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PURPOSE AND GOALS

The University administered the 2018 campus climate survey to assess the experience of faculty, staff, and administrators. In particular, the survey goals were to:

1. Create a baseline for understanding and evaluating Sacramento State’s campus climate among faculty, staff, and administrators

2. Identify opportunities for improving the campus climate and establish an order of priority

3. Use a transparent and responsive process; and

4. Create a responsive action plan for the University that can be implemented from 2019-2021.
HIGHLIGHTS FROM THE 2018 CAMPUS CLIMATE SURVEY RESULTS

Office of Inclusive Excellence
Office of Institutional Research Effectiveness & Planning
RESPONSE RATES

The survey was sent to 3,199 people, of which 1,231, or 38% responded.

Response rates for staff and administrators were about twice as high as for faculty with 54% of Administrators, 27% of Faculty, and 52% of Staff responding.
The following limitations were identified:

• Compound Questions
• Non-exhaustive list of choices
• Variations in question wording
• Idiosyncratic variations in response options
• Potential response bias
• Small samples for some subgroups
SURVEY HIGHLIGHTS

Figure 4. How welcoming is our campus to the following groups?

Number and percent answering question, by employee group:

- All: 1,231 respondents, 83% answering.
- Administrators: 105 respondents, 89% answering.
- Faculty: 469 respondents, 83% answering.
- Staff: 657 respondents, 82% answering.
SURVEY HIGHLIGHTS

Figure 6. How welcoming is our campus? (Results by sexual identity of respondent)

- Asexual: 20% (Not welcoming at all), 15% (Not very welcoming), 25% (Somewhat welcoming), 40% (Very welcoming)
- Bisexual: 17% (Not welcoming at all), 9% (Not very welcoming), 35% (Somewhat welcoming), 30% (Very welcoming)
- Gay: 9% (Not welcoming at all), 14% (Not very welcoming), 41% (Somewhat welcoming), 36% (Very welcoming)
- Heterosexual: 20% (Not welcoming at all), 3% (Not very welcoming), 26% (Somewhat welcoming), 39% (Very welcoming)
- Lesbian: 10% (Not welcoming at all), 14% (Not very welcoming), 38% (Somewhat welcoming), 38% (Very welcoming)

Number and percent answering question, by sexual identity:

- All: 1.020/1,231, 83% (Very welcoming)
- Asexual: 20/21, 95% (Very welcoming)
- Bisexual: 23/23, 100% (Very welcoming)
- Gay: 22/22, 100% (Very welcoming)
- Heterosexual: 711/720, 99% (Very welcoming)
- Lesbian: 29/30, 97% (Very welcoming)
- Omni or pantsexual: 3/3, 100% (Very welcoming)
- Other: 7/7, 100% (Very welcoming)
- Queer: 8/8, 100% (Very welcoming)
- Decline to state: 92/94, 98% (Very welcoming)
- Did not answer: 105/303, 35% (Very welcoming)
Figure 16. Employees with A Disability: To what extent do you agree or disagree with the following statements?

- As a person with a disability, I feel welcome in the surrounding community
- As a person with a disability, I feel welcome on campus
- Employees with a disability are treated with respect by administrators
- Employees with a disability are treated with respect by faculty
- Employees with a disability are treated with respect by staff
- Employees with a disability are treated with respect by students

Number and percent answering question, by disability status

<table>
<thead>
<tr>
<th>Disabled?</th>
<th>All 87/1,231</th>
<th>No 1/1,121</th>
<th>Yes 78/80</th>
<th>Did not answer 8/30</th>
</tr>
</thead>
</table>
Figure 24. The following groups should be required to participate in mandatory diversity training

- Administrative leadership: 3 Strongly disagree, 6 Disagree, 25 Undecided, 63 Agree, 63 Strongly agree
- Faculty: 4 Strongly disagree, 3 Disagree, 7 Undecided, 28 Agree, 58 Strongly agree
- Governing board members: 3 Strongly disagree, 3 Disagree, 8 Undecided, 24 Agree, 61 Strongly agree
- Search committee heads: 3 Strongly disagree, 4 Disagree, 7 Undecided, 25 Agree, 61 Strongly agree
- Staff members: 4 Strongly disagree, 4 Disagree, 9 Undecided, 31 Agree, 52 Strongly agree
- Students: 4 Strongly disagree, 7 Disagree, 16 Undecided, 30 Agree, 43 Strongly agree

Number and percent answering question, by employee group:
- Administrators: 102/105, Strongly disagree: 97, Strongly agree: 97
- Faculty: 438/469, Strongly disagree: 93, Strongly agree: 93
- Staff: 580/657, Strongly disagree: 88, Strongly agree: 88
SURVEY HIGHLIGHTS

Figure 26. What resources or services would you like the Office of Equity, Diversity, and Inclusion to provide to the university-wide campus?

- Training resources for staff, faculty, and administrators to teach strategies for inclusive practices and civil discourse: 61%
- Best practices resources and strategies for diverse and inclusive recruitment and retention: 56%
- Diversity–related trainings generally: 50%
- Demographic information related to students, faculty, staff and administrators: 49%
- Mentoring services for staff, faculty, and administrators: 45%
- Disseminate information on diverse perspectives found on our campus: 43%
- Annual campus–wide forum on equity, diversity and inclusion: 43%
- Diversity–related educational resources for independent learning: 33%
- Provide students, faculty, staff and administrators an opportunity to engage in the work of the Office: 32%
- Regular newsletter on diversity and inclusion efforts on campus: 27%
- Regular student, faculty, staff, and administrator climate surveys: 26%

Number and percent answering question, by ethnicity:

- All: 969/1,231
- African American/Black: 48/49 (79%)
- Asian American: 75/78 (96%)
- Caucasian/White: 531/564 (94%)
- Hispanic/Latino: 94/97 (97%)
- Multiracial: 36/36 (100%)
- Other: 19/21 (90%)
- Decline to state: 89/97 (92%)
- Did not answer: 77/289 (27%)

CALIFORNIA STATE UNIVERSITY SACRAMENTO
2018 CAMPUS CLIMATE SURVEY PROCESS

CAMPUS FEEDBACK MECHANISMS
FEEDBACK MECHANISMS

• Anonymous online feedback
• Email feedback to the Office of Inclusive Excellence at diversity@csus.edu
• Drop box for hardcopy submissions
• Campus Forum, April 4, 2019
• Small Group Discussions
REQUEST FOR FEEDBACK

1. What are the **most important areas for improvement** based on the climate survey results?

2. What **actions should the University take** to bring about those improvements? Please be specific. What outcomes would you expect to see as a result of the recommended actions?

3. What other **significant indicators of a positive campus climate** would you note based on the climate survey results?

4. What **other comments** do you have?
2018 CAMPUS CLIMATE SURVEY PROCESS

SMALL GROUP DISCUSSIONS
### SMALL GROUP DISCUSSIONS

<table>
<thead>
<tr>
<th>SESSION</th>
<th>DATE AND TIME</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty, Staff, and Administrators who are Veterans</td>
<td>Tues. 4/23, 11:30 – 12:30 p.m.</td>
<td>The WELL: Aspen &amp; Meadow Rooms</td>
</tr>
<tr>
<td>Faculty, Staff and Administrators with Disabilities, Chronic Illnesses, and Disabling Conditions</td>
<td>Tues. 4/23, 1 – 2 pm</td>
<td>The WELL: Aspen &amp; Meadow Rooms</td>
</tr>
<tr>
<td>International Faculty, Staff, and Administrators</td>
<td>Tues. 4/23, 2:30 – 3:30 p.m.</td>
<td>The WELL: Aspen &amp; Meadow Rooms</td>
</tr>
<tr>
<td>Spiritual and Religious Faculty, Staff, and Administrators</td>
<td>Tues. 4/23, 4 – 5 p.m.</td>
<td>The WELL: Aspen &amp; Meadow Rooms</td>
</tr>
<tr>
<td>Black Faculty, Staff, and Administrators</td>
<td>Thurs. 4/25, 12 – 1 p.m.</td>
<td>University Union: Orchard Suites</td>
</tr>
<tr>
<td>Latinx Faculty, Staff, and Administrators</td>
<td>Thurs. 4/25, 3:30 – 4:30 pm</td>
<td>University Union: Cottonwood Suites 2 &amp; 3 (2nd Floor)</td>
</tr>
<tr>
<td>LGBTQIA+ Faculty, Staff, and Administrators</td>
<td>Tues. 4/30, 1:30 – 2:30 p.m.</td>
<td>The WELL: Aspen &amp; Meadow Rooms</td>
</tr>
<tr>
<td>Asian and Pacific Islander Faculty, Staff, and Administrators</td>
<td>Wed. 5/1, 9 – 10 a.m.</td>
<td>Modoc Hall: Willow Suites</td>
</tr>
<tr>
<td>Native American and Indigenous Faculty, Staff, and Administrators</td>
<td>Wed. 5/1, 10:30 – 11:30 a.m.</td>
<td>Modoc Hall: Willow Suites</td>
</tr>
<tr>
<td>All Staff</td>
<td>Wed. 5/1 12 p.m. – 1 p.m.</td>
<td>Modoc Hall: Willow Suites</td>
</tr>
<tr>
<td>All Faculty</td>
<td>Wed. 5/1, 1:30 p.m. – 2:30 p.m.</td>
<td>Modoc Hall: Willow Suites</td>
</tr>
<tr>
<td>All Administrators</td>
<td>Wed. 5/1, 3 p.m. – 4 p.m.</td>
<td>Modoc Hall: Willow Suites</td>
</tr>
<tr>
<td>Women Faculty, Staff, and Administrators</td>
<td>Thurs., 5/2, 12 p.m. – 1 p.m.</td>
<td>Modoc Hall: Willow Suites</td>
</tr>
<tr>
<td>All Staff</td>
<td>Thurs., 5/2, 4:30 p.m. – 5:30 p.m.</td>
<td>Riverview Hall Conference Room</td>
</tr>
</tbody>
</table>
SUMMARY OF PROCESS

• There were 84 participants over the course over 13 sessions with two sessions having no participants.

• These sessions were facilitated by the College of Continuing Education, namely Deborah Hunt and Alex Cole-Weiss.
FRAMING OF DISCUSSIONS

• The sessions were focused on different populations in the hopes of creating meaningful dialogue. However, the university recognizes and appreciates that we each have intersecting identities.

• Participants were encouraged to share their experiences and perspectives that reflect their intersectional identities and to share only to the extent that they were comfortable.

• The sessions were designed for the individuals in the room and the discussion was meant to allow individuals an opportunity to provide feedback that is meaningful to them and to assist in the creation of an action plan.
QUESTIONS POSED IN THE DISCUSSIONS

• Given the survey results, we want to talk about what welcoming means. What does “welcoming” look like for you?

• As an institution, how do we operationalize this? How do we make it happen? What are your ideas for creating a “welcoming” campus?

• What else do we need to bring into the room that has not been discussed?
2018 CAMPUS CLIMATE SURVEY PROCESS

SUMMARY OF FEEDBACK FROM DISCUSSIONS
SUMMARY OF FEEDBACK

The small group discussions generated good discussion as well as provided an opportunity for participants to raise concerns and provide specific examples for opportunities to improve.

Five major themes emerged:

• Community Building
• Inclusive Excellence Training
• Recruitment and Retention
• Workplace Satisfaction
• Inclusive Practices
COMMUNITY BUILDING

Participants advocated for Sacramento State to:
• Provide specific communities ways of connecting with one another
• Facilitate creation of connections/a sense of belonging generally and across campus
• Host events to recognize diversity and differences
• Ensuring accessible events
• Provide physical space for particular needs (e.g. all gender restrooms, lactation rooms, etc.)
• Provide opportunities to build connections with the broader Sacramento community
INCLUSIVE EXCELLENCE TRAINING

Participants advocated for Sacramento State to:

• Provide specific training to understand, address, and disrupt implicit bias within the workplace

• Develop/improve orientation programs to assist new staff and faculty in their introduction to campus culture
RECRUITMENT AND RETENTION

Participants advocated for Sacramento State to:

• Improve recruitment and retention efforts with respect to diversifying all positions – staff, faculty, and administrators – with a particular emphasis on diversity in leadership roles

• Update hiring practices and policies to increase diversity, including potentially implementing cluster hires for faculty
WORKPLACE SATISFACTION

Participants advocated for Sacramento State to:

• Provide professional development opportunities, employee recognition and appreciation events, and other measures to create better work environments.

• Increase the visible number of displays of gratitude and recognition
INCLUSIVE PRACTICES

Participants advocated for Sacramento State to:

• Update and revise policies and practices to ensure a meaningful commitment to equity, diversity, and inclusion

• Employ more individuals throughout the campus working on issues related to equity, diversity, and inclusion

• Provide additional facilities that meet the needs of all members of the campus community, i.e. gender neutral restrooms, lactation rooms, mothers’ rooms, etc.
2018 CAMPUS CLIMATE SURVEY PROCESS

RESULTING INSTITUTIONAL ACTIONS
COMMUNITY BUILDING

Institutional Actions

• Implement Coffee and Community events
• Formalize process and support for Employee Affinity Groups
• Creation of resources regarding inclusive and accessible events
• Anchor Institution Initiative
• Continued examination and implementation of inclusive facilities
INCLUSIVE EXCELLENCE TRAINING

Institutional Actions

• New position in Division of Inclusive Excellence to focus on workshops and training to both raise awareness, disrupt bias, and promote inclusive practices

• Commitment to offering various Inclusive Excellence learning opportunities, including awareness activities, skills development, and targeted training on implicit bias and microaggressions
RECRUITMENT AND RETENTION

Institutional Action

• New position in the Division of Inclusive Excellence (IE) to focus on recruitment and retention practices and to work in conjunction with Human Resources (HR), and the Office of Faculty Advancement (OFA)

• Commitment to increased collaboration between IE, OFA, and HR

• Additional resources and updated professional development and learning opportunities
WORKPLACE SATISFACTION

Institutional Action

• Additional resources and investment in Sac State 101 (new employee orientation)
• Additional resources and investment in professional development of managers (MPP 101) and department chairs
• Commitment to creating a strategy for review of policies and procedures to ensure inclusive practices in the workplace
INCLUSIVE PRACTICES

Institutional Action

• Commitment to creating a strategy for review of policies/procedures to ensure inclusive practices in campus operations

• Additional resources to support continued advocacy and responsiveness to identified needs, including campus climate assessment and response, ensuring equity-minded decision making processes, etc.

• Commitment to incorporating campus climate survey results into the 2020-25 Sacramento State Strategic Planning Process

• Develop a Strategic Plan for Inclusive Excellence to be aligned with the next Sacramento State Strategic Plan
DIVISION OF INCLUSIVE EXCELLENCE

Thank you for your interest in the survey, its results, and the continued efforts of Sacramento State to become a welcoming and inclusive campus where everyone belongs.

Any additional questions or feedback can be directed to the Division of Inclusive Excellence at diversity@csus.edu.