



**SAN DIEGO**  
Community College District

City College · Mesa College · Miramar College  
College of Continuing Education

## Survey Results

Division of  
Institutional  
Innovation  
and  
Effectiveness

OIER



## Employee Campus Climate

Natalia Córdoba-Velásquez Alarcón  
Director, OIER

**SDCCD**  
Employees Climate

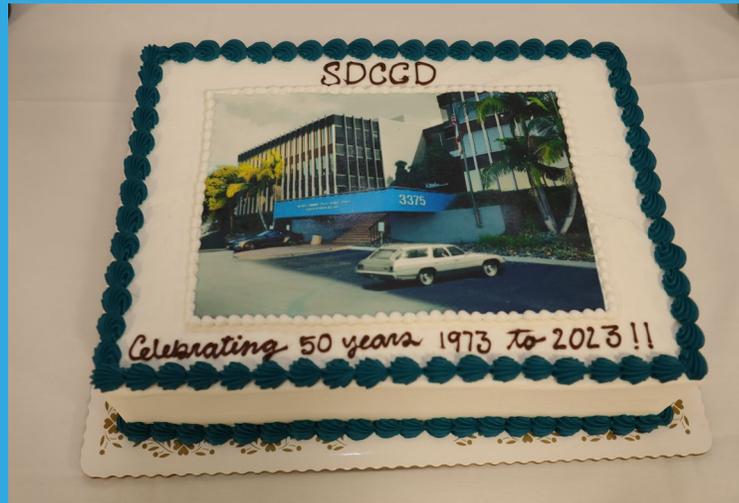
# Purpose of the Survey

- Support Diversity, Equity, Inclusion, Access, and Anti-racism initiatives at SDCCD.
- Enhance the campus environment for all students and employees, particularly for marginalized groups.
- Foster greater visibility, information-sharing, and building on a common knowledge base.
- Provide longitudinal data to inform new and enhanced strategic climate initiatives.



# Historical Overview

Total responses:  
1,185

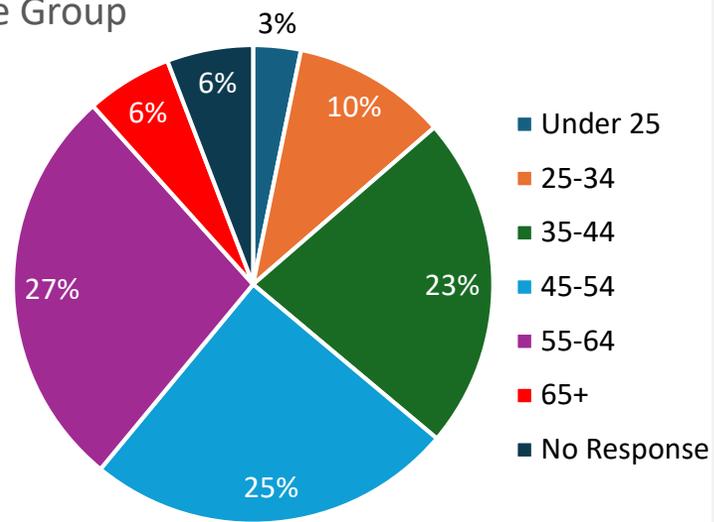


2010, 2014, 2018, and 2022

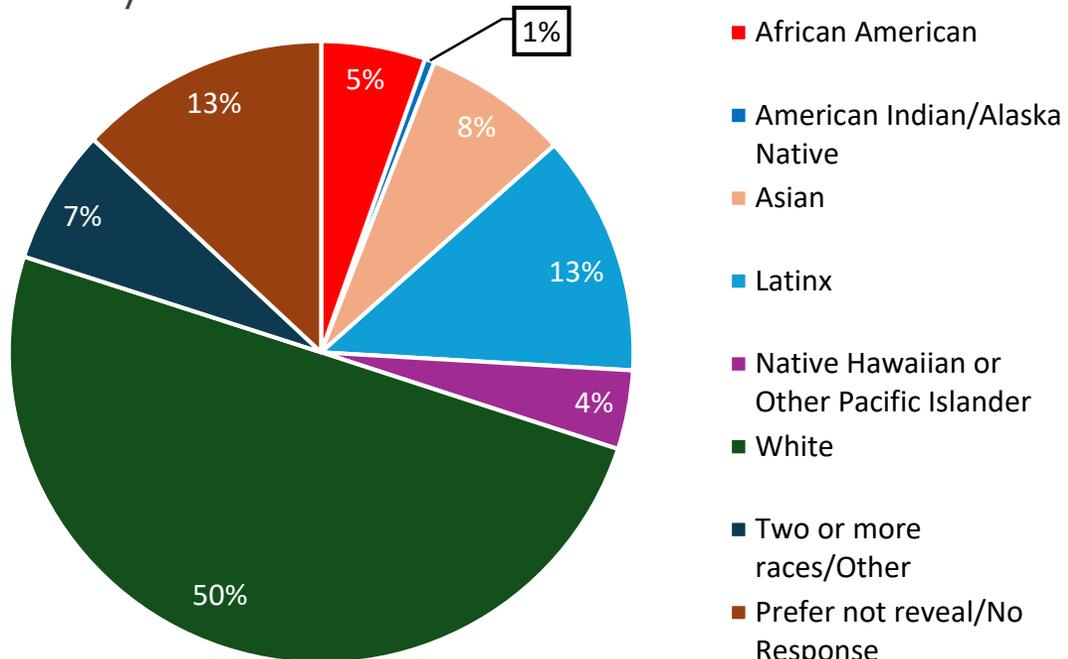
1. Evolution of Our Institution
2. Comprehending Campus Dynamics
3. A Methodical Approach to Data Collection



Age Group



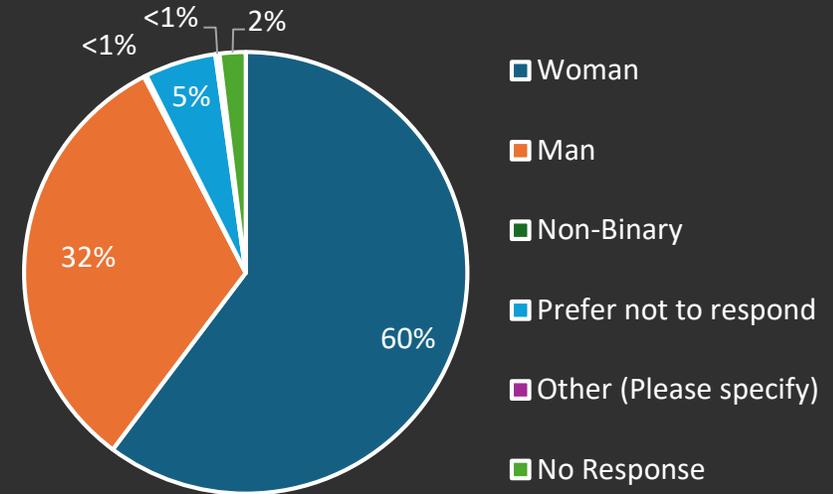
Ethnicity



# Demographics

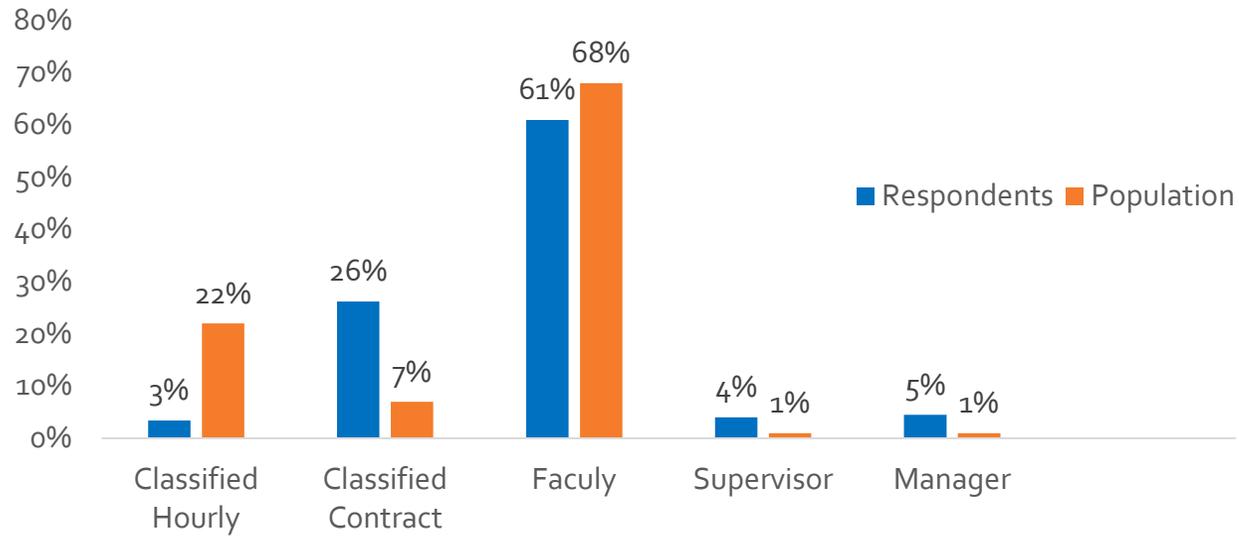
All Years Included

Gender Identity

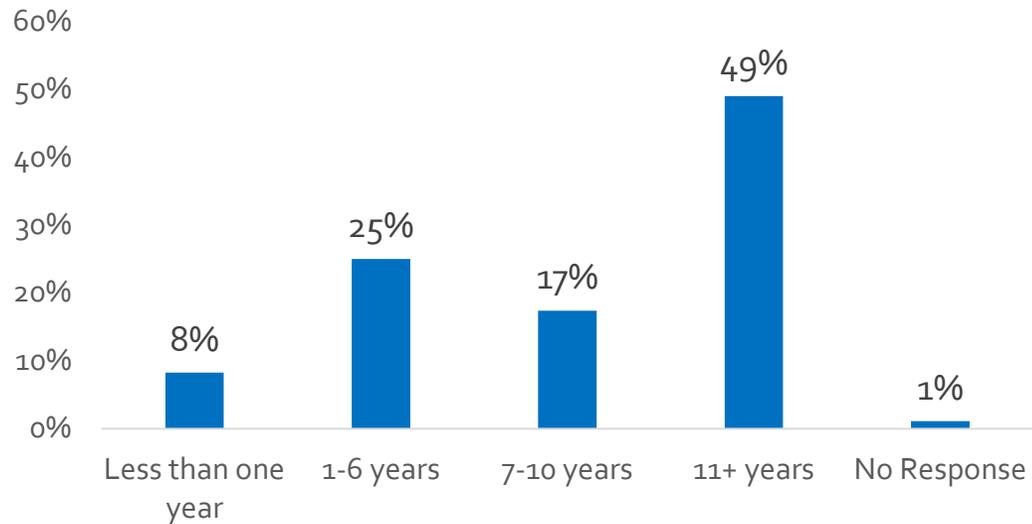


All Iterations Included

## Employment Type



## Employment Length



# Employment

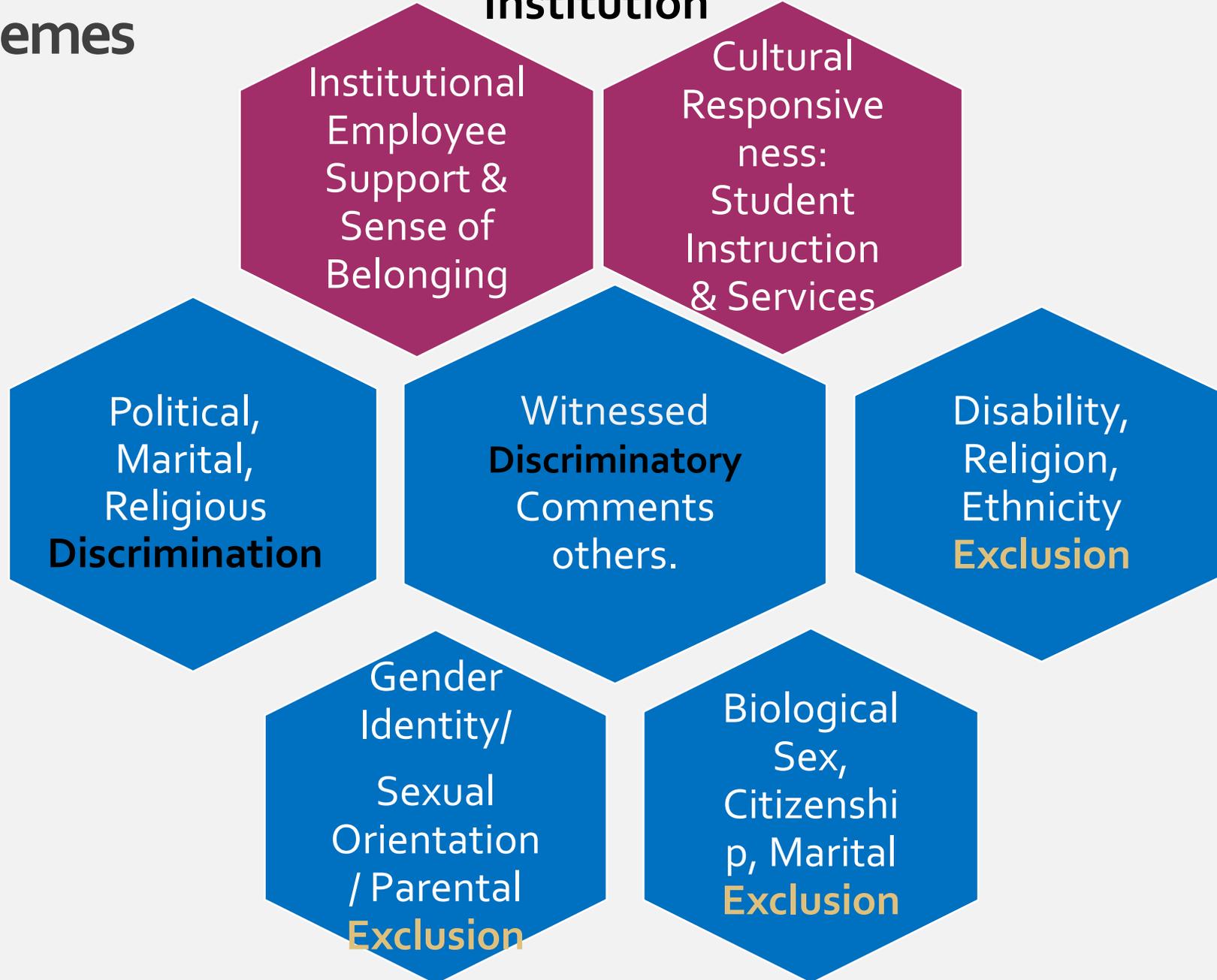
All Iterations Included



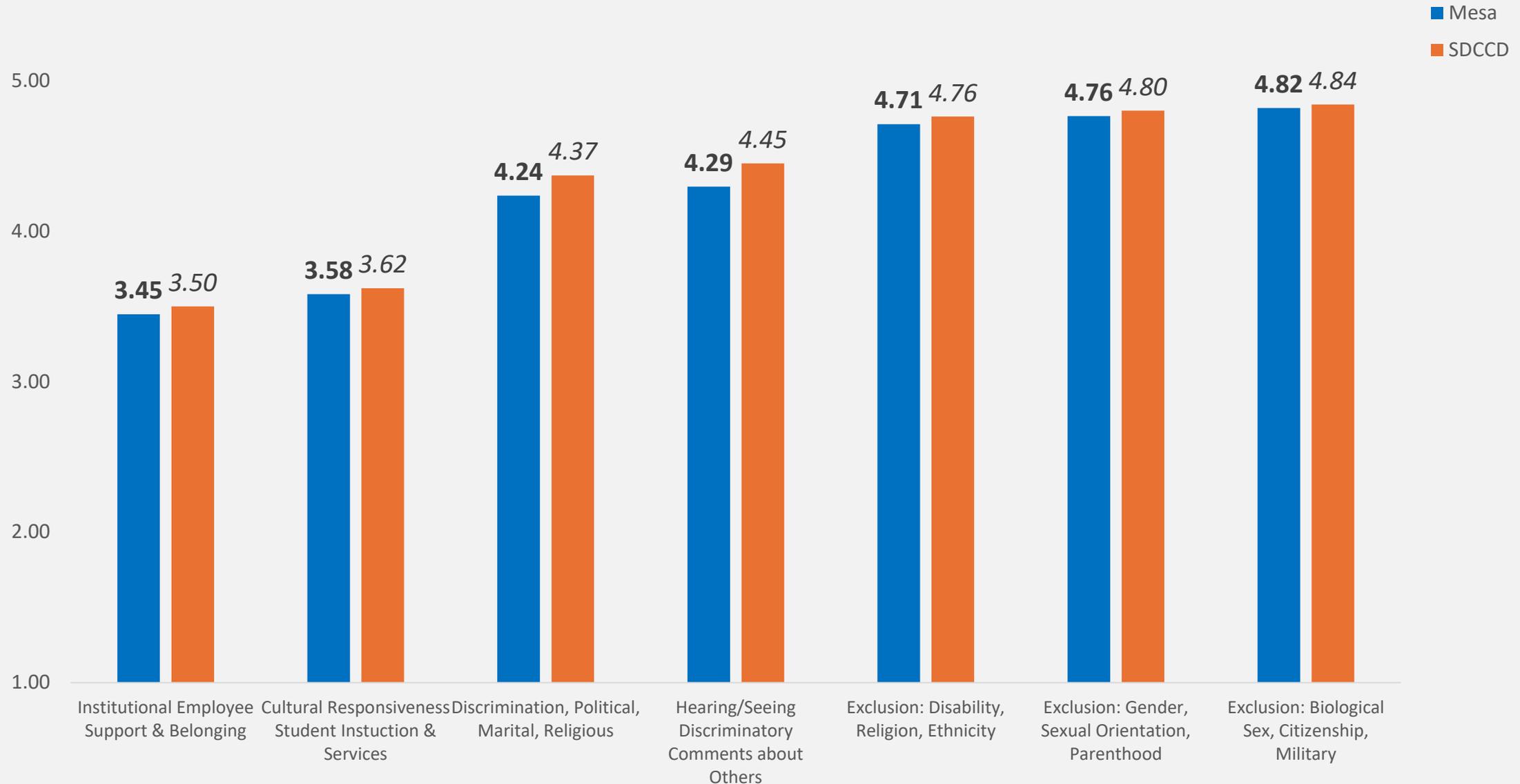
# Findings

# Main Themes

## Institution



# Theme Analysis: Average 2010-2022

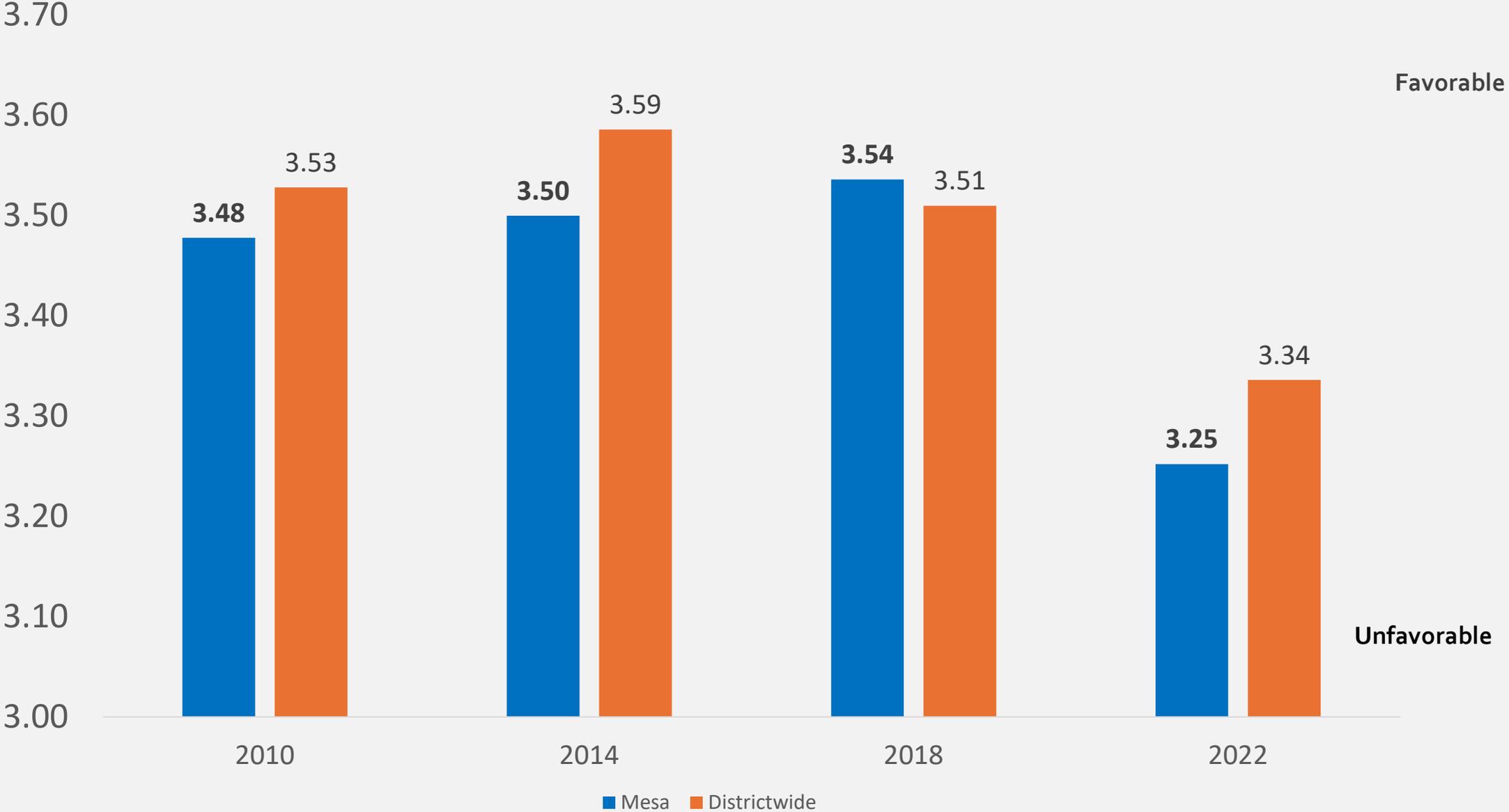


Favorable

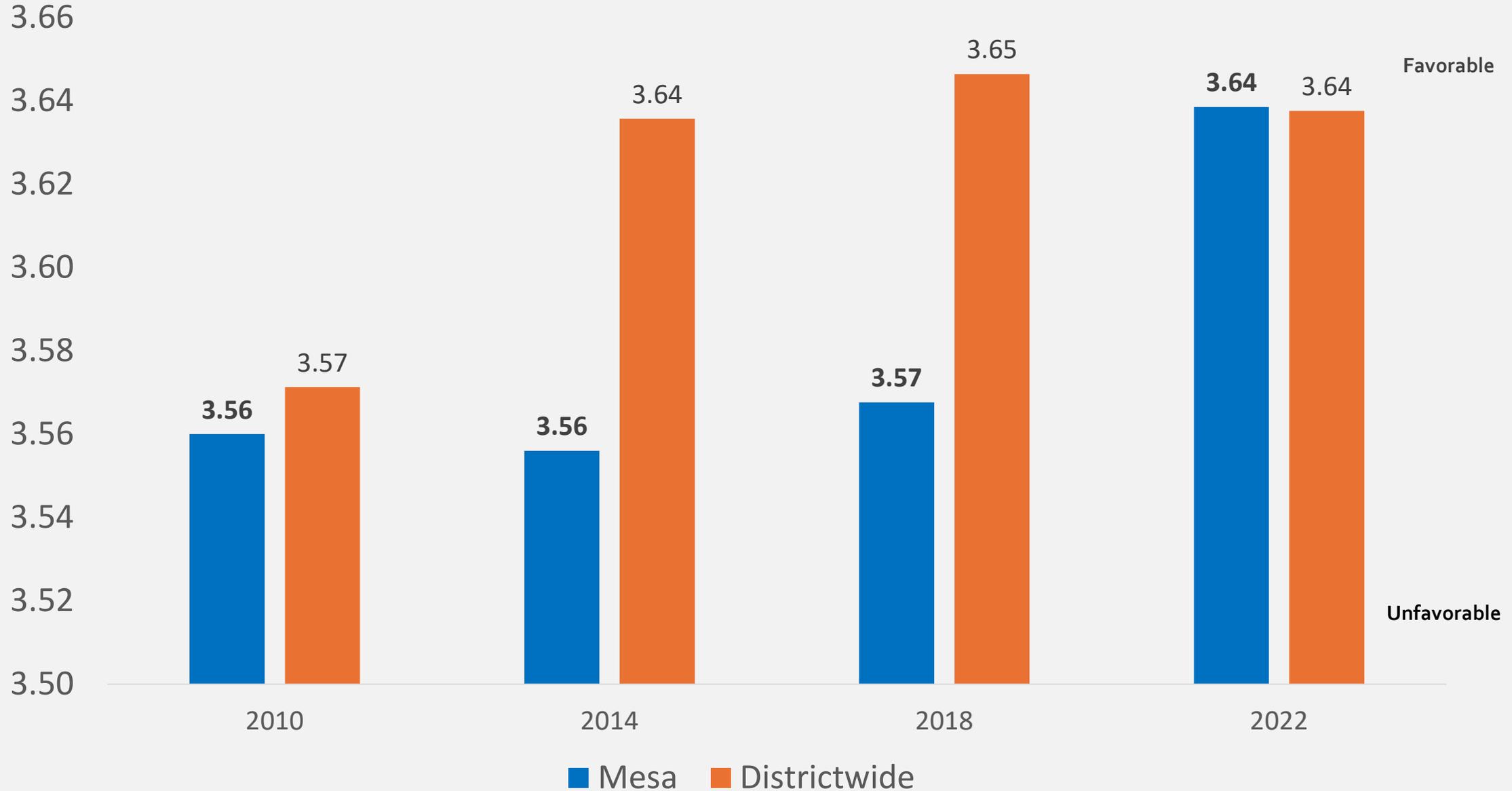
Scale of 1 through 5. Higher value indicates more favorable or positive perception. The 'Do not Know' responses were excluded.

Unfavorable

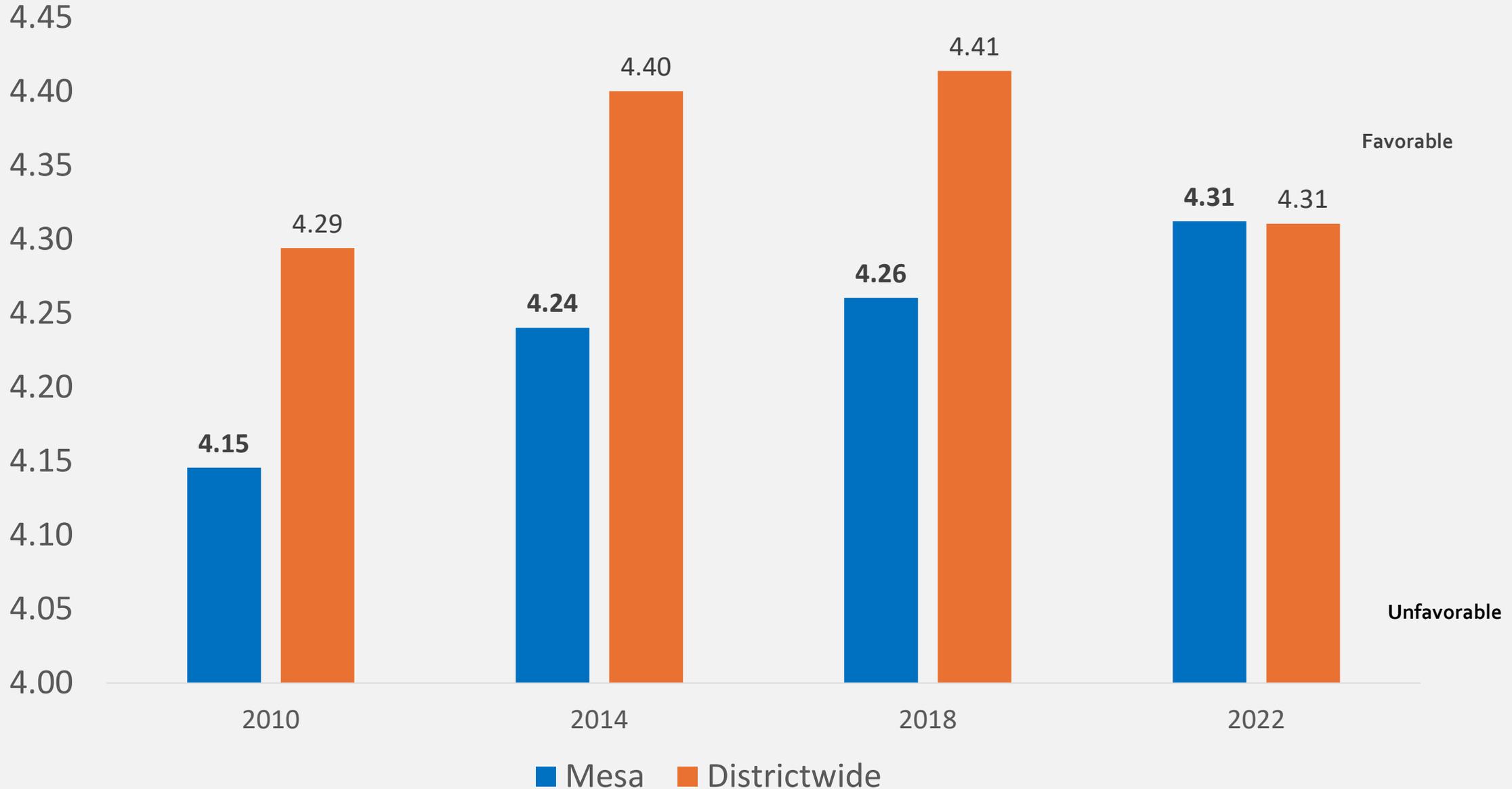
# Institutional Employee Support & Sense of Belonging - Yearly Averages



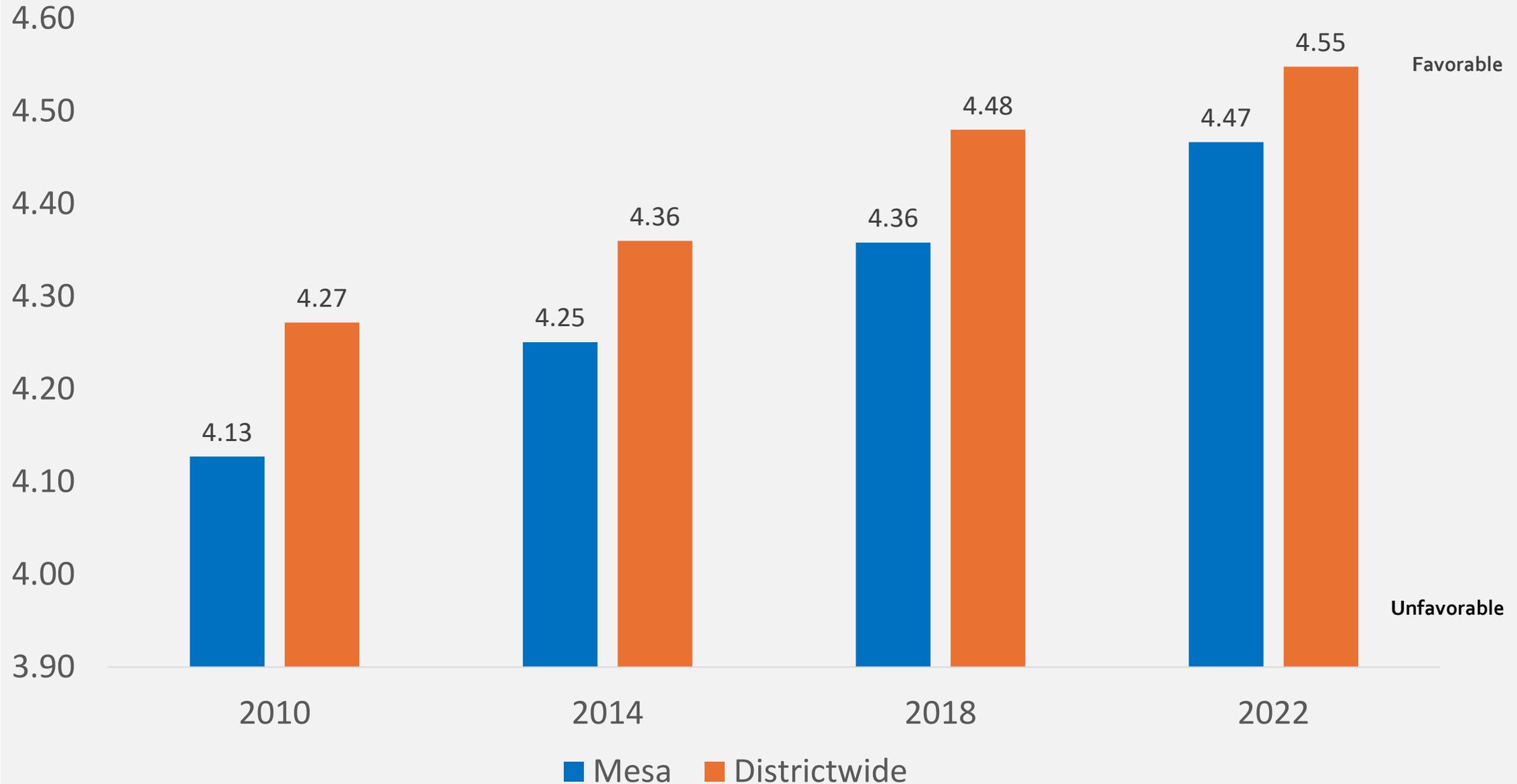
# Cultural Responsiveness: Student Instruction & Services - Yearly Averages



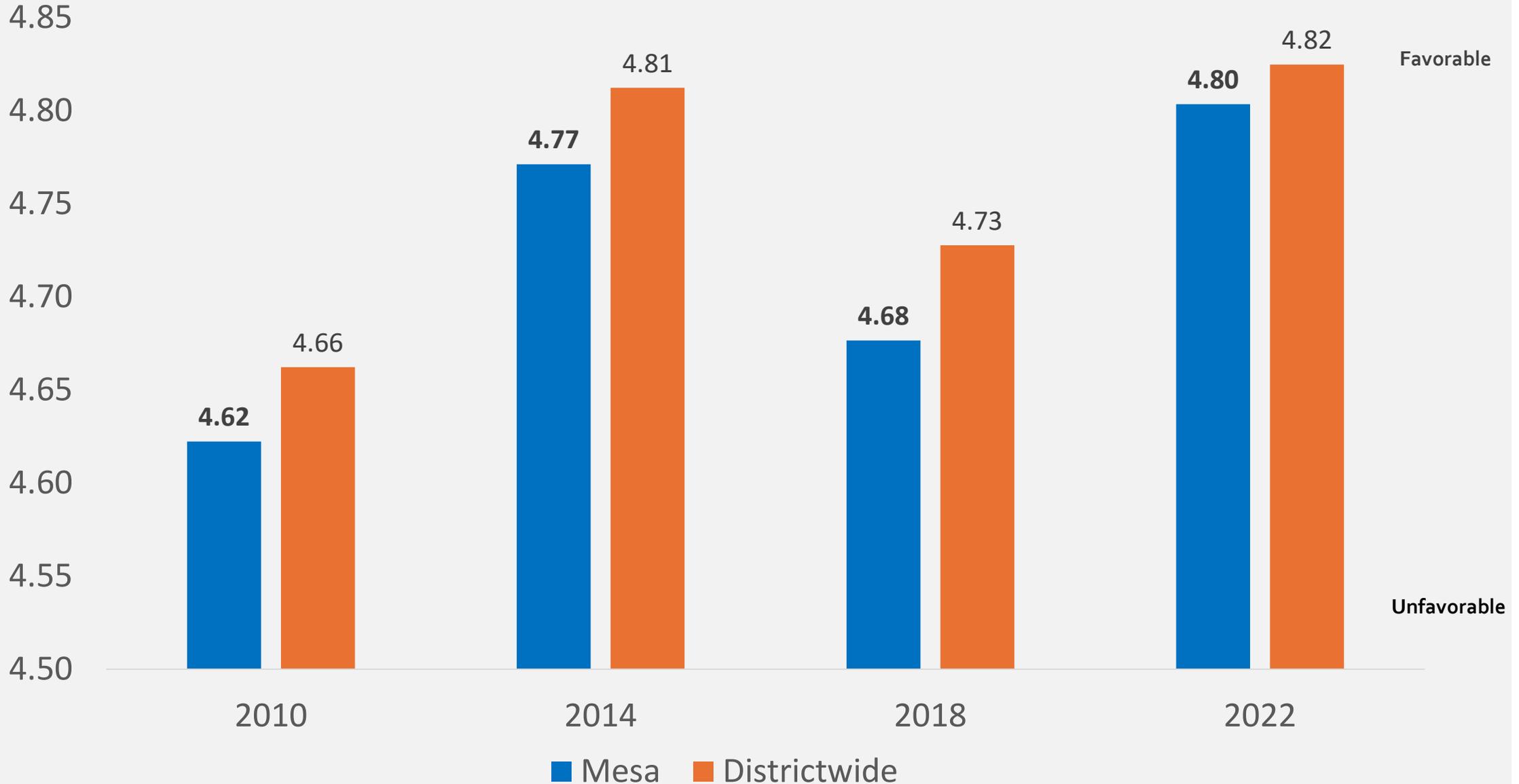
# Discrimination: Political, Marital, Religious -Yearly Averages



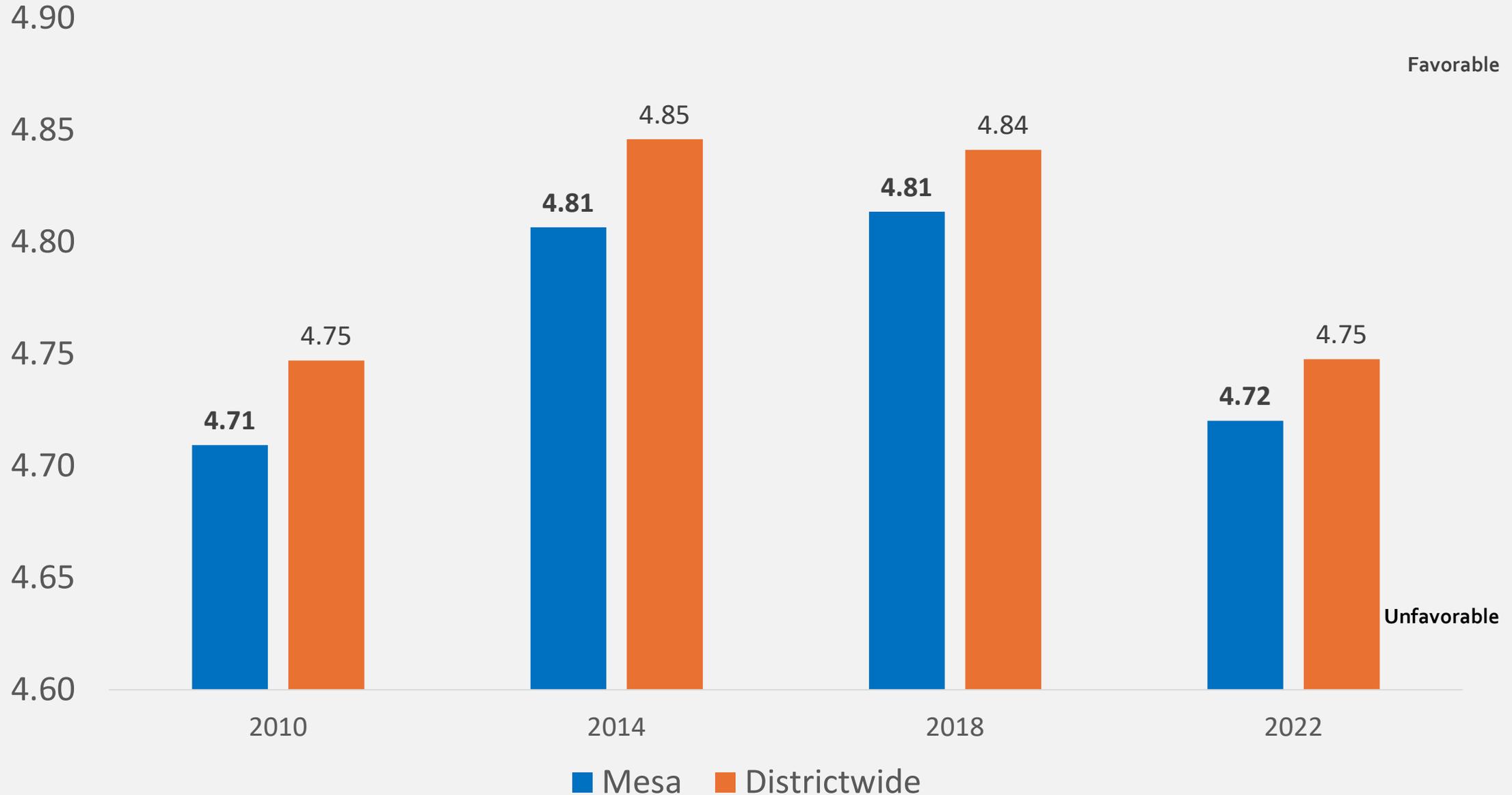
# Discrimination: Witnessed/heard Comments about Others - Yearly Averages



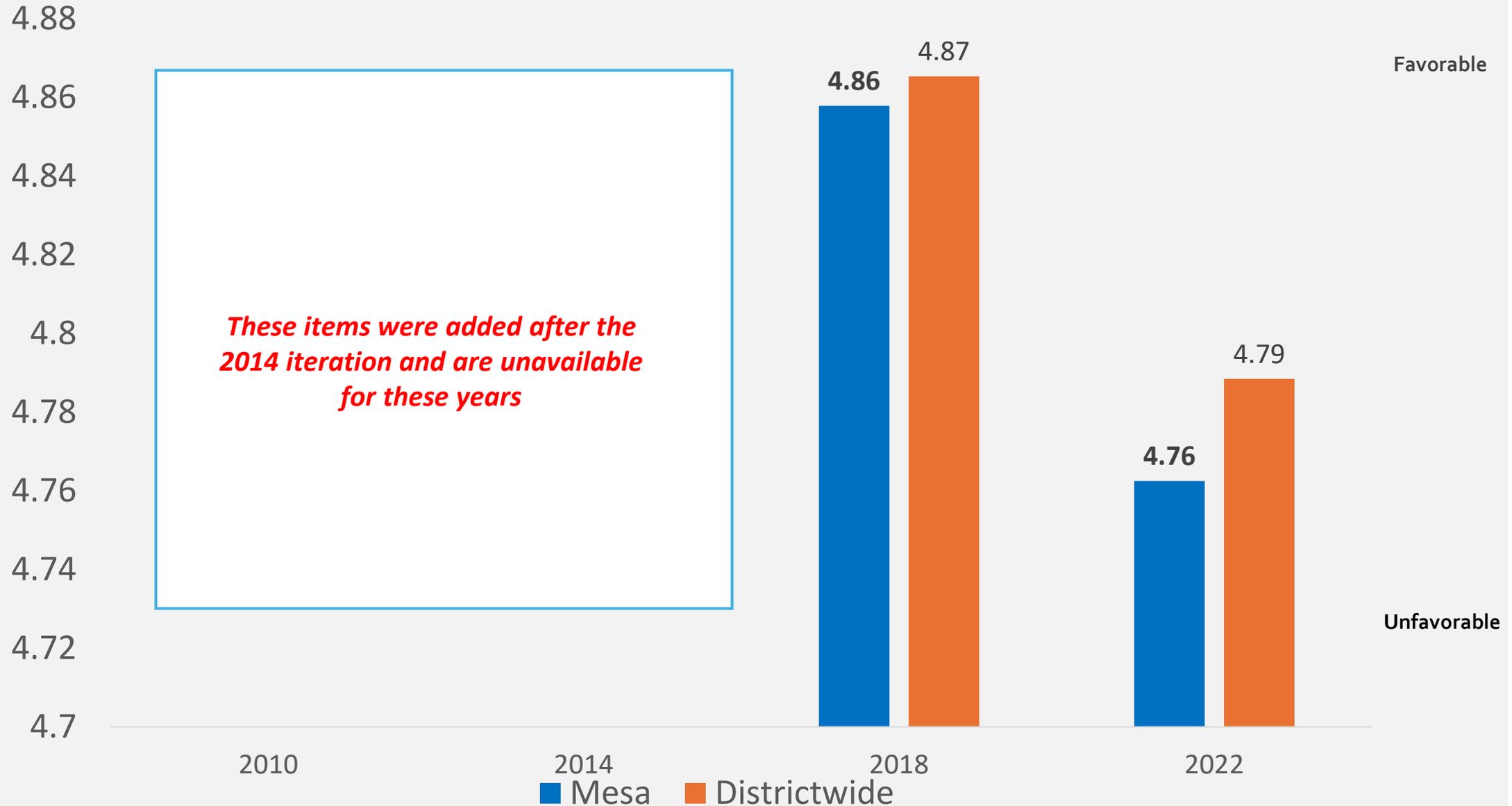
# Exclusion: Disability, Religion, Ethnicity - Yearly Averages



# Exclusion: Gender, Sexual Orientation, Parenthood -Yearly Averages



# Exclusion: Biological Sex, Citizenship, Military -Yearly Averages



Cover

Overview and Resources

Definitions

Respondents

Characteristics

Agreement vs Frequency

Factor Comparison

Agreement Items

Frequency Items

Factors

Intro to Factors

Institutional Employee S...

Cultural Responsiveness...

Discrimination: Comme...

Exclusion: Political, Mari...

Exclusion: Disability, Reli...

Exclusion: Biological Sex...

Exclusion: Gender, Sexu...

Means by Item

Means by items and Ch...



**SAN DIEGO  
COMMUNITY COLLEGE  
DISTRICT**

**SAN DIEGO  
MESA COLLEGE**

# Employee Cultural Climate Survey Historical Overview

*Mesa College*

Prepared by:  
SDCCD Office of Institutional Effectiveness and Research  
Fall 2023

**Focus  
Year:**

**2022**



## Three Questions Included:

*Please comment on areas of the climate you believe your primary institution supports well.*

*Please comment on one area of the climate you believe your primary institution needs to improve upon.*

*Please describe your experience with the climate of your primary institution related to Diversity, Equity, Access, Inclusion, or any other aspect you find relevant to the climate.*

# Key Themes Uncovered in the 2022 Survey's Open-Ended Questions

*Please comment on areas of the climate you believe your primary institution supports well.*

- Effective support for **Diversity, Equity, and Inclusion (DEI)** initiatives.
- Positive contributions from **support services**, particularly from colleges.
- **General positivity about specific individuals**, governance, facilities, academic programming, policies, or safety.

# Themes and Respondents' Quotes

## Positive Aspects of the Climate

- DEI support.
- Contributions from support services.
- Professional Development

*"As a faculty member who is not very familiar with the in's and out's of student services, it appears that they are implementing amazing numerous initiatives to address equity and inclusion."*

*"I believe there is overall support for diversity in all levels, students, faculty, administrators and support staff at Mesa College and the district."*

*"Mesa is a very diverse campus and has a lot of student support services and extra curricular clubs for students to achieve a sense of belonging."*

# Key Themes Uncovered in the 2022 Survey's Open-Ended Questions

*Please comment on one area of the climate you believe your primary institution needs to improve upon.*

- Concerns related to **DEI**, including feelings of exclusion and calls for more nuanced approaches.
- Issues in Climate **Workplace Dynamics**, such as **inequitable dynamics, overwhelming workloads, and manifestations of discrimination**.
- Challenges in Climate **Sense of Safety** or Freedom of Expression, particularly regarding the **expression of views and concerns about rights not being respected, especially in religious or political contexts**.

# Respondents' Quotes

## Areas of Improvement

*"Equity across all versions of staff levels (NANCE, Classified, Faculty, etc.) could be improved upon as well as advancement opportunities and pathways towards advancement and long-term belonging for NANCE and Classified staff that are part time vs full time. I can say that as a part-time NANCE I often feel excluded from events and meetings that I might otherwise be included in if I were full-time or not a NANCE."*

*"I believe my primary institution could improve upon diversity, equity, and access."*

*"Ageism is alive and well at Mesa College. It is embarrassing and I believe promoted by the administration at the college. "*

- Concerns related to **DEI**, including feelings of exclusion.
- Issues in Climate **Workplace Dynamics**.
- Challenges in Climate **Sense of Safety** or Freedom of Expression.

*"1. We are over-committed (initiative fatigue) and grossly under-staffed. It is leading to burn-out on massive levels. No one wants to admit it or address it. Many staff and faculty feel that we have sacrificed quality for quantity. 2. Some folks are not as invested in DEI as others, and some of the people who are very invested don't have the patience for people who are taking longer to learn and grow. The people that are taking longer - or have questions - have been labeled as "racists" or "difficult", which is unfair, unkind and - in some cases - untrue. The accusations then create an atmosphere that appears unsupportive - which is contrary to what we are trying to achieve. Leadership says that we need to "call people in, not call people out," but then they don't practice what they preach"*

*"We need more support and hiring of employees that are people of color and women. Also faculty in general need more support. We are overworked and underappreciated by admin."*

# Key Themes Uncovered in the 2022 Survey's Open-Ended Questions

*Please describe your experience with the climate of your primary institution related to Diversity, Equity, Access, Inclusion, or any other aspect you find relevant to the climate.*

- DEI Perceptions, **revealed both positive observations and expressions of exclusion and discrimination.** Some perceived DEI efforts as rhetorical, lacking substantive action.
- Workplace dynamics: **Dysfunctional aspects and treatment disparities** among employees in different classifications.
- Safety and Expression: **Some employees feel unsafe to engage, fearing discrimination or retaliation,** particularly when **expressing political or religious** beliefs.

# Respondents' Quotes

*"Although the word "equity" gets tossed around a lot, I am not confident that most employees of the institution really understand what it means. I think we need to do more than require that the word be used in meetings without much meaning. Equity trainings such as Teaching of Men of Color, should be required. It's also important to look at equity from a different perspective. We regularly discuss what we can do to help students but not what can be done to make sure that all employees are treated in an equitable manner. Adjunct instructors, in particular, are often left on the back burner when it comes to equity."*

*"I want to see there be more effort to build community among instruction, student services, and facilities. We are all working towards the same goal, but it feel like some people think their way is the only way to be. There are MANY ways to serve students, and they are all value and should be treated as such. We need a more RESPECTFUL WORK ENVIRONMENT."*

## Diversity, Equity, Access and Inclusion

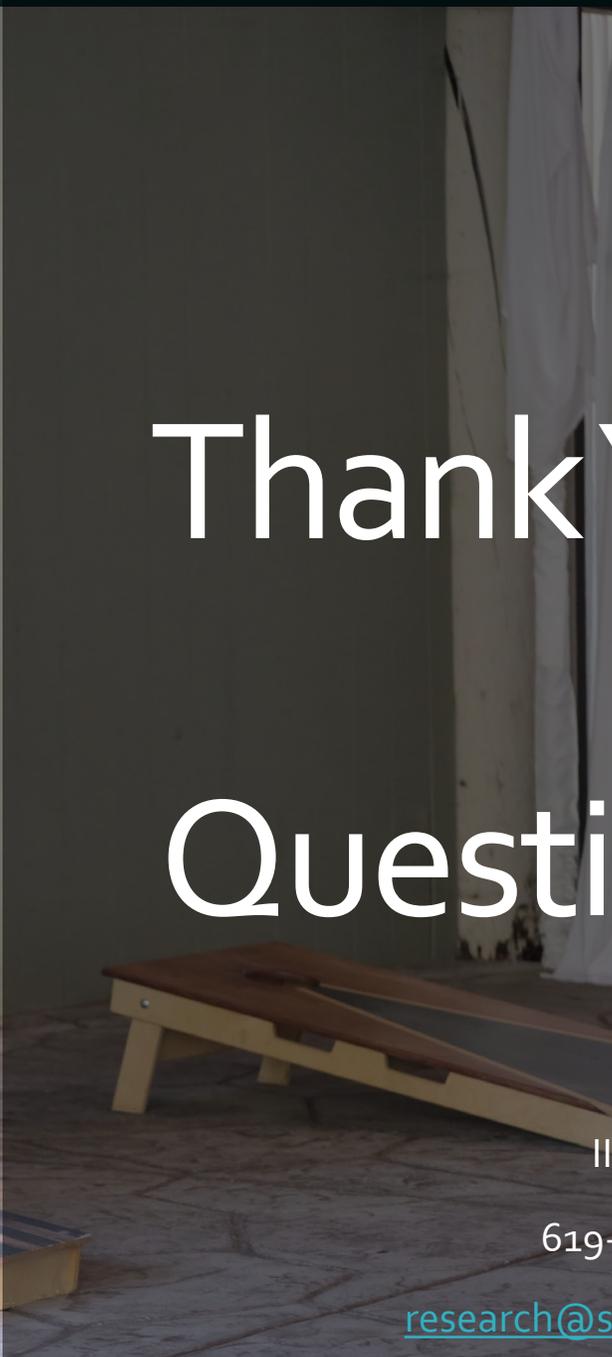
- DEI Perceptions, **revealed both positive observations and expressions of exclusion and discrimination.**
- **Dysfunctional aspects and treatment disparities.**
- Safety and Expression: **Some employees feel unsafe to engage.**

# Next Steps

| Activity   | Status and Outcomes  |
|--|--|
| <b>Present to DGC and Board of Trustees</b>                  | Introductory Presentation Completed.   |
| <b>Individual College Data Presentations at Each College</b> | In Progress  |
| <b>Upcoming Climate Survey</b>                               | Depending of approval, to participate in the statewide survey designed by RP for CCs |
| <b>Explore Outside Vendor for Qualitative Research</b>       | Not Yet Started. This is Dependent on the Feedback Across the Institutions.          |

# Resources

| Term   | Reports and Dashboards  |
|--|---|
| <b>Historical</b><br><b>2010, 2014, 2018, 2022</b> | <a href="#">Districtwide Dashboard</a> ; <a href="#">Detailed Dashboard</a><br>Individual Dashboards: <a href="#">City</a> , <a href="#">Mesa</a> , <a href="#">Miramar</a> , <a href="#">SDCCE</a> ;<br><a href="#">District Office</a><br><a href="#">Districtwide Report</a> |
| <b>Spring 2022</b>                                 | Individual reports: <a href="#">City</a> , <a href="#">Mesa</a> , <a href="#">Miramar</a> , <a href="#">SDCCE</a>   |
| <b>Spring 2018</b>                                 | Individual reports: <a href="#">City</a> <a href="#">Mesa</a> , <a href="#">Miramar</a> , <a href="#">SDCCE</a><br>Presentation: <a href="#">Board Presentation</a>   |



# Thank You & Questions

II&E/ OIER



619-388-6723



[research@sdccd.edu](mailto:research@sdccd.edu)



**SDCCD**  
Employees Climate