2021 Employee Climate Survey

Division of Information Technology

Results dissemination and workshop

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/
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

![Survey Timeline Diagram]
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 sizes (n>3).

- Statistical tests are provided in the data tables, today’s presentation focuses on average percentage agreement across organizational themes.
## Response Rates by College/Division

<table>
<thead>
<tr>
<th>College/Division</th>
<th>Sent</th>
<th>Completed</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>CSU Overall</td>
<td>7911</td>
<td>3457</td>
<td>44%</td>
</tr>
<tr>
<td>Center for Environmental Management of Military Lands</td>
<td>518</td>
<td>94</td>
<td>18%</td>
</tr>
<tr>
<td>Central Administration</td>
<td>126</td>
<td>55</td>
<td>44%</td>
</tr>
<tr>
<td>College of Agricultural Sciences</td>
<td>403</td>
<td>156</td>
<td>39%</td>
</tr>
<tr>
<td>College of Business</td>
<td>282</td>
<td>99</td>
<td>35%</td>
</tr>
<tr>
<td>College of Health and Human Sciences</td>
<td>463</td>
<td>166</td>
<td>36%</td>
</tr>
<tr>
<td>College of Liberal Arts</td>
<td>677</td>
<td>263</td>
<td>39%</td>
</tr>
<tr>
<td>College of Natural Sciences</td>
<td>516</td>
<td>142</td>
<td>28%</td>
</tr>
<tr>
<td>College of Veterinary Medicine and Biomedical Sciences</td>
<td>1085</td>
<td>438</td>
<td>40%</td>
</tr>
<tr>
<td>Colorado State Forest Service</td>
<td>122</td>
<td>39</td>
<td>33%</td>
</tr>
<tr>
<td>Division of Athletics</td>
<td>120</td>
<td>50</td>
<td>42%</td>
</tr>
<tr>
<td>Division of Engagement and Extension</td>
<td>300</td>
<td>152</td>
<td>51%</td>
</tr>
<tr>
<td>Division of Enrollment and Access</td>
<td>153</td>
<td>98</td>
<td>64%</td>
</tr>
<tr>
<td>Division of Equity, Equal Opportunity, and Title IX</td>
<td>15</td>
<td>8</td>
<td>53%</td>
</tr>
<tr>
<td>Division of International Programs</td>
<td>42</td>
<td>30</td>
<td>71%</td>
</tr>
<tr>
<td>Division of Student Affairs</td>
<td>896</td>
<td>402</td>
<td>45%</td>
</tr>
<tr>
<td>Division of the Vice President for Research</td>
<td>192</td>
<td>84</td>
<td>44%</td>
</tr>
<tr>
<td>Division of University Operations</td>
<td>685</td>
<td>503</td>
<td>73%</td>
</tr>
<tr>
<td>Graduate School</td>
<td>19</td>
<td>13</td>
<td>68%</td>
</tr>
<tr>
<td>Information Technology</td>
<td>113</td>
<td>61</td>
<td>54%</td>
</tr>
<tr>
<td>University Libraries</td>
<td>70</td>
<td>46</td>
<td>67%</td>
</tr>
<tr>
<td>University Advancement</td>
<td>140</td>
<td>88</td>
<td>63%</td>
</tr>
<tr>
<td>University Marketing and Communications</td>
<td>58</td>
<td>30</td>
<td>52%</td>
</tr>
<tr>
<td>Walter Scott, Jr. College of Engineering</td>
<td>568</td>
<td>305</td>
<td>54%</td>
</tr>
<tr>
<td>Warner College of Natural Resources</td>
<td>348</td>
<td>132</td>
<td>38%</td>
</tr>
</tbody>
</table>
Demographics by Gender

- 85% Men
- 15% Women
Demographics by Racially Minoritized Status

- Racially minoritized: 11%
- Non-racially minoritized: 89%
Demographics by Employee Type

- State Classified: 39%
- Admin Professional: 61%
Organizational Themes

- Work Culture: 66%
- CSU Climate: 68%
- Dept/Unit Climate: 61%
- Col/Div Leadership Accountability: 51%
- Dept/Unit Accountability: 54%
- Respect: 70%
- Favoritism: 31%

Average Percent Agreement
Themes by Gender

Average Percent Agreement

- Work Culture: 70% Man, 63% Woman
- CSU Climate: 73% Man, 72% Woman
- Dept/Unit Climate: 67% Man, 59% Woman
- Col/Div Leadership Accountability: 55% Man, 53% Woman
- Dept/Unit Leadership Accountability: 59% Man, 58% Woman
- Respect: 70% Man, 73% Woman
- Favoritism: 26% Man, 24% Woman
Themes by Racially Minoritized Status

Average Percent Agreement

- Work Culture: Racially minoritized 65%, Non-racially minoritized 71%
- CSU Climate: Racially minoritized 81%, Non-racially minoritized 75%
- Dept/Unit Climate: Racially minoritized 60%, Non-racially minoritized 66%
- Col/Div Leadership Accountability: Racially minoritized 70%, Non-racially minoritized 56%
- Dept/Unit Leadership Accountability: Racially minoritized 81%, Non-racially minoritized 59%
- Respect: Racially minoritized 92%, Non-racially minoritized 70%
- Favoritism: Racially minoritized 30%, Non-racially minoritized 24%
Themes by Employee Type

- Admin Professional
- State Classified
- Div/Col overall

Average Percent Agreement

- Work Culture:
  - Admin Professional: 73%
  - State Classified: 56%
  - Div/Col overall: 56%

- CSU Climate:
  - Admin Professional: 70%
  - State Classified: 65%
  - Div/Col overall: 62%

- Dept/Unit Climate:
  - Admin Professional: 62%
  - State Classified: 59%
  - Div/Col overall: 54%

- Col/Div Leadership Accountability:
  - Admin Professional: 54%
  - State Classified: 40%
  - Div/Col overall: 49%

- Dept/Unit Leadership Accountability:
  - Admin Professional: 57%
  - State Classified: 49%
  - Div/Col overall: 58%

- Respect:
  - Admin Professional: 78%
  - State Classified: 58%
  - Div/Col overall: 24%

- Favoritism:
  - Admin Professional: 41%
  - State Classified: 41%
  - Div/Col overall: 41%
Themes Compared Over Time

Average Percent Agreement

<table>
<thead>
<tr>
<th>Theme</th>
<th>2021</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work Culture</td>
<td>66%</td>
<td>59%</td>
</tr>
<tr>
<td>CSU Climate</td>
<td>68%</td>
<td>68%</td>
</tr>
<tr>
<td>Dept/Unit Climate</td>
<td>61%</td>
<td>52%</td>
</tr>
<tr>
<td>Col/Div Leadership</td>
<td>51%</td>
<td>46%</td>
</tr>
<tr>
<td>Accountability</td>
<td>54%</td>
<td>55%</td>
</tr>
<tr>
<td>Dept/Unit Leadership</td>
<td>70%</td>
<td>65%</td>
</tr>
<tr>
<td>Respect</td>
<td>31%</td>
<td>34%</td>
</tr>
<tr>
<td>Favoritism</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Colorado State University
Themes Over Time by Gender

Average Percent Agreement

- Work Culture: Man 2018 70%, 2021 70%; Woman 2018 54%, 2021 63%
- CSU Climate: Man 2018 63%, 2021 72%; Woman 2018 51%, 2021 40%
- Dept/Unit Climate: Man 2018 67%, 2021 67%; Woman 2018 59%, 2021 73%
- CoD/Div Leadership: Man 2018 71%, 2021 55%; Woman 2018 7%, 2021 53%
- Accountability: Man 2018 71%, 2021 71%; Woman 2018 27%, 2021 58%
- Dept/Unit Leadership: Man 2018 69%, 2021 69%; Woman 2018 66%, 2021 73%
- Respect: Man 2018 70%, 2021 70%; Woman 2018 46%, 2021 46%
- Favoritism: Man 2018 0%, 2021 0%; Woman 2018 80%, 2021 21%
Themes Over Time by Racially Minoritized Status

Organizational Themes by Racially Minoritized Status and Year

- **2018**
  - Work Culture: 65%
  - CSU Climate: 77%
  - Dept/Unit Climate: 60%
  - Col/Div Leadership Accountability: 56%
  - Dept/Unit Leadership Accountability: 63%
  - Respect: 68%
  - Favoritism: 26%

- **2021**
  - Work Culture: 59%
  - CSU Climate: 81%
  - Dept/Unit Climate: 52%
  - Col/Div Leadership Accountability: 61%
  - Dept/Unit Leadership Accountability: 53%
  - Respect: 67%
  - Favoritism: 30%

Average Percent Agreement
Themes Over Time by Employee Type

Average Percent Agreement

- Admin pro: 2018: 56%, 2021: 73%
- Faculty (RTT): 2018: 22%, 2021: 46%
- Faculty (non-RTT): 2018: 46%, 2021: 58%
- State classified: 2018: 30%, 2021: 41%
CSU Perceptions Over Time

- Recruits employees from a diverse set of backgrounds (86% in 2018, 79% in 2021)
- Improves the campus climate for all employees (85% in 2018, 65% in 2021)
- Retains diverse employees (60% in 2018, 57% in 2021)
- Creates a supportive environment for employees from diverse backgrounds (80% in 2018, 66% in 2021)
- Encourages discussions related to diversity (93% in 2018, 74% in 2021)
- Provides employees with a positive work experience (89% in 2018, 77% in 2021)
- Climate has become consistently more inclusive of all employees (71% in 2018, 61% in 2021)

Average Percent Agreement

Recruits 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
IT Perceptions Over Time

Recruits employees from a diverse set of backgrounds:
- 2018: 74%
- 2021: 72%

Improves the campus climate for all employees:
- 2018: 73%
- 2021: 60%

Retains diverse employees:
- 2018: 44%
- 2021: 54%

Creates a supportive environment for employees from diverse backgrounds:
- 2018: 80%
- 2021: 66%

Encourages discussions related to diversity:
- 2018: 71%
- 2021: 57%

Provides employees with a positive work experience:
- 2018: 81%
- 2021: 65%

Climate has become consistently more inclusive of all employees:
- 2018: 69%
- 2021: 56%

Recruits 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, and provides employees with a positive work experience. The climate has become consistently more inclusive of all employees.
Reported Discriminatory Attitudes Over Time

<table>
<thead>
<tr>
<th>Category</th>
<th>2021</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Socio-economic status</td>
<td>2%</td>
<td>2%</td>
</tr>
<tr>
<td>Sexual orientation</td>
<td>0%</td>
<td>4%</td>
</tr>
<tr>
<td>Religion</td>
<td>4%</td>
<td>4%</td>
</tr>
<tr>
<td>Race/ethnic origin</td>
<td>5%</td>
<td>8%</td>
</tr>
<tr>
<td>Political affiliation</td>
<td>7%</td>
<td>19%</td>
</tr>
<tr>
<td>Physical appearance</td>
<td>0%</td>
<td>12%</td>
</tr>
<tr>
<td>Parental status</td>
<td>2%</td>
<td>4%</td>
</tr>
<tr>
<td>Nationality/country of origin</td>
<td>2%</td>
<td>3%</td>
</tr>
<tr>
<td>Marital status</td>
<td>0%</td>
<td>2%</td>
</tr>
<tr>
<td>Job title</td>
<td>6%</td>
<td>9%</td>
</tr>
<tr>
<td>Gender identity</td>
<td>0%</td>
<td>6%</td>
</tr>
<tr>
<td>Employment classification</td>
<td>2%</td>
<td>6%</td>
</tr>
<tr>
<td>Disability (mental &amp; physical)</td>
<td>2%</td>
<td>4%</td>
</tr>
<tr>
<td>Age</td>
<td>2%</td>
<td>14%</td>
</tr>
</tbody>
</table>

Average Percent Agreement
Harassment/Other Problematic Behaviors Over Time

29% 12% 20% 14% 5% 2% 5% 2% 2% 4% 2% 2% 2% 2% 4% 2% 2% 2% 2% 2% 2% 2% 1%

0%: small sample size, n ≤ 3
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

- **Monocultural**
  - Exclusionary: Exclusion or token presence of marginalized group members

- **Non-Discrimination**
  - Club: Marginalized group members encouraged to join but expected to fit in, status quo culture

- **Multicultural**
  - Compliance
  - Affirming
  - Redefining: Culture, climate, and system experience fundamental sustainable change
  - Multicultural/Inclusive
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
Key Findings for the Division of Information Technology

- Compared to CSU overall, the Division of Information Technology had higher average agreements across all organizational themes in 2021. Agreements were the lowest around division/unit leadership accountability, with reported percentages of approximately 50%.
- Compared to college/division overall, men had favorable results across all themes, particularly regarding work culture and department/unit climate. Transgender, nonbinary, nonconforming (T/NB/NC) and women reported lower percentage of agreements in nearly all themes (except for respect).
- Compared to college/division overall, non-racially minoritized and state classified employees reported lower percentages of agreements in nearly all themes in 2021, particularly around division and department/unit leadership accountability. Both racially minoritized and state classified employees reported extremely high agreements regarding favoritism in the division, which was undesirable.
- When looking at perceptions over time for the division of Information Technology, we found a decrease in average agreements in nearly all themes between 2018 and 2021, except for the results showing that IT retains diverse employees.
- The results showed a significant decrease in reported discriminatory attitudes in nearly all themes in 2021 compared to 2018.
- Additionally, there was a decrease in nearly all problematic behaviors in the division in 2021 compared to 2018. However, the percentage agreements for problematic behaviors related to bias remained relatively high in 2021.
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)
Thank you