



SMCCCD Climate Survey Aggregate

1. My workplace has representation of staff from diverse backgrounds, including race, ethnicity, and sexual identity.

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2. In my workplace, I do not feel that I have to hide parts of my individual identity to be treated like I belong.

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3. My workplace actively seeks and values diverse staff perspectives to inform decision making.

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4. Cultural focused professional development programs/opportunities are available to me (e.g. training, conferences).

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5. My workplace fosters an inclusive, supportive environment, that values diversity and promotes belonging for underrepresented groups.

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6. I feel connected and feel like I belong within my immediate workplace.

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7. My supervisor takes immediate and appropriate action in response to discrimination, bias, or harassment.

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8. There is equal opportunity for me to be promoted when positions become available.

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9. Favoritism is not an issue in my workplace.

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10. I am treated fairly in my workplace, regardless of my social identity (e.g., race/ethnicity, gender, sexual orientation, disability, or other identities).

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11. I have witnessed or experienced situations where an employee's ideas or perspectives were not valued or considered due to factors such as race/ethnicity, gender, sexual orientation, disability, or other identities.

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12. If and when I experience harassment, bias, microaggression or other discriminatory behavior, I would prefer to address the issue with...

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13. I know what to do, or who to go to if I experience or witness bias, harassment, microaggressions or discrimination.

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14. The information technology systems at SMCCCD (e.g., Banner, WebSMART, Argos, Formfusion, Banner Xtender Solutions, Degree Works, Salesforce) help me do my job more effectively and efficiently.

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15. The written procedures (i.e., standard operating procedures) in my division(s) allow me to do my job effectively and efficiently.

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16. Persons who report suspected improprieties, including fraud, waste, or mismanagement, are protected from retaliation.

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17. If I report improprieties, including fraud, waste, or mismanagement, to my supervisor(s), I am confident that the improprieties will stop.

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18. Management of my division(s) demonstrates high ethical standards

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19. Which site do you primarily work?

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20. What is your age?

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21. What is your race or ethnicity?

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22. What is your gender?

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23. What is your sexual orientation?

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24. What is your primary job classification?

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