2019 Staff Climate, Diversity, & Inclusion Survey

The Staff Climate, Diversity and Inclusion Survey, developed through the split of the long-standing Campus Climate and Work Environment Survey, was created to gain valuable insights regarding areas and issues of potential growth in relation to staff climate, diversity, and inclusion. The survey was administered during the summer to all Chapman employees working 30 hours or more. On June 26, 2019, 1,197 staff and administrators received an email invitation containing the unique link to the survey signed by the Provost, Vice Provost for Institutional Effectiveness & Faculty Affairs, and the Director of Diversity & Inclusion. Exactly 451 surveys were completed on-line, resulting in a 38% response rate. Approximately 74% of the respondents self-identified as staff and 26% as administrators. Ninety-two percent of the respondents indicated that they spent most of their time on the Orange Campus.

CHAPMAN UNIVERSITY IS AN INSTITUTION THAT VALUES DIVERSITY

Percent reporting “Strongly Agree” or “Agree” on a 5-pt Likert scale.

63.5% All Respondents (n=451)

63.5% Staff (n=326)  64.8% Administrators (n=113)  68.3% Man (n=152)  61.6% Woman (n=284)  68.5% White (n=275)  55.8% Non-White (n=176)

63.9% Disabled (n=36)  63.6% Not Disabled (n=398)  66.7% Years of Service <4 years (n=218)  61.6% Years of Service 5+ years (n=216)  65.0% Heterosexual/Straight (n=382)  54.0% LGBTQ (n=50)

63.0% Orange Campus (n=400)  73.5% Rinker Campus (n=34)  68.9% Age: 40 and older (n=215)  58.6% Age: 39 and younger (n=221)  63.8% Exempt (Salary) Employee (n=237)  63.8% Non-Exempt (Hourly) Employee (n=202)

59.2% Far Left/Liberal (n=192)  61.7% Middle-of-the-road (n=152)  77.2% Conservative/Far Right (n=79)
Satisfaction with Diversity and Inclusion
Percent reporting “Very Satisfied” or “Satisfied” on a 5-pt Likert scale.

- 28.8% Racial and ethnic diversity of the student body
- 35.3% Racial and ethnic diversity of the faculty
- 45.9% Racial and ethnic diversity of the staff

Campus Climate for Diversity
I have felt unwelcome at Chapman because of my...
Percent reporting “Strongly Agree” or “Agree” on a 5-pt Likert scale.

- 42.1% Atmosphere for political differences
  - 43.7% Far Left/Liberal
  - 41.7% Middle-of-the-road
  - 36.3% Conservative/Far Right
- 57.1% Atmosphere for individuals with disabilities
  - 50.0% Disabled
  - 57.4% Not Disabled
- 59.4% Atmosphere for sexual orientation differences
  - 59.8% Heterosexual/ Straight
  - 54.0% LGBTQ
- 66.1% Atmosphere for religious differences

Sense of Community and Respect
Percent reporting “Strongly Agree” or “Agree” on a 4-pt Likert scale.

- 96.7% Staff respect students
- 87.9% Staff respect each other
- 87.8% Staff respect the faculty
- 85.6% Students respect staff
- 61.0% Faculty respect staff

Percent reporting “Strongly Agree” or “Agree” on a 5-pt Likert scale.

- 79.6% My supervisor treats me with respect
- 73.9% Chapman University is an institution that values treating everyone with civility and respect

- 61.4% Overall sense of community among students, staff, and faculty
Valuing Staff Input and Community Participation

Percent reporting “Strongly Agree” or “Agree” on a 5-pt Likert scale.

**Safety**
I feel physically safe on campus.
- 92.2% All Respondents
- 92.8% Orange Campus
- 82.3% Rinker Campus

**Hiring Practices**
- 46.6% Chapman’s commitment to hiring women and minorities
- 58.5% Chapman University has effective hiring practices and policies that increase staff diversity

**Professional Development**
- 63% Participated in professional development activity related to diversity and inclusion in the last two years

**Communication**
- 84.0% I know how to report officially any racist, sexist, or other offensive behaviors
- 73.1% Chapman University does a good job of informing me about news and events related to diversity and inclusion
- 44.4% Issues of diversity and inclusion are regularly discussed in my department
- 66.6% Chapman University has campus administrators who regularly speak about the value of diversity

Chapman University provides the campus community with opportunities to share feelings about issues and concerns.
Chapman University encourages staff to have a public voice and share their ideas openly.
Staff concerns are considered when making policy.
Chapman University rewards staff for their participation in diversity efforts.
My opinion/input is valued at Chapman University.

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**ACCESSIBILITY**

Percent reporting “Strongly Agree” or “Agree” on a 5-pt Likert scale.

In my opinion, Chapman University is meeting the needs of persons with disabilities.

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<th>All Respondents</th>
<th>Disabled</th>
<th>Not Disabled</th>
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<tbody>
<tr>
<td>63.4%</td>
<td>52.8%</td>
<td>64.0%</td>
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My work environment is accessible.

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<th>Not Disabled</th>
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<tbody>
<tr>
<td>87.5%</td>
<td>83.3%</td>
<td>88.1%</td>
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**HARRASSMENT AND RACIAL TENSION**

Sexual harassment is taken seriously at Chapman University.

Chapman University has a lot of racial tension.

Percent reporting “Strongly Agree” or “Agree” on a 5-pt Likert scale.

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<tr>
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<th>All Respondents</th>
<th>White</th>
<th>Non-White</th>
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<tr>
<td>76.7%</td>
<td>83.6%</td>
<td>10.5%</td>
<td>20.5%</td>
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<tr>
<td>83.6%</td>
<td>72.5%</td>
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I frequently hear coworkers/other employees make inappropriate comments about people who are different from themselves.

Percent reporting “Strongly Agree” or “Agree” on a 5-pt Likert scale.

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<th>All Respondents</th>
<th>Orange Campus</th>
<th>Rinker Campus</th>
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<tr>
<td>11.0%</td>
<td>10.6%</td>
<td></td>
<td>17.6%</td>
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Prepared by: Chapman’s Institutional Research Office
Chapman.edu/ciro