Employee Climate Survey 2021

Equity, Equal Opportunity, and Title IX

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*
Equity, Equal Opportunity, and Title IX	15	0	3	8	53.3%
Equal Opportunity	6	0	0	3	50.0%
Title IX Programs and Gender Equity	6	0	2	3	50.0%
University Ombuds	1	0	1	0	0.0%
VP Equity, Equal Opportunity, and Title IX	2	0	0	2	100.0%

* 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	0%	0%	0%
	Woman	100%	100%	100%
	Trans, nonbinary, nonconforming (T/NB/NC)	.	0%	0%
Racially minoritized status	Racially minoritized	33%	13%	23%
	Non-racially minoritized	67%	88%	77%
Employee type	Admin Professional	80%	63%	77%
	Contract, continuing, and adjunct (CCA)	0%	0%	0%
	Tenure or Tenure-track (T/TT) Faculty	0%	0%	0%
	State Classified	20%	38%	23%
	Other Salaried Employee	0%	0%	0%

Results are weighted by gender, racially minoritized status, 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
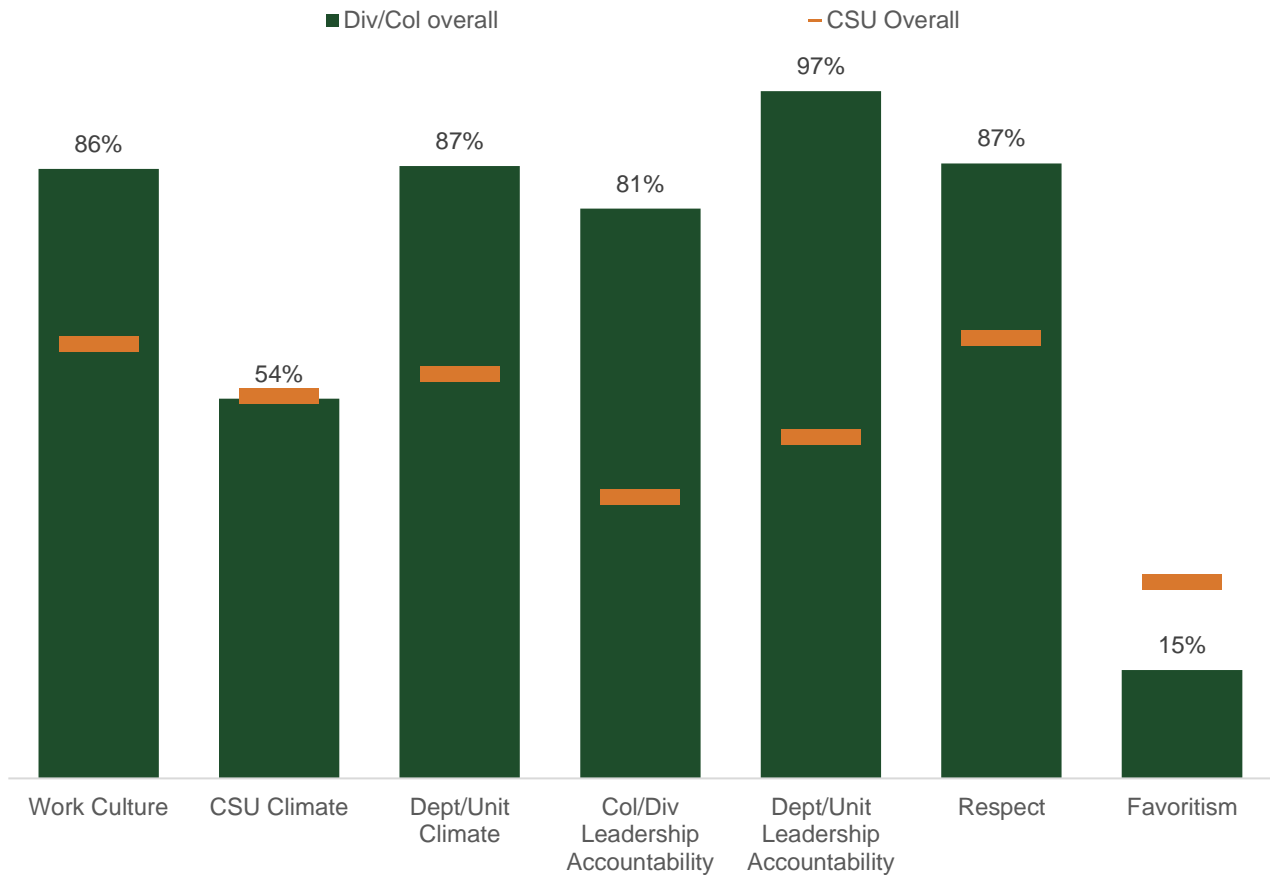
Table 3: Work Culture

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	0.0%	0.0%	0.0%	30.8%	69.2%	100.0%	15
My department/unit treats all employees equitably	0.0%	0.0%	0.0%	30.8%	69.2%	100.0%	15
My department/unit is open and transparent in communication	0.0%	0.0%	0.0%	46.2%	53.8%	100.0%	15
My department/unit values employee input in major department/unit decisions	0.0%	0.0%	0.0%	46.2%	53.8%	100.0%	15
My department/unit promotes respect for cultural differences	0.0%	0.0%	0.0%	30.8%	69.2%	100.0%	15
My department/unit understands the value of diversity	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	15
My department/unit communicates the importance of valuing diversity	0.0%	0.0%	0.0%	15.4%	84.6%	100.0%	15
I feel valued as an employee	15.4%	0.0%	0.0%	15.4%	69.2%	100.0%	15
I feel a strong sense of belonging to CSU	0.0%	15.4%	23.1%	46.2%	15.4%	100.0%	15
I feel a strong sense of belonging to my division/college	15.4%	0.0%	23.1%	15.4%	46.2%	100.0%	15
I feel a strong sense of belonging to my department/unit	0.0%	15.4%	0.0%	38.5%	46.2%	100.0%	15
I would recommend CSU as a place of employment	0.0%	15.4%	38.5%	15.4%	30.8%	100.0%	15
I would recommend my department/unit as a place of employment	0.0%	0.0%	15.4%	30.8%	53.8%	100.0%	15

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?	100.0%	0.0%	100.0%	15

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	0.0%	0.0%	0.0%	69.2%	30.8%	100.0%	15
I fear negative job consequences if I am to raise an issue of unfair treatment during my review	38.5%	46.2%	15.4%	0.0%	0.0%	100.0%	15
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	0.0%	46.2%	0.0%	30.8%	23.1%	100.0%	15

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	0.0%	0.0%	0.0%	30.8%	69.2%	100.0%	15
My college/division is treated with respect by CSU	0.0%	0.0%	30.8%	15.4%	53.8%	100.0%	15
The people I interact with treat each other with respect	15.4%	0.0%	0.0%	15.4%	69.2%	100.0%	15
There is respect for religious differences in my department/unit	0.0%	0.0%	0.0%	46.2%	53.8%	100.0%	15
There is respect for liberal perspectives in my department/unit	0.0%	0.0%	0.0%	46.2%	53.8%	100.0%	15
There is respect for conservative perspectives in my department/unit	0.0%	15.4%	15.4%	53.8%	15.4%	100.0%	15

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	23.1%	46.2%	15.4%	15.4%	0.0%	100.0%	15
Resources in my department/unit	23.1%	46.2%	15.4%	15.4%	0.0%	100.0%	15
Professional development opportunities	38.5%	46.2%	0.0%	15.4%	0.0%	100.0%	15
Promoted in my department/unit	23.1%	46.2%	15.4%	15.4%	0.0%	100.0%	15
Hired in my department/unit	38.5%	46.2%	0.0%	15.4%	0.0%	100.0%	15

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	0.0%	15.4%	0.0%	53.8%	30.8%	100.0%	15
Leadership holds employees accountable for inappropriate behavior	0.0%	15.4%	0.0%	53.8%	30.8%	100.0%	15
Leadership holds employees accountable for poor performance in the workplace	0.0%	15.4%	23.1%	30.8%	30.8%	100.0%	15
Leadership acts ethically and honestly in the workplace	0.0%	15.4%	0.0%	53.8%	30.8%	100.0%	15
Leadership addresses issues of inequity	0.0%	15.4%	0.0%	53.8%	30.8%	100.0%	15
Leadership holds all employees to the same standards	0.0%	15.4%	0.0%	53.8%	30.8%	100.0%	15

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	0.0%	0.0%	0.0%	69.2%	30.8%	100.0%	15
Leadership holds employees accountable for inappropriate behavior	0.0%	0.0%	0.0%	69.2%	30.8%	100.0%	15
Leadership holds employees accountable for poor performance in the workplace	0.0%	0.0%	0.0%	69.2%	30.8%	100.0%	15
Leadership acts ethically and honestly in the workplace	0.0%	15.4%	0.0%	53.8%	30.8%	100.0%	15
Leadership addresses issues of inequity	0.0%	0.0%	15.4%	53.8%	30.8%	100.0%	15
Leadership holds all employees to the same standards	0.0%	0.0%	0.0%	46.2%	53.8%	100.0%	15

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	0.0%	30.8%	23.1%	30.8%	15.4%	100.0%	15
Improves the campus climate for all employees	15.4%	0.0%	23.1%	15.4%	46.2%	100.0%	15
Retains diverse employees	0.0%	30.8%	38.5%	15.4%	15.4%	100.0%	15
Creates a supportive environment for employees from diverse backgrounds	0.0%	15.4%	38.5%	30.8%	15.4%	100.0%	15
Encourages discussions related to diversity	0.0%	15.4%	0.0%	53.8%	30.8%	100.0%	15
Provides employees with a positive work experience	0.0%	15.4%	38.5%	15.4%	30.8%	100.0%	15
Climate has become consistently more inclusive of all employees	0.0%	0.0%	38.5%	30.8%	30.8%	100.0%	15

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	0.0%	0.0%	0.0%	84.6%	15.4%	100.0%	15
Improves the campus climate for all employees	0.0%	0.0%	15.4%	38.5%	46.2%	100.0%	15
Retains diverse employees	0.0%	15.4%	15.4%	38.5%	30.8%	100.0%	15
Creates a supportive environment for employees from diverse backgrounds	0.0%	15.4%	38.5%	30.8%	15.4%	100.0%	15
Encourages discussions related to diversity	0.0%	0.0%	0.0%	46.2%	53.8%	100.0%	15
Provides employees with a positive work experience	0.0%	15.4%	15.4%	15.4%	53.8%	100.0%	15
Climate has become consistently more inclusive of all employees	0.0%	0.0%	15.4%	53.8%	30.8%	100.0%	15

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	0.0%	15.4%	23.1%	61.5%	0.0%	100.0%	15
Communications are timely	0.0%	0.0%	30.8%	53.8%	15.4%	100.0%	15
Communications are relevant	0.0%	15.4%	15.4%	53.8%	15.4%	100.0%	15
Communications are informative	0.0%	0.0%	15.4%	84.6%	0.0%	100.0%	15
Communications are motivating	0.0%	46.2%	15.4%	38.5%	0.0%	100.0%	15
Communications are honest	0.0%	15.4%	15.4%	53.8%	15.4%	100.0%	15
Communications are accessible	0.0%	0.0%	15.4%	69.2%	15.4%	100.0%	15

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	0.0%	30.8%	0.0%	53.8%	15.4%	100.0%	15
Communications are timely	0.0%	0.0%	15.4%	69.2%	15.4%	100.0%	15
Communications are relevant	0.0%	0.0%	15.4%	69.2%	15.4%	100.0%	15
Communications are informative	0.0%	0.0%	15.4%	69.2%	15.4%	100.0%	15
Communications are motivating	0.0%	30.8%	0.0%	53.8%	15.4%	100.0%	15
Communications are honest	0.0%	15.4%	15.4%	53.8%	15.4%	100.0%	15
Communications are accessible	0.0%	0.0%	15.4%	69.2%	15.4%	100.0%	15

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	0.0%	30.8%	0.0%	30.8%	38.5%	100.0%	15
Communications are timely	0.0%	15.4%	0.0%	69.2%	15.4%	100.0%	15
Communications are relevant	0.0%	0.0%	0.0%	84.6%	15.4%	100.0%	15
Communications are informative	0.0%	0.0%	0.0%	84.6%	15.4%	100.0%	15
Communications are motivating	0.0%	30.8%	0.0%	53.8%	15.4%	100.0%	15
Communications are honest	0.0%	15.4%	0.0%	69.2%	15.4%	100.0%	15
Communications are accessible	0.0%	0.0%	15.4%	46.2%	38.5%	100.0%	15

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?	84.6%	15.4%	0.0%	100.0% 15

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	0.0%	0.0%	0.0%	46.2%	53.8%	100.0% 15
My representation in shared governance (CPC, APC, or Faculty Council)	0.0%	0.0%	84.6%	15.4%	0.0%	100.0% 15
My service on committees	0.0%	0.0%	53.8%	15.4%	30.8%	100.0% 15
Annual review process	0.0%	15.4%	0.0%	30.8%	53.8%	100.0% 15
Input collection through anonymous surveys	0.0%	0.0%	38.5%	61.5%	0.0%	100.0% 15

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	0.0%	30.8%	38.5%	30.8%	0.0%	100.0% 15
My division/college	15.4%	0.0%	0.0%	53.8%	30.8%	100.0% 15
My department/unit	0.0%	0.0%	0.0%	46.2%	53.8%	100.0% 15

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	0.0%	*	0.0%	*	0.0%	*
Physical appearance	0.0%	*	0.0%	*	0.0%	*
Physical disability	0.0%	*	0.0%	*	0.0%	*
Mental disability	0.0%	*	0.0%	*	0.0%	*
Employment classification	15.4%	*	0.0%	*	0.0%	*
Gender identity	0.0%	*	0.0%	*	0.0%	*
Job title	0.0%	*	0.0%	*	0.0%	*
Parental status	0.0%	*	0.0%	*	0.0%	*
Religion	0.0%	*	0.0%	*	0.0%	*
Political affiliation	15.4%	*	0.0%	*	0.0%	*
Sexual orientation	0.0%	*	0.0%	*	0.0%	*
Socio-economic status	0.0%	*	0.0%	*	0.0%	*
Ethnic origin	0.0%	*	0.0%	*	0.0%	*
Veteran status	0.0%	*	0.0%	*	0.0%	*
Race or color	0.0%	*	0.0%	*	0.0%	*
Marital status	0.0%	*	0.0%	*	0.0%	*
Nationality/country of origin	0.0%	*	0.0%	*	0.0%	*
None/no response	69.2%	10	100.0%	15	100.0%	15

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	23.1%	3	0.0%	*	0.0%	*
Bullying	0.0%	*	0.0%	*	0.0%	*
Bias	23.1%	3	0.0%	*	0.0%	*
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	0.0%	*	0.0%	*
Verbal abuse	15.4%	*	0.0%	*	0.0%	*
None/no response	61.5%	9	100.0%	15	100.0%	15

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	15.4%	*
Trans / Transgender	0.0%	*
Non-binary / Gender Queer / Gender Non-Conforming	0.0%	*
Man	0.0%	*
Trans Man / Masculine	0.0%	*
Trans Woman / Feminine	0.0%	*
Two Spirit	0.0%	*
Woman	100.0%	15
Prefer not to disclose	0.0%	*
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	0.0%	*		69.2%	10		100.0%	15	
1	0.0%	*		15.4%	*		0.0%	*	
2	0.0%	*		15.4%	*		0.0%	*	
4	23.1%	3		0.0%	*		0.0%	*	
5	46.2%	7		0.0%	*		0.0%	*	
6 Very	30.8%	5		0.0%	*		0.0%	*	
Total	100.0%	15	5.08	100.0%	15	.46	100.0%	15	.00

* 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	0.0%	*
Asian (can include Middle Eastern and North African)	0.0%	*
Black or African American (can include Middle Eastern and North African)	0.0%	*
Hispanic or Latinx	23.1%	3
Native Hawaiian or Other Pacific Islander	0.0%	*
White	100.0%	15
Prefer not to disclose	0.0%	*
The race/ethnicity 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 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	0.0%	*
Caribbean	0.0%	*
Eastern Africa (i.e., Ethiopia, Kenya, Somalia)	0.0%	*
Central Africa (i.e., Congo, Zaire)	0.0%	*
Northern Africa (i.e., Morocco, Sudan)	0.0%	*
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	0.0%	*
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	0.0%	*
Caribbean	0.0%	*
Puerto Rican	0.0%	*
Cuban	0.0%	*
Central American	0.0%	*
South American	100.0%	3
Prefer not to disclose	0.0%	*
The Latinx/Hispanic identity that I most closely align with is not listed (please specify)	0.0%	*
Spanish or Portuguese	0.0%	*

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)	0.0%	*
South Asians (i.e., Bangladeshi, Bhutanese, Indian, Maldivians, Nepali, Pakistani, Sri Lankan)	0.0%	*
East Asians (i.e., Chinese, Japanese, Korean, Okinawan, Taiwanese, Tibetan)	0.0%	*
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?	0.0%	100.0%	0.0%	100.0%	15

Table 29: LGBTQIA+

	Yes	No	Unsure	Prefer not to respond	Total (Pct | Pop)	
Do you identify in the LGBTQIA+ community?	15.4%	69.2%	15.4%	0.0%	100.0%	15

Table 30: Department/Unit

	Pct	Pop
Equal Opportunity	53.8%	8
Title IX Programs and Gender Equity	15.4%	*
VP Equity, Equal Opportunity, and Title IX	30.8%	5
Total	100.0%	15

* Values reported for items with n >= 3.

Table 31: Employee Type

	Pct	Pop
Admin Professional	76.9%	12
State Classified	23.1%	3
Total	100.0%	15

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 2: Organizational Themes Compared by Gender
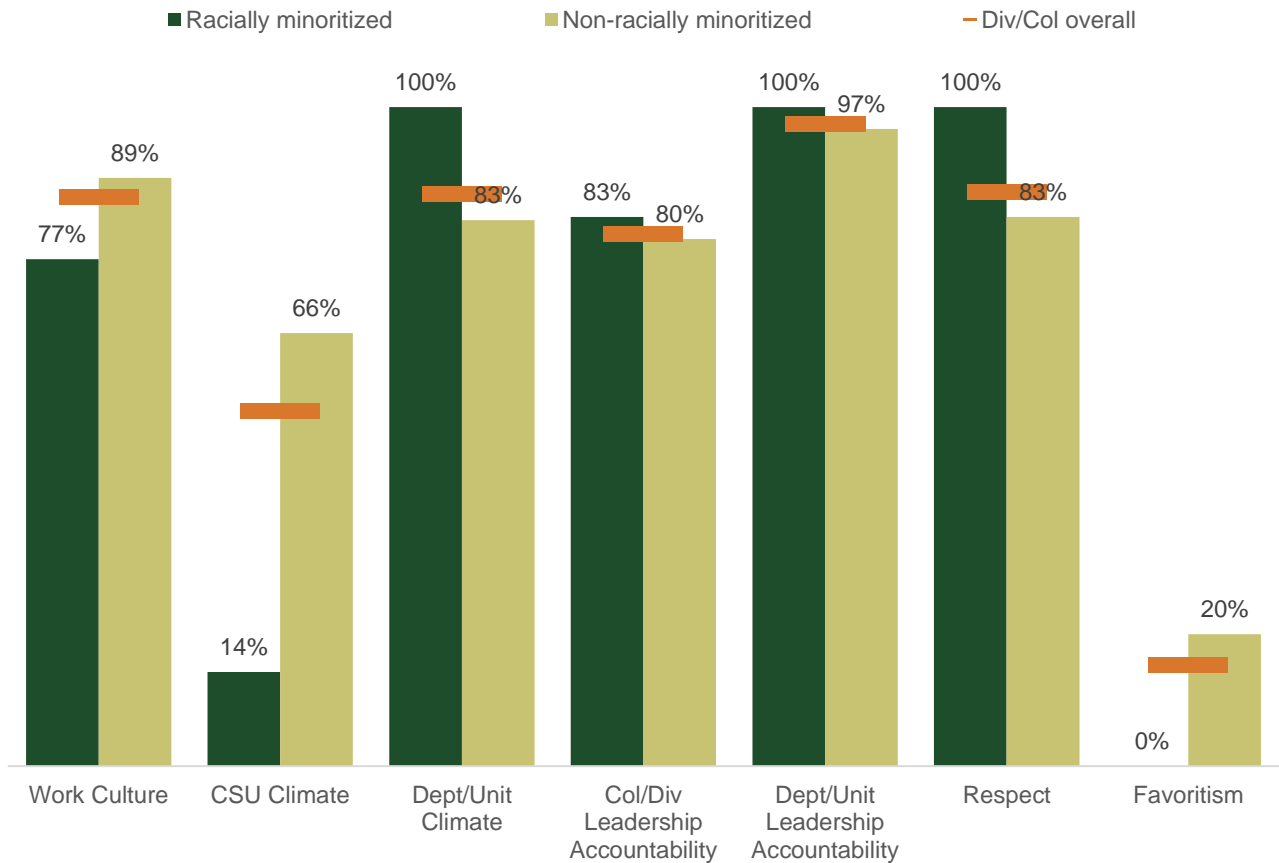
Table 32: Work Culture

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	76.9%	3	89.2%	12	86.4%	15
My department/unit promotes a work environment where all employees feel included	100.0%	3	100.0%	12	100.0%	15
My department/unit treats all employees equitably	100.0%	3	100.0%	12	100.0%	15
My department/unit is open and transparent in communication	100.0%	3	100.0%	12	100.0%	15
My department/unit values employee input in major department/unit decisions	100.0%	3	100.0%	12	100.0%	15
My department/unit promotes respect for cultural differences	100.0%	3	100.0%	12	100.0%	15
My department/unit understands the value of diversity	100.0%	3	100.0%	12	100.0%	15
My department/unit communicates the importance of valuing diversity	100.0%	3	100.0%	12	100.0%	15
I feel valued as an employee	100.0%	3	80.0%	12	84.6%	15
I feel a strong sense of belonging to CSU	0.0%	3	80.0% A	12	61.5%	15
I feel a strong sense of belonging to my division/college	0.0%	3	80.0% A	12	61.5%	15
I feel a strong sense of belonging to my department/unit	100.0%	3	80.0%	12	84.6%	15
I would recommend CSU as a place of employment	0.0%	3	60.0%	12	46.2%	15
I would recommend my department/unit as a place of employment	100.0%	3	80.0%	12	84.6%	15

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[1,2,3,4]
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. Pairwise comparisons are not performed for some subtables because of numerical problems.
4. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 33: 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	100.0%[a]	3	100.0%[a]	12	100.0%	15
Total	100.0%	3	100.0%	12	100.0%	15

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[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 34: 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	100.0%	3	80.0%	12	84.6%	15
I am satisfied with the effort my supervisor put into my most recent performance review	100.0%	3	100.0%	12	100.0%	15
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	0.0%	3	0.0%	12	0.0%	15
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	100.0%	3	40.0%	12	53.8%	15

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

Table 35: 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	100.0%	3	83.3%	12	87.2%	15
My department/unit is treated with respect by other units within my college/division	100.0%	3	100.0%	12	100.0%	15
My college/division is treated with respect by CSU	100.0%	3	60.0%	12	69.2%	15
The people I interact with treat each other with respect	100.0%	3	80.0%	12	84.6%	15
There is respect for religious differences in my department/unit	100.0%	3	100.0%	12	100.0%	15
There is respect for liberal perspectives in my department/unit	100.0%	3	100.0%	12	100.0%	15
There is respect for conservative perspectives in my department/unit	100.0%	3	60.0%	12	69.2%	15

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[a,b,c,d]
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. Pairwise comparisons are not performed for some subtables because of numerical problems.
d. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 36: 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	0.0%	3	20.0%	12	15.4%	15
Recognized within my department/unit	0.0%	3	20.0%	12	15.4%	15
Resources in my department/unit	0.0%	3	20.0%	12	15.4%	15
Professional development opportunities	0.0%	3	20.0%	12	15.4%	15
Promoted in my department/unit	0.0%	3	20.0%	12	15.4%	15
Hired in my department/unit	0.0%	3	20.0%	12	15.4%	15

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 37: 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	83.3%	3	80.0%	12	80.8%	15
Leadership adequately addresses inappropriate behavior	100.0%	3	80.0%	12	84.6%	15
Leadership holds employees accountable for inappropriate behavior	100.0%	3	80.0%	12	84.6%	15
Leadership holds employees accountable for poor performance in the workplace	0.0%	3	80.0% A	12	61.5%	15
Leadership acts ethically and honestly in the workplace	100.0%	3	80.0%	12	84.6%	15
Leadership addresses issues of inequity	100.0%	3	80.0%	12	84.6%	15
Leadership holds all employees to the same standards	100.0%	3	80.0%	12	84.6%	15

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: 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	100.0%	3	96.7%	12	97.4%	15
Leadership adequately addresses inappropriate behavior	100.0%	3	100.0%	12	100.0%	15
Leadership holds employees accountable for inappropriate behavior	100.0%	3	100.0%	12	100.0%	15
Leadership holds employees accountable for poor performance in the workplace	100.0%	3	100.0%	12	100.0%	15
Leadership acts ethically and honestly in the workplace	100.0%	3	80.0%	12	84.6%	15
Leadership addresses issues of inequity	100.0%	3	80.0%	12	84.6%	15
Leadership holds all employees to the same standards	100.0%	3	100.0%	12	100.0%	15

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[a,b,c,d]
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. Pairwise comparisons are not performed for some subtables because of numerical problems.
d. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 39: 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	14.3%	3	65.7% A	12	53.8%	15
Recruits employees from a diverse set of backgrounds	0.0%	3	60.0%	12	46.2%	15
Improves the campus climate for all employees	0.0%	3	80.0% A	12	61.5%	15
Retains diverse employees	0.0%	3	40.0%	12	30.8%	15
Creates a supportive environment for employees from diverse backgrounds	0.0%	3	60.0%	12	46.2%	15
Encourages discussions related to diversity	100.0%	3	80.0%	12	84.6%	15
Provides employees with a positive work experience	0.0%	3	60.0%	12	46.2%	15
Climate has become consistently more inclusive of all employees	0.0%	3	80.0% A	12	61.5%	15

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: 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	100.0%	3	82.9%	12	86.8%	15
Recruits employees from a diverse set of backgrounds	100.0%	3	100.0%	12	100.0%	15
Improves the campus climate for all employees	100.0%	3	80.0%	12	84.6%	15
Retains diverse employees	100.0%	3	60.0%	12	69.2%	15
Creates a supportive environment for employees from diverse backgrounds	0.0%	3	60.0%	12	46.2%	15
Encourages discussions related to diversity	100.0%	3	100.0%	12	100.0%	15
Provides employees with a positive work experience	100.0%	3	60.0%	12	69.2%	15
Climate has become consistently more inclusive of all employees	100.0%	3	80.0%	12	84.6%	15

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[a,b,c,d]
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. Pairwise comparisons are not performed for some subtables because of numerical problems.
d. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 41: 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	85.7%	3	62.9%	12	68.1%	15
Communications are effective	0.0%	3	80.0% A	12	61.5%	15
Communications are timely	100.0%	3	60.0%	12	69.2%	15
Communications are relevant	100.0%	3	60.0%	12	69.2%	15
Communications are informative	100.0%	3	80.0%	12	84.6%	15
Communications are motivating	100.0% B	3	20.0%	12	38.5%	15
Communications are honest	100.0%	3	60.0%	12	69.2%	15
Communications are accessible	100.0%	3	80.0%	12	84.6%	15

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: 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	100.0%	3	71.4%	12	78.0%	15
Communications are effective	100.0%	3	60.0%	12	69.2%	15
Communications are timely	100.0%	3	80.0%	12	84.6%	15
Communications are relevant	100.0%	3	80.0%	12	84.6%	15
Communications are informative	100.0%	3	80.0%	12	84.6%	15
Communications are motivating	100.0%	3	60.0%	12	69.2%	15
Communications are honest	100.0%	3	60.0%	12	69.2%	15
Communications are accessible	100.0%	3	80.0%	12	84.6%	15

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 43: 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	100.0%	3	80.0%	12	84.6%	15
Communications are effective	100.0%	3	60.0%	12	69.2%	15
Communications are timely	100.0%	3	80.0%	12	84.6%	15
Communications are relevant	100.0%	3	100.0%	12	100.0%	15
Communications are informative	100.0%	3	100.0%	12	100.0%	15
Communications are motivating	100.0%	3	60.0%	12	69.2%	15
Communications are honest	100.0%	3	80.0%	12	84.6%	15
Communications are accessible	100.0%	3	80.0%	12	84.6%	15

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 44: 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	100.0%[a]	3	80.0%	9	84.6%	13
Maybe, I can provide feedback in limited situations	0.0%[a]	*	20.0%	*	15.4%	*
Total	100.0%	3	100.0%	12	100.0%	15

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 45: 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	40.0%	3	68.0%	12	61.5%	15
One on one conversations with my supervisor	100.0%	3	100.0%	12	100.0%	15
My representation in shared governance (CPC, APC, or Faculty Council)	0.0%	3	20.0%	12	15.4%	15
My service on committees	0.0%	3	60.0%	12	46.2%	15
Annual review process	100.0%	3	80.0%	12	84.6%	15
Input collection through anonymous surveys	0.0%	3	80.0% A	12	61.5%	15

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 46: 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	66.7%	3	73.3%	12	71.8%	15
CSU overall	0.0%	3	40.0%	12	30.8%	15
My division/college	100.0%	3	80.0%	12	84.6%	15
My department/unit	100.0%	3	100.0%	12	100.0%	15

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 47: 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	0.0%	*	0.0%	*	0.0%	*
Physical appearance	0.0%	*	0.0%	*	0.0%	*
Physical disability	0.0%	*	0.0%	*	0.0%	*
Mental disability	0.0%	*	0.0%	*	0.0%	*
Employment classification	0.0%	*	20.0%	*	15.4%	*
Gender identity	0.0%	*	0.0%	*	0.0%	*
Job title	0.0%	*	0.0%	*	0.0%	*
Parental status	0.0%	*	0.0%	*	0.0%	*
Religion	0.0%	*	0.0%	*	0.0%	*
Political affiliation	0.0%	*	20.0%	*	15.4%	*
Sexual orientation	0.0%	*	0.0%	*	0.0%	*
Socio-economic status	0.0%	*	0.0%	*	0.0%	*
Ethnic origin	0.0%	*	0.0%	*	0.0%	*
Veteran status	0.0%	*	0.0%	*	0.0%	*
Race or color	0.0%	*	0.0%	*	0.0%	*
Marital status	0.0%	*	0.0%	*	0.0%	*
Nationality/country of origin	0.0%	*	0.0%	*	0.0%	*
None/no response	100.0%	3	60.0%	7	69.2%	10

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

Table 48: 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	0.0%	*	0.0%	*	0.0%	*
Physical appearance	0.0%	*	0.0%	*	0.0%	*
Physical disability	0.0%	*	0.0%	*	0.0%	*
Mental disability	0.0%	*	0.0%	*	0.0%	*
Employment classification	0.0%	*	0.0%	*	0.0%	*
Gender identity	0.0%	*	0.0%	*	0.0%	*
Job title	0.0%	*	0.0%	*	0.0%	*
Parental status	0.0%	*	0.0%	*	0.0%	*
Religion	0.0%	*	0.0%	*	0.0%	*
Political affiliation	0.0%	*	0.0%	*	0.0%	*
Sexual orientation	0.0%	*	0.0%	*	0.0%	*
Socio-economic status	0.0%	*	0.0%	*	0.0%	*
Ethnic origin	0.0%	*	0.0%	*	0.0%	*
Veteran status	0.0%	*	0.0%	*	0.0%	*
Race or color	0.0%	*	0.0%	*	0.0%	*
Marital status	0.0%	*	0.0%	*	0.0%	*
Nationality/country of origin	0.0%	*	0.0%	*	0.0%	*
None/no response	100.0%	3	100.0%	12	100.0%	15

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: Department/Unit

Please indicate if discriminatory attitudes are currently problematic.	Racially minoritized		Non-racially minoritized		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Age	0.0%	*	0.0%	*	0.0%	*
Physical appearance	0.0%	*	0.0%	*	0.0%	*
Physical disability	0.0%	*	0.0%	*	0.0%	*
Mental disability	0.0%	*	0.0%	*	0.0%	*
Employment classification	0.0%	*	0.0%	*	0.0%	*
Gender identity	0.0%	*	0.0%	*	0.0%	*
Job title	0.0%	*	0.0%	*	0.0%	*
Parental status	0.0%	*	0.0%	*	0.0%	*
Religion	0.0%	*	0.0%	*	0.0%	*
Political affiliation	0.0%	*	0.0%	*	0.0%	*
Sexual orientation	0.0%	*	0.0%	*	0.0%	*
Socio-economic status	0.0%	*	0.0%	*	0.0%	*
Ethnic origin	0.0%	*	0.0%	*	0.0%	*
Veteran status	0.0%	*	0.0%	*	0.0%	*
Race or color	0.0%	*	0.0%	*	0.0%	*
Marital status	0.0%	*	0.0%	*	0.0%	*
Nationality/country of origin	0.0%	*	0.0%	*	0.0%	*
None/no response	100.0%	3	100.0%	12	100.0%	15

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

Table 50: Other Potential Problems: 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	100.0%	3	0.0%	*	23.1%	3
Bullying	0.0%	*	0.0%	*	0.0%	*
Bias	100.0%	3	0.0%	*	23.1%	3
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	0.0%	*	0.0%	*
Verbal abuse	0.0%	*	20.0%	*	15.4%	*
None/no response	0.0%	*	80.0%	9	61.5%	9

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: 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%	*	0.0%	*	0.0%	*
Bullying	0.0%	*	0.0%	*	0.0%	*
Bias	0.0%	*	0.0%	*	0.0%	*
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	0.0%	*	0.0%	*
Verbal abuse	0.0%	*	0.0%	*	0.0%	*
None/no response	100.0%	3	100.0%	12	100.0%	15

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: 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%	*	0.0%	*	0.0%	*
Bullying	0.0%	*	0.0%	*	0.0%	*
Bias	0.0%	*	0.0%	*	0.0%	*
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	0.0%	*	0.0%	*
Verbal abuse	0.0%	*	0.0%	*	0.0%	*
None/no response	100.0%	3	100.0%	12	100.0%	15

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

Comparisons by 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.

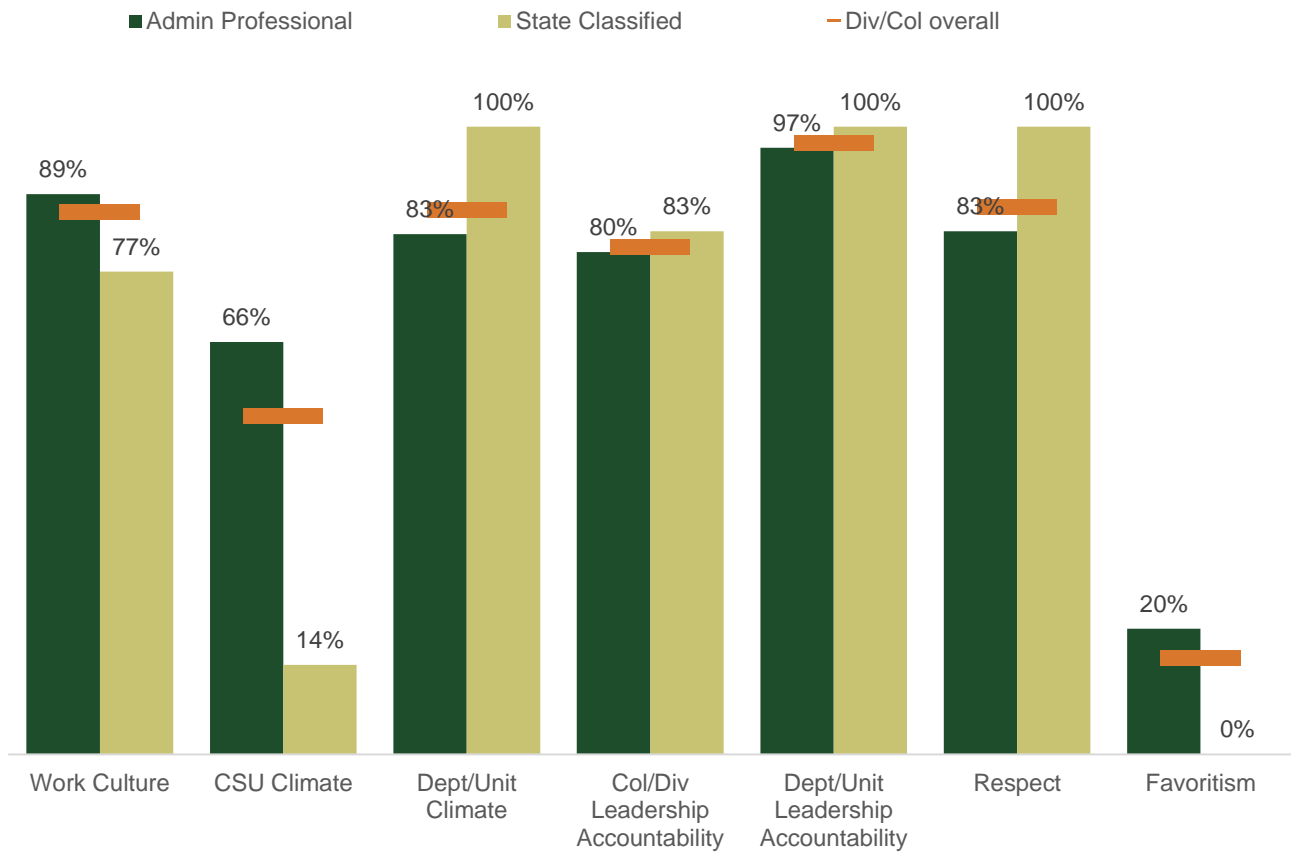**Figure 3: Organizational Themes Compared by Employee Type**

Table 53: 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)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
WORK CULTURE OVERALL	89.2%	12	76.9%	3	86.4%	15
My department/unit promotes a work environment where all employees feel included	100.0%	12	100.0%	3	100.0%	15
My department/unit treats all employees equitably	100.0%	12	100.0%	3	100.0%	15
My department/unit is open and transparent in communication	100.0%	12	100.0%	3	100.0%	15
My department/unit values employee input in major department/unit decisions	100.0%	12	100.0%	3	100.0%	15
My department/unit promotes respect for cultural differences	100.0%	12	100.0%	3	100.0%	15
My department/unit understands the value of diversity	100.0%	12	100.0%	3	100.0%	15
My department/unit communicates the importance of valuing diversity	100.0%	12	100.0%	3	100.0%	15
I feel valued as an employee	80.0%	12	100.0%	3	84.6%	15
I feel a strong sense of belonging to CSU	80.0% B	12	0.0%	3	61.5%	15
I feel a strong sense of belonging to my division/college	80.0% B	12	0.0%	3	61.5%	15
I feel a strong sense of belonging to my department/unit	80.0%	12	100.0%	3	84.6%	15
I would recommend CSU as a place of employment	60.0%	12	0.0%	3	46.2%	15
I would recommend my department/unit as a place of employment	80.0%	12	100.0%	3	84.6%	15

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[1,2,3,4]
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. Pairwise comparisons are not performed for some subtables because of numerical problems.
4. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 54: Performance Review in Last Year

Did you have a performance review in the last year?	Admin Pro (A)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I had a review	100.0%[a]	12	100.0%[a]	3	100.0%	15
Total	100.0%	12	100.0%	3	100.0%	15

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[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 55: Performance Review

Please indicate your level of agreement with the following statements about your most recent performance review.	Admin Pro (A)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
PERFORMANCE REVIEW OVERALL	80.0%	12	100.0%	3	84.6%	15
I am satisfied with the effort my supervisor put into my most recent performance review	100.0%	12	100.0%	3	100.0%	15
I fear negative job consequences if I am to raise an issue of unfair treatment during my review*	0.0%	12	0.0%	3	0.0%	15
I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.	40.0%	12	100.0%	3	53.8%	15

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

Table 56: 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)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
RESPECT OVERALL	83.3%	12	100.0%	3	87.2%	15
My department/unit is treated with respect by other units within my college/division	100.0%	12	100.0%	3	100.0%	15
My college/division is treated with respect by CSU	60.0%	12	100.0%	3	69.2%	15
The people I interact with treat each other with respect	80.0%	12	100.0%	3	84.6%	15
There is respect for religious differences in my department/unit	100.0%	12	100.0%	3	100.0%	15
There is respect for liberal perspectives in my department/unit	100.0%	12	100.0%	3	100.0%	15
There is respect for conservative perspectives in my department/unit	60.0%	12	100.0%	3	69.2%	15

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[a,b,c,d]
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. Pairwise comparisons are not performed for some subtables because of numerical problems.
d. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 57: 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)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
FAVORITISM OVERALL	20.0%	12	0.0%	3	15.4%	15
Recognized within my department/unit	20.0%	12	0.0%	3	15.4%	15
Resources in my department/unit	20.0%	12	0.0%	3	15.4%	15
Professional development opportunities	20.0%	12	0.0%	3	15.4%	15
Promoted in my department/unit	20.0%	12	0.0%	3	15.4%	15
Hired in my department/unit	20.0%	12	0.0%	3	15.4%	15

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 58: Leadership Accountability: College/Division Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Admin Pro (A)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL	80.0%	12	83.3%	3	80.8%	15
Leadership adequately addresses inappropriate behavior	80.0%	12	100.0%	3	84.6%	15
Leadership holds employees accountable for inappropriate behavior	80.0%	12	100.0%	3	84.6%	15
Leadership holds employees accountable for poor performance in the workplace	80.0% B	12	0.0%	3	61.5%	15
Leadership acts ethically and honestly in the workplace	80.0%	12	100.0%	3	84.6%	15
Leadership addresses issues of inequity	80.0%	12	100.0%	3	84.6%	15
Leadership holds all employees to the same standards	80.0%	12	100.0%	3	84.6%	15

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

Table 59: Leadership Accountability: Department/Unit Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.	Admin Pro (A)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL	96.7%	12	100.0%	3	97.4%	15
Leadership adequately addresses inappropriate behavior	100.0%	12	100.0%	3	100.0%	15
Leadership holds employees accountable for inappropriate behavior	100.0%	12	100.0%	3	100.0%	15
Leadership holds employees accountable for poor performance in the workplace	100.0%	12	100.0%	3	100.0%	15
Leadership acts ethically and honestly in the workplace	80.0%	12	100.0%	3	84.6%	15
Leadership addresses issues of inequity	80.0%	12	100.0%	3	84.6%	15
Leadership holds all employees to the same standards	100.0%	12	100.0%	3	100.0%	15

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[a,b,c,d]
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. Pairwise comparisons are not performed for some subtables because of numerical problems.
d. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 60: 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)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
CSU CLIMATE OVERALL	65.7% B	12	14.3%	3	53.8%	15
Recruits employees from a diverse set of backgrounds	60.0%	12	0.0%	3	46.2%	15
Improves the campus climate for all employees	80.0% B	12	0.0%	3	61.5%	15
Retains diverse employees	40.0%	12	0.0%	3	30.8%	15
Creates a supportive environment for employees from diverse backgrounds	60.0%	12	0.0%	3	46.2%	15
Encourages discussions related to diversity	80.0%	12	100.0%	3	84.6%	15
Provides employees with a positive work experience	60.0%	12	0.0%	3	46.2%	15
Climate has become consistently more inclusive of all employees	80.0% B	12	0.0%	3	61.5%	15

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: 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)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT CLIMATE OVERALL	82.9%	12	100.0%	3	86.8%	15
Recruits employees from a diverse set of backgrounds	100.0%	12	100.0%	3	100.0%	15
Improves the campus climate for all employees	80.0%	12	100.0%	3	84.6%	15
Retains diverse employees	60.0%	12	100.0%	3	69.2%	15
Creates a supportive environment for employees from diverse backgrounds	60.0%	12	0.0%	3	46.2%	15
Encourages discussions related to diversity	100.0%	12	100.0%	3	100.0%	15
Provides employees with a positive work experience	60.0%	12	100.0%	3	69.2%	15
Climate has become consistently more inclusive of all employees	80.0%	12	100.0%	3	84.6%	15

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.[a,b,c,d]
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. Pairwise comparisons are not performed for some subtables because of numerical problems.
d. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.

Table 62: 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)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
CSU COMMUNICATIONS OVERALL	62.9%	12	85.7%	3	68.1%	15
Communications are effective	80.0% B	12	0.0%	3	61.5%	15
Communications are timely	60.0%	12	100.0%	3	69.2%	15
Communications are relevant	60.0%	12	100.0%	3	69.2%	15
Communications are informative	80.0%	12	100.0%	3	84.6%	15
Communications are motivating	20.0%	12	100.0% A	3	38.5%	15
Communications are honest	60.0%	12	100.0%	3	69.2%	15
Communications are accessible	80.0%	12	100.0%	3	84.6%	15

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

Table 63: 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)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
COLLEGE/DIVISION COMMUNICATIONS OVERALL	71.4%	12	100.0%	3	78.0%	15
Communications are effective	60.0%	12	100.0%	3	69.2%	15
Communications are timely	80.0%	12	100.0%	3	84.6%	15
Communications are relevant	80.0%	12	100.0%	3	84.6%	15
Communications are informative	80.0%	12	100.0%	3	84.6%	15
Communications are motivating	60.0%	12	100.0%	3	69.2%	15
Communications are honest	60.0%	12	100.0%	3	69.2%	15
Communications are accessible	80.0%	12	100.0%	3	84.6%	15

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: 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)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
DEPARTMENT/UNIT COMMUNICATIONS OVERALL	80.0%	12	100.0%	3	84.6%	15
Communications are effective	60.0%	12	100.0%	3	69.2%	15
Communications are timely	80.0%	12	100.0%	3	84.6%	15
Communications are relevant	100.0%	12	100.0%	3	100.0%	15
Communications are informative	100.0%	12	100.0%	3	100.0%	15
Communications are motivating	60.0%	12	100.0%	3	69.2%	15
Communications are honest	80.0%	12	100.0%	3	84.6%	15
Communications are accessible	80.0%	12	100.0%	3	84.6%	15

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 65: Communicated Feedback

During the past 12 months, have you had the opportunity to communicate feedback to CSU?	Admin Pro (A)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Yes, I have the opportunity to provide feedback	80.0%	9	100.0%[a]	3	84.6%	13
Maybe, I can provide feedback in limited situations	20.0%	*	0.0%[a]	*	15.4%	*
Total	100.0%	12	100.0%	3	100.0%	15

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 66: Responsiveness to Feedback

When I use the following channels, leadership is responsive to my feedback:	Admin Pro (A)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
RESPONSIVENESS TO FEEDBACK OVERALL	68.0%	12	40.0%	3	61.5%	15
One on one conversations with my supervisor	100.0%	12	100.0%	3	100.0%	15
My representation in shared governance (CPC, APC, or Faculty Council)	20.0%	12	0.0%	3	15.4%	15
My service on committees	60.0%	12	0.0%	3	46.2%	15
Annual review process	80.0%	12	100.0%	3	84.6%	15
Input collection through anonymous surveys	80.0% B	12	0.0%	3	61.5%	15

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 67: Feedback Valued

When I give feedback it is valued by:	Admin Pro (A)		SC (B)		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
FEEDBACK VALUED OVERALL	73.3%	12	66.7%	3	71.8%	15
CSU overall	40.0%	12	0.0%	3	30.8%	15
My division/college	80.0%	12	100.0%	3	84.6%	15
My department/unit	100.0%	12	100.0%	3	100.0%	15

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 68: Discriminatory Attitudes: CSU Overall

Please indicate if discriminatory attitudes are currently problematic.	Admin Pro		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Age	0.0%	*	0.0%	*	0.0%	*
Physical appearance	0.0%	*	0.0%	*	0.0%	*
Physical disability	0.0%	*	0.0%	*	0.0%	*
Mental disability	0.0%	*	0.0%	*	0.0%	*
Employment classification	20.0%	*	0.0%	*	15.4%	*
Gender identity	0.0%	*	0.0%	*	0.0%	*
Job title	0.0%	*	0.0%	*	0.0%	*
Parental status	0.0%	*	0.0%	*	0.0%	*
Religion	0.0%	*	0.0%	*	0.0%	*
Political affiliation	20.0%	*	0.0%	*	15.4%	*
Sexual orientation	0.0%	*	0.0%	*	0.0%	*
Socio-economic status	0.0%	*	0.0%	*	0.0%	*
Ethnic origin	0.0%	*	0.0%	*	0.0%	*
Veteran status	0.0%	*	0.0%	*	0.0%	*
Race or color	0.0%	*	0.0%	*	0.0%	*
Marital status	0.0%	*	0.0%	*	0.0%	*
Nationality/country of origin	0.0%	*	0.0%	*	0.0%	*
None/no response	60.0%	7	100.0%	3	69.2%	10

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

Table 69: Discriminatory Attitudes: Division/College

Please indicate if discriminatory attitudes are currently problematic.	Admin Pct	Pro Pop	SC Pct	Pop	Overall Pct	Pop
Age	0.0%	*	0.0%	*	0.0%	*
Physical appearance	0.0%	*	0.0%	*	0.0%	*
Physical disability	0.0%	*	0.0%	*	0.0%	*
Mental disability	0.0%	*	0.0%	*	0.0%	*
Employment classification	0.0%	*	0.0%	*	0.0%	*
Gender identity	0.0%	*	0.0%	*	0.0%	*
Job title	0.0%	*	0.0%	*	0.0%	*
Parental status	0.0%	*	0.0%	*	0.0%	*
Religion	0.0%	*	0.0%	*	0.0%	*
Political affiliation	0.0%	*	0.0%	*	0.0%	*
Sexual orientation	0.0%	*	0.0%	*	0.0%	*
Socio-economic status	0.0%	*	0.0%	*	0.0%	*
Ethnic origin	0.0%	*	0.0%	*	0.0%	*
Veteran status	0.0%	*	0.0%	*	0.0%	*
Race or color	0.0%	*	0.0%	*	0.0%	*
Marital status	0.0%	*	0.0%	*	0.0%	*
Nationality/country of origin	0.0%	*	0.0%	*	0.0%	*
None/no response	100.0%	12	100.0%	3	100.0%	15

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

Table 70: Discriminatory Attitudes: Department/Unit

Please indicate if discriminatory attitudes are currently problematic.	Admin Pct	Pro Pop	SC Pct	Pop	Overall Pct	Pop
Age	0.0%	*	0.0%	*	0.0%	*
Physical appearance	0.0%	*	0.0%	*	0.0%	*
Physical disability	0.0%	*	0.0%	*	0.0%	*
Mental disability	0.0%	*	0.0%	*	0.0%	*
Employment classification	0.0%	*	0.0%	*	0.0%	*
Gender identity	0.0%	*	0.0%	*	0.0%	*
Job title	0.0%	*	0.0%	*	0.0%	*
Parental status	0.0%	*	0.0%	*	0.0%	*
Religion	0.0%	*	0.0%	*	0.0%	*
Political affiliation	0.0%	*	0.0%	*	0.0%	*
Sexual orientation	0.0%	*	0.0%	*	0.0%	*
Socio-economic status	0.0%	*	0.0%	*	0.0%	*
Ethnic origin	0.0%	*	0.0%	*	0.0%	*
Veteran status	0.0%	*	0.0%	*	0.0%	*
Race or color	0.0%	*	0.0%	*	0.0%	*
Marital status	0.0%	*	0.0%	*	0.0%	*
Nationality/country of origin	0.0%	*	0.0%	*	0.0%	*
None/no response	100.0%	12	100.0%	3	100.0%	15

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

Table 71: Other Potential Problems: CSU Overall

Please indicate if any of the following are currently problematic.	Admin Pro		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	0.0%	*	100.0%	3	23.1%	3
Bullying	0.0%	*	0.0%	*	0.0%	*
Bias	0.0%	*	100.0%	3	23.1%	3
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	0.0%	*	0.0%	*
Verbal abuse	20.0%	*	0.0%	*	15.4%	*
None/no response	80.0%	9	0.0%	*	61.5%	9

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: Other Potential Problems: Division/College

Please indicate if any of the following are currently problematic.	Admin Pro		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	0.0%	*	0.0%	*	0.0%	*
Bullying	0.0%	*	0.0%	*	0.0%	*
Bias	0.0%	*	0.0%	*	0.0%	*
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	0.0%	*	0.0%	*
Verbal abuse	0.0%	*	0.0%	*	0.0%	*
None/no response	100.0%	12	100.0%	3	100.0%	15

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: Department/Unit

Please indicate if any of the following are currently problematic.	Admin Pro		SC		Overall	
	Pct	Pop	Pct	Pop	Pct	Pop
Sexual harassment	0.0%	*	0.0%	*	0.0%	*
Bullying	0.0%	*	0.0%	*	0.0%	*
Bias	0.0%	*	0.0%	*	0.0%	*
Physical assault	0.0%	*	0.0%	*	0.0%	*
Sexual misconduct	0.0%	*	0.0%	*	0.0%	*
Verbal abuse	0.0%	*	0.0%	*	0.0%	*
None/no response	100.0%	12	100.0%	3	100.0%	15

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