

2024 Employee Campus Climate Survey Report: Ethnicity Data Disaggregation

JANUARY 2025

Methodology

Methodology

Purpose of Employee Campus Climate Survey

Assess **every three years** employees' **perceptions of the campus climate**, particularly in the areas of:

- | | |
|---|--|
| 1. Work environment | 5. Communication and vision / direction of the College |
| 2. Sense of belonging and college value | 6. Service to students |
| 3. Professional development | 7. Diversity, Equity, Inclusion and Accessibility |
| 4. Job satisfaction | |

Population Targeted

All college employees: faculty, staff, administrators. Part-time employees & TNCs also included.

Survey Instrument

Questionnaire included **close-ended questions using a Likert scale** and **three open-ended** questions.

Methodology (cont.)

Survey Administration

- **Survey link via email** (April 15th and June 7th, 2024).
- **Conducted anonymously** (respondents cannot be individually identified).
- **Optional demographic questions** (participants could choose to provide this information).
- **Weekly gentle reminders** via email.
- **QR code flyers** were distributed across campus facilities.

Data Analysis

Quantitative Analysis

Aggregation of responses to **quantify counts and proportion of respondents.**

Qualitative Analysis

Identification of patterns and assigning of codes to comments. Codes were then **grouped into broader themes** (refined and defined to represent key concerns or satisfaction areas).

Response Rate

Response Rate

	# of Respondents	Response Rate
Spring 2024	891 employees	52%
Spring 2021	447 employees	35%

- Average online survey response rate is 44.1% (Meng-Jia et al. 2022*).
- 2024 Employee Campus Climate Survey demonstrates significant improvements in overall response rate and total participation.

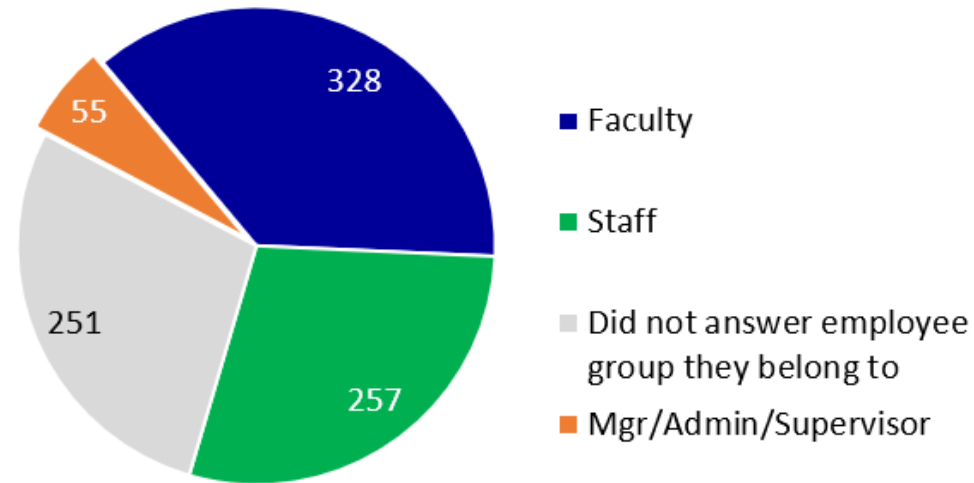
*Metanalysis examining 1071 online survey response rates reported in education-related research

Demographics of Respondents



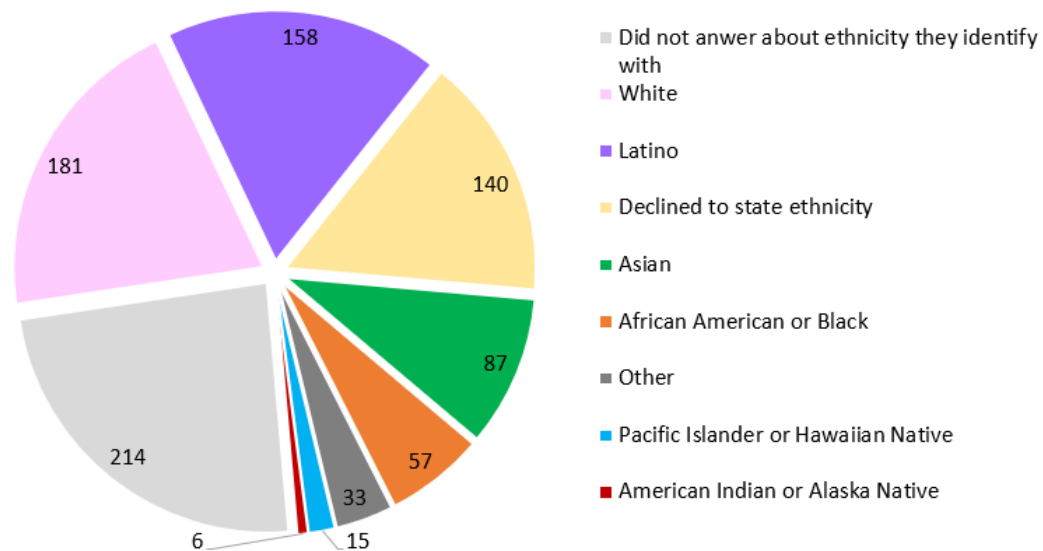
Respondents Count by Employee Group

Total Respondents = 891



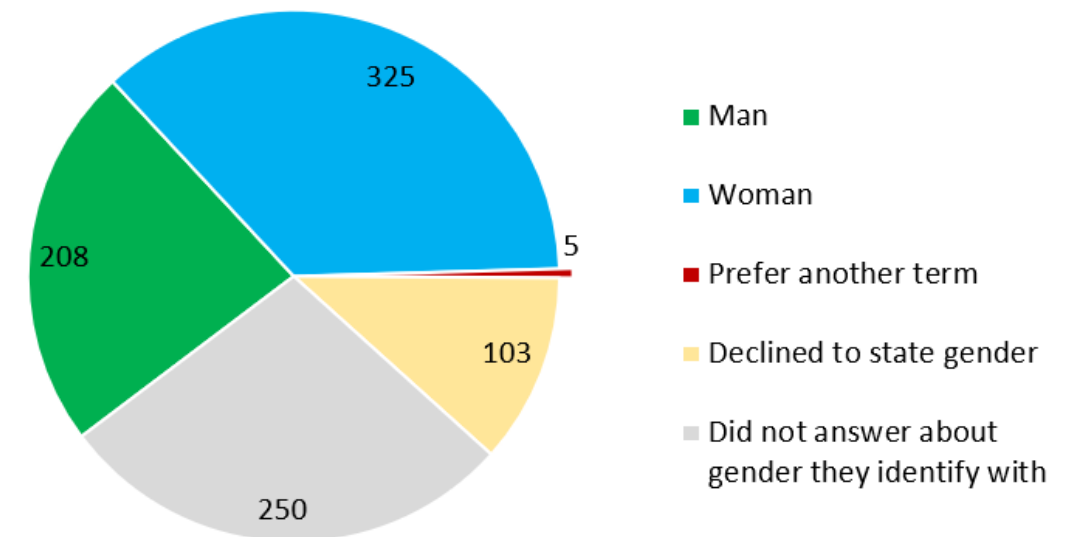
Respondents Count by Ethnicity

Total Respondents = 891



Respondents Count by Gender

Total Respondents = 891



Survey Findings

ETHNICITY DATA DISAGGREGATION

How Were Findings Organized?

- **Only survey statements with average satisfaction** (50% to 69% of respondents strongly agree or somewhat agree with a survey statement) **or low satisfaction** (0% to 49% of respondents strongly agree or somewhat agree with a survey statement) **were disaggregated by race/ethnicity.**
- Agreement and disagreement rates were examined by race/ethnicity using the following categories:

Level	Agreement Rates	Disagreement Rates
High	More than 75% of respondents	More than 40% of respondents
Moderate	Between 60% and 75% of respondents	Between 25% and 40% of respondents
Low	Fewer than 60% of respondents	Fewer than 25% of respondents

- To assess the generalizability of findings, the respondent count for each race/ethnicity group was also evaluated:

Level	Respondent Count
High	Above 66 th percentile
Moderate	Between 33 rd and 66 th percentile
Low	Below 33 rd percentile

A Note about Respondents who Decline to State Ethnicity or Responded “Other”

- Among the survey findings, respondents who either **declined to state their ethnicity or selected 'other'**—indicating that their ethnicity was not listed as an option—**consistently exhibited moderate to high disagreement rates.**
- This trend highlights a **notable pattern of expressing disagreement while simultaneously choosing not to disclose or identify their specific ethnic background.**

Summary of Findings by Race/Ethnicity

Topics Where Employees Expressed Significant Concern

TOPICS WHERE **BLACK/AFRICAN AMERICAN EMPLOYEES** EXPRESSED SIGNIFICANT CONCERN

- The high disagreement rate among **Black/African American employees** on the following survey statements suggests they have significant **concerns about the topics addressed in these statements**:

	Work Environment	Sense of belonging	Professional Development	Job Satisfaction	Communication & Vision /Direction of ECC	Diversity, Equity, Inclusion & Accessibility
Moderate respondent count	Employees feel safe after dark	Employees feel their input has translated into meaningful changes	Employees feel prepared to address students with different political affiliations	Employees' needs are met by the College	Employees think executive leadership communicates openly	Employees think ECC provides safe environments for race conversations
	Employees communicate well among each other		Employees feel they receive meaningful feedback on their job performance	Employees feel executive leadership demonstrates genuine concern for their well-being	Employees think ECC disseminates information in a timely manner	A high rate of African American/Black employees report experiencing negative treatment based on protected characteristics
				Employees feel they can talk to executive leadership about their concerns		

- With a **moderate respondent count**, the **reliability of the results is lower** compared to a high respondent count. While the **findings provide valuable insights**, **caution** should be exercised when **drawing conclusions based on these results**.

TOPICS WHERE **LATINO/HISPANIC EMPLOYEES** EXPRESSED SIGNIFICANT CONCERN

- The high disagreement rate among **Latino/Hispanic employees** on the following survey statements suggests they have significant **concerns about the topics addressed in these statements**:

	Work Environment	Professional Development	Job Satisfaction	Communication & Vision /Direction of ECC
High respondent count	Employees feel safe after dark	Employees feel prepared to address students with different political affiliations	Employees feel executive leadership demonstrates genuine concern for their well-being	Employees think executive leadership addresses challenges effectively & communicates openly
	Employees communicate well among each other	Employees feel they receive meaningful feedback on their job performance	Employees feel they can talk to executive leadership about their concerns	Employees think ECC is effectively planning for a financially sound future
				Employees think ECC disseminates information in a timely manner

- The high respondent count in the answers to these survey statements provides reliability to these findings.

TOPICS WHERE **ASIAN EMPLOYEES** EXPRESSED SIGNIFICANT CONCERN

- The high disagreement rate among **Asian employees** on the following survey statements suggests they have significant **concerns about the topics addressed in these statements**:

	Work Environment	Sense of belonging	Professional Development	Job Satisfaction	Communication & Vision /Direction of ECC
Moderate respondent count	Employees feel safe after dark	Employees feel their input has translated into meaningful changes	Employees feel they receive meaningful feedback on their job performance	Employees feel executive leadership demonstrates genuine concern for their well-being	Employees think executive leadership leads by example
					Employees think executive leadership addresses challenges effectively & communicates openly
					Employees think ECC disseminates information in a timely manner

- With a **moderate respondent count**, the **reliability of the results is lower** compared to a high respondent count. While the **findings provide valuable insights**, **caution** should be exercised when **drawing conclusions based on these results**.

TOPICS WHERE **WHITE EMPLOYEES** EXPRESSED SIGNIFICANT CONCERN

The high disagreement rate among **White employees** on the following survey statements suggests they have significant **concerns about the topics addressed in these statements**:

Work Environment	Sense of belonging	Professional Development	Job Satisfaction	Communication & Vision /Direction of ECC
Employees feel safe after dark	Employees feel their input has translated into meaningful changes	Employees feel they receive meaningful feedback on their job performance	Employees feel executive leadership demonstrates genuine concern for their well-being	Employees think executive leadership addresses challenges effectively & communicates openly
			Employees feel they can talk to executive leadership about their concerns	Employees think ECC is working toward a sustainable campus
				Employees think ECC is planning strategically for the future and is effectively planning for a financially sound future
				Employees think ECC disseminates information in a timely manner

The high respondent count in the answers to these survey statements provides reliability to these findings.

TOPICS WHERE PACIFIC ISLANDER/HAWAIIAN NATIVE EMPLOYEES EXPRESSED SIGNIFICANT CONCERN

- The high disagreement rate among **Pacific Islander/Hawaiian Native employees** American employees on the following survey statements suggests they have significant concerns about the topics addressed in these statements:

	Work Environment	Sense of belonging	Professional Development	Job Satisfaction	Communication & Vision /Direction of ECC
Low respondent count	Employees feel safe after dark	Employees feel their input has translated into meaningful changes	Employees feel prepared to address students with different political affiliations	Executive leadership treats employees fairly	Employees think executive leadership leads by example
				Employees feel executive leadership demonstrates genuine concern for their well-being	Employees think executive leadership addresses challenges effectively & communicates openly
				Employees feel they can talk to executive leadership about their concerns	Employees think ECC disseminates information in a timely manner
					Employees think change & innovation occur on campus

- With a **low respondent count**, the **reliability of the results is significantly reduced** compared to findings based on moderate or high respondent counts. While these **responses offer valuable perspectives**, they **should be interpreted with caution**, as the **small respondent count may not fully reflect the group trend**.

TOPICS WHERE **AMERICAN INDIAN/ALASKA NATIVE EMPLOYEES** EXPRESSED SIGNIFICANT CONCERN

- The high disagreement rate among **American Indian/Alaska Native employees** on the following survey statements suggests they have significant **concerns about the topics addressed in these statements**:

	Job Satisfaction	Communication & Vision /Direction of ECC	Diversity, Equity, Inclusion & Accessibility
Low respondent count	Employees feel executive leadership demonstrates genuine concern for their well-being	Employees think executive leadership addresses challenges effectively & communicates openly	Executive leadership addresses needs of employees with different political affiliations
	Employees feel they can talk to executive leadership about their concerns	Employees think ECC is planning strategically for the future and is effectively planning for a financially sound future	A high rate of American Indian/Alaska Native employees report experiencing negative treatment based on protected characteristics
		Employees think ECC disseminates information in a timely manner	

- With a **low respondent count**, the **reliability of the results is significantly reduced** compared to findings based on moderate or high respondent counts. While these **responses offer valuable perspectives**, they **should be interpreted with caution**, as the **small respondent count may not fully reflect the group trend**.

Topics Where Employees Expressed **Some Concern**

TOPICS WHERE **BLACK/AFRICAN AMERICAN EMPLOYEES** EXPRESSED SOME CONCERN

- The moderate disagreement rate among **Black/African American employees** on the following survey statements suggests they have **some concerns about the topics addressed in these statements**:

	Work Environment	Sense of belonging	Professional Development	Job Satisfaction	Communication & Vision / Direction of ECC	Service to Students	Diversity, Equity, Inclusion & Accessibility
Moderate respondent count	Employees treat each other respectfully when requesting services	Employees' opportunities to participate in department planning & evaluation	Employees feel prepared to address students' mental health needs or from different ages/generations	Employees are treated fairly by executive leadership	Executive leadership effectively addresses ECC's challenges	Employees address needs of diverse students with different political affiliations	Employees are satisfied with DEIA efforts
	Employees communicate with each other in a professional manner		Employees feel prepared to address needs of students with different religious affiliations	Employees feel valued as individuals	Employees think ECC is working toward a sustainable campus		Executive leadership addresses employee mental health needs
			Employees feel prepared to address needs of students with learning disabilities or housing insecurity		Employees think change & innovation occur on campus		
					Employees think ECC is effectively planning for a financially sound future		

- With a **moderate respondent count**, the **reliability of the results is lower** compared to a high respondent count. While the **findings provide valuable insights**, **caution** should be exercised when **drawing conclusions based on these results**.

TOPICS WHERE **LATINO/HISPANIC EMPLOYEES** EXPRESSED SOME CONCERN

- The moderate disagreement rate among **Latino/Hispanic employees** on the following survey statements suggests they have **some concerns about the topics addressed in these statements**:

	Sense of belonging	Professional Development	Job Satisfaction	Communication & Vision /Direction of ECC	Service to Students	Diversity, Equity, Inclusion & Accessibility
High respondent count	Employees feel their input has translated into meaningful changes	Employees feel prepared to address students with different mental health needs	Employees' needs are met by the College	Employees think executive leadership leads by example	Employees address needs of students with different political affiliations	Employees think ECC provides safe environments for race conversations
	Employees' opportunities to participate in department planning & evaluation	Employees feel prepared to address students with different religious affiliations	Executive leadership treats employees fairly	Employees think ECC is working toward a sustainable campus		Executive leadership addresses needs of employees with different political affiliations & employees' mental health needs
		Employees feel prepared to address students with learning disabilities or housing insecurity	Employees feel valued as individuals	Employees think change & innovation occur on campus		Employees feel that executive leadership addresses employee different economic backgrounds & religious affiliations
		Employees feel prepared to address the needs of students of different ages or generations		Employees think ECC is planning strategically for the future		A moderate rate of Latino/Hispanic employees report experiencing negative treatment based on protected characteristics

- The high respondent count in the answers to these survey statements provides reliability to these findings.

TOPICS WHERE **ASIAN EMPLOYEES** EXPRESSED SOME CONCERN

- The moderate disagreement rate among **Asian employees** on the following survey statements suggests they have **some concerns about the topics addressed in these statements**:

	Work Environment	Professional Development	Job Satisfaction	Communication & Vision /Direction of ECC	Diversity, Equity, Inclusion & Accessibility
Moderate respondent count	Employees interact respectfully when requesting services	Employees feel prepared to address students with different political or religious affiliations	Employees' needs are met by the College	Employees think ECC is working toward a sustainable campus	Employees think ECC provides safe environments for race conversations
	Employees communicate well among each other		Executive leadership treats employees fairly	Employees think change & innovation occur on campus	Employees feel that executive leadership addresses employee economic diversity & religious affiliations
	Employees communicate with each other in a professional manner	Employees feel prepared to address students with learning disabilities	Employees feel they can talk to executive leadership about their concerns	Employees think ECC is planning strategically for the future and is effectively planning for a financially sound future	Employees are satisfied with the college's DEIA efforts
			Employees feel valued as individuals		Executive leadership addresses needs of employees with different political affiliations & employees' mental health needs
					A moderate rate of Asian employees report experiencing negative treatment based on protected characteristics

- With a **moderate respondent count**, the **reliability of the results is lower** compared to a high respondent count. While the **findings provide valuable insights**, **caution** should be exercised when **drawing conclusions based on these results**.

TOPICS WHERE **WHITE EMPLOYEES** EXPRESSED SOME CONCERN

The moderate disagreement rate among **White employees** on the following survey statements suggests they have **some concerns about the topics addressed in these statements**:

	Work Environment	Sense of belonging	Professional Development	Job Satisfaction	Service to Students	Communication & Vision /Direction of ECC	Diversity, Equity, Inclusion & Accessibility
High respondent count	Employees interact respectfully when requesting services	Employees' opportunities to participate in department planning & evaluation	Employees feel prepared to address students with different mental health needs	Employees' needs are met by the College	Employees address needs of students with different political affiliations	Employees think change & innovation occur on campus	Employees think ECC provides safe environments for race conversations
	Employees communicate well among each other		Employees feel prepared to address students with different political or religious affiliations	Employees are satisfied with work-life balance		Employees think executive leadership leads by example	A moderate rate of employees report experiencing negative treatment based on protected characteristics
			Employees feel prepared to address students with learning disabilities or housing insecurity	Executive leadership treats employees fairly			Executive leadership addresses needs of employees with different political affiliations & employees' mental health needs
			Employees feel valued as individuals				

The high respondent count in the answers to these survey statements provides reliability to these findings.

TOPICS WHERE PACIFIC ISLANDER/HAWAIIAN NATIVE EMPLOYEES EXPRESSED SOME CONCERN

- The moderate disagreement rate among **Pacific Islander/Hawaiian Native employees** on the following survey statements suggests they have **some concerns about the topics addressed in these statements**:

Work Environment	Sense of belonging	Professional Development	Service to Students	Communication & Vision / Direction of ECC	Diversity, Equity, Inclusion & Accessibility	
Employees interact respectfully when requesting services	Employees’ opportunities to participate in department planning & evaluation	Employees feel prepared to address students with different religious affiliations	Employees address needs of students with different political affiliations	Employees think ECC is working toward a sustainable campus	Executive leadership addresses needs of employees with different political/religious affiliations & employees’ mental health needs	
Employees communicate well among each other		Employees feel prepared to address students with learning disabilities		Employees think ECC is planning strategically for the future and is effectively planning for a financially sound future		A moderate rate of Pacific Islander/Hawaiian Native employees report experiencing negative treatment based on protected characteristics
Employees communicate with each other in a professional manner						

- With a **low respondent count**, the **reliability of the results is significantly reduced** compared to findings based on moderate or high respondent counts. While these **responses offer valuable perspectives**, they **should be interpreted with caution**, as the **small respondent count may not fully reflect the group trend**.

TOPICS WHERE **AMERICAN INDIAN/ALASKA NATIVE EMPLOYEES** EXPRESSED SOME CONCERN

- The moderate disagreement rate among **American Indian/Alaska Native employees** on the following survey statements suggests they have **some concerns about the topics addressed in these statements**:

	Work Environment	Sense of belonging	Job Satisfaction	Communication & Vision /Direction of ECC	Diversity, Equity, Inclusion & Accessibility
Low respondent count	Employees communicate well among each other	Employees' opportunities to participate in department planning & evaluation	Employees' needs are met by the College Executive leadership treats employees fairly	Employees think change & innovation occur on campus	Employees feel that executive leadership addresses employees' diverse economic needs & religious affiliations

- With a **low respondent count**, the **reliability of the results is significantly reduced** compared to findings based on moderate or high respondent counts. While these **responses offer valuable perspectives**, they **should be interpreted with caution**, as the **small respondent count may not fully reflect the group trend**.

Topics Where Employees Expressed Minimal To No Concerns

TOPICS WHERE **BLACK/AFRICAN AMERICAN EMPLOYEES** EXPRESSED MINIMAL TO NO CONCERNS

- The low disagreement rate among **Black/African American employees** on the following survey statements suggests they have **minimal or no concerns** about the topics addressed in these statements:

	Job Satisfaction	Communication & Vision/Direction of ECC	Diversity, Equity, Inclusion & Accessibility
Moderate respondent count	Employees are satisfied with work-life balance	Employees believe executive leadership leads by example	Employees agree that executive leadership addresses employees' economic diversity needs
		Employees agree that ECC is planning strategically for the future	Employees feel that executive leadership addresses the needs of employees with different religious or political affiliations

- With a **moderate respondent count**, the **reliability of the results is lower** compared to a high respondent count. While the **findings provide valuable insights**, **caution** should be exercised when **drawing conclusions based on these results**.

TOPICS WHERE **LATINO/HISPANIC EMPLOYEES** EXPRESSED MINIMAL TO NO CONCERNS

- The low disagreement rate among **Latino/Hispanic employees** on the following survey statements suggests they have **minimal or no concerns about the topics addressed in these statements**:

	Work Environment	Job Satisfaction	Diversity, Equity, Inclusion & Accessibility
High respondent count	Employees interact respectfully when requesting services	Employees are satisfied with work-life balance	Employees are satisfied with the college's DEIA efforts
	Employees communicate with each other in a professional manner		

- The high respondent count in the answers to these survey statements provides reliability to these findings.

TOPICS WHERE **ASIAN EMPLOYEES** EXPRESSED MINIMAL TO NO CONCERNS

- The low disagreement rate among **Asian employees** on the following survey statements suggests they have **minimal or no concerns about the topics addressed in these statements**:

	Sense of Belonging	Professional Development	Job Satisfaction	Service to Students
Moderate respondent count	Employees' opportunities to participate in department planning & evaluation	Employees feel prepared to address students with different mental health needs	Employees are satisfied with work-life balance	Employees address needs of students with different political affiliations
		Employees feel prepared to address the needs of students of different ages or generations		
		Employees feel prepared to address students with housing insecurity		

- With a **moderate respondent count**, the **reliability of the results is lower** compared to a high respondent count. While the **findings provide valuable insights**, **caution** should be exercised when **drawing conclusions based on these results**.

TOPICS WHERE **WHITE EMPLOYEES** EXPRESSED MINIMAL TO NO CONCERNS

- The low disagreement rate among **White employees** on the following survey statements suggests they have **minimal or no concerns about the topics addressed in these statements:**

	Work Environment	Professional Development	Diversity, Equity, Inclusion & Accessibility
High respondent count	Employees communicate with each other in a professional manner	Employees feel prepared to address the needs of students of different ages or generations	Employees are satisfied with the college's DEIA efforts Employees feel that executive leadership addresses employee economic & religious diversity needs

- The high respondent count in the answers to these survey statements provides reliability to these findings.

TOPICS WHERE **PACIFIC ISLANDER/HAWAIIAN NATIVE EMPLOYEES** EXPRESSED MINIMAL TO NO CONCERNS

- The low disagreement rate among **Pacific Islander/Hawaiian Native employees** on the following survey statements suggests they have **minimal or no concerns about the topics addressed in these statements**:

	Professional Development	Job Satisfaction	Diversity, Equity, Inclusion & Accessibility
Low respondent count	Employees feel prepared to address students with different mental health needs	Employees' needs are met by the College	Employees think ECC provides safe environments for race conversations
	Employees feel prepared to address the needs of students of different ages or generations	Employees are satisfied with work-life balance	Employees are satisfied with the college's DEIA efforts
	Employees feel prepared to address students with housing insecurity	Employees feel valued as individuals	Employees feel that executive leadership addresses employee religious diversity needs
	Employees feel they receive meaningful feedback on their job performance		

- With a **low respondent count**, the **reliability of the results is significantly reduced** compared to findings based on moderate or high respondent counts. While these **responses offer valuable perspectives**, they **should be interpreted with caution**, as the **small respondent count may not fully reflect the group trend**.

TOPICS WHERE **AMERICAN INDIAN/ALASKA NATIVE EMPLOYEES** EXPRESSED MINIMAL TO NO CONCERNS

- The low disagreement rate among **American Indian/Alaska Native employees** on the following survey statements suggests they have **minimal or no concerns about the topics addressed in these statements**:

Work Environment	Sense of Belonging	Professional Development	Job Satisfaction	Communication & Vision / Direction of ECC	Service to Students	Diversity, Equity, Inclusion & Accessibility
Employees feel safe after dark	Employees feel their input has translated into meaningful changes	Employees feel they receive meaningful feedback on their job performance	Employees are satisfied with work-life balance	Employees think executive leadership leads by example	Employees address needs of students with different political affiliations	Employees think ECC provides safe environments for race conversations
Employees interact respectfully when requesting services		Employees feel prepared to address students with different mental health needs	Employees feel valued as individuals	Employees think ECC is working toward a sustainable campus		Employees are satisfied with the college's DEIA efforts
Employees communicate with each other in a professional manner		Employees feel prepared to address students with different political or religious affiliations				Executive leadership addresses needs of employees' mental health needs
		Employees feel prepared to address students with learning disabilities or housing insecurity				
		Employees feel prepared to address the needs of students of different ages or generations				

- With a **low respondent count**, the **reliability of the results is significantly reduced** compared to findings based on moderate or high respondent counts. While these **responses offer valuable perspectives**, they **should be interpreted with caution**, as the **small respondent count may not fully reflect the group trend**.

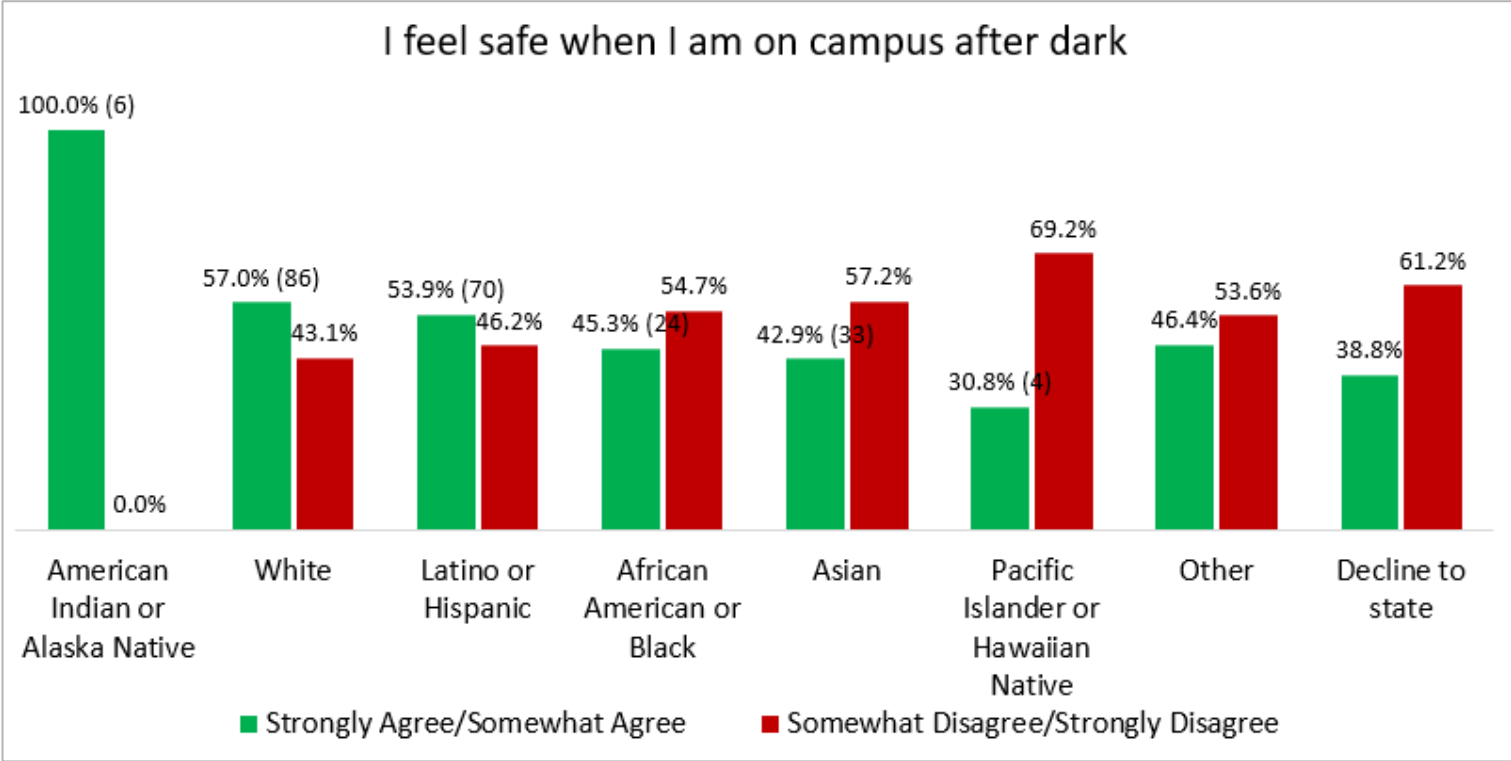
Detailed Findings by Topic & Race/Ethnicity

Work Environment

ETHNICITY DATA DISAGGREGATION

- The **Latino/Hispanic** employees agreement rate is slightly higher than the disagreement rate, indicating divided perceptions of safety. With a high respondent count, these findings require focused attention.
- The **African American/Black** employee group disagreement rate exceeding the agreement rate suggests that a majority of this group feels unsafe on campus after dark. Although the respondent count is moderate, the high disagreement rate indicates concerns that should still be addressed.
- The **Asian** group disagreement rate exceeds the agreement rate, indicating that a majority of this group feels unsafe on campus after dark. With a moderate respondent count, this is a concern that requires attention.
- The **Pacific Islander/Hawaiian Native** employee group low agreement rate, combined with a very high disagreement rate, indicates that a majority of this group feels unsafe on campus after dark. These findings should be interpreted with caution as the small respondent count may not fully reflect the group trend.

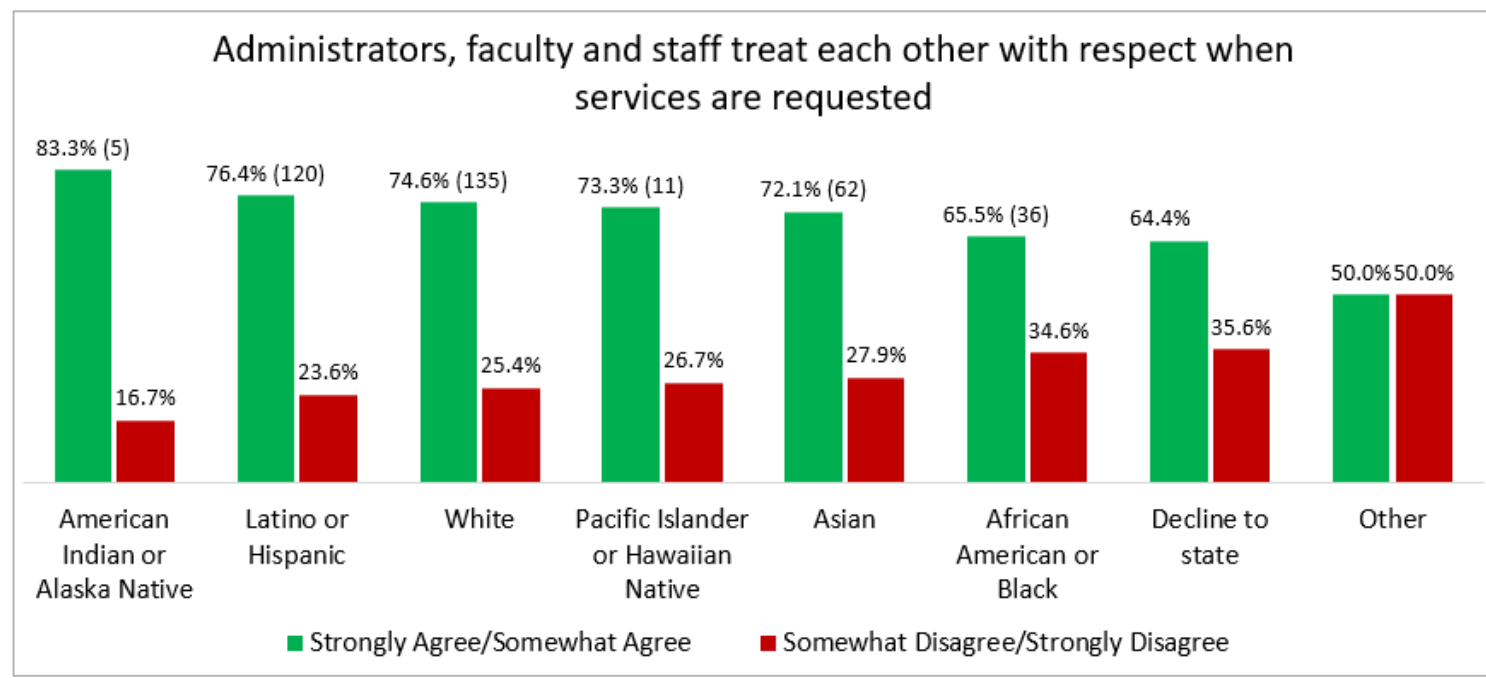
- The **American Indian/Alaska Native** employee group reports complete agreement about feeling safe on campus after dark. However, the very low respondent count limits the generalizability of this finding.
- While most **White** respondents feel safe after dark, the high disagreement rate highlights a significant portion of employees who feel unsafe. The large respondent count makes this feedback critical for addressing safety concerns.



Respondent count included in parenthesis following the respondent percentage

- The high agreement rate for **White** employees reflects overall satisfaction regarding service interactions. The large respondent count strengthens this finding, though there is some room for improvement as indicated by the moderate disagreement rate.
- A strong majority of the **Pacific Islander/Hawaiian Native** employee group feels respected when services are requested. The moderate disagreement rate suggests that not all group members share the same positive experience. These findings should be interpreted with caution as the small respondent count may not fully reflect the group trend.
- A majority of **Asian employees** feel respected, but the moderate disagreement rate indicates dissatisfaction among a meaningful portion of the group. The high respondent count provides robust data for these insights.
- While most **African American/Black** employees feel respected, the moderate disagreement rate highlights concerns among over one-third of respondents. With a moderate respondent count, this concern might need further attention.

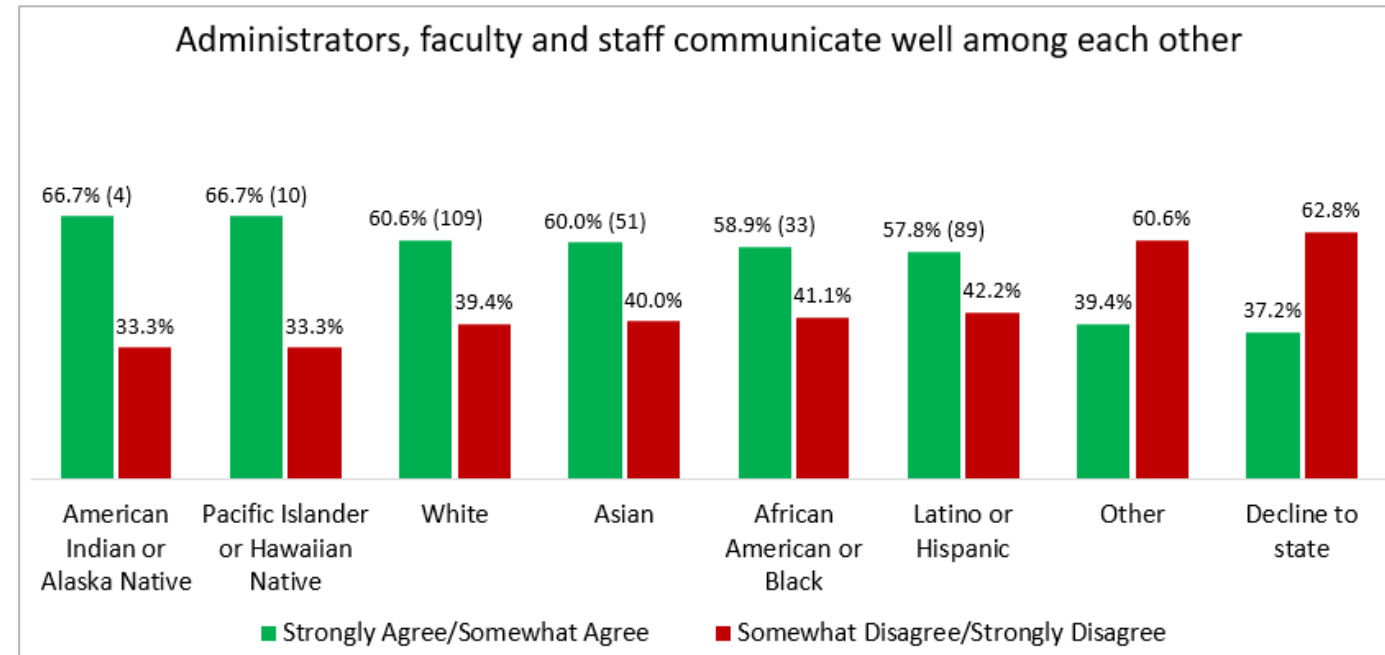
- The very high agreement rate for the **American Indian/Alaska Native** respondents indicates strong positive perceptions of respect in service-related interactions. However, this finding should be interpreted with caution as the small respondent count may not fully reflect the group trend.
- A substantial majority of the **Latino/Hispanic** group feels respected in service interactions. The high respondent count provides credibility to the data, with a low disagreement rate indicating relatively few concerns.



Respondent count included in parenthesis following the respondent percentage

- Most **White** employees agree that administrators, faculty, and staff communicate well among each other, but the moderate disagreement rate and high respondent count highlight room for improvement.
- Although most **Asian** respondents feel that administrators, faculty, and staff communicate well among each other, the moderate disagreement rate and moderate respondent count suggest that concerns about communication require further attention.
- A majority of the **African American/Black** employee group feels that administrators, faculty, and staff communicate well among each other. The high disagreement rate highlights significant dissatisfaction among a substantial portion of the group despite the moderate respondent count.
- While most **Latino/Hispanic** respondents agree that administrators, faculty, and staff communicate well among each other, the high disagreement rate and high respondent count indicate a need to address concerns within this group.

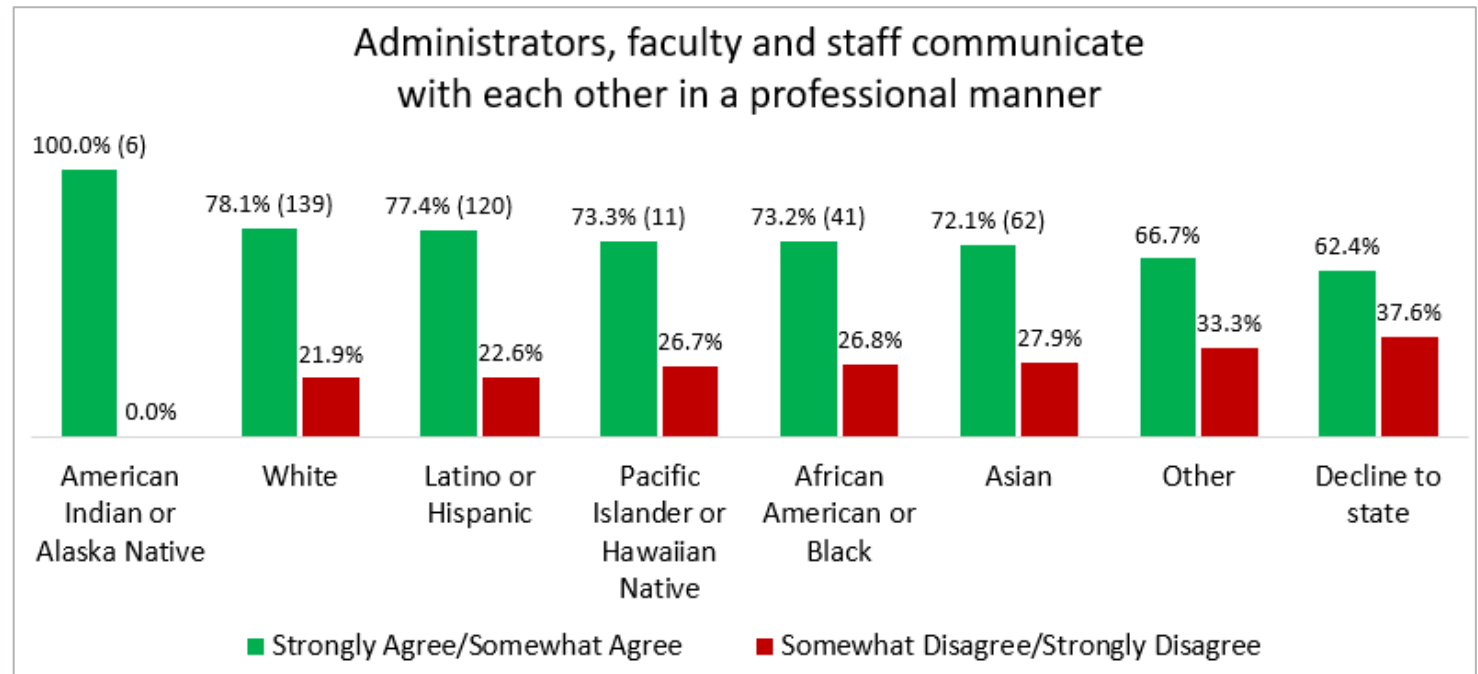
- Most of the **American Indian/Alaska Native** and **Pacific Islander/Hawaiian Native** employee groups feel that administrators, faculty, and staff communicate well among each other. Although there is a moderate disagreement rate in both groups, these findings should be interpreted with caution as the small respondent counts may not fully reflect the trend in any of the two groups.



Respondent count included in parenthesis following the respondent percentage

- Most **Latino/Hispanic** respondents feel that communication is professional, supported by the high respondent count. The low disagreement rate indicates strong overall satisfaction.
- Most **Pacific Islander/Hawaiian Native** employees agree that communication is professional. The moderate disagreement rate points to potential concerns among some respondents. However, these findings should be interpreted with caution as the small respondent count may not fully reflect the group trend.
- A strong majority of **African American/Black** respondents feel that communication is professional, but the moderate disagreement rate suggests that dissatisfaction exists among a notable portion of the group. The moderate respondent count makes this finding significant.
- A majority of **Asian** respondents agree that communication is professional. The moderate disagreement rate highlights concerns among a portion of the group. The high respondent count provides reliable insight into their perceptions.

- All **American Indian/Alaska Native** respondents feel that administrators, faculty, and staff communicate with each other in a professional manner. However, this finding should be interpreted with caution as the small respondent count may not fully reflect the group trend.
- The high agreement rate of **White** employees reflects strong positive perceptions of professional communication among this group. The large respondent count supports the reliability of this finding, with a low disagreement rate indicating few concerns.



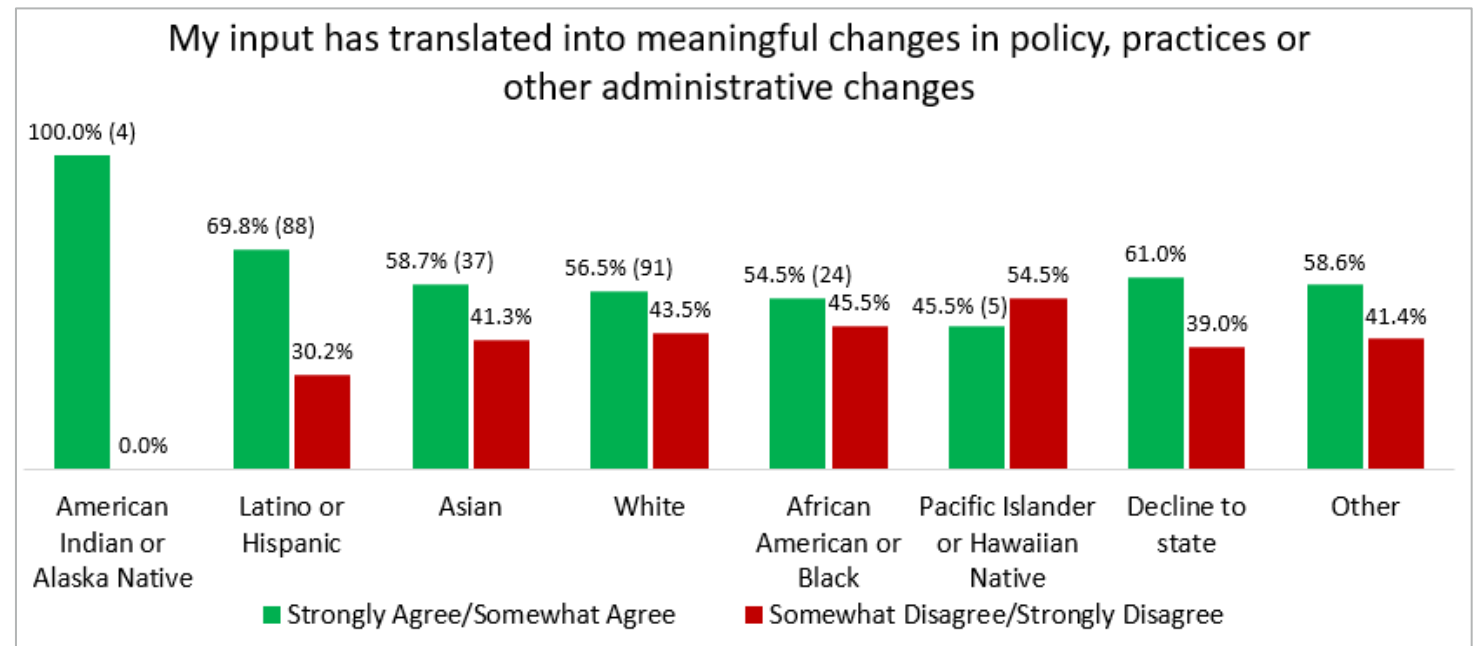
Respondent count included in parenthesis following the respondent percentage

Sense of Belonging & College Value

ETHNICITY DATA DISAGGREGATION

- A slight majority of **Asian** respondents agree that their input has led to meaningful changes. Despite the moderate respondent count, the high disagreement rate highlights significant dissatisfaction among a portion of the group.
- While a majority of **White** respondents agree, the high disagreement rate indicates that a significant number of employees in this group feel their input has not translated into meaningful changes. With a high respondent count, this finding should be addressed.
- The nearly equal rates of agreement and disagreement among **African American/Black** respondents feeling their input has translated into meaningful changes suggest a divide in perception. With a moderate respondent count, efforts are needed to understand and address the dissatisfaction within this group.
- **Pacific Islander/Hawaiian Native** respondents show a nearly equal split in agreement and disagreement in regards feeling their input has not translated into meaningful changes. However, the low respondent count limits the reliability of conclusions.

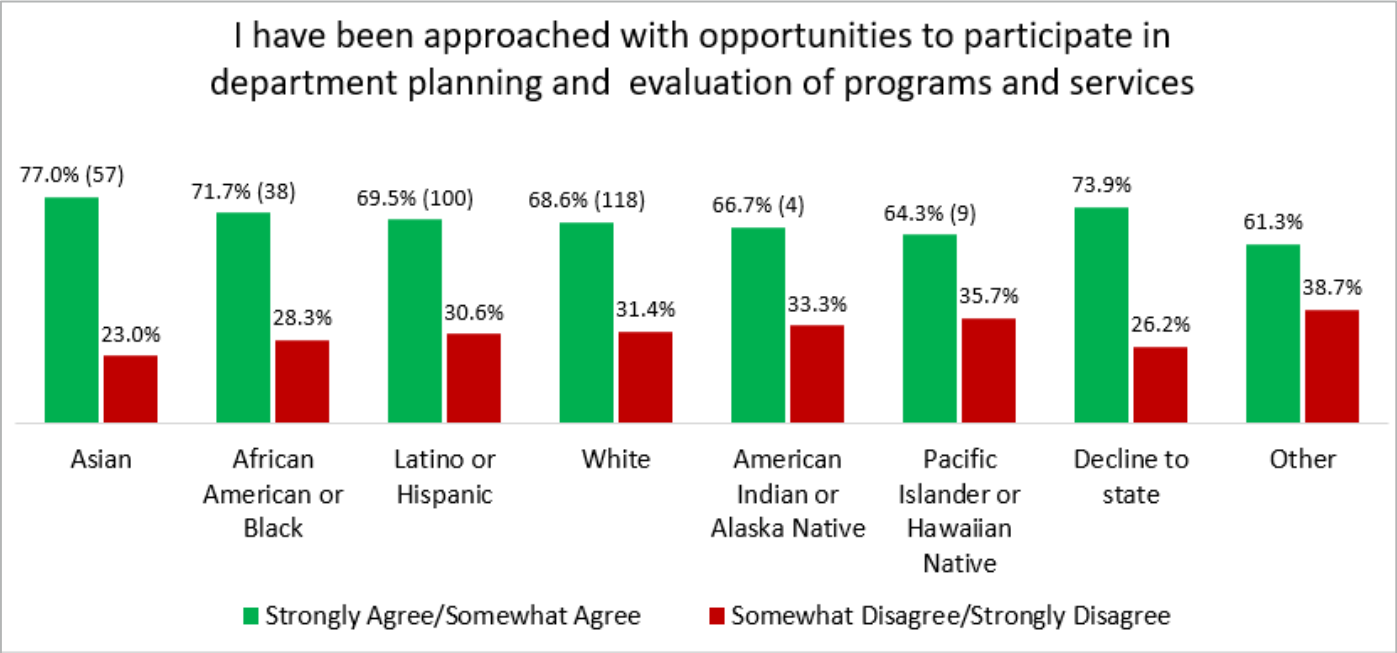
- All **American Indian/Alaska Native** respondents agree that their input has translated into meaningful changes. However, this finding should be interpreted with caution as the small respondent count may not fully reflect the group trend.
- A strong majority of **Latino/Hispanic** respondents feel their input has led to meaningful changes. The high respondent count supports the reliability of this finding, though the moderate disagreement rate suggests room for improvement.



Respondent count included in parenthesis following the respondent percentage

- While most **Latino/Hispanic** respondents feel positively about being approached for participation in department planning and evaluation, the moderate disagreement rate suggests some dissatisfaction among respondents. The large respondent count underscores the importance of addressing this finding.
- A majority of **White** respondents feel positively about opportunities to participate in department planning and evaluation, but the moderate disagreement rate indicates that a portion of employees feels overlooked. This is an area for improvement given the large respondent count.
- Most **American Indian/Alaska Native** respondents feel positively about participation opportunities in department planning and evaluation. The moderate disagreement rate suggests some dissatisfaction. However, these findings should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- A moderate majority of **Pacific Islander/ Hawaiian Native** respondents feel they are approached for participation in department planning and evaluation. With a moderate disagreement rate, these findings should be interpreted with caution as the low respondent count limits the reliability of conclusions.

- A strong majority of **Asian** respondents feel they have been approached with opportunities to participate in department planning and evaluation. The low disagreement rate indicate positive perceptions overall.
- Most **African American/Black** respondents feel positively about being approached with opportunities for participation. With a moderate respondent count, the moderate disagreement rate highlights concerns that require attention.



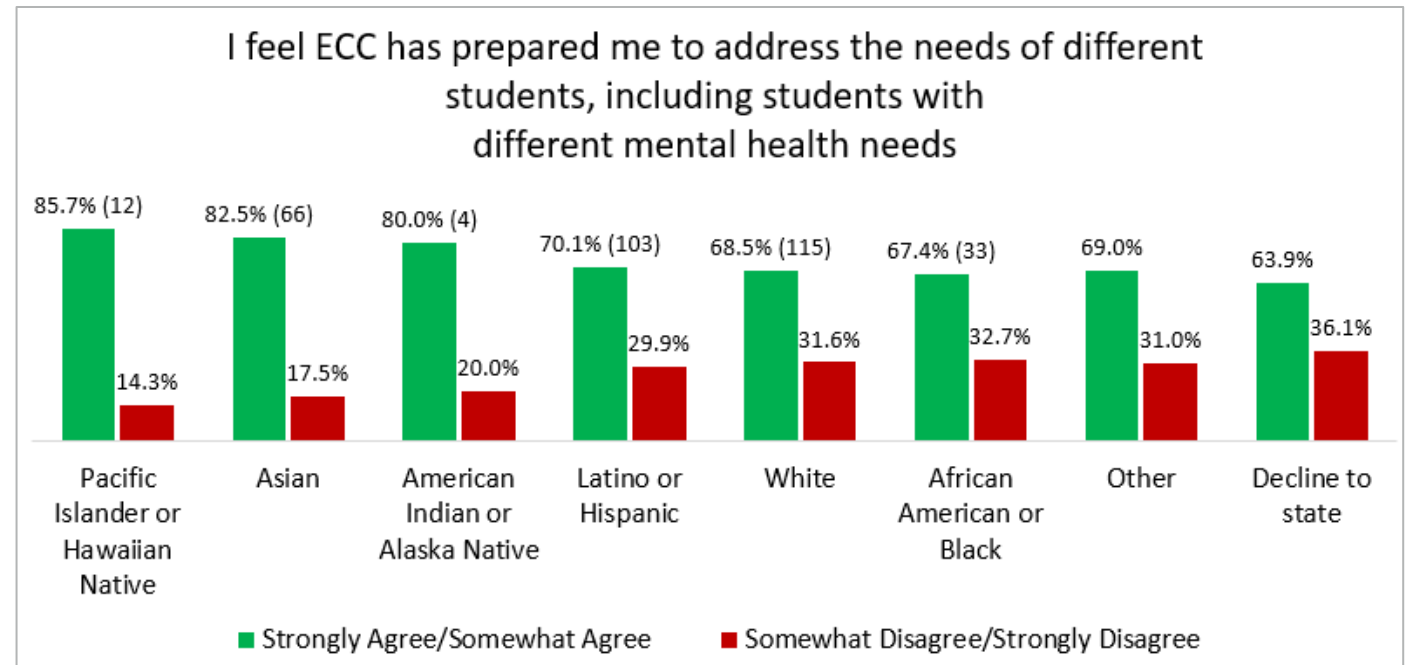
Respondent count included in parenthesis following the respondent percentage

Professional Development

ETHNICITY DATA DISAGGREGATION

- A majority of **American Indian/Alaska Native** respondents feel prepared to address the needs of students with different mental health needs. With a low disagreement rate, the small respondent count limits the reliability of conclusions.
- Most **Latino/Hispanic** respondents feel prepared to address students' diverse mental health needs. The moderate disagreement rate indicates dissatisfaction among a portion of this group. The large respondent count emphasizes the importance of addressing this finding.
- Most **White** respondents feel prepared to address the needs of students with different mental health needs. The moderate disagreement rate reflects dissatisfaction among a portion of this employee group. The large respondent count highlights the importance of this finding.
- Most **African American/Black** respondents feel prepared to address students' diverse mental health needs. The moderate disagreement rate indicates noticeable dissatisfaction. The moderate respondent count suggests this finding requires further attention.

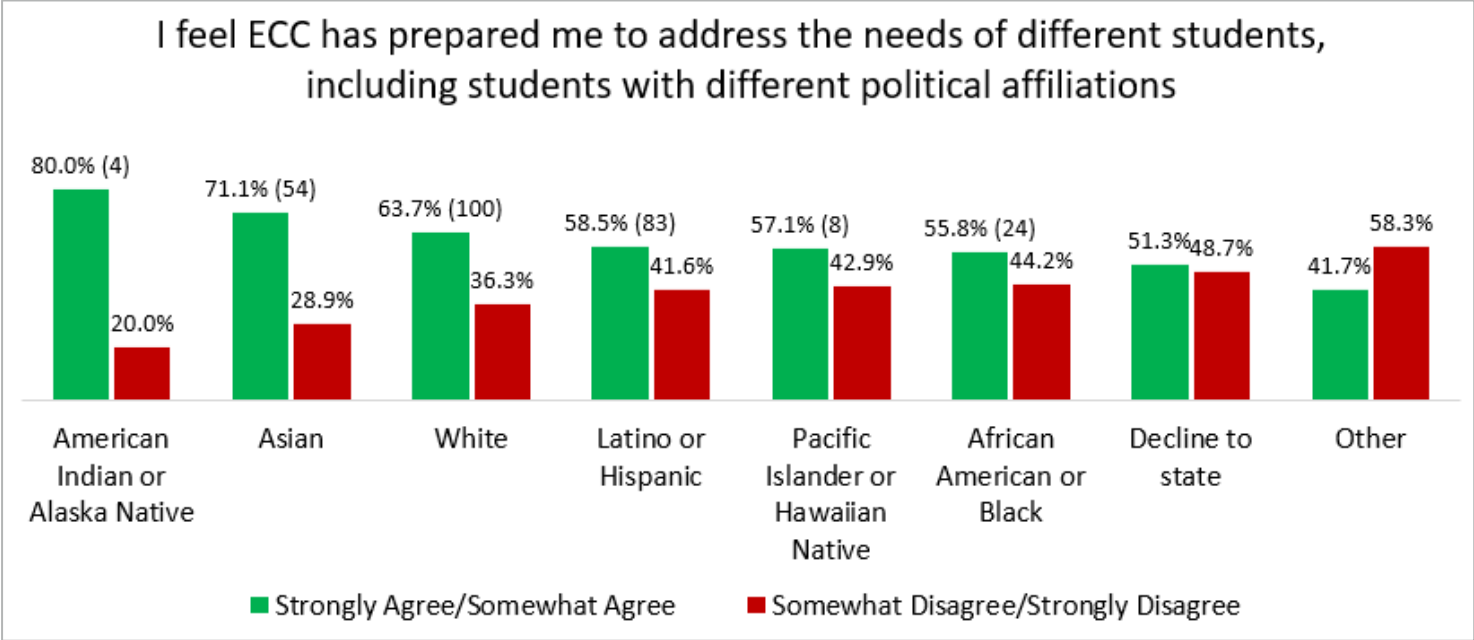
- A strong majority of **Pacific Islander/Hawaiian Native** respondents feel prepared to address the needs of students with different mental health needs. However, the small respondent count limits the reliability of conclusions.
- A large majority of **Asian** respondents feel prepared to address the mental health needs of diverse students. The high respondent count provides reliability to the positive perception within this group.



Respondent count included in parenthesis following the respondent percentage

- While most **White** respondents agree, the moderate disagreement rate indicates dissatisfaction with employees feeling prepared to address the needs of students with different political affiliations. Given the large respondent count, addressing this concern is important.
- A slight majority of **Latino/Hispanic** respondents feel prepared to address the needs of students with different political affiliations, but the high disagreement rate suggests significant dissatisfaction among a large portion of the group. The high respondent count makes it essential to address this concern.
- While a slight majority of **Pacific Islander/Hawaiian Native** respondents feel prepared to address the needs of students with different political affiliations, the high disagreement rate indicates notable dissatisfaction. These findings should be interpreted with caution as the small respondent count may not fully reflect the group trend.
- A majority of **African American/Black** respondents feel prepared to address the needs of students with different political affiliations, but the high disagreement rate indicates significant dissatisfaction. With a moderate respondent count, this finding requires further attention.

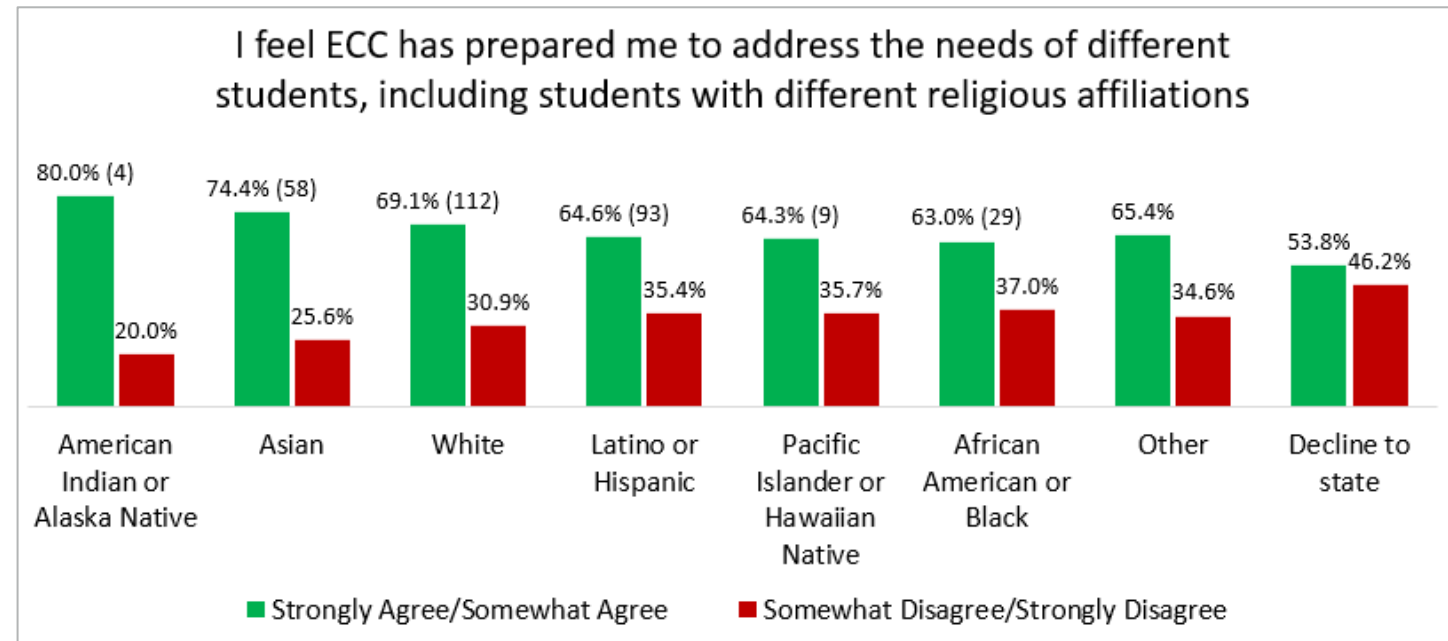
- Most **American Indian/Alaska Native** respondents feel prepared to address the needs of students with different political affiliations. This finding should be interpreted with caution as the small respondent count may not fully reflect the group trend.
- Most **Asian** respondents feel prepared to address the needs of students with different political affiliations, but the moderate disagreement rate highlights dissatisfaction among a portion of the group. The high respondent count makes this feedback significant.



Respondent count included in parenthesis following the respondent percentage

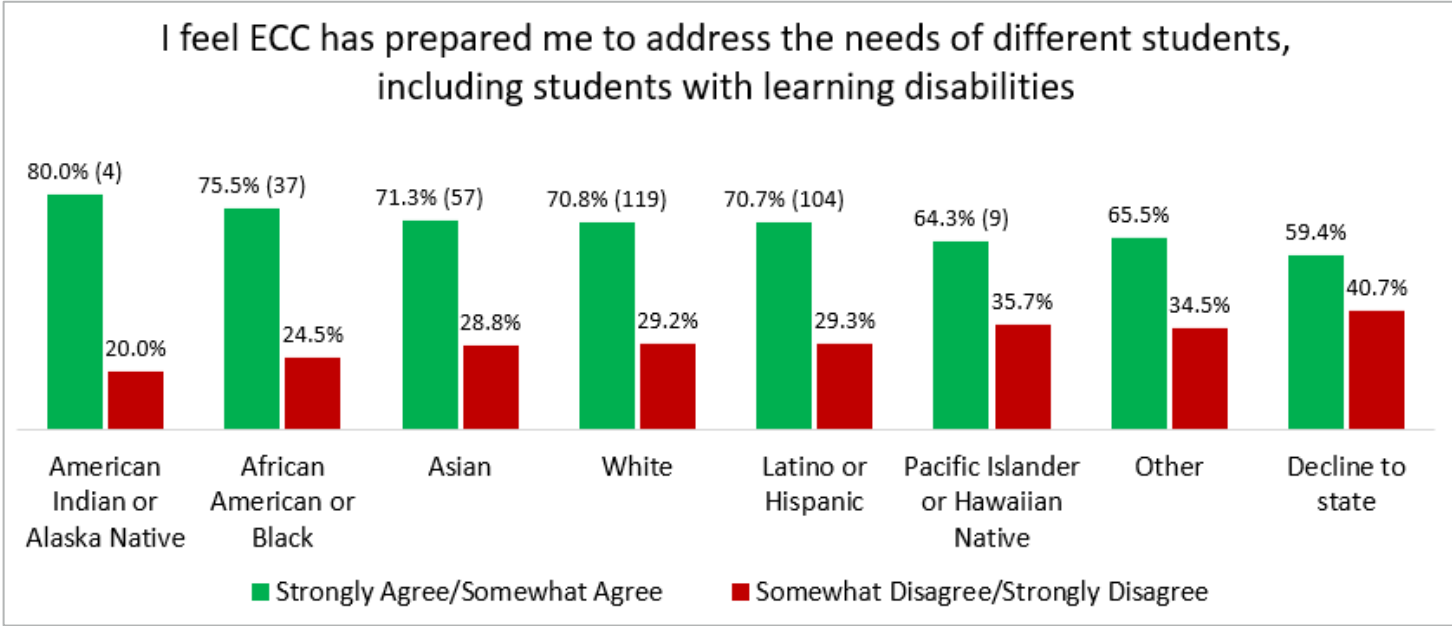
- While most **White** respondents feel prepared to address the needs of students with different religious affiliations, the moderate disagreement rate reflects dissatisfaction among a portion of this group. The large respondent count emphasizes the importance of addressing this finding.
- A slight majority of **Latino/Hispanic** respondents feel prepared to address the needs of students with different religious affiliations, but the moderate disagreement rate indicates some dissatisfaction. The high respondent count underscores the need to address this finding.
- While a majority of **Pacific Islander/Hawaiian Native** respondents feel prepared to address the needs of students with different religious affiliations, the moderate disagreement rate highlights dissatisfaction. These findings should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- Most **African American/Black** respondents feel prepared to address the needs of students with different religious affiliations, but the moderate disagreement rate reflects some concerns. The moderate respondent count highlights the need to address this finding.

- A strong majority of **American Indian/Alaska Native** respondents feel prepared to address the needs of students with different religious affiliations. This finding should be interpreted with caution as the small respondent count may not fully reflect the group trend.
- A large majority of **Asian** respondents feel prepared to address the needs of students with different religious affiliations, but the moderate disagreement rate highlights dissatisfaction among a portion of the group. The high respondent count makes this feedback significant for institutional efforts.



Respondent count included in parenthesis following the respondent percentage

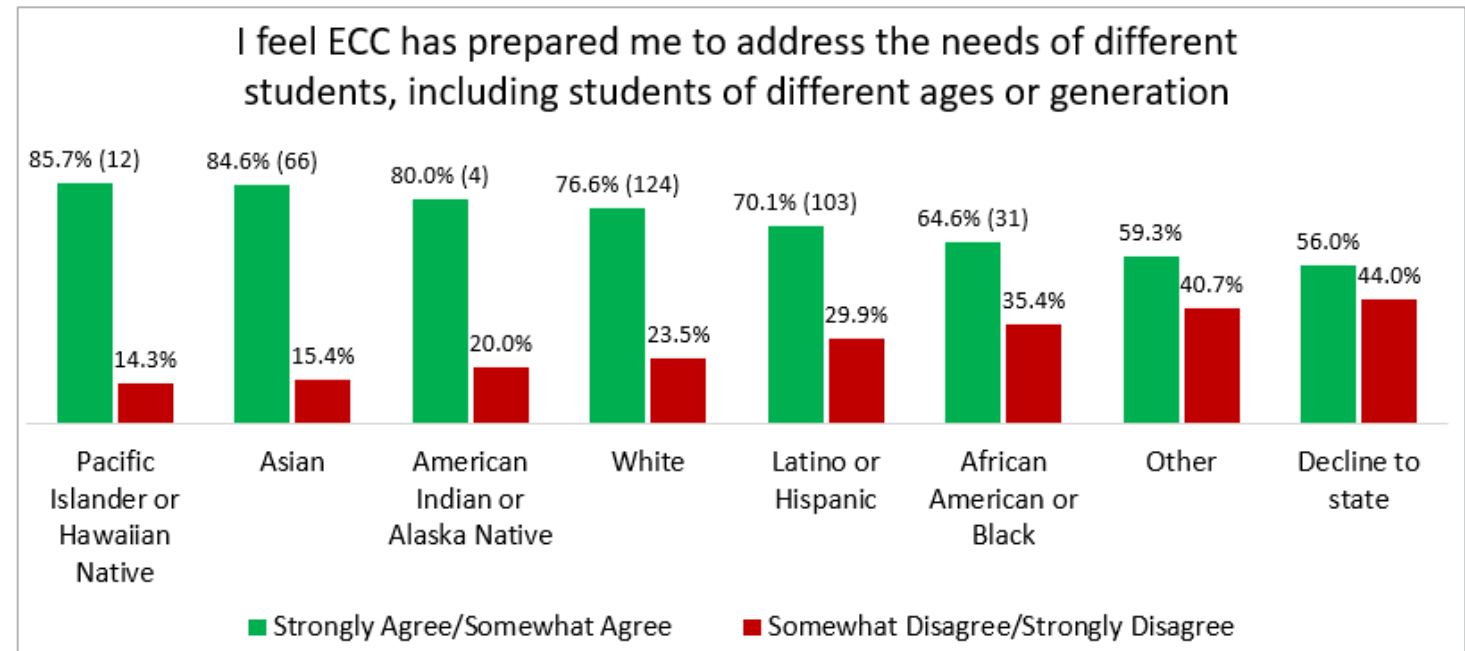
- Most **Asian** respondents feel prepared to address the needs of students with learning disabilities, but the moderate disagreement rate highlights dissatisfaction. The high respondent count makes this feedback significant for institutional efforts.
- Most **White** respondents feel prepared to address the needs of students with learning disabilities, but the moderate disagreement rate indicates dissatisfaction among a portion of the group. The high respondent count underscores the importance of addressing this finding.
- Most **Latino/Hispanic** respondents feel prepared to address the needs of students with learning disabilities, but the moderate disagreement rate indicates dissatisfaction among a portion of the group. The large respondent count highlights the need for efforts to improve this perception.
- While a majority of **Pacific Islander/Hawaiian** Native respondents feel prepared to address the needs of students with learning disabilities, the moderate disagreement rate highlights dissatisfaction. These findings should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- A majority of **American Indian/Alaska Native** respondents feel prepared to address the needs of students with learning disabilities. This finding should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- Most **African American/Black** respondents feel prepared to address the needs of students with learning disabilities, but the moderate disagreement rate indicates dissatisfaction among a portion of the group. With a moderate respondent count, this finding might require further exploration.



Respondent count included in parenthesis following the respondent percentage

- A majority of **American Indian/Alaska Native** respondents feel prepared to address generational needs. This finding should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- Most **White** respondents feel prepared to address the needs of students of different ages or generations. The low disagreement rate suggests dissatisfaction among a small minority. The large respondent count provides credibility to these findings.
- While most **Latino/Hispanic** respondents feel prepared to address generational need, the moderate disagreement rate highlights dissatisfaction among a portion of the group. The high respondent count emphasizes the importance of addressing this finding.
- A majority of **African American/Black** respondents feel prepared to address generational needs, but the moderate disagreement rate reflects some dissatisfaction. Given the moderate respondent count, this finding may require further attention.

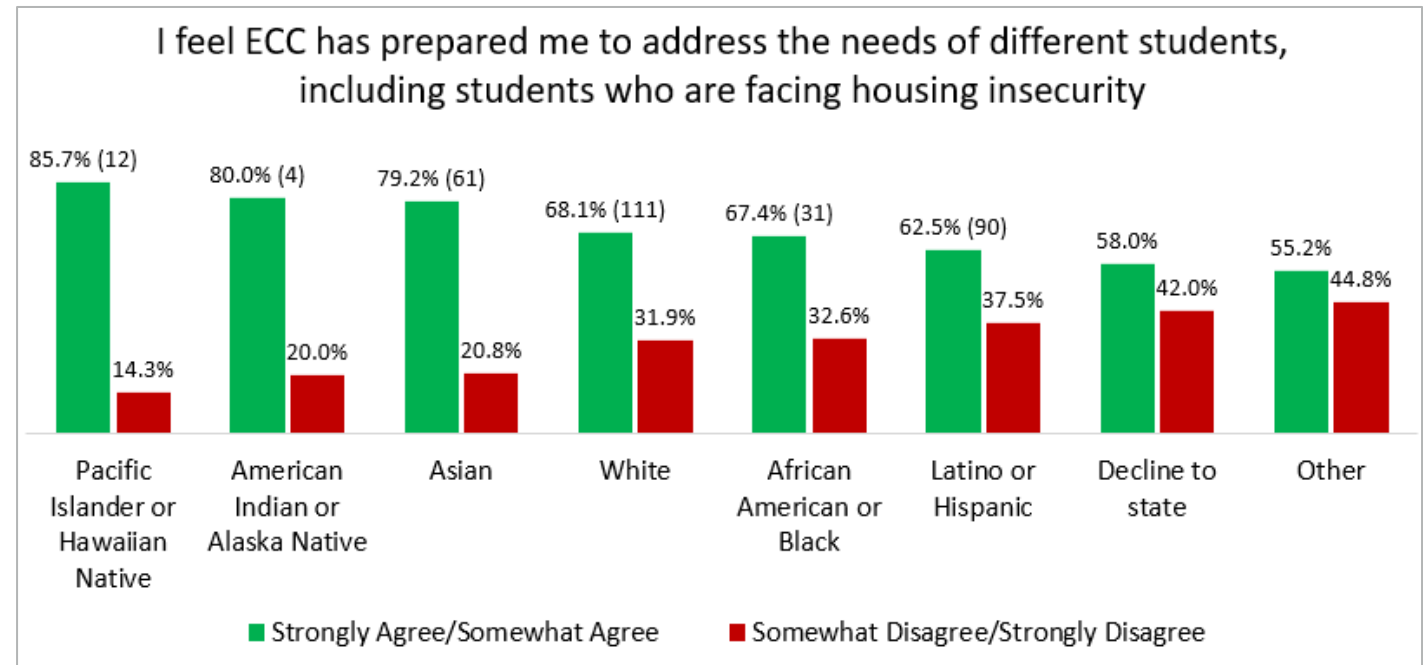
- Most **Pacific Islander/Hawaiian Native** respondents feel prepared to address the needs of students of different ages or generations. This finding should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- Most **Asian** respondents feel prepared to address the needs of students across age groups. The low disagreement rate and high respondent count indicate strong positive perceptions within this group.



Respondent count included in parenthesis following the respondent percentage

- Most **Asian** respondents feel prepared to address student housing insecurity issues. The low disagreement rate and high respondent count suggest strong positive perceptions within this group.
- Most **White** respondents feel prepared to address student housing insecurity issues, but the moderate disagreement rate reflects dissatisfaction among a notable minority. The large respondent count highlights the importance of addressing this finding.
- While a majority of **African American/Black** respondents feel prepared to address student housing insecurity issues, the moderate disagreement rate reflects some dissatisfaction. With a moderate respondent count, this finding might require further attention.
- A majority of **Latino/Hispanic** respondents feel prepared to address student housing insecurity issues, but the moderate disagreement rate highlights dissatisfaction among a portion of the group. The high respondent count emphasizes the need for institutional focus on improving this perception.

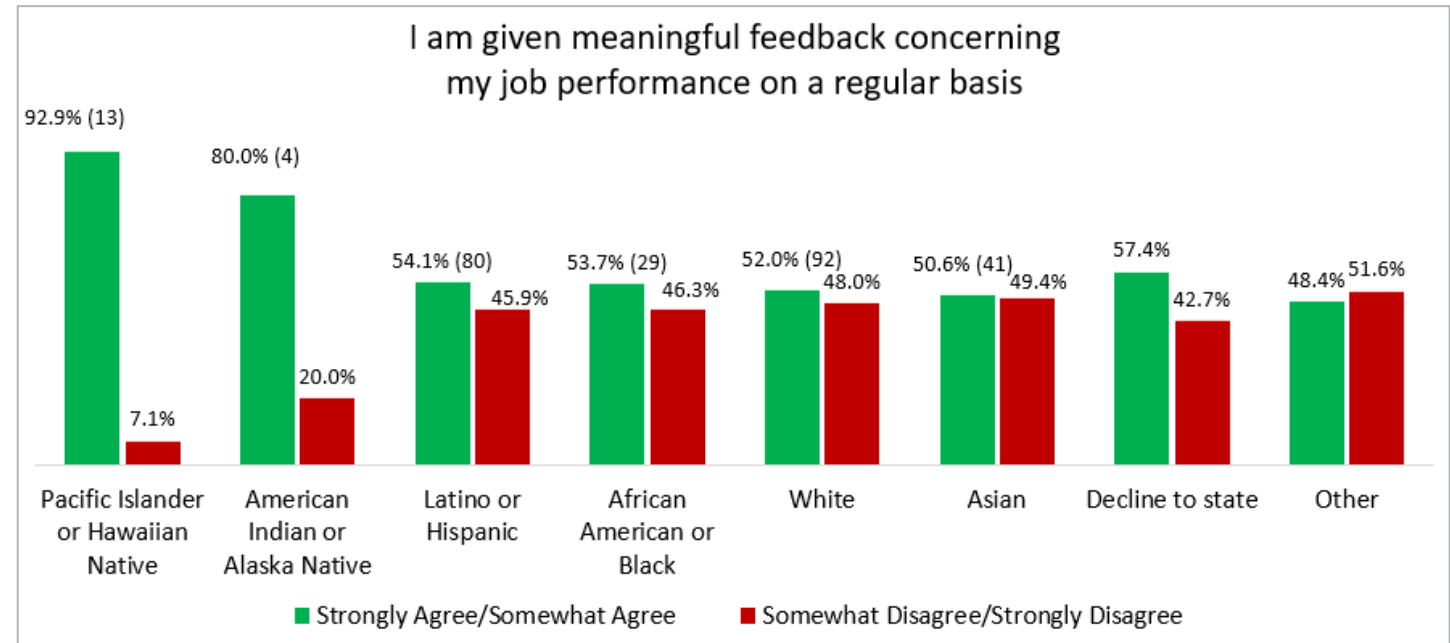
- A strong majority of **Pacific Islander/Hawaiian Native** and **American Indian/Alaska Native** respondents feel prepared to address the needs of students facing housing insecurity. The low disagreement rates reflects minimal concerns. These findings should be interpreted with caution as the low respondent counts may not fully reflect the groups' trend.



Respondent count included in parenthesis following the respondent percentage

- A slight majority of **Latino/Hispanic** respondents feel they receive meaningful feedback on their job performance, but the high disagreement rate highlights dissatisfaction among a large portion of the group. The high respondent count underscores the need for addressing this finding.
- A slight majority of **African American/Black** respondents feel they receive meaningful feedback on their job performance. However, the high disagreement rate indicates substantial dissatisfaction. With a moderate respondent count, this finding may require further exploration.
- Just over half of **White** respondents feel they receive meaningful feedback on their job performance, while the high disagreement rate reflects significant dissatisfaction. The large respondent count makes this finding critical for institutional improvement.
- Job performance feedback is nearly evenly split among **Asian** respondents, with almost half expressing dissatisfaction with the feedback they receive. This highlights a need for action to improve perceptions within this group, given the high respondent count.

- A very strong majority of **Pacific Islander/Hawaiian Native** respondents feel they regularly receive meaningful feedback on their job performance. This finding should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- A majority of **American Indian/Alaska Native** respondents feel they receive meaningful feedback on their job performance. This finding should be interpreted with caution as the low respondent count may not fully reflect the group trend.



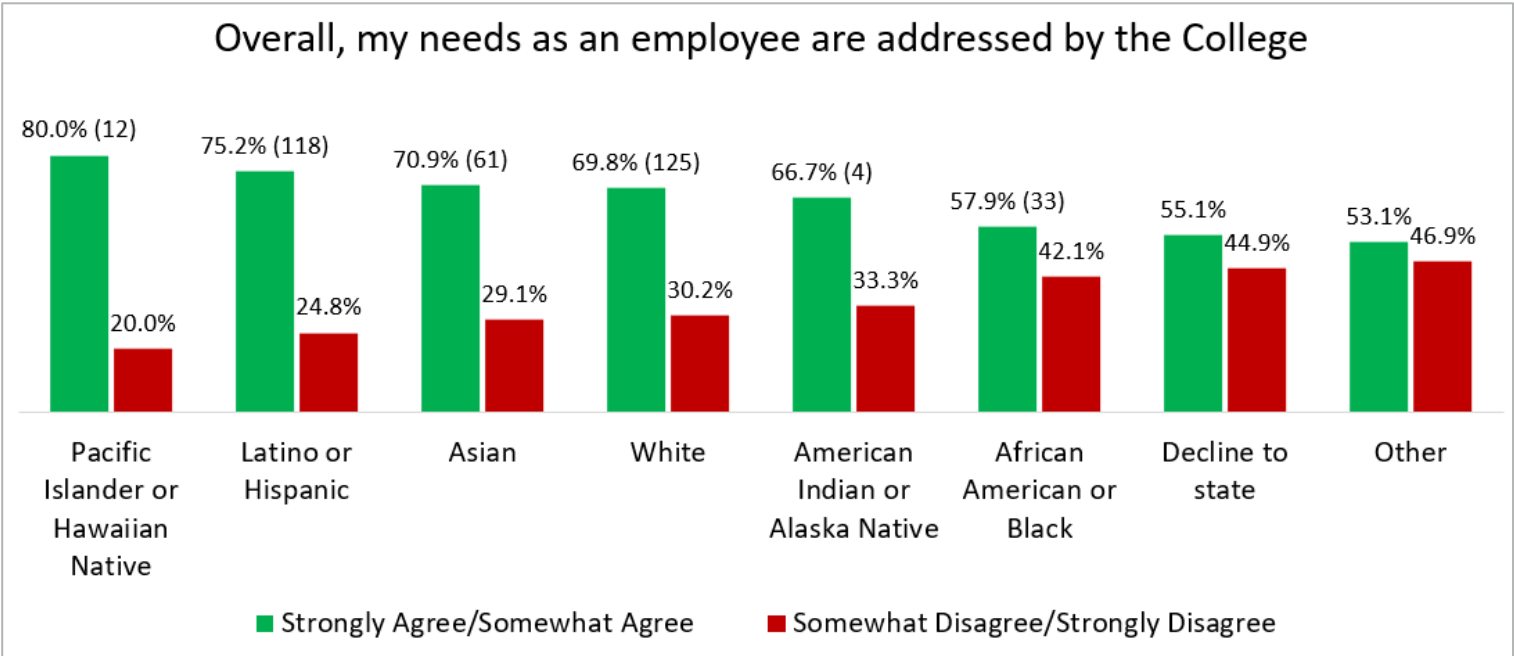
Respondent count included in parenthesis following the respondent percentage

Job Satisfaction

ETHNICITY DATA DISAGGREGATION

- A majority of **Asian** respondents feel their needs are being addressed, but the moderate disagreement rate highlights concerns among a portion of the group. With a high respondent count, this is a meaningful area for institutional improvement.
- While most **White** respondents agree that their needs are being met, the moderate disagreement rate reflects dissatisfaction among a portion of the group. Given the high respondent count, addressing this concern is important.
- Two-thirds of **American Indian/Alaska Native** respondents feel their needs are being addressed. This finding should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- A majority of **African American/Black** respondents feel their needs are being met, but the high disagreement rate highlights significant dissatisfaction among the group. With a moderate respondent count, this concern might need further investigation.

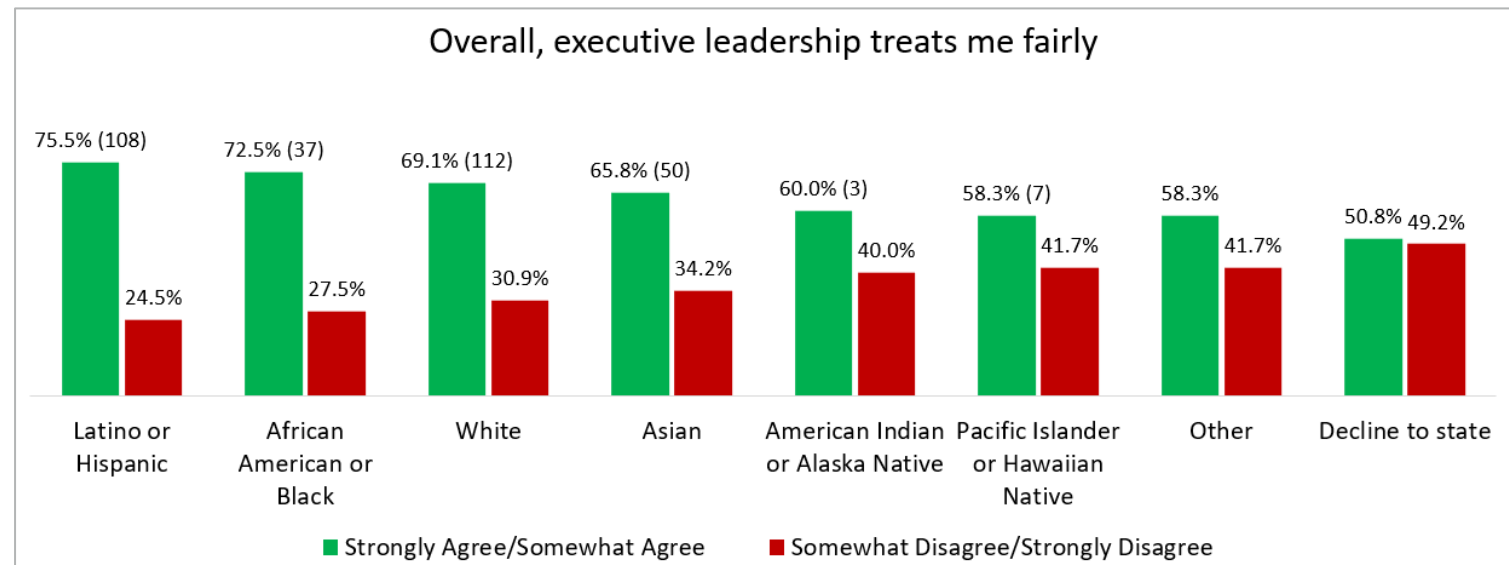
- A strong majority of **Pacific Islander/Hawaiian Native** respondents feel their needs as employees are being addressed. This finding should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- A significant majority of **Latino/Hispanic** respondents feel their needs are being addressed. A moderate disagreement rate within the group may need to be addressed given the high respondent count support this finding.



Respondent count included in parenthesis following the respondent percentage

- A majority of **White** respondents agree that executive leadership treats them fairly, but the moderate disagreement rate reflects dissatisfaction among a portion of the group. Given the high respondent count, addressing this concern is important.
- A majority of **Asian** respondents feel fairly treated by executive leadership, but the moderate disagreement rate highlights dissatisfaction. Given the high respondent count, addressing this concern is important.
- A slight majority of **American Indian/Alaska Native** respondents agree that executive leadership treats them fairly. Despite a moderate disagreement rate, these findings should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- Although slightly more than half of **Pacific Islander/Hawaiian Native** respondents feel fairly treated by executive leadership, a high disagreement rate evidences significant dissatisfaction. However, these findings should be interpreted with caution as the low respondent count may not fully reflect the group trend.

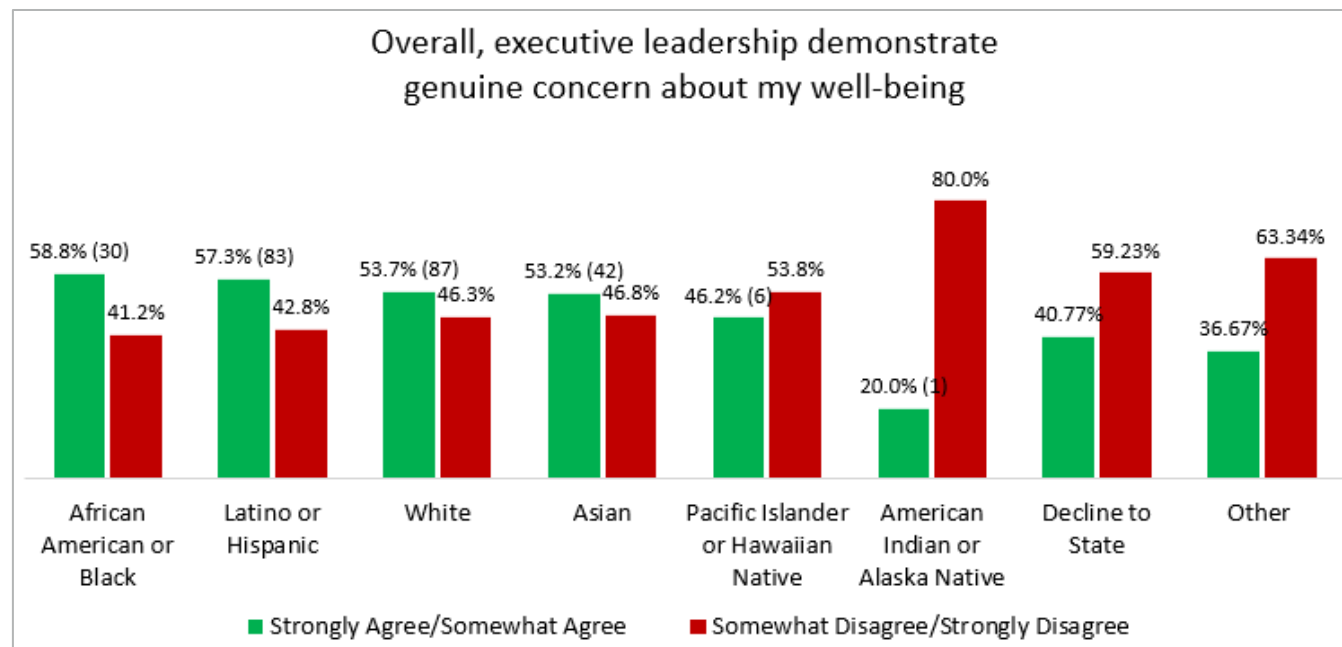
- A significant majority of **Latino/Hispanic** respondents feel executive leadership treats them fairly. With a high respondent count, the moderate disagreement rate of this group should be addressed.
- Most **African American/Black** respondents agree they are treated fairly by executive leadership. However, the moderate disagreement rate indicates concerns among a notable minority. With a moderate respondent count, this concern might need further investigation.



Respondent count included in parenthesis following the respondent percentage

- Responses from **White** employees are nearly split, with a slight majority agreeing that executive leadership demonstrates genuine concern for their well-being. The high disagreement rate indicates considerable dissatisfaction, making this an important area for improvement given the high respondent count.
- **Asian** respondents are nearly evenly split on whether executive leadership demonstrates genuine concern for employees' well-being. Given the high respondent count, the high disagreement rate should be addressed.
- A majority of **Pacific Islander/Hawaiian Native** respondents disagree that executive leadership demonstrates genuine concern for their well-being. However, this finding should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- Most **American Indian/Alaska Native** respondents disagree that executive leadership demonstrates concern for well-being. However, this finding should be interpreted with caution as the low respondent count may not fully reflect the group trend.

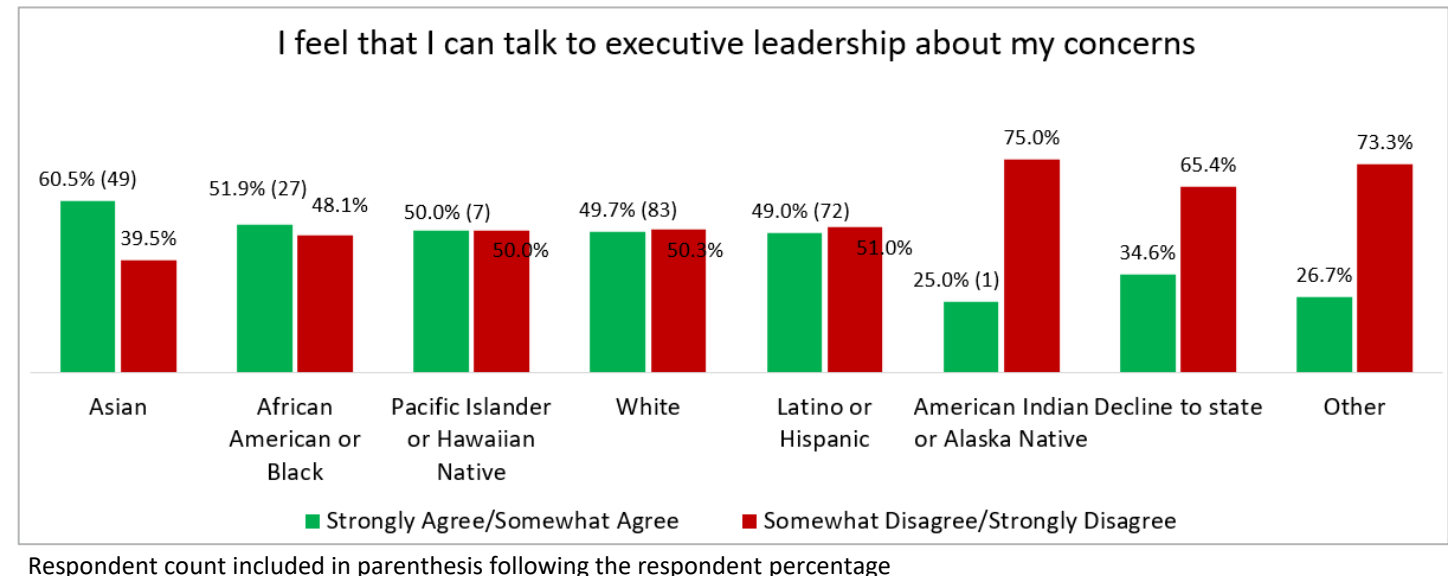
- A majority of **African American/Black** respondents agree that executive leadership demonstrates genuine concern for their well-being. Given the moderate respondent count, the high disagreement rate might need further exploration.
- A slight majority of **Latino/Hispanic** respondents agree that executive leadership demonstrates genuine concern for their well-being, but the high disagreement rate signals dissatisfaction among a significant portion of the group. The high respondent count underscores the importance of addressing this finding.



Respondent count included in parenthesis following the respondent percentage

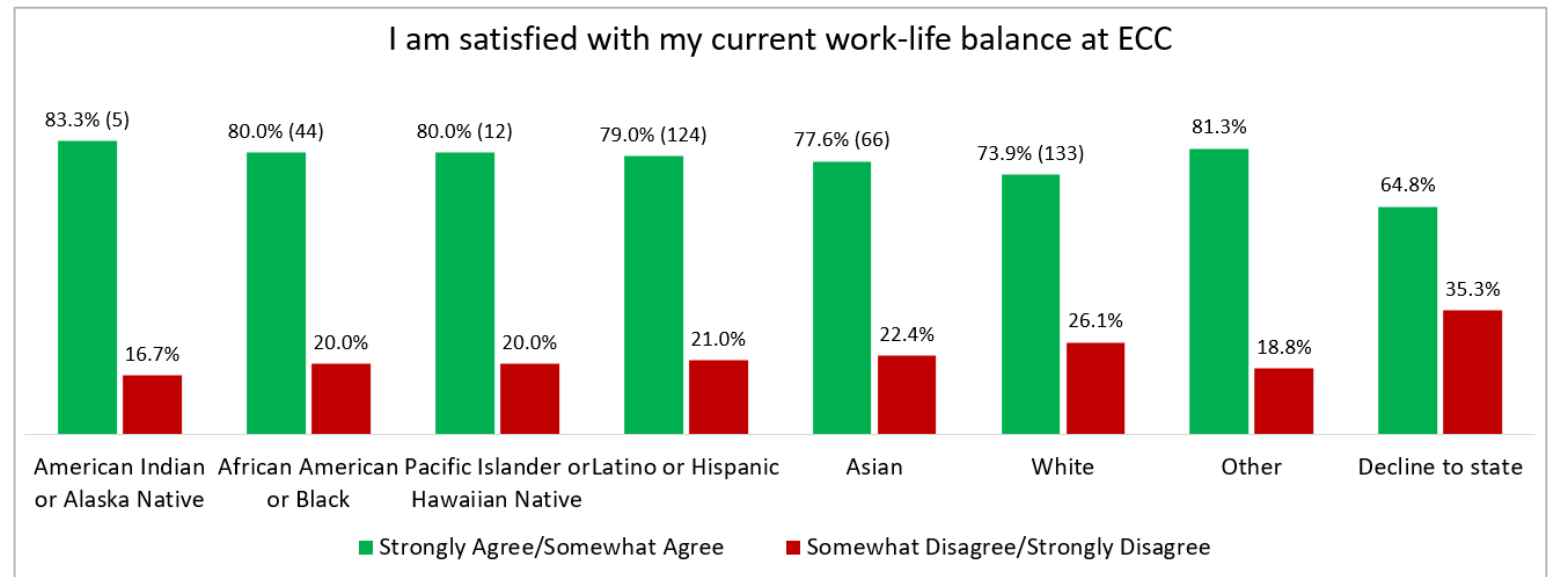
- Responses from **Pacific Islander/Hawaiian Native** employees are evenly split, with half agreeing and half disagreeing with feeling they can talk to executive leadership about their concerns. These findings should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- Responses from **White** employees are nearly evenly split, with slightly more disagreement with feeling they can talk to executive leadership about their concerns. The high respondent count makes this a critical area for improvement.
- Slightly more **Latino/Hispanic** respondents disagree than agree with feeling they can talk to executive leadership about their concerns, indicating significant dissatisfaction. With a high respondent count, addressing this result is important to improve perceptions and trust within this group.
- **American Indian/Alaska Native** respondents overwhelmingly disagree that they can talk to executive leadership about their concerns. This finding should be interpreted with caution as the low respondent count may not fully reflect the group trend.

- A majority of **Asian** respondents feel they can talk to executive leadership about their concerns. However, the moderate disagreement rate highlights dissatisfaction among a portion of this group, a finding that needs to be addressed given the high respondent count.
- Responses from **African American/Black** employees are nearly split, with a slight majority agreeing that they can talk to executive leadership about their concerns. Although the respondent count is moderate, the high disagreement rate signals significant dissatisfaction that might require attention.



- A strong majority of **Pacific Islander/Hawaiian Native** respondents report satisfaction with their work-life balance. This finding should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- With a low disagreement rate, a significant majority of **Latino/Hispanic** respondents report satisfaction with their work-life balance. The high respondent count supports the reliability of these findings.
- With a low disagreement rate, most **Asian** respondents express satisfaction with their work-life balance. The high respondent count supports the reliability of these findings.
- A majority of **White** respondents are satisfied with their work-life balance, but the moderate disagreement rate highlights dissatisfaction among a portion of the group. Given the high respondent count, addressing this finding might need further attention.

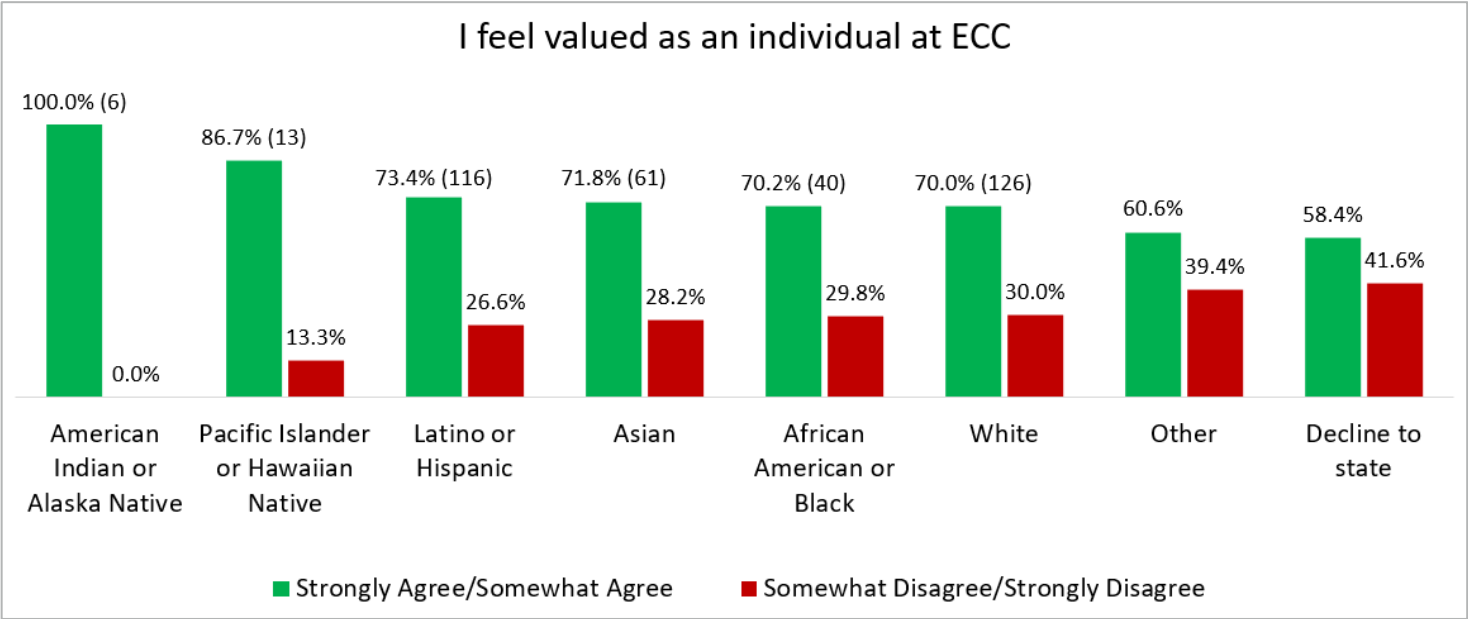
- A strong majority of **American Indian/Alaska Native** respondents are satisfied with their work-life balance. This finding should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- With a low disagreement rate, most **African American/Black** respondents are satisfied with their work-life balance. This finding is supported by a moderate respondent count.



Respondent count included in parenthesis following the respondent percentage

- A significant majority of **Latino/Hispanic** respondents feel valued as individuals. However, the moderate disagreement rate highlights dissatisfaction among a minority, making this an area for institutional improvement, given the high respondent count.
- Most **Asian** respondents feel valued as individuals, but the moderate disagreement rate suggests concerns persist among a portion of the group. The high respondent count makes this feedback significant for institutional attention.
- A majority of **African American/Black** respondents feel valued as individuals, but the moderate disagreement rate indicates dissatisfaction among a portion of the group. Given the moderate respondent count, this finding might need further exploration.
- While most **White** respondents feel valued as individuals, the moderate disagreement rate reflects dissatisfaction among a portion of the group. Given the large respondent count, this finding might need further exploration.

- All **American Indian/Alaska Native** respondents feel valued as individuals at ECC. This finding should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- A strong majority of **Pacific Islander/Hawaiian Native** respondents feel valued as individuals. This finding should be interpreted with caution as the low respondent count may not fully reflect the group trend.



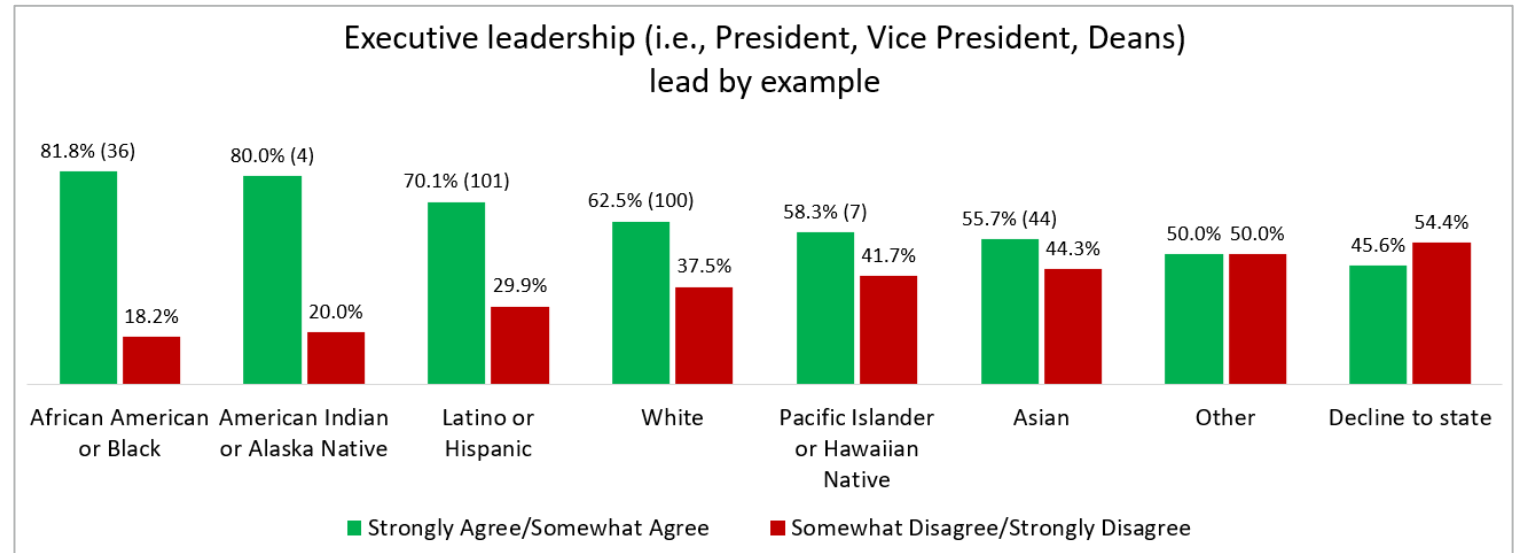
Respondent count included in parenthesis following the respondent percentage

Communication & Vision/Direction of ECC

ETHNICITY DATA DISAGGREGATION

- A significant majority of **Latino/Hispanic** respondents agree that executive leadership leads by example. However, the moderate disagreement rate indicates dissatisfaction among a portion of this group. Given the high respondent count, this finding should be addressed.
- While a majority of **White** respondents agree that executive leadership leads by example, the moderate disagreement rate highlights some dissatisfaction. With a high respondent count, it is important to address this finding.
- A slight majority of **Pacific Islander/Hawaiian Native** respondents agree that executive leadership leads by example. Despite the high disagreement rate, these findings should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- A slight majority of **Asian** respondents agree that executive leadership leads by example, but the high disagreement rate signals significant dissatisfaction. Given the high respondent count, this is an area for targeted improvement.

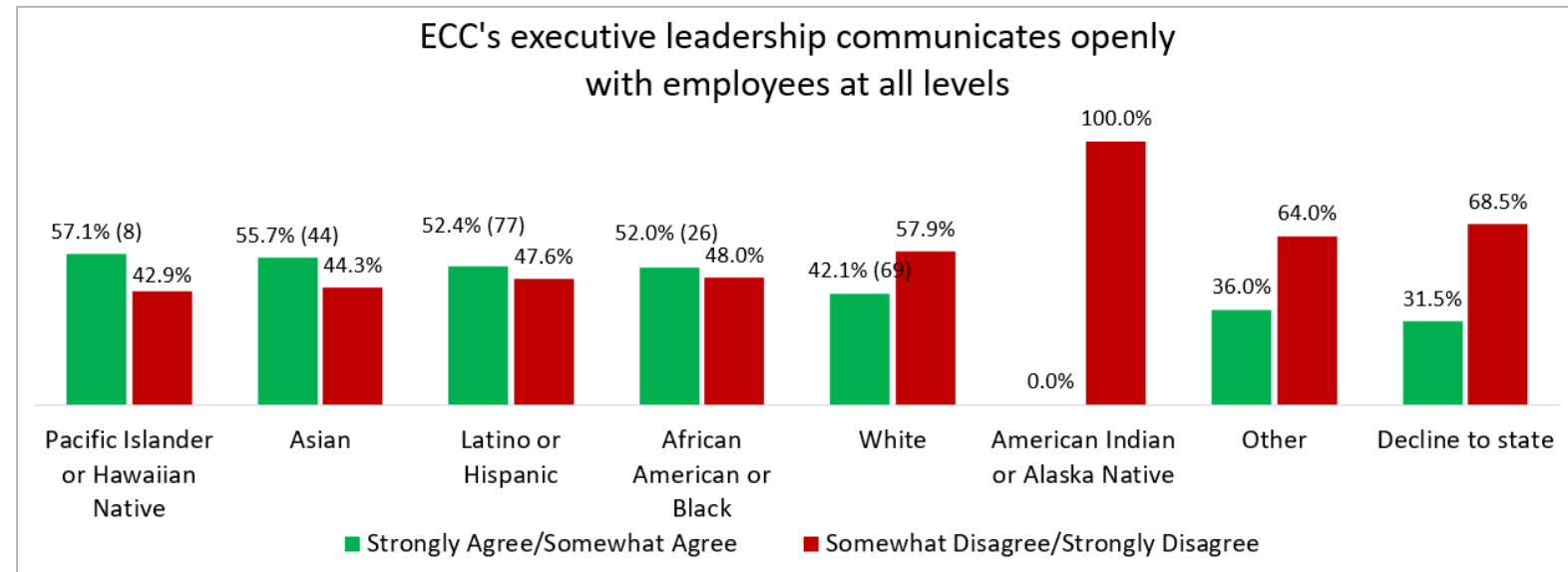
- With a moderate respondent count, a strong majority of **African American/Black** respondents believe executive leadership leads by example.
- Most **American Indian/Alaska Native** respondents feel executive leadership leads by example. This finding should be interpreted with caution as the low respondent count may not fully reflect the group trend..



Respondent count included in parenthesis following the respondent percentage

- **Latino/Hispanic** respondents are nearly evenly split on whether executive leadership communicates openly, with a slight majority agreeing. The high disagreement rate underscores dissatisfaction that needs to be addressed, given the high respondent count.
- Responses from **African American/Black** employees are nearly evenly split on whether executive leadership communicates openly. The high disagreement rate reflects significant dissatisfaction. Given the moderate respondent count, this finding may require further exploration.
- A majority of **White** respondents disagree that executive leadership communicates openly. As the respondent count is high, the high disagreement rate signals a pressing need for institutional improvement.
- All **American Indian/Alaska Native** respondents disagree that executive leadership communicates openly. Despite the high disagreement rate, this finding should be interpreted with caution as the low respondent count may not fully reflect the group trend.

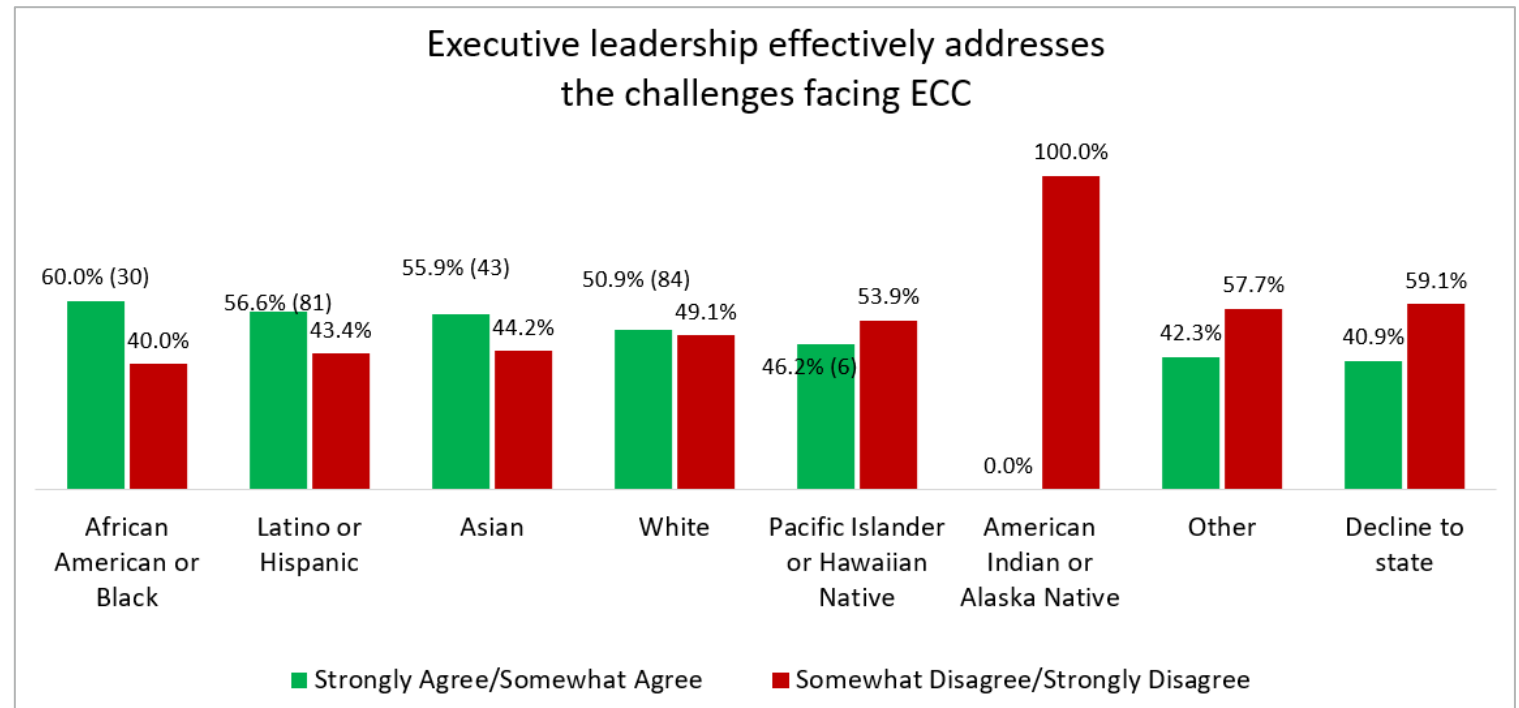
- A slight majority of **Pacific Islander/Hawaiian Native** respondents agree that executive leadership communicates openly. Despite the high disagreement rate, these findings should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- Most **Asian** respondents agree that executive leadership communicates openly, but the high disagreement rate highlights dissatisfaction among a significant portion. With a high respondent count, this finding should be addressed.



Respondent count included in parenthesis following the respondent percentage

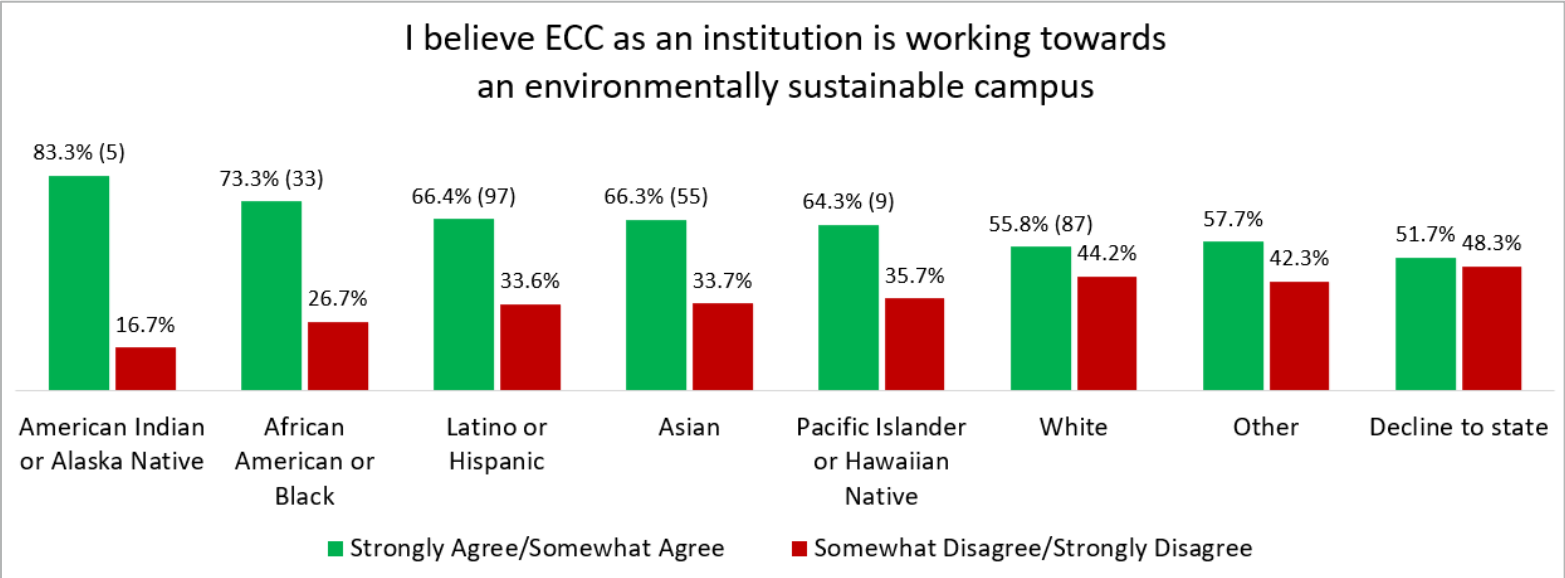
- A slight majority of **Asian** respondents agree that executive leadership addresses challenges effectively. The high disagreement rate reflects dissatisfaction among a considerable portion of the group. Given the high respondent count, this finding requires attention.
- Responses from **White** employees are nearly split, with a slight majority agreeing that executive leadership addresses challenges effectively. Given the high respondent count, the high disagreement rate should be addressed to improve trust.
- A majority of **Pacific Islander/Hawaiian Native** respondents disagree that executive leadership addresses challenges effectively. This finding should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- All **American Indian/Alaska Native** respondents (3) disagree that leadership addresses challenges effectively. This finding should be interpreted with caution as the low respondent count may not fully reflect the group trend.

- A majority of **African American/Black** respondents believe executive leadership effectively addresses ECC's challenges. However, the moderate disagreement rate and moderate respondent count suggests the need for further exploration.
- A majority of **Latino/Hispanic** respondents agree that executive leadership effectively addresses ECC's challenges, but the high disagreement rate signals dissatisfaction among a significant portion. Given the high respondent count, addressing this concern should be a priority.



Respondent count included in parenthesis following the respondent percentage

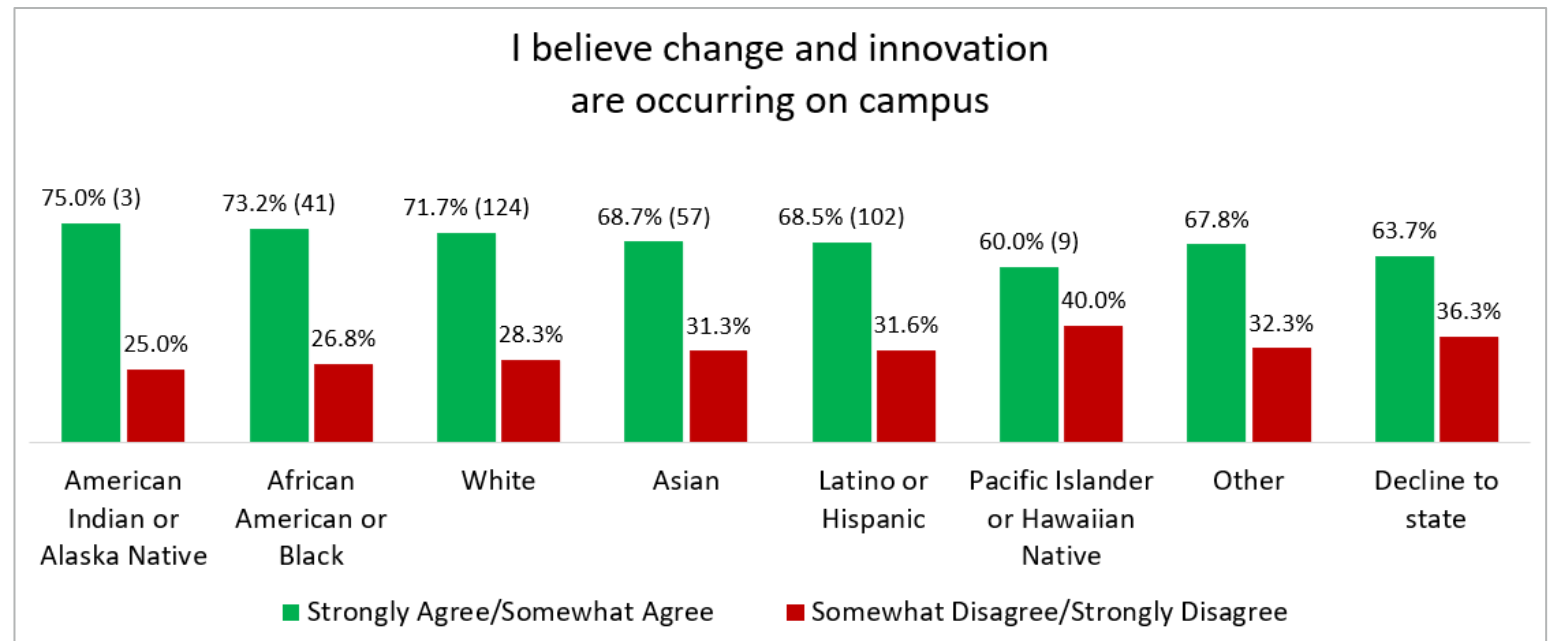
- A majority of **Latino/Hispanic** respondents agree that ECC is working toward environmental sustainability, but the moderate disagreement rate signals dissatisfaction among a portion of this group. Given the high respondent count, addressing this finding is important.
- Most **Asian** respondents agree that ECC is working toward sustainability, but the moderate disagreement rate highlights concerns among a portion of this group. Given the high respondent count, addressing this finding is important.
- A majority of **Pacific Islander/Hawaiian Native** respondents agree that ECC is working toward environmental sustainability. This finding should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- Slightly more than half of **White** respondents agree that ECC is working toward sustainability. The high disagreement rate highlights significant dissatisfaction within this group. Given the high respondent count, this is an area requiring institutional focus.
- A strong majority of **American Indian or Alaska Native** respondents believe ECC is working toward environmental sustainability. This finding should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- Most **African American/Black** respondents agree that ECC is working toward sustainability. With a moderate disagreement rate and a moderate respondent count, these finding may require further exploration.



Respondent count included in parenthesis following the respondent percentage

- A majority of **White** respondents agree that change and innovation are occurring on campus. However, the moderate disagreement rate suggests that a portion of this group remains unconvinced. Given the high respondent count, addressing this finding is important.
- While a majority of **Asian** respondents agree that change and innovation are occurring on campus. Given the high respondent count, the moderate disagreement rate should be addressed.
- A significant majority of **Latino/Hispanic** respondents agree with the perception of change and innovation occurring on campus. However, the moderate disagreement rate highlights dissatisfaction among a portion of this group. Given the high respondent count, addressing this finding is important.
- A slight majority of **Pacific Islander/Hawaiian Native** respondents agree with change and innovation happening on campus. This finding should be interpreted with caution as the low respondent count may not fully reflect the group trend.

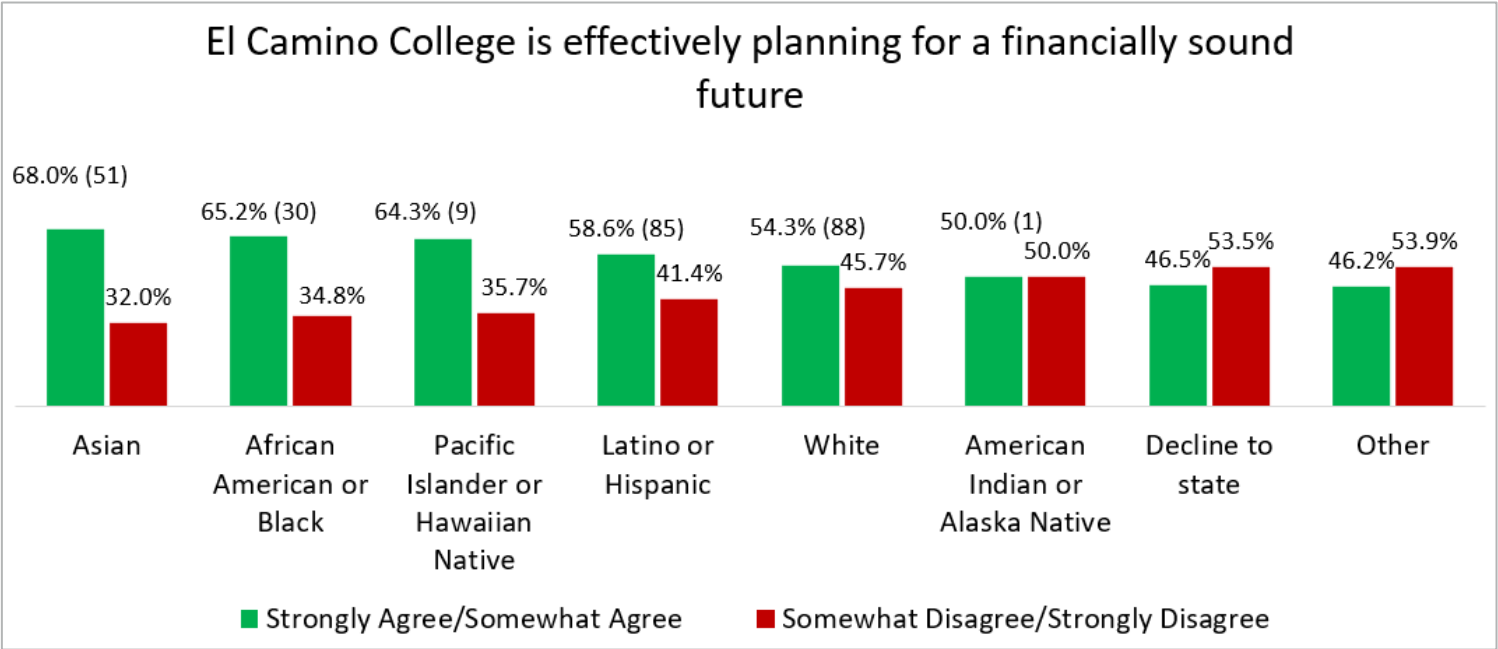
- A strong majority of **American Indian/Alaska Native** respondents believe change and innovation are occurring on campus. This finding should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- Most **African American/Black** respondents perceive change and innovation on campus positively. Given the moderate respondent count, the moderate disagreement rate may require further exploration.



Respondent count included in parenthesis following the respondent percentage

- A majority of **Pacific Islander/Hawaiian Native** respondents believe ECC is effectively planning for a financially sound future, but the moderate disagreement rate highlights dissatisfaction within this group. These findings should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- A majority of **Latino/Hispanic** respondents agree with ECC effectively planning for a financially sound future, but the high disagreement rate suggests significant dissatisfaction. Given the large respondent count, addressing this concern is a priority.
- **White** respondents are split on ECC effectively planning for a financially sound future, with a slight majority agreeing. The high disagreement rate highlights significant dissatisfaction, requiring institutional attention given the high respondent count.
- **American Indian/Alaska Native** respondents is evenly split in regards ECC effectively planning for a financially sound future. These findings should be interpreted with caution as the low respondent count may not fully reflect the group trend.

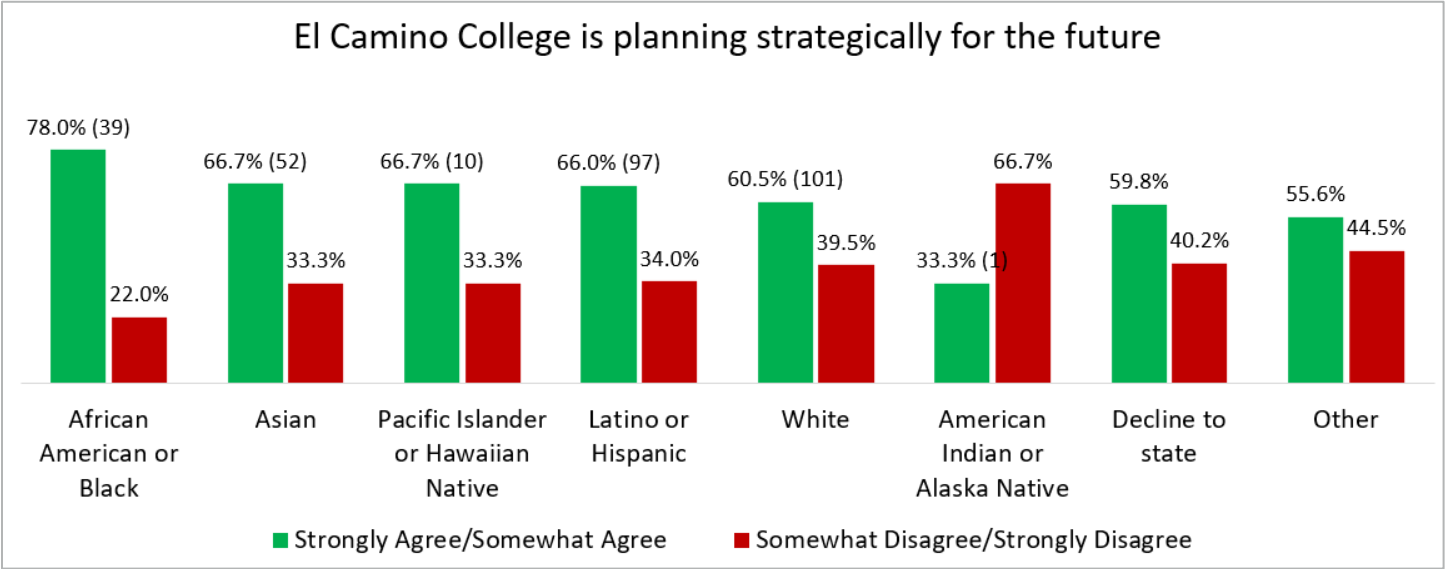
- A majority of **Asian** respondents believe ECC is effectively planning for a financially sound future. However, the moderate disagreement rate indicates concern among a portion of the group. Given the high respondent count, the moderate disagreement rate should be addressed.
- Most **African American/Black** respondents agree with ECC effectively planning for a financially sound future. The moderate disagreement rate might require attention given the moderate respondent count.



Respondent count included in parenthesis following the respondent percentage

- A majority of **Pacific Islander/Hawaiian Native** respondents believe ECC is planning strategically for the future. The moderate disagreement rate highlights dissatisfaction within this group. These findings should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- A majority of **Latino/Hispanic** respondents agree that ECC is planning strategically for the future. The moderate disagreement rate suggests some dissatisfaction. Given the large respondent count, addressing this finding is important.
- **Most White** respondents agree that ECC is planning strategically for the future. However, the high disagreement rate highlights significant dissatisfaction, requiring institutional attention given the high respondent count.
- Only a third of **American Indian/Alaska Native** respondents agree that ECC is planning strategically for the future. This finding should be interpreted with caution as the low respondent count may not fully reflect the group trend.

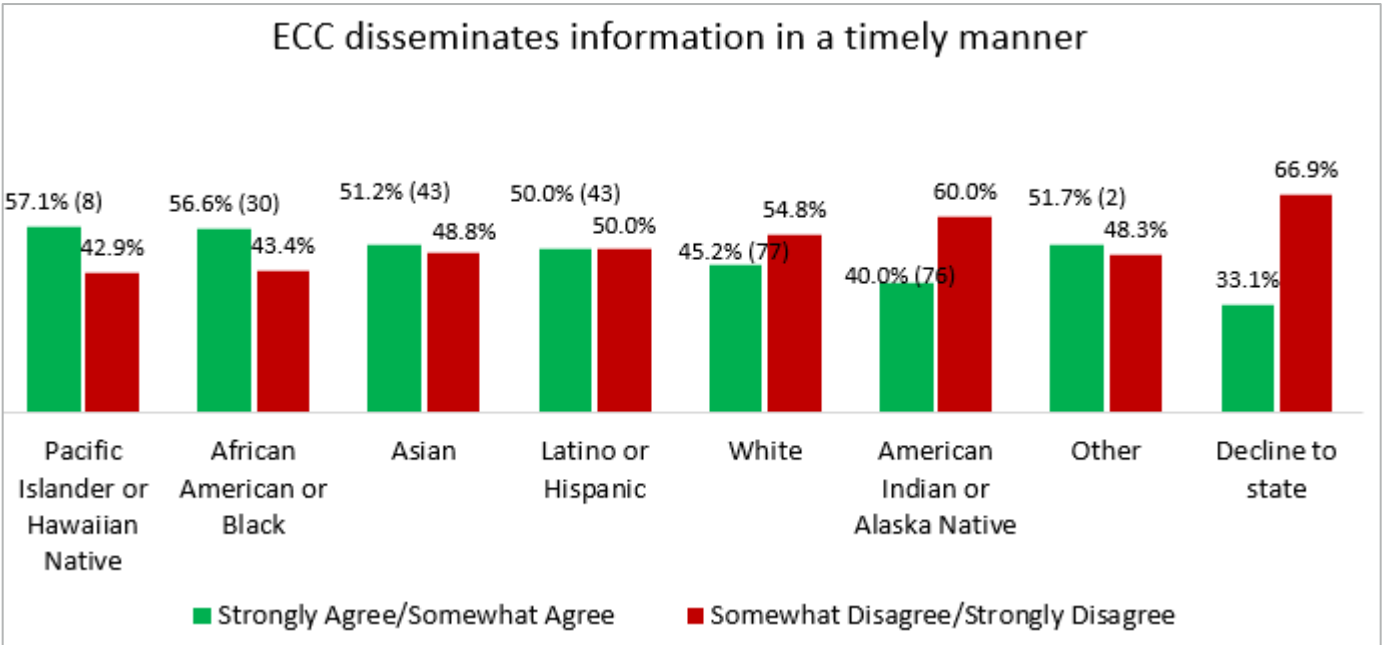
- Most **African American/Black** respondents agree that ECC is planning strategically for the future. The low disagreement rate might require attention given the moderate respondent count.
- A majority of **Asian** respondents believe ECC is planning strategically for the future. However, the moderate disagreement rate indicates concern among a portion of the group. Given the high respondent count, the moderate disagreement rate should be addressed.



Respondent count included in parenthesis following the respondent percentage

- A majority of **Asian** respondents believe ECC disseminates information in a timely manner. However, the high disagreement rate indicates significant concern among this group. Given the high respondent count, this finding should be addressed.
- **Latino/Hispanic** respondents are evenly split in regards ECC disseminating information in a timely manner. Given the high respondent count, addressing the disagreement rate should be addressed.
- Most **White** respondents disagree that ECC disseminates information in a timely manner. Given the high respondent count, this finding requires institutional attention.
- Most **American Indian/Alaska Native** respondents disagree that ECC disseminates information in a timely manner. This finding should be interpreted with caution as the low respondent count may not fully reflect the group trend.

- A majority of **Pacific Islander/Hawaiian Native** respondents believe ECC disseminates information in a timely manner. The high disagreement rate highlights dissatisfaction within this group. However, these findings should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- Most **African American/Black** respondents agree that ECC disseminates information in a timely manner. The higher disagreement rate signals dissatisfaction, a finding that might need further attention considering the moderate respondent count.



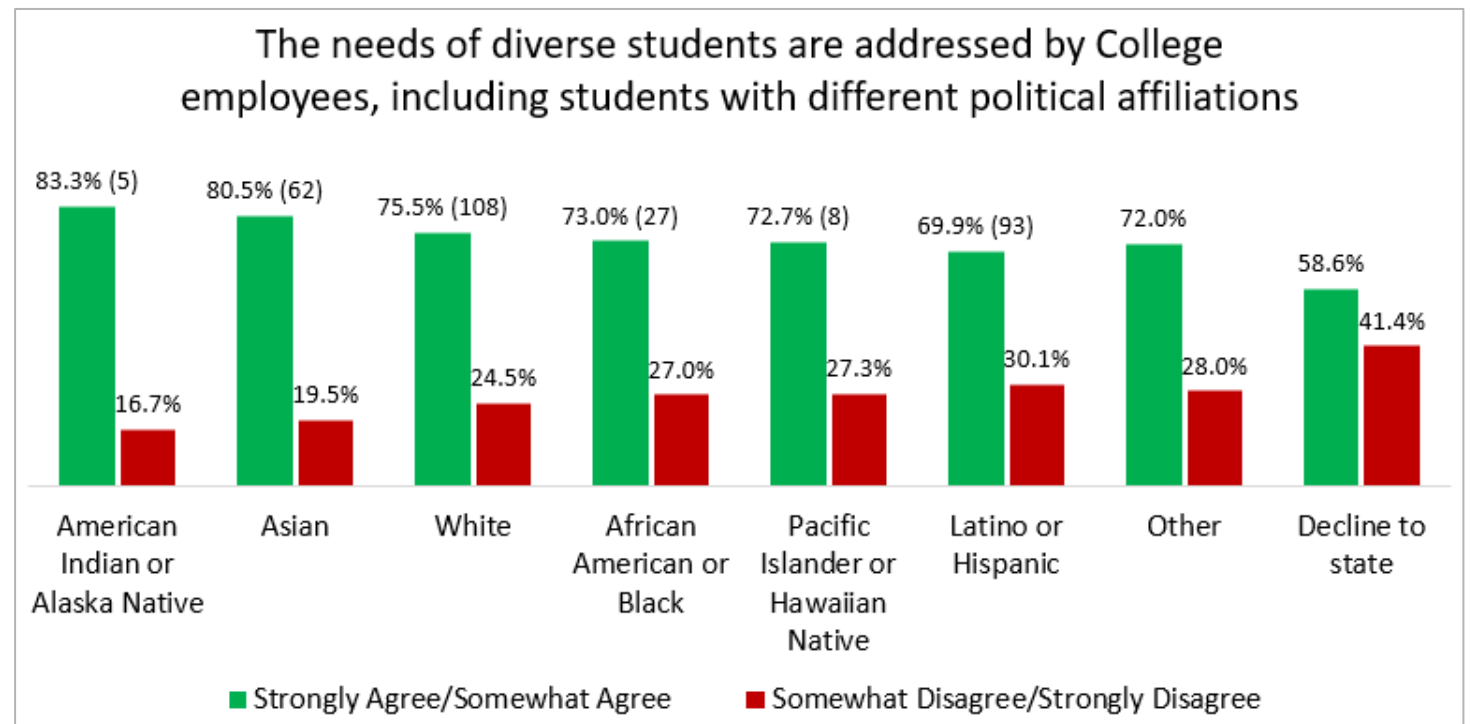
Respondent count included in parenthesis following the respondent percentage

Service to Students

ETHNICITY DATA DISAGGREGATION

- A significant majority of **White** respondents feel positively about employees addressing the needs of diverse students with different political affiliations. However, the moderate disagreement rate highlights that some respondents in this group feel dissatisfied. Given the high respondent count, this finding should be addressed.
- A majority of **African American/Black** respondents feel that employees address the needs of diverse students with different political affiliations. Given the moderate respondent count, the moderate disagreement rate may require further exploration.
- Most **Pacific Islander/Hawaiian Native** respondents agree that employees address the needs of diverse students with different political affiliations. The moderate disagreement rate indicates some concern from this group. However, these findings should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- While a majority of **Latino/Hispanic** respondents agree that employees address the needs of diverse students with different political affiliations, the moderate disagreement rate highlights dissatisfaction. Given the high respondent count, addressing this concern is important.

- A strong majority of **American Indian/Alaska Native** respondents agree that employees address the needs of diverse students with different political affiliations. This finding should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- A large majority of **Asian** respondents agree that employees address the needs of diverse students with different political affiliations. The high respondent count and low disagreement rate indicate strong positive perceptions.



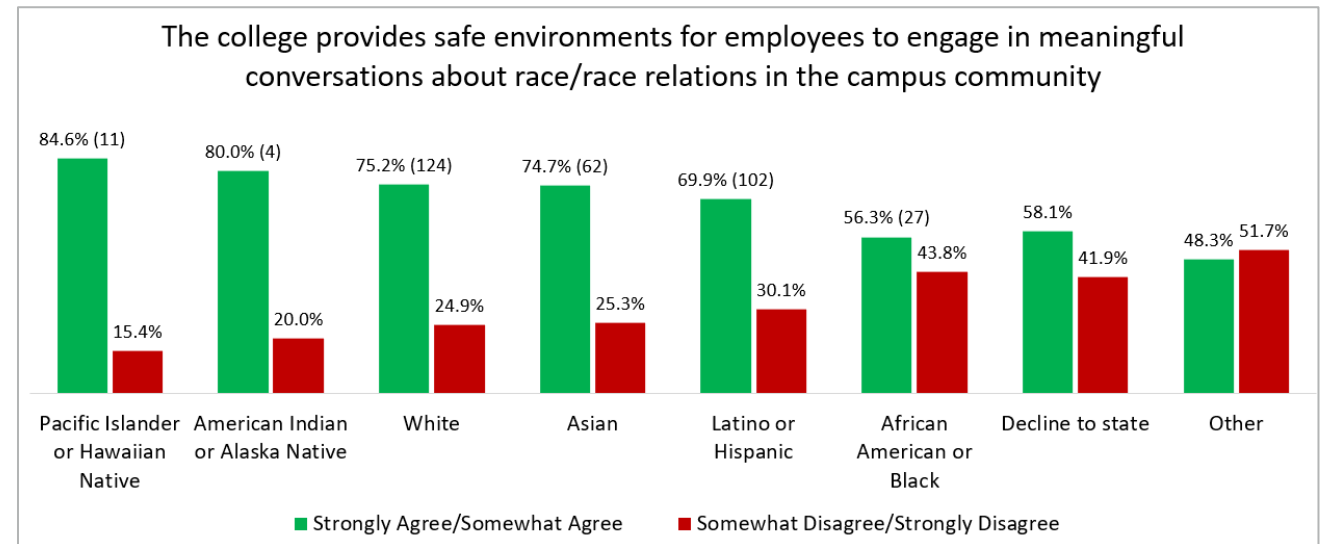
Respondent count included in parenthesis following the respondent percentage

Diversity, Equity, Inclusion & Accessibility (DEIA)

ETHNICITY DATA DISAGGREGATION

- A significant majority of **White** respondents agree that the college provides employees safe environments for race conversations. Given the high respondents count, the moderate disagreement rate highlights room for improvement.
- Most **Asian** respondents perceive the college providing employees safe environments for race discussions. Given the high respondent count, the moderate disagreement rate suggests the need to address concerns among a minority of this group.
- A majority of **Latino/Hispanic** respondents agree that the college is providing employees safe environments for race discussions, but the moderate disagreement rate signals dissatisfaction that should be addressed considering the high respondent count.
- A slight majority of **African American/Black** respondents agree that the college provides employees safe environments for race conversations, but the high disagreement rate reflects significant concerns. Despite the moderate respondent count, institutional efforts are needed to further explore this finding.

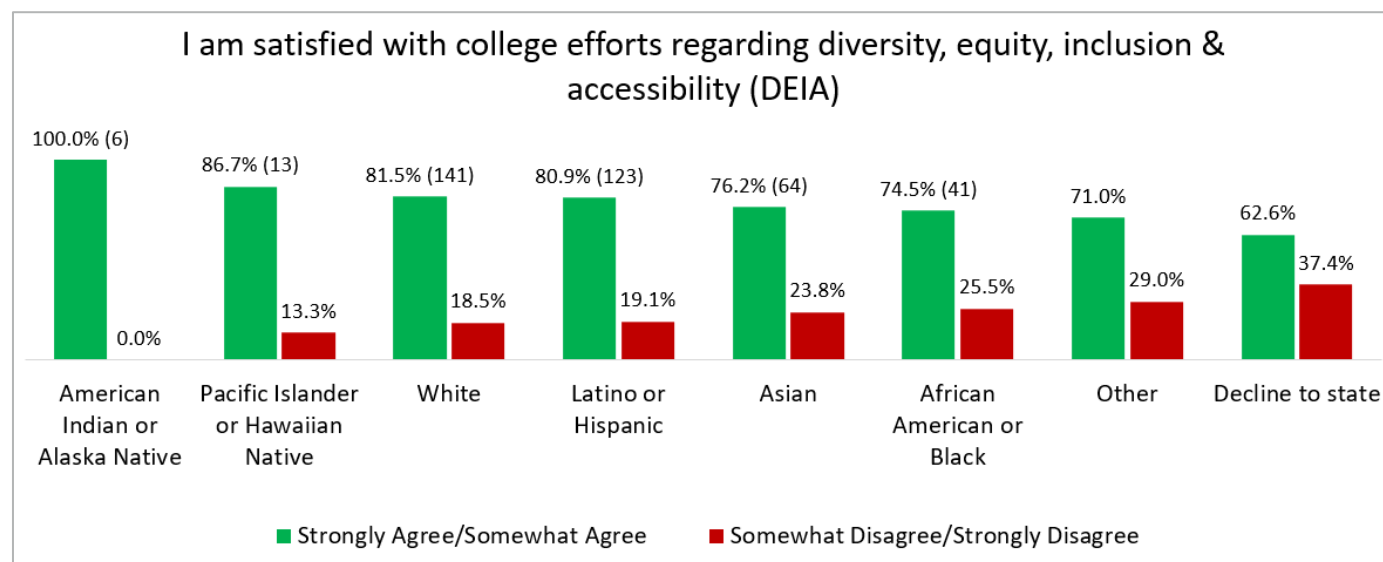
- A strong majority of **Pacific Islander/Hawaiian Native** respondents believe the college provides employees safe environments for race-related conversations. This finding should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- Most **American Indian/Alaska Native** respondents agree that the college provides employees safe spaces for discussions about race. This finding should be interpreted with caution as the low respondent count may not fully reflect the group trend.



Respondent count included in parenthesis following the respondent percentage

- Most **White** respondents are satisfied with the college's DEIA efforts. The low disagreement rate reflects overall positive perceptions. These findings are reliable given the high respondent count.
- A significant majority of **Latino/Hispanic** respondents are satisfied with the college's DEIA efforts. The group also shows a low disagreement rate. These findings are reliable given the high respondent count.
- Most **Asian** respondents express satisfaction with the college's DEIA efforts, but the moderate disagreement rate suggests concerns that the college might need to address given the high respondent count.
- A majority of **African American/Black** respondents are satisfied with DEIA efforts. However, the moderate disagreement rate reflects concerns that warrant focused attention, despite the moderate respondent count.

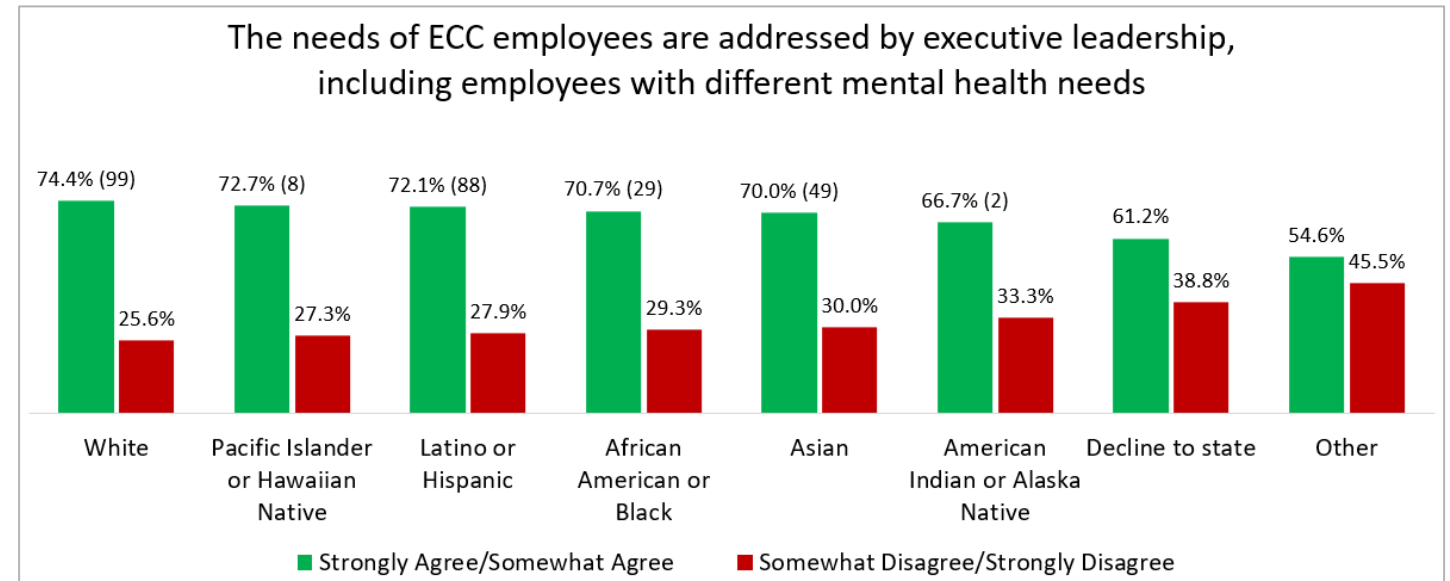
- All **American Indian/Alaska Native** respondents are satisfied with the college's DEIA efforts. While this is a strong positive signal, this finding should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- A strong majority of **Pacific Islander/Hawaiian Native** respondents express satisfaction with DEIA efforts. The low disagreement rate reflects general positivity. However, these findings should be interpreted with caution as the low respondent count may not fully reflect the group trend.



Respondent count included in parenthesis following the respondent percentage

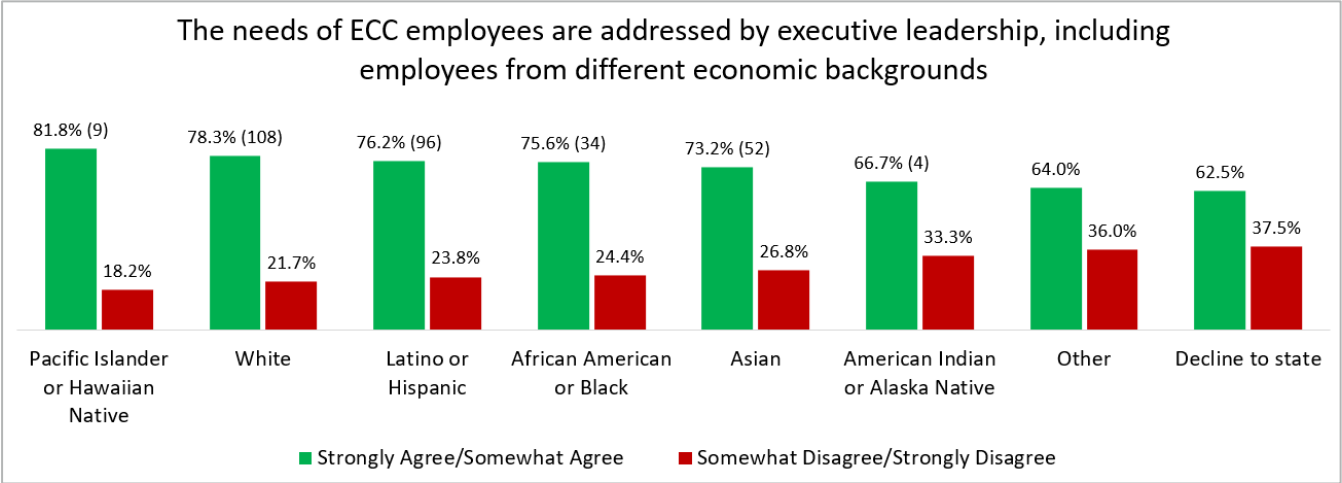
- A significant majority of **Latino/Hispanic** respondents feel that executive leadership addresses employee mental health needs. However, the moderate disagreement rate signals an opportunity for improvement, given the high respondent count
- While most **African American/Black** respondents agree that executive leadership addresses employee mental health needs, the moderate disagreement rate highlights concerns, despite the moderate respondent count.
- Most **Asian** respondents believe employees' mental health needs are being addressed by executive leadership, though the moderate disagreement rate suggests a need for improvement considering the high respondent count.
- Two **American Indian/Alaska Native** respondents agree that executive leadership addresses employee mental health needs. However, the moderate disagreement rate suggests dissatisfaction. These findings should be interpreted with caution as the low respondent count may not fully reflect the group trend.

- A strong majority of **White** respondents believe executive leadership addresses employee needs related to mental health. However, the moderate disagreement rate highlights room for improvement, given the high respondent count.
- Most **Pacific Islander/Hawaiian Native** respondents agree that employees' mental health needs are addressed by executive leadership. This finding should be interpreted with caution as the low respondent count may not fully reflect the group trend.



Respondent count included in parenthesis following the respondent percentage

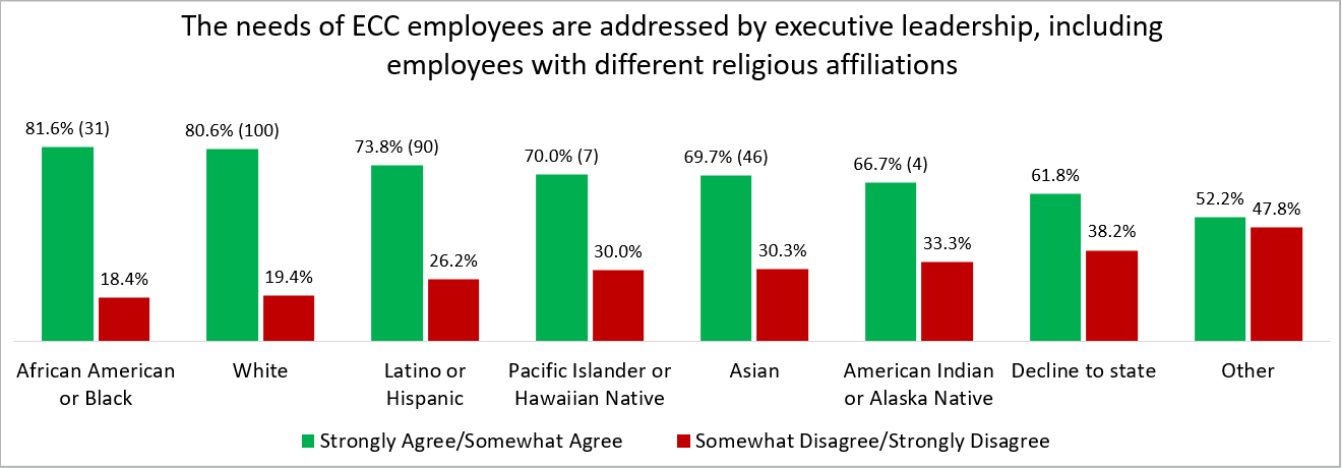
- A significant majority of **Latino/Hispanic** employees agree that executive leadership addresses the needs of employees from different economic backgrounds, but the moderate disagreement rate suggests that some concerns persist among this group. This finding should be addressed considering the high respondent count.
- With a low disagreement rate, most **African American/Black** employees agree that executive leadership addresses employees' economic diversity needs. The moderate respondent count suggests that the minor concern may need further attention.
- While a majority of **Asian** employees agree that executive leadership addresses employees' economic diversity needs, the moderate disagreement rate signals dissatisfaction among a portion of this group. This finding should be addressed given the high respondent count.
- Two-thirds of **American Indian/Alaska Native** employees agree that executive leadership addresses employees' economic diversity needs, but the moderate disagreement rate highlights some concern within this group. These findings should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- A strong majority of **Pacific Islander/Hawaiian Native** employees agree that executive leadership addresses the needs of employees from different economic backgrounds. This finding should be interpreted with caution as the low respondent count may not fully reflect the group trend..
- A large majority of **White** respondents feel that executive leadership addresses employee economic diversity needs. The low disagreement rate indicates positive perceptions. Both findings are reliable given the high respondent count.



Respondent count included in parenthesis following the respondent percentage

- Most **Latino/Hispanic** respondents agree executive leadership addresses the needs of employees with different religious affiliations, but the moderate disagreement rate signals some concern that requires attention, given the high respondent count.
- While a majority of **Pacific Islander/Hawaiian Native** respondents agree that executive leadership addresses the needs of employees with different religious affiliations, the moderate disagreement rate suggests dissatisfaction. These findings should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- Most **Asian** respondents agree that executive leadership addresses the needs of employees with different religious affiliations. However, the moderate disagreement rate highlights concerns, which should be addressed given the high respondent rate.
- Two-thirds of **American Indian/Alaska Native** respondents agree that executive leadership addresses the needs of employees with different religious affiliations. However, the moderate disagreement rate suggests some concern within this group. These findings should be interpreted with caution as the low respondent count may not fully reflect the group trend.

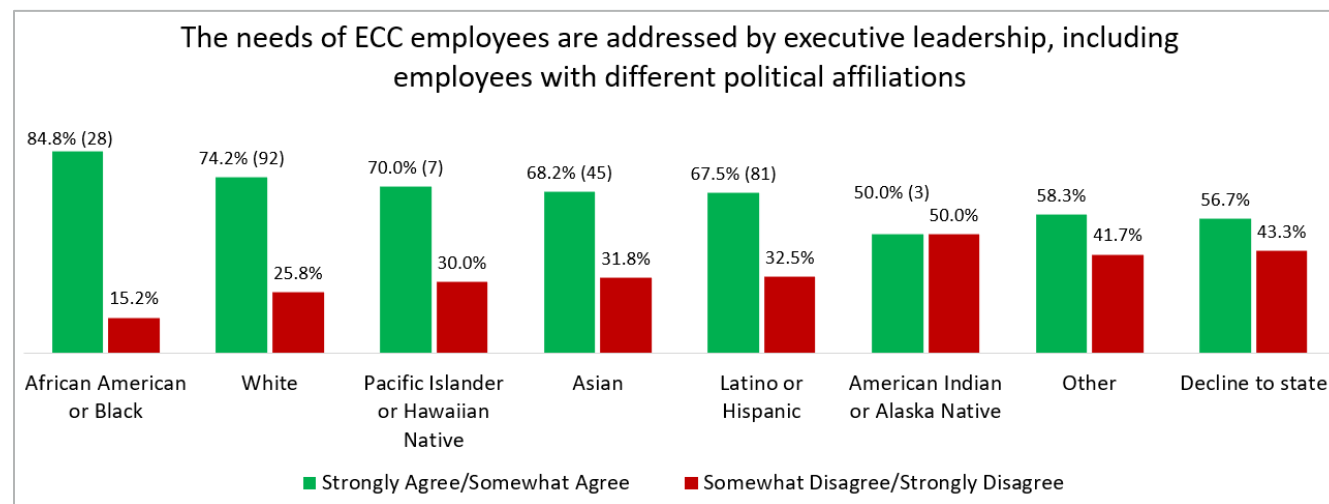
- A strong majority of **African American/Black** respondents feel that executive leadership addresses the needs of employees with different religious affiliations. The low disagreement rate indicates overall satisfaction within this group. These findings are supported by a moderate respondent count.
- A significant majority of **White** respondents agree that executive leadership addresses employees’ religious diversity needs. The relatively low disagreement rate highlights positive perceptions. These findings are supported by a high respondent count.



Respondent count included in parenthesis following the respondent percentage

- While a majority of **Pacific Islander/ Hawaiian Native** employees agree that executive leadership addresses the needs of employees with different political affiliations, the moderate disagreement rate suggests concern within the group. These findings should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- Most **Asian** employees agree that executive leadership addresses employee political diversity needs, but the moderate disagreement rate indicates dissatisfaction, which should be addressed given the high respondent count.
- While a majority of **Latino/Hispanic** employees agree that executive leadership addresses the needs of employees with different political affiliations, the moderate disagreement rate highlights a portion with dissatisfaction. Given the high respondent count, this finding should be addressed.
- **American Indian/Alaska Native** employees present a split opinion in regards executive leadership addressing the needs of employees with different political affiliations, with equal agreement and disagreement rates. These findings should be interpreted with caution as the low respondent count may not fully reflect the group trend.

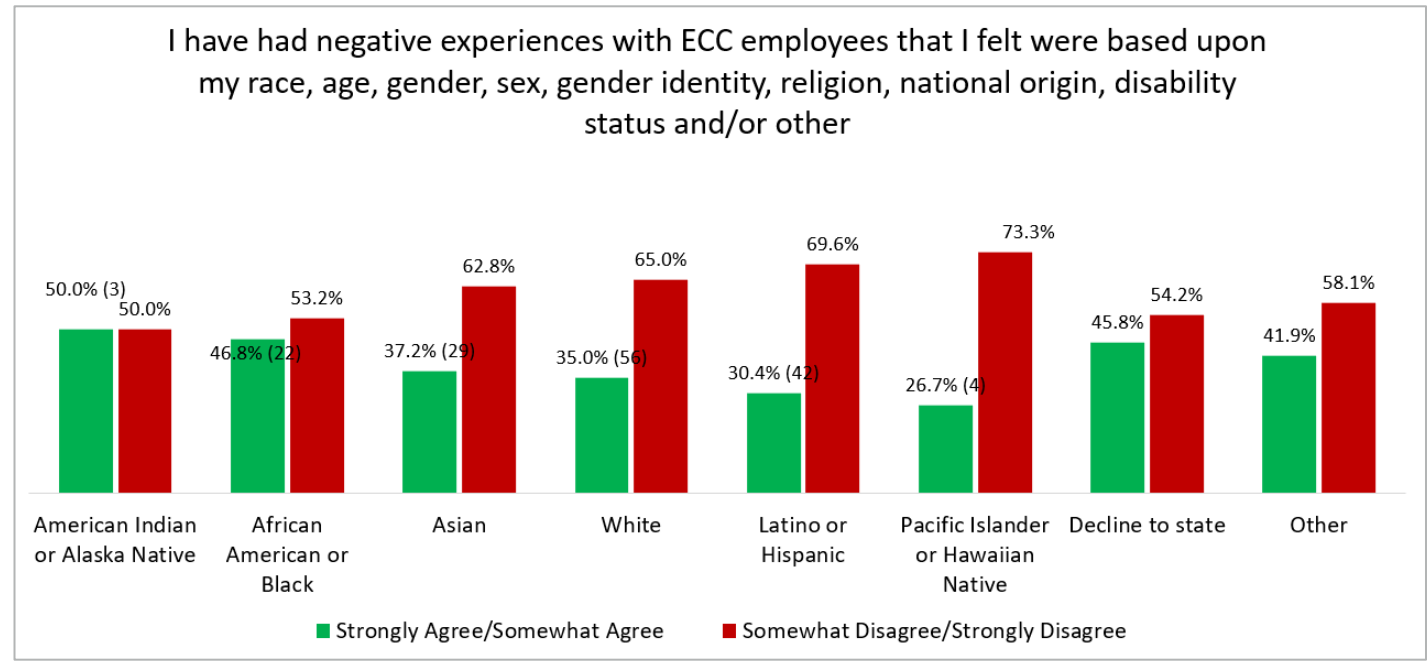
- A strong majority of **African American/Black** employees agree that executive leadership addresses the needs of employees with different political affiliations. The low disagreement rate suggests overall satisfaction. These findings are supported by a moderate respondent count.
- A significant majority of **White** employees agree that executive leadership addresses the needs of employees with different political affiliations. However, the moderate disagreement rate highlights some concern, which should be addressed given the high respondent count.



Respondent count included in parenthesis following the respondent percentage

- A moderate rate of **Asian** employees report experiencing negative treatment based on protected characteristics. Given the high respondent count, this finding may require further exploration.
- A moderate rate of **White** employees report experiencing negative treatment based on protected characteristics. This finding may need further exploration considering the high respondent count.
- A moderate rate of **Latino/Hispanic** employees report experiencing negative treatment based on protected characteristics. This finding may need further exploration considering the high respondent count.
- A moderate rate of **Pacific Islander/Hawaiian Native** employees report experiencing negative treatment based on protected characteristics. This finding should be interpreted with caution as the low respondent count may not fully reflect the group trend.

- **American Indian/Alaska Native** employees are evenly split on experiencing negative treatment based on protected characteristics. These findings should be interpreted with caution as the low respondent count may not fully reflect the group trend.
- Nearly half of **African American/Black** employees report experiencing negative treatment based on protected characteristics, which is concerning. Given the moderate respondent count, these findings might require further attention.



Respondent count included in parenthesis following the respondent percentage



EL CAMINO COLLEGE