2016 Employee Climate Survey
Policies & Practices for Transgender Support Committee

Assessment Group for Diversity Issues
Chair: VP for Diversity, Mary Ontiveros
Committee: Shannon Archibeque-Engle, Paul Doherty, Gene Gloeckner, Chris Henle, Laura Jensen, Dave McKelfresh, Debra Parker, Jennifer Schneider, Paul Thayer, Ria Vigil
• This year’s survey was designed to assess the current campus climate of the university

• Results are intended to
  – Provide an overall picture of CSU’s employment experiences and perceptions
  – Further CSU’s commitment to institutional accountability
  – Inform policies, initiatives, and opportunities that will provide an exceptional and equitable work environment
  – Provide a small benchmark for longitudinal data collection and comparison for perceptions of diversity
• Climate Survey designed by the Assessment Group for Diversity Issues

• Administered via Campus Labs in Fall 2016
  – Spanish and hard copy versions available
  – 15 minutes to complete
  – Anonymous
  – Results are reported in aggregate and no identifying information reported (e.g. small cell sizes)
  – Email initiation sent by President Frank
  – Two week follow-up reminder sent by councils to their employee listserv
### Employee Category

<table>
<thead>
<tr>
<th>Employee Category</th>
<th># of Respondents</th>
<th># of CSU Employees</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Employees</td>
<td>2,191</td>
<td>7,224</td>
<td>30.3%</td>
</tr>
<tr>
<td>Administrative Professional</td>
<td>1,181</td>
<td>3,696</td>
<td>32.0%</td>
</tr>
<tr>
<td>Faculty</td>
<td>345</td>
<td>1,846</td>
<td>18.7%</td>
</tr>
<tr>
<td>State Classified</td>
<td>662</td>
<td>1,682</td>
<td>39.4%</td>
</tr>
<tr>
<td>Unknown</td>
<td>3</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Note: Respondents may not have completed the entire survey; therefore, respondent counts will vary depending on the topic/question.*
<table>
<thead>
<tr>
<th>Employee Characteristics</th>
<th></th>
<th>CSU</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Gender</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td>63.5%</td>
<td>52.4%</td>
</tr>
<tr>
<td>Male</td>
<td>34.9%</td>
<td>47.6%</td>
</tr>
<tr>
<td>Transgender, Non-Binary, Self-Identify (n = 30)</td>
<td>1.6%</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Underrepresentation Status (Race &amp; Ethnicity)</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Underrepresented</td>
<td>13.8%</td>
<td>14.9%</td>
</tr>
<tr>
<td>Non-Underrepresented</td>
<td>86.2%</td>
<td>85.1%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employee Category</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Professional (includes RA and postdocs)</td>
<td>54.0%</td>
<td>51.2%</td>
</tr>
<tr>
<td>Faculty</td>
<td>15.8%</td>
<td>25.6%</td>
</tr>
<tr>
<td>State Classified</td>
<td>30.3%</td>
<td>23.3%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Years Employed at CSU</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Two years or less</td>
<td>19.7%</td>
<td></td>
</tr>
<tr>
<td>3 to 5 years</td>
<td>21.4%</td>
<td></td>
</tr>
<tr>
<td>6 to 10 years</td>
<td>20.5%</td>
<td></td>
</tr>
<tr>
<td>11 to 15 years</td>
<td>14.6%</td>
<td></td>
</tr>
<tr>
<td>16 or more years</td>
<td>23.7%</td>
<td></td>
</tr>
</tbody>
</table>

*T/NB/SI Respondents:*
- 4 Transgender Identities
- 16 Non-Binary Identities
- 10 Self-Identify Identities
- 9 Underrepresented Race/Ethnicity
- Half CSU alumni
- Variety of ages and years employed
- 13 Admin. Pro., 7 Faculty, 10 State Classified
- Just under half a caregiver of a dependent

*Valid percent reported (excludes missing data)*
Survey Framework

- Workload
- Work Respect
- Leadership
- Search Committee
- Physical Campus Environment
- Diversity in Your Work Environment
- Campus Trainings
- Campus and Department Perceptions
- Personal and Employee Characteristics
<table>
<thead>
<tr>
<th>Construct</th>
<th>Factors</th>
<th>#</th>
<th>Mean</th>
<th>Std. Dev.</th>
<th># of Items</th>
<th>Cronbach's Alpha</th>
<th>Variance Explained</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workload*</td>
<td>Work Overload</td>
<td>2,155</td>
<td>3.11</td>
<td>1.09</td>
<td>5</td>
<td>0.95</td>
<td>52.32%</td>
</tr>
<tr>
<td></td>
<td>Time Demands &amp; Expectations</td>
<td>2,124</td>
<td>2.85</td>
<td>1.03</td>
<td>4</td>
<td>0.86</td>
<td>10.87%</td>
</tr>
<tr>
<td>Work Respect</td>
<td></td>
<td>2,049</td>
<td>3.79</td>
<td>0.98</td>
<td>4</td>
<td>0.91</td>
<td>72.90%</td>
</tr>
<tr>
<td>Leadership</td>
<td>Executive Leadership</td>
<td>1,411</td>
<td>3.11</td>
<td>0.83</td>
<td>8</td>
<td>0.91</td>
<td>46.28%</td>
</tr>
<tr>
<td></td>
<td>Accountability Standards</td>
<td>1,672</td>
<td>3.03</td>
<td>0.88</td>
<td>4</td>
<td>0.81</td>
<td>10.32%</td>
</tr>
<tr>
<td>Physical Environment</td>
<td></td>
<td>1,884</td>
<td>3.72</td>
<td>0.72</td>
<td>8</td>
<td>0.87</td>
<td>46.85%</td>
</tr>
<tr>
<td>Campus Perceptions</td>
<td>CSU</td>
<td>1,326</td>
<td>3.66</td>
<td>0.71</td>
<td>8</td>
<td>0.91</td>
<td>10.98%</td>
</tr>
<tr>
<td></td>
<td>Department/Unit</td>
<td>1,523</td>
<td>3.51</td>
<td>0.87</td>
<td>8</td>
<td>0.93</td>
<td>48.87%</td>
</tr>
</tbody>
</table>

*Items worded in support of construct. A higher mean can be interpreted as a more negative response.**

**All questions were asked on a five-point Likert scale (1 = Strongly Disagree & 5 = Strongly Agree)**
• **Work Overload**
  – The amount of work I have to do interferes with the quality I want to maintain (45% Agree; T/SI/NB 60%)
  – My workload is too heavy (39% Agree; T/SI/NB 60%)
  – I don't have time to finish my job (37% Agree; T/SI/NB 60%)
  – I'm rushed in doing my job (43% Agree; T/SI/NB 53%)
  – I feel overburdened in my job (41% Agree; T/SI/NB 52%)

• **Time Demands & Expectations**
  – I am expected to work more than 40 hours a week (40% Agree; T/SI/NB 64%)
  – I feel pressure to be reachable for work purposes throughout the day and evening (40% Agree; T/SI/NB 57%)
  – I have to stay too many extra hours at my job (31% Agree; T/SI/NB 35%)
  – I am expected to put my job ahead of my family or personal life (18% Agree; T/SI/NB 30%)

_Agree = Strongly Agree or Agree_
On average, employees who identify as T/SI/NB or females report significantly higher perceptions of their Time Demands & Expectations than all other respondents and males respectively; however, there was no significant differences by gender in Work Overload (effect size, \( d = .43 \) and \( .26 \) respectively.)

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Work Overload</th>
<th>Total</th>
<th>Males</th>
<th>Females</th>
<th>T/SI/NB</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>3.12</td>
<td>3.10</td>
<td>3.10</td>
<td>3.48</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>2.85</td>
<td>2.74</td>
<td>3.00</td>
<td>3.34</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>2.85</td>
<td>2.74</td>
<td>3.00</td>
<td>3.34</td>
<td></td>
</tr>
</tbody>
</table>
• My work contribution is appreciated (69% Agree; T/SI/NB 45%)

• I am cared about at work (67% Agree; T/SI/NB 43%)

• I am treated with respect at work (75% Agree; T/SI/NB 45%)

• My supervisor supports me and advocates on my behalf (68% Agree; T/SI/NB 47%)
On average, employees who identify as T/SI/NB or females report significantly lower Work Respect perceptions than all other respondents and males respectively \((d = .58 \text{ and } .15 \text{ respectively})\)
My employment category is treated with respect by other employment categories

My job type is not treated with the same respect as other jobs at CSU

There are inequities between employment categories

Accountability is different for different employee categories

Percent who Responded Strongly Agree or Agree
Disrespectful Experiences

An individual or a group of individuals...

- Put you or others down or was condescending to you or others in some way: Males 32%, Females 47%, Self-Identify/Non-Binary/Transgender 47%
- Paid little attention to a statement you or others made or dismissed an opinion: Males 17%, Females 17%, Self-Identify/Non-Binary/Transgender 17%
- Made demeaning, rude, or derogatory remarks or jokes about you or others: Males 25%, Females 24%, Self-Identify/Non-Binary/Transgender 30%
- Addressed you or others in unprofessional terms, either publicly or privately: Males 37%, Females 37%, Self-Identify/Non-Binary/Transgender 47%
- Ignored or excluded you or others: Males 35%, Females 38%, Self-Identify/Non-Binary/Transgender 47%
- Discounted you or others when you raised issues of inequity: Males 24%, Females 26%, Self-Identify/Non-Binary/Transgender 47%
- Made unwanted attempts to draw you or others into a discussion of personal matters: Males 17%, Females 16%, Self-Identify/Non-Binary/Transgender 14%
- Yelled, shouted, or swore at you or others: Males 30%, Females 30%, Self-Identify/Non-Binary/Transgender 30%
Executive Leadership

- CSU leadership communicates institutional goals (58% Agree; T/SI/NB 48%)
- CSU's strategic goals are taking CSU in a positive direction (55% Agree; T/SI/NB 36%)
- CSU leadership is transparent in decision-making (23% Agree; T/SI/NB 33%)
- CSU is committed to shared governance (32% Agree; T/SI/NB 31%)
- CSU's major strategic initiatives are broadly communicated (55% Agree; T/SI/NB 59%)
- University leaders are held accountable for CSU's outcomes (29% Agree; T/SI/NB 20%)
- CSU leadership acts ethically and honestly in the workplace (53% Agree; T/SI/NB 33%)
- University leaders address issues of inequities (43% Agree; T/SI/NB 30%)

Accountability Standards

- Employees are held accountable for negative or inappropriate behavior in the workplace (50% Disagree; T/SI/NB 70%)
- Employees are held accountable for poor performance in the workplace (50% Disagree; T/SI/NB 70%)
- University leaders adequately address negative or inappropriate behavior in the workplace (32% Disagree; T/SI/NB 33%)

Employees in my immediate work environment act ethically and honestly in the workplace (14% Disagree; T/SI/NB 28%)
Employees who identify as T/SI/NB report significantly lower perceptions of Executive Administration Leadership and Accountability Standards than all other respondents ($d = .54$ and $.80$ respectively)

Females also had significantly lower perceptions of Executive Administration leadership than males ($d = .21$); however, there were no differences between females and males in their accountability standards
• My physical environment supports my successful completion of tasks  (18% Disagree; T/NB/SI 27%)
• I am physically comfortable in my work space  (16% Disagree; T/NB/SI 17%)
• My physical environment promotes collaboration  (23% Disagree; T/NB/SI 43%)
• I have the proper equipment and resources available to complete my work  (15% Disagree; T/NB/SI 27%)
• My physical environment is welcoming of employees from different backgrounds  (10% Disagree; T/NB/SI 38%)
• My physical environment meets my personal needs (access, bathroom, prayer, lactation)  (9% Disagree; T/NB/SI 27%)
• My physical environment (e.g. signage, construction hazards, lighting, parking) supports my sense of safety  (13% Disagree; T/NB/SI 23%)
• Employees respect shared space (e.g. classrooms)  (10% Disagree; T/NB/SI 7%)
Employees who identify as **T/SI/NB** or **female** report significantly lower Physical Environment perceptions than all other CSU respondents and males respectively ($d = .51$ and $d = .12$ respectively)
Women employees are treated fairly at CSU

My supervisor promotes a work environment where all employees feel included

Prejudice and/or acts of bigotry are not tolerated on this campus

My supervisor communicates the importance of valuing diversity

Employees of color are treated fairly at CSU

Upper-level administrators promote respect for cultural differences at CSU

CSU understands the importance/value of diversity

The campus offers sufficient opportunity for diversity training

Employees at CSU treat each other with respect

There is respect for religious differences here at CSU

Percent who responded Strongly Disagree/Disagree

<table>
<thead>
<tr>
<th>Perception</th>
<th>Males</th>
<th>Females</th>
<th>T/SI/NB</th>
</tr>
</thead>
<tbody>
<tr>
<td>CSU understands the importance/value of diversity</td>
<td>6%</td>
<td>5%</td>
<td>21%</td>
</tr>
<tr>
<td>The campus offers sufficient opportunity for diversity training</td>
<td>7%</td>
<td>8%</td>
<td>36%</td>
</tr>
<tr>
<td>Upper-level administrators promote respect for cultural differences at CSU</td>
<td>9%</td>
<td>8%</td>
<td>27%</td>
</tr>
<tr>
<td>Employees of color are treated fairly at CSU</td>
<td>11%</td>
<td>11%</td>
<td>28%</td>
</tr>
<tr>
<td>There is respect for religious differences here at CSU</td>
<td>10%</td>
<td>11%</td>
<td>30%</td>
</tr>
<tr>
<td>Employees at CSU treat each other with respect</td>
<td>13%</td>
<td>14%</td>
<td>41%</td>
</tr>
<tr>
<td>Prejudice and/or acts of bigotry are not tolerated on this campus</td>
<td>14%</td>
<td>13%</td>
<td>35%</td>
</tr>
<tr>
<td>My supervisor communicates the importance of valuing diversity</td>
<td>17%</td>
<td>16%</td>
<td>28%</td>
</tr>
<tr>
<td>My supervisor promotes a work environment where all employees feel included</td>
<td>17%</td>
<td>18%</td>
<td>34%</td>
</tr>
<tr>
<td>Women employees are treated fairly at CSU</td>
<td>14%</td>
<td>14%</td>
<td>27%</td>
</tr>
</tbody>
</table>

71% 71%
7.5% NU, 26.2% U
18% NU, 18% U
16% NU, 18% U
16% NU, 27% U
Sexual assault and/or sexual misconduct among employees is problematic at CSU

There is racial conflict among employees here at CSU

I feel pressure to change the way I speak, act, or dress in order to "fit in" at CSU
I experienced negative treatment or behavior based on:

- Age: 13% Males, 20% Females, 15% Transgender/Self-Identify/Non-Binary
- Race and/or ethnicity: 23% Males, 23% Females
- Religion: 14% Males, 5% Females, 4% Transgender/Self-Identify/Non-Binary
- Gender: 24% Males, 24% Females, 2% Transgender/Self-Identify/Non-Binary
- Sexual orientation: 45% Males, 5% Females, 5% Transgender/Self-Identify/Non-Binary
- Disability: 17% Males, 2% Females, 2% Transgender/Self-Identify/Non-Binary
- Socioeconomic status: 24% Males, 21% Females, 6% Transgender/Self-Identify/Non-Binary
- Job function: 19% Males, 19% Females, Transgender/Self-Identify/Non-Binary
- Years of experience: 40% Males, 19% Females, 16% Transgender/Self-Identify/Non-Binary
- Unit or college: 24% Males, 14% Females, 12% Transgender/Self-Identify/Non-Binary
- Country of origin: 10% Males, 7% Females, 2% Transgender/Self-Identify/Non-Binary
- English as 2nd language: 6% Males, 9% Females, 9% Transgender/Self-Identify/Non-Binary
- Appearance: 2% Males, 1% Females, 1% Transgender/Self-Identify/Non-Binary
- Caregiver status: 14% Males, 3% Females, 7% Transgender/Self-Identify/Non-Binary
- Gender identity: 21% Males, 1% Females, 3% Transgender/Self-Identify/Non-Binary
Supervisory training should be required of all supervisors

Diversity training should be required of all supervisors

CSU offers training opportunities aimed at enhancing my ability to work well with others

CSU offers training opportunities aimed at enhancing my ability to do a good job

There are obstacles that prevent me from participating in on-campus training and/or prof. dev.
CSU: Percent who responded Strongly Agree or Agree

- Recommend as a place of employment
  - Male: 80%
  - Female: 76%
  - T/SI/NB: 80%

- Climate has become consistently more inclusive of all employees
  - Male: 63%
  - Female: 63%
  - T/SI/NB: 67%

- Provides employees with a positive work experience
  - Male: 54%
  - Female: 70%
  - T/SI/NB: 72%

- Encourages discussions related to diversity
  - Male: 57%
  - Female: 71%
  - T/SI/NB: 76%

- Creates a supportive environment for employees from diverse backgrounds
  - Male: 46%
  - Female: 69%
  - T/SI/NB: 69%

- Retains diverse employees
  - Male: 25%
  - Female: 51%
  - T/SI/NB: 58%

- Improves the campus climate for all employees
  - Male: 41%
  - Female: 65%
  - T/SI/NB: 73%

- Recruits employees from a diverse set of backgrounds
  - Male: 54%
  - Female: 65%
  - T/SI/NB: 73%
• Employees who identify as T/SI/NB report significantly (high effect) lower CSU and Department/Unit perceptions than all other CSU respondents \((d = .85\) and \(.74\) respectively).

• There were no significant perception differences between males and females.
Questions/Comments?