29.5%	47	38.0%	61	58.2%	73	49.5%	421
Communications are timely	32.9%	36	59.4%	42	67.2%	21	56.7%	36	69.6% A	64	61.7%	38	40.2%	47	51.3%	61	55.1%	73	54.9%	418
Communications are relevant	42.3%	36	40.1%	42	67.2%	21	53.4%	39	51.8%	64	67.5%	38	41.7%	47	52.6%	61	64.6%	71	53.3%	419
Communications are informative	42.6%	36	44.9%	42	83.6%	21	73.1%	36	58.0%	62	61.7%	38	49.6%	47	52.3%	61	77.6% A B	73	59.9%	416
Communications are motivating	17.1%	36	26.2%	42	62.1% A F G H	21	30.7%	36	50.9% A H	64	23.5%	38	24.8%	47	7.0%	61	43.5% H	73	31.2%	418
Communications are honest	26.8%	36	53.8% H	42	70.1% A H	21	52.9% H	36	60.9% A H	64	49.8% H	38	44.9%	47	17.5%	59	42.0%	73	44.7%	416
Communications are accessible	72.8%	36	66.5%	42	70.1%	21	87.6% G H	36	79.4%	64	70.9%	38	52.0%	47	55.6%	61	59.5%	73	67.0%	418

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 110: Communications: Division/College

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Contr Mgmt (A)		Des Merch (B)		Food Sci Hum Nutr (C)		Health Ex Sci (D)		Hu Dev Fam St (E)		Occ Therapy (F)		Other (G)		Sch Ed (H)		SOW (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION COMMUNICATIONS OVERALL	49.4%	36	54.3%	42	74.7% H	21	64.6% H	36	68.0% H	62	53.6%	38	66.1% H	47	32.1%	59	70.0% H	68	58.6%	409
Communications are effective	41.1%	36	47.6%	42	70.1% H	21	74.7% H	36	68.2% H	64	54.5% H	38	72.6% H	47	19.6%	61	67.1% H	73	56.4%	418
Communications are timely	56.5%	36	64.6%	42	83.6% H	21	55.1%	36	74.5% H	64	56.0%	38	78.5% H	47	36.7%	61	63.3% H	73	62.0%	418
Communications are relevant	56.6%	36	58.5%	42	83.6% H	21	66.9%	36	60.8%	64	60.3%	38	65.4%	47	44.0%	61	83.4% H	68	63.6%	413
Communications are informative	42.6%	36	51.5%	42	83.6% H	21	73.1%	36	64.0%	62	54.5%	38	58.7%	47	42.4%	61	84.5% A B H	73	61.6%	416
Communications are motivating	17.1%	36	36.2%	42	62.1% A H	21	40.2%	36	61.5% A F H	64	23.5%	38	60.7% A F H	47	22.4%	61	43.5%	73	40.9%	418
Communications are honest	50.0%	36	55.1% H	42	70.1% H	21	60.7% H	36	64.1% H	64	49.8%	38	66.6% H	47	23.2%	59	59.6% H	73	54.3%	416
Communications are accessible	82.1% H	36	66.5%	42	70.1%	21	81.5% H	36	79.4% H	64	76.7%	38	59.9%	47	49.5%	61	64.6%	73	68.7%	418

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 111: Communications: Department/Unit

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.	Contr Mgmt (A)		Des Merch (B)		Food Sci Hum Nutr (C)		Health Ex Sci (D)		Hu Dev Fam St (E)		Occ Therapy (F)		Other (G)		Sch Ed (H)		SOW (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT COMMUNICATIONS OVERALL	57.9%	36	63.7%	42	83.3%	21	79.4%	36	74.9%	60	55.7%	38	65.6%	47	62.2%	59	77.8% F	68	68.8%	407
Communications are effective	56.1%	36	41.9%	42	89.2% B F	21	84.4% B F	36	78.3% B F	64	46.4%	38	66.6%	47	63.4%	61	78.9% B F	73	67.5%	418
Communications are timely	62.1%	36	70.4%	42	100.0% F	21	68.1%	36	76.0%	64	58.9%	38	67.8%	47	67.0%	61	86.5%	73	72.8%	418
Communications are relevant	77.6%	36	67.3%	42	83.6%	21	90.6%	36	74.2%	64	63.2%	38	77.3%	47	71.1%	61	84.5%	68	76.2%	413
Communications are informative	55.9%	36	72.1%	42	83.6%	21	90.6% A F G H	36	72.4%	60	57.4%	38	58.7%	47	60.1%	61	88.3% A F G H	73	71.1%	414
Communications are motivating	24.8%	36	50.2%	42	72.9% A	21	58.1%	36	61.1% A	64	33.7%	38	61.9% A	47	47.7%	59	58.4% A	73	52.4%	416
Communications are honest	56.1%	36	68.6%	42	83.6%	21	74.7%	36	81.4%	64	57.9%	38	72.6%	47	67.2%	59	69.5%	73	70.2%	416
Communications are accessible	72.8%	36	75.2%	42	70.1%	21	89.2% G	36	86.9% G I	64	72.3%	38	54.0%	47	65.0%	61	61.8%	73	71.3%	418

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 112: Communicated Feedback

During the past 12 months, have you had the opportunity to communicate feedback to CSU?	Contr Mgmt (A)		Des Merch (B)		Food Sci Hum Nutr (C)		Health Ex Sci (D)		Hu Dev Fam St (E)		Occ Therapy (F)		Other (G)		Sch Ed (H)		SOW (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I have the opportunity to provide feedback	24.8%	9	58.3% H	23	51.4%	11	57.1% H	24	56.6% H I	37	59.3% H I	24	73.3% A H I	32	24.6%	15	28.3%	21	46.4%	196
Maybe, I can provide feedback in limited situations	47.2% G	17	34.8%	14	40.5%	8	31.4%	13	31.5%	21	32.4%	13	13.4%	6	40.2%	24	37.1%	27	34.0%	144
No, I don't have an opportunity to provide feedback	28.0%	10	6.9%	*	8.1%	*	11.5%	5	11.9%	8	8.2%	3	13.3%	6	35.2% B	21	34.6% B	25	19.6%	83
Total	100.0%	36	100.0%	40	100.0%	21	100.0%	42	100.0%	65	100.0%	41	100.0%	44	100.0%	61	100.0%	73	100.0%	423

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 Values reported for items with n >= 3.[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 113: Responsiveness to Feedback

When I use the following channels, leadership is responsive to my feedback:	Contr Mgmt (A)		Des Merch (B)		Food Sci Hum Nutr (C)		Health Ex Sci (D)		Hu Dev Fam St (E)		Occ Therapy (F)		Other (G)		Sch Ed (H)		SOW (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
RESPONSIVENESS TO FEEDBACK OVERALL	55.5%	26	46.4%	38	62.4%	19	57.5%	31	67.5% B F	52	44.9%	35	66.5% F	30	50.3%	37	64.1% F	48	57.5%	315
One on one conversations with my supervisor	65.0%	26	49.4%	38	88.3% B H	19	82.0% B H	31	94.6% B H	52	69.9%	35	90.1% B H	36	45.1%	39	88.4% B H	48	75.2%	323
My representation in shared governance (CPC, APC, or Faculty Council)	32.2%	26	30.5%	38	26.6%	19	29.7%	31	51.5% F	52	16.0%	35	35.5%	30	47.9%	39	42.0%	48	36.5%	317
My service on committees	69.4%	26	80.7% F	38	70.8%	19	65.4%	31	73.6% F	52	41.4%	35	93.3% F	33	73.3%	39	78.2% F	48	72.3%	321
Annual review process	69.4% B	26	26.1%	38	88.3% B	19	82.0% B	31	66.8% B	52	68.3% B	35	93.8% B	36	73.1% B	39	74.2% B	48	70.0%	323
Input collection through anonymous surveys	41.3%	26	45.4%	38	38.3%	19	28.5%	31	51.1%	52	28.7%	35	23.7%	30	20.7%	37	37.7%	48	35.9%	315

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 114: Feedback Valued

When I give feedback it is valued by:	Contr Mgmt (A)		Des Merch (B)		Food Sci Hum Nutr (C)		Health Ex Sci (D)		Hu Dev Fam St (E)		Occ Therapy (F)		Other (G)		Sch Ed (H)		SOW (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
FEEDBACK VALUED OVERALL	34.6%	26	40.1%	38	58.8% H	19	49.0%	31	57.9% H	52	51.9% H	35	78.9% A B D H I	33	25.0%	39	42.8%	48	48.4%	321
CSU overall	10.7%	26	28.1%	38	50.0%	19	23.2%	31	44.9%	52	47.6%	35	43.3%	33	15.9%	39	19.0%	48	31.1%	321
My division/college	23.7%	26	39.3%	38	64.7% H	19	58.3% H	31	53.2% H	52	47.6% H	35	93.3% A B E F H I	33	8.6%	39	42.4% H	48	46.8%	321
My department/unit	69.4%	26	52.8%	38	61.7%	19	65.4%	31	75.7%	52	60.3%	35	100.0% B F H I	36	50.7%	39	67.0%	48	67.4%	323

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 115: Discriminatory Attitudes: CSU Overall

Please indicate if discriminatory attitudes are currently problematic.	Contr Mgmt		Des Merch		Food Sci Hum Nutr		Health Ex Sci		Hu Dev Fam St		Occ Therapy		Other		Sch Ed		SOW		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	19.9%	8	4.9%	*	8.5%	*	9.9%	5	10.8%	8	4.6%	*	27.4%	13	18.1%	12	21.7%	16	14.6%	68
Physical appearance	5.2%	*	4.5%	*	8.5%	*	0.0%	*	8.0%	6	3.8%	*	0.0%	*	16.5%	11	13.8%	10	7.5%	34
Physical disability	14.7%	6	0.0%	*	6.3%	*	9.7%	5	0.0%	*	13.4%	6	27.6%	13	9.8%	7	24.4%	18	12.0%	56
Mental disability	5.2%	*	4.9%	*	0.0%	*	0.0%	*	4.0%	*	30.7%	13	21.6%	10	23.3%	15	23.4%	17	13.7%	63
Employment classification	30.9%	12	4.9%	*	17.0%	4	15.2%	8	19.2%	13	6.3%	*	37.3%	18	49.5%	33	31.8%	23	25.2%	117
Gender identity	5.2%	*	6.2%	*	8.5%	*	6.7%	4	9.0%	6	8.0%	4	29.4%	14	22.1%	15	32.1%	23	15.6%	72
Job title	23.7%	9	4.9%	*	19.1%	5	15.2%	8	25.0%	18	0.0%	*	35.3%	17	41.7%	28	28.6%	21	23.1%	107
Parental status	0.0%	*	0.0%	*	0.0%	*	12.1%	6	9.0%	6	14.0%	6	4.3%	*	4.2%	*	15.5%	11	7.5%	35
Religion	0.0%	*	6.2%	*	21.4%	6	0.0%	*	12.4%	9	6.3%	*	12.2%	6	29.7%	20	23.2%	17	13.4%	62
Political affiliation	20.4%	8	16.0%	7	14.8%	4	11.3%	6	15.3%	11	12.7%	6	34.3%	16	19.5%	13	16.1%	12	17.7%	82
Sexual orientation	20.4%	8	0.0%	*	8.5%	*	0.0%	*	0.0%	*	0.0%	*	4.3%	*	7.2%	5	29.3%	21	8.3%	38
Socio-economic status	0.0%	*	9.8%	4	0.0%	*	15.2%	8	4.0%	*	8.8%	4	10.6%	5	17.9%	12	18.6%	14	10.7%	50
Ethnic origin	14.7%	6	16.0%	7	8.5%	*	0.0%	*	8.0%	6	11.8%	5	9.0%	4	21.3%	14	25.5%	19	13.6%	63
Veteran status	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	3.8%	*	0.6%	*
Race or color	14.7%	6	20.5%	9	8.5%	*	0.0%	*	11.1%	8	11.8%	5	27.6%	13	24.3%	16	33.7%	24	18.1%	84
Marital status	5.2%	*	4.5%	*	0.0%	*	0.0%	*	0.0%	*	8.0%	4	0.0%	*	5.6%	4	0.0%	*	2.4%	11
Nationality/country of origin	5.7%	*	11.1%	5	8.5%	*	0.0%	*	11.1%	8	8.0%	4	10.2%	5	4.2%	*	13.8%	10	8.3%	38
None/no response	52.5%	20	79.5%	36	55.3%	15	67.0%	35	47.0%	33	39.3%	17	35.1%	17	20.1%	13	34.4%	25	45.6%	211

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

Table 116: Discriminatory Attitudes: Division/College

Please indicate if discriminatory attitudes are currently problematic.	Contr Mgmt		Des Merch		Food Sci Hum Nutr		Health Ex Sci		Hu Dev Fam St		Occ Therapy		Other		Sch Ed		SOW		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	5.2%	*	0.0%	*	8.5%	*	6.7%	4	4.0%	*	4.6%	*	21.5%	10	13.9%	9	18.6%	14	9.8%	45
Physical appearance	5.2%	*	4.5%	*	8.5%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	12.3%	8	3.8%	*	3.7%	17
Physical disability	5.7%	*	0.0%	*	6.3%	*	6.5%	3	0.0%	*	4.6%	*	9.0%	4	0.0%	*	6.9%	5	4.0%	19
Mental disability	5.2%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	15.5%	7	9.0%	4	14.9%	10	10.7%	8	6.6%	31
Employment classification	23.7%	9	6.2%	*	10.6%	*	15.2%	8	9.0%	6	0.0%	*	27.9%	13	38.4%	26	26.2%	19	18.7%	87
Gender identity	5.2%	*	0.0%	*	0.0%	*	6.7%	4	0.0%	*	0.0%	*	29.4%	14	7.2%	5	18.6%	14	8.1%	38
Job title	28.9%	11	6.2%	*	19.1%	5	15.2%	8	15.0%	11	0.0%	*	23.2%	11	33.7%	22	30.3%	22	20.1%	93
Parental status	5.2%	*	0.0%	*	0.0%	*	0.0%	*	13.0%	9	14.0%	6	10.2%	5	3.3%	*	12.5%	9	7.2%	33
Religion	0.0%	*	0.0%	*	0.0%	*	0.0%	*	8.4%	6	0.0%	*	4.3%	*	14.9%	10	10.7%	8	5.5%	26
Political affiliation	20.4%	8	9.8%	4	6.3%	*	0.0%	*	11.3%	8	12.7%	6	21.6%	10	8.9%	6	6.9%	5	10.5%	49
Sexual orientation	20.4%	8	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	4.3%	*	3.0%	*	18.6%	14	5.5%	26
Socio-economic status	0.0%	*	9.8%	4	0.0%	*	15.2%	8	0.0%	*	3.8%	*	4.7%	*	14.9%	10	11.7%	9	7.5%	35
Ethnic origin	14.7%	6	9.8%	4	0.0%	*	0.0%	*	4.0%	*	0.0%	*	9.0%	4	21.3%	14	18.6%	14	9.7%	45
Veteran status	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	3.8%	*	0.6%	*
Race or color	14.7%	6	14.3%	6	8.5%	*	0.0%	*	4.0%	*	0.0%	*	19.7%	9	21.3%	14	21.7%	16	12.2%	56
Marital status	5.2%	*	4.5%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	5.6%	4	0.0%	*	1.7%	8
Nationality/country of origin	5.7%	*	4.9%	*	0.0%	*	0.0%	*	4.0%	*	0.0%	*	10.2%	5	4.2%	*	9.9%	7	4.8%	22
None/no response	59.7%	23	79.5%	36	68.2%	18	78.3%	41	60.5%	42	66.7%	29	59.9%	28	29.2%	19	47.0%	34	58.6%	271

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

Table 117: Discriminatory Attitudes: Department/Unit

Please indicate if discriminatory attitudes are currently problematic.	Contr Mgmt		Des Merch		Food Sci Hum Nutr		Health Ex Sci		Hu Dev Fam St		Occ Therapy		Other		Sch Ed		SOW		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Age	5.2%	*	0.0%	*	8.5%	*	6.7%	4	3.2%	*	8.4%	4	21.5%	10	5.6%	4	9.7%	7	7.5%	35
Physical appearance	5.2%	*	4.5%	*	8.5%	*	3.2%	*	3.2%	*	3.8%	*	12.5%	6	5.1%	3	0.0%	*	4.6%	21
Physical disability	5.7%	*	0.0%	*	6.3%	*	6.5%	3	0.0%	*	4.6%	*	9.0%	4	0.0%	*	13.5%	10	5.0%	23
Mental disability	5.2%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	15.5%	7	9.0%	4	14.9%	10	9.7%	7	6.5%	30
Employment classification	38.9%	15	6.2%	*	6.3%	*	9.9%	5	9.0%	6	12.7%	6	17.2%	8	32.8%	22	32.0%	23	19.4%	90
Gender identity	43.3%	17	0.0%	*	0.0%	*	6.7%	4	0.0%	*	0.0%	*	16.8%	8	3.0%	*	40.5%	29	12.9%	60
Job title	44.0%	17	6.2%	*	8.5%	*	9.9%	5	17.9%	13	8.8%	4	12.5%	6	29.5%	20	24.2%	18	18.8%	87
Parental status	5.2%	*	6.2%	*	0.0%	*	6.7%	4	13.0%	9	20.4%	9	10.2%	5	20.6%	14	6.6%	5	10.7%	50
Religion	0.0%	*	0.0%	*	0.0%	*	0.0%	*	8.4%	6	0.0%	*	4.3%	*	14.9%	10	13.5%	10	6.0%	28
Political affiliation	26.1%	10	9.8%	4	14.8%	4	0.0%	*	11.3%	8	12.7%	6	13.7%	6	8.9%	6	14.5%	11	11.9%	55
Sexual orientation	26.1%	10	0.0%	*	0.0%	*	0.0%	*	0.0%	*	3.8%	*	4.3%	*	0.0%	*	21.7%	16	6.4%	30
Socio-economic status	0.0%	*	9.8%	4	0.0%	*	9.9%	5	0.0%	*	10.1%	4	4.7%	*	17.9%	12	10.7%	8	7.8%	36
Ethnic origin	20.4%	8	9.8%	4	0.0%	*	0.0%	*	4.0%	*	0.0%	*	4.3%	*	14.9%	10	18.6%	14	8.8%	41
Veteran status	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	4.2%	*	0.0%	*	0.6%	*
Race or color	20.4%	8	9.8%	4	8.5%	*	0.0%	*	8.0%	6	0.0%	*	9.0%	4	14.9%	10	36.9%	27	13.2%	61
Marital status	5.2%	*	4.5%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	9.8%	7	0.0%	*	2.3%	11
Nationality/country of origin	11.4%	4	4.9%	*	0.0%	*	0.0%	*	4.0%	*	0.0%	*	4.3%	*	0.0%	*	9.9%	7	4.0%	19
None/no response	35.9%	14	75.0%	34	78.9%	21	80.4%	42	61.6%	43	57.8%	25	67.8%	32	46.5%	31	22.7%	16	55.8%	258

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

Table 118: Other Potential Problems: CSU Overall

Please indicate if any of the following are currently problematic.	Contr Mgmt		Des Merch		Food Sci Hum Nutr		Health Ex Sci		Hu Dev Fam St		Occ Therapy		Other		Sch Ed		SOW		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	14.7%	6	0.0%	*	8.5%	*	16.4%	9	4.0%	*	0.0%	*	12.6%	6	14.0%	9	16.8%	12	10.1%	47
Bullying	5.7%	*	11.1%	5	21.4%	6	9.9%	5	0.0%	*	0.0%	*	38.5%	18	18.2%	12	13.0%	9	12.5%	58
Bias	16.6%	6	20.0%	9	27.7%	7	29.8%	16	9.0%	6	23.7%	10	35.5%	17	42.5%	28	34.4%	25	27.0%	125
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	10.7%	7	14.6%	11	3.8%	18
Sexual misconduct	25.6%	10	0.0%	*	0.0%	*	6.5%	3	0.0%	*	0.0%	*	0.0%	*	19.6%	13	13.0%	9	7.7%	36
Verbal abuse	5.2%	*	6.2%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	13.8%	7	23.7%	16	16.8%	12	8.5%	39
None/no response	68.7%	27	80.0%	36	72.3%	19	67.0%	35	91.0%	64	76.3%	34	44.6%	21	45.3%	30	65.6%	48	67.6%	313

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

Table 119: Other Potential Problems: Division/College

Please indicate if any of the following are currently problematic.	Contr Mgmt		Des Merch		Food Sci Hum Nutr		Health Ex Sci		Hu Dev Fam St		Occ Therapy		Other		Sch Ed		SOW		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	9.0%	4	0.0%	*	8.5%	*	0.0%	*	0.0%	*	0.0%	*	4.7%	*	0.0%	*	3.8%	*	2.3%	11
Bullying	0.0%	*	4.9%	*	8.5%	*	0.0%	*	2.9%	*	0.0%	*	25.1%	12	10.9%	7	3.8%	*	6.1%	28
Bias	10.9%	4	13.9%	6	14.8%	4	12.1%	6	7.9%	6	7.7%	3	27.6%	13	45.0%	30	27.5%	20	20.0%	92
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	19.9%	8	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	1.7%	8
Verbal abuse	5.2%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	4.2%	*	0.0%	*	1.0%	5
None/no response	74.4%	29	86.1%	39	85.2%	22	87.9%	46	92.1%	65	92.3%	41	59.9%	28	50.8%	34	68.7%	50	76.3%	353

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

Table 120: Other Potential Problems: Department

Please indicate if any of the following are currently problematic.	Contr Mgmt		Des Merch		Food Sci Hum Nutr		Health Ex Sci		Hu Dev Fam St		Occ Therapy		Other		Sch Ed		SOW		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	9.0%	4	0.0%	*	8.5%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	1.2%	6
Bullying	0.0%	*	11.1%	5	8.5%	*	10.3%	5	2.9%	*	4.6%	*	20.0%	9	4.2%	*	17.3%	13	8.9%	41
Bias	18.0%	7	9.8%	4	14.8%	4	9.9%	5	5.0%	4	25.0%	11	23.2%	11	42.5%	28	30.3%	22	20.8%	96
Physical assault	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	19.9%	8	0.0%	*	0.0%	*	6.7%	4	0.0%	*	0.0%	*	0.0%	*	0.0%	*	0.0%	*	2.4%	11
Verbal abuse	5.2%	*	6.2%	*	8.5%	*	6.5%	3	0.0%	*	4.6%	*	12.5%	6	9.3%	6	7.6%	6	6.5%	30
None/no response	67.2%	26	84.0%	38	85.2%	22	79.8%	42	92.1%	65	70.5%	31	69.4%	33	57.5%	38	55.3%	40	72.3%	335

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

Table 121: CHHS Experiences over Past 12 Months

Thinking about your experiences over the past 12 months in the College of Health and Human Sciences, please indicate your level of agreement with the following statements:	Contr Mgmt (A)		Des Merch (B)		Food Sci Hum Nutr (C)		Health Ex Sci (D)		Hu Dev Fam St (E)		Occ Therapy (F)		Sch Ed (G)		SOW (H)		Other (I)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop	Pct	Pop
I understand why diversity, equity and inclusion work is important for the mission/vision of the College of Health and Human Science	23.7%	39	50.7%	40	47.8%	21	43.9%	44	76.2% A D	64	51.2%	33	60.4% A	61	91.6% A B C D F G I	70	63.5% A	44	61.0%	415
The College of Health and Human Science provides sufficient programs and resources to foster the success of diverse employees	10.1%	36	8.7%	40	36.2% G	21	14.6%	44	26.8% G	64	22.4%	33	0.8%	61	21.6% G	70	19.3%	42	16.9%	410
I feel comfortable talking about issues of racism, equity and social justice on my team	10.3%	39	14.1%	40	2.3%	21	22.3%	44	36.4% C	64	17.0%	36	32.8%	61	50.2% A B C D F	70	25.0%	44	27.6%	417
I know where to find resources to learn more about diversity, equity and inclusion responsiveness.	11.1%	39	27.0%	40	18.8%	21	28.6%	44	42.2% A	64	31.6%	36	38.1%	61	58.6% A B C D	70	38.1%	44	36.1%	417
The person I report to takes steps to make the workplace inclusive, safe and welcoming.	35.1%	39	17.4%	40	53.1%	17	36.9%	44	65.3% B F	64	16.5%	36	45.2%	61	56.8% B F	70	51.1% B F	44	44.3%	414

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.

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.

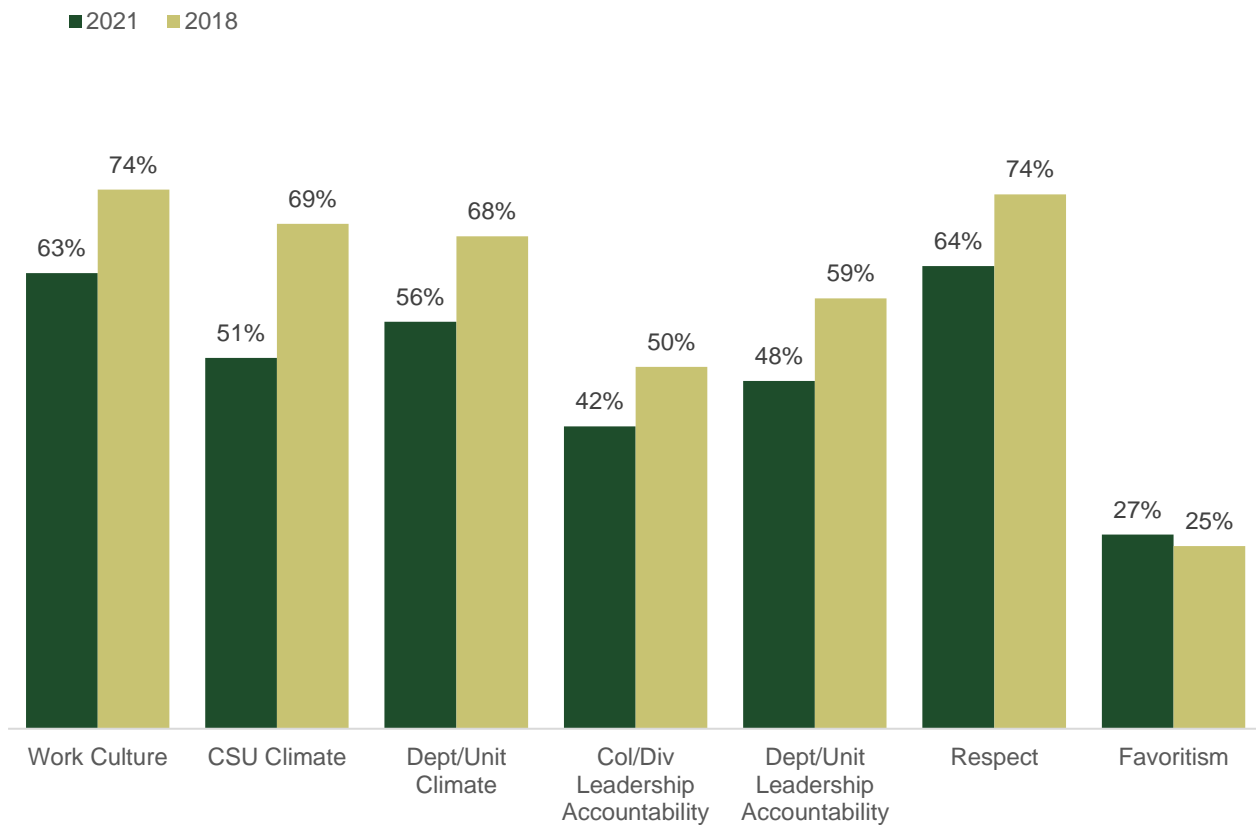**Figure 6: Organizational Themes Compared by Year**

Table 122: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.	2018 (A)		2021 (B)	
	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	74.2% B	430	62.7%	457
My department/unit promotes a work environment where all employees feel included	67.4%	497	65.7%	463
My department/unit treats all employees equitably	61.4% B	484	52.7%	459
My department/unit is open and transparent in communication	64.1% B	499	54.4%	463
My department/unit values employee input in major department/unit decisions	70.6%	495	65.6%	463
My department/unit promotes respect for cultural differences	85.8% B	501	77.0%	460
My department/unit understands the value of diversity	85.1% B	498	78.2%	460
My department/unit communicates the importance of valuing diversity	82.2%	498	78.8%	460
I feel valued as an employee	76.3% B	497	59.5%	463
I feel a strong sense of belonging to CSU	72.4% B	499	48.4%	463
I feel a strong sense of belonging to my division/college	50.0%	501	44.7%	463
I feel a strong sense of belonging to my department/unit	80.1% B	501	63.1%	463
I would recommend CSU as a place of employment	86.8% B	455	60.5%	460
I would recommend my department/unit as a place of employment	81.0% B	459	64.3%	460

Percent "Agree" or "Strongly agree"
The reported N 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 123: 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	94.7% B	421	87.8%	404
No, I did not have a review	5.3%	24	12.2% A	56

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 124: 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	88.3% B	437	80.0%	399
I am satisfied with the effort my supervisor put into my most recent performance review	77.0%	446	80.3%	401
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	31.6% B	482	18.4%	404
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	NA	*	59.5%	402

Asked only of those respondents who had a performance review in the last year.
Percent "Agree" or "Strongly agree"
The reported N 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 125: 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	73.5% B	345	63.7%	451
My department/unit is treated with respect by other units within my college/division	64.6% B	439	57.9%	460
My college/division is treated with respect by CSU	70.8% B	437	60.0%	460
The people I interact with treat each other with respect	84.5% B	493	75.1%	460
There is respect for religious differences in my department/unit	78.0% B	408	62.5%	451
There is respect for liberal perspectives in my department/unit	89.9%	469	86.7%	460
There is respect for conservative perspectives in my department/unit	55.9% B	451	38.6%	460

Percent "Agree" or "Strongly agree"
The reported N 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 126: 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 (A)		2021 (B)	
	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	25.1%	403	26.7%	449
Recognized within my department/unit	33.1%	450	33.5%	449
Resources in my department/unit	35.1%	444	37.2%	452
Professional development opportunities	20.7%	441	17.2%	452
Promoted in my department/unit	25.0%	439	22.9%	452
Hired in my department/unit	19.6%	424	22.3%	452

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

Table 127: Leadership Accountability: College/Division Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	2018 (A)		2021 (B)	
	Pct	**Pop**	**Pct**	**Pop**
COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL	49.8% B	242	41.6%	426
Leadership adequately addresses inappropriate behavior	48.2% B	294	40.0%	429
Leadership holds employees accountable for inappropriate behavior	45.1%	285	38.3%	429
Leadership holds employees accountable for poor performance in the workplace	45.4% B	302	36.2%	426
Leadership acts ethically and honestly in the workplace	76.6% B	366	58.8%	429
Leadership addresses issues of inequity	50.2% B	319	40.9%	426
Leadership holds all employees to the same standards	48.1% B	308	36.4%	426

Percent "Agree" or "Strongly agree"
The reported N 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 128: 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	59.2% B	329	47.9%	422
Leadership adequately addresses inappropriate behavior	61.4% B	394	47.6%	428
Leadership holds employees accountable for inappropriate behavior	60.7% B	384	41.6%	429
Leadership holds employees accountable for poor performance in the workplace	52.7% B	405	36.7%	431
Leadership acts ethically and honestly in the workplace	76.6% B	366	58.8%	429
Leadership addresses issues of inequity	59.6%	404	53.5%	430
Leadership holds all employees to the same standards	55.1% B	432	42.2%	431

Percent "Agree" or "Strongly agree"
The reported N 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 129: 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	69.5% B	290	51.0%	410
Recruits employees from a diverse set of backgrounds	69.8% B	393	46.8%	420
Improves the campus climate for all employees	70.2% B	425	49.6%	420
Retains diverse employees	51.0% B	348	24.3%	417
Creates a supportive environment for employees from diverse backgrounds	63.3% B	370	43.0%	420
Encourages discussions related to diversity	87.0% B	438	78.8%	420
Provides employees with a positive work experience	78.0% B	427	58.4%	415
Climate has become consistently more inclusive of all employees	72.2% B	383	50.5%	417

Percent "Agree" or "Strongly agree"
The reported N 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 130: 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	67.8% B	370	56.0%	410
Recruits employees from a diverse set of backgrounds	68.5% B	455	50.6%	421
Improves the campus climate for all employees	70.2% B	452	51.1%	423
Retains diverse employees	55.9% B	428	35.5%	421
Creates a supportive environment for employees from diverse backgrounds	63.3% B	370	43.0%	420
Encourages discussions related to diversity	72.7%	449	80.5% A	423
Provides employees with a positive work experience	78.0% B	455	65.3%	421
Climate has become consistently more inclusive of all employees	68.4% B	416	58.3%	417

Percent "Agree" or "Strongly agree"
The reported N 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 131: Discriminatory Attitudes: Department/Unit

Please indicate if discriminatory attitudes are currently problematic.	2018 Pct	2018 Pop	2021 Pct	2021 Pop
Age	10.1%	38	7.5%	35
Physical appearance	8.1%	30	4.6%	21
Physical disability*	4.0%	15	5.0%	23
Mental disability	NA	NA	6.5%	30
Employment classification	39.1%	145	19.4%	90
Gender identity	5.3%	20	12.9%	60
Job title	41.8%	155	18.8%	87
Parental status	4.1%	15	10.7%	50
Religion	6.1%	23	6.0%	28
Political affiliation	17.0%	63	11.9%	55
Sexual orientation	4.8%	18	6.4%	30
Socio-economic status	3.3%	12	7.8%	36
Ethnic origin	8.3%	31	8.8%	41
Veteran status	NA	NA	0.6%	*
Race or color	9.7%	36	13.2%	61
Marital status	0.5%	*	2.3%	11
Nationality/country of origin	2.5%	9	4.0%	19
None/no response	36.5%	135	55.8%	258

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)".
* Values reported for items with n >= 3.

Table 132: Other Potential Problems: CSU Overall

Please indicate if any of the following are currently problematic.	2018 Pct	2018 Pop	2021 Pct	2021 Pop
Sexual harassment	6.3%	30	10.1%	47
Bullying	13.3%	63	12.5%	58
Bias	31.0%	148	27.0%	125
Physical assault	1.0%	5	3.8%	18
Sexual misconduct	2.6%	12	7.7%	36
Verbal abuse	6.1%	29	8.5%	39
None/no response	65.0%	310	67.6%	313

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

Table 133: Other Potential Problems: Division/College

Please indicate if any of the following are currently problematic.	2018 Pct	2018 Pop	2021 Pct	2021 Pop
Sexual harassment	1.1%	5	2.3%	11
Bullying	6.2%	29	6.1%	28
Bias	21.5%	103	20.0%	92
Physical assault	0.0%	*	0.0%	*
Sexual misconduct	0.6%	3	1.7%	8
Verbal abuse	2.5%	12	1.0%	5
None/no response	76.3%	364	76.3%	353

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

Table 134: Other Potential Problems: Department/Unit

Please indicate if any of the following are currently problematic.	2018		2021	
	Pct	Pop	Pct	Pop
Sexual harassment	1.2%	6	1.2%	6
Bullying	12.6%	60	8.9%	41
Bias	31.0%	148	20.8%	96
Physical assault	0.0%	*	0.0%	*
Sexual misconduct	0.3%	*	2.4%	11
Verbal abuse	5.8%	28	6.5%	30
None/no response	63.3%	302	72.3%	335

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

Table 135: CHHS Experiences over Past 12 Months

Thinking about your experiences over the past 12 months in the College of Health and Human Sciences, please indicate your level of agreement with the following statements:	2018 (A)		2021 (B)	
	Pct	Pop	Pct	Pop
I understand why diversity, equity and inclusion work is important for the mission/vision of the College of Health and Human Science	.	*	61.0%	415
The College of Health and Human Science provides sufficient programs and resources to foster the success of diverse employees	.	*	16.9%	410
I feel comfortable talking about issues of racism, equity and social justice on my team	.	*	27.6%	417
I know where to find resources to learn more about diversity, equity and inclusion responsiveness.	.	*	36.1%	417
The person I report to takes steps to make the workplace inclusive, safe and welcoming.	.	*	44.3%	414

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