



Foothill-De Anza
Community College District

Board of Trustees Presentation



Foothill College



De Anza College

Diversity Climate Survey

Preliminary Findings from
Student & Employee Surveys



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Overview of Presentation

- Framework
- Purpose: What we hope to Learn
- Preliminary Findings
- Discussion



Framework

- A collaborative investigation leveraging expertise in two FHDA Departments:
 - ❖ Human Resources – Planning & Logistics
 - ❖ Institutional Research – Design & Analysis
- Two complimentary survey instruments designed to target two distinct FHDA populations:
 - ❖ FHDA faculty & staff
 - ❖ FHDA students.
- An ongoing study structured to support time series analysis.



What we hope to Learn

- ❑ At the broadest level we want to better understand the perceptions of FHDA students and employees as it relates to issues of diversity.
- ❑ This year marks the first time we will have the capability to measure our performance over time by comparing current results against our 2003 survey findings.
- ❑ We now have the opportunity to expand our inquiry to other areas and begin to gain insights into some important questions, such as:
 - ❖ Are our attitudes evolving with the changing composition of the student body?
 - ❖ Where do we have high persistence in our attitudes and tolerance and where do they appear to be transforming?
 - ❖ How enduring is our tolerance as a District?



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Preliminary Findings

A Profile of *Faculty & Staff* Responses

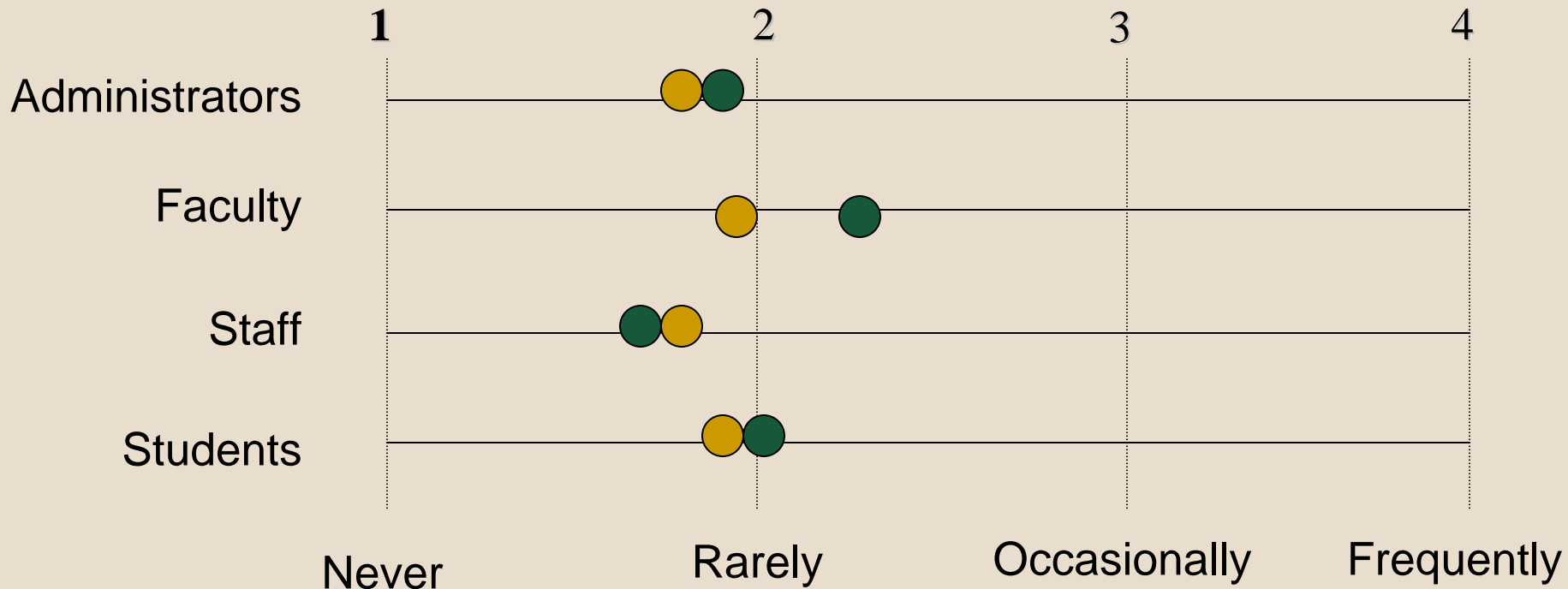


Environment Profile: Employees

2003 Average Score = ●

2006 Average Score = ●

Survey Question to FHDA Administrators: *Have you ever been treated disrespectfully by FHDA:*



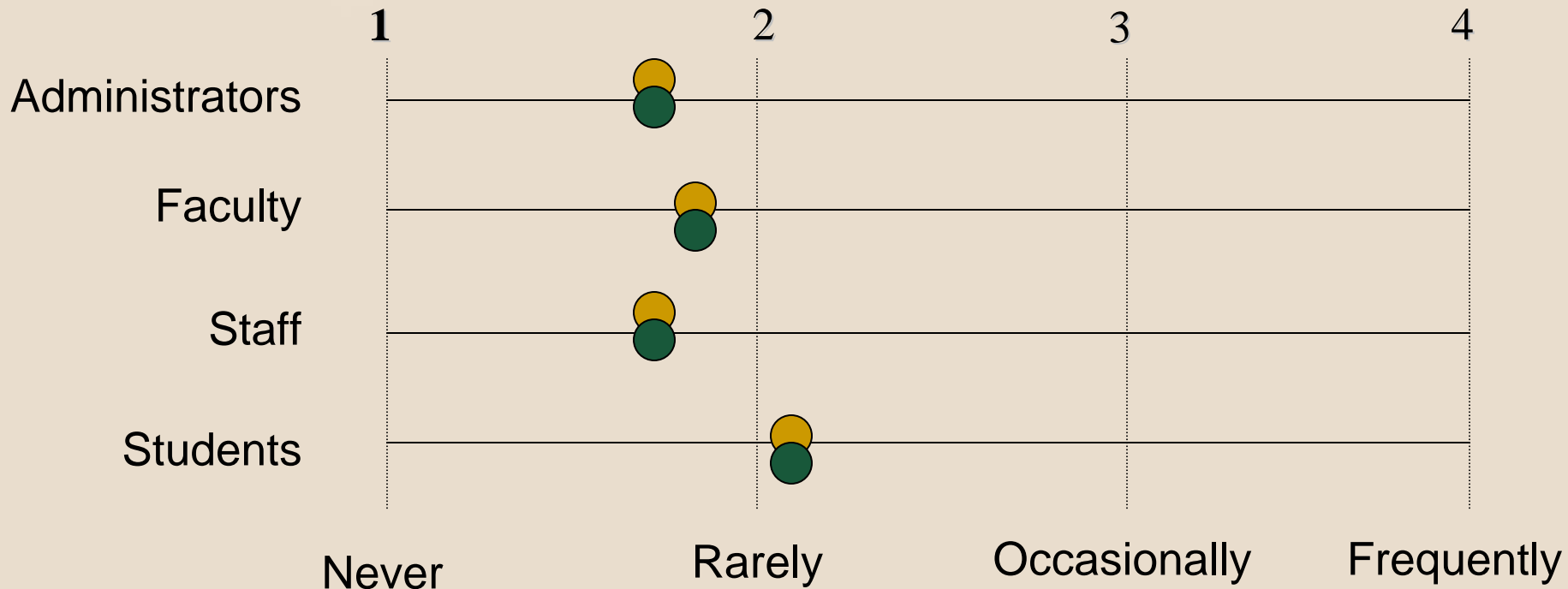


Environment Profile: Employees

2003 Average Score = ●

2006 Average Score = ●

Survey Question to FHDA Faculty: *Have you ever been treated disrespectfully by FHDA:*



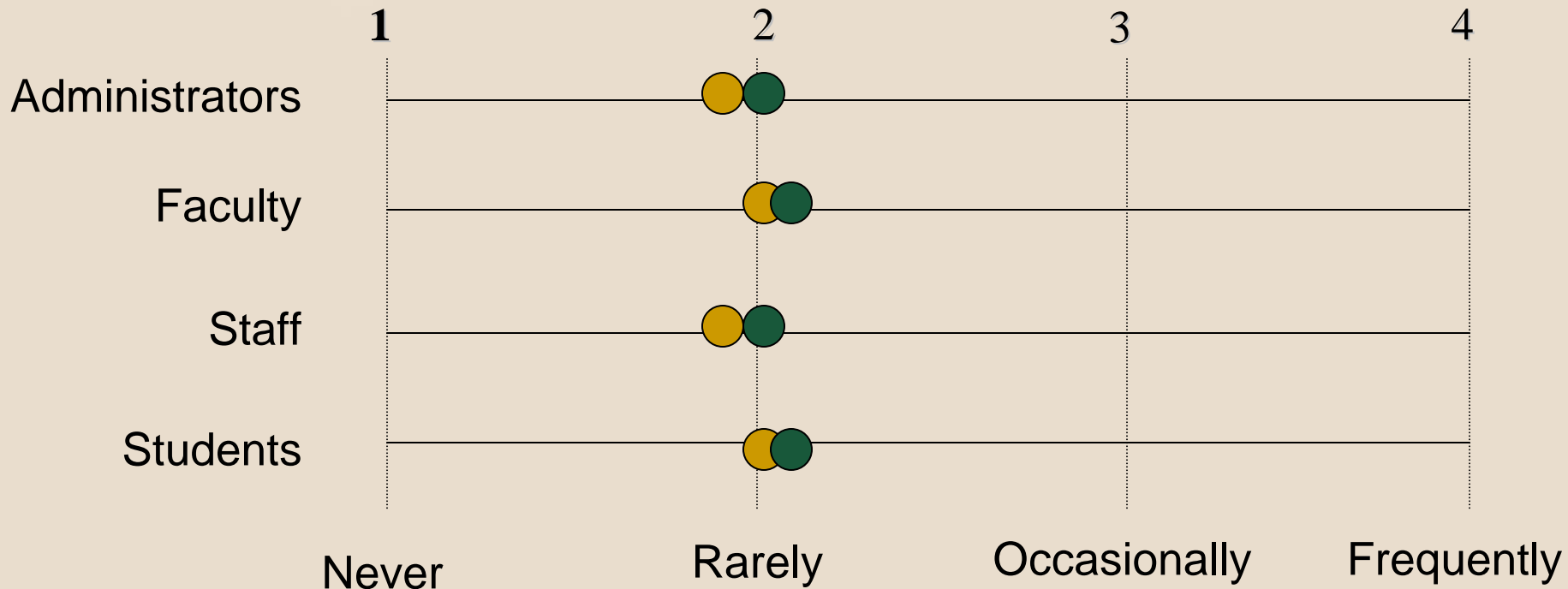


Environment Profile: Employees

2003 Average Score = ●

2006 Average Score = ●

Survey Question to FHDA Staff: *Have you ever been treated disrespectfully by FHDA:*



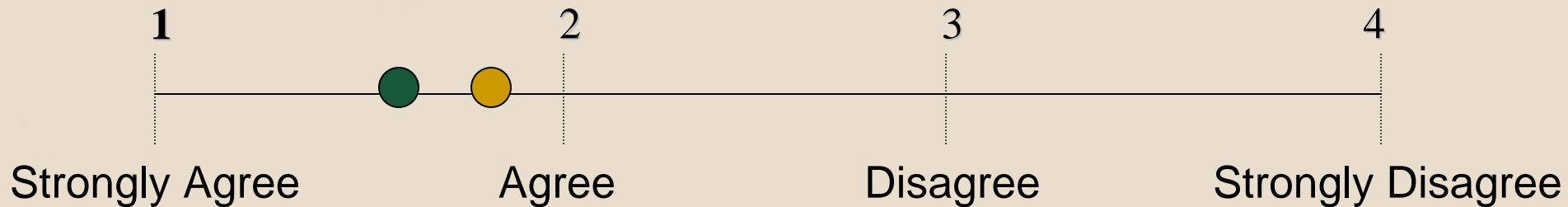


Environment Profile: Employees

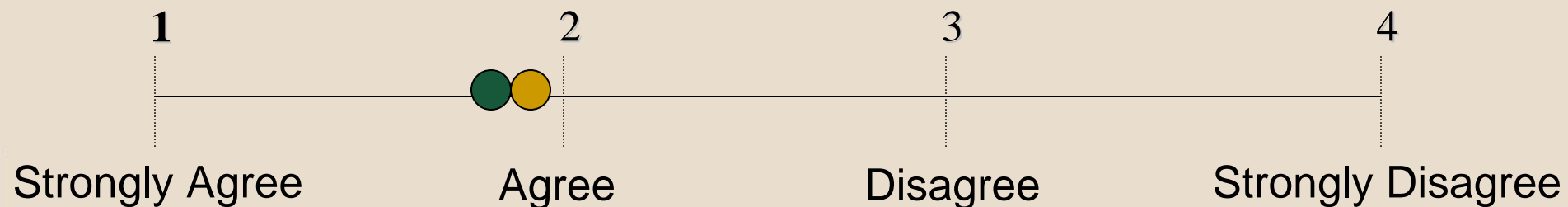
2003 Average Score = ●

2006 Average Score = ●

Survey Question to all FHDA Employees: *FHDA top administration is committed to promoting respect for & understanding of group differences/diversity:*



Survey Question to all FHDA Employees: *A generally positive environment has been achieved for the acceptance of group differences/diversity:*



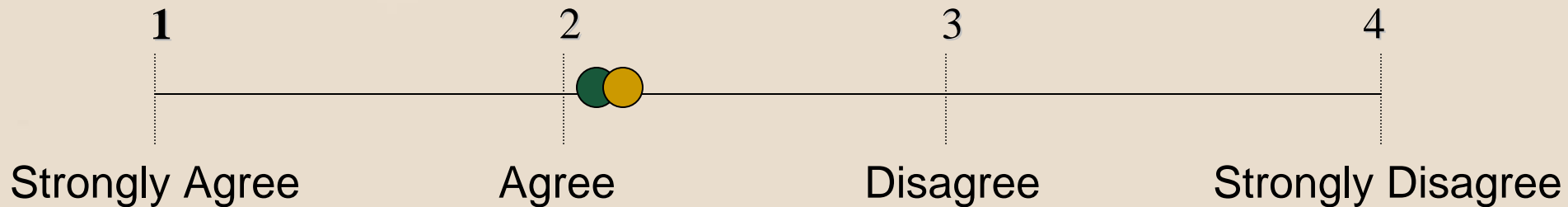


Environment Profile: Employees

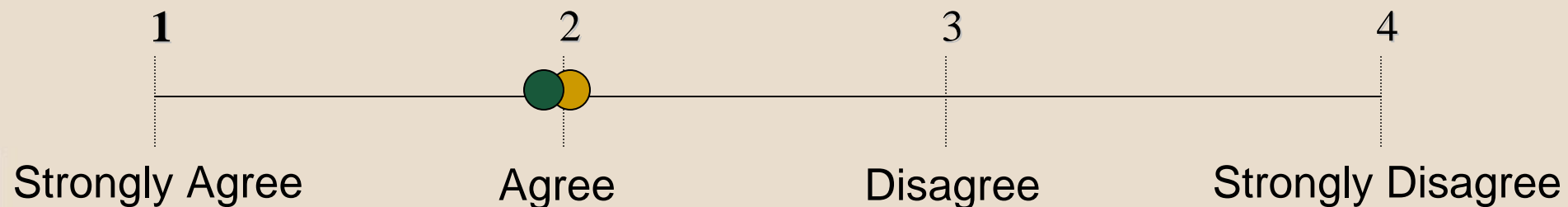
2003 Average Score = ●

2006 Average Score = ●

Survey Question to all FHDA Employees: *Equal opportunity exists in the District for advance/promotion:*



Survey Question to all FHDA Employees: *Equal opportunity exists in the District for professional growth:*





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Some Findings on College Environment

In the following slides we examine respondent perceptions of the *college environment* based on:

- The Degree Friendliness displayed on campus
- How Helpfulness Faculty & Staff were to their needs
- How Caring Faculty & Staff were to them
- How Respectful Faculty & Staff were to them
- Accessibility for the disabled
- How Welcoming Faculty & Staff were to them

As well as their assessment of the prevalence of :

- Racism
- Sexism
- Homophobia

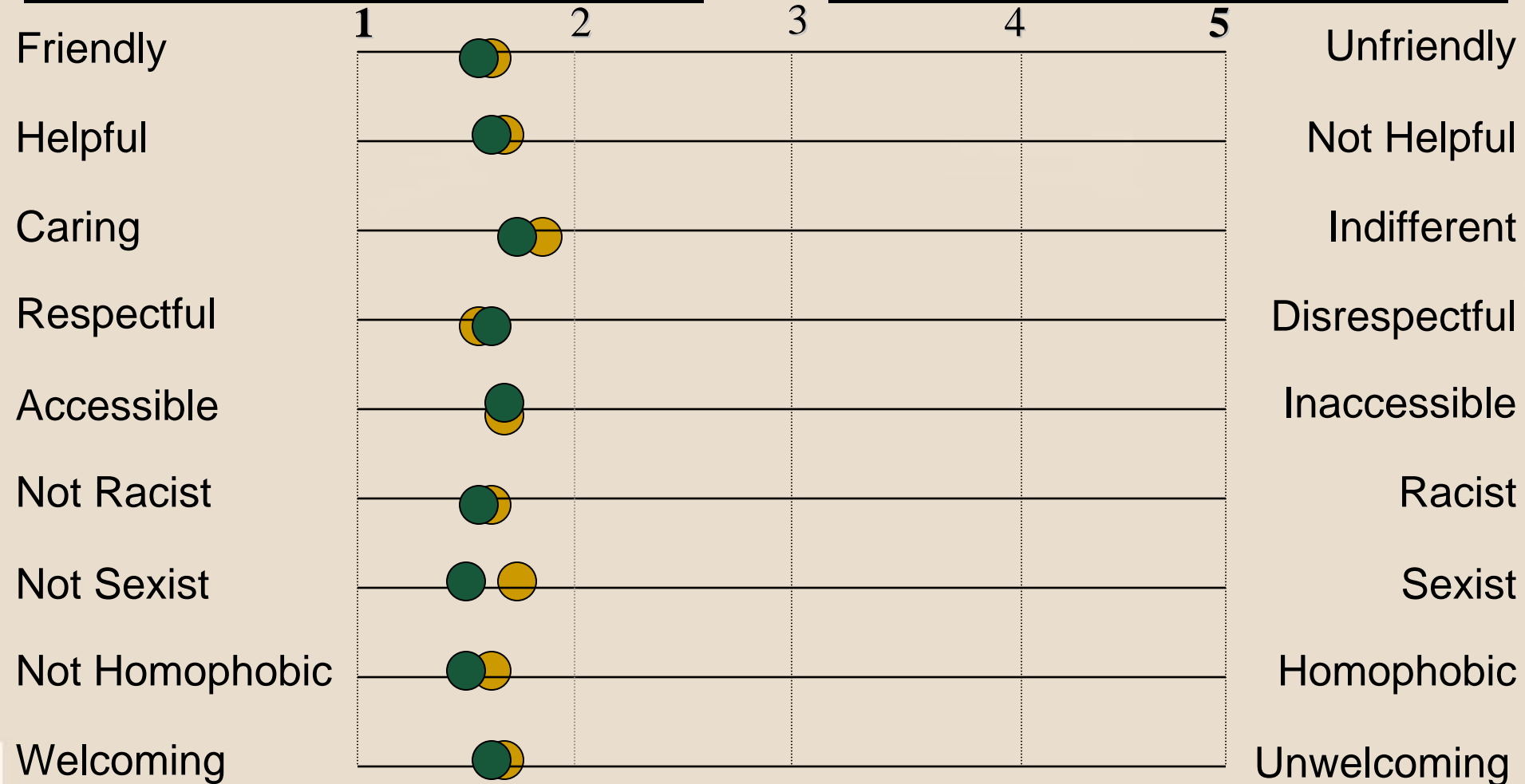


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Environment Profile: Employees

Average Score in 2003 = 1.70

Average Score in 2006 = 1.60





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Preliminary Findings

A Profile of *Student* Responses



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Preliminary Findings

In the following slides we introduce some preliminary findings from the 2006 survey that highlight District performance in terms of student perceptions & experiences related to:

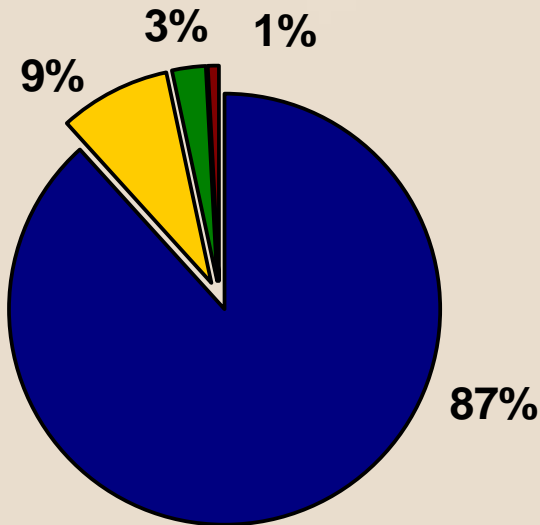
- Discrimination
- Harassment



Preliminary Findings on Student Discrimination

Survey question: Have you ever been discriminated against by:

FHDA Faculty or Staff

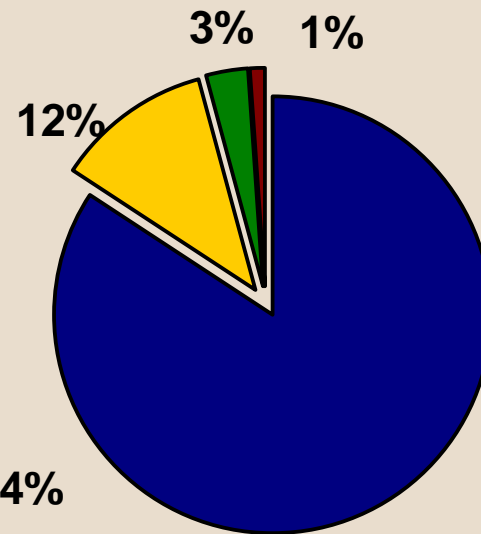


N = 3,401

Never

Rarely

Fellow Students



N = 3,408

Occasionally

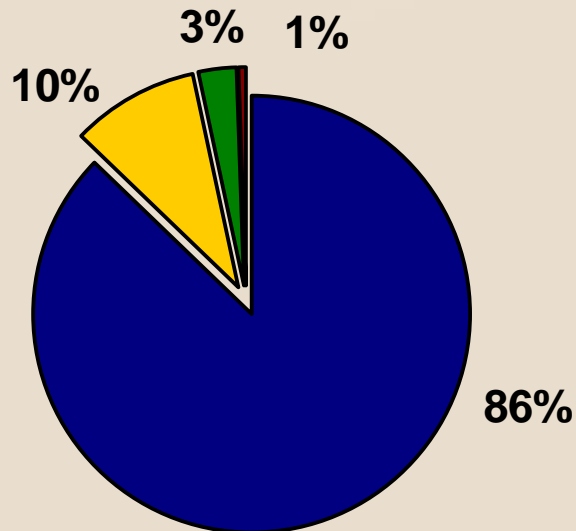
Frequently



Preliminary Findings on Student Discrimination

Survey question: Have you ever been **discriminated against**
based on:

Race/Ethnicity

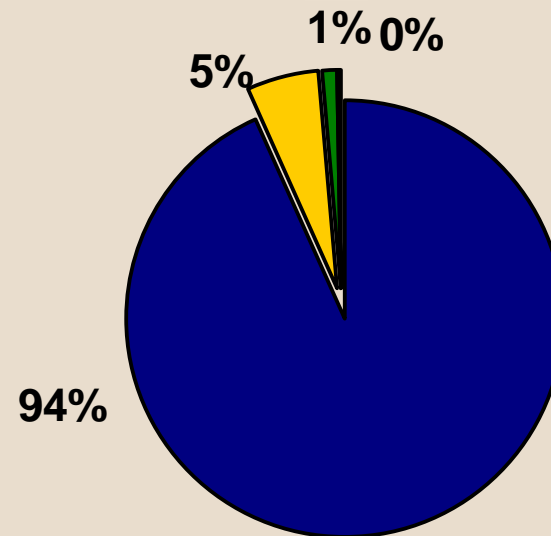


N = 3,417

Never

Rarely

Gender



N = 3,393

Occasionally

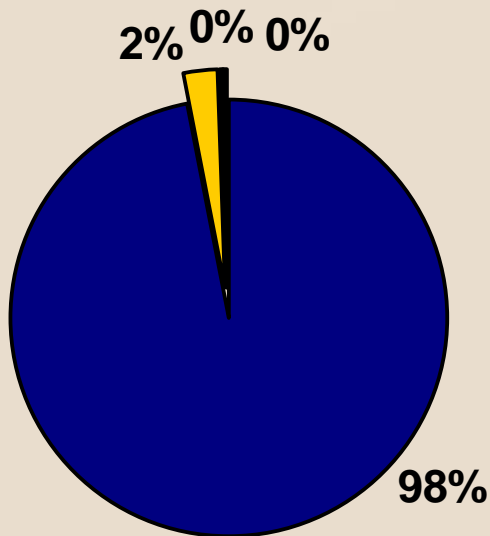
Frequently



Preliminary Findings on Student Discrimination

Survey question: Have you ever been discriminated against based on:

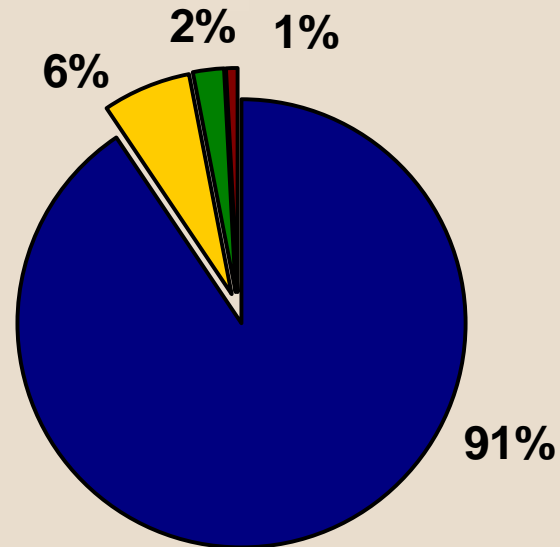
Sexual Orientation



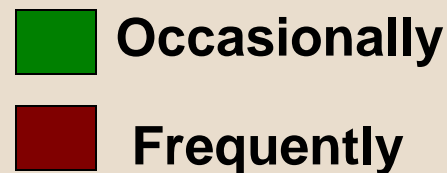
N = 3,385



Accent/Language



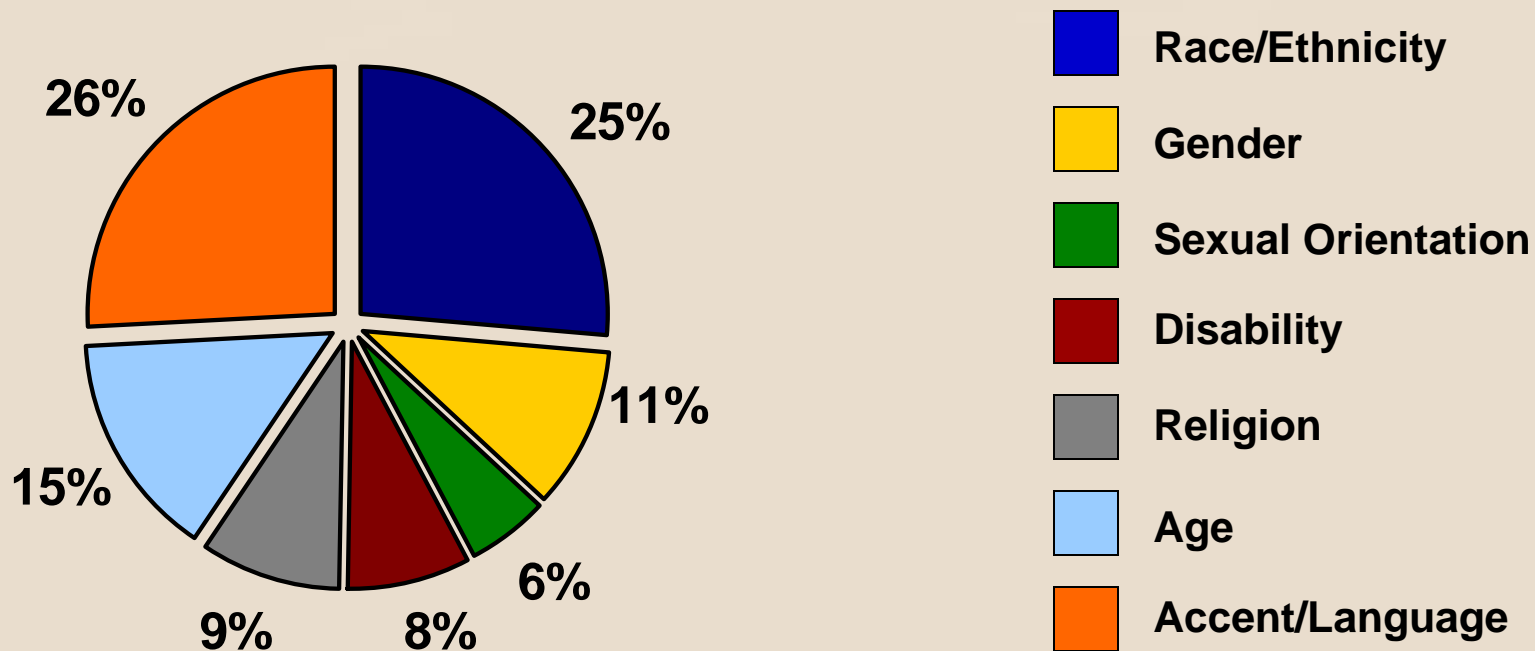
N = 3,397





Preliminary Findings on Student Discrimination

Of those students that felt that they were discriminated against occasionally or frequently - they felt that they were done so base on:



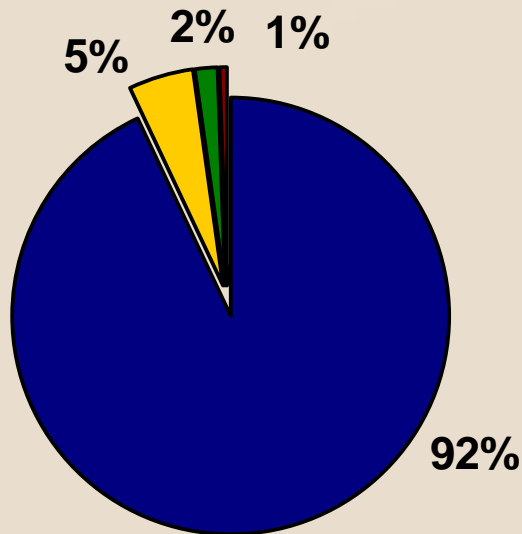
N = 138 out of 3,401 (3.9%)



Preliminary Findings on Student Harassment

Survey question: Have you ever been harassed by:

FHDA Faculty or Staff

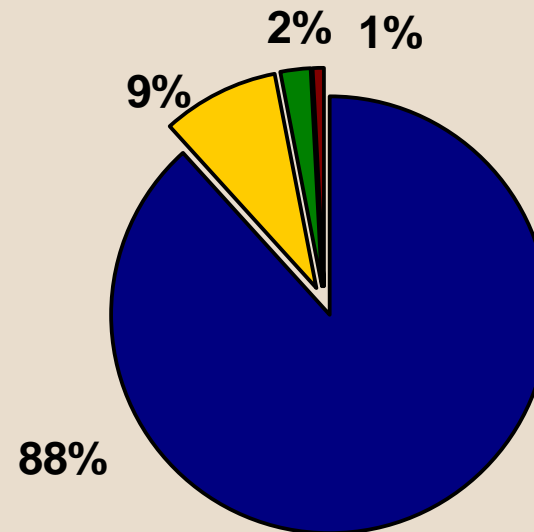


N = 3,413

Never

Rarely

Fellow Students



N = 3,414

Occasionally

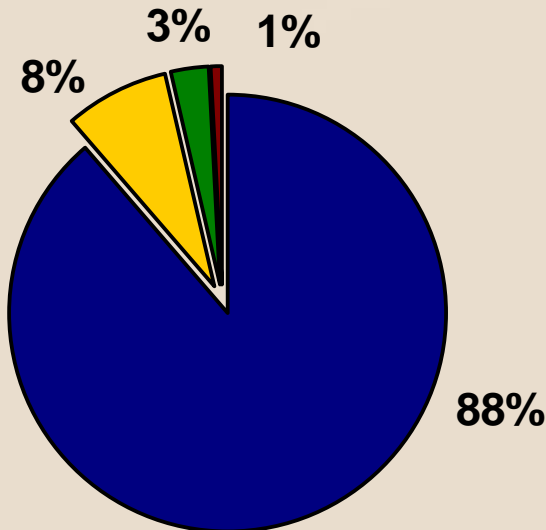
Frequently



Preliminary Findings on Student Harassment

Survey question: Have you ever been **harassed** based on:

Race/Ethnicity

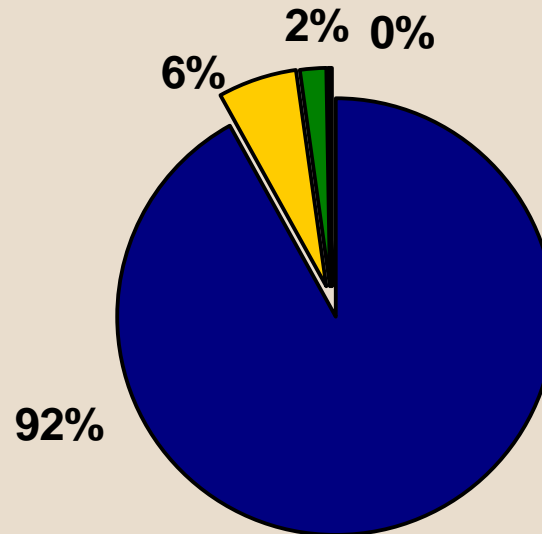


N = 3,423

Never

Rarely

Gender



N = 3,403

Occasionally

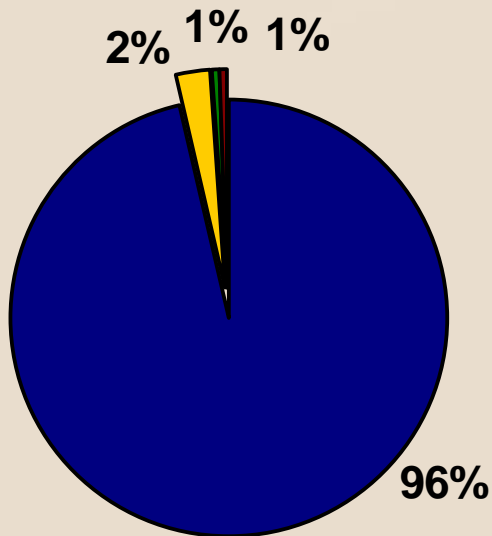
Frequently



Preliminary Findings on Student Harassment

Survey question: Have you ever been harassed based on:

Sexual Orientation

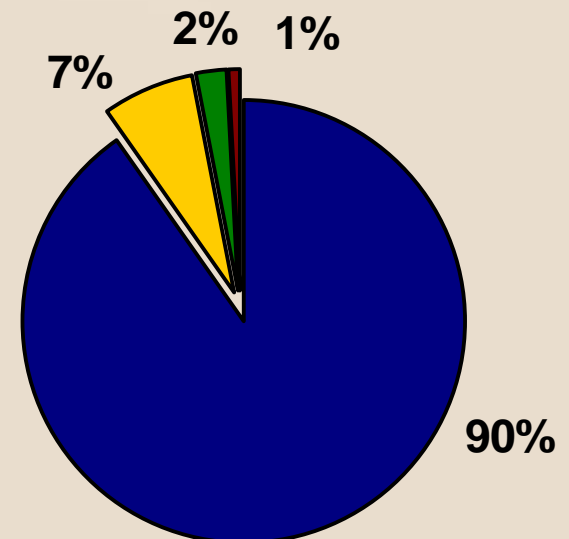


N = 3,395

Never

Rarely

Accent/Language



N = 3,393

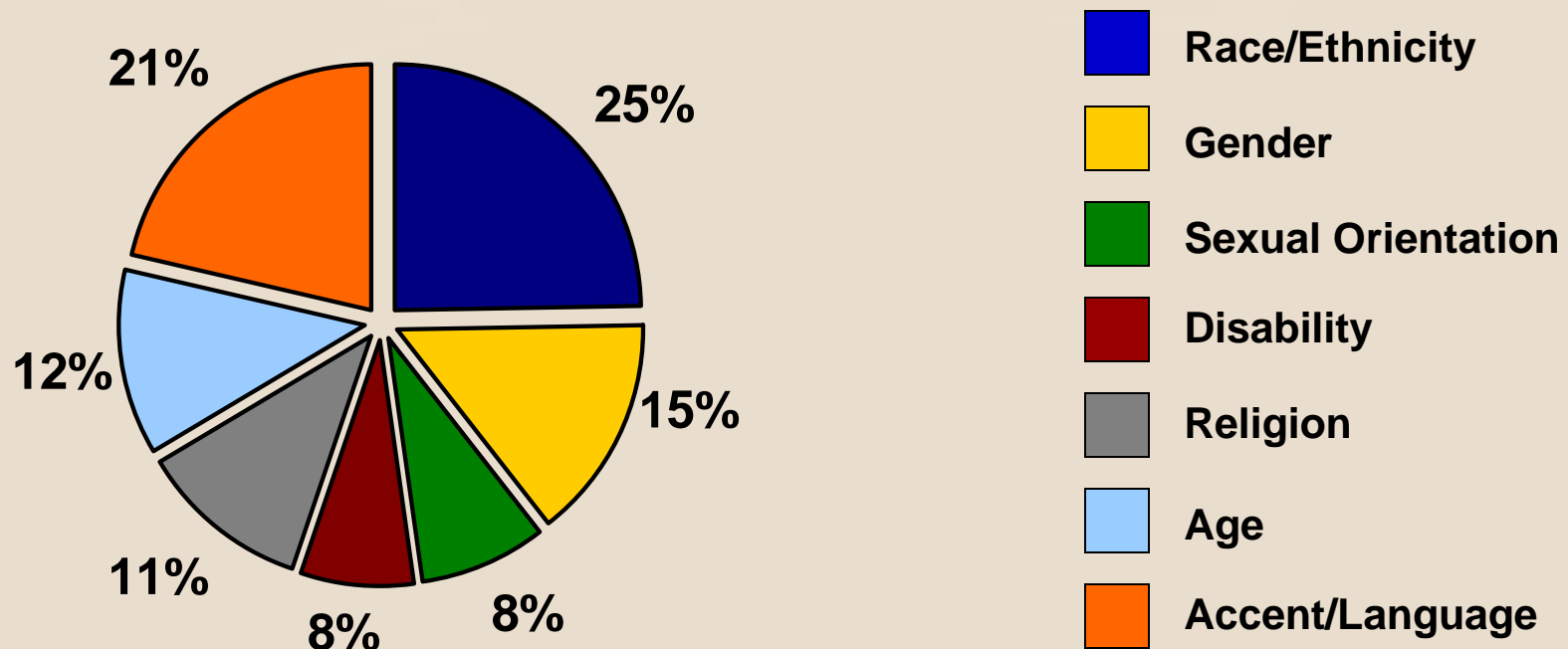
Occasionally

Frequently



Preliminary Findings on Student Harassment

Of those students that felt that they were harassed occasionally or frequently - they felt that they were done so base on:



N = 101 out of 3,413 (2.9%)

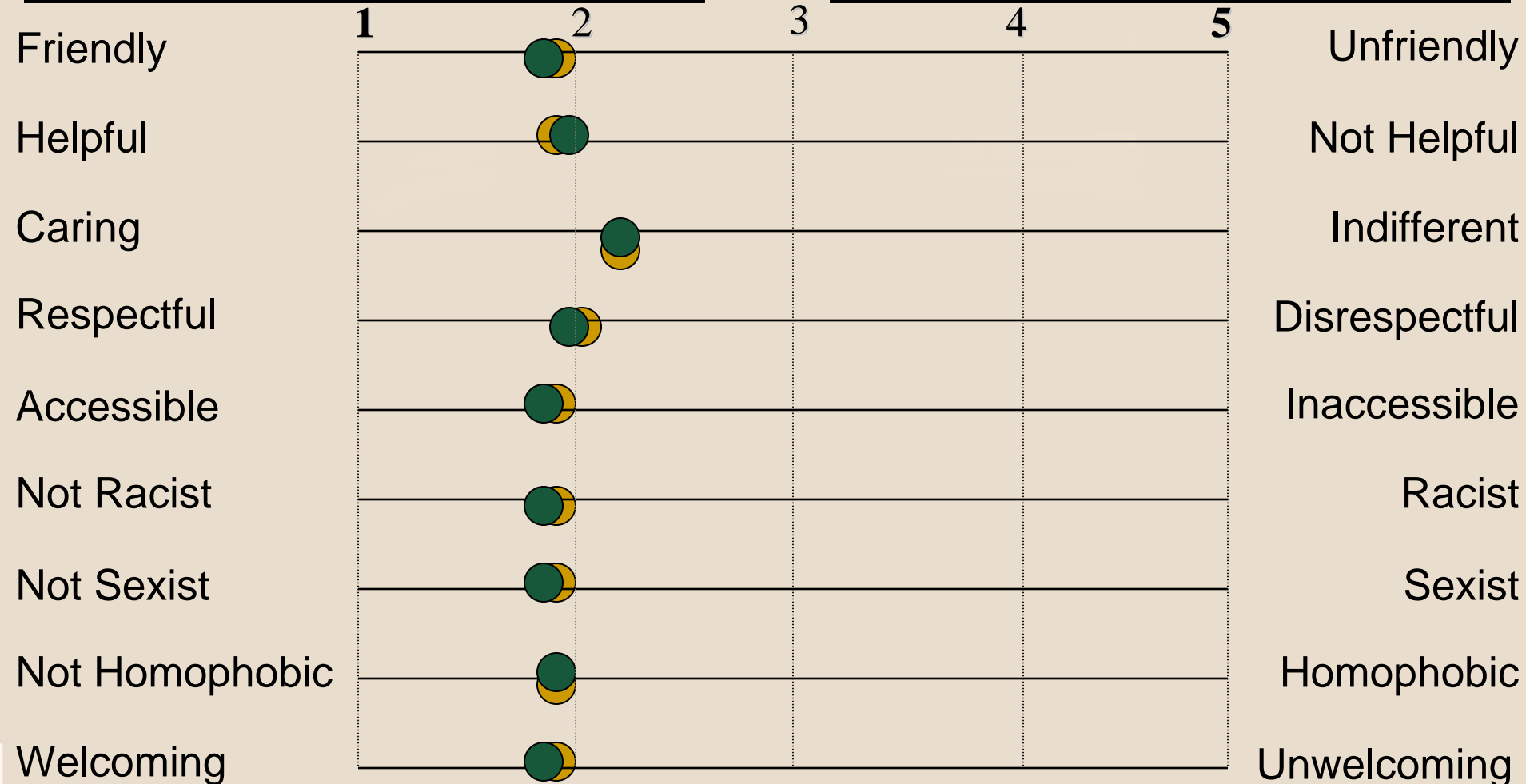


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Environment Profile: Students

Average Score in 2003 = 1.94

Average Score in 2006 = 1.92





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Next Steps

- More detailed analysis
- Develop report
- Plan - Response & Strategies
- District Climate Survey Spring 09