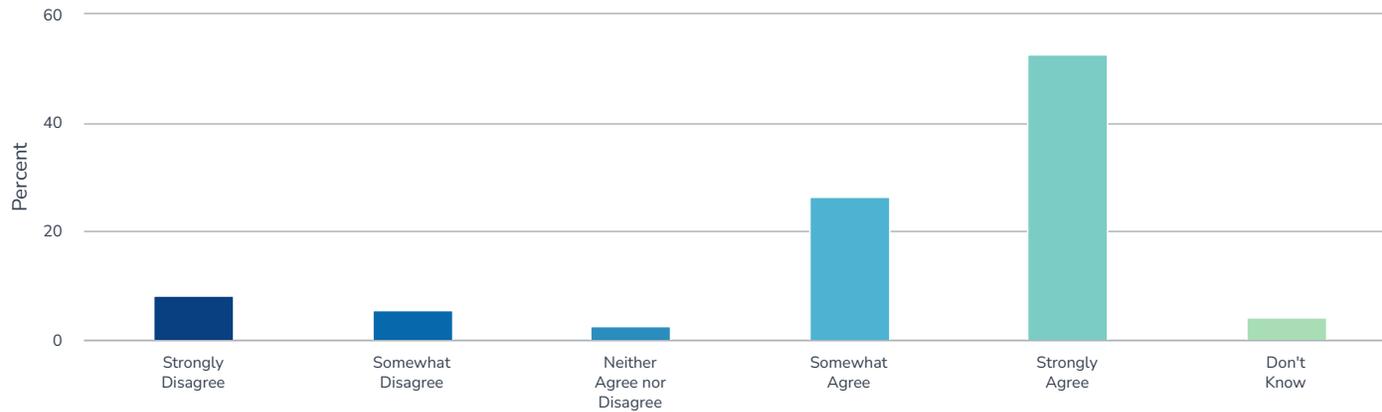


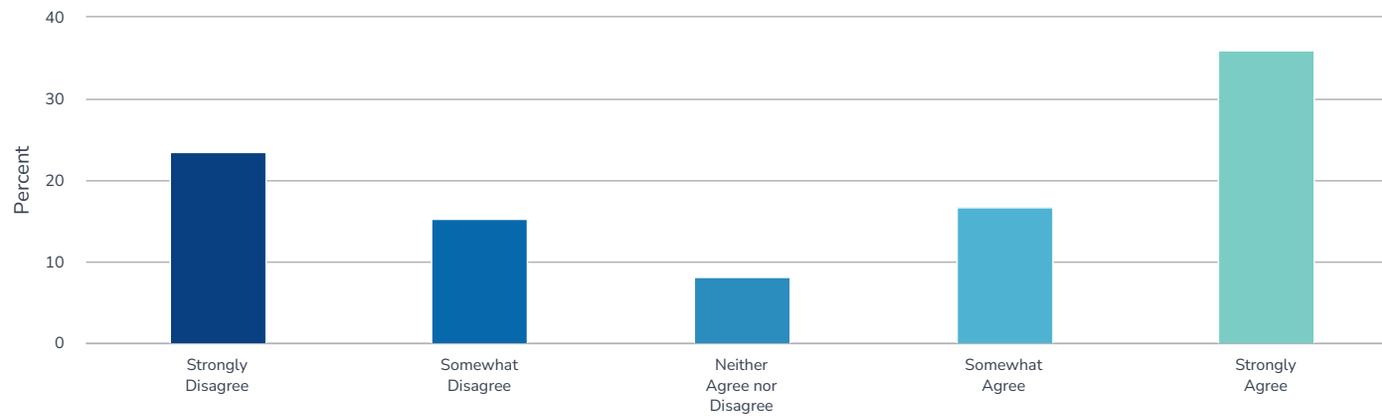
Canada College

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



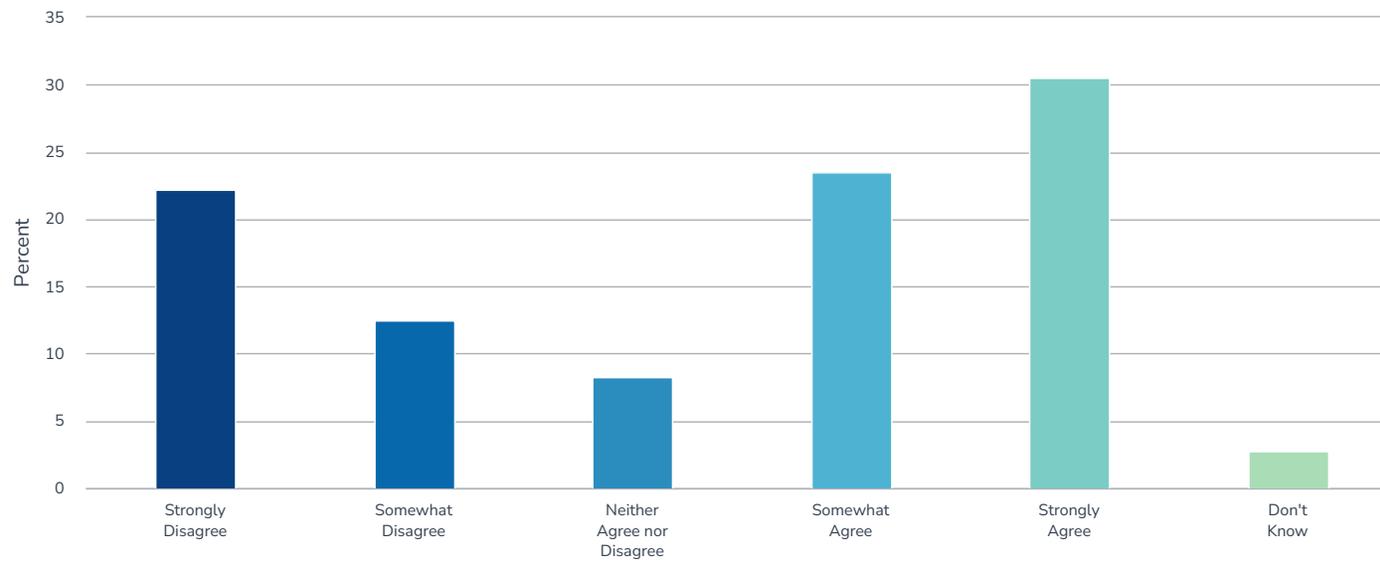
Value	Percent	Responses
Strongly Disagree	8.3%	6
Somewhat Disagree	5.6%	4
Neither Agree nor Disagree	2.8%	2
Somewhat Agree	26.4%	19
Strongly Agree	52.8%	38
Don't Know	4.2%	3
		Totals: 72

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



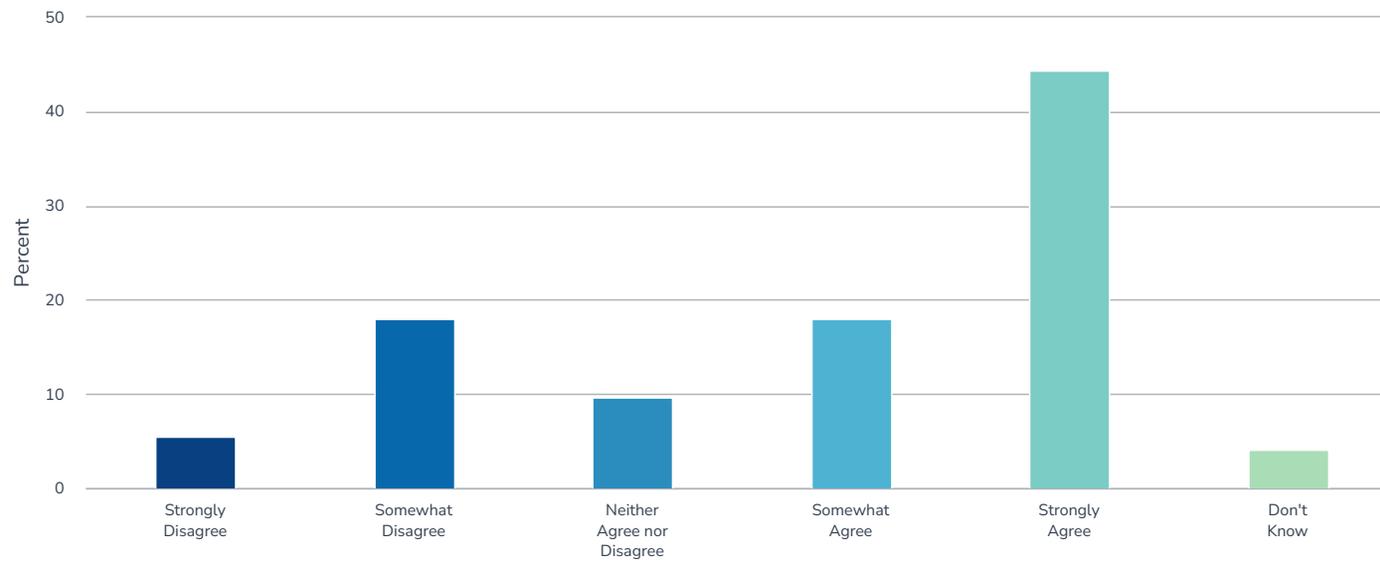
Value	Percent	Responses
Strongly Disagree	23.6%	17
Somewhat Disagree	15.3%	11
Neither Agree nor Disagree	8.3%	6
Somewhat Agree	16.7%	12
Strongly Agree	36.1%	26
		Totals: 72

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



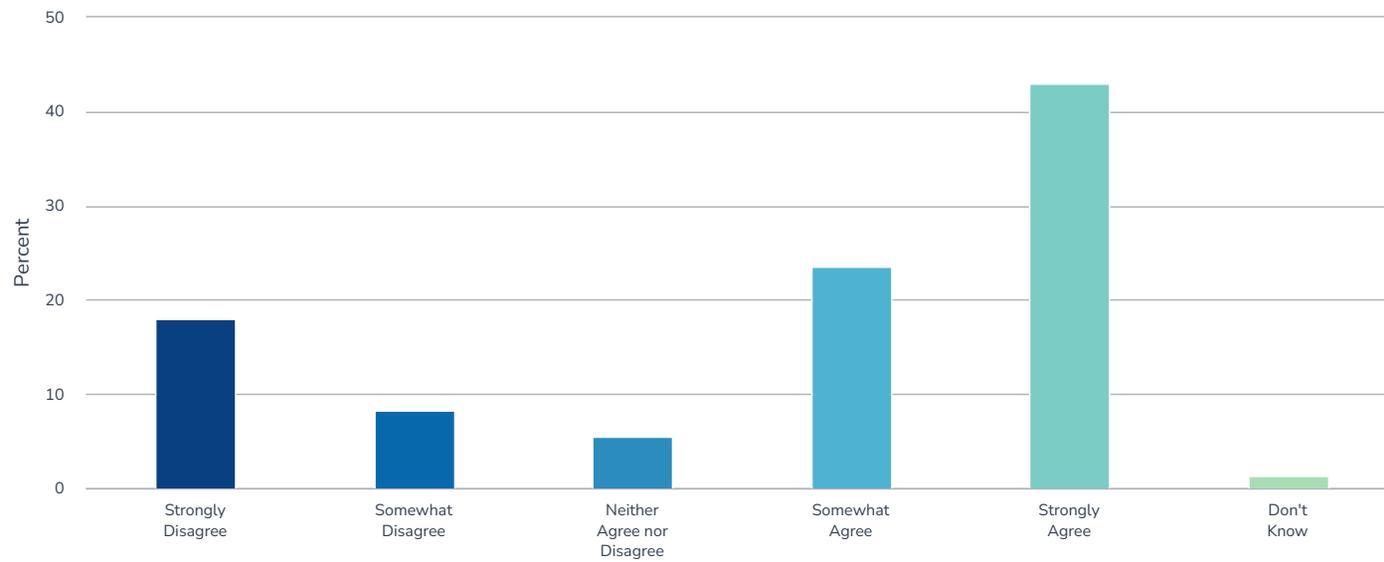
Value	Percent	Responses
Strongly Disagree	22.2%	16
Somewhat Disagree	12.5%	9
Neither Agree nor Disagree	8.3%	6
Somewhat Agree	23.6%	17
Strongly Agree	30.6%	22
Don't Know	2.8%	2
		Totals: 72

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



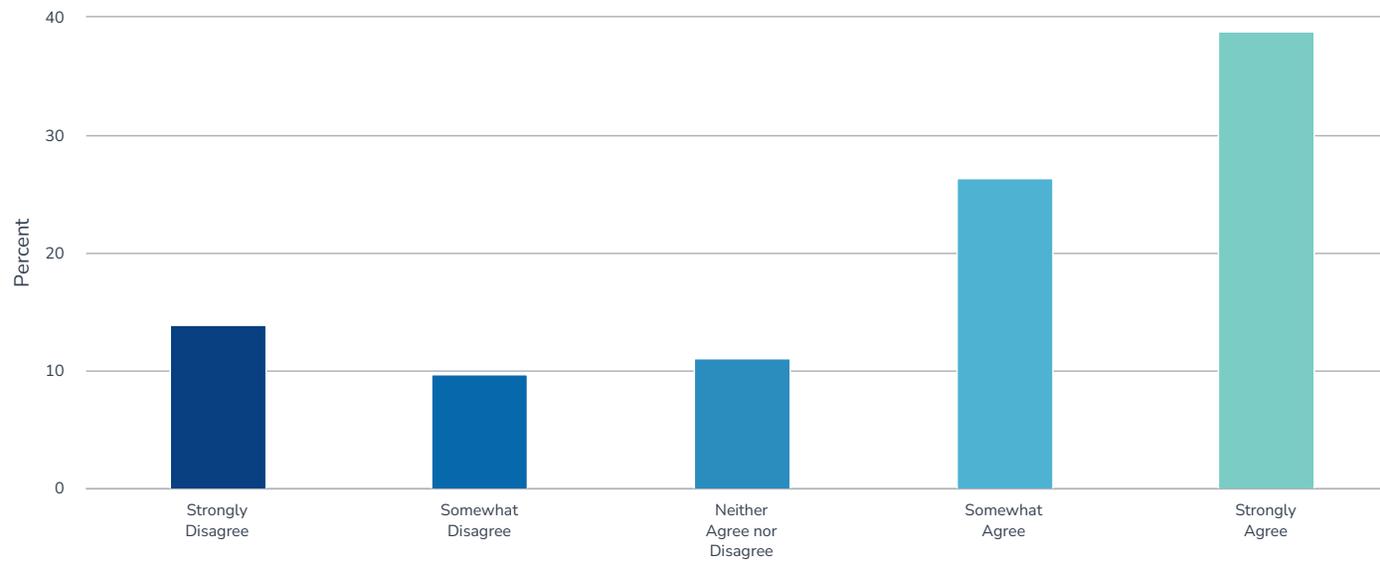
Value	Percent	Responses
Strongly Disagree	5.6%	4
Somewhat Disagree	18.1%	13
Neither Agree nor Disagree	9.7%	7
Somewhat Agree	18.1%	13
Strongly Agree	44.4%	32
Don't Know	4.2%	3
		Totals: 72

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



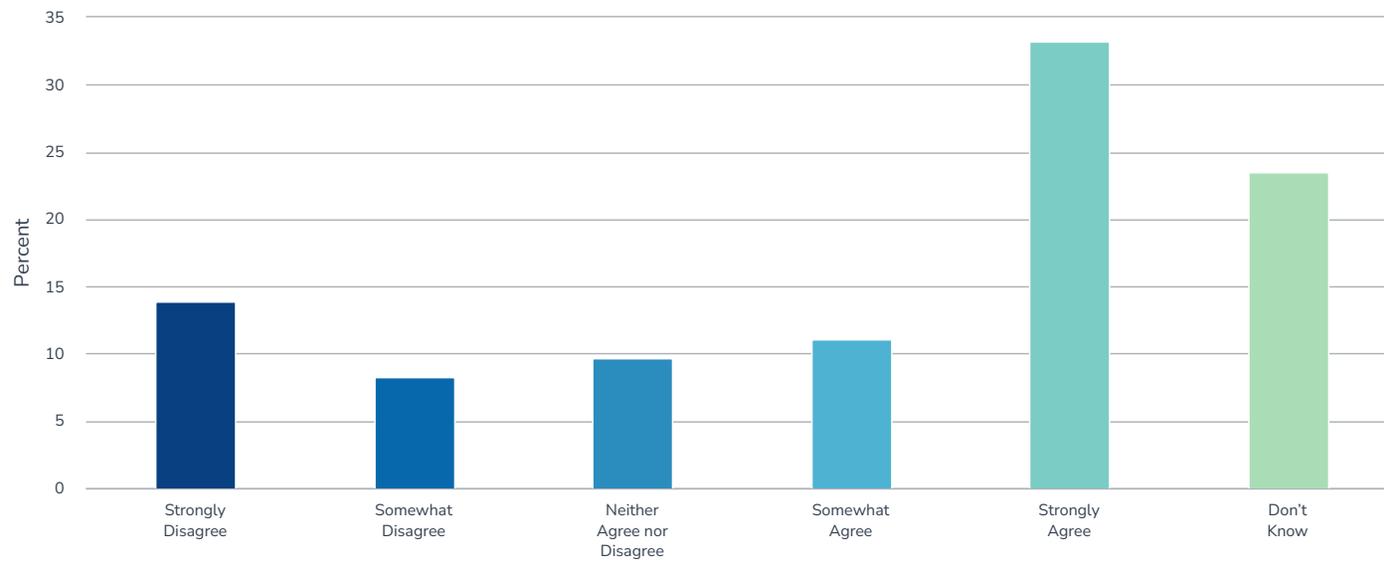
Value	Percent	Responses
Strongly Disagree	18.1%	13
Somewhat Disagree	8.3%	6
Neither Agree nor Disagree	5.6%	4
Somewhat Agree	23.6%	17
Strongly Agree	43.1%	31
Don't Know	1.4%	1
		Totals: 72

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



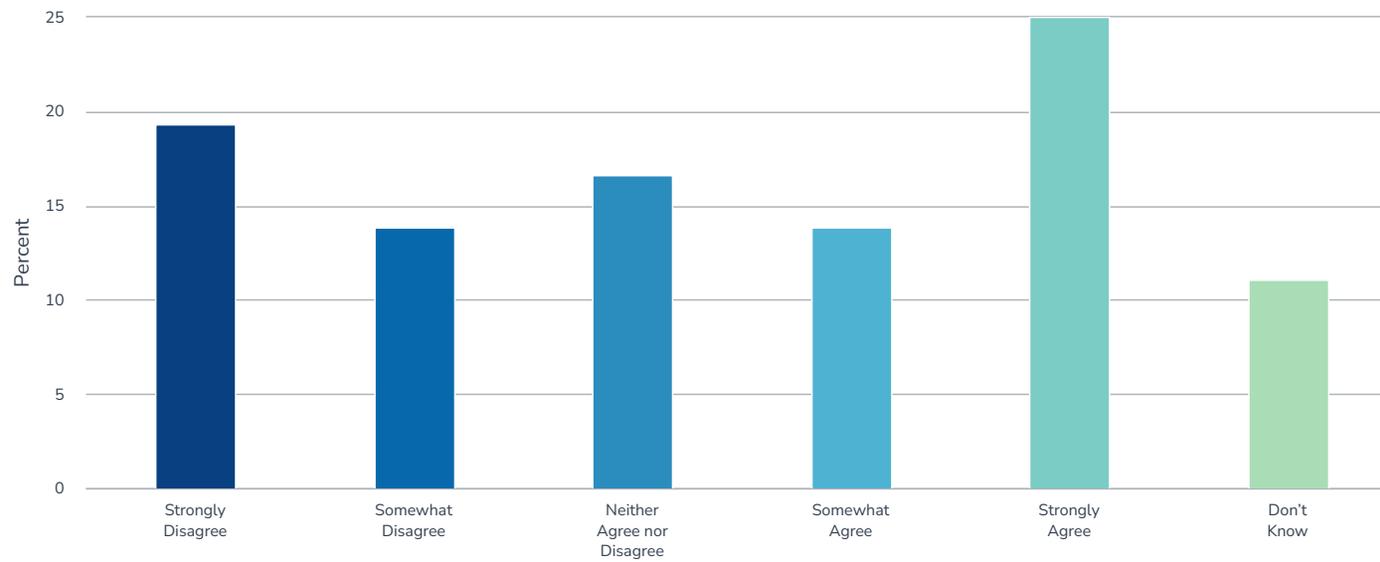
Value	Percent	Responses
Strongly Disagree	13.9%	10
Somewhat Disagree	9.7%	7
Neither Agree nor Disagree	11.1%	8
Somewhat Agree	26.4%	19
Strongly Agree	38.9%	28
		Totals: 72

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



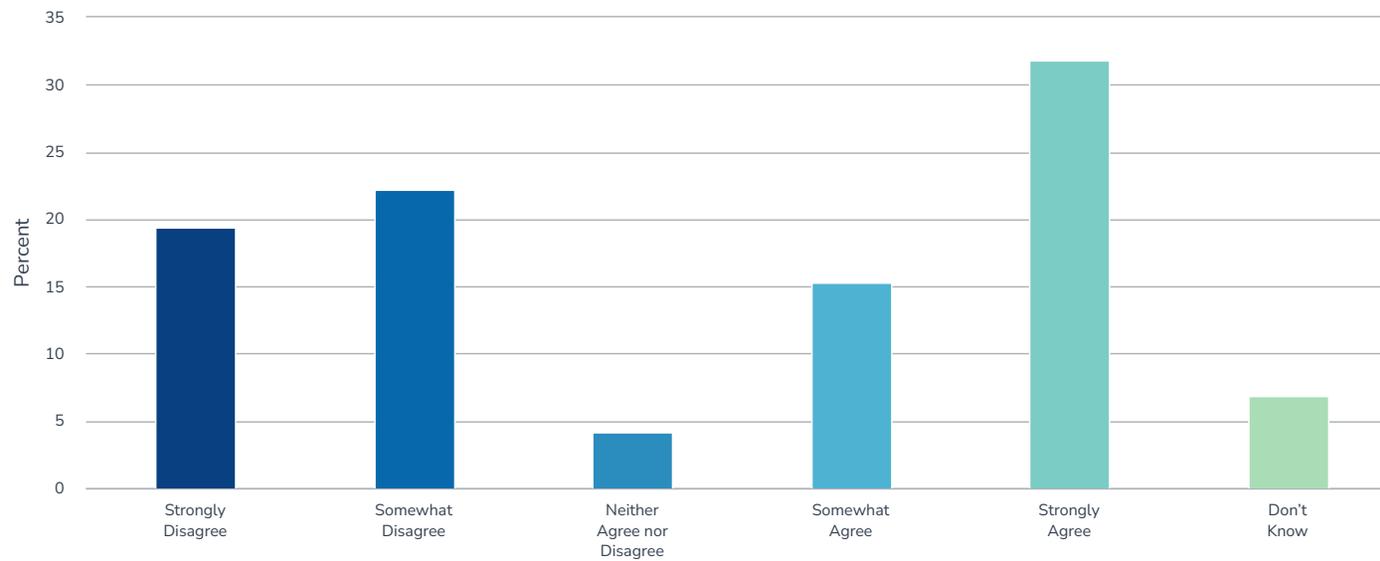
Value	Percent	Responses
Strongly Disagree	13.9%	10
Somewhat Disagree	8.3%	6
Neither Agree nor Disagree	9.7%	7
Somewhat Agree	11.1%	8
Strongly Agree	33.3%	24
Don't Know	23.6%	17
		Totals: 72

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



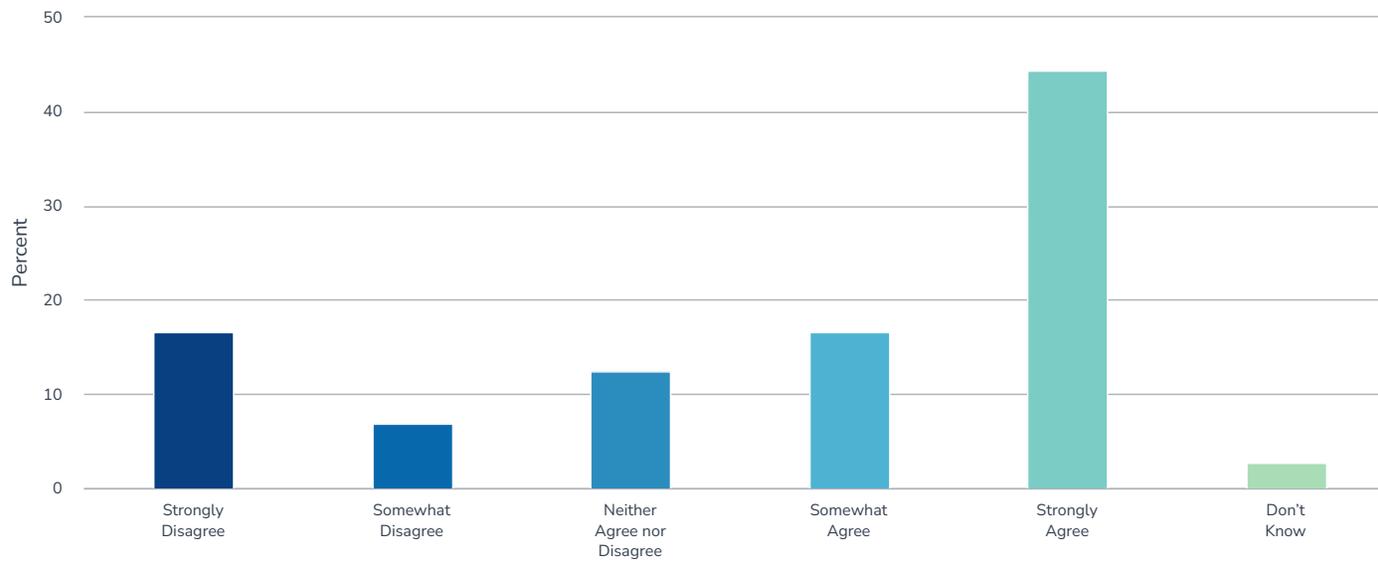
Value	Percent	Responses
Strongly Disagree	19.4%	14
Somewhat Disagree	13.9%	10
Neither Agree nor Disagree	16.7%	12
Somewhat Agree	13.9%	10
Strongly Agree	25.0%	18
Don't Know	11.1%	8
		Totals: 72

9. Favoritism is not an issue in my workplace.



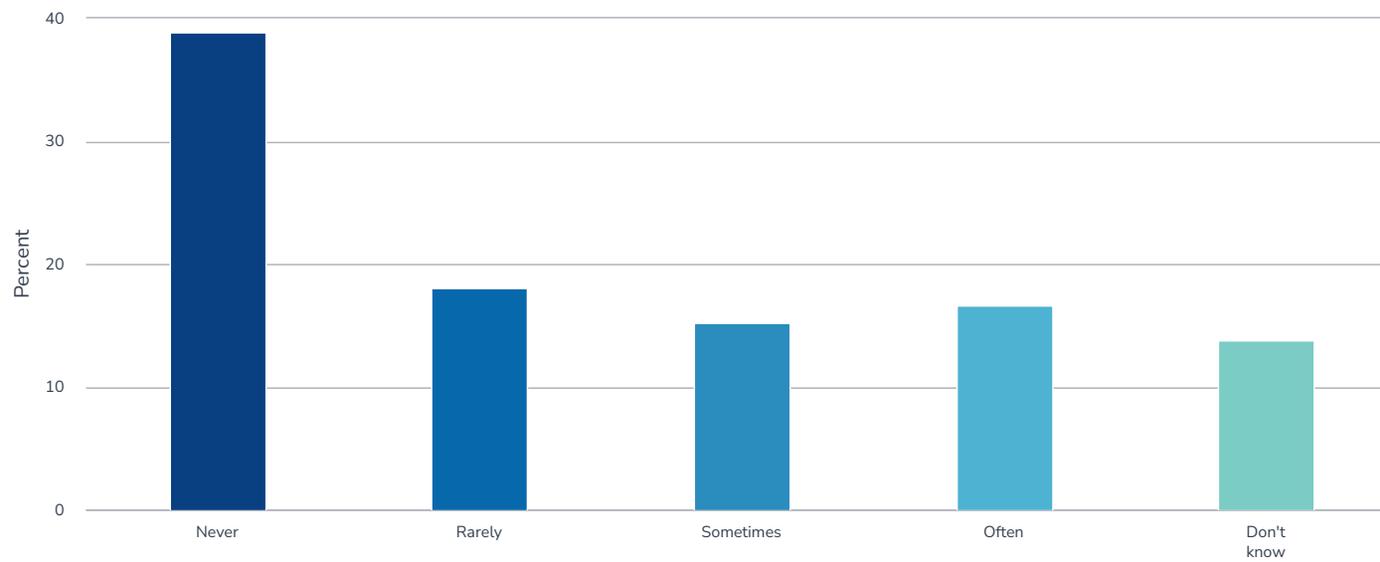
Value	Percent	Responses
Strongly Disagree	19.4%	14
Somewhat Disagree	22.2%	16
Neither Agree nor Disagree	4.2%	3
Somewhat Agree	15.3%	11
Strongly Agree	31.9%	23
Don't Know	6.9%	5
		Totals: 72

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



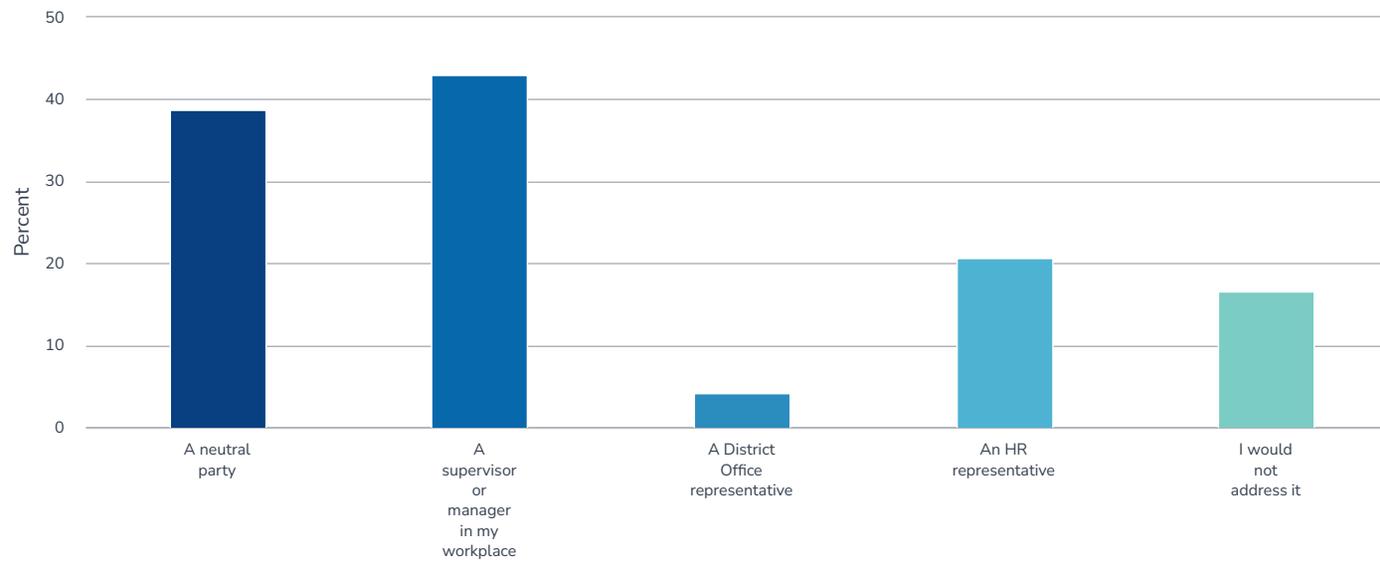
Value	Percent	Responses
Strongly Disagree	16.7%	12
Somewhat Disagree	6.9%	5
Neither Agree nor Disagree	12.5%	9
Somewhat Agree	16.7%	12
Strongly Agree	44.4%	32
Don't Know	2.8%	2
		Totals: 72

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.



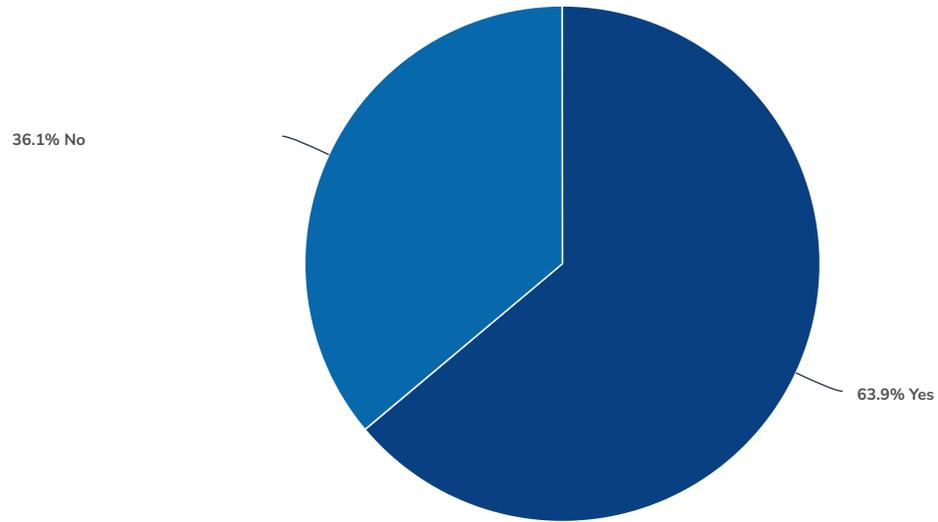
Value	Percent	Responses
Never	38.9%	28
Rarely	18.1%	13
Sometimes	15.3%	11
Often	16.7%	12
Don't know	13.9%	10

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

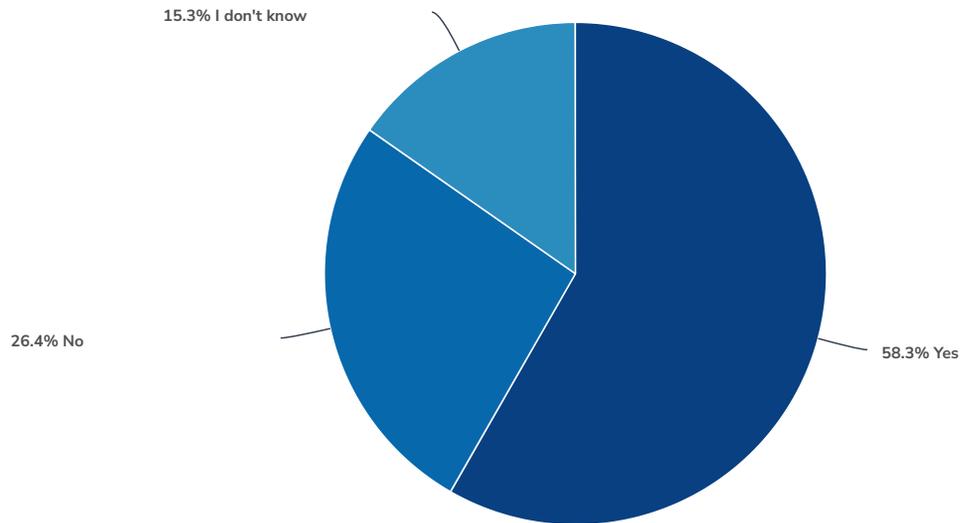


Value	Percent	Responses
A neutral party	38.9%	28
A supervisor or manager in my workplace	43.1%	31
A District Office representative	4.2%	3
An HR representative	20.8%	15
I would not address it	16.7%	12

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



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.

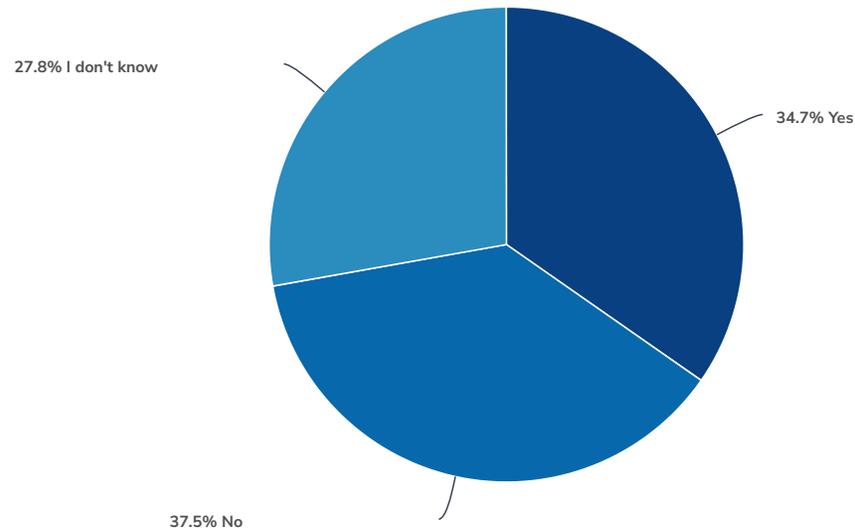


Value	Percent	Responses
Yes	58.3%	42

Totals: 72

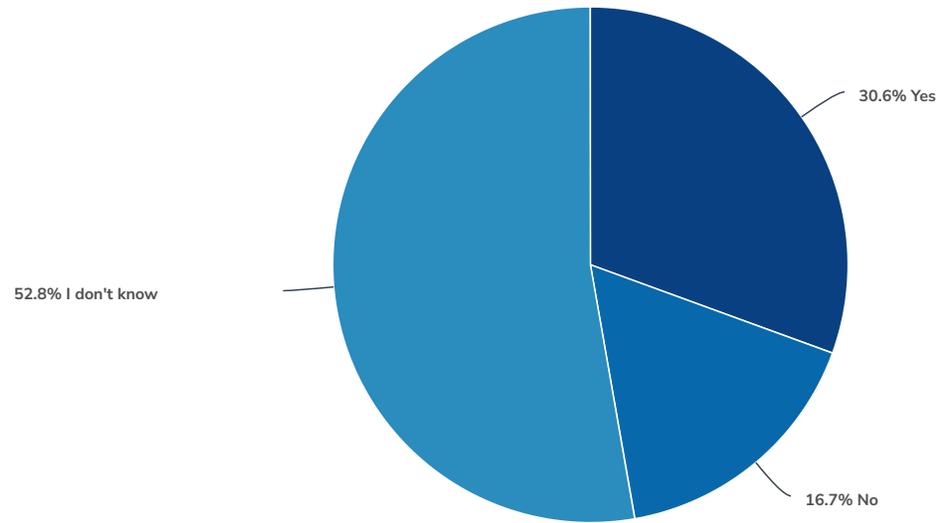
Value	Percent	Responses
No	26.4%	19
I don't know	15.3%	11
Totals: 72		

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



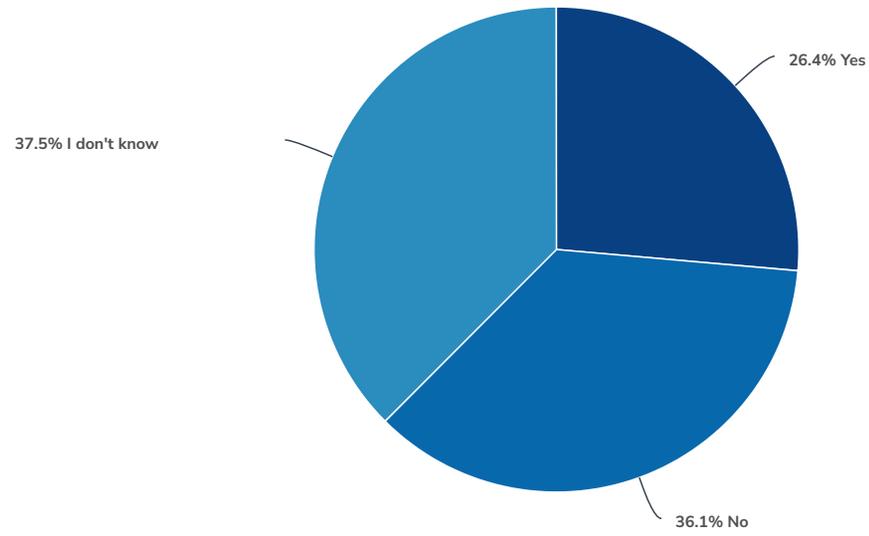
Value	Percent	Responses
Yes	34.7%	25
No	37.5%	27
I don't know	27.8%	20
Totals: 72		

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



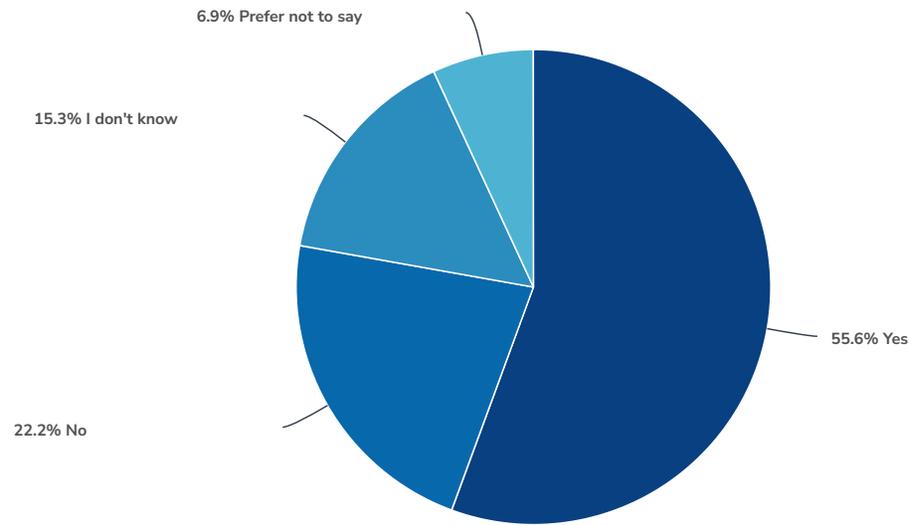
Value	Percent	Progress Bar	Responses
Yes	30.6%	<input type="range" value="30.6"/>	22
No	16.7%	<input type="range" value="16.7"/>	12
I don't know	52.8%	<input type="range" value="52.8"/>	38
			Totals: 72

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



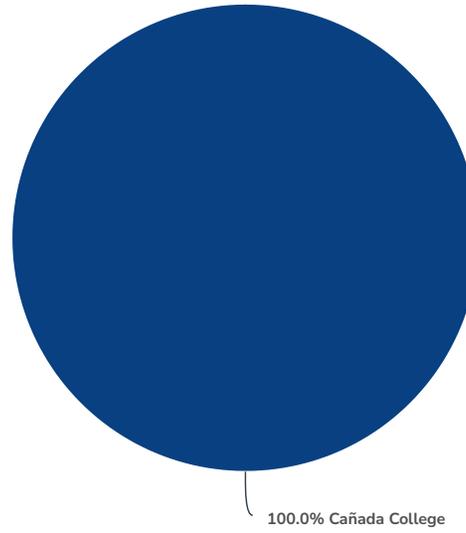
Value	Percent	Responses
Yes	26.4%	19
No	36.1%	26
I don't know	37.5%	27
		Totals: 72

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



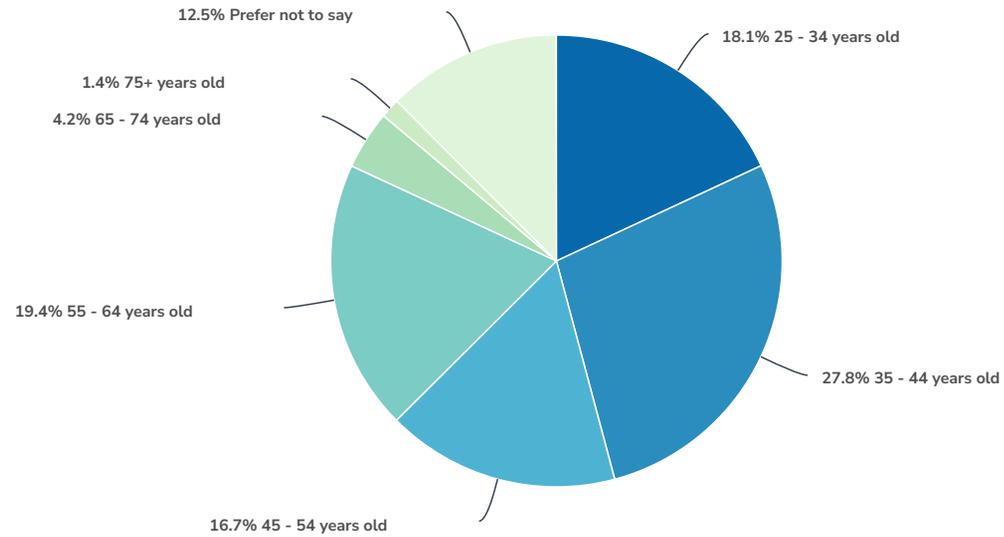
Value	Percent	Responses
Yes	55.6%	40
No	22.2%	16
I don't know	15.3%	11
Prefer not to say	6.9%	5
		Totals: 72

19. Which site do you primarily work?



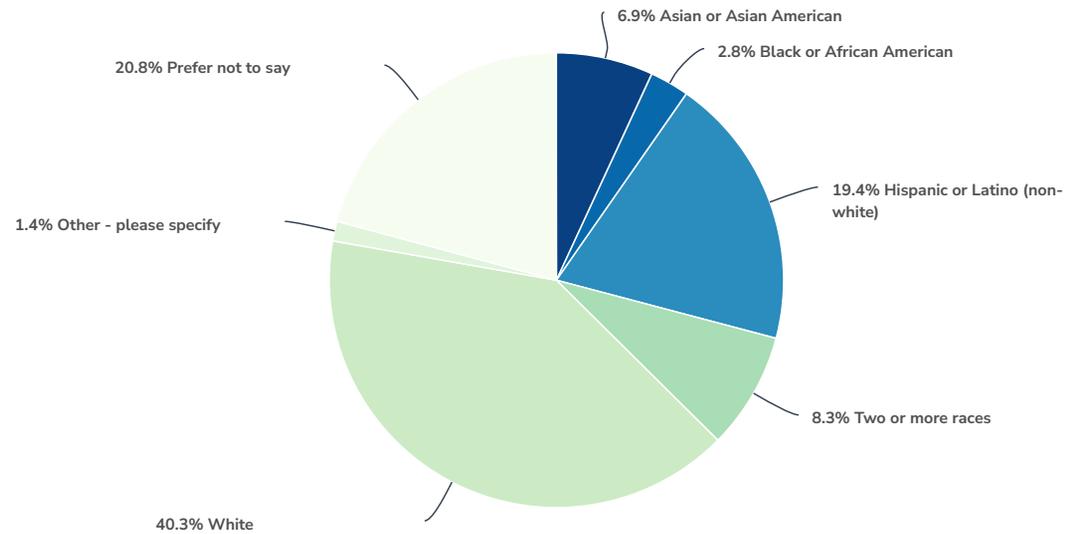
Value	Percent	Responses
Cañada College	100.0%	72
		Totals: 72

20. What is your age?



Value	Percent		Responses
25 - 34 years old	18.1%	<input type="range"/>	13
35 - 44 years old	27.8%	<input type="range"/>	20
45 - 54 years old	16.7%	<input type="range"/>	12
55 - 64 years old	19.4%	<input type="range"/>	14
65 - 74 years old	4.2%	<input type="range"/>	3
75+ years old	1.4%	<input type="range"/>	1
Prefer not to say	12.5%	<input type="range"/>	9
			Totals: 72

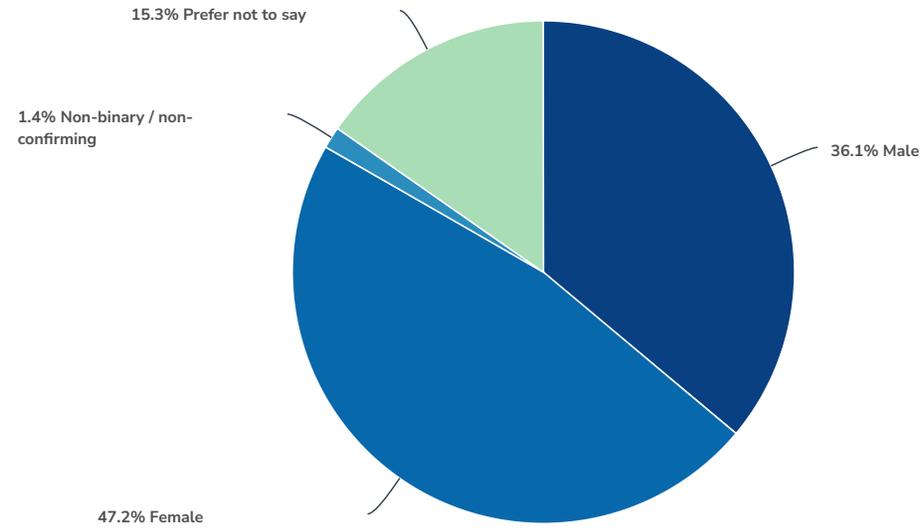
21. What is your race or ethnicity?



Value	Percent		Responses
Asian or Asian American	6.9%	<input type="range"/>	5
Black or African American	2.8%	<input type="range"/>	2
			Totals: 72

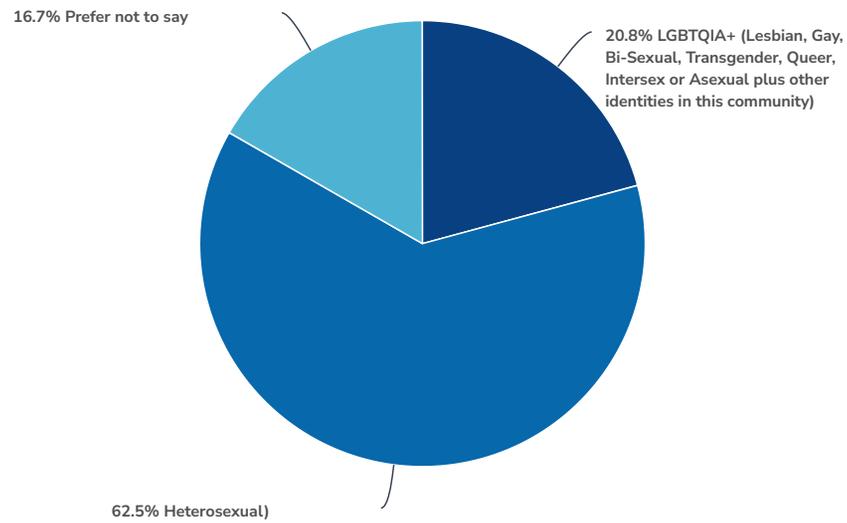
Value	Percent	Responses
Hispanic or Latino (non-white)	19.4%	14
Two or more races	8.3%	6
White	40.3%	29
Other - please specify (click to view)	1.4%	1
Prefer not to say	20.8%	15
Totals: 72		

22. What is your gender?



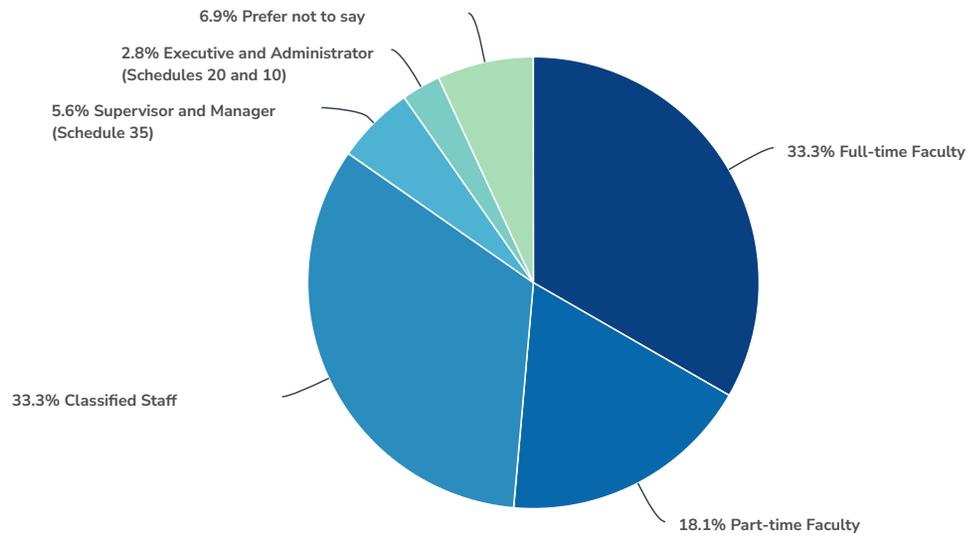
Value	Percent	Responses
Male	36.1%	26
Female	47.2%	34
Non-binary / non-confirming	1.4%	1
Prefer not to say	15.3%	11
Totals: 72		

23. What is your sexual orientation?



Value	Percent	Responses
LGBTQIA+ (Lesbian, Gay, Bi-Sexual, Transgender, Queer, Intersex or Asexual plus other identities in this community)	20.8%	15
Heterosexual)	62.5%	45
Prefer not to say	16.7%	12
		Totals: 72

24. What is your primary job classification?



Value	Percent	Progress Bar	Responses
Full-time Faculty	33.3%	<input type="text" value="33.3%"/>	24
Part-time Faculty	18.1%	<input type="text" value="18.1%"/>	13
Classified Staff	33.3%	<input type="text" value="33.3%"/>	24
Supervisor and Manager (Schedule 35)	5.6%	<input type="text" value="5.6%"/>	4
Executive and Administrator (Schedules 20 and 10)	2.8%	<input type="text" value="2.8%"/>	2
Prefer not to say	6.9%	<input type="text" value="6.9%"/>	5
Totals: 72			