



SACRAMENTO
STATE

SAC STATE

Action Planning
2018 Campus Climate
Survey

Fall 2019

Redefine the Possible™

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PURPOSE AND GOALS

The University administered the 2018 campus climate survey to assess the experience of faculty, staff, and administrators. In particular, the survey goals were to:

1. **Create a baseline** for understanding and evaluating Sacramento State's campus climate among faculty, staff, and administrators
2. **Identify opportunities** for improving the campus climate and establish an order of priority
3. Use a **transparent and responsive process**; and
4. Create a responsive **action plan** for the University that can be implemented from 2019-2021.

2018 CAMPUS CLIMATE SURVEY PROCESS

**HIGHLIGHTS FROM
THE 2018 CAMPUS CLIMATE
SURVEY RESULTS**

Office of Inclusive Excellence

Office of Institutional Research Effectiveness & Planning

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RESPONSE RATES

The survey was sent to 3,199 people, of which 1,231, or 38% responded.

Response rates for staff and administrators were about twice as high as for faculty with 54% of Administrators, 27% of Faculty, and 52% of Staff responding.

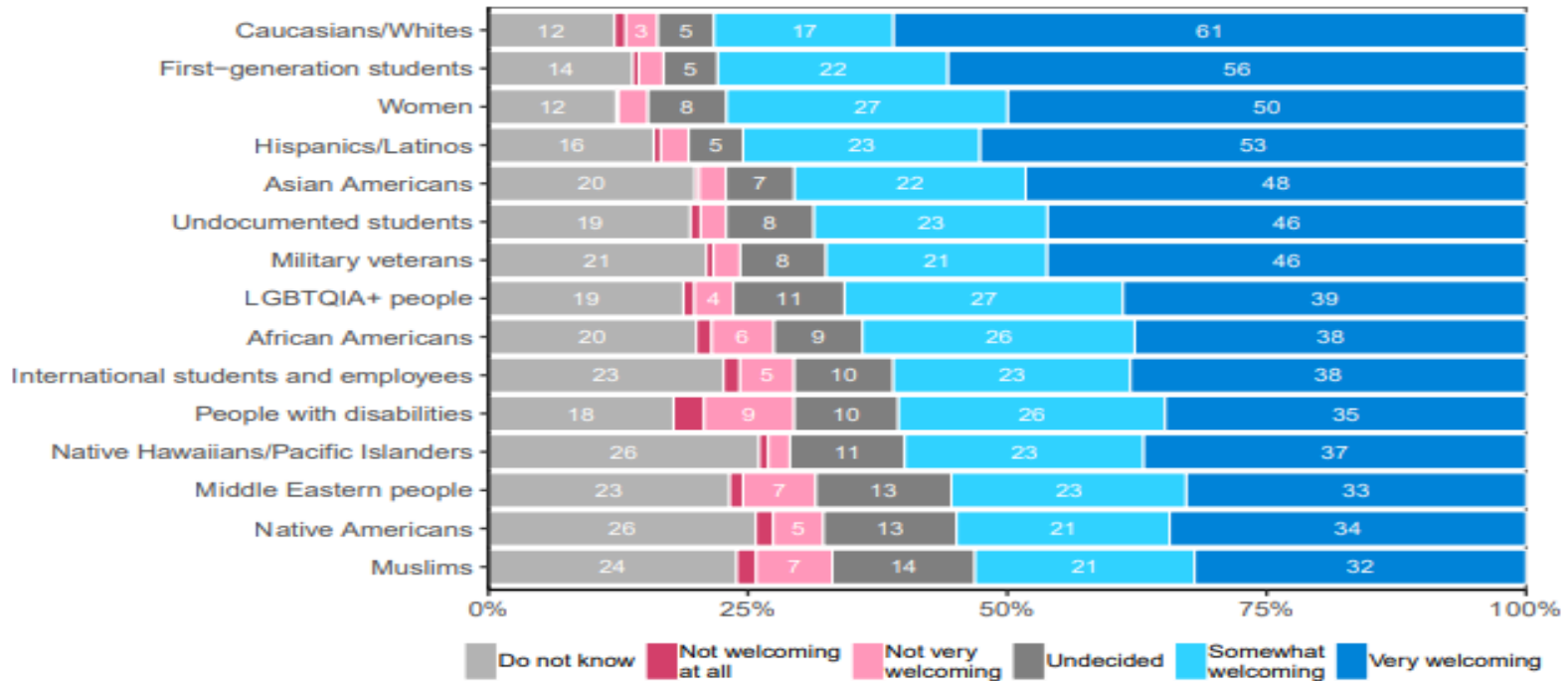
LIMITATIONS

The following limitations were identified:

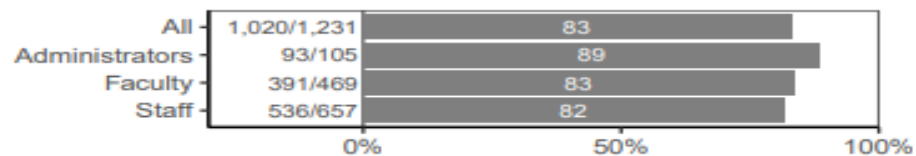
- Compound Questions
- Non-exhaustive list of choices
- Variations in question wording
- Idiosyncratic variations in response options
- Potential response bias
- Small samples for some subgroups

SURVEY HIGHLIGHTS

Figure 4. How welcoming is our campus to the following groups?

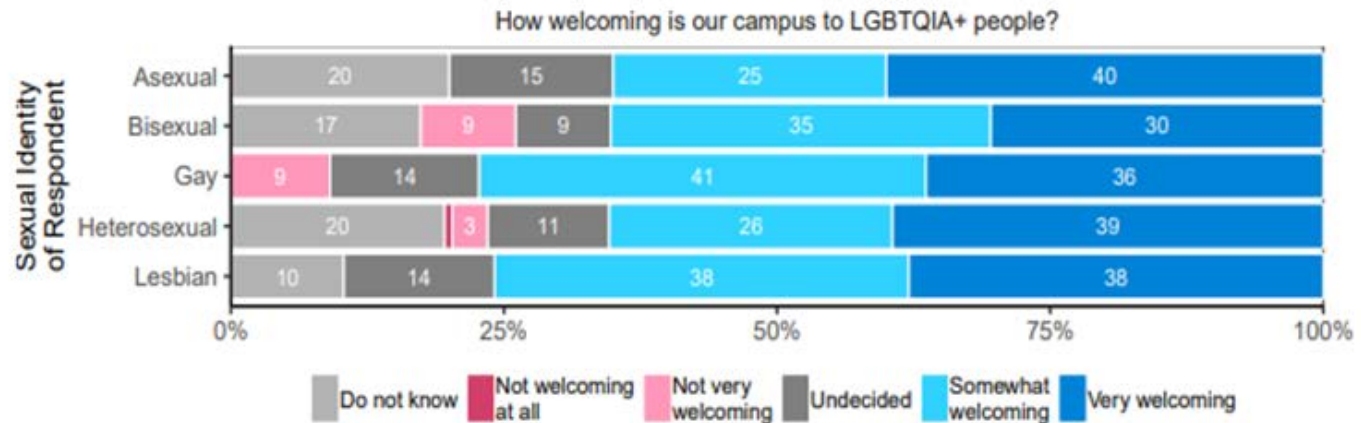


Number and percent answering question, by employee group

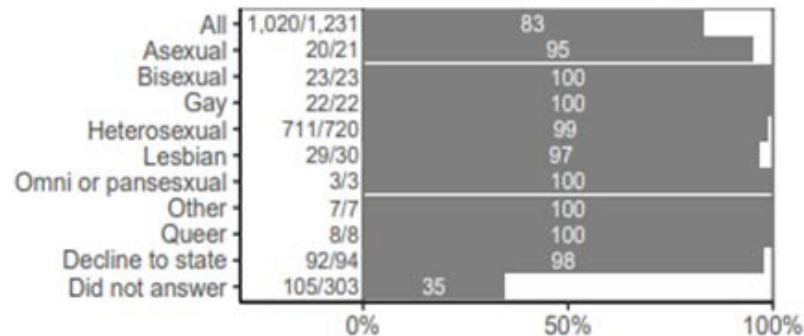


SURVEY HIGHLIGHTS

Figure 6. How welcoming is our campus? (Results by sexual identity of respondent)

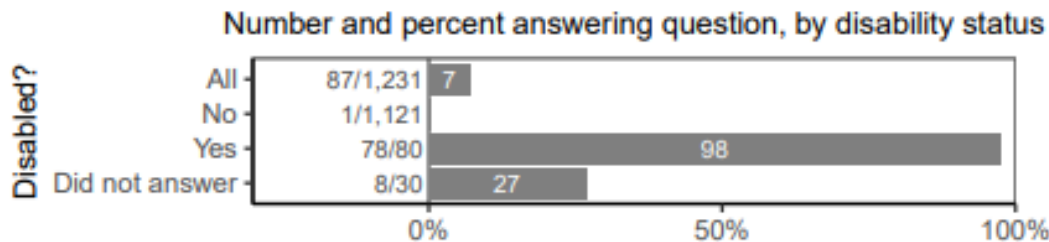
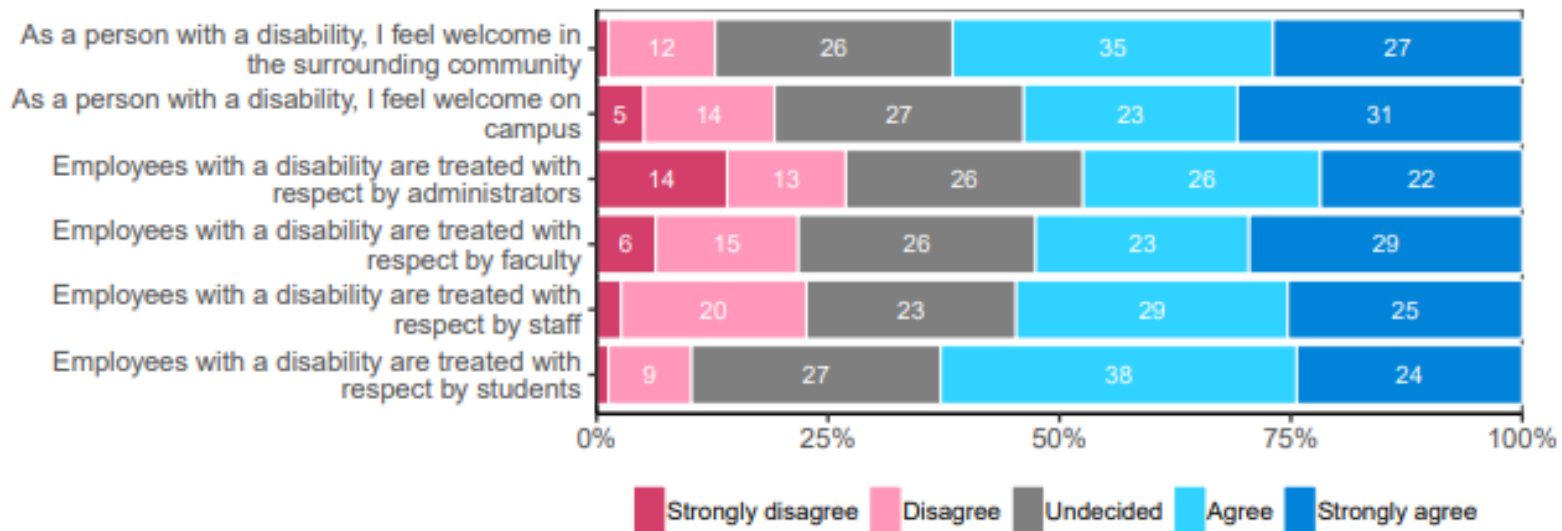


Number and percent answering question, by sexual identity



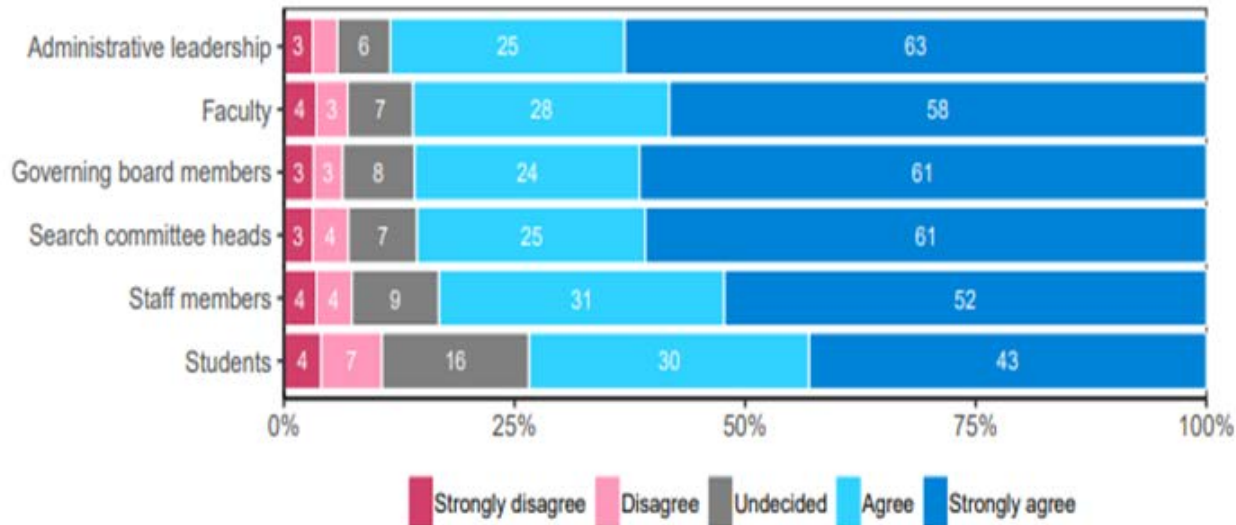
SURVEY HIGHLIGHTS

Figure 16. Employees with A Disability: To what extent do you agree or disagree with the following statements?

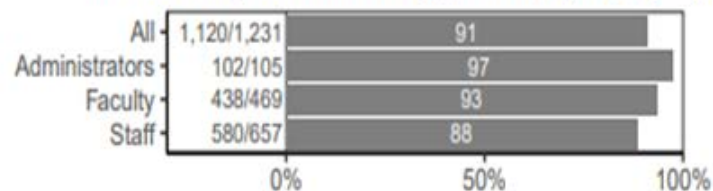


SURVEY HIGHLIGHTS

Figure 24. The following groups should be required to participate in mandatory diversity training

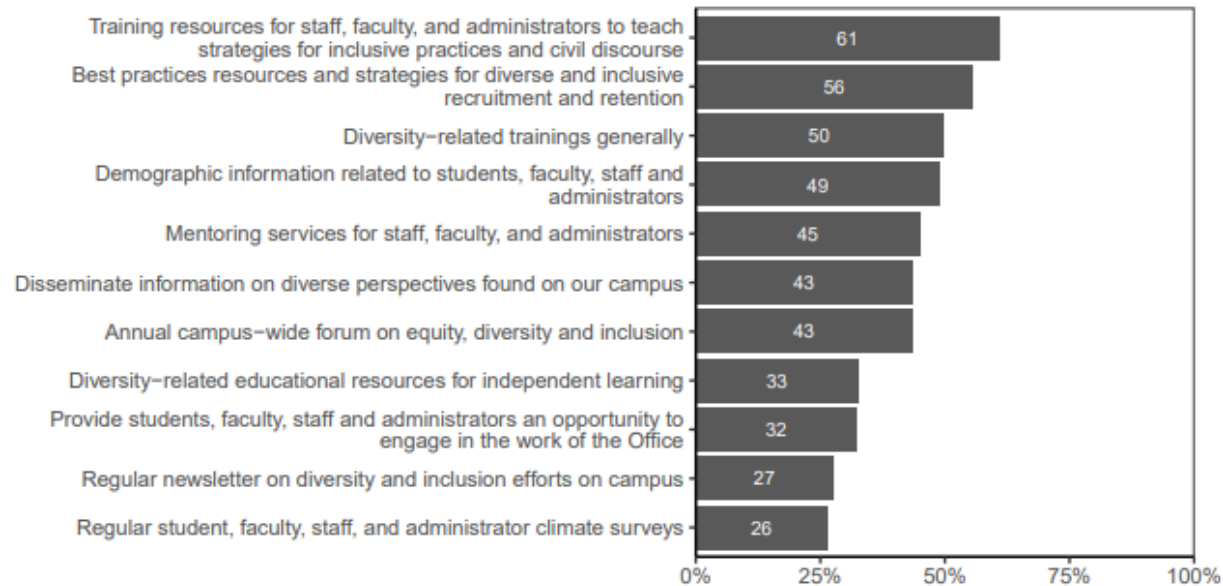


Number and percent answering question, by employee group

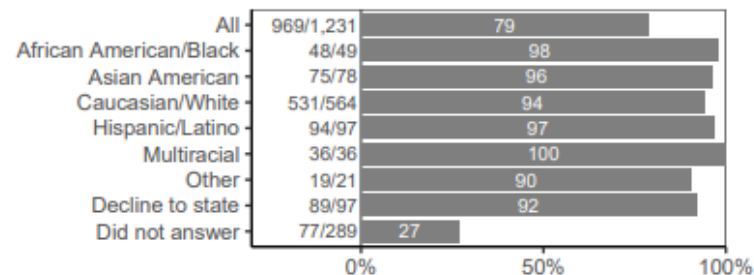


SURVEY HIGHLIGHTS

Figure 26. What resources or services would you like the Office of Equity, Diversity, and Inclusion to provide to the university-wide campus?



Number and percent answering question, by ethnicity



2018 CAMPUS CLIMATE SURVEY PROCESS

CAMPUS FEEDBACK MECHANISMS

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FEEDBACK MECHANISMS

- Anonymous online feedback
- Email feedback to the Office of Inclusive Excellence at diversity@csus.edu
- Drop box for hardcopy submissions
- Campus Forum, April 4, 2019
- Small Group Discussions

REQUEST FOR FEEDBACK

1. What are the **most important areas for improvement** based on the climate survey results?
2. What **actions should the University take** to bring about those improvements? Please be specific. What outcomes would you expect to see as a result of the recommended actions?
3. What other **significant indicators of a positive campus climate** would you note based on the climate survey results?
4. What **other comments** do you have?

2018 CAMPUS CLIMATE SURVEY PROCESS

SMALL GROUP DISCUSSIONS

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SMALL GROUP DISCUSSIONS

SESSION	DATE AND TIME	LOCATION
Faculty, Staff, and Administrators who are Veterans	Tues. 4/23, 11:30 – 12:30 p.m.	The WELL: Aspen & Meadow Rooms
Faculty, Staff and Administrators with Disabilities, Chronic Illnesses, and Disabling Conditions	Tues. 4/23, 1 – 2 pm	The WELL: Aspen & Meadow Rooms
International Faculty, Staff, and Administrators	Tues. 4/23, 2:30 – 3:30 p.m.	The WELL: Aspen & Meadow Rooms
Spiritual and Religious Faculty, Staff, and Administrators	Tues. 4/23, 4 – 5 p.m.	The WELL: Aspen & Meadow Rooms
Black Faculty, Staff, and Administrators	Thurs. 4/25, 12 – 1 p.m.	University Union: Orchard Suites
Latinx Faculty, Staff, and Administrators	Thurs. 4/25, 3:30 – 4:30 pm	University Union: Cottonwood Suites 2 & 3 (2 nd Floor)
LGBTQIA+ Faculty, Staff, and Administrators	Tues. 4/30, 1:30 – 2:30 p.m.	The WELL: Aspen & Meadow Rooms
Asian and Pacific Islander Faculty, Staff, and Administrators	Wed. 5/1, 9 – 10 a.m.	Modoc Hall: Willow Suites
Native American and Indigenous Faculty, Staff, and Administrators	Wed. 5/1, 10:30 – 11:30 a.m.	Modoc Hall: Willow Suites
All Staff	Wed. 5/1 12 p.m. – 1 p.m.	Modoc Hall: Willow Suites
All Faculty	Wed. 5/1, 1:30 p.m. – 2:30 p.m.	Modoc Hall: Willow Suites
All Administrators	Wed. 5/1, 3 p.m. – 4 p.m.	Modoc Hall: Willow Suites
Women Faculty, Staff, and Administrators	Thurs., 5/2, 12 p.m. – 1 p.m.	Modoc Hall: Willow Suites
All Staff	Thurs., 5/2, 4:30 p.m. – 5:30 p.m.	Riverview Hall Conference Room

SUMMARY OF PROCESS

- There were 84 participants over the course over 13 sessions with two sessions having no participants.
- These sessions were facilitated by the College of Continuing Education, namely Deborah Hunt and Alex Cole-Weiss.

FRAMING OF DISCUSSIONS

- The sessions were focused on different populations in the hopes of creating meaningful dialogue. However, the university recognizes and appreciates that we each have intersecting identities.
- Participants were encouraged to share their experiences and perspectives that reflects their intersectional identities and to share only to the extent that they were comfortable.
- The sessions were designed for the individuals in the room and the discussion was meant to allow individuals an opportunity to provide feedback that is meaningful to them and to assist in the creation of an action plan.

QUESTIONS POSED IN THE DISCUSSIONS

- Given the survey results, we want to talk about what welcoming means. What does “welcoming” look like for you?
- As an institution, how do we operationalize this? How do we make it happen? What are your ideas for creating a “welcoming” campus?
- What else do we need to bring into the room that has not been discussed?

2018 CAMPUS CLIMATE SURVEY PROCESS

SUMMARY OF FEEDBACK FROM DISCUSSIONS

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SUMMARY OF FEEDBACK

The small group discussions generated good discussion as well as provided an opportunity for participants to raise concerns and provide specific examples for opportunities to improve.

Five major themes emerged:

- Community Building
- Inclusive Excellence Training
- Recruitment and Retention
- Workplace Satisfaction
- Inclusive Practices

COMMUNITY BUILDING

Participants advocated for Sacramento State to:

- Provide specific communities ways of connecting with one another
- Facilitate creation of connections/a sense of belonging generally and across campus
- Host events to recognize diversity and differences
- Ensuring accessible events
- Provide physical space for particular needs (e.g. all gender restrooms, lactation rooms, etc.)
- Provide opportunities to build connections with the broader Sacramento community

INCLUSIVE EXCELLENCE TRAINING

Participants advocated for Sacramento State to:

- Provide specific training to understand, address, and disrupt implicit bias within the workplace
- Develop/improve orientation programs to assist new staff and faculty in their introduction to campus culture

RECRUITMENT AND RETENTION

Participants advocated for Sacramento State to:

- Improve recruitment and retention efforts with respect to diversifying all positions – staff, faculty, and administrators – with a particular emphasis on diversity in leadership roles
- Update hiring practices and policies to increase diversity, including potentially implementing cluster hires for faculty

WORKPLACE SATISFACTION

Participants advocated for Sacramento State to:

- Provide professional development opportunities, employee recognition and appreciation events, and other measures to create better work environments.
- Increase the visible number of displays of gratitude and recognition

INCLUSIVE PRACTICES

Participants advocated for Sacramento State to:

- Update and revise policies and practices to ensure a meaningful commitment to equity, diversity, and inclusion
- Employ more individuals throughout the campus working on issues related to equity, diversity, and inclusion
- Provide additional facilities that meet the needs of all members of the campus community, i.e. gender neutral restrooms, lactation rooms, mothers' rooms, etc.

2018 CAMPUS CLIMATE SURVEY PROCESS

RESULTING INSTITUTIONAL ACTIONS

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COMMUNITY BUILDING

Institutional Actions

- Implement Coffee and Community events
- Formalize process and support for Employee Affinity Groups
- Creation of resources regarding inclusive and accessible events
- Anchor Institution Initiative
- Continued examination and implementation of inclusive facilities

INCLUSIVE EXCELLENCE TRAINING

Institutional Actions

- New position in Division of Inclusive Excellence to focus on workshops and training to both raise awareness, disrupt bias, and promote inclusive practices
- Commitment to offering various Inclusive Excellence learning opportunities, including awareness activities, skills development, and targeted training on implicit bias and microaggressions

RECRUITMENT AND RETENTION

Institutional Action

- New position in the Division of Inclusive Excellence (IE) to focus on recruitment and retention practices and to work in conjunction with Human Resources (HR), and the Office of Faculty Advancement (OFA)
- Commitment to increased collaboration between IE, OFA, and HR
- Additional resources and updated professional development and learning opportunities

WORKPLACE SATISFACTION

Institutional Action

- Additional resources and investment in Sac State 101 (new employee orientation)
- Additional resources and investment in professional development of managers (MPP 101) and department chairs
- Commitment to creating a strategy for review of policies and procedures to ensure inclusive practices in the workplace

INCLUSIVE PRACTICES

Institutional Action

- Commitment to creating a strategy for review of policies/procedures to ensure inclusive practices in campus operations
- Additional resources to support continued advocacy and responsiveness to identified needs, including campus climate assessment and response, ensuring equity-minded decision making processes, etc.
- Commitment to incorporating campus climate survey results into the 2020-25 Sacramento State Strategic Planning Process
- Develop a Strategic Plan for Inclusive Excellence to be aligned with the next Sacramento State Strategic Plan

DIVISION OF INCLUSIVE EXCELLENCE

Thank you

for your interest in the survey, its results, and the continued efforts of Sacramento State to become a welcoming and inclusive campus where everyone belongs.

Any additional questions or feedback can be directed to the Division of Inclusive Excellence at diversity@csus.edu.