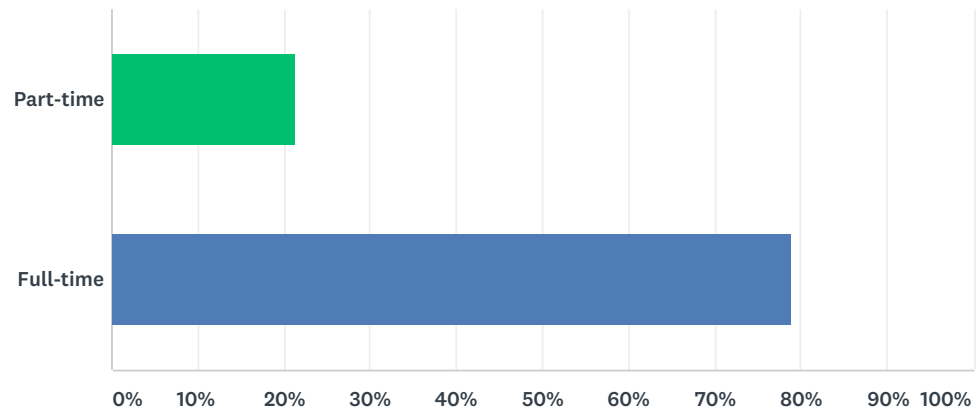


Q1 Which type of employee are you? Check all that apply.

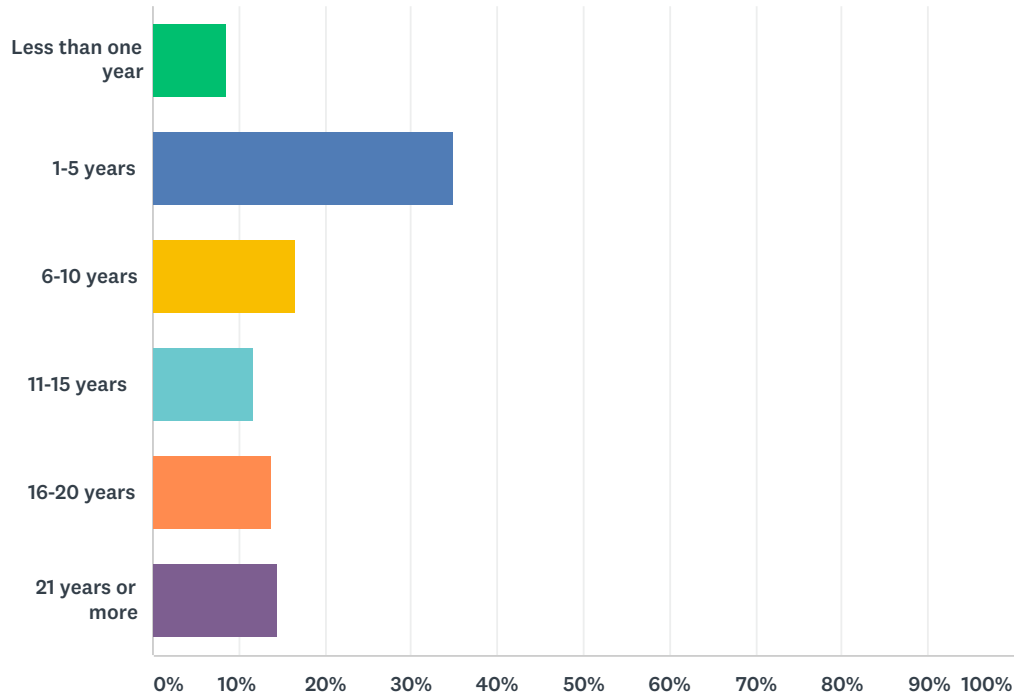
Answered: 341    Skipped: 1



ANSWER CHOICES	RESPONSES	
Part-time	21.41%	73
Full-time	78.89%	269
Total Respondents: 341		

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

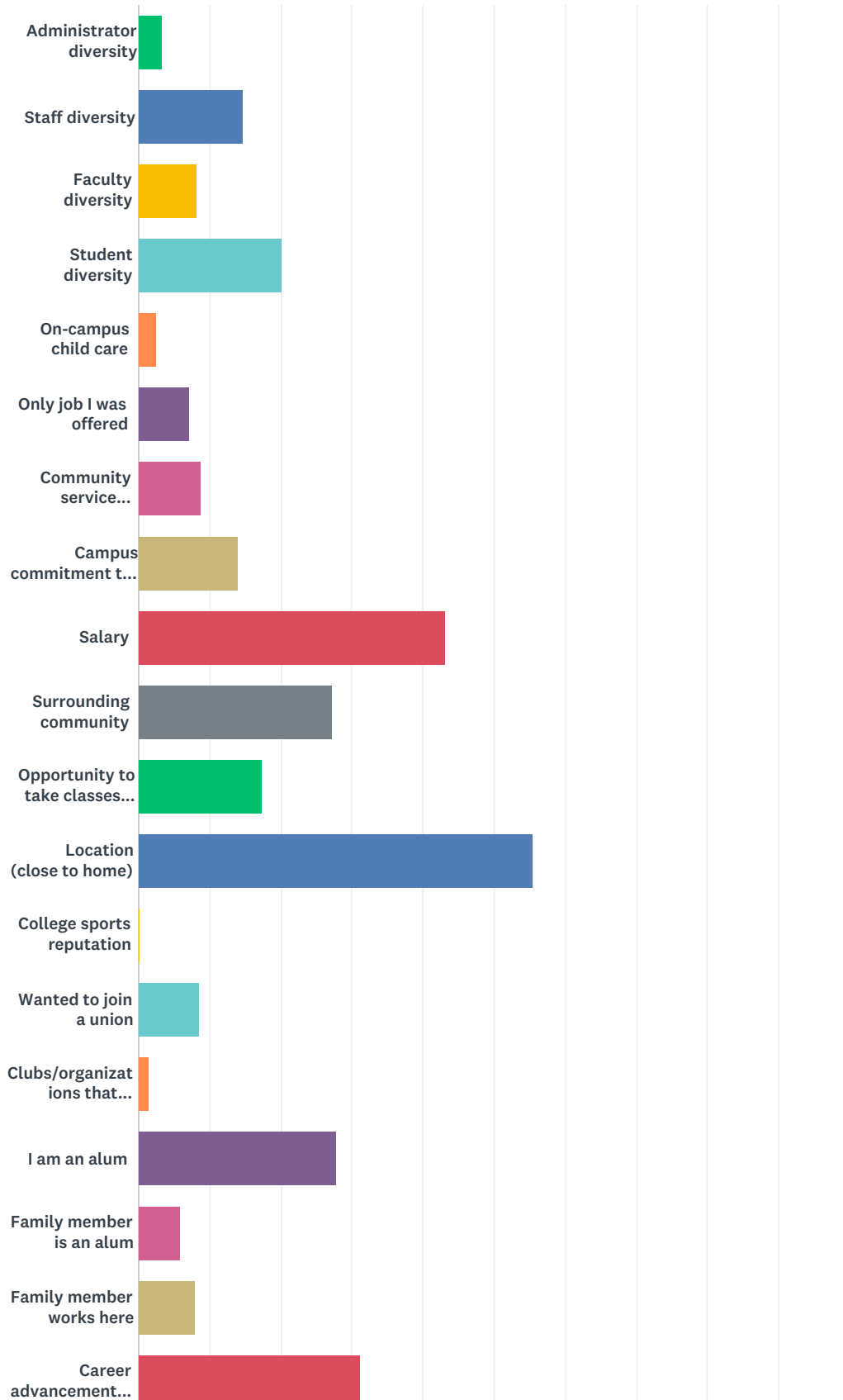
Answered: 340 Skipped: 2



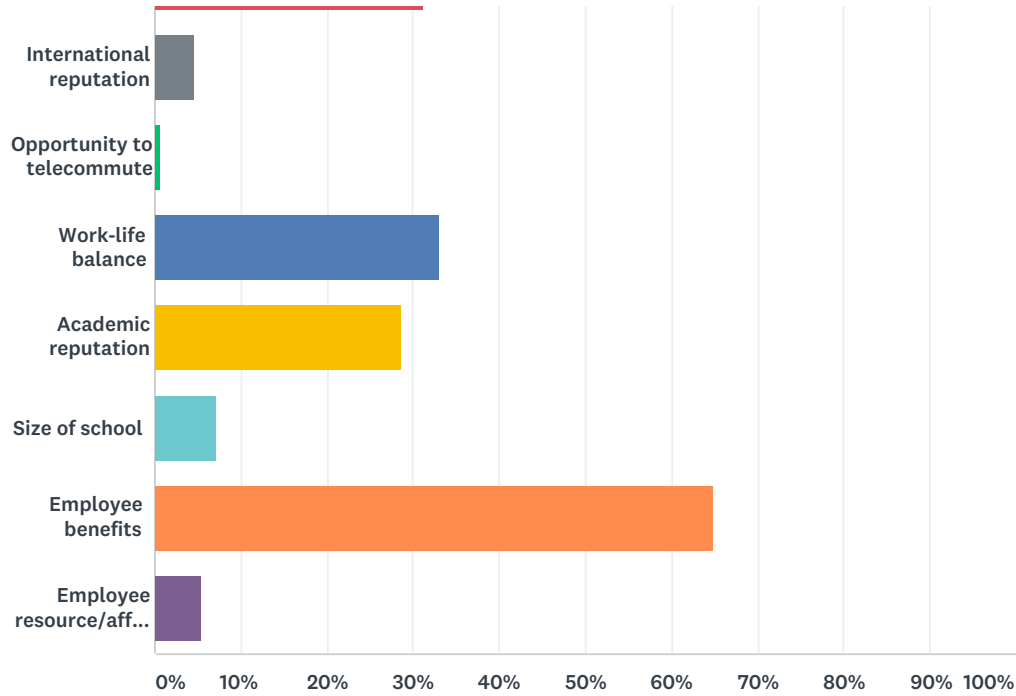
ANSWER CHOICES	RESPONSES	
Less than one year	8.53%	29
1-5 years	35.00%	119
6-10 years	16.47%	56
11-15 years	11.76%	40
16-20 years	13.82%	47
21 years or more	14.41%	49
TOTAL		340

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

Answered: 327 Skipped: 15



## Santa Rosa Junior College Campus Climate Survey for Classified Professionals



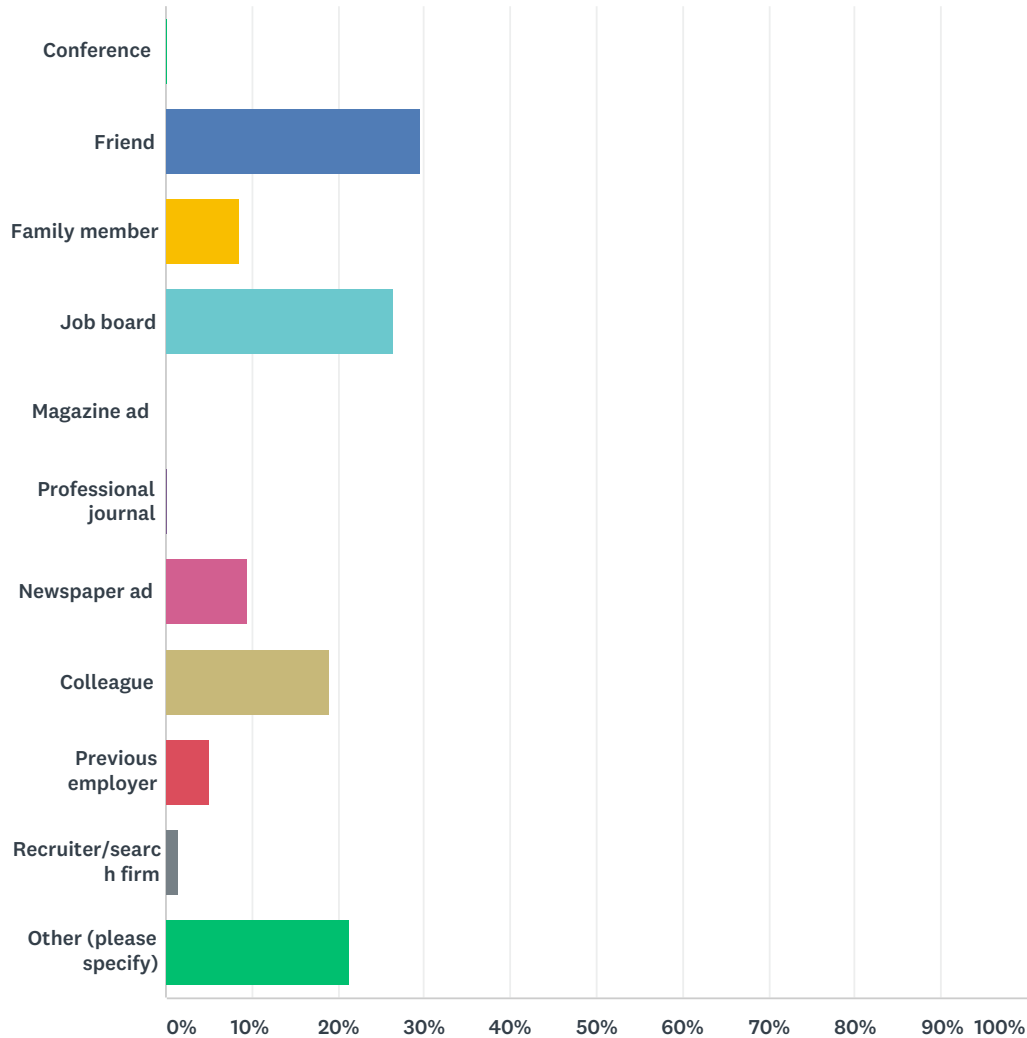
ANSWER CHOICES	RESPONSES	
Administrator diversity	3.36%	11
Staff diversity	14.68%	48
Faculty diversity	8.26%	27
Student diversity	20.18%	66
On-campus child care	2.45%	8
Only job I was offered	7.03%	23
Community service opportunities	8.87%	29
Campus commitment to diversity	14.07%	46
Salary	43.12%	141
Surrounding community	27.22%	89
Opportunity to take classes while working	17.43%	57
Location (close to home)	55.35%	181
College sports reputation	0.31%	1
Wanted to join a union	8.56%	28
Clubs/organizations that interest me	1.53%	5
I am an alum	27.83%	91
Family member is an alum	5.81%	19
Family member works here	7.95%	26
Career advancement opportunities	31.19%	102
International reputation	4.59%	15

## Santa Rosa Junior College Campus Climate Survey for Classified Professionals

Opportunity to telecommute	0.61%	2
Work-life balance	33.03%	108
Academic reputation	28.75%	94
Size of school	7.03%	23
Employee benefits	64.83%	212
Employee resource/affinity groups	5.50%	18
Total Respondents: 327		

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

Answered: 338 Skipped: 4



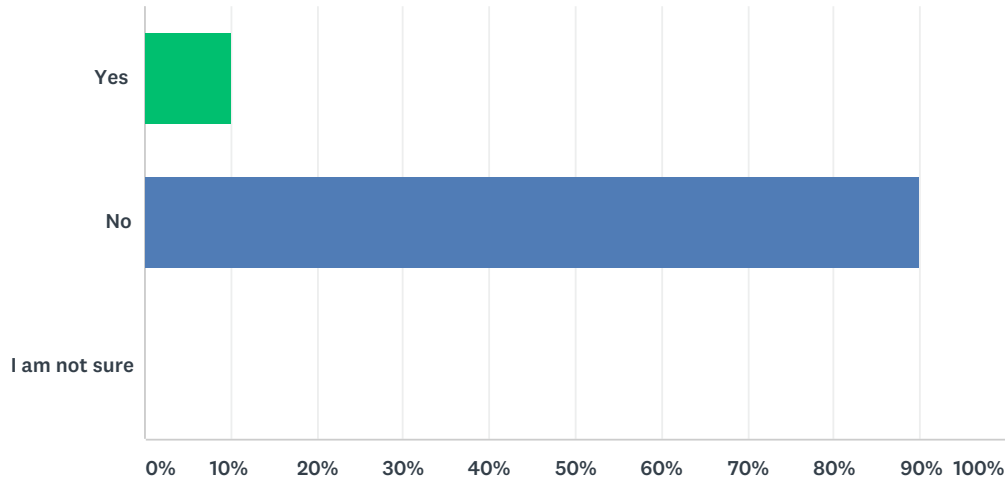
ANSWER CHOICES	RESPONSES	
Conference	0.30%	1
Friend	29.59%	100
Family member	8.58%	29
Job board	26.33%	89
Magazine ad	0.00%	0
Professional journal	0.30%	1
Newspaper ad	9.47%	32
Colleague	18.93%	64
Previous employer	5.03%	17
Recruiter/search firm	1.48%	5

## Santa Rosa Junior College Campus Climate Survey for Classified Professionals

Other (please specify)	21.30%	72
Total Respondents: 338		

## Q5 Do you have a disability?

Answered: 339 Skipped: 3

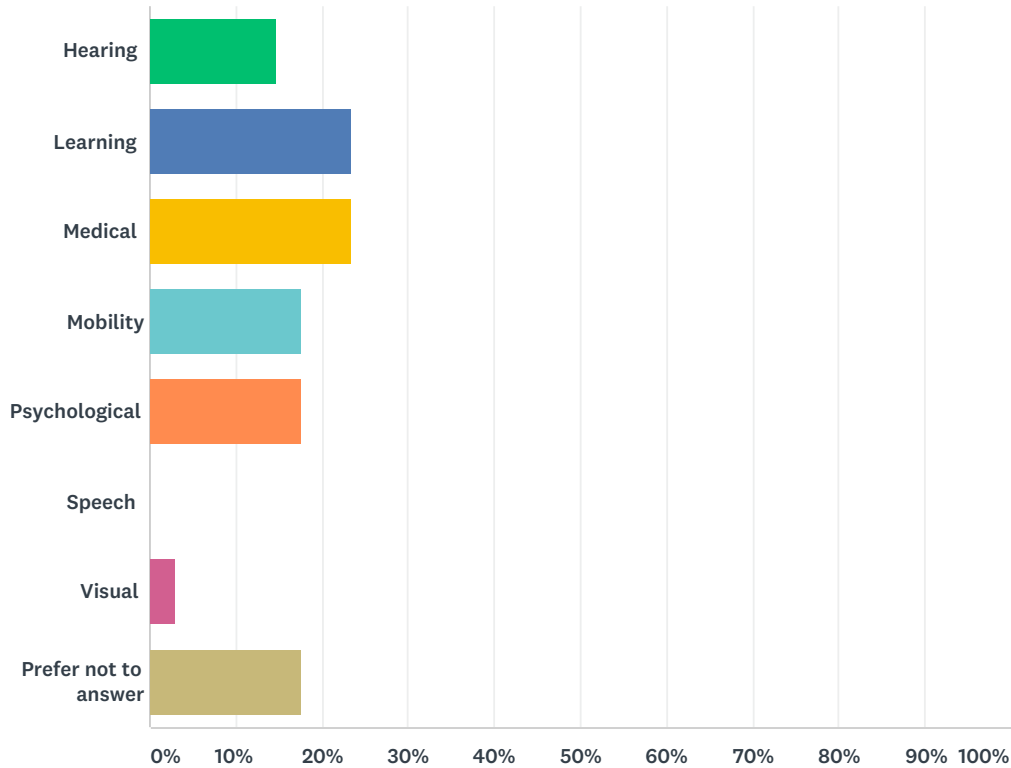


ANSWER CHOICES	RESPONSES	
Yes	10.03%	34
No	89.97%	305
I am not sure	0.00%	0
TOTAL		339



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

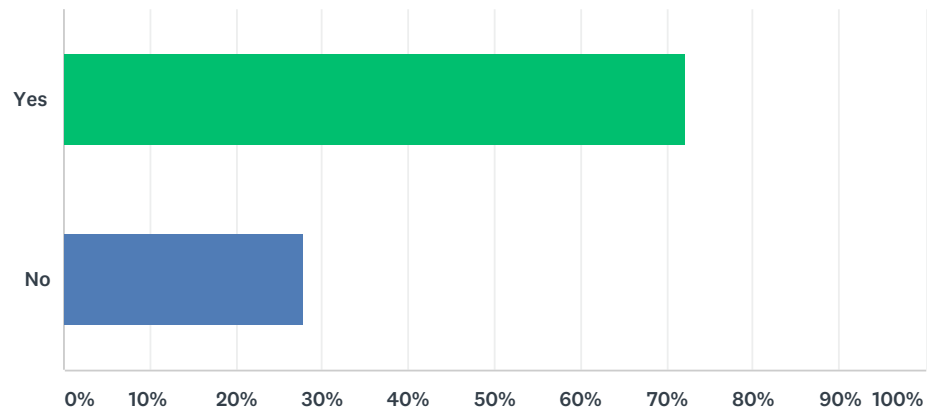
Answered: 34 Skipped: 308



ANSWER CHOICES	RESPONSES	
Hearing	14.71%	5
Learning	23.53%	8
Medical	23.53%	8
Mobility	17.65%	6
Psychological	17.65%	6
Speech	0.00%	0
Visual	2.94%	1
Prefer not to answer	17.65%	6
Total Respondents: 34		

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

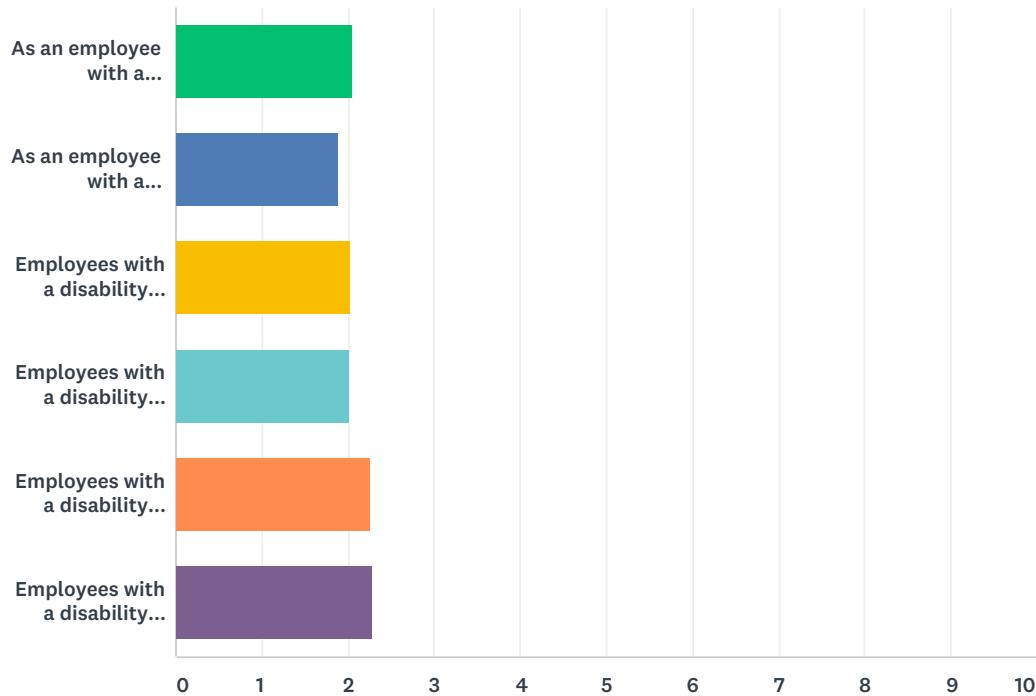
Answered: 36    Skipped: 306



ANSWER CHOICES	RESPONSES	
Yes	72.22%	26
No	27.78%	10
TOTAL		36

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

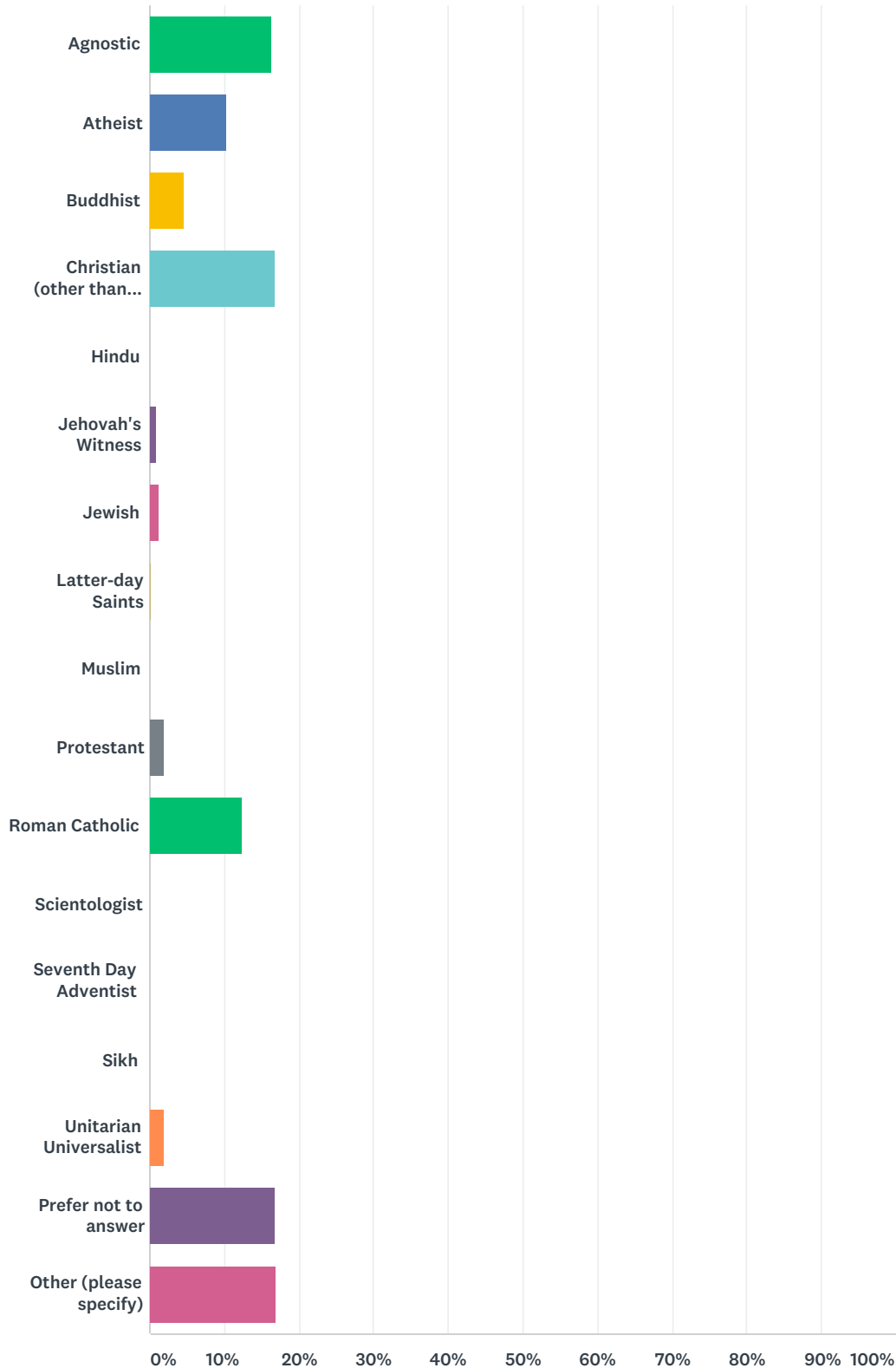
Answered: 36 Skipped: 306



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
As an employee with a disability, I feel welcome on campus	41.67% 15	13.89% 5	25.00% 9	2.78% 1	5.56% 2	11.11% 4	36	2.06
As an employee with a disability, I feel welcome in the surrounding community	41.67% 15	25.00% 9	13.89% 5	8.33% 3	0.00% 0	11.11% 4	36	1.88
Employees with a disability are treated with respect by students	34.29% 12	20.00% 7	31.43% 11	2.86% 1	0.00% 0	11.43% 4	35	2.03
Employees with a disability are treated with respect by faculty	40.00% 14	22.86% 8	22.86% 8	0.00% 0	5.71% 2	8.57% 3	35	2.00
Employees with a disability are treated with respect by staff	40.00% 14	17.14% 6	25.71% 9	2.86% 1	11.43% 4	2.86% 1	35	2.26
Employees with a disability are treated with respect by administrators	41.18% 14	14.71% 5	23.53% 8	8.82% 3	8.82% 3	2.94% 1	34	2.27

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

Answered: 324 Skipped: 18



ANSWER CHOICES

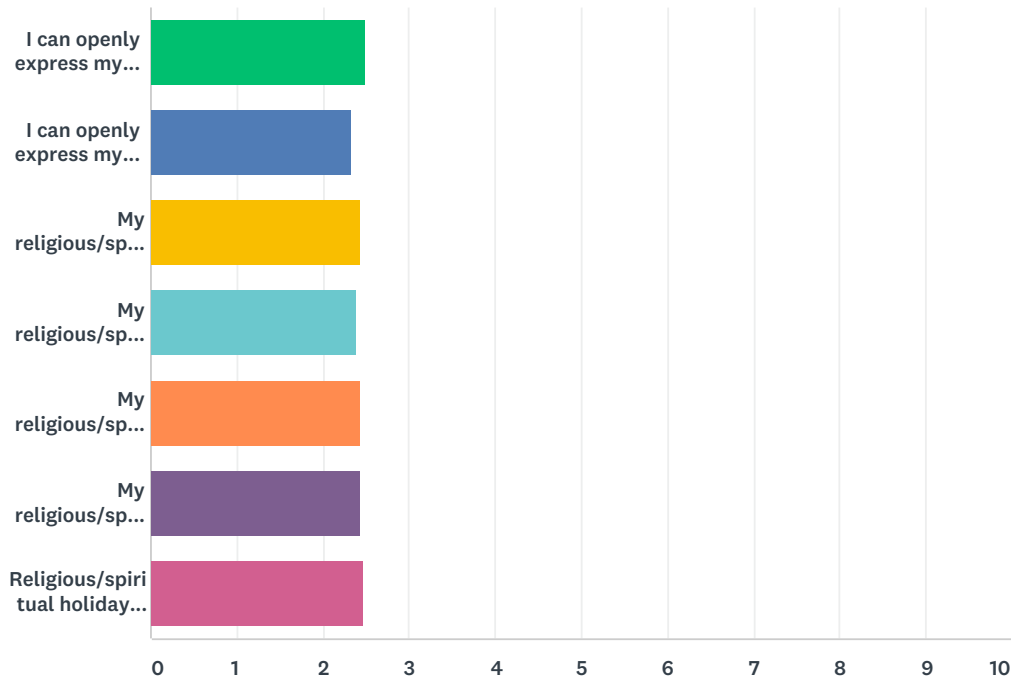
RESPONSES

# Santa Rosa Junior College Campus Climate Survey for Classified Professionals

Agnostic	16.36%	53
Atheist	10.19%	33
Buddhist	4.63%	15
Christian (other than Roman Catholic)	16.67%	54
Hindu	0.00%	0
Jehovah's Witness	0.93%	3
Jewish	1.23%	4
Latter-day Saints	0.31%	1
Muslim	0.00%	0
Protestant	1.85%	6
Roman Catholic	12.35%	40
Scientologist	0.00%	0
Seventh Day Adventist	0.00%	0
Sikh	0.00%	0
Unitarian Universalist	1.85%	6
Prefer not to answer	16.67%	54
Other (please specify)	16.98%	55
TOTAL		324

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

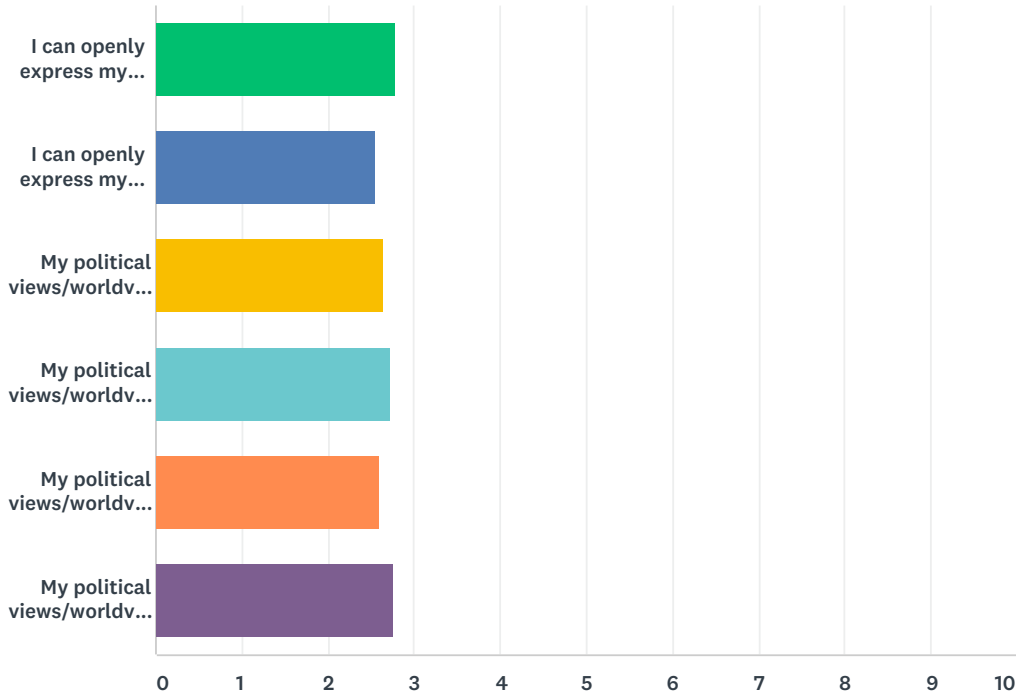
Answered: 327 Skipped: 15



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
I can openly express my religious/spiritual beliefs on campus	11.93% 39	24.77% 81	29.05% 95	13.76% 45	5.81% 19	14.68% 48	327	2.50
I can openly express my religious/spiritual beliefs in the surrounding community	12.54% 41	32.72% 107	29.97% 98	7.65% 25	0.92% 3	16.21% 53	327	2.32
My religious/spiritual beliefs are treated with respect by students	8.00% 26	23.38% 76	28.62% 93	3.08% 10	2.15% 7	34.77% 113	325	2.43
My religious/spiritual beliefs are respected by staff	12.04% 39	28.70% 93	30.86% 100	4.01% 13	3.70% 12	20.68% 67	324	2.38
My religious/spiritual beliefs are respected by faculty	10.22% 33	24.77% 80	29.41% 95	4.02% 13	3.72% 12	27.86% 90	323	2.42
My religious/spiritual beliefs are respected by administrators	10.53% 34	23.22% 75	33.75% 109	2.79% 9	2.48% 8	27.24% 88	323	2.43
Religious/spiritual holidays I celebrate are respected by the campus community	9.01% 29	24.84% 80	30.75% 99	4.66% 15	3.73% 12	27.02% 87	322	2.46

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

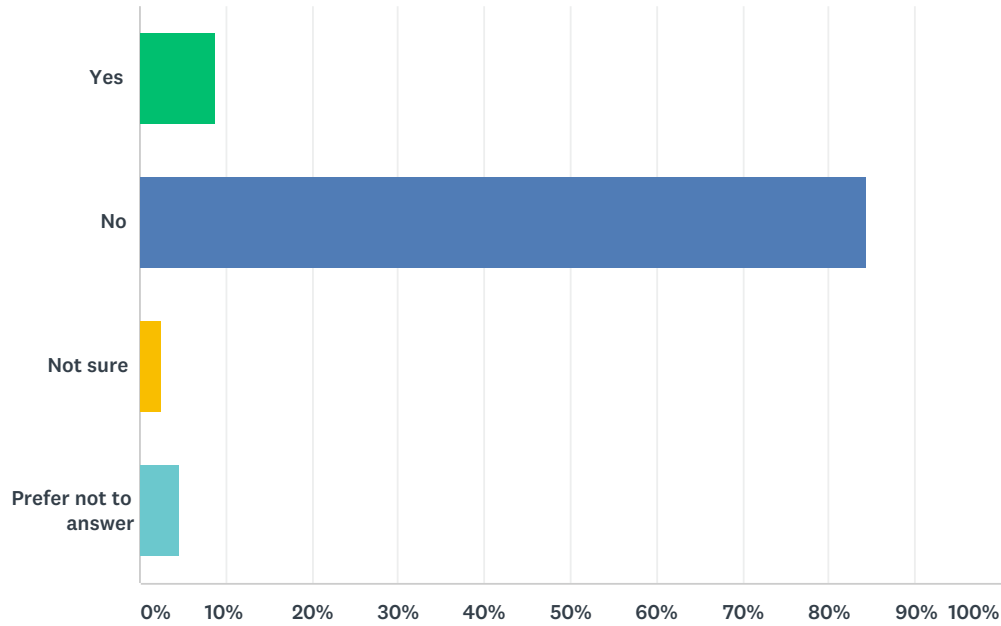
Answered: 325 Skipped: 17



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
I can openly express my political views/worldviews on campus	12.00% 39	33.23% 108	25.85% 84	9.85% 32	13.23% 43	5.85% 19	325	2.78
I can openly express my political views/worldviews in the surrounding community	12.31% 40	40.31% 131	26.46% 86	10.15% 33	5.85% 19	4.92% 16	325	2.55
My political views/worldviews are treated with respect by students	9.26% 30	23.46% 76	29.63% 96	4.94% 16	5.56% 18	27.16% 88	324	2.64
My political views/worldviews are treated with respect by faculty	10.84% 35	28.17% 91	26.32% 85	5.57% 18	10.84% 35	18.27% 59	323	2.72
My political views/worldviews are treated with respect by staff	12.31% 40	34.46% 112	29.54% 96	6.46% 21	8.31% 27	8.92% 29	325	2.60
My political views/worldviews are treated with respect by administrators	8.92% 29	24.62% 80	34.15% 111	8.00% 26	7.38% 24	16.92% 55	325	2.76

## Q12 Do you identify as LGBTQIA+?

Answered: 331 Skipped: 11

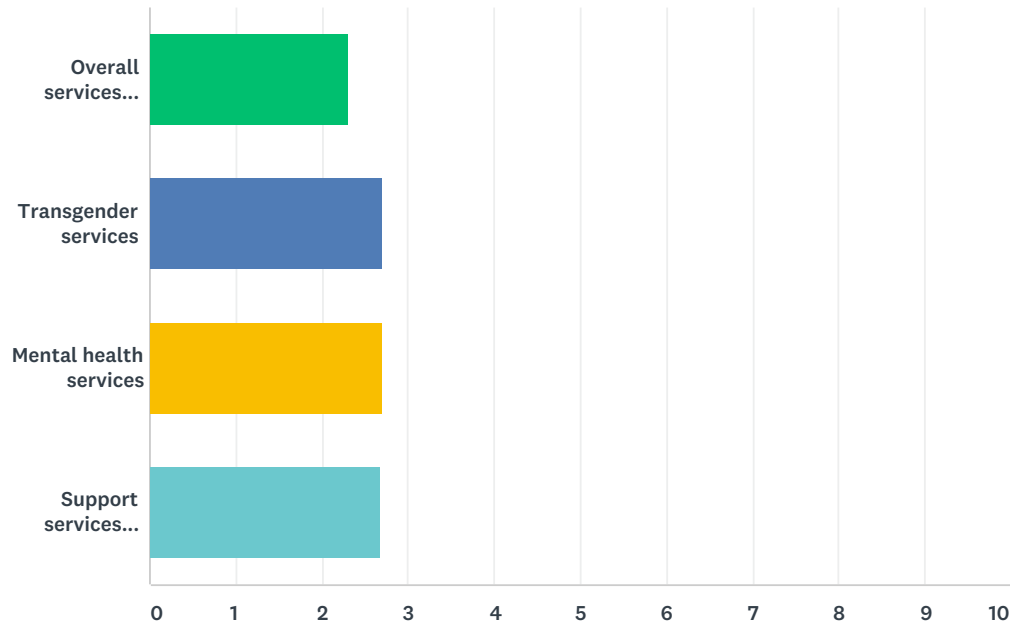


ANSWER CHOICES	RESPONSES	
Yes	8.76%	29
No	84.29%	279
Not sure	2.42%	8
Prefer not to answer	4.53%	15
TOTAL		331



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

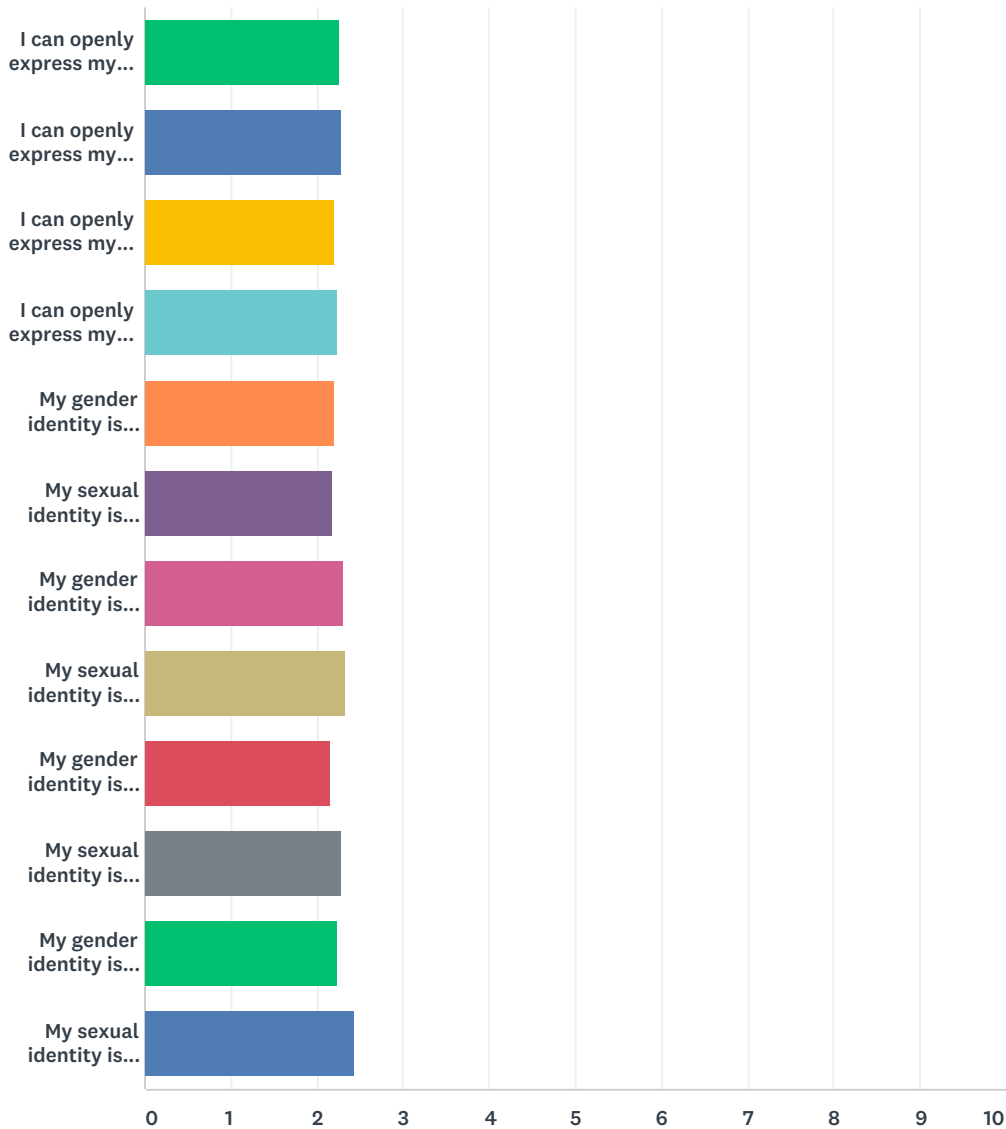
Answered: 36 Skipped: 306



	VERY SATISFIED	SOMEWHAT SATISFIED	NEUTRAL	SOMEWHAT DISSATISFIED	VERY DISSATISFIED	N/A	TOTAL	WEIGHTED AVERAGE
Overall services provided	25.00% 9	25.00% 9	30.56% 11	2.78% 1	5.56% 2	11.11% 4	36	2.31
Transgender services	13.89% 5	16.67% 6	30.56% 11	5.56% 2	8.33% 3	25.00% 9	36	2.70
Mental health services	16.67% 6	13.89% 5	36.11% 13	11.11% 4	5.56% 2	16.67% 6	36	2.70
Support services (mentoring, support groups)	17.65% 6	8.82% 3	38.24% 13	17.65% 6	0.00% 0	17.65% 6	34	2.68

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

Answered: 36 Skipped: 306



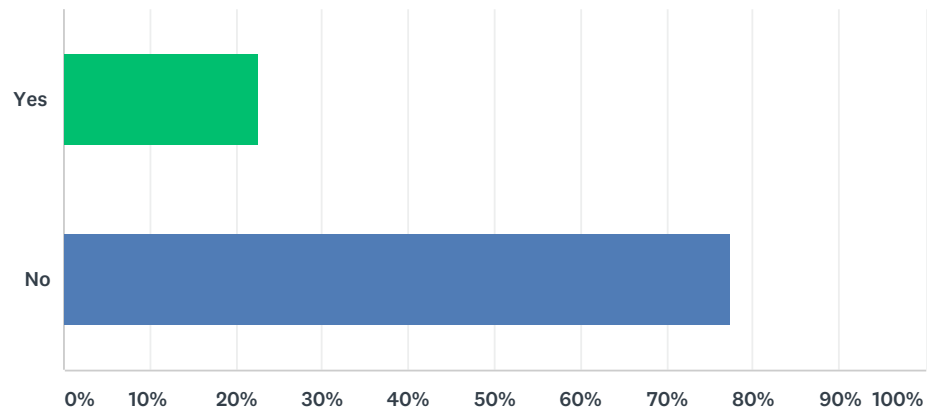
	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
I can openly express my gender identity on campus	13.89% 5	47.22% 17	16.67% 6	5.56% 2	2.78% 1	13.89% 5	36	2.26
I can openly express my sexual identity on campus	13.89% 5	55.56% 20	19.44% 7	2.78% 1	5.56% 2	2.78% 1	36	2.29
I can openly express my gender identity in the surrounding community	13.89% 5	52.78% 19	13.89% 5	0.00% 0	5.56% 2	13.89% 5	36	2.19
I can openly express my sexual identity in the surrounding community	13.89% 5	58.33% 21	19.44% 7	0.00% 0	5.56% 2	2.78% 1	36	2.23

# Santa Rosa Junior College Campus Climate Survey for Classified Professionals

My gender identity is treated with respect by students	8.33% 3	41.67% 15	22.22% 8	0.00% 0	0.00% 0	27.78% 10	36	2.19
My sexual identity is treated with respect by students	13.89% 5	38.89% 14	27.78% 10	0.00% 0	0.00% 0	19.44% 7	36	2.17
My gender identity is treated with respect by staff	8.33% 3	52.78% 19	16.67% 6	0.00% 0	5.56% 2	16.67% 6	36	2.30
My sexual identity is treated with respect by staff	11.11% 4	52.78% 19	22.22% 8	5.56% 2	2.78% 1	5.56% 2	36	2.32
My gender identity is treated with respect by faculty	11.43% 4	45.71% 16	17.14% 6	2.86% 1	0.00% 0	22.86% 8	35	2.15
My sexual identity is treated with respect by faculty	11.11% 4	47.22% 17	27.78% 10	0.00% 0	2.78% 1	11.11% 4	36	2.28
My gender identity is treated with respect by administrators	11.11% 4	44.44% 16	22.22% 8	0.00% 0	2.78% 1	19.44% 7	36	2.24
My sexual identity is treated with respect by administrators	11.11% 4	44.44% 16	25.00% 9	8.33% 3	2.78% 1	8.33% 3	36	2.42

Q15 Are you an employee of color?

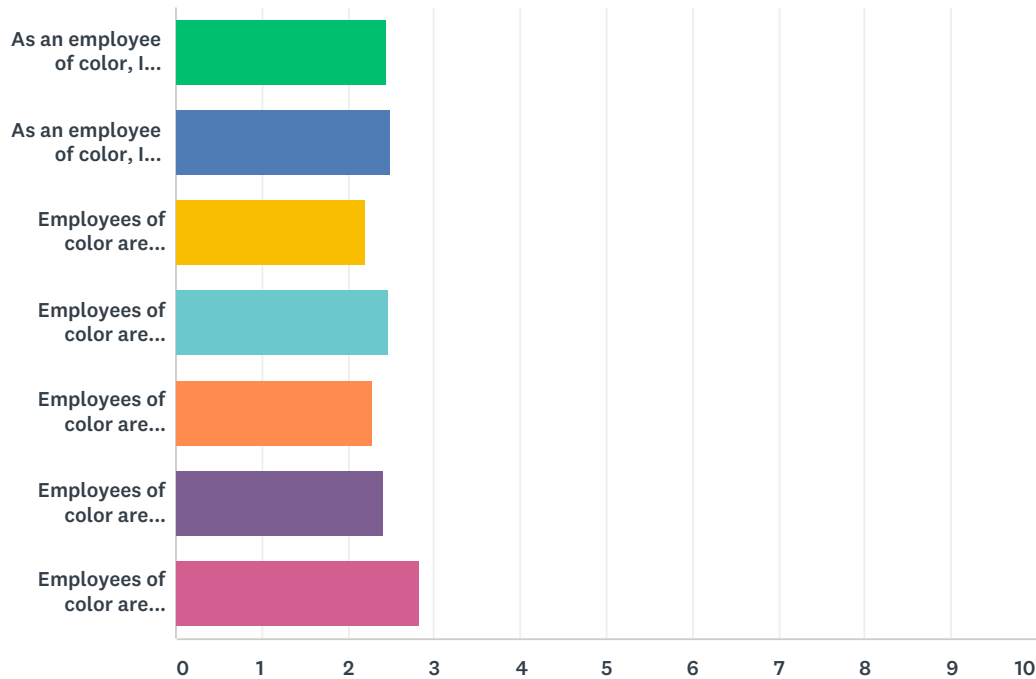
Answered: 329    Skipped: 13



ANSWER CHOICES	RESPONSES	
Yes	22.49%	74
No	77.51%	255
TOTAL		329

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

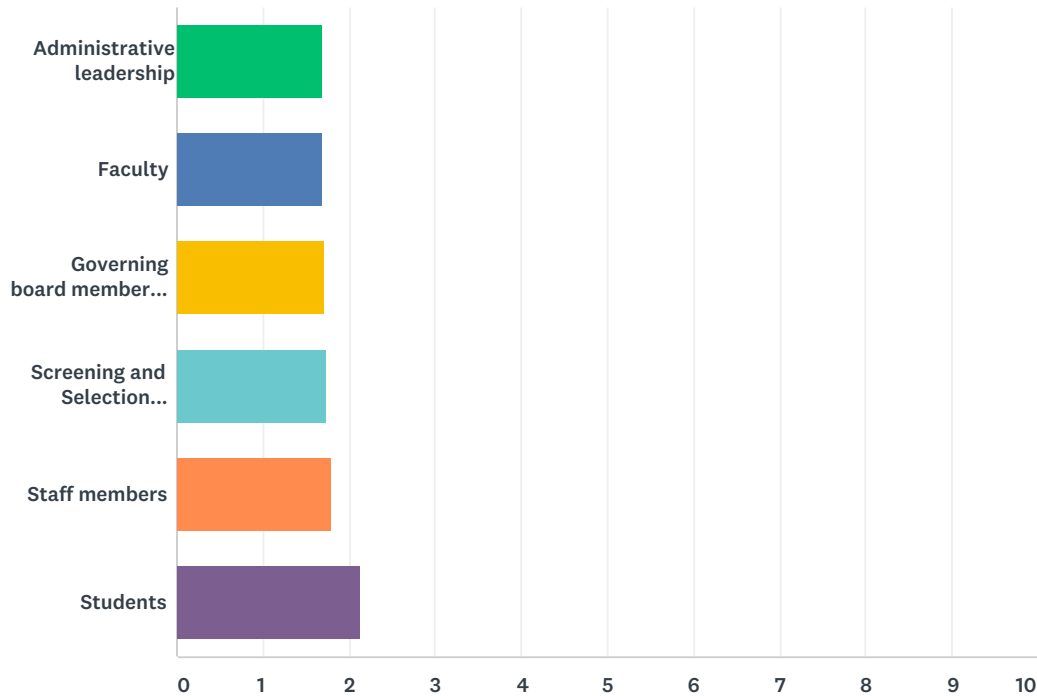
Answered: 89 Skipped: 253



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
As an employee of color, I feel welcome on campus	19.10% 17	31.46% 28	16.85% 15	10.11% 9	6.74% 6	15.73% 14	89	2.45
As an employee of color, I feel welcome in the surrounding community	12.36% 11	34.83% 31	24.72% 22	7.87% 7	4.49% 4	15.73% 14	89	2.49
Employees of color are treated with respect by students	21.35% 19	40.45% 36	19.10% 17	10.11% 9	0.00% 0	8.99% 8	89	2.20
Employees of color are treated with respect by faculty	15.73% 14	43.82% 39	15.73% 14	10.11% 9	7.87% 7	6.74% 6	89	2.47
Employees of color are treated with respect by staff	21.59% 19	43.18% 38	17.05% 15	7.95% 7	4.55% 4	5.68% 5	88	2.27
Employees of color are treated with respect by administrators	22.47% 20	37.08% 33	13.48% 12	10.11% 9	8.99% 8	7.87% 7	89	2.41
Employees of color are well-represented on our Equal Employment Opportunity Committee (EEOAC)	14.77% 13	15.91% 14	23.86% 21	6.82% 6	12.50% 11	26.14% 23	88	2.82

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

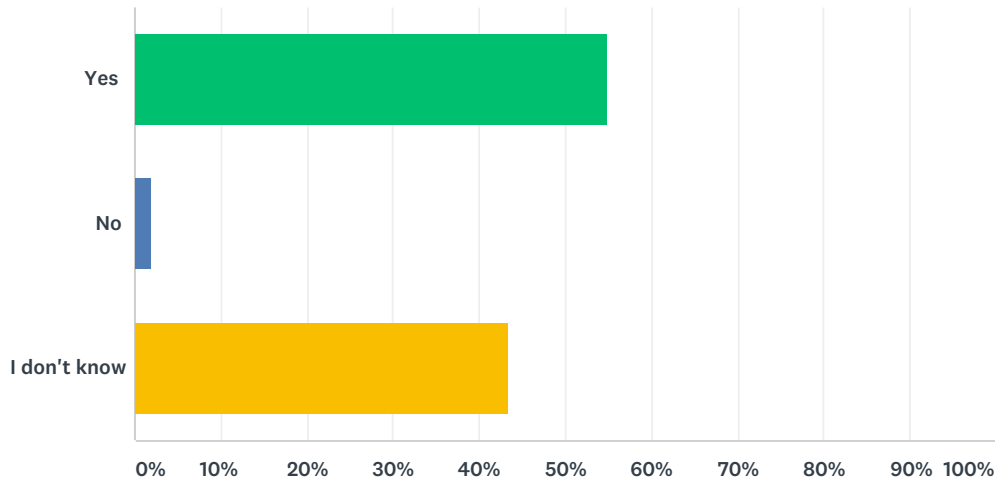
Answered: 324 Skipped: 18



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
Administrative leadership	56.48% 183	23.77% 77	11.42% 37	3.40% 11	3.09% 10	1.85% 6	324	1.70
Faculty	55.56% 180	24.69% 80	11.42% 37	3.09% 10	2.78% 9	2.47% 8	324	1.70
Governing board members (Board of Regents, etc.)	54.32% 176	25.31% 82	12.35% 40	3.09% 10	2.78% 9	2.16% 7	324	1.72
Screening and Selection Committee	54.94% 178	23.77% 77	13.27% 43	3.40% 11	2.78% 9	1.85% 6	324	1.73
Staff members	50.93% 165	25.62% 83	15.12% 49	3.70% 12	2.78% 9	1.85% 6	324	1.80
Students	36.84% 119	24.46% 79	27.55% 89	5.26% 17	3.72% 12	2.17% 7	323	2.13

## Q18 Does our campus have a District Equal Employment Opportunity (EEO) plan?

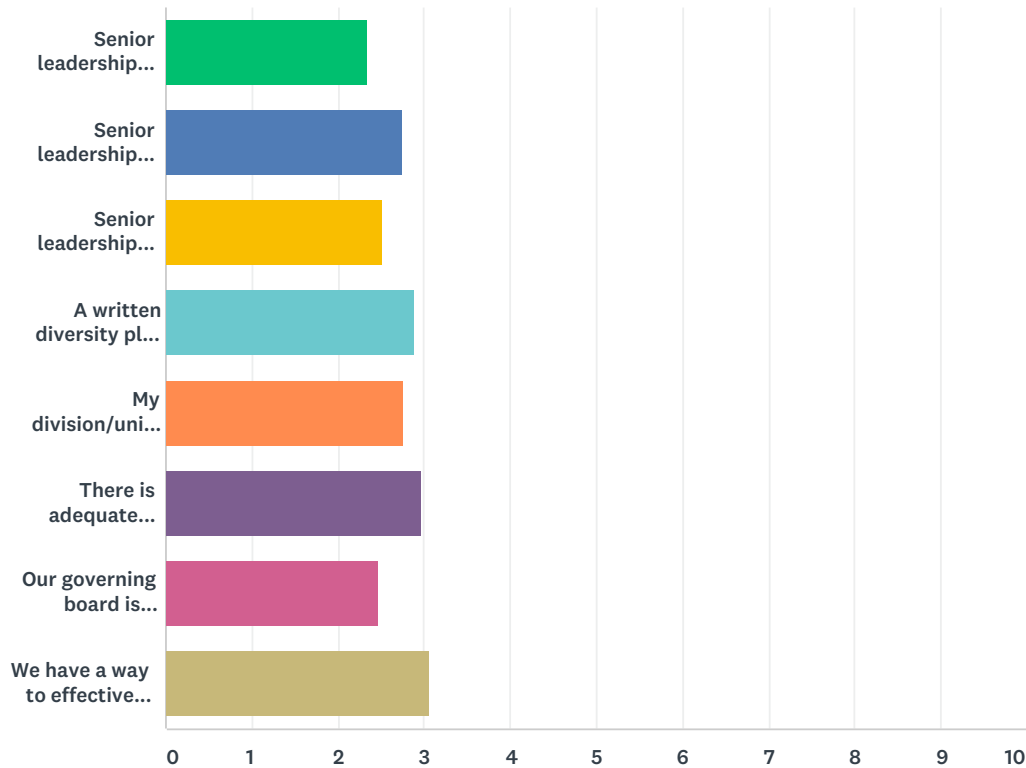
Answered: 325 Skipped: 17



ANSWER CHOICES	RESPONSES	
Yes	54.77%	178
No	1.85%	6
I don't know	43.38%	141
TOTAL		325

## Q19 To what extent do you agree or disagree with the following statements regarding our District-wide EEO plan?

Answered: 164 Skipped: 178



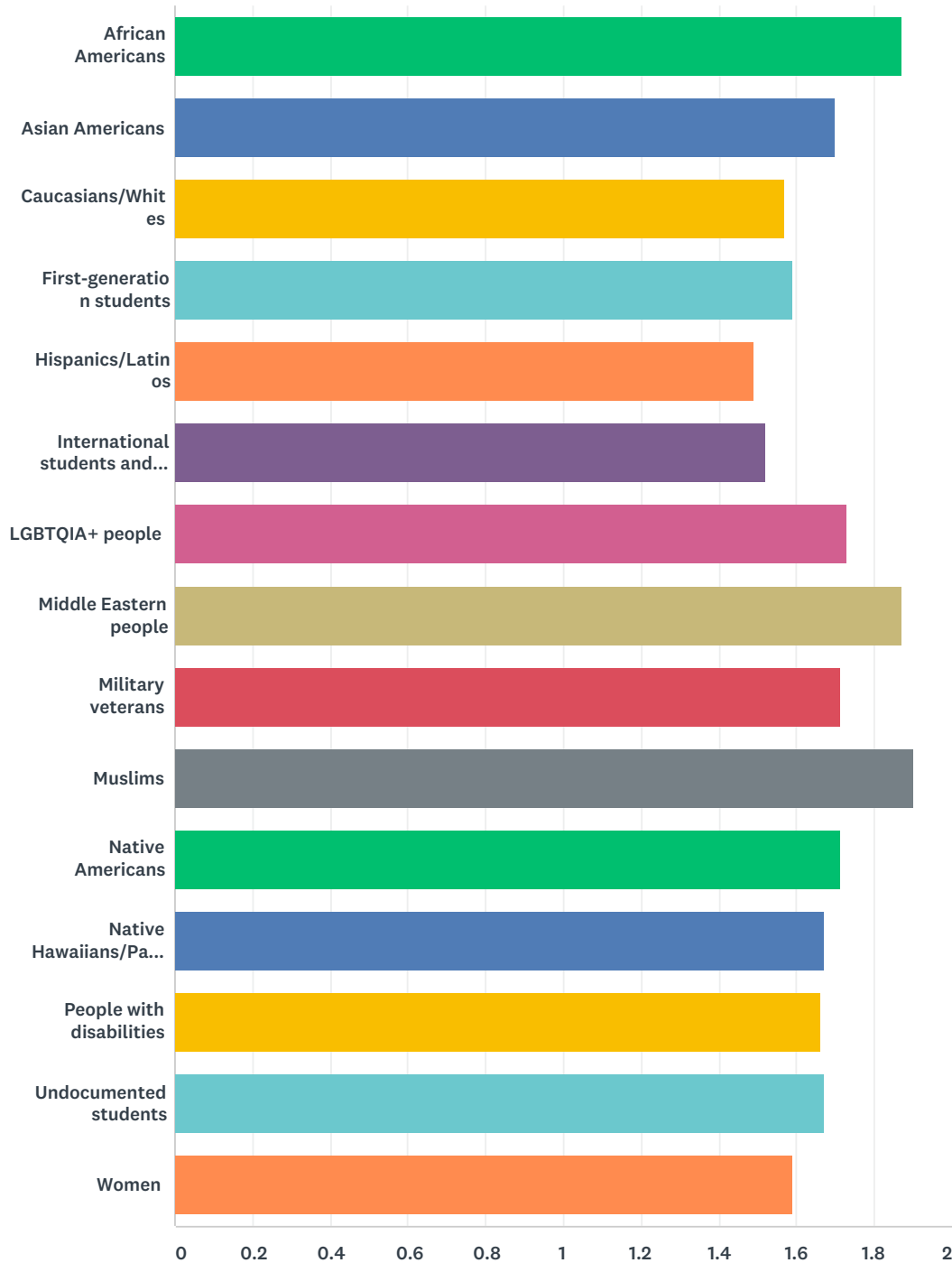
	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
Senior leadership establishes the District vision for diversity	16.05% 26	41.36% 67	25.31% 41	9.26% 15	1.23% 2	6.79% 11	162	2.34
Senior leadership creates a culture of accountability	11.66% 19	28.83% 47	31.90% 52	14.11% 23	7.36% 12	6.13% 10	163	2.75
Senior leadership shows a visible commitment to District diversity	14.72% 24	33.74% 55	30.06% 49	9.82% 16	4.29% 7	7.36% 12	163	2.52
A written diversity plan is required in my division/unit	7.36% 12	14.72% 24	39.26% 64	12.27% 20	4.29% 7	22.09% 36	163	2.89
My division/unit is accountable for diversity progress	8.07% 13	23.60% 38	34.78% 56	9.94% 16	4.97% 8	18.63% 30	161	2.76
There is adequate financial support to drive District diversity efforts	6.83% 11	16.77% 27	37.27% 60	17.39% 28	5.59% 9	16.15% 26	161	2.98
Our governing board is supportive of District diversity efforts	8.59% 14	38.04% 62	37.42% 61	3.07% 5	1.84% 3	11.04% 18	163	2.46
We have a way to effectively measure our division/unit's diversity success	3.73% 6	14.29% 23	47.83% 77	10.56% 17	8.07% 13	15.53% 25	161	3.06





## Q20 How welcoming is our District to the following groups?

Answered: 309 Skipped: 33



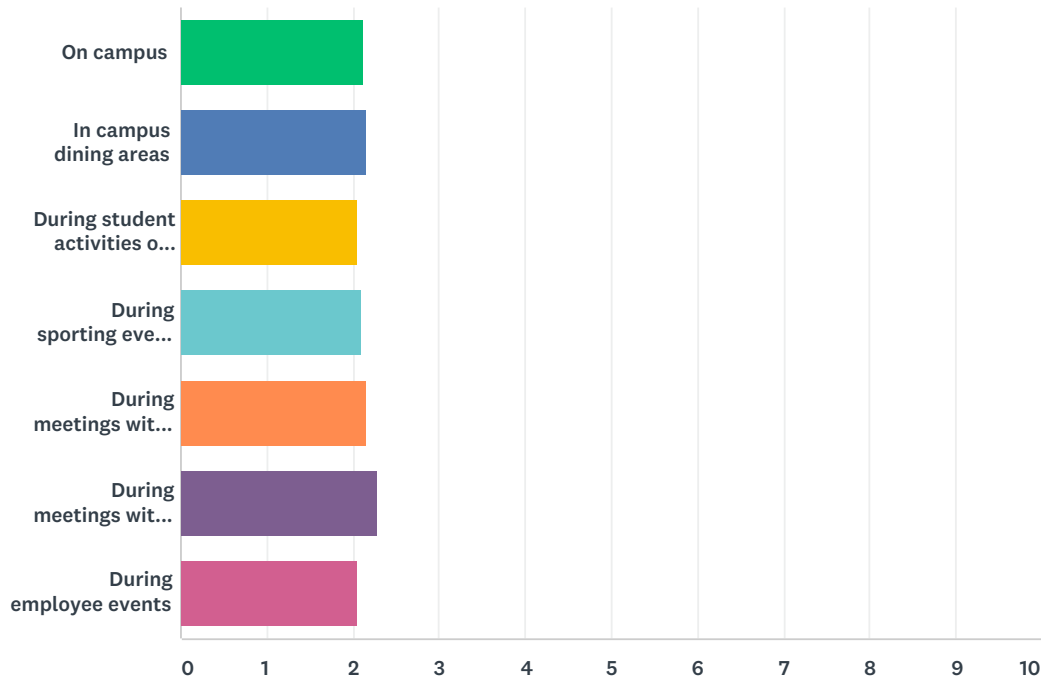
	VERY WELCOMING	SOMEWHAT WELCOMING	NEUTRAL	NOT VERY WELCOMING	NOT WELCOMING AT ALL	I DON'T KNOW	TOTAL	WEIGHTED AVERAGE
African Americans	39.94% 123	23.05% 71	10.39% 32	5.19% 16	2.92% 9	18.51% 57	308	1.87
Asian Americans	42.67% 131	23.45% 72	10.42% 32	2.61% 8	0.98% 3	19.87% 61	307	1.70

# Santa Rosa Junior College Campus Climate Survey for Classified Professionals

Caucasians/Whites	59.42% 183	13.31% 41	12.34% 38	2.60% 8	1.30% 4	11.04% 34	308	1.57
First-generation students	53.27% 163	19.93% 61	9.15% 28	3.27% 10	0.65% 2	13.73% 42	306	1.59
Hispanics/Latinos	62.66% 193	17.53% 54	5.84% 18	2.27% 7	1.95% 6	9.74% 30	308	1.49
International students and employees	55.37% 170	20.85% 64	7.82% 24	1.95% 6	0.65% 2	13.36% 41	307	1.52
LGBTQIA+ people	44.34% 137	25.89% 80	8.41% 26	5.83% 18	0.32% 1	15.21% 47	309	1.73
Middle Eastern people	36.04% 111	20.45% 63	12.66% 39	4.87% 15	1.30% 4	24.68% 76	308	1.87
Military veterans	44.16% 136	24.35% 75	11.69% 36	3.57% 11	0.32% 1	15.91% 49	308	1.71
Muslims	34.31% 105	19.93% 61	13.40% 41	4.25% 13	1.63% 5	26.47% 81	306	1.90
Native Americans	43.46% 133	24.51% 75	9.48% 29	2.29% 7	1.96% 6	18.30% 56	306	1.71
Native Hawaiians/Pacific Islanders	41.56% 128	26.62% 82	10.06% 31	0.97% 3	0.97% 3	19.81% 61	308	1.67
People with disabilities	47.23% 145	27.69% 85	10.10% 31	2.93% 9	0.33% 1	11.73% 36	307	1.66
Undocumented students	49.51% 153	23.62% 73	8.41% 26	4.21% 13	1.29% 4	12.94% 40	309	1.67
Women	52.61% 161	22.22% 68	11.44% 35	1.31% 4	0.65% 2	11.76% 36	306	1.59

## Q21 How would you categorize the level of interactions among racial/ethnic groups on our campus?

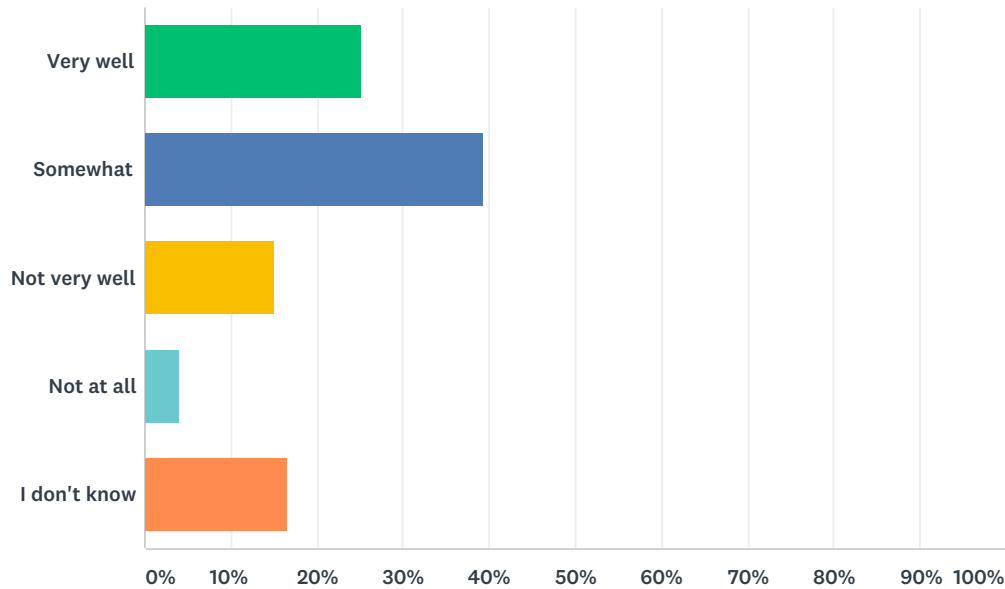
Answered: 306 Skipped: 36



	VERY INTEGRATED	SOMEWHAT INTEGRATED	NEUTRAL	NOT VERY INTEGRATED	NOT AT ALL INTEGRATED	I DON'T KNOW	TOTAL	WEIGHTED AVERAGE
On campus	15.84% 48	42.24% 128	13.53% 41	7.92% 24	1.65% 5	18.81% 57	303	2.11
In campus dining areas	14.47% 44	31.91% 97	13.49% 41	8.55% 26	1.64% 5	29.93% 91	304	2.15
During student activities on campus	18.09% 55	32.24% 98	12.50% 38	6.91% 21	1.64% 5	28.62% 87	304	2.06
During sporting events on campus	15.74% 48	22.62% 69	15.08% 46	4.26% 13	0.98% 3	41.31% 126	305	2.09
During meetings with faculty	17.76% 54	21.71% 66	15.46% 47	6.91% 21	2.96% 9	35.20% 107	304	2.16
During meetings with administrators	15.69% 48	17.65% 54	19.61% 60	7.52% 23	3.59% 11	35.95% 110	306	2.29
During employee events	26.80% 82	28.10% 86	17.97% 55	7.84% 24	2.94% 9	16.34% 50	306	2.06

## Q22 How well does our institution promote racial/cultural interaction between different groups?

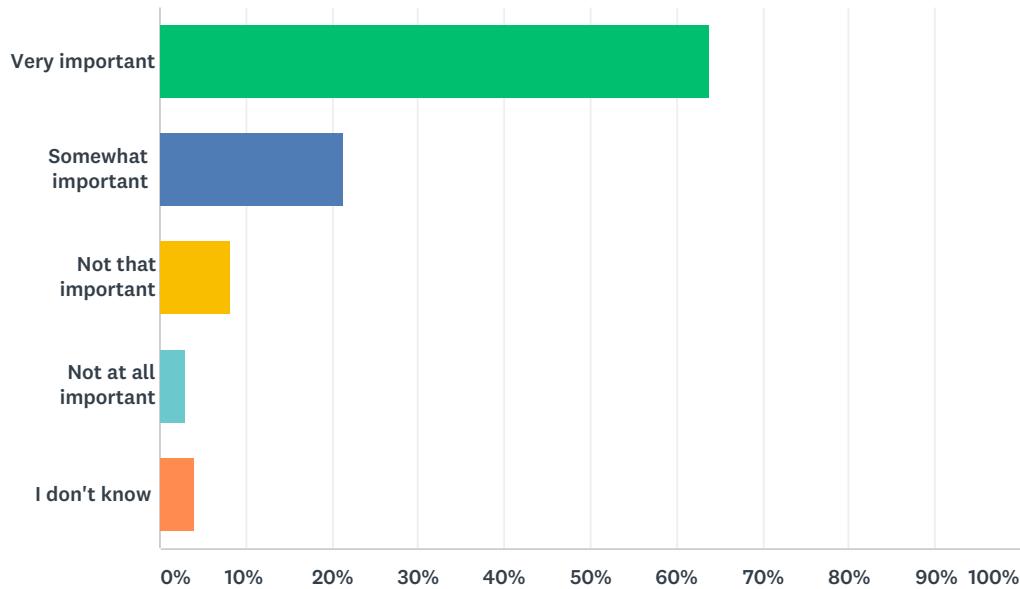
Answered: 307 Skipped: 35



ANSWER CHOICES	RESPONSES	
Very well	25.08%	77
Somewhat	39.41%	121
Not very well	14.98%	46
Not at all	3.91%	12
I don't know	16.61%	51
TOTAL		307

## Q23 How important, in your opinion, is promoting diversity and inclusion to the District's leadership?

Answered: 310 Skipped: 32



ANSWER CHOICES	RESPONSES	
Very important	63.87%	198
Somewhat important	21.29%	66
Not that important	8.06%	25
Not at all important	2.90%	9
I don't know	3.87%	12
<b>TOTAL</b>		<b>310</b>

**Q24 Have you experienced/witnessed any of the following while employed here? Check all that apply.**

Answered: 302   Skipped: 40

# Santa Rosa Junior College Campus Climate Survey for Classified Professionals



ANSWER CHOICES	RESPONSES	
An illegal activity	21.19%	64
Bullying	34.44%	104

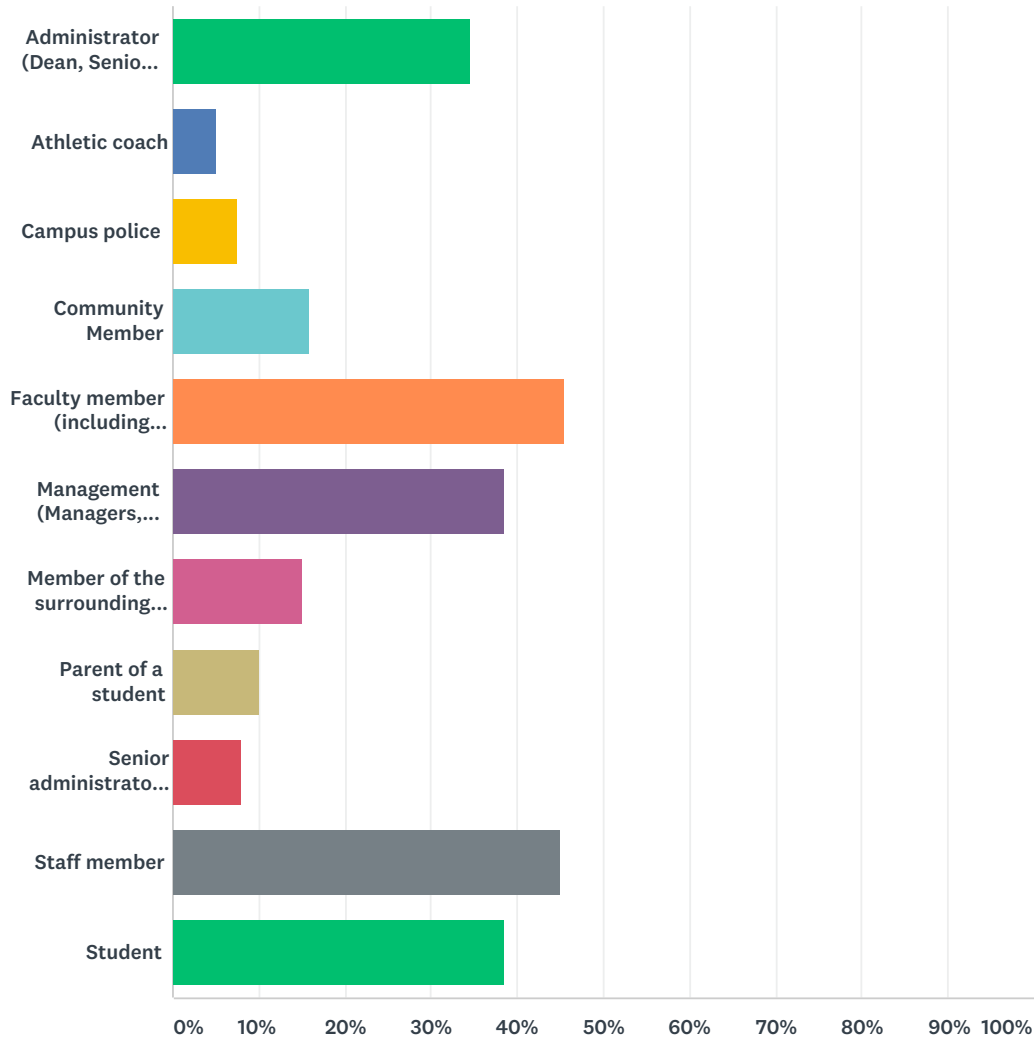


## Santa Rosa Junior College Campus Climate Survey for Classified Professionals

Discrimination/bias/harassment based on age	22.19%	67
Discrimination/bias/harassment based on gender	29.14%	88
Discrimination/bias/harassment based on gender identity	12.58%	38
Discrimination/bias/harassment based on race/ethnicity	26.49%	80
Discrimination/bias/harassment based on lack of English language proficiency (foreign accent)	22.85%	69
Discrimination/bias/harassment based on disability	10.60%	32
Discrimination/bias/harassment based on veteran status	1.99%	6
Discrimination/bias/harassment based on religion/worldview/spiritual affiliation	14.24%	43
Discrimination/bias/harassment based on a medical condition or illness	11.59%	35
Discrimination/bias/harassment based on socioeconomic status	13.58%	41
Discrimination/bias/harassment based on sexual orientation	8.61%	26
Discrimination/bias/harassment based on political views	24.17%	73
Retaliation	22.85%	69
Sexual assault	5.63%	17
Other	7.62%	23
None of the above	34.11%	103
Total Respondents: 302		

## Q25 Who caused the offense? Check all that apply.

Answered: 200 Skipped: 142



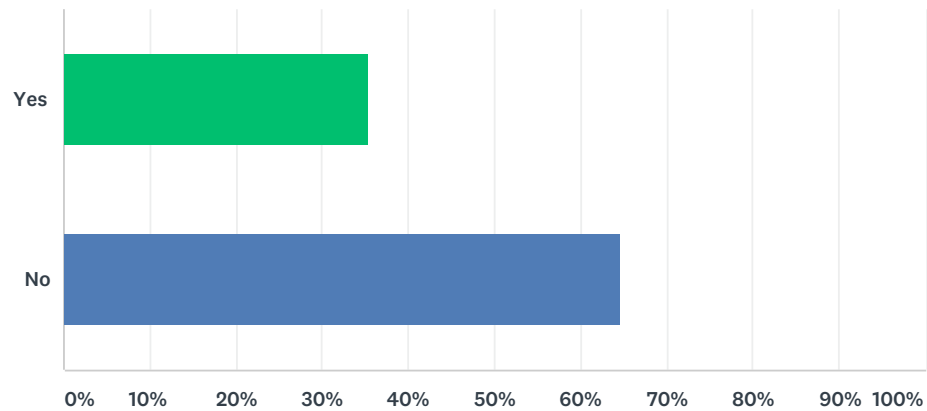
ANSWER CHOICES	RESPONSES	
Administrator (Dean, Senior Dean, Director, Executive Director)	34.50%	69
Athletic coach	5.00%	10
Campus police	7.50%	15
Community Member	16.00%	32
Faculty member (including counselors, librarians, athletic trainers)	45.50%	91
Management (Managers, Supervisors and Confidential employees)	38.50%	77
Member of the surrounding community	15.00%	30
Parent of a student	10.00%	20
Senior administrator (President, Vice President)	8.00%	16
Staff member	45.00%	90

## Santa Rosa Junior College Campus Climate Survey for Classified Professionals

Student	38.50%	77
Total Respondents: 200		

Q26 Did you report the incident?

Answered: 198    Skipped: 144

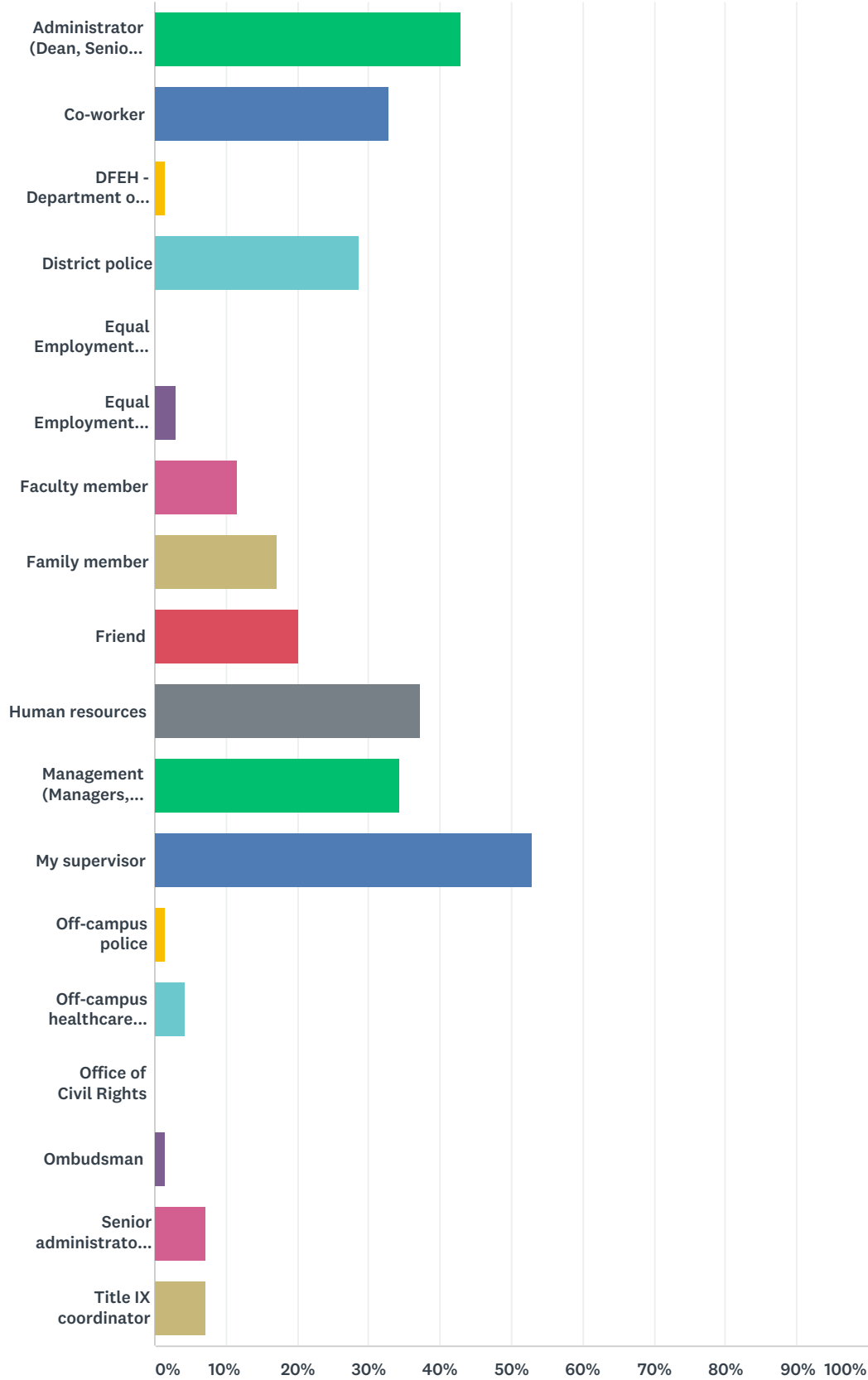


ANSWER CHOICES	RESPONSES	
Yes	35.35%	70
No	64.65%	128
TOTAL		198

**Q27 Who did you report the incident to? Check all that apply.**

Answered: 70 Skipped: 272

## Santa Rosa Junior College Campus Climate Survey for Classified Professionals



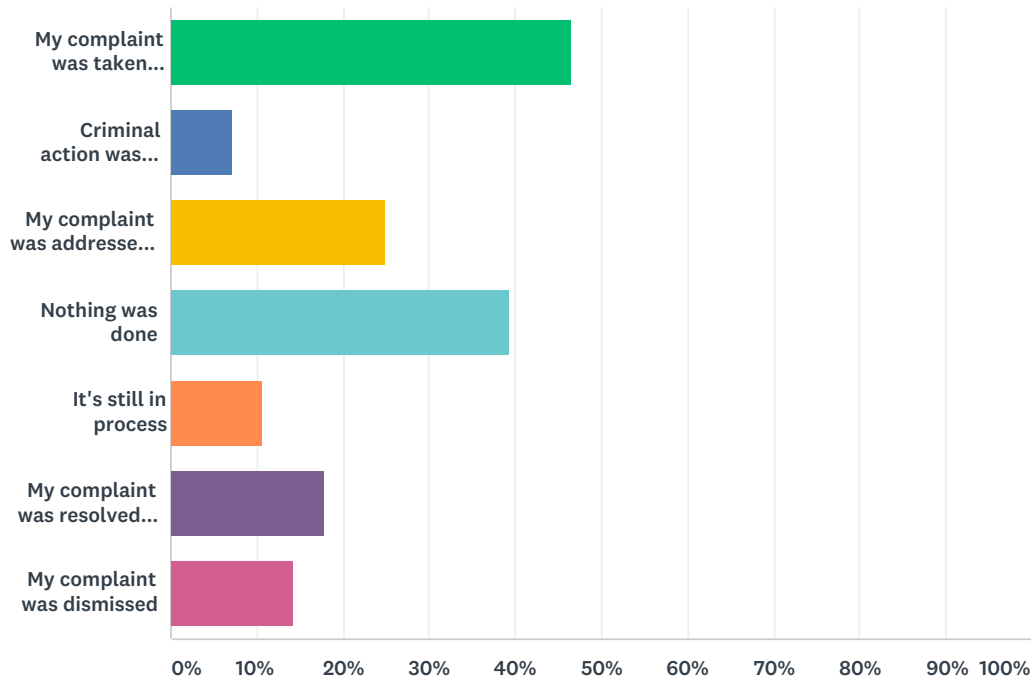
ANSWER CHOICES	RESPONSES	
Administrator (Dean, Senior Dean, Director, Executive Director)	42.86%	30
Co-worker	32.86%	23

## Santa Rosa Junior College Campus Climate Survey for Classified Professionals

DFEH - Department of Fair Employment and Housing	1.43%	1
District police	28.57%	20
Equal Employment Opportunity Commission	0.00%	0
Equal Employment Opportunity officer	2.86%	2
Faculty member	11.43%	8
Family member	17.14%	12
Friend	20.00%	14
Human resources	37.14%	26
Management (Managers, Supervisors and Confidential employees)	34.29%	24
My supervisor	52.86%	37
Off-campus police	1.43%	1
Off-campus healthcare professional	4.29%	3
Office of Civil Rights	0.00%	0
Ombudsman	1.43%	1
Senior administrator (President, Vice President)	7.14%	5
Title IX coordinator	7.14%	5
Total Respondents: 70		

## Q28 If you have filed a written bias/discrimination/harassment complaint in the past two years, what was the result? Check all that apply.

Answered: 28 Skipped: 314

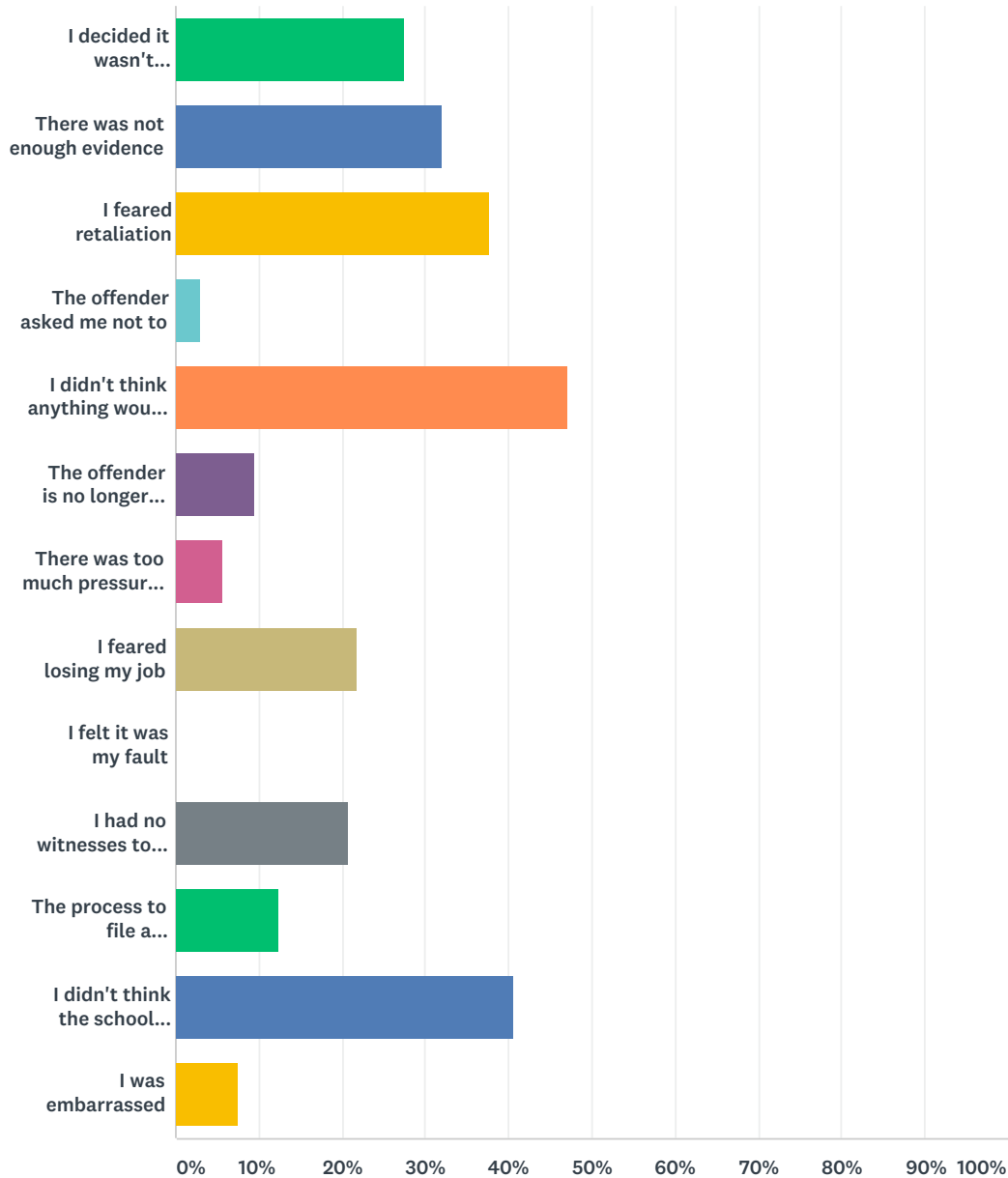


ANSWER CHOICES	RESPONSES	
My complaint was taken seriously	46.43%	13
Criminal action was taken	7.14%	2
My complaint was addressed but not resolved to my satisfaction	25.00%	7
Nothing was done	39.29%	11
It's still in process	10.71%	3
My complaint was resolved to my satisfaction	17.86%	5
My complaint was dismissed	14.29%	4
Total Respondents: 28		



## Q29 Why didn't you report the incident? Check all that apply.

Answered: 106 Skipped: 236



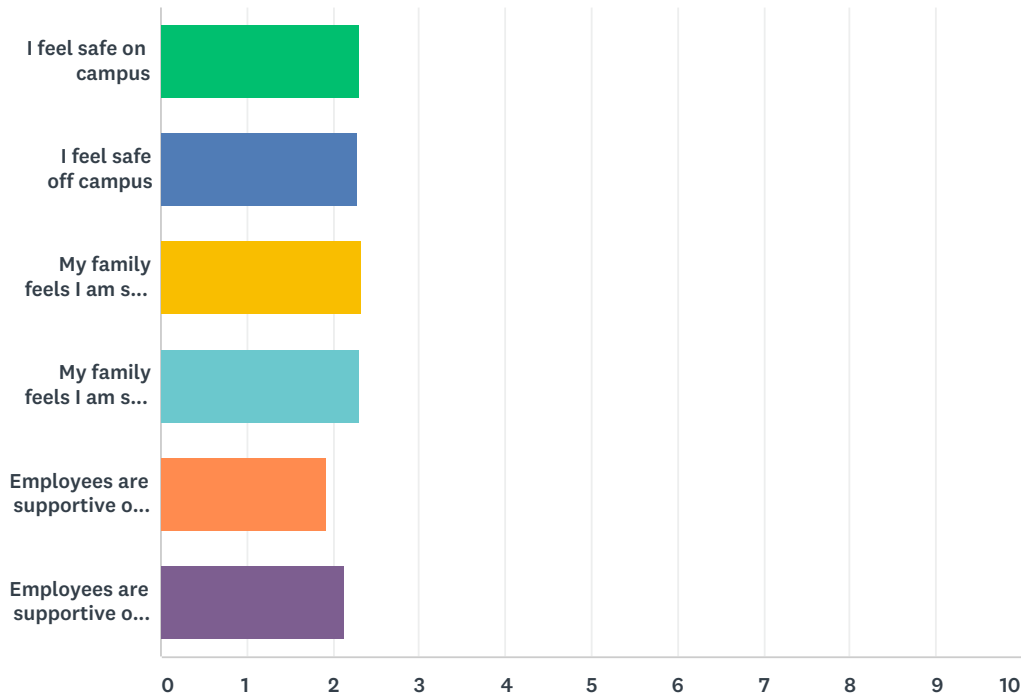
ANSWER CHOICES	RESPONSES	
I decided it wasn't important enough	27.36%	29
There was not enough evidence	32.08%	34
I feared retaliation	37.74%	40
The offender asked me not to	2.83%	3
I didn't think anything would happen	47.17%	50
The offender is no longer here	9.43%	10

## Santa Rosa Junior College Campus Climate Survey for Classified Professionals

There was too much pressure not to	5.66%	6
I feared losing my job	21.70%	23
I felt it was my fault	0.00%	0
I had no witnesses to support me	20.75%	22
The process to file a complaint was not secure	12.26%	13
I didn't think the school would support me	40.57%	43
I was embarrassed	7.55%	8
Total Respondents: 106		

## Q30 To what extent do you agree or disagree with the following statements about safety on/off campus?

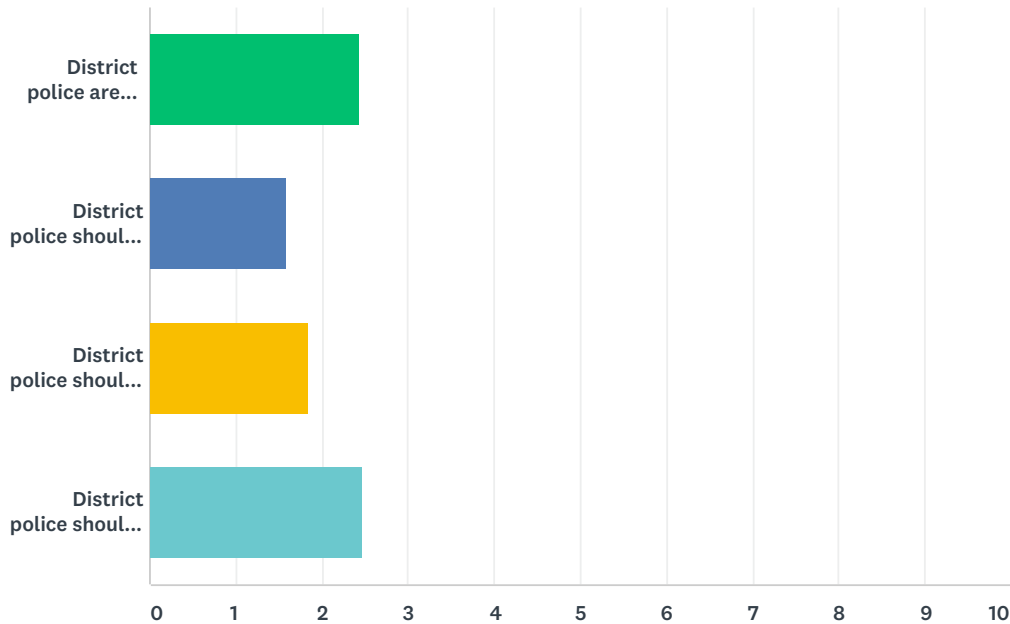
Answered: 306 Skipped: 36



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
I feel safe on campus	14.71% 45	51.31% 157	22.88% 70	9.15% 28	1.63% 5	0.33% 1	306	2.31
I feel safe off campus	11.84% 36	55.26% 168	25.00% 76	6.58% 20	0.66% 2	0.66% 2	304	2.28
My family feels I am safe on campus	13.53% 41	46.20% 140	21.12% 64	7.59% 23	1.98% 6	9.57% 29	303	2.32
My family feels I am safe off campus	10.89% 33	49.50% 150	23.76% 72	5.94% 18	0.99% 3	8.91% 27	303	2.30
Employees are supportive of other employees who have experienced incidences of physical confrontation	26.32% 80	48.36% 147	12.83% 39	1.32% 4	1.32% 4	9.87% 30	304	1.92
Employees are supportive of other employees who have experienced incidences of emotional confrontation (discrimination, sexual harassment, bullying)	23.51% 71	45.03% 136	16.56% 50	5.96% 18	2.32% 7	6.62% 20	302	2.13

## Q31 To what extent do you agree or disagree with the following statements regarding District police?

Answered: 306 Skipped: 36

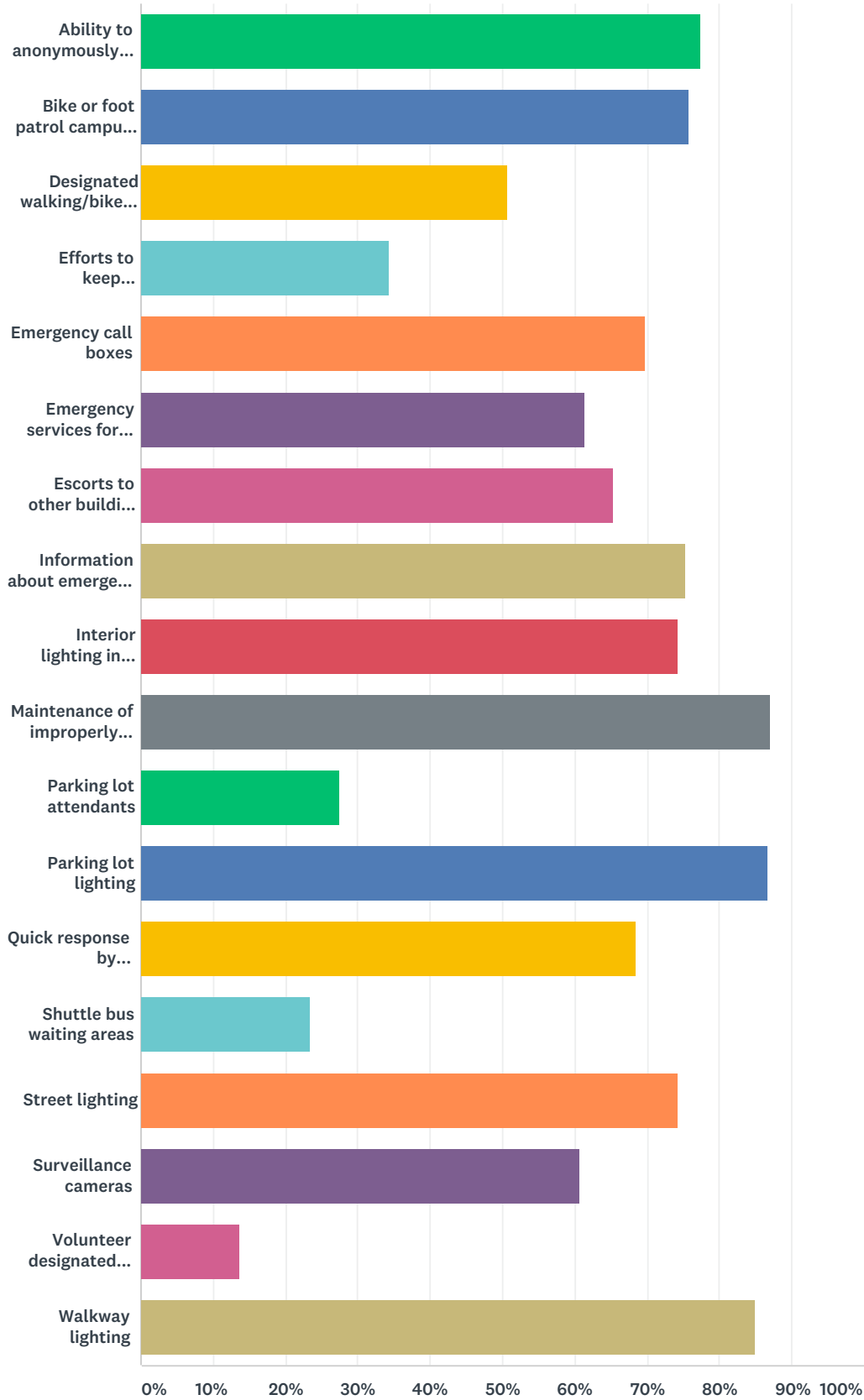


	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
District police are qualified/trained to deal with all aspects of diversity	18.09% 55	32.24% 98	29.93% 91	8.88% 27	3.29% 10	7.57% 23	304	2.43
District police should be required to participate in ongoing diversity training	58.17% 178	26.14% 80	9.80% 30	1.63% 5	1.63% 5	2.61% 8	306	1.59
District police should be reflective of the diversity of our students	45.07% 137	28.29% 86	20.07% 61	3.29% 10	1.32% 4	1.97% 6	304	1.85
District police should be armed at all times	29.90% 90	20.93% 63	26.91% 81	12.62% 38	7.64% 23	1.99% 6	301	2.46

**Q32 Which of the following safety measures must exist on campus in order for you to feel safe? Check all that apply.**

Answered: 300   Skipped: 42

## Santa Rosa Junior College Campus Climate Survey for Classified Professionals



### 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.)

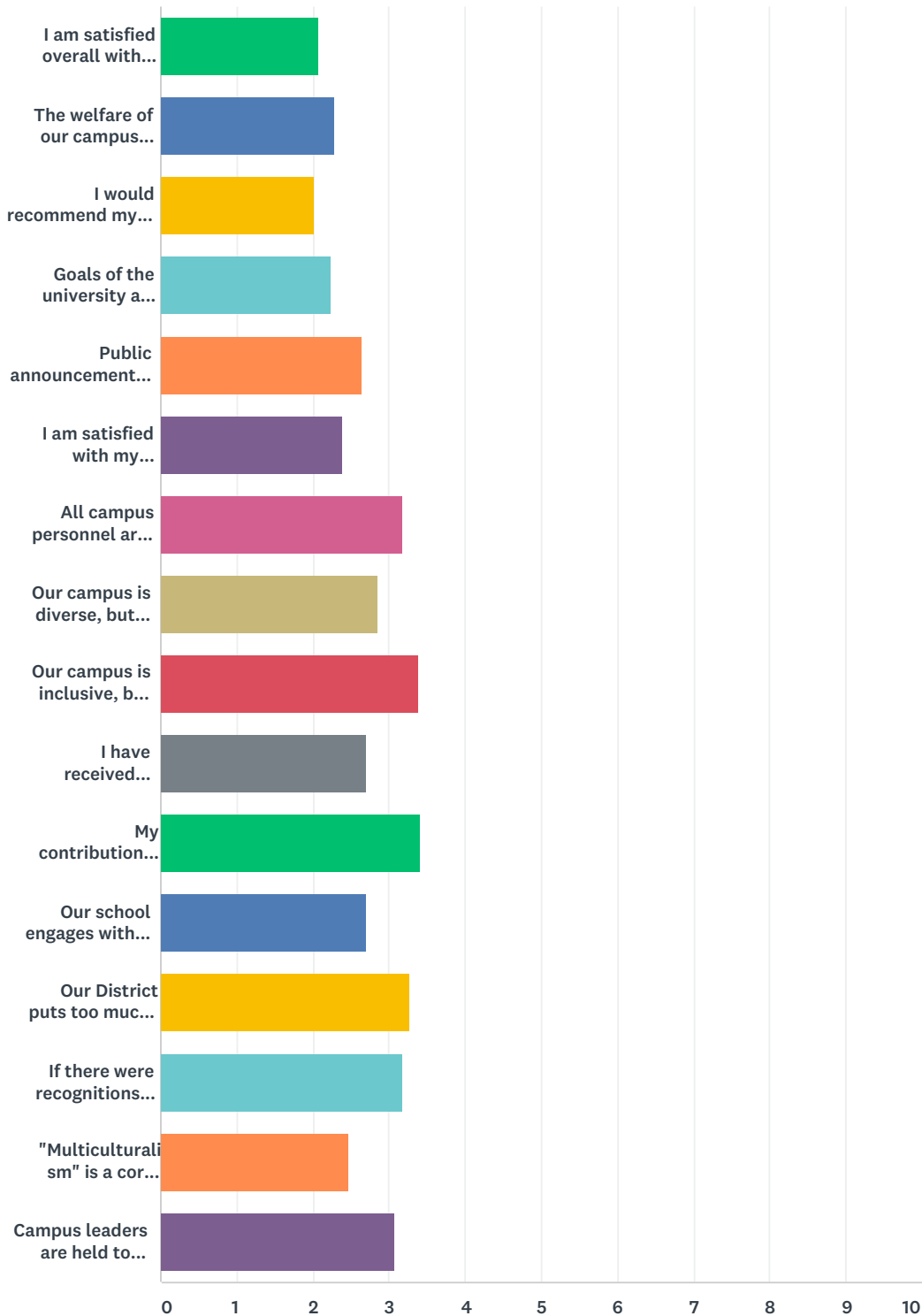
77.33% 232

## Santa Rosa Junior College Campus Climate Survey for Classified Professionals

Bike or foot patrol campus police	75.67%	227
Designated walking/bike paths	50.67%	152
Efforts to keep non-students or non-employees off campus	34.33%	103
Emergency call boxes	69.67%	209
Emergency services for incidents of sexual assault	61.33%	184
Escorts to other buildings on campus	65.33%	196
Information about emergency procedures in case of a campus lockdown, extreme weather, etc.	75.33%	226
Interior lighting in campus buildings after dark	74.33%	223
Maintenance of improperly working safety items (lightbulbs that are out, call boxes not working, etc.)	87.00%	261
Parking lot attendants	27.33%	82
Parking lot lighting	86.67%	260
Quick response by administration to campus emergencies	68.33%	205
Shuttle bus waiting areas	23.33%	70
Street lighting	74.33%	223
Surveillance cameras	60.67%	182
Volunteer designated drivers	13.67%	41
Walkway lighting	85.00%	255
Total Respondents: 300		

## Q33 To what extent do you agree or disagree with the following statements about the overall climate on our campus?

Answered: 299 Skipped: 43



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
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## Santa Rosa Junior College Campus Climate Survey for Classified Professionals

I am satisfied overall with my interactions with other employees	26.94% 80	50.17% 149	13.47% 40	6.06% 18	3.03% 9	0.34% 1	297	2.08
The welfare of our campus takes precedence over donor demands, investment matters, and political interests	32.99% 97	28.57% 84	18.03% 53	12.59% 37	5.44% 16	2.38% 7	294	2.27
I would recommend my campus to others considering working here	33.45% 99	41.55% 123	17.57% 52	5.41% 16	1.69% 5	0.34% 1	296	2.00
Goals of the university are relevant to preparation for the world students will graduate into	21.84% 64	36.86% 108	30.03% 88	5.46% 16	1.37% 4	4.44% 13	293	2.24
Public announcements by our school regarding internal communications and practices are honest and truthful	14.38% 42	29.45% 86	33.22% 97	16.78% 49	3.42% 10	2.74% 8	292	2.64
I am satisfied with my off-campus community engagement	12.80% 37	37.37% 108	35.64% 103	3.81% 11	1.38% 4	9.00% 26	289	2.38
All campus personnel are held to the same code of professional ethics and conduct	10.31% 30	19.24% 56	25.09% 73	25.77% 75	15.12% 44	4.47% 13	291	3.17
Our campus is diverse, but not inclusive	9.76% 28	22.30% 64	40.07% 115	17.07% 49	5.23% 15	5.57% 16	287	2.85
Our campus is inclusive, but not diverse	2.45% 7	9.09% 26	42.31% 121	30.77% 88	9.79% 28	5.59% 16	286	3.39
I have received adequate diversity training to engage with students and employees on campus	15.07% 44	25.68% 75	31.51% 92	16.78% 49	5.48% 16	5.48% 16	292	2.70
My contributions to campus diversity efforts have been recognized (awards, financial incentives, etc.)	3.45% 10	2.76% 8	30.34% 88	12.07% 35	10.69% 31	40.69% 118	290	3.40
Our school engages with external communities to understand their interests and responds to their needs	5.56% 16	26.74% 77	42.71% 123	5.90% 17	3.47% 10	15.63% 45	288	2.70
Our District puts too much emphasis on diversity	11.00% 32	13.75% 40	26.80% 78	28.87% 84	16.49% 48	3.09% 9	291	3.27
If there were recognitions (awards, financial incentives, etc.) for contributions to campus diversity, I would participate in advancing those efforts	6.62% 19	14.98% 43	35.19% 101	18.47% 53	12.20% 35	12.54% 36	287	3.17
"Multiculturalism" is a core value of our institution's mission	12.41% 36	39.66% 115	31.38% 91	6.55% 19	4.14% 12	5.86% 17	290	2.47

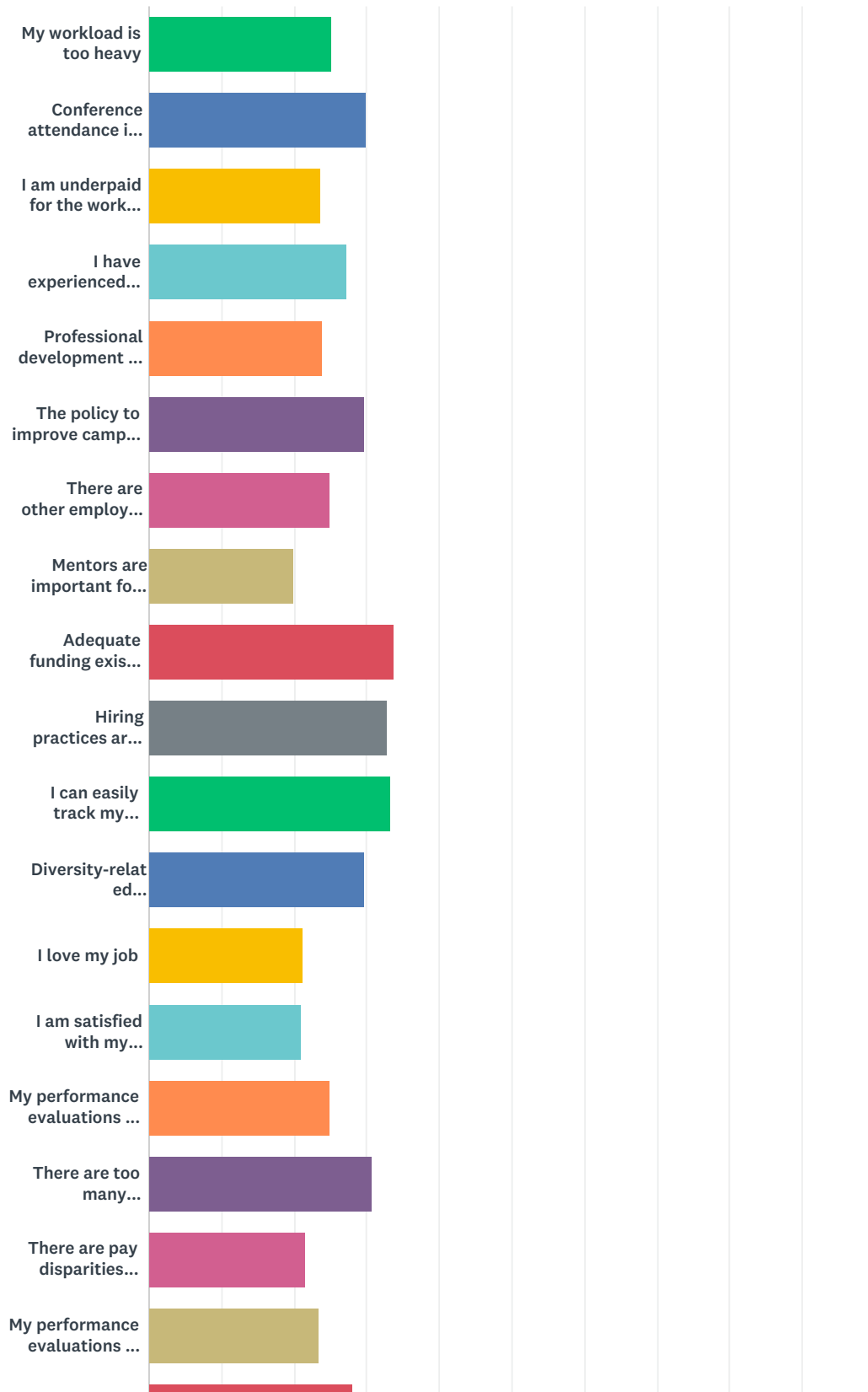
## Santa Rosa Junior College Campus Climate Survey for Classified Professionals

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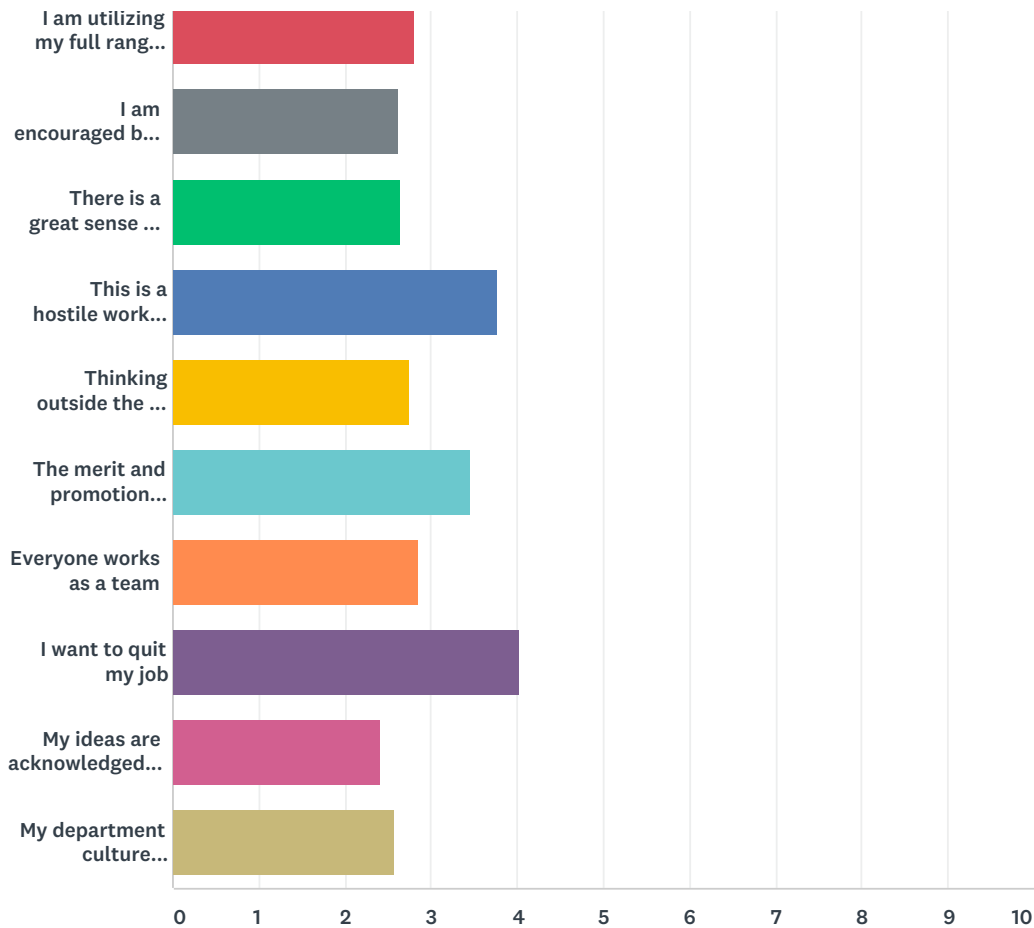
Campus leaders are held to appropriate measures of accountability and responsibility for our campus climate	7.56% 22	23.71% 69	30.24% 88	19.24% 56	13.06% 38	6.19% 18	291	3.07
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## Q34 To what extent do you agree or disagree with the following statements about your work experience at our institution?

Answered: 299 Skipped: 43



## Santa Rosa Junior College Campus Climate Survey for Classified Professionals



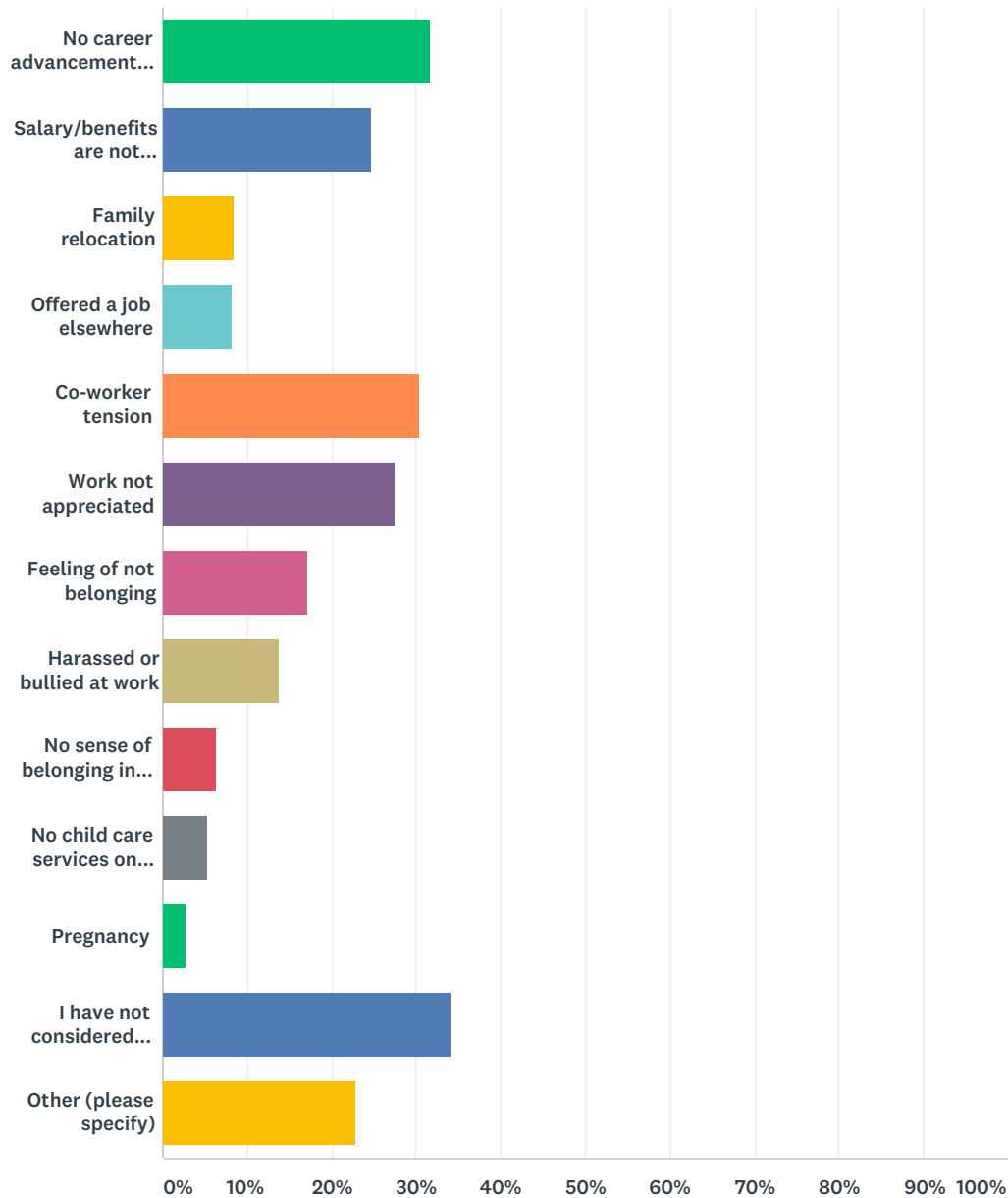
	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
My workload is too heavy	22.64% 67	23.31% 69	34.80% 103	17.57% 52	1.01% 3	0.68% 2	296	2.51
Conference attendance is supported	8.16% 24	30.27% 89	21.77% 64	20.75% 61	12.24% 36	6.80% 20	294	2.99
I am underpaid for the work that I do	25.68% 76	28.04% 83	29.39% 87	11.82% 35	2.70% 8	2.36% 7	296	2.36
I have experienced microaggressions in my department	21.09% 62	29.59% 87	11.90% 35	20.07% 59	12.24% 36	5.10% 15	294	2.71
Professional development is encouraged	17.85% 53	45.45% 135	19.53% 58	10.77% 32	5.05% 15	1.35% 4	297	2.39
The policy to improve campus climate through diverse hiring is effective	3.42% 10	26.03% 76	41.10% 120	14.38% 42	8.22% 24	6.85% 20	292	2.98
There are other employees I can get career advice from	10.31% 30	44.33% 129	25.09% 73	11.00% 32	3.44% 10	5.84% 17	291	2.50
Mentors are important for junior staff members	25.08% 74	52.20% 154	17.63% 52	1.69% 5	1.02% 3	2.37% 7	295	1.99
Adequate funding exists to support my professional development	4.07% 12	18.64% 55	25.76% 76	30.51% 90	15.25% 45	5.76% 17	295	3.36

# Santa Rosa Junior College Campus Climate Survey for Classified Professionals

Hiring practices are not fair	7.17% 21	12.97% 38	33.11% 97	29.01% 85	12.63% 37	5.12% 15	293	3.28
I can easily track my improvement in areas of diversity in my annual performance review	2.39% 7	8.19% 24	39.93% 117	22.18% 65	8.53% 25	18.77% 55	293	3.32
Diversity-related accomplishments are considered in the hiring of staff	4.11% 12	20.89% 61	39.04% 114	13.01% 38	6.85% 20	16.10% 47	292	2.97
I love my job	28.91% 85	41.16% 121	21.09% 62	5.10% 15	3.06% 9	0.68% 2	294	2.12
I am satisfied with my employee benefits package	25.85% 76	48.64% 143	13.27% 39	9.18% 27	1.36% 4	1.70% 5	294	2.10
My performance evaluations are done on a regular basis	12.59% 37	45.58% 134	23.81% 70	8.84% 26	5.78% 17	3.40% 10	294	2.48
There are too many expectations of me	9.90% 29	17.41% 51	34.81% 102	27.30% 80	8.53% 25	2.05% 6	293	3.07
There are pay disparities here	30.14% 88	31.51% 92	20.55% 60	9.93% 29	1.37% 4	6.51% 19	292	2.15
My performance evaluations are fair and impartial	14.63% 43	47.96% 141	25.51% 75	4.42% 13	4.42% 13	3.06% 9	294	2.34
I am utilizing my full range of skills in my current position	15.02% 44	33.11% 97	19.80% 58	16.72% 49	13.99% 41	1.37% 4	293	2.81
I am encouraged by my supervisor to continue my education	14.97% 44	30.95% 91	27.89% 82	11.56% 34	7.14% 21	7.48% 22	294	2.62
There is a great sense of belonging	14.97% 44	37.41% 110	23.47% 69	16.33% 48	7.14% 21	0.68% 2	294	2.63
This is a hostile working environment	4.07% 12	9.83% 29	22.03% 65	29.83% 88	31.19% 92	3.05% 9	295	3.77
Thinking outside the box is rewarded in my department	11.60% 34	34.47% 101	25.94% 76	16.72% 49	7.85% 23	3.41% 10	293	2.74
The merit and promotion processes are fair	2.72% 8	11.90% 35	32.99% 97	24.15% 71	17.01% 50	11.22% 33	294	3.46
Everyone works as a team	10.96% 32	30.14% 88	29.79% 87	20.21% 59	8.22% 24	0.68% 2	292	2.84
I want to quit my job	3.77% 11	6.51% 19	18.84% 55	21.92% 64	45.55% 133	3.42% 10	292	4.02
My ideas are acknowledged by my co-workers and supervisor	13.95% 41	50.34% 148	20.41% 60	8.50% 25	5.44% 16	1.36% 4	294	2.40
My department culture encourages work/life balance	16.89% 50	37.84% 112	23.99% 71	11.49% 34	8.78% 26	1.01% 3	296	2.57

## Q35 If you have ever considered leaving our institution, please tell us why. Check all that apply.

Answered: 284 Skipped: 58



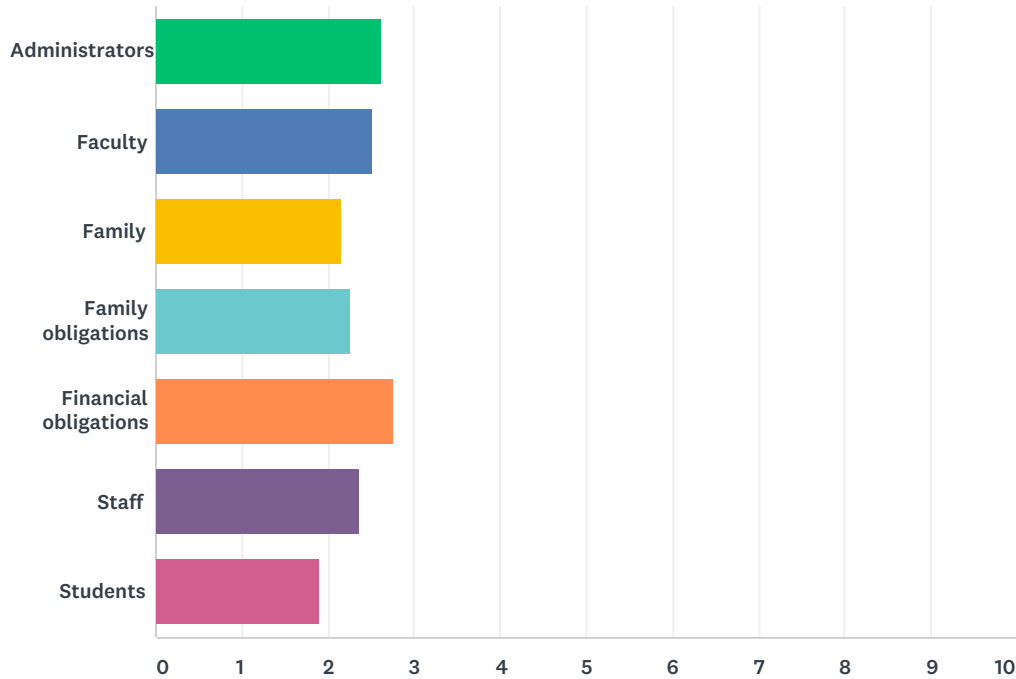
ANSWER CHOICES	RESPONSES	
No career advancement opportunities	31.69%	90
Salary/benefits are not adequate	24.65%	70
Family relocation	8.45%	24
Offered a job elsewhere	8.10%	23
Co-worker tension	30.28%	86

## Santa Rosa Junior College Campus Climate Survey for Classified Professionals

Work not appreciated	27.46%	78
Feeling of not belonging	17.25%	49
Harassed or bullied at work	13.73%	39
No sense of belonging in the surrounding community	6.34%	18
No child care services on campus	5.28%	15
Pregnancy	2.82%	8
I have not considered leaving	34.15%	97
Other (please specify)	22.89%	65
Total Respondents: 284		

## Q36 Please rate your level of stress from the following.

Answered: 296 Skipped: 46

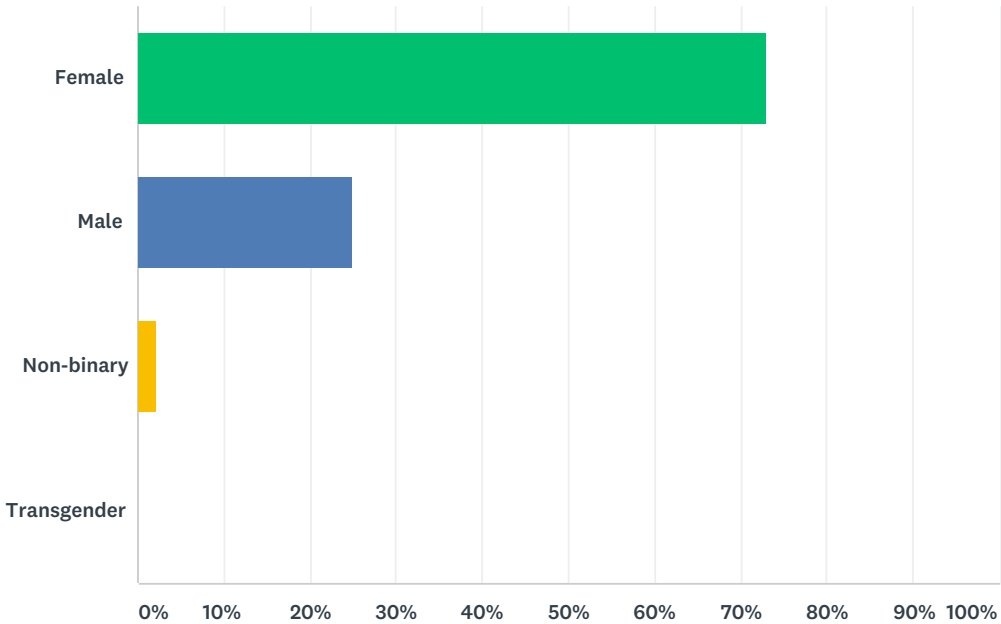


	NOT AT ALL STRESSFUL	SOMEWHAT STRESSFUL	NEUTRAL	VERY STRESSFUL	EXTREMELY STRESSFUL	N/A	TOTAL	WEIGHTED AVERAGE
Administrators	14.97% 44	34.69% 102	28.91% 85	11.56% 34	7.48% 22	2.38% 7	294	2.61
Faculty	21.23% 62	27.05% 79	26.71% 78	15.07% 44	4.45% 13	5.48% 16	292	2.52
Family	30.66% 88	31.01% 89	26.13% 75	8.71% 25	0.70% 2	2.79% 8	287	2.15
Family obligations	28.18% 82	30.93% 90	26.12% 76	11.00% 32	1.72% 5	2.06% 6	291	2.26
Financial obligations	12.46% 36	39.79% 115	15.57% 45	21.11% 61	10.38% 30	0.69% 2	289	2.77
Staff	23.89% 70	29.01% 85	31.74% 93	12.97% 38	1.02% 3	1.37% 4	293	2.37
Students	41.58% 121	24.74% 72	21.99% 64	3.78% 11	1.03% 3	6.87% 20	291	1.90



Q37 What is your gender?

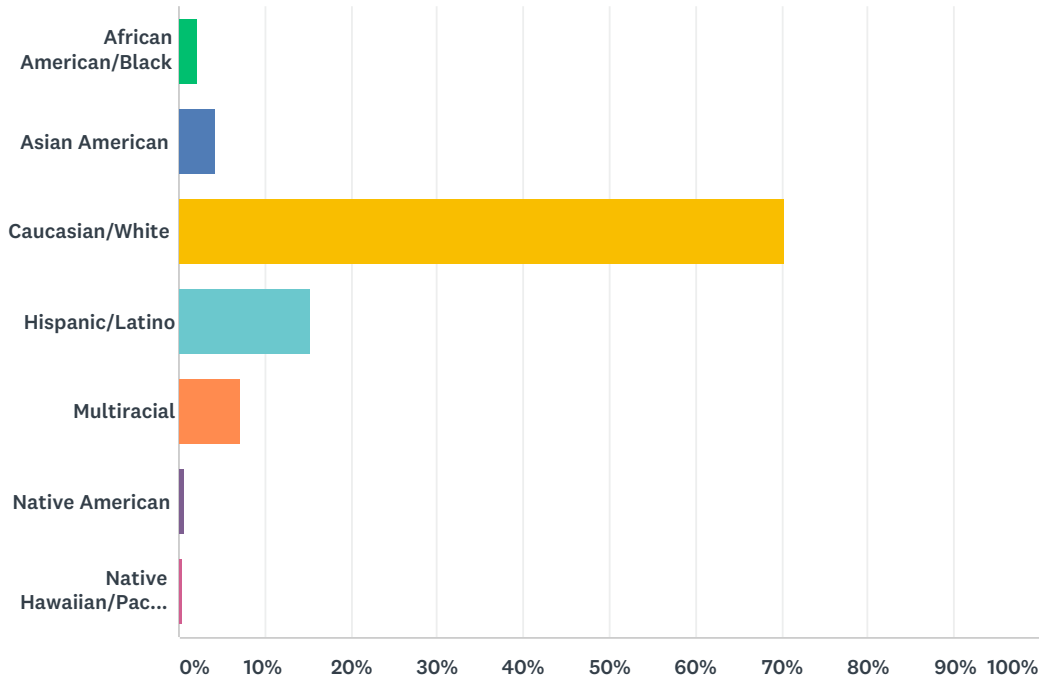
Answered: 293    Skipped: 49



ANSWER CHOICES	RESPONSES	
Female	73.04%	214
Male	24.91%	73
Non-binary	2.05%	6
Transgender	0.00%	0
TOTAL		293

## Q38 What is your race/ethnicity?

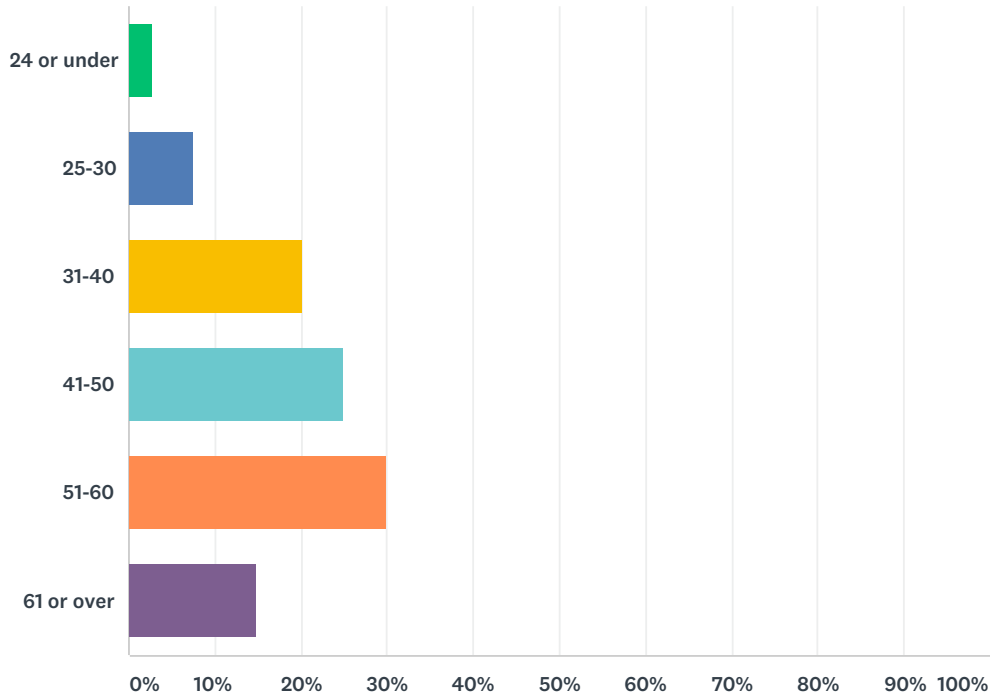
Answered: 283 Skipped: 59



ANSWER CHOICES	RESPONSES	
African American/Black	2.12%	6
Asian American	4.24%	12
Caucasian/White	70.32%	199
Hispanic/Latino	15.19%	43
Multiracial	7.07%	20
Native American	0.71%	2
Native Hawaiian/Pacific Islander	0.35%	1
<b>TOTAL</b>		<b>283</b>

## Q39 What is your age?

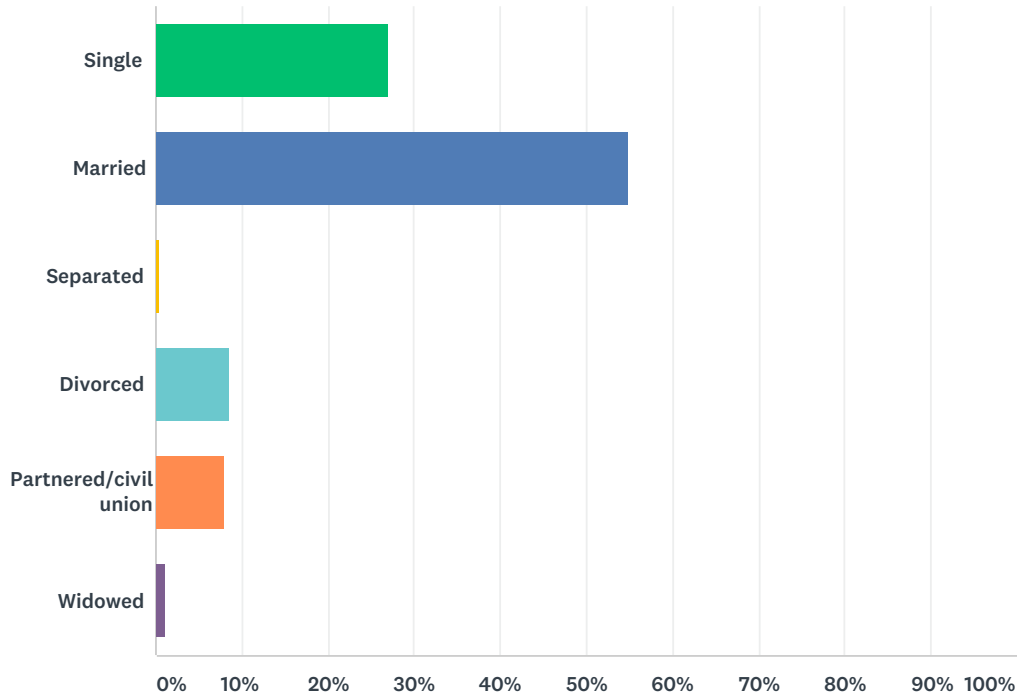
Answered: 290 Skipped: 52



ANSWER CHOICES	RESPONSES	
24 or under	2.76%	8
25-30	7.59%	22
31-40	20.00%	58
41-50	24.83%	72
51-60	30.00%	87
61 or over	14.83%	43
TOTAL		290

## Q40 What is your marital status?

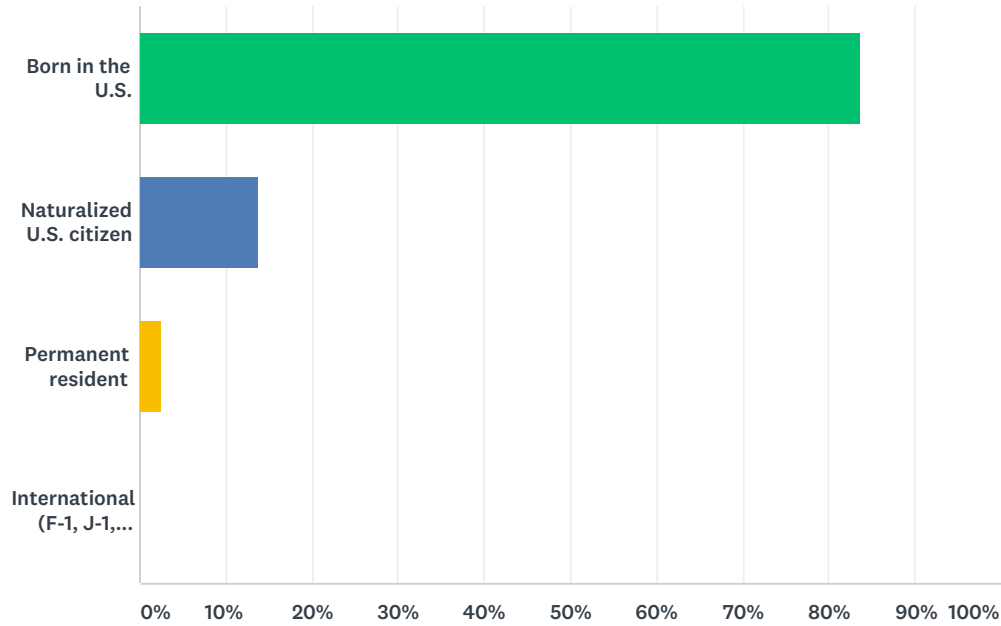
Answered: 288 Skipped: 54



ANSWER CHOICES	RESPONSES	
Single	27.08%	78
Married	54.86%	158
Separated	0.35%	1
Divorced	8.68%	25
Partnered/civil union	7.99%	23
Widowed	1.04%	3
TOTAL		288

## Q41 What is your citizenship status?

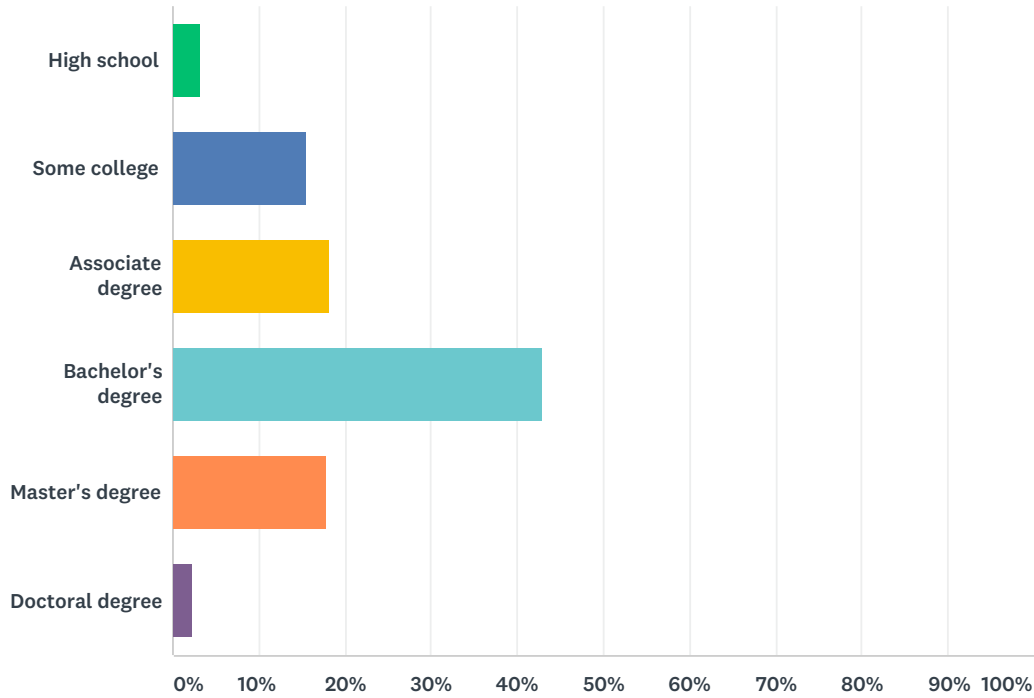
Answered: 289 Skipped: 53



ANSWER CHOICES	RESPONSES	
Born in the U.S.	83.74%	242
Naturalized U.S. citizen	13.84%	40
Permanent resident	2.42%	7
International (F-1, J-1, etc.)	0.00%	0
<b>TOTAL</b>		<b>289</b>

## Q42 What is your highest level of education?

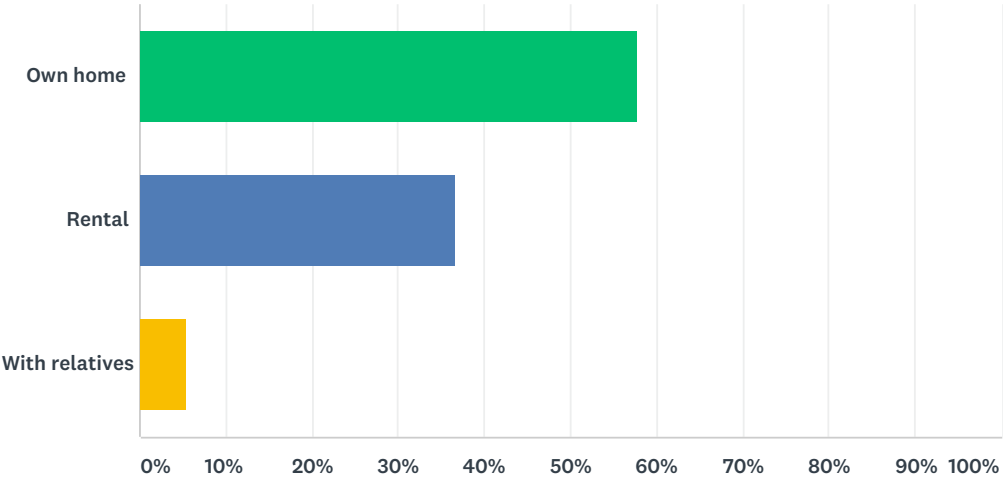
Answered: 291 Skipped: 51



ANSWER CHOICES	RESPONSES	
High school	3.09%	9
Some college	15.46%	45
Associate degree	18.21%	53
Bachelor's degree	42.96%	125
Master's degree	17.87%	52
Doctoral degree	2.41%	7
TOTAL		291

Q43 Where do you live?

Answered: 289    Skipped: 53



ANSWER CHOICES	RESPONSES	
Own home	57.79%	167
Rental	36.68%	106
With relatives	5.54%	16
TOTAL		289

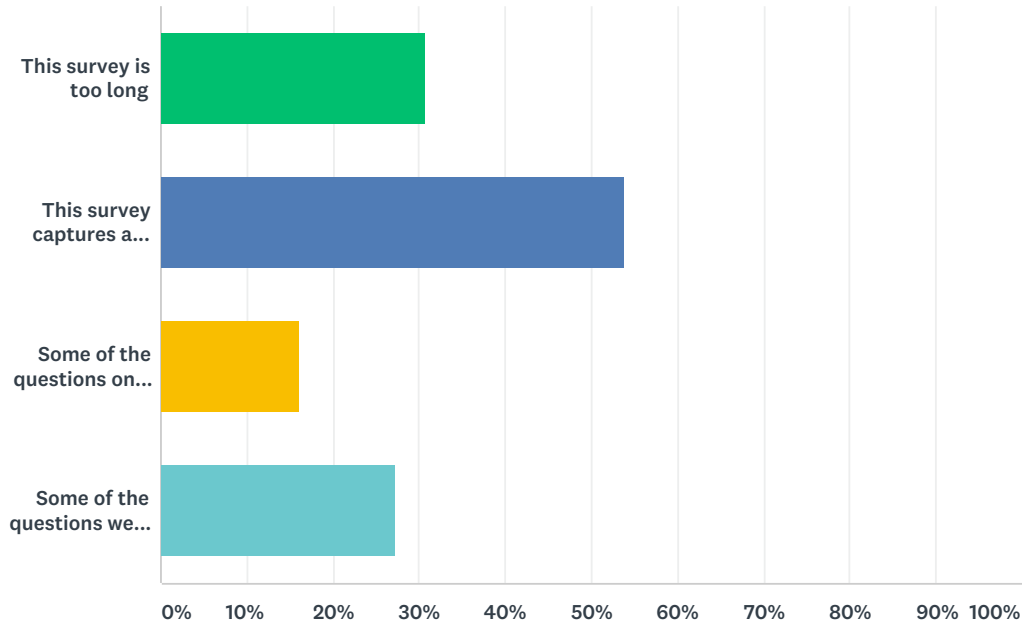
**Q44 Please offer any additional comments about or suggestions to improve our climate for diversity.**

Answered: 63   Skipped: 279



## Q45 What did you think of this survey? Check all that apply.

Answered: 231 Skipped: 111



ANSWER CHOICES	RESPONSES	
This survey is too long	30.74%	71
This survey captures a great deal of information about important campus issues	53.68%	124
Some of the questions on the survey made me feel uncomfortable	16.02%	37
Some of the questions were not clear to me	27.27%	63
Total Respondents: 231		