

2016 Employee Campus Climate Survey: Intersectional Takeaways



**VICE PRESIDENT
FOR DIVERSITY
COLORADO STATE UNIVERSITY**

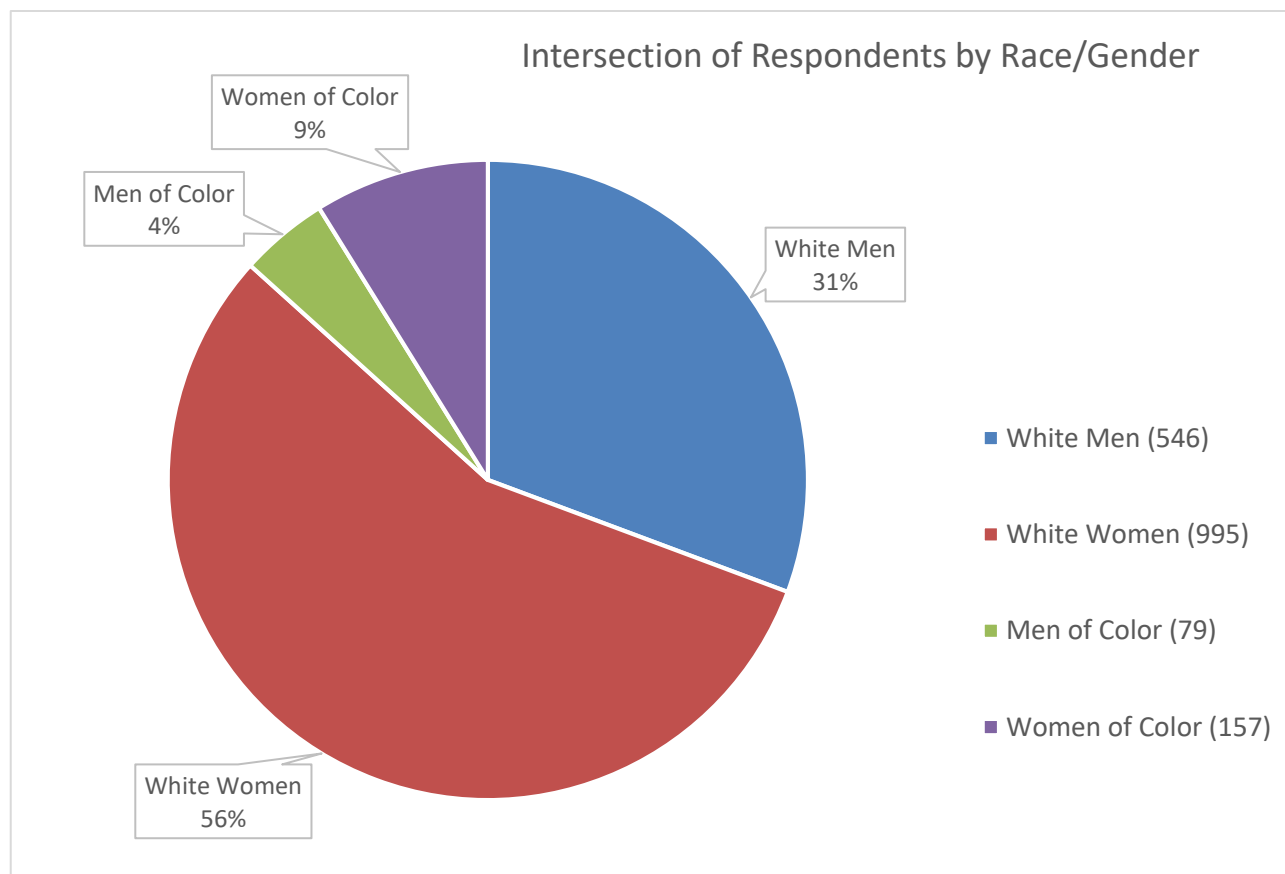


**THE WOMEN & GENDER
COLLABORATIVE
COLORADO STATE UNIVERSITY**

Introduction

The purpose of the 2016 Employee Campus Climate Survey was to assess employee perceptions related to campus and their immediate workplace. All Colorado State University employees were invited to participate in the climate survey via an employee listserv maintained by Human Resources. As of end of September 2016, there was 7,224 active CSU employees. The survey was comprised of 8 major topic areas and 2,191 employees completed the questions for at least one major topic (30.3% response rate). The survey questions were responded to using a 5 point Likert scale, and for the purpose of this report, the “Strongly Agree” and “Agree” responses were combined, as were the “Strongly Disagree” and “Disagree”.

This report is meant to break out the Survey responses in order to provide a more intersectional view of the data. Below are the categories of respondents that were analyzed for this report:



Key Themes

White Men

Overall, the responses by white men were favorable with regard to not being treated negatively, diversity perspectives, and departmental perceptions. Less favorable responses were seen in the leadership perceptions category, namely in the questions regarding whether or not employees are held accountable for negative behavior in the workplace, whether University Leaders address issues of inequities, and whether University leaders are held accountable for CSU's outcomes.

White Women

Over half (55.1%) of the survey respondents were white women, and this demographic also makes up 43.7% of the total University employee population. Results show that although white women may not feel that they are treated negatively because of race, religion, or socioeconomic status, there are concerns with regard to treatment based on gender, job function, and employee category. Responses to questions regarding departmental perceptions, diversity perspectives, and leadership perceptions were favorable among this group.

Men of Color

Less than 5% of the survey respondents were men of color, and this demographic is also the most under represented on campus, making up only 6.4% of the total employee population. Main concerns from this group of respondents occurred in the negative treatments and diversity perspectives questions, especially in questions surrounding treatment based on appearance and race. Responses to questions regarding departmental perceptions and leadership perceptions were favorable among this group.

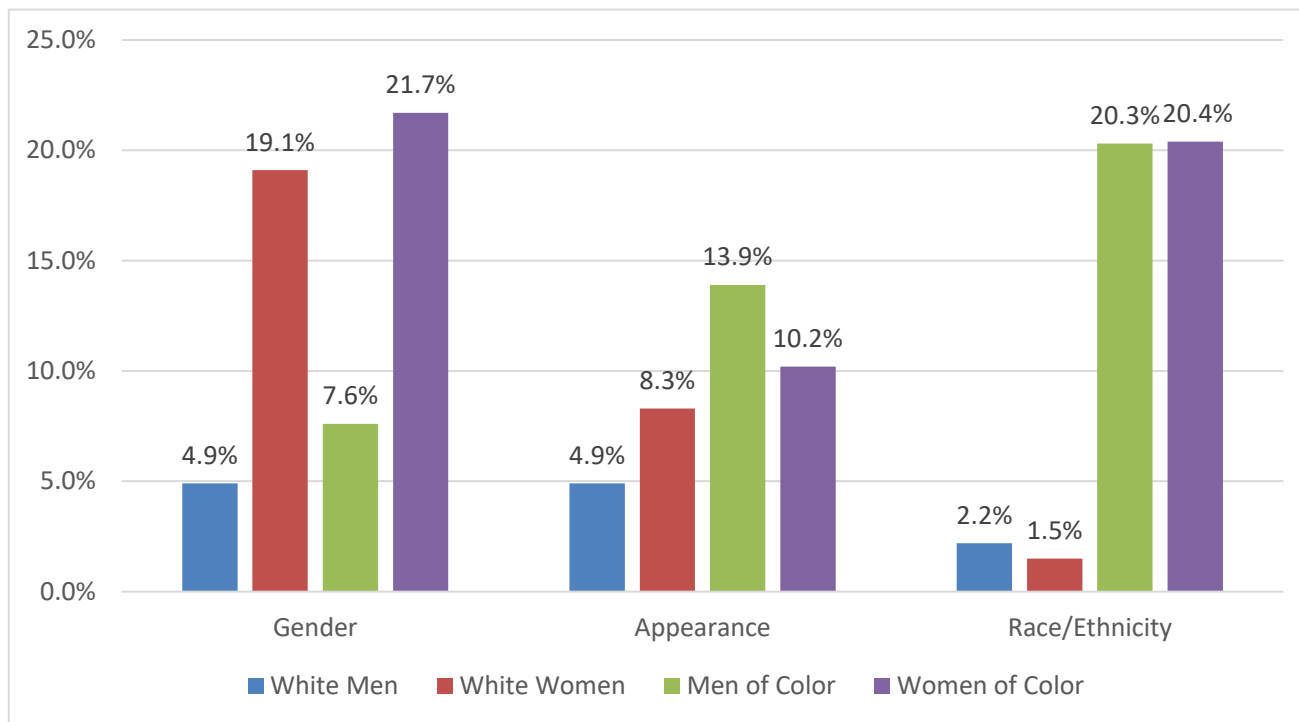
Women of Color

Less than 10% of the survey respondents were women of color, and this demographic represents 8.4% of the total employee population. Main concerns from women of color were in the categories of negative treatments, diversity perspectives and leadership perceptions especially surrounding treatment based on appearance, race, and gender as well as leadership transparency and need for employees to be held accountable for negative or inappropriate workplace behavior. This group of respondents had the least favorable responses overall.

The key takeaways with regard to intersectionality in this report are pulled from five out of the six sections within the 2016 Climate Assessment.

Negative Treatments

Question: I experienced negative treatment or behavior based on:



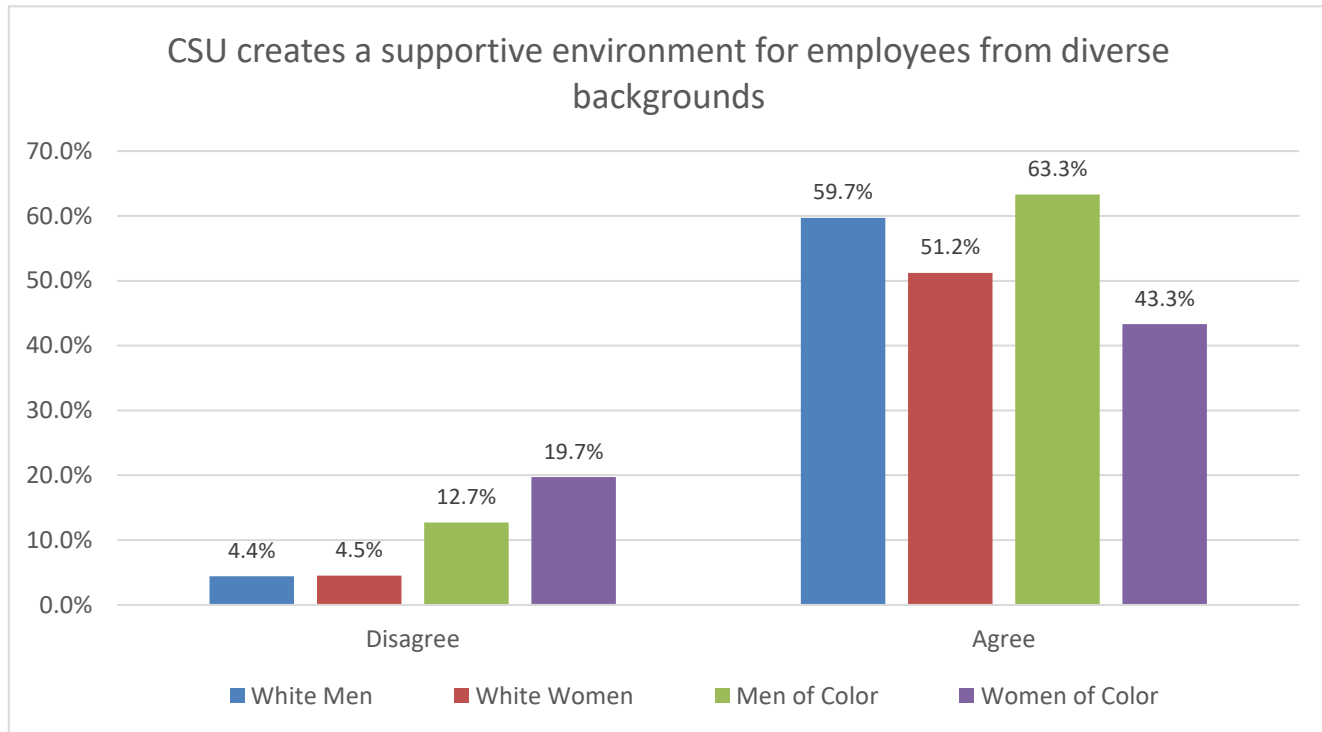
Gender - 21.7% of women of color reported experiencing negative treatment or behavior based on their gender compared to 19% of white women. 7.6% of men of color and 4.9% of white men report experiencing negative treatment or behavior based on their gender.

Appearance - 13.9% of men of color and 10.2% of women of color reported experiencing negative treatment or behavior based on appearance (e.g. weight, attractiveness). 8.3% of white women and 4.9% of white men reported experiencing negative treatment or behavior based on appearance (e.g. weight, attractiveness).

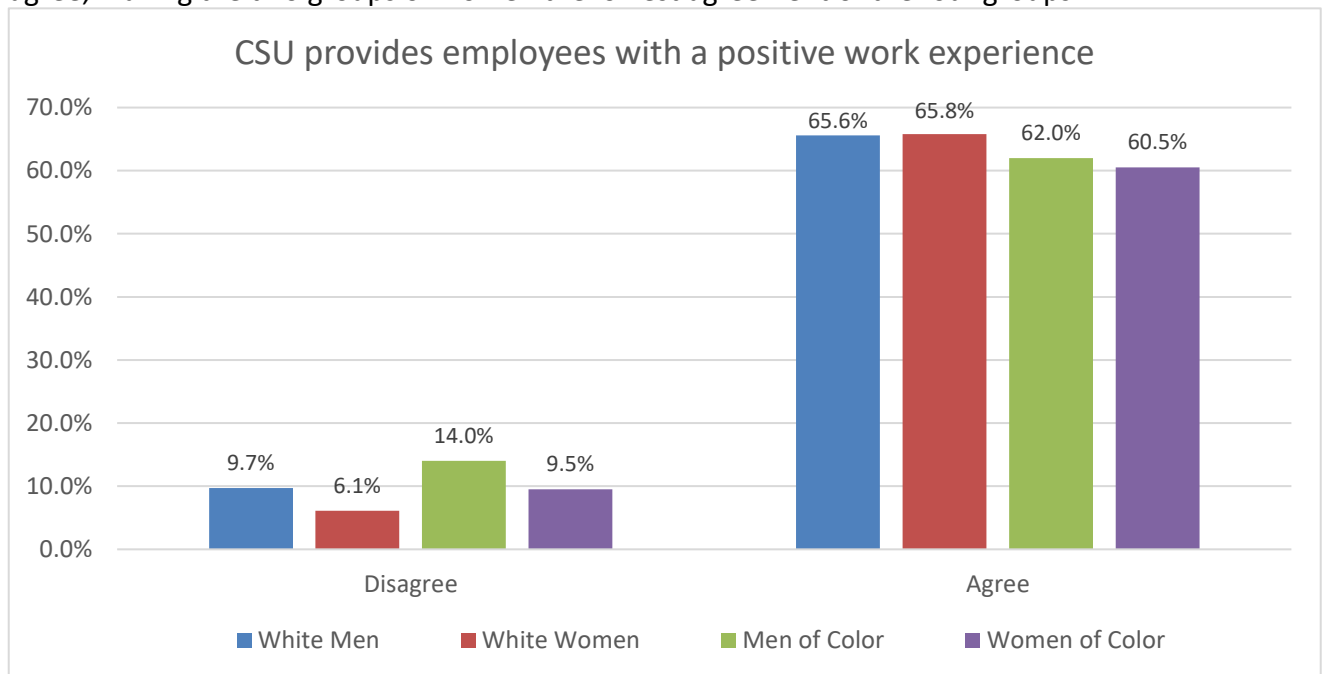
Race/Ethnicity - 20% of men of color and women of color reported experiencing negative treatment or behavior based on their race and/or ethnicity, while 2.2% of white men and 1.5% of white women reported experiencing negative treatment or behavior based on their race and/or ethnicity.

Campus Perceptions

Question: Thinking about the past twelve months, please indicate your level of agreement with the following perceptions about CSU.



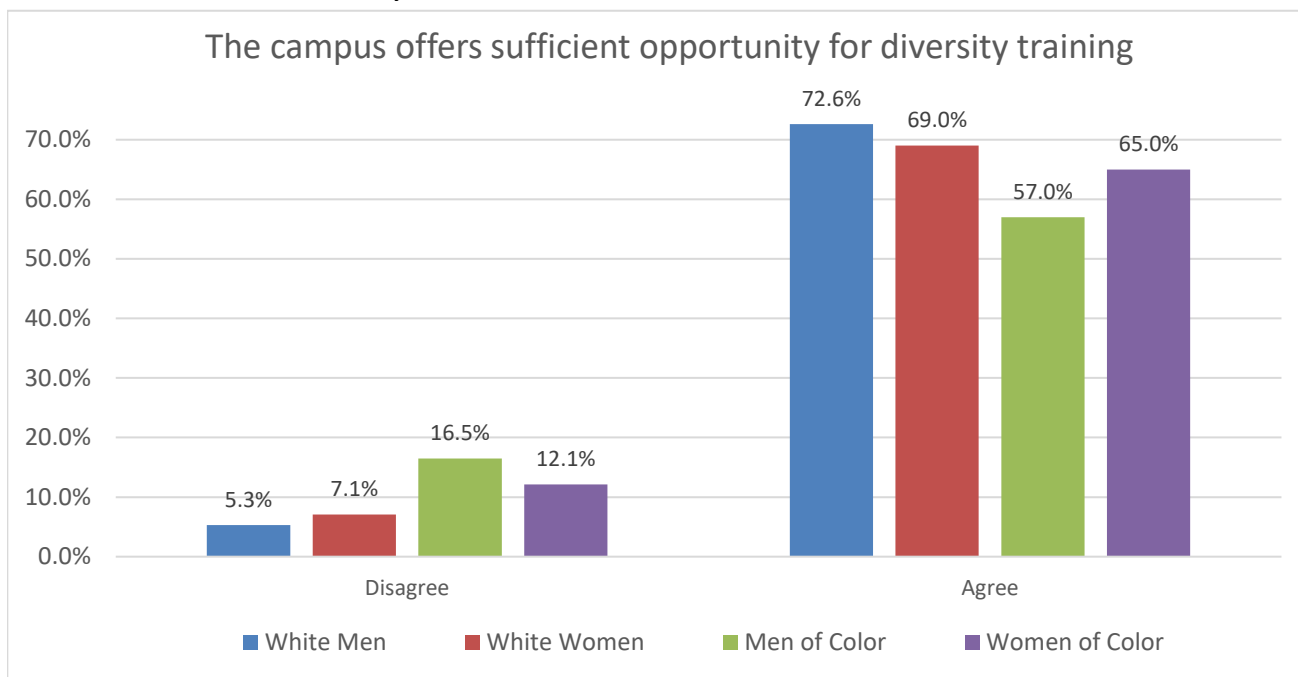
63% of men of color and 59.7% of white men agree that CSU creates a supportive environment for employees from diverse backgrounds, while 51.2% of white women and 43.3% of women of color agree, making the two groups of women the lowest agreement of the four groups.



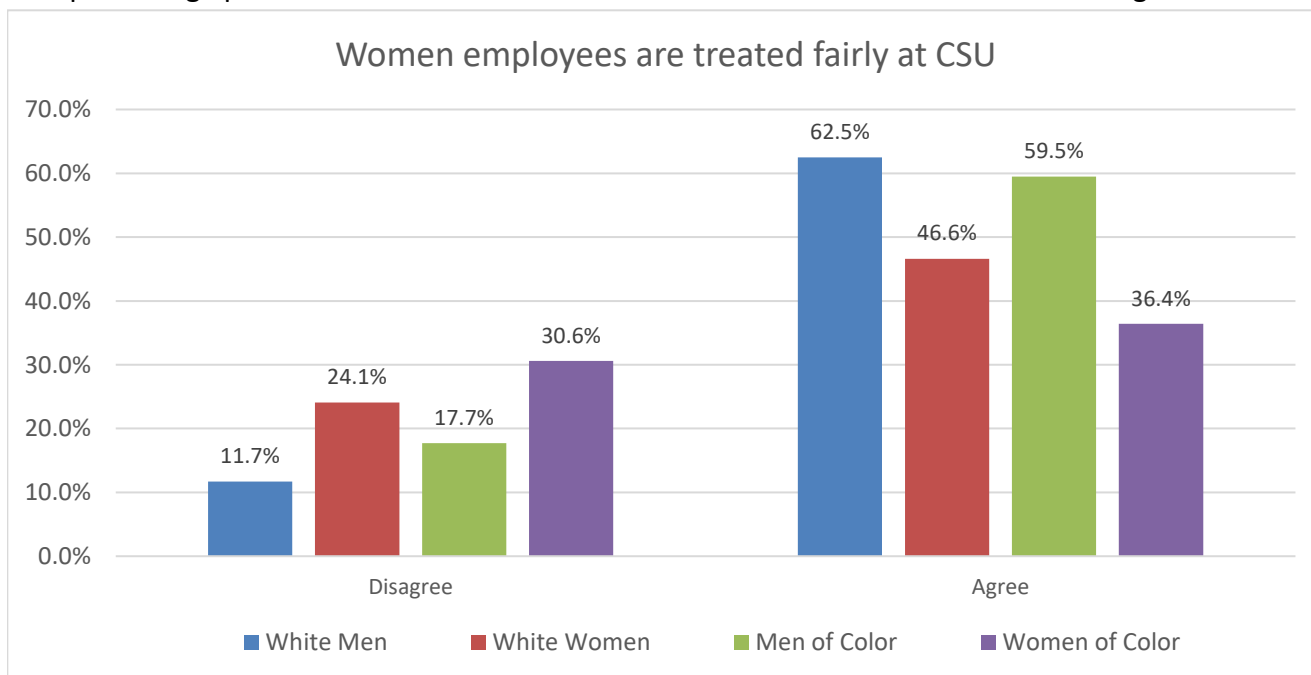
14% of men of color and 9.7% of white men disagree that CSU provides employees with a positive work experiences, while 9.5% of women of color and 6% of white women disagree that CSU provides employees with a positive work experiences.

Diversity Perceptions

Question: Thinking about your immediate work environment during the past twelve months, please indicate the extent to which you agree or disagree with the following statements about diversity and inclusion.



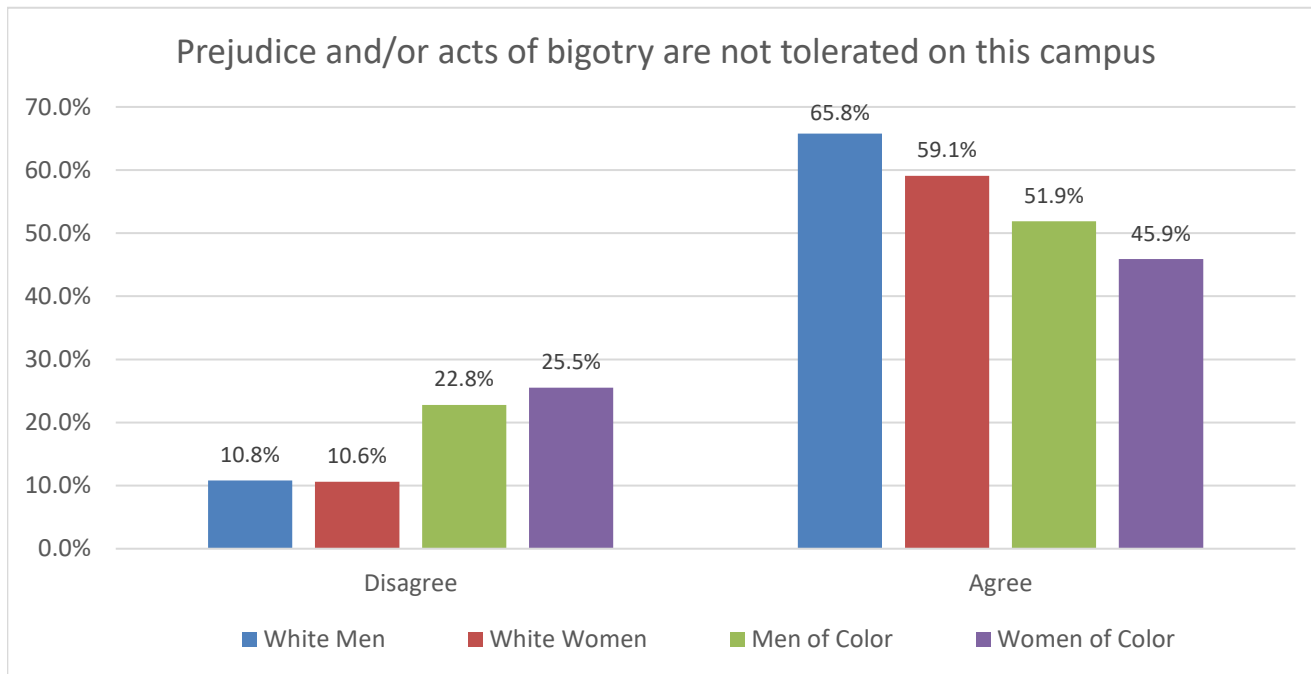
73% of White men agree the campus offers sufficient opportunity for diversity training; however, only 57% of men of color agree (the lowest agreement among the four groups compared). There was only a four percentage point difference between white women and women of color in their agreement.



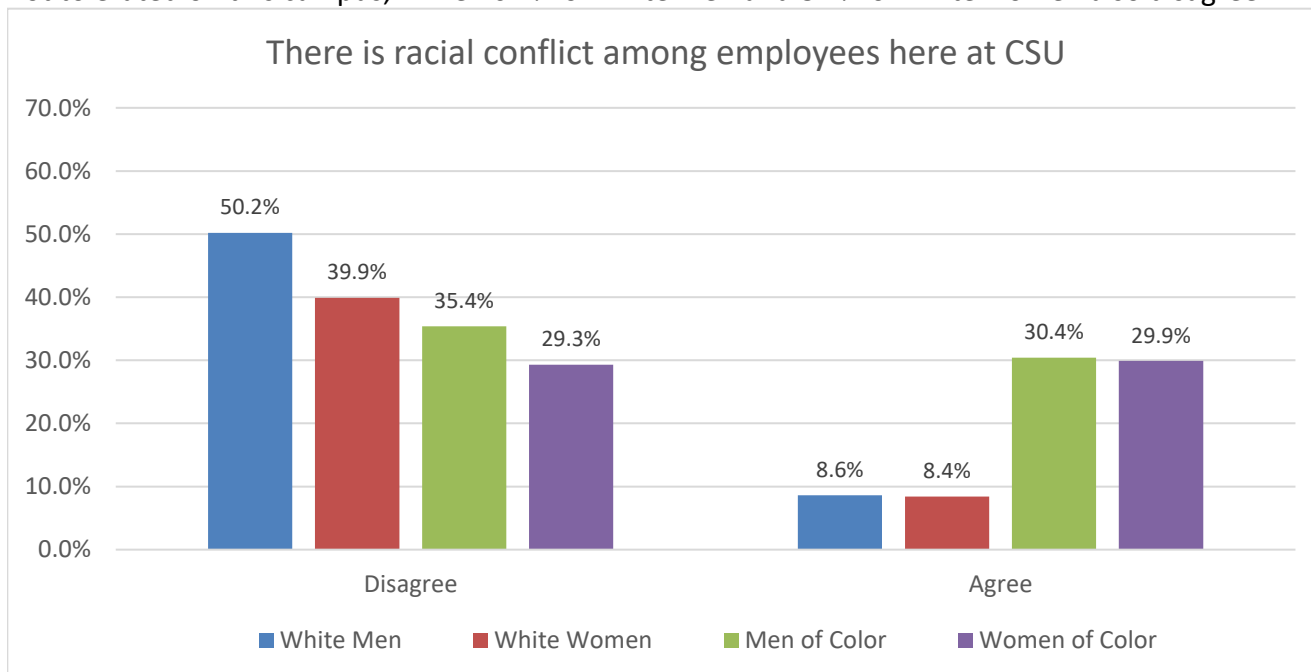
36.4% of women of color and 46.6% of white women agree that women employees are treated fairly at CSU compared to 59.5% of men of color and 62.5% of white men.

Diversity Perceptions (Cont.)

Question: Thinking about your immediate work environment during the past twelve months, please indicate the extent to which you agree or disagree with the following statements about diversity and inclusion.



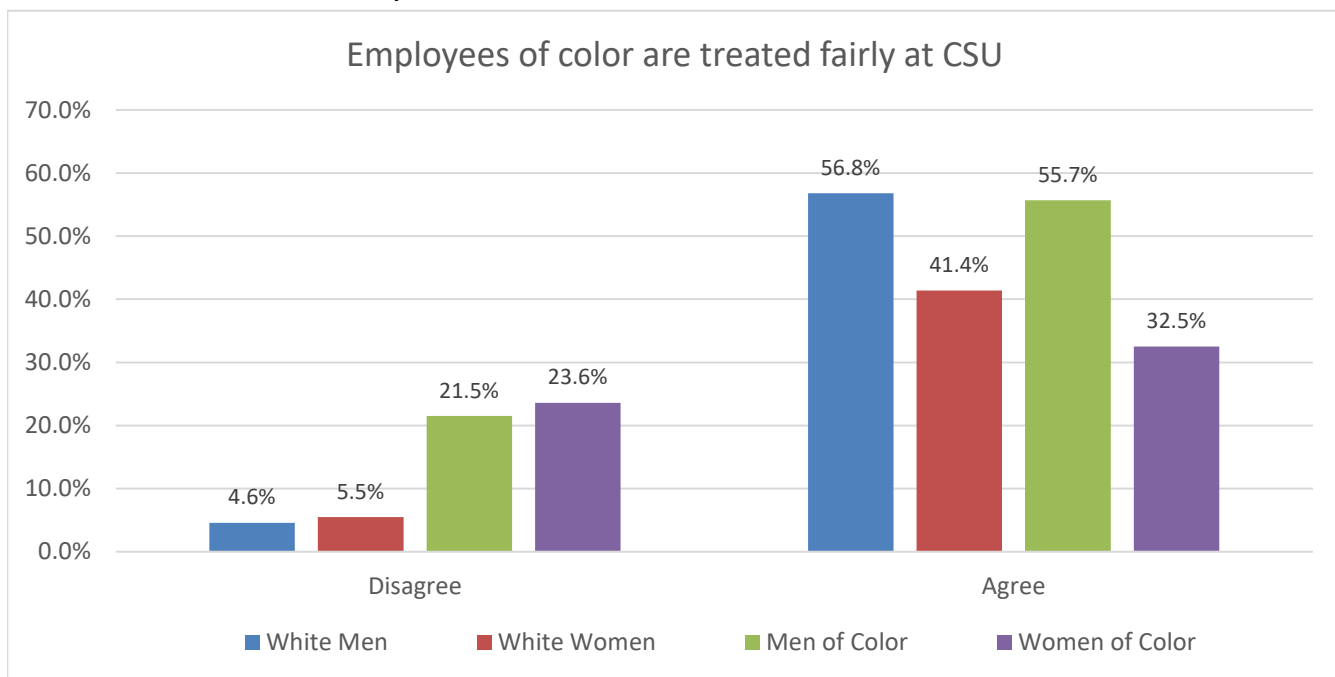
25.5% of women of color and 22.8% of men of color disagree that prejudice and/or acts of bigotry are not tolerated on this campus, while 16.1% of white men and 8.4% of white women also disagree.



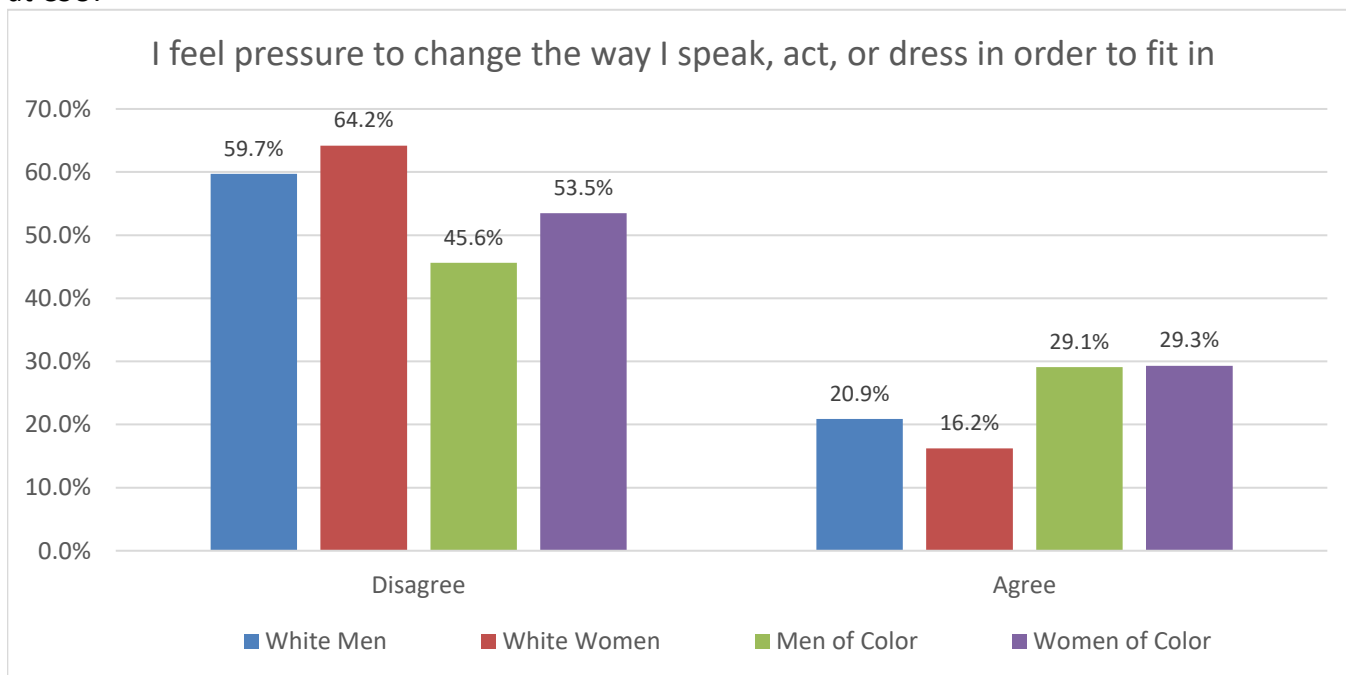
30.4% of men of color and 29.9% of women of color agree that there is racial conflict among employees here at CSU compared to 8.6% of white men and 8.4% of white women.

Diversity Perceptions (Cont.)

Question: Thinking about your immediate work environment during the past twelve months, please indicate the extent to which you agree or disagree with the following statements about diversity and inclusion.



21.5% of women of color and 23.6% of men of color disagree that employees of color are treated fairly at CSU. 5.5% of white women and 4.6% of white men disagree that employees of color are treated fairly at CSU.



29.3% of women of color and 29.1% of men of color agreed that they feel pressure to change the way they speak, act, or dress in order to fit in at CSU. 20.9% of white men and 16.2% of white women agreed with this statement.

Gender and Race Intersection by Employee Category

