

EMPLOYEE CLIMATE SURVEY RESULTS: MATTERING AND AFFIRMATION

**QUEENSBOROUGH COMMUNITY COLLEGE-CITY UNIVERSITY OF NEW YORK
FALL 2023**



SURVEY BACKGROUND

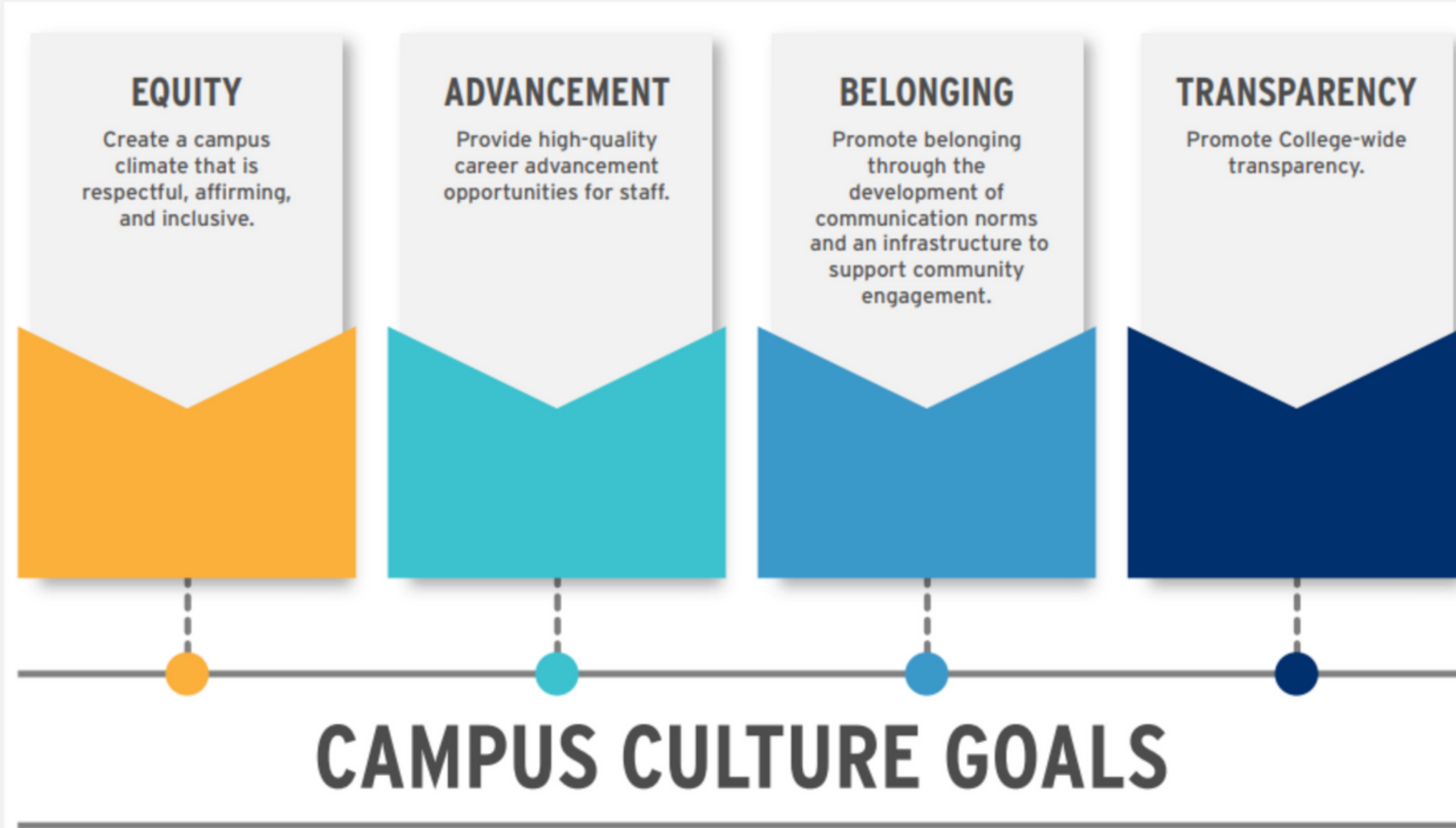
The National Assessment of Collegiate Campus Climates (NACCC) is a quantitative survey on campus racial climates developed by the University of Southern California's Race and Equity Center. The Race and Equity Center is a national leader in the assessment of students' racialized experiences on college campuses. In fall 2021 and 2022, the Center piloted two new surveys to capture the experiences of staff and faculty.

In alignment with Queensborough's Strategic Plan goals focused on Campus Culture, the College participated in both piloted surveys. The staff survey was administered from November 16 - December 14, 2021 and the faculty survey was administered November 16 - December 13, 2022. Both surveys assessed perceptions regarding six content areas:

- mattering and affirmation
- encounters with racial stress
- racial learning and literacy
- equity in the workplace
- appraisal of institutional commitment
- impact of external environments

SURVEY ALIGNMENT WITH STRATEGIC GOALS

CAMPUS CULTURE | Cultivating a Community of Care



Key Performance Indicators

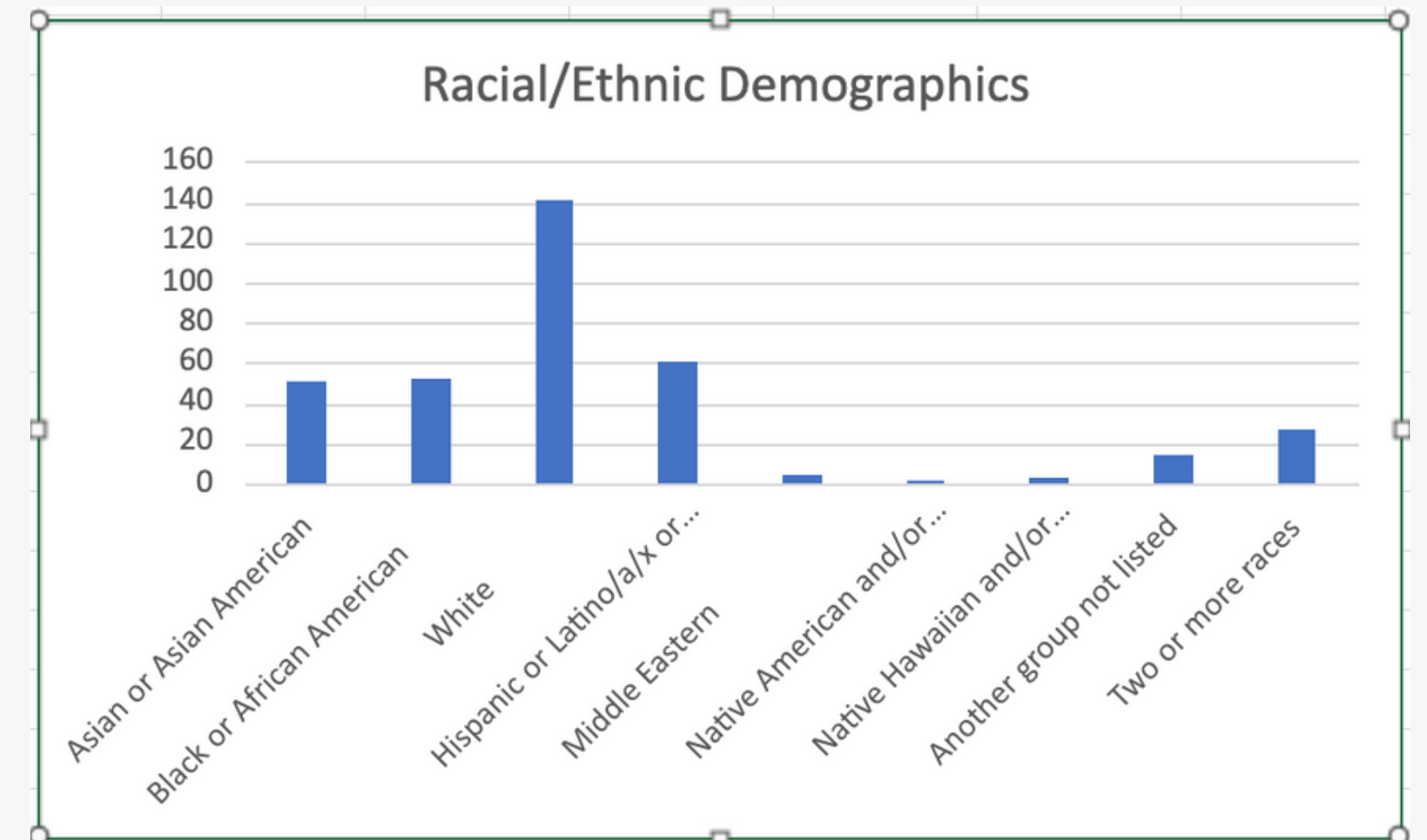
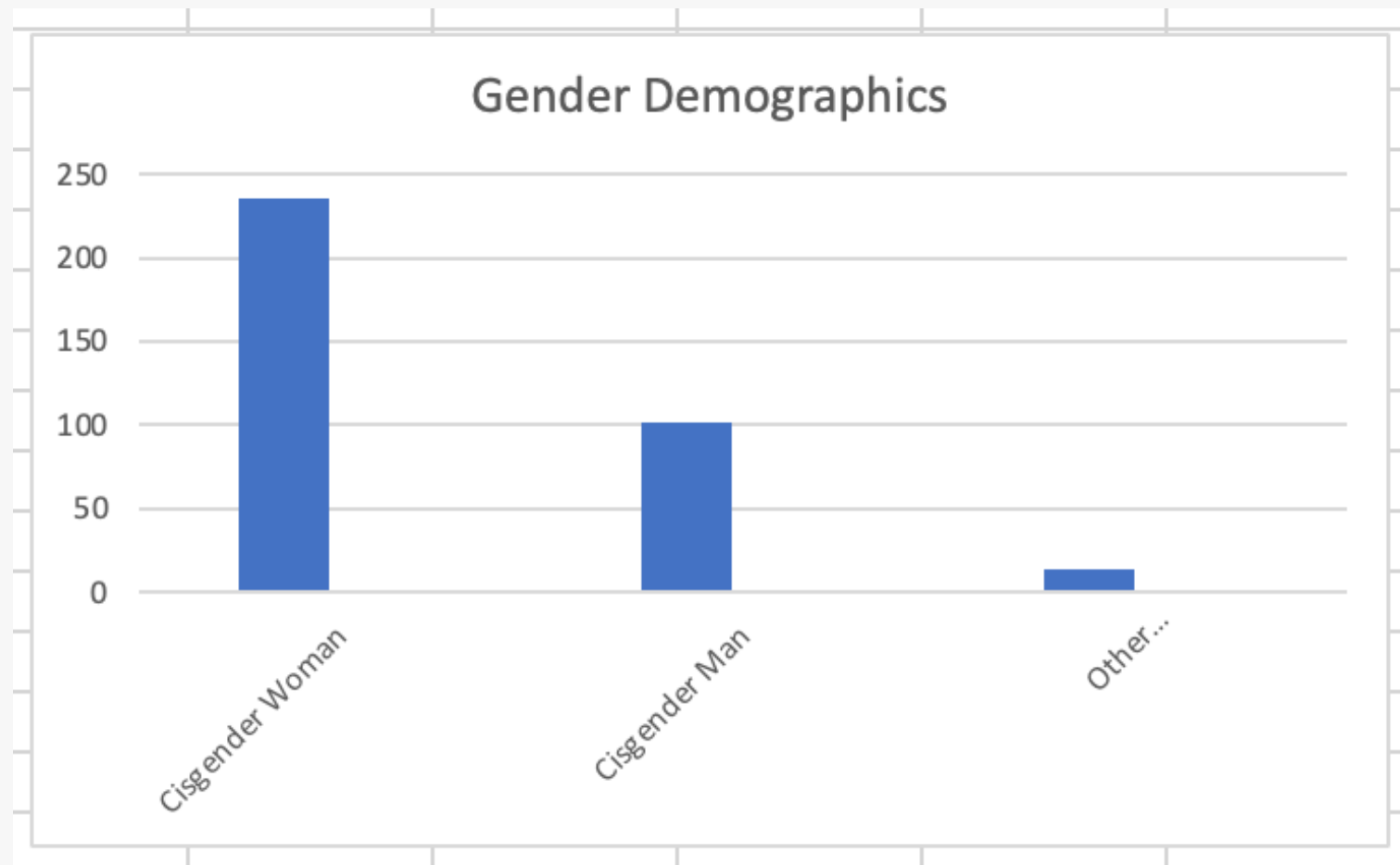
- Increased retention of faculty and staff
- Increased belonging among faculty
- Increased belonging among staff
- Decreased gaps in underutilization for all titles
- Increased satisfaction with professional development

STAFF: RESPONDENT DEMOGRAPHICS

41% Response Rate

355 Respondents/866 Invitations

79% Full-time/21% Part-time



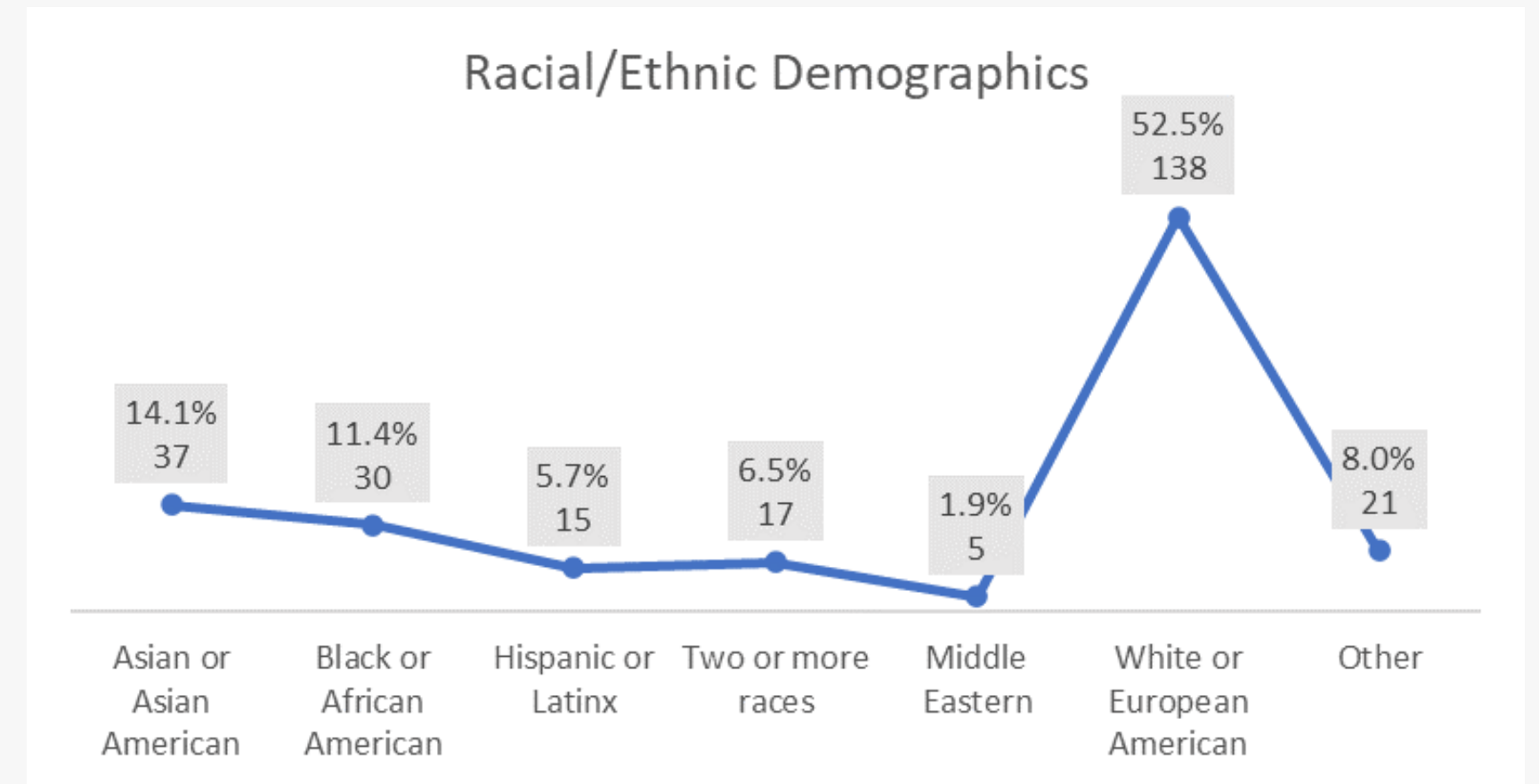
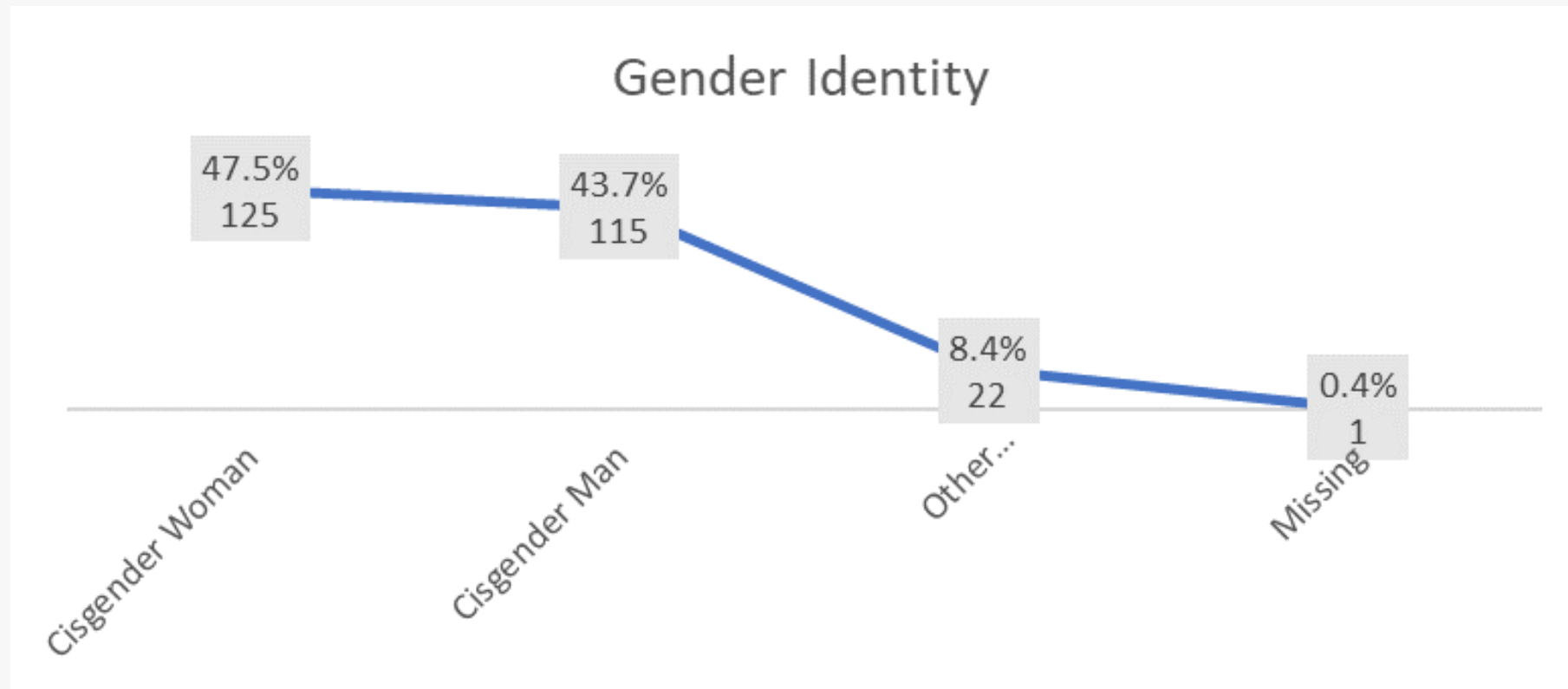
Other (transgender/genderfluid/genderqueer/gender nonconforming/non-binary)

FACULTY: RESPONDENT DEMOGRAPHICS

27.6% Response Rate

232 Respondents/840 Invitations

76% Full-time/24% Part-time



Other (transgender/genderfluid/genderqueer/gender nonconforming/non-binary)

16% of faculty indicated a sexual orientation other than heterosexual

**STAFF AND FACULTY
CLIMATE SURVEY RESULTS:
MATTERING AND AFFIRMATION**

MATTERING AND AFFIRMATION

Section 1: Questions

1) Overall, to what extent do you feel you matter at your institution?

(By "matter," we mean that others notice and care about what you think, want, and have to say.)

- Respondents answered this question for each of the following populations: Staff Colleagues, Faculty Colleagues and Students

2) How comfortable do you feel doing the following in your workplace?

- Providing feedback or suggestions to your coworkers
- Providing feedback or suggestions to your supervisor or superiors
- Speaking out in a situation when something seems unfair to you
- Reaching out to coworkers for help
- Sharing your culture with others from your workplace

For the next four questions, respondents were able to provide answers pertaining to their experience in:

- their immediate work environment
- at the institution as a whole.

3) How physically safe or in danger do you feel...

(By "physically safe," we mean being protected from physical violence, injury, harm, theft, threat, and exposure to safety hazards [e.g., weapons, disease] from any person or physical object.)

4) How psychologically safe or in danger do you feel...

(By "psychologically safe," we mean being able to speak up and express your ideas, questions, concerns, or mistakes without fear of negative consequences [e.g., retaliation, punishment, humiliation].)

5) How welcome or unwelcome do you feel...

6) How included or excluded do you feel...

MATTERING AND AFFIRMATION

Section 1: Scale 1

For the first series of questions, participants were asked to rank the degree to which they feel they matter in various environments and with various populations.

1 = I don't matter at all

2 = I slightly matter

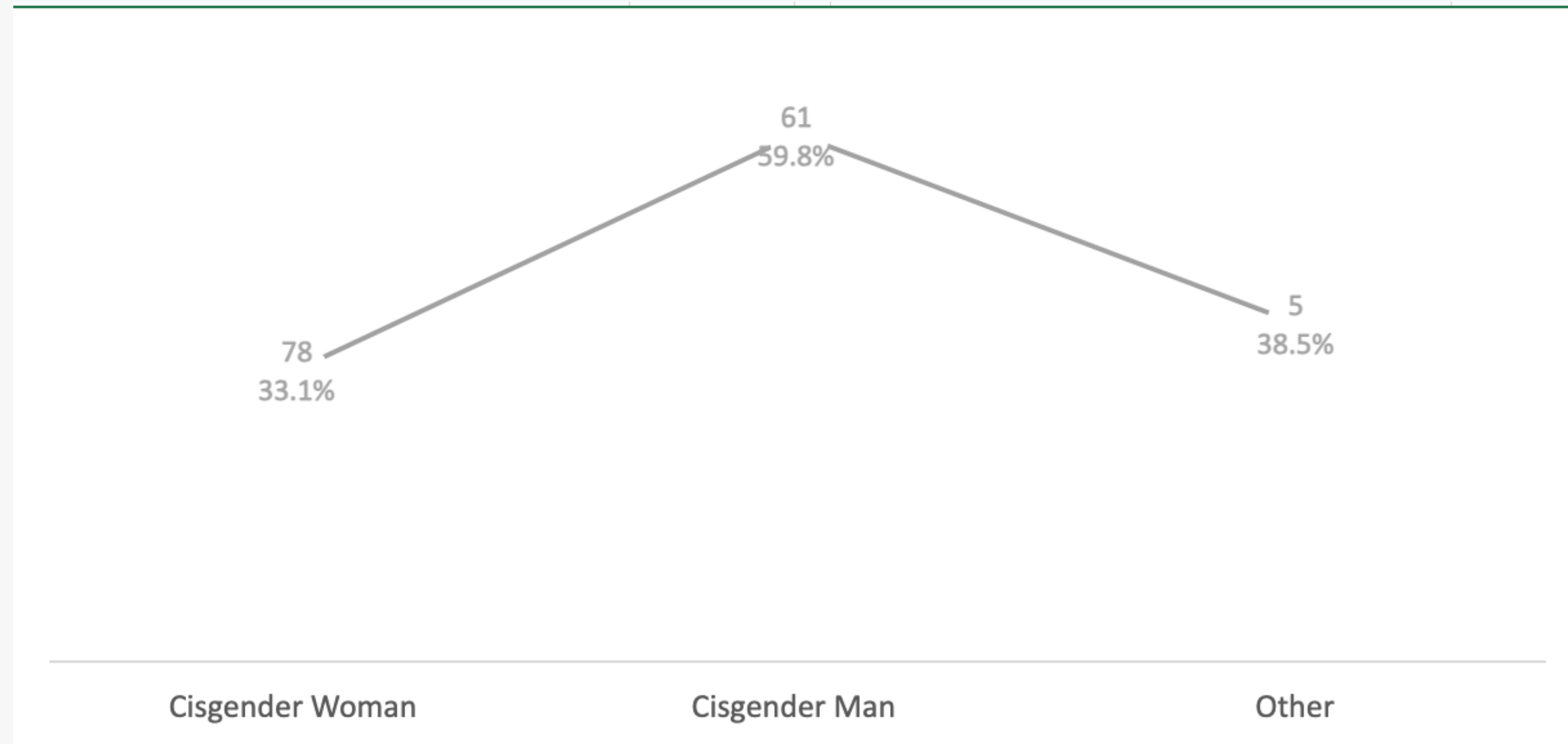
3 = I somewhat matter

4 = I mostly matter

5 = I strongly matter

Staff Mattering- Gender

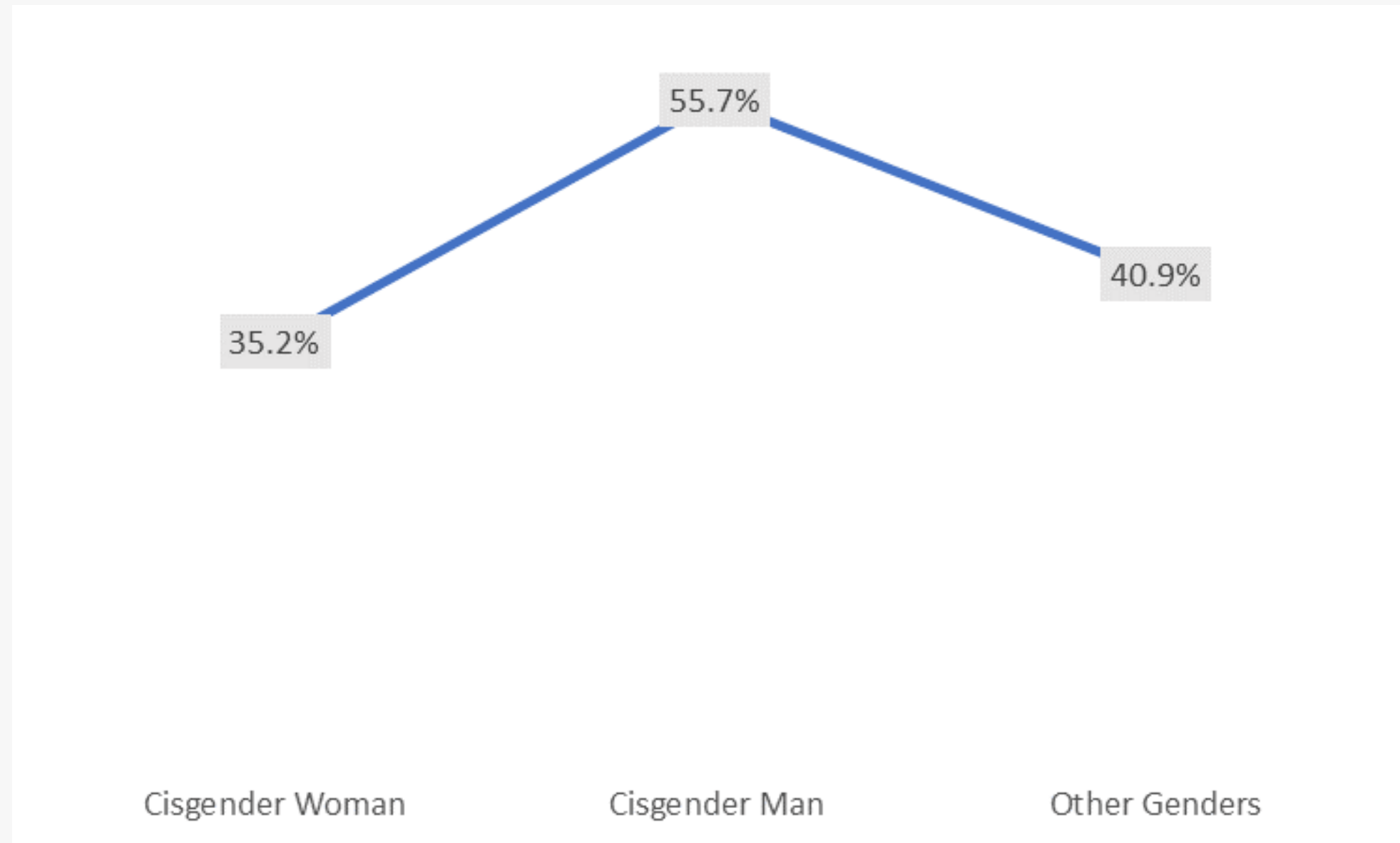
Questions: Overall, to what extent do you feel you matter at your institution?
(By "matter," we mean that others notice and care about what you think, want, and have to say.)



60% of cisgender men selected 4 = I mostly matter and 5 = I strongly matter, while only 33.1% of cisgender women and 38.5% of those with other gender identities selected the highest levels of mattering

Faculty Mattering- Gender

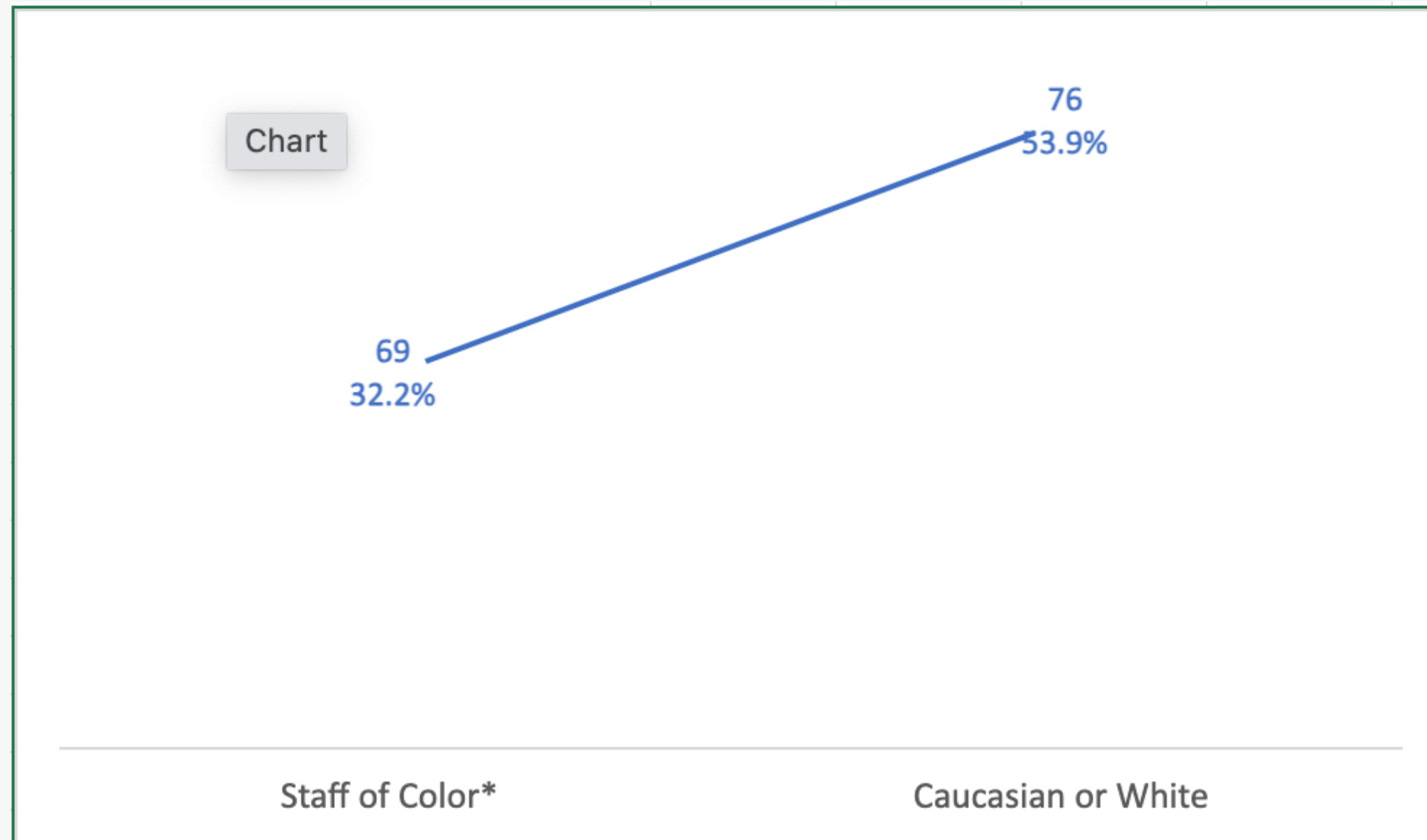
Questions: Overall, to what extent do you feel you matter at your institution?
(By "matter," we mean that others notice and care about what you think, want, and have to say.)



55.7% of cisgender men selected 4 = I mostly matter and 5 = I strongly matter, while only 35.2% of cisgender women and 40.9% of those with other gender identities selected the highest levels of mattering

Staff Mattering- Race

Overall, to what extent do you feel you matter at your institution?
(By "matter," we mean that others notice and care about what you think, want, and have to say.)

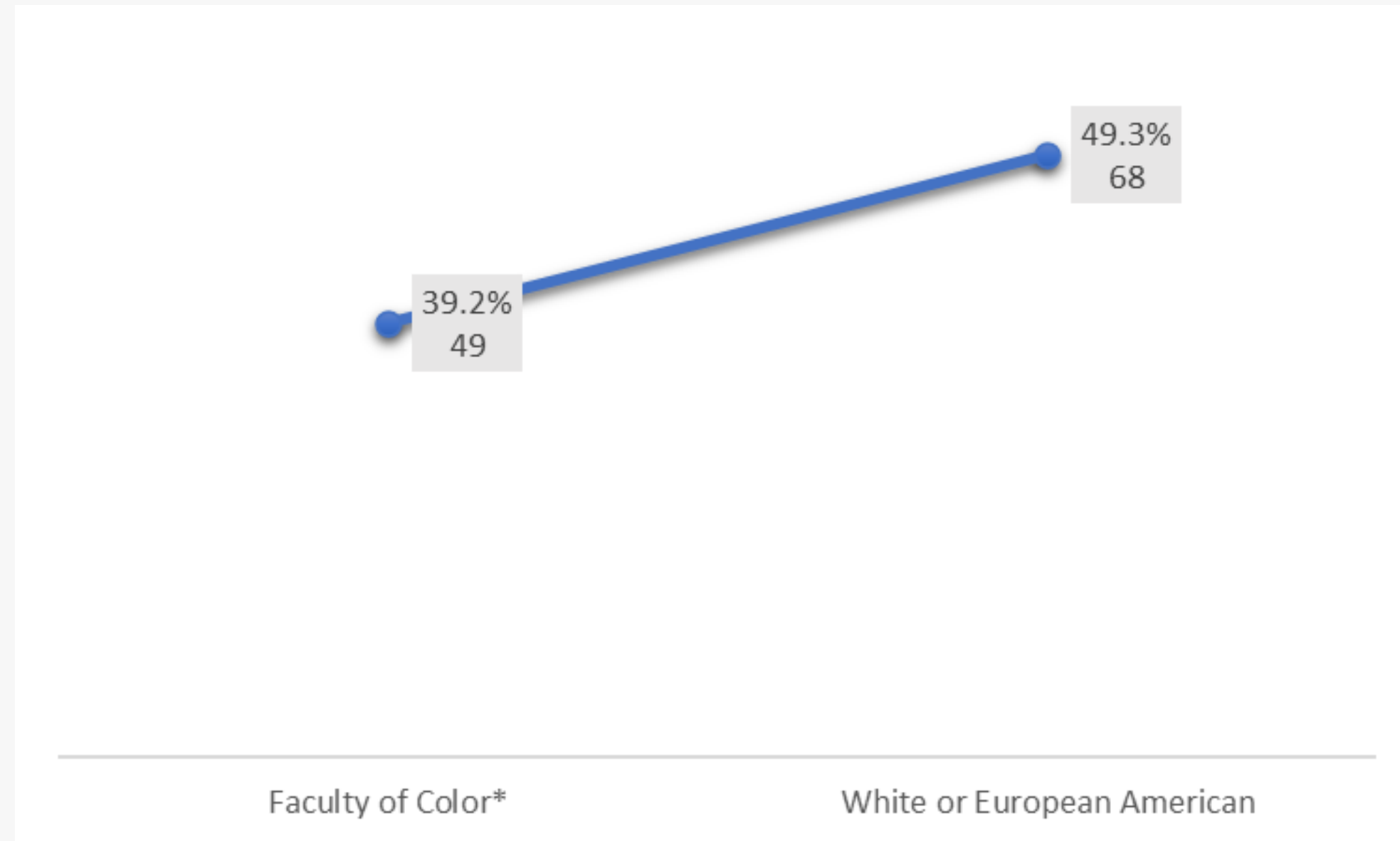


53.9% of White respondents selected 4 = I mostly matter and 5 = I strongly matter, while only 32.2% of those with other racial/ethnic identities selected the highest levels of mattering

Faculty Mattering- Race

Overall, to what extent do you feel you matter at your institution?

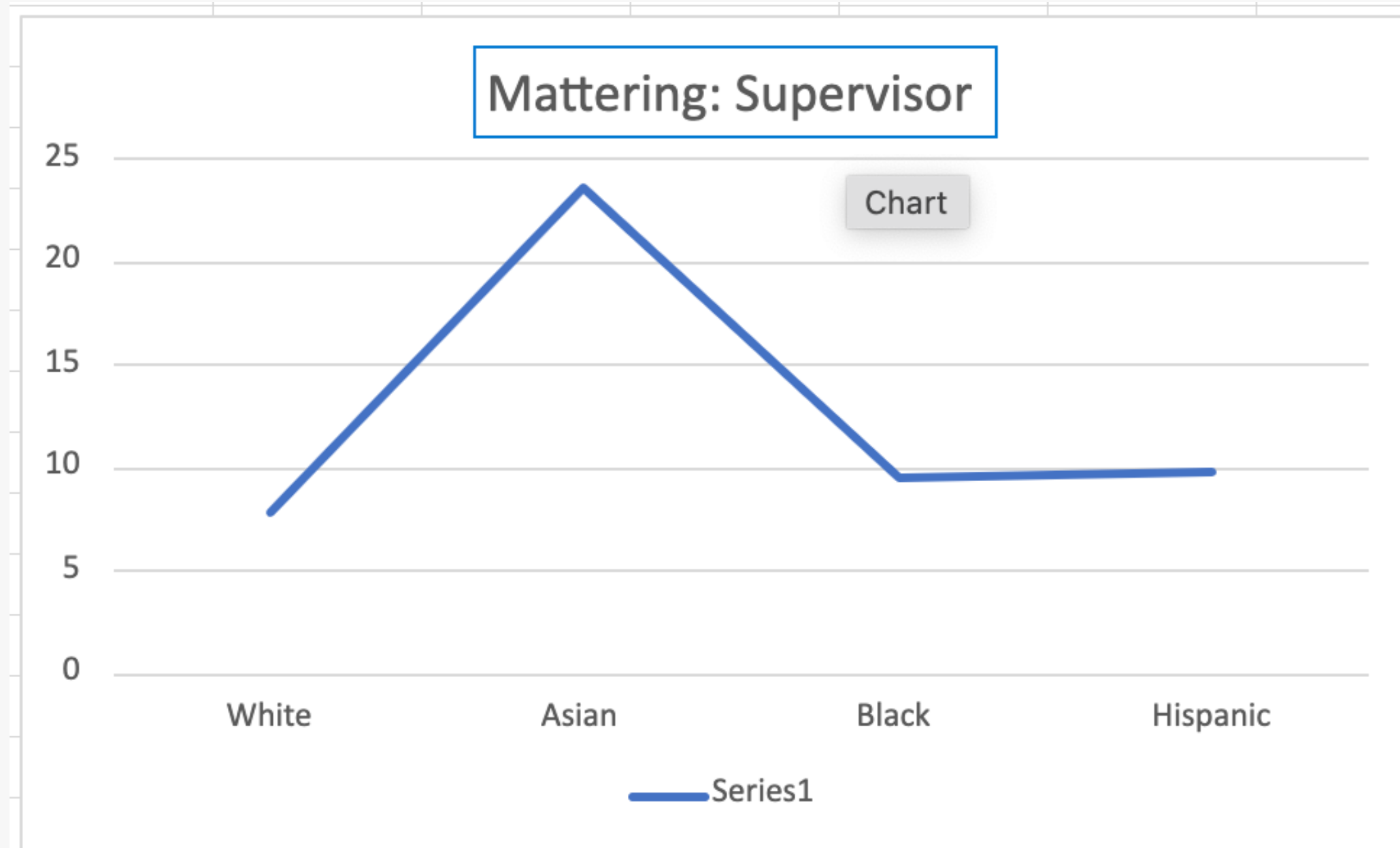
(By "matter," we mean that others notice and care about what you think, want, and have to say.)



49.3% of White respondents selected 4 = I mostly matter and 5 = I strongly matter, while only 39.2% of those with other racial/ethnic identities selected the highest levels of mattering

Staff Mattering- Supervisors

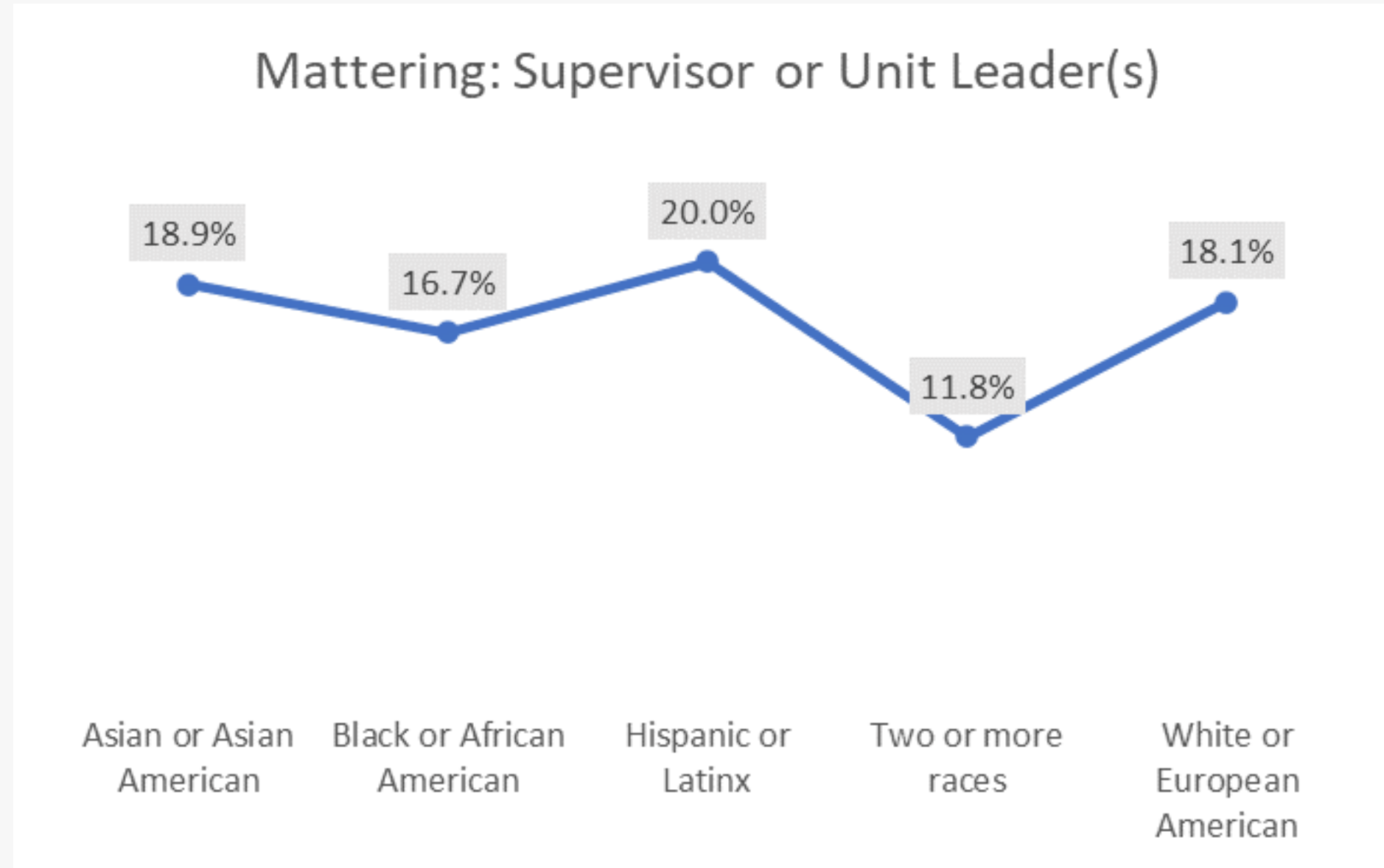
To what extent do you feel you matter to the following groups of people you work with on your campus?



Asian/Asian American respondents indicated the lowest levels of mattering with supervisors, with 23.6% selecting 1= I don't matter at all/2= I slightly matter

Faculty Mattering- Supervisors

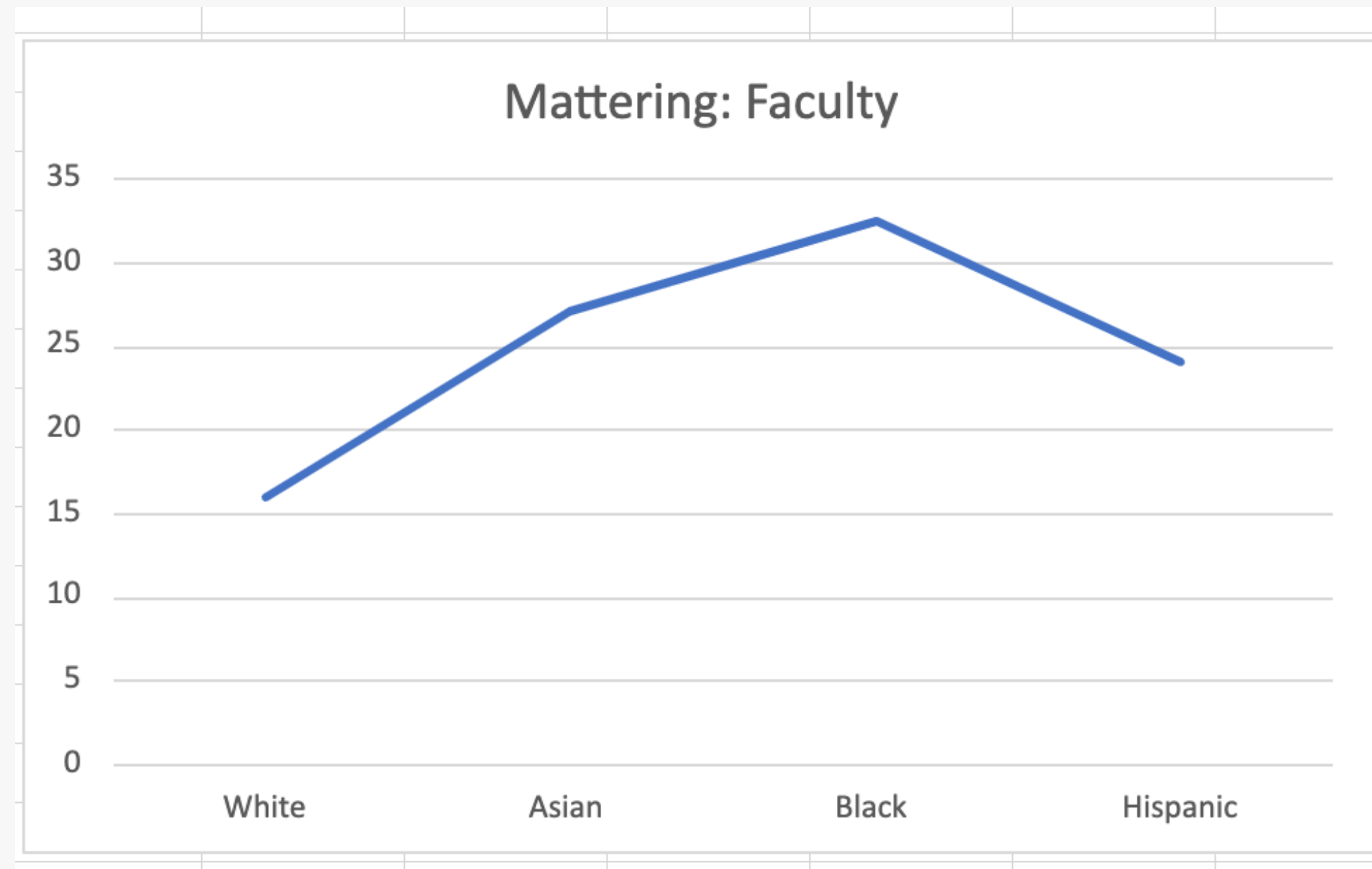
To what extent do you feel you matter to the following groups of people you work with on your campus?



Hispanic faculty indicated the lowest levels of mattering with supervisors, with 20% selecting 1= I don't matter at all/2= I slightly matter

Staff Mattering- with Faculty

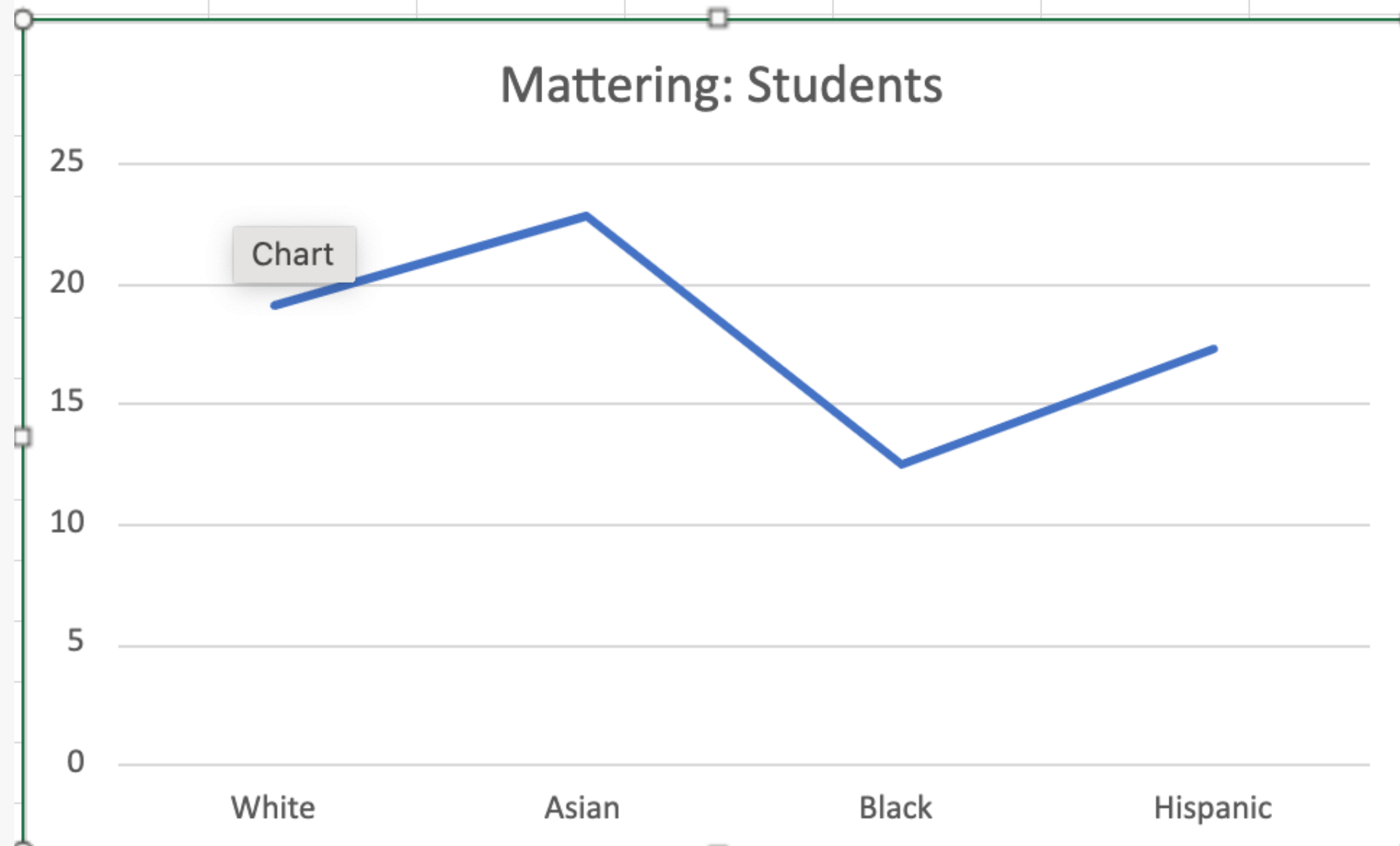
To what extent do you feel you matter to the following groups of people you work with on your campus?



Black/African American respondents indicated the lowest levels of mattering with faculty, with 32.5% selecting 1= I don't matter at all/2= I slightly matter

Staff Mattering- Students

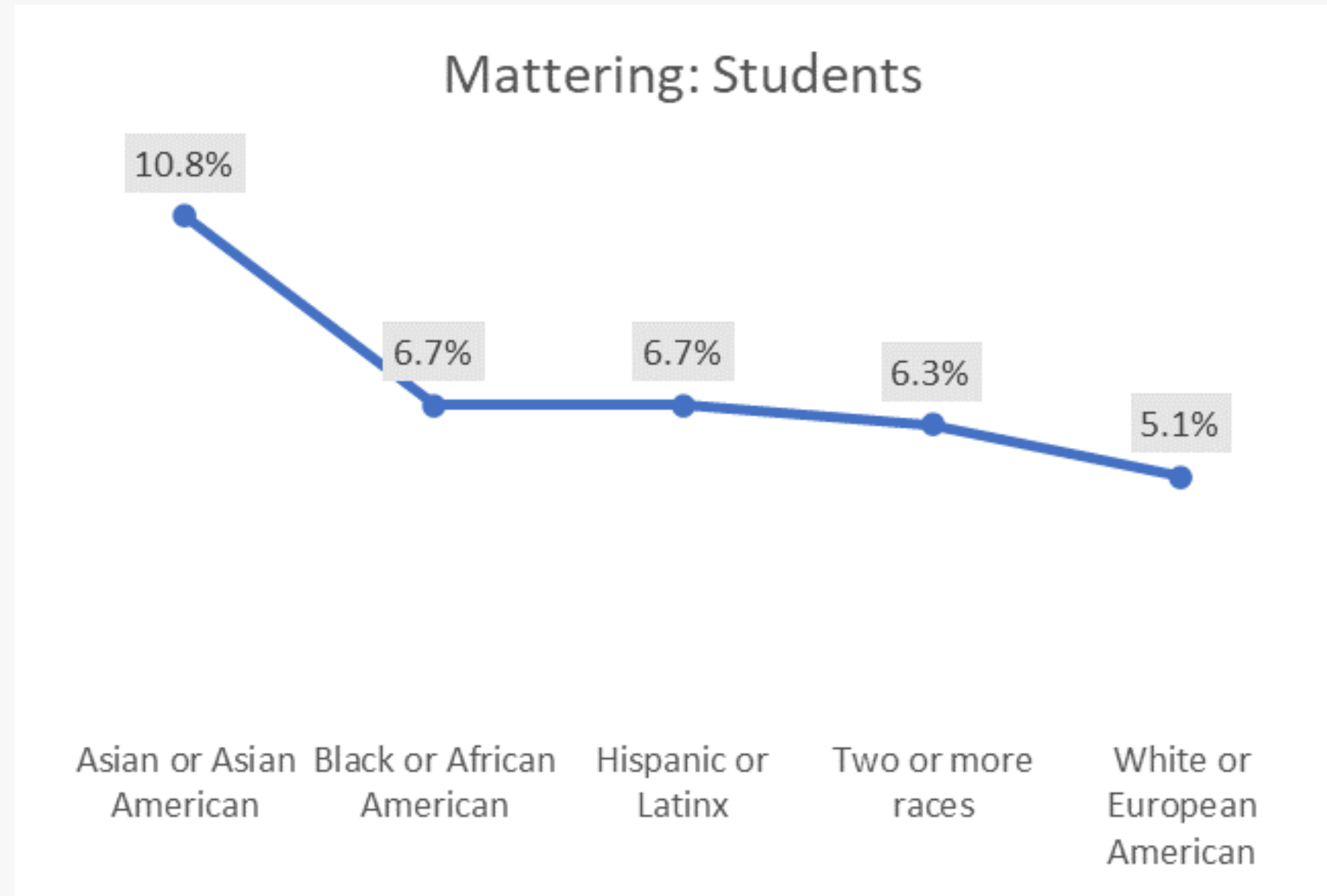
To what extent do you feel you matter to the following groups of people you work with on your campus?



Asian respondents indicated the lowest levels of mattering with students, with 22.9% selecting 1= I don't matter at all/2= I slightly matter

Faculty Mattering- Students

To what extent do you feel you matter to the following groups of people you work with on your campus?



Asian respondents indicated the lowest levels of mattering with students, with 10.8% selecting 1= I don't matter at all/2= I slightly matter

MATTERING AND AFFIRMATION

Section 2: Scale 2

Participants were provided eight statements and asked to rank their level of agreement

1 = Strongly disagree

2 = Somewhat disagree

3 = Neither agree nor disagree

4 = Somewhat agree

5 = Strongly agree

Statements

- My supervisor or unit leader cares about my professional growth.
- My supervisor or unit leader cares about my work-life balance.
- My supervisor or unit leader values and appreciate my work.
- My supervisor or unit leader acknowledges the challenges of my work.
- My supervisor or unit leader listens to my needs.
- My supervisor or unit leader gives me time-off or resources for my self-care.
- My supervisor or unit leader cares about my physical health.
- My supervisor or unit leader cares about my mental health.

MATTERING AND AFFIRMATION

Section 2: Scale 3

Participants were provided six activities and asked to rank their level of comfort

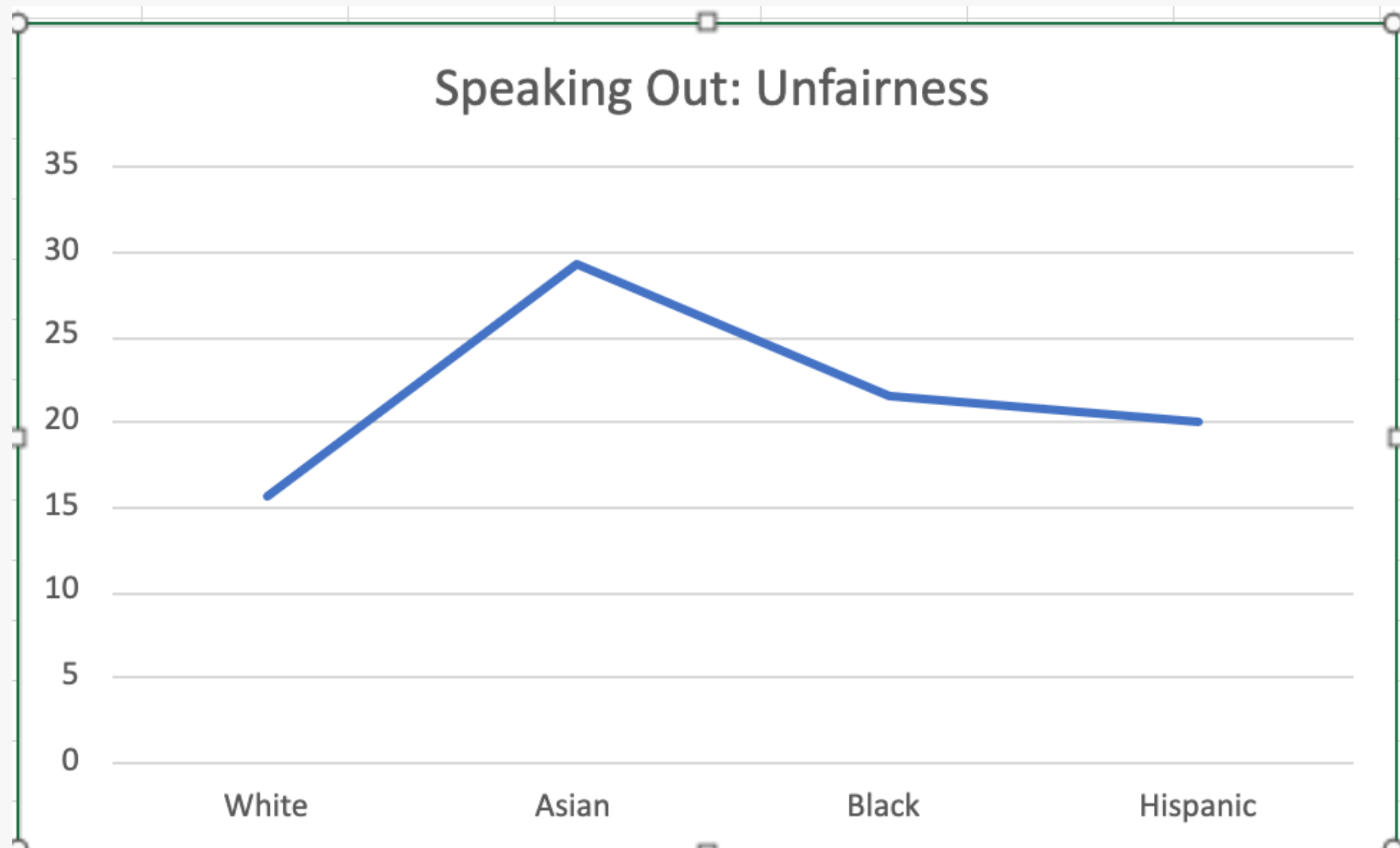
- 1 = Not comfortable at all
- 2 = Slightly comfortable
- 3 = Somewhat comfortable
- 4 = Mostly comfortable
- 5 = Completely comfortable

Activities

- Providing feedback or suggestions to your coworkers
- Providing feedback or suggestions to your supervisor or superiors
- Speaking out in a situation when something seems unfair to you
- Reaching out to coworkers for help
- Reaching out to your supervisor or superiors for help
- Sharing your culture with others from your workplace

Staff: Speaking Out

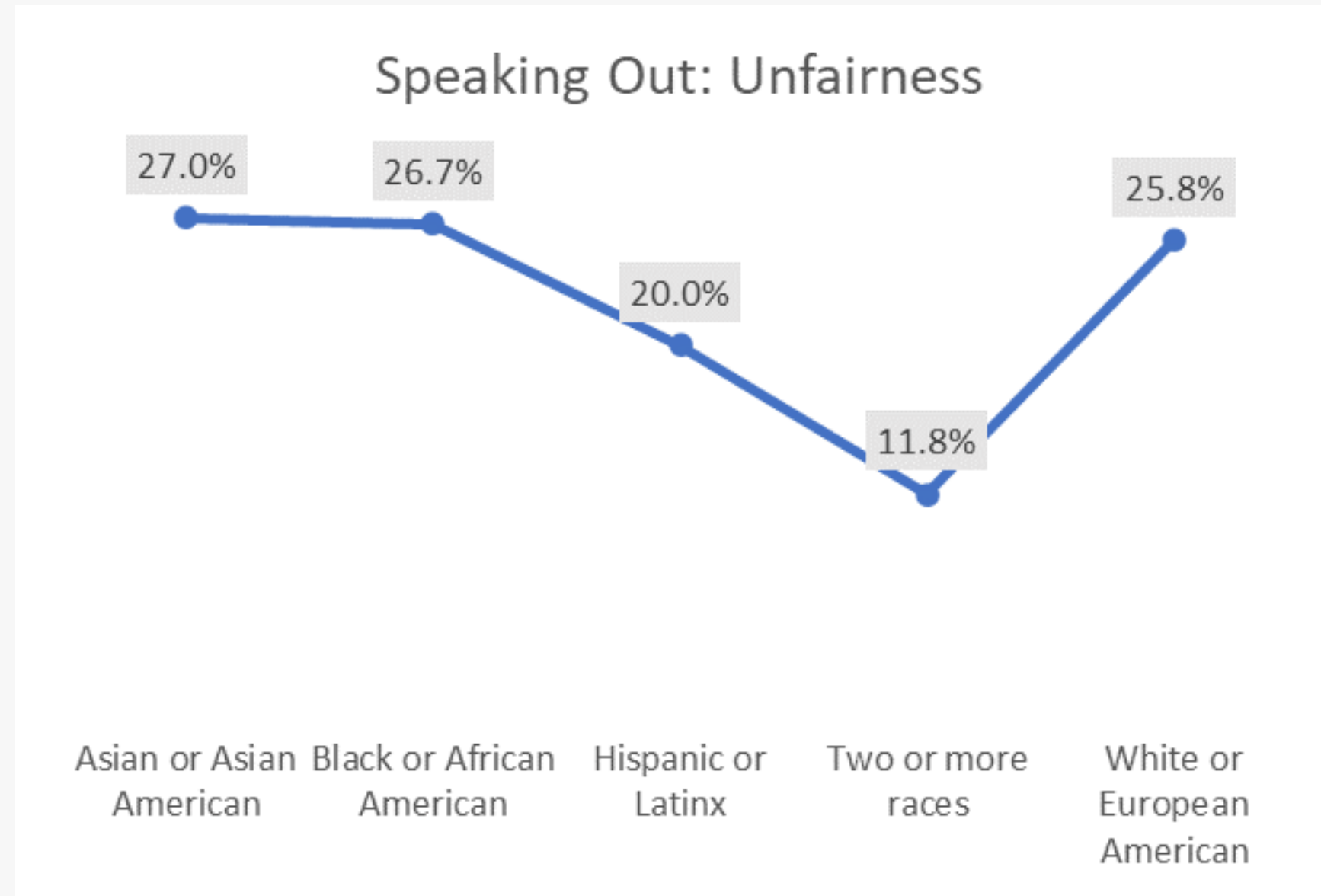
How comfortable do you feel doing the following in your workplace?
Speaking out in a situation when something seems unfair to you



Asian/Asian American respondents indicated the highest degree of discomfort speaking out regarding unfairness, with 29.4% selecting 1= Not comfortable at all/2= Slightly comfortable.

Faculty: Speaking Out

How comfortable do you feel doing the following in your workplace?
Speaking out in a situation when something seems unfair to you

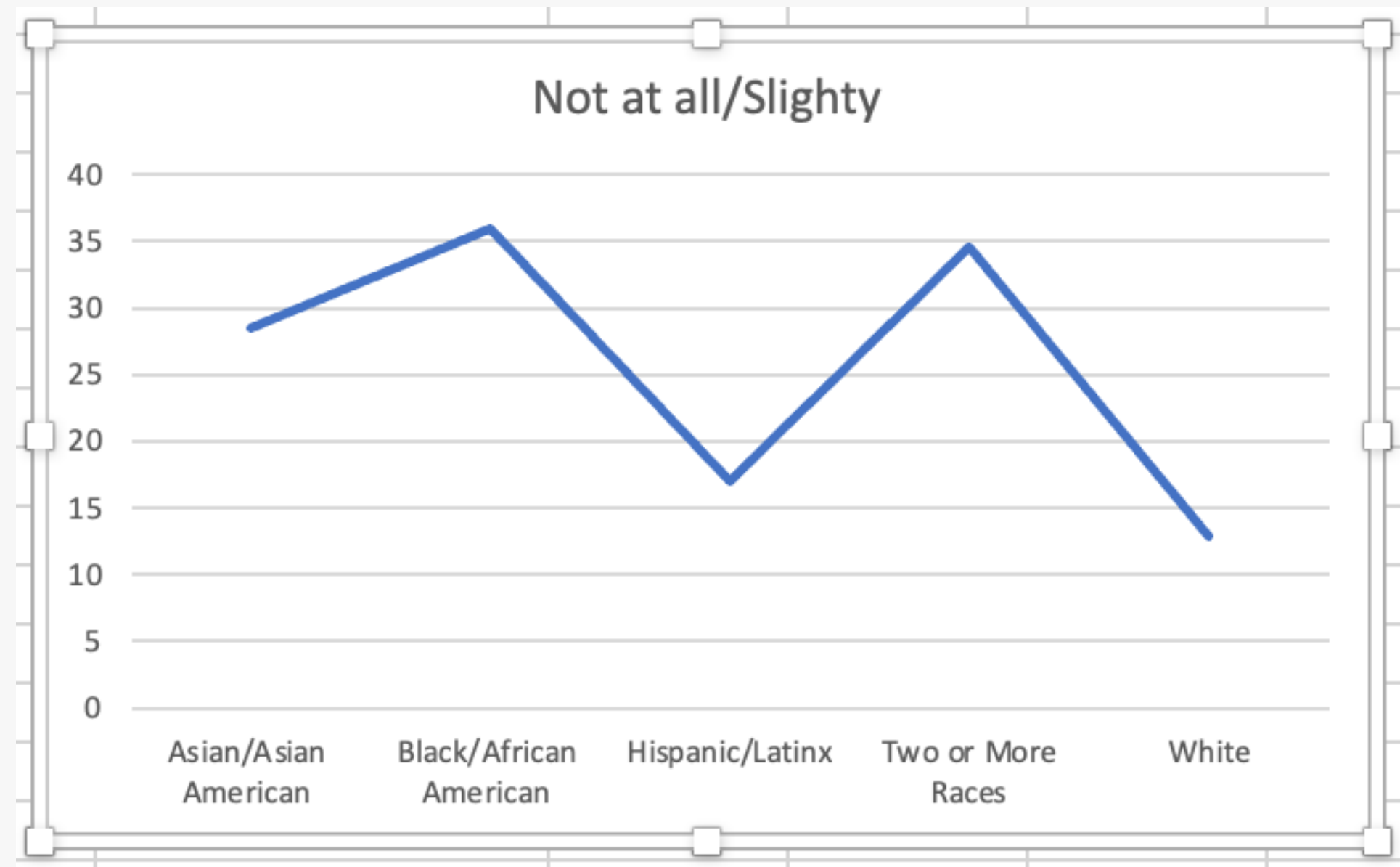


Asian/Asian American respondents indicated the highest degree of discomfort speaking out regarding unfairness, with 27% selecting 1= Not comfortable at all/2= Slightly comfortable.

Two Notes

STAFF: VALUE IN DECISION-MAKING

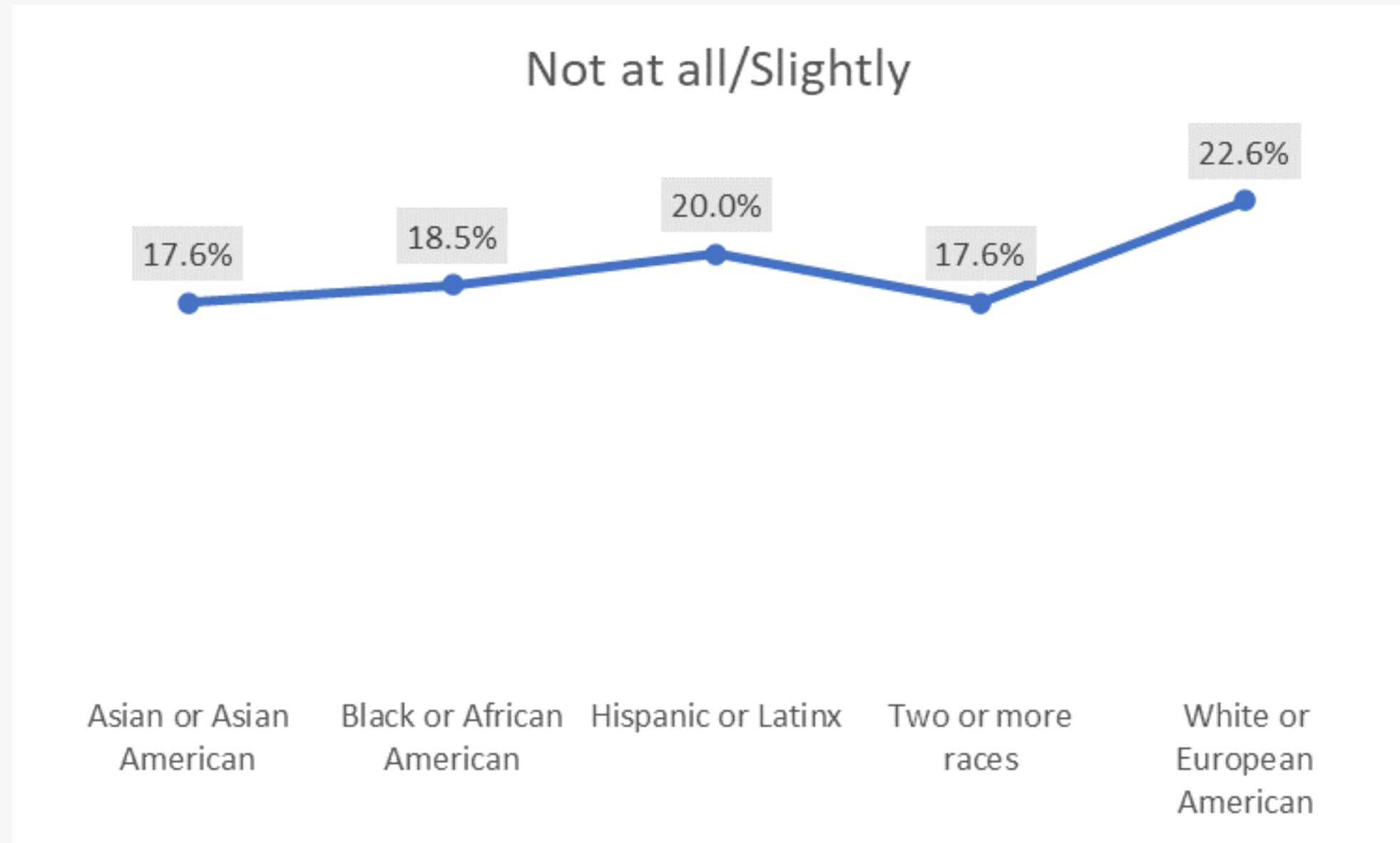
To what degree do you feel your perspective is valued in the decision-making process in your workplace?



Black/African American respondents indicated the lowest experience of being valued in decision-making processes, with 36% selecting 1= I don't matter at all/2= I slightly matter

FACULTY: VALUE IN DECISION-MAKING

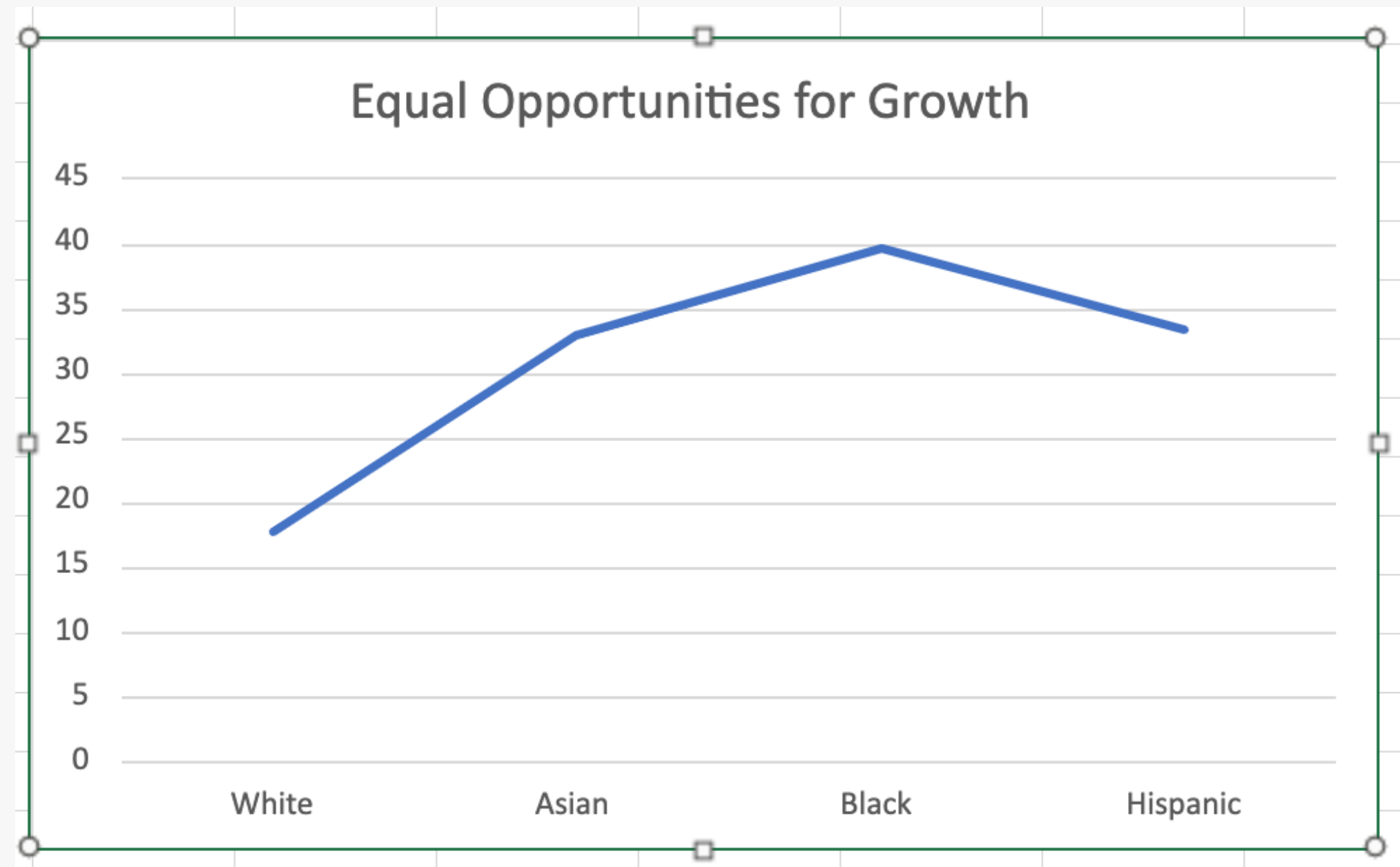
To what degree do you feel your perspective is valued in the decision-making process in your workplace?



White/European respondents indicated the lowest experience of being valued in decision-making processes, with 22.6% selecting 1= I don't matter at all/2= I slightly matter

STAFF: WORKPLACE EQUITY

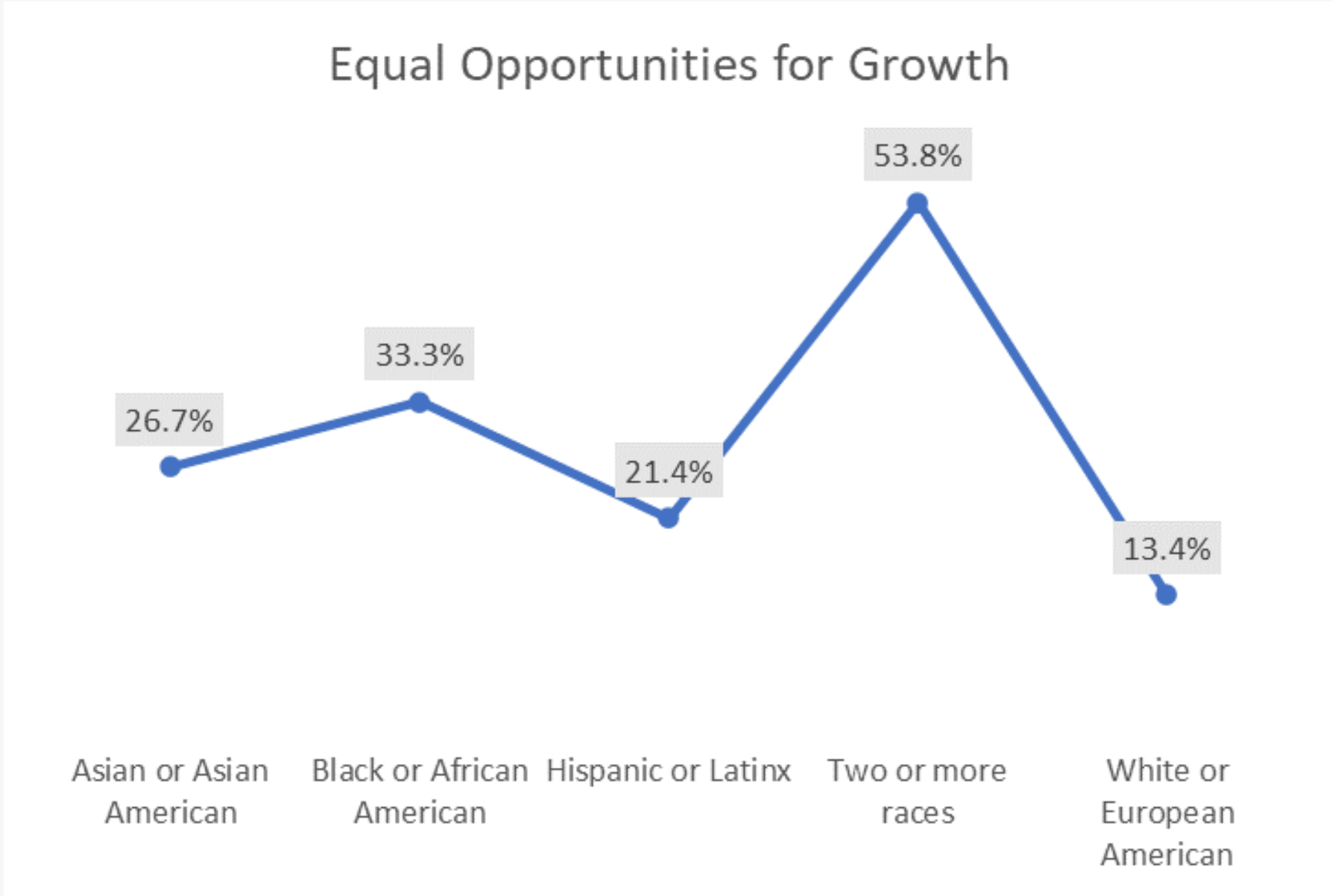
I have received equal opportunities for advancement compared to my colleagues.



Black/African American respondents indicated the lowest experience of equal opportunities for growth, with 39.6% selecting 1= I strongly disagree/2= I somewhat disagree

FACULTY: WORKPLACE EQUITY

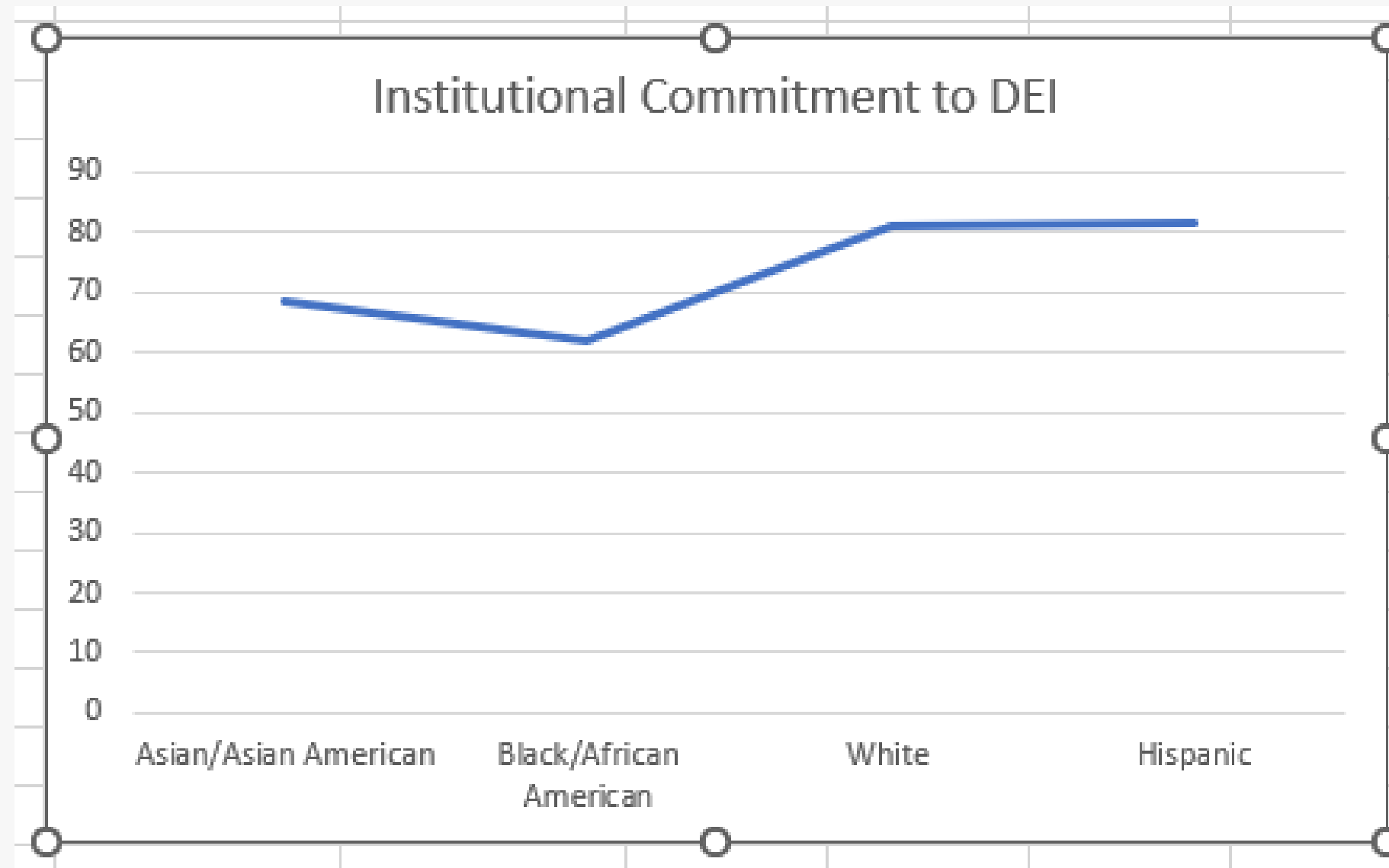
I have received equal opportunities for advancement compared to my colleagues.



Respondents who selected Two or More Races indicated the lowest experience of equal opportunities for growth, with 53.8% selecting 1= I strongly disagree/2= I somewhat disagree

STAFF: INSTITUTIONAL COMMITMENT

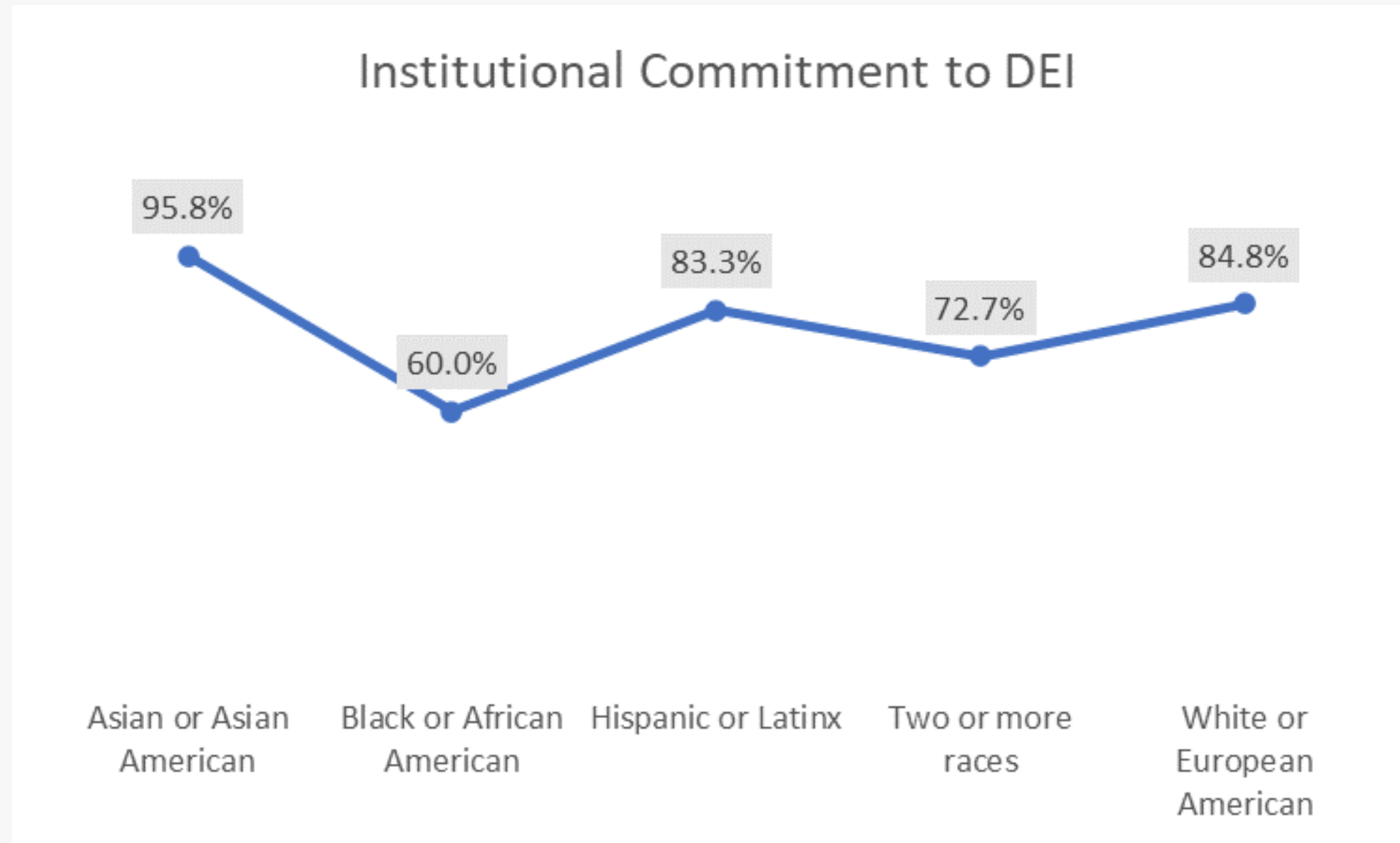
How confident are you that your institution has a long-term commitment to racial equity, diversity, and inclusion in your workplace?



White and Hispanic respondents indicated the highest levels of confidence in the institution's long-term commitment to DEI, with 81% selecting 3-Somewhat confident/4- Very Confident/5- Extremely Confident. Black respondents indicated the lowest level, with 61.9% indicating some degree of confidence.

FACULTY: INSTITUTIONAL COMMITMENT

How confident are you that your institution has a long-term commitment to racial equity, diversity, and inclusion in your workplace?



Asian/Asian American respondents indicated the highest levels of confidence in the institution's long-term commitment to DEI, with 95.8% selecting 3-Somewhat confident/4- Very Confident/5- Extremely Confident. Black respondents indicated the lowest level, with 60% indicating some degree of confidence.