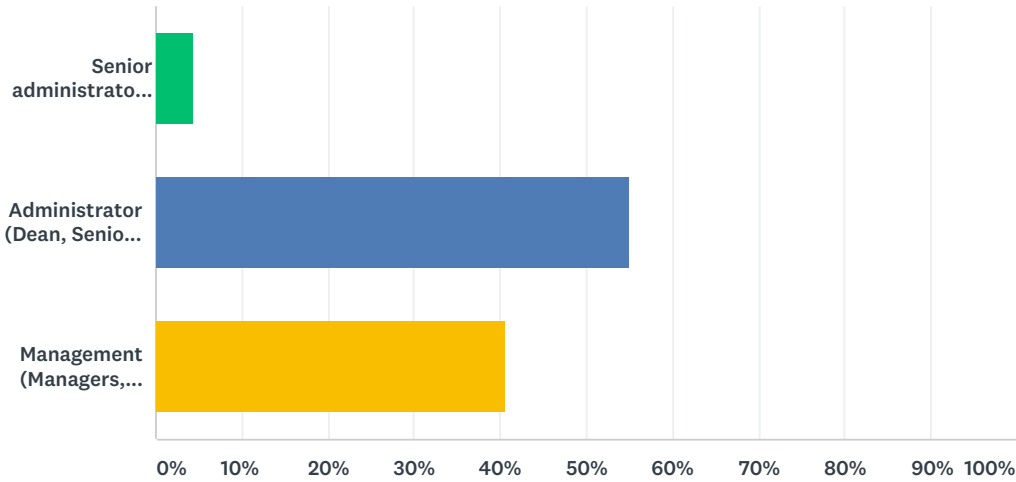


Q1 Which type of administrator are you?

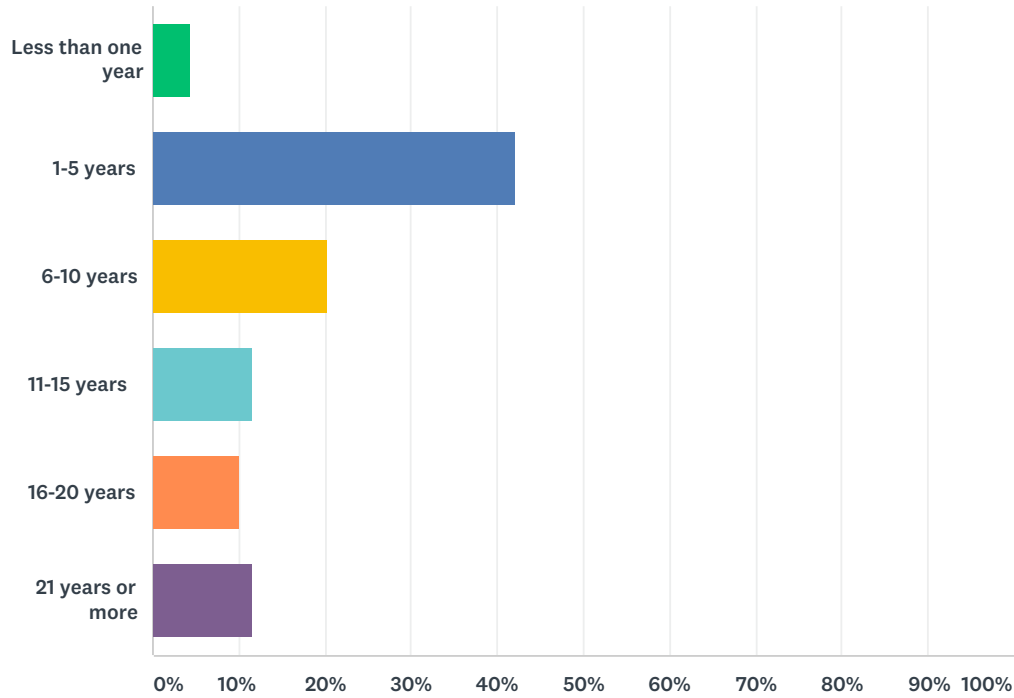
Answered: 69 Skipped: 0



ANSWER CHOICES	RESPONSES	
Senior administrator (President, Vice President)	4.35%	3
Administrator (Dean, Senior Dean, Director, Executive Director)	55.07%	38
Management (Managers, Supervisors and Confidential employees)	40.58%	28
TOTAL		69

Q2 How long have you been employed at SRJC?

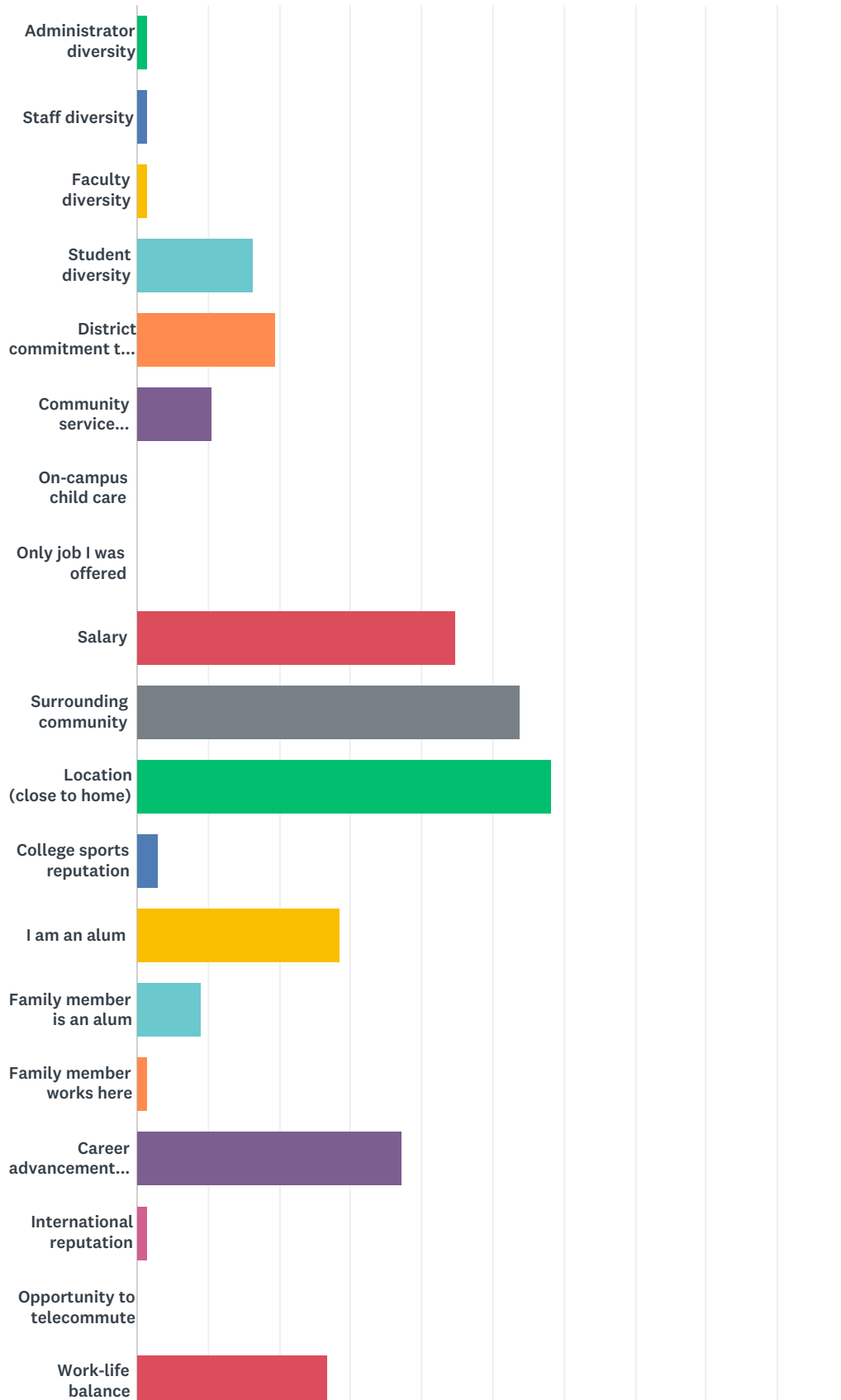
Answered: 69 Skipped: 0



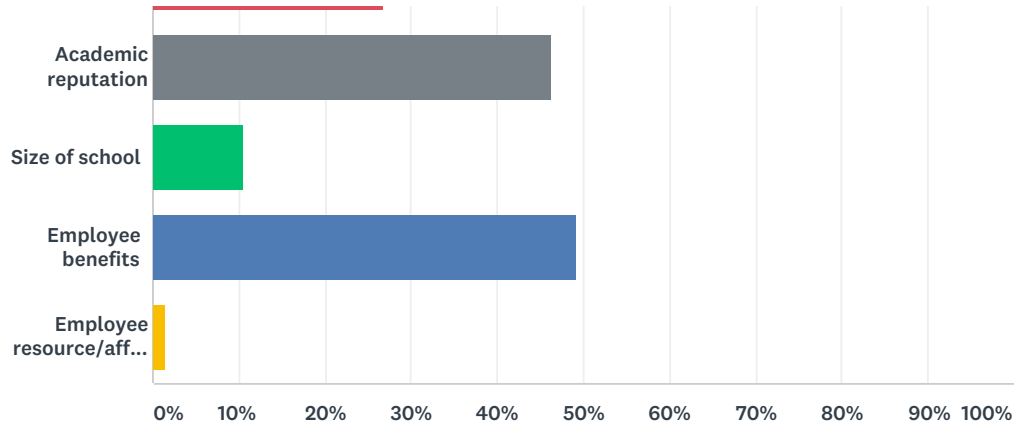
ANSWER CHOICES	RESPONSES	
Less than one year	4.35%	3
1-5 years	42.03%	29
6-10 years	20.29%	14
11-15 years	11.59%	8
16-20 years	10.14%	7
21 years or more	11.59%	8
TOTAL		69

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

Answered: 67 Skipped: 2



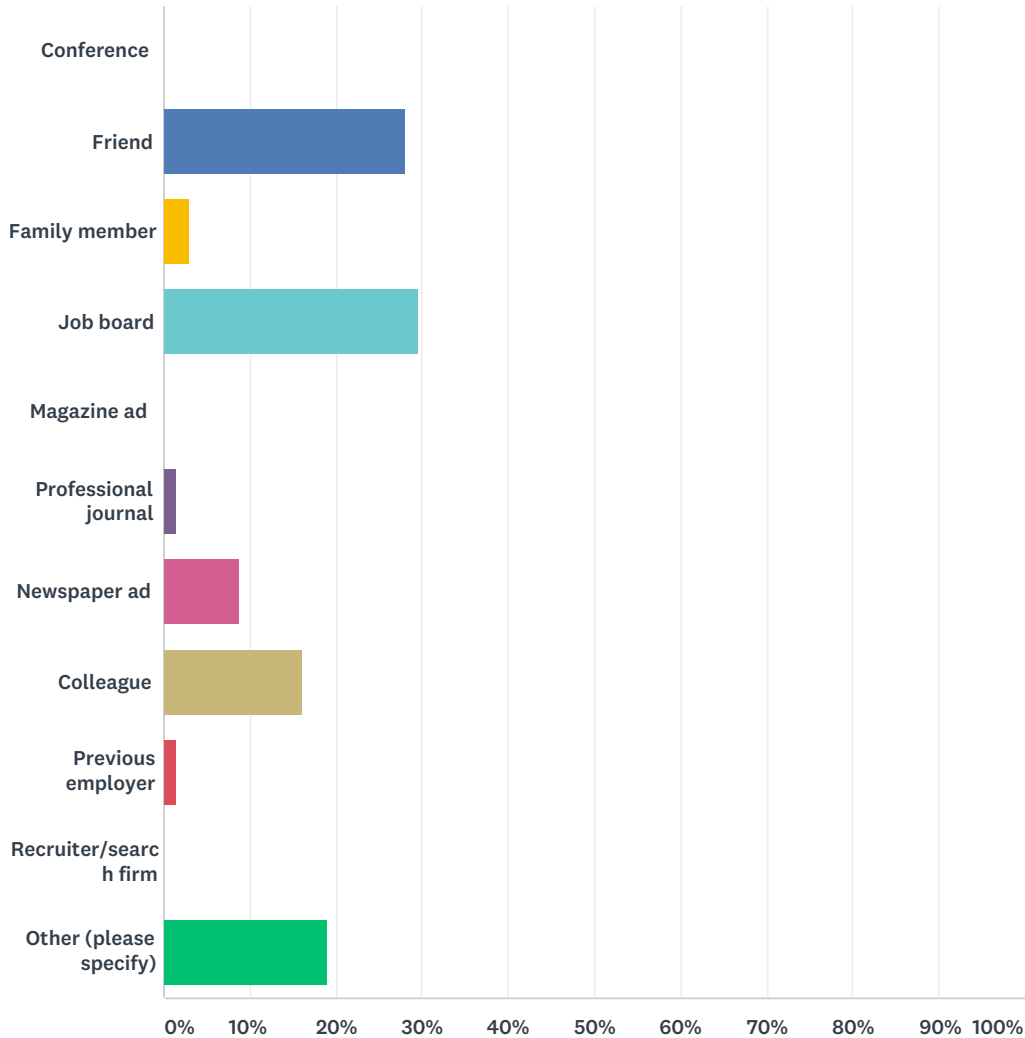
Santa Rosa Junior College Campus Climate Survey for Management Team



ANSWER CHOICES	RESPONSES	
Administrator diversity	1.49%	1
Staff diversity	1.49%	1
Faculty diversity	1.49%	1
Student diversity	16.42%	11
District commitment to diversity	19.40%	13
Community service opportunities	10.45%	7
On-campus child care	0.00%	0
Only job I was offered	0.00%	0
Salary	44.78%	30
Surrounding community	53.73%	36
Location (close to home)	58.21%	39
College sports reputation	2.99%	2
I am an alum	28.36%	19
Family member is an alum	8.96%	6
Family member works here	1.49%	1
Career advancement opportunities	37.31%	25
International reputation	1.49%	1
Opportunity to telecommute	0.00%	0
Work-life balance	26.87%	18
Academic reputation	46.27%	31
Size of school	10.45%	7
Employee benefits	49.25%	33
Employee resource/affinity groups	1.49%	1
Total Respondents: 67		

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

Answered: 68 Skipped: 1



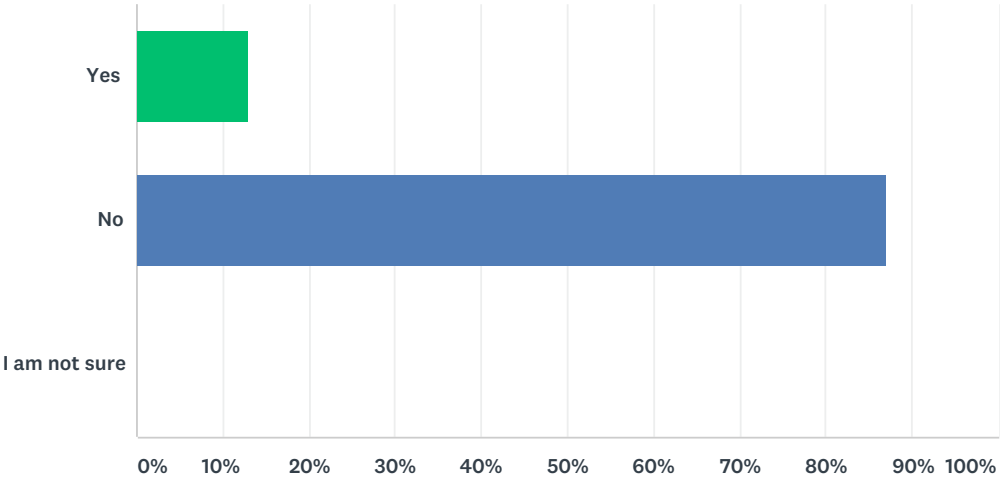
ANSWER CHOICES	RESPONSES	
Conference	0.00%	0
Friend	27.94%	19
Family member	2.94%	2
Job board	29.41%	20
Magazine ad	0.00%	0
Professional journal	1.47%	1
Newspaper ad	8.82%	6
Colleague	16.18%	11
Previous employer	1.47%	1
Recruiter/search firm	0.00%	0

Santa Rosa Junior College Campus Climate Survey for Management Team

Other (please specify)	19.12%	13
Total Respondents: 68		

Q5 Do you have a disability?

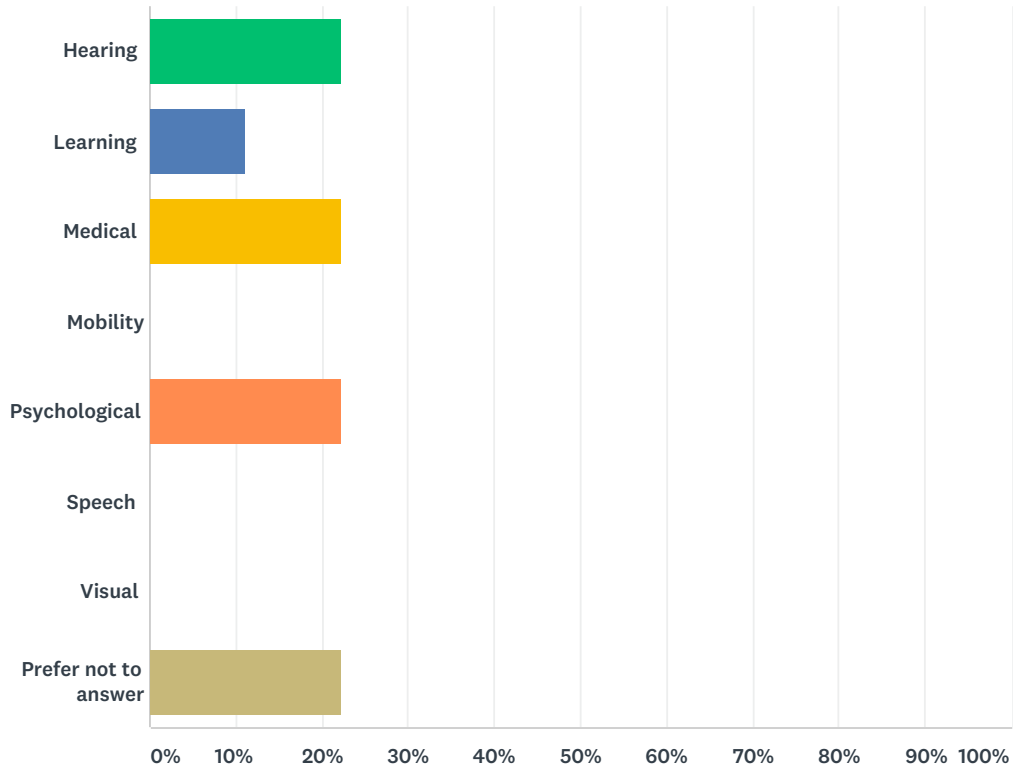
Answered: 69 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		13.04%	9
No		86.96%	60
I am not sure		0.00%	0
TOTAL			69

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

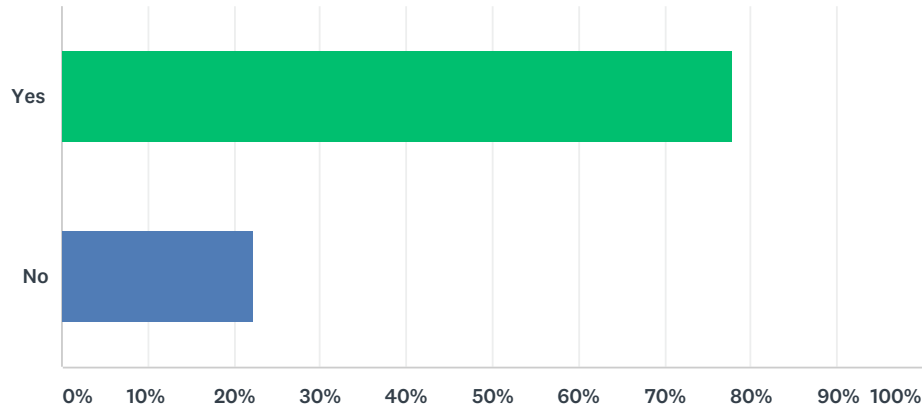
Answered: 9 Skipped: 60



ANSWER CHOICES	RESPONSES	
Hearing	22.22%	2
Learning	11.11%	1
Medical	22.22%	2
Mobility	0.00%	0
Psychological	22.22%	2
Speech	0.00%	0
Visual	0.00%	0
Prefer not to answer	22.22%	2
Total Respondents: 9		

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

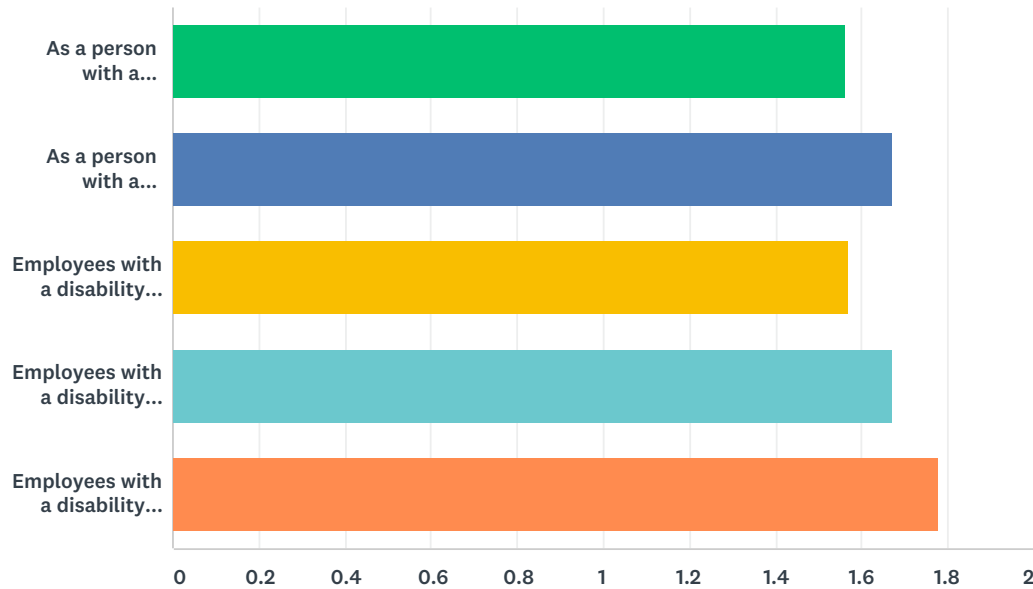
Answered: 9 Skipped: 60



ANSWER CHOICES	RESPONSES	
Yes	77.78%	7
No	22.22%	2
TOTAL		9

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

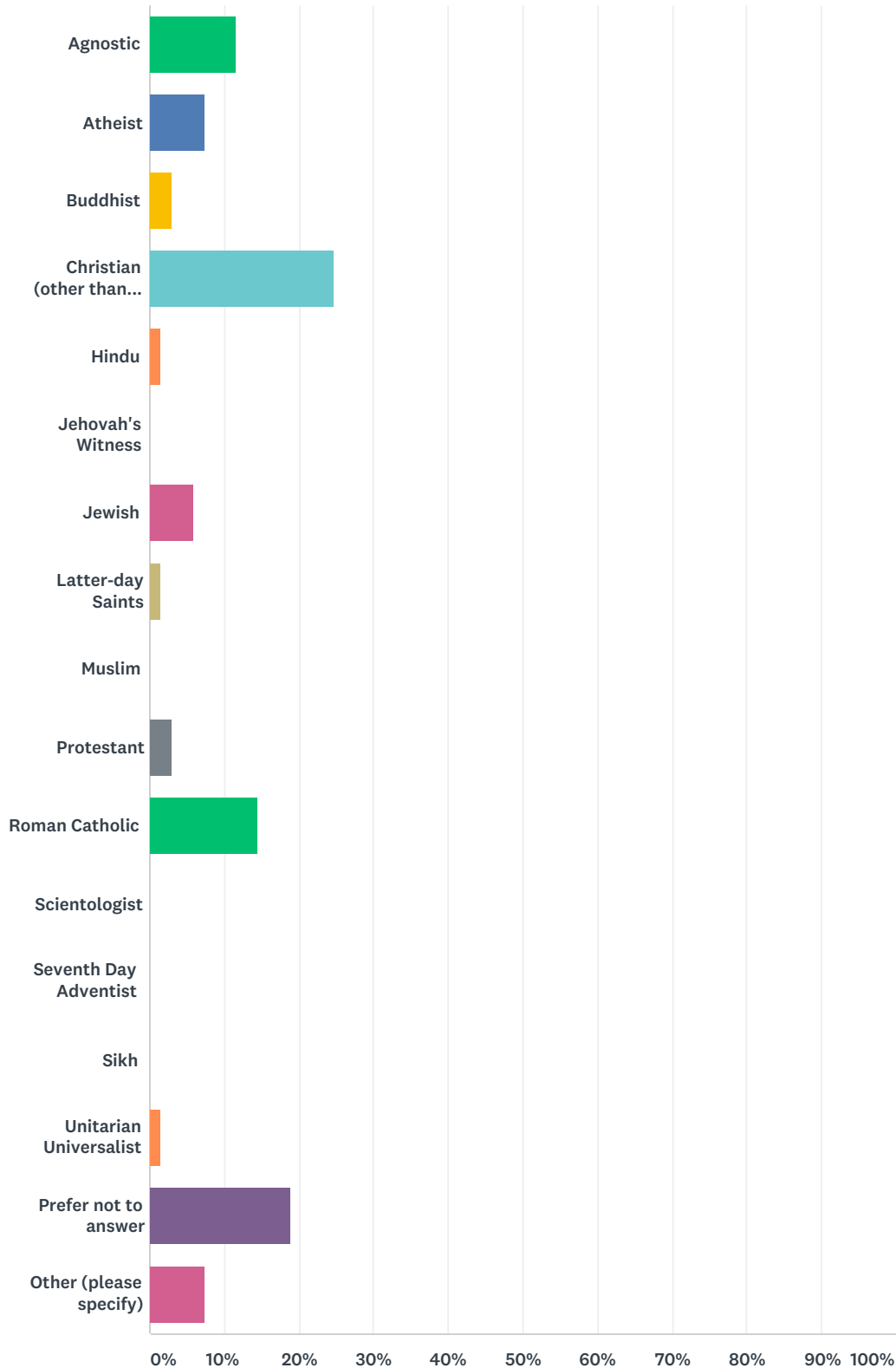
Answered: 9 Skipped: 60



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
As a person with a disability, I feel welcome on campus	55.56% 5	33.33% 3	11.11% 1	0.00% 0	0.00% 0	0.00% 0	9	1.56
As a person with a disability, I feel welcome in the surrounding community	55.56% 5	33.33% 3	0.00% 0	11.11% 1	0.00% 0	0.00% 0	9	1.67
Employees with a disability are treated with respect by students	44.44% 4	22.22% 2	11.11% 1	0.00% 0	0.00% 0	22.22% 2	9	1.57
Employees with a disability are treated with respect by faculty	44.44% 4	44.44% 4	11.11% 1	0.00% 0	0.00% 0	0.00% 0	9	1.67
Employees with a disability are treated with respect by administrators	55.56% 5	22.22% 2	11.11% 1	11.11% 1	0.00% 0	0.00% 0	9	1.78

Q9 What is your religion/worldview/spiritual affiliation?

Answered: 69 Skipped: 0



ANSWER CHOICES

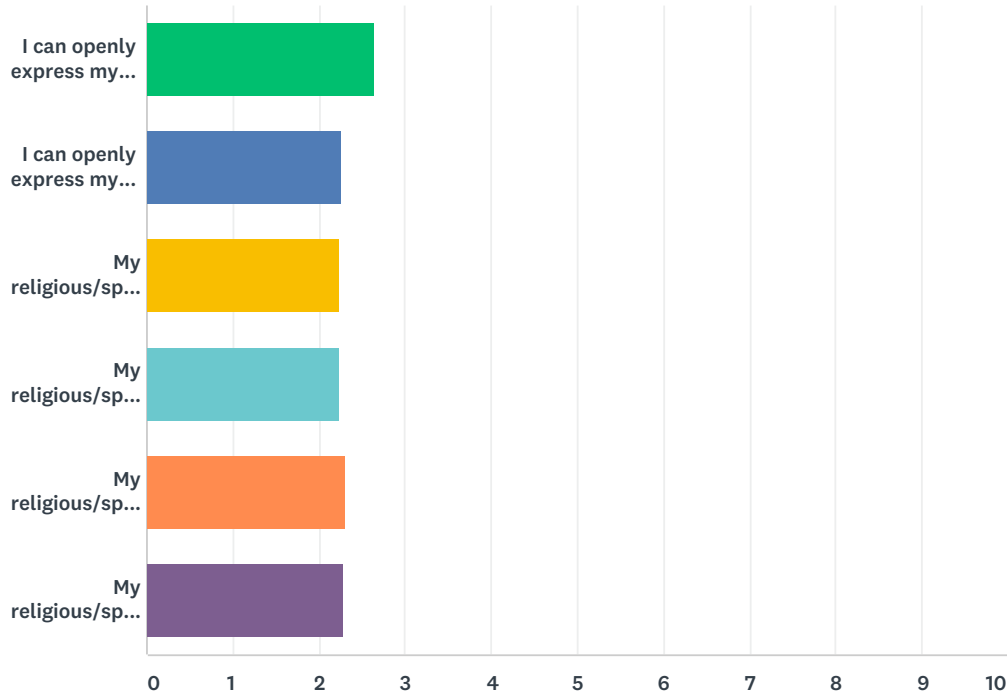
RESPONSES

Santa Rosa Junior College Campus Climate Survey for Management Team

Agnostic	11.59%	8
Atheist	7.25%	5
Buddhist	2.90%	2
Christian (other than Roman Catholic)	24.64%	17
Hindu	1.45%	1
Jehovah's Witness	0.00%	0
Jewish	5.80%	4
Latter-day Saints	1.45%	1
Muslim	0.00%	0
Protestant	2.90%	2
Roman Catholic	14.49%	10
Scientologist	0.00%	0
Seventh Day Adventist	0.00%	0
Sikh	0.00%	0
Unitarian Universalist	1.45%	1
Prefer not to answer	18.84%	13
Other (please specify)	7.25%	5
TOTAL		69

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

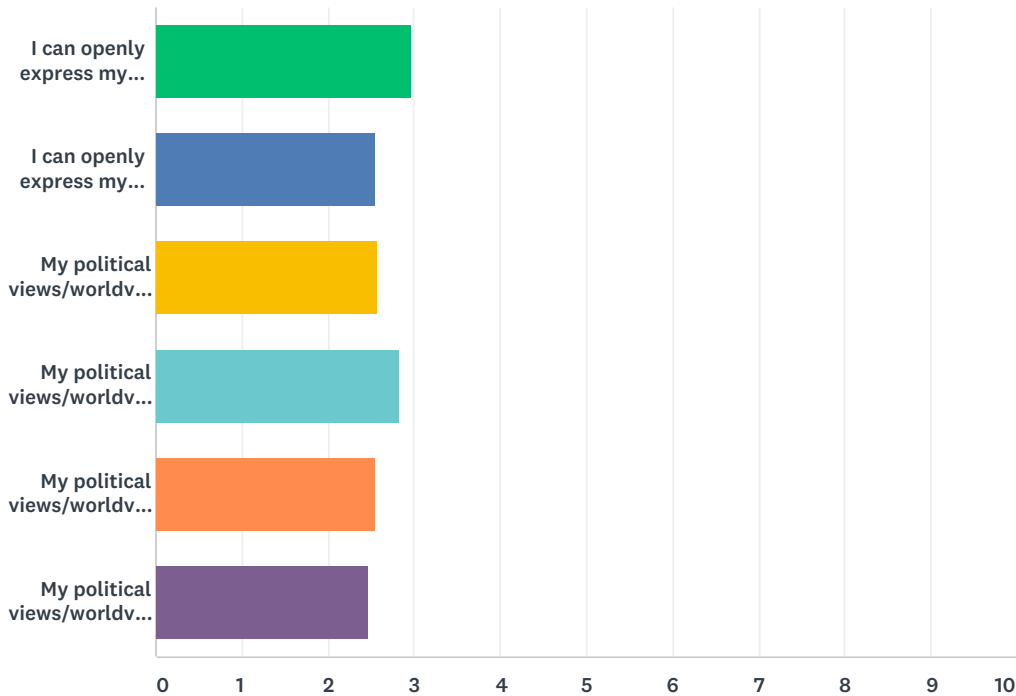
Answered: 68 Skipped: 1



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
I can openly express my religious/spiritual beliefs on campus	14.71% 10	32.35% 22	25.00% 17	10.29% 7	8.82% 6	8.82% 6	68	2.63
I can openly express my religious/spiritual beliefs in the surrounding community	14.71% 10	47.06% 32	23.53% 16	2.94% 2	2.94% 2	8.82% 6	68	2.26
My religious/spiritual beliefs are treated with respect by students	10.29% 7	30.88% 21	22.06% 15	1.47% 1	0.00% 0	35.29% 24	68	2.23
My religious/spiritual beliefs are treated with respect by staff	10.29% 7	44.12% 30	20.59% 14	4.41% 3	0.00% 0	20.59% 14	68	2.24
My religious/spiritual beliefs are treated with respect by faculty	8.82% 6	41.18% 28	25.00% 17	1.47% 1	1.47% 1	22.06% 15	68	2.30
My religious/spiritual beliefs are treated with respect by management team	8.82% 6	42.65% 29	22.06% 15	4.41% 3	0.00% 0	22.06% 15	68	2.28

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

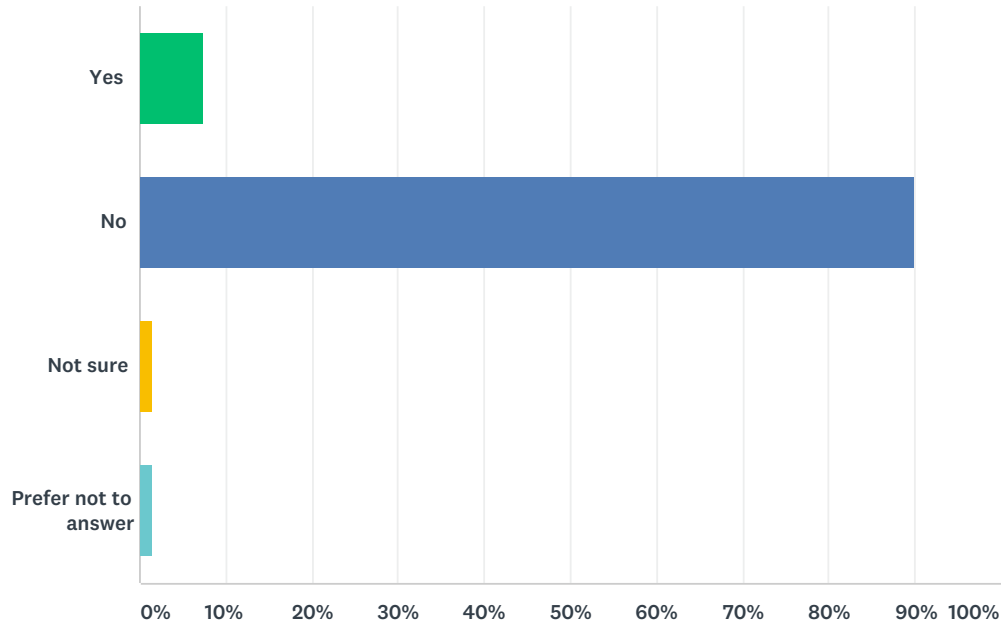
Answered: 68 Skipped: 1



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
I can openly express my political views/worldviews on campus	2.94% 2	35.29% 24	33.82% 23	8.82% 6	14.71% 10	4.41% 3	68	2.97
I can openly express my political views/worldviews in the surrounding community	10.45% 7	46.27% 31	20.90% 14	10.45% 7	7.46% 5	4.48% 3	67	2.56
My political views/worldviews are treated with respect by students	8.82% 6	27.94% 19	26.47% 18	2.94% 2	5.88% 4	27.94% 19	68	2.57
My political views/worldviews are treated with respect by faculty	2.94% 2	39.71% 27	23.53% 16	7.35% 5	11.76% 8	14.71% 10	68	2.83
My political views/worldviews are treated with respect by staff	5.97% 4	43.28% 29	26.87% 18	4.48% 3	5.97% 4	13.43% 9	67	2.55
My political views/worldviews are treated with respect by management team	6.06% 4	46.97% 31	27.27% 18	3.03% 2	4.55% 3	12.12% 8	66	2.47

Q12 Do you identify as LGBTQIA+?

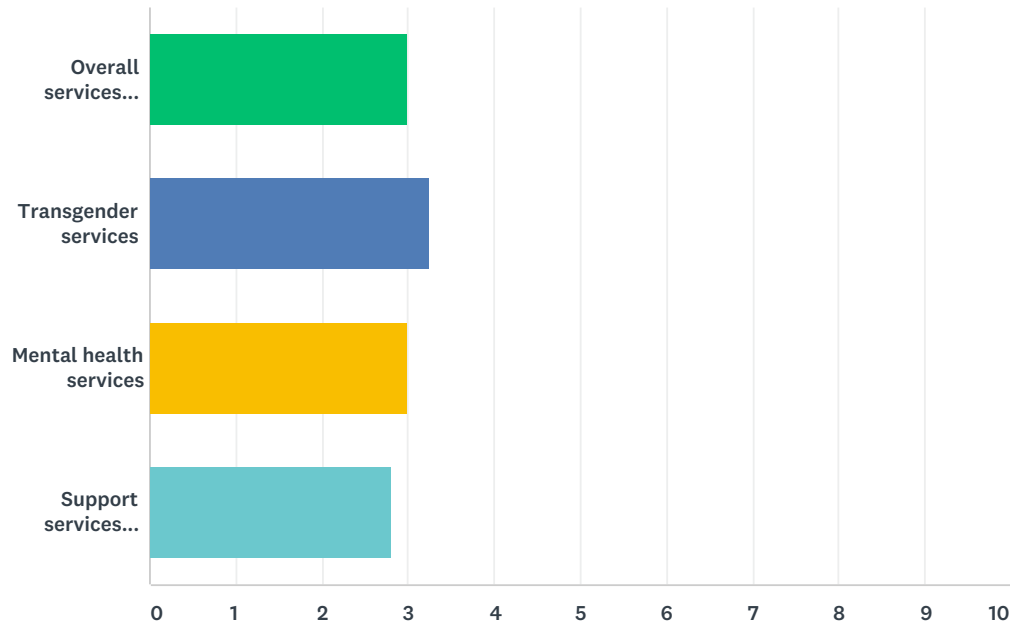
Answered: 69 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	7.25%	5
No	89.86%	62
Not sure	1.45%	1
Prefer not to answer	1.45%	1
TOTAL		69

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

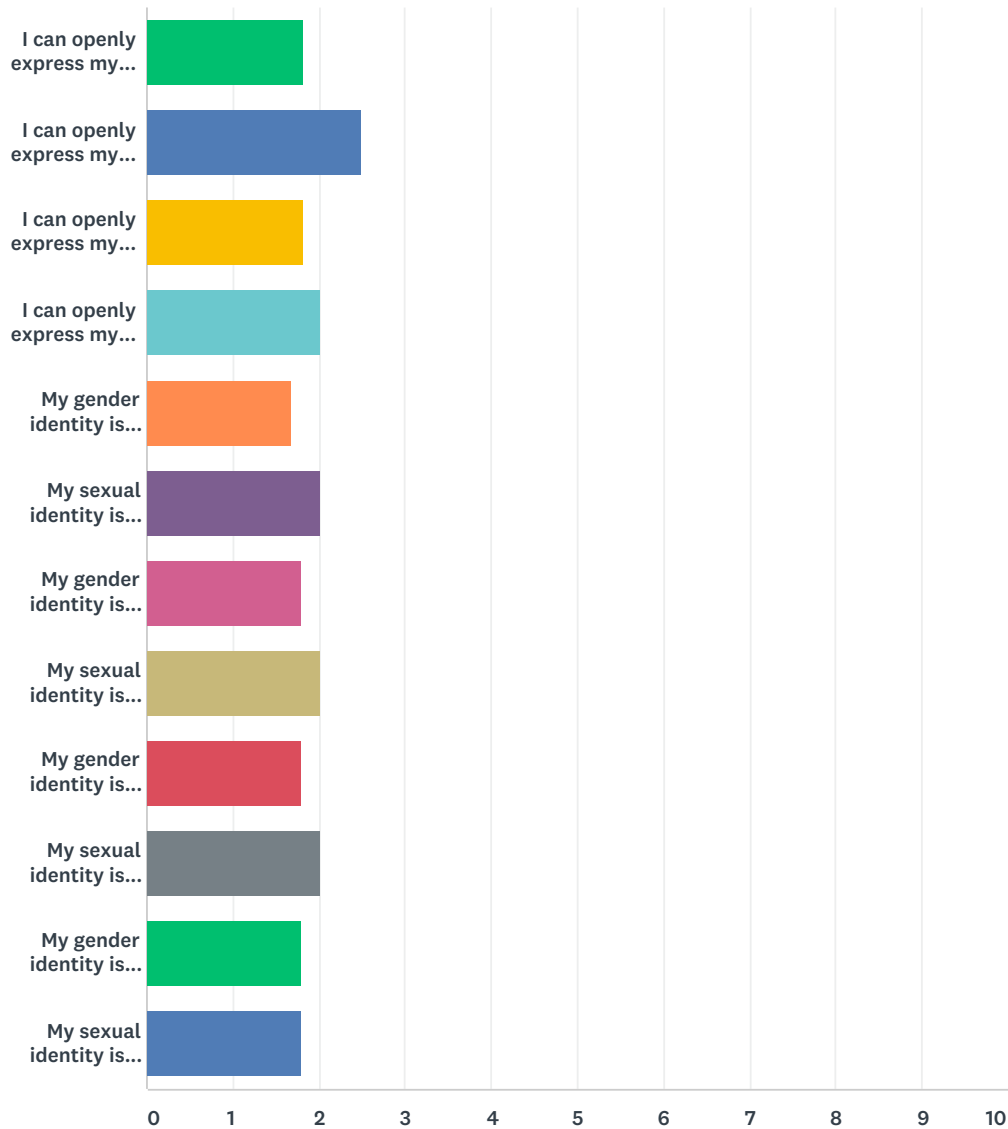
Answered: 6 Skipped: 63



	VERY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	VERY DISSATISFIED	N/A	TOTAL	WEIGHTED AVERAGE
Overall services provided	0.00% 0	16.67% 1	50.00% 3	16.67% 1	0.00% 0	16.67% 1	6	3.00
Transgender services	0.00% 0	16.67% 1	16.67% 1	33.33% 2	0.00% 0	33.33% 2	6	3.25
Mental health services	0.00% 0	16.67% 1	50.00% 3	16.67% 1	0.00% 0	16.67% 1	6	3.00
Support services (mentoring, support groups)	0.00% 0	33.33% 2	33.33% 2	16.67% 1	0.00% 0	16.67% 1	6	2.80

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

Answered: 6 Skipped: 63



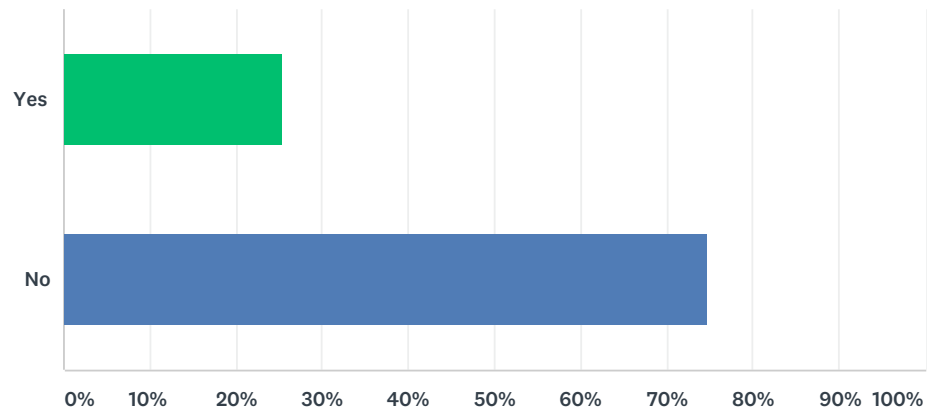
	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
I can openly express my gender identity on campus	16.67% 1	83.33% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0	6	1.83
I can openly express my sexual identity on campus	16.67% 1	50.00% 3	0.00% 0	33.33% 2	0.00% 0	0.00% 0	6	2.50
I can openly express my gender identity in the surrounding community	33.33% 2	50.00% 3	16.67% 1	0.00% 0	0.00% 0	0.00% 0	6	1.83
I can openly express my sexual identity in the surrounding community	16.67% 1	66.67% 4	16.67% 1	0.00% 0	0.00% 0	0.00% 0	6	2.00

Santa Rosa Junior College Campus Climate Survey for Management Team

My gender identity is treated with respect by students	16.67% 1	33.33% 2	0.00% 0	0.00% 0	0.00% 0	50.00% 3	6	1.67
My sexual identity is treated with respect by students	0.00% 0	66.67% 4	0.00% 0	0.00% 0	0.00% 0	33.33% 2	6	2.00
My gender identity is treated with respect by faculty	16.67% 1	66.67% 4	0.00% 0	0.00% 0	0.00% 0	16.67% 1	6	1.80
My sexual identity is treated with respect by faculty	16.67% 1	50.00% 3	16.67% 1	0.00% 0	0.00% 0	16.67% 1	6	2.00
My gender identity is treated with respect by management team	16.67% 1	66.67% 4	0.00% 0	0.00% 0	0.00% 0	16.67% 1	6	1.80
My sexual identity is treated with respect by management team	16.67% 1	50.00% 3	16.67% 1	0.00% 0	0.00% 0	16.67% 1	6	2.00
My gender identity is treated with respect by staff	16.67% 1	66.67% 4	0.00% 0	0.00% 0	0.00% 0	16.67% 1	6	1.80
My sexual identity is treated with respect by staff	16.67% 1	66.67% 4	0.00% 0	0.00% 0	0.00% 0	16.67% 1	6	1.80

Q15 Are you an employee of color?

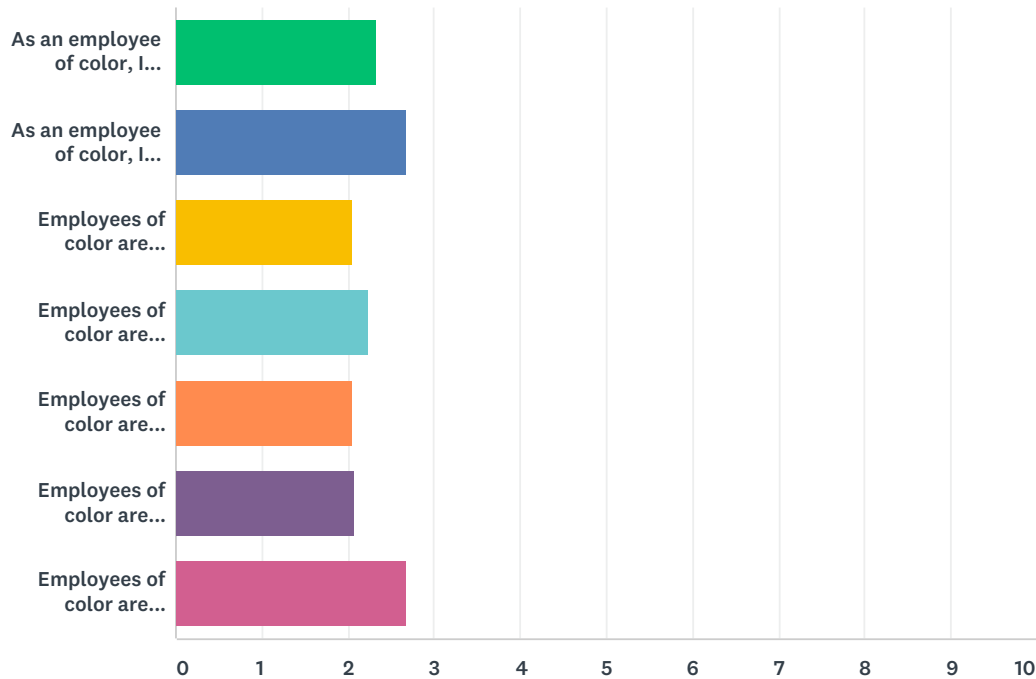
Answered: 67 Skipped: 2



ANSWER CHOICES		RESPONSES	
Yes		25.37%	17
No		74.63%	50
TOTAL			67

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

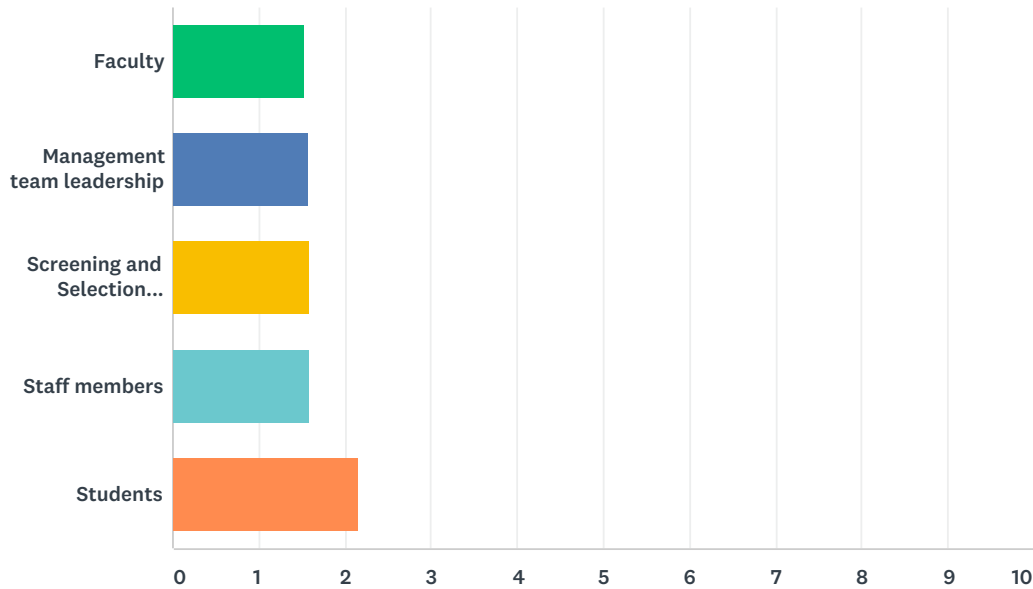
Answered: 27 Skipped: 42



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
As an employee of color, I feel welcome on campus	11.11% 3	29.63% 8	18.52% 5	7.41% 2	0.00% 0	33.33% 9	27	2.33
As an employee of color, I feel welcome in the surrounding community	7.41% 2	22.22% 6	25.93% 7	7.41% 2	3.70% 1	33.33% 9	27	2.67
Employees of color are treated with respect by students	14.81% 4	59.26% 16	18.52% 5	0.00% 0	0.00% 0	7.41% 2	27	2.04
Employees of color are treated with respect by faculty	14.81% 4	51.85% 14	22.22% 6	7.41% 2	0.00% 0	3.70% 1	27	2.23
Employees of color are treated with respect by staff	18.52% 5	59.26% 16	14.81% 4	3.70% 1	0.00% 0	3.70% 1	27	2.04
Employees of color are treated with respect by management team	29.63% 8	37.04% 10	22.22% 6	7.41% 2	0.00% 0	3.70% 1	27	2.08
Employees of color are well-represented on our Equal Employment Opportunity Committee (EEOAC)	7.41% 2	25.93% 7	40.74% 11	0.00% 0	7.41% 2	18.52% 5	27	2.68

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

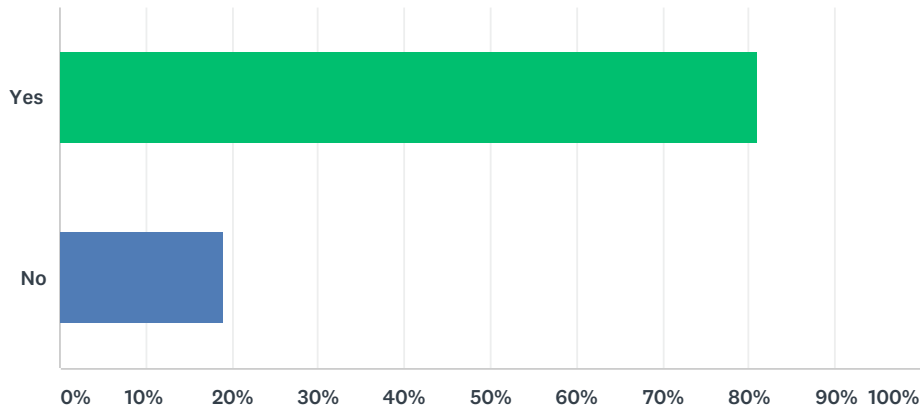
Answered: 68 Skipped: 1



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
Faculty	66.18% 45	22.06% 15	5.88% 4	4.41% 3	1.47% 1	0.00% 0	68	1.53
Management team leadership	60.29% 41	29.41% 20	4.41% 3	4.41% 3	1.47% 1	0.00% 0	68	1.57
Screening and Selection Committee	58.82% 40	30.88% 21	4.41% 3	4.41% 3	1.47% 1	0.00% 0	68	1.59
Staff members	58.82% 40	29.41% 20	5.88% 4	4.41% 3	1.47% 1	0.00% 0	68	1.60
Students	40.30% 27	20.90% 14	26.87% 18	7.46% 5	4.48% 3	0.00% 0	67	2.15

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

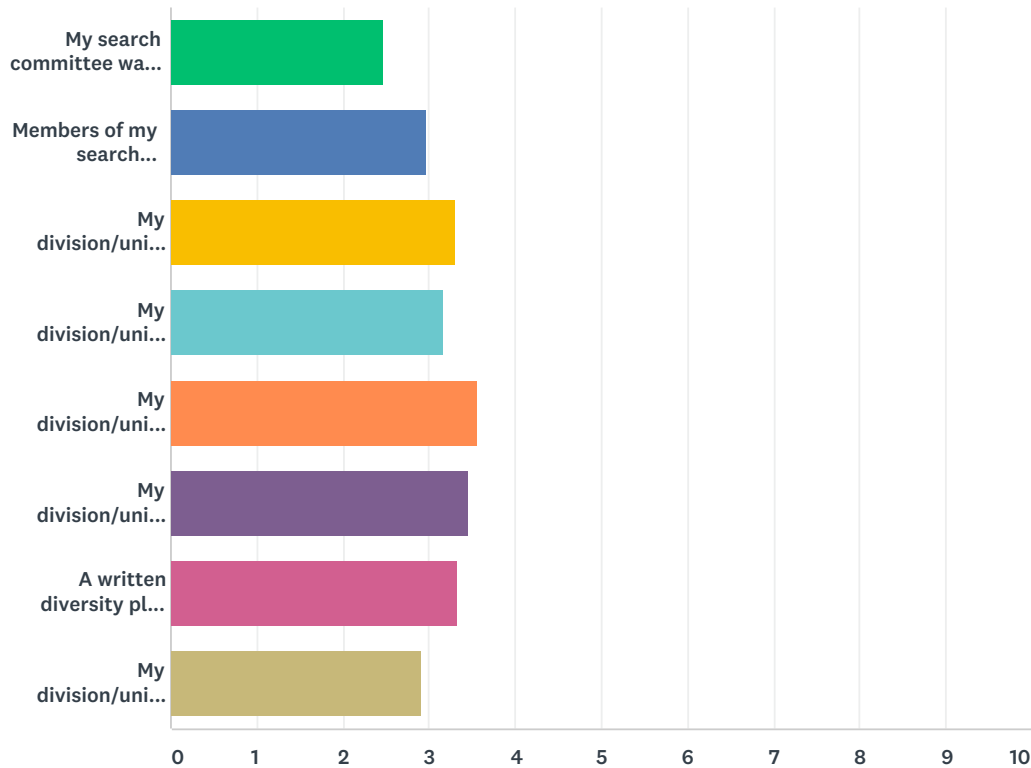
Answered: 68 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	80.88%	55
No	19.12%	13
TOTAL		68

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

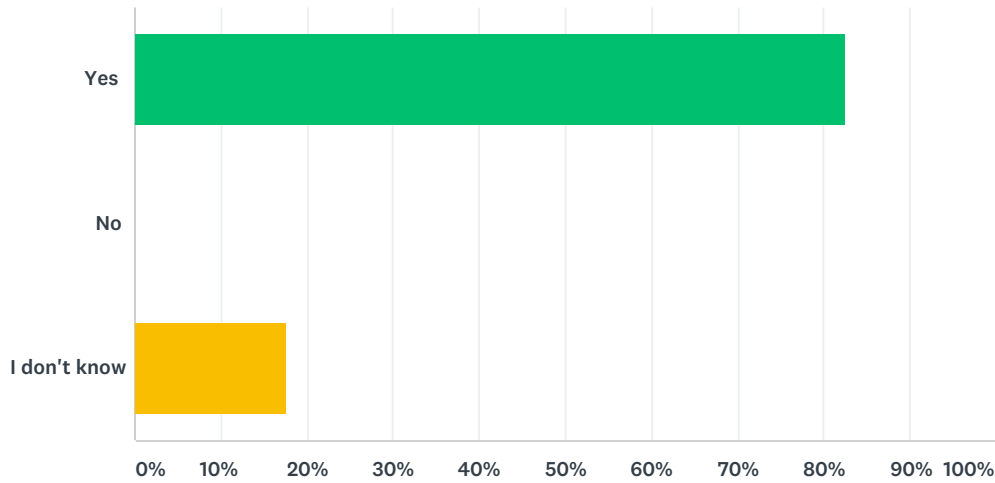
Answered: 56 Skipped: 13



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
My search committee was made up of diverse members	10.71% 6	53.57% 30	14.29% 8	16.07% 9	3.57% 2	1.79% 1	56	2.47
Members of my search committee frequented diversity recruitment events	3.57% 2	19.64% 11	33.93% 19	14.29% 8	5.36% 3	23.21% 13	56	2.98
My division/unit hosted events for future diverse employees on our campus	7.27% 4	7.27% 4	25.45% 14	27.27% 15	9.09% 5	23.64% 13	55	3.31
My division/unit participates in an institutional strategic diversity hiring plan	7.41% 4	16.67% 9	31.48% 17	22.22% 12	11.11% 6	11.11% 6	54	3.15
My division/unit participates in diverse employee exchange programs	1.82% 1	9.09% 5	21.82% 12	29.09% 16	12.73% 7	25.45% 14	55	3.56
My division/unit has pipeline programs to attract diverse employees	1.82% 1	14.55% 8	25.45% 14	21.82% 12	16.36% 9	20.00% 11	55	3.45
A written diversity plan is required in my division/unit	3.57% 2	14.29% 8	28.57% 16	17.86% 10	14.29% 8	21.43% 12	56	3.32
My division/unit is accountable for diversity progress	9.26% 5	29.63% 16	20.37% 11	14.81% 8	12.96% 7	12.96% 7	54	2.91

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

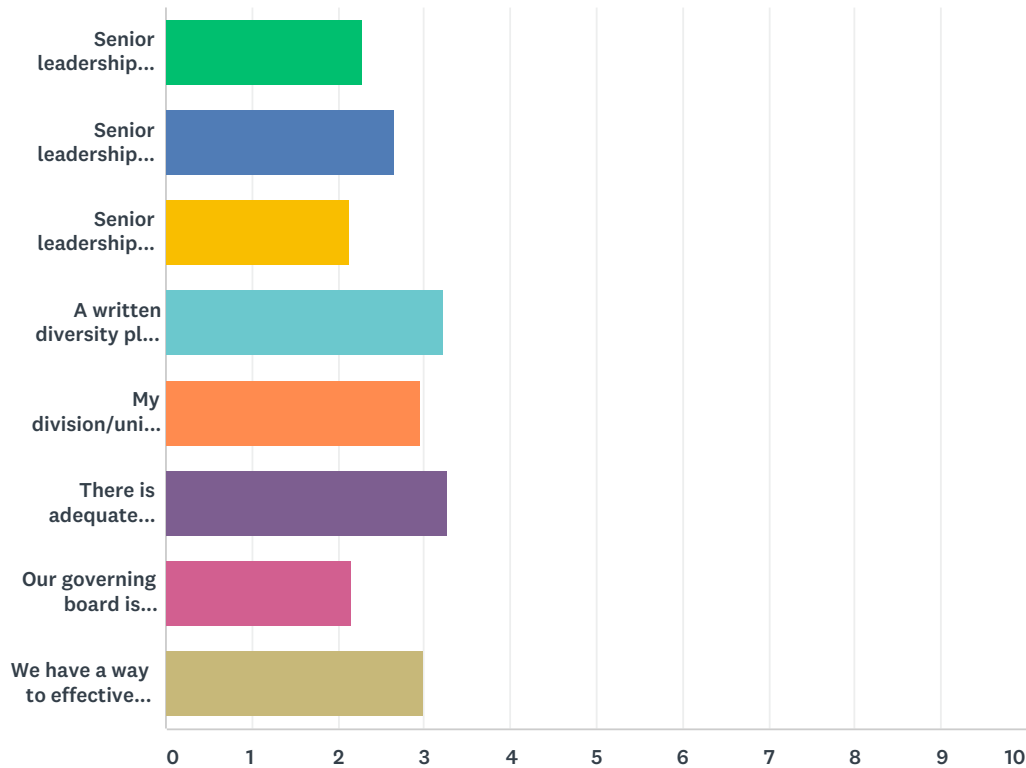
Answered: 68 Skipped: 1



ANSWER CHOICES		RESPONSES	
Yes		82.35%	56
No		0.00%	0
I don't know		17.65%	12
TOTAL			68

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

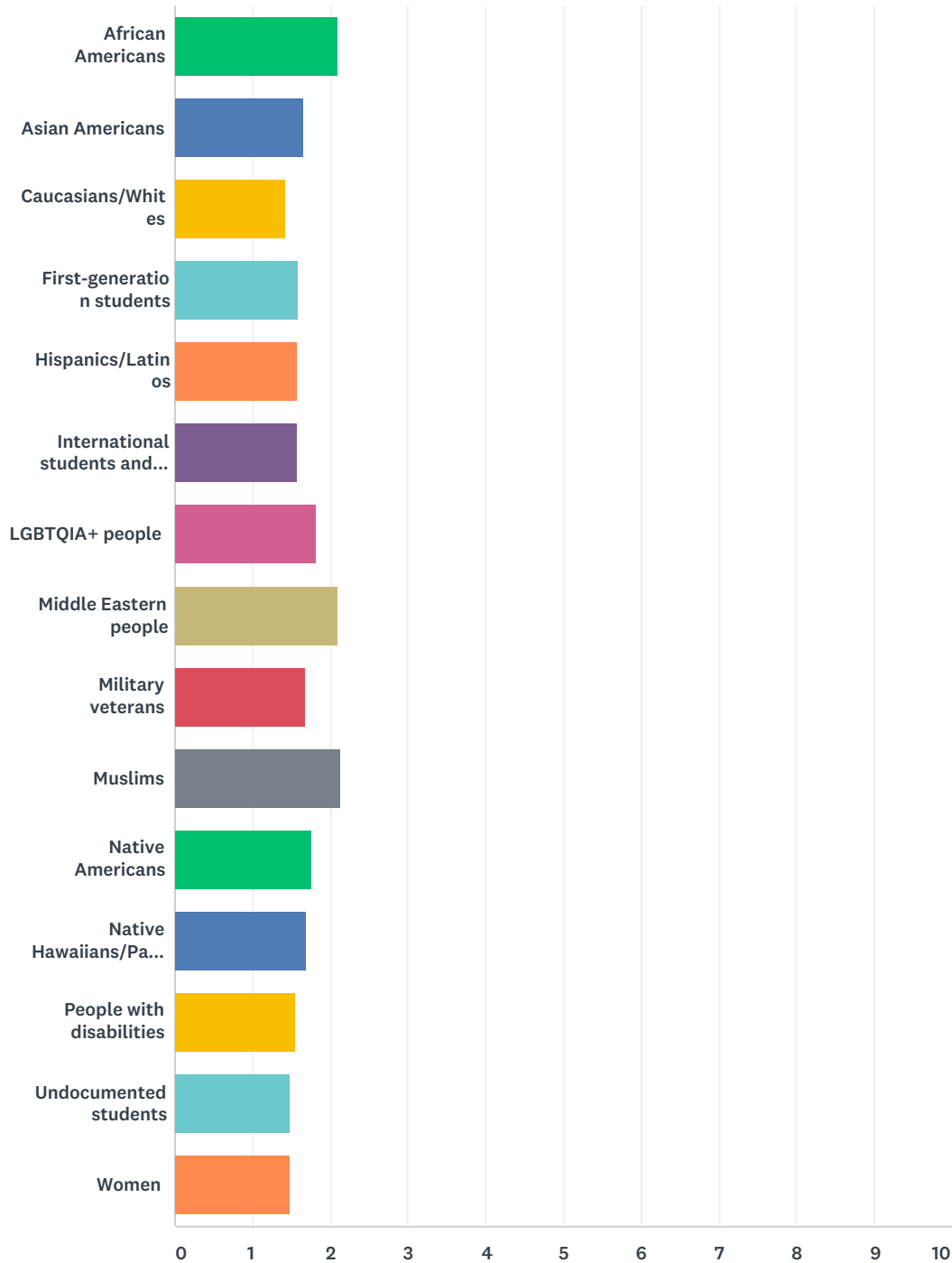
Answered: 54 Skipped: 15



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
Senior leadership establishes the District vision for diversity	18.52% 10	50.00% 27	20.37% 11	7.41% 4	3.70% 2	0.00% 0	54	2.28
Senior leadership creates a culture of accountability	12.96% 7	38.89% 21	25.93% 14	14.81% 8	7.41% 4	0.00% 0	54	2.65
Senior leadership shows a visible commitment to District diversity	27.78% 15	44.44% 24	16.67% 9	9.26% 5	1.85% 1	0.00% 0	54	2.13
A written diversity plan is required in my division/unit	3.70% 2	14.81% 8	35.19% 19	22.22% 12	9.26% 5	14.81% 8	54	3.22
My division/unit is accountable for diversity progress	9.43% 5	20.75% 11	32.08% 17	13.21% 7	11.32% 6	13.21% 7	53	2.96
There is adequate financial support to drive District diversity efforts	5.66% 3	11.32% 6	43.40% 23	20.75% 11	13.21% 7	5.66% 3	53	3.26
Our governing board is supportive of District diversity efforts	16.98% 9	54.72% 29	26.42% 14	0.00% 0	1.89% 1	0.00% 0	53	2.15
We have a way to effectively measure our division/unit's diversity success	5.56% 3	22.22% 12	38.89% 21	11.11% 6	11.11% 6	11.11% 6	54	3.00

Q22 How welcoming is our District to the following groups?

Answered: 66 Skipped: 3



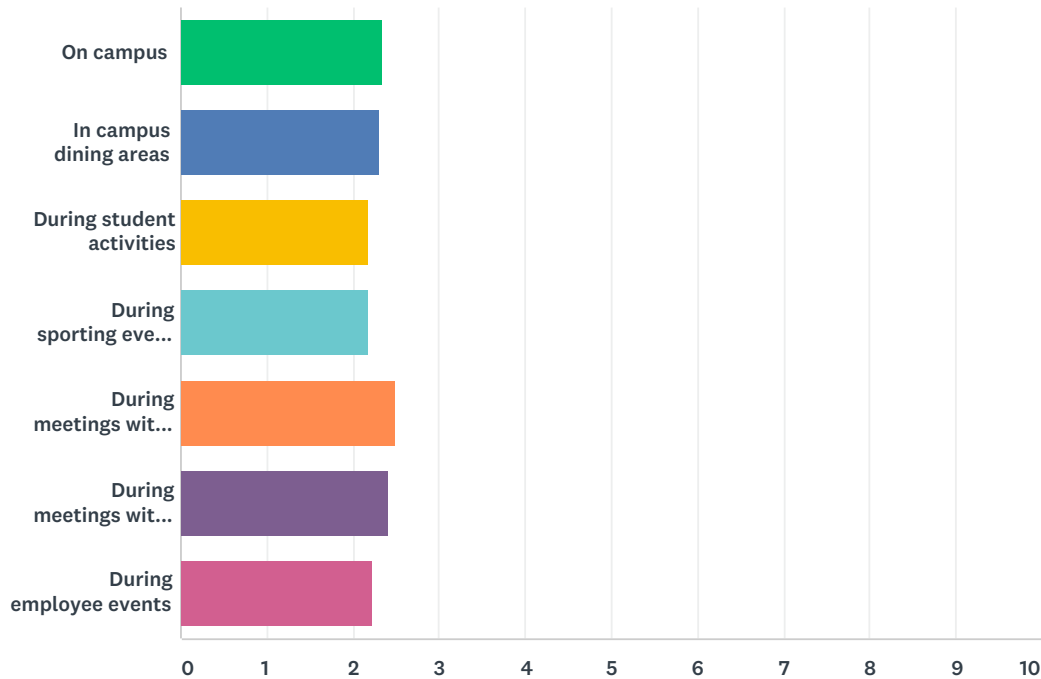
	VERY WELCOMING	SOMEWHAT WELCOMING	NEUTRAL	NOT VERY WELCOMING	NOT WELCOMING AT ALL	I DON'T KNOW	TOTAL	WEIGHTED AVERAGE
African Americans	37.88% 25	24.24% 16	9.09% 6	16.67% 11	1.52% 1	10.61% 7	66	2.10
Asian Americans	50.00% 33	25.76% 17	12.12% 8	3.03% 2	0.00% 0	9.09% 6	66	1.65

Santa Rosa Junior College Campus Climate Survey for Management Team

Caucasians/Whites	74.24% 49	13.64% 9	9.09% 6	1.52% 1	1.52% 1	0.00% 0	66	1.42
First-generation students	59.09% 39	21.21% 14	10.61% 7	4.55% 3	0.00% 0	4.55% 3	66	1.59
Hispanics/Latinos	62.12% 41	21.21% 14	9.09% 6	3.03% 2	1.52% 1	3.03% 2	66	1.56
International students and employees	55.38% 36	29.23% 19	10.77% 7	1.54% 1	0.00% 0	3.08% 2	65	1.57
LGBTQIA+ people	39.39% 26	36.36% 24	13.64% 9	4.55% 3	0.00% 0	6.06% 4	66	1.82
Middle Eastern people	30.30% 20	28.79% 19	12.12% 8	10.61% 7	1.52% 1	16.67% 11	66	2.09
Military veterans	48.48% 32	27.27% 18	15.15% 10	1.52% 1	0.00% 0	7.58% 5	66	1.67
Muslims	28.79% 19	24.24% 16	16.67% 11	9.09% 6	1.52% 1	19.70% 13	66	2.13
Native Americans	43.94% 29	31.82% 21	12.12% 8	4.55% 3	0.00% 0	7.58% 5	66	1.75
Native Hawaiians/Pacific Islanders	48.48% 32	28.79% 19	10.61% 7	4.55% 3	0.00% 0	7.58% 5	66	1.69
People with disabilities	60.61% 40	21.21% 14	10.61% 7	3.03% 2	0.00% 0	4.55% 3	66	1.54
Undocumented students	62.12% 41	24.24% 16	6.06% 4	3.03% 2	0.00% 0	4.55% 3	66	1.48
Women	57.58% 38	33.33% 22	7.58% 5	0.00% 0	0.00% 0	1.52% 1	66	1.49

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

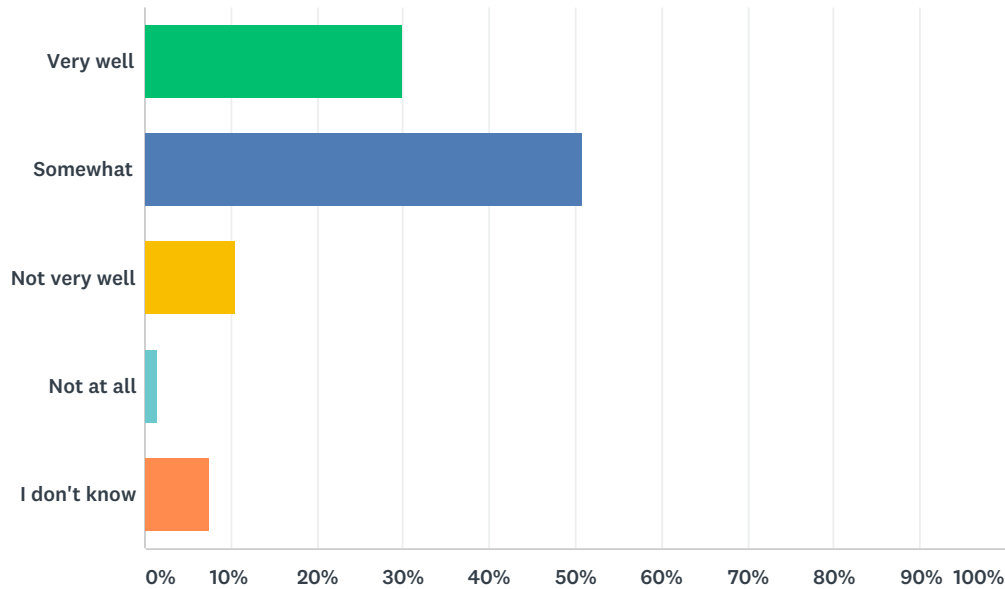
Answered: 66 Skipped: 3



	VERY INTEGRATED	SOMEWHAT INTEGRATED	NEUTRAL	NOT VERY INTEGRATED	NOT AT ALL INTEGRATED	I DON'T KNOW	TOTAL	WEIGHTED AVERAGE
On campus	13.64% 9	48.48% 32	19.70% 13	13.64% 9	0.00% 0	4.55% 3	66	2.35
In campus dining areas	12.12% 8	40.91% 27	21.21% 14	7.58% 5	0.00% 0	18.18% 12	66	2.30
During student activities	15.63% 10	48.44% 31	12.50% 8	6.25% 4	1.56% 1	15.63% 10	64	2.17
During sporting events on campus	18.18% 12	28.79% 19	15.15% 10	3.03% 2	3.03% 2	31.82% 21	66	2.18
During meetings with faculty	12.12% 8	34.85% 23	21.21% 14	10.61% 7	3.03% 2	18.18% 12	66	2.48
During meetings with administrators	16.67% 11	42.42% 28	21.21% 14	10.61% 7	4.55% 3	4.55% 3	66	2.41
During employee events	19.70% 13	48.48% 32	18.18% 12	9.09% 6	1.52% 1	3.03% 2	66	2.22

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

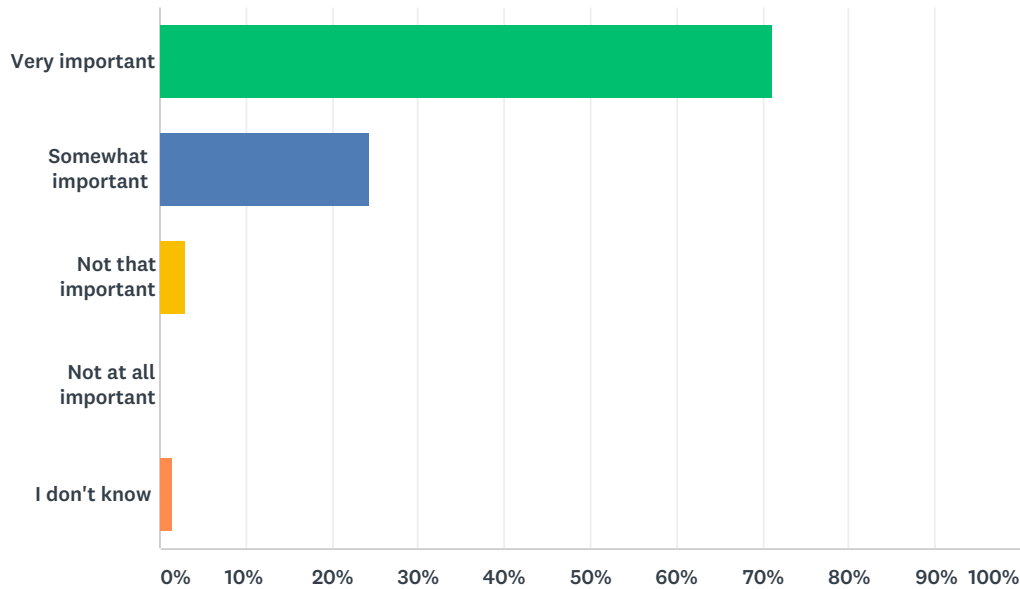
Answered: 67 Skipped: 2



ANSWER CHOICES	RESPONSES	
Very well	29.85%	20
Somewhat	50.75%	34
Not very well	10.45%	7
Not at all	1.49%	1
I don't know	7.46%	5
TOTAL		67

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

Answered: 66 Skipped: 3

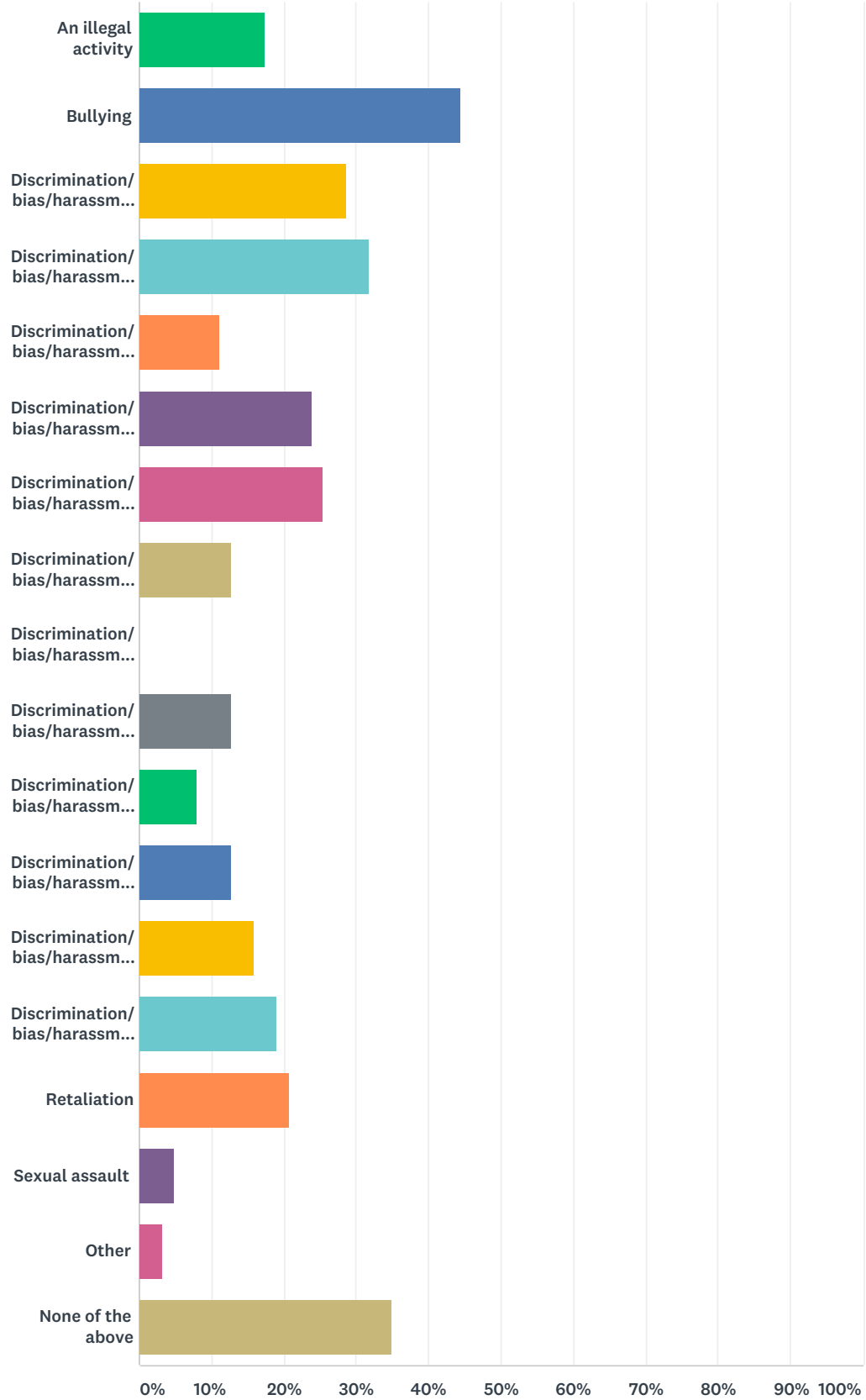


ANSWER CHOICES	RESPONSES	
Very important	71.21%	47
Somewhat important	24.24%	16
Not that important	3.03%	2
Not at all important	0.00%	0
I don't know	1.52%	1
TOTAL		66

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

Answered: 63 Skipped: 6

Santa Rosa Junior College Campus Climate Survey for Management Team



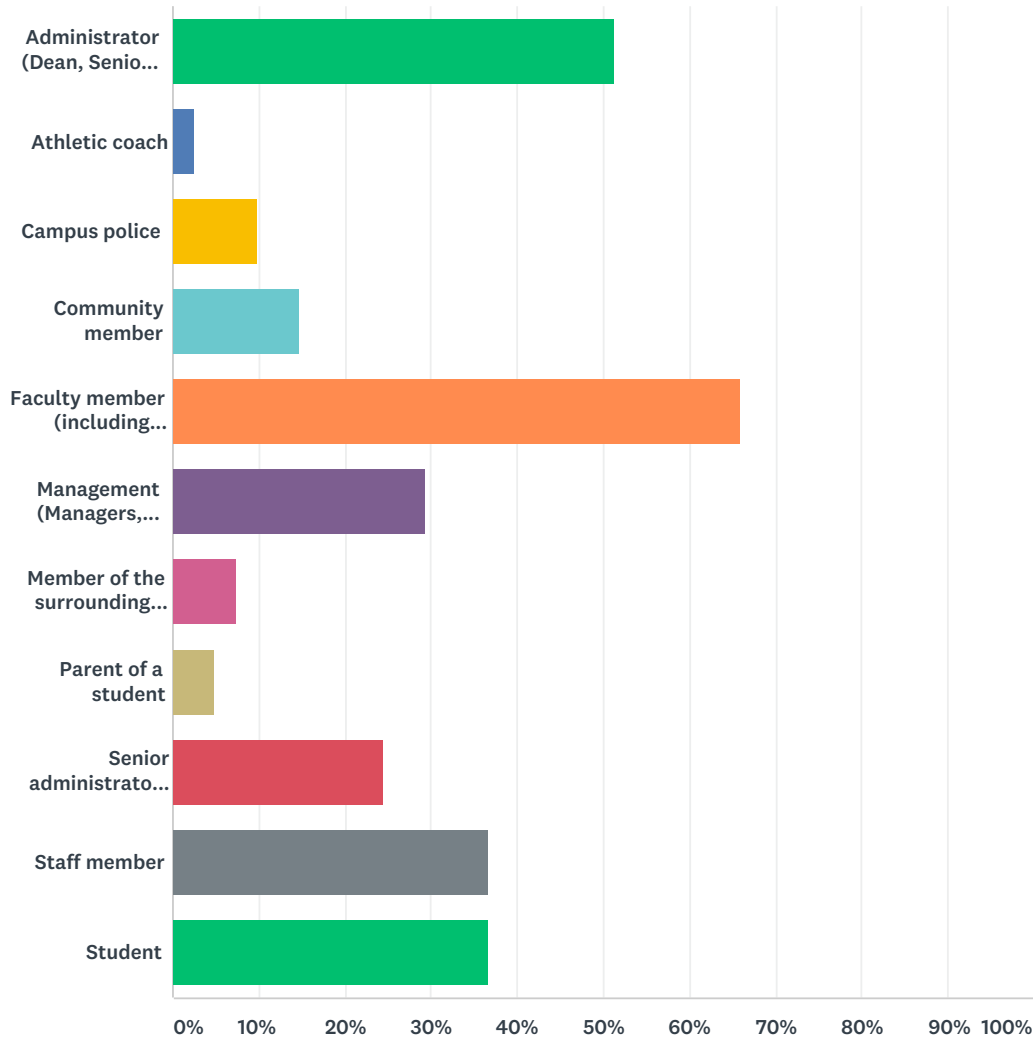
ANSWER CHOICES	RESPONSES	
An illegal activity	17.46%	11
Bullying	44.44%	28

Santa Rosa Junior College Campus Climate Survey for Management Team

Discrimination/bias/harassment based on age	28.57%	18
Discrimination/bias/harassment based on gender	31.75%	20
Discrimination/bias/harassment based on gender identity	11.11%	7
Discrimination/bias/harassment based on race/ethnicity	23.81%	15
Discrimination/bias/harassment based on lack of English language proficiency (foreign accent)	25.40%	16
Discrimination/bias/harassment based on disability	12.70%	8
Discrimination/bias/harassment based on veteran status	0.00%	0
Discrimination/bias/harassment based on religion/worldview/spiritual affiliation	12.70%	8
Discrimination/bias/harassment based on a medical condition or illness	7.94%	5
Discrimination/bias/harassment based on socioeconomic status	12.70%	8
Discrimination/bias/harassment based on sexual orientation	15.87%	10
Discrimination/bias/harassment based on political views	19.05%	12
Retaliation	20.63%	13
Sexual assault	4.76%	3
Other	3.17%	2
None of the above	34.92%	22
Total Respondents: 63		

Q27 Who caused the offense? Check all that apply.

Answered: 41 Skipped: 28



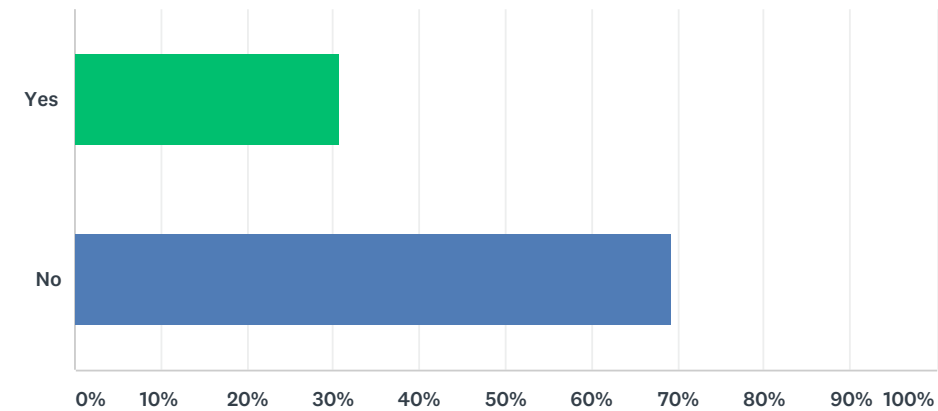
ANSWER CHOICES	RESPONSES	
Administrator (Dean, Senior Dean, Director, Executive Director)	51.22%	21
Athletic coach	2.44%	1
Campus police	9.76%	4
Community member	14.63%	6
Faculty member (including counselors, librarians, athletic trainers)	65.85%	27
Management (Managers, Supervisors and Confidential employees)	29.27%	12
Member of the surrounding community (off campus)	7.32%	3
Parent of a student	4.88%	2
Senior administrator (President, Vice President)	24.39%	10
Staff member	36.59%	15

Santa Rosa Junior College Campus Climate Survey for Management Team

Student	36.59%	15
Total Respondents: 41		

Q28 Did you report the incident?

Answered: 39 Skipped: 30

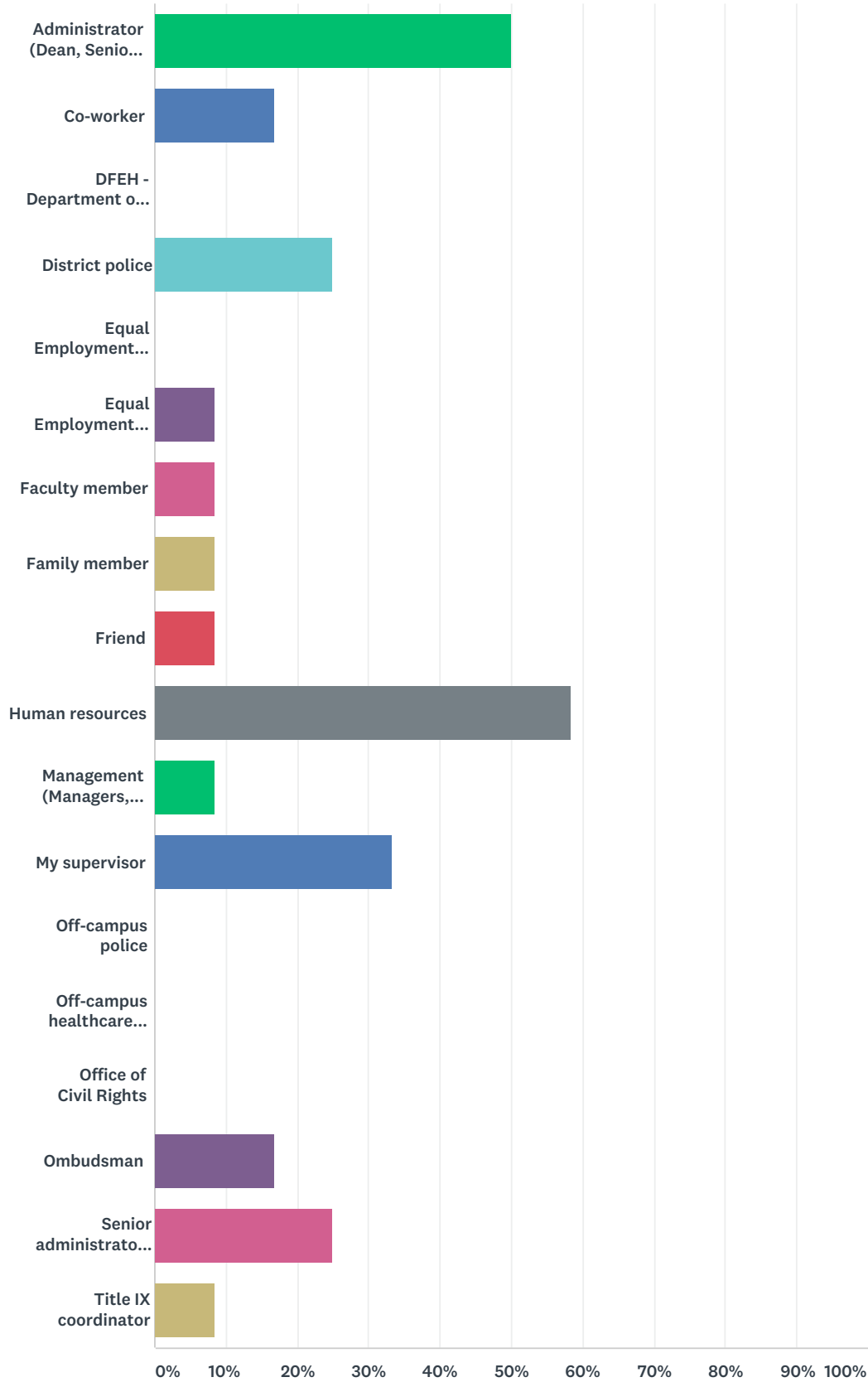


ANSWER CHOICES	RESPONSES	
Yes	30.77%	12
No	69.23%	27
TOTAL		39

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

Answered: 12 Skipped: 57

Santa Rosa Junior College Campus Climate Survey for Management Team



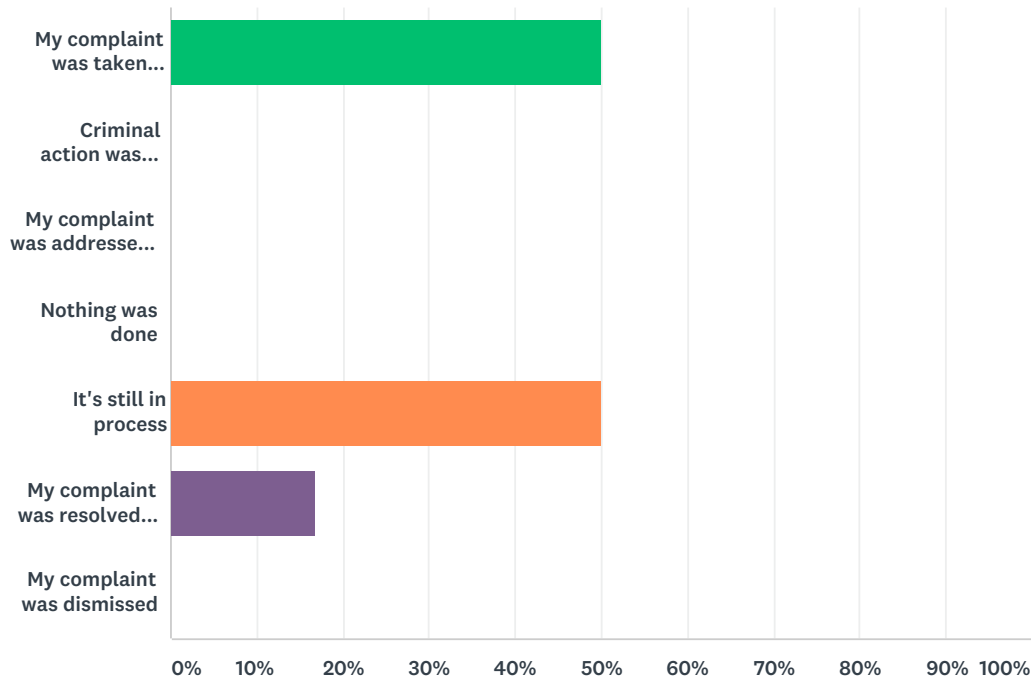
ANSWER CHOICES	RESPONSES	
Administrator (Dean, Senior Dean, Director, Executive Director)	50.00%	6
Co-worker	16.67%	2

Santa Rosa Junior College Campus Climate Survey for Management Team

DFEH - Department of Fair Employment and Housing	0.00%	0
District police	25.00%	3
Equal Employment Opportunity Commission	0.00%	0
Equal Employment Opportunity officer	8.33%	1
Faculty member	8.33%	1
Family member	8.33%	1
Friend	8.33%	1
Human resources	58.33%	7
Management (Managers, Supervisors and Confidential employees)	8.33%	1
My supervisor	33.33%	4
Off-campus police	0.00%	0
Off-campus healthcare professional	0.00%	0
Office of Civil Rights	0.00%	0
Ombudsman	16.67%	2
Senior administrator (President, Vice President)	25.00%	3
Title IX coordinator	8.33%	1
Total Respondents: 12		

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

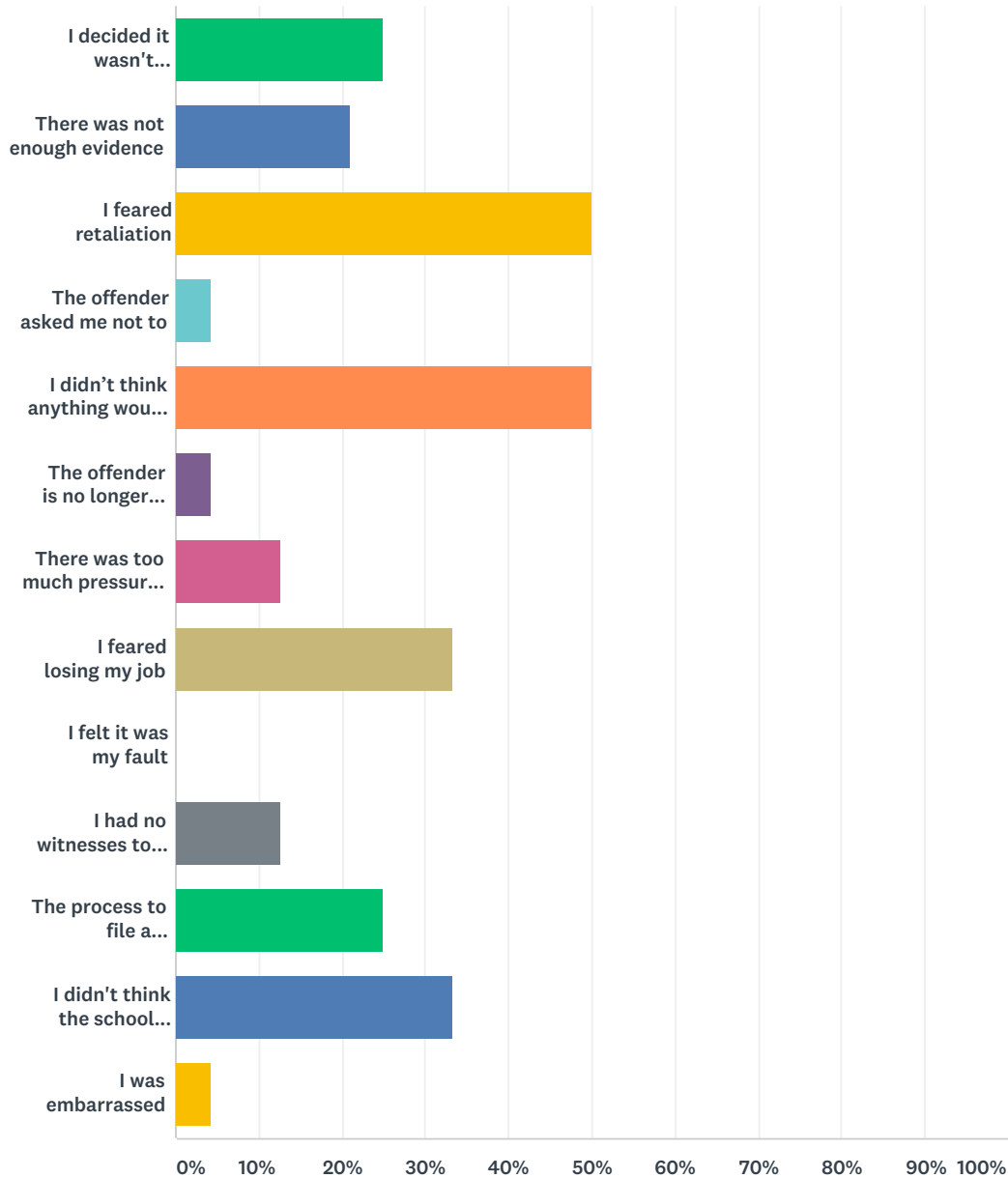
Answered: 6 Skipped: 63



ANSWER CHOICES	RESPONSES	
My complaint was taken seriously	50.00%	3
Criminal action was taken	0.00%	0
My complaint was addressed but not resolved to my satisfaction	0.00%	0
Nothing was done	0.00%	0
It's still in process	50.00%	3
My complaint was resolved to my satisfaction	16.67%	1
My complaint was dismissed	0.00%	0
Total Respondents: 6		

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

Answered: 24 Skipped: 45



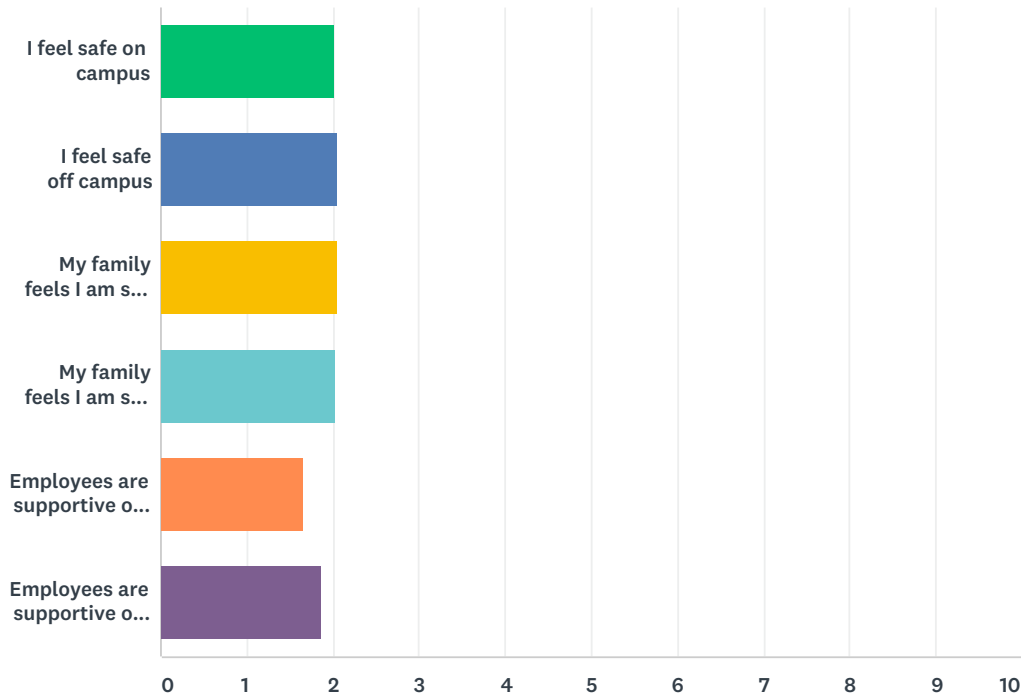
ANSWER CHOICES	RESPONSES	
I decided it wasn't important enough	25.00%	6
There was not enough evidence	20.83%	5
I feared retaliation	50.00%	12
The offender asked me not to	4.17%	1
I didn't think anything would happen	50.00%	12
The offender is no longer here	4.17%	1

Santa Rosa Junior College Campus Climate Survey for Management Team

There was too much pressure not to	12.50%	3
I feared losing my job	33.33%	8
I felt it was my fault	0.00%	0
I had no witnesses to support me	12.50%	3
The process to file a complaint was not secure	25.00%	6
I didn't think the school would support me	33.33%	8
I was embarrassed	4.17%	1
Total Respondents: 24		

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

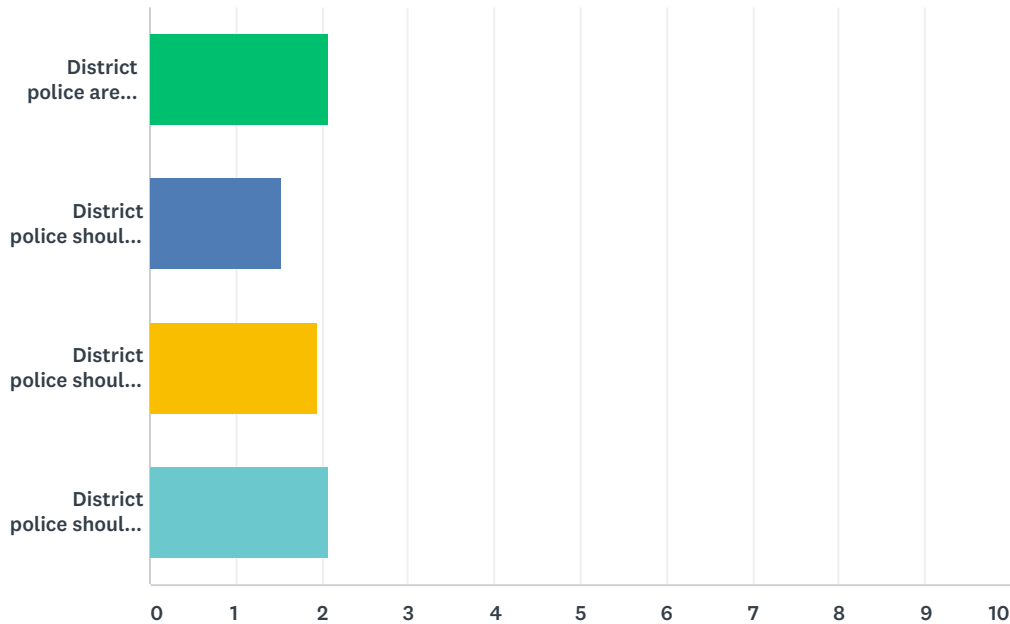
Answered: 65 Skipped: 4



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
I feel safe on campus	27.69% 18	55.38% 36	9.23% 6	4.62% 3	3.08% 2	0.00% 0	65	2.00
I feel safe off campus	17.19% 11	65.63% 42	12.50% 8	3.13% 2	1.56% 1	0.00% 0	64	2.06
My family feels I am safe on campus	23.08% 15	53.85% 35	7.69% 5	7.69% 5	1.54% 1	6.15% 4	65	2.05
My family feels I am safe off campus	16.92% 11	66.15% 43	7.69% 5	6.15% 4	0.00% 0	3.08% 2	65	2.03
Employees are supportive of other employees who have experienced incidences of physical confrontation	46.15% 30	41.54% 27	7.69% 5	0.00% 0	1.54% 1	3.08% 2	65	1.65
Employees are supportive of other employees who have experienced incidences of emotional confrontation (discrimination, sexual harassment, bullying)	35.38% 23	47.69% 31	6.15% 4	6.15% 4	1.54% 1	3.08% 2	65	1.87

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

Answered: 66 Skipped: 3

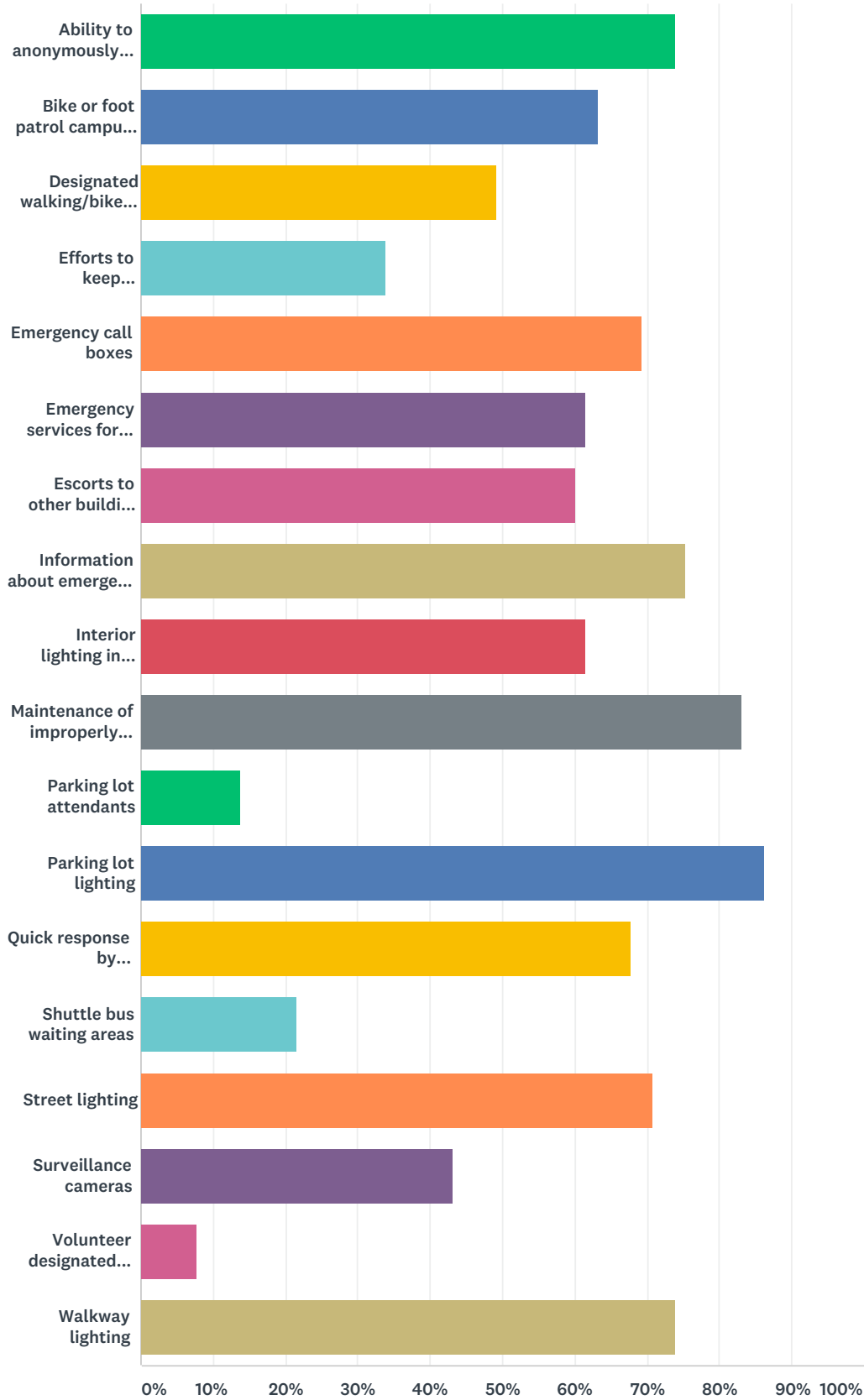


	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	5STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
District police are qualified/trained to deal with all aspects of diversity	28.79% 19	40.91% 27	21.21% 14	7.58% 5	0.00% 0	1.52% 1	66	2.08
District police should be required to participate in ongoing diversity training	54.55% 36	37.88% 25	4.55% 3	1.52% 1	0.00% 0	1.52% 1	66	1.52
District police should be reflective of the diversity of our students	28.79% 19	50.00% 33	15.15% 10	4.55% 3	0.00% 0	1.52% 1	66	1.95
District police should be armed at all times	33.33% 22	34.85% 23	22.73% 15	4.55% 3	3.03% 2	1.52% 1	66	2.08

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

Answered: 65 Skipped: 4

Santa Rosa Junior College Campus Climate Survey for Management Team



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.)

73.85% 48

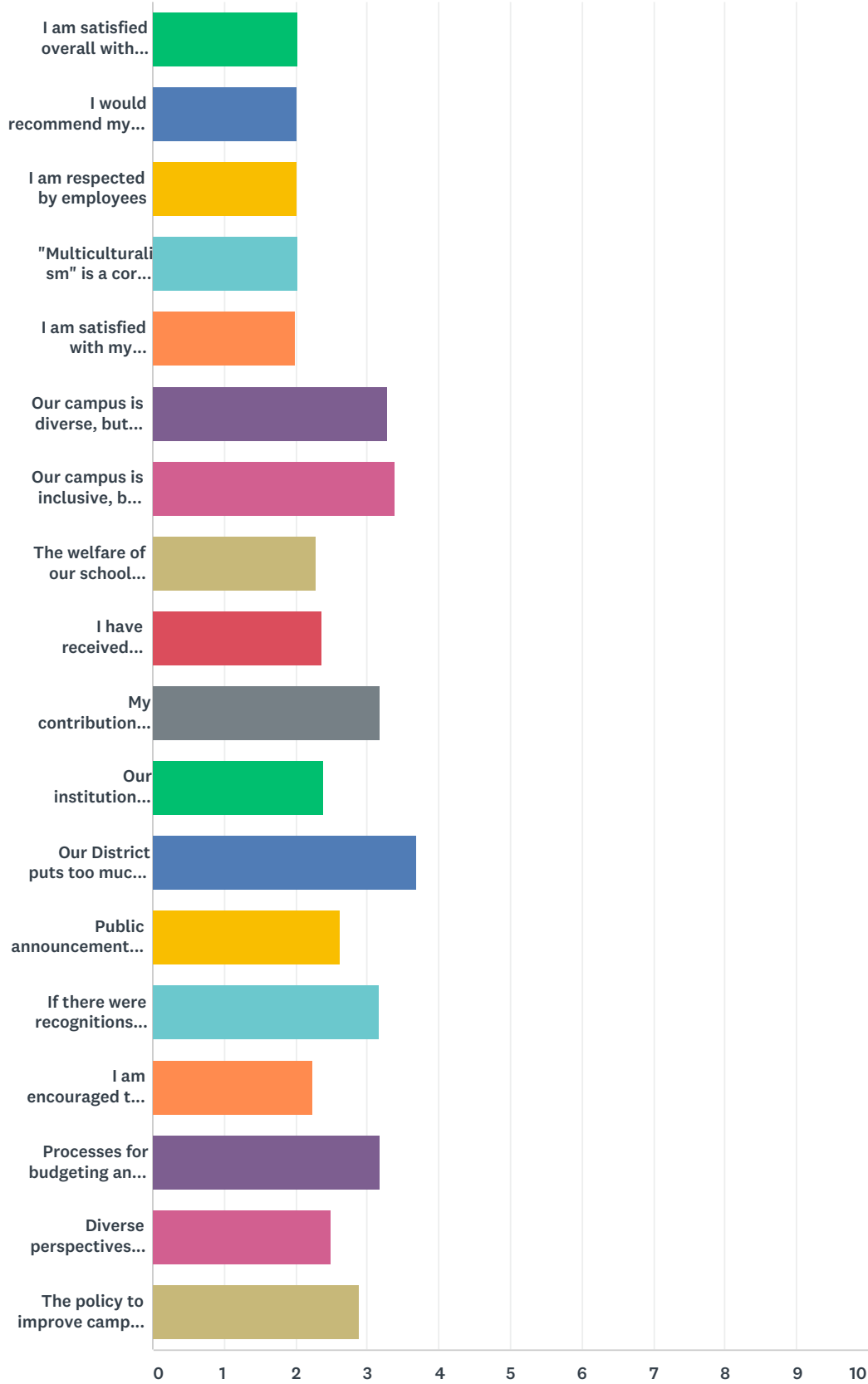
Santa Rosa Junior College Campus Climate Survey for Management Team

Bike or foot patrol campus police	63.08%	41
Designated walking/bike paths	49.23%	32
Efforts to keep non-students or non-employees off campus	33.85%	22
Emergency call boxes	69.23%	45
Emergency services for incidents of sexual assault	61.54%	40
Escorts to other buildings on campus	60.00%	39
Information about emergency procedures in case of a campus lockdown, extreme weather, etc.	75.38%	49
Interior lighting in campus buildings after dark	61.54%	40
Maintenance of improperly working safety items (lightbulbs that are out, call boxes not working, etc.)	83.08%	54
Parking lot attendants	13.85%	9
Parking lot lighting	86.15%	56
Quick response by administration to campus emergencies	67.69%	44
Shuttle bus waiting areas	21.54%	14
Street lighting	70.77%	46
Surveillance cameras	43.08%	28
Volunteer designated drivers	7.69%	5
Walkway lighting	73.85%	48
Total Respondents: 65		

Q35 To what extent do you agree or disagree with the following statements about the overall climate at our institution?

Answered: 65 Skipped: 4

Santa Rosa Junior College Campus Climate Survey for Management Team



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
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Santa Rosa Junior College Campus Climate Survey for Management Team

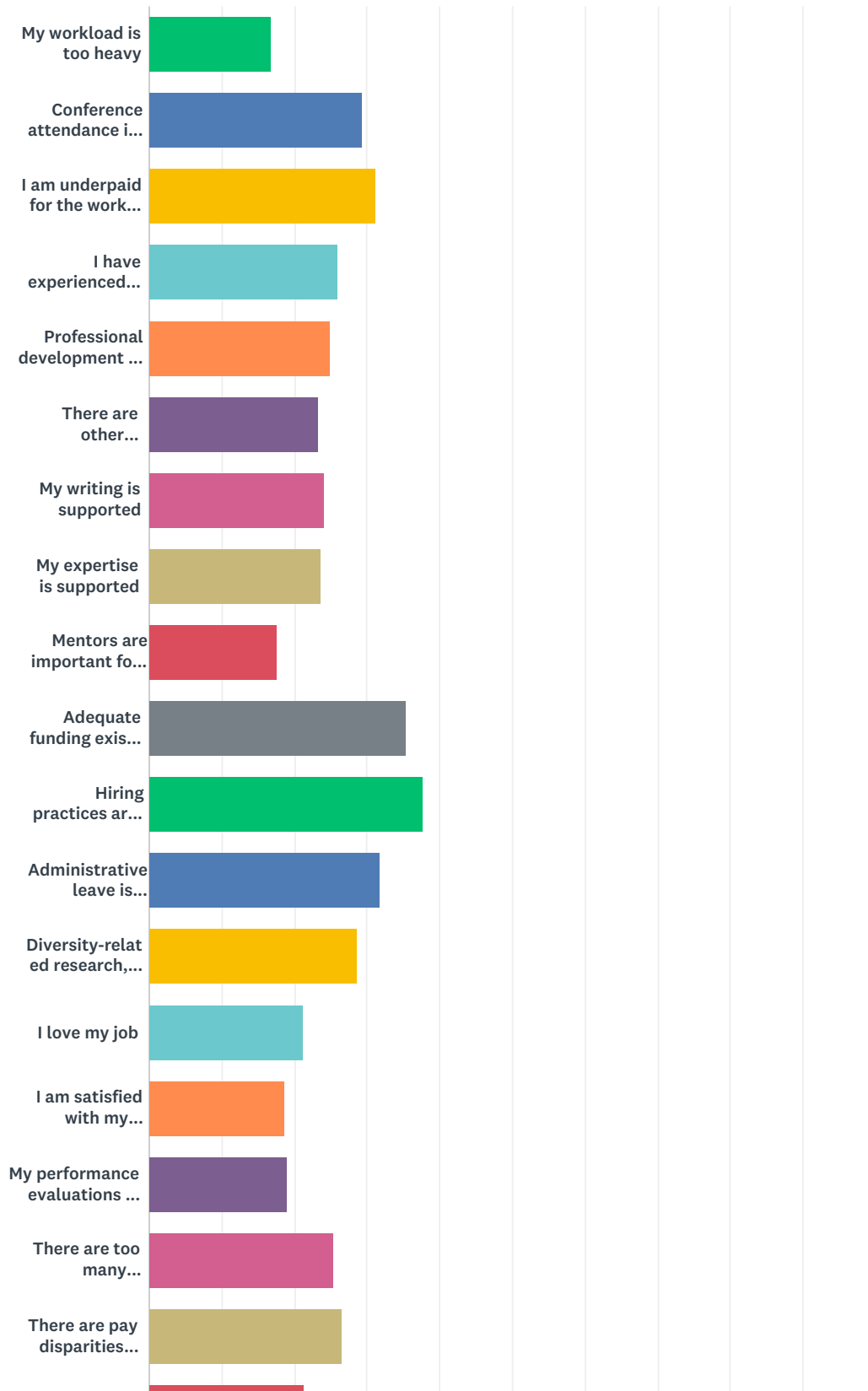
I am satisfied overall with my interactions with other employees	23.44% 15	59.38% 38	9.38% 6	7.81% 5	0.00% 0	0.00% 0	64	2.02
I would recommend my campus to others considering working here	31.25% 20	50.00% 32	7.81% 5	9.38% 6	1.56% 1	0.00% 0	64	2.00
I am respected by employees	21.88% 14	62.50% 40	9.38% 6	6.25% 4	0.00% 0	0.00% 0	64	2.00
"Multiculturalism" is a core value of our institution's mission	26.56% 17	53.13% 34	12.50% 8	6.25% 4	1.56% 1	0.00% 0	64	2.03
I am satisfied with my off-campus community engagement	30.77% 20	41.54% 27	21.54% 14	1.54% 1	1.54% 1	3.08% 2	65	1.98
Our campus is diverse, but not inclusive	7.81% 5	12.50% 8	29.69% 19	37.50% 24	9.38% 6	3.13% 2	64	3.29
Our campus is inclusive, but not diverse	1.56% 1	17.19% 11	32.81% 21	31.25% 20	12.50% 8	4.69% 3	64	3.38
The welfare of our school takes precedence over donor demands, investment matters, and political interests	23.44% 15	39.06% 25	18.75% 12	7.81% 5	4.69% 3	6.25% 4	64	2.27
I have received adequate diversity training to engage with students and employees on campus	25.40% 16	42.86% 27	9.52% 6	14.29% 9	7.94% 5	0.00% 0	63	2.37
My contributions to campus diversity efforts have been recognized (awards, financial incentives, etc.)	4.76% 3	12.70% 8	31.75% 20	17.46% 11	9.52% 6	23.81% 15	63	3.19
Our institution engages with external communities to understand their interests and respond to their needs	9.52% 6	50.79% 32	25.40% 16	7.94% 5	1.59% 1	4.76% 3	63	2.38
Our District puts too much emphasis on diversity	9.38% 6	4.69% 3	23.44% 15	29.69% 19	29.69% 19	3.13% 2	64	3.68
Public announcements regarding internal communications and practices are honest and truthful	11.11% 7	36.51% 23	33.33% 21	9.52% 6	6.35% 4	3.17% 2	63	2.62
If there were recognitions (awards, financial incentives, etc.) for contributions to campus diversity, I would participate in advancing these efforts	1.56% 1	31.25% 20	31.25% 20	17.19% 11	15.63% 10	3.13% 2	64	3.15
I am encouraged to weave diversity/cultural competence into my work	27.69% 18	33.85% 22	23.08% 15	6.15% 4	4.62% 3	4.62% 3	65	2.23
Processes for budgeting and monitoring diversity programs receive the same consideration as non-diversity programs	3.17% 2	14.29% 9	44.44% 28	11.11% 7	12.70% 8	14.29% 9	63	3.19

Santa Rosa Junior College Campus Climate Survey for Management Team

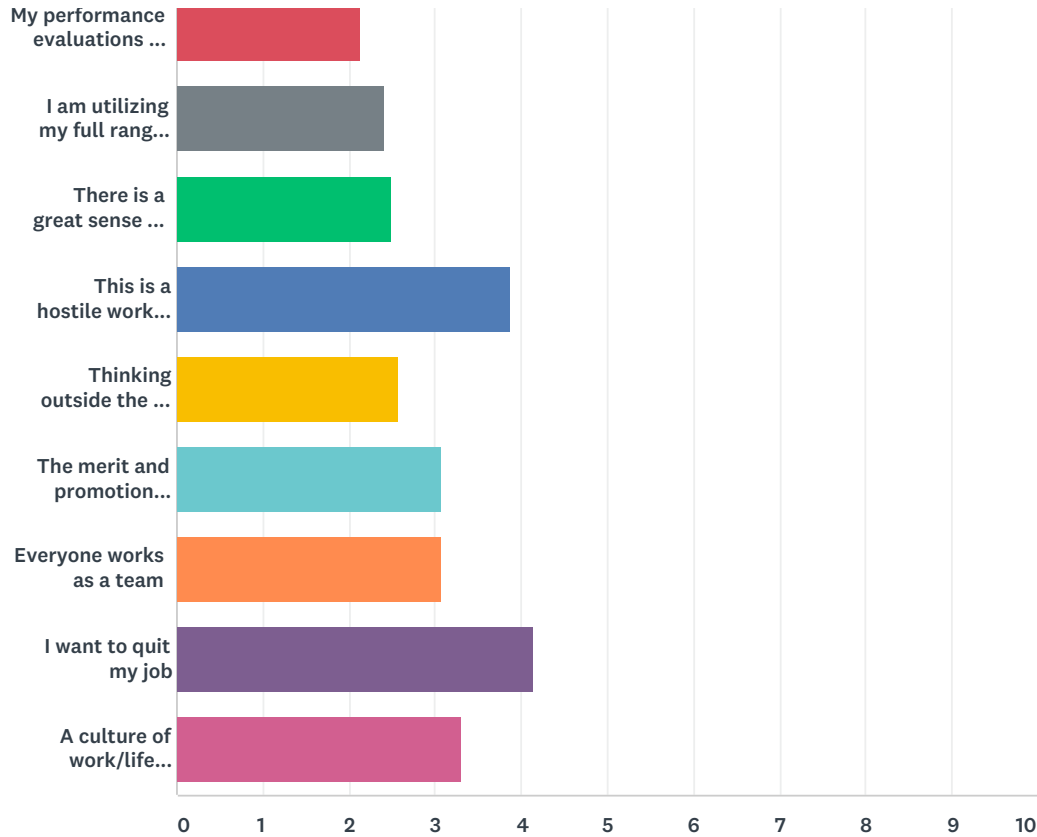
Diverse perspectives can easily be found within our general education programs	10.94% 7	40.63% 26	21.88% 14	9.38% 6	4.69% 3	12.50% 8	64	2.50
The policy to improve campus climate via diverse hiring is effective	4.69% 3	31.25% 20	35.94% 23	17.19% 11	6.25% 4	4.69% 3	64	2.89

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

Answered: 64 Skipped: 5



Santa Rosa Junior College Campus Climate Survey for Management Team



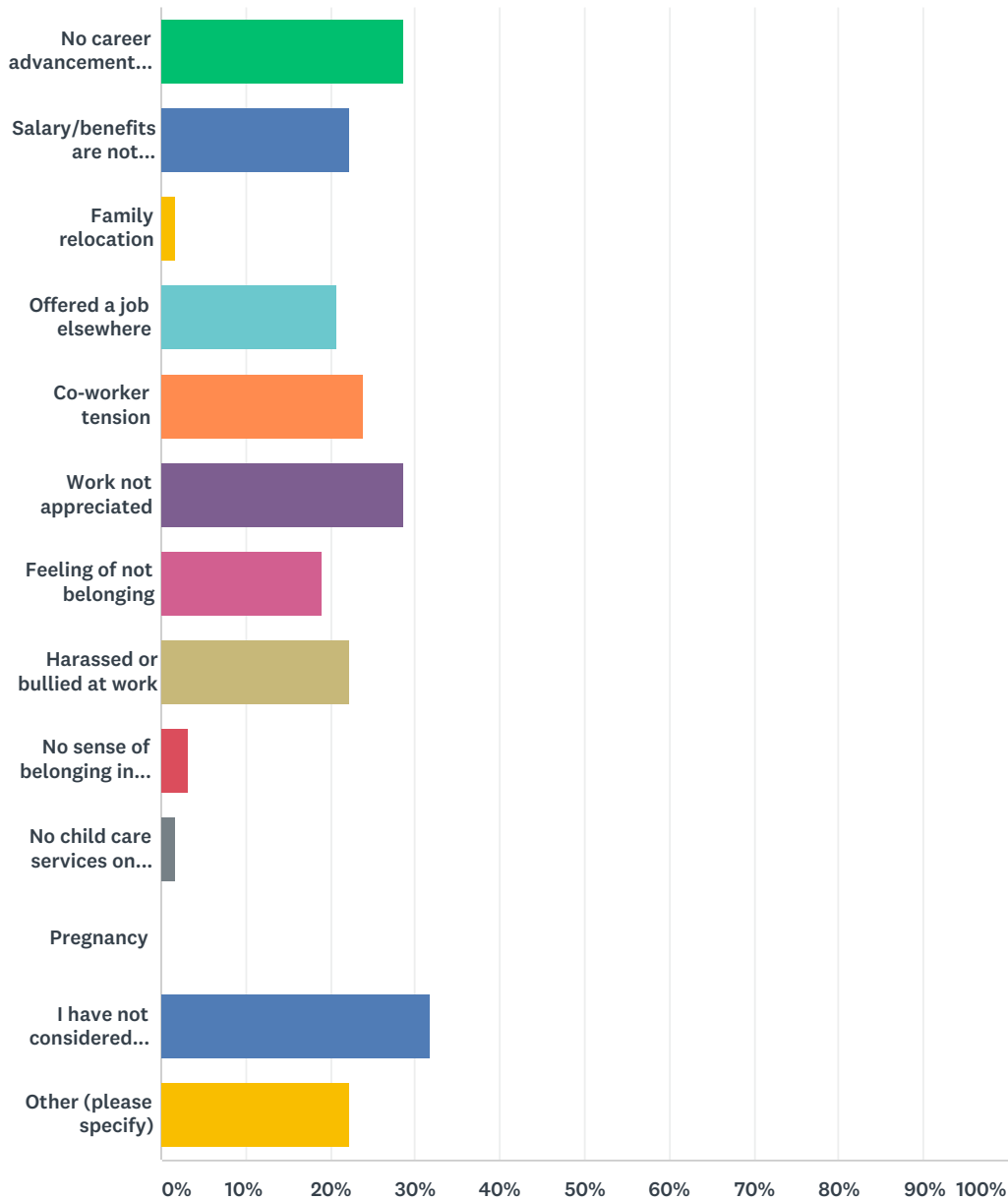
	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
My workload is too heavy	53.13% 34	31.25% 20	10.94% 7	4.69% 3	0.00% 0	0.00% 0	64	1.67
Conference attendance is supported	7.94% 5	39.68% 25	17.46% 11	14.29% 9	17.46% 11	3.17% 2	63	2.93
I am underpaid for the work that I do	11.29% 7	12.90% 8	33.87% 21	33.87% 21	6.45% 4	1.61% 1	62	3.11
I have experienced microaggressions in my division/unit	20.31% 13	32.81% 21	20.31% 13	15.63% 10	9.38% 6	1.56% 1	64	2.60
Professional development is encouraged	19.05% 12	49.21% 31	9.52% 6	9.52% 6	12.70% 8	0.00% 0	63	2.48
There are other management team members I can get career advice from	21.88% 14	48.44% 31	9.38% 6	15.63% 10	4.69% 3	0.00% 0	64	2.33
My writing is supported	11.11% 7	39.68% 25	19.05% 12	4.76% 3	4.76% 3	20.63% 13	63	2.40
My expertise is supported	25.00% 16	39.06% 25	17.19% 11	7.81% 5	9.38% 6	1.56% 1	64	2.37
Mentors are important for new management team members	43.75% 28	42.19% 27	9.38% 6	0.00% 0	3.13% 2	1.56% 1	64	1.75
Adequate funding exists to support my professional development	4.69% 3	15.63% 10	26.56% 17	28.13% 18	25.00% 16	0.00% 0	64	3.53
Hiring practices are not fair	3.13% 2	10.94% 7	20.31% 13	35.94% 23	28.13% 18	1.56% 1	64	3.76

Santa Rosa Junior College Campus Climate Survey for Management Team

Administrative leave is supported here	1.56% 1	25.00% 16	31.25% 20	21.88% 14	10.94% 7	9.38% 6	64	3.17
Diversity-related research, teaching, and community service are considered in the hiring of the management team	6.45% 4	24.19% 15	41.94% 26	14.52% 9	4.84% 3	8.06% 5	62	2.86
I love my job	26.56% 17	45.31% 29	20.31% 13	6.25% 4	1.56% 1	0.00% 0	64	2.11
I am satisfied with my employee benefits package	35.94% 23	50.00% 32	7.81% 5	4.69% 3	1.56% 1	0.00% 0	64	1.86
My performance evaluations are done on a regular basis	21.88% 14	60.94% 39	12.50% 8	0.00% 0	0.00% 0	4.69% 3	64	1.90
There are too many expectations of me	18.75% 12	32.81% 21	25.00% 16	18.75% 12	3.13% 2	1.56% 1	64	2.54
There are pay disparities here	17.46% 11	33.33% 21	19.05% 12	22.22% 14	6.35% 4	1.59% 1	63	2.66
My performance evaluations are fair and impartial	23.44% 15	45.31% 29	14.06% 9	6.25% 4	3.13% 2	7.81% 5	64	2.14
I am utilizing my full range of skills in my current position	29.69% 19	29.69% 19	14.06% 9	20.31% 13	4.69% 3	1.56% 1	64	2.40
There is a great sense of belonging	15.63% 10	42.19% 27	25.00% 16	12.50% 8	4.69% 3	0.00% 0	64	2.48
This is a hostile working environment	3.13% 2	10.94% 7	15.63% 10	37.50% 24	32.81% 21	0.00% 0	64	3.86
Thinking outside the box is rewarded in my division/unit	15.63% 10	40.63% 26	25.00% 16	7.81% 5	10.94% 7	0.00% 0	64	2.58
The merit and promotion processes are fair	4.69% 3	26.56% 17	32.81% 21	17.19% 11	12.50% 8	6.25% 4	64	3.07
Everyone works as a team	6.25% 4	28.13% 18	29.69% 19	23.44% 15	12.50% 8	0.00% 0	64	3.08
I want to quit my job	3.13% 2	6.25% 4	14.06% 9	25.00% 16	50.00% 32	1.56% 1	64	4.14
A culture of work/life balance is supported	1.56% 1	25.00% 16	32.81% 21	21.88% 14	18.75% 12	0.00% 0	64	3.31

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

Answered: 63 Skipped: 6



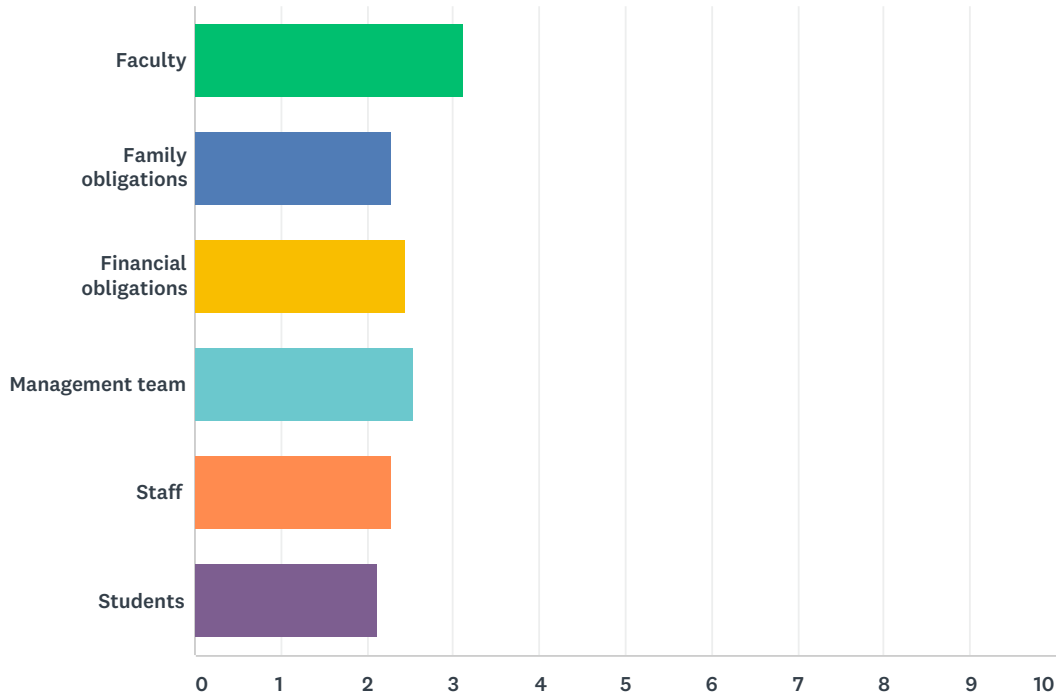
ANSWER CHOICES	RESPONSES	
No career advancement opportunities	28.57%	18
Salary/benefits are not adequate	22.22%	14
Family relocation	1.59%	1
Offered a job elsewhere	20.63%	13
Co-worker tension	23.81%	15

Santa Rosa Junior College Campus Climate Survey for Management Team

Work not appreciated	28.57%	18
Feeling of not belonging	19.05%	12
Harassed or bullied at work	22.22%	14
No sense of belonging in the surrounding community	3.17%	2
No child care services on campus	1.59%	1
Pregnancy	0.00%	0
I have not considered leaving	31.75%	20
Other (please specify)	22.22%	14
Total Respondents: 63		

Q38 Please rate your level of stress from the following.

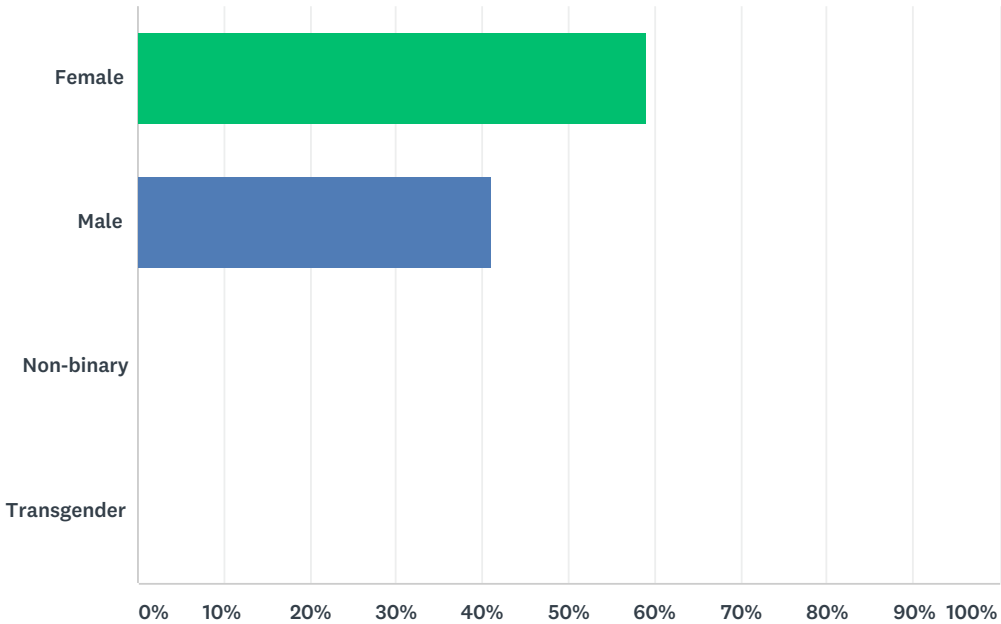
Answered: 65 Skipped: 4



	NOT AT ALL STRESSFUL	SOMEWHAT STRESSFUL	NEUTRAL	VERY STRESSFUL	EXTREMELY STRESSFUL	N/A	TOTAL	WEIGHTED AVERAGE
Faculty	4.62% 3	36.92% 24	15.38% 10	23.08% 15	16.92% 11	3.08% 2	65	3.11
Family obligations	17.19% 11	53.13% 34	15.63% 10	9.38% 6	3.13% 2	1.56% 1	64	2.27
Financial obligations	15.87% 10	46.03% 29	14.29% 9	22.22% 14	0.00% 0	1.59% 1	63	2.44
Management team	12.50% 8	42.19% 27	21.88% 14	14.06% 9	4.69% 3	4.69% 3	64	2.54
Staff	20.63% 13	39.68% 25	30.16% 19	4.76% 3	3.17% 2	1.59% 1	63	2.29
Students	33.33% 21	26.98% 17	26.98% 17	6.35% 4	1.59% 1	4.76% 3	63	2.12

Q39 What is your gender?

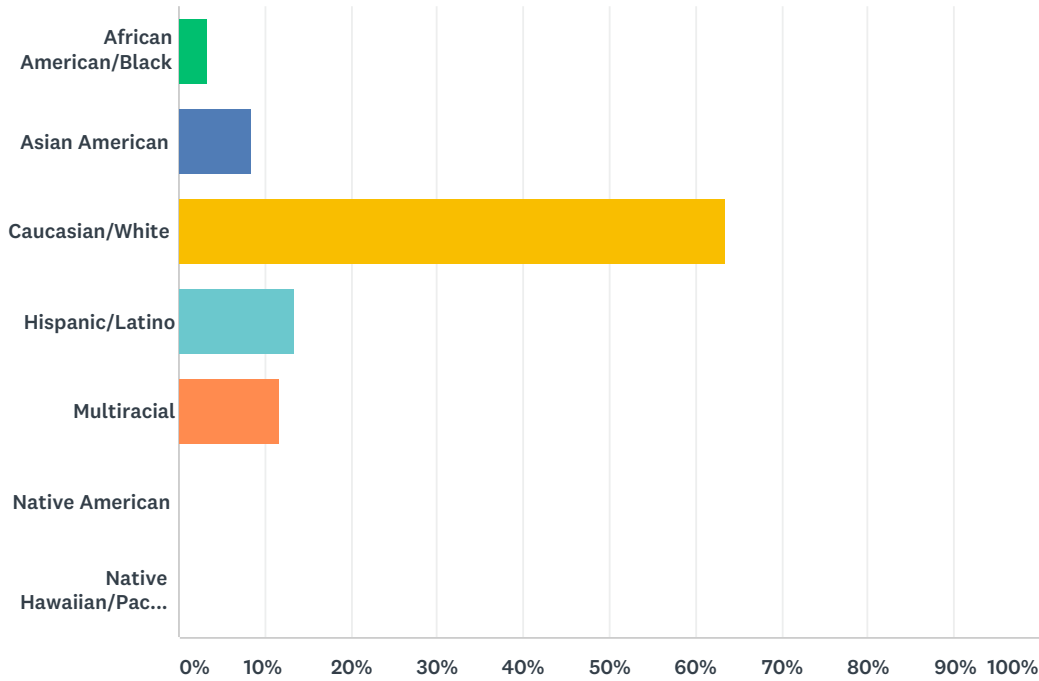
Answered: 61 Skipped: 8



ANSWER CHOICES	RESPONSES	
Female	59.02%	36
Male	40.98%	25
Non-binary	0.00%	0
Transgender	0.00%	0
TOTAL		61

Q40 What is your race/ethnicity?

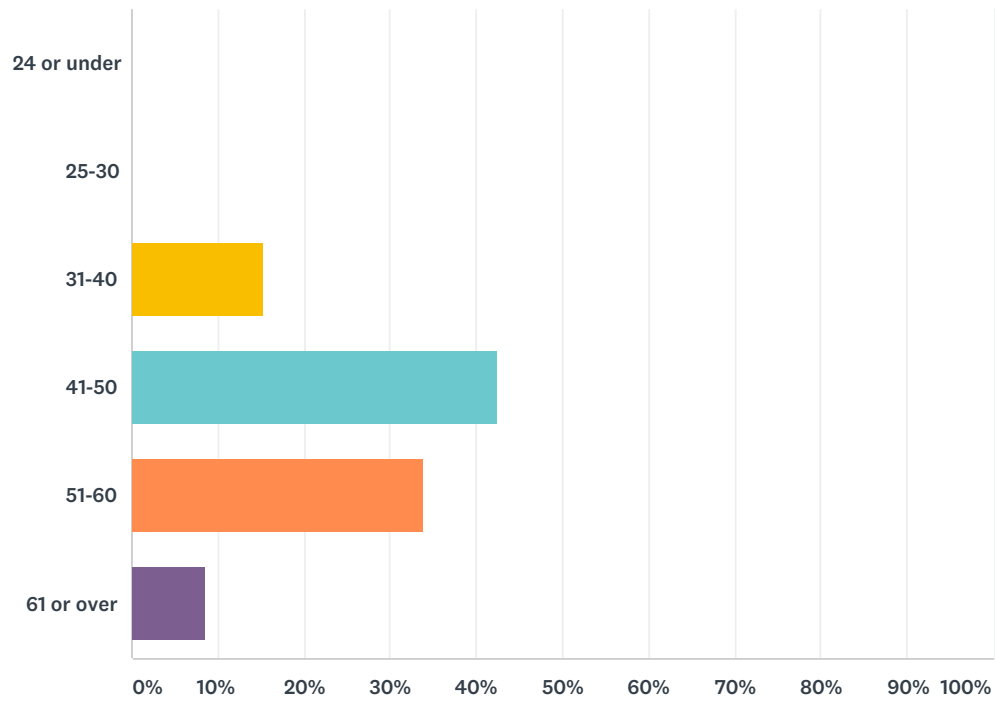
Answered: 60 Skipped: 9



ANSWER CHOICES	RESPONSES	
African American/Black	3.33%	2
Asian American	8.33%	5
Caucasian/White	63.33%	38
Hispanic/Latino	13.33%	8
Multiracial	11.67%	7
Native American	0.00%	0
Native Hawaiian/Pacific Islander	0.00%	0
TOTAL		60

Q41 What is your age?

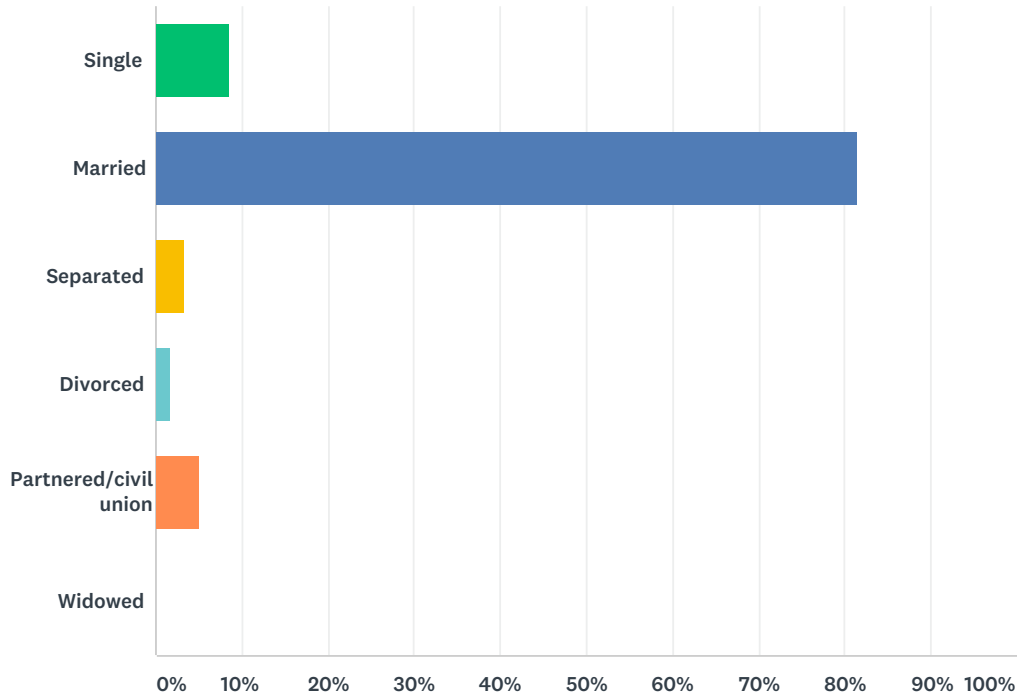
Answered: 59 Skipped: 10



ANSWER CHOICES	RESPONSES	
24 or under	0.00%	0
25-30	0.00%	0
31-40	15.25%	9
41-50	42.37%	25
51-60	33.90%	20
61 or over	8.47%	5
TOTAL		59

Q42 What is your marital status?

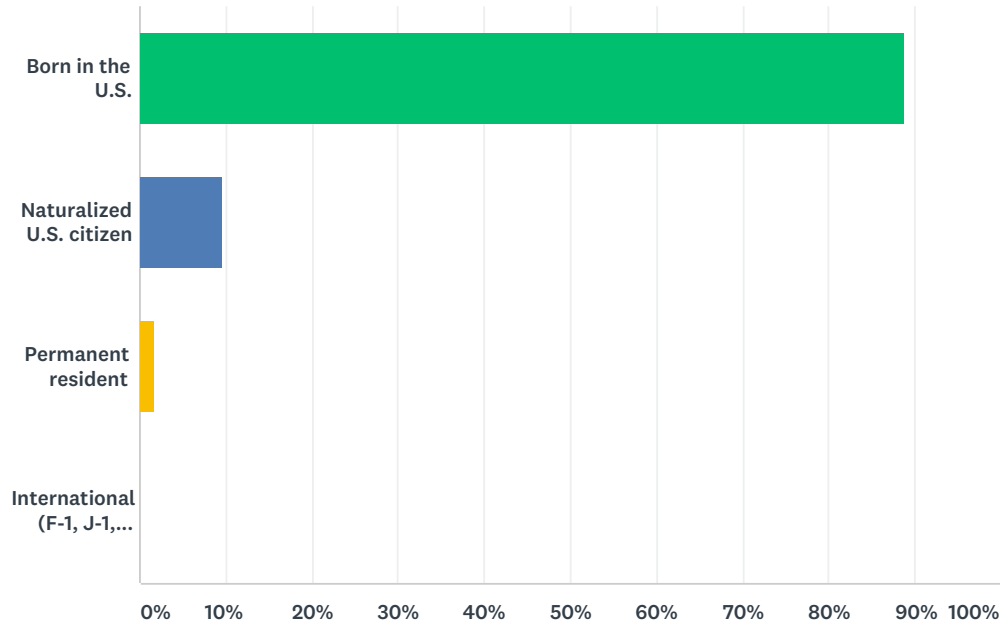
Answered: 59 Skipped: 10



ANSWER CHOICES	RESPONSES	
Single	8.47%	5
Married	81.36%	48
Separated	3.39%	2
Divorced	1.69%	1
Partnered/civil union	5.08%	3
Widowed	0.00%	0
TOTAL		59

Q43 What is your citizenship status?

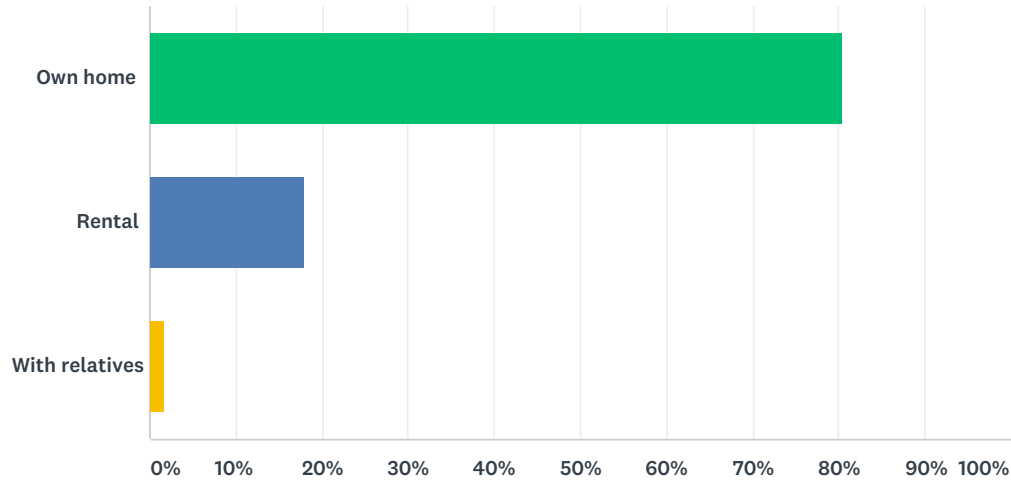
Answered: 62 Skipped: 7



ANSWER CHOICES	RESPONSES	
Born in the U.S.	88.71%	55
Naturalized U.S. citizen	9.68%	6
Permanent resident	1.61%	1
International (F-1, J-1, etc.)	0.00%	0
TOTAL		62

Q44 Where do you live?

Answered: 61 Skipped: 8



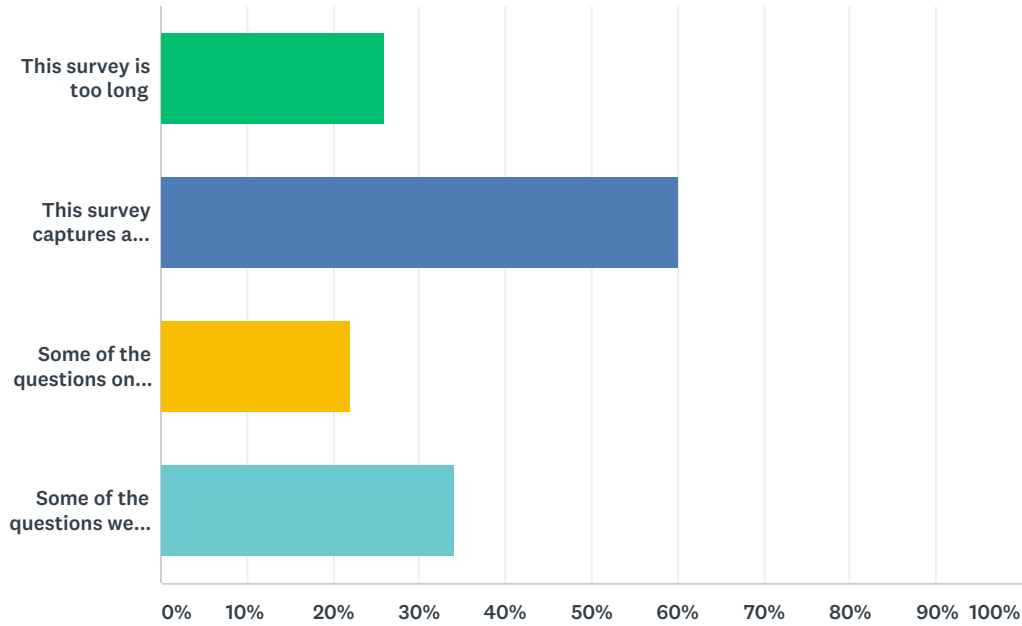
ANSWER CHOICES	RESPONSES	
Own home	80.33%	49
Rental	18.03%	11
With relatives	1.64%	1
TOTAL		61

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

Answered: 10 Skipped: 59

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

Answered: 50 Skipped: 19



ANSWER CHOICES	RESPONSES	
This survey is too long	26.00%	13
This survey captures a great deal of information about important campus issues	60.00%	30
Some of the questions on the survey made me feel uncomfortable	22.00%	11
Some of the questions were not clear to me	34.00%	17
Total Respondents: 50		