



**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

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Director, OIER

**SDCCD**  
Employees Climate

# 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

Total responses:  
730

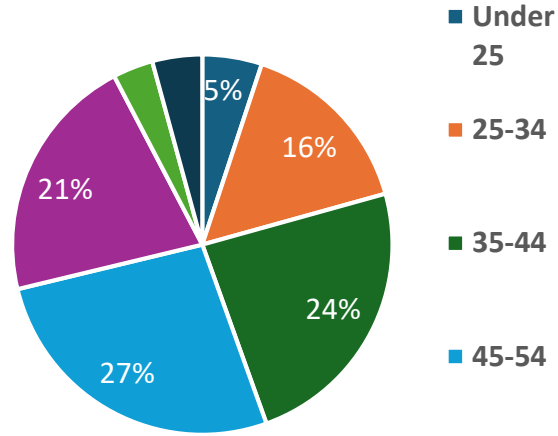


2010, 2014, 2018, and 2022

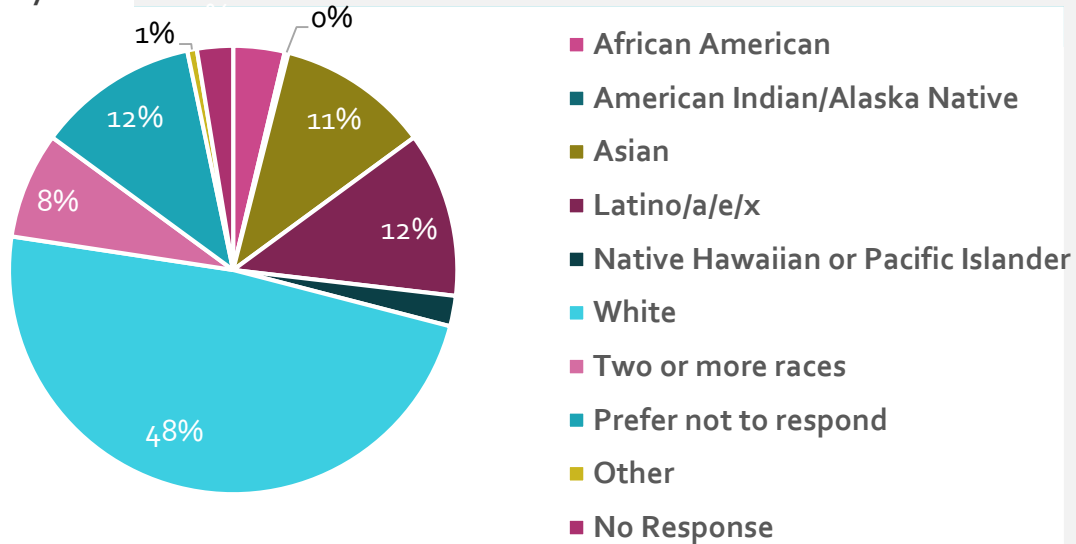
1. Evolution of Our Institution
2. Comprehending Campus Dynamics
3. A Methodical Approach to Data Collection



### Age



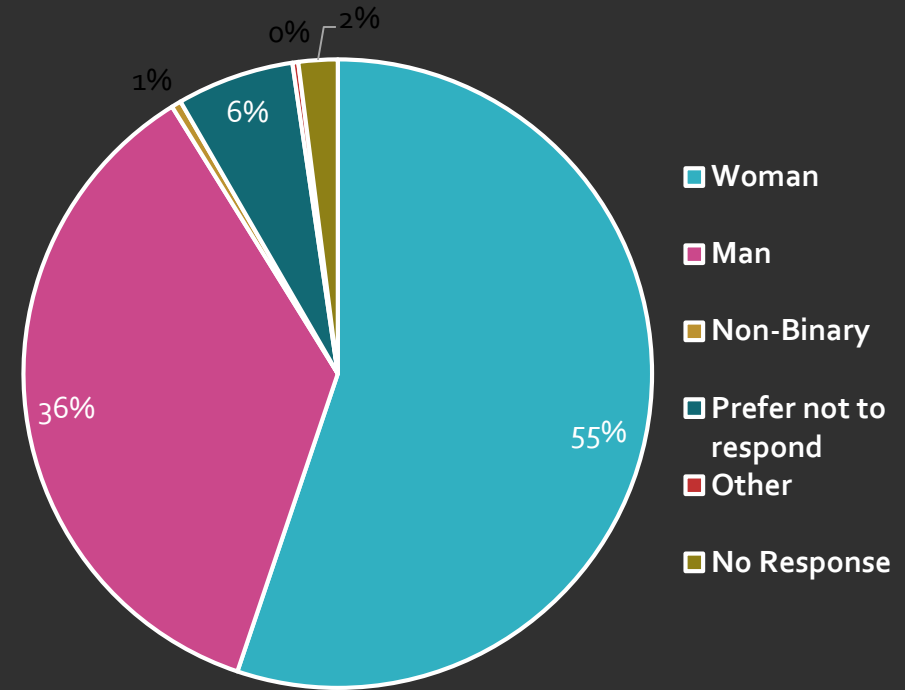
### Ethnicity



# Demographics

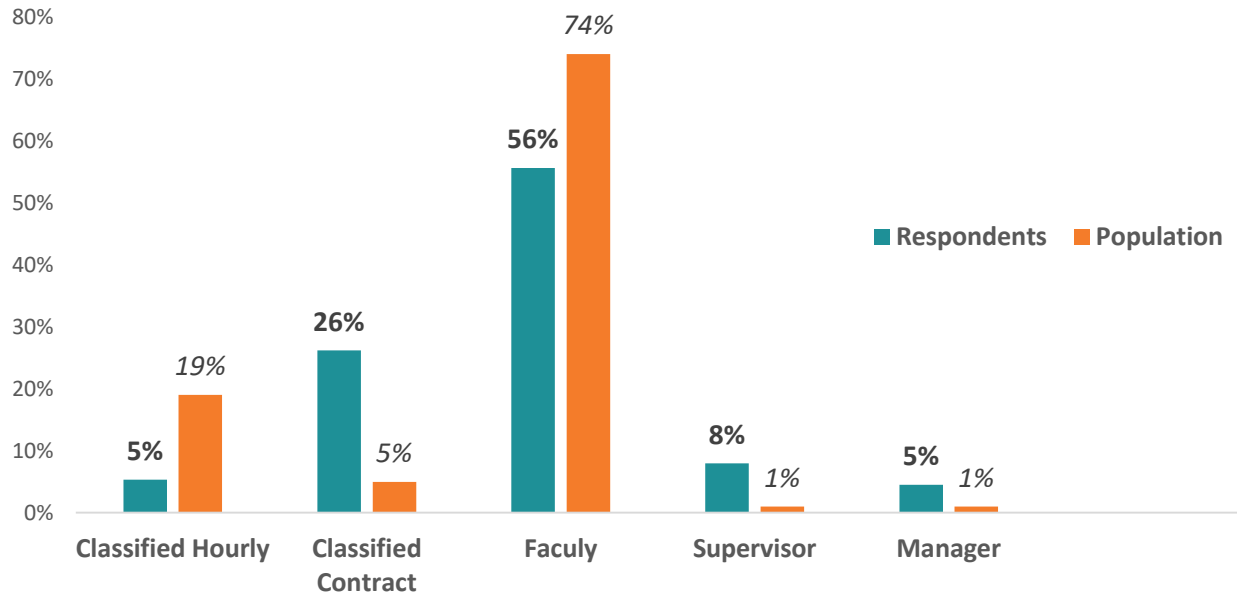
## All Years Included

### Gender Identity

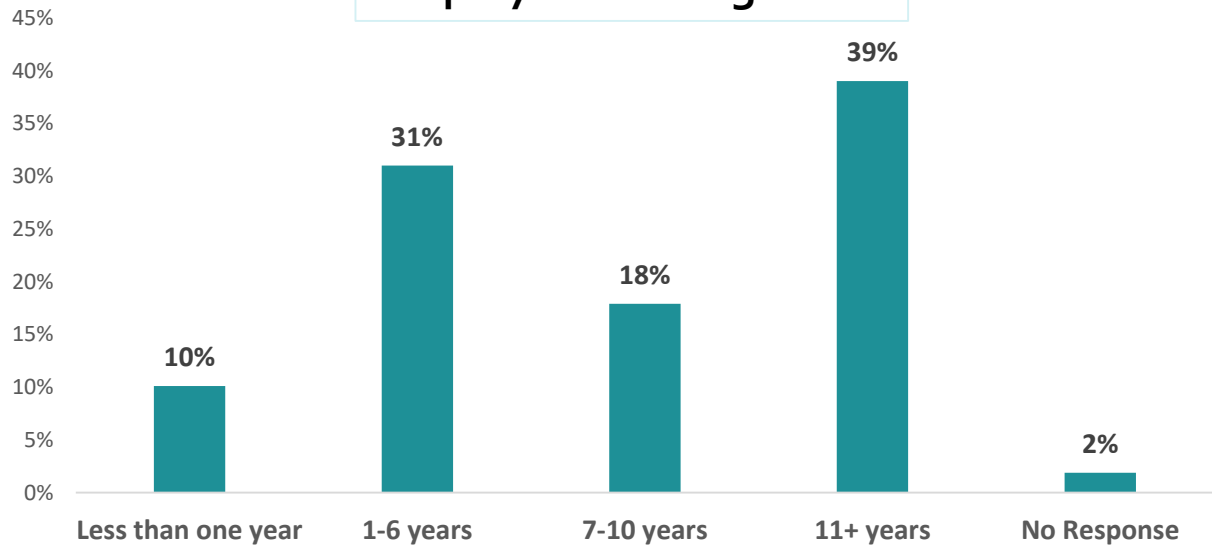


All Iterations Included

## Employment Type



## Employment Length



# Employment

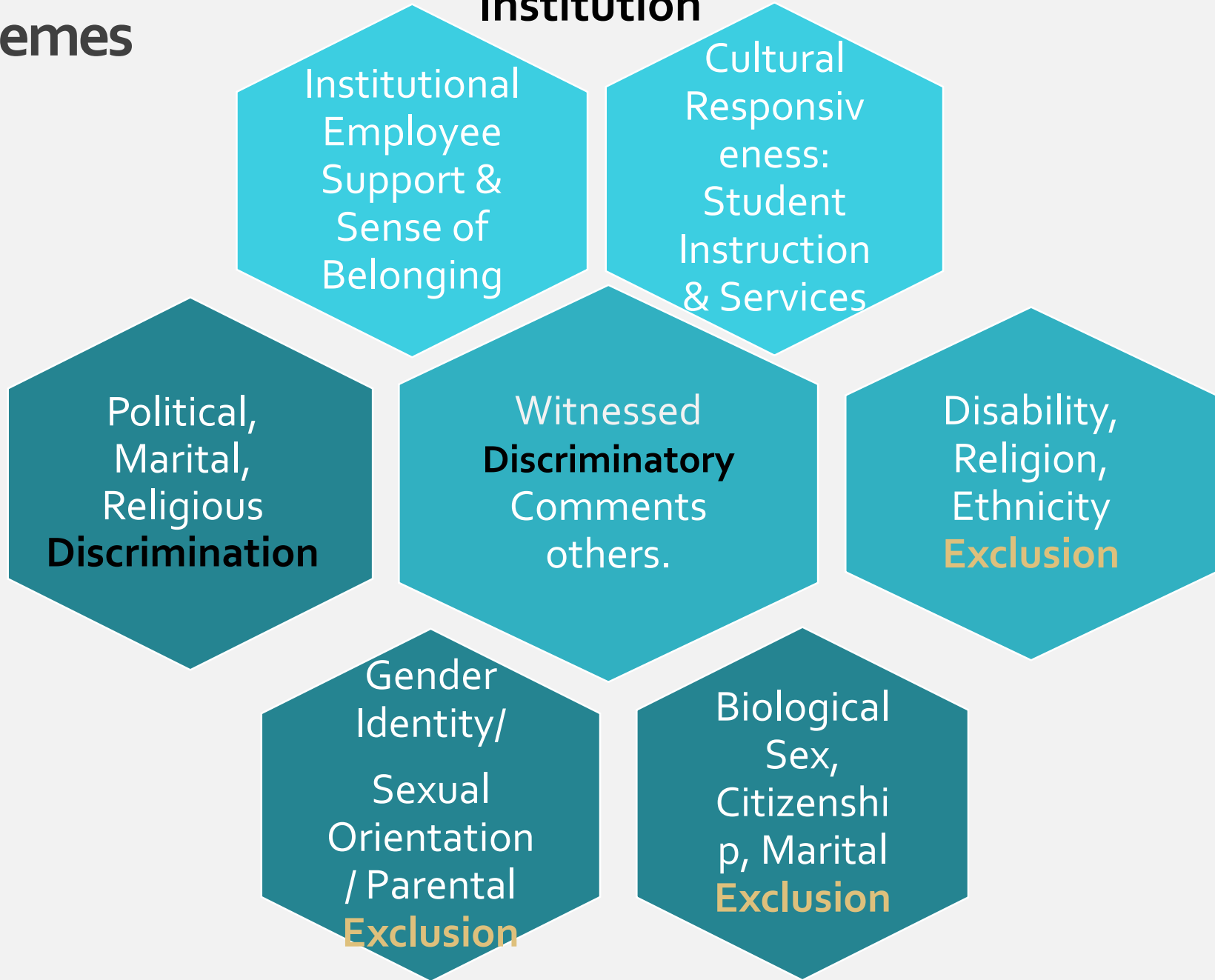
All Iterations Included



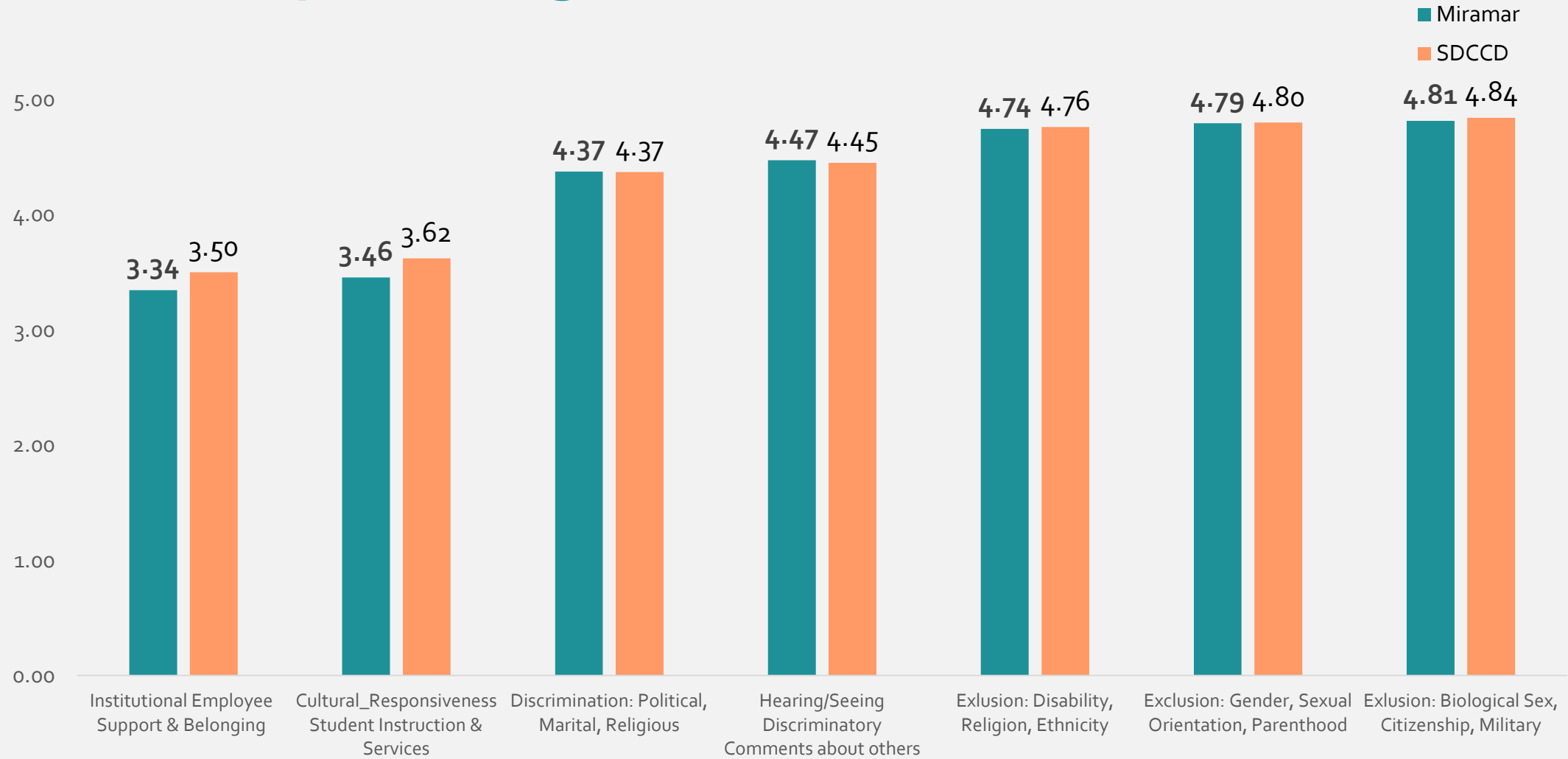
# Findings

# Main Themes

## Institution



# Theme Analysis: Average 2010-2022



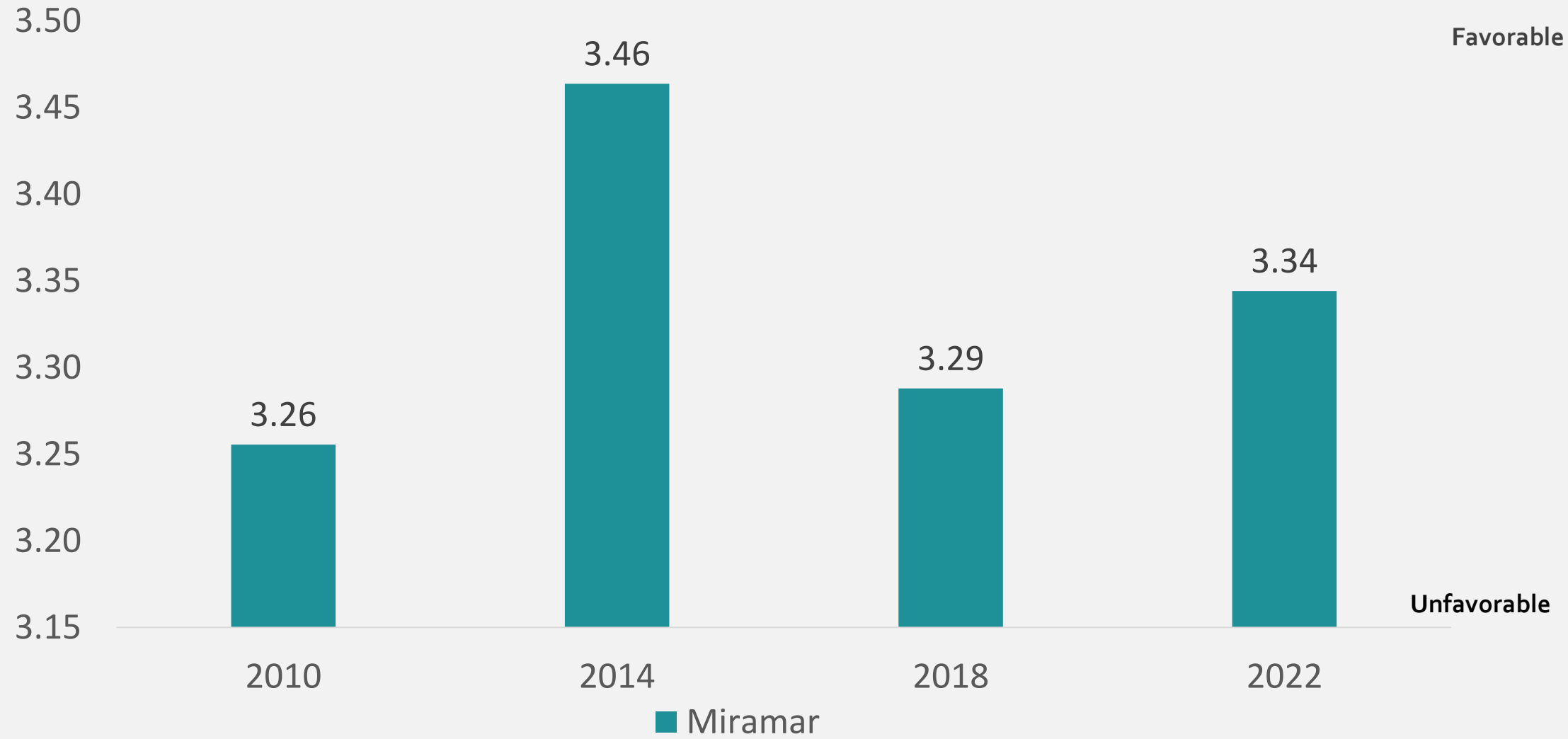
Favorable

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

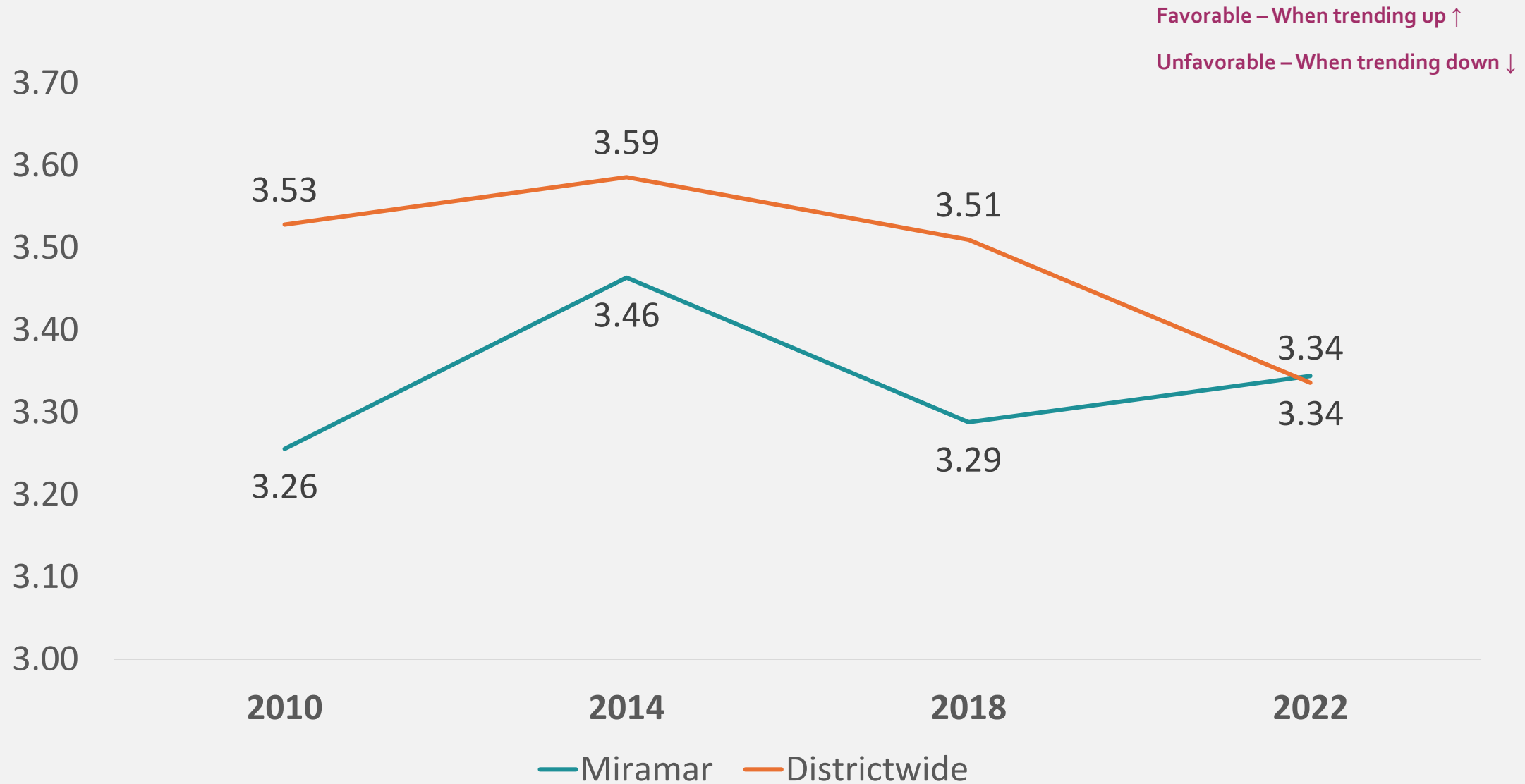
Unfavorable



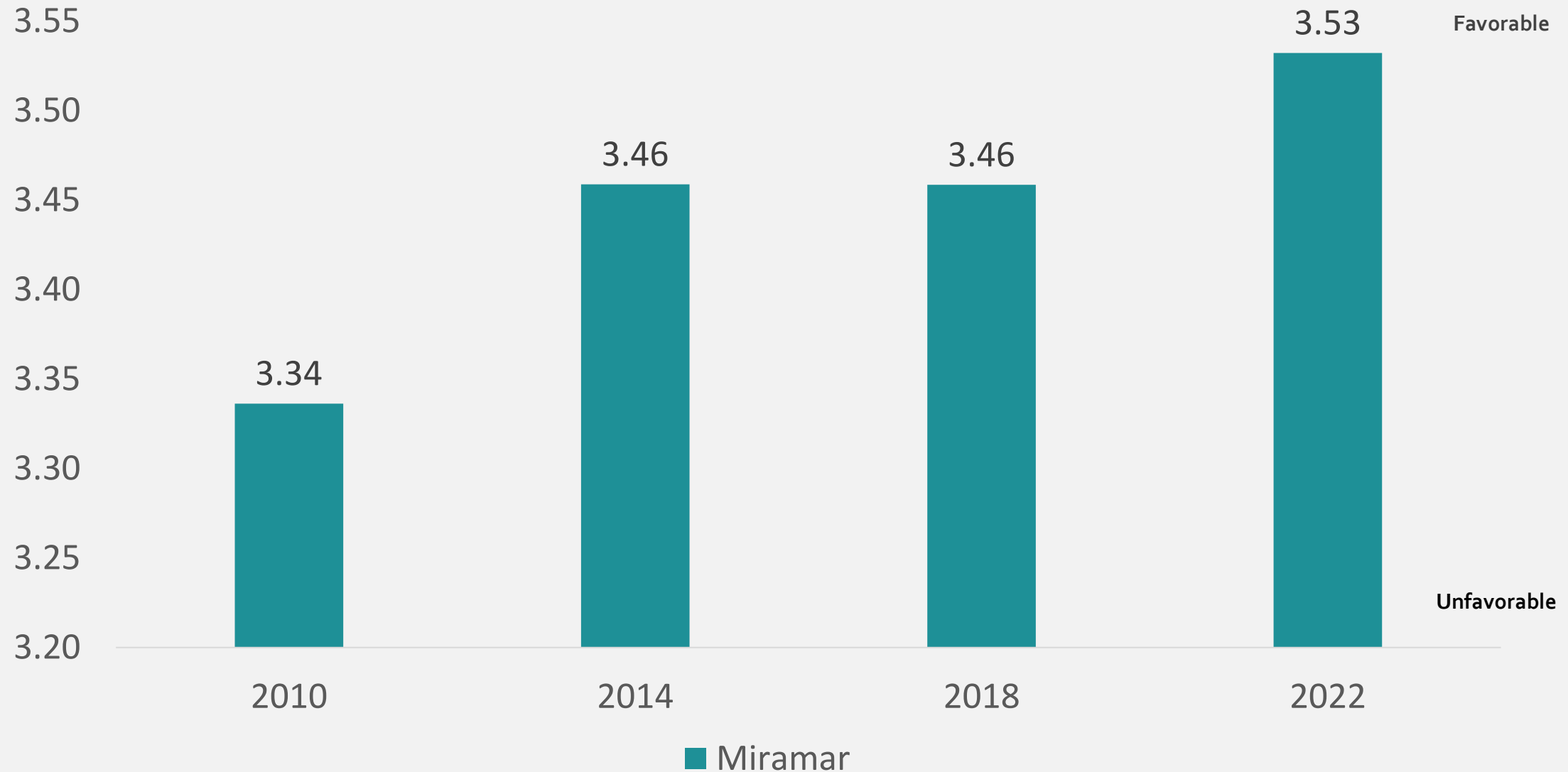
# Institutional Employee Support & Sense of Belonging - Yearly Averages



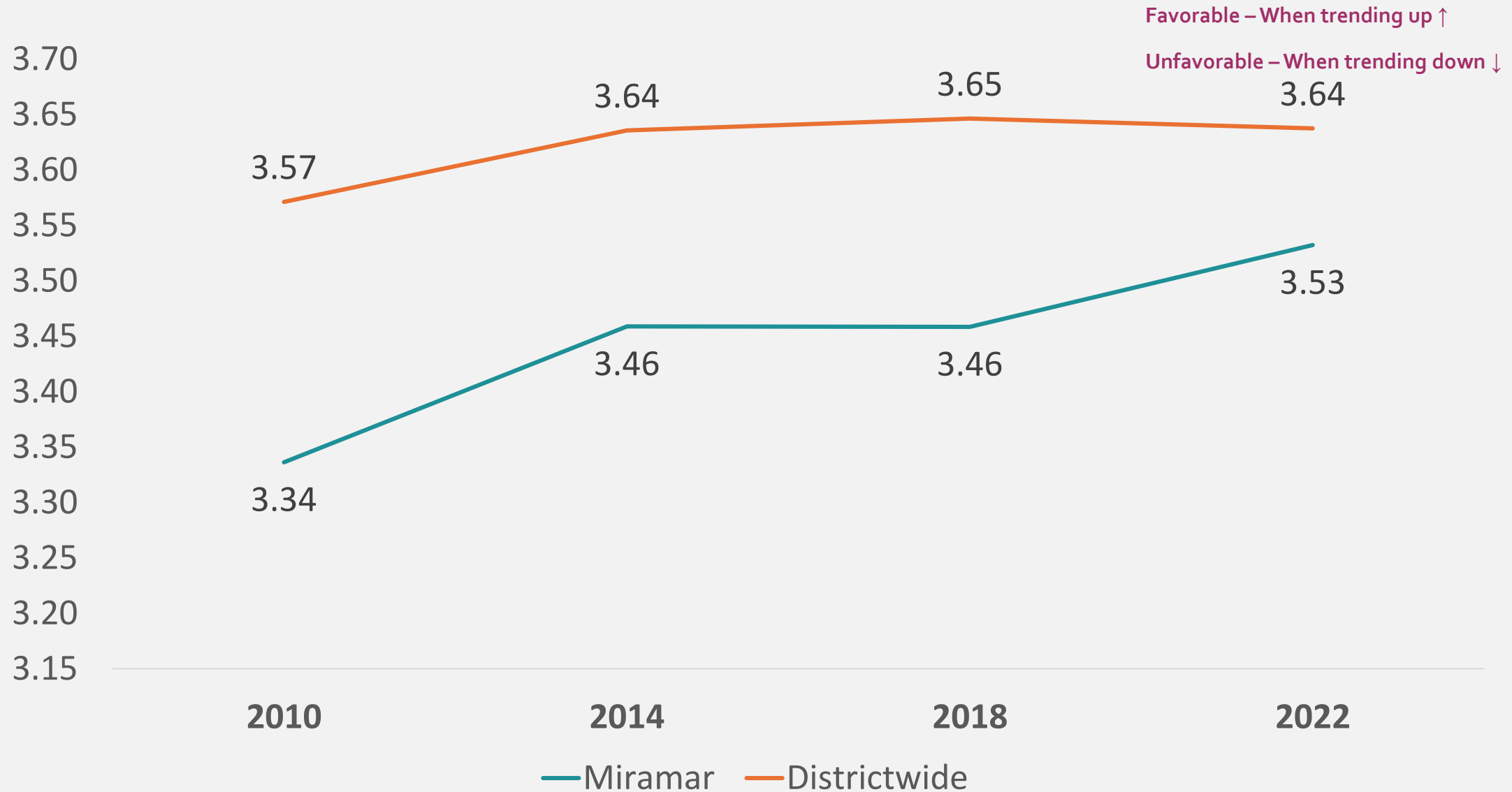
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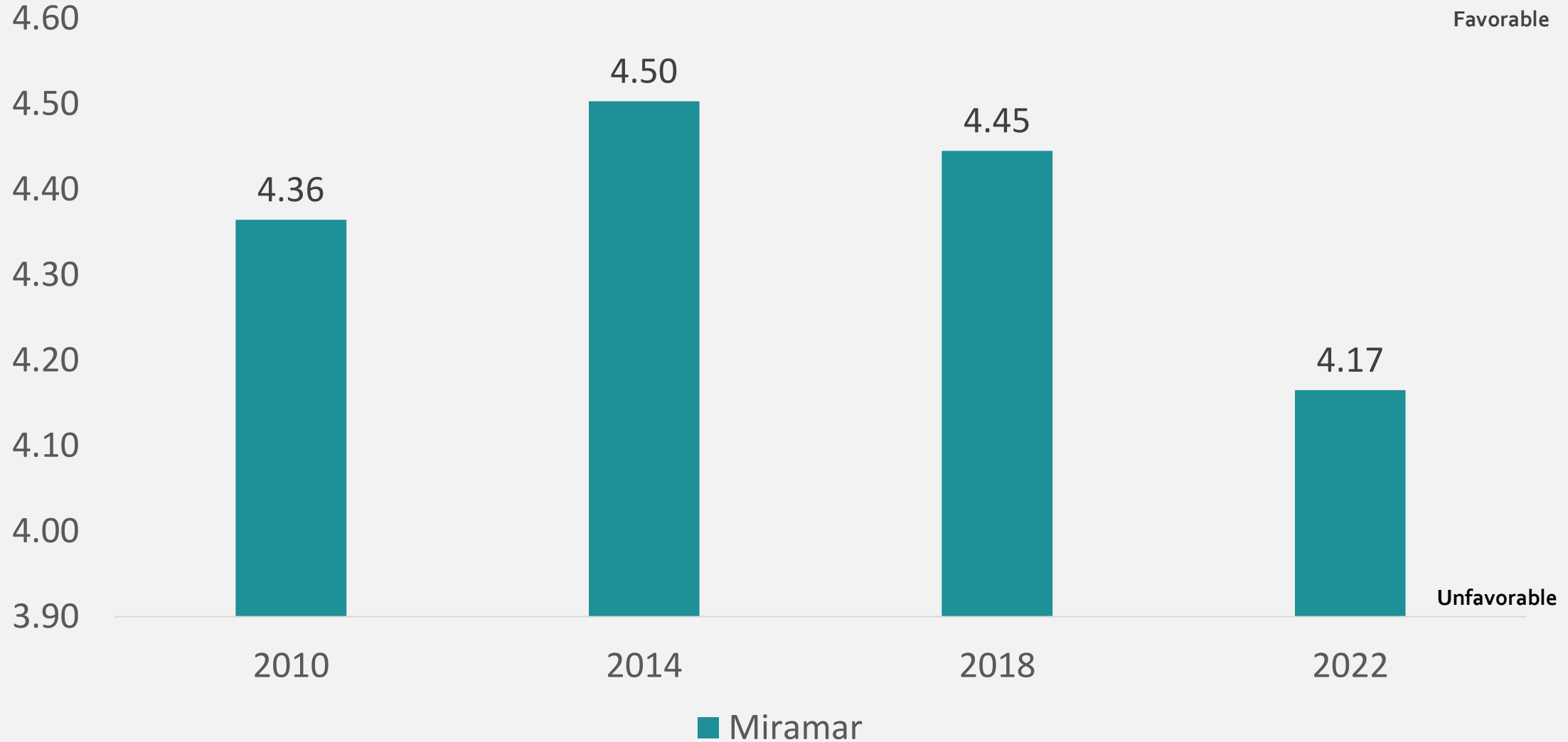
# Cultural Responsiveness: Student Instruction & Services - Yearly Averages



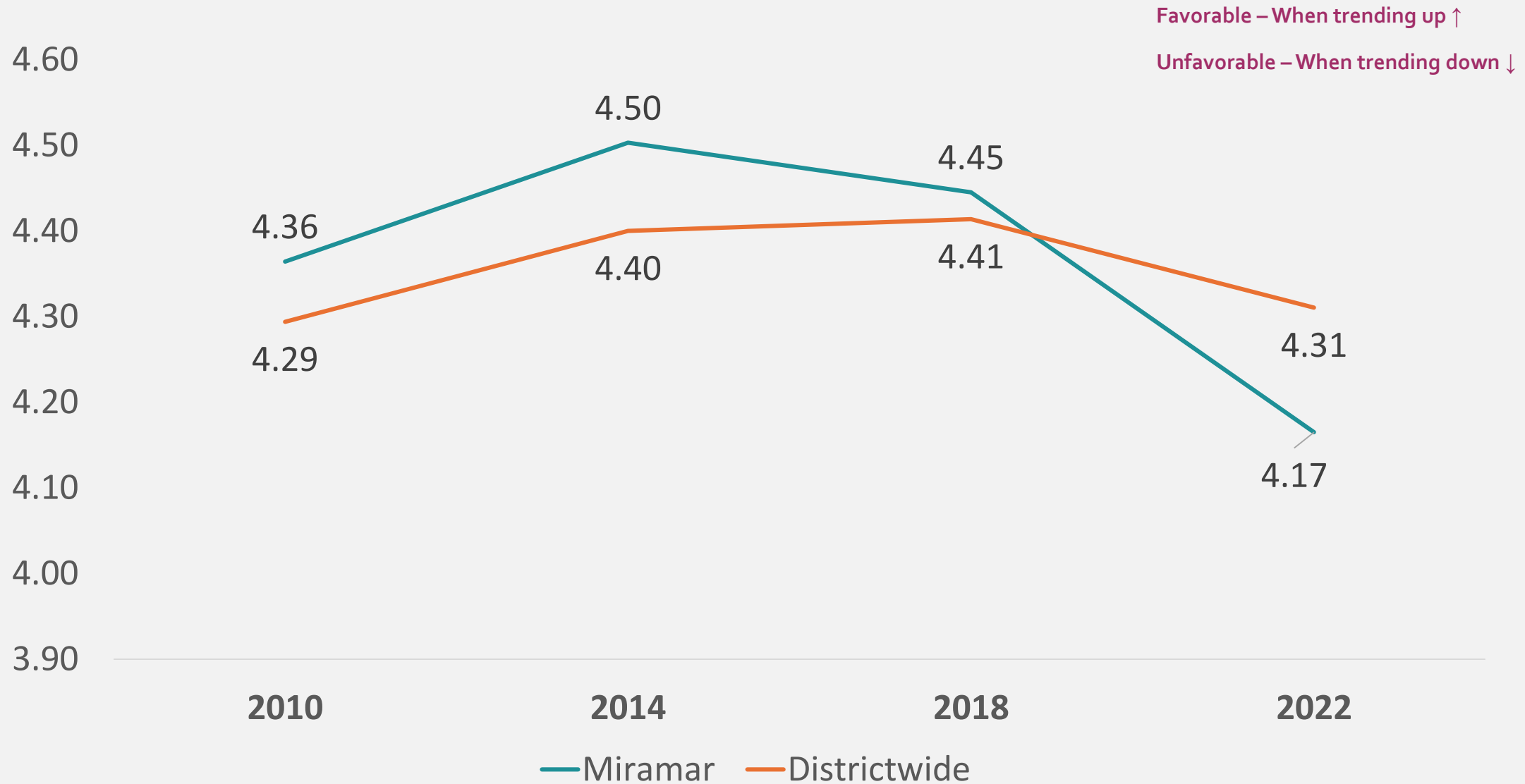
# Cultural Responsiveness: Student Instruction & Services - Yearly Averages



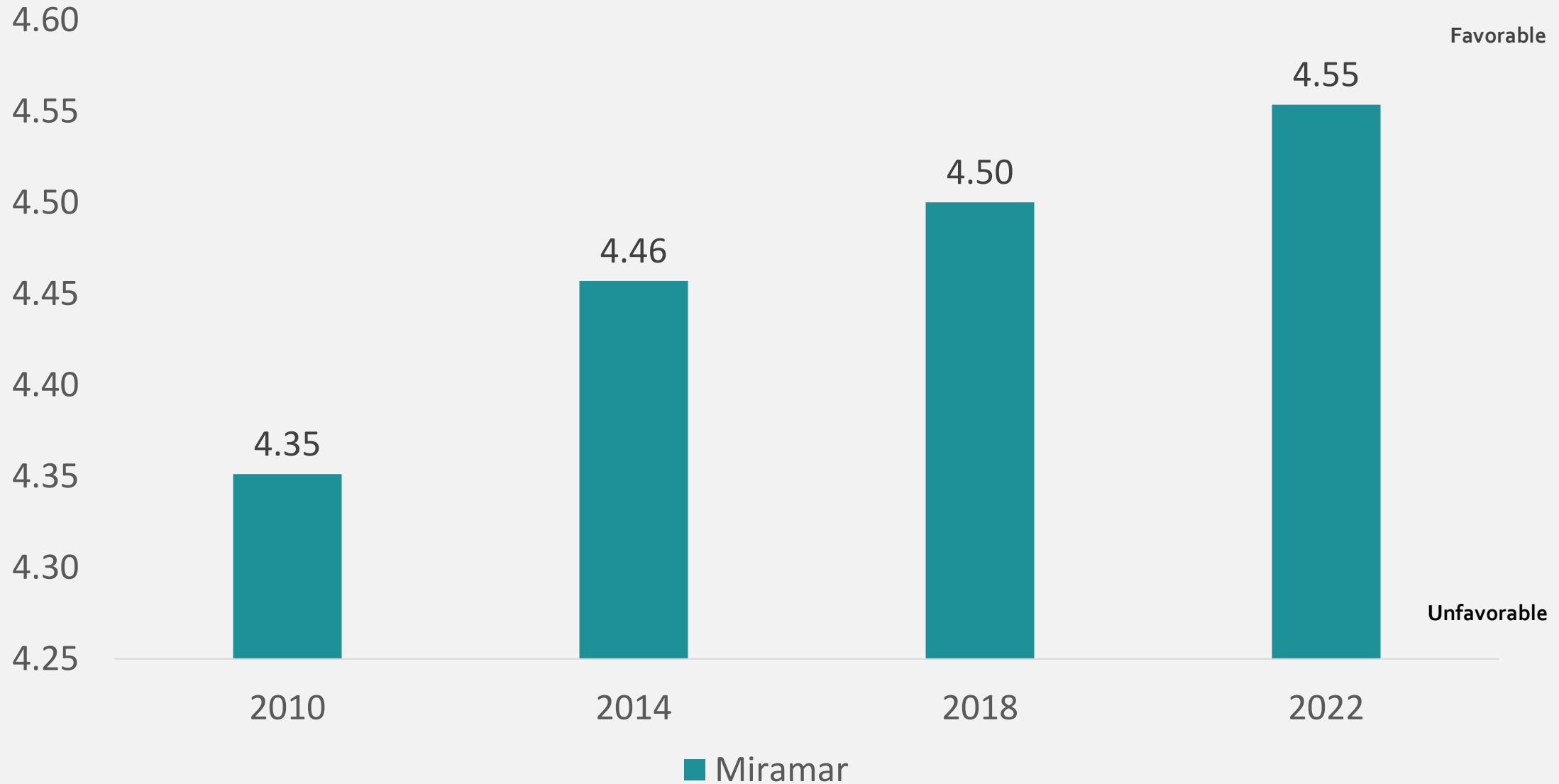
# Discrimination: Political, Marital, Religious -Yearly Averages



# Discrimination: Political, Marital, Religious - Yearly Averages



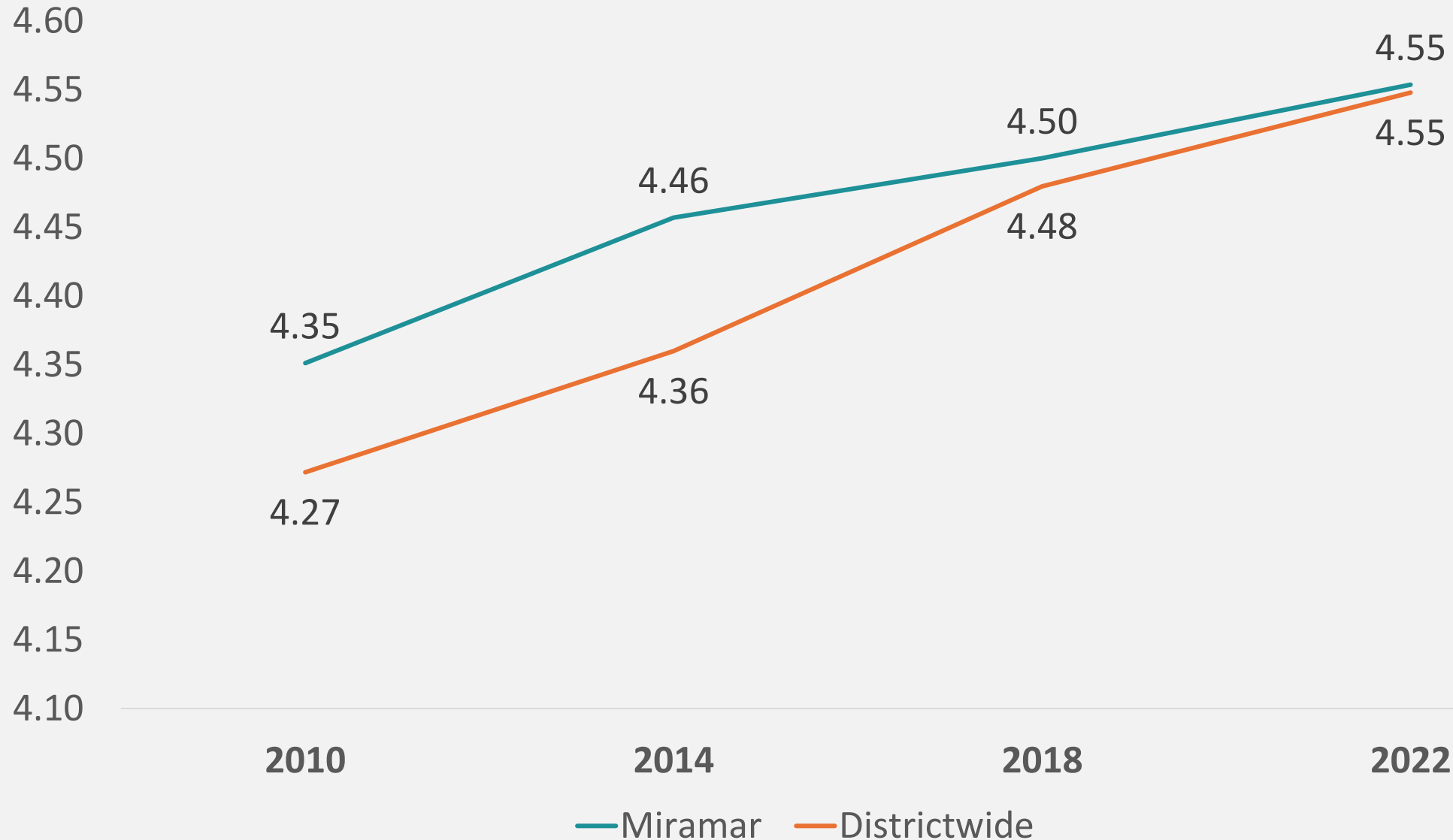
# Discrimination: Witnessed/heard Comments about Others - Yearly Averages



# Discrimination: Witnessed/heard Comments about Others - Yearly Averages

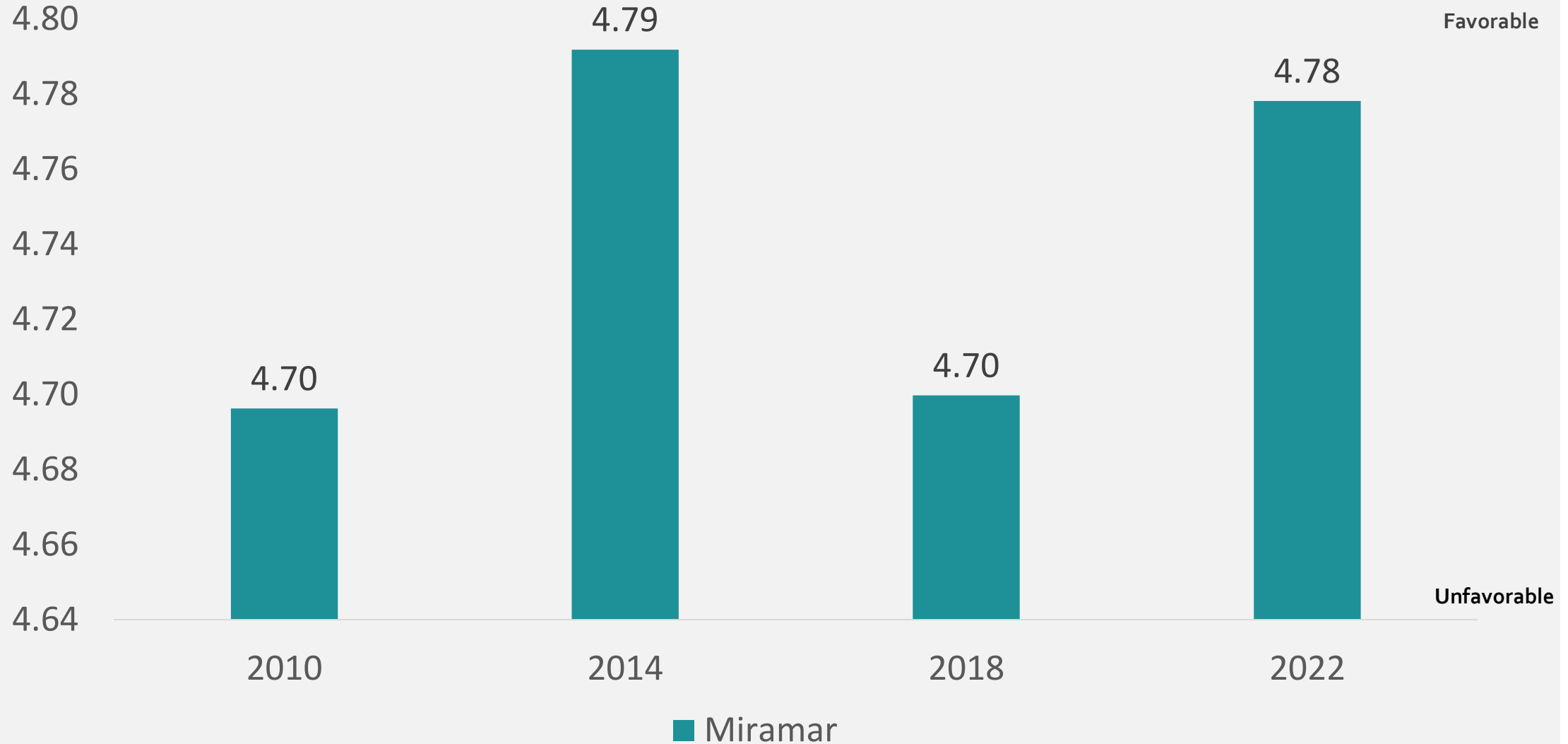
Favorable – When trending up ↑

Unfavorable – When trending down ↓

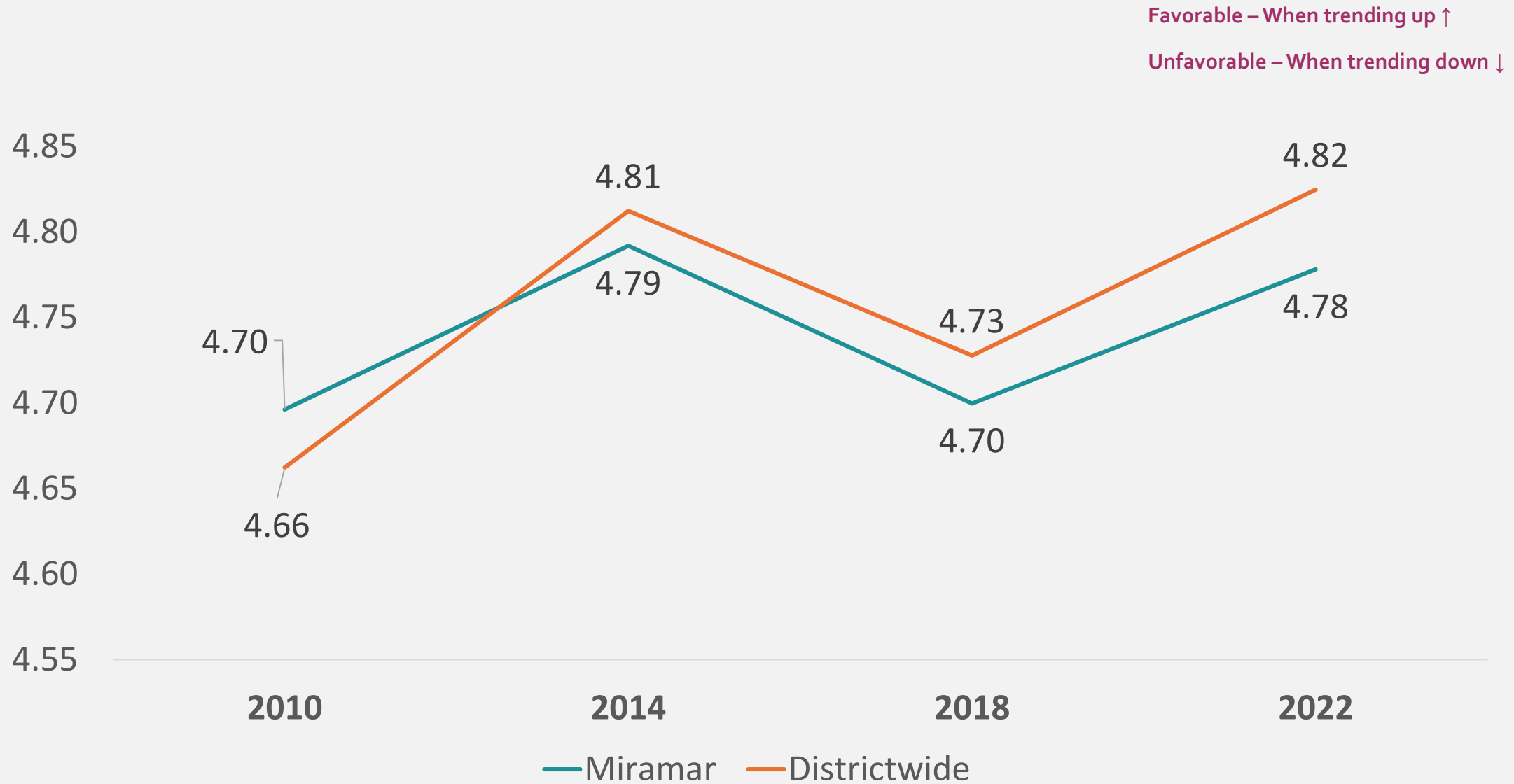




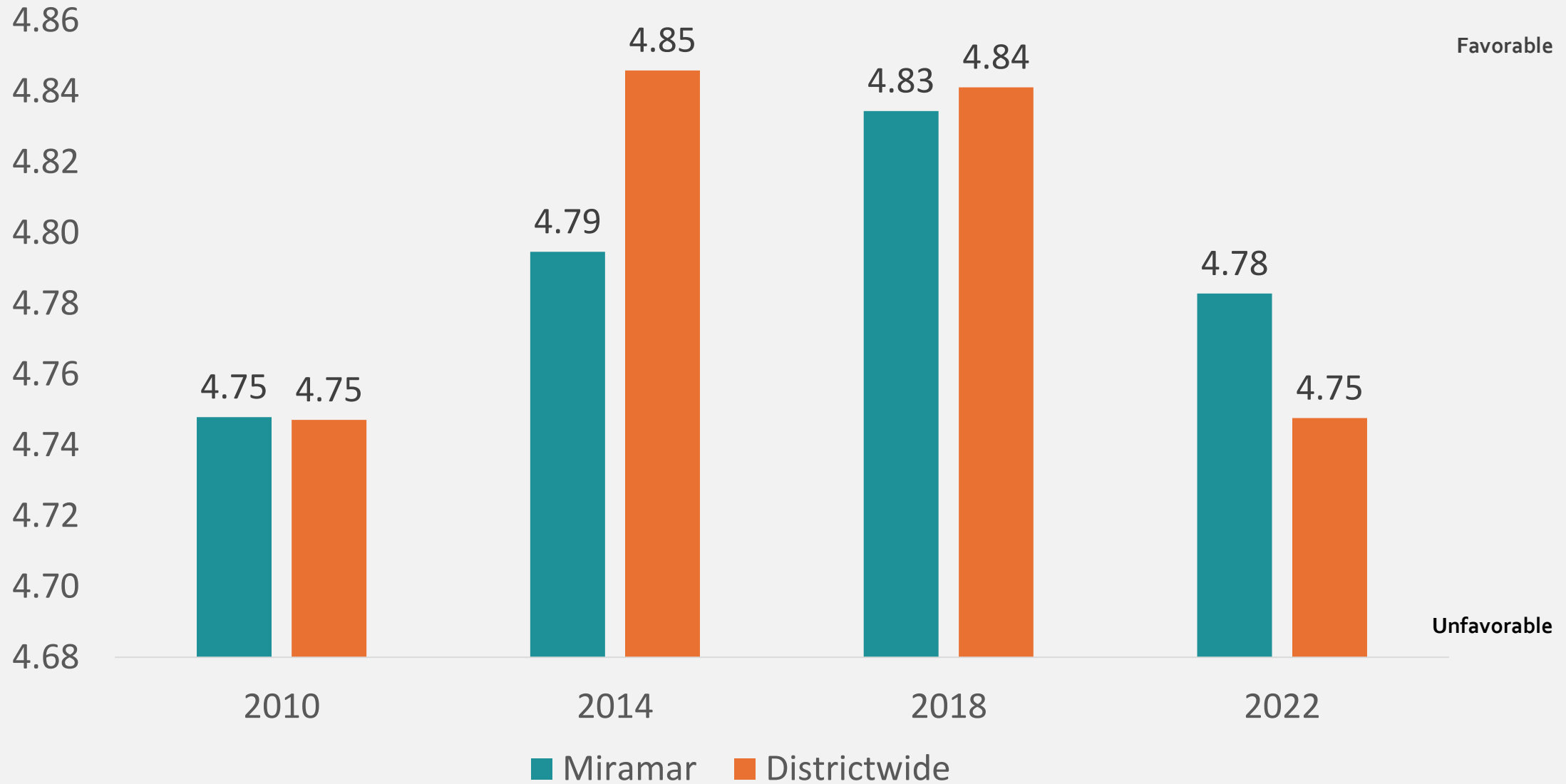
# Exclusion: Disability, Religion, Ethnicity - Yearly Averages



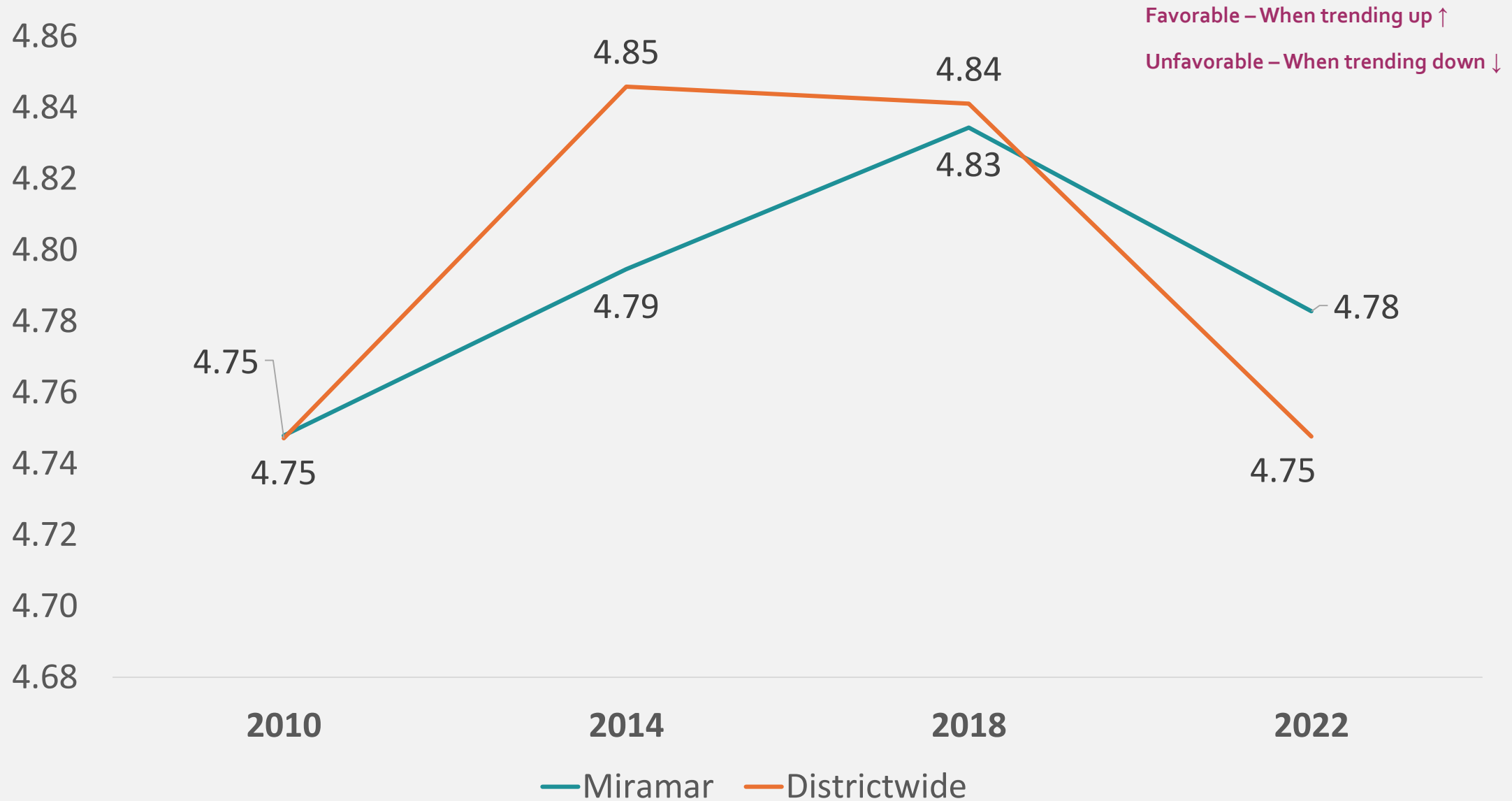
# Exclusion: Disability, Religion, Ethnicity - Yearly Averages



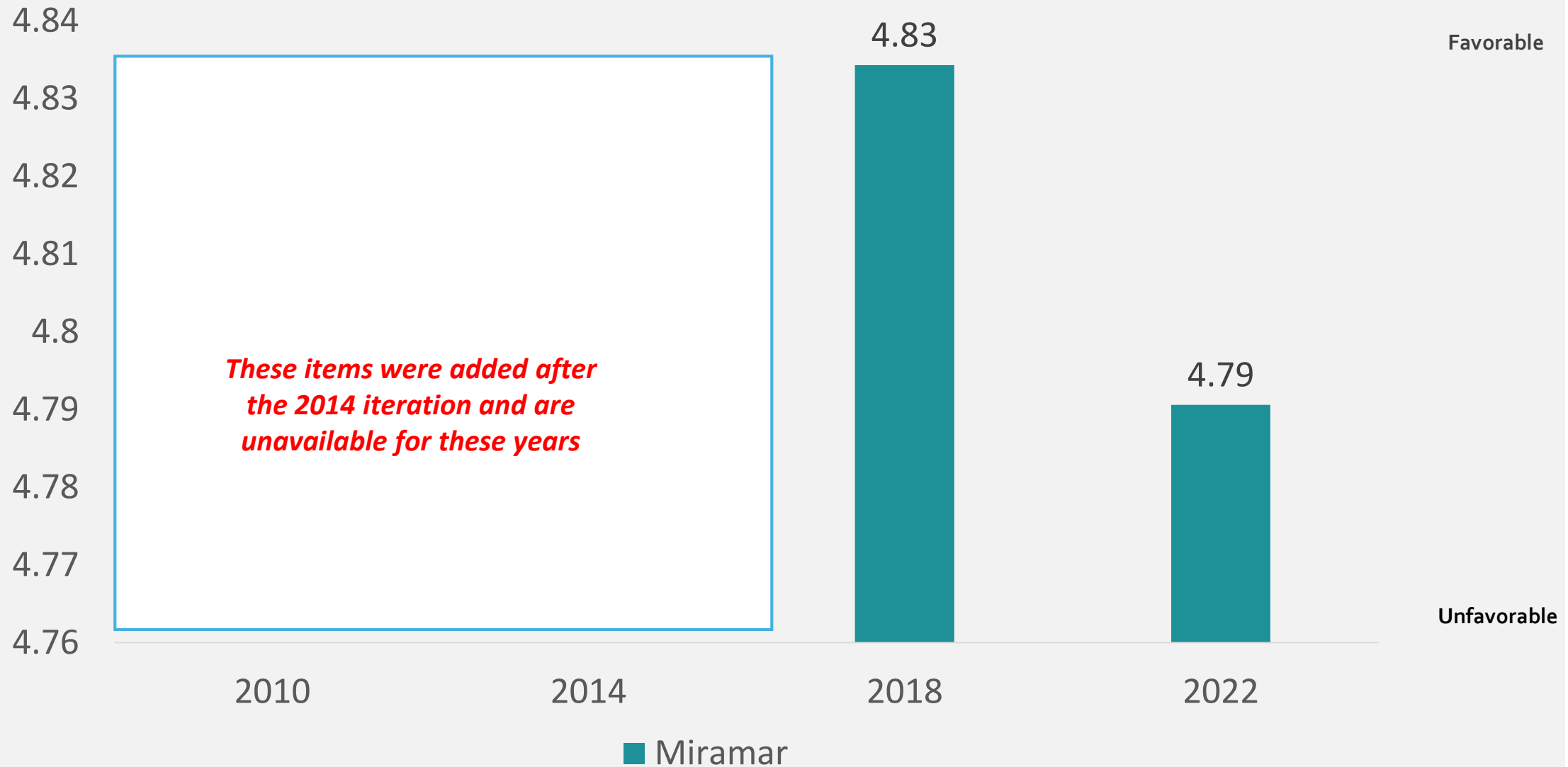
# Exclusion: Gender, Sexual Orientation, Parenthood -Yearly Averages



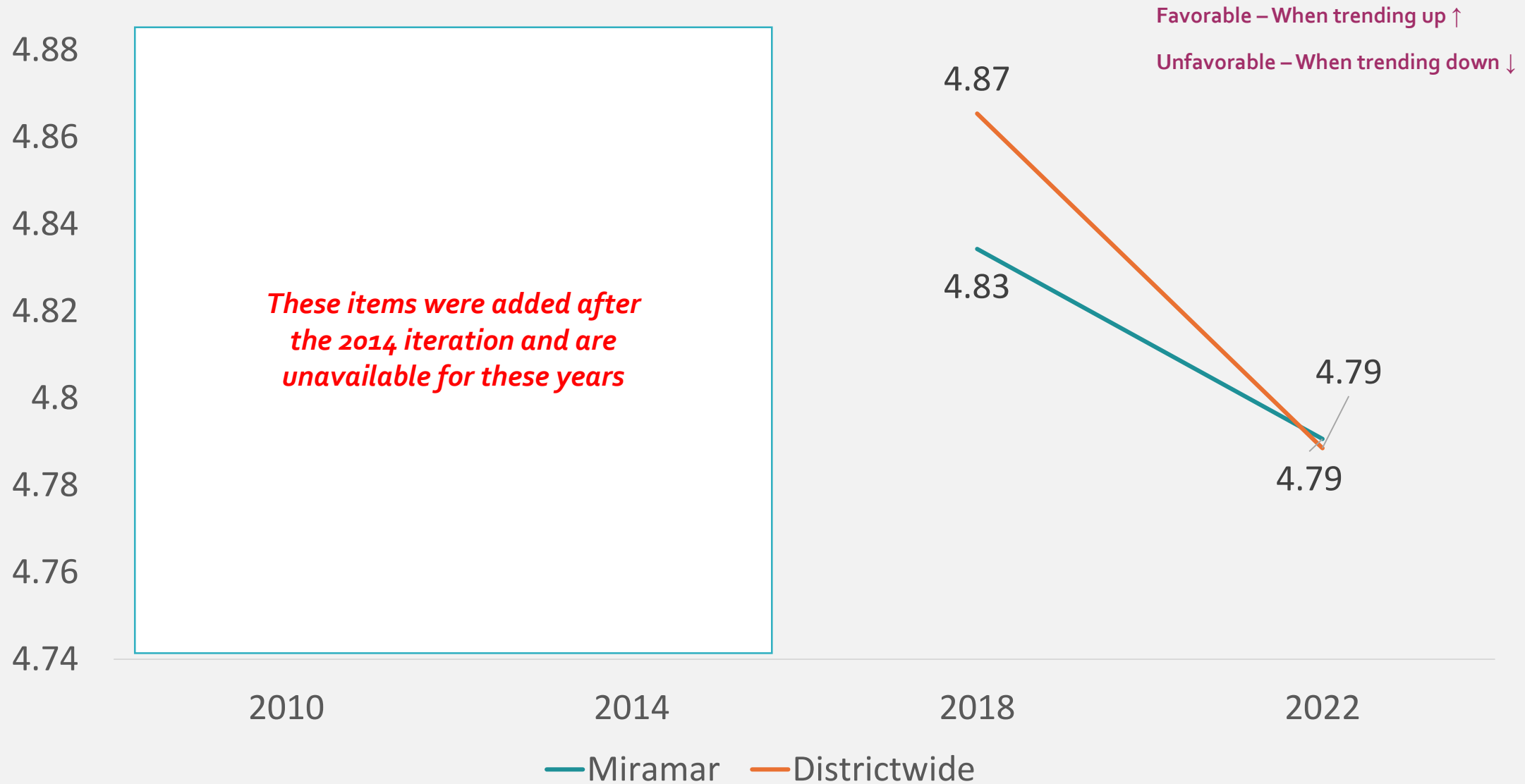
# Exclusion: Gender, Sexual Orientation, Parenthood -Yearly Averages



# Exclusion: Biological Sex, Citizenship, Military -Yearly Averages



# Exclusion: Biological Sex, Citizenship, Military -Yearly Averages



- Cover
- Overview and Resources
- Definitions
- Respondents
- Characteristics
- Agreement vs Frequen...
- Factor Comparison
- Agreement Items
- Frequency Items
- Factors
- Intro to Factors
- Institutional Employee ...
- Cultural Responsivene...



**SAN DIEGO  
COMMUNITY COLLEGE  
DISTRICT**

**SAN DIEGO  
MIRAMAR  
COLLEGE**

# **Employee Cultural Climate Survey Historical Overview**

*Miramar College*

Prepared by:  
SDCCD Office of Institutional Effectiveness and Research  
Fall 2023

**Focus  
Year:**

**2022**





## 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.

*"I believe that my institution is really trying to move in an equitable direction and ground its work, mission and values in equity. It has a lot of work groups and committees that compared to other institutions I find very productive, and active as well as there being a culture of genuinely caring about our students."*

*"DEI, civility, and inclusion. There is respect for participatory governance. There remain pockets of racism and prejudice, and there are hard feelings that a lot of people harbor, but the college is making efforts to help with this."*

*"The climate seems welcoming and accommodating to race, gender, and cultural diversity, but it could have better accommodations for the mobility-impaired."*

# 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

*"My institution only suppresses dissenting voices and retaliates against employees who speak up about shady practices on my job site."*

*"My institution support any areas of climate well that they want to and don't support the ones they don't want to."*

*"1. An increasingly impersonal environment. Deans and other administrators seldom if ever step outside of their offices to visit departments within a school. 2. Lack of HR concern for employees nearing retirement. Is anyone available in the SDCCD HR Benefits / Retirement office to respond to pre-retirement questions?"*

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

*"To be honest, the institutions (Miramar and the district) does not do a good job. For example, at the department level, there are little to no discussions-- or even interest-- in looking at course retention and success outcomes by DI groups even though several contract faculty members identify as Latinx or AAPSI. As an institution, there is a culture that does do not value or cultivate critical self-awareness, and there is a reliance on anecdotal experiences from teaching where deficit-mindsets about students and teaching run rampant."*

*"Attitude of the management towards employees is hostile. Employees are treated as a bunch of replaceable clones and often targeted. After EEOC findings, the District was supposed to send managers to training and stop discriminating and retaliating, but unfortunately hostile attitude continues."*

# 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

*"The Administration needs to earn the trust of faculty, students, and the community that it is supposed to be supporting. To promote equity and diversity, stop virtue signaling and buzzwords, stop efforts at political indoctrination, and stop trying to sow divisiveness about the pet topics of race, ethnicity and sexual orientation. Diversity and equity are broader than that. Accept and embrace diverse viewpoints that you actually disagree with - not just lockstep leftist views that appear to be politically expedient and safe."*

*"The institution needs to be accepting of those who have differing view points. There is a lot of current hypocrisy as only those with similar political or religious views are accepted. "We must accept all, but you are not accepted" is the general message that seems to be constantly repeated."*

## 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.**

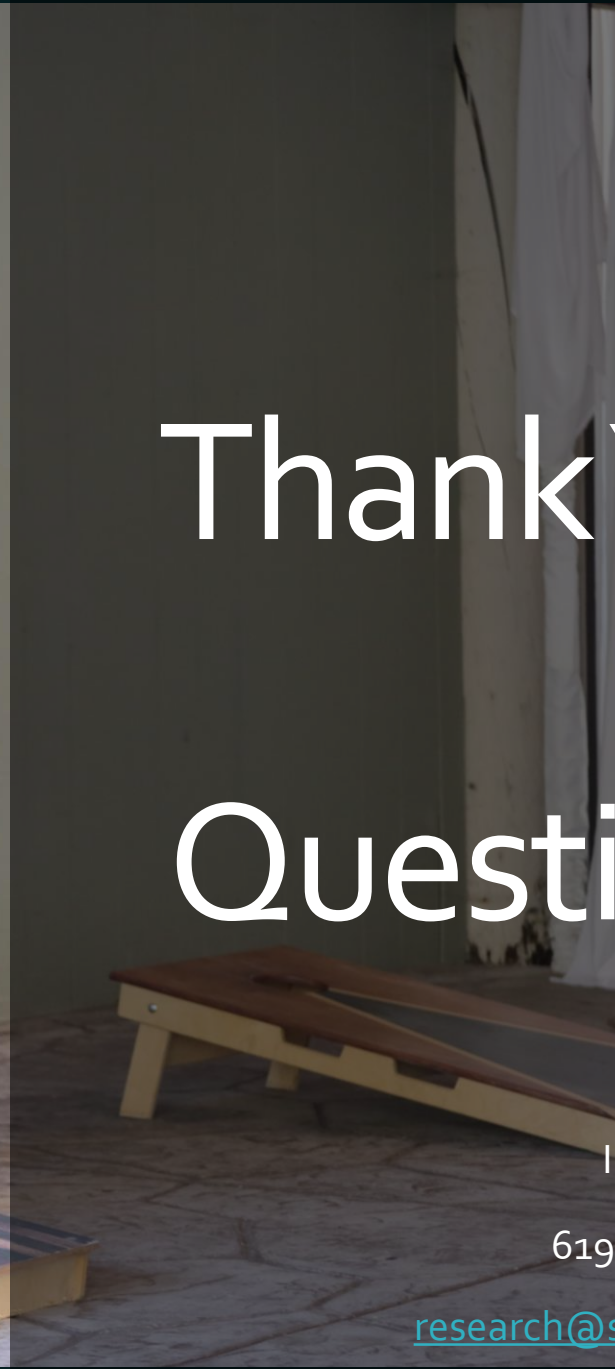
# Next Steps

Activity	Status and Outcomes
<b>Present to DGC and Board of Trustees</b>	Introductory Presentation Completed.
<b>Individual College Data Presentations at Each College</b>	In Progress
<b>Upcoming Climate Survey</b>	Depending of approval, to participate in the statewide survey designed by RP for CCs
<b>Explore Outside Vendor for Qualitative Research</b>	Not Yet Started. This is Dependent on the Feedback Across the Institutions.





# Resources

Term	Reports and Dashboards
<b>Historical</b>  <b>2010, 2014, 2018, 2022</b>	<a href="#">Districtwide Dashboard</a> ; <a href="#">Detailed Dashboard</a>  Individual Dashboards: <a href="#">City</a> , <a href="#">Mesa</a> , <a href="#">Miramar</a> , <a href="#">SDCCE</a> ;  <a href="#">District Office</a>  <a href="#">Districtwide Report</a>
<b>Spring 2022</b>	Individual reports: <a href="#">City</a> , <a href="#">Mesa</a> , <a href="#">Miramar</a> , <a href="#">SDCCE</a>
<b>Spring 2018</b>	Individual reports: <a href="#">City</a> <a href="#">Mesa</a> , <a href="#">Miramar</a> , <a href="#">SDCCE</a>  Presentation: <a href="#">Board Presentation</a>



# Thank You & Questions

II&E/ OIER 

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