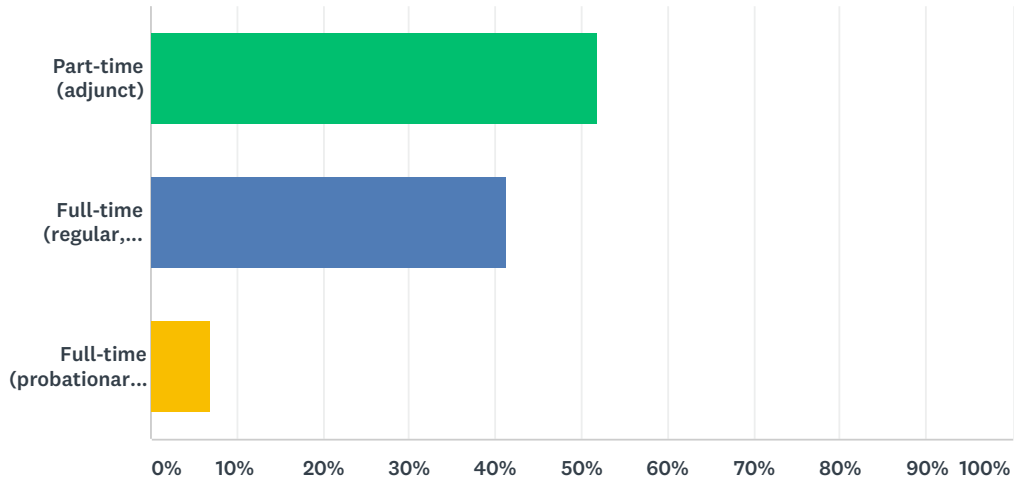


### Q1 Which type of faculty member are you? Check all that apply.

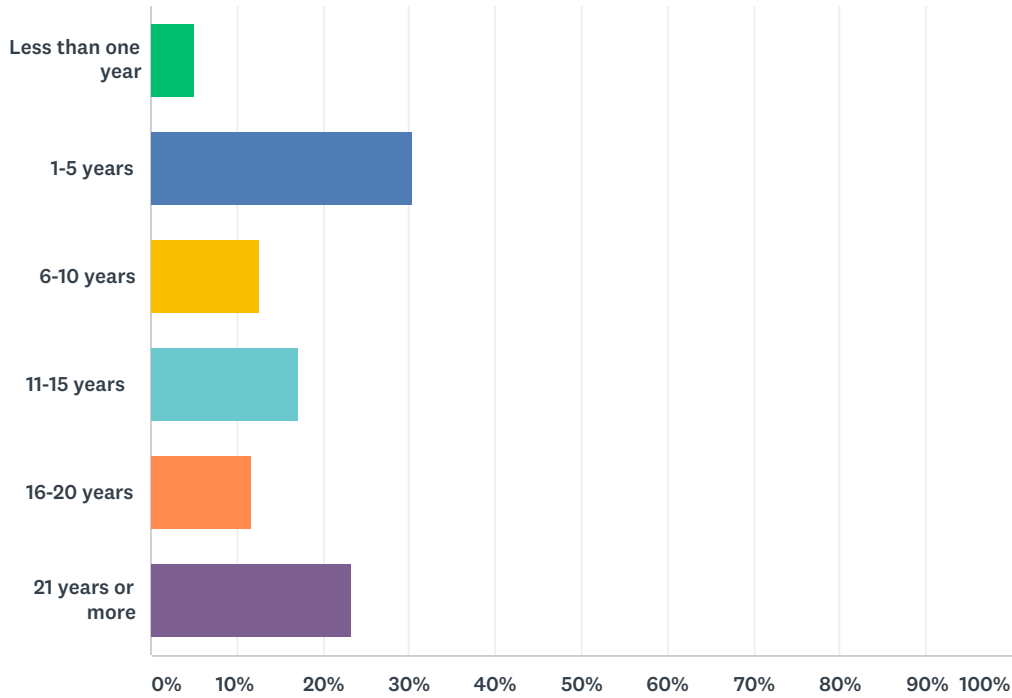
Answered: 403 Skipped: 4



ANSWER CHOICES	RESPONSES	
Part-time (adjunct)	51.86%	209
Full-time (regular, contract faculty)	41.19%	166
Full-time (probationary faculty member)	6.95%	28
Total Respondents: 403		

## Q2 How long have you been employed at SRJC?

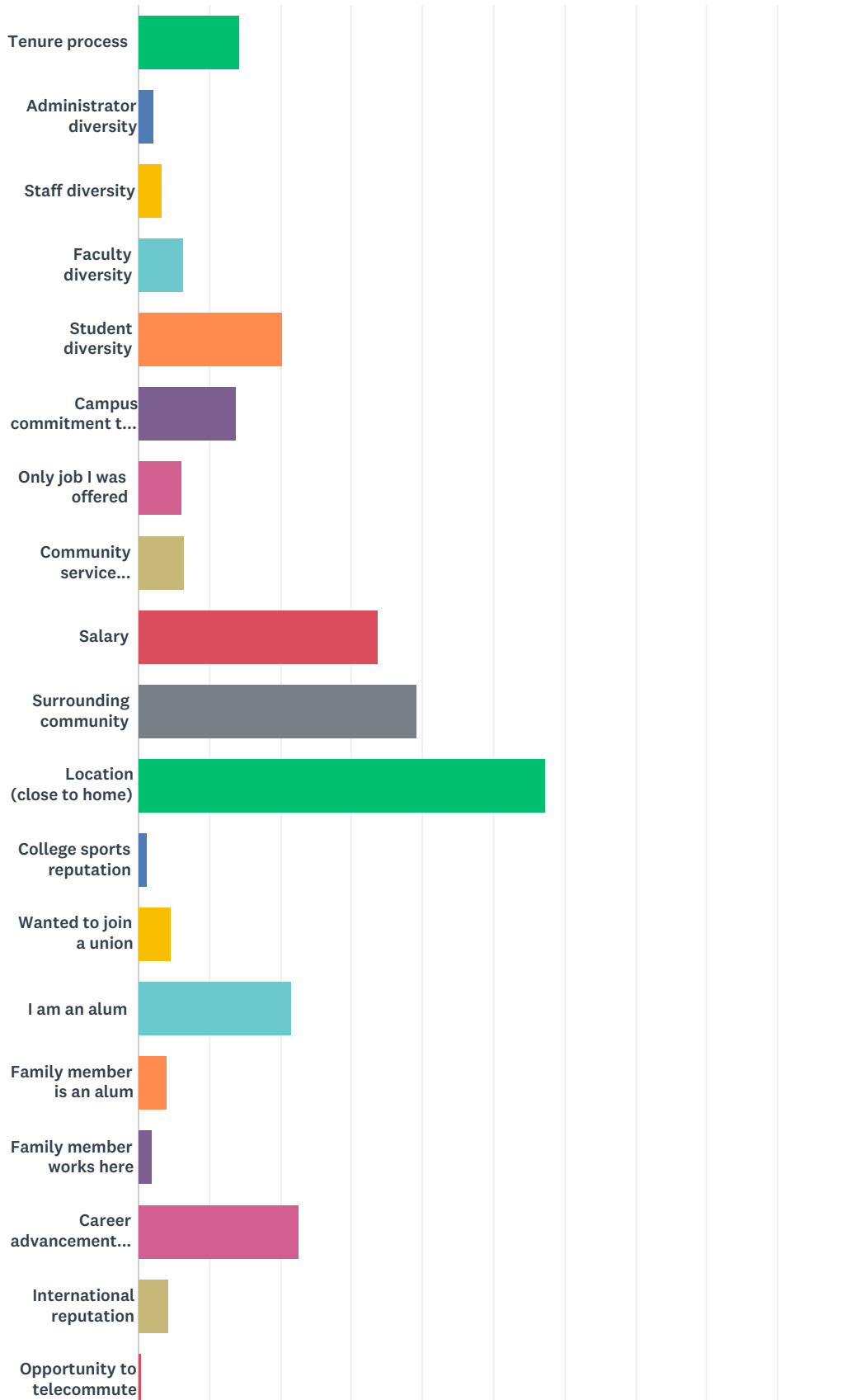
Answered: 403 Skipped: 4



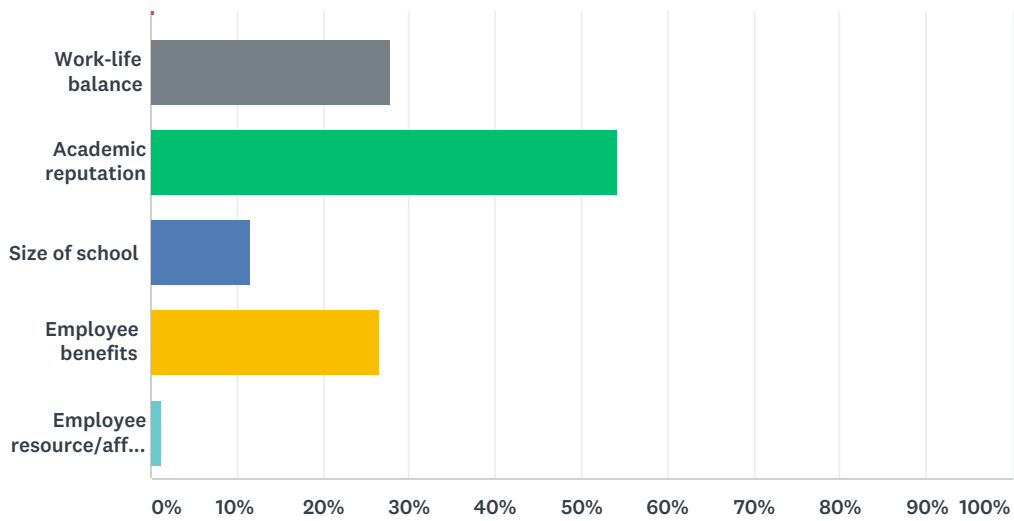
ANSWER CHOICES	RESPONSES	
Less than one year	4.96%	20
1-5 years	30.27%	122
6-10 years	12.66%	51
11-15 years	17.12%	69
16-20 years	11.66%	47
21 years or more	23.33%	94
<b>TOTAL</b>		<b>403</b>

### Q3 Why did you choose to teach here? Check all that apply.

Answered: 385 Skipped: 22



## Santa Rosa Junior College Campus Climate Survey for Faculty



ANSWER CHOICES	RESPONSES	
Tenure process	14.29%	55
Administrator diversity	2.08%	8
Staff diversity	3.38%	13
Faculty diversity	6.23%	24
Student diversity	20.26%	78
Campus commitment to diversity	13.77%	53
Only job I was offered	5.97%	23
Community service opportunities	6.49%	25
Salary	33.77%	130
Surrounding community	39.22%	151
Location (close to home)	57.40%	221
College sports reputation	1.30%	5
Wanted to join a union	4.68%	18
I am an alum	21.56%	83
Family member is an alum	3.90%	15
Family member works here	1.82%	7
Career advancement opportunities	22.60%	87
International reputation	4.16%	16
Opportunity to telecommute	0.52%	2
Work-life balance	27.79%	107
Academic reputation	54.29%	209
Size of school	11.43%	44
Employee benefits	26.49%	102

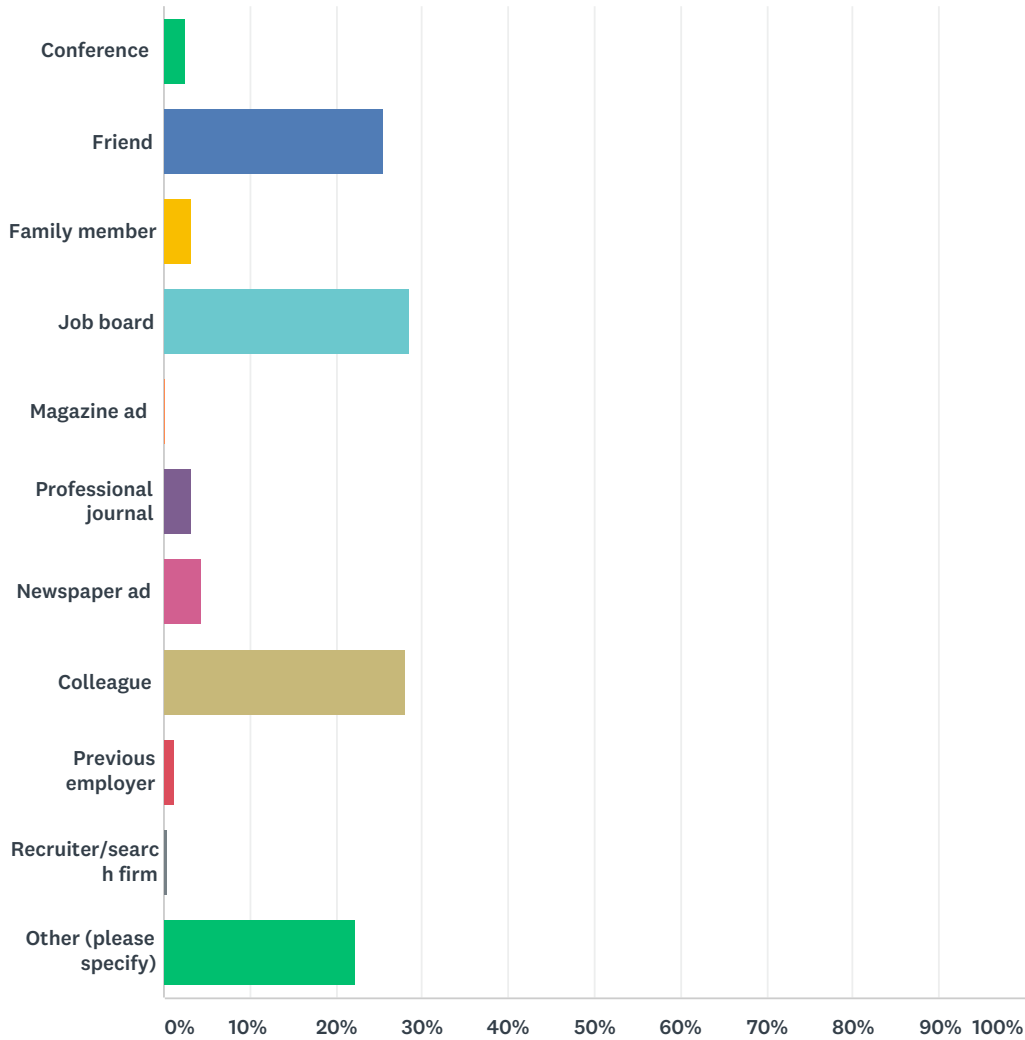
## Santa Rosa Junior College Campus Climate Survey for Faculty

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Employee resource/affinity groups	1.30%	5
Total Respondents: 385		

### Q4 How did you first learn about your job opening? Check all that apply.

Answered: 401 Skipped: 6



ANSWER CHOICES	RESPONSES	
Conference	2.49%	10
Friend	25.44%	102
Family member	3.24%	13
Job board	28.43%	114
Magazine ad	0.25%	1
Professional journal	3.24%	13
Newspaper ad	4.49%	18
Colleague	27.93%	112
Previous employer	1.25%	5
Recruiter/search firm	0.50%	2

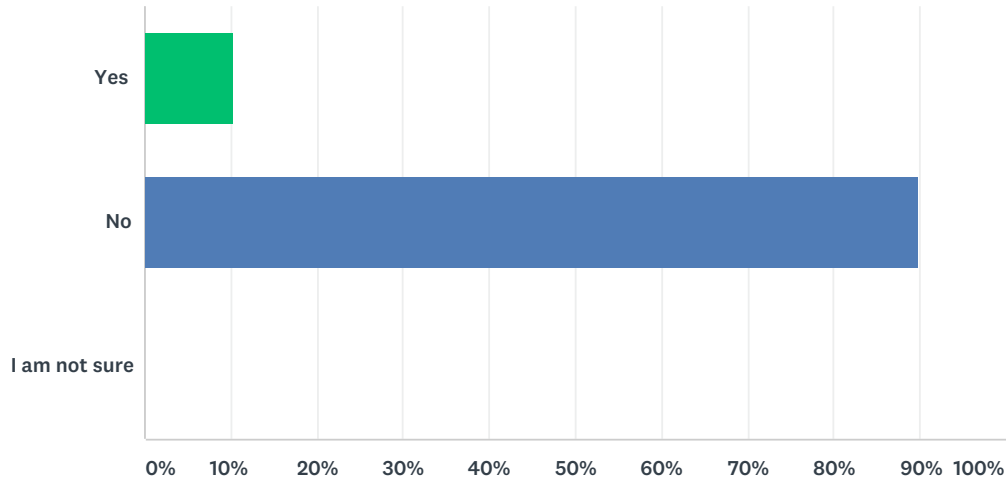
## Santa Rosa Junior College Campus Climate Survey for Faculty

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Other (please specify)	22.19%	89
Total Respondents: 401		

### Q5 Do you have a disability?

Answered: 402 Skipped: 5

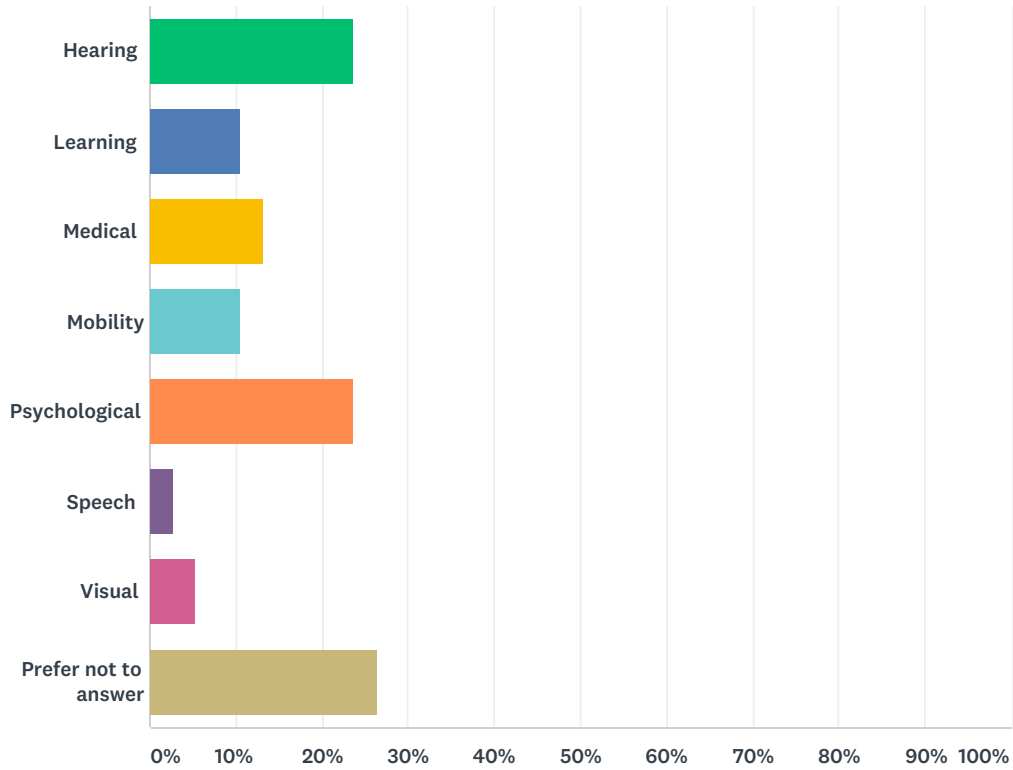


ANSWER CHOICES	RESPONSES	
Yes	10.20%	41
No	89.80%	361
I am not sure	0.00%	0
TOTAL		402



## Q6 What type of disability do you have? Check all that apply.

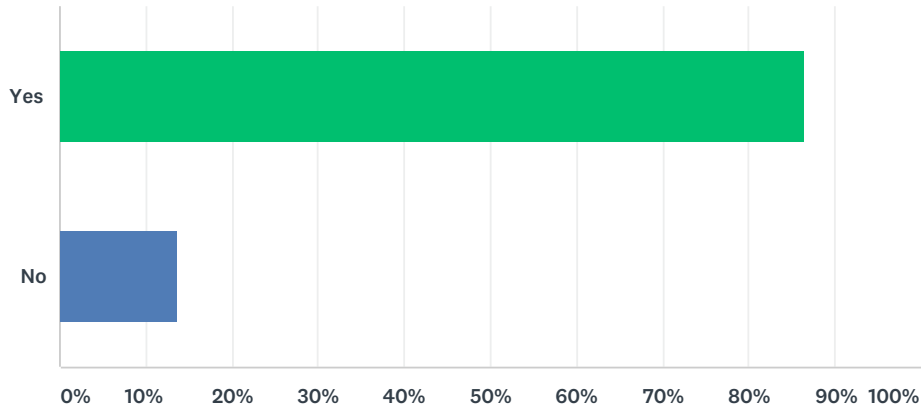
Answered: 38 Skipped: 369



ANSWER CHOICES	RESPONSES	
Hearing	23.68%	9
Learning	10.53%	4
Medical	13.16%	5
Mobility	10.53%	4
Psychological	23.68%	9
Speech	2.63%	1
Visual	5.26%	2
Prefer not to answer	26.32%	10
Total Respondents: 38		

### Q7 Are you aware of the District's reasonable accommodation policy?

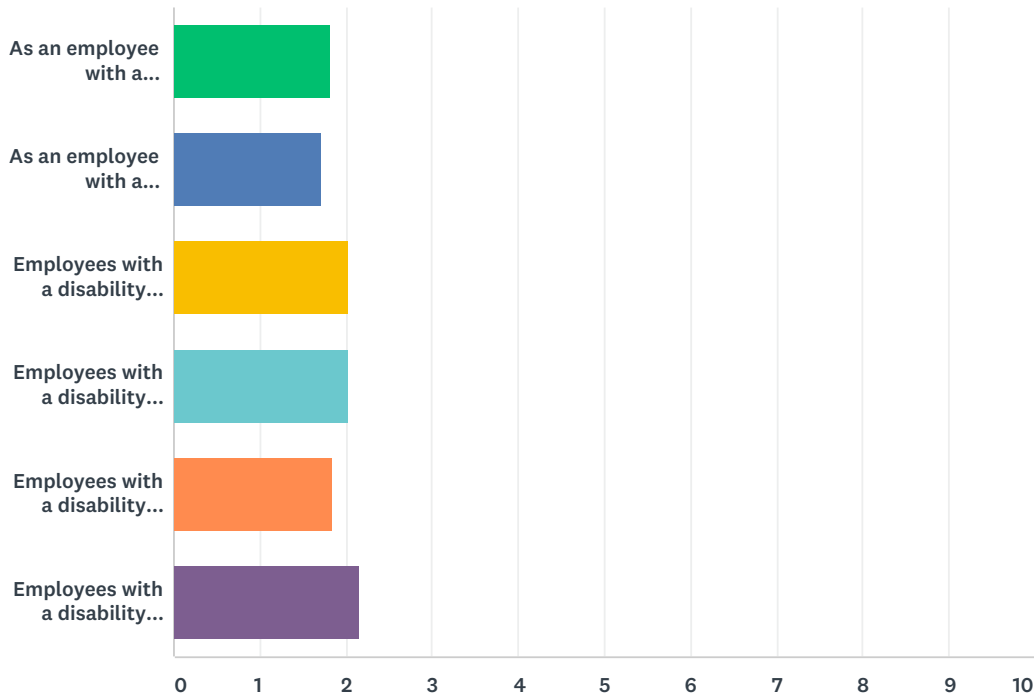
Answered: 44 Skipped: 363



ANSWER CHOICES	RESPONSES	
Yes	86.36%	38
No	13.64%	6
TOTAL		44

## Q8 To what extent do you agree or disagree with the following statements?

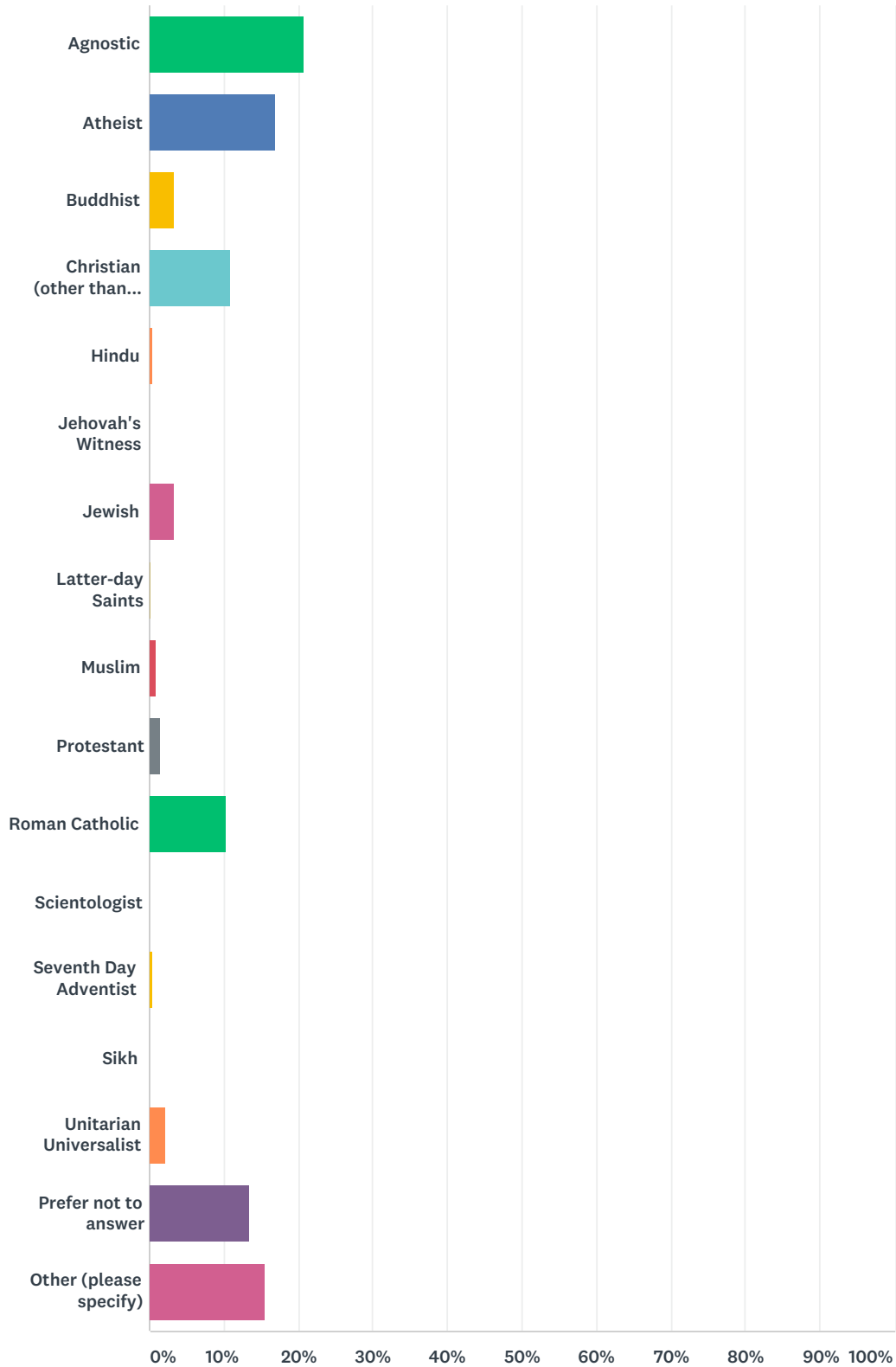
Answered: 44 Skipped: 363



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
As an employee with a disability, I feel welcome on campus	47.73% 21	18.18% 8	13.64% 6	9.09% 4	0.00% 0	11.36% 5	44	1.82
As an employee with a disability, I feel welcome in the surrounding community	45.45% 20	27.27% 12	11.36% 5	4.55% 2	0.00% 0	11.36% 5	44	1.72
Employees with a disability are treated with respect by students	31.82% 14	29.55% 13	20.45% 9	6.82% 3	0.00% 0	11.36% 5	44	2.03
Employees with a disability are treated with respect by faculty	43.18% 19	13.64% 6	22.73% 10	11.36% 5	0.00% 0	9.09% 4	44	2.02
Employees with a disability are treated with respect by staff	45.45% 20	18.18% 8	22.73% 10	4.55% 2	0.00% 0	9.09% 4	44	1.85
Employees with a disability are treated with respect by administrators	37.21% 16	18.60% 8	20.93% 9	11.63% 5	2.33% 1	9.30% 4	43	2.15

## Q9 What is your religion/worldview/spiritual affiliation?

Answered: 393 Skipped: 14



ANSWER CHOICES

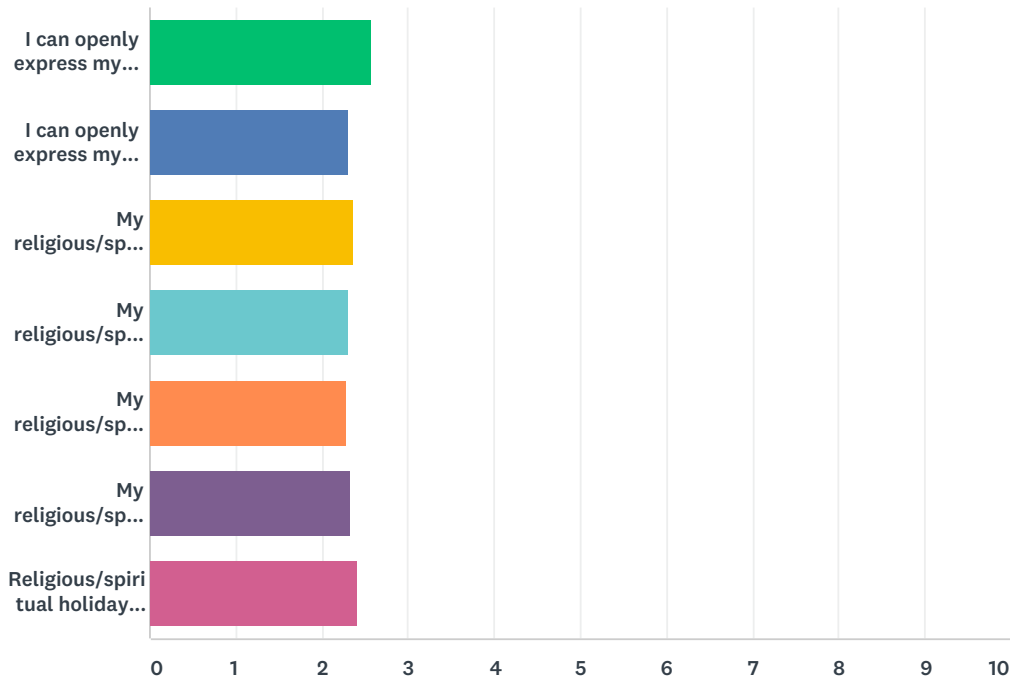
RESPONSES

## Santa Rosa Junior College Campus Climate Survey for Faculty

Agnostic	20.61%	81
Atheist	17.05%	67
Buddhist	3.31%	13
Christian (other than Roman Catholic)	10.94%	43
Hindu	0.51%	2
Jehovah's Witness	0.00%	0
Jewish	3.31%	13
Latter-day Saints	0.25%	1
Muslim	0.76%	3
Protestant	1.53%	6
Roman Catholic	10.18%	40
Scientologist	0.00%	0
Seventh Day Adventist	0.51%	2
Sikh	0.00%	0
Unitarian Universalist	2.04%	8
Prefer not to answer	13.49%	53
Other (please specify)	15.52%	61
<b>TOTAL</b>		<b>393</b>

## Q10 To what extent do you agree or disagree with the following statements?

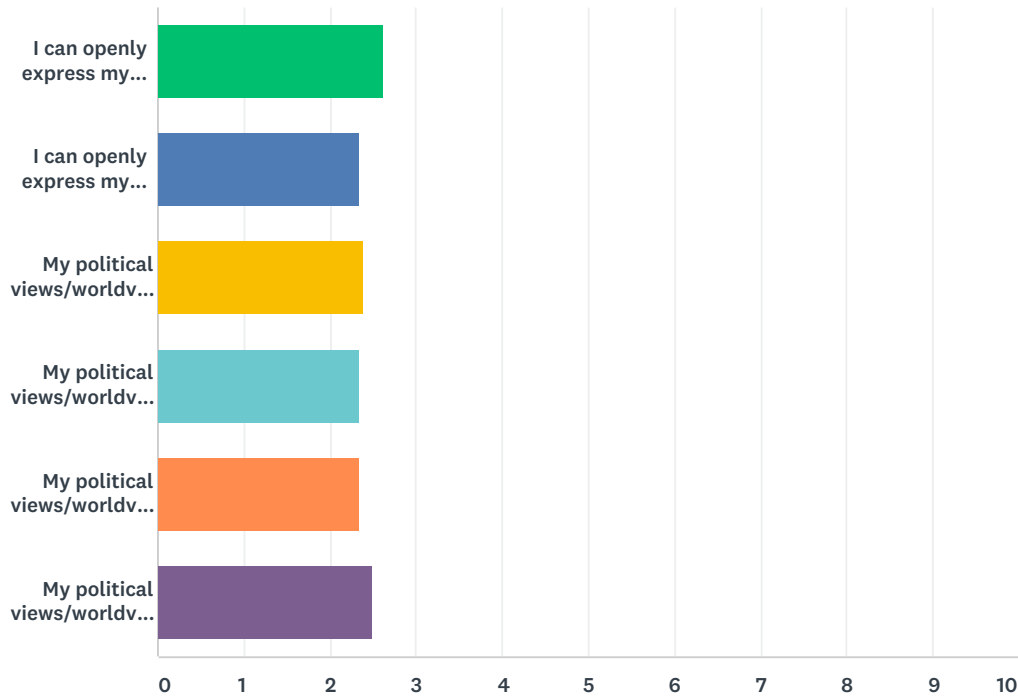
Answered: 392 Skipped: 15



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
I can openly express my religious/spiritual beliefs on campus	14.29% 56	29.85% 117	24.23% 95	10.97% 43	5.61% 22	15.05% 59	392	2.57
I can openly express my religious/spiritual beliefs in the surrounding community	15.60% 61	41.18% 161	21.99% 86	6.14% 24	2.56% 10	12.53% 49	391	2.30
My religious/spiritual beliefs are treated with respect by students	9.23% 36	26.67% 104	26.67% 104	2.56% 10	0.51% 2	34.36% 134	390	2.37
My religious/spiritual beliefs are treated with respect by faculty	14.29% 56	28.83% 113	21.94% 86	4.59% 18	1.53% 6	28.83% 113	392	2.30
My religious/spiritual beliefs are treated with respect by staff	13.27% 52	26.79% 105	25.00% 98	3.06% 12	0.77% 3	31.12% 122	392	2.29
My religious/spiritual beliefs are treated with respect by administrators	12.50% 49	23.21% 91	25.26% 99	2.04% 8	1.28% 5	35.71% 140	392	2.32
Religious/spiritual holidays I celebrate are respected by the campus community	12.28% 48	24.81% 97	20.46% 80	5.63% 22	2.30% 9	34.53% 135	391	2.40

## Q11 To what extent do you agree or disagree with the following statements?

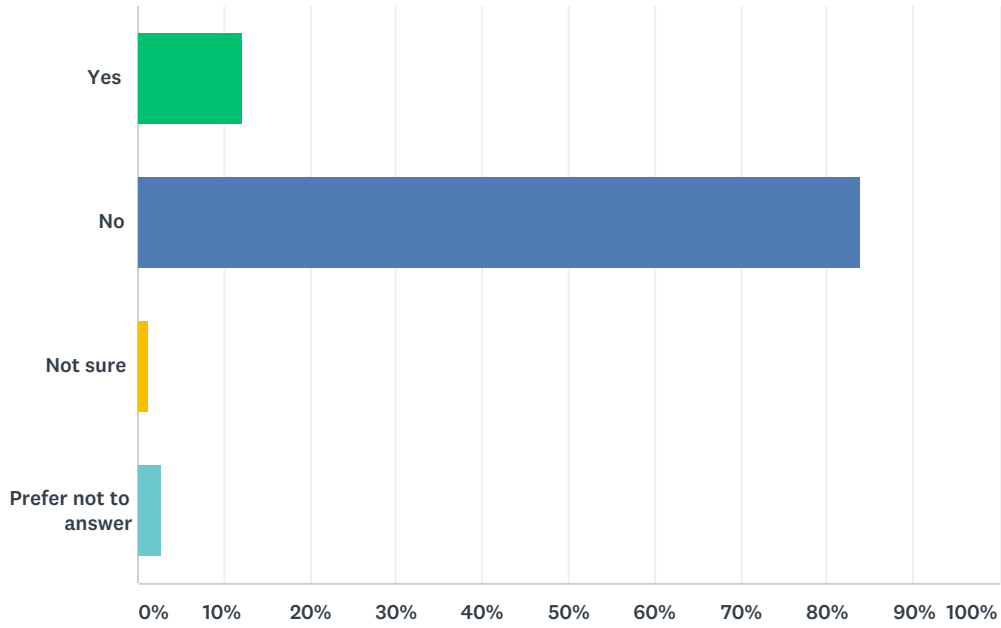
Answered: 388 Skipped: 19



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
I can openly express my political views/worldviews on campus	12.89% 50	40.72% 158	21.65% 84	14.18% 55	7.73% 30	2.84% 11	388	2.62
I can openly express my political views/worldviews in the surrounding community	15.72% 61	50.00% 194	19.33% 75	8.76% 34	3.87% 15	2.32% 9	388	2.34
My political views/worldviews are treated with respect by students	8.76% 34	37.37% 145	27.58% 107	3.61% 14	1.29% 5	21.39% 83	388	2.38
My political views/worldviews are treated with respect by faculty	13.14% 51	45.62% 177	19.85% 77	6.96% 27	3.61% 14	10.82% 42	388	2.35
My political views/worldviews are treated with respect by staff	10.57% 41	42.01% 163	26.55% 103	3.09% 12	2.58% 10	15.21% 59	388	2.35
My political views/worldviews are treated with respect by administrators	9.54% 37	33.51% 130	27.32% 106	5.67% 22	3.61% 14	20.36% 79	388	2.50

## Q12 Do you identify as LGBTQIA+?

Answered: 390 Skipped: 17

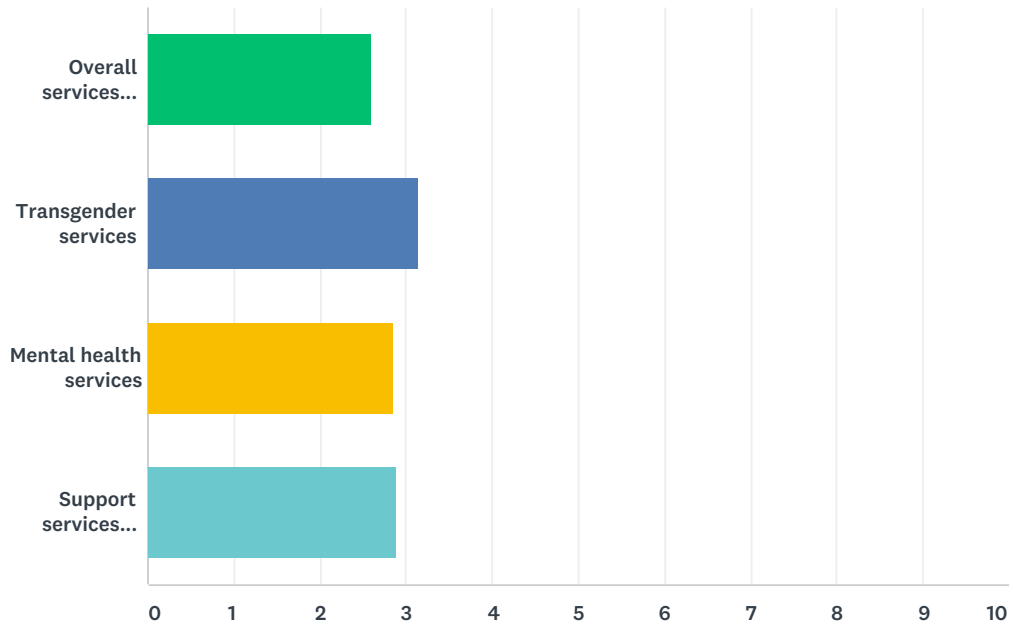


ANSWER CHOICES	RESPONSES	
Yes	12.05%	47
No	83.85%	327
Not sure	1.28%	5
Prefer not to answer	2.82%	11
<b>TOTAL</b>		<b>390</b>



### Q13 How satisfied are you with the following items related to our institution's support for LGBTQIA+?

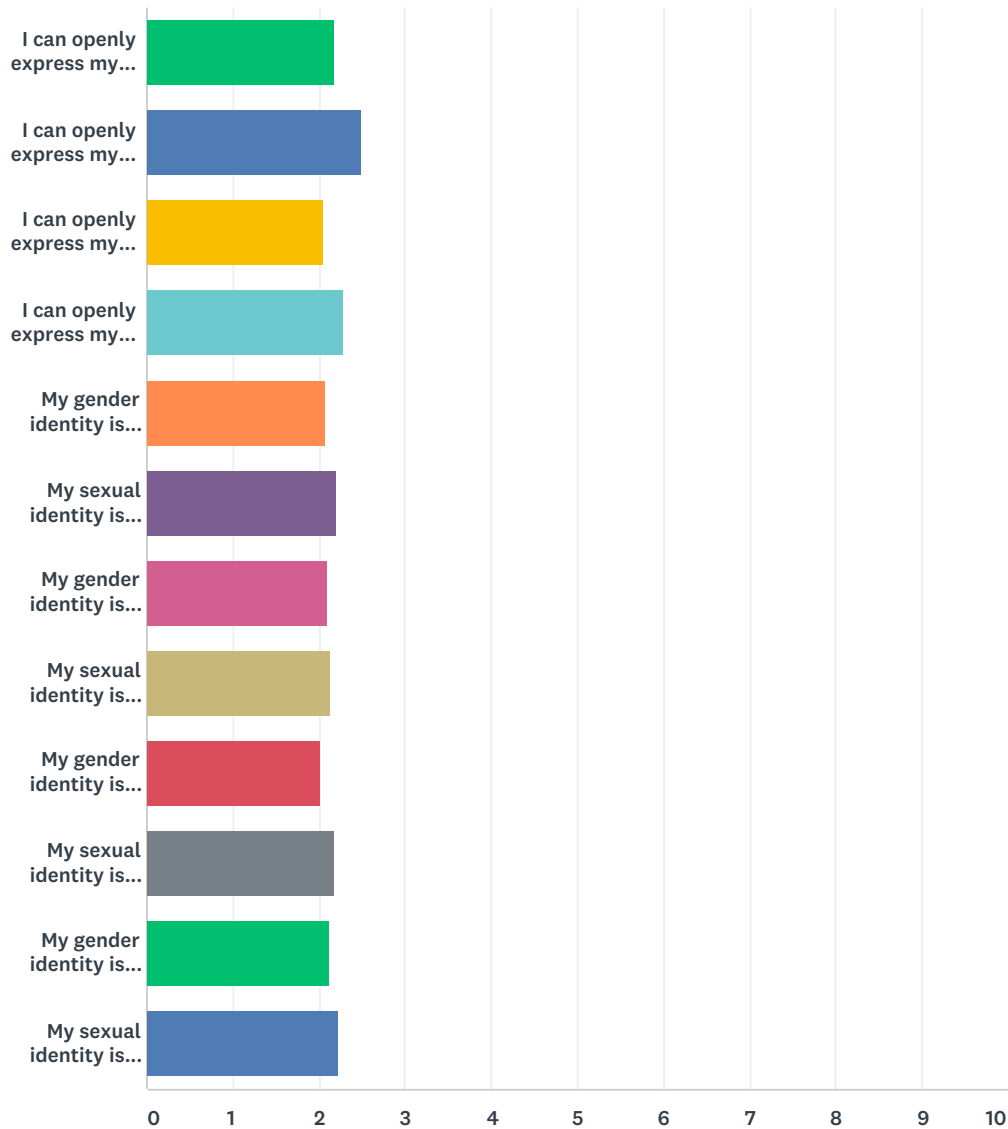
Answered: 53 Skipped: 354



	VERY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	VERY DISSATISFIED	N/A	TOTAL	WEIGHTED AVERAGE
Overall services provided	7.55% 4	35.85% 19	30.19% 16	11.32% 6	1.89% 1	13.21% 7	53	2.59
Transgender services	3.77% 2	15.09% 8	37.74% 20	18.87% 10	7.55% 4	16.98% 9	53	3.14
Mental health services	7.55% 4	22.64% 12	32.08% 17	16.98% 9	3.77% 2	16.98% 9	53	2.84
Support services (mentoring, support groups)	5.77% 3	19.23% 10	40.38% 21	13.46% 7	3.85% 2	17.31% 9	52	2.88

## Q14 To what extent do you agree or disagree with the following statements?

Answered: 53 Skipped: 354



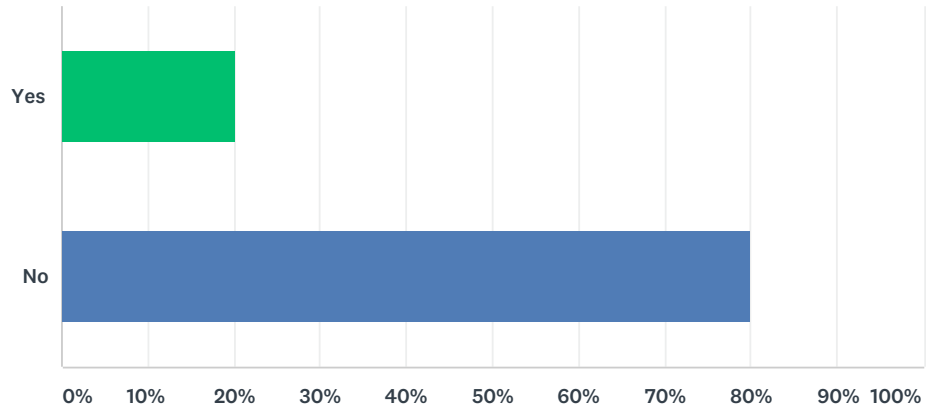
	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
I can openly express my gender identity on campus	20.75% 11	43.40% 23	18.87% 10	5.66% 3	1.89% 1	9.43% 5	53	2.17
I can openly express my sexual identity on campus	11.32% 6	45.28% 24	24.53% 13	7.55% 4	5.66% 3	5.66% 3	53	2.48
I can openly express my gender identity in the surrounding community	26.42% 14	39.62% 21	16.98% 9	7.55% 4	0.00% 0	9.43% 5	53	2.06
I can openly express my sexual identity in the surrounding community	15.09% 8	49.06% 26	24.53% 13	5.66% 3	1.89% 1	3.77% 2	53	2.27

## Santa Rosa Junior College Campus Climate Survey for Faculty

My gender identity is treated with respect by students	20.75% 11	41.51% 22	18.87% 10	3.77% 2	0.00% 0	15.09% 8	53	2.07
My sexual identity is treated with respect by students	18.87% 10	35.85% 19	28.30% 15	3.77% 2	0.00% 0	13.21% 7	53	2.20
My gender identity is treated with respect by faculty	22.64% 12	39.62% 21	20.75% 11	1.89% 1	1.89% 1	13.21% 7	53	2.09
My sexual identity is treated with respect by faculty	20.75% 11	47.17% 25	16.98% 9	1.89% 1	3.77% 2	9.43% 5	53	2.13
My gender identity is treated with respect by staff	22.64% 12	43.40% 23	16.98% 9	0.00% 0	1.89% 1	15.09% 8	53	2.00
My sexual identity is treated with respect by staff	18.87% 10	45.28% 24	18.87% 10	1.89% 1	3.77% 2	11.32% 6	53	2.17
My gender identity is treated with respect by administrators	20.75% 11	37.74% 20	22.64% 12	3.77% 2	0.00% 0	15.09% 8	53	2.11
My sexual identity is treated with respect by administrators	17.31% 9	40.38% 21	21.15% 11	7.69% 4	0.00% 0	13.46% 7	52	2.22

### Q15 Are you a faculty of color?

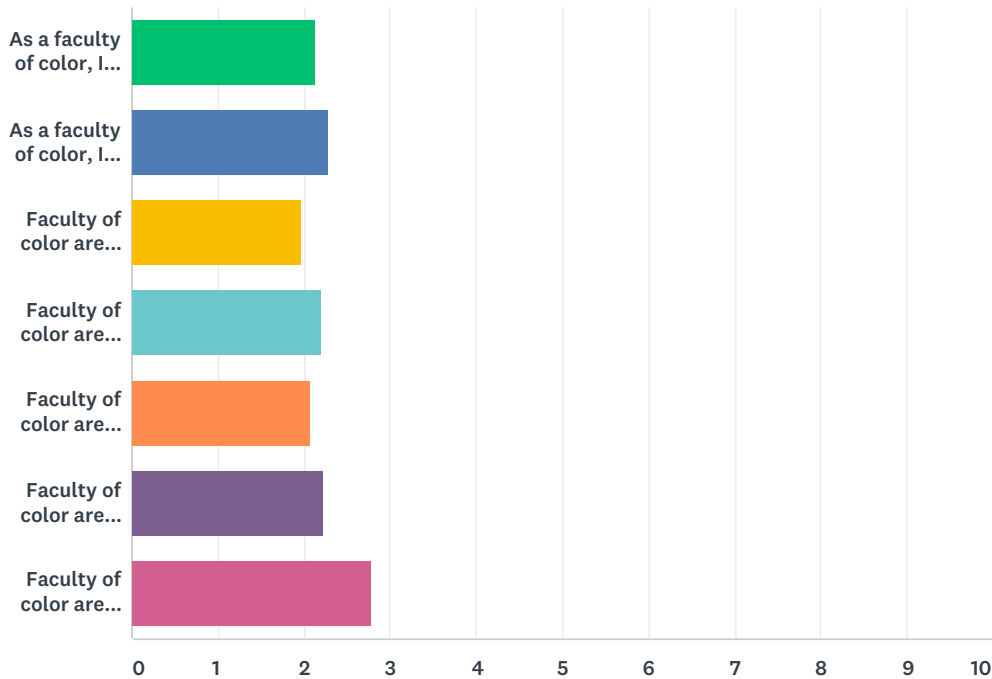
Answered: 390 Skipped: 17



ANSWER CHOICES	RESPONSES	
Yes	20.00%	78
No	80.00%	312
TOTAL		390

## Q16 To what extent do you agree or disagree with the following statements?

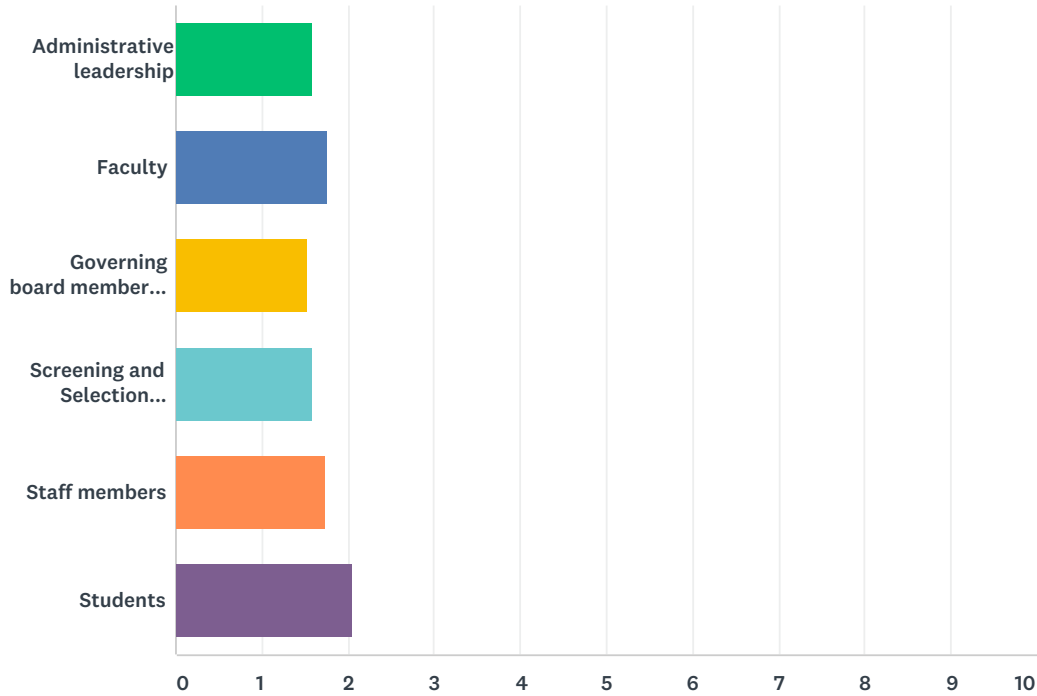
Answered: 91 Skipped: 316



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
As a faculty of color, I feel welcome on campus	25.27% 23	38.46% 35	10.99% 10	6.59% 6	4.40% 4	14.29% 13	91	2.14
As a faculty of color, I feel welcome in the surrounding community	15.38% 14	41.76% 38	17.58% 16	7.69% 7	2.20% 2	15.38% 14	91	2.29
Faculty of color are treated with respect by students	24.18% 22	56.04% 51	12.09% 11	4.40% 4	0.00% 0	3.30% 3	91	1.97
Faculty of color are treated with respect by faculty	26.37% 24	46.15% 42	12.09% 11	6.59% 6	6.59% 6	2.20% 2	91	2.19
Faculty of color are treated with respect by staff	25.27% 23	54.95% 50	6.59% 6	6.59% 6	4.40% 4	2.20% 2	91	2.08
Faculty of color are treated with respect by administrators	26.67% 24	41.11% 37	14.44% 13	6.67% 6	6.67% 6	4.44% 4	90	2.22
Faculty of color are well-represented on our Equal Employment Opportunity Committee (EEOAC)	13.19% 12	16.48% 15	27.47% 25	5.49% 5	10.99% 10	26.37% 24	91	2.79

### Q17 The following groups should be required to participate in mandatory diversity training.

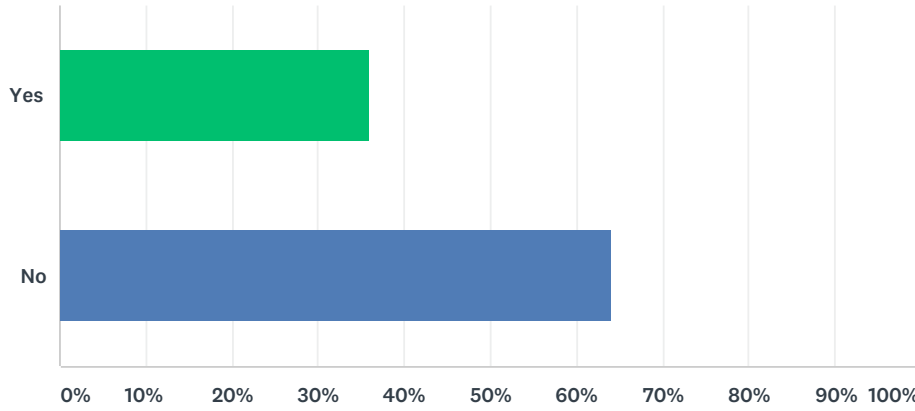
Answered: 388 Skipped: 19



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
Administrative leadership	62.27% 241	22.74% 88	8.53% 33	3.10% 12	2.33% 9	1.03% 4	387	1.59
Faculty	52.21% 201	28.31% 109	11.95% 46	3.90% 15	2.60% 10	1.04% 4	385	1.75
Governing board members (Board of Regents, etc.)	63.64% 245	23.64% 91	7.79% 30	2.08% 8	1.82% 7	1.04% 4	385	1.53
Screening and Selection Committee	62.02% 240	22.74% 88	9.30% 36	2.33% 9	2.58% 10	1.03% 4	387	1.59
Staff members	52.59% 203	27.72% 107	12.44% 48	3.89% 15	2.33% 9	1.04% 4	386	1.74
Students	40.94% 156	27.30% 104	20.21% 77	5.77% 22	4.46% 17	1.31% 5	381	2.04

### Q18 Have you served on a faculty hiring (screening and selection) committee in the past two years?

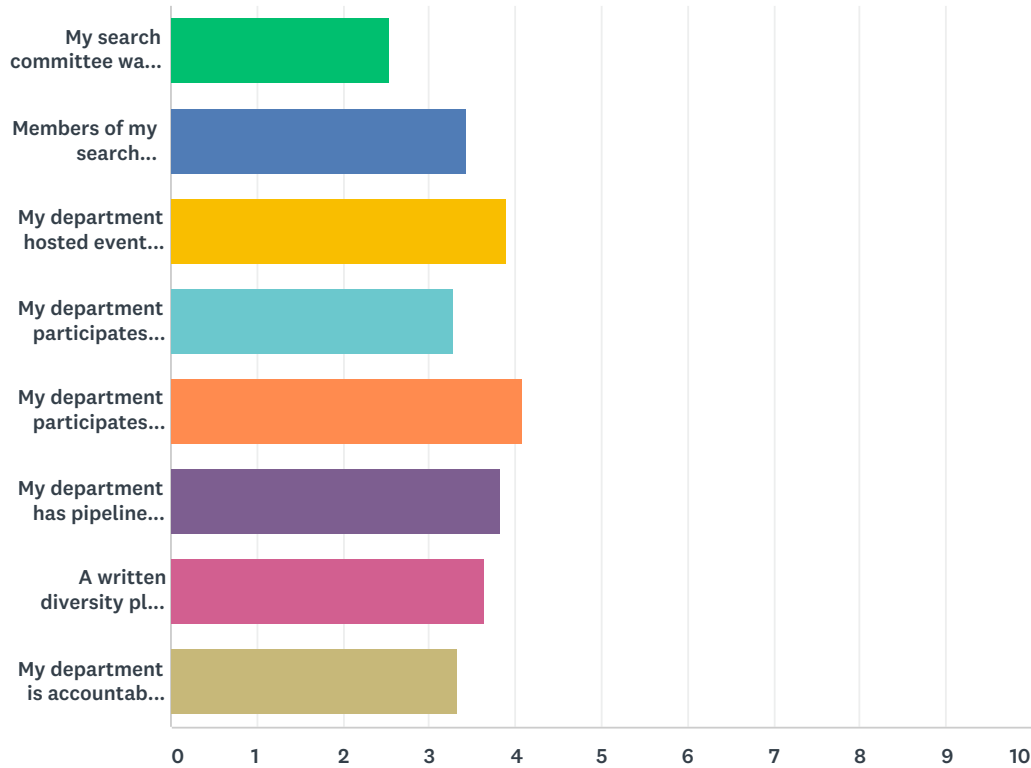
Answered: 388 Skipped: 19



ANSWER CHOICES	RESPONSES	
Yes	36.08%	140
No	63.92%	248
TOTAL		388

## Q19 To what extent do you agree or disagree with the following statements regarding your search committee and departmental processes?

Answered: 138 Skipped: 269



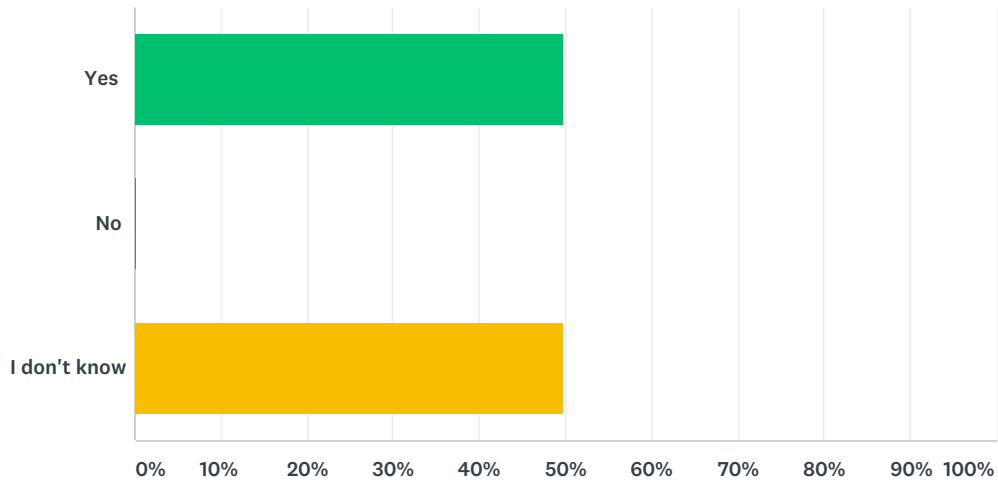
	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
My search committee was made up of diverse members	18.12% 25	39.13% 54	13.77% 19	20.29% 28	5.07% 7	3.62% 5	138	2.53
Members of my search committee frequented diversity recruitment events	4.35% 6	9.42% 13	23.91% 33	27.54% 38	12.32% 17	22.46% 31	138	3.44
My department hosted events for future diverse faculty on our campus	2.17% 3	3.62% 5	12.32% 17	39.13% 54	18.84% 26	23.91% 33	138	3.90
My department participates in an institutional strategic diversity hiring plan	5.11% 7	16.06% 22	27.01% 37	23.36% 32	13.87% 19	14.60% 20	137	3.29
My department participates in faculty exchange programs	1.45% 2	0.72% 1	10.87% 15	39.13% 54	22.46% 31	25.36% 35	138	4.08
My department has pipeline programs to attract diverse faculty	1.46% 2	6.57% 9	18.25% 25	36.50% 50	20.44% 28	16.79% 23	137	3.82
A written diversity plan is required in my department	4.41% 6	7.35% 10	22.06% 30	27.94% 38	19.85% 27	18.38% 25	136	3.63
My department is accountable for diversity progress	5.11% 7	17.52% 24	27.01% 37	19.71% 27	18.25% 25	12.41% 17	137	3.33





## Q20 Does our District have a District-wide Equal Employment Opportunity (EEO) plan?

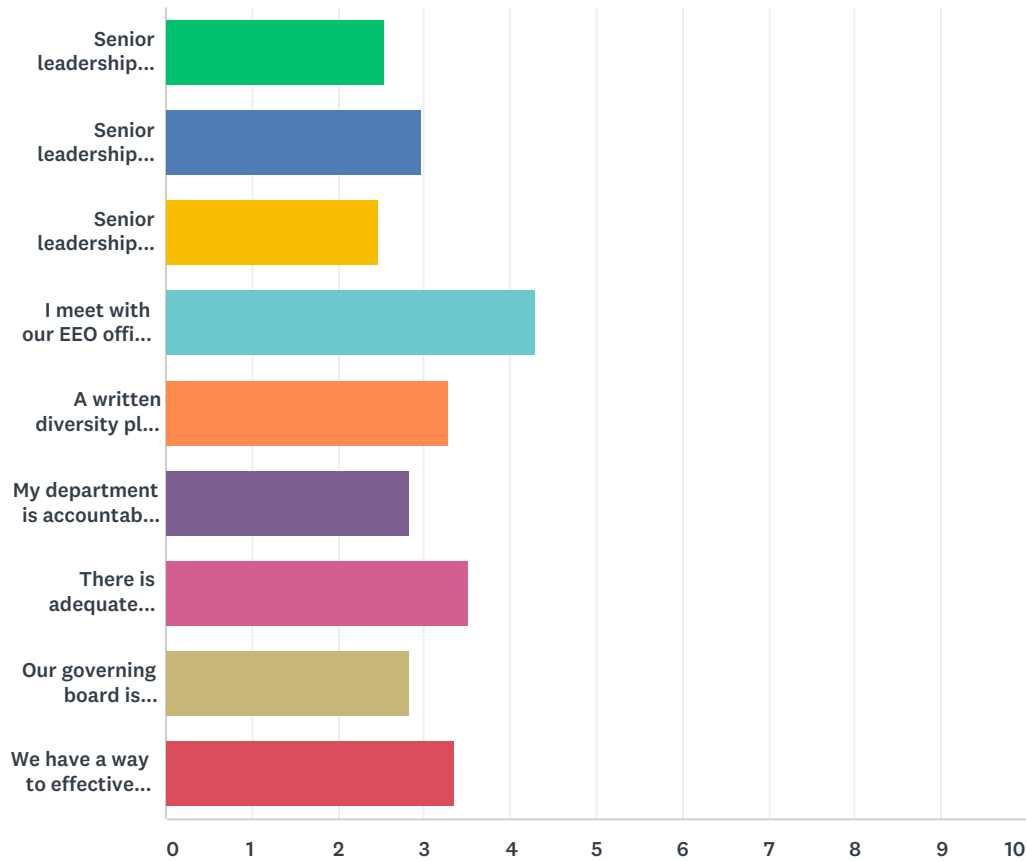
Answered: 385 Skipped: 22



ANSWER CHOICES	RESPONSES	
Yes	49.87%	192
No	0.26%	1
I don't know	49.87%	192
<b>TOTAL</b>		<b>385</b>

## Q21 To what extent do you agree or disagree with the following statements regarding our District-wide EEO plan?

Answered: 180 Skipped: 227



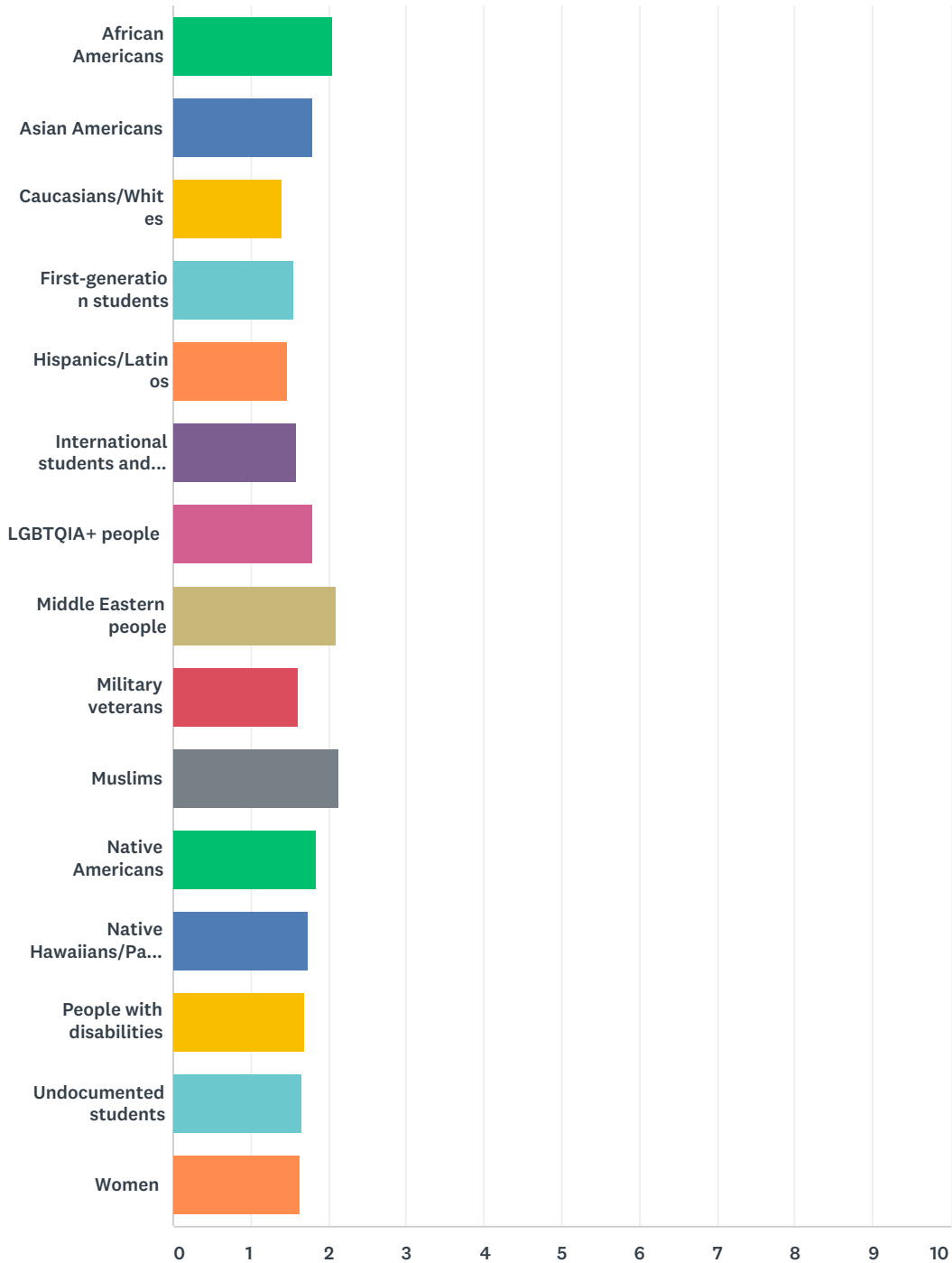
	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
Senior leadership establishes the District vision for diversity	11.30% 20	40.68% 72	21.47% 38	11.86% 21	5.08% 9	9.60% 17	177	2.54
Senior leadership creates a culture of accountability	7.26% 13	29.61% 53	23.46% 42	21.23% 38	10.61% 19	7.82% 14	179	2.98
Senior leadership shows a visible commitment to District diversity	11.80% 21	46.07% 82	21.35% 38	8.99% 16	5.06% 9	6.74% 12	178	2.46
I meet with our EEO officer regularly	0.00% 0	2.22% 4	6.11% 11	22.22% 40	26.67% 48	42.78% 77	180	4.28
A written diversity plan is required in my department	3.41% 6	10.80% 19	31.25% 55	13.64% 24	11.93% 21	28.98% 51	176	3.28
My department is accountable for diversity progress	6.15% 11	29.05% 52	24.58% 44	13.41% 24	6.70% 12	20.11% 36	179	2.82
There is adequate financial support to drive District diversity efforts	1.69% 3	10.67% 19	31.46% 56	20.22% 36	17.98% 32	17.98% 32	178	3.51

## Santa Rosa Junior College Campus Climate Survey for Faculty

Our governing board is supportive of District diversity efforts	4.49% 8	26.40% 47	37.08% 66	13.48% 24	3.37% 6	15.17% 27	178	2.82
We have a way to effectively measure our departmental diversity success	0.56% 1	12.43% 22	36.72% 65	18.08% 32	11.30% 20	20.90% 37	177	3.34

## Q22 How welcoming is our District to the following groups?

Answered: 364 Skipped: 43



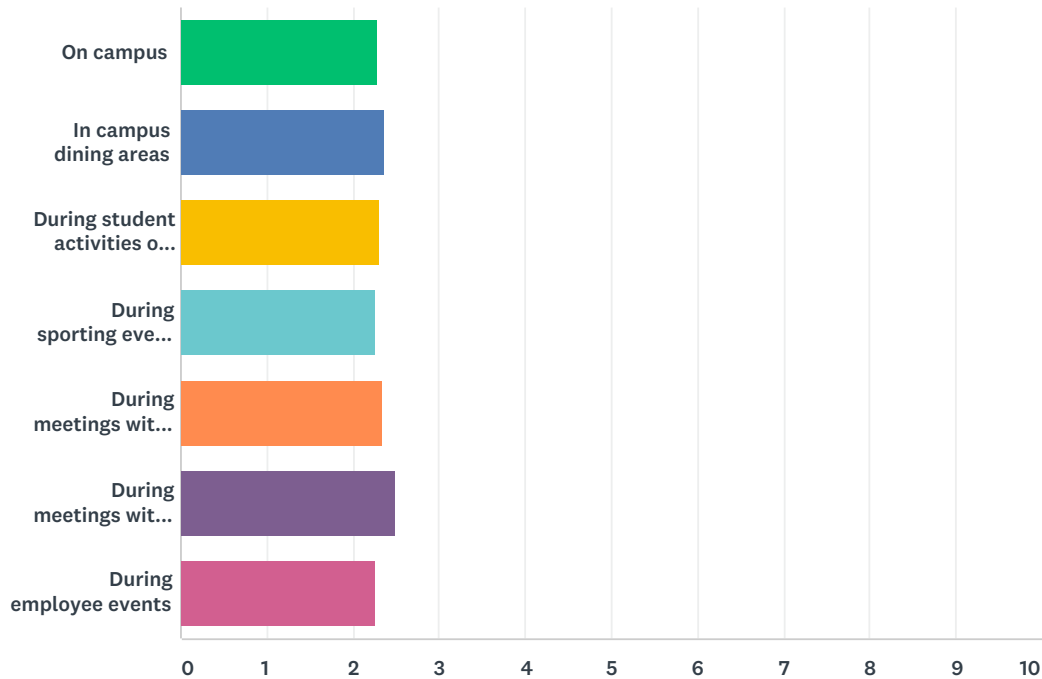
	VERY WELCOMING	SOMEWHAT WELCOMING	NEUTRAL	NOT VERY WELCOMING	NOT WELCOMING AT ALL	I DON'T KNOW	TOTAL	WEIGHTED AVERAGE
African Americans	28.93% 105	26.17% 95	9.09% 33	9.64% 35	1.10% 4	25.07% 91	363	2.04
Asian Americans	34.16% 124	27.00% 98	9.92% 36	3.86% 14	0.55% 2	24.52% 89	363	1.80

Santa Rosa Junior College Campus Climate Survey for Faculty

Caucasians/Whites	65.37% 236	14.13% 51	8.03% 29	1.66% 6	0.28% 1	10.53% 38	361	1.41
First-generation students	51.11% 184	26.11% 94	5.28% 19	3.33% 12	0.28% 1	13.89% 50	360	1.55
Hispanics/Latinos	54.57% 197	27.15% 98	3.32% 12	1.66% 6	0.28% 1	13.02% 47	361	1.46
International students and employees	45.30% 164	27.90% 101	6.35% 23	2.21% 8	0.00% 0	18.23% 66	362	1.58
LGBTQIA+ people	36.64% 133	29.20% 106	11.02% 40	3.03% 11	0.83% 3	19.28% 70	363	1.79
Middle Eastern people	28.73% 104	17.68% 64	16.30% 59	6.35% 23	1.93% 7	29.01% 105	362	2.09
Military veterans	43.92% 159	26.52% 96	8.29% 30	2.21% 8	0.00% 0	19.06% 69	362	1.61
Muslims	27.15% 98	14.40% 52	18.84% 68	4.71% 17	2.49% 9	32.41% 117	361	2.13
Native Americans	35.54% 129	24.52% 89	10.47% 38	4.68% 17	1.10% 4	23.69% 86	363	1.84
Native Hawaiians/Pacific Islanders	35.46% 128	25.48% 92	10.25% 37	1.66% 6	0.83% 3	26.32% 95	361	1.74
People with disabilities	46.43% 169	26.37% 96	8.79% 32	5.22% 19	0.00% 0	13.19% 48	364	1.69
Undocumented students	43.92% 159	26.80% 97	6.91% 25	3.87% 14	0.55% 2	17.96% 65	362	1.66
Women	48.61% 175	29.44% 106	10.28% 37	1.94% 7	0.56% 2	9.17% 33	360	1.64

## Q23 How would you categorize the level of racial/ethnic integration on our campus?

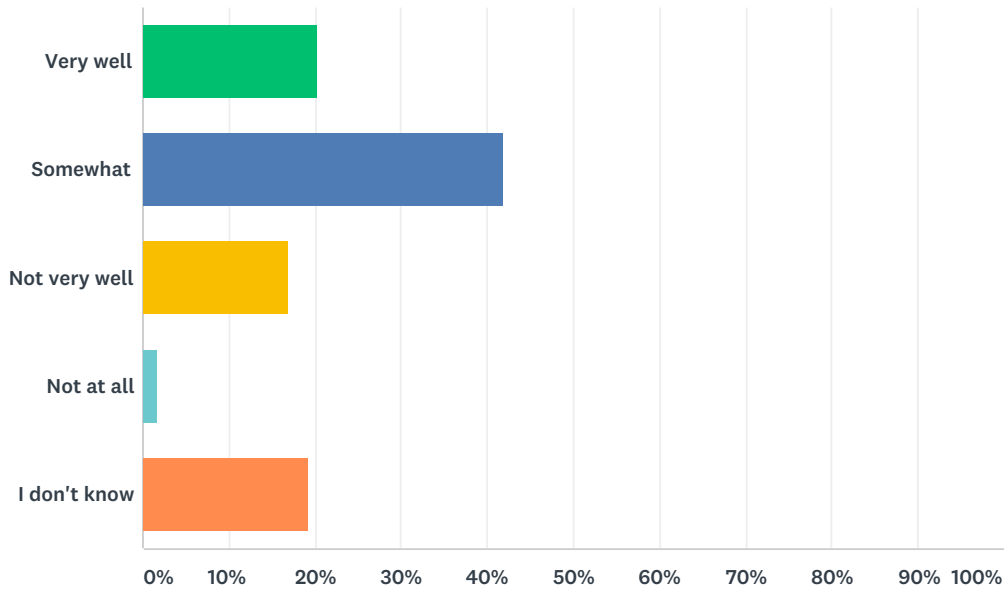
Answered: 362 Skipped: 45



	VERY INTEGRATED	SOMEWHAT INTEGRATED	NEUTRAL	NOT VERY INTEGRATED	NOT AT ALL INTEGRATED	I DON'T KNOW	TOTAL	WEIGHTED AVERAGE
On campus	19.44% 70	45.28% 163	9.44% 34	14.72% 53	1.94% 7	9.17% 33	360	2.28
In campus dining areas	12.64% 45	24.16% 86	12.08% 43	10.11% 36	0.84% 3	40.17% 143	356	2.37
During student activities on campus	14.53% 52	28.49% 102	8.66% 31	10.06% 36	1.68% 6	36.59% 131	358	2.30
During sporting events on campus	12.19% 44	17.73% 64	9.70% 35	6.09% 22	0.55% 2	53.74% 194	361	2.25
During meetings with faculty	20.99% 76	26.80% 97	11.60% 42	13.54% 49	3.04% 11	24.03% 87	362	2.35
During meetings with administrators	12.50% 45	22.78% 82	11.11% 40	11.94% 43	2.22% 8	39.44% 142	360	2.48
During employee events	17.96% 65	30.66% 111	12.43% 45	10.50% 38	1.10% 4	27.35% 99	362	2.26

## Q24 How well does our institution promote racial/cultural interaction between different groups?

Answered: 364 Skipped: 43

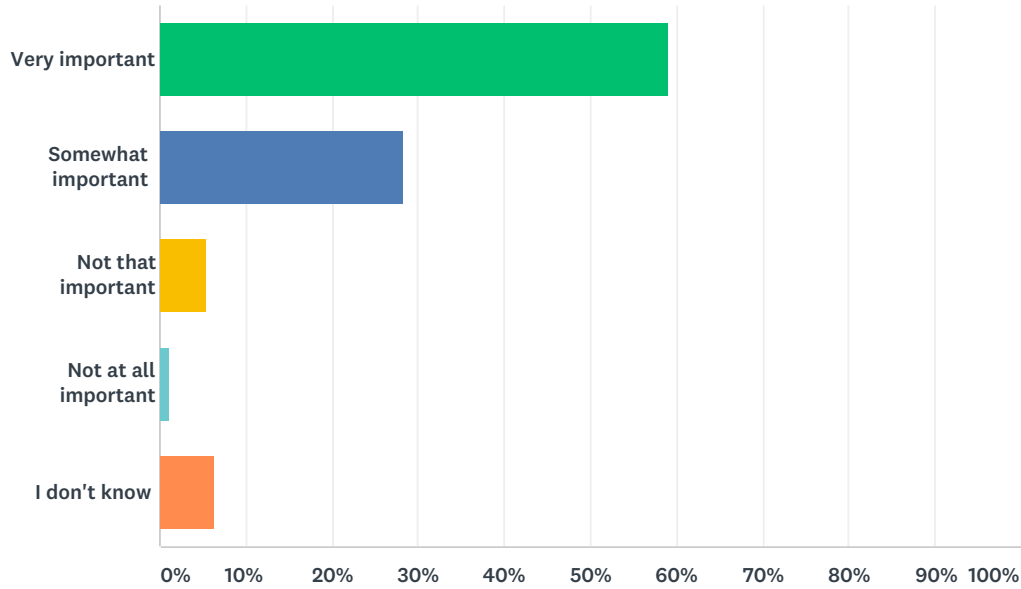


ANSWER CHOICES	RESPONSES	
Very well	20.33%	74
Somewhat	41.76%	152
Not very well	17.03%	62
Not at all	1.65%	6
I don't know	19.23%	70
<b>TOTAL</b>		<b>364</b>



## Q25 How important, in your opinion, is promoting diversity and inclusion to the District leadership?

Answered: 369 Skipped: 38

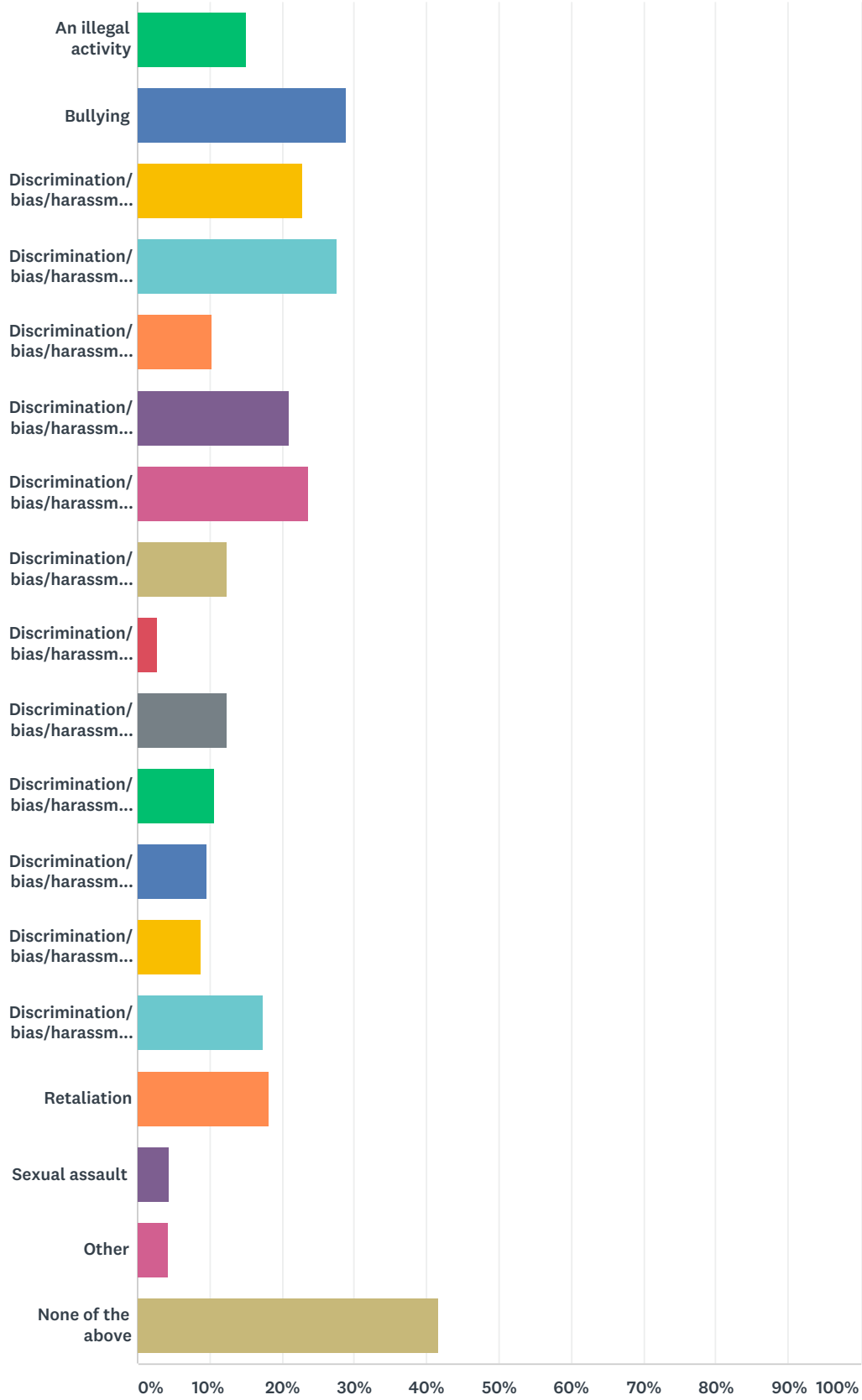


ANSWER CHOICES	RESPONSES	
Very important	59.08%	218
Somewhat important	28.18%	104
Not that important	5.42%	20
Not at all important	1.08%	4
I don't know	6.23%	23
<b>TOTAL</b>		<b>369</b>

**Q26 Have you experienced/witnessed any of the following while employed here? Check all that apply.**

Answered: 363 Skipped: 44

## Santa Rosa Junior College Campus Climate Survey for Faculty



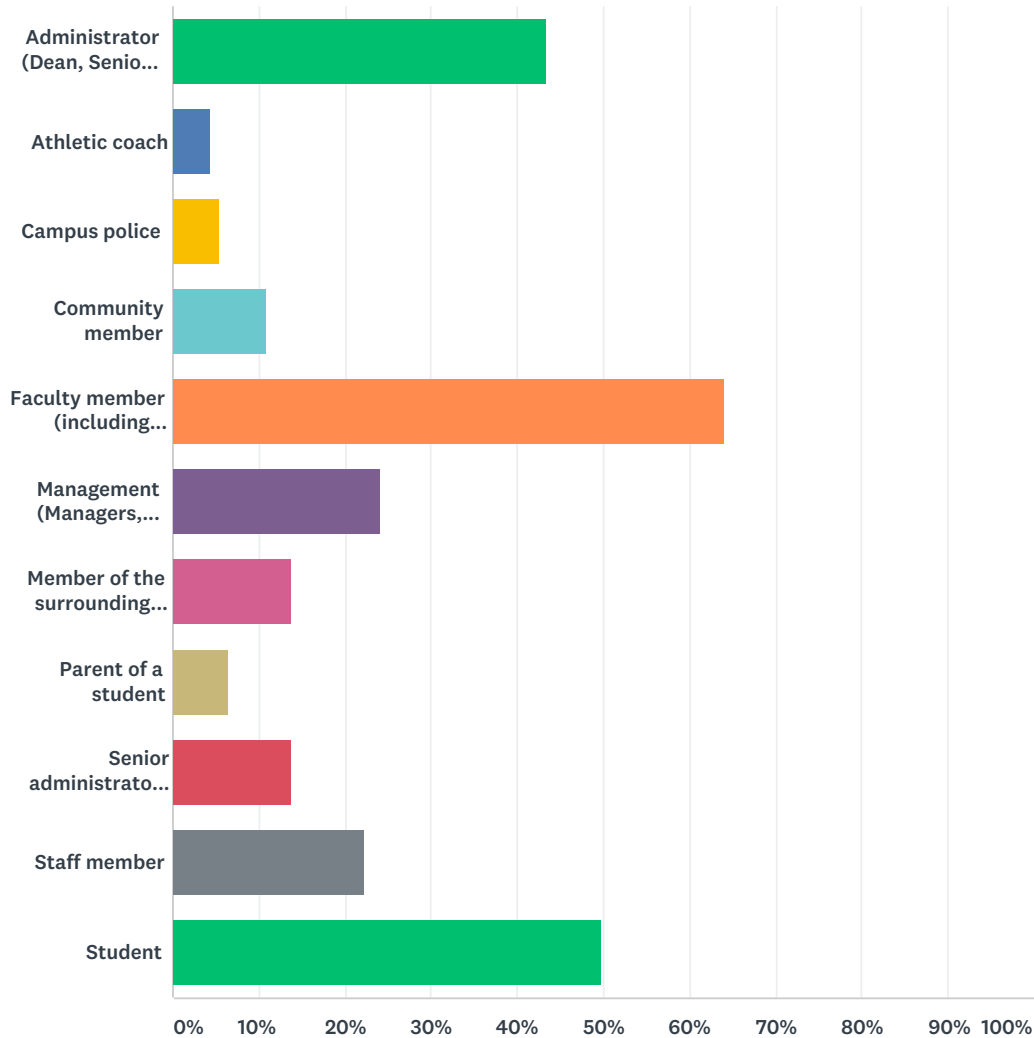
ANSWER CHOICES	RESPONSES	
An illegal activity	15.15%	55
Bullying	28.93%	105

## Santa Rosa Junior College Campus Climate Survey for Faculty

Discrimination/bias/harassment based on age	22.87%	83
Discrimination/bias/harassment based on gender	27.55%	100
Discrimination/bias/harassment based on gender identity	10.19%	37
Discrimination/bias/harassment based on race/ethnicity	20.94%	76
Discrimination/bias/harassment based on lack of English language proficiency (foreign accent)	23.69%	86
Discrimination/bias/harassment based on disability	12.40%	45
Discrimination/bias/harassment based on veteran status	2.75%	10
Discrimination/bias/harassment based on religion/worldview/spiritual affiliation	12.40%	45
Discrimination/bias/harassment based on a medical condition or illness	10.74%	39
Discrimination/bias/harassment based on socioeconomic status	9.64%	35
Discrimination/bias/harassment based on sexual orientation	8.82%	32
Discrimination/bias/harassment based on political views	17.36%	63
Retaliation	18.18%	66
Sexual assault	4.41%	16
Other	4.13%	15
None of the above	41.60%	151
Total Respondents: 363		

## Q27 Who caused the offense? Check all that apply.

Answered: 203 Skipped: 204



ANSWER CHOICES	RESPONSES	
Administrator (Dean, Senior Dean, Director, Executive Director)	43.35%	88
Athletic coach	4.43%	9
Campus police	5.42%	11
Community member	10.84%	22
Faculty member (including counselors, librarians, athletic trainers)	64.04%	130
Management (Managers, Supervisors and Confidential employees)	24.14%	49
Member of the surrounding community	13.79%	28
Parent of a student	6.40%	13
Senior administrator (President, Vice President)	13.79%	28
Staff member	22.17%	45

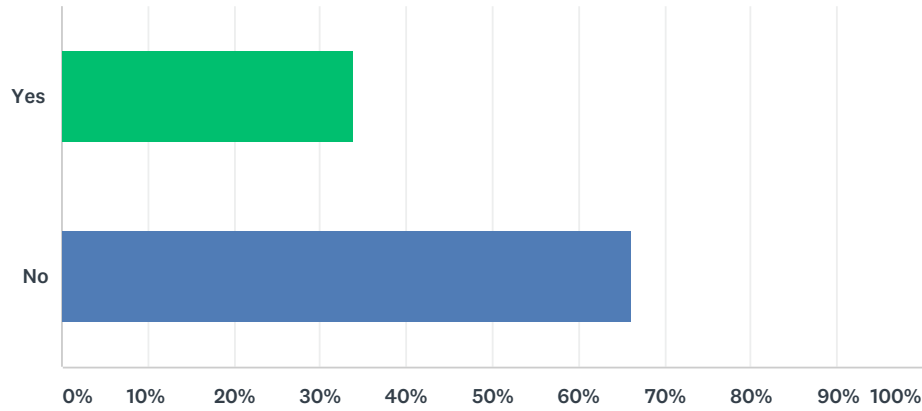
## Santa Rosa Junior College Campus Climate Survey for Faculty

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Student	49.75%	101
Total Respondents: 203		

## Q28 Did you report the incident?

Answered: 206 Skipped: 201



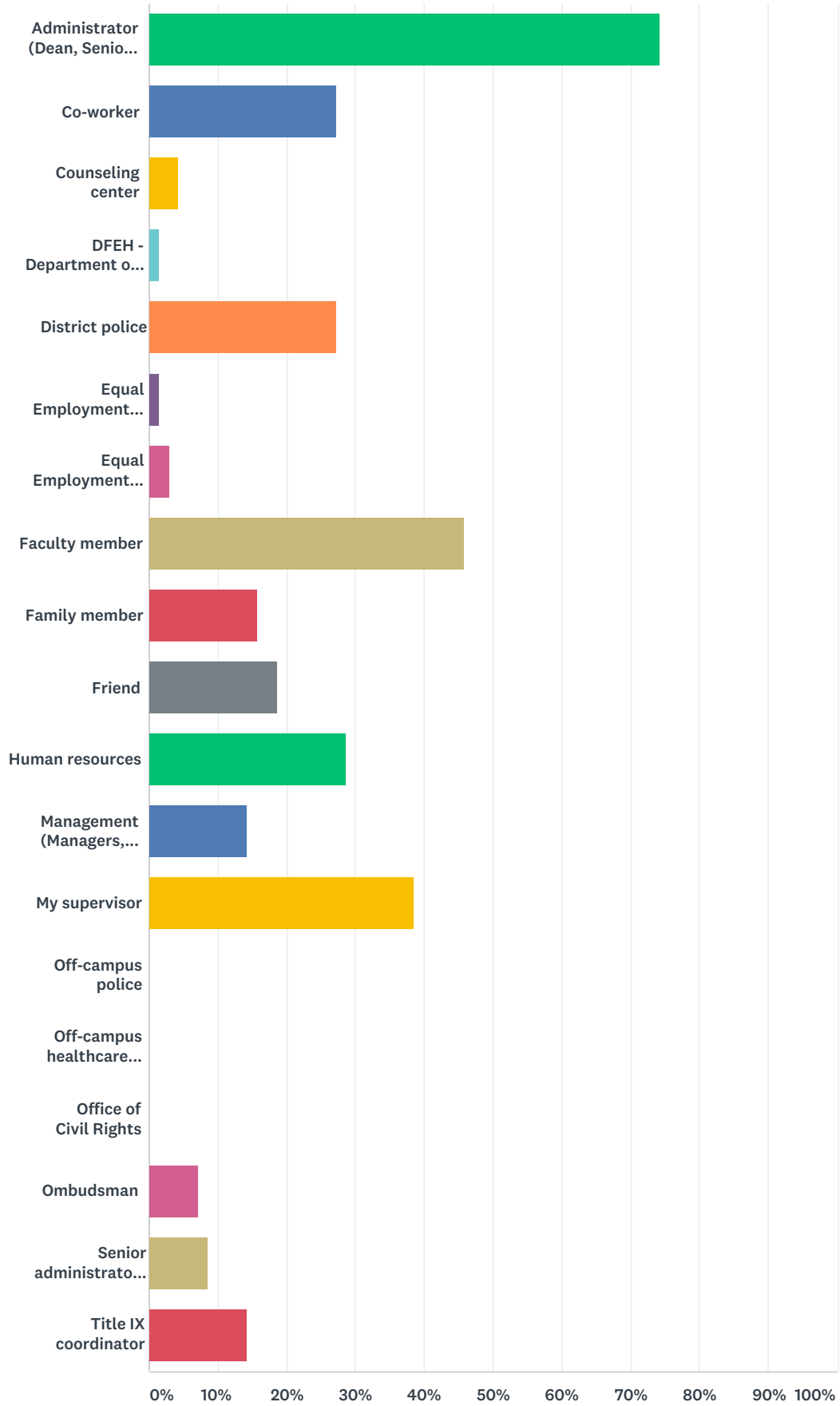
ANSWER CHOICES	RESPONSES	
Yes	33.98%	70
No	66.02%	136
TOTAL		206

**Q29 Who did you report the incident to? Check all that apply.**

Answered: 70 Skipped: 337



# Santa Rosa Junior College Campus Climate Survey for Faculty



ANSWER CHOICES

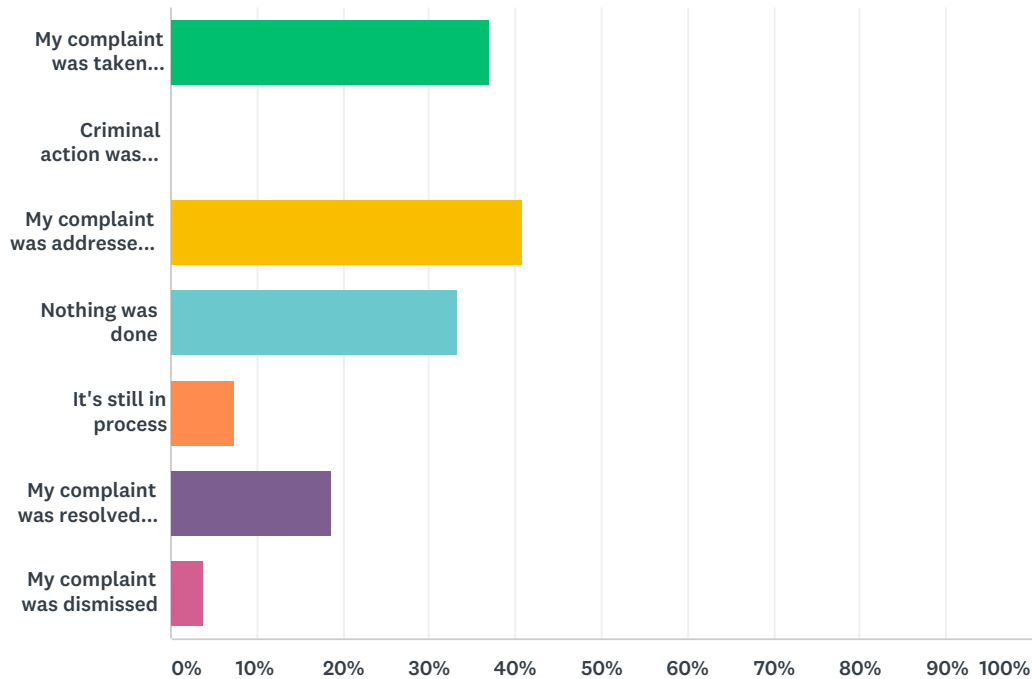
RESPONSES

## Santa Rosa Junior College Campus Climate Survey for Faculty

Administrator (Dean, Senior Dean, Director, Executive Director)	74.29%	52
Co-worker	27.14%	19
Counseling center	4.29%	3
DFEH - Department of Fair Employment and Housing	1.43%	1
District police	27.14%	19
Equal Employment Opportunity Commission	1.43%	1
Equal Employment Opportunity officer	2.86%	2
Faculty member	45.71%	32
Family member	15.71%	11
Friend	18.57%	13
Human resources	28.57%	20
Management (Managers, Supervisors and Confidential employees)	14.29%	10
My supervisor	38.57%	27
Off-campus police	0.00%	0
Off-campus healthcare professional	0.00%	0
Office of Civil Rights	0.00%	0
Ombudsman	7.14%	5
Senior administrator (President, Vice President)	8.57%	6
Title IX coordinator	14.29%	10
Total Respondents: 70		

**Q30 If you have filed a written bias/discrimination/harassment complaint in the past two years, what was the result? Check all that apply.**

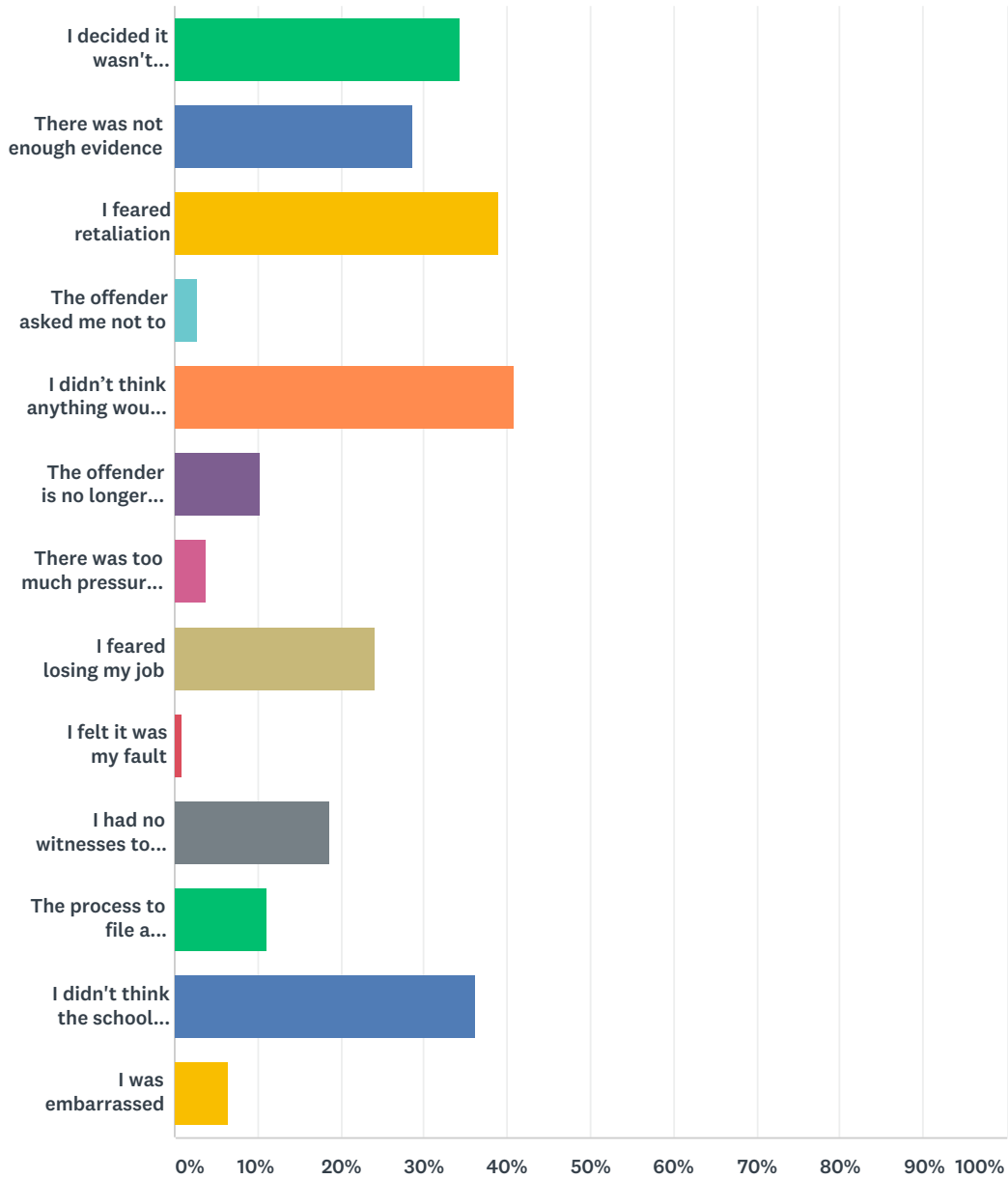
Answered: 27 Skipped: 380



ANSWER CHOICES	RESPONSES	
My complaint was taken seriously	37.04%	10
Criminal action was taken	0.00%	0
My complaint was addressed but not resolved to my satisfaction	40.74%	11
Nothing was done	33.33%	9
It's still in process	7.41%	2
My complaint was resolved to my satisfaction	18.52%	5
My complaint was dismissed	3.70%	1
Total Respondents: 27		

### Q31 Why didn't you report the incident? Check all that apply.

Answered: 108 Skipped: 299



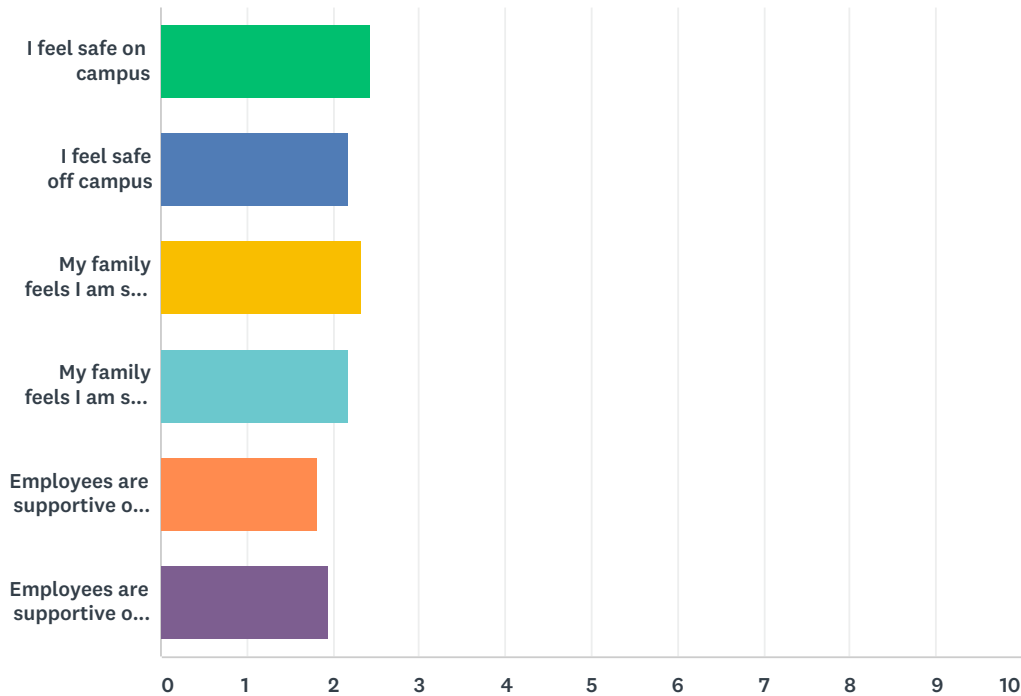
ANSWER CHOICES	RESPONSES	
I decided it wasn't important enough	34.26%	37
There was not enough evidence	28.70%	31
I feared retaliation	38.89%	42
The offender asked me not to	2.78%	3
I didn't think anything would happen	40.74%	44
The offender is no longer here	10.19%	11

## Santa Rosa Junior College Campus Climate Survey for Faculty

There was too much pressure not to	3.70%	4
I feared losing my job	24.07%	26
I felt it was my fault	0.93%	1
I had no witnesses to support me	18.52%	20
The process to file a complaint was not secure	11.11%	12
I didn't think the school would support me	36.11%	39
I was embarrassed	6.48%	7
Total Respondents: 108		

### Q32 To what extent do you agree or disagree with the following statements about safety on/off campus?

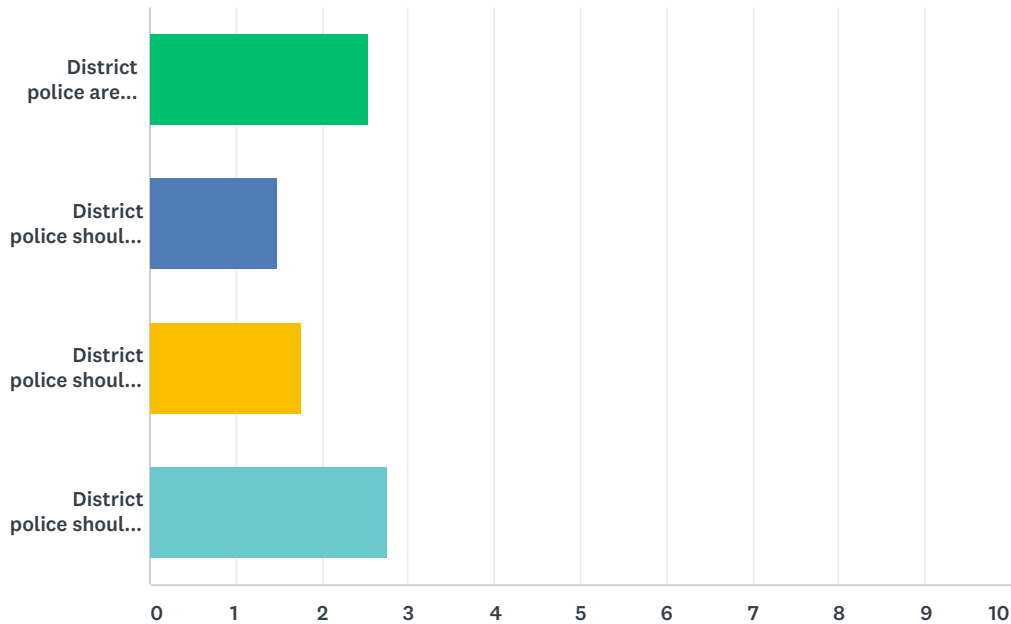
Answered: 364 Skipped: 43



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
I feel safe on campus	14.84% 54	51.10% 186	13.19% 48	17.03% 62	3.30% 12	0.55% 2	364	2.43
I feel safe off campus	15.79% 57	57.89% 209	18.28% 66	6.65% 24	0.28% 1	1.11% 4	361	2.17
My family feels I am safe on campus	14.01% 50	45.38% 162	10.64% 38	12.04% 43	2.24% 8	15.69% 56	357	2.33
My family feels I am safe off campus	13.37% 48	51.81% 186	15.04% 54	5.29% 19	0.84% 3	13.65% 49	359	2.17
Employees are supportive of other employees who have experienced incidences of physical confrontation	31.68% 115	39.94% 145	9.09% 33	3.31% 12	0.55% 2	15.43% 56	363	1.83
Employees are supportive of other employees who have experienced incidences of emotional confrontation (discrimination, sexual harassment, bullying)	30.75% 111	38.78% 140	11.08% 40	4.99% 18	1.39% 5	13.02% 47	361	1.94

### Q33 To what extent do you agree or disagree with the following statements regarding District police?

Answered: 361 Skipped: 46



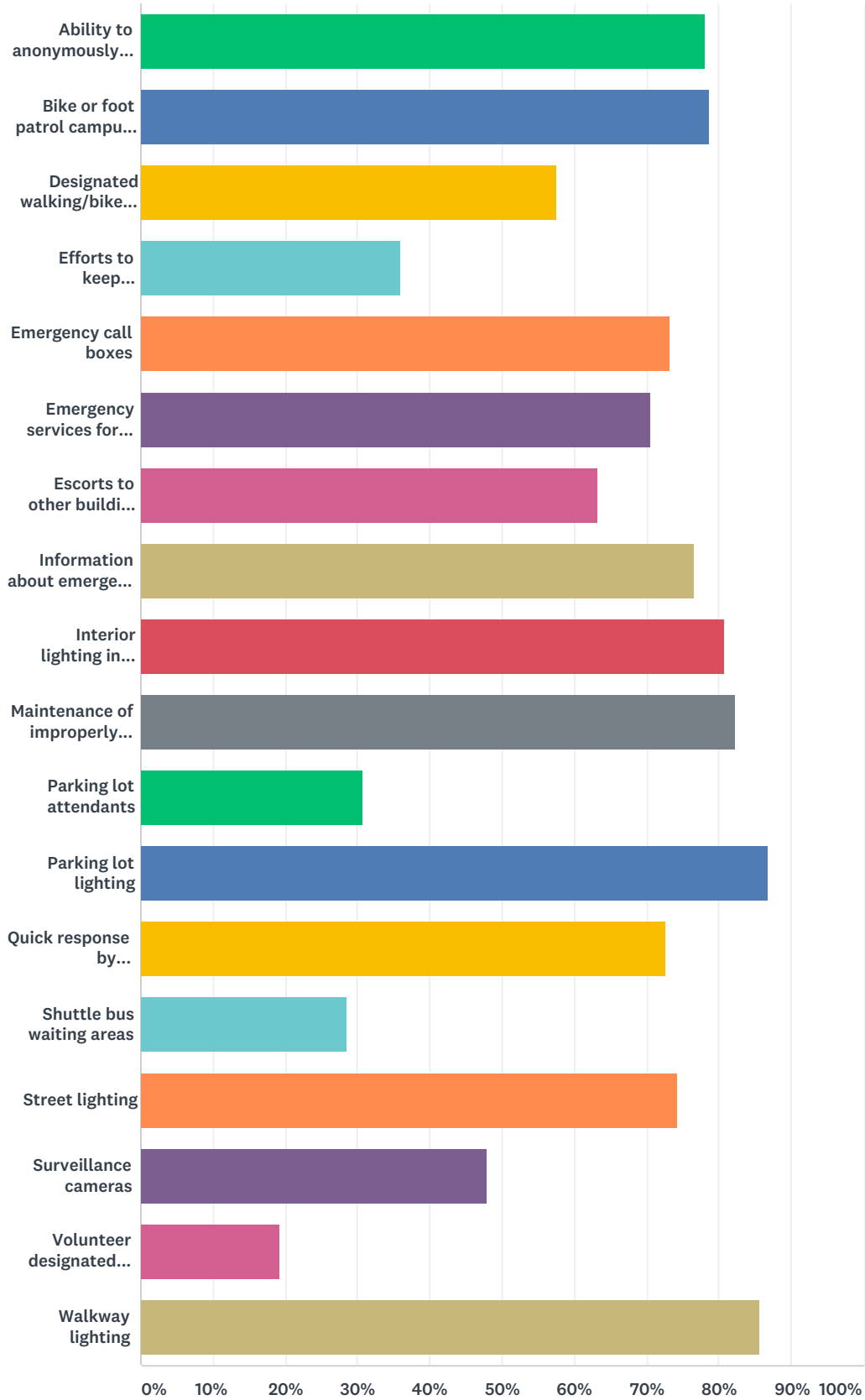
	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
District police are qualified/trained to deal with all aspects of diversity	11.45% 41	36.03% 129	27.65% 99	9.78% 35	3.63% 13	11.45% 41	358	2.53
District police should be required to participate in ongoing diversity training	60.94% 220	31.58% 114	4.16% 15	0.83% 3	1.39% 5	1.11% 4	361	1.48
District police should be reflective of the diversity of our students	48.32% 173	31.56% 113	15.92% 57	1.12% 4	1.68% 6	1.40% 5	358	1.75
District police should be armed at all times	20.67% 74	24.58% 88	23.74% 85	15.92% 57	13.41% 48	1.68% 6	358	2.76

**Q34 Which of the following safety measures must exist on campus in order for you to feel safe? Check all that apply.**

Answered: 355 Skipped: 52



## Santa Rosa Junior College Campus Climate Survey for Faculty



### ANSWER CHOICES

### RESPONSES

Ability to anonymously report concerns about a student or employee (someone who may be suicidal, mentally unstable, engaged in an illegal activity, etc.)

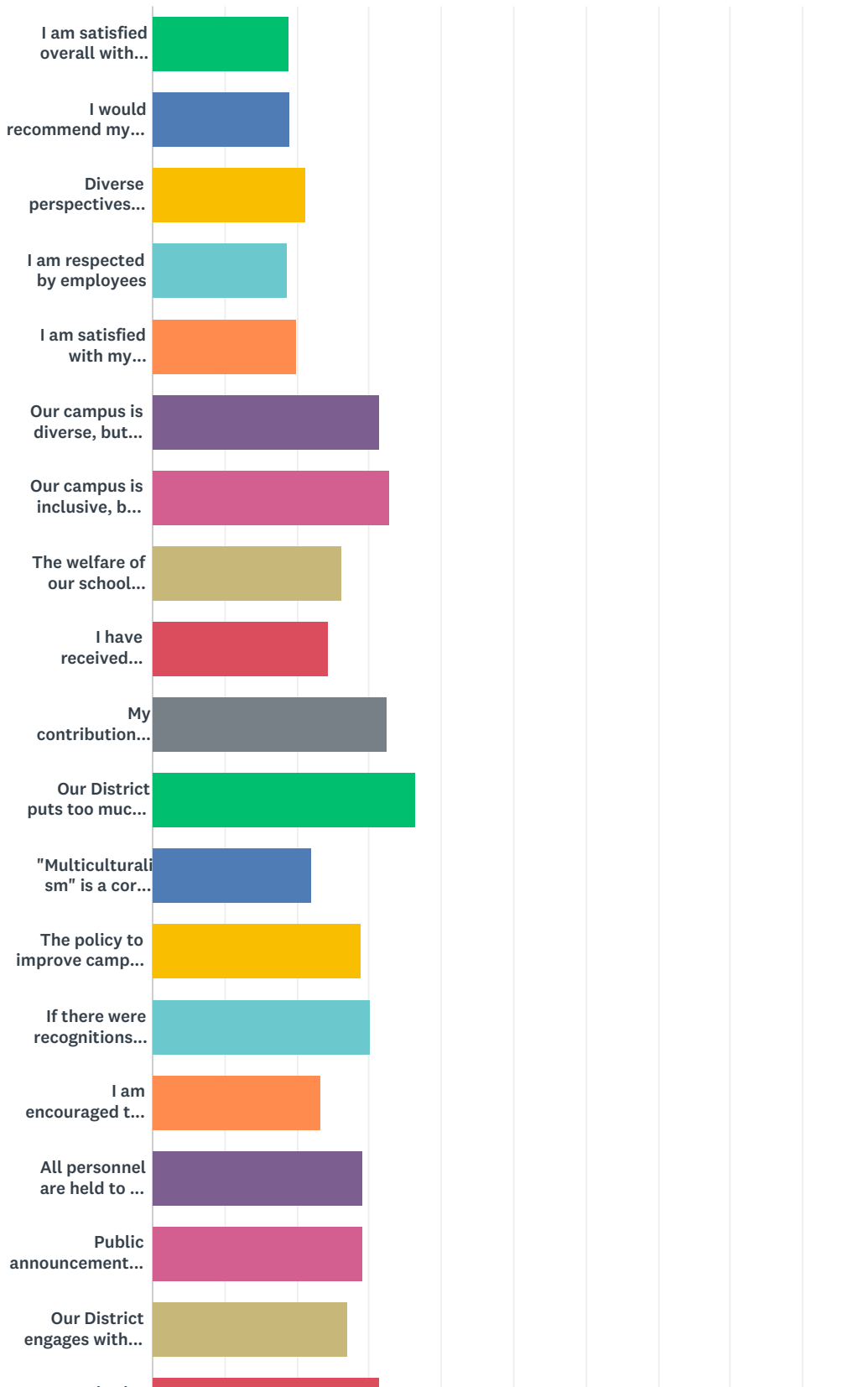
78.03% 277

## Santa Rosa Junior College Campus Climate Survey for Faculty

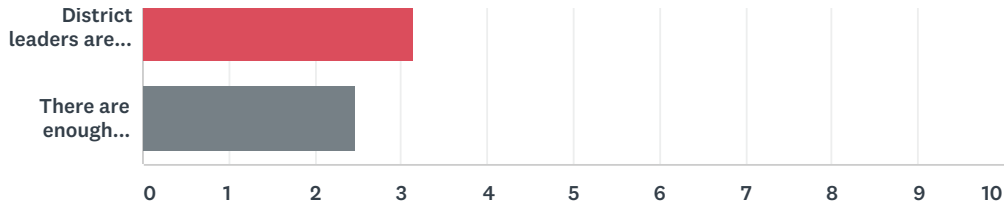
Bike or foot patrol campus police	78.59%	279
Designated walking/bike paths	57.46%	204
Efforts to keep non-students or non-employees off campus	36.06%	128
Emergency call boxes	73.24%	260
Emergency services for incidents of sexual assault	70.42%	250
Escorts to other buildings on campus	63.10%	224
Information about emergency procedures in case of a campus lockdown, extreme weather, etc.	76.62%	272
Interior lighting in campus buildings after dark	80.85%	287
Maintenance of improperly working safety items (lightbulbs that are out, call boxes not working, etc.)	82.25%	292
Parking lot attendants	30.70%	109
Parking lot lighting	86.76%	308
Quick response by administration to campus emergencies	72.68%	258
Shuttle bus waiting areas	28.45%	101
Street lighting	74.37%	264
Surveillance cameras	47.89%	170
Volunteer designated drivers	19.15%	68
Walkway lighting	85.63%	304
Total Respondents: 355		

### Q35 To what extent do you agree or disagree with the following statements about the overall climate on our campus?

Answered: 354 Skipped: 53



## Santa Rosa Junior College Campus Climate Survey for Faculty



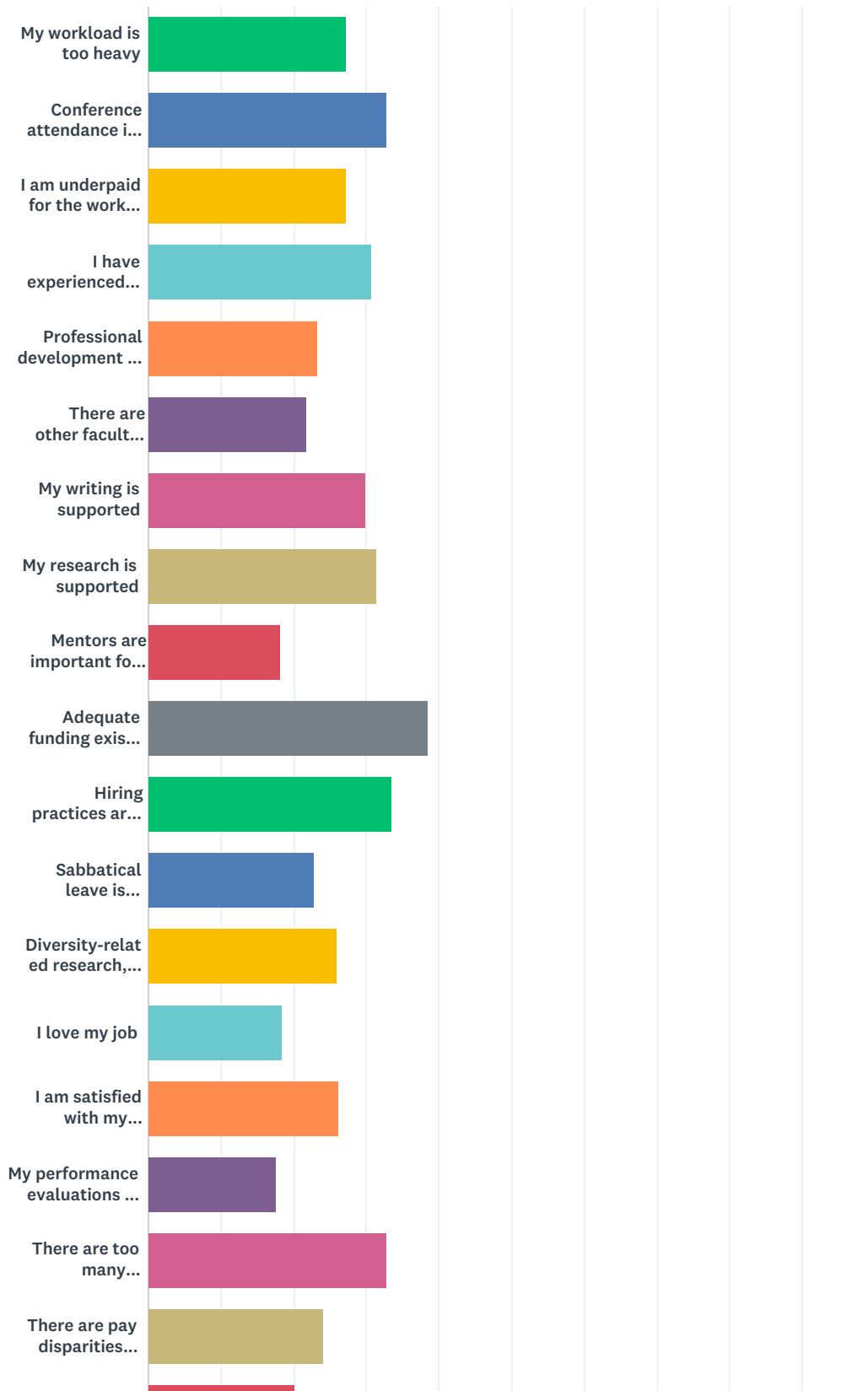
	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
I am satisfied overall with my interactions with other employees	36.08% 127	48.30% 170	8.52% 30	5.97% 21	1.14% 4	0.00% 0	352	1.88
I would recommend my campus to others considering working here	40.68% 144	40.11% 142	11.30% 40	4.80% 17	3.11% 11	0.00% 0	354	1.90
Diverse perspectives can easily be found within our general education programs	24.43% 86	44.32% 156	17.61% 62	7.39% 26	1.14% 4	5.11% 18	352	2.12
I am respected by employees	34.00% 119	50.57% 177	9.71% 34	4.00% 14	1.14% 4	0.57% 2	350	1.87
I am satisfied with my off-campus community engagement	28.74% 100	42.53% 148	14.94% 52	4.02% 14	1.44% 5	8.33% 29	348	1.98
Our campus is diverse, but not inclusive	5.78% 20	20.23% 70	32.66% 113	23.41% 81	10.40% 36	7.51% 26	346	3.13
Our campus is inclusive, but not diverse	3.23% 11	17.60% 60	33.43% 114	27.27% 93	11.73% 40	6.74% 23	341	3.29
The welfare of our school takes precedence over donor demands, investment matters, and political interests	25.21% 88	21.78% 76	24.07% 84	15.47% 54	9.74% 34	3.72% 13	349	2.61
I have received adequate diversity training to engage with students and employees on campus	18.29% 64	41.71% 146	16.86% 59	15.71% 55	4.00% 14	3.43% 12	350	2.43
My contributions to campus diversity efforts have been recognized (awards, financial incentives, etc.)	3.15% 11	7.74% 27	22.92% 80	12.61% 44	7.45% 26	46.13% 161	349	3.25
Our District puts too much emphasis on diversity	4.27% 15	9.69% 34	26.50% 93	32.19% 113	23.93% 84	3.42% 12	351	3.64
"Multiculturalism" is a core value of our institution's mission	20.80% 73	45.01% 158	23.36% 82	4.84% 17	1.99% 7	3.99% 14	351	2.19
The policy to improve campus climate via diverse hiring is effective	7.18% 25	27.01% 94	36.49% 127	13.79% 48	8.33% 29	7.18% 25	348	2.88
If there were recognitions (awards, financial incentives, etc.) for contributions to campus diversity, I would participate in advancing those efforts	6.03% 21	24.14% 84	30.46% 106	19.25% 67	8.91% 31	11.21% 39	348	3.01

## Santa Rosa Junior College Campus Climate Survey for Faculty

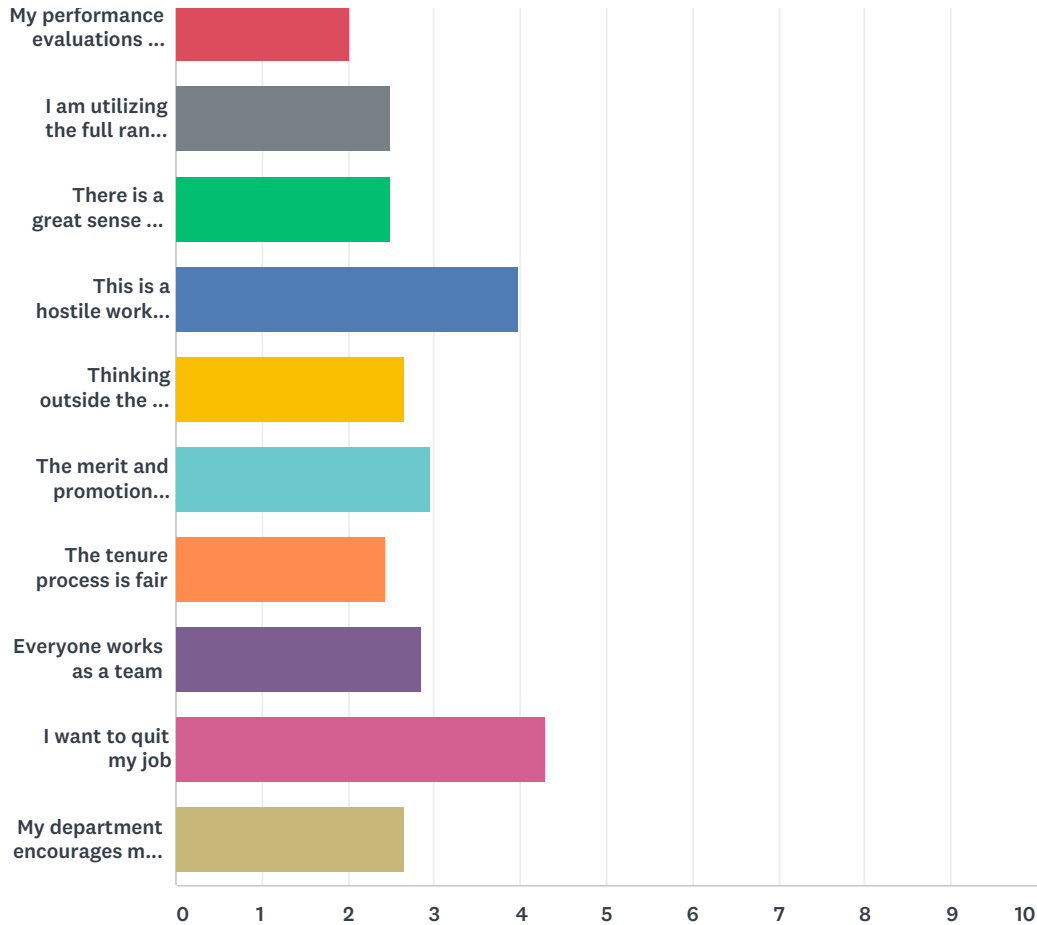
I am encouraged to weave diversity/cultural competence into my curriculum	20.98% 73	37.36% 130	20.69% 72	10.92% 38	3.16% 11	6.90% 24	348	2.33
All personnel are held to the same code of professional ethics and conduct	15.52% 54	27.30% 95	17.53% 61	19.54% 68	14.94% 52	5.17% 18	348	2.91
Public announcements regarding internal communications and practices are honest and truthful	7.78% 27	26.80% 93	31.99% 111	21.33% 74	6.05% 21	6.05% 21	347	2.90
Our District engages with external communities to understand their interests and respond to their needs	7.27% 25	29.36% 101	33.14% 114	11.63% 40	2.91% 10	15.70% 54	344	2.69
District leaders are held to appropriate measures of accountability and responsibility for campus climate	6.36% 22	24.57% 85	24.28% 84	26.30% 91	12.14% 42	6.36% 22	346	3.14
There are enough qualified administrators to enable the president to delegate authority to establish effective and equitable procedures for our campus	15.68% 53	33.14% 112	28.99% 98	7.99% 27	4.14% 14	10.06% 34	338	2.46

### Q36 To what extent do you agree or disagree with the following statements about your work experience at our institution?

Answered: 351 Skipped: 56



## Santa Rosa Junior College Campus Climate Survey for Faculty



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
My workload is too heavy	19.02% 66	23.34% 81	24.50% 85	27.09% 94	3.75% 13	2.31% 8	347	2.73
Conference attendance is supported	6.07% 21	25.14% 87	17.05% 59	23.99% 83	19.36% 67	8.38% 29	346	3.28
I am underpaid for the work that I do	18.16% 63	24.50% 85	27.38% 95	23.63% 82	5.19% 18	1.15% 4	347	2.73
I have experienced microaggressions in my department	15.47% 54	25.50% 89	12.61% 44	23.50% 82	20.06% 70	2.87% 10	349	3.07
Professional development is encouraged	22.13% 77	45.98% 160	12.93% 45	12.93% 45	4.89% 17	1.15% 4	348	2.32
There are other faculty I can get career advice from	22.35% 78	45.85% 160	16.05% 56	6.88% 24	2.87% 10	6.02% 21	349	2.17
My writing is supported	7.18% 25	14.94% 52	21.55% 75	11.78% 41	8.91% 31	35.63% 124	348	3.00
My research is supported	6.96% 24	11.30% 39	20.29% 70	13.33% 46	9.86% 34	38.26% 132	345	3.13
Mentors are important for junior faculty	37.36% 130	44.25% 154	11.21% 39	1.15% 4	2.01% 7	4.02% 14	348	1.81
Adequate funding exists for my research	0.58% 2	2.31% 8	19.36% 67	17.34% 60	16.76% 58	43.64% 151	346	3.84

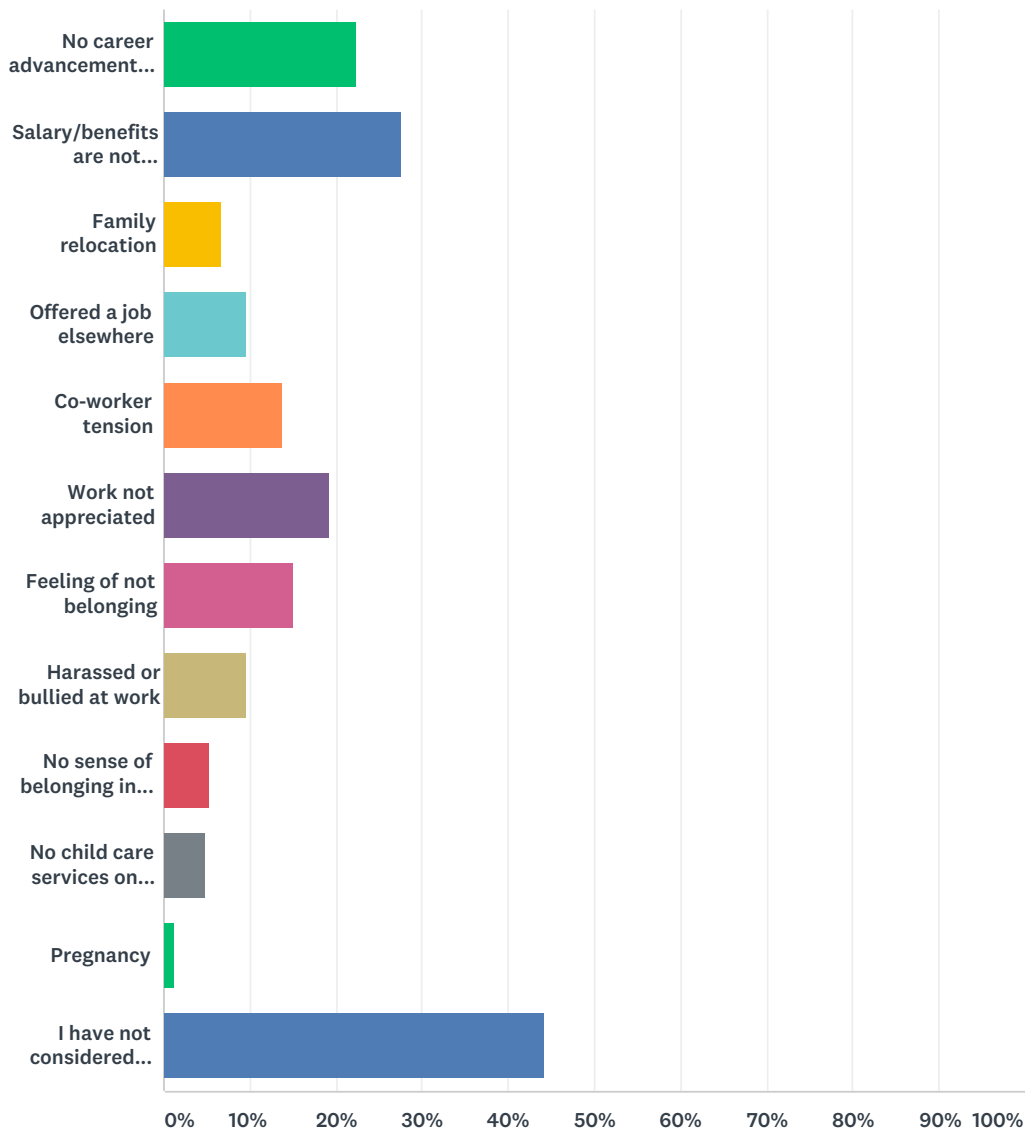
## Santa Rosa Junior College Campus Climate Survey for Faculty

Hiring practices are not fair	8.12% 28	12.46% 43	25.51% 88	29.86% 103	15.36% 53	8.70% 30	345	3.35
Sabbatical leave is supported here	12.32% 43	44.99% 157	14.61% 51	6.02% 21	2.87% 10	19.20% 67	349	2.28
Diversity-related research, teaching, or community service are considered in the hiring of faculty	9.06% 31	27.49% 94	28.95% 99	4.39% 15	5.26% 18	24.85% 85	342	2.59
I love my job	37.82% 132	44.13% 154	13.75% 48	3.15% 11	0.86% 3	0.29% 1	349	1.85
I am satisfied with my employee benefits package	20.46% 71	33.72% 117	12.97% 45	13.83% 48	12.10% 42	6.92% 24	347	2.61
My performance evaluations are done on a regular basis	40.11% 140	47.28% 165	6.30% 22	4.30% 15	0.57% 2	1.43% 5	349	1.76
There are too many expectations of me	7.74% 27	15.76% 55	28.08% 98	32.66% 114	13.47% 47	2.29% 8	349	3.29
There are pay disparities here	24.78% 86	27.09% 94	25.36% 88	12.10% 42	4.61% 16	6.05% 21	347	2.41
My performance evaluations are fair and impartial	30.95% 108	47.56% 166	10.60% 37	5.44% 19	3.44% 12	2.01% 7	349	2.01
I am utilizing the full range of skills in my current position	20.75% 72	43.80% 152	9.80% 34	14.99% 52	9.51% 33	1.15% 4	347	2.48
There is a great sense of belonging	19.54% 68	36.21% 126	22.70% 79	15.23% 53	5.17% 18	1.15% 4	348	2.50
This is a hostile working environment	3.74% 13	6.03% 21	15.52% 54	35.34% 123	37.07% 129	2.30% 8	348	3.98
Thinking outside the box is rewarded in my department	13.51% 47	34.48% 120	26.72% 93	13.51% 47	7.76% 27	4.02% 14	348	2.66
The merit and promotion processes are fair	6.67% 23	22.90% 79	31.01% 107	12.17% 42	10.43% 36	16.81% 58	345	2.96
The tenure process is fair	14.16% 49	33.82% 117	18.50% 64	4.91% 17	6.07% 21	22.54% 78	346	2.42
Everyone works as a team	9.59% 33	32.56% 112	27.03% 93	19.19% 66	9.01% 31	2.62% 9	344	2.85
I want to quit my job	2.59% 9	4.61% 16	12.39% 43	18.44% 64	57.35% 199	4.61% 16	347	4.29
My department encourages me to maintain a good work/life balance	13.01% 45	34.68% 120	25.72% 89	11.27% 39	8.38% 29	6.94% 24	346	2.65



### Q37 If you have ever considered leaving our institution, tell us why. Check all that apply.

Answered: 312 Skipped: 95



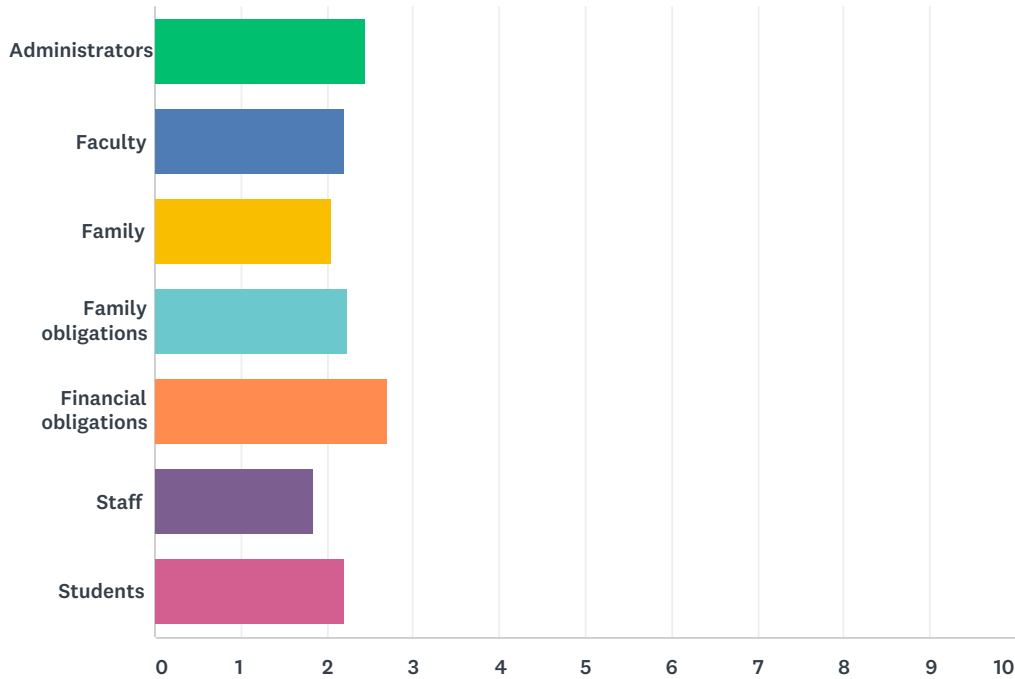
ANSWER CHOICES	RESPONSES
No career advancement opportunities	22.44% 70
Salary/benefits are not adequate	27.56% 86
Family relocation	6.73% 21
Offered a job elsewhere	9.62% 30
Co-worker tension	13.78% 43
Work not appreciated	19.23% 60
Feeling of not belonging	15.06% 47

## Santa Rosa Junior College Campus Climate Survey for Faculty

Harassed or bullied at work	9.62%	30
No sense of belonging in the surrounding community	5.13%	16
No child care services on campus	4.81%	15
Pregnancy	1.28%	4
I have not considered leaving	44.23%	138
Total Respondents: 312		

### Q38 Please rate your level of stress from the following.

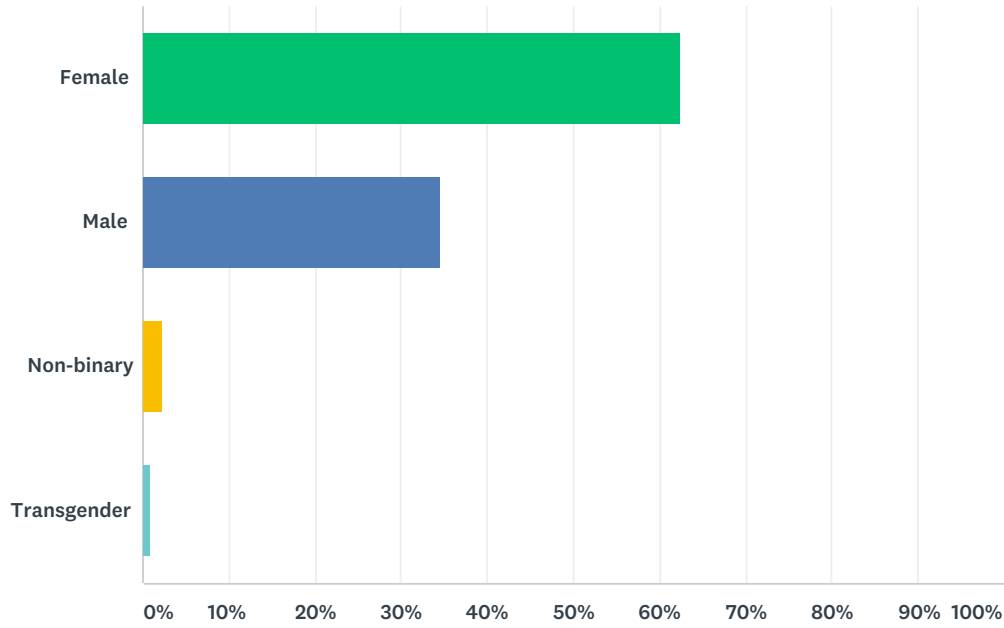
Answered: 349 Skipped: 58



	NOT AT ALL STRESSFUL	SOMEWHAT STRESSFUL	NEUTRAL	VERY STRESSFUL	EXTREMELY STRESSFUL	N/A	TOTAL	WEIGHTED AVERAGE
Administrators	25.14% 87	29.48% 102	20.23% 70	17.34% 60	4.62% 16	3.18% 11	346	2.45
Faculty	32.28% 112	31.12% 108	22.19% 77	10.37% 36	2.59% 9	1.44% 5	347	2.19
Family	36.47% 124	28.53% 97	20.59% 70	6.47% 22	2.35% 8	5.59% 19	340	2.04
Family obligations	25.87% 89	39.83% 137	14.24% 49	9.59% 33	4.65% 16	5.81% 20	344	2.23
Financial obligations	16.09% 56	37.07% 129	14.37% 50	18.68% 65	10.92% 38	2.87% 10	348	2.70
Staff	50.43% 175	18.44% 64	23.92% 83	4.32% 15	1.15% 4	1.73% 6	347	1.85
Students	25.72% 89	41.91% 145	19.08% 66	11.56% 40	0.87% 3	0.87% 3	346	2.19

### Q39 What is your gender?

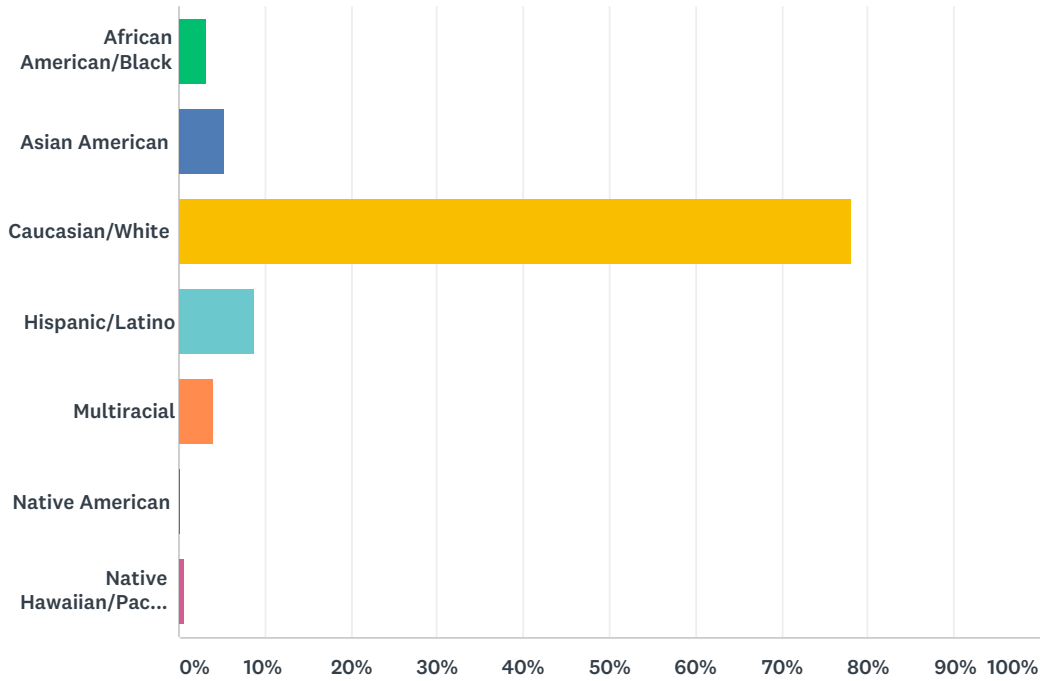
Answered: 348 Skipped: 59



ANSWER CHOICES	RESPONSES	
Female	62.36%	217
Male	34.48%	120
Non-binary	2.30%	8
Transgender	0.86%	3
<b>TOTAL</b>		<b>348</b>

## Q40 What is your race/ethnicity?

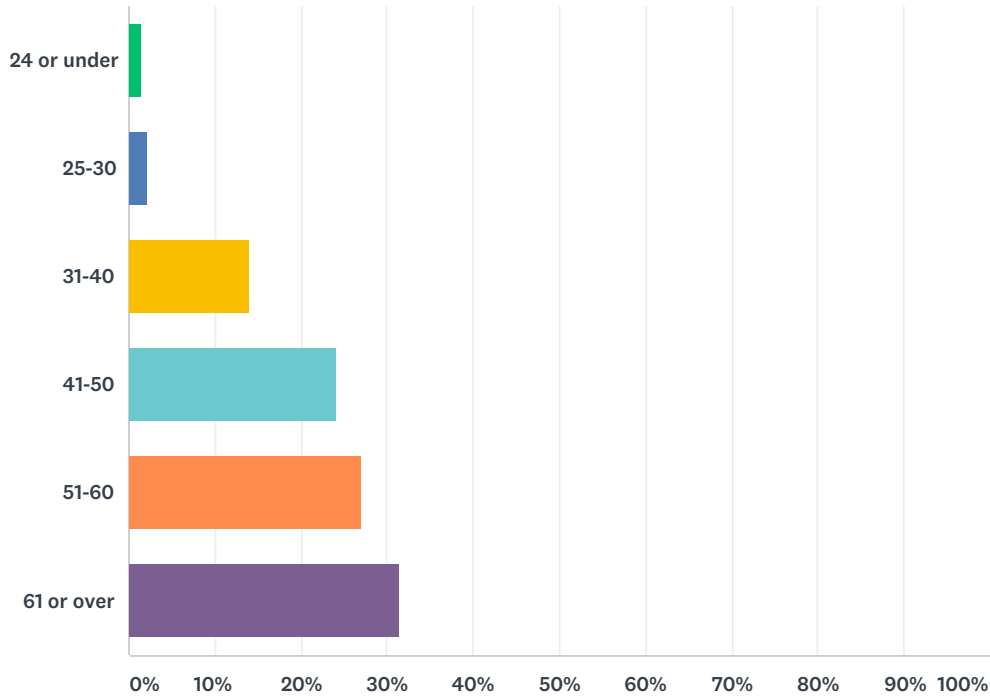
Answered: 329 Skipped: 78



ANSWER CHOICES	RESPONSES	
African American/Black	3.04%	10
Asian American	5.17%	17
Caucasian/White	78.12%	257
Hispanic/Latino	8.81%	29
Multiracial	3.95%	13
Native American	0.30%	1
Native Hawaiian/Pacific Islander	0.61%	2
<b>TOTAL</b>		<b>329</b>

## Q41 What is your age?

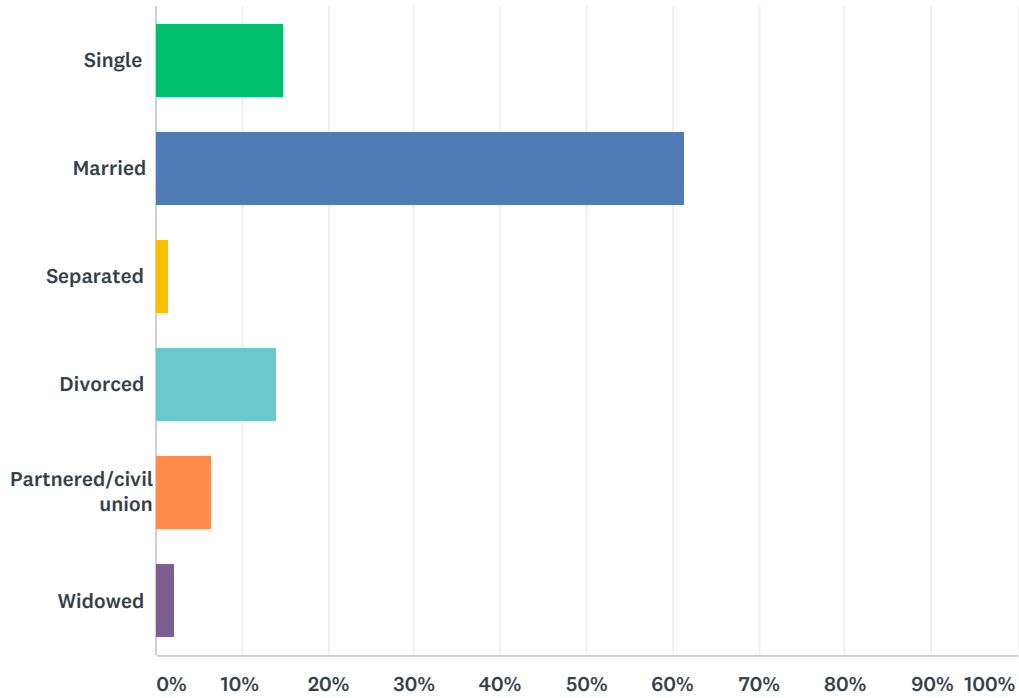
Answered: 344 Skipped: 63



ANSWER CHOICES	RESPONSES	
24 or under	1.45%	5
25-30	2.03%	7
31-40	13.95%	48
41-50	24.13%	83
51-60	27.03%	93
61 or over	31.40%	108
<b>TOTAL</b>		<b>344</b>

## Q42 What is your marital status?

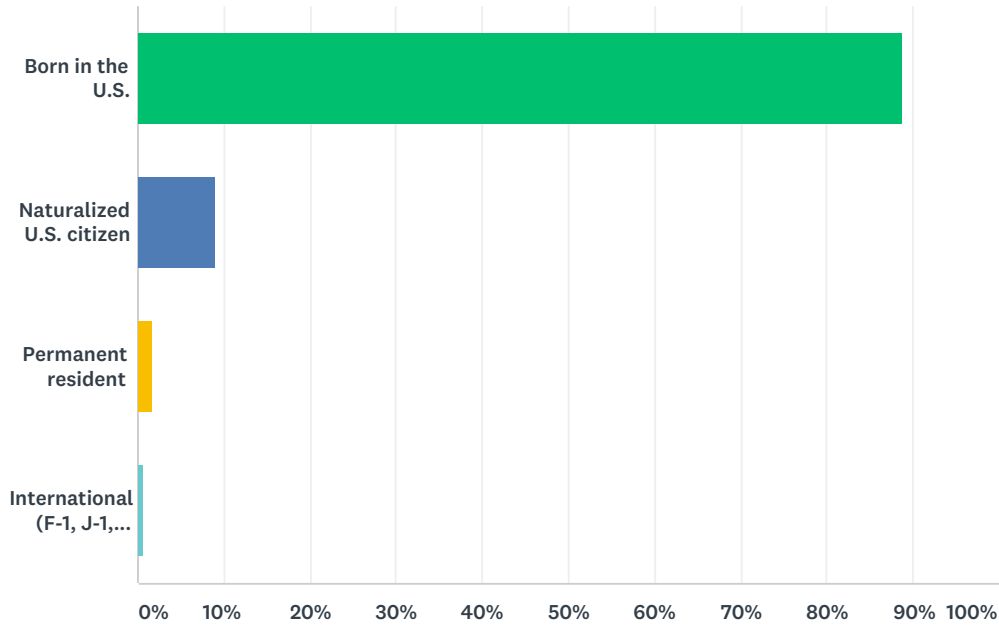
Answered: 343 Skipped: 64



ANSWER CHOICES	RESPONSES	
Single	14.87%	51
Married	61.22%	210
Separated	1.46%	5
Divorced	13.99%	48
Partnered/civil union	6.41%	22
Widowed	2.04%	7
<b>TOTAL</b>		<b>343</b>

### Q43 What is your citizenship status?

Answered: 347 Skipped: 60

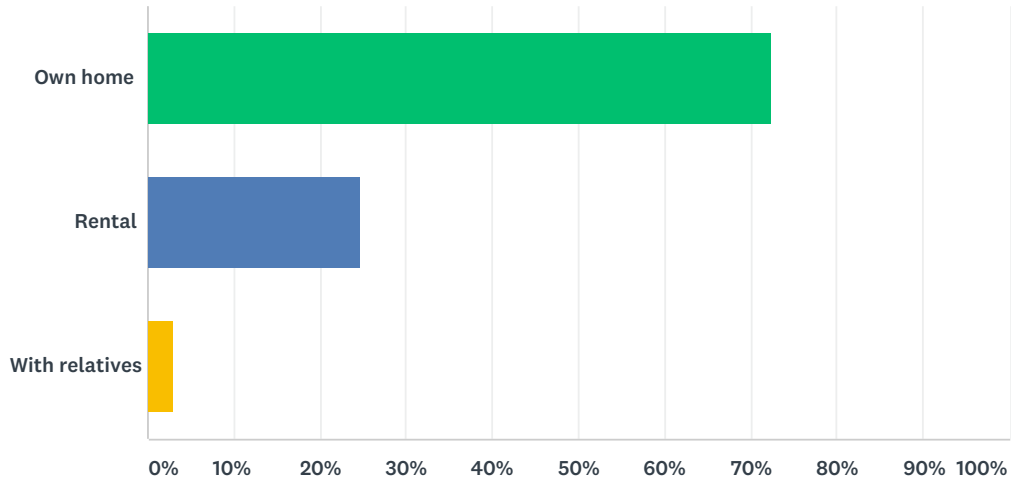


ANSWER CHOICES	RESPONSES	
Born in the U.S.	88.76%	308
Naturalized U.S. citizen	8.93%	31
Permanent resident	1.73%	6
International (F-1, J-1, etc.)	0.58%	2
<b>TOTAL</b>		<b>347</b>



## Q44 Where do you live?

Answered: 344 Skipped: 63



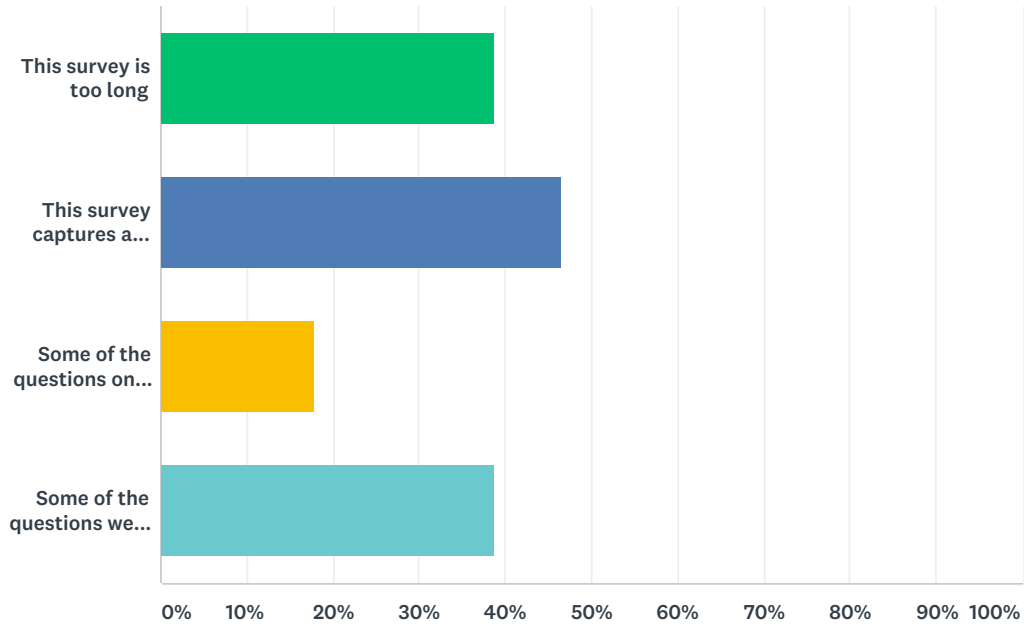
ANSWER CHOICES	RESPONSES	
Own home	72.38%	249
Rental	24.71%	85
With relatives	2.91%	10
<b>TOTAL</b>		<b>344</b>

**Q45 Please offer any additional comments about or suggestions to improve our climate for diversity.**

Answered: 65 Skipped: 342

### Q46 What did you think of this survey? Check all that apply.

Answered: 274 Skipped: 133



ANSWER CHOICES	RESPONSES	
This survey is too long	38.69%	106
This survey captures a great deal of information about important campus issues	46.35%	127
Some of the questions on the survey made me feel uncomfortable	17.88%	49
Some of the questions were not clear to me	38.69%	106
Total Respondents: 274		