Warner College of Natural Resources

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>
<thead>
<tr>
<th>Table 1: Response Rates by Department/Unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department/Unit</td>
</tr>
<tr>
<td>-------------------------------------------</td>
</tr>
<tr>
<td>Warner College of Natural Resources</td>
</tr>
<tr>
<td>Colorado Natural Heritage Program</td>
</tr>
<tr>
<td>Cooperative Fish and Wildlife Research</td>
</tr>
<tr>
<td>Ecosystem Science and Sustainability</td>
</tr>
<tr>
<td>Fish, Wildlife and Conservation Biology</td>
</tr>
<tr>
<td>Forest &amp; Rangeland Stewardship</td>
</tr>
<tr>
<td>Geosciences</td>
</tr>
<tr>
<td>Human Dimensions of Natural Resources</td>
</tr>
<tr>
<td>Natural Resource Ecology Laboratory</td>
</tr>
<tr>
<td>Office of Dean</td>
</tr>
</tbody>
</table>

* 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

<table>
<thead>
<tr>
<th></th>
<th>Division population norm</th>
<th>Unweighted survey sample</th>
<th>Weighted survey population</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Respondent gender</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Man</td>
<td>53%</td>
<td>41%</td>
<td>52%</td>
</tr>
<tr>
<td>Woman</td>
<td>47%</td>
<td>58%</td>
<td>47%</td>
</tr>
<tr>
<td>Trans, nonbinary, nonconforming (T/NB/NC)</td>
<td>.</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td><strong>Racially minoritized status</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Racially minoritized</td>
<td>11%</td>
<td>11%</td>
<td>11%</td>
</tr>
<tr>
<td>Non-racially minoritized</td>
<td>89%</td>
<td>89%</td>
<td>89%</td>
</tr>
<tr>
<td><strong>Employee type</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Admin Professional</td>
<td>59%</td>
<td>63%</td>
<td>58%</td>
</tr>
<tr>
<td>Contract, continuing, and adjunct (CCA)</td>
<td>7%</td>
<td>7%</td>
<td>8%</td>
</tr>
<tr>
<td>Tenure or Tenure-track (T/TT) Faculty</td>
<td>22%</td>
<td>24%</td>
<td>22%</td>
</tr>
<tr>
<td>State Classified</td>
<td>3%</td>
<td>5%</td>
<td>5%</td>
</tr>
<tr>
<td>Other Salaried Employee</td>
<td>7%</td>
<td>2%</td>
<td>6%</td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
<th>Total (Pct</th>
<th>Pop)</th>
</tr>
</thead>
<tbody>
<tr>
<td>My department/unit promotes a work environment where all employees feel included</td>
<td>3.1%</td>
<td>11.6%</td>
<td>13.6%</td>
<td>49.5%</td>
<td>22.2%</td>
<td>100.0%</td>
<td>348</td>
</tr>
<tr>
<td>My department/unit treats all employees equitably</td>
<td>6.6%</td>
<td>13.5%</td>
<td>20.1%</td>
<td>36.5%</td>
<td>23.3%</td>
<td>100.0%</td>
<td>348</td>
</tr>
<tr>
<td>My department/unit is open and transparent in communication</td>
<td>3.0%</td>
<td>15.7%</td>
<td>22.1%</td>
<td>37.6%</td>
<td>21.5%</td>
<td>100.0%</td>
<td>348</td>
</tr>
<tr>
<td>My department/unit values employee input in major department/unit decisions</td>
<td>3.2%</td>
<td>10.7%</td>
<td>15.6%</td>
<td>45.4%</td>
<td>25.0%</td>
<td>100.0%</td>
<td>346</td>
</tr>
<tr>
<td>My department/unit promotes respect for cultural differences</td>
<td>2.6%</td>
<td>2.5%</td>
<td>17.9%</td>
<td>34.8%</td>
<td>42.3%</td>
<td>100.0%</td>
<td>348</td>
</tr>
<tr>
<td>My department/unit understands the value of diversity</td>
<td>2.0%</td>
<td>3.2%</td>
<td>11.9%</td>
<td>38.0%</td>
<td>45.0%</td>
<td>100.0%</td>
<td>348</td>
</tr>
<tr>
<td>My department/unit communicates the importance of valuing diversity</td>
<td>2.6%</td>
<td>4.0%</td>
<td>15.4%</td>
<td>37.0%</td>
<td>41.0%</td>
<td>100.0%</td>
<td>348</td>
</tr>
<tr>
<td>I feel valued as an employee</td>
<td>5.7%</td>
<td>9.1%</td>
<td>12.0%</td>
<td>53.2%</td>
<td>19.9%</td>
<td>100.0%</td>
<td>346</td>
</tr>
<tr>
<td>I feel a strong sense of belonging to CSU</td>
<td>5.8%</td>
<td>14.9%</td>
<td>26.8%</td>
<td>35.7%</td>
<td>16.9%</td>
<td>100.0%</td>
<td>345</td>
</tr>
<tr>
<td>I feel a strong sense of belonging to my division/college</td>
<td>7.1%</td>
<td>13.5%</td>
<td>21.3%</td>
<td>41.0%</td>
<td>17.1%</td>
<td>100.0%</td>
<td>348</td>
</tr>
<tr>
<td>I feel a strong sense of belonging to my department/unit</td>
<td>4.1%</td>
<td>10.4%</td>
<td>19.2%</td>
<td>38.8%</td>
<td>27.5%</td>
<td>100.0%</td>
<td>348</td>
</tr>
<tr>
<td>I would recommend CSU as a place of employment</td>
<td>3.3%</td>
<td>7.6%</td>
<td>14.8%</td>
<td>47.6%</td>
<td>26.7%</td>
<td>100.0%</td>
<td>348</td>
</tr>
<tr>
<td>I would recommend my department/unit as a place of employment</td>
<td>4.1%</td>
<td>8.6%</td>
<td>15.0%</td>
<td>43.9%</td>
<td>28.4%</td>
<td>100.0%</td>
<td>348</td>
</tr>
</tbody>
</table>

Table 4: Performance Review in Last Year

<table>
<thead>
<tr>
<th>Did you have a performance review in the last year?</th>
<th>Yes, I had a review</th>
<th>No, I did not have a review</th>
<th>Total (Pct</th>
<th>Pop)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>83.2%</td>
<td>16.8%</td>
</tr>
</tbody>
</table>

Table 5: Performance Review
Please indicate your level of agreement with the following statements about your most recent performance review.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
<th>Total (Pct</th>
<th>Pop)</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am satisfied with the effort my supervisor put into my most recent performance review</td>
<td>2.4%</td>
<td>4.6%</td>
<td>13.5%</td>
<td>46.7%</td>
<td>32.8%</td>
<td>100.0%</td>
<td>285</td>
</tr>
<tr>
<td>I fear negative job consequences if I am to raise an issue of unfair treatment during my review</td>
<td>25.5%</td>
<td>45.5%</td>
<td>17.1%</td>
<td>7.1%</td>
<td>4.8%</td>
<td>100.0%</td>
<td>285</td>
</tr>
<tr>
<td>I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.</td>
<td>3.0%</td>
<td>16.5%</td>
<td>24.4%</td>
<td>43.9%</td>
<td>12.2%</td>
<td>100.0%</td>
<td>282</td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
<th>Total (Pct</th>
<th>Pop)</th>
</tr>
</thead>
<tbody>
<tr>
<td>My department/unit is treated with respect by other units within my college/division</td>
<td>3.0%</td>
<td>11.1%</td>
<td>20.1%</td>
<td>51.0%</td>
<td>14.8%</td>
<td>100.0%</td>
<td>341</td>
</tr>
<tr>
<td>My college/division is treated with respect by CSU</td>
<td>0.8%</td>
<td>5.1%</td>
<td>33.2%</td>
<td>46.9%</td>
<td>14.1%</td>
<td>100.0%</td>
<td>341</td>
</tr>
<tr>
<td>The people I interact with treat each other with respect</td>
<td>2.0%</td>
<td>3.7%</td>
<td>8.2%</td>
<td>51.7%</td>
<td>34.4%</td>
<td>100.0%</td>
<td>343</td>
</tr>
<tr>
<td>There is respect for religious differences in my department/unit</td>
<td>1.4%</td>
<td>7.4%</td>
<td>39.3%</td>
<td>29.9%</td>
<td>22.0%</td>
<td>100.0%</td>
<td>343</td>
</tr>
<tr>
<td>There is respect for liberal perspectives in my department/unit</td>
<td>0.0%</td>
<td>1.3%</td>
<td>15.3%</td>
<td>42.4%</td>
<td>41.0%</td>
<td>100.0%</td>
<td>343</td>
</tr>
<tr>
<td>There is respect for conservative perspectives in my department/unit</td>
<td>9.5%</td>
<td>12.4%</td>
<td>33.5%</td>
<td>32.7%</td>
<td>11.8%</td>
<td>100.0%</td>
<td>343</td>
</tr>
</tbody>
</table>
### 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:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
<th>Total (Pct</th>
<th>Pop)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recognized within my department/unit</td>
<td>12.6%</td>
<td>31.9%</td>
<td>24.6%22.8%</td>
<td>8.0%</td>
<td>100.0%</td>
<td>341</td>
<td></td>
</tr>
<tr>
<td>Resources in my department/unit</td>
<td>12.0%</td>
<td>31.0%</td>
<td>32.3%17.1%</td>
<td>7.5%</td>
<td>100.0%</td>
<td>341</td>
<td></td>
</tr>
<tr>
<td>Professional development opportunities</td>
<td>15.5%</td>
<td>36.1%</td>
<td>34.0%8.0%</td>
<td>6.3%</td>
<td>100.0%</td>
<td>341</td>
<td></td>
</tr>
<tr>
<td>Promoted in my department/unit</td>
<td>18.3%</td>
<td>30.9%</td>
<td>31.9%14.1%</td>
<td>4.8%</td>
<td>100.0%</td>
<td>341</td>
<td></td>
</tr>
<tr>
<td>Hired in my department/unit</td>
<td>15.9%</td>
<td>33.5%</td>
<td>31.5%14.7%</td>
<td>4.4%</td>
<td>100.0%</td>
<td>341</td>
<td></td>
</tr>
</tbody>
</table>

### Table 8: Leadership Accountability: College/Division Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
<th>Total (Pct</th>
<th>Pop)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership adequately addresses inappropriate behavior</td>
<td>6.1%</td>
<td>8.8%</td>
<td>52.9%25.2%</td>
<td>6.9%</td>
<td>100.0%</td>
<td>315</td>
<td></td>
</tr>
<tr>
<td>Leadership holds employees accountable for inappropriate behavior</td>
<td>7.0%</td>
<td>7.3%</td>
<td>60.0%21.9%</td>
<td>3.7%</td>
<td>100.0%</td>
<td>315</td>
<td></td>
</tr>
<tr>
<td>Leadership holds employees accountable for poor performance in the workplace</td>
<td>6.2%</td>
<td>10.7%</td>
<td>64.3%15.9%</td>
<td>2.9%</td>
<td>100.0%</td>
<td>315</td>
<td></td>
</tr>
<tr>
<td>Leadership acts ethically and honestly in the workplace</td>
<td>3.9%</td>
<td>5.3%</td>
<td>33.8%41.2%</td>
<td>15.7%</td>
<td>100.0%</td>
<td>321</td>
<td></td>
</tr>
<tr>
<td>Leadership addresses issues of inequity</td>
<td>4.9%</td>
<td>10.4%</td>
<td>39.2%35.8%</td>
<td>9.7%</td>
<td>100.0%</td>
<td>315</td>
<td></td>
</tr>
<tr>
<td>Leadership holds all employees to the same standards</td>
<td>8.1%</td>
<td>11.7%</td>
<td>37.4%36.9%</td>
<td>5.9%</td>
<td>100.0%</td>
<td>319</td>
<td></td>
</tr>
</tbody>
</table>

### Table 9: Leadership Accountability: Department/Unit Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
<th>Total (Pct</th>
<th>Pop)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership adequately addresses inappropriate behavior</td>
<td>4.2%</td>
<td>12.2%</td>
<td>41.2%31.1%</td>
<td>11.3%</td>
<td>100.0%</td>
<td>315</td>
<td></td>
</tr>
<tr>
<td>Leadership holds employees accountable for inappropriate behavior</td>
<td>6.0%</td>
<td>10.8%</td>
<td>50.8%22.3%</td>
<td>10.0%</td>
<td>100.0%</td>
<td>312</td>
<td></td>
</tr>
<tr>
<td>Leadership holds employees accountable for poor performance in the workplace</td>
<td>3.7%</td>
<td>12.2%</td>
<td>54.4%23.1%</td>
<td>6.7%</td>
<td>100.0%</td>
<td>315</td>
<td></td>
</tr>
<tr>
<td>Leadership acts ethically and honestly in the workplace</td>
<td>3.9%</td>
<td>5.3%</td>
<td>33.8%41.2%</td>
<td>15.7%</td>
<td>100.0%</td>
<td>321</td>
<td></td>
</tr>
<tr>
<td>Leadership addresses issues of inequity</td>
<td>4.4%</td>
<td>12.9%</td>
<td>34.1%35.3%</td>
<td>13.2%</td>
<td>100.0%</td>
<td>315</td>
<td></td>
</tr>
<tr>
<td>Leadership holds all employees to the same standards</td>
<td>6.1%</td>
<td>16.9%</td>
<td>25.5%39.8%</td>
<td>11.6%</td>
<td>100.0%</td>
<td>321</td>
<td></td>
</tr>
</tbody>
</table>

### Table 10: Climate: CSU Overall

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
<th>Total (Pct</th>
<th>Pop)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recruits employees from a diverse set of backgrounds</td>
<td>2.2%</td>
<td>10.4%</td>
<td>26.2%45.5%</td>
<td>15.7%</td>
<td>100.0%</td>
<td>325</td>
<td></td>
</tr>
<tr>
<td>Improves the campus climate for all employees</td>
<td>4.8%</td>
<td>10.2%</td>
<td>25.3%44.4%</td>
<td>15.3%</td>
<td>100.0%</td>
<td>319</td>
<td></td>
</tr>
<tr>
<td>Retains diverse employees</td>
<td>6.0%</td>
<td>5.7%</td>
<td>47.5%29.9%</td>
<td>10.9%</td>
<td>100.0%</td>
<td>319</td>
<td></td>
</tr>
<tr>
<td>Creates a supportive environment for employees from diverse backgrounds</td>
<td>2.8%</td>
<td>6.3%</td>
<td>35.5%42.1%</td>
<td>13.3%</td>
<td>100.0%</td>
<td>323</td>
<td></td>
</tr>
<tr>
<td>Encourages discussions related to diversity</td>
<td>1.0%</td>
<td>2.9%</td>
<td>8.8%52.2%</td>
<td>35.2%</td>
<td>100.0%</td>
<td>323</td>
<td></td>
</tr>
<tr>
<td>Provides employees with a positive work experience</td>
<td>4.6%</td>
<td>7.3%</td>
<td>17.3%55.2%</td>
<td>15.8%</td>
<td>100.0%</td>
<td>325</td>
<td></td>
</tr>
<tr>
<td>Climate has become consistently more inclusive of all employees</td>
<td>1.6%</td>
<td>6.8%</td>
<td>20.2%50.0%</td>
<td>21.4%</td>
<td>100.0%</td>
<td>320</td>
<td></td>
</tr>
</tbody>
</table>
# Table 11: Climate: Department/Unit

Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
<th>Total (Pct</th>
<th>Pop)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recruits employees from a diverse set of backgrounds</td>
<td>3.6%</td>
<td>13.2%</td>
<td>23.9%</td>
<td>45.5%</td>
<td>13.9%</td>
<td>100.0%</td>
<td>322</td>
</tr>
<tr>
<td>Improves the campus climate for all employees</td>
<td>3.4%</td>
<td>10.1%</td>
<td>25.1%</td>
<td>49.7%</td>
<td>11.7%</td>
<td>100.0%</td>
<td>323</td>
</tr>
<tr>
<td>Retains diverse employees</td>
<td>4.5%</td>
<td>6.1%</td>
<td>40.9%</td>
<td>36.3%</td>
<td>12.2%</td>
<td>100.0%</td>
<td>316</td>
</tr>
<tr>
<td>Creates a supportive environment for employees from diverse backgrounds</td>
<td>2.8%</td>
<td>6.3%</td>
<td>35.5%</td>
<td>42.1%</td>
<td>13.3%</td>
<td>100.0%</td>
<td>323</td>
</tr>
<tr>
<td>Encourages discussions related to diversity</td>
<td>1.5%</td>
<td>7.2%</td>
<td>13.3%</td>
<td>42.2%</td>
<td>35.7%</td>
<td>100.0%</td>
<td>327</td>
</tr>
<tr>
<td>Provides employees with a positive work experience</td>
<td>2.7%</td>
<td>9.6%</td>
<td>16.5%</td>
<td>48.3%</td>
<td>22.9%</td>
<td>100.0%</td>
<td>325</td>
</tr>
<tr>
<td>Climate has become consistently more inclusive of all employees</td>
<td>3.4%</td>
<td>5.4%</td>
<td>21.8%</td>
<td>45.0%</td>
<td>24.4%</td>
<td>100.0%</td>
<td>322</td>
</tr>
</tbody>
</table>

# 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.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
<th>Total (Pct</th>
<th>Pop)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communications are effective</td>
<td>3.2%</td>
<td>15.3%</td>
<td>14.1%</td>
<td>53.4%</td>
<td>14.1%</td>
<td>100.0%</td>
<td>316</td>
</tr>
<tr>
<td>Communications are timely</td>
<td>1.7%</td>
<td>14.8%</td>
<td>13.9%</td>
<td>50.4%</td>
<td>19.2%</td>
<td>100.0%</td>
<td>318</td>
</tr>
<tr>
<td>Communications are relevant</td>
<td>1.8%</td>
<td>14.7%</td>
<td>26.6%</td>
<td>45.1%</td>
<td>11.8%</td>
<td>100.0%</td>
<td>318</td>
</tr>
<tr>
<td>Communications are informative</td>
<td>2.8%</td>
<td>12.5%</td>
<td>17.2%</td>
<td>53.2%</td>
<td>14.2%</td>
<td>100.0%</td>
<td>316</td>
</tr>
<tr>
<td>Communications are motivating</td>
<td>7.8%</td>
<td>10.7%</td>
<td>46.0%</td>
<td>28.1%</td>
<td>7.4%</td>
<td>100.0%</td>
<td>314</td>
</tr>
<tr>
<td>Communications are honest</td>
<td>6.8%</td>
<td>6.5%</td>
<td>30.6%</td>
<td>40.2%</td>
<td>15.8%</td>
<td>100.0%</td>
<td>314</td>
</tr>
<tr>
<td>Communications are accessible</td>
<td>1.0%</td>
<td>3.9%</td>
<td>24.9%</td>
<td>49.6%</td>
<td>20.6%</td>
<td>100.0%</td>
<td>314</td>
</tr>
</tbody>
</table>

# 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.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
<th>Total (Pct</th>
<th>Pop)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communications are effective</td>
<td>2.8%</td>
<td>15.3%</td>
<td>17.8%</td>
<td>56.1%</td>
<td>7.9%</td>
<td>100.0%</td>
<td>316</td>
</tr>
<tr>
<td>Communications are timely</td>
<td>5.1%</td>
<td>9.8%</td>
<td>18.0%</td>
<td>57.7%</td>
<td>9.4%</td>
<td>100.0%</td>
<td>316</td>
</tr>
<tr>
<td>Communications are relevant</td>
<td>4.0%</td>
<td>3.0%</td>
<td>31.0%</td>
<td>48.8%</td>
<td>13.3%</td>
<td>100.0%</td>
<td>316</td>
</tr>
<tr>
<td>Communications are informative</td>
<td>3.0%</td>
<td>5.0%</td>
<td>19.9%</td>
<td>59.3%</td>
<td>13.3%</td>
<td>100.0%</td>
<td>316</td>
</tr>
<tr>
<td>Communications are motivating</td>
<td>5.4%</td>
<td>12.7%</td>
<td>53.0%</td>
<td>23.2%</td>
<td>5.8%</td>
<td>100.0%</td>
<td>314</td>
</tr>
<tr>
<td>Communications are honest</td>
<td>3.4%</td>
<td>3.4%</td>
<td>32.8%</td>
<td>44.7%</td>
<td>15.6%</td>
<td>100.0%</td>
<td>314</td>
</tr>
<tr>
<td>Communications are accessible</td>
<td>1.0%</td>
<td>4.0%</td>
<td>27.8%</td>
<td>49.4%</td>
<td>17.8%</td>
<td>100.0%</td>
<td>314</td>
</tr>
</tbody>
</table>

# 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.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
<th>Total (Pct</th>
<th>Pop)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communications are effective</td>
<td>4.1%</td>
<td>12.5%</td>
<td>17.5%</td>
<td>47.8%</td>
<td>18.2%</td>
<td>100.0%</td>
<td>314</td>
</tr>
<tr>
<td>Communications are timely</td>
<td>4.0%</td>
<td>12.4%</td>
<td>13.3%</td>
<td>53.9%</td>
<td>16.4%</td>
<td>100.0%</td>
<td>316</td>
</tr>
<tr>
<td>Communications are relevant</td>
<td>3.1%</td>
<td>3.1%</td>
<td>16.9%</td>
<td>56.0%</td>
<td>20.8%</td>
<td>100.0%</td>
<td>315</td>
</tr>
<tr>
<td>Communications are informative</td>
<td>3.0%</td>
<td>1.5%</td>
<td>14.9%</td>
<td>63.8%</td>
<td>16.8%</td>
<td>100.0%</td>
<td>316</td>
</tr>
<tr>
<td>Communications are motivating</td>
<td>5.4%</td>
<td>11.3%</td>
<td>44.3%</td>
<td>32.9%</td>
<td>6.1%</td>
<td>100.0%</td>
<td>314</td>
</tr>
<tr>
<td>Communications are honest</td>
<td>2.6%</td>
<td>2.3%</td>
<td>22.7%</td>
<td>52.1%</td>
<td>20.3%</td>
<td>100.0%</td>
<td>311</td>
</tr>
<tr>
<td>Communications are accessible</td>
<td>1.6%</td>
<td>1.8%</td>
<td>28.9%</td>
<td>48.1%</td>
<td>19.4%</td>
<td>100.0%</td>
<td>314</td>
</tr>
</tbody>
</table>
Table 15: Communicated Feedback

<table>
<thead>
<tr>
<th></th>
<th>Yes, I have the opportunity to provide feedback</th>
<th>Maybe, I can provide feedback in limited situations</th>
<th>No, I don't have an opportunity to provide feedback</th>
<th>Total (Pct</th>
<th>Pop)</th>
</tr>
</thead>
<tbody>
<tr>
<td>During the past 12 months, have you had the opportunity to communicate feedback to CSU?</td>
<td>47.2%</td>
<td>32.3%</td>
<td>20.5%</td>
<td>100.0%</td>
<td>325</td>
</tr>
</tbody>
</table>

Table 16: Responsiveness to Feedback

<table>
<thead>
<tr>
<th>When I use the following channels, leadership is responsive to my feedback:</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
<th>Total (Pct</th>
<th>Pop)</th>
</tr>
</thead>
<tbody>
<tr>
<td>One on one conversations with my supervisor</td>
<td>0.8%</td>
<td>5.8%</td>
<td>7.5%</td>
<td>48.7%</td>
<td>37.2%</td>
<td>100.0%</td>
<td>253</td>
</tr>
<tr>
<td>My representation in shared governance (CPC, APC, or Faculty Council)</td>
<td>0.8%</td>
<td>4.3%</td>
<td>61.0%</td>
<td>24.9%</td>
<td>9.1%</td>
<td>100.0%</td>
<td>240</td>
</tr>
<tr>
<td>My service on committees</td>
<td>6.0%</td>
<td>0.8%</td>
<td>39.8%</td>
<td>44.4%</td>
<td>9.0%</td>
<td>100.0%</td>
<td>253</td>
</tr>
<tr>
<td>Annual review process</td>
<td>2.9%</td>
<td>3.6%</td>
<td>22.6%</td>
<td>49.1%</td>
<td>21.9%</td>
<td>100.0%</td>
<td>249</td>
</tr>
<tr>
<td>Input collection through anonymous surveys</td>
<td>3.9%</td>
<td>11.6%</td>
<td>41.1%</td>
<td>36.9%</td>
<td>6.5%</td>
<td>100.0%</td>
<td>250</td>
</tr>
</tbody>
</table>

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

Table 17: Feedback Valued

<table>
<thead>
<tr>
<th>When I give feedback it is valued by:</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
<th>Total (Pct</th>
<th>Pop)</th>
</tr>
</thead>
<tbody>
<tr>
<td>CSU overall</td>
<td>6.0%</td>
<td>11.3%</td>
<td>47.3%</td>
<td>29.8%</td>
<td>5.6%</td>
<td>100.0%</td>
<td>250</td>
</tr>
<tr>
<td>My division/college</td>
<td>3.7%</td>
<td>10.4%</td>
<td>46.7%</td>
<td>33.6%</td>
<td>5.6%</td>
<td>100.0%</td>
<td>250</td>
</tr>
<tr>
<td>My department/unit</td>
<td>1.6%</td>
<td>8.7%</td>
<td>16.8%</td>
<td>55.1%</td>
<td>17.8%</td>
<td>100.0%</td>
<td>253</td>
</tr>
</tbody>
</table>

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

Table 18: Discriminatory Attitudes

<table>
<thead>
<tr>
<th>Please indicate if discriminatory attitudes are currently problematic.</th>
<th>Problematic at CSU</th>
<th>Problematic in my Division/College</th>
<th>Problematic in my Department/Unit</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>Age</td>
<td>6.4%</td>
<td>22</td>
<td>5.4%</td>
<td>19</td>
<td>8.8%</td>
</tr>
<tr>
<td>Physical appearance</td>
<td>4.0%</td>
<td>14</td>
<td>3.6%</td>
<td>13</td>
<td>4.9%</td>
</tr>
<tr>
<td>Physical disability</td>
<td>3.4%</td>
<td>12</td>
<td>4.0%</td>
<td>14</td>
<td>4.3%</td>
</tr>
<tr>
<td>Mental disability</td>
<td>4.6%</td>
<td>16</td>
<td>4.5%</td>
<td>16</td>
<td>5.6%</td>
</tr>
<tr>
<td>Employment classification</td>
<td>16.2%</td>
<td>56</td>
<td>11.9%</td>
<td>41</td>
<td>17.3%</td>
</tr>
<tr>
<td>Gender identity</td>
<td>7.5%</td>
<td>26</td>
<td>7.4%</td>
<td>26</td>
<td>7.4%</td>
</tr>
<tr>
<td>Job title</td>
<td>14.6%</td>
<td>51</td>
<td>11.7%</td>
<td>41</td>
<td>16.4%</td>
</tr>
<tr>
<td>Parental status</td>
<td>9.9%</td>
<td>35</td>
<td>6.9%</td>
<td>24</td>
<td>7.1%</td>
</tr>
<tr>
<td>Religion</td>
<td>4.4%</td>
<td>15</td>
<td>3.0%</td>
<td>10</td>
<td>2.2%</td>
</tr>
<tr>
<td>Political affiliation</td>
<td>9.8%</td>
<td>34</td>
<td>9.8%</td>
<td>34</td>
<td>8.3%</td>
</tr>
<tr>
<td>Sexual orientation</td>
<td>4.3%</td>
<td>15</td>
<td>0.8%</td>
<td>*</td>
<td>1.4%</td>
</tr>
<tr>
<td>Socio-economic status</td>
<td>11.3%</td>
<td>39</td>
<td>5.4%</td>
<td>19</td>
<td>7.2%</td>
</tr>
<tr>
<td>Ethnic origin</td>
<td>6.2%</td>
<td>21</td>
<td>2.4%</td>
<td>8</td>
<td>3.1%</td>
</tr>
<tr>
<td>Veteran status</td>
<td>1.4%</td>
<td>5</td>
<td>0.8%</td>
<td>*</td>
<td>0.0%</td>
</tr>
<tr>
<td>Race or color</td>
<td>9.8%</td>
<td>34</td>
<td>2.5%</td>
<td>9</td>
<td>3.9%</td>
</tr>
<tr>
<td>Marital status</td>
<td>4.2%</td>
<td>15</td>
<td>2.8%</td>
<td>10</td>
<td>1.1%</td>
</tr>
<tr>
<td>Nationality/country of origin</td>
<td>3.9%</td>
<td>14</td>
<td>1.9%</td>
<td>7</td>
<td>1.1%</td>
</tr>
<tr>
<td>None/no response</td>
<td>63.8%</td>
<td>222</td>
<td>71.5%</td>
<td>249</td>
<td>68.4%</td>
</tr>
</tbody>
</table>

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

* Values reported for items with n >= 3.
Table 19: Other Potential Problems

<table>
<thead>
<tr>
<th>Problematic at CSU</th>
<th>Problematic in my Division/College</th>
<th>Problematic in my Department/Unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>Sexual harassment</td>
<td>10.7%</td>
<td>37</td>
</tr>
<tr>
<td>Bullying</td>
<td>10.7%</td>
<td>37</td>
</tr>
<tr>
<td>Bias</td>
<td>20.1%</td>
<td>70</td>
</tr>
<tr>
<td>Physical assault</td>
<td>2.5%</td>
<td>9</td>
</tr>
<tr>
<td>Sexual misconduct</td>
<td>5.8%</td>
<td>20</td>
</tr>
<tr>
<td>Verbal abuse</td>
<td>5.9%</td>
<td>21</td>
</tr>
<tr>
<td>None/no response</td>
<td>75.6%</td>
<td>263</td>
</tr>
</tbody>
</table>

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

* Values reported for items with n ≥ 3.

Table 20: Gender

<table>
<thead>
<tr>
<th>Gender (Select all that apply):</th>
<th>Pct</th>
<th>Pop</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agender</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Cisgender</td>
<td>16.6%</td>
<td>53</td>
</tr>
<tr>
<td>Trans / Transgender</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Non-binary / Gender Queer / Gender Non-Conforming</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Man</td>
<td>49.7%</td>
<td>157</td>
</tr>
<tr>
<td>Trans Man / Masculine</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Trans Woman / Feminine</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Two Spirit</td>
<td>0.8%</td>
<td>*</td>
</tr>
<tr>
<td>Woman</td>
<td>45.2%</td>
<td>143</td>
</tr>
<tr>
<td>Prefer not to disclose</td>
<td>2.5%</td>
<td>8</td>
</tr>
<tr>
<td>The gender I most closely align with is not listed (please specify)</td>
<td>0.0%</td>
<td>*</td>
</tr>
</tbody>
</table>

*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)

<table>
<thead>
<tr>
<th>Feminine</th>
<th>Masculine</th>
<th>Androgynous</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pct</td>
<td>Pop Mean</td>
<td>Pct</td>
</tr>
<tr>
<td>0 Not at all</td>
<td>44.0%</td>
<td>130</td>
</tr>
<tr>
<td>1</td>
<td>6.3%</td>
<td>19</td>
</tr>
<tr>
<td>2</td>
<td>3.7%</td>
<td>11</td>
</tr>
<tr>
<td>3</td>
<td>3.2%</td>
<td>9</td>
</tr>
<tr>
<td>4</td>
<td>9.9%</td>
<td>29</td>
</tr>
<tr>
<td>5</td>
<td>17.5%</td>
<td>52</td>
</tr>
<tr>
<td>6 Very</td>
<td>15.3%</td>
<td>45</td>
</tr>
<tr>
<td>Total</td>
<td>100.0%</td>
<td>296</td>
</tr>
</tbody>
</table>

* Values reported for items with n ≥ 3.
Table 22: Race/Ethnicity

<table>
<thead>
<tr>
<th>Race and/or Ethnicity</th>
<th>Pct</th>
<th>Pop</th>
</tr>
</thead>
<tbody>
<tr>
<td>Native American or Alaska Native or First Nations</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Asian (can include Middle Eastern and North African)</td>
<td>4.6%</td>
<td>15</td>
</tr>
<tr>
<td>Black or African American (can include Middle Eastern and North African)</td>
<td>3.1%</td>
<td>10</td>
</tr>
<tr>
<td>Hispanic or Latinx</td>
<td>1.2%</td>
<td>4</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>White</td>
<td>87.2%</td>
<td>278</td>
</tr>
<tr>
<td>Prefer not to disclose</td>
<td>5.4%</td>
<td>17</td>
</tr>
<tr>
<td>The race/ethnicity I most closely align with is not listed (please specify)</td>
<td>1.8%</td>
<td>6</td>
</tr>
</tbody>
</table>

*Values reported for items with n ≥ 3.

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

Table 23: Black or African American

<table>
<thead>
<tr>
<th>Black identity</th>
<th>Pct</th>
<th>Pop</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black American</td>
<td>49.5%</td>
<td>5</td>
</tr>
<tr>
<td>Caribbean</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Eastern Africa (i.e., Ethiopia, Kenya, Somalia)</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Central Africa (i.e., Congo, Zaire)</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Northern Africa (i.e., Morocco, Sudan)</td>
<td>19.0%</td>
<td>*</td>
</tr>
<tr>
<td>Southern Africa (i.e., South Africa)</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Western Africa (i.e., Ghana, Nigeria)</td>
<td>31.5%</td>
<td>3</td>
</tr>
<tr>
<td>Prefer not to disclose</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>The Black identity that I most closely align with is not listed (please specify)</td>
<td>0.0%</td>
<td>*</td>
</tr>
</tbody>
</table>

*Values reported for items with n ≥ 3.

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

Table 24: Native American or Alaska Native or First Nations

<table>
<thead>
<tr>
<th>Tribal Nation</th>
<th>Pct</th>
<th>Pop</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apache</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Cherokee</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Oglala Lakota Sioux</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Navajo/Diné</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Pueblo (e.g., Acoma, Cochiti, Taos)</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Another tribal affiliation</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Unknown/not disclosed</td>
<td>0.0%</td>
<td>*</td>
</tr>
</tbody>
</table>

*Values reported for items with n ≥ 3.

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

Categories coded from write-in responses.

Table 25: Hispanic or Latinx

<table>
<thead>
<tr>
<th>Latinx/Hispanic identity</th>
<th>Pct</th>
<th>Pop</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mexican or Chicano/a</td>
<td>100.0%</td>
<td>*</td>
</tr>
<tr>
<td>Caribbean</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Puerto Rican</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Cuban</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Central American</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>South American</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Prefer not to disclose</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>The Latinx/Hispanic identity that I most closely align with is not listed (please specify)</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Spanish or Portuguese</td>
<td>0.0%</td>
<td>*</td>
</tr>
</tbody>
</table>

*Values reported for items with n ≥ 3.

Total may exceed 100% as respondents could select more than one option.
Table 26: Asian
You indicated that you identify as Asian, please select any additional identities that you align with (select all that apply):

<table>
<thead>
<tr>
<th>Identity</th>
<th>Pct</th>
<th>Pop</th>
</tr>
</thead>
<tbody>
<tr>
<td>Central Asians (i.e., Afghani, Armenian, Azerbaijani, Georgians, Kazakh, Kyrgyz, Mongolian, Tajik, Turkman, Uzbek)</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Southeast Asians (i.e., Bruneian, Burmese, Cambodian, Filipino, Hmong, Indonesian, Laotian, Malaysian, Mien, Singaporean, Timorese, Thai, Vietnamese)</td>
<td>14.2%</td>
<td>*</td>
</tr>
<tr>
<td>South Asians (i.e., Bangladeshi, Bhutanese, Indian, Maldivians, Nepali, Pakistani, Sri Lankan)</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>East Asians (i.e., Chinese, Japanese, Korean, Okinawan, Taiwanese, Tibetan)</td>
<td>73.1%</td>
<td>11</td>
</tr>
<tr>
<td>West Asians/Middle East (i.e., Bahrain, Rian, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Palestine, Qatar, Saudi Arabia, Syria, Turkey, United Arab Emirates, Yemen)</td>
<td>12.7%</td>
<td>*</td>
</tr>
<tr>
<td>Prefer not to disclose</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>The Asian identity that I most closely align with is not listed (please specify)</td>
<td>0.0%</td>
<td>*</td>
</tr>
</tbody>
</table>

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):

<table>
<thead>
<tr>
<th>Identity</th>
<th>Pct</th>
<th>Pop</th>
</tr>
</thead>
<tbody>
<tr>
<td>Guamanian or Chamorro</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Native Hawaiian</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Samoan</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Prefer not to disclose</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>The Pacific Islander identity that I most closely align with is not listed (please specify)</td>
<td>0.0%</td>
<td>*</td>
</tr>
</tbody>
</table>

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

Table 28: Disability

<table>
<thead>
<tr>
<th>Do you identify as a person with a disability?</th>
<th>Yes</th>
<th>No</th>
<th>Prefer not to respond</th>
<th>Total (Pct</th>
<th>Pop)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10.0%</td>
<td>85.3%</td>
<td>4.7%</td>
<td>100.0%</td>
<td>319</td>
</tr>
</tbody>
</table>

Table 29: LGBTQIA+

<table>
<thead>
<tr>
<th>Do you identify in the LGBTQIA+ community?</th>
<th>Yes</th>
<th>No</th>
<th>Unsure</th>
<th>Prefer not to respond</th>
<th>Total (Pct</th>
<th>Pop)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>7.0%</td>
<td>86.2%</td>
<td>1.3%</td>
<td>5.5%</td>
<td>100.0%</td>
<td>319</td>
</tr>
</tbody>
</table>

Table 30: WCNR Experiences over Past 12 Months
Thinking about your experiences over the past 12 months in the Warner College of Natural Resources, please indicate your level of agreement with the following statements:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly disagree</th>
<th>Disagree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
<th>Total (Pct</th>
<th>Pop)</th>
</tr>
</thead>
<tbody>
<tr>
<td>WCNR handles diversity, equity, and inclusion matters appropriately</td>
<td>2.9%</td>
<td>1.6%</td>
<td>19.8%</td>
<td>46.7%</td>
<td>29.0%</td>
<td>100.0%</td>
</tr>
<tr>
<td>WCNR demonstrates a commitment to DEI efforts</td>
<td>0.0%</td>
<td>1.4%</td>
<td>8.9%</td>
<td>39.5%</td>
<td>50.2%</td>
<td>100.0%</td>
</tr>
<tr>
<td>WCNR Leadership (Dean’s Staff) promotes diversity, equity, and inclusion as critical to our future success</td>
<td>0.7%</td>
<td>2.5%</td>
<td>16.8%</td>
<td>35.4%</td>
<td>44.7%</td>
<td>100.0%</td>
</tr>
<tr>
<td>WCNR Department Heads promotes diversity, equity, and inclusion as critical to our future success</td>
<td>0.6%</td>
<td>6.2%</td>
<td>22.2%</td>
<td>42.0%</td>
<td>29.0%</td>
<td>100.0%</td>
</tr>
<tr>
<td>Within my department I am comfortable talking about my background and cultural experience with my colleagues</td>
<td>3.0%</td>
<td>6.5%</td>
<td>14.8%</td>
<td>41.3%</td>
<td>34.4%</td>
<td>100.0%</td>
</tr>
<tr>
<td>I am well informed about Warner College’s diversity initiatives and goals</td>
<td>0.7%</td>
<td>7.5%</td>
<td>14.6%</td>
<td>38.3%</td>
<td>39.0%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>
### Table 31: Inclusive-minded Environment

<table>
<thead>
<tr>
<th>To what extent do you agree or disagree that WCNR is creating an inclusive-minded environment in each of the following:</th>
<th>Strongly disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly agree</th>
<th>Total (Pct</th>
<th>Pop)</th>
</tr>
</thead>
<tbody>
<tr>
<td>College</td>
<td>0.7%</td>
<td>5.5%</td>
<td>16.3%</td>
<td>52.5%</td>
<td>24.9%</td>
<td>100.0%</td>
<td>308</td>
</tr>
<tr>
<td>Departments</td>
<td>1.3%</td>
<td>7.9%</td>
<td>20.5%</td>
<td>49.6%</td>
<td>20.6%</td>
<td>100.0%</td>
<td>306</td>
</tr>
<tr>
<td>Classrooms</td>
<td>0.0%</td>
<td>3.2%</td>
<td>39.8%</td>
<td>39.7%</td>
<td>17.3%</td>
<td>100.0%</td>
<td>304</td>
</tr>
<tr>
<td>Labs</td>
<td>0.0%</td>
<td>3.3%</td>
<td>53.7%</td>
<td>28.0%</td>
<td>15.0%</td>
<td>100.0%</td>
<td>297</td>
</tr>
<tr>
<td>Field Crews</td>
<td>0.0%</td>
<td>3.3%</td>
<td>43.7%</td>
<td>36.3%</td>
<td>16.8%</td>
<td>100.0%</td>
<td>298</td>
</tr>
</tbody>
</table>

### Table 32: Talking about DEI Issues

<table>
<thead>
<tr>
<th>To what extent do you comfortable talking about DEI issues within your...</th>
<th>Never</th>
<th>Seldom</th>
<th>Sometimes</th>
<th>Most of the time</th>
<th>All of the time</th>
<th>Total (Pct</th>
<th>Pop)</th>
</tr>
</thead>
<tbody>
<tr>
<td>College</td>
<td>4.8%</td>
<td>16.0%</td>
<td>17.2%</td>
<td>31.4%</td>
<td>30.5%</td>
<td>100.0%</td>
<td>302</td>
</tr>
<tr>
<td>Departments</td>
<td>4.6%</td>
<td>12.3%</td>
<td>16.5%</td>
<td>33.0%</td>
<td>33.6%</td>
<td>100.0%</td>
<td>308</td>
</tr>
<tr>
<td>Classrooms</td>
<td>4.1%</td>
<td>13.0%</td>
<td>22.9%</td>
<td>33.2%</td>
<td>26.8%</td>
<td>100.0%</td>
<td>280</td>
</tr>
<tr>
<td>Labs</td>
<td>7.3%</td>
<td>11.2%</td>
<td>27.7%</td>
<td>25.4%</td>
<td>28.4%</td>
<td>100.0%</td>
<td>265</td>
</tr>
<tr>
<td>Field Crews</td>
<td>6.0%</td>
<td>10.0%</td>
<td>27.0%</td>
<td>25.8%</td>
<td>31.1%</td>
<td>100.0%</td>
<td>270</td>
</tr>
</tbody>
</table>

### Table 33: Experienced Discrimination

<table>
<thead>
<tr>
<th>To what extent have you ever experienced any discrimination (i.e., unfair, negative, or adverse treatment) at WCNR based on one or more aspects of your background or identity (e.g., gender, age, ethnicity, culture, sexual orientation, etc.) in each of the following?</th>
<th>Never</th>
<th>Seldom</th>
<th>Sometimes</th>
<th>Most of the time</th>
<th>All of the time</th>
<th>Total (Pct</th>
<th>Pop)</th>
</tr>
</thead>
<tbody>
<tr>
<td>College</td>
<td>74.0%</td>
<td>8.4%</td>
<td>14.1%</td>
<td>1.7%</td>
<td>1.9%</td>
<td>100.0%</td>
<td>312</td>
</tr>
<tr>
<td>Departments</td>
<td>66.7%</td>
<td>16.6%</td>
<td>13.2%</td>
<td>2.4%</td>
<td>1.2%</td>
<td>100.0%</td>
<td>314</td>
</tr>
<tr>
<td>Classrooms</td>
<td>78.2%</td>
<td>10.9%</td>
<td>9.4%</td>
<td>0.9%</td>
<td>0.6%</td>
<td>100.0%</td>
<td>299</td>
</tr>
<tr>
<td>Labs</td>
<td>86.9%</td>
<td>7.4%</td>
<td>4.8%</td>
<td>0.9%</td>
<td>0.0%</td>
<td>100.0%</td>
<td>279</td>
</tr>
<tr>
<td>Field Crews</td>
<td>81.8%</td>
<td>8.6%</td>
<td>8.7%</td>
<td>0.9%</td>
<td>0.0%</td>
<td>100.0%</td>
<td>281</td>
</tr>
</tbody>
</table>

### Table 34: Department/Unit

| Colorado Natural Heritage Program | 15.2% | 53 |
| Cooperative Fish and Wildlife Research | 0.6% | * |
| Ecosystem Science and Sustainability | 8.9% | 31 |
| Fish, Wildlife and Conservation Biology | 12.6% | 44 |
| Forest & Rangeland Stewardship | 22.2% | 77 |
| Geosciences | 10.0% | 35 |
| Human Dimensions of Natural Resources | 13.5% | 47 |
| Natural Resource Ecology Laboratory | 9.1% | 31 |
| Office of Dean | 7.9% | 28 |
| Total | 100.0% | 348 |

* Values reported for items with n >= 3.

### Table 35: Employee Type

| Admin Professional | 58.2% | 202 |
| CCAF Faculty | 8.0% | 28 |
| Other Salaried Employee | 6.1% | 21 |
| State Classified | 5.3% | 18 |
| T or TT Faculty | 22.5% | 78 |
| Total | 100.0% | 348 |
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 as "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 36: Work Culture

Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.

<table>
<thead>
<tr>
<th></th>
<th>Man (A)</th>
<th>Woman (B)</th>
<th>T/NB/NC (C)</th>
<th>Overall (Pct)</th>
</tr>
</thead>
<tbody>
<tr>
<td>WORK CULTURE OVERALL</td>
<td>69.6%</td>
<td>71.8%</td>
<td>84.6%</td>
<td>*70.7%</td>
</tr>
<tr>
<td>My department/unit promotes a work environment where all employees feel included</td>
<td>72.3%</td>
<td>15776.4%</td>
<td>143100.0%</td>
<td>*74.5%</td>
</tr>
<tr>
<td>My department/unit treats all employees equitably</td>
<td>61.8%</td>
<td>15760.9%</td>
<td>143100.0%</td>
<td>*60.8%</td>
</tr>
<tr>
<td>My department/unit is open and transparent in communication</td>
<td>53.9%</td>
<td>15767.9%</td>
<td>143100.0%</td>
<td>*60.9%</td>
</tr>
<tr>
<td>My department/unit values employee input in major department/unit decisions</td>
<td>68.4%</td>
<td>15777.8%</td>
<td>141100.0%</td>
<td>*73.1%</td>
</tr>
<tr>
<td>My department/unit promotes respect for cultural differences</td>
<td>83.3%</td>
<td>15773.7%</td>
<td>143100.0%</td>
<td>*78.9%</td>
</tr>
<tr>
<td>My department/unit understands the value of diversity</td>
<td>84.9%</td>
<td>15786.1%</td>
<td>143100.0%</td>
<td>*85.6%</td>
</tr>
<tr>
<td>My department/unit communicates the importance of valuing diversity</td>
<td>79.4%</td>
<td>15778.3%</td>
<td>143100.0%</td>
<td>*78.2%</td>
</tr>
<tr>
<td>I feel valued as an employee</td>
<td>75.3%</td>
<td>15774.8%</td>
<td>141100.0%</td>
<td>*75.3%</td>
</tr>
<tr>
<td>I feel a strong sense of belonging to CSU</td>
<td>49.6%</td>
<td>15756.8%</td>
<td>143100.0%</td>
<td>*53.4%</td>
</tr>
<tr>
<td>I feel a strong sense of belonging to my division/college</td>
<td>60.6%</td>
<td>15758.0%</td>
<td>143100.0%</td>
<td>*59.7%</td>
</tr>
<tr>
<td>I feel a strong sense of belonging to my department/unit</td>
<td>65.9%</td>
<td>15768.5%</td>
<td>143100.0%</td>
<td>*67.4%</td>
</tr>
<tr>
<td>I would recommend CSU as a place of employment</td>
<td>77.5%</td>
<td>15776.9%</td>
<td>143100.0%</td>
<td>*77.4%</td>
</tr>
<tr>
<td>I would recommend my department/unit as a place of employment</td>
<td>72.0%</td>
<td>15775.1%</td>
<td>143100.0%</td>
<td>*73.7%</td>
</tr>
</tbody>
</table>

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.

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: Performance Review in Last Year

Did you have a performance review in the last year?

<table>
<thead>
<tr>
<th>Did you have a performance review in the last year?</th>
<th>Man (A)</th>
<th>Woman (B)</th>
<th>T/NB/NC (C)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, I had a review</td>
<td>82.9%</td>
<td>81.6%</td>
<td>100.0%</td>
<td>*82.4%</td>
</tr>
<tr>
<td>No, I did not have a review</td>
<td>17.1%</td>
<td>18.4%</td>
<td>0.0%</td>
<td>*17.6%</td>
</tr>
<tr>
<td>Total</td>
<td>100.0%</td>
<td>100.0%</td>
<td>100.0%</td>
<td>*100.0%</td>
</tr>
</tbody>
</table>

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

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 38: Performance Review

<table>
<thead>
<tr>
<th>Statement</th>
<th>Man (A)</th>
<th>Woman (B)</th>
<th>T/NB/NC (C)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>PERFORMANCE REVIEW OVERALL</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am satisfied with the effort my supervisor put into my most recent</td>
<td>79.6%</td>
<td>130</td>
<td>80.4%</td>
<td>112</td>
</tr>
<tr>
<td>performance review</td>
<td></td>
<td></td>
<td>66.7%</td>
<td>*98.8%</td>
</tr>
<tr>
<td>I fear negative job consequences if I am to raise an issue of unfair</td>
<td>78.4%</td>
<td>130</td>
<td>87.5%</td>
<td>115</td>
</tr>
<tr>
<td>treatment during my review*</td>
<td></td>
<td></td>
<td>100.0%</td>
<td>*82.9%</td>
</tr>
<tr>
<td>I am aware of the process to mediate disagreements with my supervisor</td>
<td>9.0%</td>
<td>130</td>
<td>12.5%</td>
<td>115</td>
</tr>
<tr>
<td>regarding my evaluation</td>
<td></td>
<td></td>
<td>0.0%</td>
<td>*10.5%</td>
</tr>
<tr>
<td><strong>Overall</strong></td>
<td>60.4%</td>
<td>130</td>
<td>52.1%</td>
<td>112</td>
</tr>
<tr>
<td><strong>Percent “Agree” or “Strongly agree”</strong></td>
<td></td>
<td></td>
<td>0.0%</td>
<td>*56.0%</td>
</tr>
</tbody>
</table>

*Reverse-coded when included in overall rating.*

*Values reported for items with n > 3.*

Table 39: Respect

<table>
<thead>
<tr>
<th>Statement</th>
<th>Man (A)</th>
<th>Woman (B)</th>
<th>T/NB/NC (C)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>RESPECT OVERALL</strong></td>
<td>68.1%</td>
<td>157</td>
<td>764.8%</td>
<td>141</td>
</tr>
<tr>
<td>My department/unit is treated with respect by other units within my</td>
<td>70.2%</td>
<td>157</td>
<td>761.8%</td>
<td>141</td>
</tr>
<tr>
<td>college/division</td>
<td></td>
<td></td>
<td>100.0%</td>
<td><strong>66.6%</strong></td>
</tr>
<tr>
<td>My college/division is treated with respect by CSU</td>
<td>62.8%</td>
<td>157</td>
<td>762.2%</td>
<td>141</td>
</tr>
<tr>
<td>The people I interact with treat each other with respect</td>
<td>85.1%</td>
<td>157</td>
<td>788.6%</td>
<td>143</td>
</tr>
<tr>
<td>There is respect for religious differences in my department/unit</td>
<td>56.4%</td>
<td>157</td>
<td>749.4%</td>
<td>143</td>
</tr>
<tr>
<td>There is respect for liberal perspectives in my department/unit</td>
<td>86.5%</td>
<td>157</td>
<td>780.6%</td>
<td>143</td>
</tr>
<tr>
<td>There is respect for conservative perspectives in my department/unit</td>
<td>47.8%</td>
<td>157</td>
<td>745.0%</td>
<td>143</td>
</tr>
</tbody>
</table>

*Reverse-coded when included in overall rating.*

*Values reported for items with n > 3.*

Table 40: Favoritism

<table>
<thead>
<tr>
<th>Statement</th>
<th>Man (A)</th>
<th>Woman (B)</th>
<th>T/NB/NC (C)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FAVORITISM OVERALL</strong></td>
<td>21.1%</td>
<td>157</td>
<td>20.2%</td>
<td>141</td>
</tr>
<tr>
<td>Recognized within my department/unit</td>
<td>31.0%</td>
<td>157</td>
<td>26.8%</td>
<td>141</td>
</tr>
<tr>
<td>Resources in my department/unit</td>
<td>24.1%</td>
<td>157</td>
<td>23.3%</td>
<td>141</td>
</tr>
<tr>
<td>Professional development opportunities</td>
<td>12.4%</td>
<td>157</td>
<td>15.1%</td>
<td>141</td>
</tr>
<tr>
<td>Promoted in my department/unit</td>
<td>16.3%</td>
<td>157</td>
<td>18.2%</td>
<td>141</td>
</tr>
<tr>
<td>Hired in my department/unit</td>
<td>21.4%</td>
<td>157</td>
<td>17.6%</td>
<td>141</td>
</tr>
</tbody>
</table>

*Reverse-coded when included in overall rating.*

*Values reported for items with n > 3.*
Table 41: Leadership Accountability: College/Division Leadership

<table>
<thead>
<tr>
<th>Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.</th>
<th>Man (A)</th>
<th>Woman (B)</th>
<th>T/NB/NC (C)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL</td>
<td>40.3%</td>
<td>147</td>
<td>35.1%</td>
<td>139</td>
</tr>
<tr>
<td>Leadership adequately addresses inappropriate behavior</td>
<td>29.2%</td>
<td>147</td>
<td>36.2%</td>
<td>139</td>
</tr>
<tr>
<td>Leadership holds employees accountable for inappropriate behavior</td>
<td>24.8%</td>
<td>147</td>
<td>26.2%</td>
<td>139</td>
</tr>
<tr>
<td>Leadership holds employees accountable for poor performance in the workplace</td>
<td>19.2%</td>
<td>147</td>
<td>18.4%</td>
<td>139</td>
</tr>
<tr>
<td>Leadership acts ethically and honestly in the workplace</td>
<td>65.7%</td>
<td>151</td>
<td>51.6%</td>
<td>141</td>
</tr>
<tr>
<td>Leadership addresses issues of inequity</td>
<td>50.2%</td>
<td>147</td>
<td>44.2%</td>
<td>139</td>
</tr>
<tr>
<td>Leadership holds all employees to the same standards</td>
<td>54.8%</td>
<td>151</td>
<td>34.8%</td>
<td>139</td>
</tr>
</tbody>
</table>

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.* Values reported for items with n > = 3.1,2,3
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: Leadership Accountability: Department/Unit Leadership

<table>
<thead>
<tr>
<th>Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.</th>
<th>Man (A)</th>
<th>Woman (B)</th>
<th>T/NB/NC (C)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL</td>
<td>41.7%</td>
<td>144</td>
<td>49.0%</td>
<td>139</td>
</tr>
<tr>
<td>Leadership adequately addresses inappropriate behavior</td>
<td>37.0%</td>
<td>147</td>
<td>47.4%</td>
<td>139</td>
</tr>
<tr>
<td>Leadership holds employees accountable for inappropriate behavior</td>
<td>25.4%</td>
<td>144</td>
<td>38.8%</td>
<td>139</td>
</tr>
<tr>
<td>Leadership holds employees accountable for poor performance in the workplace</td>
<td>25.1%</td>
<td>147</td>
<td>35.3%</td>
<td>139</td>
</tr>
<tr>
<td>Leadership acts ethically and honestly in the workplace</td>
<td>65.7%</td>
<td>151</td>
<td>51.6%</td>
<td>141</td>
</tr>
<tr>
<td>Leadership addresses issues of inequity</td>
<td>50.2%</td>
<td>147</td>
<td>49.3%</td>
<td>139</td>
</tr>
<tr>
<td>Leadership holds all employees to the same standards</td>
<td>53.0%</td>
<td>151</td>
<td>52.8%</td>
<td>141</td>
</tr>
</tbody>
</table>

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.* Values reported for items with n > = 3.1,2,3
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: Climate: CSU Overall

<table>
<thead>
<tr>
<th>Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.</th>
<th>Man (A)</th>
<th>Woman (B)</th>
<th>T/NB/NC (C)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>CSU CLIMATE OVERALL</td>
<td>68.6%</td>
<td>147.61.2%</td>
<td>139.100.0%</td>
<td>*65.4%</td>
</tr>
<tr>
<td>Recruits employees from a diverse set of backgrounds</td>
<td>64.0%</td>
<td>157.58.4%</td>
<td>141.100.0%</td>
<td>*61.7%</td>
</tr>
<tr>
<td>Improves the campus climate for all employees</td>
<td>57.5%</td>
<td>154.68.0%</td>
<td>139.100.0%</td>
<td>*62.8%</td>
</tr>
<tr>
<td>Retains diverse employees</td>
<td>55.2%</td>
<td>153.26.8%</td>
<td>139.100.0%</td>
<td>*42.2%</td>
</tr>
<tr>
<td>Creates a supportive environment for employees from diverse backgrounds</td>
<td>64.2%</td>
<td>157.48.3%</td>
<td>139.100.0%</td>
<td>*57.1%</td>
</tr>
<tr>
<td>Encourages discussions related to diversity</td>
<td>88.8%</td>
<td>157.85.2%</td>
<td>139.100.0%</td>
<td>*87.3%</td>
</tr>
<tr>
<td>Provides employees with a positive work experience</td>
<td>73.7%</td>
<td>157.71.7%</td>
<td>141.100.0%</td>
<td>*73.0%</td>
</tr>
<tr>
<td>Climate has become consistently more inclusive of all employees</td>
<td>76.9%</td>
<td>154.71.3%</td>
<td>139.100.0%</td>
<td>*74.4%</td>
</tr>
</tbody>
</table>

* Values reported for items with n >= 3.

Percent “Agree” or “Strongly agree”

The reported population reflects the number of respondents who answered the survey item.

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: Climate: Department/Unit

<table>
<thead>
<tr>
<th>Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.</th>
<th>Man (A)</th>
<th>Woman (B)</th>
<th>T/NB/NC (C)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>DEPARTMENT/UNIT CLIMATE OVERALL</td>
<td>65.9%</td>
<td>148.63.1%</td>
<td>139.100.0%</td>
<td>*64.9%</td>
</tr>
<tr>
<td>Recruits employees from a diverse set of backgrounds</td>
<td>65.3%</td>
<td>154.54.6%</td>
<td>141.100.0%</td>
<td>*60.5%</td>
</tr>
<tr>
<td>Improves the campus climate for all employees</td>
<td>61.6%</td>
<td>157.65.3%</td>
<td>139.100.0%</td>
<td>*63.7%</td>
</tr>
<tr>
<td>Retains diverse employees</td>
<td>57.0%</td>
<td>153.41.6%</td>
<td>139.100.0%</td>
<td>*50.1%</td>
</tr>
<tr>
<td>Creates a supportive environment for employees from diverse backgrounds</td>
<td>64.2%</td>
<td>157.48.3%</td>
<td>139.100.0%</td>
<td>*57.1%</td>
</tr>
<tr>
<td>Encourages discussions related to diversity</td>
<td>79.0%</td>
<td>157.76.4%</td>
<td>143.100.0%</td>
<td>*78.0%</td>
</tr>
<tr>
<td>Provides employees with a positive work experience</td>
<td>70.0%</td>
<td>157.74.6%</td>
<td>141.100.0%</td>
<td>*72.4%</td>
</tr>
<tr>
<td>Climate has become consistently more inclusive of all employees</td>
<td>72.9%</td>
<td>154.71.1%</td>
<td>141.100.0%</td>
<td>*72.3%</td>
</tr>
</tbody>
</table>

* Values reported for items with n >= 3.

Percent “Agree” or “Strongly agree”

The reported population reflects the number of respondents who answered the survey item.

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: Communications: CSU Overall

<table>
<thead>
<tr>
<th>Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.</th>
<th>Man (A)</th>
<th>Woman (B)</th>
<th>T/NB/NC (C)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>CSU COMMUNICATIONS OVERALL</td>
<td>59.0% 151, 66.4% 137, 100.0% 291</td>
<td>70.3% 151, 66.3% 141, 100.0% 295</td>
<td>*62.8% 291</td>
<td></td>
</tr>
<tr>
<td>Communications are effective</td>
<td>72.1% 151, 71.1% 143, 100.0% 297</td>
<td>49.0% A 151, 67.3% 143, 100.0% 297</td>
<td>*58.3% 297</td>
<td></td>
</tr>
<tr>
<td>Communications are informative</td>
<td>60.4% 151, 71.9% 141, 100.0% 295</td>
<td>*69.6% 295</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communications are motivating</td>
<td>32.9% A 151, 42.5% 139, 100.0% 293</td>
<td>*38.1% 293</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communications are relevant</td>
<td>49.0% 151, 58.3% 143, 100.0% 297</td>
<td>*58.3% 297</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communications are honest</td>
<td>59.2% 151, 60.3% 143, 100.0% 295</td>
<td>*60.1% 295</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communications are accessible</td>
<td>68.7% 151, 71.7% 141, 100.0% 293</td>
<td>*71.7% 293</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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.

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: Communications: Division/College

<table>
<thead>
<tr>
<th>Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.</th>
<th>Man (A)</th>
<th>Woman (B)</th>
<th>T/NB/NC (C)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>COLLEGE/DIVISION COMMUNICATIONS OVERALL</td>
<td>61.7% 151, 62.0% 137, 100.0% 291</td>
<td>67.4% 151, 61.9% 141, 100.0% 295</td>
<td>*62.2% 291</td>
<td></td>
</tr>
<tr>
<td>Communications are effective</td>
<td>71.1% 151, 64.8% 141, 100.0% 295</td>
<td>*68.4% 295</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communications are informative</td>
<td>60.4% 151, 66.9% 141, 100.0% 295</td>
<td>*63.9% 295</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communications are motivating</td>
<td>75.4% 151, 73.2% 139, 100.0% 293</td>
<td>*74.6% 293</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communications are relevant</td>
<td>23.4% A 151, 36.3% 139, 100.0% 293</td>
<td>*30.2% 293</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communications are honest</td>
<td>63.7% A 151, 59.4% 139, 100.0% 293</td>
<td>*62.0% 293</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communications are accessible</td>
<td>70.5% 151, 67.4% 139, 100.0% 293</td>
<td>*69.3% 293</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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.

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: Communications: Department/Unit

<table>
<thead>
<tr>
<th>Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.</th>
<th>Man (A)</th>
<th>Woman (B)</th>
<th>T/NB/NC (C)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>DEPARTMENT/UNIT COMMUNICATIONS OVERALL</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communications are effective</td>
<td>68.4%</td>
<td>148</td>
<td>66.6%</td>
<td>151</td>
</tr>
<tr>
<td>Communications are timely</td>
<td>74.6%</td>
<td>151</td>
<td>71.8%</td>
<td>141</td>
</tr>
<tr>
<td>Communications are relevant</td>
<td>76.7%</td>
<td>148</td>
<td>77.0%</td>
<td>143</td>
</tr>
<tr>
<td>Communications are informative</td>
<td>80.3%</td>
<td>151</td>
<td>81.0%</td>
<td>141</td>
</tr>
<tr>
<td>Communications are motivating</td>
<td>32.9%</td>
<td>151</td>
<td>40.0%</td>
<td>146</td>
</tr>
<tr>
<td>Communications are honest</td>
<td>73.3%</td>
<td>151</td>
<td>73.3%</td>
<td>139</td>
</tr>
<tr>
<td>Communications are accessible</td>
<td>70.1%</td>
<td>151</td>
<td>68.8%</td>
<td>139</td>
</tr>
</tbody>
</table>

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

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: Communicated Feedback

<table>
<thead>
<tr>
<th>During the past 12 months, have you had the opportunity to communicate feedback to CSU?</th>
<th>Man (A)</th>
<th>Woman (B)</th>
<th>T/NB/NC (C)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, I have the opportunity to provide feedback</td>
<td>54.2%</td>
<td>85</td>
<td>42.6%</td>
<td>60</td>
</tr>
<tr>
<td>Maybe, I can provide feedback in limited situations</td>
<td>34.5%</td>
<td>54</td>
<td>26.7%</td>
<td>38</td>
</tr>
<tr>
<td>No, I don’t have an opportunity to provide feedback</td>
<td>11.4%</td>
<td>18</td>
<td>30.8%</td>
<td>43</td>
</tr>
<tr>
<td>Total</td>
<td>100.0%</td>
<td>157</td>
<td>100.0%</td>
<td>141</td>
</tr>
</tbody>
</table>

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

### Table 49: Responsiveness to Feedback

<table>
<thead>
<tr>
<th>When I use the following channels, leadership is responsive to my feedback:</th>
<th>Man (A)</th>
<th>Woman (B)</th>
<th>T/NB/NC (C)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>RESPONSIVENESS TO FEEDBACK OVERALL</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>One on one conversations with my supervisor</td>
<td>83.0%</td>
<td>139</td>
<td>87.7%</td>
<td>98</td>
</tr>
<tr>
<td>My representation in shared governance (CPC, APC, or Faculty Council)</td>
<td>36.2%</td>
<td>129</td>
<td>25.5%</td>
<td>95</td>
</tr>
<tr>
<td>My service on committees</td>
<td>57.2%</td>
<td>139</td>
<td>43.1%</td>
<td>98</td>
</tr>
<tr>
<td>Annual review process</td>
<td>67.6%</td>
<td>135</td>
<td>76.3%</td>
<td>98</td>
</tr>
<tr>
<td>Input collection through anonymous surveys</td>
<td>46.3%</td>
<td>139</td>
<td>39.9%</td>
<td>98</td>
</tr>
</tbody>
</table>

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. * Values reported for items with n >= 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 50: Feedback Valued

<table>
<thead>
<tr>
<th>Feedback Valued Overall</th>
<th>Man (A)</th>
<th>Woman (B)</th>
<th>T/NB/NC (C)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
</tr>
<tr>
<td>FEEDBACK VALUED OVERALL</td>
<td>44.5%</td>
<td>137</td>
<td>56.2%</td>
<td>98</td>
</tr>
<tr>
<td>CSU overall</td>
<td>30.9%</td>
<td>137</td>
<td>42.0%</td>
<td>98</td>
</tr>
<tr>
<td>My division/college</td>
<td>33.0%</td>
<td>137</td>
<td>49.0%</td>
<td>98</td>
</tr>
<tr>
<td>My department/unit</td>
<td>70.1%</td>
<td>139</td>
<td>77.8%</td>
<td>98</td>
</tr>
</tbody>
</table>

*Values reported for items with $n > 3$.*

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 completed the survey item.

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 51: Discriminatory Attitudes: CSU Overall

<table>
<thead>
<tr>
<th>Discriminatory Attitudes</th>
<th>Man (A)</th>
<th>Woman (B)</th>
<th>T/NB/NC (C)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
</tr>
<tr>
<td>Age</td>
<td>3.7%</td>
<td>6</td>
<td>9.5%</td>
<td>14</td>
</tr>
<tr>
<td>Physical appearance</td>
<td>4.5%</td>
<td>7</td>
<td>4.8%</td>
<td>7</td>
</tr>
<tr>
<td>Physical disability</td>
<td>4.5%</td>
<td>7</td>
<td>3.3%</td>
<td>5</td>
</tr>
<tr>
<td>Mental disability</td>
<td>4.5%</td>
<td>7</td>
<td>6.2%</td>
<td>9</td>
</tr>
<tr>
<td>Employment classification</td>
<td>14.1%</td>
<td>22</td>
<td>20.2%</td>
<td>29</td>
</tr>
<tr>
<td>Gender identity</td>
<td>8.0%</td>
<td>13</td>
<td>7.5%</td>
<td>11</td>
</tr>
<tr>
<td>Job title</td>
<td>9.4%</td>
<td>15</td>
<td>23.2%</td>
<td>33</td>
</tr>
<tr>
<td>Parental status</td>
<td>11.0%</td>
<td>17</td>
<td>12.1%</td>
<td>17</td>
</tr>
<tr>
<td>Religion</td>
<td>0.0%</td>
<td>*</td>
<td>9.0%</td>
<td>13</td>
</tr>
<tr>
<td>Political affiliation</td>
<td>12.4%</td>
<td>20</td>
<td>4.8%</td>
<td>7</td>
</tr>
<tr>
<td>Sexual orientation</td>
<td>3.5%</td>
<td>6</td>
<td>4.8%</td>
<td>7</td>
</tr>
<tr>
<td>Socio-economic status</td>
<td>11.7%</td>
<td>18</td>
<td>10.8%</td>
<td>15</td>
</tr>
<tr>
<td>Ethnic origin</td>
<td>4.3%</td>
<td>7</td>
<td>10.3%</td>
<td>15</td>
</tr>
<tr>
<td>Veteran status</td>
<td>0.0%</td>
<td>*</td>
<td>3.3%</td>
<td>5</td>
</tr>
<tr>
<td>Race or color</td>
<td>7.8%</td>
<td>12</td>
<td>13.3%</td>
<td>19</td>
</tr>
<tr>
<td>Marital status</td>
<td>2.0%</td>
<td>3</td>
<td>8.1%</td>
<td>12</td>
</tr>
<tr>
<td>Nationality/country of origin</td>
<td>1.8%</td>
<td>*</td>
<td>7.5%</td>
<td>11</td>
</tr>
<tr>
<td>None/no response</td>
<td>65.1%</td>
<td>102</td>
<td>59.5%</td>
<td>85</td>
</tr>
</tbody>
</table>

*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: Discriminatory Attitudes: Division/College

<table>
<thead>
<tr>
<th>Discrimination Category</th>
<th>Man Pct</th>
<th>Woman Pct</th>
<th>T/NB/NC Pct</th>
<th>Overall Pct</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Age</strong></td>
<td>3.5%</td>
<td>7.5%</td>
<td>11 0.0%</td>
<td>5.4% 16</td>
</tr>
<tr>
<td><strong>Physical appearance</strong></td>
<td>2.5%</td>
<td>6.1%</td>
<td>9 0.0%</td>
<td>4.2% 13</td>
</tr>
<tr>
<td><strong>Physical disability</strong></td>
<td>4.5%</td>
<td>7 4.8%</td>
<td>7 0.0%</td>
<td>4.6% 14</td>
</tr>
<tr>
<td><strong>Mental disability</strong></td>
<td>4.5%</td>
<td>7 6.1%</td>
<td>9 0.0%</td>
<td>5.2% 16</td>
</tr>
<tr>
<td><strong>Employment classification</strong></td>
<td>10.2%</td>
<td>16 15.9%</td>
<td>23 0.0%</td>
<td>12.8% 39</td>
</tr>
<tr>
<td><strong>Gender identity</strong></td>
<td>9.8%</td>
<td>15 7.4%</td>
<td>11 0.0%</td>
<td>8.5% 26</td>
</tr>
<tr>
<td><strong>Job title</strong></td>
<td>5.7%</td>
<td>9 20.3%</td>
<td>29 0.0%</td>
<td>12.6% 38</td>
</tr>
<tr>
<td><strong>Parental status</strong></td>
<td>7.4%</td>
<td>12 8.7%</td>
<td>12 0.0%</td>
<td>8.0% 24</td>
</tr>
<tr>
<td><strong>Religion</strong></td>
<td>2.0%</td>
<td>3 3.3%</td>
<td>5 0.0%</td>
<td>2.6% 8</td>
</tr>
<tr>
<td><strong>Political affiliation</strong></td>
<td>12.6%</td>
<td>20 6.2%</td>
<td>9 0.0%</td>
<td>9.5% 29</td>
</tr>
<tr>
<td><strong>Sexual orientation</strong></td>
<td>0.0%</td>
<td>* 1.9%</td>
<td>* 0.0%</td>
<td>* 0.9%</td>
</tr>
<tr>
<td><strong>Socio-economic status</strong></td>
<td>6.2%</td>
<td>10 6.2%</td>
<td>9 0.0%</td>
<td>6.2% 19</td>
</tr>
<tr>
<td><strong>Ethnic origin</strong></td>
<td>2.5%</td>
<td>4 3.2%</td>
<td>5 0.0%</td>
<td>2.8% 8</td>
</tr>
<tr>
<td><strong>Veteran status</strong></td>
<td>0.0%</td>
<td>* 1.9%</td>
<td>* 0.0%</td>
<td>* 0.9%</td>
</tr>
<tr>
<td><strong>Race or color</strong></td>
<td>4.5%</td>
<td>7 3.3%</td>
<td>5 0.0%</td>
<td>2.9% 9</td>
</tr>
<tr>
<td><strong>Marital status</strong></td>
<td>2.0%</td>
<td>3 4.6%</td>
<td>7 0.0%</td>
<td>3.2% 10</td>
</tr>
<tr>
<td><strong>Nationality/country of origin</strong></td>
<td>0.0%</td>
<td>* 4.6%</td>
<td>7 0.0%</td>
<td>* 2.2% 7</td>
</tr>
<tr>
<td><strong>None/no response</strong></td>
<td>72.1%</td>
<td>113 66.9%</td>
<td>96 100.0%</td>
<td>69.9% 212</td>
</tr>
</tbody>
</table>

*Values reported for items with n > 3.

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

Statistical significance not tested.

### Table 53: Discriminatory Attitudes: Department/Unit

<table>
<thead>
<tr>
<th>Discrimination Category</th>
<th>Man Pct</th>
<th>Woman Pct</th>
<th>T/NB/NC Pct</th>
<th>Overall Pct</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Age</strong></td>
<td>5.5%</td>
<td>13.4%</td>
<td>19 0.0%</td>
<td>9.2% 28</td>
</tr>
<tr>
<td><strong>Physical appearance</strong></td>
<td>4.5%</td>
<td>7 6.9%</td>
<td>10 0.0%</td>
<td>5.6% 17</td>
</tr>
<tr>
<td><strong>Physical disability</strong></td>
<td>4.5%</td>
<td>7 5.6%</td>
<td>8 0.0%</td>
<td>5.0% 15</td>
</tr>
<tr>
<td><strong>Mental disability</strong></td>
<td>4.5%</td>
<td>7 8.8%</td>
<td>13 0.0%</td>
<td>6.5% 20</td>
</tr>
<tr>
<td><strong>Employment classification</strong></td>
<td>17.6%</td>
<td>28 17.2%</td>
<td>25 0.0%</td>
<td>17.3% 52</td>
</tr>
<tr>
<td><strong>Gender identity</strong></td>
<td>4.5%</td>
<td>7 11.1%</td>
<td>16 0.0%</td>
<td>7.6% 23</td>
</tr>
<tr>
<td><strong>Job title</strong></td>
<td>13.3%</td>
<td>21 19.6%</td>
<td>28 0.0%</td>
<td>16.2% 49</td>
</tr>
<tr>
<td><strong>Parental status</strong></td>
<td>7.4%</td>
<td>12 7.2%</td>
<td>10 0.0%</td>
<td>7.3% 22</td>
</tr>
<tr>
<td><strong>Religion</strong></td>
<td>2.0%</td>
<td>3 1.3%</td>
<td>* 0.0%</td>
<td>1.6% 5</td>
</tr>
<tr>
<td><strong>Political affiliation</strong></td>
<td>10.7%</td>
<td>17 4.8%</td>
<td>7 0.0%</td>
<td>7.8% 24</td>
</tr>
<tr>
<td><strong>Sexual orientation</strong></td>
<td>0.0%</td>
<td>* 3.3%</td>
<td>5 0.0%</td>
<td>* 1.6% 5</td>
</tr>
<tr>
<td><strong>Socio-economic status</strong></td>
<td>8.2%</td>
<td>13 8.4%</td>
<td>12 0.0%</td>
<td>8.2% 25</td>
</tr>
<tr>
<td><strong>Ethnic origin</strong></td>
<td>4.5%</td>
<td>7 2.6%</td>
<td>4 0.0%</td>
<td>3.6% 11</td>
</tr>
<tr>
<td><strong>Veteran status</strong></td>
<td>0.0%</td>
<td>* 0.0%</td>
<td>* 0.0%</td>
<td>* 0.0%</td>
</tr>
<tr>
<td><strong>Race or color</strong></td>
<td>4.5%</td>
<td>7 4.6%</td>
<td>7 0.0%</td>
<td>4.5% 14</td>
</tr>
<tr>
<td><strong>Marital status</strong></td>
<td>0.0%</td>
<td>* 2.8%</td>
<td>4 0.0%</td>
<td>* 1.3% 4</td>
</tr>
<tr>
<td><strong>Nationality/country of origin</strong></td>
<td>0.0%</td>
<td>* 2.8%</td>
<td>4 0.0%</td>
<td>* 1.2% 4</td>
</tr>
<tr>
<td><strong>None/no response</strong></td>
<td>70.2%</td>
<td>110 65.1%</td>
<td>93 100.0%</td>
<td>68.0% 206</td>
</tr>
</tbody>
</table>

*Values reported for items with n > 3.

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

Statistical significance not tested.
### Table 54: Other Potential Problems: CSU Overall

<table>
<thead>
<tr>
<th>Problem</th>
<th>Man Pct</th>
<th>Man Pop</th>
<th>Woman Pct</th>
<th>Woman Pop</th>
<th>T/NB/NC Pct</th>
<th>T/NB/NC Pop</th>
<th>Overall Pct</th>
<th>Overall Pop</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual harassment</td>
<td>10.0%</td>
<td>16</td>
<td>15.0%</td>
<td>21</td>
<td>0.0%</td>
<td>*</td>
<td>12.3%</td>
<td>37</td>
</tr>
<tr>
<td>Bullying</td>
<td>10.0%</td>
<td>16</td>
<td>13.2%</td>
<td>19</td>
<td>0.0%</td>
<td>*</td>
<td>11.4%</td>
<td>35</td>
</tr>
<tr>
<td>Bias</td>
<td>19.4%</td>
<td>30</td>
<td>22.1%</td>
<td>32</td>
<td>0.0%</td>
<td>*</td>
<td>20.5%</td>
<td>62</td>
</tr>
<tr>
<td>Physical assault</td>
<td>2.5%</td>
<td>4</td>
<td>3.3%</td>
<td>5</td>
<td>0.0%</td>
<td>*</td>
<td>2.9%</td>
<td>9</td>
</tr>
<tr>
<td>Sexual misconduct</td>
<td>4.3%</td>
<td>7</td>
<td>9.4%</td>
<td>13</td>
<td>0.0%</td>
<td>*</td>
<td>6.6%</td>
<td>20</td>
</tr>
<tr>
<td>Verbal abuse</td>
<td>6.2%</td>
<td>10</td>
<td>7.5%</td>
<td>11</td>
<td>0.0%</td>
<td>*</td>
<td>6.8%</td>
<td>21</td>
</tr>
<tr>
<td>None/no response</td>
<td>77.1%</td>
<td>121</td>
<td>71.3%</td>
<td>102</td>
<td>100.0%</td>
<td>*</td>
<td>74.5%</td>
<td>226</td>
</tr>
</tbody>
</table>

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

### Table 55: Other Potential Problems: Division/College

<table>
<thead>
<tr>
<th>Problem</th>
<th>Man Pct</th>
<th>Man Pop</th>
<th>Woman Pct</th>
<th>Woman Pop</th>
<th>T/NB/NC Pct</th>
<th>T/NB/NC Pop</th>
<th>Overall Pct</th>
<th>Overall Pop</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual harassment</td>
<td>0.0%</td>
<td>*</td>
<td>4.1%</td>
<td>6</td>
<td>0.0%</td>
<td>*</td>
<td>1.9%</td>
<td>6</td>
</tr>
<tr>
<td>Bullying</td>
<td>3.5%</td>
<td>6</td>
<td>8.1%</td>
<td>12</td>
<td>0.0%</td>
<td>*</td>
<td>5.6%</td>
<td>17</td>
</tr>
<tr>
<td>Bias</td>
<td>12.9%</td>
<td>20</td>
<td>15.9%</td>
<td>23</td>
<td>0.0%</td>
<td>*</td>
<td>14.2%</td>
<td>43</td>
</tr>
<tr>
<td>Physical assault</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Sexual misconduct</td>
<td>0.0%</td>
<td>*</td>
<td>2.8%</td>
<td>4</td>
<td>0.0%</td>
<td>*</td>
<td>1.3%</td>
<td>4</td>
</tr>
<tr>
<td>Verbal abuse</td>
<td>1.8%</td>
<td>*</td>
<td>4.2%</td>
<td>6</td>
<td>0.0%</td>
<td>*</td>
<td>2.9%</td>
<td>9</td>
</tr>
<tr>
<td>None/no response</td>
<td>85.3%</td>
<td>134</td>
<td>78.9%</td>
<td>113</td>
<td>100.0%</td>
<td>*</td>
<td>82.4%</td>
<td>250</td>
</tr>
</tbody>
</table>

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

### Table 56: Other Potential Problems: Department/Unit

<table>
<thead>
<tr>
<th>Problem</th>
<th>Man Pct</th>
<th>Man Pop</th>
<th>Woman Pct</th>
<th>Woman Pop</th>
<th>T/NB/NC Pct</th>
<th>T/NB/NC Pop</th>
<th>Overall Pct</th>
<th>Overall Pop</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual harassment</td>
<td>2.0%</td>
<td>3</td>
<td>5.9%</td>
<td>8</td>
<td>0.0%</td>
<td>*</td>
<td>3.8%</td>
<td>12</td>
</tr>
<tr>
<td>Bullying</td>
<td>7.1%</td>
<td>11</td>
<td>9.7%</td>
<td>14</td>
<td>0.0%</td>
<td>*</td>
<td>8.2%</td>
<td>25</td>
</tr>
<tr>
<td>Bias</td>
<td>16.9%</td>
<td>27</td>
<td>18.7%</td>
<td>27</td>
<td>0.0%</td>
<td>*</td>
<td>17.6%</td>
<td>53</td>
</tr>
<tr>
<td>Physical assault</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Sexual misconduct</td>
<td>0.0%</td>
<td>*</td>
<td>1.3%</td>
<td>*</td>
<td>0.0%</td>
<td>*</td>
<td>0.6%</td>
<td>*</td>
</tr>
<tr>
<td>Verbal abuse</td>
<td>3.7%</td>
<td>6</td>
<td>9.6%</td>
<td>14</td>
<td>0.0%</td>
<td>*</td>
<td>6.4%</td>
<td>20</td>
</tr>
<tr>
<td>None/no response</td>
<td>79.6%</td>
<td>125</td>
<td>76.6%</td>
<td>110</td>
<td>100.0%</td>
<td>*</td>
<td>78.4%</td>
<td>237</td>
</tr>
</tbody>
</table>

*Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.
*Values reported for items with n > 3.
Table 57: WCNR Experiences over Past 12 Months

<table>
<thead>
<tr>
<th>Thinking about your experiences over the past 12 months in the Warner College of Natural Resources, please indicate your level of agreement with the following statements:</th>
<th>Man (A)</th>
<th>Woman (B)</th>
<th>T/NB/NC (C)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>WCNR handles diversity, equity, and inclusion matters appropriately</td>
<td>84.5% 15768.7% B</td>
<td>141100.0%</td>
<td>*77.2% 301</td>
<td></td>
</tr>
<tr>
<td>WCNR demonstrates a commitment to DEI efforts</td>
<td>90.4% 15791.5% B</td>
<td>141100.0%</td>
<td>*91.0% 301</td>
<td></td>
</tr>
<tr>
<td>WCNR Leadership (Dean's Staff) promotes diversity, equity, and inclusion as critical to our future success</td>
<td>82.6% 15780.6% B</td>
<td>141100.0%</td>
<td>*81.8% 301</td>
<td></td>
</tr>
<tr>
<td>WCNR Department Heads promotes diversity, equity, and inclusion as critical to our future success</td>
<td>75.3% 15768.6% B</td>
<td>141100.0%</td>
<td>*72.4% 301</td>
<td></td>
</tr>
<tr>
<td>Within my department I am comfortable talking about my background and cultural experience with my colleagues</td>
<td>79.4% 15777.6% B</td>
<td>143100.0%</td>
<td>*78.8% 303</td>
<td></td>
</tr>
<tr>
<td>I am well informed about Warner College's diversity initiatives and goals</td>
<td>76.2% 15781.5% B</td>
<td>143100.0%</td>
<td>*78.9% 303</td>
<td></td>
</tr>
</tbody>
</table>

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
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: Inclusive-minded Environment

<table>
<thead>
<tr>
<th>To what extent do you agree or disagree that WCNR is creating an inclusive-minded environment in each of the following:</th>
<th>Man (A)</th>
<th>Woman (B)</th>
<th>T/NB/NC (C)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>College</td>
<td>79.2% 151 78.7% B</td>
<td>141100.0%</td>
<td>*79.1% 295</td>
<td></td>
</tr>
<tr>
<td>Departments</td>
<td>71.4% 151 69.3% B</td>
<td>139100.0%</td>
<td>*70.7% 293</td>
<td></td>
</tr>
<tr>
<td>Classrooms</td>
<td>59.9% 151 54.6% B</td>
<td>137100.0%</td>
<td>*57.8% 291</td>
<td></td>
</tr>
<tr>
<td>Labs</td>
<td>50.0% 145 36.7% B</td>
<td>137100.0%</td>
<td>*44.1% 284</td>
<td></td>
</tr>
<tr>
<td>Field Crews</td>
<td>58.3% 145 47.9% B</td>
<td>137100.0%</td>
<td>*53.6% 284</td>
<td></td>
</tr>
</tbody>
</table>

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. 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: Talking about DEI Issues

<table>
<thead>
<tr>
<th>To what extent do you comfortable talking about DEI issues within your...</th>
<th>Man (A)</th>
<th>Woman (B)</th>
<th>T/NB/NC (C)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>College</td>
<td>65.5% 151 57.5% B</td>
<td>135100.0%</td>
<td>*62.1% 289</td>
<td></td>
</tr>
<tr>
<td>Departments</td>
<td>67.8% 151 65.3% B</td>
<td>141100.0%</td>
<td>*66.9% 295</td>
<td></td>
</tr>
<tr>
<td>Classrooms</td>
<td>62.2% 145 58.8% B</td>
<td>119100.0%</td>
<td>*61.0% 267</td>
<td></td>
</tr>
<tr>
<td>Labs</td>
<td>59.5% 138 49.7% B</td>
<td>110100.0%</td>
<td>*55.6% 251</td>
<td></td>
</tr>
<tr>
<td>Field Crews</td>
<td>58.6% 142 55.9% B</td>
<td>112100.0%</td>
<td>*57.8% 257</td>
<td></td>
</tr>
</tbody>
</table>

Percent "All" or "Most" of the time
The reported population reflects the number of respondents who answered the survey item. * Values reported for items with n >= 3
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 60: Experienced Discrimination

To what extent have you ever experienced any discrimination (i.e., unfair, negative, or adverse treatment) at WCNR based on one or more aspects of your background or identity (e.g., gender, age, ethnicity, culture, sexual orientation, etc.) in each of the following?

<table>
<thead>
<tr>
<th>Location</th>
<th>Man (A)</th>
<th>Woman (B)</th>
<th>T/NB/NC (C)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
</tr>
<tr>
<td>College</td>
<td>0.0%</td>
<td>154</td>
<td>1.2%</td>
<td>139</td>
</tr>
<tr>
<td>Departments</td>
<td>0.0%</td>
<td>146</td>
<td>4.2%</td>
<td>114</td>
</tr>
<tr>
<td>Classrooms</td>
<td>0.0%</td>
<td>141</td>
<td>6.0%</td>
<td>107</td>
</tr>
<tr>
<td>Labs</td>
<td>0.0%</td>
<td>140</td>
<td>1.4%</td>
<td>122</td>
</tr>
<tr>
<td>Field Crews</td>
<td>0.0%</td>
<td>142</td>
<td>0.0%</td>
<td>126</td>
</tr>
</tbody>
</table>

Percent "All" or "Most" of the time

The reported population reflects the number of respondents who answered the survey item. * Values reported for items with n >= 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. 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.
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 61: Work Culture

<table>
<thead>
<tr>
<th>Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.</th>
<th>Racially minoritized (A)</th>
<th>Non-racially minoritized (B)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>WORK CULTURE OVERALL</strong></td>
<td>77.7% 32</td>
<td>69.9% 265</td>
<td>70.7% 297</td>
</tr>
<tr>
<td>My department/unit promotes a work environment where all employees feel included</td>
<td>81.8% 32</td>
<td>73.3% 269</td>
<td>74.2% 301</td>
</tr>
<tr>
<td>My department/unit treats all employees equitably</td>
<td>52.9% 32</td>
<td>61.3% 269</td>
<td>58.7% 301</td>
</tr>
<tr>
<td>My department/unit is open and transparent in communication</td>
<td>76.0% 32</td>
<td>58.7% 269</td>
<td>60.4% 301</td>
</tr>
<tr>
<td>My department/unit values employee input in major department/unit decisions</td>
<td>90.4% B 32</td>
<td>72.7% 267</td>
<td>77.8% 299</td>
</tr>
<tr>
<td>My department/unit promotes respect for cultural differences</td>
<td>76.0% 32</td>
<td>78.0% 269</td>
<td>77.8% 301</td>
</tr>
<tr>
<td>My department/unit understands the value of diversity</td>
<td>84.6% 32</td>
<td>84.7% 269</td>
<td>86.4% 301</td>
</tr>
<tr>
<td>My department/unit communicates the importance of valuing diversity</td>
<td>90.4% 32</td>
<td>74.8% 267</td>
<td>78.9% 301</td>
</tr>
<tr>
<td>I feel valued as an employee</td>
<td>63.1% 32</td>
<td>51.9% 269</td>
<td>59.2% 301</td>
</tr>
<tr>
<td>I feel a strong sense of belonging to CSU</td>
<td>60.9% 32</td>
<td>59.2% 269</td>
<td>60.4% 301</td>
</tr>
<tr>
<td>I feel a strong sense of belonging to my division/college</td>
<td>75.3% 32</td>
<td>66.1% 269</td>
<td>77.9% 301</td>
</tr>
<tr>
<td>I feel a strong sense of belonging to my department/unit</td>
<td>84.0% B 32</td>
<td>72.4% 269</td>
<td>74.3% 301</td>
</tr>
<tr>
<td>I would recommend CSU as a place of employment</td>
<td>90.4% B 32</td>
<td>72.4% 269</td>
<td>74.3% 301</td>
</tr>
<tr>
<td>I would recommend my department/unit as a place of employment</td>
<td>84.6% B 32</td>
<td>72.4% 269</td>
<td>74.3% 301</td>
</tr>
</tbody>
</table>

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\(^2\)  
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: Performance Review in Last Year

<table>
<thead>
<tr>
<th>Did you have a performance review in the last year?</th>
<th>Racially minoritized (A)</th>
<th>Non-racially minoritized (B)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, I had a review</td>
<td>67.9% 22</td>
<td>83.1% B 222</td>
<td>81.5% 243</td>
</tr>
<tr>
<td>No, I did not have a review</td>
<td>32.1% B 10</td>
<td>16.9% 45</td>
<td>18.5% 55</td>
</tr>
<tr>
<td>Total</td>
<td>100.0% 32</td>
<td>100.0% 267</td>
<td>100.0% 299</td>
</tr>
</tbody>
</table>

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 63: Performance Review**

<table>
<thead>
<tr>
<th></th>
<th>Racially minoritized (A)</th>
<th>Non-racially minoritized (B)</th>
<th>Overall</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>PERFORMANCE REVIEW OVERALL</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am satisfied with the effort my supervisor put into my most</td>
<td>69.5%</td>
<td>80.7%</td>
<td>79.7%</td>
<td>220</td>
<td>241</td>
</tr>
<tr>
<td>recent performance review</td>
<td>22</td>
<td>81.8%</td>
<td>222</td>
<td>243</td>
<td></td>
</tr>
<tr>
<td>I fear negative job consequences if I am to raise an issue of</td>
<td>12.7%</td>
<td>9.5%</td>
<td>9.8%</td>
<td>222</td>
<td>243</td>
</tr>
<tr>
<td>unfair treatment during my review*</td>
<td>22</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am aware of the process to mediate disagreements with my</td>
<td>21.2%</td>
<td>59.6%</td>
<td>56.1%</td>
<td>220</td>
<td>241</td>
</tr>
<tr>
<td>supervisor regarding my evaluation.</td>
<td>22</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Reverse coded when included in overall rating

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 64: Respect**

<table>
<thead>
<tr>
<th></th>
<th>Racially minoritized (A)</th>
<th>Non-racially minoritized (B)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>RESPECT OVERALL</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My department/unit is treated with respect by other units within</td>
<td>64.1%</td>
<td>66.7%</td>
<td>66.4%</td>
</tr>
<tr>
<td>my college/division</td>
<td>30</td>
<td>30</td>
<td>299</td>
</tr>
<tr>
<td>My college/division is treated with respect by CSU</td>
<td>68.1%</td>
<td>65.3%</td>
<td>65.6%</td>
</tr>
<tr>
<td></td>
<td>30</td>
<td>30</td>
<td>299</td>
</tr>
<tr>
<td>The people I interact with treat each other with respect</td>
<td>49.7%</td>
<td>62.1%</td>
<td>62.1%</td>
</tr>
<tr>
<td></td>
<td>30</td>
<td>30</td>
<td>299</td>
</tr>
<tr>
<td>There is respect for religious differences in my department/</td>
<td>90.4%</td>
<td>87.4%</td>
<td>87.4%</td>
</tr>
<tr>
<td>unit</td>
<td>32</td>
<td>32</td>
<td>301</td>
</tr>
<tr>
<td>There is respect for liberal perspectives in my department/unit</td>
<td>49.3%</td>
<td>54.2%</td>
<td>54.2%</td>
</tr>
<tr>
<td></td>
<td>32</td>
<td>32</td>
<td>301</td>
</tr>
<tr>
<td>There is respect for conservative perspectives in my department/unit</td>
<td>91.4%</td>
<td>82.6%</td>
<td>82.6%</td>
</tr>
<tr>
<td></td>
<td>32</td>
<td>32</td>
<td>301</td>
</tr>
<tr>
<td>There is respect for conservative perspectives in my</td>
<td>31.4%</td>
<td>48.3%</td>
<td>48.3%</td>
</tr>
<tr>
<td>department/unit</td>
<td>32</td>
<td>32</td>
<td>301</td>
</tr>
</tbody>
</table>

Percent “Agree” or “Strongly agree”

The reported population reflects the number of respondents who answered the survey item.

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: 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:

<table>
<thead>
<tr>
<th></th>
<th>Racially minoritized (A)</th>
<th>Non-racially minoritized (B)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>FAVORITISM OVERALL</td>
<td>31.2%</td>
<td>30</td>
<td>19.5%</td>
</tr>
<tr>
<td>Recognized within my department/unit</td>
<td>46.0%</td>
<td>30</td>
<td>28.2%</td>
</tr>
<tr>
<td>Resources in my department/unit</td>
<td>54.2%</td>
<td>30</td>
<td>19.7%</td>
</tr>
<tr>
<td>Professional development opportunities</td>
<td>10.3%</td>
<td>30</td>
<td>14.0%</td>
</tr>
<tr>
<td>Promoted in my department/unit</td>
<td>17.1%</td>
<td>30</td>
<td>18.1%</td>
</tr>
<tr>
<td>Hired in my department/unit</td>
<td>28.7%</td>
<td>30</td>
<td>17.2%</td>
</tr>
</tbody>
</table>

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: Leadership Accountability: College/Division Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.

<table>
<thead>
<tr>
<th></th>
<th>Racially minoritized (A)</th>
<th>Non-racially minoritized (B)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL</td>
<td>36.3%</td>
<td>30</td>
<td>38.5%</td>
</tr>
<tr>
<td>Leadership adequately addresses inappropriate behavior</td>
<td>42.1%</td>
<td>30</td>
<td>31.6%</td>
</tr>
<tr>
<td>Leadership holds employees accountable for inappropriate behavior</td>
<td>15.4%</td>
<td>30</td>
<td>27.6%</td>
</tr>
<tr>
<td>Leadership holds employees accountable for poor performance in the workplace</td>
<td>9.2%</td>
<td>30</td>
<td>20.9%</td>
</tr>
<tr>
<td>Leadership acts ethically and honestly in the workplace</td>
<td>60.3%</td>
<td>32</td>
<td>58.4%</td>
</tr>
<tr>
<td>Leadership addresses issues of inequity</td>
<td>51.3%</td>
<td>30</td>
<td>47.6%</td>
</tr>
<tr>
<td>Leadership holds all employees to the same standards</td>
<td>42.1%</td>
<td>30</td>
<td>46.4%</td>
</tr>
</tbody>
</table>

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: Leadership Accountability: Department/Unit Leadership

<table>
<thead>
<tr>
<th>Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.</th>
<th>Racially minoritized (A)</th>
<th>Non-racially minoritized (B)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>部</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL</td>
<td>41.6%</td>
<td>30</td>
<td>45.4%</td>
</tr>
<tr>
<td>Leadership adequately addresses inappropriate behavior</td>
<td>49.0%</td>
<td>30</td>
<td>40.3%</td>
</tr>
<tr>
<td>Leadership holds employees accountable for inappropriate behavior</td>
<td>13.1%</td>
<td>30</td>
<td>34.0%</td>
</tr>
<tr>
<td>Leadership holds employees accountable for poor performance in the workplace</td>
<td>16.1%</td>
<td>30</td>
<td>31.8%</td>
</tr>
<tr>
<td>Leadership acts ethically and honestly in the workplace</td>
<td>60.3%</td>
<td>32</td>
<td>58.4%</td>
</tr>
<tr>
<td>Leadership addresses issues of inequity</td>
<td>58.2%</td>
<td>30</td>
<td>48.8%</td>
</tr>
<tr>
<td>Leadership holds all employees to the same standards</td>
<td>43.7%</td>
<td>32</td>
<td>54.1%</td>
</tr>
</tbody>
</table>

*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 68: Climate: CSU Overall

<table>
<thead>
<tr>
<th>Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.</th>
<th>Racially minoritized (A)</th>
<th>Non-racially minoritized (B)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>部</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>CSU CLIMATE OVERALL</td>
<td>53.7%</td>
<td>30</td>
<td>67.1% A</td>
</tr>
<tr>
<td>Recruits employees from a diverse set of backgrounds</td>
<td>26.7%</td>
<td>30</td>
<td>65.9% A</td>
</tr>
<tr>
<td>Improves the campus climate for all employees</td>
<td>44.9%</td>
<td>30</td>
<td>64.4% A</td>
</tr>
<tr>
<td>Retains diverse employees</td>
<td>45.1%</td>
<td>30</td>
<td>42.1% A</td>
</tr>
<tr>
<td>Creates a supportive environment for employees from diverse backgrounds</td>
<td>45.1%</td>
<td>30</td>
<td>58.8% A</td>
</tr>
<tr>
<td>Encourages discussions related to diversity</td>
<td>73.6%</td>
<td>30</td>
<td>88.7% A</td>
</tr>
<tr>
<td>Provides employees with a positive work experience</td>
<td>78.2%</td>
<td>32</td>
<td>73.1% A</td>
</tr>
<tr>
<td>Climate has become consistently more inclusive of all employees</td>
<td>63.4%</td>
<td>30</td>
<td>77.1% A</td>
</tr>
</tbody>
</table>

*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: Climate: Department/Unit

<table>
<thead>
<tr>
<th></th>
<th>Racially minoritized (A)</th>
<th>Non-racially minoritized (B)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>DEPARTMENT/UNIT CLIMATE OVERALL</td>
<td>65.8%</td>
<td>30</td>
<td>64.8%</td>
</tr>
<tr>
<td>Recruits employees from a diverse set of backgrounds</td>
<td>39.8%</td>
<td>30</td>
<td>62.5%</td>
</tr>
<tr>
<td>Improves the campus climate for all employees</td>
<td>61.1%</td>
<td>30</td>
<td>63.6%</td>
</tr>
<tr>
<td>Retains diverse employees</td>
<td>61.2%</td>
<td>30</td>
<td>48.4%</td>
</tr>
<tr>
<td>Creates a supportive environment for employees from diverse backgrounds</td>
<td>45.1%</td>
<td>30</td>
<td>58.8%</td>
</tr>
<tr>
<td>Encourages discussions related to diversity</td>
<td>81.8%</td>
<td>32</td>
<td>78.2%</td>
</tr>
<tr>
<td>Provides employees with a positive work experience</td>
<td>81.8%</td>
<td>32</td>
<td>71.9%</td>
</tr>
<tr>
<td>Climate has become consistently more inclusive of all employees</td>
<td>70.3%</td>
<td>30</td>
<td>73.2%</td>
</tr>
</tbody>
</table>

Percent “Agree” or “Strongly agree”

The reported population reflects the number of respondents who answered the survey item.¹²³

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 70: Communications: CSU Overall

<table>
<thead>
<tr>
<th></th>
<th>Racially minoritized (A)</th>
<th>Non-racially minoritized (B)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>CSU COMMUNICATIONS OVERALL</td>
<td>59.6%</td>
<td>30</td>
<td>62.6%</td>
</tr>
<tr>
<td>Communications are effective</td>
<td>64.5%</td>
<td>32</td>
<td>69.9%</td>
</tr>
<tr>
<td>Communications are timely</td>
<td>58.1%</td>
<td>32</td>
<td>73.2%</td>
</tr>
<tr>
<td>Communications are relevant</td>
<td>73.2%</td>
<td>32</td>
<td>54.9%</td>
</tr>
<tr>
<td>Communications are informative</td>
<td>64.5%</td>
<td>32</td>
<td>69.1%</td>
</tr>
<tr>
<td>Communications are motivating</td>
<td>49.0%</td>
<td>30</td>
<td>37.0%</td>
</tr>
<tr>
<td>Communications are honest</td>
<td>71.3%</td>
<td>30</td>
<td>57.4%</td>
</tr>
<tr>
<td>Communications are accessible</td>
<td>46.0%</td>
<td>30</td>
<td>74.3%</td>
</tr>
</tbody>
</table>

Percent “Agree” or “Strongly agree”

The reported population reflects the number of respondents who answered the survey item.¹²³

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 71: Communications: Division/College

<table>
<thead>
<tr>
<th></th>
<th>Racially minoritized (A)</th>
<th>Non-racially minoritized (B)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>COLLEGE/DIVISION COMMUNICATIONS OVERALL</td>
<td>53.7%</td>
<td>30</td>
<td>63.0%</td>
</tr>
<tr>
<td>Communications are effective</td>
<td>58.7%</td>
<td>32</td>
<td>67.5%</td>
</tr>
<tr>
<td>Communications are timely</td>
<td>55.9%</td>
<td>30</td>
<td>70.4%</td>
</tr>
<tr>
<td>Communications are relevant</td>
<td>55.9%</td>
<td>30</td>
<td>75.6%</td>
</tr>
<tr>
<td>Communications are informative</td>
<td>55.9%</td>
<td>30</td>
<td>75.6%</td>
</tr>
<tr>
<td>Communications are motivating</td>
<td>49.7%</td>
<td>30</td>
<td>28.1%</td>
</tr>
<tr>
<td>Communications are honest</td>
<td>55.9%</td>
<td>30</td>
<td>61.2%</td>
</tr>
<tr>
<td>Communications are accessible</td>
<td>46.7%</td>
<td>30</td>
<td>71.5%</td>
</tr>
</tbody>
</table>

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 72: Communications: Department/Unit

<table>
<thead>
<tr>
<th></th>
<th>Racially minoritized (A)</th>
<th>Non-racially minoritized (B)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>DEPARTMENT/UNIT COMMUNICATIONS OVERALL</td>
<td>71.7%</td>
<td>30</td>
<td>68.0%</td>
</tr>
<tr>
<td>Communications are effective</td>
<td>73.2%</td>
<td>32</td>
<td>65.9%</td>
</tr>
<tr>
<td>Communications are timely</td>
<td>71.3%</td>
<td>30</td>
<td>71.5%</td>
</tr>
<tr>
<td>Communications are relevant</td>
<td>90.4%</td>
<td>32</td>
<td>75.2%</td>
</tr>
<tr>
<td>Communications are informative</td>
<td>73.2%</td>
<td>32</td>
<td>81.8%</td>
</tr>
<tr>
<td>Communications are motivating</td>
<td>55.9%</td>
<td>30</td>
<td>38.4%</td>
</tr>
<tr>
<td>Communications are honest</td>
<td>80.5%</td>
<td>30</td>
<td>71.1%</td>
</tr>
<tr>
<td>Communications are accessible</td>
<td>62.1%</td>
<td>30</td>
<td>69.2%</td>
</tr>
</tbody>
</table>

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 73: Communicated Feedback

<table>
<thead>
<tr>
<th>During the past 12 months, have you had the opportunity to communicate feedback to CSU?</th>
<th>Racially minoritized (A)</th>
<th>Non-racially minoritized (B)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, I have the opportunity to provide feedback</td>
<td>18.0% 6</td>
<td>53.1% 142</td>
<td>49.4% 148</td>
</tr>
<tr>
<td>Maybe, I can provide feedback in limited situations</td>
<td>56.3% 18</td>
<td>27.5% 74</td>
<td>30.6% 92</td>
</tr>
<tr>
<td>No, I don’t have an opportunity to provide feedback</td>
<td>25.6% 8</td>
<td>19.4% 52</td>
<td>20.0% 60</td>
</tr>
<tr>
<td>Total</td>
<td>100.0% 32</td>
<td>100.0% 267</td>
<td>100.0% 299</td>
</tr>
</tbody>
</table>

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): .051,2
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 74: Responsiveness to Feedback

<table>
<thead>
<tr>
<th>When I use the following channels, leadership is responsive to my feedback:</th>
<th>Racially minoritized (A)</th>
<th>Non-racially minoritized (B)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>RESPONSIVENESS TO FEEDBACK OVERALL</td>
<td>64.0% 24</td>
<td>55.2% 203</td>
<td>56.1% 227</td>
</tr>
<tr>
<td>One on one conversations with my supervisor</td>
<td>88.4% 24</td>
<td>84.5% 213</td>
<td>84.9% 237</td>
</tr>
<tr>
<td>My representation in shared governance (CPC, APC, or Faculty Council)</td>
<td>23.2% 24</td>
<td>33.5% 203</td>
<td>32.4% 227</td>
</tr>
<tr>
<td>My service on committees</td>
<td>79.7% 24</td>
<td>48.2% 213</td>
<td>51.4% 237</td>
</tr>
<tr>
<td>Annual review process</td>
<td>68.1% 24</td>
<td>71.6% 209</td>
<td>71.2% 233</td>
</tr>
<tr>
<td>Input collection through anonymous surveys</td>
<td>60.3% 24</td>
<td>43.0% 213</td>
<td>44.8% 237</td>
</tr>
</tbody>
</table>

As 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 75: Feedback Valued

<table>
<thead>
<tr>
<th>When I give feedback it is valued by:</th>
<th>Racially minoritized (A)</th>
<th>Non-racially minoritized (B)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>FEEDBACK VALUED OVERALL</td>
<td>52.0% 24</td>
<td>49.9% 210</td>
<td>50.1% 234</td>
</tr>
<tr>
<td>CSU overall</td>
<td>35.8% 24</td>
<td>36.8% 210</td>
<td>36.7% 234</td>
</tr>
<tr>
<td>My division/college</td>
<td>44.5% 24</td>
<td>40.3% 210</td>
<td>40.8% 234</td>
</tr>
<tr>
<td>My department/unit</td>
<td>75.5% 24</td>
<td>73.0% 213</td>
<td>73.3% 237</td>
</tr>
</tbody>
</table>

As 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 76: Discriminatory Attitudes: CSU Overall

<table>
<thead>
<tr>
<th>Category</th>
<th>Racially minoritized</th>
<th>Non-racially minoritized</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>Age</td>
<td>6.4%</td>
<td>*</td>
<td>6.5%</td>
</tr>
<tr>
<td>Physical appearance</td>
<td>6.4%</td>
<td>*</td>
<td>4.4%</td>
</tr>
<tr>
<td>Physical disability</td>
<td>6.4%</td>
<td>*</td>
<td>3.6%</td>
</tr>
<tr>
<td>Mental disability</td>
<td>6.4%</td>
<td>*</td>
<td>5.1%</td>
</tr>
<tr>
<td>Employment classification</td>
<td>12.9%</td>
<td>4</td>
<td>16.6%</td>
</tr>
<tr>
<td>Gender identity</td>
<td>6.4%</td>
<td>*</td>
<td>6.9%</td>
</tr>
<tr>
<td>Job title</td>
<td>15.1%</td>
<td>5</td>
<td>14.6%</td>
</tr>
<tr>
<td>Parental status</td>
<td>20.9%</td>
<td>7</td>
<td>9.7%</td>
</tr>
<tr>
<td>Religion</td>
<td>6.4%</td>
<td>*</td>
<td>4.0%</td>
</tr>
<tr>
<td>Political affiliation</td>
<td>12.9%</td>
<td>4</td>
<td>16.6%</td>
</tr>
<tr>
<td>Sexual orientation</td>
<td>6.4%</td>
<td>*</td>
<td>2.8%</td>
</tr>
<tr>
<td>Socio-economic status</td>
<td>21.5%</td>
<td>7</td>
<td>9.3%</td>
</tr>
<tr>
<td>Ethnic origin</td>
<td>12.2%</td>
<td>4</td>
<td>5.5%</td>
</tr>
<tr>
<td>Veteran status</td>
<td>6.4%</td>
<td>*</td>
<td>1.0%</td>
</tr>
<tr>
<td>Race or color</td>
<td>21.5%</td>
<td>7</td>
<td>8.0%</td>
</tr>
<tr>
<td>Marital status</td>
<td>6.4%</td>
<td>*</td>
<td>4.7%</td>
</tr>
<tr>
<td>Nationality/country of origin</td>
<td>6.4%</td>
<td>*</td>
<td>3.2%</td>
</tr>
<tr>
<td>None/no response</td>
<td>55.4%</td>
<td>18</td>
<td>65.9%</td>
</tr>
</tbody>
</table>

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

### Table 77: Discriminatory Attitudes: Division/College

<table>
<thead>
<tr>
<th>Category</th>
<th>Racially minoritized</th>
<th>Non-racially minoritized</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>Age</td>
<td>0.0%</td>
<td>*</td>
<td>6.0%</td>
</tr>
<tr>
<td>Physical appearance</td>
<td>0.0%</td>
<td>*</td>
<td>4.7%</td>
</tr>
<tr>
<td>Physical disability</td>
<td>0.0%</td>
<td>*</td>
<td>5.1%</td>
</tr>
<tr>
<td>Mental disability</td>
<td>0.0%</td>
<td>*</td>
<td>5.8%</td>
</tr>
<tr>
<td>Employment classification</td>
<td>0.0%</td>
<td>*</td>
<td>13.6%</td>
</tr>
<tr>
<td>Gender identity</td>
<td>0.0%</td>
<td>*</td>
<td>8.6%</td>
</tr>
<tr>
<td>Job title</td>
<td>0.0%</td>
<td>*</td>
<td>13.3%</td>
</tr>
<tr>
<td>Parental status</td>
<td>5.8%</td>
<td>*</td>
<td>8.3%</td>
</tr>
<tr>
<td>Religion</td>
<td>0.0%</td>
<td>*</td>
<td>2.9%</td>
</tr>
<tr>
<td>Political affiliation</td>
<td>0.0%</td>
<td>*</td>
<td>10.7%</td>
</tr>
<tr>
<td>Sexual orientation</td>
<td>0.0%</td>
<td>*</td>
<td>1.0%</td>
</tr>
<tr>
<td>Socio-economic status</td>
<td>0.0%</td>
<td>*</td>
<td>6.2%</td>
</tr>
<tr>
<td>Ethnic origin</td>
<td>5.8%</td>
<td>*</td>
<td>2.5%</td>
</tr>
<tr>
<td>Veteran status</td>
<td>0.0%</td>
<td>*</td>
<td>1.0%</td>
</tr>
<tr>
<td>Race or color</td>
<td>0.0%</td>
<td>*</td>
<td>3.2%</td>
</tr>
<tr>
<td>Marital status</td>
<td>0.0%</td>
<td>*</td>
<td>2.9%</td>
</tr>
<tr>
<td>Nationality/country of origin</td>
<td>0.0%</td>
<td>*</td>
<td>2.4%</td>
</tr>
<tr>
<td>None/no response</td>
<td>94.2%</td>
<td>30</td>
<td>69.4%</td>
</tr>
</tbody>
</table>

Total may exceed 100% as respondents could select more than one option. Statistical significance not tested. * Values reported for items with n > = 3.
Table 78: Discriminatory Attitudes: Department/Unit

<table>
<thead>
<tr>
<th>Please indicate if discriminatory attitudes are currently problematic.</th>
<th>Racially minoritized</th>
<th>Non-racially minoritized</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>Age</td>
<td>15.4%</td>
<td>5</td>
<td>8.5%</td>
</tr>
<tr>
<td>Physical appearance</td>
<td>9.6%</td>
<td>3</td>
<td>5.2%</td>
</tr>
<tr>
<td>Physical disability</td>
<td>0.0%</td>
<td>*</td>
<td>5.6%</td>
</tr>
<tr>
<td>Mental disability</td>
<td>0.0%</td>
<td>*</td>
<td>7.3%</td>
</tr>
<tr>
<td>Employment classification</td>
<td>18.2%</td>
<td>6</td>
<td>16.5%</td>
</tr>
<tr>
<td>Gender identity</td>
<td>9.6%</td>
<td>3</td>
<td>6.6%</td>
</tr>
<tr>
<td>Job title</td>
<td>24.0%</td>
<td>8</td>
<td>14.6%</td>
</tr>
<tr>
<td>Parental status</td>
<td>9.6%</td>
<td>3</td>
<td>7.0%</td>
</tr>
<tr>
<td>Religion</td>
<td>0.0%</td>
<td>*</td>
<td>1.8%</td>
</tr>
<tr>
<td>Political affiliation</td>
<td>9.6%</td>
<td>3</td>
<td>7.6%</td>
</tr>
<tr>
<td>Sexual orientation</td>
<td>0.0%</td>
<td>*</td>
<td>1.8%</td>
</tr>
<tr>
<td>Socio-economic status</td>
<td>9.6%</td>
<td>3</td>
<td>7.3%</td>
</tr>
<tr>
<td>Ethnic origin</td>
<td>9.6%</td>
<td>3</td>
<td>2.9%</td>
</tr>
<tr>
<td>Veteran status</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
</tr>
<tr>
<td>Race or color</td>
<td>9.6%</td>
<td>3</td>
<td>3.9%</td>
</tr>
<tr>
<td>Marital status</td>
<td>0.0%</td>
<td>*</td>
<td>1.5%</td>
</tr>
<tr>
<td>Nationality/country of origin</td>
<td>9.6%</td>
<td>3</td>
<td>0.7%</td>
</tr>
<tr>
<td>None/no response</td>
<td>76.0%</td>
<td>24</td>
<td>67.7%</td>
</tr>
</tbody>
</table>

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

Table 79: Other Potential Problems: CSU Overall

<table>
<thead>
<tr>
<th>Please indicate if any of the following are currently problematic.</th>
<th>Racially minoritized</th>
<th>Non-racially minoritized</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>Sexual harassment</td>
<td>15.1%</td>
<td>5</td>
<td>11.2%</td>
</tr>
<tr>
<td>Bullying</td>
<td>6.4%</td>
<td>*</td>
<td>11.3%</td>
</tr>
<tr>
<td>Bias</td>
<td>26.7%</td>
<td>9</td>
<td>19.9%</td>
</tr>
<tr>
<td>Physical assault</td>
<td>6.4%</td>
<td>*</td>
<td>2.5%</td>
</tr>
<tr>
<td>Sexual misconduct</td>
<td>6.4%</td>
<td>*</td>
<td>5.9%</td>
</tr>
<tr>
<td>Verbal abuse</td>
<td>15.1%</td>
<td>5</td>
<td>5.8%</td>
</tr>
<tr>
<td>None/no response</td>
<td>64.7%</td>
<td>21</td>
<td>76.4%</td>
</tr>
</tbody>
</table>

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

Table 80: Other Potential Problems: Division/College

<table>
<thead>
<tr>
<th>Please indicate if any of the following are currently problematic.</th>
<th>Racially minoritized</th>
<th>Non-racially minoritized</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>Sexual harassment</td>
<td>0.0%</td>
<td>*</td>
<td>2.2%</td>
</tr>
<tr>
<td>Bullying</td>
<td>0.0%</td>
<td>*</td>
<td>5.6%</td>
</tr>
<tr>
<td>Bias</td>
<td>20.2%</td>
<td>6</td>
<td>13.6%</td>
</tr>
<tr>
<td>Physical assault</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
</tr>
<tr>
<td>Sexual misconduct</td>
<td>0.0%</td>
<td>*</td>
<td>1.5%</td>
</tr>
<tr>
<td>Verbal abuse</td>
<td>0.0%</td>
<td>*</td>
<td>3.3%</td>
</tr>
<tr>
<td>None/no response</td>
<td>79.8%</td>
<td>26</td>
<td>83.4%</td>
</tr>
</tbody>
</table>

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.
* Values reported for items with n > 3.
### Table 81: Other Potential Problems: Department/Unit

<table>
<thead>
<tr>
<th>Problem</th>
<th>Racially minoritized</th>
<th>Non-racially minoritized</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>Sexual harassment</td>
<td>9.6%</td>
<td>3</td>
<td>3.1%</td>
</tr>
<tr>
<td>Bullying</td>
<td>17.3%</td>
<td>6</td>
<td>6.4%</td>
</tr>
<tr>
<td>Bias</td>
<td>32.6%</td>
<td>10</td>
<td>15.8%</td>
</tr>
<tr>
<td>Physical assault</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
</tr>
<tr>
<td>Sexual misconduct</td>
<td>0.0%</td>
<td>*</td>
<td>0.7%</td>
</tr>
<tr>
<td>Verbal abuse</td>
<td>24.0%</td>
<td>8</td>
<td>4.4%</td>
</tr>
<tr>
<td>None/no response</td>
<td>58.7%</td>
<td>19</td>
<td>81.4%</td>
</tr>
</tbody>
</table>

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

### Table 82: WCNR Experiences over Past 12 Months

<table>
<thead>
<tr>
<th>Statement</th>
<th>Racially minoritized</th>
<th>Non-racially minoritized</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>WCNR handles diversity, equity, and inclusion matters appropriately</td>
<td>73.6%</td>
<td>30</td>
<td>76.3%</td>
</tr>
<tr>
<td>WCNR demonstrates a commitment to DEI efforts</td>
<td>89.7%</td>
<td>30</td>
<td>90.0%</td>
</tr>
<tr>
<td>WCNR Leadership (Dean’s Staff) promotes diversity, equity, and inclusion</td>
<td>80.5%</td>
<td>30</td>
<td>80.7%</td>
</tr>
<tr>
<td>as critical to our future success</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>WCNR Department Heads promotes diversity, equity, and inclusion as critical</td>
<td>74.3%</td>
<td>30</td>
<td>71.8%</td>
</tr>
<tr>
<td>to our future success</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Within my department I am comfortable talking about my background and</td>
<td>76.0%</td>
<td>32</td>
<td>77.8%</td>
</tr>
<tr>
<td>cultural experience with my colleagues</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am well informed about Warner College’s diversity initiatives and goals</td>
<td>93.6%</td>
<td>B</td>
<td>76.9%</td>
</tr>
</tbody>
</table>

Percent “Agree” or “Strongly agree”

The reported population reflects the number of respondents who answered the survey items. The 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

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 83: Inclusive-minded Environment

<table>
<thead>
<tr>
<th>College</th>
<th>Racially minoritized</th>
<th>Non-racially minoritized</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>College</td>
<td>80.5%</td>
<td>30</td>
<td>78.7%</td>
</tr>
<tr>
<td>Departments</td>
<td>71.3%</td>
<td>30</td>
<td>70.2%</td>
</tr>
<tr>
<td>Classrooms</td>
<td>52.7%</td>
<td>30</td>
<td>56.7%</td>
</tr>
<tr>
<td>Labs</td>
<td>52.7%</td>
<td>30</td>
<td>42.5%</td>
</tr>
<tr>
<td>Field Crews</td>
<td>61.9%</td>
<td>30</td>
<td>52.2%</td>
</tr>
</tbody>
</table>

Percent “Agree” or “Strongly agree”

The reported population reflects the number of respondents who answered the survey items. The 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

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 84: Talking about DEI Issues

<table>
<thead>
<tr>
<th></th>
<th>Racially minoritized</th>
<th>Non-racially minoritized</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>College</td>
<td>71.3%</td>
<td>30</td>
<td>59.6%</td>
</tr>
<tr>
<td>Departments</td>
<td>73.2%</td>
<td>32</td>
<td>64.6%</td>
</tr>
<tr>
<td>Classrooms</td>
<td>65.1%</td>
<td>30</td>
<td>58.7%</td>
</tr>
<tr>
<td>Labs</td>
<td>74.3%</td>
<td>30</td>
<td>52.5%</td>
</tr>
<tr>
<td>Field Crews</td>
<td>49.7%</td>
<td>30</td>
<td>58.4%</td>
</tr>
</tbody>
</table>

The reported population reflects the number of respondents who answered the survey item. Percent "All" or "Most" of the time

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: Experienced Discrimination

<table>
<thead>
<tr>
<th></th>
<th>Racially minoritized</th>
<th>Non-racially minoritized</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>College</td>
<td>0.0%</td>
<td>30</td>
<td>3.2%</td>
</tr>
<tr>
<td>Departments</td>
<td>0.0%</td>
<td>30</td>
<td>4.2%</td>
</tr>
<tr>
<td>Classrooms</td>
<td>0.0%</td>
<td>30</td>
<td>1.8%</td>
</tr>
<tr>
<td>Labs</td>
<td>0.0%</td>
<td>30</td>
<td>1.1%</td>
</tr>
<tr>
<td>Field Crews</td>
<td>0.0%</td>
<td>30</td>
<td>1.1%</td>
</tr>
</tbody>
</table>

The reported population reflects the number of respondents who answered the survey item. Percent "All" or "Most" of the time

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.
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 86: Work Culture

<table>
<thead>
<tr>
<th>Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.</th>
<th>Admin Pro (A)</th>
<th>T/TT Fac (B)</th>
<th>CCA Fac (C)</th>
<th>SC (D)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>WORK CULTURE OVERALL</td>
<td>68.1%</td>
<td>198583.3</td>
<td>82.4%</td>
<td>28</td>
<td>85.5%</td>
</tr>
<tr>
<td>My department/unit promotes a work environment where all employees feel included</td>
<td>71.3%</td>
<td>202683.7</td>
<td>80.9%</td>
<td>28100.0</td>
<td>B</td>
</tr>
<tr>
<td>My department/unit treats all employees equitably</td>
<td>59.3%</td>
<td>202463.2</td>
<td>57.1%</td>
<td>28</td>
<td>81.1%</td>
</tr>
<tr>
<td>My department/unit is open and transparent in communication</td>
<td>60.1%</td>
<td>202450.0</td>
<td>71.4%</td>
<td>28100.0</td>
<td>B</td>
</tr>
<tr>
<td>My department/unit values employee input in major department/unit decisions</td>
<td>66.9%</td>
<td>200744.3</td>
<td>90.4%</td>
<td>28</td>
<td>85.6%</td>
</tr>
<tr>
<td>My department/unit promotes respect for cultural differences</td>
<td>77.7%</td>
<td>202623.6</td>
<td>90.0%</td>
<td>28100.0</td>
<td>B</td>
</tr>
<tr>
<td>My department/unit understands the value of diversity</td>
<td>82.3%</td>
<td>202693.7</td>
<td>100.0%</td>
<td>28100.0</td>
<td>B</td>
</tr>
<tr>
<td>My department/unit communicates the importance of valuing diversity</td>
<td>75.7%</td>
<td>202684.3</td>
<td>90.4%</td>
<td>28100.0</td>
<td>B</td>
</tr>
<tr>
<td>I feel valued as an employee</td>
<td>70.8%</td>
<td>200661.1</td>
<td>80.9%</td>
<td>28</td>
<td>85.6%</td>
</tr>
<tr>
<td>I feel a strong sense of belonging to CSU</td>
<td>52.7%</td>
<td>200391.1</td>
<td>95.8%</td>
<td>28</td>
<td>62.2%</td>
</tr>
<tr>
<td>I feel a strong sense of belonging to my division/college</td>
<td>57.0%</td>
<td>202403.3</td>
<td>90.4%</td>
<td>28</td>
<td>47.8%</td>
</tr>
<tr>
<td>I feel a strong sense of belonging to my department/unit</td>
<td>63.2%</td>
<td>202593.1</td>
<td>61.7%</td>
<td>28100.0</td>
<td>A B C</td>
</tr>
<tr>
<td>I would recommend CSU as a place of employment</td>
<td>74.9%</td>
<td>202636.2</td>
<td>100.0%</td>
<td>28100.0</td>
<td>B</td>
</tr>
<tr>
<td>I would recommend my department/unit as a place of employment</td>
<td>72.6%</td>
<td>202553.5</td>
<td>80.9%</td>
<td>28100.0</td>
<td>B</td>
</tr>
</tbody>
</table>

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: Performance Review in Last Year

<table>
<thead>
<tr>
<th>Did you have a performance review in the last year?</th>
<th>Admin Pro (A)</th>
<th>T/TT Fac (B)</th>
<th>CCA Fac (C)</th>
<th>SC (D)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>Yes, I had a review</td>
<td>82.1%</td>
<td>166</td>
<td>97.6%</td>
<td>76</td>
<td>63.1%</td>
</tr>
<tr>
<td>No, I did not have a review</td>
<td>17.9%</td>
<td>36</td>
<td>2.4%</td>
<td>*</td>
<td>36.9%</td>
</tr>
<tr>
<td>Total</td>
<td>100.0%</td>
<td>202</td>
<td>100.0%</td>
<td>78</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

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 \(n \geq 3\)^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 88: Performance Review

<table>
<thead>
<tr>
<th>Statement</th>
<th>Admin Pro (A)</th>
<th>T/TT Fac (B)</th>
<th>CCA Fac (C)</th>
<th>SC (D)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>PERFORMANCE REVIEW OVERALL</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am satisfied with the effort my supervisor put into my most recent</td>
<td>81.7%</td>
<td>164</td>
<td>75.3%</td>
<td>76</td>
<td>94.4%</td>
</tr>
<tr>
<td>performance review</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I fear negative job consequences if I am to raise an issue of unfair</td>
<td>83.8%</td>
<td>166</td>
<td>72.8%</td>
<td>76</td>
<td>100.0%</td>
</tr>
<tr>
<td>treatment during my review*</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am aware of the process to mediate disagreements with my supervisor</td>
<td>60.2%</td>
<td>164</td>
<td>53.0%</td>
<td>76</td>
<td>83.2%</td>
</tr>
<tr>
<td>regarding my evaluation.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Reverse coded when included in overall rating

Table 89: Respect

<table>
<thead>
<tr>
<th>Statement</th>
<th>Admin Pro (A)</th>
<th>T/TT Fac (B)</th>
<th>CCA Fac (C)</th>
<th>SC (D)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>RESPECT OVERALL</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My department/unit is treated with respect by other units within my</td>
<td>66.0%</td>
<td>198</td>
<td>54.1%</td>
<td>78</td>
<td>81.7%</td>
</tr>
<tr>
<td>college/division</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My college/division is treated with respect by CSU</td>
<td>66.0%</td>
<td>198</td>
<td>43.8%</td>
<td>78</td>
<td>80.9%</td>
</tr>
<tr>
<td>The people I interact with treat each other with respect</td>
<td>62.6%</td>
<td>198</td>
<td>36.7%</td>
<td>78</td>
<td>100.0%</td>
</tr>
<tr>
<td>There is respect for religious differences in my department/unit</td>
<td>90.7%</td>
<td>200</td>
<td>66.1%</td>
<td>78</td>
<td>57.2%</td>
</tr>
<tr>
<td>There is respect for liberal perspectives in my department/unit</td>
<td>52.1%</td>
<td>200</td>
<td>48.3%</td>
<td>78</td>
<td>57.2%</td>
</tr>
<tr>
<td>There is respect for conservative perspectives in my department/unit</td>
<td>80.1%</td>
<td>200</td>
<td>82.5%</td>
<td>78</td>
<td>100.0%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Reverse coded when included in overall rating

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 90: 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:**

<table>
<thead>
<tr>
<th></th>
<th>Admin Pro</th>
<th>T/TT Fac</th>
<th>CCA Fac</th>
<th>SC</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FAVORITISM OVERALL</strong></td>
<td>15.3%</td>
<td>78.2%</td>
<td>78.2%</td>
<td>28.0%</td>
<td>1620.4%</td>
</tr>
<tr>
<td>Recognized within my department/unit</td>
<td>A</td>
<td>D</td>
<td>78%</td>
<td>26.8%</td>
<td>1629.6%</td>
</tr>
<tr>
<td>Resources in my department/unit</td>
<td>16.7%</td>
<td>78.2%</td>
<td>28.0%</td>
<td>1626.3%</td>
<td></td>
</tr>
<tr>
<td>Professional development opportunities</td>
<td>8.4%</td>
<td>78.1%</td>
<td>28.0%</td>
<td>16.11%</td>
<td></td>
</tr>
<tr>
<td>Promoted in my department/unit</td>
<td>16.0%</td>
<td>78.2%</td>
<td>28.0%</td>
<td>16.16%</td>
<td></td>
</tr>
<tr>
<td>Hired in my department/unit</td>
<td>11.0%</td>
<td>78.2%</td>
<td>28.0%</td>
<td>16.17%</td>
<td></td>
</tr>
</tbody>
</table>

**Percent “Agree” or “Strongly agree”**

*The reported population reflects the number of respondents who answered the survey item.*

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: Leadership Accountability: College/Division Leadership

**Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.**

<table>
<thead>
<tr>
<th></th>
<th>Admin Pro</th>
<th>T/TT Fac</th>
<th>CCA Fac</th>
<th>SC</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL</strong></td>
<td>37.4%</td>
<td>75.4%</td>
<td>21.4%</td>
<td>13</td>
<td>36.9%</td>
</tr>
<tr>
<td>Leadership adequately addresses inappropriate behavior</td>
<td>36.4%</td>
<td>75.3%</td>
<td>21.4%</td>
<td>13</td>
<td>34.4%</td>
</tr>
<tr>
<td>Leadership holds employees accountable for inappropriate behavior</td>
<td>26.9%</td>
<td>75.3%</td>
<td>21.4%</td>
<td>13</td>
<td>27.5%</td>
</tr>
<tr>
<td>Leadership holds employees accountable for poor performance in the workplace</td>
<td>22.1%</td>
<td>75.1%</td>
<td>21.4%</td>
<td>13</td>
<td>20.1%</td>
</tr>
<tr>
<td>Leadership acts ethically and honestly in the workplace</td>
<td>53.7%</td>
<td>75.8%</td>
<td>25.3%</td>
<td>13</td>
<td>57.4%</td>
</tr>
<tr>
<td>Leadership addresses issues of inequity</td>
<td>45.6%</td>
<td>75.5%</td>
<td>21.4%</td>
<td>13</td>
<td>45.1%</td>
</tr>
<tr>
<td>Leadership holds all employees to the same standards</td>
<td>40.0%</td>
<td>75.5%</td>
<td>25.3%</td>
<td>13</td>
<td>38.7%</td>
</tr>
</tbody>
</table>

**Percent “Agree” or “Strongly agree”**

*The reported population reflects the number of respondents who answered the survey item.*

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 92: Leadership Accountability: Department/Unit Leadership

<table>
<thead>
<tr>
<th>Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.</th>
<th>Admin Pro (A)</th>
<th>T/TT Fac (B)</th>
<th>CCA Fac (C)</th>
<th>SC (D)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>Leadership adequately addresses inappropriate behavior</td>
<td>46.2%</td>
<td>185</td>
<td>34.4%</td>
<td>75</td>
<td>73.4%</td>
</tr>
<tr>
<td>Leadership holds employees accountable for inappropriate behavior</td>
<td>34.2%</td>
<td>181</td>
<td>21.1%</td>
<td>75</td>
<td>73.4%</td>
</tr>
<tr>
<td>Leadership holds employees accountable for poor performance in the workplace</td>
<td>35.0%</td>
<td>185</td>
<td>18.4%</td>
<td>75</td>
<td>73.4%</td>
</tr>
<tr>
<td>Leadership acts ethically and honestly in the workplace</td>
<td>53.7%</td>
<td>187</td>
<td>56.5%</td>
<td>75</td>
<td>73.4%</td>
</tr>
<tr>
<td>Leadership holds all employees to the same standards</td>
<td>52.1%</td>
<td>187</td>
<td>32.0%</td>
<td>75</td>
<td>73.4%</td>
</tr>
</tbody>
</table>

**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 93: Climate: CSU Overall

<table>
<thead>
<tr>
<th>Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.</th>
<th>Admin Pro (A)</th>
<th>T/TT Fac (B)</th>
<th>CCA Fac (C)</th>
<th>SC (D)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>CSU CLIMATE OVERALL</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>Recruits employees from a diverse set of backgrounds</td>
<td>64.9%</td>
<td>187</td>
<td>43.7%</td>
<td>78</td>
<td>63.1%</td>
</tr>
<tr>
<td>Improves the campus climate for all employees</td>
<td>56.5%</td>
<td>182</td>
<td>46.3%</td>
<td>75</td>
<td>63.1%</td>
</tr>
<tr>
<td>Retains diverse employees</td>
<td>40.2%</td>
<td>185</td>
<td>32.0%</td>
<td>78</td>
<td>31.2%</td>
</tr>
<tr>
<td>Creates a supportive environment for employees from diverse backgrounds</td>
<td>55.8%</td>
<td>185</td>
<td>36.7%</td>
<td>78</td>
<td>63.1%</td>
</tr>
<tr>
<td>Encourages discussions related to diversity</td>
<td>84.9%</td>
<td>185</td>
<td>83.6%</td>
<td>78</td>
<td>100.0%</td>
</tr>
<tr>
<td>Provides employees with a positive work experience</td>
<td>69.9%</td>
<td>187</td>
<td>55.7%</td>
<td>78</td>
<td>100.0%</td>
</tr>
<tr>
<td>Climate has become consistently more inclusive of all employees</td>
<td>66.7%</td>
<td>186</td>
<td>54.9%</td>
<td>75</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

**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 94: Climate: Department/Unit

<table>
<thead>
<tr>
<th>Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.</th>
<th>Admin Pro (A) Pct</th>
<th>T/TT Fac (B) Pct</th>
<th>CCA Fac (C) Pct</th>
<th>SC (D) Pct</th>
<th>Overall Pct</th>
</tr>
</thead>
<tbody>
<tr>
<td>DEPARTMENT/UNIT CLIMATE OVERALL</td>
<td>62.9% 18553.4%</td>
<td>7060.7% 21</td>
<td>77.2% 1361.1%</td>
<td>289</td>
<td></td>
</tr>
<tr>
<td>Recruits employees from a diverse set of backgrounds</td>
<td>61.8% 18741.6%</td>
<td>7552.6% 25</td>
<td>73.4% 1356.5%</td>
<td>301</td>
<td></td>
</tr>
<tr>
<td>Improves the campus climate for all employees</td>
<td>57.0% 18554.5%</td>
<td>7863.1% 25</td>
<td>100.0% 1358.7%</td>
<td>301</td>
<td></td>
</tr>
<tr>
<td>Retains diverse employees</td>
<td>50.3% 18539.2%</td>
<td>7631.2% 21</td>
<td>20.3% 1344.7%</td>
<td>295</td>
<td></td>
</tr>
<tr>
<td>Creates a supportive environment for employees from diverse backgrounds</td>
<td>55.8% 18536.7%</td>
<td>7863.1% 25</td>
<td>73.4% 1352.2%</td>
<td>301</td>
<td></td>
</tr>
<tr>
<td>Encourages discussions related to diversity</td>
<td>74.9% 18975.5%</td>
<td>7878.9% 25</td>
<td>100.0% 1376.4%</td>
<td>306</td>
<td></td>
</tr>
<tr>
<td>Provides employees with a positive work experience</td>
<td>61.1% 289</td>
<td>77.2% 13</td>
<td>61.1% 289</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Climate has become consistently more inclusive of all employees</td>
<td>63.8% 18767.4%</td>
<td>7589.4% 25</td>
<td>73.4% 1367.2%</td>
<td>301</td>
<td></td>
</tr>
</tbody>
</table>

*Percent “Agree” or “Strongly agree”*

*The reported population reflects the number of respondents who answered the survey item.*

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 95: Communications: CSU Overall

<table>
<thead>
<tr>
<th>Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.</th>
<th>Admin Pro (A) Pct</th>
<th>T/TT Fac (B) Pct</th>
<th>CCA Fac (C) Pct</th>
<th>SC (D) Pct</th>
<th>Overall Pct</th>
</tr>
</thead>
<tbody>
<tr>
<td>CSU COMMUNICATIONS OVERALL</td>
<td>65.1% 18247.8%</td>
<td>7472.2%</td>
<td>2552.4%</td>
<td>1060.9%</td>
<td>291</td>
</tr>
<tr>
<td>Communications are effective</td>
<td>70.6% 18649.1%</td>
<td>7484.3%</td>
<td>2533.3%</td>
<td>1065.1%</td>
<td>295</td>
</tr>
<tr>
<td>Communications are timely</td>
<td>72.5% 18654.0%</td>
<td>7584.3%</td>
<td>2533.3%</td>
<td>1067.4%</td>
<td>297</td>
</tr>
<tr>
<td>Communications are relevant</td>
<td>82.5% 18650.2%</td>
<td>7578.9%</td>
<td>2566.7%</td>
<td>1060.9%</td>
<td>297</td>
</tr>
<tr>
<td>Communications are informative</td>
<td>75.6% 18445.3%</td>
<td>7589.5%</td>
<td>2566.7%</td>
<td>1068.7%</td>
<td>295</td>
</tr>
<tr>
<td>Communications are motivating</td>
<td>40.0% 18224.6%</td>
<td>7552.6%</td>
<td>2566.7%</td>
<td>1038.1%</td>
<td>293</td>
</tr>
<tr>
<td>Communications are honest</td>
<td>59.9% 18252.8%</td>
<td>7552.6%</td>
<td>2533.3%</td>
<td>1056.5%</td>
<td>293</td>
</tr>
<tr>
<td>Communications are accessible</td>
<td>74.7% 18253.9%</td>
<td>7563.1%</td>
<td>2566.7%</td>
<td>1068.1%</td>
<td>293</td>
</tr>
</tbody>
</table>

*Percent “Agree” or “Strongly agree”*

*The reported population reflects the number of respondents who answered the survey item.*

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 96: Communications: Division/College

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.

<table>
<thead>
<tr>
<th></th>
<th>Admin Pro (A)</th>
<th>T/TT Fac (B)</th>
<th>CCA Fac (C)</th>
<th>SC (D)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>COLLEGE/DIVISION COMMUNICATIONS OVERALL</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communications are effective</td>
<td>64.7%</td>
<td>18241.9%</td>
<td>74</td>
<td>83.4%</td>
<td>B</td>
</tr>
<tr>
<td>Communications are timely</td>
<td>65.8%</td>
<td>18641.4%</td>
<td>74</td>
<td>100.0%</td>
<td>A</td>
</tr>
<tr>
<td>Communications are relevant</td>
<td>69.1%</td>
<td>18446.7%</td>
<td>75</td>
<td>100.0%</td>
<td>A</td>
</tr>
<tr>
<td>Communications are relevant</td>
<td>68.8%</td>
<td>18442.8%</td>
<td>75</td>
<td>78.9%</td>
<td>B</td>
</tr>
<tr>
<td>Communications are timely</td>
<td>69.2%</td>
<td>18423.0%</td>
<td>75</td>
<td>100.0%</td>
<td>A</td>
</tr>
<tr>
<td>Communications are relevant</td>
<td>61.7%</td>
<td>18254.0%</td>
<td>75</td>
<td>89.4%</td>
<td>A</td>
</tr>
<tr>
<td>Communications are accessible</td>
<td>72.4%</td>
<td>18250.2%</td>
<td>75</td>
<td>52.6%</td>
<td>A</td>
</tr>
</tbody>
</table>

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.

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 97: Communications: Department/Unit

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.

<table>
<thead>
<tr>
<th></th>
<th>Admin Pro (A)</th>
<th>T/TT Fac (B)</th>
<th>CCA Fac (C)</th>
<th>SC (D)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>DEPARTMENT/UNIT COMMUNICATIONS OVERALL</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communications are effective</td>
<td>66.9%</td>
<td>17762.7%</td>
<td>71</td>
<td>80.4%</td>
<td>25</td>
</tr>
<tr>
<td>Communications are timely</td>
<td>66.3%</td>
<td>18452.9%</td>
<td>74</td>
<td>78.9%</td>
<td>B</td>
</tr>
<tr>
<td>Communications are relevant</td>
<td>66.3%</td>
<td>18457.7%</td>
<td>75</td>
<td>100.0%</td>
<td>A</td>
</tr>
<tr>
<td>Communications are relevant</td>
<td>76.3%</td>
<td>18378.2%</td>
<td>75</td>
<td>89.4%</td>
<td>A</td>
</tr>
<tr>
<td>Communications are informative</td>
<td>77.0%</td>
<td>18474.5%</td>
<td>75</td>
<td>100.0%</td>
<td>A</td>
</tr>
<tr>
<td>Communications are motivating</td>
<td>43.8%</td>
<td>18222.1%</td>
<td>75</td>
<td>63.1%</td>
<td>A</td>
</tr>
<tr>
<td>Communications are honest</td>
<td>73.0%</td>
<td>18271.1%</td>
<td>73</td>
<td>78.9%</td>
<td>B</td>
</tr>
<tr>
<td>Communications are accessible</td>
<td>69.0%</td>
<td>18260.0%</td>
<td>75</td>
<td>52.6%</td>
<td>B</td>
</tr>
</tbody>
</table>

Percent "Agree" or "Strongly agree"
The reported population reflects the number of respondents who answered the survey item.

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 98: Communicated Feedback

<table>
<thead>
<tr>
<th>During the past 12 months, have you had the opportunity to communicate feedback to CSU?</th>
<th>Admin Pro (A)</th>
<th>T/TT Fac (B)</th>
<th>CCA Fac (C)</th>
<th>SC (D)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, I have the opportunity to provide feedback</td>
<td>44.2% 83</td>
<td>42.7% 33</td>
<td>63.1% 16</td>
<td>0.0%*</td>
<td>43.5% 132</td>
</tr>
<tr>
<td>Maybe, I can provide feedback in limited situations</td>
<td>32.3% 60</td>
<td>39.7% 31</td>
<td>15.7% 4</td>
<td>73.4% 10</td>
<td>34.6% 105</td>
</tr>
<tr>
<td>No, I don't have an opportunity to provide feedback</td>
<td>23.5% 44</td>
<td>17.6% 14</td>
<td>21.1% 5</td>
<td>26.6% 3</td>
<td>21.9% 67</td>
</tr>
<tr>
<td>Total</td>
<td>100.0% 187</td>
<td>100.0% 78</td>
<td>100.0% 25</td>
<td>100.0% 131</td>
<td>100.0% 303</td>
</tr>
</tbody>
</table>

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. This category is not used in any of the subtables.
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 99: Responsiveness to Feedback

<table>
<thead>
<tr>
<th>When I use the following channels, leadership is responsive to my feedback:</th>
<th>Admin Pro (A)</th>
<th>T/TT Fac (B)</th>
<th>CCA Fac (C)</th>
<th>SC (D)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>RESPONSIVENESS TO FEEDBACK OVERALL</td>
<td>51.9% 141</td>
<td>63.0% 56</td>
<td>60.0% 12</td>
<td>50.0% 7</td>
<td>55.2% 216</td>
</tr>
<tr>
<td>One on one conversations with my supervisor</td>
<td>83.4% 143</td>
<td>80.5% 62</td>
<td>100.0% 20</td>
<td>100.0% 7</td>
<td>84.6% 232</td>
</tr>
<tr>
<td>My representation in shared governance (CPC, APC, or Faculty Council)</td>
<td>23.1% 141</td>
<td>43.5% 59</td>
<td>77.7% 12</td>
<td>50.0% 7</td>
<td>32.4% 219</td>
</tr>
<tr>
<td>My service on committees</td>
<td>38.7% 143</td>
<td>88.2% 62</td>
<td>73.2% 20</td>
<td>0.0% 7</td>
<td>53.7% 232</td>
</tr>
<tr>
<td>Annual review process</td>
<td>76.2% 143</td>
<td>66.0% 62</td>
<td>58.3% 16</td>
<td>100.0% 7</td>
<td>72.9% 228</td>
</tr>
<tr>
<td>Input collection through anonymous surveys</td>
<td>37.6% 143</td>
<td>39.2% 59</td>
<td>53.3% 20</td>
<td>0.0% 7</td>
<td>38.2% 229</td>
</tr>
</tbody>
</table>

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. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the row of each innermost subtable using the Bonferroni correction.
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 column proportions tests.

Table 100: Feedback Valued

<table>
<thead>
<tr>
<th>When I give feedback it is valued by:</th>
<th>Admin Pro (A)</th>
<th>T/TT Fac (B)</th>
<th>CCA Fac (C)</th>
<th>SC (D)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>FEEDBACK VALUED OVERALL</td>
<td>47.0% 143</td>
<td>43.4% 59</td>
<td>73.3% 20</td>
<td>16.7% 7</td>
<td>47.4% 229</td>
</tr>
<tr>
<td>CSU overall</td>
<td>34.7% 143</td>
<td>29.9% 59</td>
<td>53.3% 20</td>
<td>0.0% 7</td>
<td>34.0% 229</td>
</tr>
<tr>
<td>My division/college</td>
<td>37.6% 143</td>
<td>34.6% 59</td>
<td>66.7% 20</td>
<td>0.0% 7</td>
<td>38.2% 229</td>
</tr>
<tr>
<td>My department/unit</td>
<td>68.6% 143</td>
<td>67.2% 62</td>
<td>100.0% 20</td>
<td>50.0% 7</td>
<td>70.4% 232</td>
</tr>
</tbody>
</table>

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. Results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the row of each innermost subtable using the Bonferroni correction.
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.
Please indicate if discriminatory attitudes are currently problematic.

### Table 101: Discriminatory Attitudes: CSU Overall

<table>
<thead>
<tr>
<th></th>
<th>Admin Pct</th>
<th>T/TT Fac Pct</th>
<th>CCA Fac Pct</th>
<th>SC Pct</th>
<th>Overall Pct</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>5.6%</td>
<td>6.9%</td>
<td>519.1%</td>
<td>0.0%</td>
<td>6.8%</td>
</tr>
<tr>
<td>Physical appearance</td>
<td>3.6%</td>
<td>0.0%</td>
<td>*23.8%</td>
<td>7.0%</td>
<td>4.2%</td>
</tr>
<tr>
<td>Physical disability</td>
<td>2.5%</td>
<td>0.0%</td>
<td>*23.8%</td>
<td>7.0%</td>
<td>3.6%</td>
</tr>
<tr>
<td>Mental disability</td>
<td>4.6%</td>
<td>9.0%</td>
<td>*23.8%</td>
<td>7.0%</td>
<td>4.9%</td>
</tr>
<tr>
<td>Employment classification</td>
<td>20.2%</td>
<td>41.6%</td>
<td>523.8%</td>
<td>718.9%</td>
<td>317.2%</td>
</tr>
<tr>
<td>Gender identity</td>
<td>4.6%</td>
<td>912.9%</td>
<td>1023.8%</td>
<td>7.0%</td>
<td>7.9%</td>
</tr>
<tr>
<td>Job title</td>
<td>16.1%</td>
<td>3311.9%</td>
<td>919.1%</td>
<td>518.9%</td>
<td>315.5%</td>
</tr>
<tr>
<td>Parental status</td>
<td>7.1%</td>
<td>1418.9%</td>
<td>1519.1%</td>
<td>5.0%</td>
<td>*10.6%</td>
</tr>
<tr>
<td>Religion</td>
<td>4.1%</td>
<td>8 2.4%</td>
<td>*19.1%</td>
<td>5.0%</td>
<td>4.7%</td>
</tr>
<tr>
<td>Political affiliation</td>
<td>6.4%</td>
<td>13 6.9%</td>
<td>519.1%</td>
<td>5.0%</td>
<td>7.2%</td>
</tr>
<tr>
<td>Sexual orientation</td>
<td>2.0%</td>
<td>410.5%</td>
<td>8 9.6%</td>
<td>*0.0%</td>
<td>4.6%</td>
</tr>
<tr>
<td>Socio-economic status</td>
<td>7.1%</td>
<td>1419.8%</td>
<td>1533.4%</td>
<td>9.0%</td>
<td>*12.0%</td>
</tr>
<tr>
<td>Ethnic origin</td>
<td>4.1%</td>
<td>8 8.3%</td>
<td>623.8%</td>
<td>7.0%</td>
<td>6.6%</td>
</tr>
<tr>
<td>Veteran status</td>
<td>1.0%</td>
<td>*0.0%</td>
<td>*9.6%</td>
<td>*0.0%</td>
<td>*1.4%</td>
</tr>
<tr>
<td>Race or color</td>
<td>7.2%</td>
<td>1416.4%</td>
<td>1323.8%</td>
<td>7.0%</td>
<td>*10.4%</td>
</tr>
<tr>
<td>Marital status</td>
<td>4.6%</td>
<td>9 0.0%</td>
<td>*19.1%</td>
<td>5.0%</td>
<td>4.5%</td>
</tr>
<tr>
<td>Nationality/country of origin</td>
<td>3.1%</td>
<td>6 5.9%</td>
<td>5 9.6%</td>
<td>*0.0%</td>
<td>4.1%</td>
</tr>
<tr>
<td>None/no response</td>
<td>68.3%</td>
<td>13854.2%</td>
<td>4257.1%</td>
<td>1681.1%</td>
<td>1564.7%</td>
</tr>
</tbody>
</table>

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

### Table 102: Discriminatory Attitudes: Division/College

<table>
<thead>
<tr>
<th></th>
<th>Admin Pct</th>
<th>T/TT Fac Pct</th>
<th>CCA Fac Pct</th>
<th>SC Pct</th>
<th>Overall Pct</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>3.1%</td>
<td>612.9%</td>
<td>10 9.6%</td>
<td>*0.0%</td>
<td>5.8%</td>
</tr>
<tr>
<td>Physical appearance</td>
<td>2.0%</td>
<td>4 2.4%</td>
<td>*23.8%</td>
<td>7.0%</td>
<td>3.9%</td>
</tr>
<tr>
<td>Physical disability</td>
<td>3.6%</td>
<td>7 0.0%</td>
<td>*23.8%</td>
<td>7.0%</td>
<td>4.2%</td>
</tr>
<tr>
<td>Mental disability</td>
<td>3.6%</td>
<td>7 2.4%</td>
<td>*23.8%</td>
<td>7.0%</td>
<td>4.8%</td>
</tr>
<tr>
<td>Employment classification</td>
<td>14.1%</td>
<td>28 3.5%</td>
<td>*23.8%</td>
<td>718.9%</td>
<td>312.6%</td>
</tr>
<tr>
<td>Gender identity</td>
<td>3.6%</td>
<td>7154.2%</td>
<td>1223.8%</td>
<td>7.0%</td>
<td>7.9%</td>
</tr>
<tr>
<td>Job title</td>
<td>12.5%</td>
<td>25 8.3%</td>
<td>619.1%</td>
<td>518.9%</td>
<td>312.4%</td>
</tr>
<tr>
<td>Parental status</td>
<td>5.1%</td>
<td>10142.2%</td>
<td>11 9.6%</td>
<td>*0.0%</td>
<td>7.4%</td>
</tr>
<tr>
<td>Religion</td>
<td>2.5%</td>
<td>5 0.0%</td>
<td>*19.1%</td>
<td>5.0%</td>
<td>3.2%</td>
</tr>
<tr>
<td>Political affiliation</td>
<td>7.6%</td>
<td>15 3.4%</td>
<td>*19.1%</td>
<td>5.0%</td>
<td>7.2%</td>
</tr>
<tr>
<td>Sexual orientation</td>
<td>0.0%</td>
<td>*0.0%</td>
<td>*9.6%</td>
<td>*0.0%</td>
<td>*0.8%</td>
</tr>
<tr>
<td>Socio-economic status</td>
<td>4.6%</td>
<td>9 3.5%</td>
<td>*23.8%</td>
<td>7.0%</td>
<td>5.7%</td>
</tr>
<tr>
<td>Ethnic origin</td>
<td>0.0%</td>
<td>*2.4%</td>
<td>*23.8%</td>
<td>7.0%</td>
<td>2.6%</td>
</tr>
<tr>
<td>Veteran status</td>
<td>0.0%</td>
<td>*0.0%</td>
<td>*9.6%</td>
<td>*0.0%</td>
<td>*0.8%</td>
</tr>
<tr>
<td>Race or color</td>
<td>1.0%</td>
<td>*0.0%</td>
<td>*23.8%</td>
<td>7.0%</td>
<td>2.7%</td>
</tr>
<tr>
<td>Marital status</td>
<td>2.5%</td>
<td>5 2.4%</td>
<td>*9.6%</td>
<td>*0.0%</td>
<td>3.0%</td>
</tr>
<tr>
<td>Nationality/country of origin</td>
<td>1.0%</td>
<td>2.4%</td>
<td>9.6%</td>
<td>*0.0%</td>
<td>2.0%</td>
</tr>
<tr>
<td>None/no response</td>
<td>75.7%</td>
<td>15369.4%</td>
<td>5457.1%</td>
<td>1681.1%</td>
<td>1572.9%</td>
</tr>
</tbody>
</table>

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.
* Values reported for items with n >= 3.
### Table 103: Discriminatory Attitudes: Department/Unit

<table>
<thead>
<tr>
<th>Discriminatory Attitudes</th>
<th>Admin Pro Pct</th>
<th>T/TT Fac Pct</th>
<th>CCA Fac Pct</th>
<th>SC Pct</th>
<th>Overall Pct</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>5.6%</td>
<td>1117.6%</td>
<td>1419.1%</td>
<td>5 0.0%</td>
<td>9.3%</td>
</tr>
<tr>
<td>Physical appearance</td>
<td>4.6%</td>
<td>9 4.8%</td>
<td>414.2%</td>
<td>4 0.0%</td>
<td>5.2%</td>
</tr>
<tr>
<td>Physical disability</td>
<td>4.6%</td>
<td>9 2.4%</td>
<td>*14.2%</td>
<td>4 0.0%</td>
<td>4.6%</td>
</tr>
<tr>
<td>Mental disability</td>
<td>4.6%</td>
<td>9 4.8%</td>
<td>423.8%</td>
<td>7 0.0%</td>
<td>6.0%</td>
</tr>
<tr>
<td>Employment classification</td>
<td>17.1%</td>
<td>3519.8%</td>
<td>1523.8%</td>
<td>7 18.9%</td>
<td>318.4%</td>
</tr>
<tr>
<td>Gender identity</td>
<td>6.6%</td>
<td>1310.5%</td>
<td>814.2%</td>
<td>4 0.0%</td>
<td>7.8%</td>
</tr>
<tr>
<td>Job title</td>
<td>16.1%</td>
<td>3323.4%</td>
<td>18 9.6%</td>
<td>*18.9%</td>
<td>317.4%</td>
</tr>
<tr>
<td>Parental status</td>
<td>4.1%</td>
<td>817.6%</td>
<td>14 9.6%</td>
<td>* 0.0%</td>
<td>7.6%</td>
</tr>
<tr>
<td>Religion</td>
<td>1.5%</td>
<td>3 2.4%</td>
<td>* 9.5%</td>
<td>* 0.0%</td>
<td>2.3%</td>
</tr>
<tr>
<td>Political affiliation</td>
<td>6.4%</td>
<td>13 0.0%</td>
<td>*19.1%</td>
<td>5 0.0%</td>
<td>5.6%</td>
</tr>
<tr>
<td>Sexual orientation</td>
<td>1.0%</td>
<td>* 0.0%</td>
<td>* 9.6%</td>
<td>* 0.0%</td>
<td>1.4%</td>
</tr>
<tr>
<td>Socio-economic status</td>
<td>7.1%</td>
<td>14 8.3%</td>
<td>614.2%</td>
<td>4 0.0%</td>
<td>7.6%</td>
</tr>
<tr>
<td>Ethnic origin</td>
<td>1.5%</td>
<td>3 4.8%</td>
<td>414.2%</td>
<td>4 0.0%</td>
<td>3.3%</td>
</tr>
<tr>
<td>Veteran status</td>
<td>0.0%</td>
<td>* 0.0%</td>
<td>* 0.0%</td>
<td>* 0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Race or color</td>
<td>2.5%</td>
<td>5 2.4%</td>
<td>*23.8%</td>
<td>7 0.0%</td>
<td>4.2%</td>
</tr>
<tr>
<td>Marital status</td>
<td>1.0%</td>
<td>* 2.4%</td>
<td>* 0.0%</td>
<td>* 0.0%</td>
<td>1.2%</td>
</tr>
<tr>
<td>Nationality/country of origin</td>
<td>0.0%</td>
<td>* 4.8%</td>
<td>4 0.0%</td>
<td>* 0.0%</td>
<td>1.1%</td>
</tr>
<tr>
<td>None/no response</td>
<td>72.9%</td>
<td>14866.0%</td>
<td>5247.6%</td>
<td>1381.1%</td>
<td>1569.5%</td>
</tr>
</tbody>
</table>

* Values reported for items with n >= 3.

Statistical significance not tested.

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

### Table 104: Other Potential Problems: CSU Overall

<table>
<thead>
<tr>
<th>Other Potential Problems</th>
<th>Admin Pro Pct</th>
<th>T/TT Fac Pct</th>
<th>CCA Fac Pct</th>
<th>SC Pct</th>
<th>Overall Pct</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual harassment</td>
<td>9.2%</td>
<td>1911.9%</td>
<td>933.4%</td>
<td>9 0.0%</td>
<td>*11.4%</td>
</tr>
<tr>
<td>Bullying</td>
<td>7.1%</td>
<td>1412.9%</td>
<td>1033.4%</td>
<td>9 18.9%</td>
<td>311.4%</td>
</tr>
<tr>
<td>Bias</td>
<td>17.9%</td>
<td>3631.5%</td>
<td>2533.4%</td>
<td>9 0.0%</td>
<td>*21.4%</td>
</tr>
<tr>
<td>Physical assault</td>
<td>1.0%</td>
<td>* 0.0%</td>
<td>*23.8%</td>
<td>7 0.0%</td>
<td>* 2.7%</td>
</tr>
<tr>
<td>Sexual misconduct</td>
<td>3.1%</td>
<td>6 5.9%</td>
<td>533.4%</td>
<td>9 0.0%</td>
<td>* 6.2%</td>
</tr>
<tr>
<td>Verbal abuse</td>
<td>4.6%</td>
<td>9 5.9%</td>
<td>523.8%</td>
<td>7 0.0%</td>
<td>* 6.3%</td>
</tr>
<tr>
<td>None/no response</td>
<td>80.1%</td>
<td>16259.1%</td>
<td>4666.6%</td>
<td>1981.1%</td>
<td>1574.0%</td>
</tr>
</tbody>
</table>

* Values reported for items with n >= 3.

Statistical significance not tested.

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

### Table 105: Other Potential Problems: Division/College

<table>
<thead>
<tr>
<th>Other Potential Problems</th>
<th>Admin Pro Pct</th>
<th>T/TT Fac Pct</th>
<th>CCA Fac Pct</th>
<th>SC Pct</th>
<th>Overall Pct</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual harassment</td>
<td>1.0%</td>
<td>* 4.8%</td>
<td>4 0.0%</td>
<td>* 0.0%</td>
<td>* 1.8%</td>
</tr>
<tr>
<td>Bullying</td>
<td>3.1%</td>
<td>612.9%</td>
<td>10 0.0%</td>
<td>*18.9%</td>
<td>3 6.0%</td>
</tr>
<tr>
<td>Bias</td>
<td>11.7%</td>
<td>2428.1%</td>
<td>22 9.6%</td>
<td>* 0.0%</td>
<td>*14.8%</td>
</tr>
<tr>
<td>Physical assault</td>
<td>0.0%</td>
<td>* 0.0%</td>
<td>* 0.0%</td>
<td>* 0.0%</td>
<td>* 0.0%</td>
</tr>
<tr>
<td>Sexual misconduct</td>
<td>1.0%</td>
<td>* 2.4%</td>
<td>* 0.0%</td>
<td>* 0.0%</td>
<td>* 1.2%</td>
</tr>
<tr>
<td>Verbal abuse</td>
<td>2.0%</td>
<td>4 5.9%</td>
<td>5 0.0%</td>
<td>* 0.0%</td>
<td>* 2.7%</td>
</tr>
<tr>
<td>None/no response</td>
<td>87.2%</td>
<td>17762.6%</td>
<td>4990.4%</td>
<td>2581.1%</td>
<td>1581.3%</td>
</tr>
</tbody>
</table>

* Values reported for items with n >= 3.

Statistical significance not tested.

Total may exceed 100% as respondents could select more than one option.
Table 106: Other Potential Problems: Department/Unit

<table>
<thead>
<tr>
<th>Please indicate if any of the following are currently problematic</th>
<th>Admin Pro</th>
<th>T/TT Fac</th>
<th>CCA Fac</th>
<th>SC</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>Sexual harassment</td>
<td>2.5%</td>
<td>5</td>
<td>4.8%</td>
<td>19</td>
<td>9.6%</td>
</tr>
<tr>
<td>Bullying</td>
<td>4.1%</td>
<td>824.7%</td>
<td>19</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Bias</td>
<td>15.8%</td>
<td>3227.1%</td>
<td>21</td>
<td>9.6%</td>
<td>*</td>
</tr>
<tr>
<td>Physical assault</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
</tr>
<tr>
<td>Sexual misconduct</td>
<td>0.0%</td>
<td>*</td>
<td>2.4%</td>
<td>*</td>
<td>0.0%</td>
</tr>
<tr>
<td>Verbal abuse</td>
<td>4.6%</td>
<td>916.5%</td>
<td>13</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>None/no response</td>
<td>82.1%</td>
<td>16662.4%</td>
<td>4980.9%</td>
<td>23</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

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

Table 107: WCNR Experiences over Past 12 Months

<table>
<thead>
<tr>
<th>Thinking about your experiences over the past 12 months in the Warner College of Natural Resources, please indicate your level of agreement with the following statements:</th>
<th>Admin Pro</th>
<th>T/TT Fac</th>
<th>CCA Fac</th>
<th>SC</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>WCNR handles diversity, equity, and inclusion matters appropriately</td>
<td>70.1%</td>
<td>18787.0%</td>
<td>A</td>
<td>70</td>
<td>68.3%</td>
</tr>
<tr>
<td>WCNR demonstrates a commitment to DEI efforts</td>
<td>86.2%</td>
<td>18790.8%</td>
<td>70</td>
<td>100.0%</td>
<td>25</td>
</tr>
<tr>
<td>WCNR Leadership (Dean's Staff) promotes diversity, equity, and inclusion as critical to our future success</td>
<td>71.8%</td>
<td>18789.6%</td>
<td>70</td>
<td>89.4%</td>
<td>25</td>
</tr>
<tr>
<td>WCNR Department Heads promotes diversity, equity, and inclusion as critical to our future success</td>
<td>63.5%</td>
<td>18775.1%</td>
<td>70</td>
<td>78.9%</td>
<td>25</td>
</tr>
<tr>
<td>Within my department I am comfortable talking about my background and cultural experience with my colleagues</td>
<td>78.7%</td>
<td>18961.0%</td>
<td>73</td>
<td>78.9%</td>
<td>25</td>
</tr>
<tr>
<td>I am well informed about Warner College’s diversity initiatives and goals</td>
<td>75.4%</td>
<td>18979.1%</td>
<td>70</td>
<td>100.0%</td>
<td>A</td>
</tr>
</tbody>
</table>

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: Inclusive-minded Environment

<table>
<thead>
<tr>
<th>To what extent do you agree or disagree that WCNR is creating an inclusive-minded environment in each of the following:</th>
<th>Admin Pro</th>
<th>T/TT Fac</th>
<th>CCA Fac</th>
<th>SC</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>College</td>
<td>76.4%</td>
<td>18485.1%</td>
<td>67.8%</td>
<td>25</td>
<td>100.0%</td>
</tr>
<tr>
<td>Departments</td>
<td>70.7%</td>
<td>18271.4%</td>
<td>67.68%</td>
<td>25</td>
<td>100.0%</td>
</tr>
<tr>
<td>Classrooms</td>
<td>49.4%</td>
<td>18054.9%</td>
<td>67.63%</td>
<td>25</td>
<td>100.0%</td>
</tr>
<tr>
<td>Labs</td>
<td>40.3%</td>
<td>18041.5%</td>
<td>65.18%</td>
<td>21</td>
<td>33.3%</td>
</tr>
<tr>
<td>Field Crews</td>
<td>54.3%</td>
<td>18244.2%</td>
<td>63.31%</td>
<td>21</td>
<td>33.3%</td>
</tr>
</tbody>
</table>

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: Talking about DEI Issues

<table>
<thead>
<tr>
<th></th>
<th>Admin Pro (A)</th>
<th>T/TT Fac (B)</th>
<th>CCA Fac (C)</th>
<th>SC (D)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>College</td>
<td>60.1%</td>
<td>180</td>
<td>69.2%</td>
<td>66</td>
<td>78.9%</td>
</tr>
<tr>
<td>Departments</td>
<td>69.9%</td>
<td>184</td>
<td>63.2%</td>
<td>67</td>
<td>78.9%</td>
</tr>
<tr>
<td>Classrooms</td>
<td>55.8%</td>
<td>159</td>
<td>63.2%</td>
<td>67</td>
<td>89.4%</td>
</tr>
<tr>
<td>Labs</td>
<td>49.3%</td>
<td>155</td>
<td>67.8%</td>
<td>63</td>
<td>50.0%</td>
</tr>
<tr>
<td>Field Crews</td>
<td>61.5%</td>
<td>162</td>
<td>54.7%</td>
<td>61</td>
<td>35.7%</td>
</tr>
</tbody>
</table>

Percent “All” or “Most” of the time

The reported population reflects the number of respondents who answered the survey item.

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: Experienced Discrimination

<table>
<thead>
<tr>
<th></th>
<th>Admin Pro (A)</th>
<th>T/TT Fac (B)</th>
<th>CCA Fac (C)</th>
<th>SC (D)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>College</td>
<td>2.6%</td>
<td>182</td>
<td>28.7%</td>
<td>73</td>
<td>0.0%</td>
</tr>
<tr>
<td>Departments</td>
<td>2.6%</td>
<td>184</td>
<td>51.1%</td>
<td>73</td>
<td>10.6%</td>
</tr>
<tr>
<td>Classrooms</td>
<td>1.5%</td>
<td>72</td>
<td>72.7%</td>
<td>70</td>
<td>0.0%</td>
</tr>
<tr>
<td>Labs</td>
<td>1.6%</td>
<td>166</td>
<td>0.0%</td>
<td>63</td>
<td>0.0%</td>
</tr>
<tr>
<td>Field Crews</td>
<td>1.6%</td>
<td>171</td>
<td>0.0%</td>
<td>60</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

Percent “All” or “Most” of the time

The reported population reflects the number of respondents who answered the survey item.

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.
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 111: Department Grouping

<table>
<thead>
<tr>
<th>Grouping</th>
<th>Pct</th>
<th>Pop</th>
</tr>
</thead>
<tbody>
<tr>
<td>CO Nat Hert</td>
<td>15.2%</td>
<td>53</td>
</tr>
<tr>
<td>Ecosys</td>
<td>8.9%</td>
<td>31</td>
</tr>
<tr>
<td>Fish Wild</td>
<td>0.6%</td>
<td>*</td>
</tr>
<tr>
<td>Fish, Wildlife and Conservation Biology</td>
<td>12.6%</td>
<td>44</td>
</tr>
<tr>
<td>Forest Range</td>
<td>22.2%</td>
<td>77</td>
</tr>
<tr>
<td>Geosci</td>
<td>10.0%</td>
<td>35</td>
</tr>
<tr>
<td>Hu Dim NR</td>
<td>13.5%</td>
<td>47</td>
</tr>
<tr>
<td>NR Ecol Lab</td>
<td>9.1%</td>
<td>31</td>
</tr>
<tr>
<td>Ofc Dean</td>
<td>7.9%</td>
<td>28</td>
</tr>
</tbody>
</table>

*Values reported for items with n >= 3.

Figure 5: Organizational Themes Compared by Department/Unit

- CO Nat Heritage Prog
- Ecosys Sci Sus
- Fish Wild
- Forest Range Stew
- Geosciences
- Hu Dimen Nat Res
- Nat Res Ecol Lab
- Ofc Dean
- Div/Col overall
### Table 112: Work Culture

<table>
<thead>
<tr>
<th>Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.</th>
<th>CO Nat Hert (A)</th>
<th>Ecosys (B)</th>
<th>Fish Wild (C)</th>
<th>Forest Range (D)</th>
<th>Geosci (E)</th>
<th>Hu Dim NR (F)</th>
<th>NR Ecol Lab (G)</th>
<th>Ofc Dean (H)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>WORK CULTURE OVERALL</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My department/unit promotes a work environment where all employees feel included</td>
<td>80.2%</td>
<td>4955.1%</td>
<td>3156.1%</td>
<td>46</td>
<td>81.4%</td>
<td>7762.5%</td>
<td>3564.2%</td>
<td>44</td>
<td>65.3%</td>
</tr>
<tr>
<td>My department/unit treats all employees equitably</td>
<td>82.4%</td>
<td>5354.2%</td>
<td>3134.3%</td>
<td>46</td>
<td>79.5%</td>
<td>7745.6%</td>
<td>3551.5%</td>
<td>47</td>
<td>42.5%</td>
</tr>
<tr>
<td>My department/unit is open and transparent in communication</td>
<td>73.5%</td>
<td>5354.2%</td>
<td>3136.2%</td>
<td>46</td>
<td>73.0%</td>
<td>7758.9%</td>
<td>3533.2%</td>
<td>47</td>
<td>57.5%</td>
</tr>
<tr>
<td>My department/unit values employee input in major department/unit decisions</td>
<td>89.8%</td>
<td>5180.6%</td>
<td>3172.1%</td>
<td>46</td>
<td>67.6%</td>
<td>7775.7%</td>
<td>3561.4%</td>
<td>47</td>
<td>64.1%</td>
</tr>
<tr>
<td>My department/unit promotes respect for cultural differences</td>
<td>83.2%</td>
<td>5362.7%</td>
<td>3155.0%</td>
<td>46</td>
<td>90.6%</td>
<td>7767.7%</td>
<td>3574.7%</td>
<td>47</td>
<td>90.2%</td>
</tr>
<tr>
<td>My department/unit understands the value of diversity</td>
<td>87.1%</td>
<td>5371.7%</td>
<td>3173.6%</td>
<td>46</td>
<td>96.0%</td>
<td>7753.0%</td>
<td>3590.4%</td>
<td>47</td>
<td>90.2%</td>
</tr>
<tr>
<td>My department/unit communicates the importance of valuing diversity</td>
<td>83.2%</td>
<td>5362.7%</td>
<td>3169.9%</td>
<td>46</td>
<td>92.4%</td>
<td>7761.8%</td>
<td>3573.8%</td>
<td>47</td>
<td>81.8%</td>
</tr>
<tr>
<td>I feel valued as an employee</td>
<td>81.7%</td>
<td>5172.3%</td>
<td>3158.8%</td>
<td>46</td>
<td>89.3%</td>
<td>7766.8%</td>
<td>3566.9%</td>
<td>47</td>
<td>64.1%</td>
</tr>
<tr>
<td>I feel a strong sense of belonging to CSU</td>
<td>56.7%</td>
<td>5332.5%</td>
<td>3140.7%</td>
<td>46</td>
<td>56.8%</td>
<td>7754.4%</td>
<td>3561.1%</td>
<td>47</td>
<td>57.5%</td>
</tr>
<tr>
<td>I feel a strong sense of belonging to my division/college</td>
<td>48.9%</td>
<td>5357.1%</td>
<td>3146.4%</td>
<td>46</td>
<td>73.5%</td>
<td>7757.8%</td>
<td>3556.4%</td>
<td>47</td>
<td>44.3%</td>
</tr>
<tr>
<td>I feel a strong sense of belonging to my department/unit</td>
<td>69.8%</td>
<td>5330.6%</td>
<td>3163.3%</td>
<td>46</td>
<td>81.3%</td>
<td>7760.9%</td>
<td>3566.9%</td>
<td>47</td>
<td>64.1%</td>
</tr>
<tr>
<td>I would recommend CSU as a place of employment</td>
<td>100.0%</td>
<td>5370.5%</td>
<td>3152.0%</td>
<td>46</td>
<td>83.5%</td>
<td>7773.7%</td>
<td>3578.6%</td>
<td>47</td>
<td>73.9%</td>
</tr>
<tr>
<td>I would recommend my department/unit as a place of employment</td>
<td>86.3%</td>
<td>5330.2%</td>
<td>3163.3%</td>
<td>46</td>
<td>96.0%</td>
<td>7768.9%</td>
<td>3564.7%</td>
<td>44</td>
<td>60.7%</td>
</tr>
</tbody>
</table>

**Percent “Agree” or “Strongly agree”**

The reported population reflects the number of respondents who answered the survey item.  

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 integer before performing pairwise comparisons.

May 2022

WCNR Overall Results 49
### Table 113: Performance Review in Last Year

<table>
<thead>
<tr>
<th>Did you have a performance review in the last year?</th>
<th>CO Nat Hert (A)</th>
<th>Ecosys (B)</th>
<th>Fish Wild (C)</th>
<th>Forest Range (D)</th>
<th>Geosci (E)</th>
<th>Hu Dim (F)</th>
<th>NR NR</th>
<th>Ecol Lab (G)</th>
<th>Ofc Dean (H)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>No, I did not have a review</td>
<td>14.8%</td>
<td>8</td>
<td>6.7% *</td>
<td>14.8%</td>
<td>32.2%</td>
<td>20.7%</td>
<td>7</td>
<td>20.9%</td>
<td>0.0% *</td>
<td>16.8%</td>
</tr>
<tr>
<td>Yes, I had a review</td>
<td>85.2%</td>
<td>45</td>
<td>93.3%</td>
<td>29</td>
<td>85.2%</td>
<td>39</td>
<td>67.8%</td>
<td>52</td>
<td>79.3%</td>
<td>79.1%</td>
</tr>
<tr>
<td>Total</td>
<td>100.0%</td>
<td>53</td>
<td>100.0%</td>
<td>31</td>
<td>100.0%</td>
<td>46</td>
<td>100.0%</td>
<td>77</td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

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.

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 in some categories are not integers. They were rounded to the nearest integers before performing column proportions tests.

### Table 114: Performance Review

Please indicate your level of agreement with the following statements about your most recent performance review.

<table>
<thead>
<tr>
<th></th>
<th>CO Nat Hert (A)</th>
<th>Ecosys (B)</th>
<th>Fish Wild (C)</th>
<th>Forest Range (D)</th>
<th>Geosci (E)</th>
<th>Hu Dim (F)</th>
<th>NR NR</th>
<th>Ecol Lab (G)</th>
<th>Ofc Dean (H)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>PERFORMANCE REVIEW OVERALL</td>
<td>86.5%</td>
<td>4573.4%</td>
<td>2971.2%</td>
<td>39</td>
<td>69.8%</td>
<td>5275.2%</td>
<td>28</td>
<td>87.7%</td>
<td>28962.2%</td>
<td>2878.7%</td>
</tr>
<tr>
<td>I am satisfied with the effort my supervisor put into my most recent performance review</td>
<td>95.4%</td>
<td>4584.4%</td>
<td>2952.3%</td>
<td>39</td>
<td>79.8%</td>
<td>5269.3%</td>
<td>28</td>
<td>85.5%</td>
<td>3185.0%</td>
<td>2879.5%</td>
</tr>
<tr>
<td>I fear negative job consequences if I am to raise an issue of unfair treatment during my review*</td>
<td>13.8%</td>
<td>4516.0%</td>
<td>2919.2%</td>
<td>39</td>
<td>7.9%</td>
<td>52</td>
<td>0.0%</td>
<td>28</td>
<td>25.8%</td>
<td>9.8%</td>
</tr>
<tr>
<td>I am aware of the process to mediate disagreements with my supervisor regarding my evaluation.</td>
<td>64.2%</td>
<td>4535.9%</td>
<td>2961.4%</td>
<td>39</td>
<td>29.7%</td>
<td>5256.4%</td>
<td>28</td>
<td>77.6%</td>
<td>2973.8%</td>
<td>2856.1%</td>
</tr>
</tbody>
</table>

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. 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: Respect

<table>
<thead>
<tr>
<th>Thinking about your work environment during the past 12 months, please indicate your level of agreement with the following statements about respect.</th>
<th>CO Nat Hert (A)</th>
<th>Ecosys (B)</th>
<th>Fish Wild (C)</th>
<th>Forest Range (D)</th>
<th>Geosci (E)</th>
<th>Hu Dim (F)</th>
<th>NR Ecol Lab (G)</th>
<th>Ofc Dean (H)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>RESPECT OVERALL</td>
<td><strong>Pct</strong></td>
<td><strong>Pop</strong></td>
<td><strong>Pct</strong></td>
<td><strong>Pop</strong></td>
<td><strong>Pct</strong></td>
<td><strong>Pop</strong></td>
<td><strong>Pct</strong></td>
<td><strong>Pop</strong></td>
<td><strong>Pct</strong></td>
</tr>
<tr>
<td>64.5%</td>
<td>5147.4%</td>
<td>3162.3%</td>
<td>43</td>
<td>71.9%</td>
<td><strong>B</strong></td>
<td>7765.4%</td>
<td>3564.7%</td>
<td>44</td>
<td>67.2%</td>
</tr>
<tr>
<td>62.2%</td>
<td>5148.2%</td>
<td>3172.2%</td>
<td>43</td>
<td>82.2%</td>
<td><strong>B</strong></td>
<td><strong>F</strong></td>
<td>7760.9%</td>
<td>3545.4%</td>
<td>44</td>
</tr>
<tr>
<td>57.0%</td>
<td>5124.2%</td>
<td>3145.1%</td>
<td>43</td>
<td>75.0%</td>
<td><strong>B</strong></td>
<td><strong>C</strong></td>
<td>7751.0%</td>
<td>3581.0%</td>
<td>44</td>
</tr>
<tr>
<td>96.1%</td>
<td>5354.4%</td>
<td>3189.6%</td>
<td>43</td>
<td>96.0%</td>
<td><strong>B</strong></td>
<td><strong>B</strong></td>
<td>7783.6%</td>
<td>3577.6%</td>
<td>44</td>
</tr>
<tr>
<td>50.8%</td>
<td>5335.0%</td>
<td>3142.1%</td>
<td>43</td>
<td>51.3%</td>
<td><strong>B</strong></td>
<td><strong>B</strong></td>
<td>7757.5%</td>
<td>3549.2%</td>
<td>44</td>
</tr>
<tr>
<td>85.2%</td>
<td>5374.6%</td>
<td>3184.0%</td>
<td>43</td>
<td>86.2%</td>
<td><strong>B</strong></td>
<td><strong>B</strong></td>
<td>7783.6%</td>
<td>3589.8%</td>
<td>44</td>
</tr>
<tr>
<td>33.2%</td>
<td>5347.7%</td>
<td>3140.7%</td>
<td>43</td>
<td>40.9%</td>
<td><strong>B</strong></td>
<td><strong>B</strong></td>
<td>7755.8%</td>
<td>3545.1%</td>
<td>44</td>
</tr>
</tbody>
</table>
| **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 116: Favoritism

<table>
<thead>
<tr>
<th>During the past 12 months, please indicate your level of agreement with the following statements about favoritism.</th>
<th>CO Nat (A)</th>
<th>Ecosys (B)</th>
<th>Fish Wild (C)</th>
<th>Forest Range (D)</th>
<th>Geosci (E)</th>
<th>Hu Dim (F)</th>
<th>NR Ecol (G)</th>
<th>Ofc Dean (H)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>FAVORITISM OVERALL</td>
<td>13.1%</td>
<td>51/12.1%</td>
<td>31/128.6%</td>
<td>22.0%</td>
<td>77/14.0%</td>
<td>35</td>
<td>20.2%</td>
<td>31/14.4%</td>
<td>28/21.6%</td>
</tr>
<tr>
<td>Recognized within my department/unit</td>
<td>23.5%</td>
<td>51/141.5%</td>
<td>31/141.2%</td>
<td>24.0%</td>
<td>77/15.5%</td>
<td>35</td>
<td>35.9%</td>
<td>31/34.3%</td>
<td>28/30.9%</td>
</tr>
<tr>
<td>Resources in my department/unit</td>
<td>10.2%</td>
<td>51/123.9%</td>
<td>31/147.6%</td>
<td>12.7%</td>
<td>77/23.4%</td>
<td>35</td>
<td>35.9%</td>
<td>31/7.5%</td>
<td>28/24.7%</td>
</tr>
<tr>
<td>Professional development opportunities</td>
<td>4.1%</td>
<td>51/6.0%</td>
<td>31/110.4%</td>
<td>23.1%</td>
<td>77/15.5%</td>
<td>35</td>
<td>0.0%</td>
<td>31/7.5%</td>
<td>28/14.3%</td>
</tr>
<tr>
<td>Promoted in my department/unit</td>
<td>23.5%</td>
<td>51/6.0%</td>
<td>31/110.9%</td>
<td>23.1%</td>
<td>77/15.5%</td>
<td>35</td>
<td>19.6%</td>
<td>31/15.0%</td>
<td>28/19.0%</td>
</tr>
<tr>
<td>Hired in my department/unit</td>
<td>4.1%</td>
<td>51/32.9%</td>
<td>31/32.9%</td>
<td>27.0%</td>
<td>77/0.0%</td>
<td>35</td>
<td>9.8%</td>
<td>31/7.5%</td>
<td>28/19.1%</td>
</tr>
</tbody>
</table>

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 117: Leadership Accountability: College/Division Leadership

<table>
<thead>
<tr>
<th>Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.</th>
<th>CO Nat (A)</th>
<th>Ecosys (B)</th>
<th>Fish Wild (C)</th>
<th>Forest Range (D)</th>
<th>Geosci (E)</th>
<th>Hu Dim (F)</th>
<th>NR Ecol (G)</th>
<th>Ofc Dean (H)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL</td>
<td>33.5%</td>
<td>51/17.0%</td>
<td>28/27.3%</td>
<td>32.8%</td>
<td>6/637.5%</td>
<td>35</td>
<td>47.6%</td>
<td>28/41.4%</td>
<td>25/36.7%</td>
</tr>
<tr>
<td>Leadership adequately addresses inappropriate behavior</td>
<td>24.4%</td>
<td>51/142.6%</td>
<td>28/23.6%</td>
<td>21.4%</td>
<td>6/638.5%</td>
<td>35</td>
<td>38.1%</td>
<td>28/48.0%</td>
<td>25/32.1%</td>
</tr>
<tr>
<td>Leadership holds employees accountable for inappropriate behavior</td>
<td>18.3%</td>
<td>51/135.3%</td>
<td>28/19.0%</td>
<td>17.2%</td>
<td>6/625.8%</td>
<td>35</td>
<td>38.1%</td>
<td>28/35.6%</td>
<td>25/25.7%</td>
</tr>
<tr>
<td>Leadership holds employees accountable for poor performance in the workplace</td>
<td>10.2%</td>
<td>51/6.6%</td>
<td>28/11.4%</td>
<td>14.1%</td>
<td>6/615.9%</td>
<td>35</td>
<td>28.7%</td>
<td>28/39.6%</td>
<td>25/18.8%</td>
</tr>
<tr>
<td>Leadership acts ethically and honestly in the workplace</td>
<td>58.6%</td>
<td>53/68.9%</td>
<td>28/38.4%</td>
<td>49.6%</td>
<td>7/766.8%</td>
<td>35</td>
<td>71.5%</td>
<td>28/60.4%</td>
<td>25/56.9%</td>
</tr>
<tr>
<td>Leadership addresses issues of inequity</td>
<td>54.9%</td>
<td>51/431.1%</td>
<td>28/35.6%</td>
<td>42.4%</td>
<td>6/645.6%</td>
<td>35</td>
<td>58.2%</td>
<td>28/27.3%</td>
<td>25/45.4%</td>
</tr>
<tr>
<td>Leadership holds all employees to the same standards</td>
<td>36.6%</td>
<td>51/25.9%</td>
<td>28/35.6%</td>
<td>57.8%</td>
<td>7/703.2%</td>
<td>35</td>
<td>51.1%</td>
<td>28/37.3%</td>
<td>25/42.8%</td>
</tr>
</tbody>
</table>

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.
| thinking about the past 12 months, please indicate your level of agreement about leadership accountability. | CO Nat Hert (A) | Pct | Pop | Ecosys (B) | Pct | Pop | Fish Wild (C) | Pct | Pop | Forest Range (D) | Pct | Pop | Geosci (E) | Pct | Pop | Hu Dim NR (F) | Pct | Pop | NR Ecol Lab (G) | Pct | Pop | Ofc Dean (H) | Pct | Pop | Overall | Pct | Pop |
| DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL | 52.7% | 5138.7% | 2828.6% | 41 | 47.0% | 6639.9% | 35 | 52.9% | 39 | 44.9% | 2845.9% | 25 | 44.4% | 312 |
| Leadership adequately addresses inappropriate behavior | 48.0% | 5145.1% | 2822.4% | 41 | 31.1% | 6642.5% | 35 | 57.7% | 42 | 49.1% | 2856.3% | 25 | 42.4% | 315 |
| Leadership holds employees accountable for inappropriate behavior | 36.7% | 5135.3% | 2812.7% | 41 | 28.8% | 6627.8% | 35 | 54.4% | 39 | 31.0% | 2835.6% | 25 | 32.4% | 312 |
| Leadership holds employees accountable for poor performance in the workplace | 32.6% | 51 6.6% | 2824.6% | 41 | 26.3% | 6623.8% | 35 | 48.1% | 42 | 27.4% | 2848.0% | 25 | 29.8% | 315 |
| Leadership acts ethically and honestly in the workplace | 58.6% | 5368.9% | 2838.4% | 41 | 49.6% | 7066.8% | 35 | 71.5% | 42 | 49.1% | 2860.4% | 25 | 56.9% | 321 |
| Leadership addresses issues of inequity | 68.3% | 5143.1% | 2812.2% | 41 | 57.8% | 6645.6% | 35 | 58.5% | 42 | 56.4% | 2827.3% | 25 | 48.5% | 315 |
| Leadership holds all employees to the same standards | 55.8% | 5333.2% | 2844.0% | 41 | 71.4% | 7032.6% | 35 | 51.1% | 42 | 49.1% | 2848.0% | 25 | 51.4% | 321 |

Percent "Agree" or "Strongly agree"  
The reported population reflects the number of respondents who answered the survey item.\textsuperscript{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 119: Climate: CSU Overall

<table>
<thead>
<tr>
<th>Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.</th>
<th>CO Nat Hert (A)</th>
<th>Ecosys (B)</th>
<th>Fish Wild (C)</th>
<th>Forest Range (D)</th>
<th>Geosci (E)</th>
<th>Hu Dim NR (F)</th>
<th>NR Ecol Lab (G)</th>
<th>Ofc Dean (H)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>CSU CLIMATE OVERALL</td>
<td>72.7% E</td>
<td>51</td>
<td>49.9%</td>
<td>28</td>
<td>54.1%</td>
<td>41</td>
<td>67.5%</td>
<td>35</td>
<td>6647.7%</td>
</tr>
<tr>
<td>Recruits employees from a diverse set of backgrounds</td>
<td>68.3%</td>
<td>51</td>
<td>45.8%</td>
<td>31</td>
<td>52.3%</td>
<td>41</td>
<td>58.6%</td>
<td>35</td>
<td>7248.5%</td>
</tr>
<tr>
<td>Improves the campus climate for all employees</td>
<td>67.2%</td>
<td>51</td>
<td>35.9%</td>
<td>41</td>
<td>31.5%</td>
<td>35</td>
<td>70.4%</td>
<td>35</td>
<td>7041.6%</td>
</tr>
<tr>
<td>Retains diverse employees</td>
<td>35.7%</td>
<td>51</td>
<td>17.9%</td>
<td>41</td>
<td>31</td>
<td>36.1%</td>
<td>41</td>
<td>48.6%</td>
<td>35</td>
</tr>
<tr>
<td>Creates a supportive environment for employees from diverse backgrounds</td>
<td>64.2%</td>
<td>51</td>
<td>39.2%</td>
<td>31</td>
<td>52.6%</td>
<td>41</td>
<td>64.3%</td>
<td>35</td>
<td>7031.7%</td>
</tr>
<tr>
<td>Encourages discussions related to diversity</td>
<td>95.9%</td>
<td>51</td>
<td>78.3%</td>
<td>41</td>
<td>31</td>
<td>88.1%</td>
<td>41</td>
<td>83.7%</td>
<td>35</td>
</tr>
<tr>
<td>Provides employees with a positive work experience</td>
<td>88.2%</td>
<td>51</td>
<td>57.1%</td>
<td>41</td>
<td>31</td>
<td>57.2%</td>
<td>41</td>
<td>80.3%</td>
<td>35</td>
</tr>
<tr>
<td>Climate has become consistently more inclusive of all employees</td>
<td>89.6%</td>
<td>51</td>
<td>70.1%</td>
<td>41</td>
<td>28</td>
<td>56.9%</td>
<td>41</td>
<td>78.1%</td>
<td>35</td>
</tr>
</tbody>
</table>

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 120: Climate: Department/Unit

<table>
<thead>
<tr>
<th>Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.</th>
<th>CO Nat Hert (A)</th>
<th>Ecosys (B)</th>
<th>Fish Wild (C)</th>
<th>Forest Range (D)</th>
<th>Geosci (E)</th>
<th>Hu Dim (F)</th>
<th>NR Ecol Lab (G)</th>
<th>Ofc Dean (H)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>DEPARTMENT/UNIT CLIMATE OVERALL</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>Recruits employees from a diverse set of backgrounds</td>
<td>73.7%</td>
<td>5139.6%</td>
<td>2854.2%</td>
<td>41</td>
<td>80.6%</td>
<td>6347.5%</td>
<td>32</td>
<td>64.7%</td>
<td>42</td>
</tr>
<tr>
<td>Improves the campus climate for all employees</td>
<td>74.4%</td>
<td>5147.5%</td>
<td>3144.0%</td>
<td>41</td>
<td>85.3%</td>
<td>7049.6%</td>
<td>35</td>
<td>50.1%</td>
<td>42</td>
</tr>
<tr>
<td>Retains diverse employees</td>
<td>39.8%</td>
<td>5124.6%</td>
<td>3146.3%</td>
<td>41</td>
<td>66.5%</td>
<td>6615.0%</td>
<td>32</td>
<td>59.0%</td>
<td>42</td>
</tr>
<tr>
<td>Creates a supportive environment for employees from diverse backgrounds</td>
<td>64.2%</td>
<td>5139.2%</td>
<td>3152.6%</td>
<td>41</td>
<td>64.3%</td>
<td>7031.7%</td>
<td>35</td>
<td>48.8%</td>
<td>42</td>
</tr>
<tr>
<td>Encourages discussions related to diversity</td>
<td>88.2%</td>
<td>5371.7%</td>
<td>3170.8%</td>
<td>41</td>
<td>92.8%</td>
<td>7269.7%</td>
<td>35</td>
<td>69.1%</td>
<td>42</td>
</tr>
<tr>
<td>Provides employees with a positive work experience</td>
<td>82.4%</td>
<td>5348.2%</td>
<td>3150.1%</td>
<td>41</td>
<td>88.2%</td>
<td>7067.7%</td>
<td>35</td>
<td>76.5%</td>
<td>42</td>
</tr>
<tr>
<td>Climate has become consistently more inclusive of all employees</td>
<td>81.4%</td>
<td>5162.7%</td>
<td>2862.0%</td>
<td>41</td>
<td>84.2%</td>
<td>7251.0%</td>
<td>35</td>
<td>71.2%</td>
<td>42</td>
</tr>
</tbody>
</table>

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 121: Communications: CSU Overall**

Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.

<table>
<thead>
<tr>
<th>Statement</th>
<th>CSU COMMUNICATIONS OVERALL</th>
<th>Communications are effective</th>
<th>Communications are timely</th>
<th>Communications are relevant</th>
<th>Communications are informative</th>
<th>Communications are motivating</th>
<th>Communications are honest</th>
<th>Communications are accessible</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CO Nat Hert (A)</td>
<td>Ecosys (B)</td>
<td>Fish Wild (C)</td>
<td>Forest Range (D)</td>
<td>Geosci (E)</td>
<td>Hu Dim (F)</td>
<td>NR Ecol Lab (G)</td>
<td>Ofc Dean (H)</td>
</tr>
<tr>
<td>Percent &quot;Agree&quot; or &quot;Strongly agree&quot;</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
</tr>
<tr>
<td>CSU COMMUNICATIONS OVERALL</td>
<td>77.6%</td>
<td>5153.1%</td>
<td>2839.0%</td>
<td>41</td>
<td>60.3%</td>
<td>7048.2%</td>
<td>35</td>
<td>65.9%</td>
</tr>
<tr>
<td>Communications are effective</td>
<td>86.3%</td>
<td>5360.5%</td>
<td>2826.2%</td>
<td>41</td>
<td>76.5%</td>
<td>7254.4%</td>
<td>35</td>
<td>68.3%</td>
</tr>
<tr>
<td>Communications are timely</td>
<td>96.1%</td>
<td>5357.7%</td>
<td>2826.2%</td>
<td>41</td>
<td>79.4%</td>
<td>7254.4%</td>
<td>35</td>
<td>71.9%</td>
</tr>
<tr>
<td>Communications are relevant</td>
<td>75.5%</td>
<td>5357.3%</td>
<td>2854.4%</td>
<td>41</td>
<td>35.4%</td>
<td>7259.8%</td>
<td>35</td>
<td>59.9%</td>
</tr>
<tr>
<td>Communications are informative</td>
<td>91.1%</td>
<td>5359.8%</td>
<td>2848.6%</td>
<td>41</td>
<td>63.2%</td>
<td>7057.8%</td>
<td>35</td>
<td>71.0%</td>
</tr>
<tr>
<td>Communications are motivating</td>
<td>46.8%</td>
<td>5127.0%</td>
<td>2821.1%</td>
<td>41</td>
<td>33.8%</td>
<td>7024.7%</td>
<td>35</td>
<td>38.5%</td>
</tr>
<tr>
<td>Communications are honest</td>
<td>65.2%</td>
<td>5143.1%</td>
<td>2845.3%</td>
<td>41</td>
<td>51.3%</td>
<td>7048.5%</td>
<td>35</td>
<td>57.8%</td>
</tr>
<tr>
<td>Communications are accessible</td>
<td>84.6%</td>
<td>5166.4%</td>
<td>2850.8%</td>
<td>41</td>
<td>79.8%</td>
<td>7037.6%</td>
<td>35</td>
<td>80.9%</td>
</tr>
</tbody>
</table>

Percent "Agree" or "Strongly agree"

The reported population reflects the number of respondents who answered the survey item.  
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>
<thead>
<tr>
<th>Table 122: Communications: Division/College</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>COLLEGE/DIVISION COMMUNICATIONS OVERALL</td>
</tr>
<tr>
<td>Communications are effective</td>
</tr>
<tr>
<td>Communications are timely</td>
</tr>
<tr>
<td>Communications are relevant</td>
</tr>
<tr>
<td>Communications are informative</td>
</tr>
<tr>
<td>Communications are motivating</td>
</tr>
<tr>
<td>Communications are honest</td>
</tr>
<tr>
<td>Communications are accessible</td>
</tr>
</tbody>
</table>

Percent "Agree" or "Strongly agree" The reported population reflects the number of respondents who answered the survey item. The results are based on two-sided tests assuming equal variances. For each significant pair, the key of the smaller category appears in the category with the larger mean. Significance level for upper case letters (A, B, C): .05 Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction. Cell counts in some subtables are not integers. They were rounded to the nearest integers before performing pairwise comparisons.
Employee Climate Survey 2021

Table 123: Communications: Department/Unit

<table>
<thead>
<tr>
<th>Thinking about work communications over the last 12 months, please indicate your level of agreement with the following statements about communications.</th>
<th>CO Nat Hert (A)</th>
<th>Ecosys (B)</th>
<th>Fish Wild (C)</th>
<th>Forest Range (D)</th>
<th>Geosci (E)</th>
<th>Hu Dim NR (F)</th>
<th>NR Ecol Lab (G)</th>
<th>Ofc Dean (H)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
</tr>
<tr>
<td>DEPARTMENT/UNIT COMMUNICATIONS OVERALL</td>
<td>70.4%</td>
<td>5154.5%</td>
<td>28</td>
<td>65.8%</td>
<td>41</td>
<td>73.4%</td>
<td>7063.7%</td>
<td>32</td>
<td>70.9%</td>
</tr>
<tr>
<td>Communications are effective</td>
<td>68.7%</td>
<td>5345.8%</td>
<td>28</td>
<td>51.6%</td>
<td>41</td>
<td>88.6%</td>
<td>7255.0%</td>
<td>35</td>
<td>57.0%</td>
</tr>
<tr>
<td>Communications are timely</td>
<td>71.5%</td>
<td>5152.4%</td>
<td>28</td>
<td>53.4%</td>
<td>41</td>
<td>85.7%</td>
<td>7260.9%</td>
<td>35</td>
<td>63.7%</td>
</tr>
<tr>
<td>Communications are relevant</td>
<td>72.6%</td>
<td>5362.3%</td>
<td>28</td>
<td>100.0%</td>
<td>41</td>
<td>73.7%</td>
<td>7269.7%</td>
<td>35</td>
<td>79.7%</td>
</tr>
<tr>
<td>Communications are informative</td>
<td>76.5%</td>
<td>5379.4%</td>
<td>28</td>
<td>86.3%</td>
<td>41</td>
<td>88.2%</td>
<td>7069.7%</td>
<td>35</td>
<td>74.6%</td>
</tr>
<tr>
<td>Communications are motivating</td>
<td>50.0%</td>
<td>5116.8%</td>
<td>28</td>
<td>17.3%</td>
<td>41</td>
<td>36.8%</td>
<td>7049.6%</td>
<td>35</td>
<td>63.7%</td>
</tr>
<tr>
<td>Communications are honest</td>
<td>76.5%</td>
<td>5162.3%</td>
<td>28</td>
<td>76.9%</td>
<td>41</td>
<td>67.1%</td>
<td>7075.5%</td>
<td>32</td>
<td>89.2%</td>
</tr>
<tr>
<td>Communications are accessible</td>
<td>80.5%</td>
<td>5162.3%</td>
<td>28</td>
<td>74.7%</td>
<td>41</td>
<td>78.3%</td>
<td>7037.6%</td>
<td>35</td>
<td>56.4%</td>
</tr>
</tbody>
</table>

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 124: Communicated Feedback

<table>
<thead>
<tr>
<th>During the past 12 months, have you had the opportunity to communicate feedback to CSU?</th>
<th>CO Nat Hert (A)</th>
<th>Ecosys (B)</th>
<th>Fish Wild (C)</th>
<th>Forest Range (D)</th>
<th>Geosci (E)</th>
<th>Hu Dim NR (F)</th>
<th>NR Ecol Lab (G)</th>
<th>Ofc Dean (H)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
</tr>
<tr>
<td>Yes, I have the opportunity to provide feedback</td>
<td>48.9%</td>
<td>26</td>
<td>56.0%</td>
<td>17</td>
<td>47.8%</td>
<td>19</td>
<td>53.2%</td>
<td>38</td>
<td>30.6%</td>
</tr>
<tr>
<td>Maybe, I can provide feedback in limited situations</td>
<td>32.4%</td>
<td>17</td>
<td>15.6%</td>
<td>5</td>
<td>36.9%</td>
<td>15</td>
<td>23.6%</td>
<td>17</td>
<td>55.5%</td>
</tr>
<tr>
<td>No, I don’t have an opportunity to provide feedback</td>
<td>18.7%</td>
<td>10</td>
<td>28.3%</td>
<td>9</td>
<td>15.3%</td>
<td>6</td>
<td>23.2%</td>
<td>17</td>
<td>13.9%</td>
</tr>
<tr>
<td>Total</td>
<td>100.0%</td>
<td>53100.0%</td>
<td>31100.0%</td>
<td>41100.0%</td>
<td>72100.0%</td>
<td>35100.0%</td>
<td>42100.0%</td>
<td>29100.0%</td>
<td>22100.0%</td>
</tr>
</tbody>
</table>

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 125: Responsiveness to Feedback

<table>
<thead>
<tr>
<th>When I use the following channels, leadership is responsive to my feedback:</th>
<th>CO Nat (A)</th>
<th>Hert (B)</th>
<th>Ecosys (C)</th>
<th>Fish Wild (D)</th>
<th>Forest Range (E)</th>
<th>Geosci (F)</th>
<th>Hu Dim (G)</th>
<th>NR Ecol (H)</th>
<th>Ofc Dean (I)</th>
<th>Overall (J)</th>
</tr>
</thead>
<tbody>
<tr>
<td>RESPONSIVENESS TO FEEDBACK OVERALL</td>
<td>55.4%</td>
<td>4355.1%</td>
<td>2258.3%</td>
<td>32</td>
<td>63.9%</td>
<td>51</td>
<td>40.0%</td>
<td>27</td>
<td>65.3%</td>
<td>23</td>
</tr>
<tr>
<td>One on one conversations with my supervisor</td>
<td>83.2%</td>
<td>4379.1%</td>
<td>2285.4%</td>
<td>32</td>
<td>94.4%</td>
<td>55</td>
<td>70.3%</td>
<td>30</td>
<td>100.0%</td>
<td>30</td>
</tr>
<tr>
<td>My representation in shared governance (CPC, APC, or Faculty Council)</td>
<td>24.0%</td>
<td>4312.5%</td>
<td>2250.2%</td>
<td>32</td>
<td>34.1%</td>
<td>51</td>
<td>42.7%</td>
<td>30</td>
<td>44.3%</td>
<td>23</td>
</tr>
<tr>
<td>My service on committees</td>
<td>44.7%</td>
<td>4379.6%</td>
<td>2259.1%</td>
<td>32</td>
<td>49.7%</td>
<td>55</td>
<td>49.6%</td>
<td>30</td>
<td>80.8%</td>
<td>30</td>
</tr>
<tr>
<td>Annual review process</td>
<td>90.3%</td>
<td>4379.1%</td>
<td>2267.6%</td>
<td>32</td>
<td>69.3%</td>
<td>51</td>
<td>39.1%</td>
<td>30</td>
<td>73.8%</td>
<td>30</td>
</tr>
<tr>
<td>Input collection through anonymous surveys</td>
<td>35.0%</td>
<td>4325.0%</td>
<td>2229.2%</td>
<td>32</td>
<td>78.2%</td>
<td>55</td>
<td>7.5%</td>
<td>27</td>
<td>45.0%</td>
<td>30</td>
</tr>
</tbody>
</table>

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 126: Feedback Valued

<table>
<thead>
<tr>
<th>When I give feedback it is valued by:</th>
<th>CO Nat Hert (A)</th>
<th>Ecosys (B)</th>
<th>Fish Wild (C)</th>
<th>Forest Range (D)</th>
<th>Geosci (E)</th>
<th>Hu Dim NR (F)</th>
<th>NR Ecol Lab (G)</th>
<th>Ofc Dean (H)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>FEEDBACK VALUED OVERALL</td>
<td>53.5%</td>
<td>43</td>
<td>38.5%</td>
<td>19</td>
<td>38.0%</td>
<td>32</td>
<td>69.6%</td>
<td>55</td>
<td>30.3%</td>
</tr>
<tr>
<td>CSU overall</td>
<td>35.0%</td>
<td>43</td>
<td>14.3%</td>
<td>19</td>
<td>24.2%</td>
<td>32</td>
<td>57.2%</td>
<td>55</td>
<td>16.1%</td>
</tr>
<tr>
<td>My division/college</td>
<td>39.8%</td>
<td>43</td>
<td>38.6%</td>
<td>19</td>
<td>36.8%</td>
<td>32</td>
<td>57.2%</td>
<td>55</td>
<td>16.1%</td>
</tr>
<tr>
<td>My department/unit</td>
<td>85.5%</td>
<td>43</td>
<td>67.2%</td>
<td>22</td>
<td>53.0%</td>
<td>32</td>
<td>94.4%</td>
<td>55</td>
<td>58.8%</td>
</tr>
</tbody>
</table>

*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. 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 127: Discriminatory Attitudes: CSU Overall

Please indicate if discriminatory attitudes are currently problematic.

<table>
<thead>
<tr>
<th></th>
<th>CO Nat Hert</th>
<th>Ecosys</th>
<th>Fish Wild</th>
<th>Forest Range</th>
<th>Geosci</th>
<th>Hu Dim</th>
<th>NR Ecol Lab</th>
<th>Ofc Dean</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pct</td>
</tr>
<tr>
<td><strong>Age</strong></td>
<td>0.0%</td>
<td>9.0%</td>
<td>0.0%</td>
<td>10.3%</td>
<td>5</td>
<td>8.0%</td>
<td>6.0%</td>
<td>17.9%</td>
<td>8</td>
</tr>
<tr>
<td><strong>Physical appearance</strong></td>
<td>0.0%</td>
<td>0.0%</td>
<td>4.5%</td>
<td>0.0%</td>
<td>2.7%</td>
<td>11.3%</td>
<td>4.5%</td>
<td>5.7%</td>
<td>9.8%</td>
</tr>
<tr>
<td><strong>Physical disability</strong></td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>2.7%</td>
<td>11.3%</td>
<td>4.5%</td>
<td>5.7%</td>
<td>9.8%</td>
</tr>
<tr>
<td><strong>Mental disability</strong></td>
<td>0.0%</td>
<td>0.0%</td>
<td>4.5%</td>
<td>5.4%</td>
<td>4.11%</td>
<td>4.5%</td>
<td>5.7%</td>
<td>5.7%</td>
<td>9.8%</td>
</tr>
<tr>
<td><strong>Employment classification</strong></td>
<td>7.8%</td>
<td>4.5%</td>
<td>21.8%</td>
<td>10.0%</td>
<td>12.5%</td>
<td>11.3%</td>
<td>10.0%</td>
<td>9.8%</td>
<td>29.5%</td>
</tr>
<tr>
<td><strong>Gender identity</strong></td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>8.6%</td>
<td>4.5%</td>
<td>5.4%</td>
<td>4.11%</td>
<td>5.7%</td>
<td>9.8%</td>
</tr>
<tr>
<td><strong>Job title</strong></td>
<td>0.0%</td>
<td>24.2%</td>
<td>719.1%</td>
<td>9.0%</td>
<td>14.9%</td>
<td>12.0%</td>
<td>17.9%</td>
<td>8.0%</td>
<td>29.5%</td>
</tr>
<tr>
<td><strong>Parental status</strong></td>
<td>3.9%</td>
<td>15.6%</td>
<td>510.1%</td>
<td>5.0%</td>
<td>7.8%</td>
<td>6.0%</td>
<td>7.9%</td>
<td>17.2%</td>
<td>8.0%</td>
</tr>
<tr>
<td><strong>Religion</strong></td>
<td>3.9%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>8.6%</td>
<td>2.7%</td>
<td>0.0%</td>
<td>11.3%</td>
<td>5.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td><strong>Political affiliation</strong></td>
<td>5.0%</td>
<td>0.0%</td>
<td>10.3%</td>
<td>5.0%</td>
<td>20.0%</td>
<td>15.0%</td>
<td>17.8%</td>
<td>8.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td><strong>Sexual orientation</strong></td>
<td>0.0%</td>
<td>9.0%</td>
<td>4.5%</td>
<td>2.7%</td>
<td>7.6%</td>
<td>11.5%</td>
<td>5.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td><strong>Socio-economic status</strong></td>
<td>3.9%</td>
<td>0.0%</td>
<td>39.2%</td>
<td>18.0%</td>
<td>5.4%</td>
<td>4.11%</td>
<td>7.13%</td>
<td>5.0%</td>
<td>9.8%</td>
</tr>
<tr>
<td><strong>Ethnic origin</strong></td>
<td>3.9%</td>
<td>0.0%</td>
<td>12.6%</td>
<td>6.0%</td>
<td>5.4%</td>
<td>4.11%</td>
<td>4.11%</td>
<td>5.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td><strong>Veteran status</strong></td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>2.7%</td>
<td>0.0%</td>
<td>5.7%</td>
<td>5.7%</td>
<td>0.0%</td>
</tr>
<tr>
<td><strong>Race or color</strong></td>
<td>7.8%</td>
<td>9.0%</td>
<td>14.6%</td>
<td>7.0%</td>
<td>8.0%</td>
<td>618.9%</td>
<td>7.13%</td>
<td>5.0%</td>
<td>7.5%</td>
</tr>
<tr>
<td><strong>Marital status</strong></td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>5.4%</td>
<td>4.0%</td>
<td>0.0%</td>
<td>11.3%</td>
<td>5.0%</td>
<td>6.6%</td>
</tr>
<tr>
<td><strong>Nationality/country of origin</strong></td>
<td>3.9%</td>
<td>0.0%</td>
<td>4.1%</td>
<td>2.7%</td>
<td>0.0%</td>
<td>11.5%</td>
<td>5.0%</td>
<td>0.0%</td>
<td>7.5%</td>
</tr>
<tr>
<td><strong>None/no response</strong></td>
<td>79.3%</td>
<td>4266.9%</td>
<td>2143.2%</td>
<td>20.0%</td>
<td>57.1%</td>
<td>4473.2%</td>
<td>2658.2%</td>
<td>27.0%</td>
<td>63.9%</td>
</tr>
</tbody>
</table>

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

* Values reported for items with n > 3.
### Table 128: Discriminatory Attitudes: Division/College

<table>
<thead>
<tr>
<th>Please indicate if discriminatory attitudes are currently problematic.</th>
<th>CO Nat Hert Pct</th>
<th>Ecosys Pct</th>
<th>Fish Wild Pct</th>
<th>Forest Range Pct</th>
<th>Geosci Pop Pct</th>
<th>Hu Dim NR Pct</th>
<th>NR Ecol Lab Pct</th>
<th>Ofc Dean Pct</th>
<th>Overall Pct</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>0.0% *15.0% 510.3% 5</td>
<td>8.9% 7</td>
<td>0.0% *5.7% *</td>
<td>0.0% *0.0% 5.4% 4</td>
<td>8.9% 4</td>
<td>0.0% *11.3% 4</td>
<td>5.7% *</td>
<td>0.0% *7.5% 3</td>
<td>5.4% 19</td>
</tr>
<tr>
<td>Physical appearance</td>
<td>0.0% *6.0% 4.5% 4</td>
<td>0.0% * 11.3% 4</td>
<td>5.7% *</td>
<td>0.0% *7.5% 3</td>
<td>5.4% 4</td>
<td>0.0% *11.3% 4</td>
<td>5.7% *</td>
<td>0.0% *7.5% 3</td>
<td>5.4% 19</td>
</tr>
<tr>
<td>Physical disability</td>
<td>0.0% *0.0% 0.0% 5.4% 4</td>
<td>411.3% 7</td>
<td>5.7% *</td>
<td>9.8% 3</td>
<td>0.0% *4.0% 4</td>
<td>4.0% 4</td>
<td>0.0% *4.5% 4</td>
<td>4.5% 16</td>
<td></td>
</tr>
<tr>
<td>Mental disability</td>
<td>0.0% *6.0% 0.0% 5.4% 4</td>
<td>411.3% 7</td>
<td>5.7% *</td>
<td>9.8% 3</td>
<td>0.0% *4.5% 4</td>
<td>4.5% 4</td>
<td>0.0% *4.5% 4</td>
<td>4.5% 16</td>
<td></td>
</tr>
<tr>
<td>Employment classification</td>
<td>7.8% 4</td>
<td>8.5% 15.1% 7</td>
<td>7.2% 5</td>
<td>11.3% 4</td>
<td>17.4% 8</td>
<td>5.7% *9.8% 3</td>
<td>7.5% *7.4% 26</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gender identity</td>
<td>0.0% *6.0% 4.1% 4</td>
<td>6.3% 5</td>
<td>11.3% 4</td>
<td>17.4% 8</td>
<td>5.7% *9.8% 3</td>
<td>7.5% *7.4% 26</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Job title</td>
<td>0.0% *23.5% 717.6% 8</td>
<td>12.5% 10</td>
<td>0.0% *17.9% 8</td>
<td>9.8% 3</td>
<td>315.0% 411.7% 41</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Parental status</td>
<td>0.0% *15.0% 5</td>
<td>8.1% 4</td>
<td>5.4% 4</td>
<td>0.0% *11.5% 5</td>
<td>9.8% 3</td>
<td>611.2% 3</td>
<td>6.9% 24</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Religion</td>
<td>0.0% *0.0% 0.0% 0.0% 5.4% 4</td>
<td>0.0% * 0.0% 5.7% *</td>
<td>0.0% *0.0% 5.7% *</td>
<td>0.0% *0.0% 8.1% *</td>
<td>0.0% *11.5% 5</td>
<td>9.8% 3</td>
<td>311.2% 3</td>
<td>6.9% 24</td>
<td></td>
</tr>
<tr>
<td>Political affiliation</td>
<td>5.8% 3</td>
<td>0.0% *10.3% 5</td>
<td>16.4% 13</td>
<td>0.0% *17.8% 8</td>
<td>0.0% *18.7% 5</td>
<td>9.8% 3</td>
<td>9.8% 3</td>
<td>3.0% 10</td>
<td></td>
</tr>
<tr>
<td>Sexual orientation</td>
<td>0.0% *0.0% 0.0% 0.0% 5.4% 4</td>
<td>0.0% * 0.0% 5.7% *</td>
<td>0.0% *0.0% 5.7% *</td>
<td>0.0% *0.0% 8.1% *</td>
<td>0.0% *0.0% 8.1% *</td>
<td>0.0% *0.0% 8.1% *</td>
<td>0.0% *0.0% 8.1% *</td>
<td>0.0% *0.0% 8.1% *</td>
<td></td>
</tr>
<tr>
<td>Socio-economic status</td>
<td>3.9% 0.0% *10.6% 5</td>
<td>0.0% *11.3% 4</td>
<td>5.7% *9.8% 3</td>
<td>7.5% *5.4% 19</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ethnic origin</td>
<td>0.0% *0.0% 4.1% 5</td>
<td>0.0% *11.3% 4</td>
<td>5.7% *0.0% *2.4% 8</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Veteran status</td>
<td>0.0% *0.0% 0.0% 0.0% 5.4% 4</td>
<td>0.0% * 0.0% 5.7% *</td>
<td>0.0% *0.0% 5.7% *</td>
<td>0.0% *0.0% 8.1% *</td>
<td>0.0% *0.0% 8.1% *</td>
<td>0.0% *0.0% 8.1% *</td>
<td>0.0% *0.0% 8.1% *</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Race or color</td>
<td>0.0% *0.0% 0.0% 0.0% 5.4% 4</td>
<td>11.3% 4</td>
<td>5.7% *9.8% 3</td>
<td>7.5% *2.5% 9</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Marital status</td>
<td>0.0% *0.0% 0.0% 5.4% 4</td>
<td>11.3% 4</td>
<td>5.7% *0.0% *11.2% 3</td>
<td>2.8% 10</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nationality/country of origin</td>
<td>0.0% *0.0% 4.1% 0.0% 5.4% 4</td>
<td>0.0% * 0.0% 5.7% *</td>
<td>0.0% *0.0% 5.7% *</td>
<td>0.0% *0.0% 5.7% *</td>
<td>0.0% *0.0% 5.7% *</td>
<td>0.0% *0.0% 5.7% *</td>
<td>0.0% *0.0% 5.7% *</td>
<td>0.0% *0.0% 5.7% *</td>
<td></td>
</tr>
<tr>
<td>None/no response</td>
<td>86.3% 4676.5% 2462.0% 28</td>
<td>59.7% 4688.7% 31 58.2% 27</td>
<td>83.6% 2673.8% 2071.5% 249</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.
* Values reported for items with n >= 3.
### Table 129: Discriminatory Attitudes: Department/Unit

Please indicate if discriminatory attitudes are currently problematic.

<table>
<thead>
<tr>
<th>Category</th>
<th>CO Nat Hert</th>
<th>Ecosys</th>
<th>Fish Wild</th>
<th>Forest Range</th>
<th>Geosci</th>
<th>Hu Dim</th>
<th>NR Ecol Lab</th>
<th>Ofc Dean</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>3.9%</td>
<td>*15.0%</td>
<td>5</td>
<td>8.6%</td>
<td>4</td>
<td>9.4%</td>
<td>7</td>
<td>7.9%</td>
<td>20.9%</td>
</tr>
<tr>
<td>Physical appearance</td>
<td>3.9%</td>
<td>*6.0%</td>
<td>*4.5%</td>
<td>4.0%</td>
<td>311.3%</td>
<td>4</td>
<td>4.0%</td>
<td>*</td>
<td>0.0%</td>
</tr>
<tr>
<td>Physical disability</td>
<td>3.9%</td>
<td>*0.0%</td>
<td>*0.0%</td>
<td>5.4%</td>
<td>411.3%</td>
<td>4</td>
<td>4.0%</td>
<td>*</td>
<td>9.8%</td>
</tr>
<tr>
<td>Mental disability</td>
<td>3.9%</td>
<td>*6.0%</td>
<td>*0.0%</td>
<td>5.4%</td>
<td>411.3%</td>
<td>4</td>
<td>9.6%</td>
<td>5</td>
<td>9.8%</td>
</tr>
<tr>
<td>Employment classification</td>
<td>3.9%</td>
<td>*17.5%</td>
<td>531.4%</td>
<td>14</td>
<td>11.2%</td>
<td>911.3%</td>
<td>4</td>
<td>28.3%</td>
<td>13</td>
</tr>
<tr>
<td>Gender identity</td>
<td>7.8%</td>
<td>4</td>
<td>6.0%</td>
<td>*8.6%</td>
<td>4</td>
<td>6.7%</td>
<td>5</td>
<td>511.3%</td>
<td>9.6%</td>
</tr>
<tr>
<td>Job title</td>
<td>3.9%</td>
<td>*23.5%</td>
<td>733.5%</td>
<td>15</td>
<td>13.8%</td>
<td>11</td>
<td>0.0%</td>
<td>*21.8%</td>
<td>10</td>
</tr>
<tr>
<td>Parental status</td>
<td>0.0%</td>
<td>*15.0%</td>
<td>5</td>
<td>4.1%</td>
<td>*</td>
<td>6.7%</td>
<td>5</td>
<td>7.9%</td>
<td>*15.2%</td>
</tr>
<tr>
<td>Religion</td>
<td>0.0%</td>
<td>*0.0%</td>
<td>*0.0%</td>
<td>*0.0%</td>
<td>*</td>
<td>*0.0%</td>
<td>*16.1%</td>
<td>8</td>
<td>0.0%</td>
</tr>
<tr>
<td>Political affiliation</td>
<td>5.0%</td>
<td>*0.0%</td>
<td>*4.5%</td>
<td>17.7%</td>
<td>14</td>
<td>0.0%</td>
<td>*17.8%</td>
<td>8</td>
<td>0.0%</td>
</tr>
<tr>
<td>Sexual orientation</td>
<td>3.9%</td>
<td>*0.0%</td>
<td>*0.0%</td>
<td>*0.0%</td>
<td>*</td>
<td>*0.0%</td>
<td>*5.7%</td>
<td>*</td>
<td>0.0%</td>
</tr>
<tr>
<td>Socio-economic status</td>
<td>7.8%</td>
<td>4</td>
<td>0.0%</td>
<td>*14.6%</td>
<td>7</td>
<td>4.0%</td>
<td>311.3%</td>
<td>4</td>
<td>4.0%</td>
</tr>
<tr>
<td>Ethnic origin</td>
<td>0.0%</td>
<td>*0.0%</td>
<td>*4.1%</td>
<td>4.0%</td>
<td>311.3%</td>
<td>4</td>
<td>4.0%</td>
<td>*</td>
<td>0.0%</td>
</tr>
<tr>
<td>Veteran status</td>
<td>0.0%</td>
<td>*0.0%</td>
<td>*0.0%</td>
<td>*0.0%</td>
<td>*</td>
<td>*0.0%</td>
<td>*0.0%</td>
<td>74</td>
<td></td>
</tr>
<tr>
<td>Race or color</td>
<td>3.9%</td>
<td>*0.0%</td>
<td>*4.1%</td>
<td>4.0%</td>
<td>311.3%</td>
<td>4</td>
<td>5.7%</td>
<td>*0.0%</td>
<td>3.9%</td>
</tr>
<tr>
<td>Marital status</td>
<td>0.0%</td>
<td>*0.0%</td>
<td>*0.0%</td>
<td>*2.7%</td>
<td>*</td>
<td>*0.0%</td>
<td>*4.0%</td>
<td>*0.0%</td>
<td>*1.1%</td>
</tr>
<tr>
<td>Nationality/country of origin</td>
<td>0.0%</td>
<td>*0.0%</td>
<td>*8.1%</td>
<td>4</td>
<td>0.0%</td>
<td>*0.0%</td>
<td>*0.0%</td>
<td>*0.0%</td>
<td>*1.1%</td>
</tr>
<tr>
<td>None/no response</td>
<td>68.3%</td>
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<td>75.9%</td>
<td>26</td>
<td>64.4%</td>
<td>5080.7%</td>
<td>28</td>
<td>54.7%</td>
<td>26</td>
</tr>
</tbody>
</table>

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

### Table 130: Other Potential Problems: CSU Overall

Please indicate if any of the following are currently problematic.

<table>
<thead>
<tr>
<th>Category</th>
<th>CO Nat Hert</th>
<th>Ecosys</th>
<th>Fish Wild</th>
<th>Forest Range</th>
<th>Geosci</th>
<th>Hu Dim</th>
<th>NR Ecol Lab</th>
<th>Ofc Dean</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual harassment</td>
<td>3.9%</td>
<td>*0.0%</td>
<td>*25.2%</td>
<td>12</td>
<td>12.0%</td>
<td>911.3%</td>
<td>4</td>
<td>15.3%</td>
<td>7</td>
</tr>
<tr>
<td>Bullying</td>
<td>3.9%</td>
<td>*9.0%</td>
<td>*9.0%</td>
<td>4</td>
<td>11.2%</td>
<td>918.9%</td>
<td>7</td>
<td>21.2%</td>
<td>10</td>
</tr>
<tr>
<td>Bias</td>
<td>13.7%</td>
<td>72.4%</td>
<td>829.7%</td>
<td>14</td>
<td>12.9%</td>
<td>1018.9%</td>
<td>7</td>
<td>33.3%</td>
<td>16</td>
</tr>
<tr>
<td>Physical assault</td>
<td>0.0%</td>
<td>*0.0%</td>
<td>*0.0%</td>
<td>*2.7%</td>
<td>*11.3%</td>
<td>5.7%</td>
<td>*0.0%</td>
<td>*0.0%</td>
<td>*2.5%</td>
</tr>
<tr>
<td>Sexual misconduct</td>
<td>0.0%</td>
<td>*0.0%</td>
<td>*15.1%</td>
<td>7</td>
<td>2.7%</td>
<td>*11.3%</td>
<td>4</td>
<td>15.3%</td>
<td>7</td>
</tr>
<tr>
<td>Verbal abuse</td>
<td>3.9%</td>
<td>*0.0%</td>
<td>*0.0%</td>
<td>*12.9%</td>
<td>1011.3%</td>
<td>4</td>
<td>9.6%</td>
<td>5</td>
<td>0.0%</td>
</tr>
<tr>
<td>None/no response</td>
<td>24.6%</td>
<td>467.5%</td>
<td>2349.7%</td>
<td>23</td>
<td>79.9%</td>
<td>6281.1%</td>
<td>68667%</td>
<td>57.7%</td>
<td>37.7%</td>
</tr>
</tbody>
</table>

**Total may exceed 100% as respondents could select more than one option.**  
Statistical significance not tested.  
* Values reported for items with n >= 3.
Table 131: Other Potential Problems: Division/College

<table>
<thead>
<tr>
<th>Problem</th>
<th>CO Nat Hert</th>
<th>Ecosys</th>
<th>Fish Wild</th>
<th>Forest Range</th>
<th>Geosci</th>
<th>Hu Dim</th>
<th>NR</th>
<th>NR Ecol</th>
<th>Ofc Dean</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
</tr>
<tr>
<td>Sexual harassment</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>*</td>
<td>4.1%</td>
<td>*</td>
<td>2.7%</td>
<td>0.0%</td>
<td>4.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Bullying</td>
<td>0.0%</td>
<td>*</td>
<td>9.0%</td>
<td>*</td>
<td>4.5%</td>
<td>*</td>
<td>7.2%</td>
<td>6.7%</td>
<td>9.8%</td>
<td>5.0%</td>
</tr>
<tr>
<td>Bias</td>
<td>0.0%</td>
<td>*</td>
<td>17.9%</td>
<td>622.9%</td>
<td>11</td>
<td>15.6%</td>
<td>12</td>
<td>0.0%</td>
<td>27.7%</td>
<td>13</td>
</tr>
<tr>
<td>Physical assault</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Sexual misconduct</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Verbal abuse</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>1.1%</td>
</tr>
<tr>
<td>None/no response</td>
<td>100.0%</td>
<td>5382.1%</td>
<td>2568.5%</td>
<td>31</td>
<td>76.3%</td>
<td>5992.4%</td>
<td>32</td>
<td>72.3%</td>
<td>34</td>
<td>90.2%</td>
</tr>
</tbody>
</table>

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

Table 132: Other Potential Problems: Department

<table>
<thead>
<tr>
<th>Problem</th>
<th>CO Nat Hert</th>
<th>Ecosys</th>
<th>Fish Wild</th>
<th>Forest Range</th>
<th>Geosci</th>
<th>Hu Dim</th>
<th>NR</th>
<th>NR Ecol</th>
<th>Ofc Dean</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
</tr>
<tr>
<td>Sexual harassment</td>
<td>0.0%</td>
<td></td>
<td>6.0%</td>
<td>*</td>
<td>0.0%</td>
<td>*</td>
<td>6.7%</td>
<td>5.0%</td>
<td>0.0%</td>
<td>9.6%</td>
</tr>
<tr>
<td>Bullying</td>
<td>3.9%</td>
<td>*</td>
<td>15.0%</td>
<td>519.1%</td>
<td>9</td>
<td>0.0%</td>
<td>*</td>
<td>23.4%</td>
<td>8</td>
<td>4.0%</td>
</tr>
<tr>
<td>Bias</td>
<td>11.8%</td>
<td>623.9%</td>
<td>717.2%</td>
<td>8</td>
<td>14.2%</td>
<td>11</td>
<td>7.9%</td>
<td>*</td>
<td>21.8%</td>
<td>10</td>
</tr>
<tr>
<td>Physical assault</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Sexual misconduct</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Verbal abuse</td>
<td>3.9%</td>
<td>*</td>
<td>6.0%</td>
<td>*</td>
<td>12.6%</td>
<td>6</td>
<td>4.0%</td>
<td>3.7%</td>
<td>9.6%</td>
<td>5.0%</td>
</tr>
<tr>
<td>None/no response</td>
<td>88.2%</td>
<td>4776.1%</td>
<td>2467.8%</td>
<td>31</td>
<td>85.8%</td>
<td>6676.6%</td>
<td>27</td>
<td>72.6%</td>
<td>34</td>
<td>80.4%</td>
</tr>
</tbody>
</table>

Total may exceed 100% as respondents could select more than one option.
Statistical significance not tested.
* Values reported for items with n > 3.
Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the Bonferroni correction. 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

1. Tests are adjusted for all pairwise comparisons within a row of each innermost subtable using the upper case letters (A, B, C):

Table 133: WCNR Experiences over Past 12 Months

<table>
<thead>
<tr>
<th>Thinking about your experiences over the past 12 months in the Warner College of Natural Resources, please indicate your level of agreement with the following statements:</th>
<th>CO Nat Hert</th>
<th>Ecosys</th>
<th>Forest Range</th>
<th>Geosci</th>
<th>Hu Dim NR</th>
<th>NR Ecol Lab</th>
<th>Ofc Dean</th>
<th>Fish Wild</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>WCNR handles diversity, equity, and inclusion matters appropriately</td>
<td>76.5%</td>
<td>5172.1%</td>
<td>31</td>
<td>75.1%</td>
<td>7280.9%</td>
<td>3269.5%</td>
<td>39</td>
<td>73.9%</td>
<td>3189.4%</td>
</tr>
<tr>
<td>WCNR demonstrates a commitment to DEI efforts</td>
<td>79.4%</td>
<td>5180.6%</td>
<td>31</td>
<td>95.7%</td>
<td>7290.5%</td>
<td>3288.2%</td>
<td>39</td>
<td>90.2%</td>
<td>3189.4%</td>
</tr>
<tr>
<td>WCNR Leadership (Dean’s Staff) promotes diversity, equity, and inclusion as critical to our future success</td>
<td>69.2%</td>
<td>5186.6%</td>
<td>31</td>
<td>84.2%</td>
<td>7280.9%</td>
<td>3283.1%</td>
<td>39</td>
<td>70.6%</td>
<td>3189.4%</td>
</tr>
<tr>
<td>WCNR Department Heads promotes diversity, equity, and inclusion as critical to our future success</td>
<td>69.1%</td>
<td>5186.6%</td>
<td>31</td>
<td>81.3%</td>
<td>7265.9%</td>
<td>3257.4%</td>
<td>39</td>
<td>51.1%</td>
<td>3163.1%</td>
</tr>
<tr>
<td>Within my department I am comfortable talking about my background and cultural experience with my colleagues</td>
<td>72.4%</td>
<td>5362.7%</td>
<td>31</td>
<td>88.3%</td>
<td>7281.9%</td>
<td>3272.0%</td>
<td>42</td>
<td>80.4%</td>
<td>3163.1%</td>
</tr>
<tr>
<td>I am well informed about Warner College’s diversity initiatives and goals</td>
<td>76.3%</td>
<td>5362.7%</td>
<td>31</td>
<td>76.7%</td>
<td>7280.9%</td>
<td>3282.9%</td>
<td>39</td>
<td>73.9%</td>
<td>3173.7%</td>
</tr>
</tbody>
</table>

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

Table 134: Inclusive-minded Environment

<table>
<thead>
<tr>
<th>To what extent do you agree or disagree that WCNR is creating an inclusive-minded environment in each of the following:</th>
<th>CO Nat Hert</th>
<th>Ecosys</th>
<th>Forest Range</th>
<th>Geosci</th>
<th>Hu Dim NR</th>
<th>NR Ecol Lab</th>
<th>Ofc Dean</th>
<th>Fish Wild</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>College</td>
<td>85.5%</td>
<td>5185.3%</td>
<td>28</td>
<td>72.4%</td>
<td>7274.5%</td>
<td>3269.2%</td>
<td>39</td>
<td>71.0%</td>
<td>2889.4%</td>
</tr>
<tr>
<td>Departments</td>
<td>74.4%</td>
<td>5168.9%</td>
<td>28</td>
<td>78.1%</td>
<td>7274.5%</td>
<td>3254.6%</td>
<td>39</td>
<td>57.0%</td>
<td>2678.9%</td>
</tr>
<tr>
<td>Classrooms</td>
<td>29.7%</td>
<td>4952.1%</td>
<td>28</td>
<td>78.9%</td>
<td>7238.6%</td>
<td>3278.4%</td>
<td>39</td>
<td>41.3%</td>
<td>2663.1%</td>
</tr>
<tr>
<td>Labs</td>
<td>21.2%</td>
<td>4935.7%</td>
<td>28</td>
<td>62.8%</td>
<td>6827.9%</td>
<td>3223.7%</td>
<td>36</td>
<td>49.2%</td>
<td>2663.1%</td>
</tr>
<tr>
<td>Field Crews</td>
<td>74.4%</td>
<td>5139.0%</td>
<td>26</td>
<td>69.9%</td>
<td>6827.9%</td>
<td>3231.0%</td>
<td>36</td>
<td>49.2%</td>
<td>2647.4%</td>
</tr>
</tbody>
</table>

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 135: Talking about DEI Issues

<table>
<thead>
<tr>
<th>To what extent do you comfortable talking about DEI issues within your...</th>
<th>CO Nat Hert (A)</th>
<th>Ecosys (B)</th>
<th>Forest Range (C)</th>
<th>Geosci (D)</th>
<th>Hu Dim NR (E)</th>
<th>NR Ecol Lab (F)</th>
<th>Ofc Dean (G)</th>
<th>Fish Wild (H)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>College</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>64.9%</td>
<td>49 59.0%</td>
<td>28</td>
<td>49.9%</td>
<td>70 63.8%</td>
<td>32</td>
<td>76.3%</td>
<td>39</td>
<td>60.9%</td>
<td>26 63.1%</td>
</tr>
<tr>
<td>Departments</td>
<td>79.3%</td>
<td>53 49.2%</td>
<td>28</td>
<td>67.6%</td>
<td>72 61.6%</td>
<td>32</td>
<td>76.3%</td>
<td>39</td>
<td>68.7%</td>
</tr>
<tr>
<td>Classrooms</td>
<td>39.3%</td>
<td>39 59.4%</td>
<td>28</td>
<td>59.7%</td>
<td>66 42.9%</td>
<td>30</td>
<td>94.7%</td>
<td>39</td>
<td>58.3%</td>
</tr>
<tr>
<td>Labs</td>
<td>47.1%</td>
<td>39 56.6%</td>
<td>26</td>
<td>60.4%</td>
<td>62 40.0%</td>
<td>30</td>
<td>61.5%</td>
<td>34</td>
<td>49.0%</td>
</tr>
<tr>
<td>Field Crews</td>
<td>80.1%</td>
<td>44 56.6%</td>
<td>26</td>
<td>59.4%</td>
<td>63 40.0%</td>
<td>30</td>
<td>48.1%</td>
<td>34</td>
<td>58.3%</td>
</tr>
</tbody>
</table>

Percent “All” or “Most” of the time
The reported population reflects the number of respondents who answered the survey item.  
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 136: Experienced Discrimination

<table>
<thead>
<tr>
<th>To what extent have you ever experienced any discrimination (i.e., unfair, negative, or adverse treatment) at WCNR based on one or more aspects of your background or identity (e.g., dept2, age, ethnicity, culture, sexual orientation, etc.) in each of the following?</th>
<th>CO Nat Hert (A)</th>
<th>Ecosys (B)</th>
<th>Forest Range (C)</th>
<th>Geosci (D)</th>
<th>Hu Dim NR (E)</th>
<th>NR Ecol Lab (F)</th>
<th>Ofc Dean (G)</th>
<th>Fish Wild (H)</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>College</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
<td>Pop</td>
<td>Pct</td>
</tr>
<tr>
<td>0.0%</td>
<td>49 0%</td>
<td>31</td>
<td>0%</td>
<td>72 0%</td>
<td>32</td>
<td>0%</td>
<td>42</td>
<td>0%</td>
<td>28 0%</td>
</tr>
<tr>
<td>Departments</td>
<td>0.0%</td>
<td>51 0%</td>
<td>31</td>
<td>0%</td>
<td>72 0%</td>
<td>32</td>
<td>0%</td>
<td>42</td>
<td>0%</td>
</tr>
<tr>
<td>Classrooms</td>
<td>0.0%</td>
<td>44 0%</td>
<td>31</td>
<td>0%</td>
<td>70 0%</td>
<td>32</td>
<td>0%</td>
<td>42</td>
<td>0%</td>
</tr>
<tr>
<td>Labs</td>
<td>0.0%</td>
<td>44 0%</td>
<td>29</td>
<td>0%</td>
<td>64 0%</td>
<td>32</td>
<td>0%</td>
<td>31</td>
<td>0%</td>
</tr>
<tr>
<td>Field Crews</td>
<td>0.0%</td>
<td>49 0%</td>
<td>26</td>
<td>0%</td>
<td>66 0%</td>
<td>32</td>
<td>0%</td>
<td>31</td>
<td>0%</td>
</tr>
</tbody>
</table>

Percent “All” or “Most” of the time
The reported population reflects the number of respondents who answered the survey item.  
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 137: Work Culture

<table>
<thead>
<tr>
<th>Thinking about your work environment during the past 12 months, please indicate your agreement with the following statements about work culture.</th>
<th>2018 (A)</th>
<th>2021 (B)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
</tr>
<tr>
<td>WORK CULTURE OVERALL</td>
<td>68.2%</td>
<td>300</td>
</tr>
<tr>
<td>My department/unit promotes a work environment where all employees feel included</td>
<td>64.3%</td>
<td>358</td>
</tr>
<tr>
<td>My department/unit treats all employees equitably</td>
<td>60.7%</td>
<td>351</td>
</tr>
<tr>
<td>My department/unit is open and transparent in communication</td>
<td>57.9%</td>
<td>364</td>
</tr>
<tr>
<td>My department/unit values employee input in major department/unit decisions</td>
<td>60.3%</td>
<td>349</td>
</tr>
<tr>
<td>My department/unit promotes respect for cultural differences</td>
<td>81.5%</td>
<td>355</td>
</tr>
<tr>
<td>My department/unit understands the value of diversity</td>
<td>78.5%</td>
<td>364</td>
</tr>
<tr>
<td>My department/unit communicates the importance of valuing diversity</td>
<td>73.8%</td>
<td>362</td>
</tr>
<tr>
<td>I feel valued as an employee</td>
<td>69.3%</td>
<td>358</td>
</tr>
<tr>
<td>I feel a strong sense of belonging to CSU</td>
<td>56.5%</td>
<td>360</td>
</tr>
<tr>
<td>I feel a strong sense of belonging to my division/college</td>
<td>60.8%</td>
<td>360</td>
</tr>
<tr>
<td>I feel a strong sense of belonging to my department/unit</td>
<td>66.1%</td>
<td>360</td>
</tr>
<tr>
<td>I would recommend CSU as a place of employment</td>
<td>82.0%</td>
<td>336</td>
</tr>
<tr>
<td>I would recommend my department/unit as a place of employment</td>
<td>74.3%</td>
<td>341</td>
</tr>
</tbody>
</table>

Percent “Agree” or “Strongly agree”

The reported N reflects the number of respondents who answered the survey item. 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 138: Performance Review in Last Year

<table>
<thead>
<tr>
<th>Did you have a performance review in the last year?</th>
<th>2018 (A)</th>
<th>2021 (B)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
</tr>
<tr>
<td>Yes, I had a review</td>
<td>90.1%</td>
<td>297</td>
</tr>
<tr>
<td>No, I did not have a review</td>
<td>9.9%</td>
<td>32</td>
</tr>
</tbody>
</table>

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. 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 139: Performance Review

<table>
<thead>
<tr>
<th>Statement</th>
<th>2018 (A)</th>
<th>2021 (B)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Performances review overall</td>
<td>85.0%</td>
<td>78.7%</td>
</tr>
<tr>
<td>I am satisfied with the effort my supervisor put into my most recent performance review</td>
<td>70.3%</td>
<td>79.5%</td>
</tr>
<tr>
<td>I fear negative job consequences if I am to raise an issue of unfair treatment during my review*</td>
<td>24.9%</td>
<td>11.9%</td>
</tr>
<tr>
<td>I am aware of the process to mediate disagreements with my supervisor regarding my evaluation</td>
<td>NA</td>
<td>56.1%</td>
</tr>
</tbody>
</table>

*Reverse coded when included in overall rating

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 140: Respect

<table>
<thead>
<tr>
<th>Statement</th>
<th>2018 (A)</th>
<th>2021 (B)</th>
</tr>
</thead>
<tbody>
<tr>
<td>My department/unit is treated with respect by other units within my college/division</td>
<td>64.1%</td>
<td>65.8%</td>
</tr>
<tr>
<td>My college/division is treated with respect by CSU</td>
<td>76.7%</td>
<td>60.9%</td>
</tr>
<tr>
<td>The people I interact with treat each other with respect</td>
<td>82.6%</td>
<td>86.1%</td>
</tr>
<tr>
<td>There is respect for religious differences in my department/unit</td>
<td>68.6%</td>
<td>51.9%</td>
</tr>
<tr>
<td>There is respect for liberal perspectives in my department/unit</td>
<td>87.0%</td>
<td>83.4%</td>
</tr>
<tr>
<td>There is respect for conservative perspectives in my department/unit</td>
<td>54.1%</td>
<td>44.6%</td>
</tr>
</tbody>
</table>

Percent “Agree” or “Strongly agree”

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 141: 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:

<table>
<thead>
<tr>
<th></th>
<th>2018 (A)</th>
<th>2021 (B)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
</tr>
<tr>
<td>FAVORITISM OVERALL</td>
<td>22.1%</td>
<td>315</td>
</tr>
<tr>
<td>Recognized within my department/unit</td>
<td>37.4%</td>
<td>273</td>
</tr>
<tr>
<td>Resources in my department/unit</td>
<td>35.1%</td>
<td>312</td>
</tr>
<tr>
<td>Professional development opportunities</td>
<td>19.3%</td>
<td>310</td>
</tr>
<tr>
<td>Promoted in my department/unit</td>
<td>26.1%</td>
<td>303</td>
</tr>
<tr>
<td>Hired in my department/unit</td>
<td>18.2%</td>
<td>293</td>
</tr>
</tbody>
</table>

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 142: Leadership Accountability: College/Division Leadership

Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.

<table>
<thead>
<tr>
<th></th>
<th>2018 (A)</th>
<th>2021 (B)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
</tr>
<tr>
<td>COLLEGE/DIVISION LEADERSHIP ACCOUNTABILITY OVERALL</td>
<td>58.7%</td>
<td>165</td>
</tr>
<tr>
<td>Leadership adequately addresses inappropriate behavior</td>
<td>65.5%</td>
<td>228</td>
</tr>
<tr>
<td>Leadership holds employees accountable for inappropriate behavior</td>
<td>56.3%</td>
<td>207</td>
</tr>
<tr>
<td>Leadership holds employees accountable for poor performance in the workplace</td>
<td>40.8%</td>
<td>217</td>
</tr>
<tr>
<td>Leadership acts ethically and honestly in the workplace</td>
<td>82.6%</td>
<td>290</td>
</tr>
<tr>
<td>Leadership addresses issues of inequity</td>
<td>62.5%</td>
<td>239</td>
</tr>
<tr>
<td>Leadership holds all employees to the same standards</td>
<td>58.3%</td>
<td>249</td>
</tr>
</tbody>
</table>

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 143: Leadership Accountability: Department/Unit Leadership

<table>
<thead>
<tr>
<th>Thinking about the past 12 months, please indicate your level of agreement about leadership accountability.</th>
<th>2018 (A)</th>
<th>2021 (B)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>DEPARTMENT/UNIT LEADERSHIP ACCOUNTABILITY OVERALL</strong></td>
<td>55.4%</td>
<td>44.4%</td>
</tr>
<tr>
<td>Leadership adequately addresses inappropriate behavior</td>
<td>63.3%</td>
<td>42.4%</td>
</tr>
<tr>
<td>Leadership holds employees accountable for inappropriate behavior</td>
<td>57.6%</td>
<td>32.4%</td>
</tr>
<tr>
<td>Leadership holds employees accountable for poor performance in the workplace</td>
<td>48.0%</td>
<td>29.8%</td>
</tr>
<tr>
<td>Leadership acts ethically and honestly in the workplace</td>
<td>82.6%</td>
<td>56.9%</td>
</tr>
<tr>
<td>Leadership addresses issues of inequity</td>
<td>59.8%</td>
<td>48.5%</td>
</tr>
<tr>
<td>Leadership holds all employees to the same standards</td>
<td>56.9%</td>
<td>51.4%</td>
</tr>
</tbody>
</table>

**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 uppercase 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 144: Climate: CSU Overall

<table>
<thead>
<tr>
<th>Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.</th>
<th>2018 (A)</th>
<th>2021 (B)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CSU CLIMATE OVERALL</strong></td>
<td>76.3%</td>
<td>63.7%</td>
</tr>
<tr>
<td>Recruits employees from a diverse set of backgrounds</td>
<td>74.1%</td>
<td>61.2%</td>
</tr>
<tr>
<td>Improves the campus climate for all employees</td>
<td>73.1%</td>
<td>59.8%</td>
</tr>
<tr>
<td>Retains diverse employees</td>
<td>64.6%</td>
<td>40.7%</td>
</tr>
<tr>
<td>Creates a supportive environment for employees from diverse backgrounds</td>
<td>72.4%</td>
<td>55.4%</td>
</tr>
<tr>
<td>Encourages discussions related to diversity</td>
<td>85.8%</td>
<td>87.4%</td>
</tr>
<tr>
<td>Provides employees with a positive work experience</td>
<td>79.3%</td>
<td>70.9%</td>
</tr>
<tr>
<td>Climate has become consistently more inclusive of all employees</td>
<td>76.4%</td>
<td>71.4%</td>
</tr>
</tbody>
</table>

**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 uppercase 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 145: Climate: Department/Unit

<table>
<thead>
<tr>
<th>Thinking about your work environment during the last 12 months, please indicate your level of agreement regarding the climate.</th>
<th>2018 (A)</th>
<th>2021 (B)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
</tr>
<tr>
<td>DEPARTMENT/UNIT CLIMATE OVERALL</td>
<td>65.5%</td>
<td>245</td>
</tr>
<tr>
<td>Recruits employees from a diverse set of backgrounds</td>
<td>56.5%</td>
<td>330</td>
</tr>
<tr>
<td>Improves the campus climate for all employees</td>
<td>65.6%</td>
<td>321</td>
</tr>
<tr>
<td>Retains diverse employees</td>
<td>53.4%</td>
<td>297</td>
</tr>
<tr>
<td>Creates a supportive environment for employees from diverse backgrounds</td>
<td>72.4%</td>
<td>273</td>
</tr>
<tr>
<td>Encourages discussions related to diversity</td>
<td>69.1%</td>
<td>327</td>
</tr>
<tr>
<td>Provides employees with a positive work experience</td>
<td>74.1%</td>
<td>337</td>
</tr>
<tr>
<td>Climate has become consistently more inclusive of all employees</td>
<td>67.1%</td>
<td>290</td>
</tr>
</tbody>
</table>

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 146: Discriminatory Attitudes: Department/Unit

<table>
<thead>
<tr>
<th>Please indicate if discriminatory attitudes are currently problematic.</th>
<th>2018</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pct</td>
<td>Pop</td>
</tr>
<tr>
<td>Age</td>
<td>18.0%</td>
<td>52</td>
</tr>
<tr>
<td>Physical appearance</td>
<td>5.3%</td>
<td>15</td>
</tr>
<tr>
<td>Physical disability*</td>
<td>6.1%</td>
<td>18</td>
</tr>
<tr>
<td>Mental disability</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Employment classification</td>
<td>35.6%</td>
<td>102</td>
</tr>
<tr>
<td>Gender identity</td>
<td>6.2%</td>
<td>18</td>
</tr>
<tr>
<td>Job title</td>
<td>30.4%</td>
<td>87</td>
</tr>
<tr>
<td>Parental status</td>
<td>10.1%</td>
<td>29</td>
</tr>
<tr>
<td>Religion</td>
<td>5.4%</td>
<td>16</td>
</tr>
<tr>
<td>Political affiliation</td>
<td>21.7%</td>
<td>62</td>
</tr>
<tr>
<td>Sexual orientation</td>
<td>3.0%</td>
<td>9</td>
</tr>
<tr>
<td>Socio-economic status</td>
<td>2.6%</td>
<td>7</td>
</tr>
<tr>
<td>Ethnic origin</td>
<td>5.2%</td>
<td>15</td>
</tr>
<tr>
<td>Veteran status</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Race or color</td>
<td>5.7%</td>
<td>16</td>
</tr>
<tr>
<td>Marital status</td>
<td>2.3%</td>
<td>7</td>
</tr>
<tr>
<td>Nationality/country of origin</td>
<td>4.4%</td>
<td>13</td>
</tr>
<tr>
<td>None/no response</td>
<td>34.0%</td>
<td>97</td>
</tr>
</tbody>
</table>

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)”.

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72
### Table 147: Other Potential Problems: CSU Overall

<table>
<thead>
<tr>
<th>Problem</th>
<th>Pct</th>
<th>Pop</th>
<th>Pct</th>
<th>Pop</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual harassment</td>
<td>5.8%</td>
<td>20</td>
<td>10.7%</td>
<td>37</td>
</tr>
<tr>
<td>Bullying</td>
<td>5.7%</td>
<td>20</td>
<td>10.7%</td>
<td>37</td>
</tr>
<tr>
<td>Bias</td>
<td>17.4%</td>
<td>61</td>
<td>20.1%</td>
<td>70</td>
</tr>
<tr>
<td>Physical assault</td>
<td>0.0%</td>
<td>*</td>
<td>2.5%</td>
<td>9</td>
</tr>
<tr>
<td>Sexual misconduct</td>
<td>0.6%</td>
<td>*</td>
<td>5.8%</td>
<td>20</td>
</tr>
<tr>
<td>Verbal abuse</td>
<td>5.0%</td>
<td>17</td>
<td>5.9%</td>
<td>21</td>
</tr>
<tr>
<td>None/no response</td>
<td>78.3%</td>
<td>273</td>
<td>75.6%</td>
<td>263</td>
</tr>
</tbody>
</table>

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

* Values reported for items with n ≥ 3.

### Table 148: Other Potential Problems: Division/College

<table>
<thead>
<tr>
<th>Problem</th>
<th>Pct</th>
<th>Pop</th>
<th>Pct</th>
<th>Pop</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual harassment</td>
<td>1.5%</td>
<td>5</td>
<td>1.7%</td>
<td>6</td>
</tr>
<tr>
<td>Bullying</td>
<td>5.5%</td>
<td>19</td>
<td>5.7%</td>
<td>20</td>
</tr>
<tr>
<td>Bias</td>
<td>14.0%</td>
<td>49</td>
<td>13.9%</td>
<td>48</td>
</tr>
<tr>
<td>Physical assault</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Sexual misconduct</td>
<td>0.0%</td>
<td>*</td>
<td>1.1%</td>
<td>4</td>
</tr>
<tr>
<td>Verbal abuse</td>
<td>3.2%</td>
<td>11</td>
<td>2.5%</td>
<td>9</td>
</tr>
<tr>
<td>None/no response</td>
<td>82.8%</td>
<td>289</td>
<td>82.4%</td>
<td>287</td>
</tr>
</tbody>
</table>

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

* Values reported for items with n ≥ 3.

### Table 149: Other Potential Problems: Department/Unit

<table>
<thead>
<tr>
<th>Problem</th>
<th>Pct</th>
<th>Pop</th>
<th>Pct</th>
<th>Pop</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual harassment</td>
<td>0.4%</td>
<td>*</td>
<td>3.3%</td>
<td>12</td>
</tr>
<tr>
<td>Bullying</td>
<td>7.1%</td>
<td>25</td>
<td>7.9%</td>
<td>28</td>
</tr>
<tr>
<td>Bias</td>
<td>18.4%</td>
<td>64</td>
<td>16.0%</td>
<td>56</td>
</tr>
<tr>
<td>Physical assault</td>
<td>0.0%</td>
<td>*</td>
<td>0.0%</td>
<td>*</td>
</tr>
<tr>
<td>Sexual misconduct</td>
<td>0.0%</td>
<td>*</td>
<td>0.5%</td>
<td>*</td>
</tr>
<tr>
<td>Verbal abuse</td>
<td>3.6%</td>
<td>12</td>
<td>6.4%</td>
<td>22</td>
</tr>
<tr>
<td>None/no response</td>
<td>78.4%</td>
<td>273</td>
<td>79.6%</td>
<td>277</td>
</tr>
</tbody>
</table>

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

* Values reported for items with n ≥ 3.