SAN DIEGO COMMUNITY COLLEGE DISTRICT

City College • Mesa College • Miramar College
College of Continuing Education

Survey Results

Division of Institutional Innovation and Effectiveness

OIER

Employee Campus Climate, March 2024

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Director

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Purpose of the Survey

- Support Diversity, Equity, Inclusion, Access, and Anti-racism initiatives at SDCCD.
- Enhance the campus environment for all students and employees, particularly for marginalized groups.
- Foster greater visibility, information-sharing, and building on a common knowledge base.
- Provide longitudinal data to inform new and enhanced strategic climate initiatives.

Historical Overview Years:

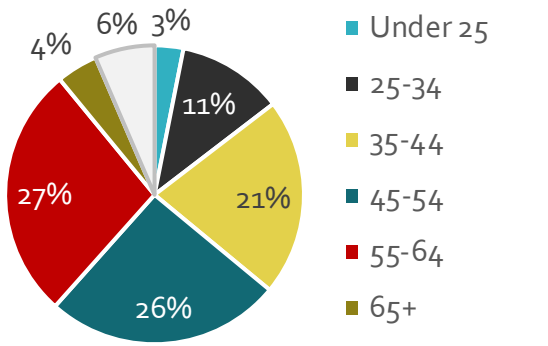
Total responses: 4,679

About 1,100 each year

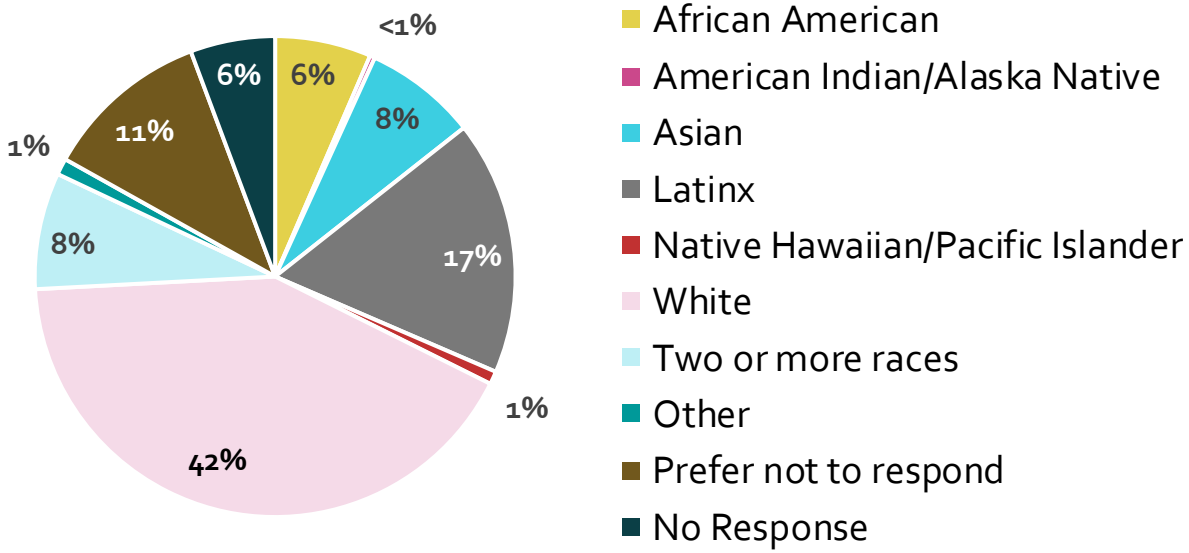
2010, 2014, 2018, and 2022

1. **Evolution of Our Institution**
2. **Comprehending Campus Dynamics**
3. **A Methodical Approach to Data Collection**

Age



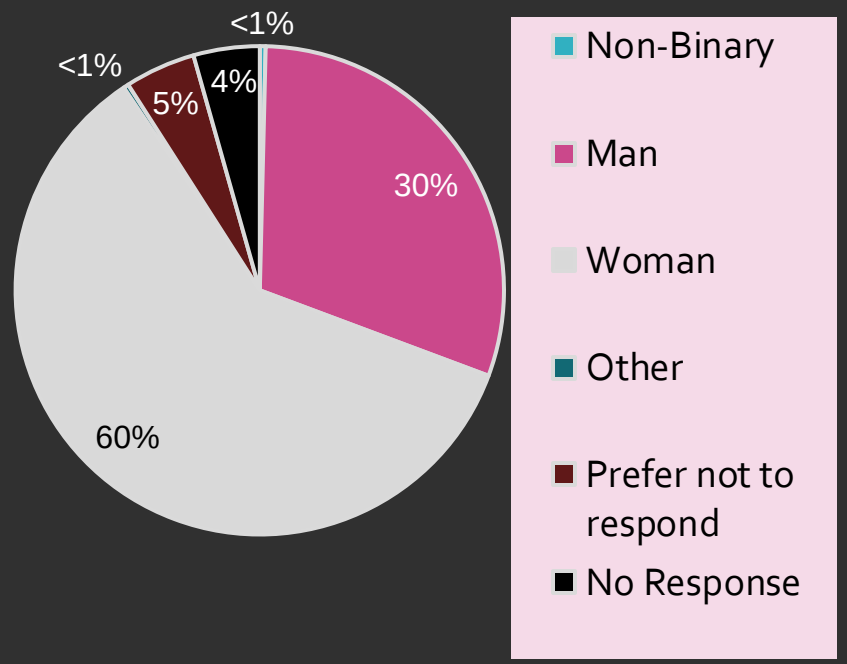
Ethnicity



Demographics

All Years Included

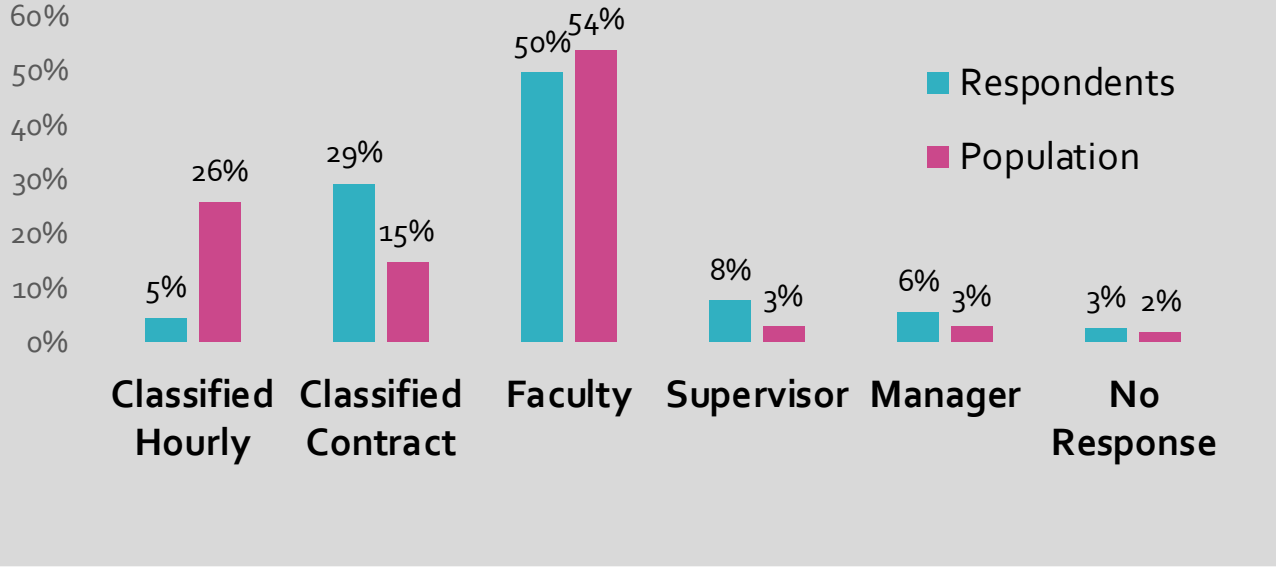
Gender Identity



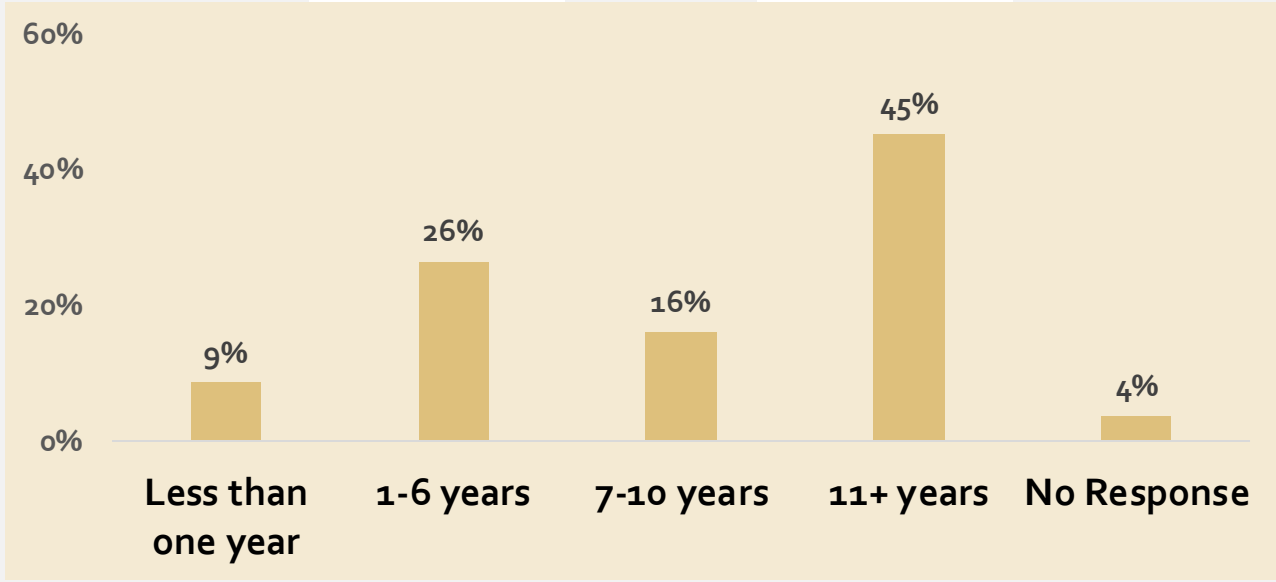
All Iterations Included

SDCCD
Employees Climate

Employment Type



Employment Length



Employment

All Iterations Included

SDCCD
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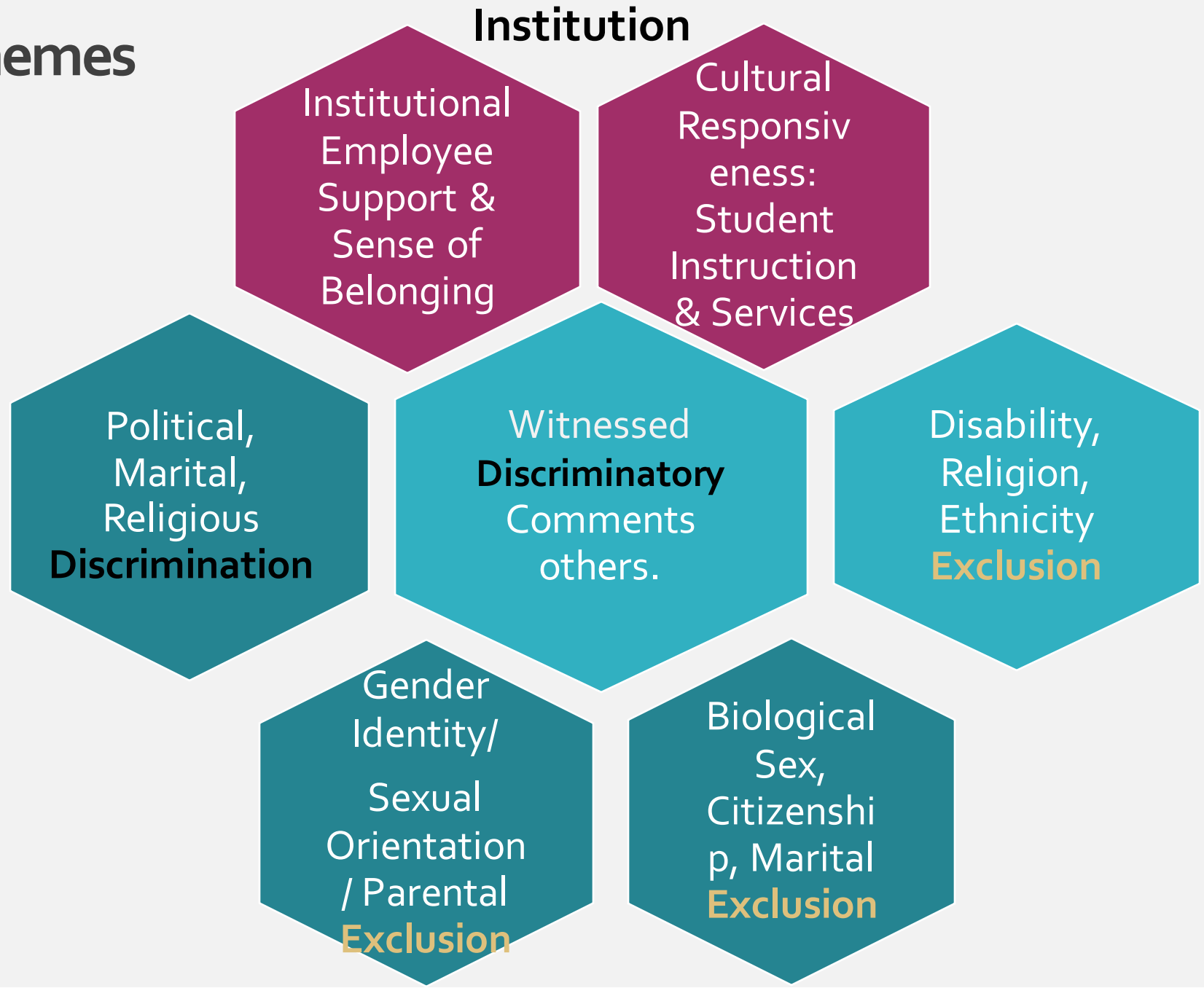
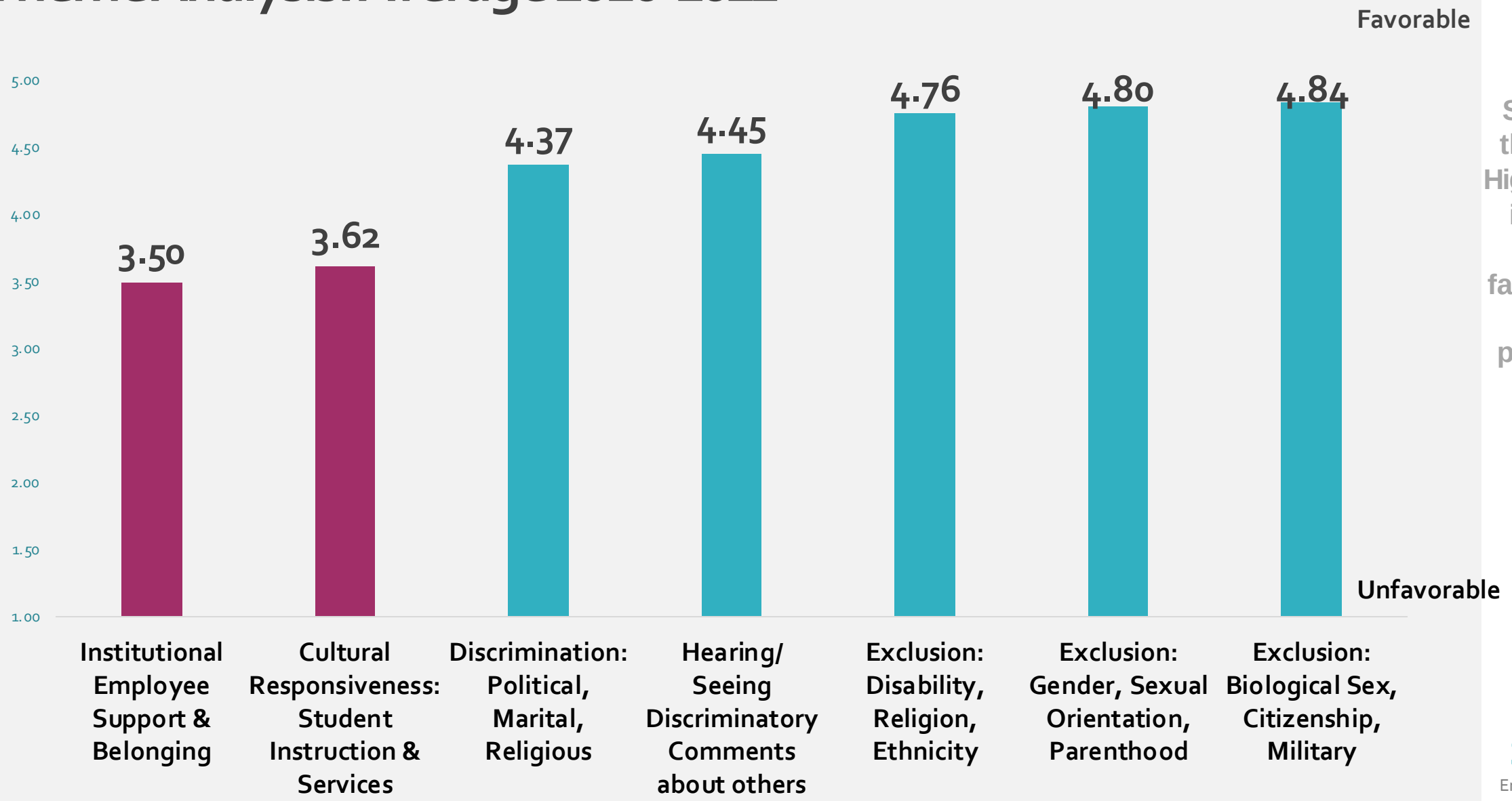
Findings

Main Themes


Institution
Institutional Employee Support & Sense of Belonging
Cultural Responsiveness: Student Instruction & Services
Political, Marital, Religious **Discrimination**
Witnessed **Discriminatory** Comments others.
Disability, Religion, Ethnicity **Exclusion**
Gender Identity/ Sexual Orientation / Parental **Exclusion**
Biological Sex, Citizenship, Marital **Exclusion**

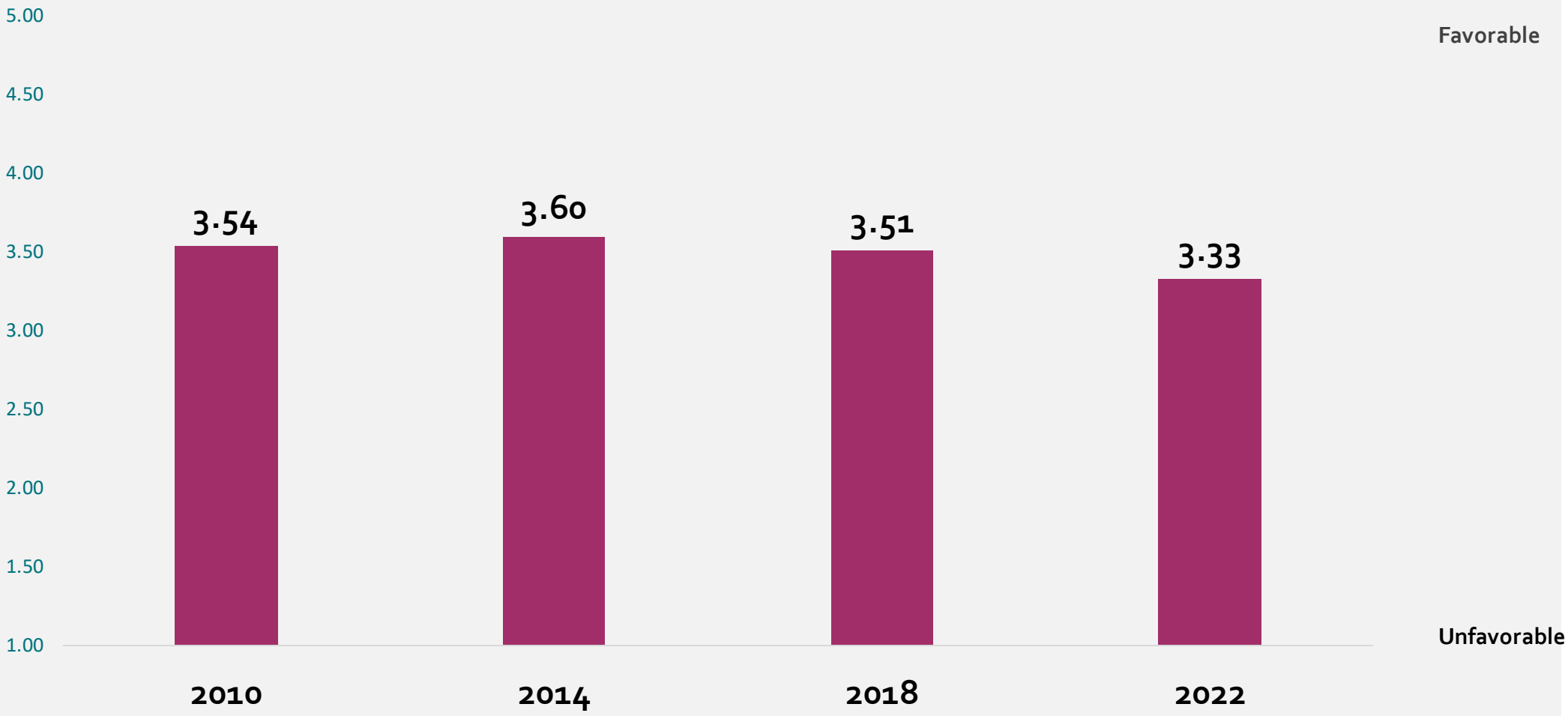
Theme Analysis: Average 2010-2022



Scale of 1 through 5. Higher value indicates more favorable or positive perception

SDCCD
Employees Climate

Institutional Employee Support & Sense of Belonging - Yearly Averages



SDCCD
Employees Climate

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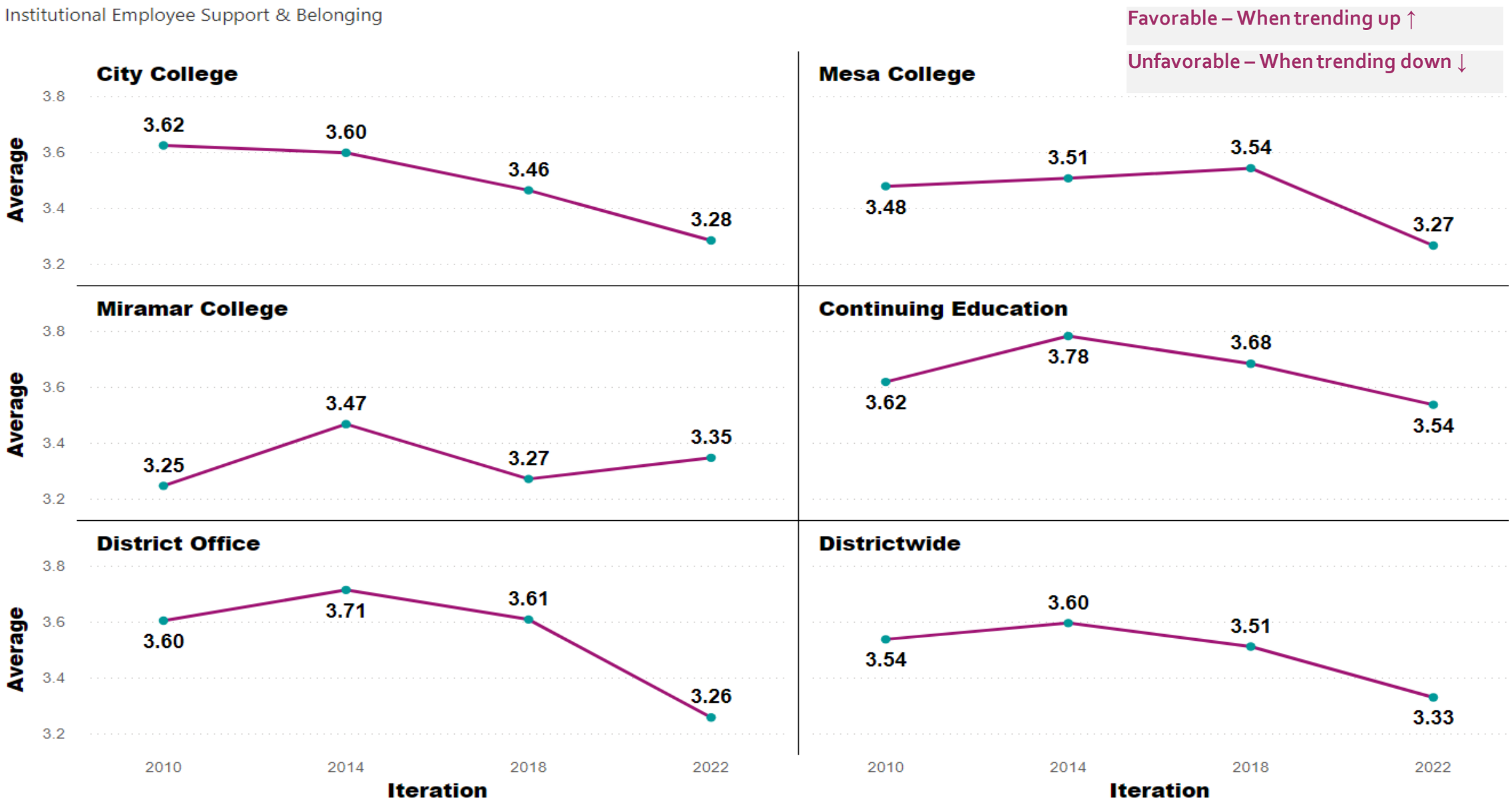
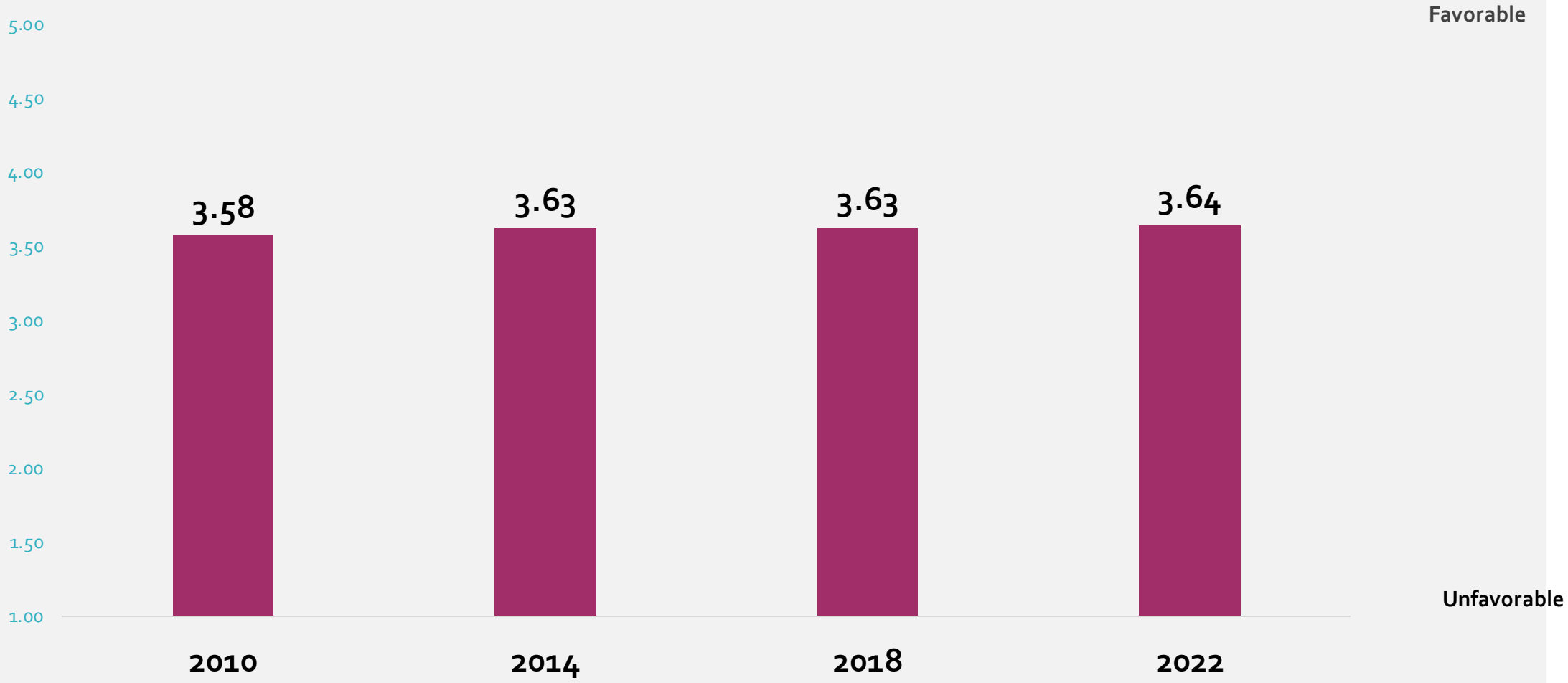


Cultural Responsiveness: Student Instruction & Services -Yearly Averages

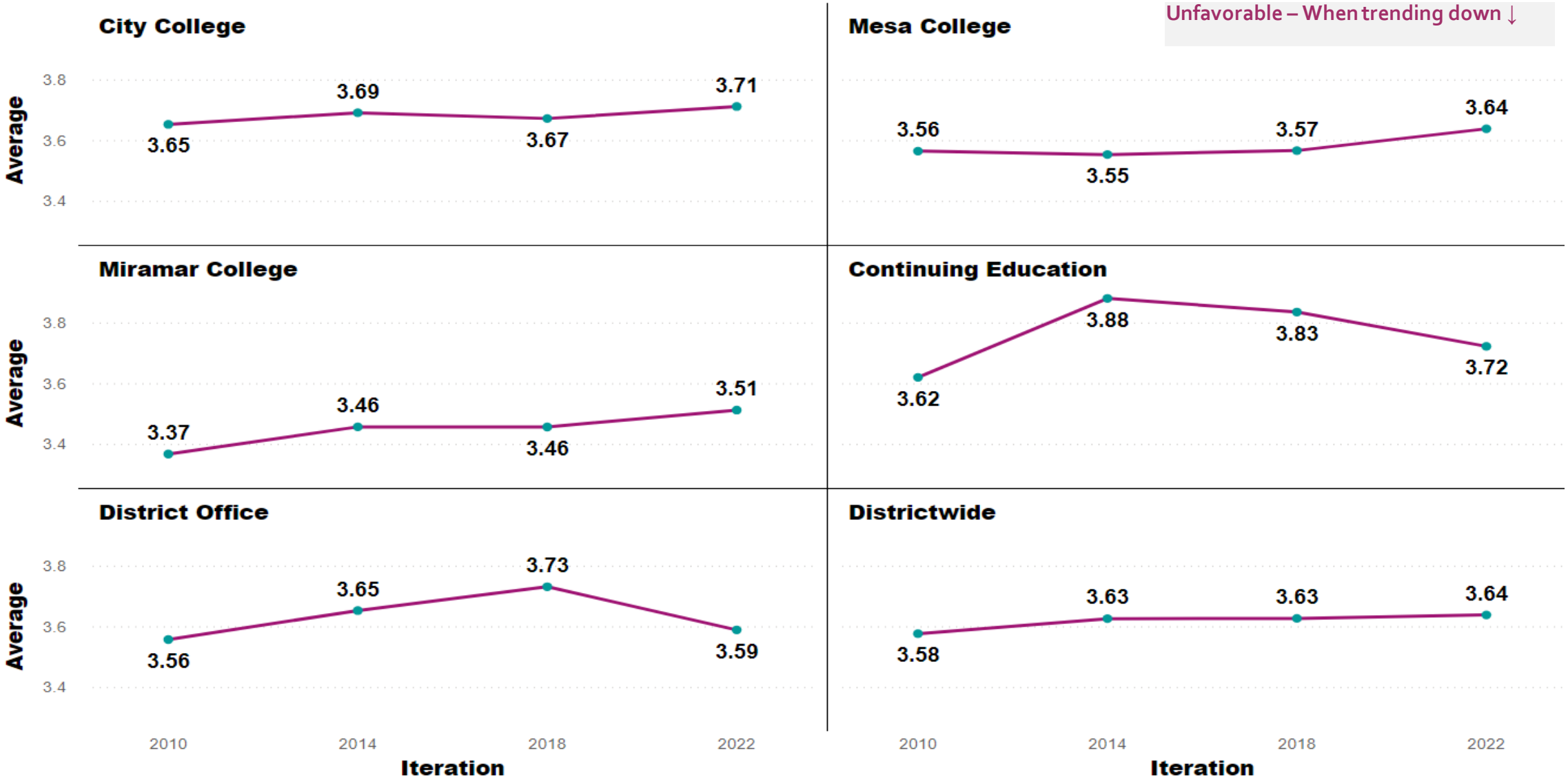


Cultural Responsiveness: Student Instruction & Services -Yearly Averages

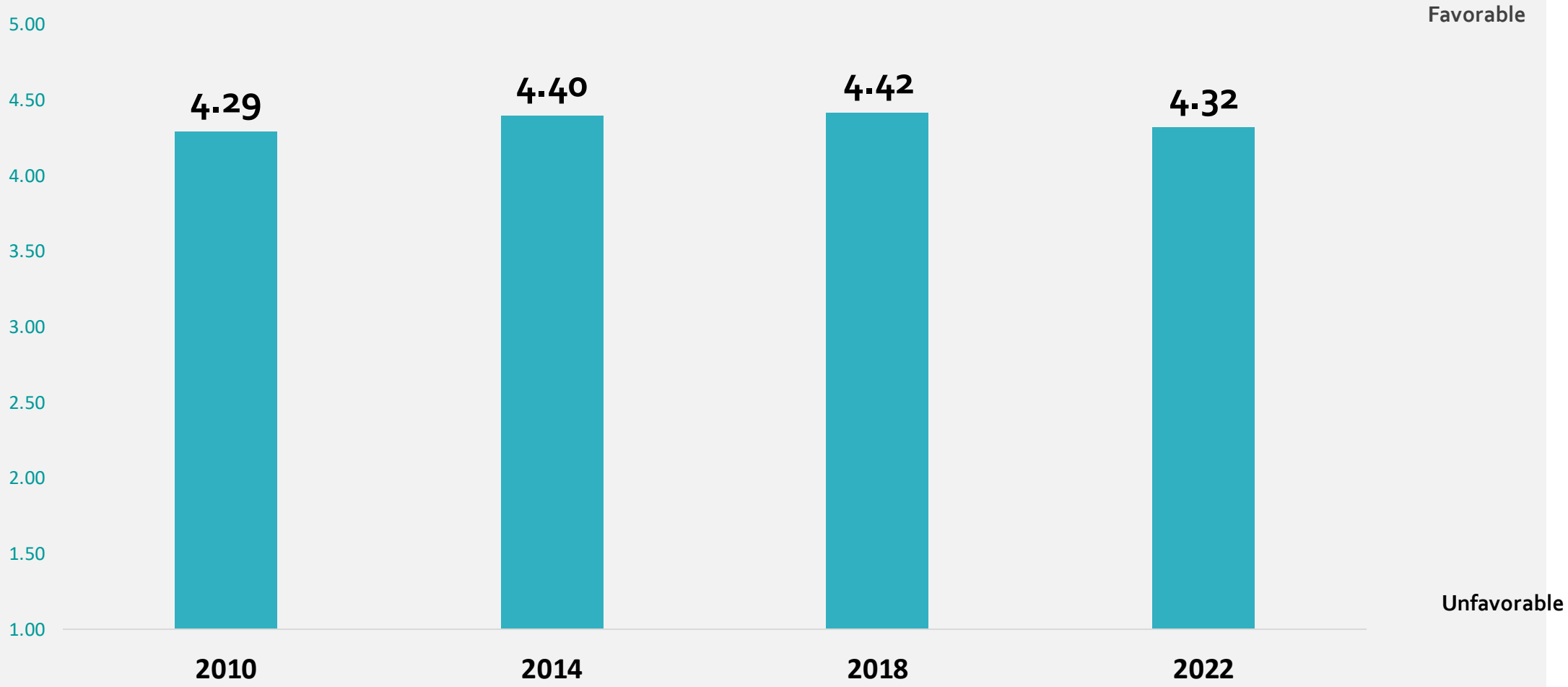
Cultural Responsiveness: Student Instruction & Services

Favorable – When trending up ↑

Unfavorable – When trending down ↓



Discrimination: Political, Marital, Religious - Yearly Averages



Discrimination: Political, Marital, Religious -Yearly Averages

Exclusion: Political, Marital, Religious

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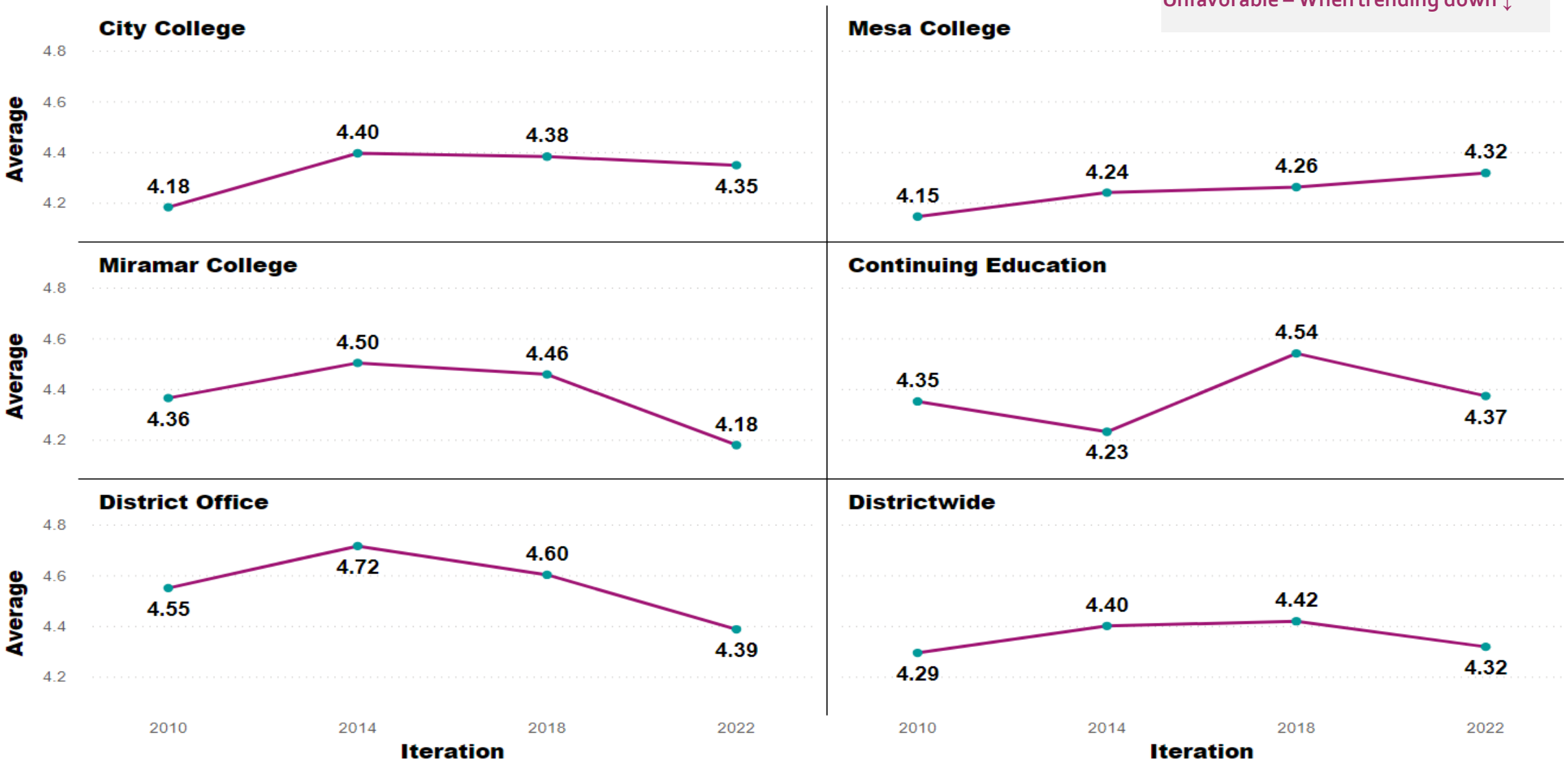
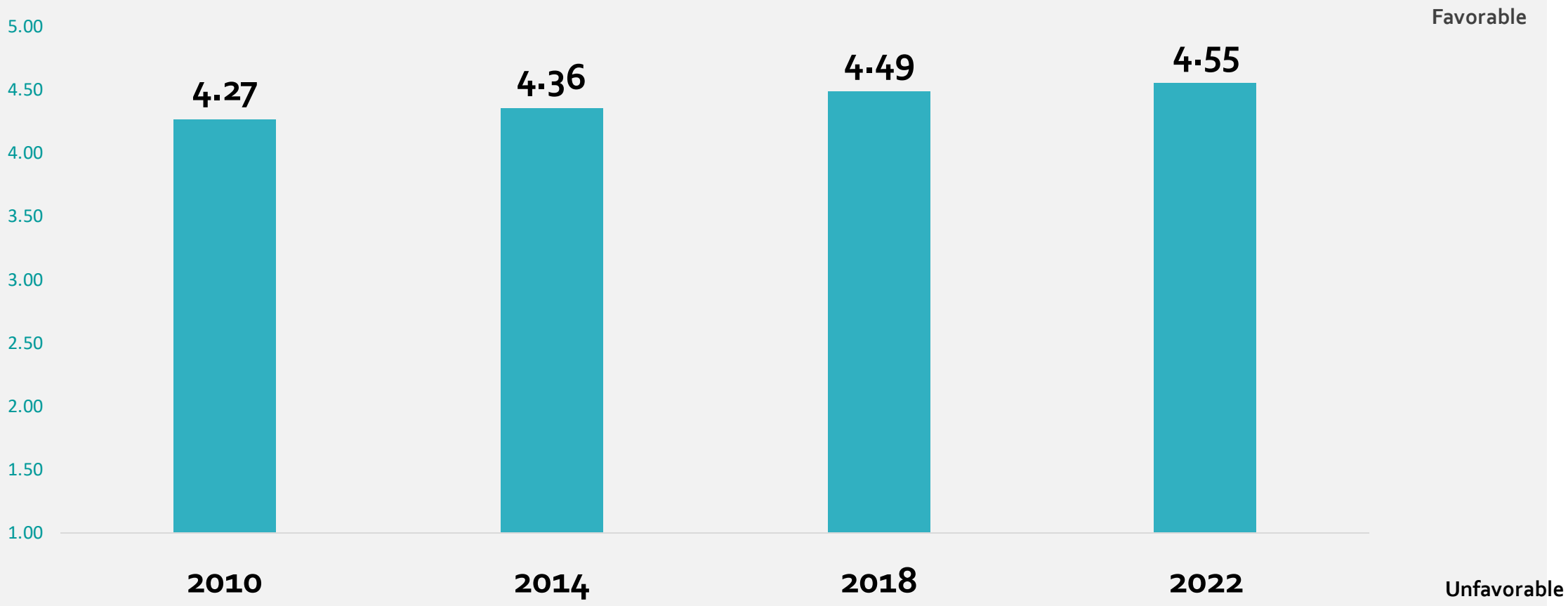


Discrimination: Witnessed/heard Comments about Others - Yearly Averages



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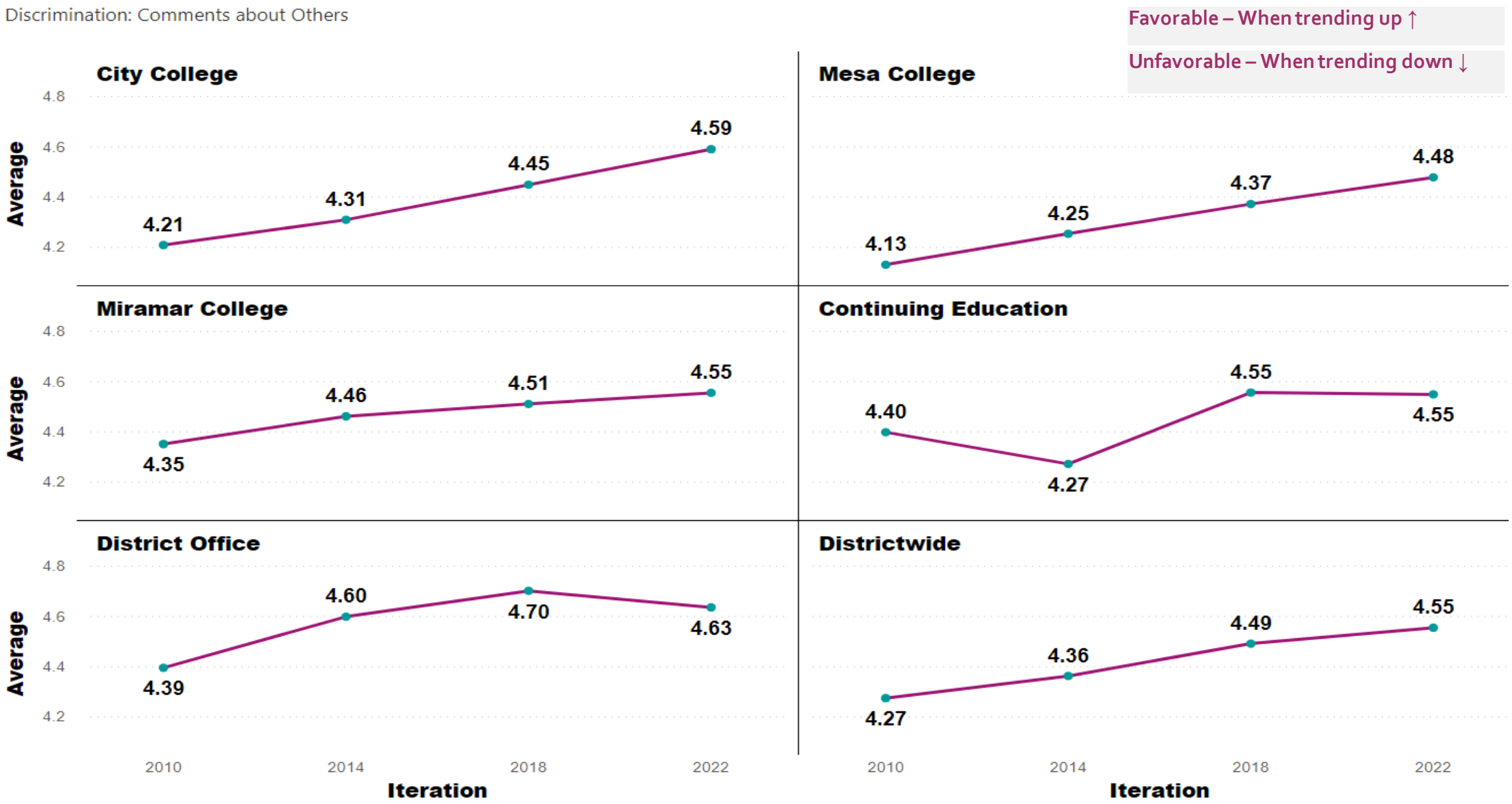
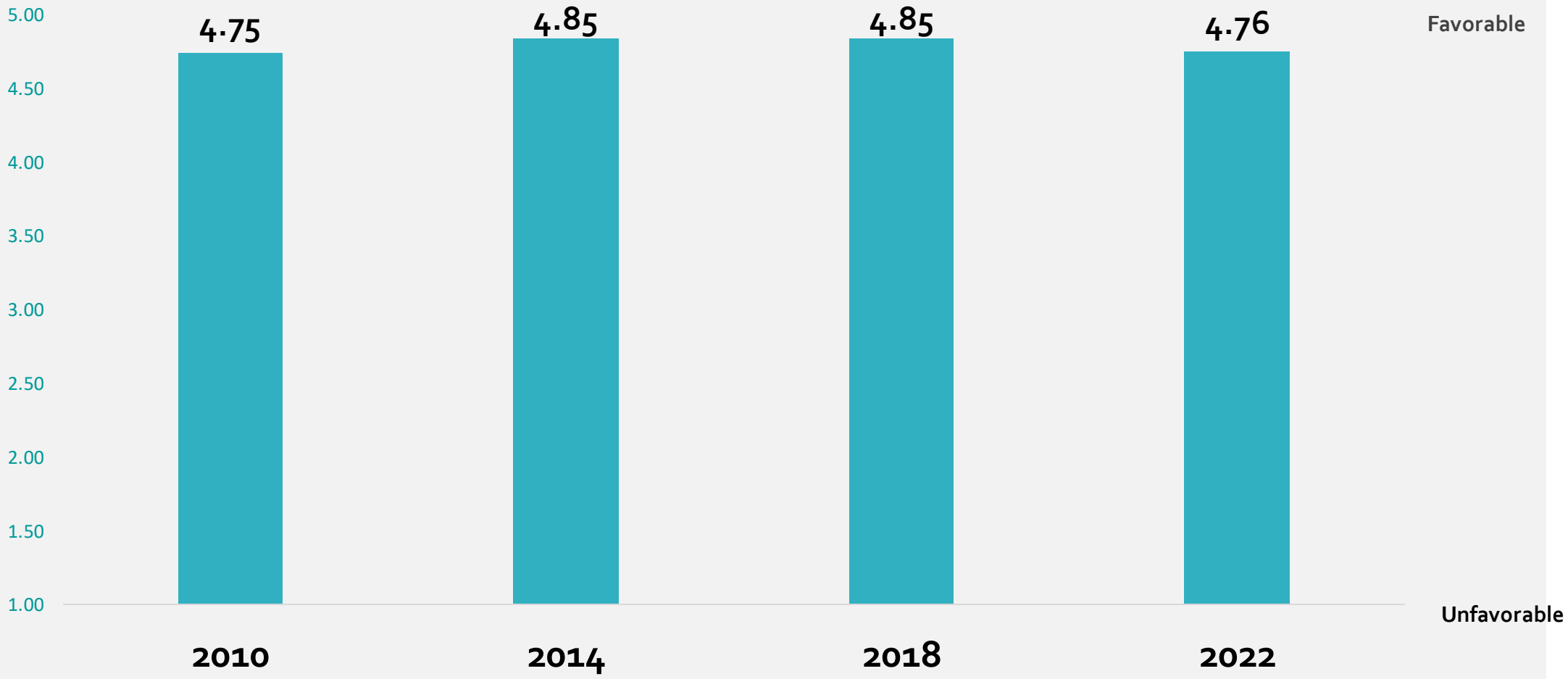


Exclusion: Gender, Sexual Orientation, Parenthood - Yearly Averages



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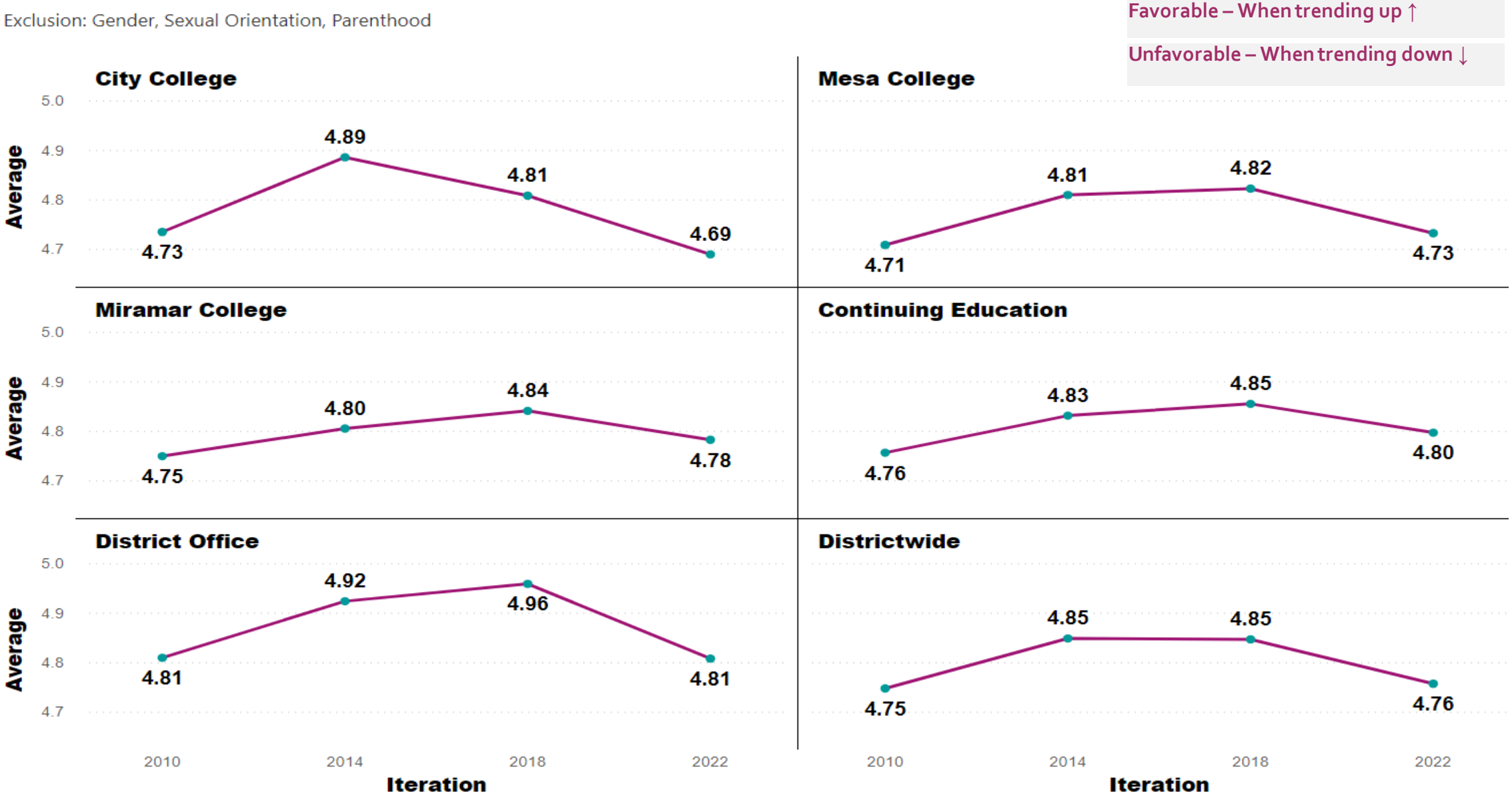
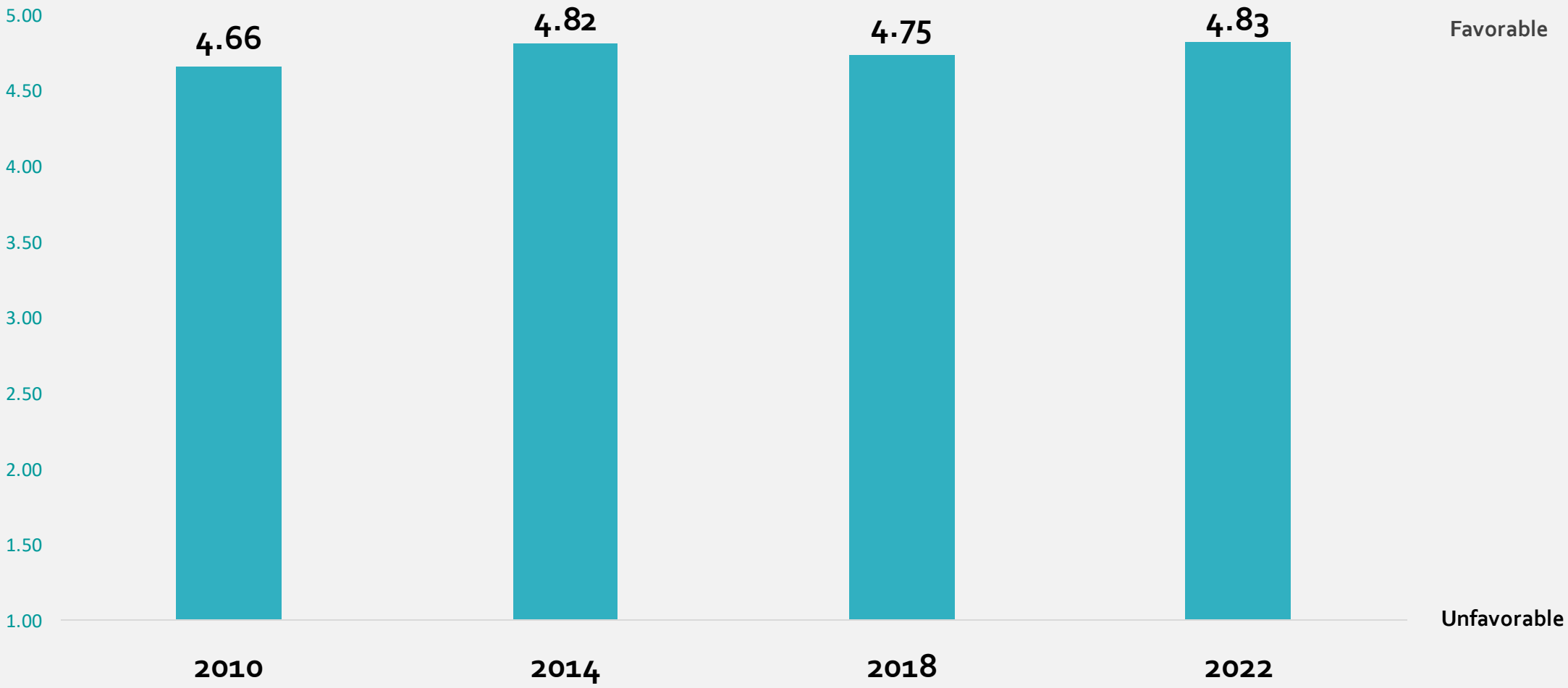


SDCCD
Employees Climate

Exclusion: Disability, Religion, Ethnicity - Yearly Averages



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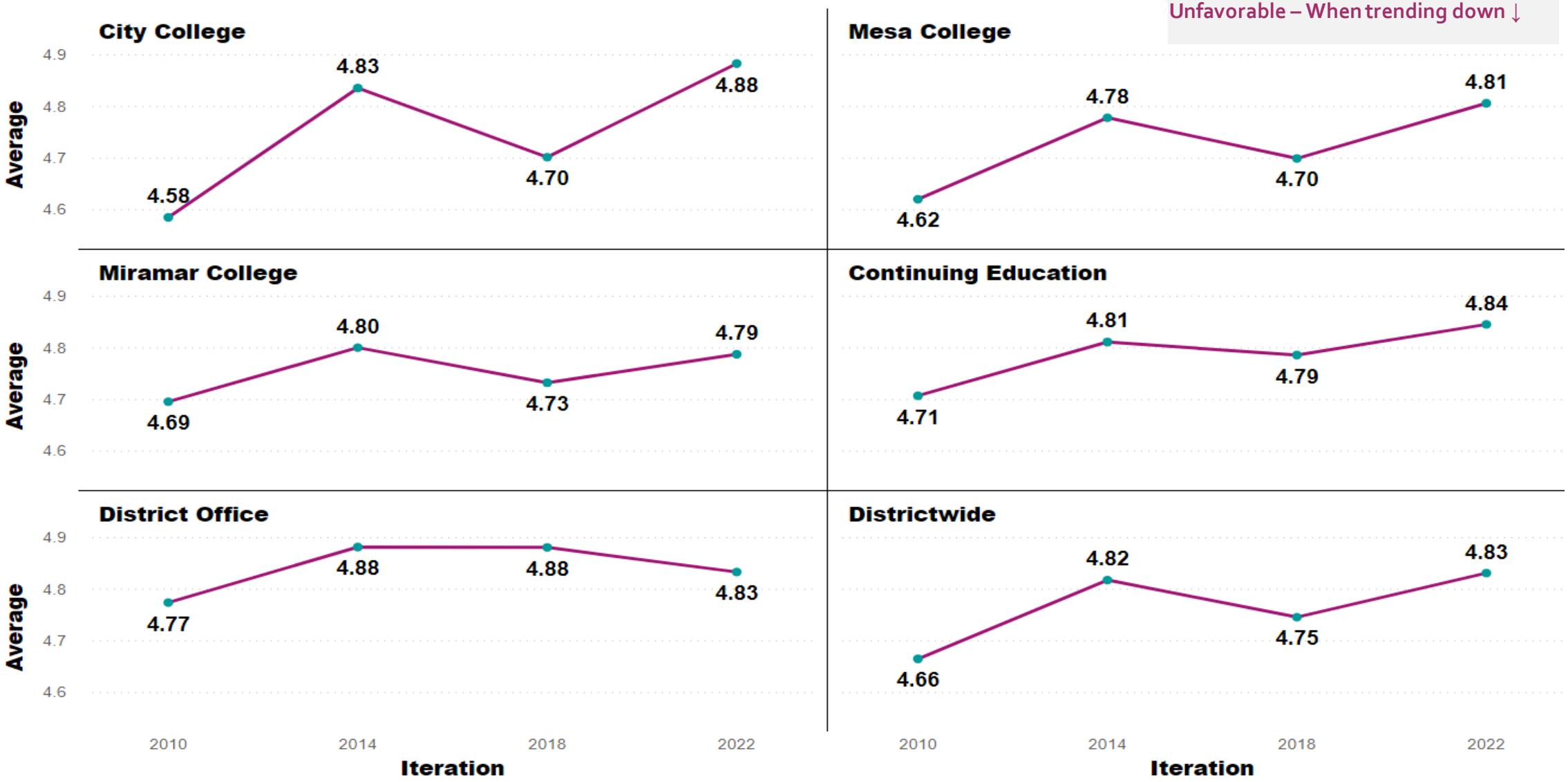
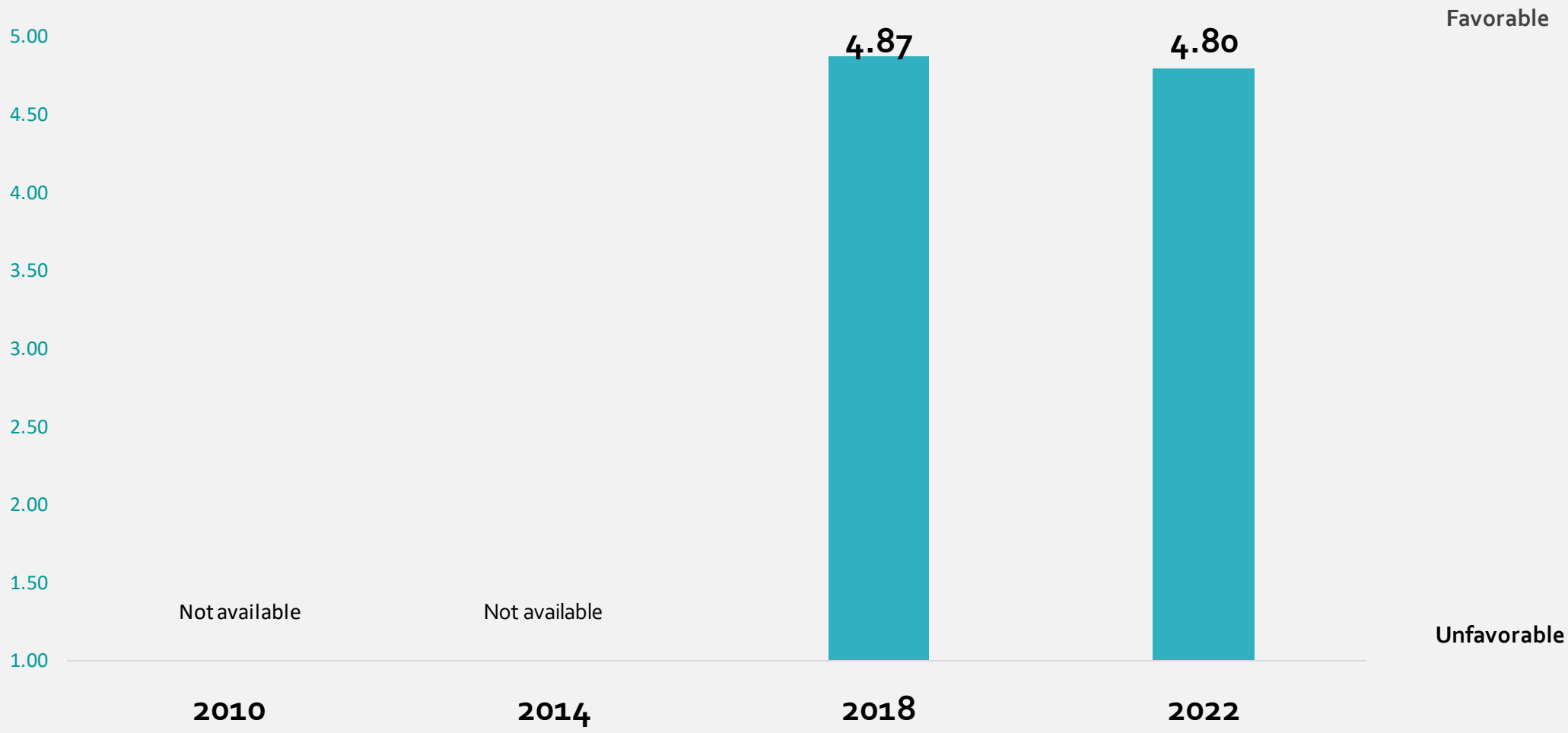


SDCCD
Employees Climate

Exclusion: Biological Sex, Citizenship, Military -Yearly Averages



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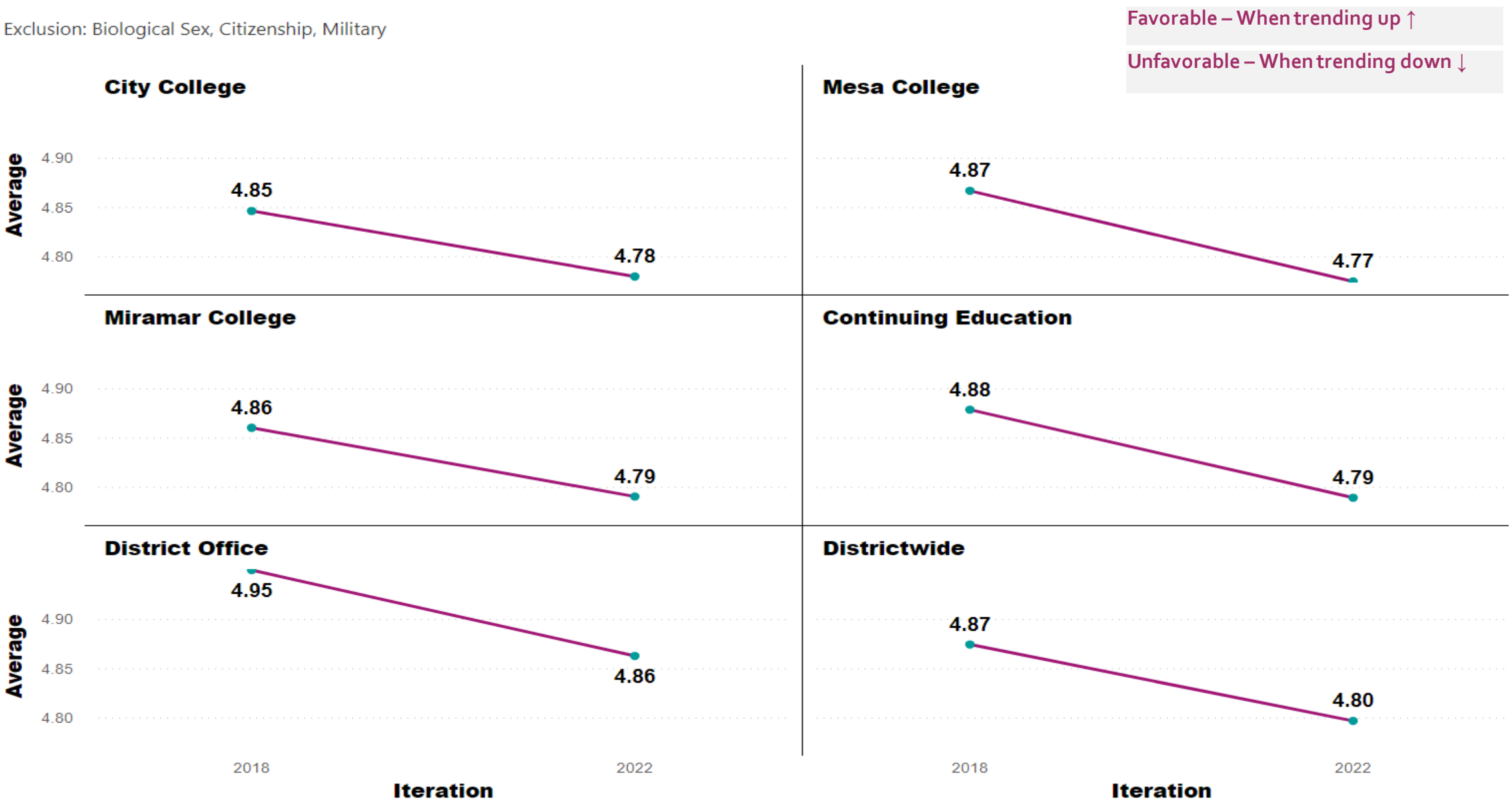
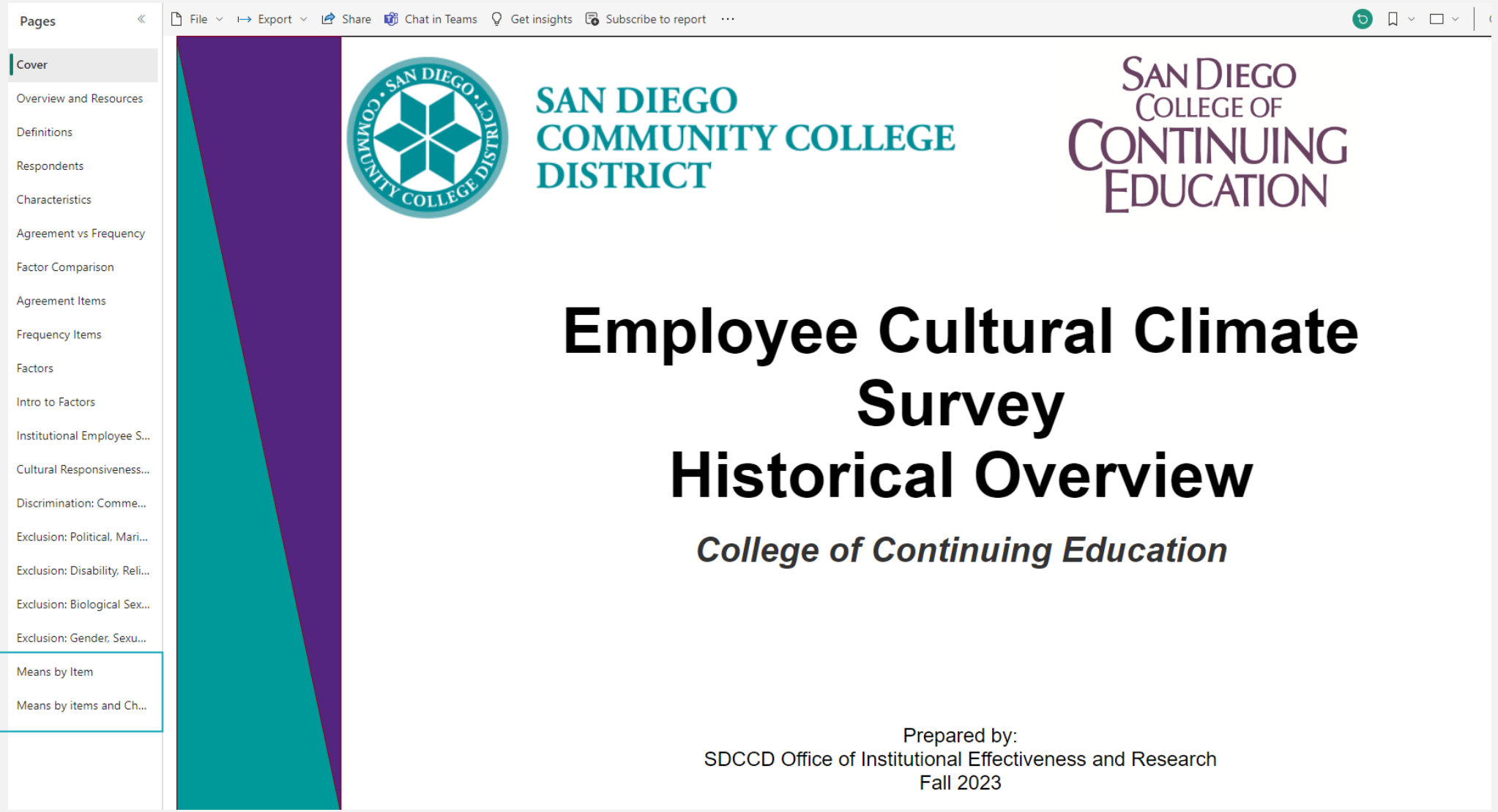


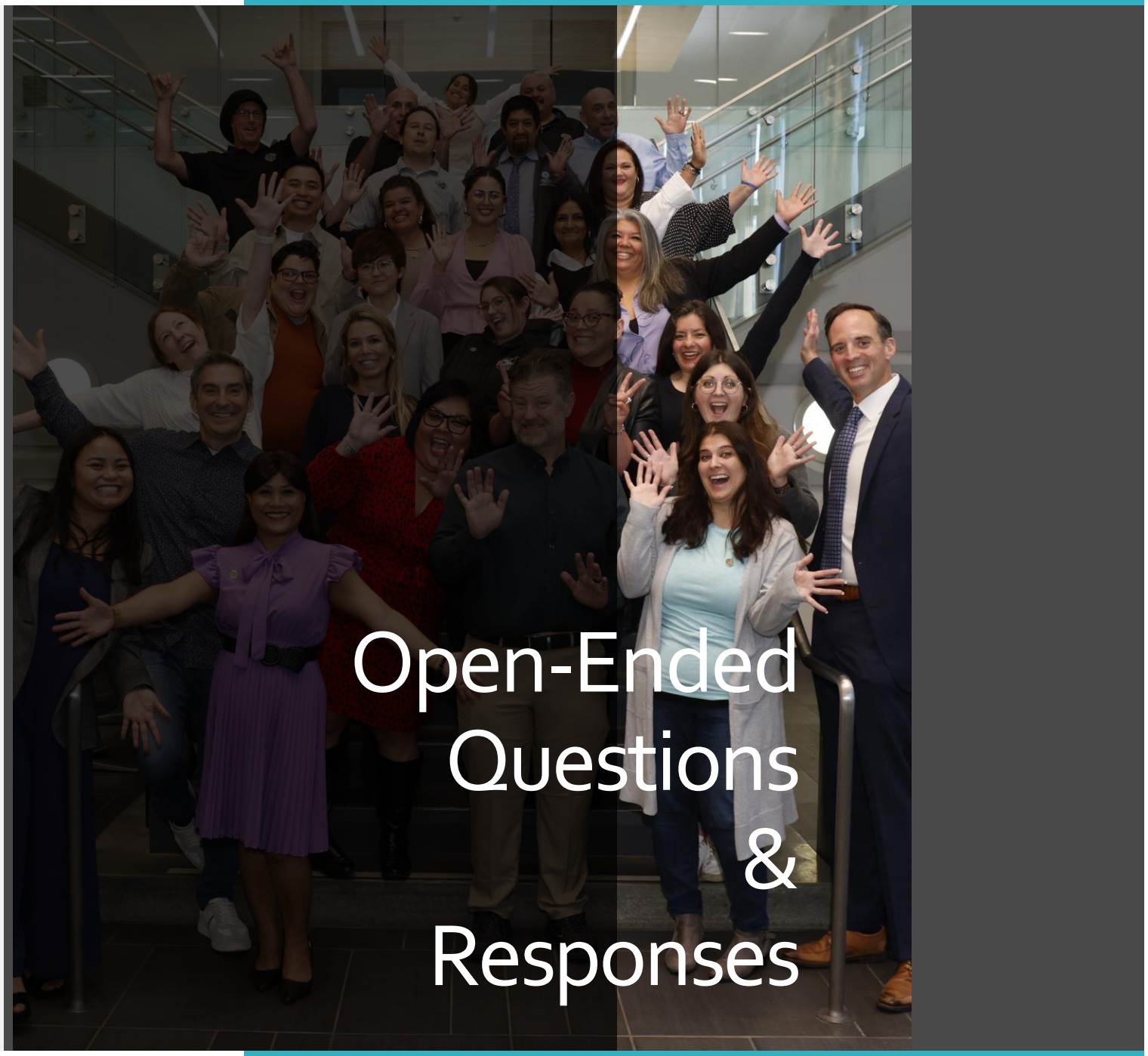
SDCCD
Employees Climate

Data Dashboard Example



Focus Year:

2022



Open-Ended Questions & Responses

Three Questions Included:

Please comment on areas of the climate you believe your primary institution supports well.

Please comment on one area of the climate you believe your primary institution needs to improve upon.

Please describe your experience with the climate of your primary institution related to Diversity, Equity, Access, Inclusion, or any other aspect you find relevant to the climate.

Key Themes Uncovered in the 2022 Survey's Open-Ended Questions

Please comment on areas of the climate you believe your primary institution supports well.

- Effective support for **Diversity, Equity, and Inclusion** (DEI) initiatives.
- Positive contributions from **support services**, particularly from colleges.
- **General positivity about specific individuals**, governance, facilities, academic programming, policies, or safety.

Themes and Respondents' Quotes

Positive Aspects of the Climate

- **DEI support**.
- Contributions from **support services.**
- **General positivity about specific individuals**, governance, facilities, academic programming, policies, or safety.

"There are special interest groups that support students of diverse backgrounds that can help them navigate the system."

"I appreciate the focus on workplace and educational equity and inclusion! I am honored to work here!"

"Support well: The diversity with SDCCD is beautiful!!"

"I think the college and district have improved in the areas of student services and on the front end of things, such as counseling, orientation, and registration."

"DSPS is an amazing office that supports learning at all levels. It is the best support office I have seen at any school I have worked with."

Key Themes Uncovered in the 2022 Survey's Open-Ended Questions

Please comment on one area of the climate you believe your primary institution needs to improve upon.

- Concerns related to **DEI**, including feelings of exclusion and calls for more nuanced approaches.
- Issues in Climate **Workplace Dynamics,** such as **inequitable dynamics, overwhelming workloads, and manifestations of discrimination**.
- Challenges in Climate **Sense of Safety** or Freedom of Expression, particularly regarding the **expression of views and concerns about rights not being respected, especially in religious or political** contexts.

Respondents' Quotes

Areas of Improvement

"The current climate is like a clique. You must believe exactly what is being said or you are "out" and made to feel like you don't care about students. The group in charge of equity is very self-righteous and self-promoting. There are individuals in key positions making money off equity efforts in consulting"

"There are a lot of efforts to have REPRESENTATION of people of color in positions of power, but this does not necessarily always manifest in policy changes or in a change of campus climate."

"I believe that my institution promotes self-segregation"

- Concerns related to **DEI,** including feelings of exclusion.
- Issues in Climate **Workplace Dynamics.**
- Challenges in Climate **Sense of Safety** or Freedom of Expression.

"1. We are over-committed (initiative fatigue) and grossly under-staffed. It is leading to burn-out on massive levels. No one wants to admit it or address it. Many staff and faculty feel that we have sacrificed quality for quantity. 2. Some folks are not as invested in DEI as others,

"…. Ageism also exist at SDCCD and many older faculty (especially adjuncts) try to remain as 'invisible' as possible to avoid references to themselves."

"Allowing debate from ALL voices including those from the right--- this is coming from a liberal. Free speech is suppressed on campus."

Key Themes Uncovered in the 2022 Survey's Open-Ended Questions

Please describe your experience with the climate of your primary institution related to Diversity, Equity, Access, Inclusion, or any other aspect you find relevant to the climate.

- DEI Perceptions, **revealed both positive observations and expressions of exclusion and discrimination**. Some perceived DEI efforts as rhetorical, lacking substantive action.
- Workplace dynamics: **Dysfunctional aspects and treatment disparities** among employees in different classifications.
- Safety and Expression: **Some employees feel unsafe to engage, fearing discrimination or retaliation,** particularly when **expressing political or religious** beliefs.

Respondents' Quotes

"Equity is everyone's responsibility therefore it is NO ONE's responsibility. No one is held accountable for equity on our campus - there has not been training on how to create inclusive programming, funding must be BEGGED for if you want something equitable to happen. ..... No every one is included when we make equitable decisions"

"I being criticized for my first language."

"Policies, procedures and actual practices need to be applied to all employees equally districtwide, not just allow managers to decide how they want to run things primary institution by primary institution. The disparity between campuses/district and lack of equity and equal practices for students and staff districtwide is unfair and appalling."

"Dialogue and free speech MUST be allowed, even if those speaking are not saying/doing things you agree with. No one truly feels safe as long as there are things no one can talk about. Politics, religion, sexuality must be allowed in both classroom and faculty room with a tolerance for ALL, not just for what is popular."

Diversity, Equity, Access and Inclusion

- DEI Perceptions, **revealed both positive observations and expressions of exclusion and discrimination**.
- **Dysfunctional aspects and treatment disparities.**
- Safety and Expression: **Some employees feel unsafe to engage.**

Resources

Term	Reports and Dashboards
Historical **2010, 2014, 2018, 2022**	Districtwide Dashboard ; Detailed Dashboard Individual Dashboards: City, Mesa, Miramar, SDCCE ; District Office Districtwide Report
Spring 2022	Individual reports: City, Mesa, Miramar, SDCCE
Spring 2018	Individual reports: City Mesa, Miramar, SDCCE Presentation: Board Presentation

Thank You & Questions

II&E/ OIER

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