

# 2021 Employee Climate Survey

## Multicultural Staff and Faculty Council (MSFC)

### Results dissemination and workshop

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Assessment Group for Diversity Issues

Facilitated by Shannon L. Archibeque-Engle, PhD, and Nozipho Becker, PhD

For more information and full results: <https://inclusiveexcellence.colostate.edu/data/employee-climate-survey/>



Colorado State University

# 2021 Employee Climate Survey

## THANK YOU

- Institutional Research, Planning, and Effectiveness partnership
- Office for Inclusive Excellence staff
- President, Vice Presidents, and Deans
  - Messages, incentives, and support were critical to success
  - 2018 request for College and Division level reports
- YOU

# 2021 Employee Climate Survey

Office for Inclusive Excellence Assessment Team for Diversity Issues

Claude Jailet, Facilities Management

Kirsten Slaughter-Rice, Administrative Professional Council

Sue Doe, Faculty Council

Meg Skeehan, Classified Personnel Council

Valerie Lewis, Health Network

Kari Dockendorff, School of Education, Assistant Professor

Rickey Frierson, Warner College of Natural Resources

Andrew Norton, Faculty Council

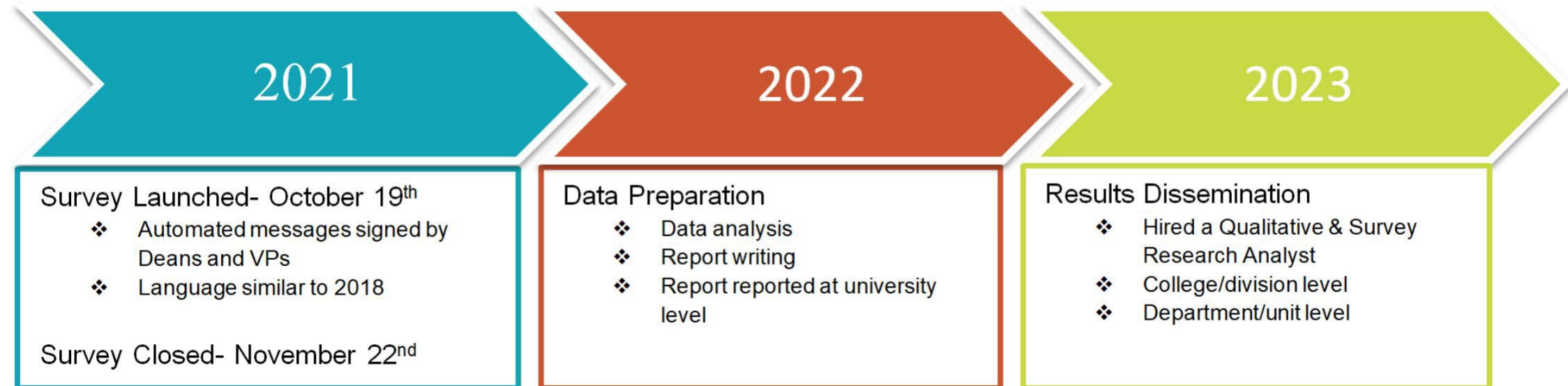
Elizabeth Williams, Communication Studies, Associate Professor

Heather Novak, Institutional Research, Planning, and Effectiveness

Shannon Archibeque-Engle, Office for Inclusive Excellence, Chair

# 2021 Employee Climate Survey

- Purpose is to assess the current employee climate
- Language similar to 2018
- 2018-2021 comparison is priority
- Emphasis on disaggregated data
- Cross tabs by gender, racial minoritized status, and employee type
- College/Division level reports posted
  - Department/unit level reports available by request
- Survey Timeline



# 2021 Employee Climate Survey

- Results
  - Tool
- Provide an overall picture of employment experiences and perceptions
- Further CSU's commitment to institutional accountability
- Be actionable and incite dialogue
  - Inform policies, initiatives, and opportunities that will provide an equitable and exceptional work environment
  - Previous actions: supervisory training, professional development opportunities, unit level Diversity Strategic Plans
- Provide benchmark for longitudinal data collection and comparison

# Organizational Themes

## Work Culture

- My department/unit promotes a work environment where all employees feel included
- My department/unit treats all employees equitably
- My department/unit is open and transparent in communication
- My department/unit values employee input in major department/unit decisions
- My department/unit promotes respect for cultural differences
- My department/unit understands the value of diversity
- My department/unit communicates the importance of valuing diversity
- I feel valued as an employee
- I feel a strong sense of belonging to CSU
- I feel a strong sense of belonging to my division/college
- I feel a strong sense of belonging to my department/unit
- I would recommend CSU as a place of employment
- I would recommend my department/unit as a place of employment

# Organizational Themes

## Climate

- Recruit's employees from a diverse set of backgrounds
- Improves the campus climate for all employees
- Retains diverse employees
- Creates a supportive environment for employees from diverse backgrounds
- Encourages discussions related to diversity
- Provides employees with a positive work experience
- Climate has become consistently more inclusive of all employees

# Organizational Themes

## Leadership Accountability

- Leadership adequately addresses inappropriate behavior
- Leadership holds employees accountable for inappropriate behavior
- Leadership holds employees accountable for poor performance in the workplace
- Leadership acts ethically and honestly in the workplace
- Leadership addresses issues of inequity
- Leadership holds all employees to the same standards



# Organizational Themes

## Respect

- My department/unit is treated with respect by other units within my college/division
- My college/division is treated with respect by CSU
- The people I interact with treat each other with respect
- There is respect for religious differences in my department/unit
- There is respect for liberal perspectives in my department/unit
- There is respect for conservative perspectives in my department/unit

# Organizational Themes

**Favoritism** plays a role in who gets:

- Recognized within my department/unit
- Resources in my department/unit
- Professional development opportunities
- Promoted in my department/unit
- Hired in my department/unit

# Organizational Themes

## **Communications:**

- Communications are effective
- Communications are timely
- Communications are relevant
- Communications are informative
- Communications are motivating
- Communications are honest
- Communications are accessible

# Demographic Questions

- Expanded our demographic questions for the 2021 survey to include follow up questions regarding race/ethnicity and gender identity
- These questions are helping to inform the work done by the disaggregating race/ethnicity committee
- Intersectionality report forthcoming
- Added a question on identifying as a person with a disability
- Added a question about identifying in the LGBTQIA+ community

# Data Collection

- Administered via Qualtrix in Fall 2021 to all CSU employees
- Embedded data included employment type, college/division, department/unit; anonymous
- Survey available in Spanish and English (both web-based and paper hard copy)
- <15 minutes to complete
- Results are reported in aggregate and no identifying information reported; confidential

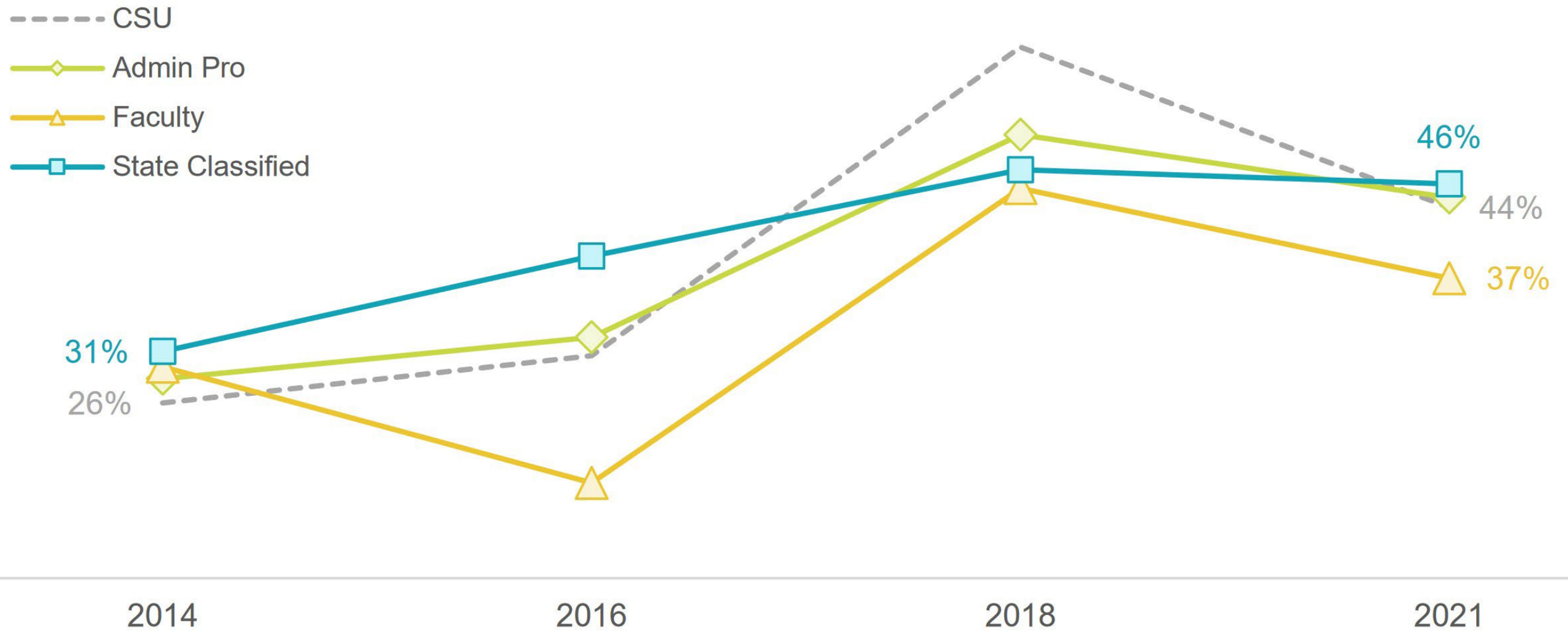
# Sample Weighting

- Weighting was used to ensure that sample demographics align with known population parameters.
- Gender, racially minoritized status, college/division, and employment type were used to weight the overall results.
- College/division reports were weighted by racially minoritized status, gender, and employment type as needed.
- For comparison purposes, 2018 results were also weighted in the 2021 report.

# Reporting Standards

- Questions on organizational themes were in a 5 point-likert scale- **strongly disagree, disagree, neither agree nor disagree, agree, strongly agree.**
- Summarize organizational themes with a percent agreement.
- Reports include the response distribution per item as well as cross tabs by gender, employee type, and racially minoritized status at the overall level and the college/division level.
- Department level reports are available by request.
- Reports show weighted sample size...n's.
- Statistical tests are provided in the data tables, today's presentation focuses on average percentage agreement across organizational themes.

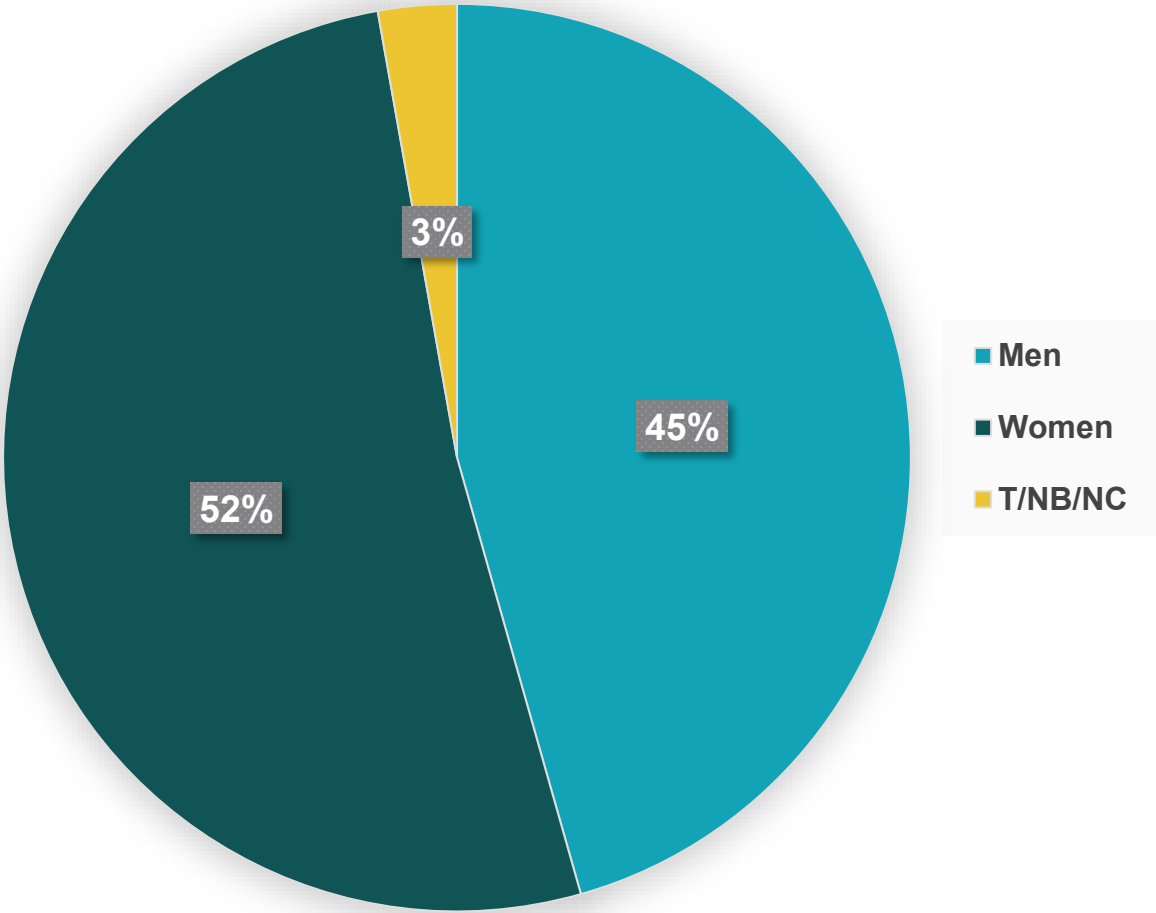
# CSU Response Rates Over Time



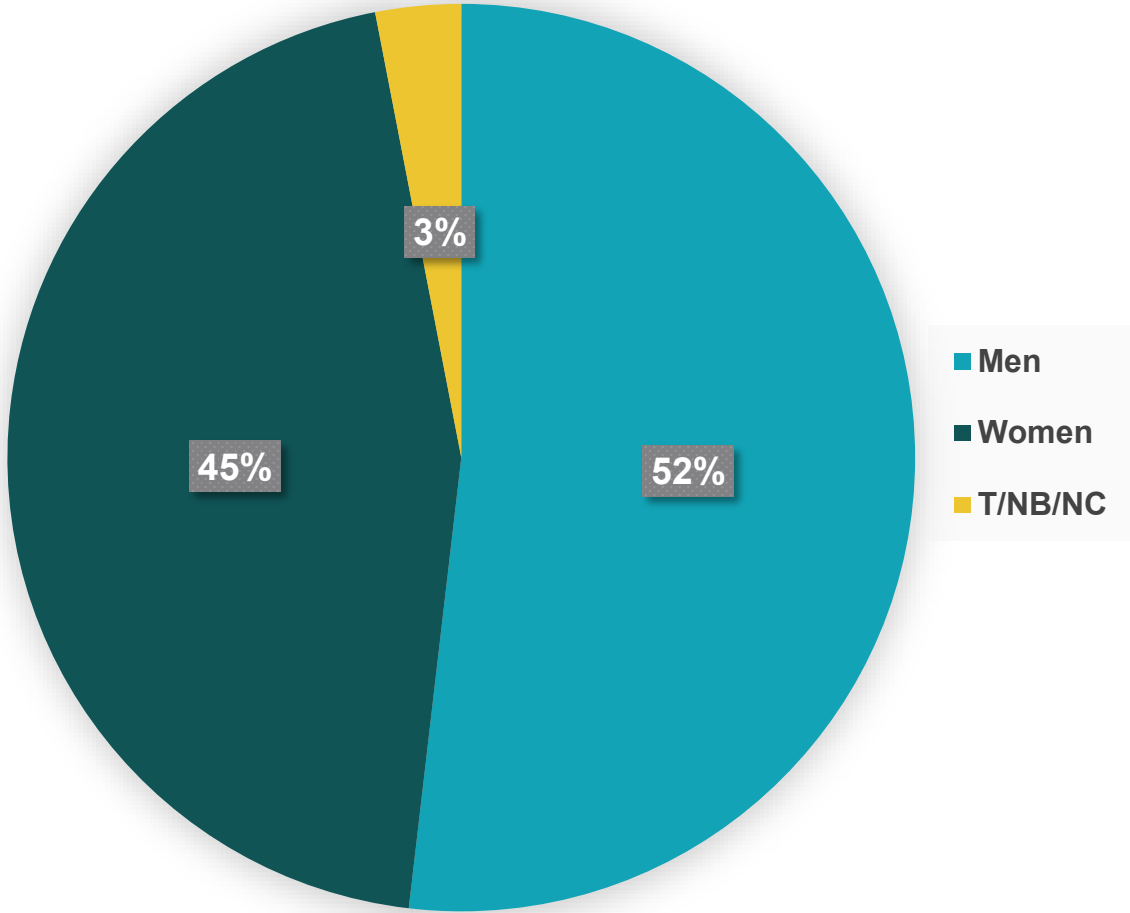


# Demographics by Gender

CSU Employees

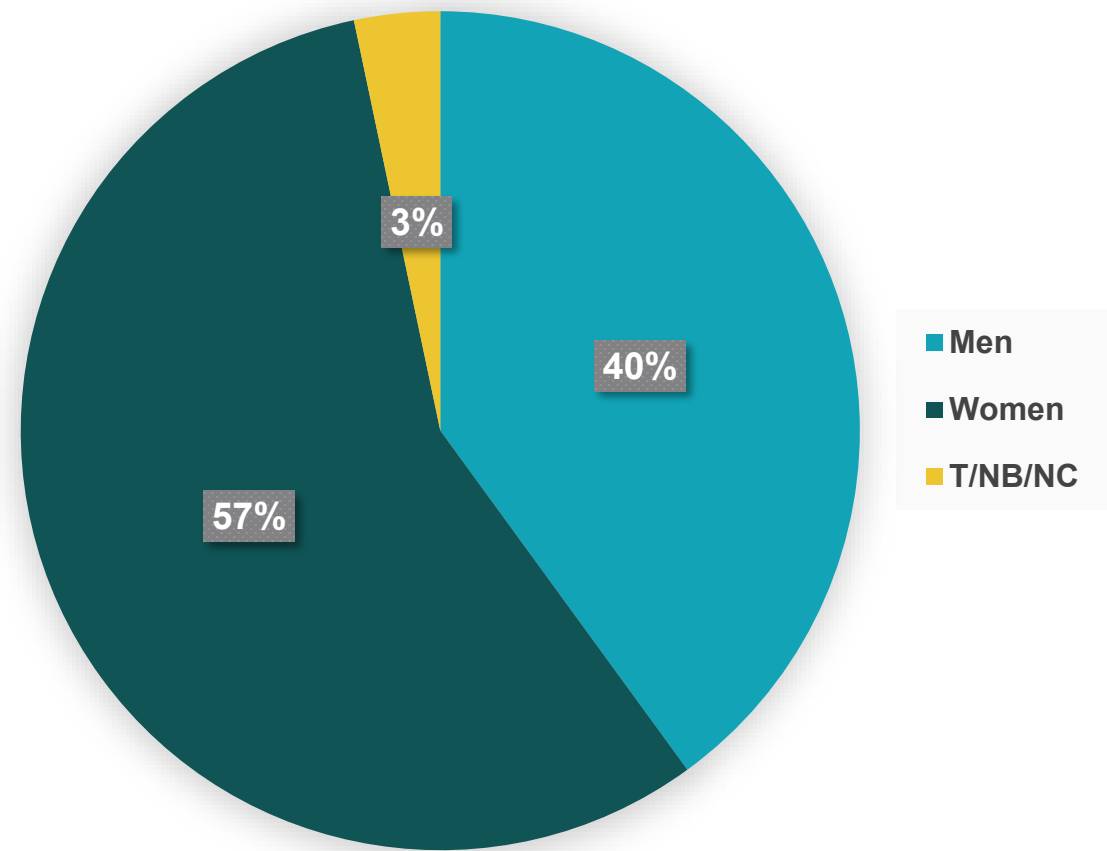


Faculty

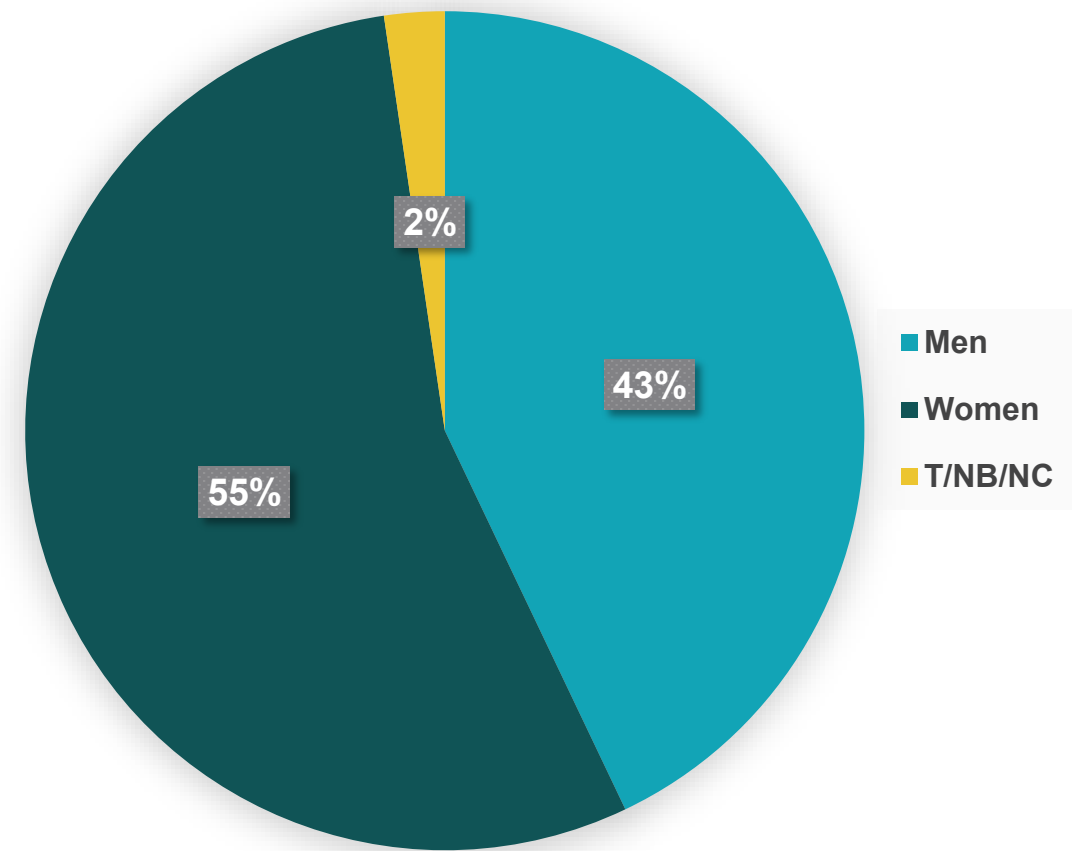


# Demographics by Gender

State Classified

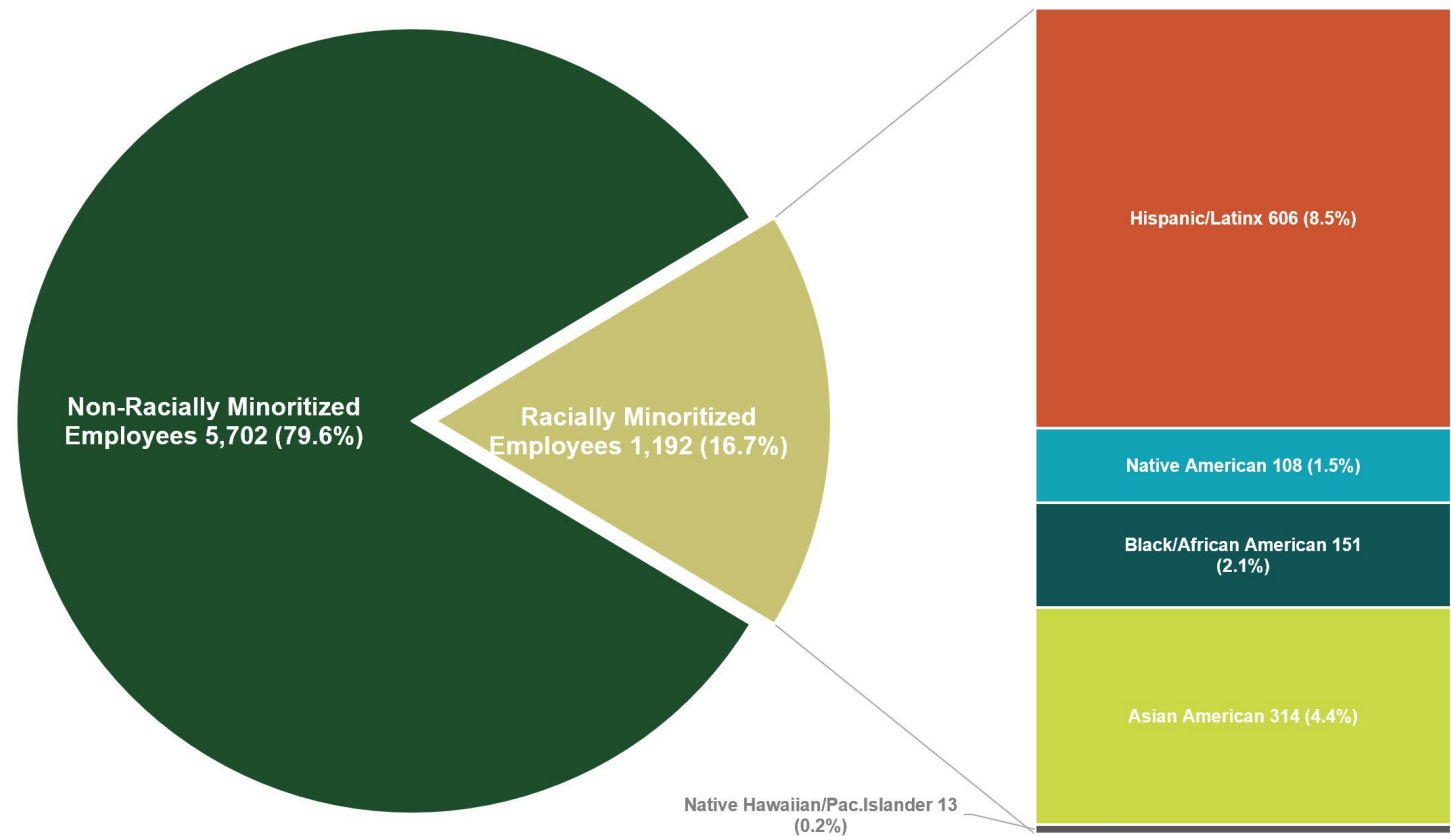


Admin Professional

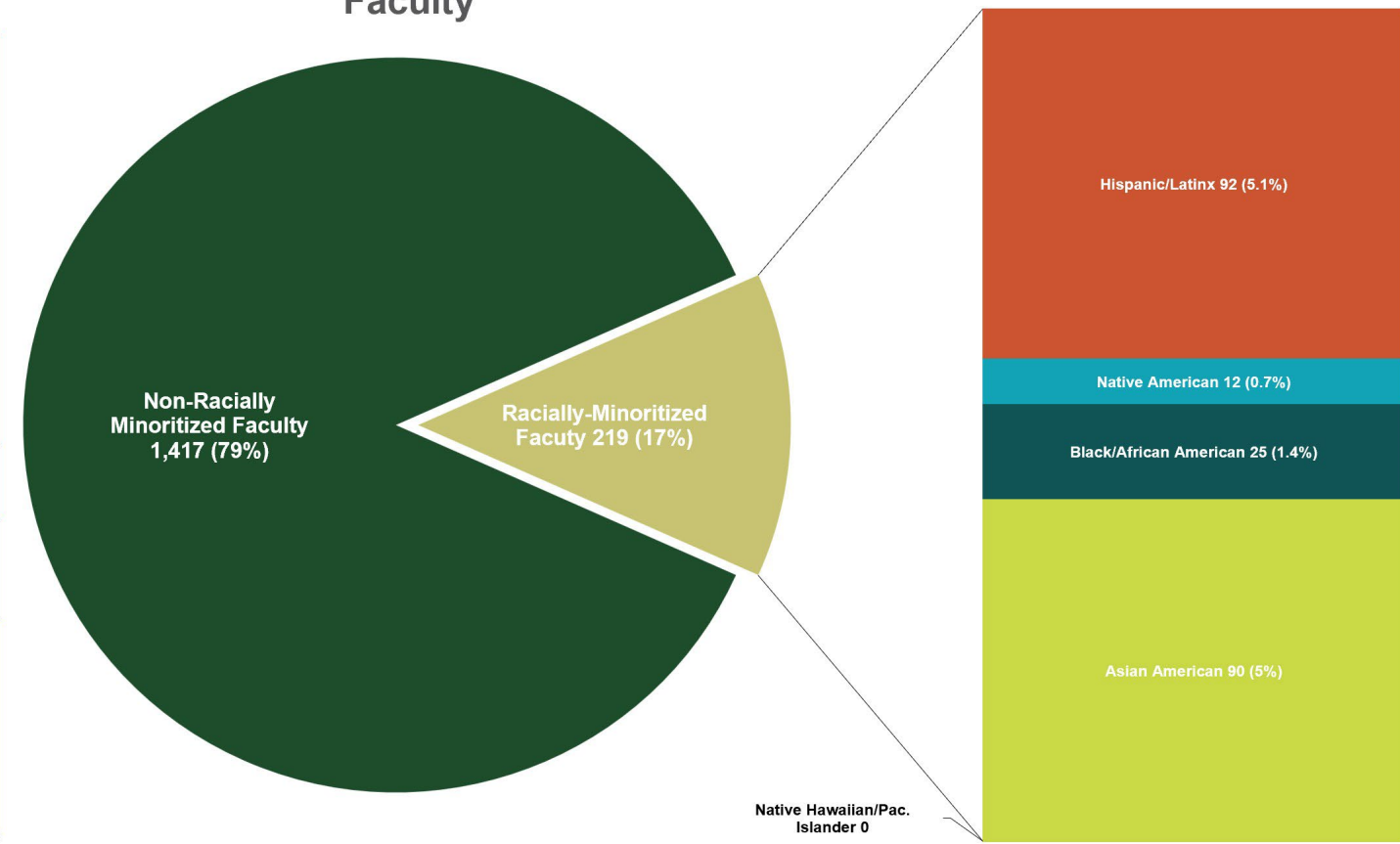


# Demographics by Racially Minoritized Status

CSU Employees

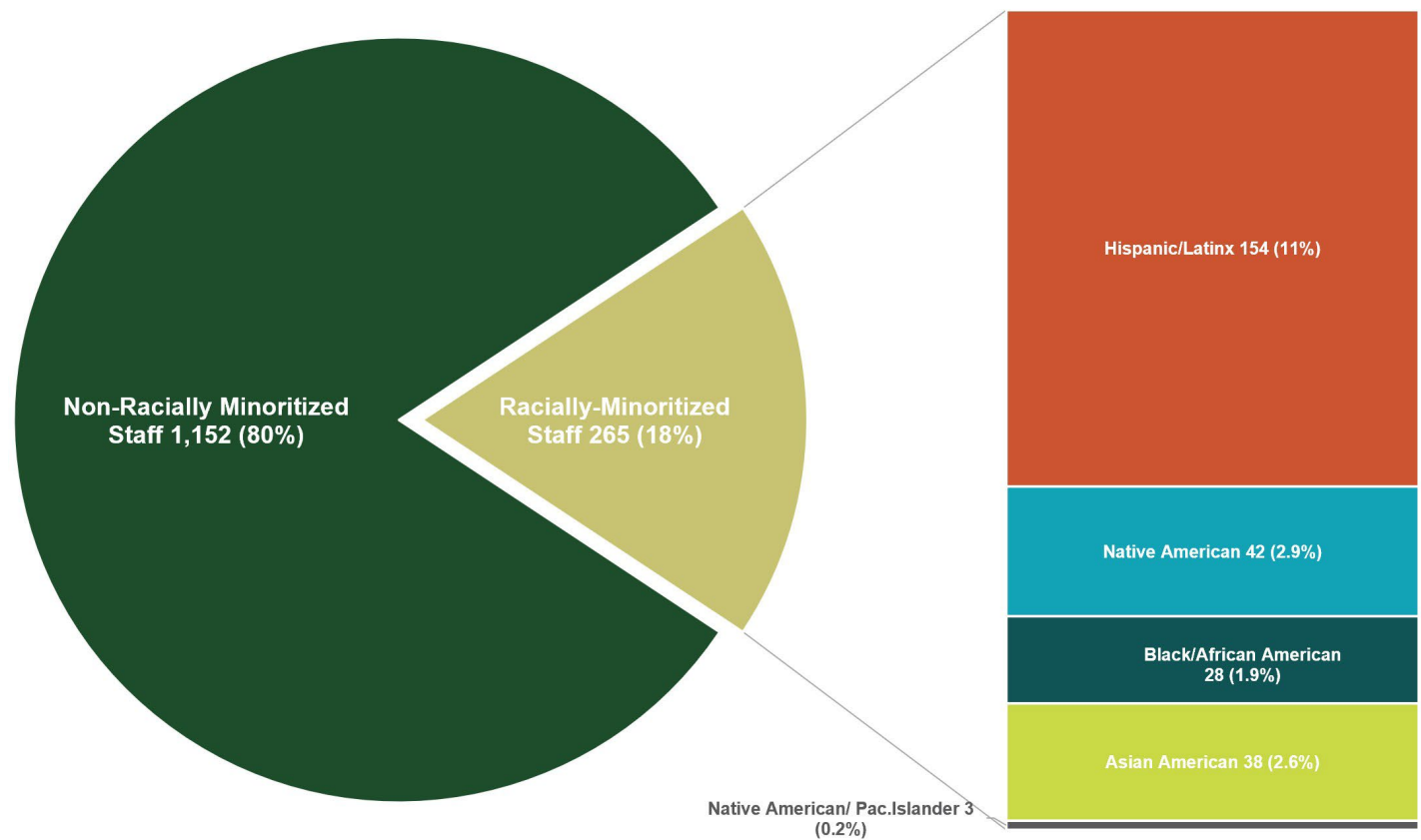


Faculty

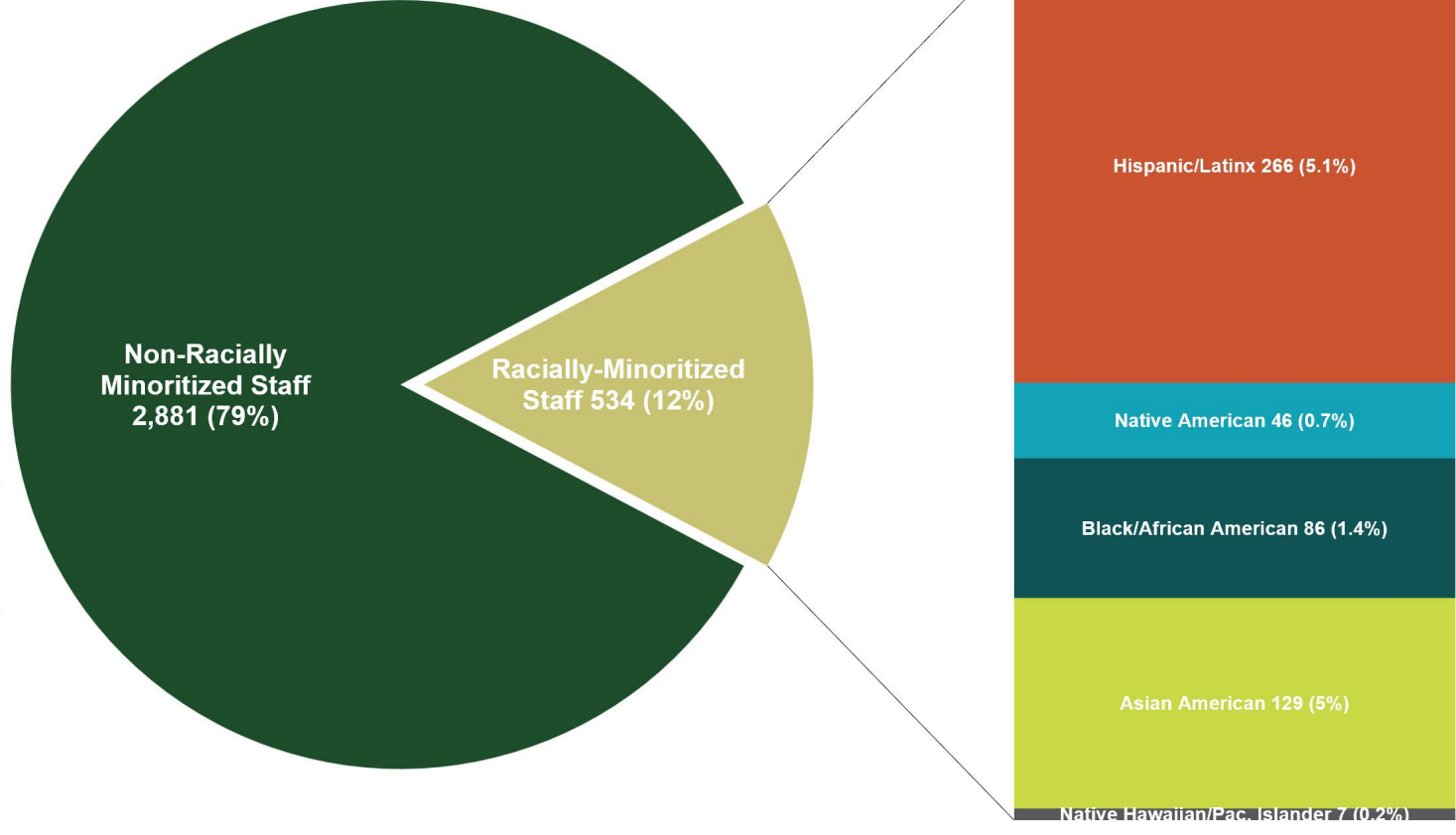


# Demographics by Racially Minoritized Status

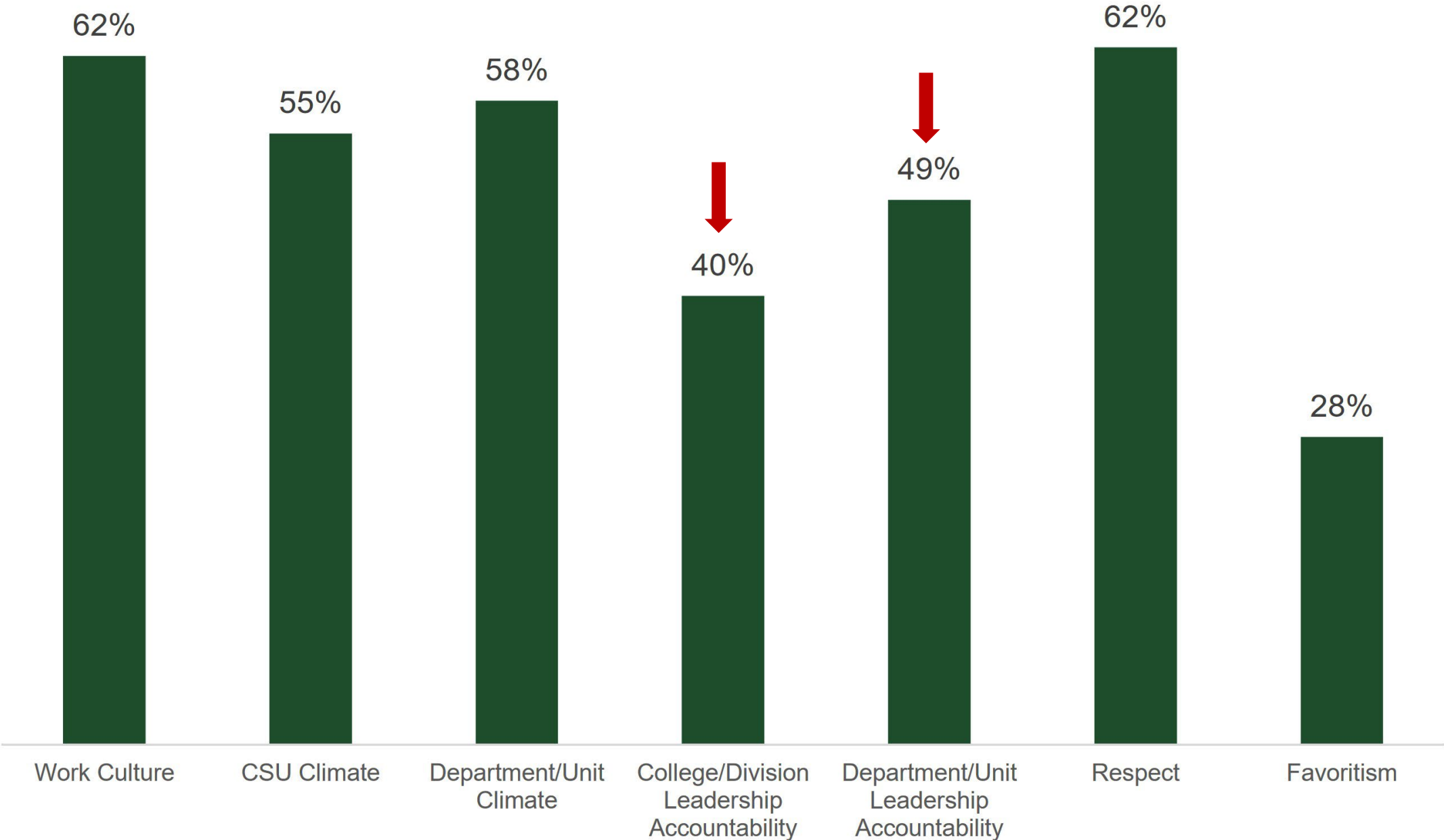
State Classified



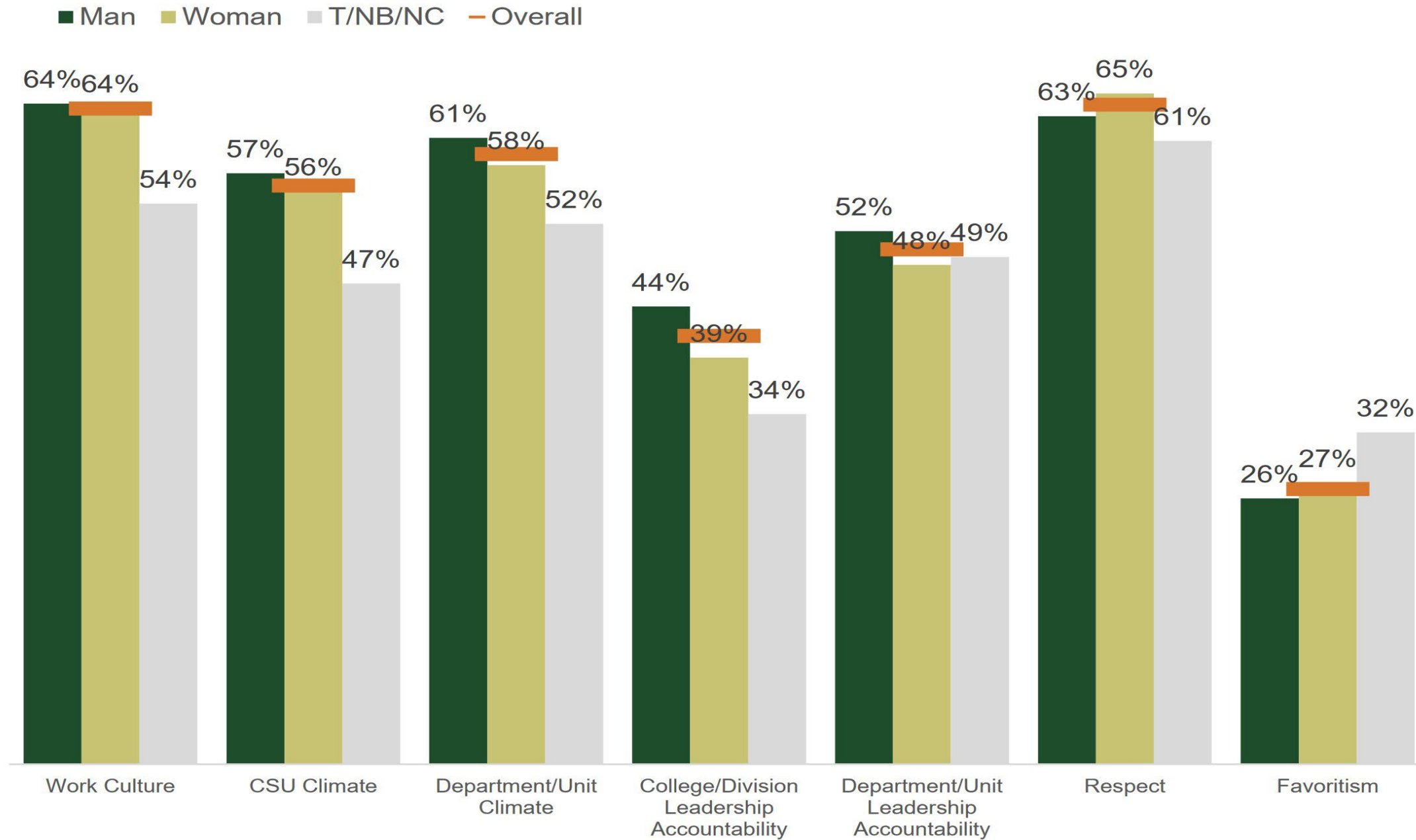
Admin Professional



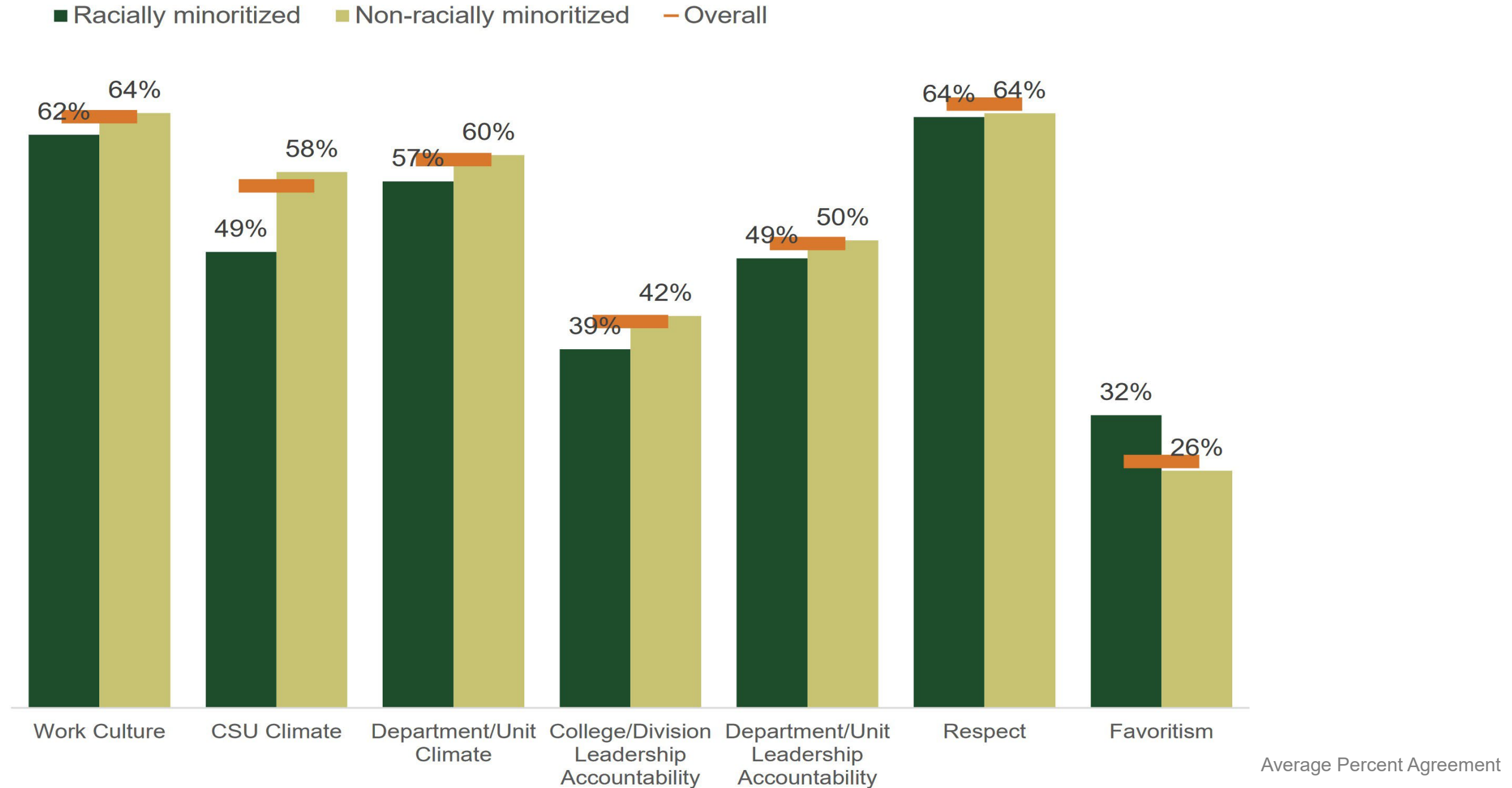
# Organizational Themes



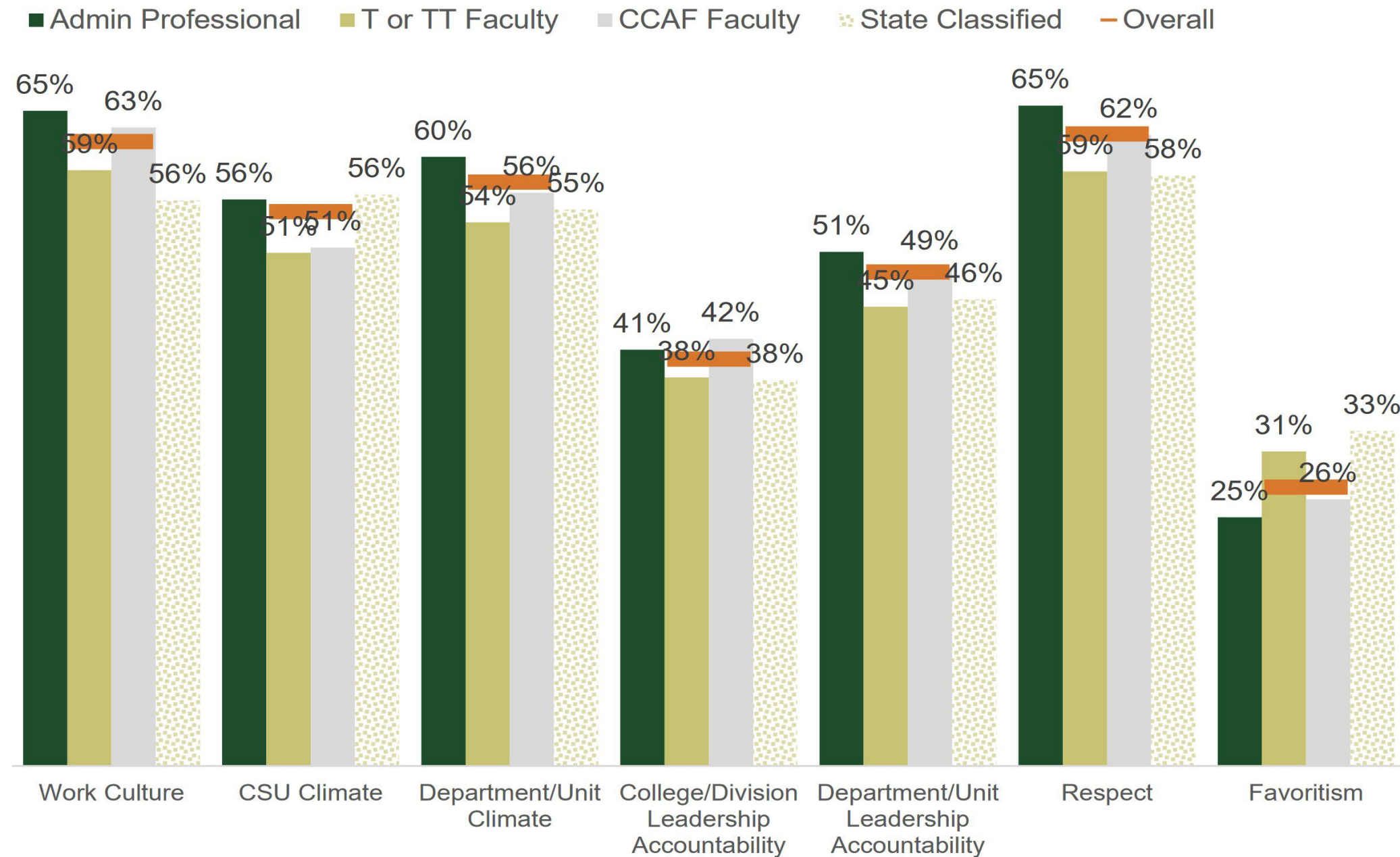
# Themes by Gender



# Themes by Racially Minoritized Status



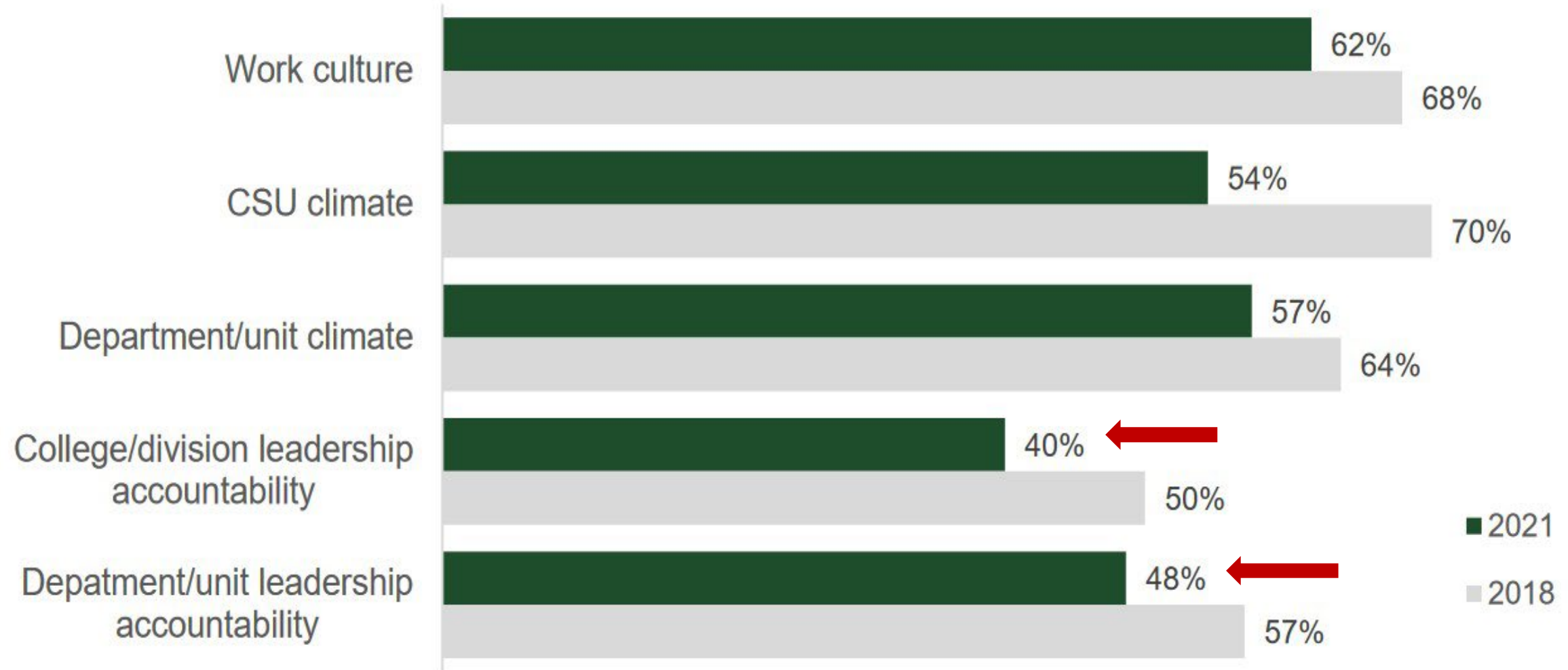
# Themes by Employee Type



Average Percent Agreement

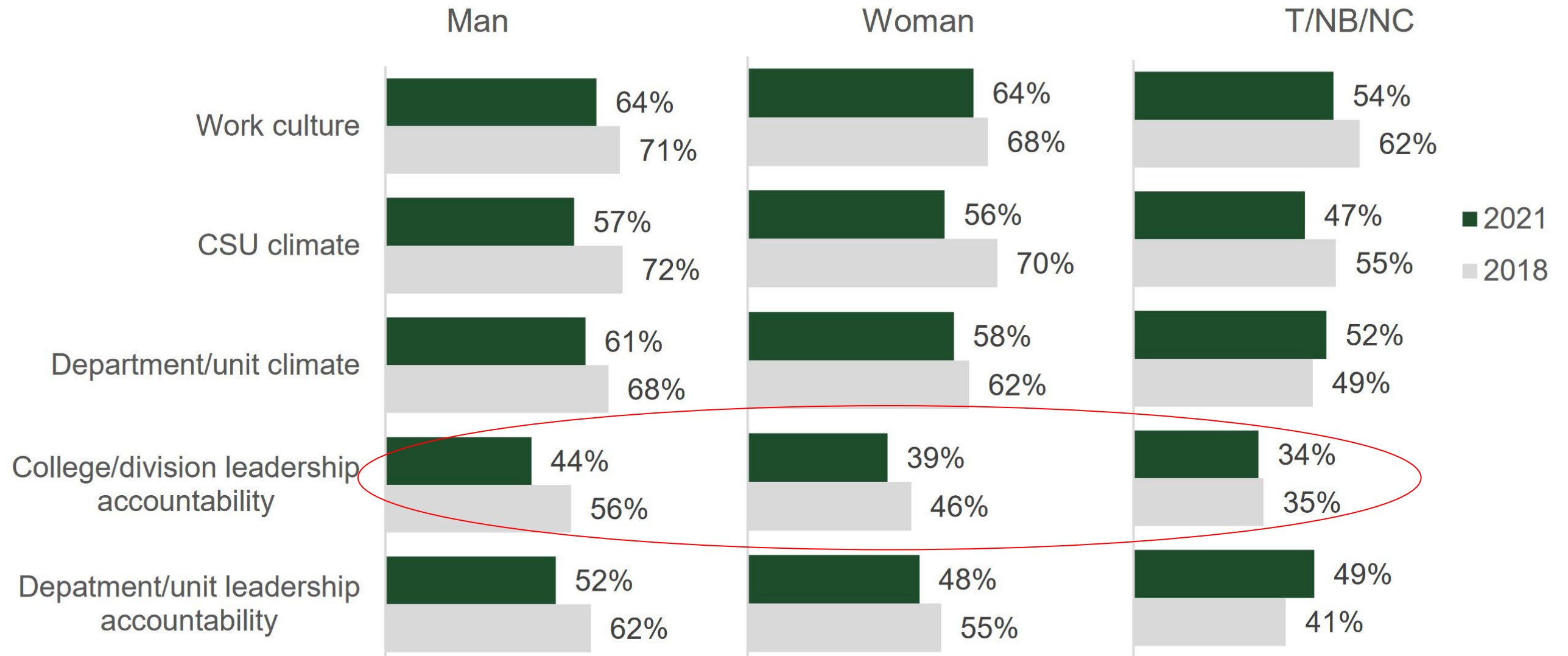


# Themes Over Time



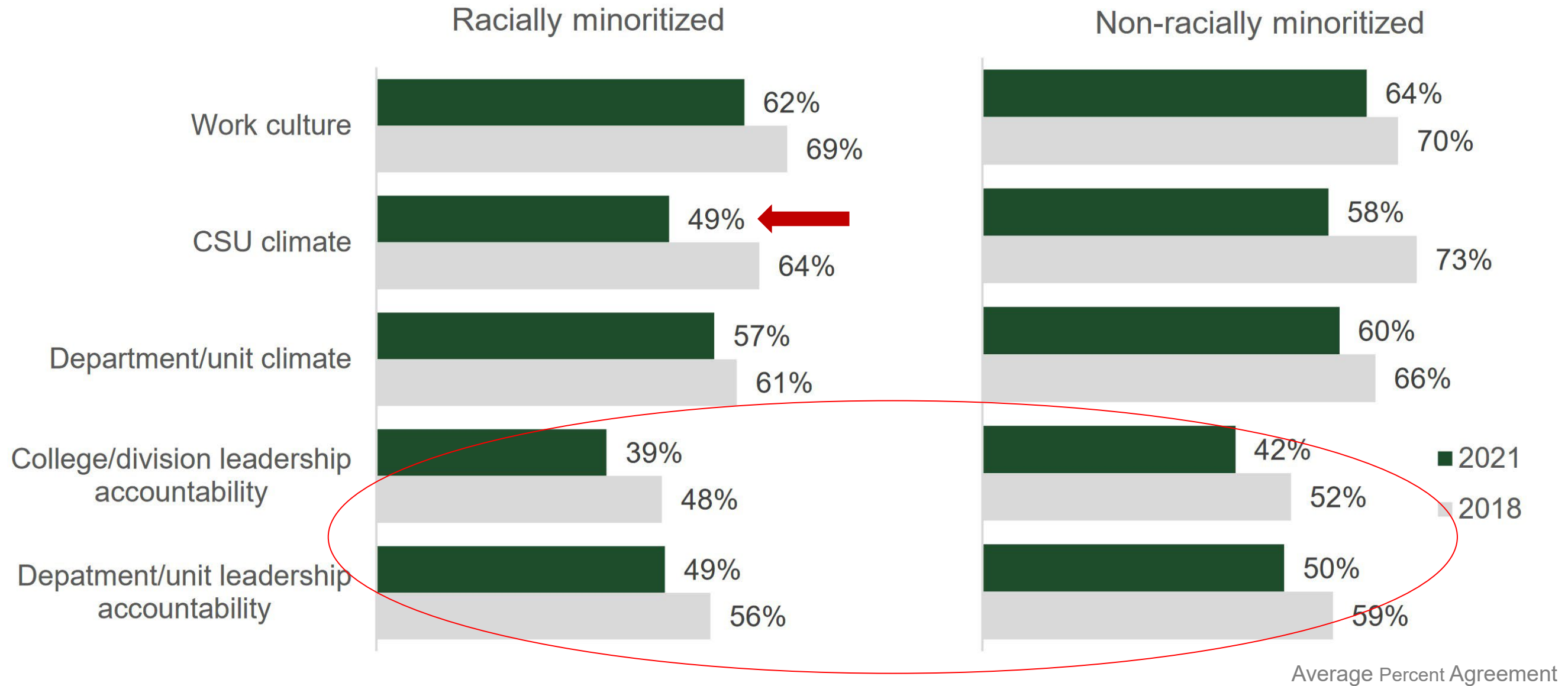
Average Percent Agreement

# Themes Over Time by Gender

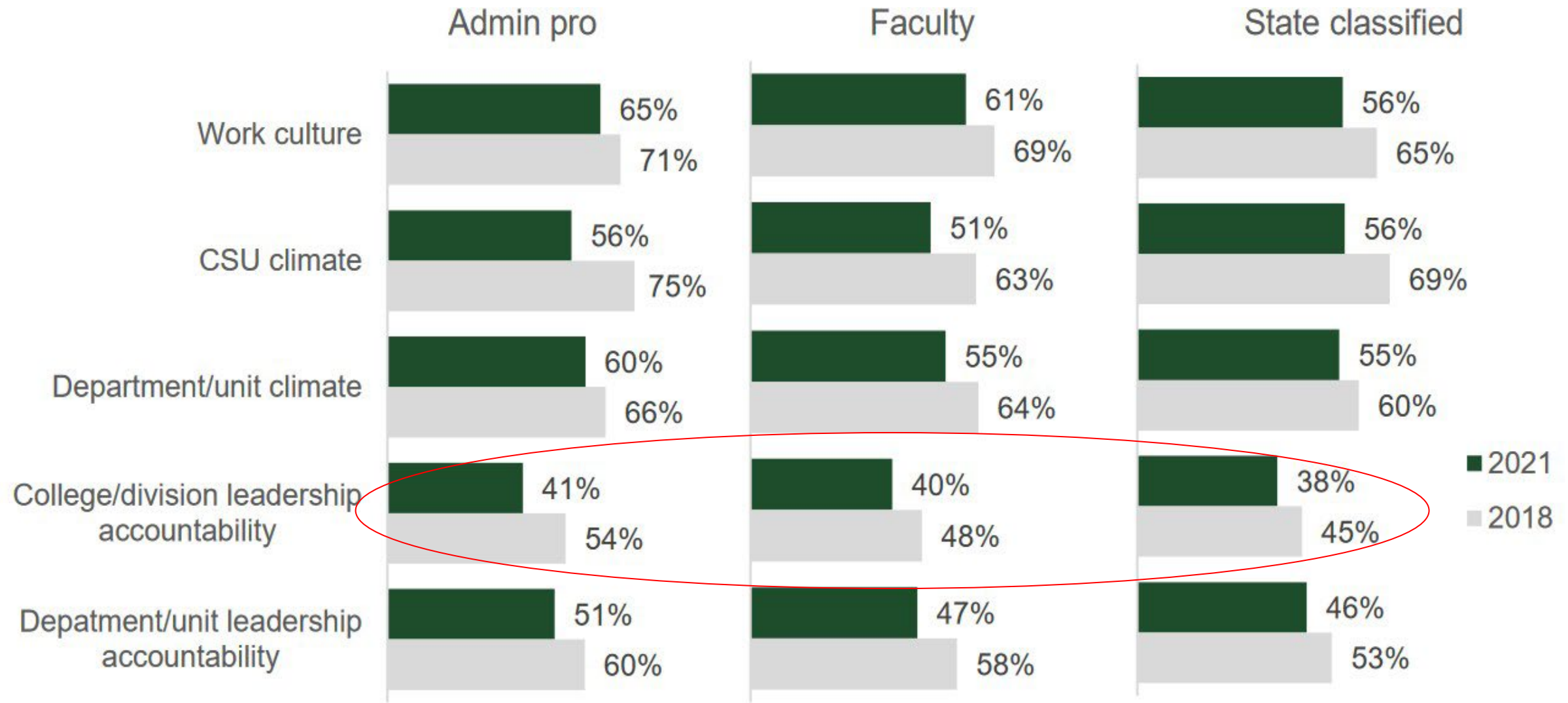


Average Percent Agreement

# Themes by Racially Minoritized Status



# Themes Over Time by Employee Type

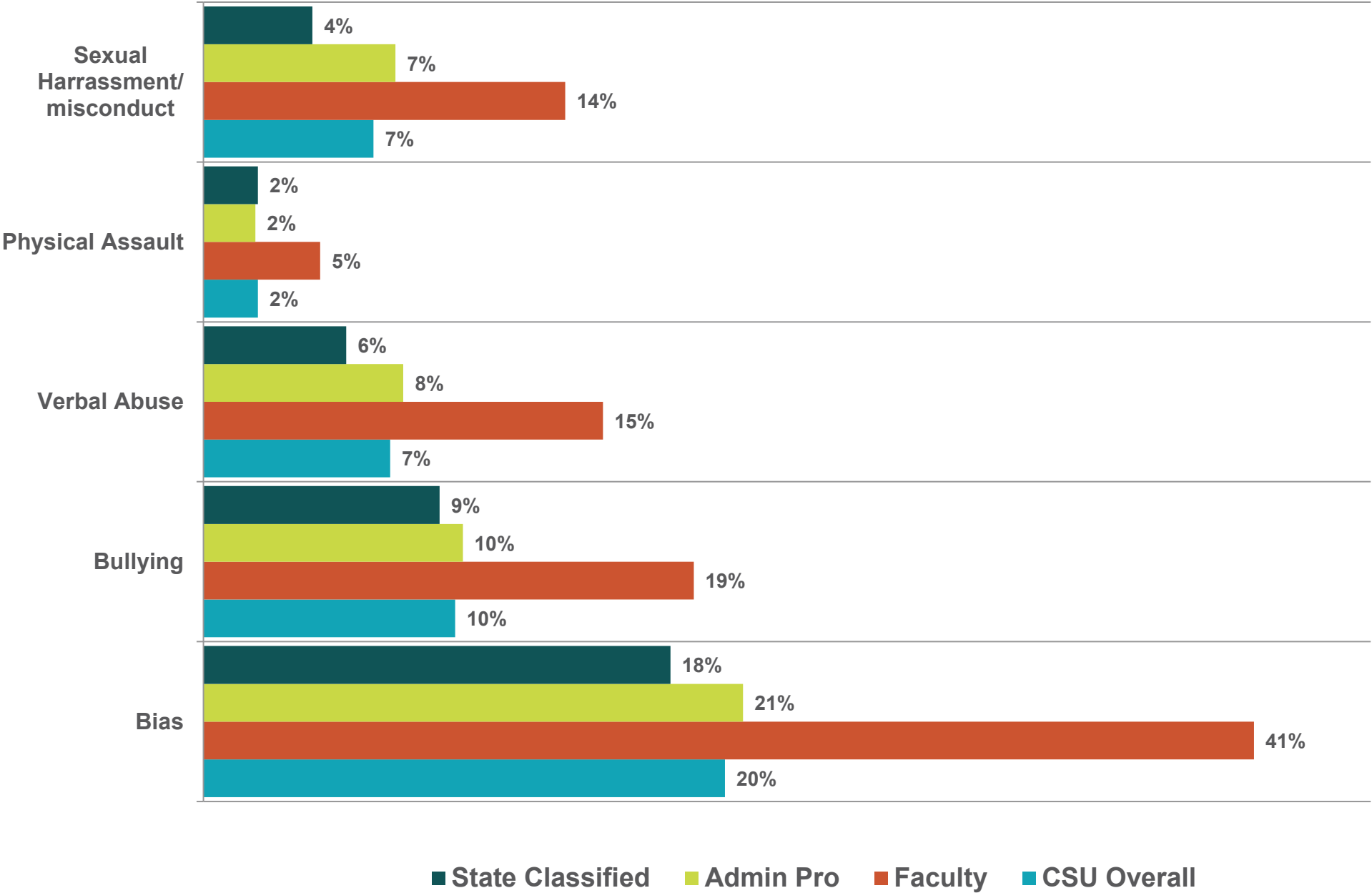


Average Percent Agreement

# CSU Perceptions by Employee Type

Perceptions	Overall	Admin Pro	Faculty	State Classified
Recruits' employees from a diverse set of backgrounds	57.0%	56.8%	50.4%	65.1%
Improves the campus climate for all employees	49.9%	51.4%	47.2%	50.0%
Retains diverse employees	38.6%	37.3%	33.1%	48.0%
Creates a supportive environment for employees from diverse backgrounds	51.5%	51.9%	44.9%	58.2%
Encourages discussions related to diversity	73.4%	75.9%	73.8%	67.2%
Provides employees with a positive work experience	57.1%	61.4%	52.2%	52.7%
Climate has become consistently more inclusive of all employees	54.7%	56%	54.1%	52.5%

# Harassment and Other Problematic Behaviors

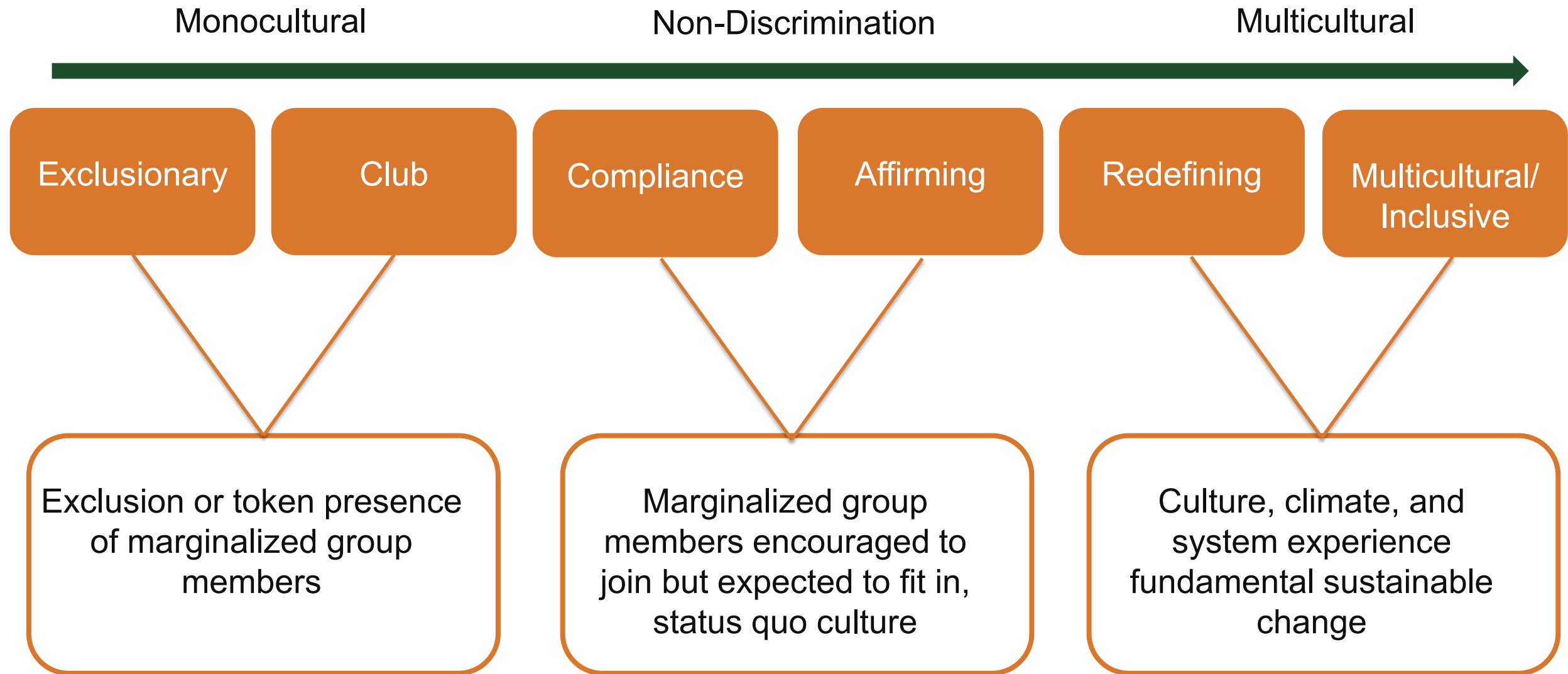


# A Multicultural Organization

Jackson, Hardiman, and Holvino

1. Clear commitment to creating an inclusive organization
2. Seeks, develops, and values the contributions and talents of all members
3. Includes all members as active participants in decisions that shape the organization
4. Employees reflect diverse social and cultural groups throughout all levels of the organization; and demonstrate the multicultural competencies to serve the increasingly diverse student populations
5. Acts on its commitment to eliminate all forms of exclusion/discrimination within the organization, including racism, sexism, heterosexism, ageism, classism, ableism, religious oppression, etc.
6. Follows through on broader social and environmental responsibilities

# Multicultural Organization Development Continuum





# Key Findings for CSU Faculty and Staff

- Overall CSU employees had above average percentages of agreements in nearly all organizational themes in 2021, except for college/division and department/unit leadership, which had the lowest percentages of less than 50%.
- Compared to CSU overall, men and women had comparable percentages of agreements in nearly all organizational themes, particularly regarding work culture and respect. Transgender, nonbinary, nonconforming (T/NB/NC) reported lower percentage of agreements across all organizational themes.
- Compared to CSU overall, racially minoritized employees reported unfavorable percentages of agreements across all themes in 2021, with lowest rates (less than 50%) around campus climate and college/division and department/unit leadership accountability.
- When looking at the reported rates by employee type, contract/continuing/adjunct faculty, tenure/tenure track faculty, and state classified employees were particularly impacted as they reported the lowest average agreements regarding college/division and department/unit leadership accountability and extremely high agreements regarding favoritism, which is undesirable.
- Compared to 2018, we found declining average agreements across all organizational themes in 2021, with T/NB/NC, faculty, and racially minoritized significantly impacted.

# Key Findings for CSU Faculty and Staff

- When looking at CSU perceptions by employee type, we found lower average agreements among admin pro, faculty, and state classified employees who agreed that the division retains diverse employees and/or improves campus climate for all employees.
- Desirable percentages of agreements were reported among employees who believed that CSU encourages discussions related to diversity, the rates were highest among admin pro, followed, by faculty and state classified employees.
- Additionally, reported themes showed increased problematic behaviors related to bias, bullying, verbal abuse, and sexual harassment/misconduct on campus in 2021. Faculty were significantly impacted as they reported the highest rates across all problematic behaviors, ranging from 14% for sexual harassment/misconduct to 41% for bias.

# Additional Information

Please visit the [Office for Inclusive Excellence](#) (OIE) website and review the following reports:

- Overall CSU report
- College/Division Report

Visit the [Office of Institutional Research, Planning, and Effectiveness](#) (IR) and review detailed CSU Employee Data for additional information.

Please visit the following websites and explore a variety of resources and training opportunities (FREE) available to support faculty and staff across CSU:

[DEI training](#) opportunities (OIE)

[Faculty Success](#) (Office of the Provost, OIE, IR)

[Faculty Institute for Inclusive Excellence](#) (OIE)

[Chairs & Heads Institute for Inclusive Excellence](#) (Office of the Provost, OIE, IR)

A close-up photograph of several bright yellow flower petals, likely from a sunflower, arranged in a fan-like pattern. The petals are vibrant and have a slightly textured appearance. The background is a soft, out-of-focus yellow and orange gradient.

What do you notice?

What suggestions do you have for using this data at the university and college/division levels?

How do you see yourself individually or as a team using the ECS results to create an inclusive work environment?

- Small Groups
- 15-20 minutes
- Name, pronouns
- Be prepared to share out



# Thank you



Colorado State University