



# 2024 Employee Campus Climate Survey Full Report

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NOVEMBER 2024

# Methodology

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# Methodology

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## Purpose of Employee Campus Climate Survey

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

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

## 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.)

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## Survey Administration

- **Survey link via email** (April 15th and June 7<sup>th</sup>, 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

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# Response Rate

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

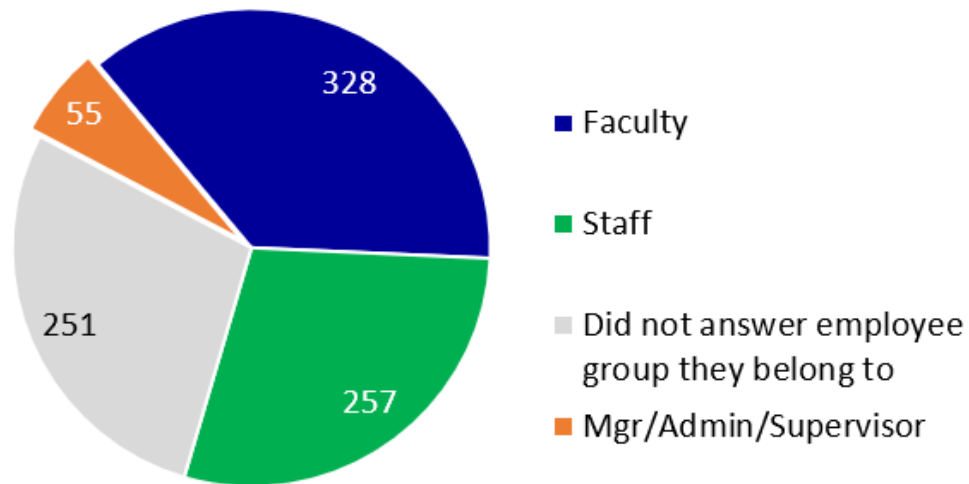
# Demographics of Respondents

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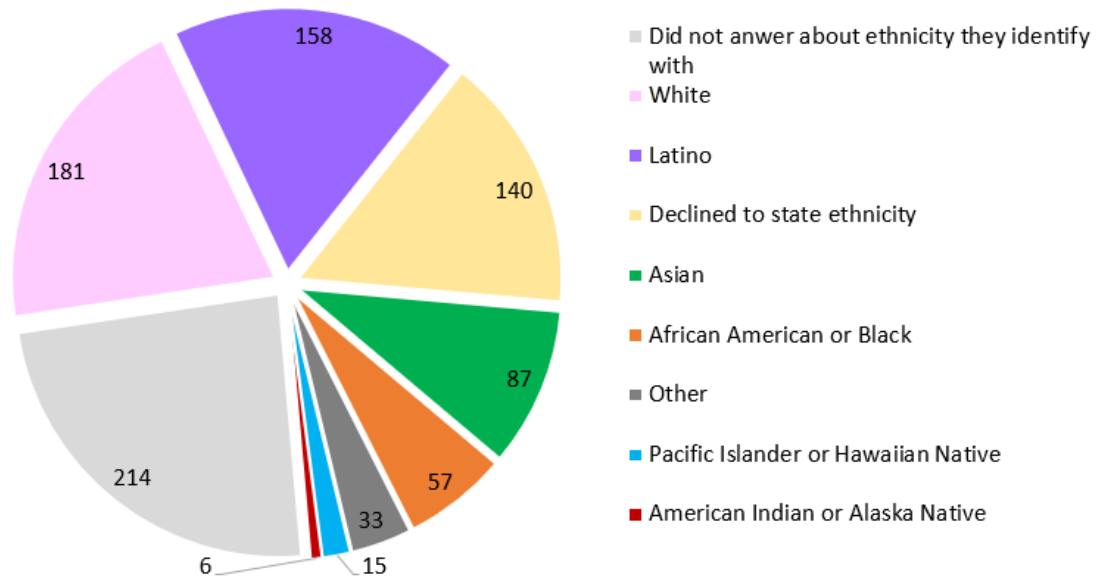
### Respondents Count by Employee Group

Total Respondents = 891



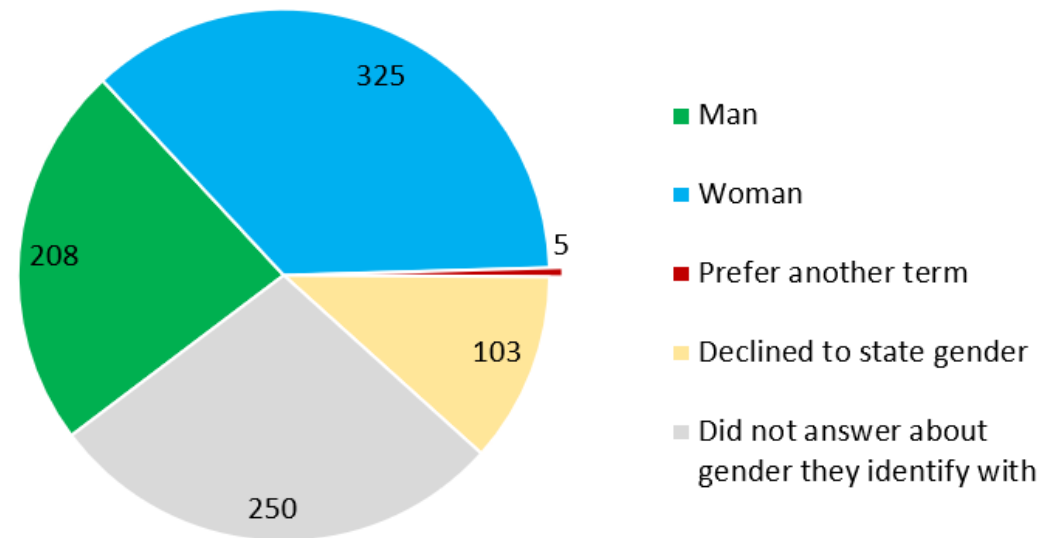
### Respondents Count by Ethnicity

Total Respondents = 891



### Respondents Count by Gender

Total Respondents = 891





# Observations on Response Rate & Respondents Demographics

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- 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.
- Results related to overall campus climate and staff perspectives can be considered highly valid due to good representation and data triangulation between quantitative and qualitative data .
- Findings specific to faculty should be interpreted with caution due to their underrepresentation and may need targeted follow-up research.
- Managers' perspectives, while valuable, should be understood as potentially having a slightly outsized influence on overall results due to their overrepresentation.
- The 251 respondents (28.2%) who did not answer the employee group question impact the representativeness analysis.

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

# Survey Findings

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FULL REPORT

# Distribution of Rates to Categorize Quantitative Findings

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## **HIGH SATISFACTION**

70% to 100% of respondents strongly agree or somewhat agree with a survey statement

## **AVERAGE SATISFACTION**

50% to 69% of respondents strongly agree or somewhat agree with a survey statement

## **LOW SATISFACTION**

0% to 49% of respondents strongly agree or somewhat agree with a survey statement

# How Were Findings Organized?

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For each survey topic:

Overall Quantitative  
Results  
+  
Qualitative Results  
(top 5 most  
frequent topics)

# Work Environment

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2024 QUANTITATIVE & QUALITATIVE RESULTS

# WORK ENVIRONMENT: SUMMARY QUANTITATIVE FINDINGS

Faculty, staff & managers expressed **HIGH SATISFACTION** with the **GREEN** topics

Welcoming environment

Daytime safety

Workplace relationships & team dynamics

**Satisfaction drops for staff** in this topic



Faculty & managers expressed **AVERAGE SATISFACTION** with the **YELLOW** topics

Communication & respect among employees

**Satisfaction drops for staff** in this topic



Faculty & staff expressed **LOW SATISFACTION** with the **RED** topics

Safety After Dark

**Satisfaction increases for managers** in this topic



When the satisfaction level of an employee group changes, it shifts by one level, either higher or lower.

# WORK ENVIRONMENT: SUMMARY QUALITATIVE FINDINGS

Workplace Relationships &  
Team Dynamics

Top #1 topic where respondents indicated **College was doing well**

Communication/  
Collaboration

Top #1 topic where respondents indicated **College needed to improve**

Work Environment

Top #3 topic where respondents indicated **College needed to improve**

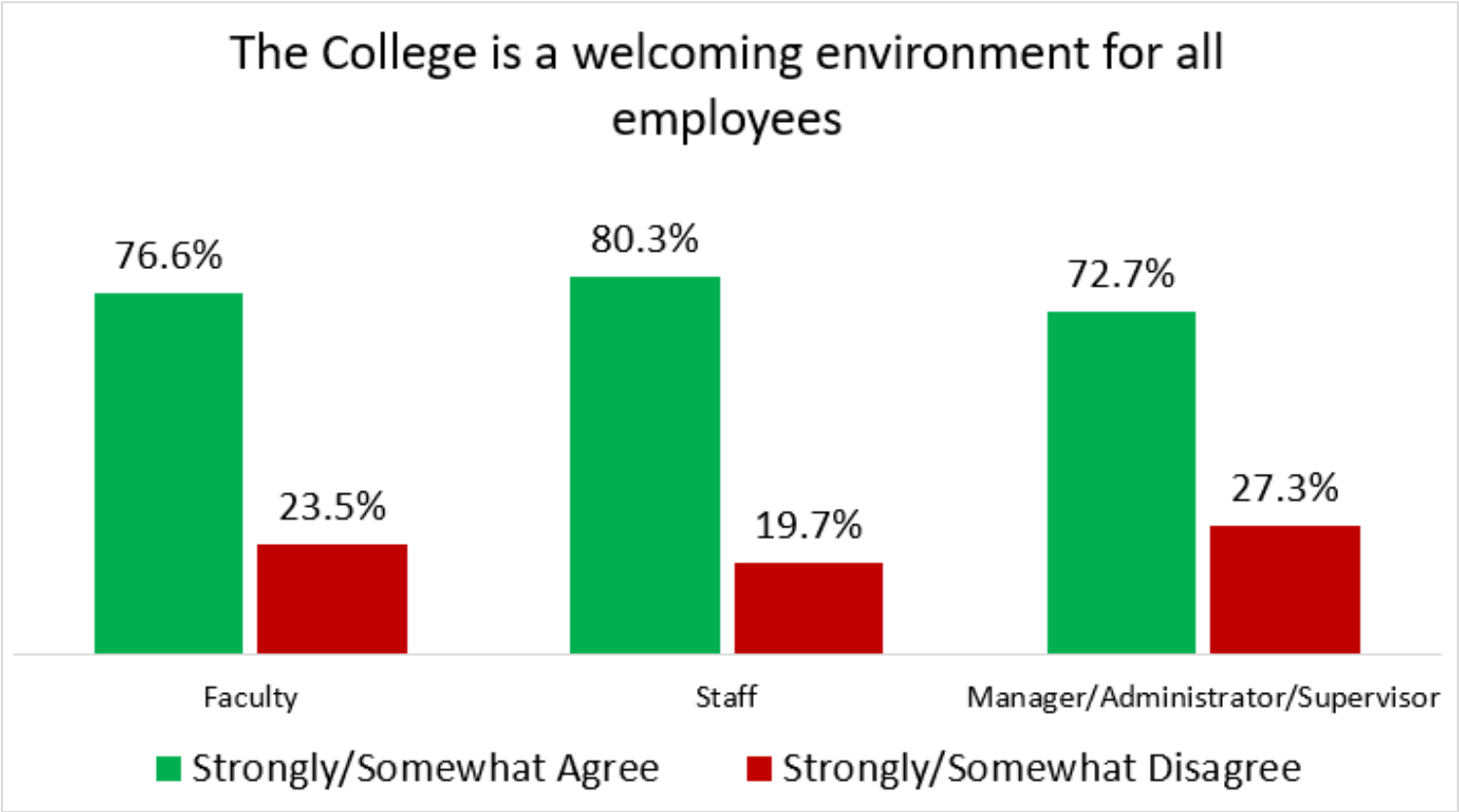


# WORK ENVIRONMENT

## Quantitative Findings

### Welcoming Environment & Safety

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





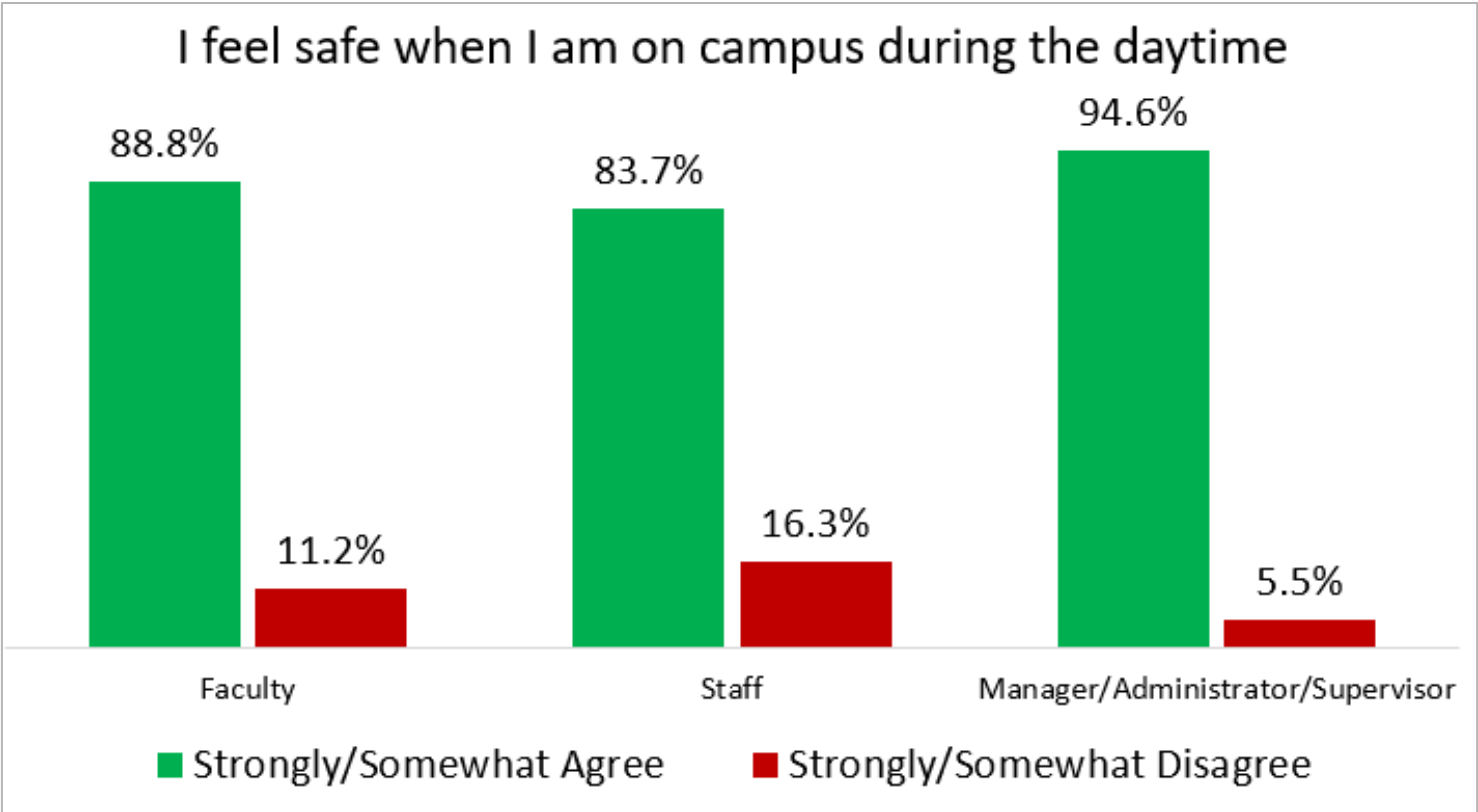


# WORK ENVIRONMENT

## Quantitative Findings

### Welcoming Environment & Safety

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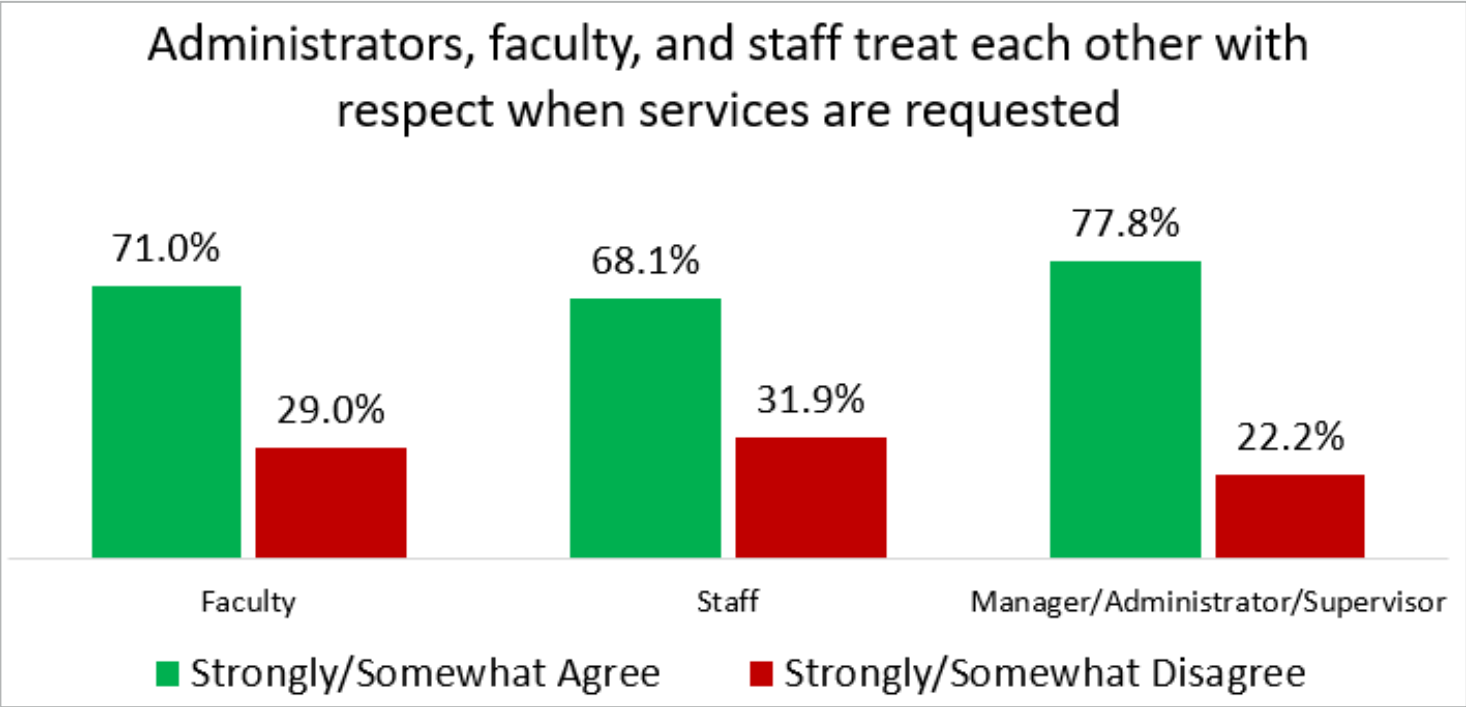


# WORK ENVIRONMENT

## Quantitative Findings

### Workplace Relationships & Team Dynamics

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



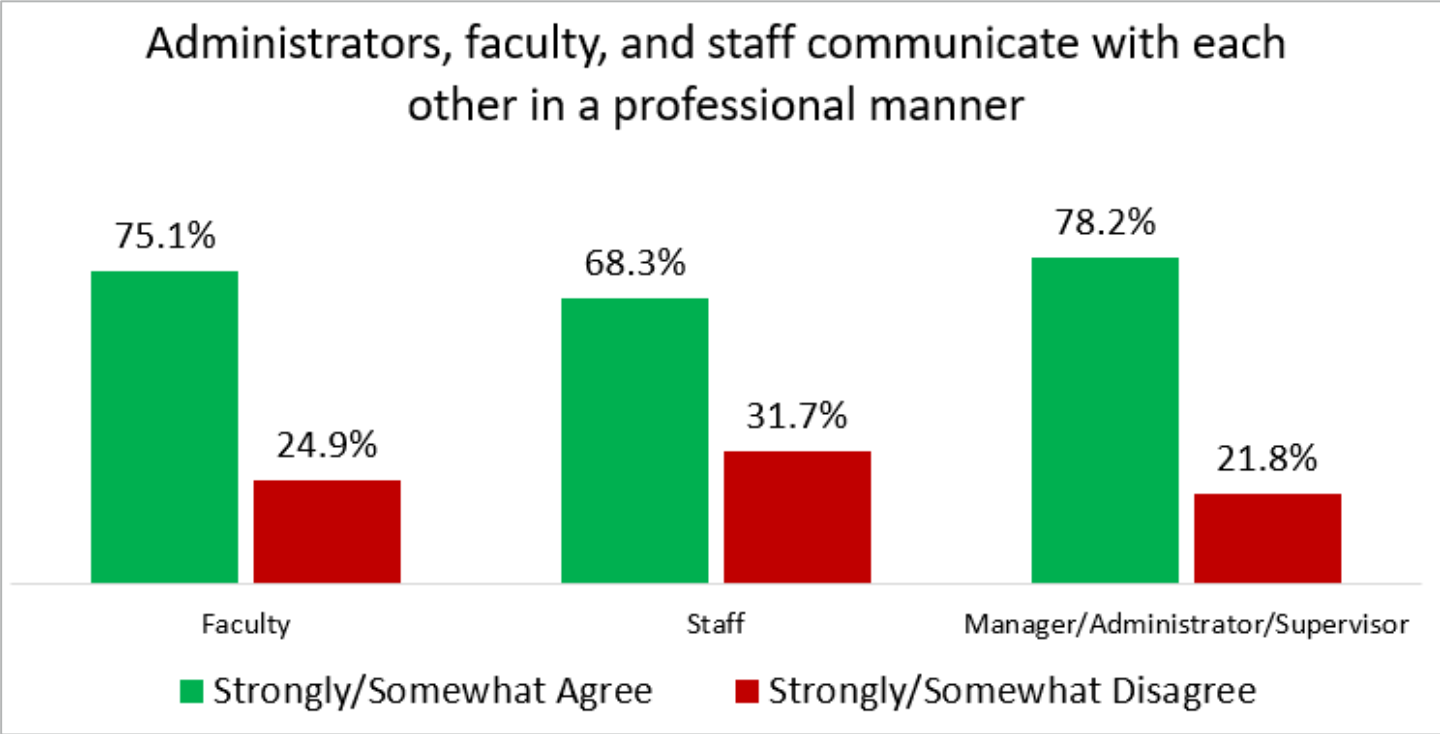


# WORK ENVIRONMENT

## Quantitative Findings

### Workplace Relationships & Team Dynamics

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



# WORK ENVIRONMENT

## Qualitative Findings (Respondents Indicating College Was Doing Well)

### Workplace Relationships & Team Dynamics (Top #1 Topic)

(318 out of 1568 positive comments)

*I really like my department and colleagues.*

*My immediate team works very well together.*

*Many of my colleagues are dedicated to student success and I feel honored to partner with them.*

**Workplace Relationships & Team Dynamics was the #1 topic where respondents indicated College was doing well**

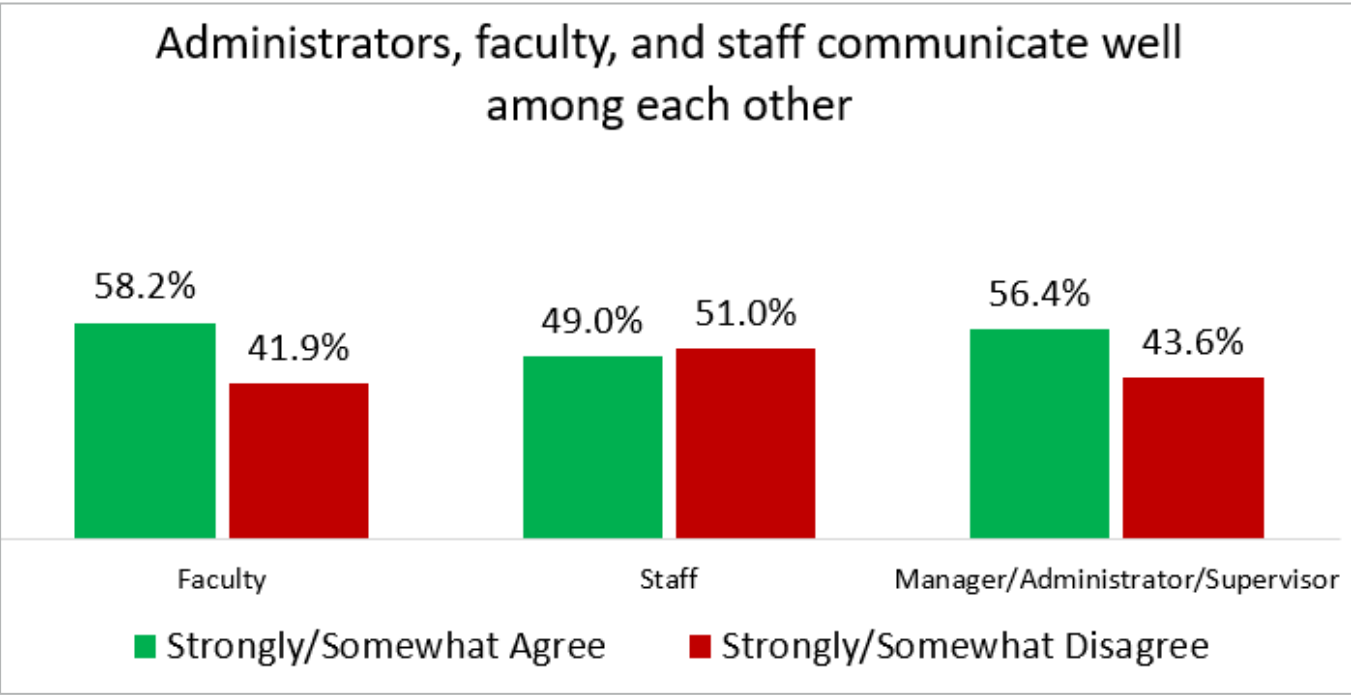


# WORK ENVIRONMENT

## Quantitative Findings

### Communication & Respect among Employees

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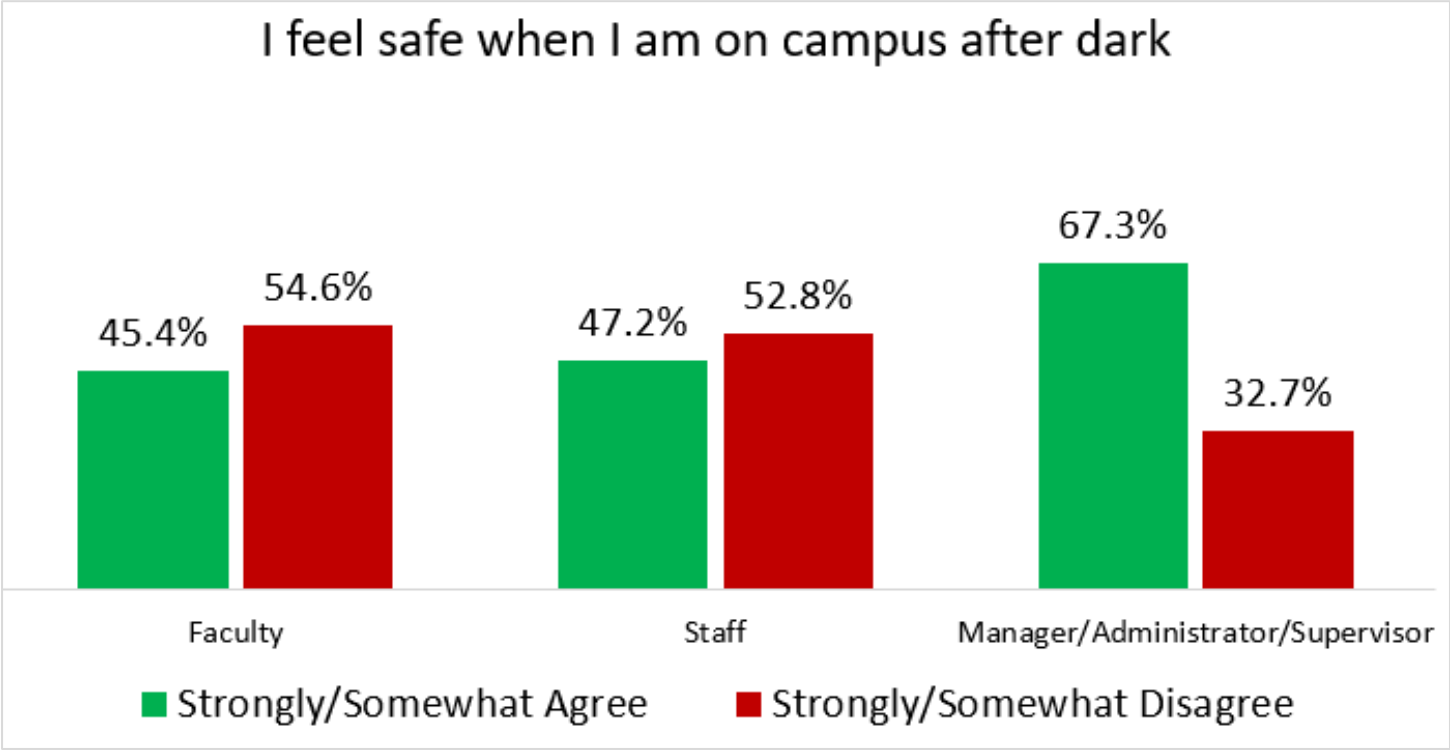


# WORK ENVIRONMENT

## Quantitative Findings

### Safety After Dark

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



# WORK ENVIRONMENT

## Qualitative Findings (Respondents Indicating College Needed to Improve)

### Communication/Collaboration (Top #1 Topic)

146 out of 1391 needs improvement comments

*Improve the lines of communication between management and employees.*

*Need to be informed of changes that would affect my area before the changes are implemented.*

*A communication process that actually brings about needed changes. Not just committee meeting that are not just boxes checked that that they were held, but we're instead held to promote change for the better, students and staff.*

**Communication/Collaboration was the #1 topic where respondents indicated College needed to improve**

# WORK ENVIRONMENT

## Qualitative Findings (Respondents Indicating College Needed to Improve)

### Work Environment (Top #3 Topic)

124 out of 1684 needs improvement comments

*We all understand we are in a budget crises, but **morale amongst everyone is severely down** and only makes everything worse.*

*El Camino College needs to **do better in terms of** fostering opportunity for **connection, healing**, understanding **mental health** and other needs their employees might need **so we can be happier in our jobs** and not feel like a number. I often hear the phrase “students first” but without us this college can’t stand alone. It’s time we **show this level of care** not by just saying it but **in actions** we can all see. Otherwise, it’s all talk and leave us **feeling unheard, unseen and like we don’t matter**.*

*Improved ways of dealing with conflict between employees on all levels.*

**Work Environment was the #3 topic where respondents indicated **College needed to improve****



# Sense of Belonging & College Value

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2024 QUANTITATIVE & QUALITATIVE RESULTS

# SENSE OF BELONGING & COLLEGE VALUE: SUMMARY QUANTITATIVE FINDINGS

Faculty, staff & managers expressed **HIGH SATISFACTION** with the **GREEN** topics

Work Importance & Pride

Team inclusion

Supervisor Support

Opportunities for Employee Participation in Department Planning & Evaluation

**Satisfaction drops for staff** in this topic



Staff & managers expressed **AVERAGE SATISFACTION** with the **YELLOW** topic

Impact of Employee Input

**Satisfaction drops for faculty** in this topic



When the satisfaction level of an employee group changes, it shifts by one level, either higher or lower.

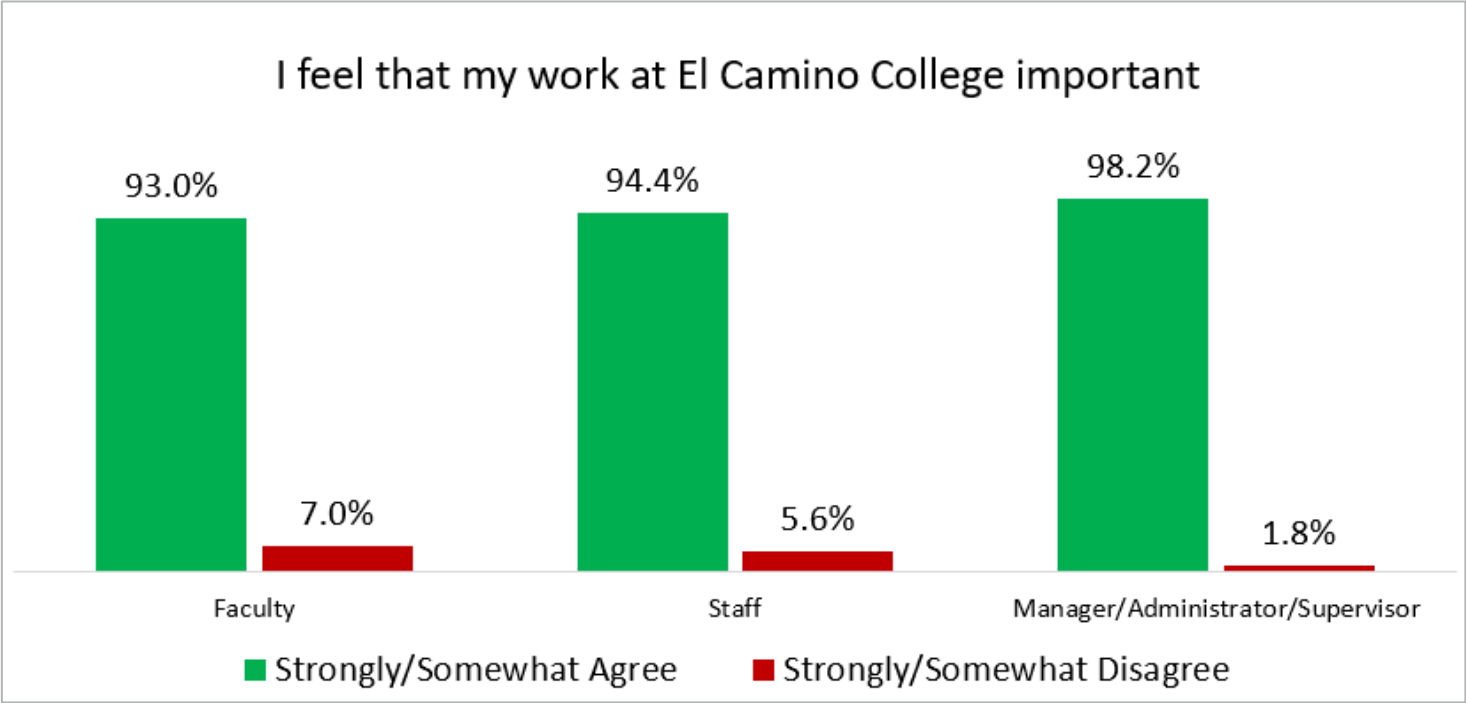


# SENSE OF BELONGING & COLLEGE VALUE

## Quantitative Findings

### Work Importance & Pride

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



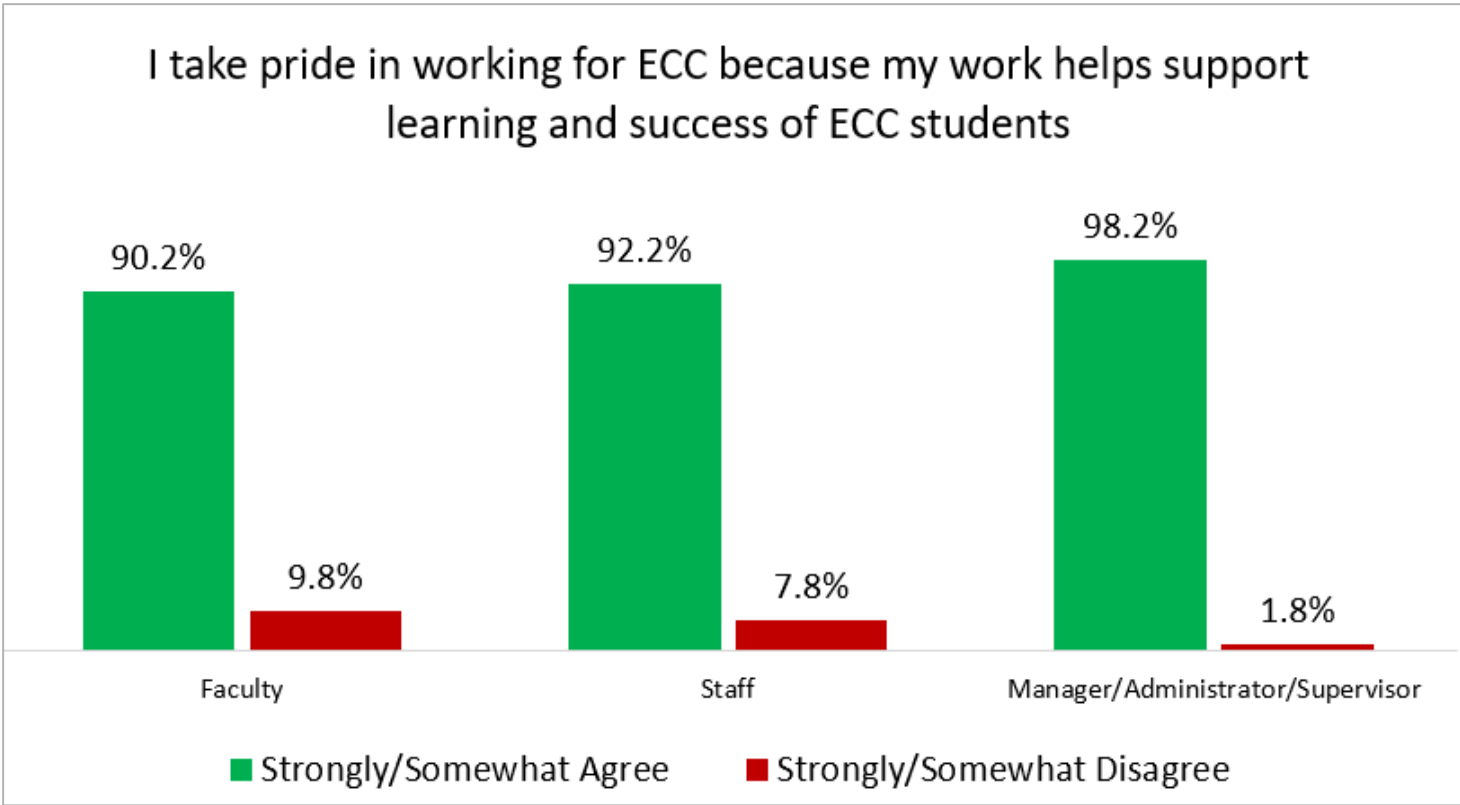


# SENSE OF BELONGING & COLLEGE VALUE

## Quantitative Findings

### Work Importance & Pride

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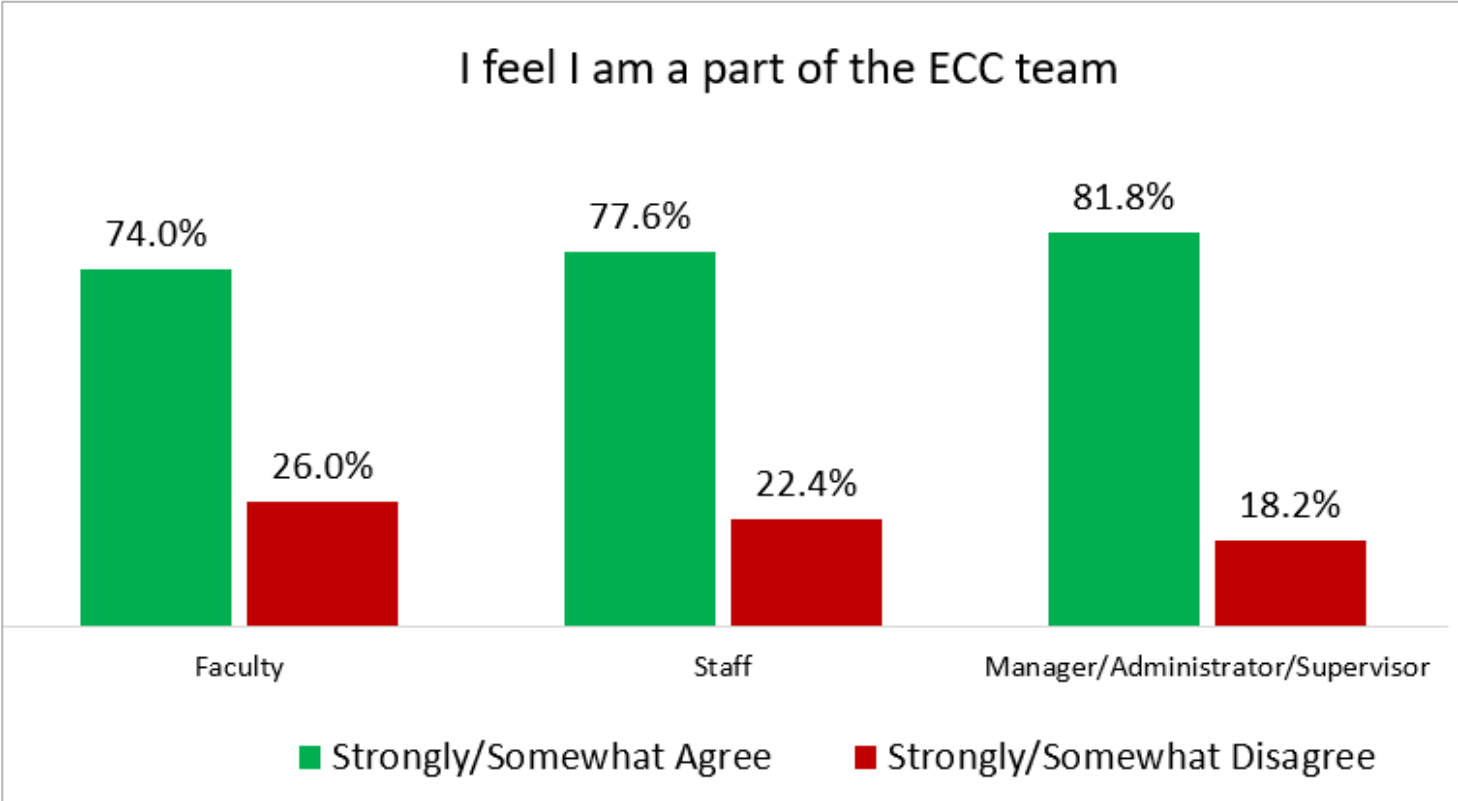


# SENSE OF BELONGING & COLLEGE VALUE

## Quantitative Findings

### Team Inclusion

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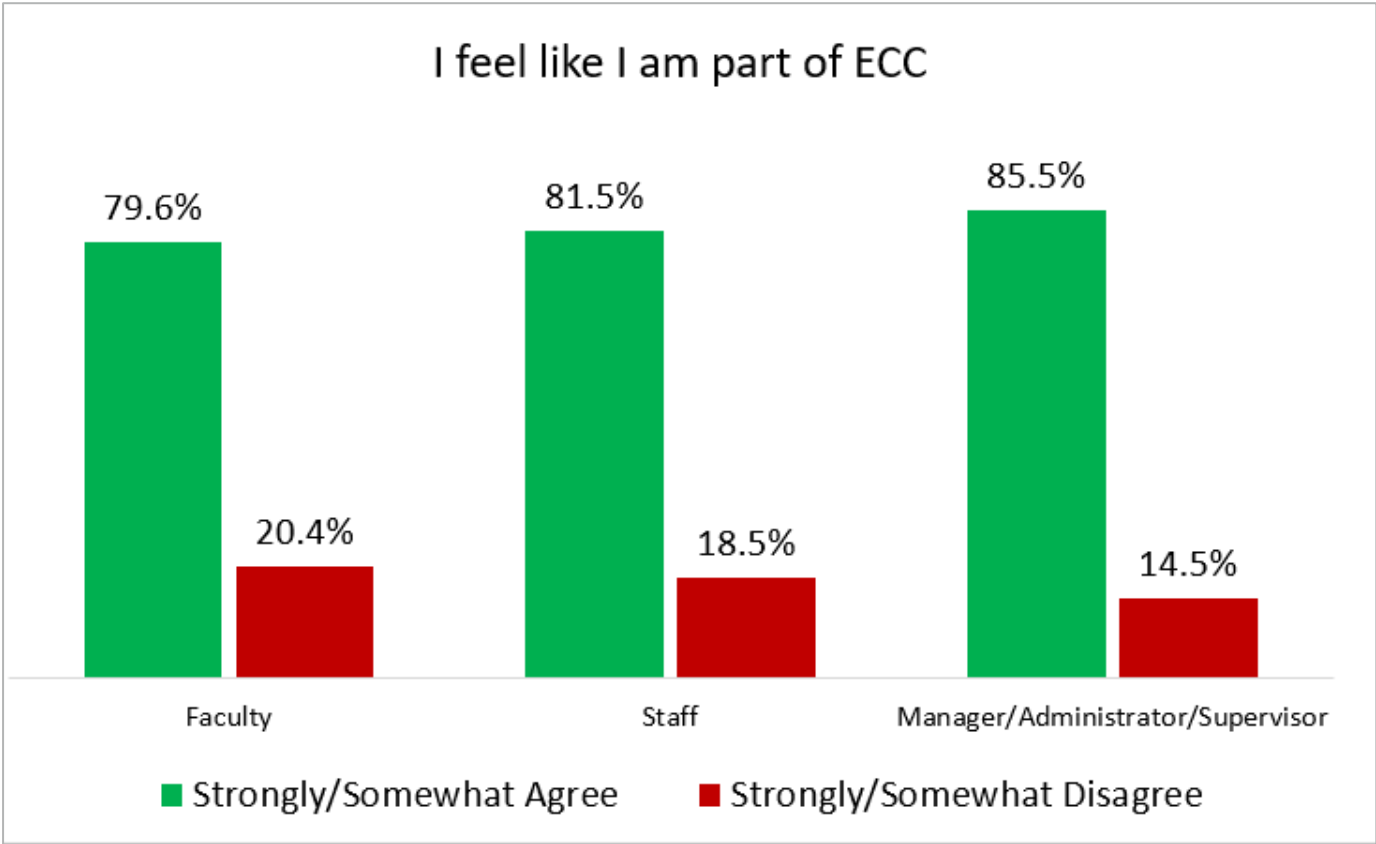


# SENSE OF BELONGING & COLLEGE VALUE

## Quantitative Findings

### Team Inclusion

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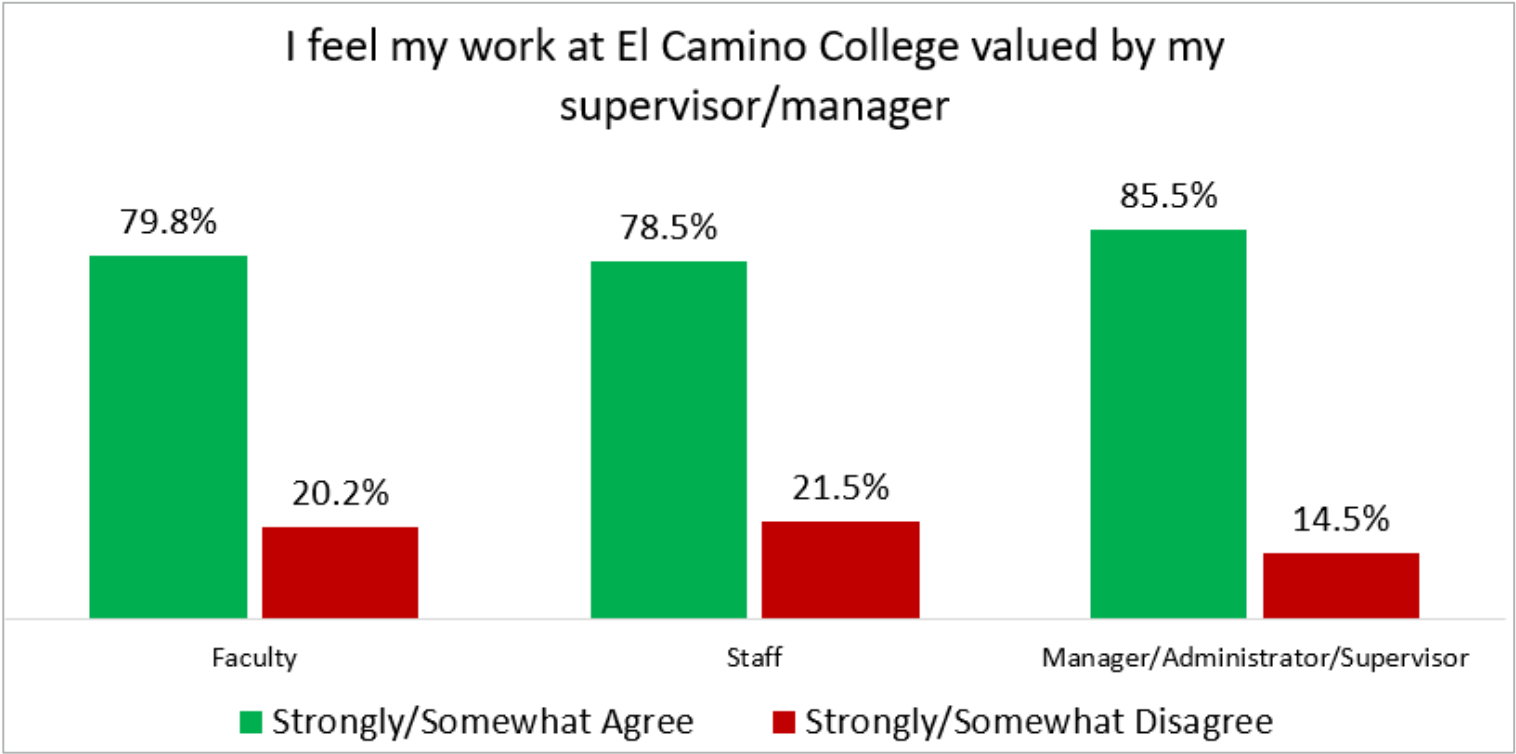


# SENSE OF BELONGING & COLLEGE VALUE

## Quantitative Findings

### Supervisor Support

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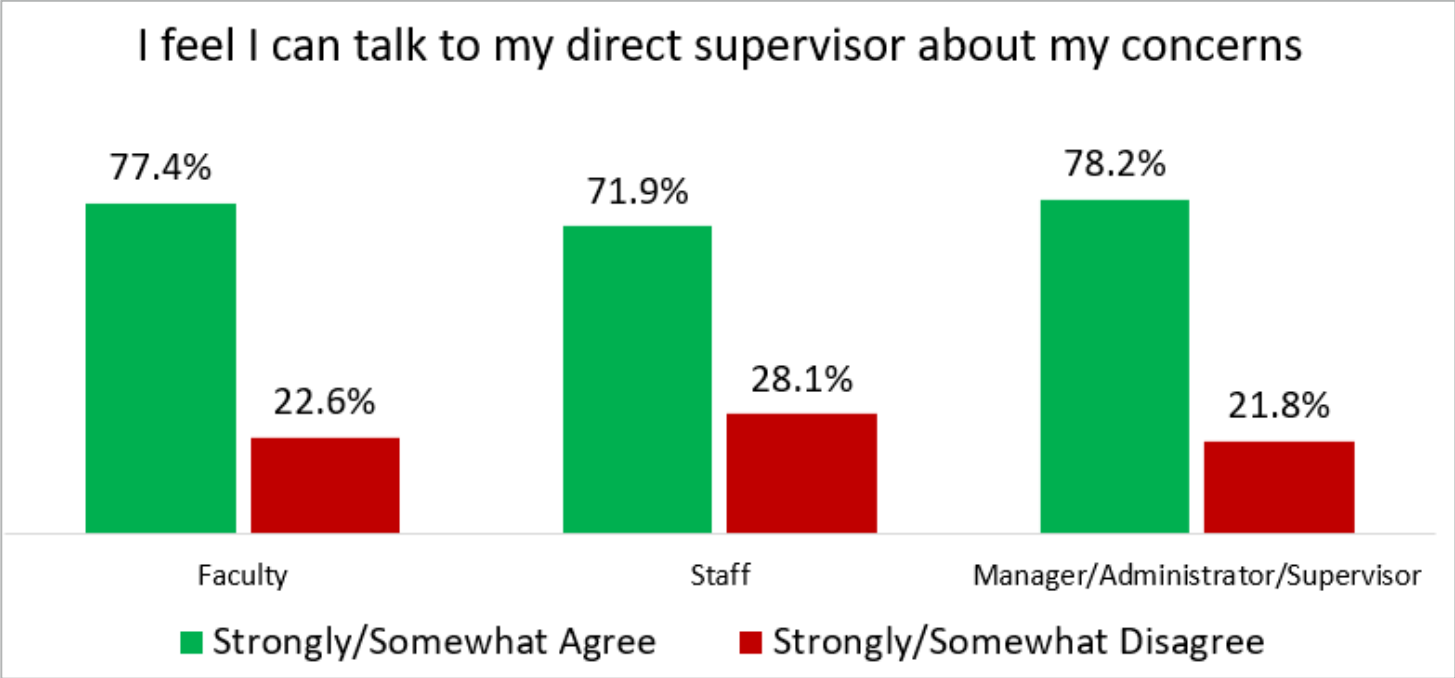


# SENSE OF BELONGING & COLLEGE VALUE

## Quantitative Findings

### Supervisor Support

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





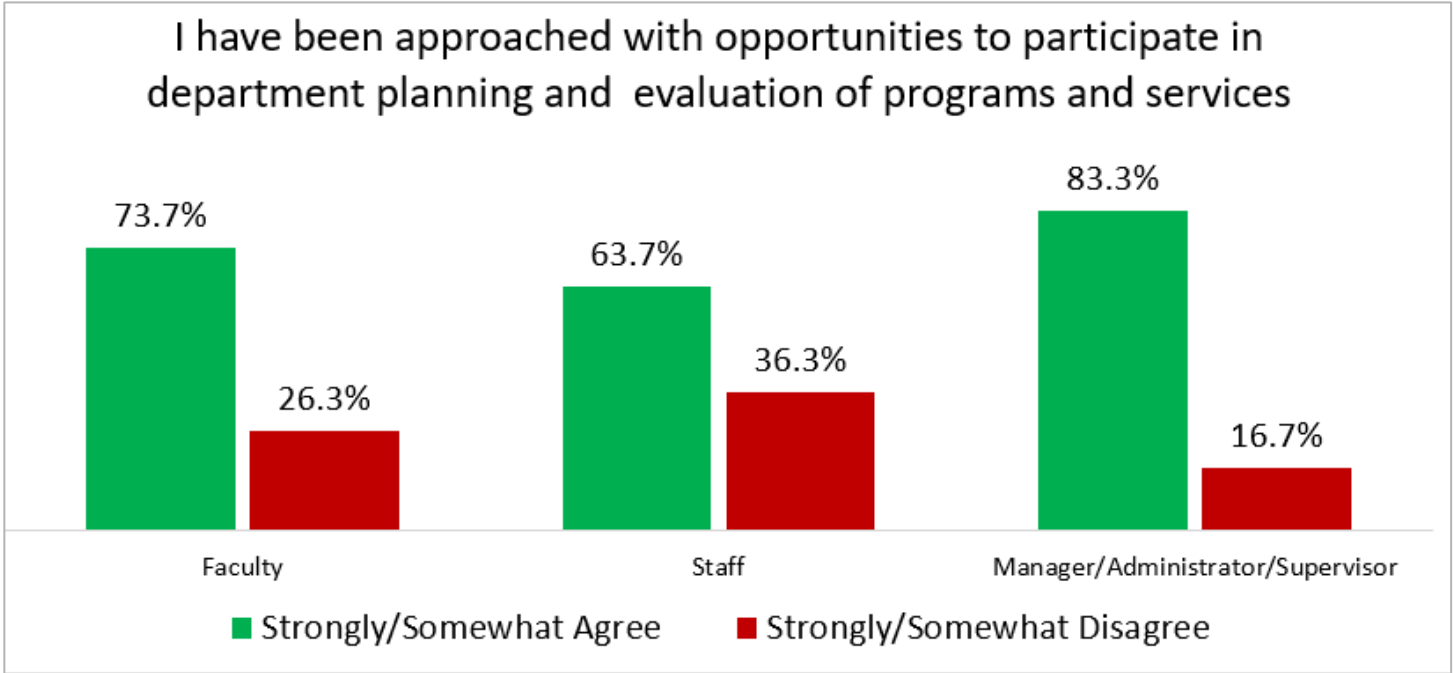


# SENSE OF BELONGING & COLLEGE VALUE

## Quantitative Findings

### Opportunities for Employee Participation in Department Planning & Evaluation

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



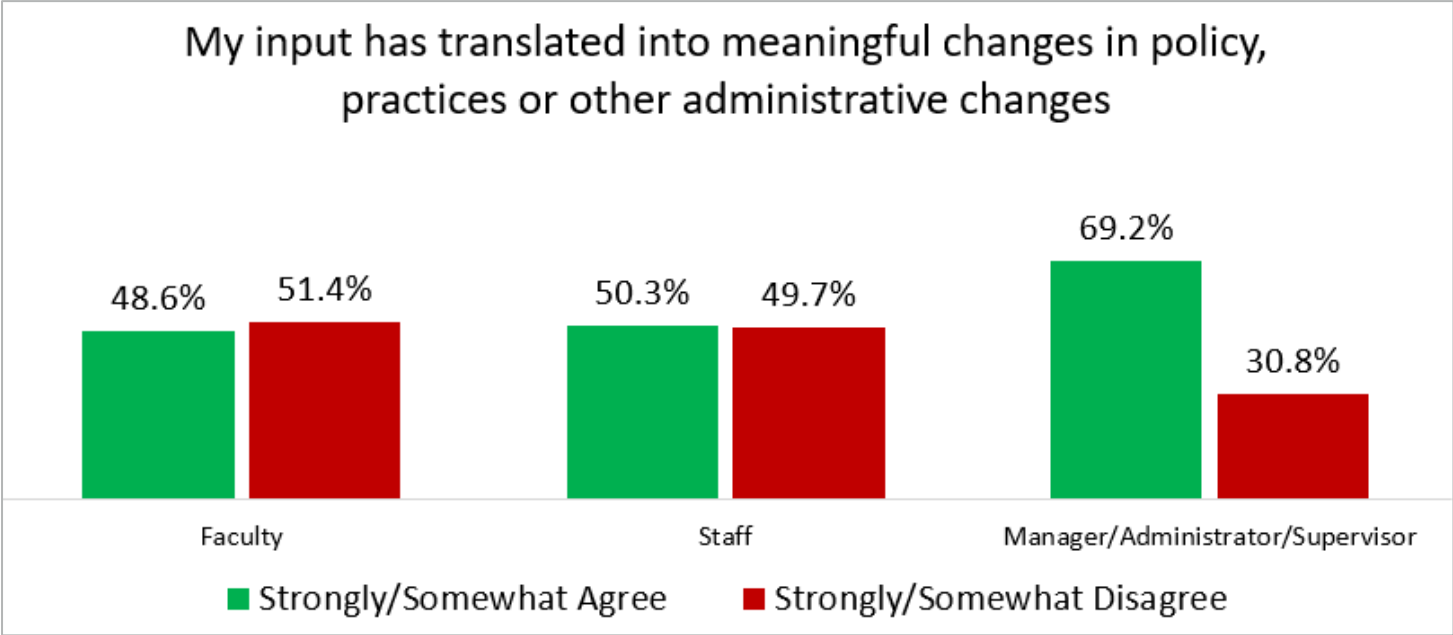


# SENSE OF BELONGING & COLLEGE VALUE

## Quantitative Findings

### Impact of Employee Input

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.






# Professional Development

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2024 QUANTITATIVE & QUALITATIVE RESULTS

# PROFESSIONAL DEVELOPMENT: SUMMARY QUANTITATIVE FINDINGS

<p>Faculty, staff &amp; managers expressed <b>HIGH SATISFACTION</b> with the <b>GREEN</b> topics</p> <ul style="list-style-type: none"> <li>• Race/ethnicities</li> <li>• Gender identities</li> <li>• Sexual orientations</li> <li>• Economic backgrounds</li> <li>• Physical disabilities</li> <li>• Immigration statuses</li> </ul>	<p>Overall Training Opportunities</p>	<p><b>Satisfaction drops for faculty</b> in regards mental health &amp; age/generation needs</p> 
<p>Staff expressed <b>AVERAGE SATISFACTION</b> with the <b>YELLOW</b> topics</p> <ul style="list-style-type: none"> <li>• Learning disabilities</li> <li>• Different political affiliations</li> <li>• Different religious affiliations</li> <li>• Housing insecurity</li> </ul>	<p>Employee Preparation to Address Specific Student Needs</p>	<p><b>Satisfaction increases for managers</b> in regards these student needs</p> 
	<p>Feedback on Employees' Job Performance</p>	<p><b>Satisfaction increases for faculty</b> in this topic</p> 

When the satisfaction level of an employee group changes, it shifts by one level, either higher or lower.

# PROFESSIONAL DEVELOPMENT: SUMMARY QUALITATIVE FINDINGS

Professional  
Development

Top #4 topic where respondents indicated **College needed to improve**

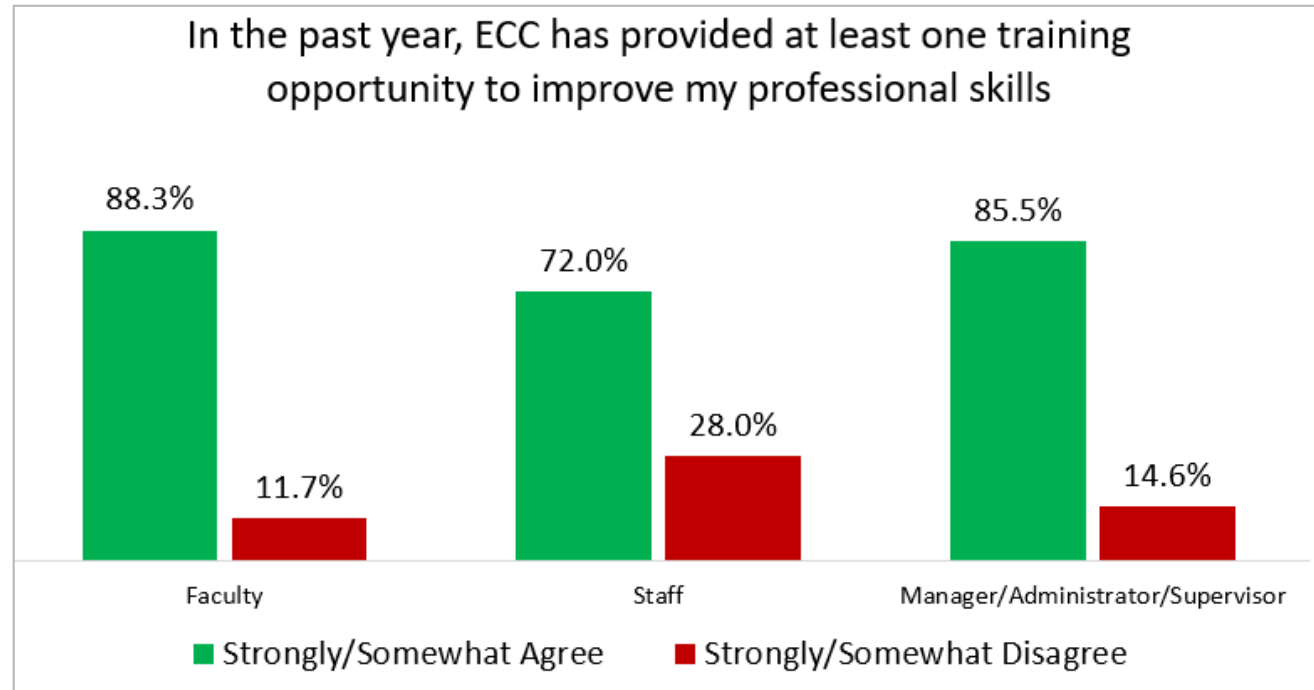


# PROFESSIONAL DEVELOPMENT

## Quantitative Findings

### Overall Training Opportunities

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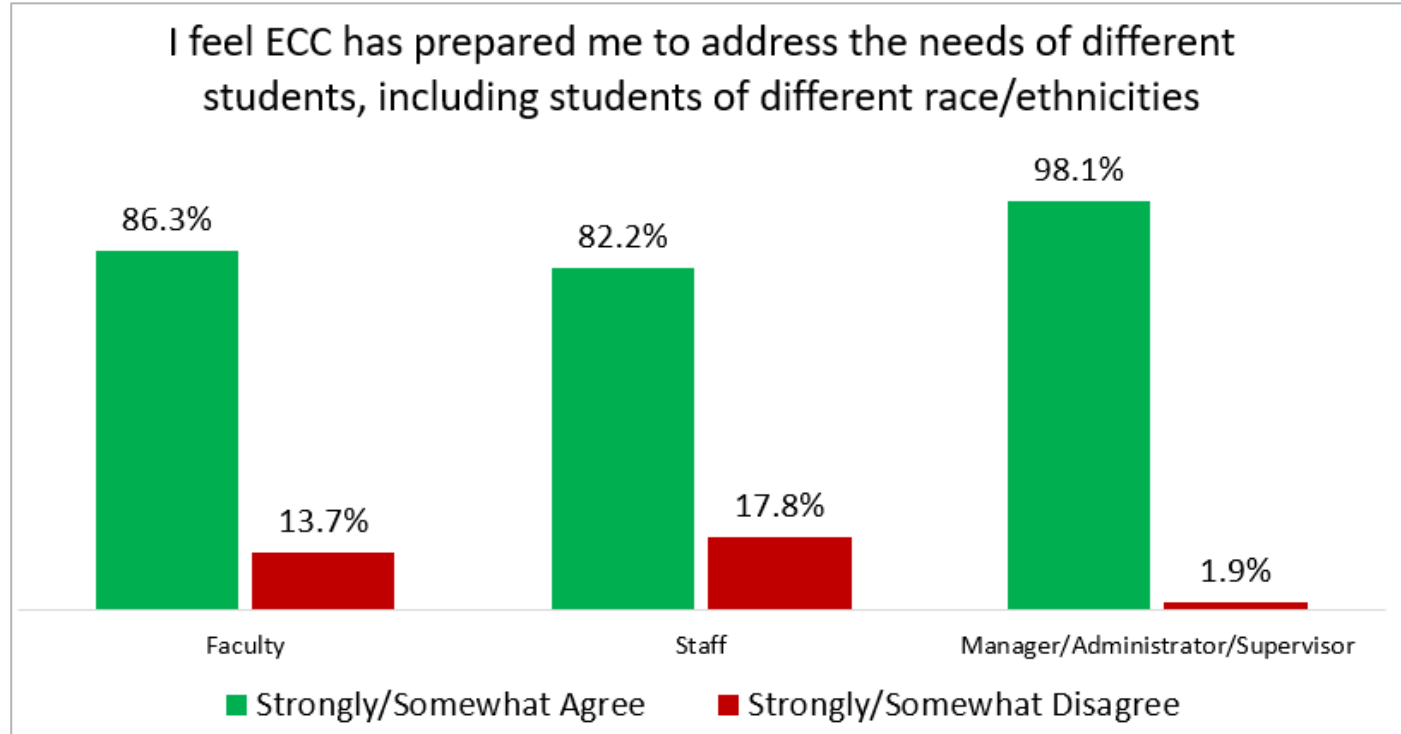
# PROFESSIONAL DEVELOPMENT

## Quantitative Findings

**Employee Preparation to  
Address Diverse  
Student Needs**

**Race/ethnicities**

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





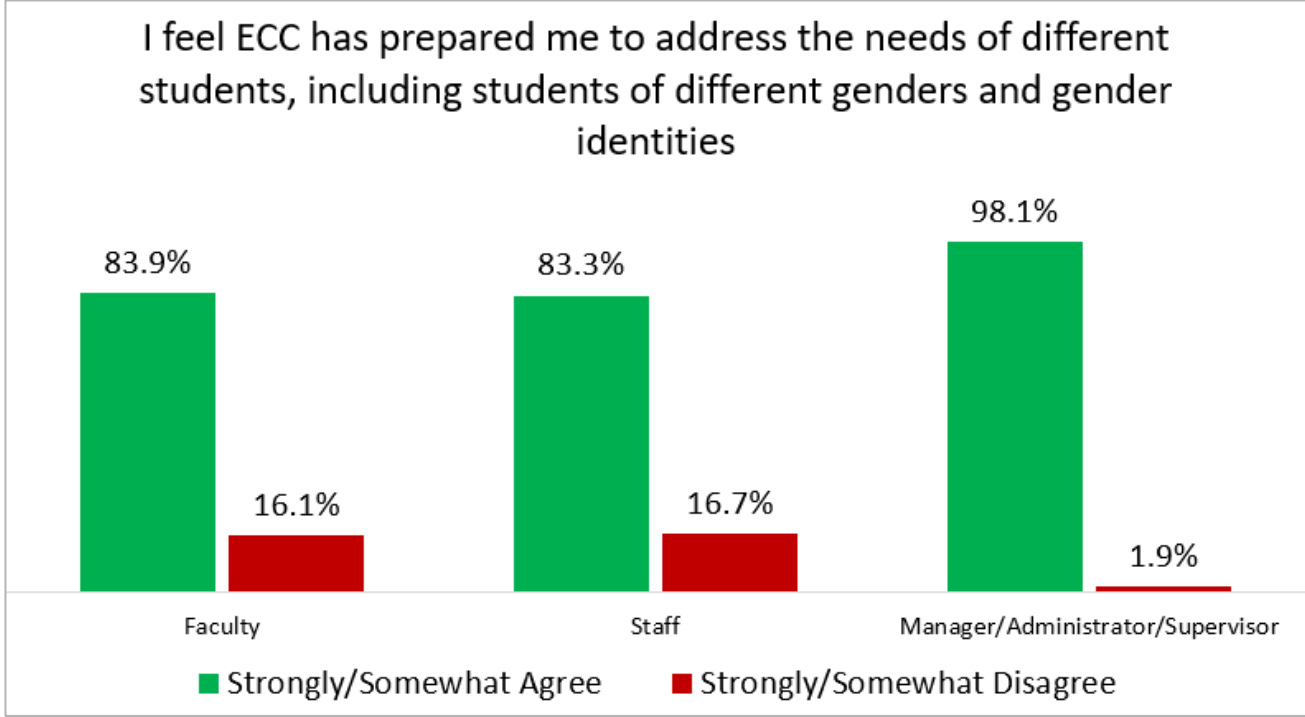
# PROFESSIONAL DEVELOPMENT

## Quantitative Findings

**Employee Preparation to  
Address Diverse  
Student Needs**

Genders/gender identities

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.







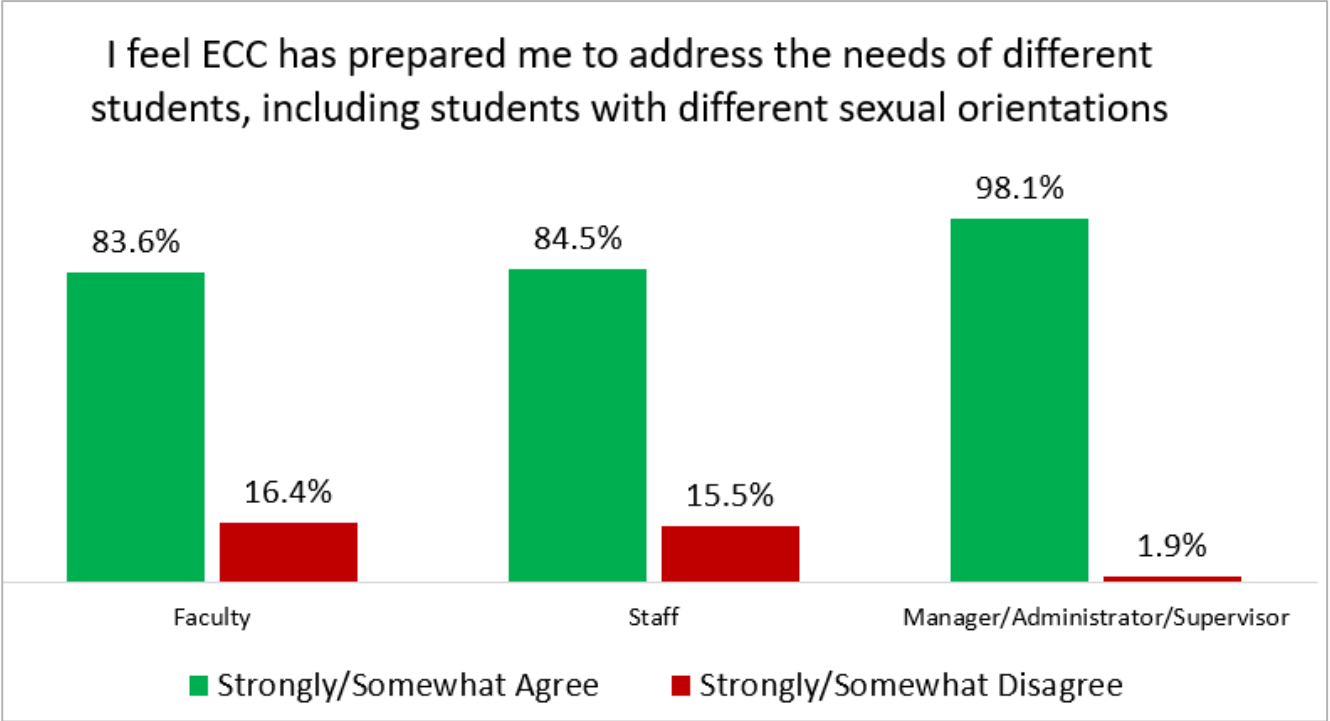
# PROFESSIONAL DEVELOPMENT

## Quantitative Findings

**Employee Preparation to  
Address Diverse  
Student Needs**

**Sexual orientations**

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





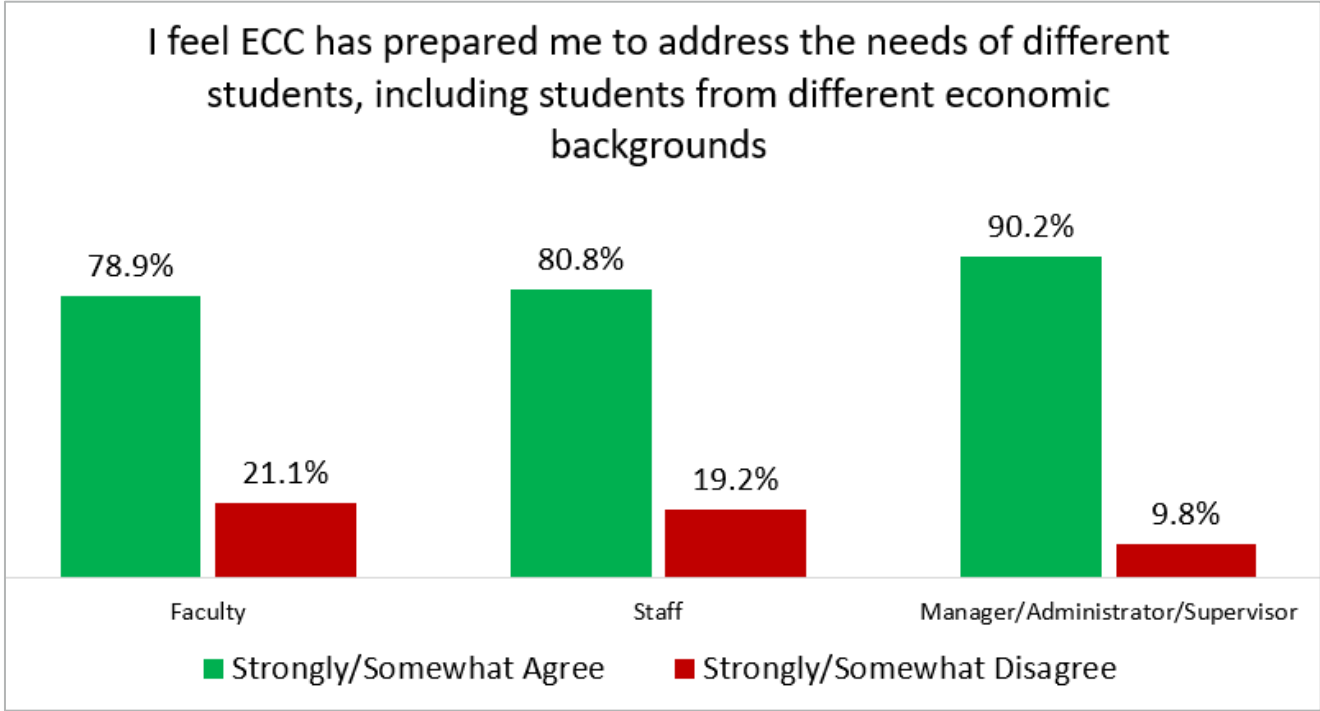
# PROFESSIONAL DEVELOPMENT

## Quantitative Findings

**Employee Preparation to Address Diverse Student Needs**

**Economic backgrounds**

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





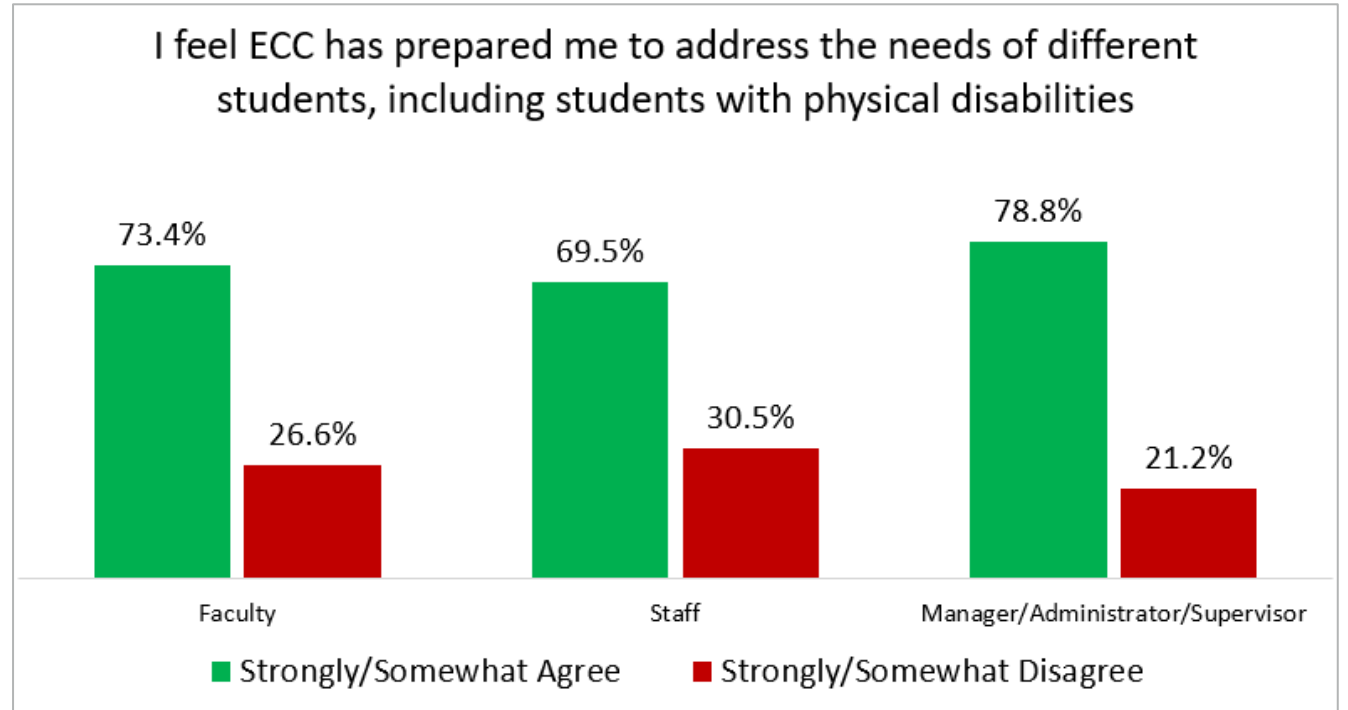
# PROFESSIONAL DEVELOPMENT

## Quantitative Findings

**Employee Preparation to  
Address Diverse  
Student Needs**

**Physical disabilities**

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





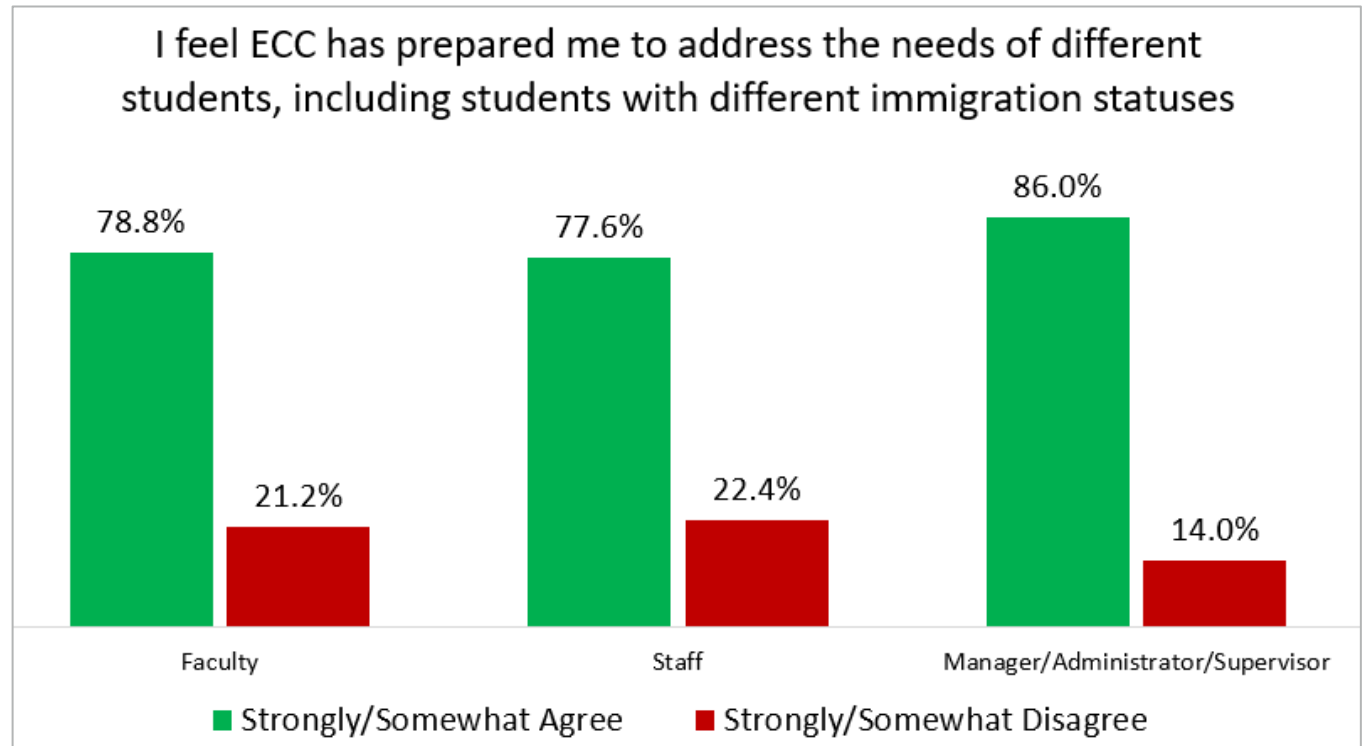
# PROFESSIONAL DEVELOPMENT

## Quantitative Findings

### Employee Preparation to Address Diverse Student Needs

#### Immigration statuses

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





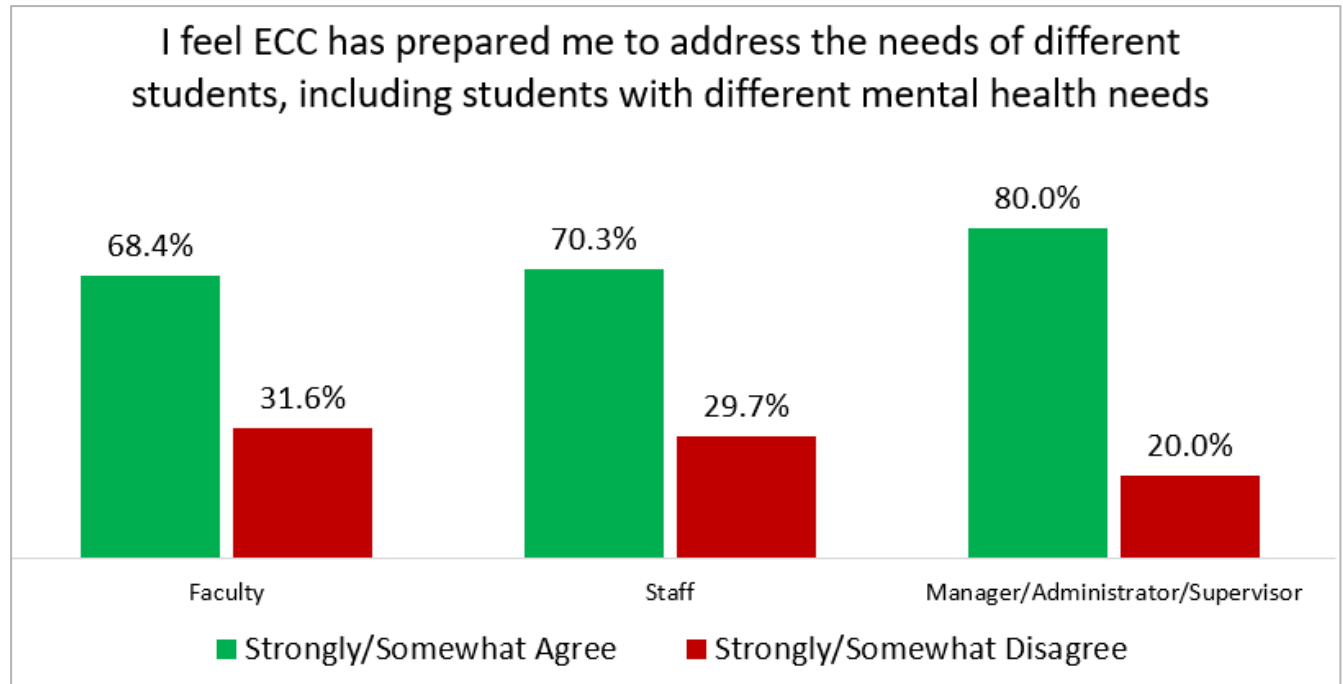
# PROFESSIONAL DEVELOPMENT

## Quantitative Findings

### Employee Preparation to Address Diverse Student Needs

#### Mental health

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





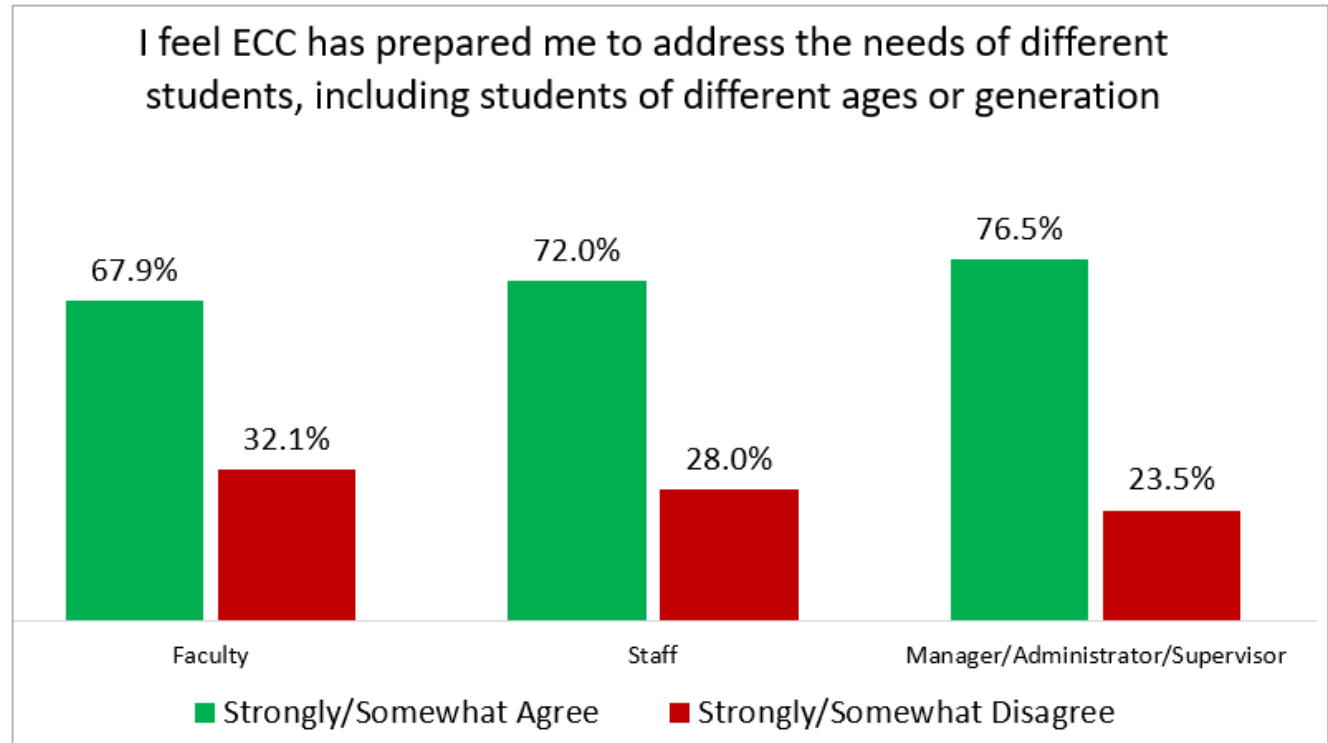
# PROFESSIONAL DEVELOPMENT

## Quantitative Findings

### Employee Preparation to Address Diverse Student Needs

#### Ages/Generation

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





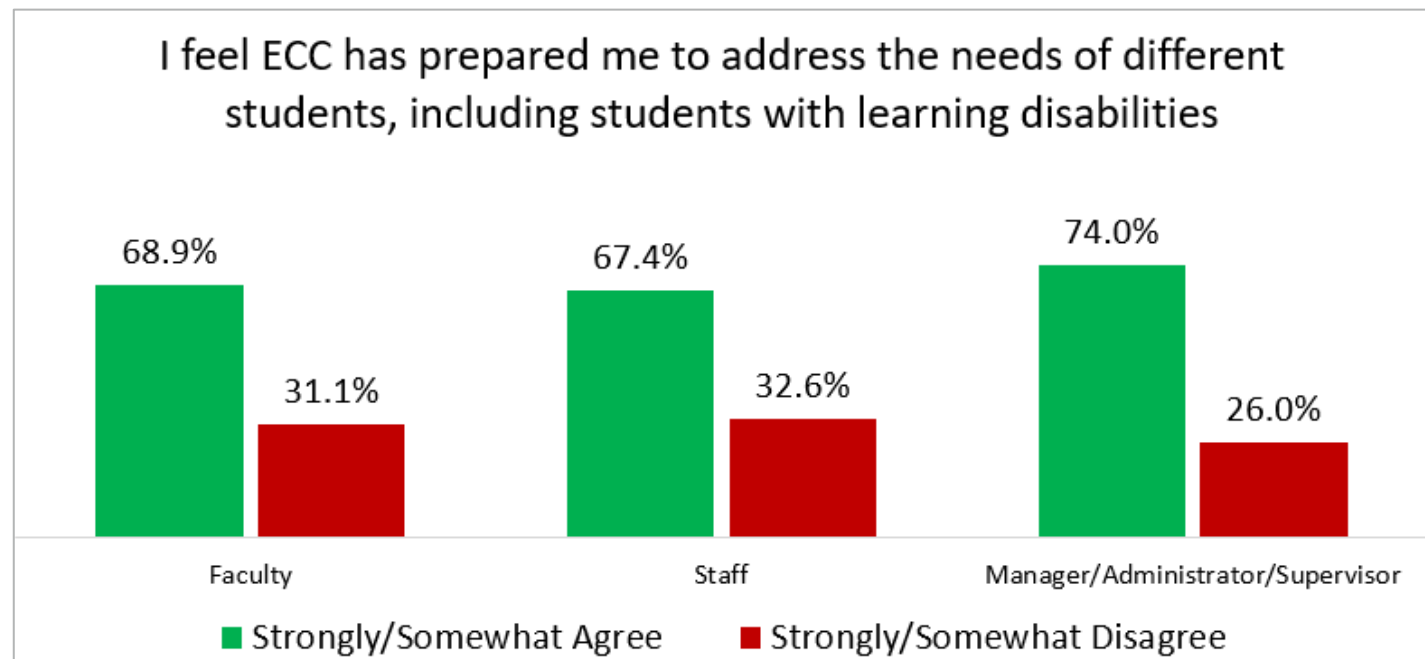
# PROFESSIONAL DEVELOPMENT

## Quantitative Findings

### Employee Preparation to Address Diverse Student Needs

#### Learning disabilities

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





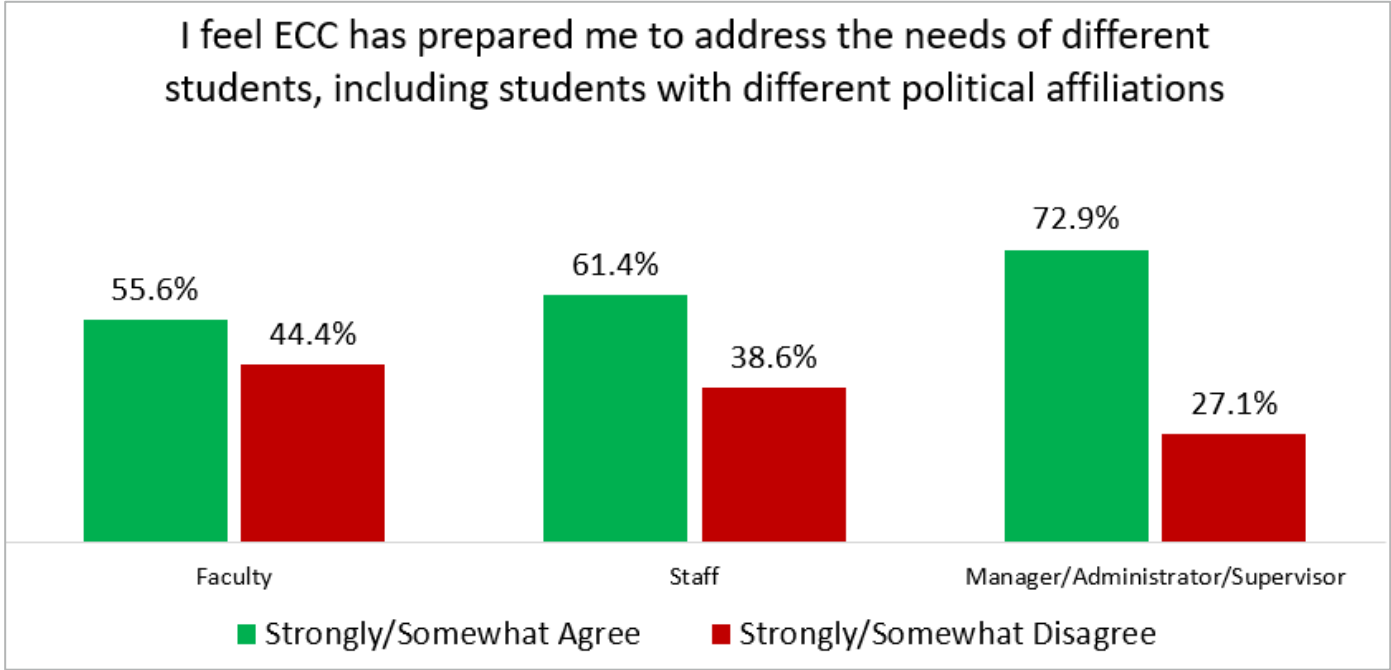
# PROFESSIONAL DEVELOPMENT

## Quantitative Findings

**Employee Preparation to  
Address Diverse  
Student Needs**

**Political Affiliations**

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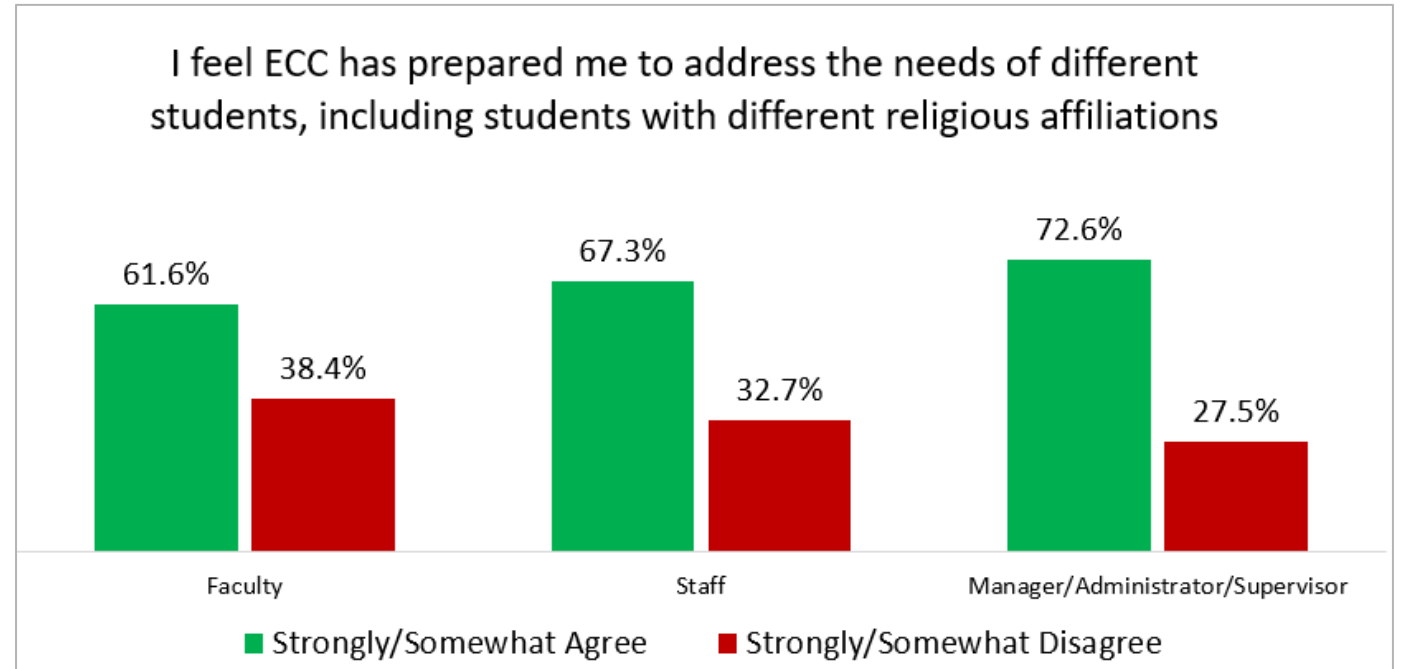
# PROFESSIONAL DEVELOPMENT

## Quantitative Findings

### Employee Preparation to Address Diverse Student Needs

#### Religious Affiliations

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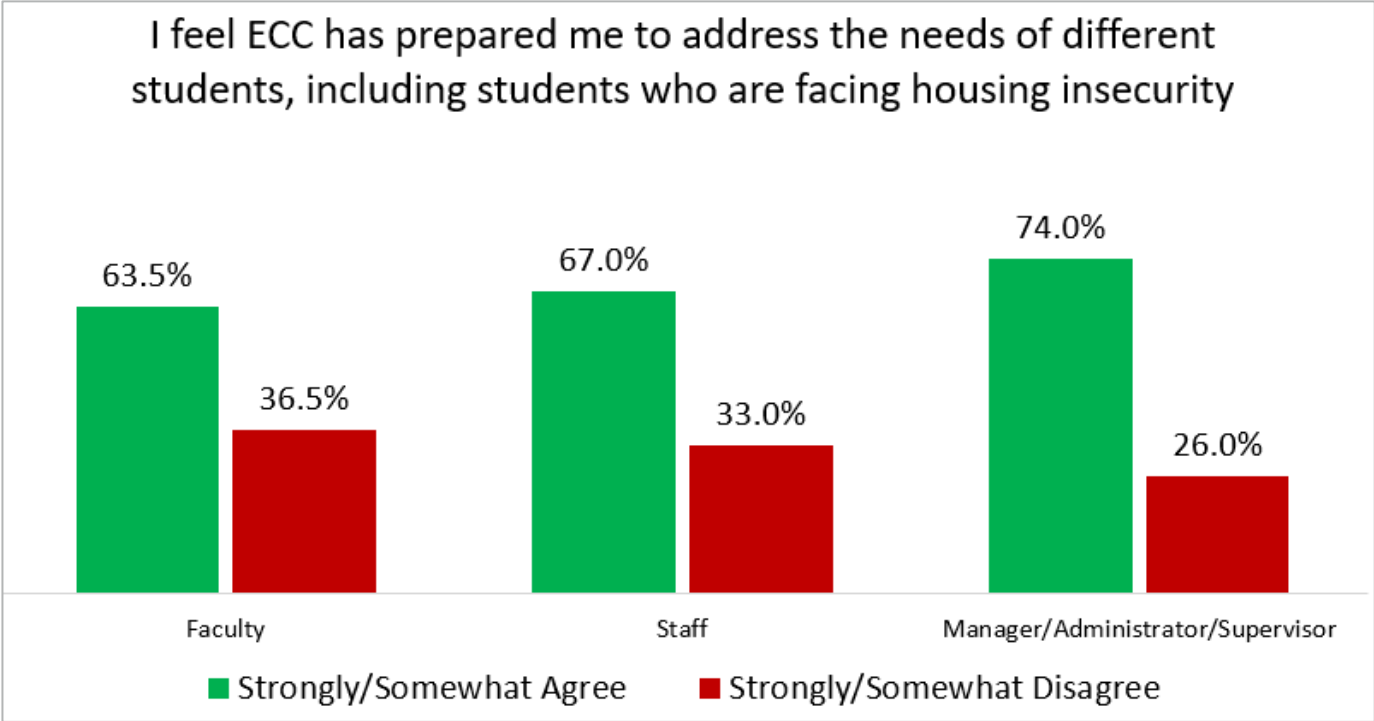
# PROFESSIONAL DEVELOPMENT

## Quantitative Findings

**Employee Preparation to  
Address Diverse  
Student Needs**

**Housing insecurity**

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



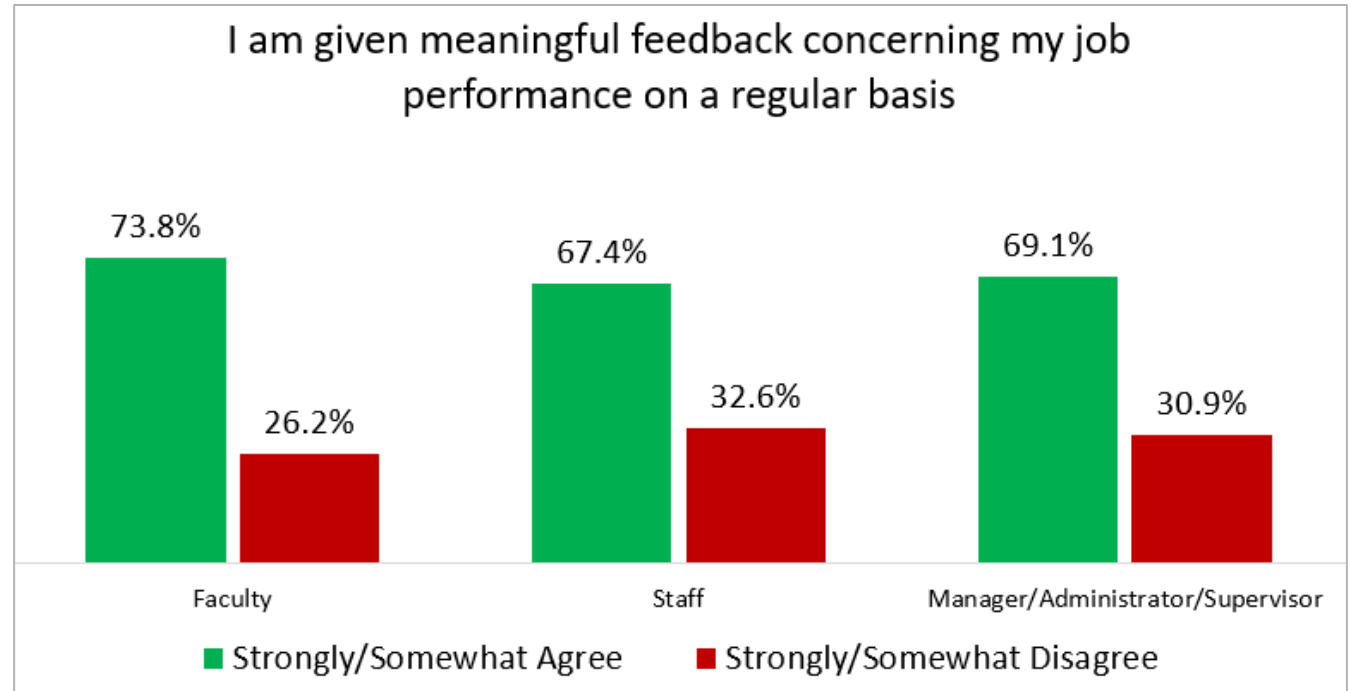


# PROFESSIONAL DEVELOPMENT

## Quantitative Findings

### Feedback on Employees' Job Performance

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



# PROFESSIONAL DEVELOPMENT

## Quantitative Findings

### Professional Development (Top #4 Topic)

123 out of 1684 needs improvement comments

*More professional development for managers, directors, and executive staff*

*Training opportunities for all the different software that employees use*

*More opportunities like PRIDE - ECC Professional Growth Certification.*

*I would like more professional development **opportunities geared towards staff/administrative personnel** specifically. Right now, most of them are tailored for faculty or student-facing staff. While these are extremely important, it excludes those who work in administrative support. I would also like **departments to take the lead on training other areas about processes within their areas**. For example, Procurement Services/Accounts Payable - how to complete a requisition and submit invoices for payment; Fiscal Services - Budget Tracking/Transfers;*

*Discipline/Difficult Conversations training, particularly for Deans and Managers for their faculty and employees for situations that require consequences but don't fall under HR/Title IX.*

**Professional Development was the #4 topic where respondents indicated College needed to improve**

# Job Satisfaction

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2024 QUANTITATIVE & QUALITATIVE RESULTS



# JOB SATISFACTION: SUMMARY QUANTITATIVE FINDINGS

Faculty & staff expressed <b>HIGH SATISFACTION</b> with the <b>GREEN</b> topics	Work-Life Balance	Satisfaction drops for managers in this topic	↓
Faculty, staff & managers expressed <b>AVERAGE SATISFACTION</b> with the <b>YELLOW</b> topics	Feeling Valued as an Individual at ECC	Satisfaction increases for managers in this topic	↑
	College addressing employee needs		
	Executive leadership's concern about employee wellbeing		
	Executive leadership's fair treatment towards employees	Satisfaction increases for managers in this topic	↑
Faculty & staff expressed <b>LOW SATISFACTION</b> with the <b>RED</b> topics	Talk to executive leadership about concerns	Satisfaction increases for managers in this topic	↑

# JOB SATISFACTION: SUMMARY QUALITATIVE FINDINGS

Flexible Work Schedules &  
Work-Life Balance

Top #3 topic where respondents indicated **College was doing well**

Compensation, Benefits,  
and Financial Security

Top #4 topic where respondents indicated **College was doing well**

ECC Convenience of  
Location & Proximity

Top #5 topic where respondents indicated **College was doing well**

Remote Work & Schedule

Top #5 topic where respondents indicated **College needed to improve**

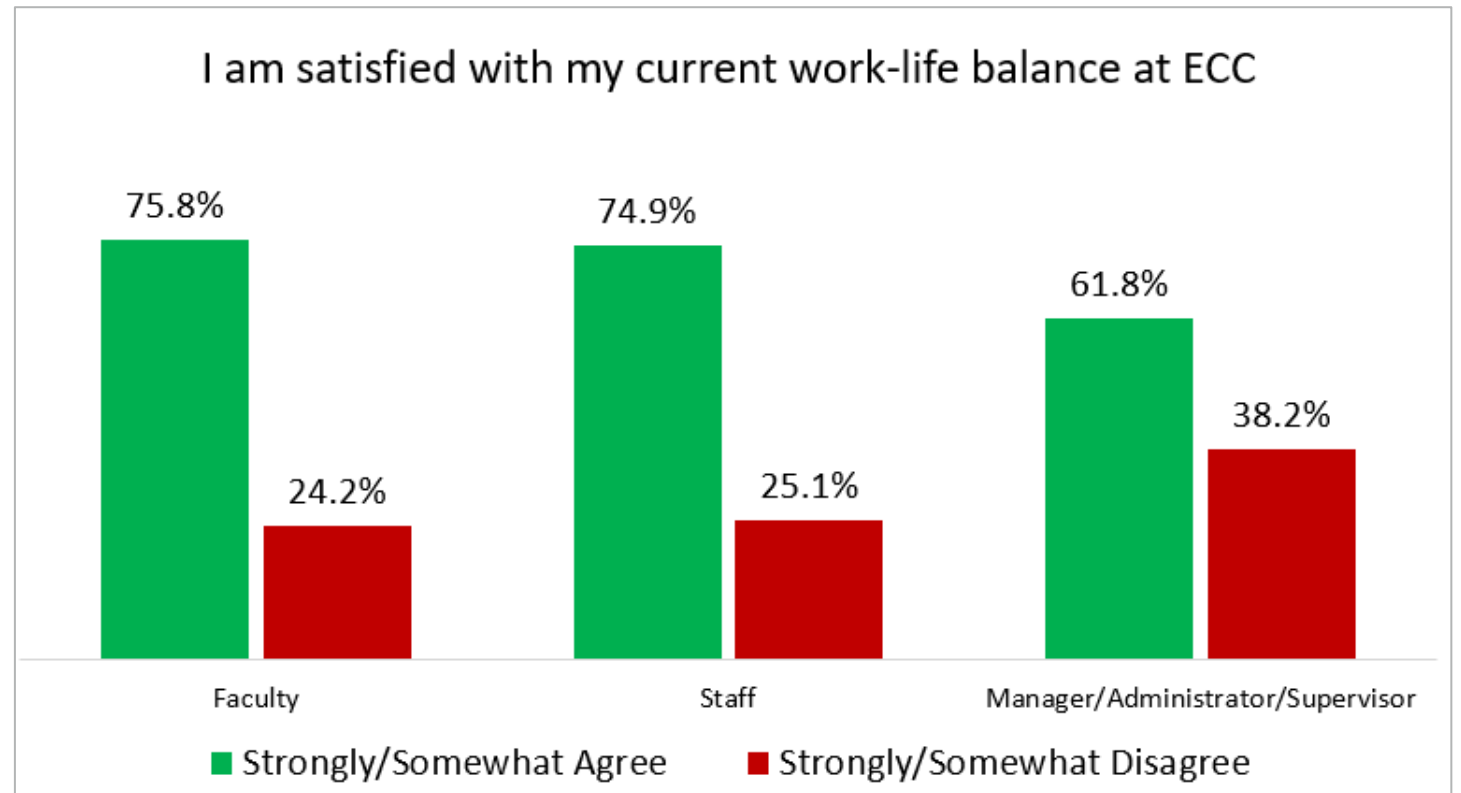


# JOB SATISFACTION

## Quantitative Findings

### Work-Life Balance

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





# JOB SATISFACTION

## Qualitative Findings (Respondents Indicating College Was Doing Well)

### Flexible Work Schedules & Work-Life Balance (Top #3 Topic)

103 out of 1556 doing well comments

*Flexibility of adjusting my schedule to help out with events that are after hours*

*Work/life balance- being able to work remote and work at the office is super helpful. At home I can concentrate without distractions or being pulled away. I get a lot of the technical data/form processing done and at work deal with the students face to face, its a good balance, keeps me fresh and sane.*

**Flexible Work Schedules and Work-Life Balance was the #3 topic where respondents indicated College was doing well**

# JOB SATISFACTION

## Qualitative Findings (Respondents Indicating College Was Doing Well)

### Compensation, Benefits, and Financial Security (Top #4 Topic)

90 out of 1556 doing well comments

*The pay is better than most any other community college in Los Angeles metro.*

*The medical/dental/vision coverage I get from employment here has helped me care for my family immensely.*

Compensation, Benefits, and Financial Security was the #4 topic where respondents indicated **College was doing well**

# JOB SATISFACTION

## Qualitative Findings (Respondents Indicating College Was Doing Well)

### ECC Convenience of Location & Proximity (Top #5 Topic)

76 out of 1556 doing well comments

*Proximity of work to home*

*Great location where we can have a positive impact on the community*

**ECC Convenience of Location & Proximity was the #5 topic where respondents indicated College was doing well**

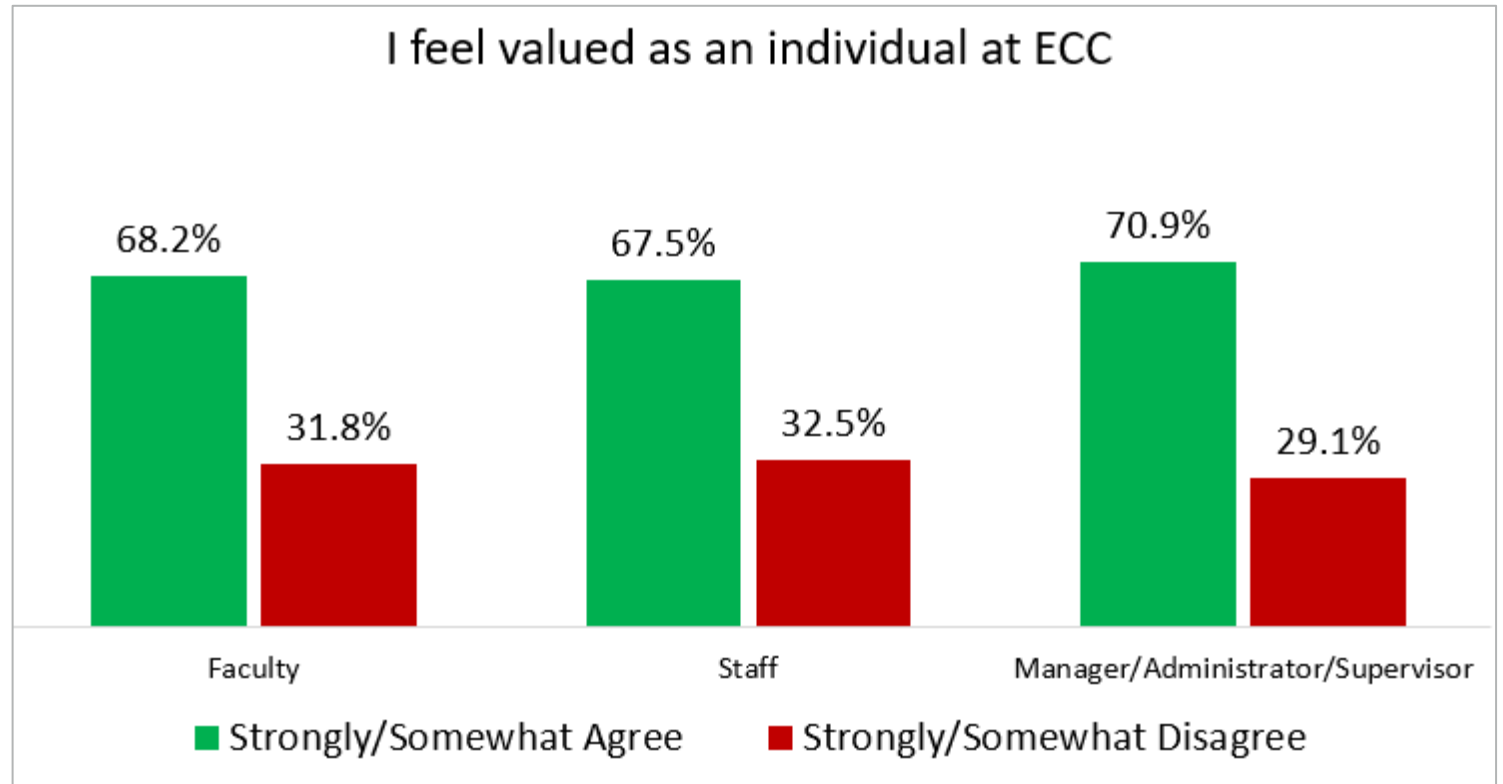


# JOB SATISFACTION

## Quantitative Findings

### Feeling Valued as an Individual at ECC

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



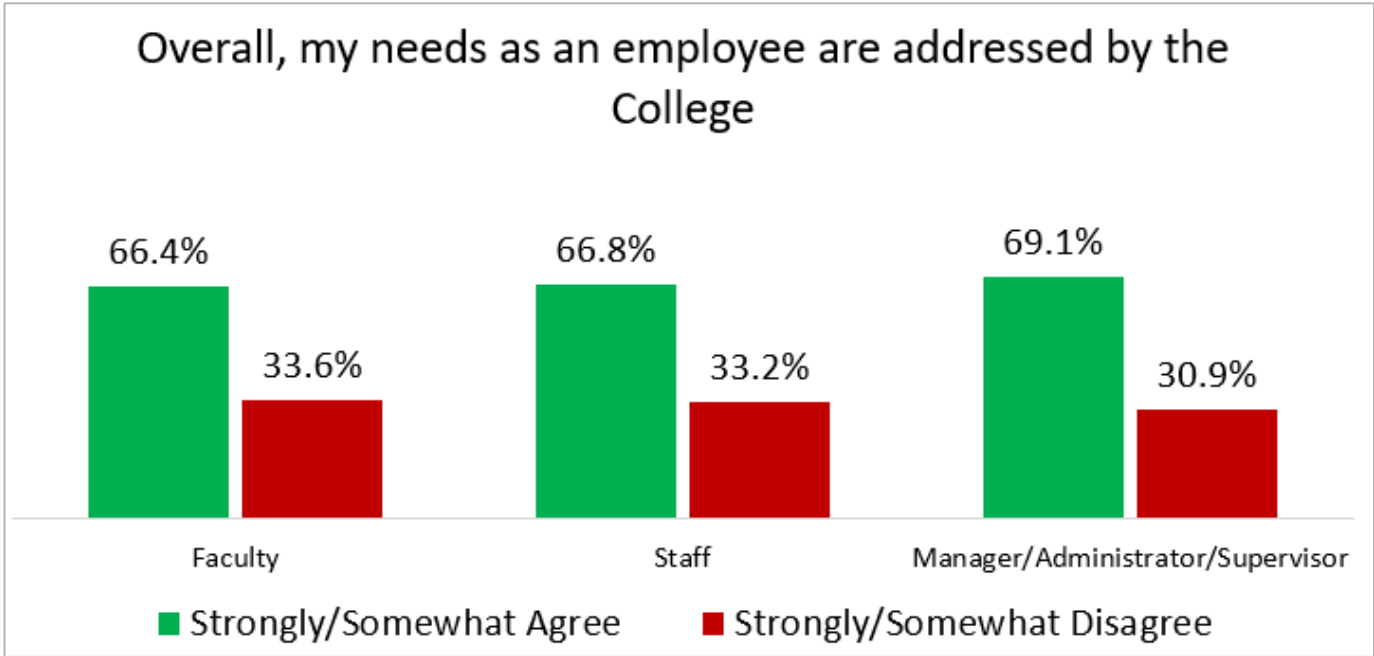


# JOB SATISFACTION

## Quantitative Findings

**College Addressing Employee Needs**

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



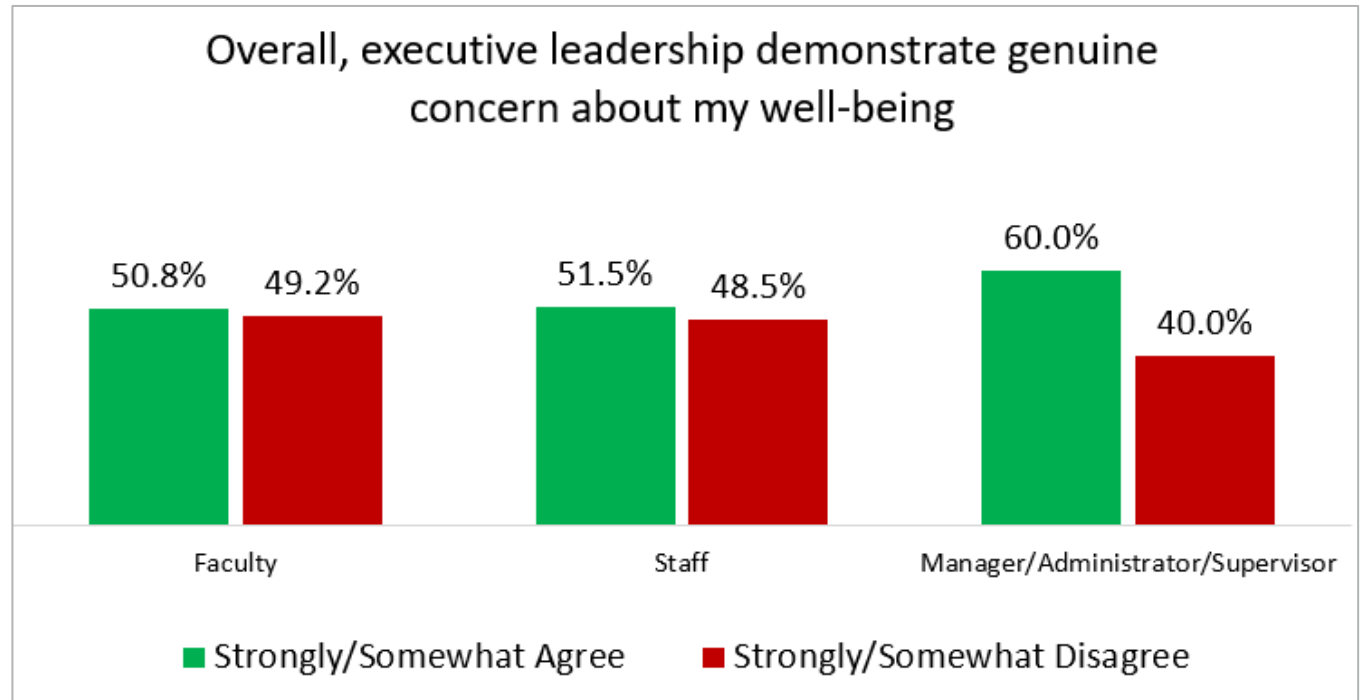


# JOB SATISFACTION

## Quantitative Findings

### Executive Leadership's Concern about Employee Well-Being

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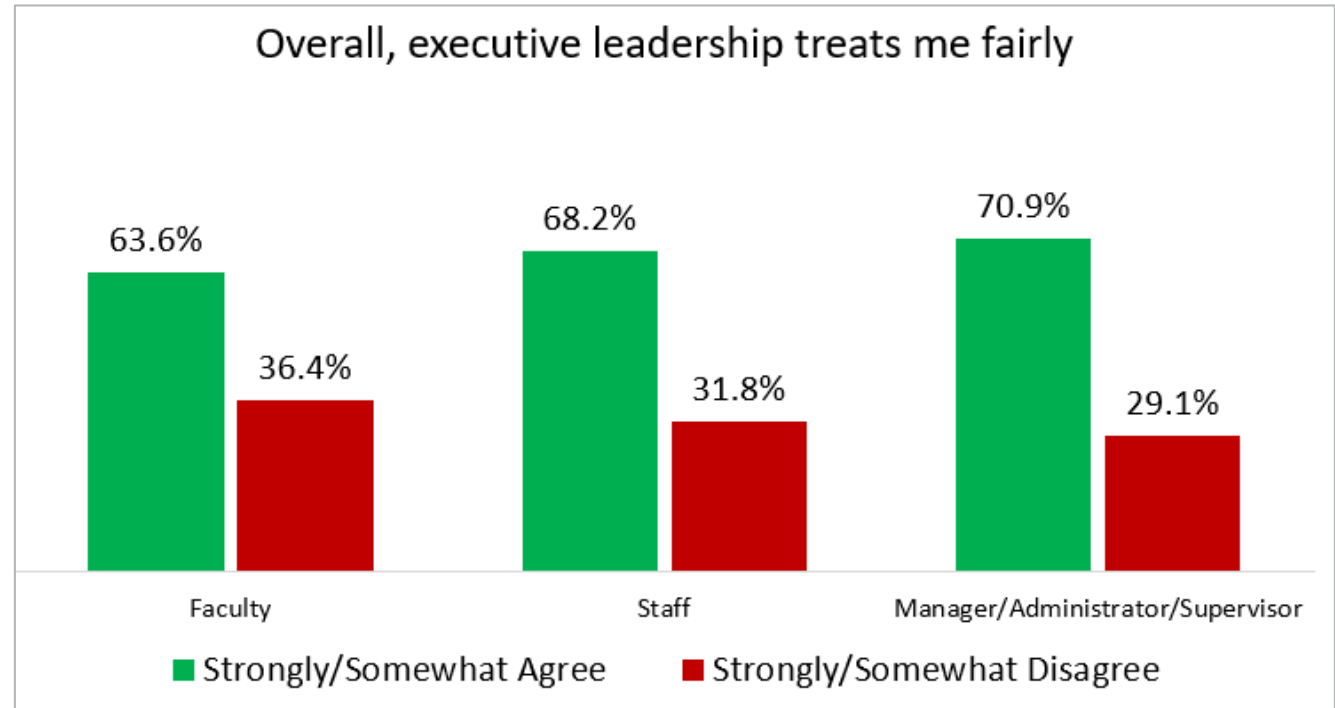


# JOB SATISFACTION

## Quantitative Findings

### Executive Leadership's Fair Treatment towards Employees

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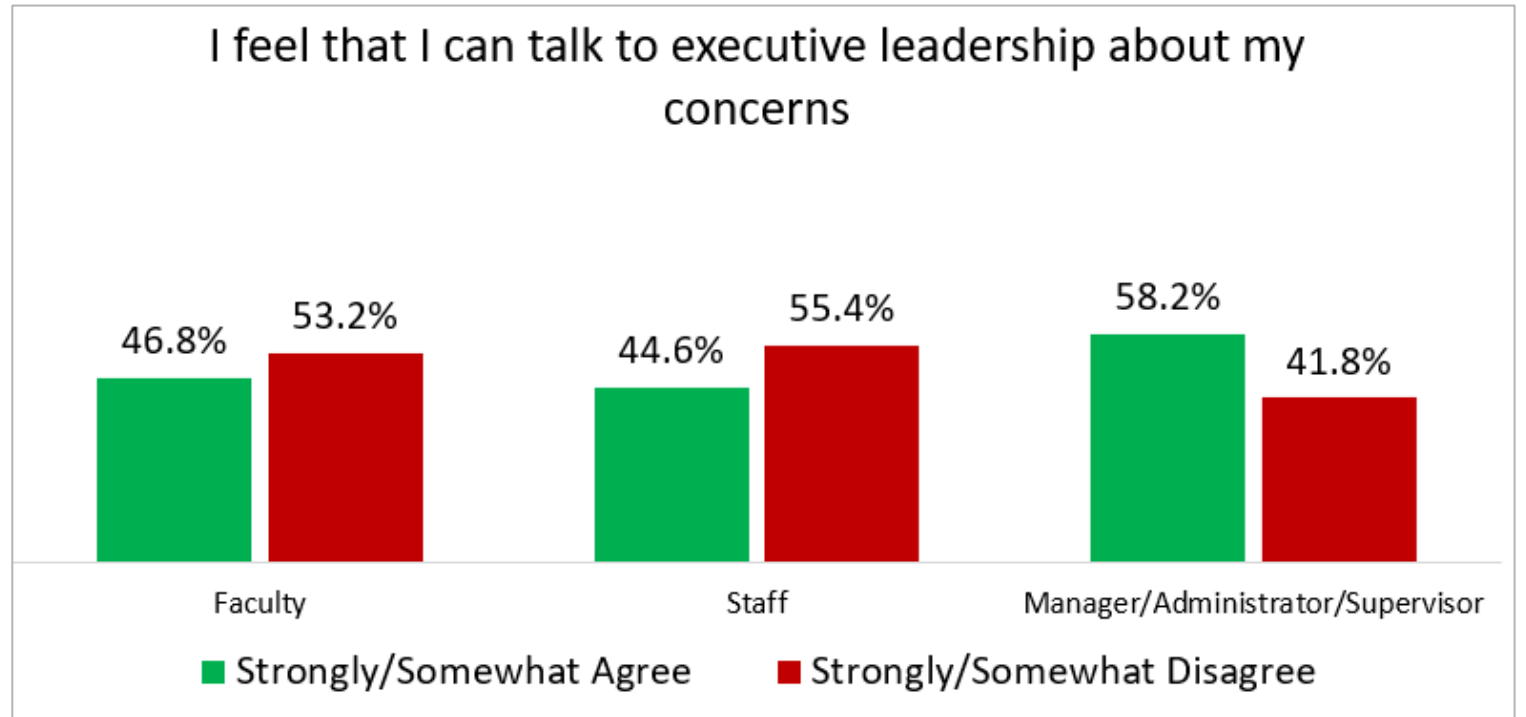


# JOB SATISFACTION

## Quantitative Findings

### Talk to Executive Leadership about Concerns

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





# JOB SATISFACTION

## Qualitative Findings (Respondents Indicating College Needed to Improve)

### Remote Work & Schedule (Top #5 Topic)

108 out of 1684 needs improvement comments

*No obligation to come to campus 3 days a week when there's no reason to in my schedule, as long as all of my work and office hours are completed*

*better/fair/equitable remote work policy in Student Services and Administrative Services areas*

*We proved during COVID that my position could be performed 100% remote. I want that for all employees capable of doing so. **My job is completely computer based, and I don't meet/work with anyone directly on campus.** Keeping as many people off the roads in Los Angeles as possible should be a priority; it **helps protect our environment, cuts down on traffic, and creates less wasted time** for those of us being forced to commute just to sit alone in a cubicle on-campus.*

*Improved scheduling to enhance the work life balance*

*4-day work week*

**Remote Work & Schedule was the #5 topic where respondents indicated **College needs to improve****





# Communication & Vision/Direction of ECC

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2024 QUANTITATIVE & QUALITATIVE RESULTS



# COMMUNICATION & VISION/DIRECTION OF ECC: SUMMARY QUANTITATIVE FINDINGS

Faculty, staff & managers expressed <b>AVERAGE SATISFACTION</b> with the <b>YELLOW</b> topics	Financial Planning	<b>Satisfaction increases for managers</b> in this topic 
	Strategic Planning	
	Executive Leadership's Example	
	Executive Leadership's Response to Challenges	<b>Satisfaction increases for faculty</b> in this topic 
	Employees' Perception of Change & Innovation	
	Employees' Perception of Environmental Sustainability	
Respondents expressed <b>LOW SATISFACTION</b> with the <b>RED</b> topics	Executive Leadership's Open Communication	<b>Satisfaction increases for managers</b> in this topic 
	ECC's Timeliness of Information Dissemination	<b>Satisfaction increases for faculty</b> in this topic 

# COMMUNICATION & VISION/DIRECTION OF ECC: SUMMARY QUALITATIVE FINDINGS

Executive leadership

Top #2 topic where respondents indicated **College needed to improve**

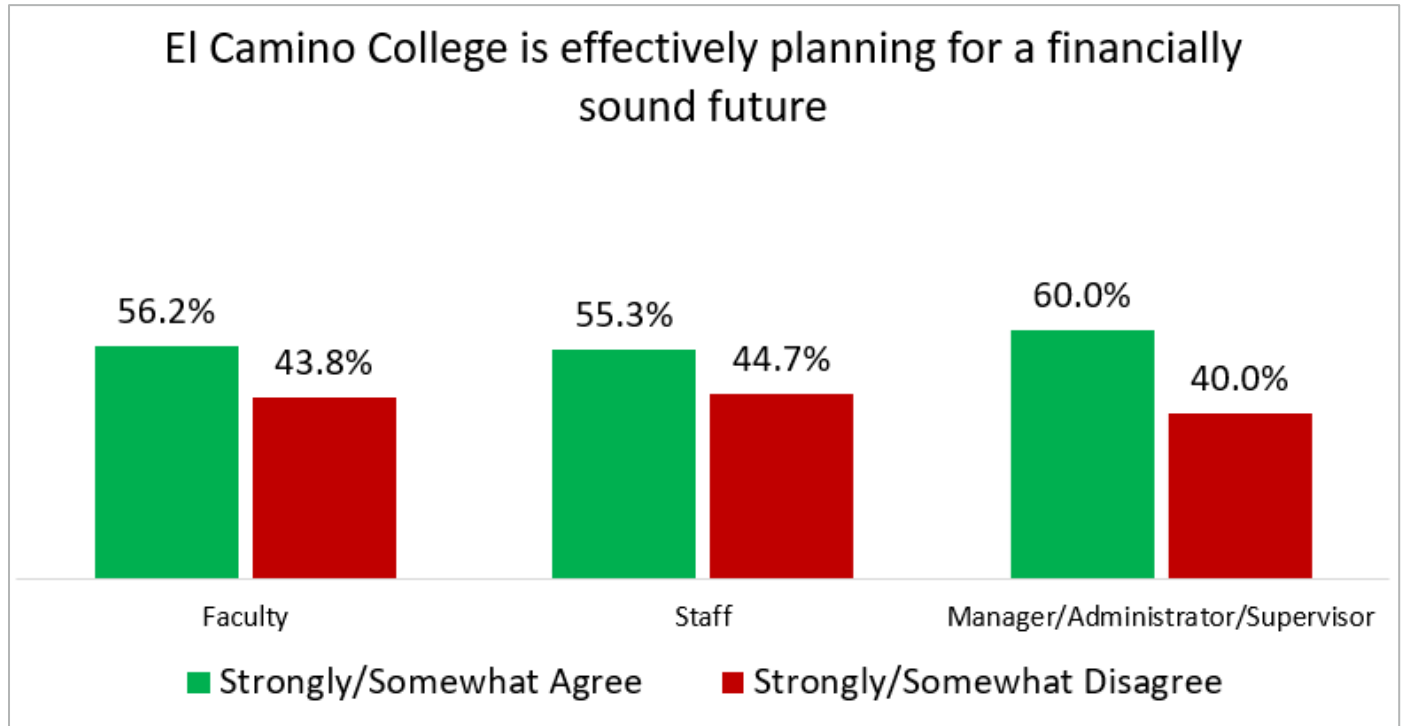


# COMMUNICATION & VISION/DIRECTION OF ECC

## Quantitative Findings

### Financial Planning

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



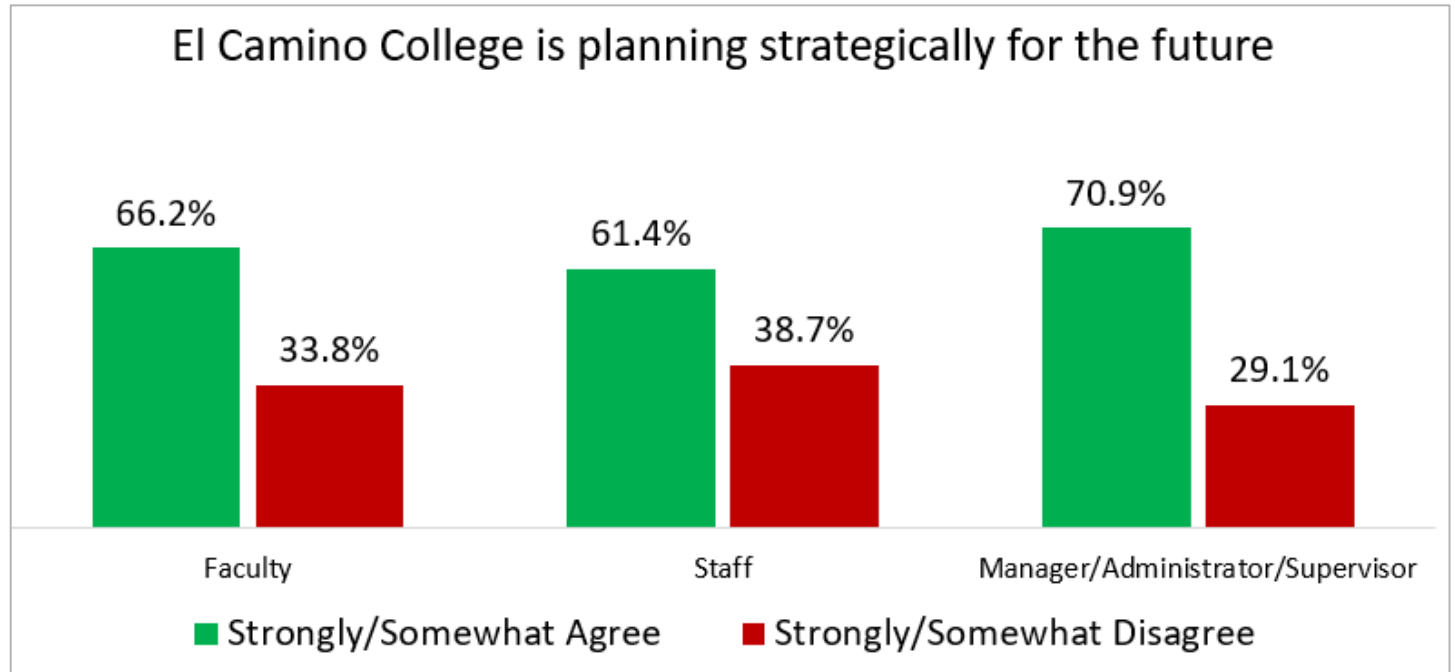


# COMMUNICATION & VISION/DIRECTION OF ECC

## Quantitative Findings

### Strategic Planning

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



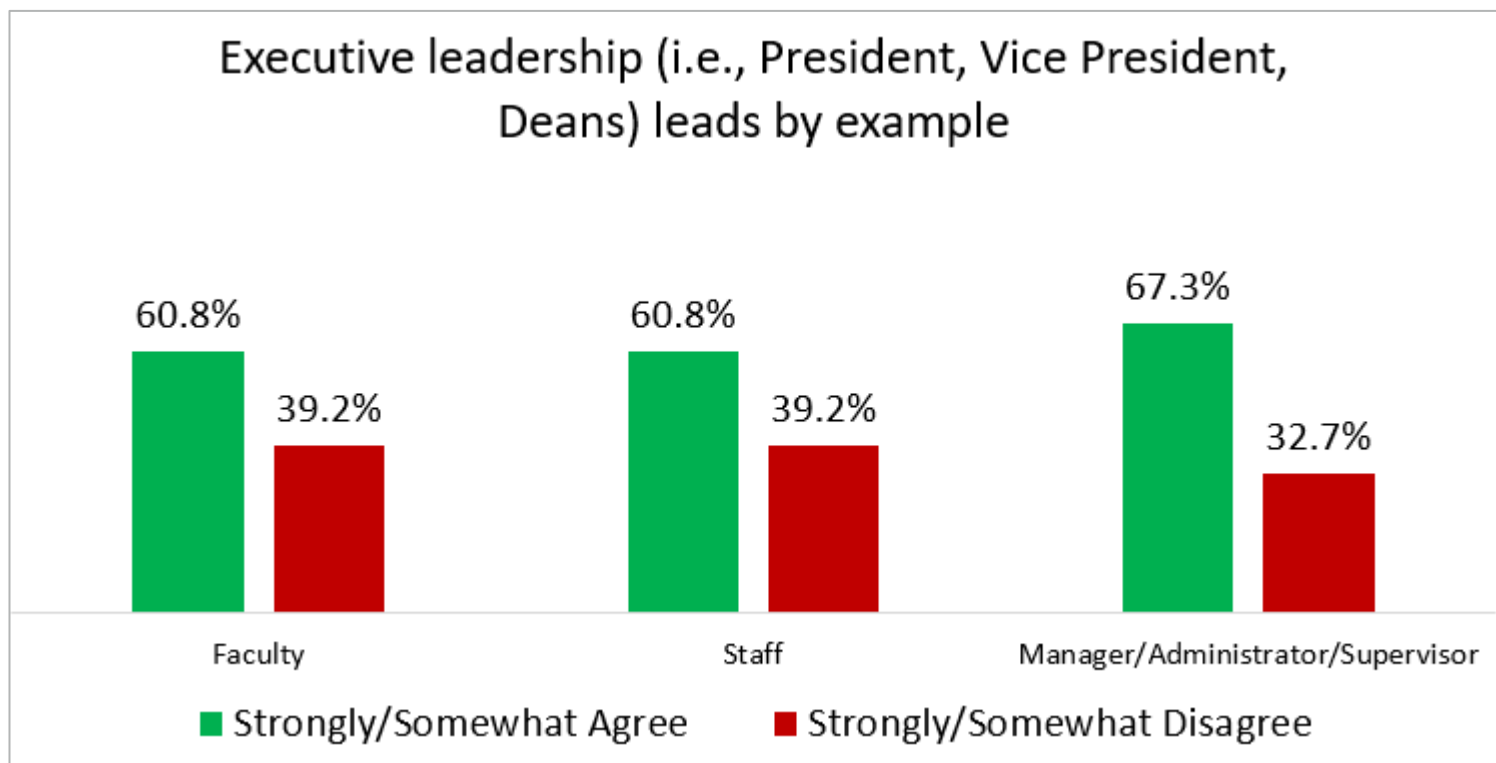


# COMMUNICATION & VISION/DIRECTION OF ECC

## Quantitative Findings

### Executive Leadership's Example

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



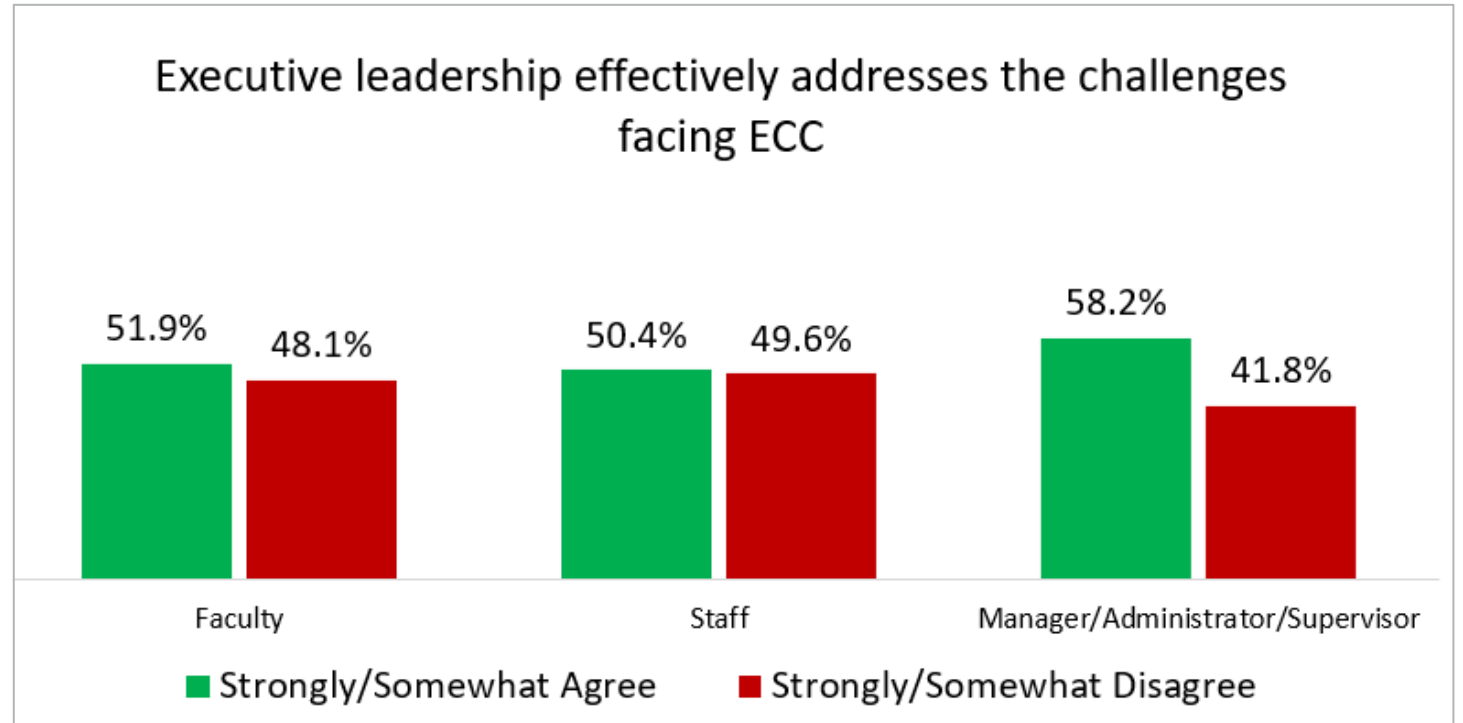


# COMMUNICATION & VISION/DIRECTION OF ECC

## Quantitative Findings

### Executive Leadership's Response to Challenges

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





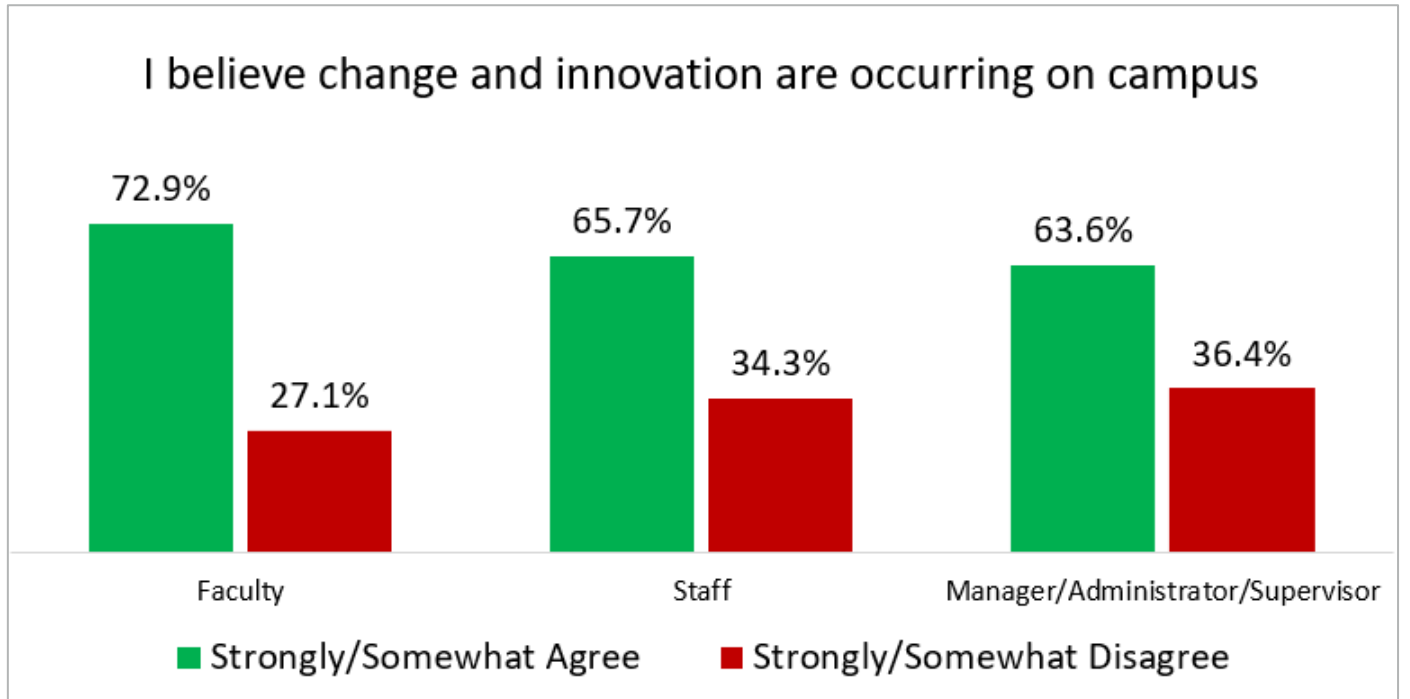


# COMMUNICATION & VISION/DIRECTION OF ECC

## Quantitative Findings

### Employees' Perception of Change & Innovation

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



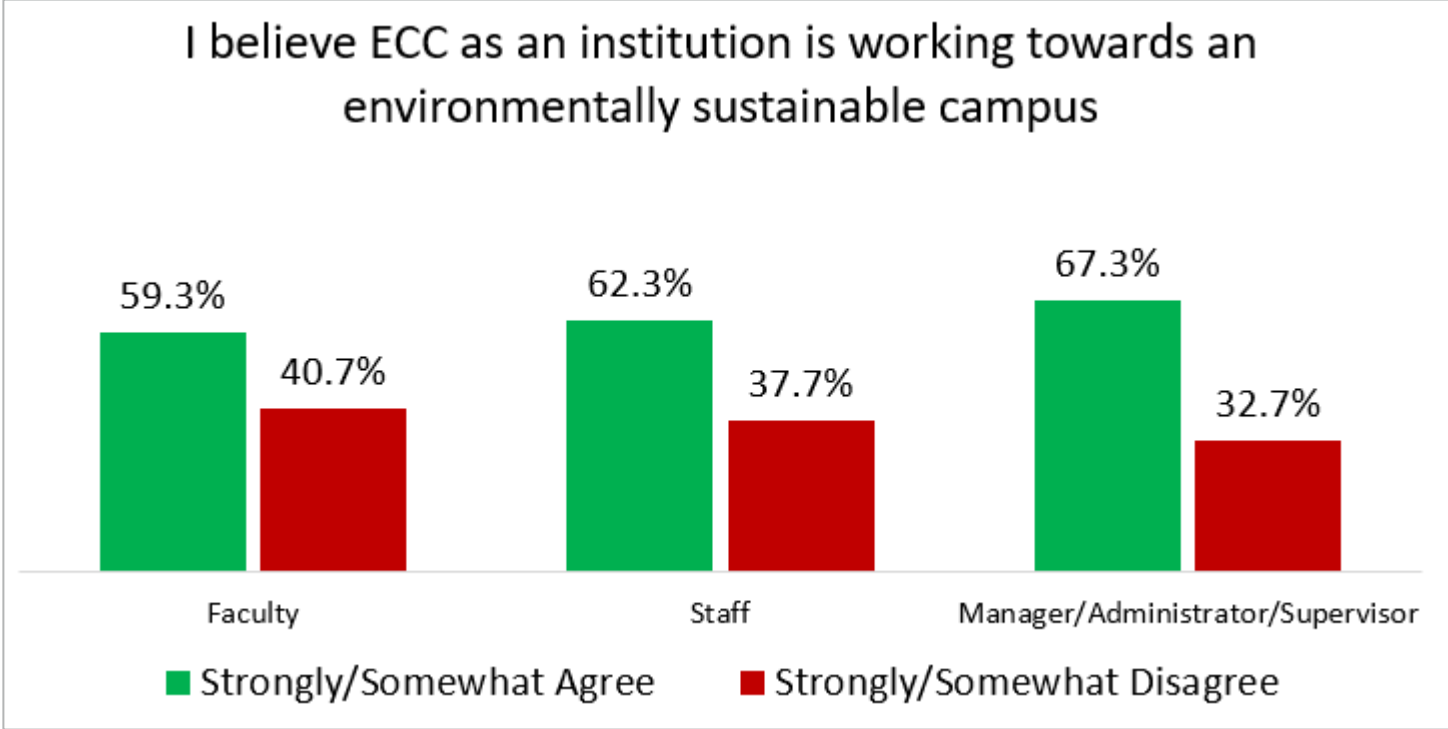


# COMMUNICATION & VISION/DIRECTION OF ECC

## Quantitative Findings

### Employees' Perception of Environmental Sustainability

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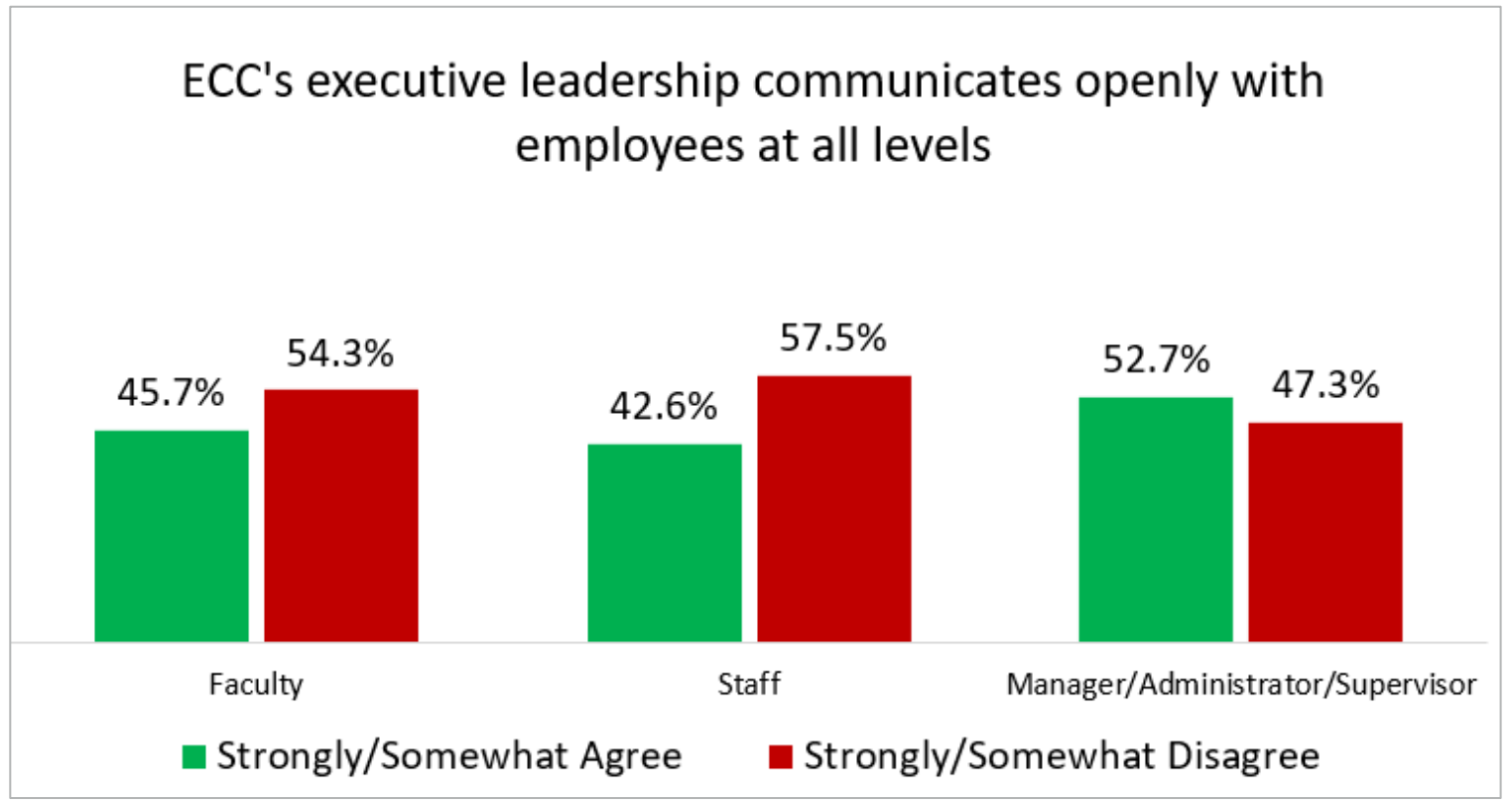


# COMMUNICATION & VISION/DIRECTION OF ECC

## Quantitative Findings

### Executive Leadership's Open Communication

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



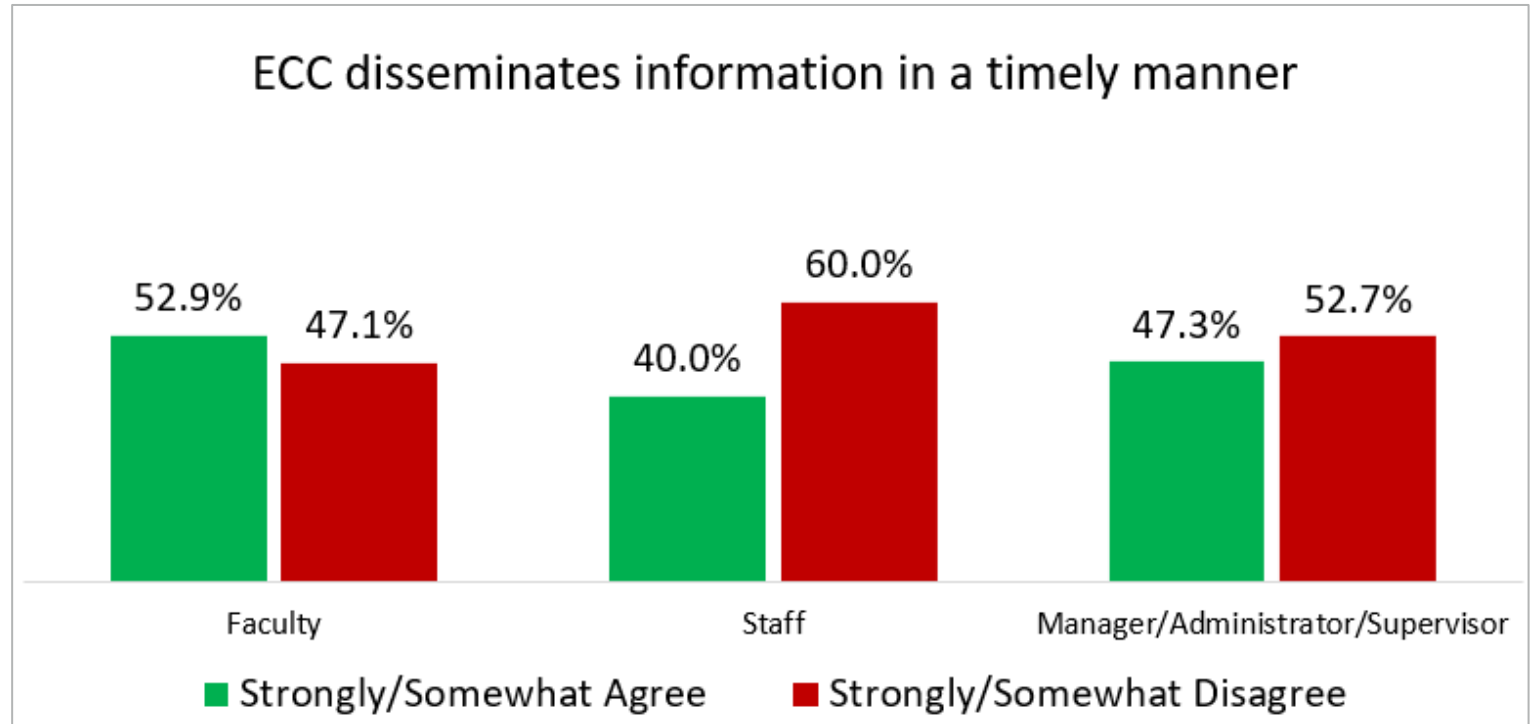


# COMMUNICATION & VISION/DIRECTION OF ECC

## Quantitative Findings

### ECC's Timeliness of Information Dissemination

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



# COMMUNICATION & VISION/DIRECTION OF ECC

## Qualitative Findings (Respondents Indicating College Needed to Improve)

### Executive Leadership (Top #2 topic)

98 out of 1391 needs improvement comments

*I believe there is room for improvement in the leadership style exhibited by my executive leaders in team meetings. A more respectful and trusting approach towards direct reports would enhance team morale and foster a more unified, transparent work environment that aligns with the positive image presented to the broader community.*

*The top level of leadership could be more transparent and work on trusting & appreciating its employees better.*

*Resources and opportunities are distributed on our campus in a very uneven fashion. Some areas are treated favorably, others are not. Executive leadership is perceived to have "favorites," and those favorites are in the inner circle for decision-making and for resources. Rather than resources - positions, growth opportunities, etc. - being distributed based on our institutional goals or on merit, the insiders keep getting opportunities and other areas are neglected.*

**Executive leadership was the #2 topic where respondents indicated College needs to improve**

# Service to Students

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2024 QUANTITATIVE & QUALITATIVE RESULTS

# SERVICE TO STUDENTS: SUMMARY

## QUANTITATIVE FINDINGS

Faculty, staff & managers expressed **HIGH SATISFACTION** with the **GREEN** topics

- Race/ethnicities
- Gender identities
- Sexual orientations
- Physical disabilities
- Learning disabilities
- Mental health
- Economic backgrounds
- Religious affiliations
- Immigration statuses
- Age
- Housing insecurity

ECC as welcoming environment for students

ECC as improving processes for students

Employees addressing needs of diverse students

Faculty & managers expressed **AVERAGE SATISFACTION** with the **YELLOW** topic

Employees addressing needs of diverse students (political affiliations)

**Satisfaction increases for staff** in this topic



When the satisfaction level of an employee group changes, it shifts by one level, either higher or lower.

# SERVICE TO STUDENTS: SUMMARY QUALITATIVE FINDINGS

Student Engagement  
and Impact

Top #2 topic where respondents indicated **College was doing well**



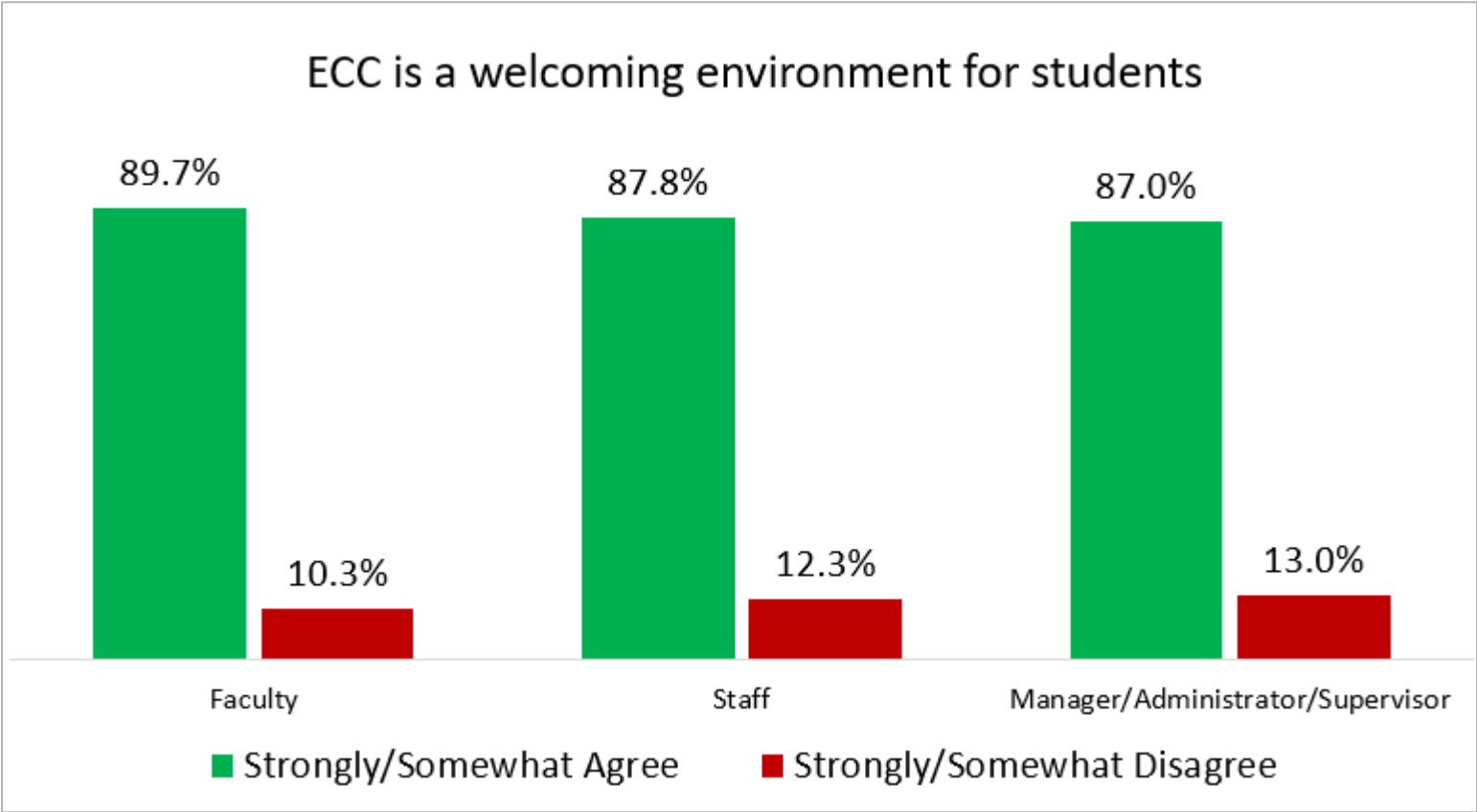


# SERVICE TO STUDENTS

## Quantitative Findings

**ECC as welcoming environment for students**

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



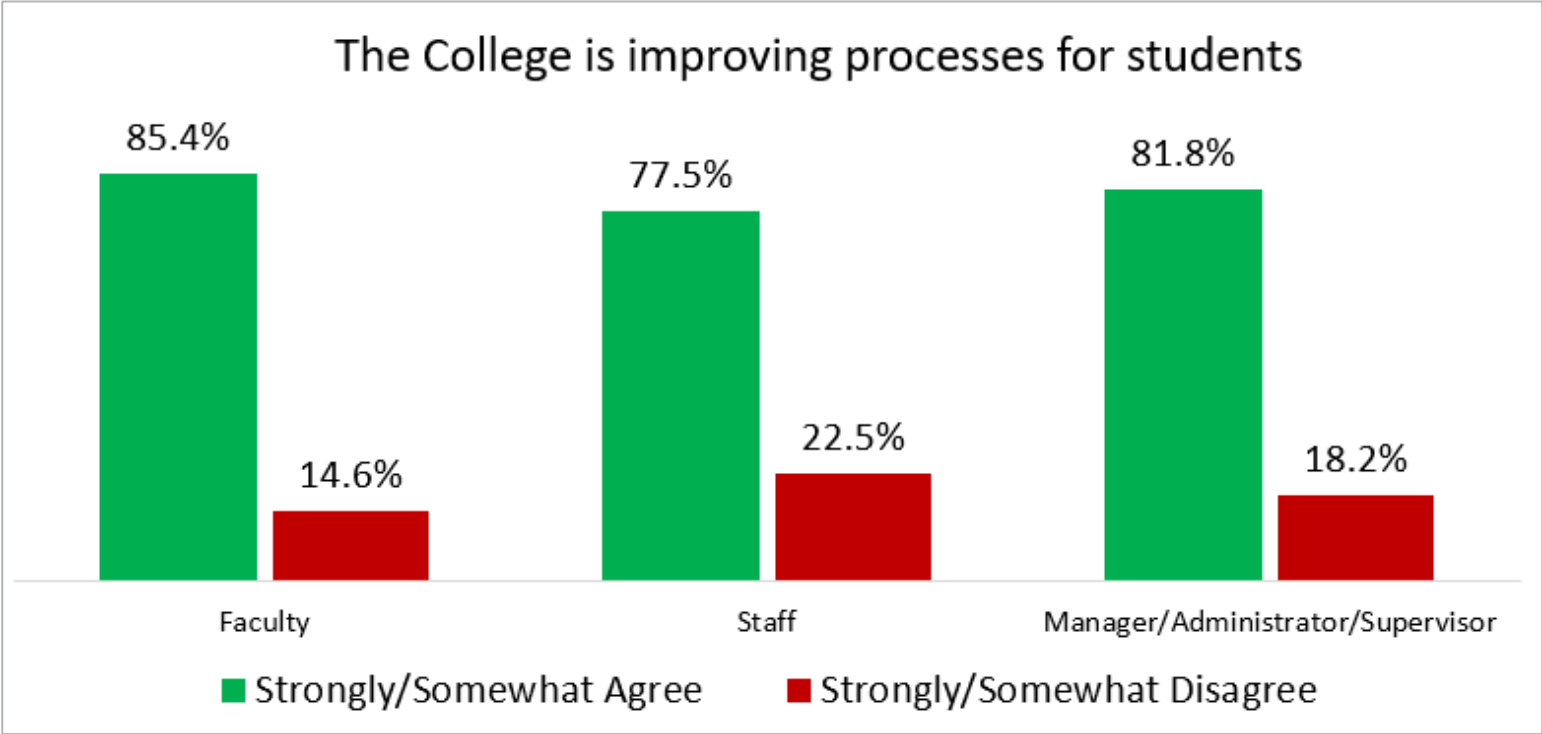


# SERVICE TO STUDENTS

## Quantitative Findings

### ECC as improving processes for students

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





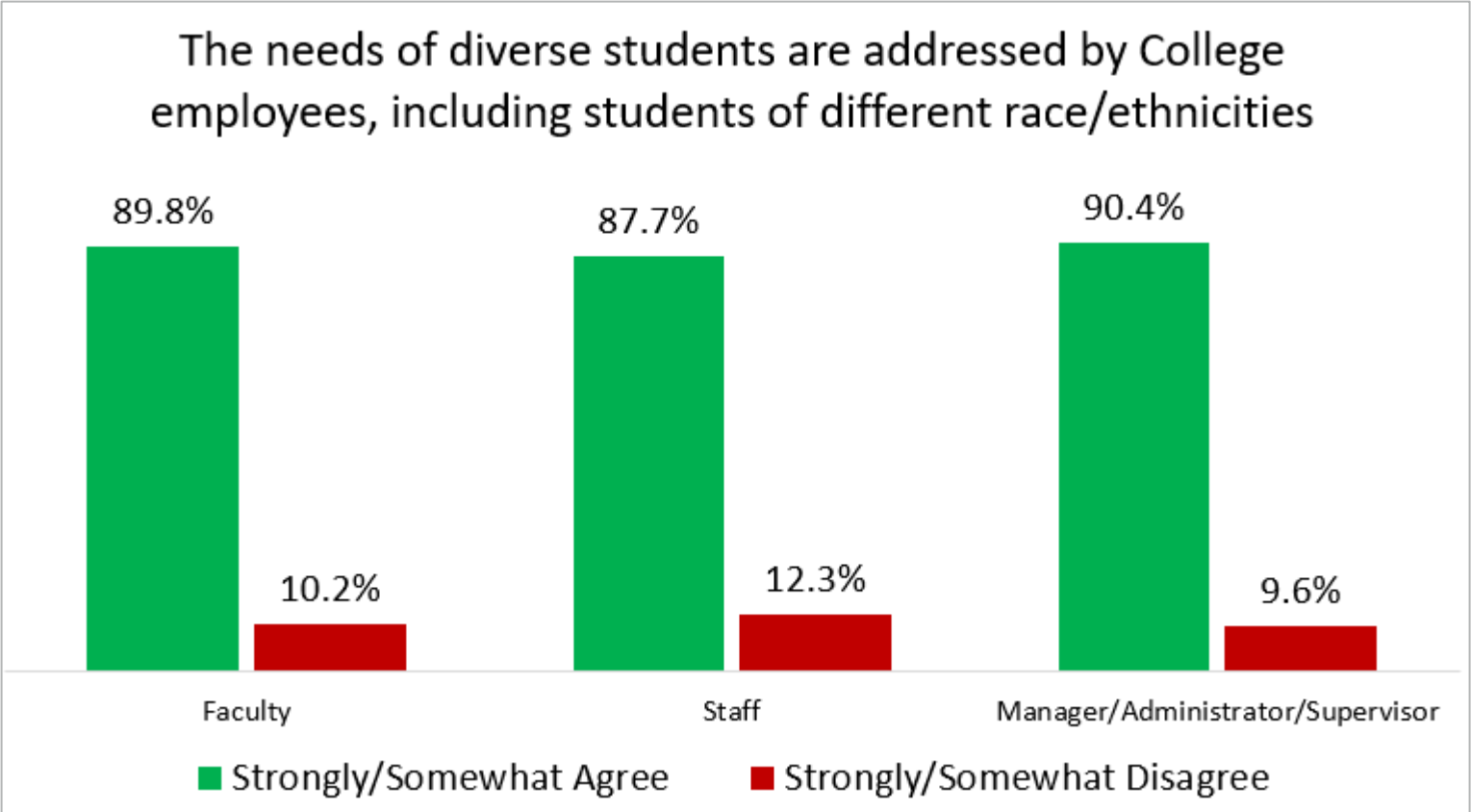
# SERVICE TO STUDENTS

## Quantitative Findings

**Employees addressing needs of diverse students**

**Race/ethnicities**

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





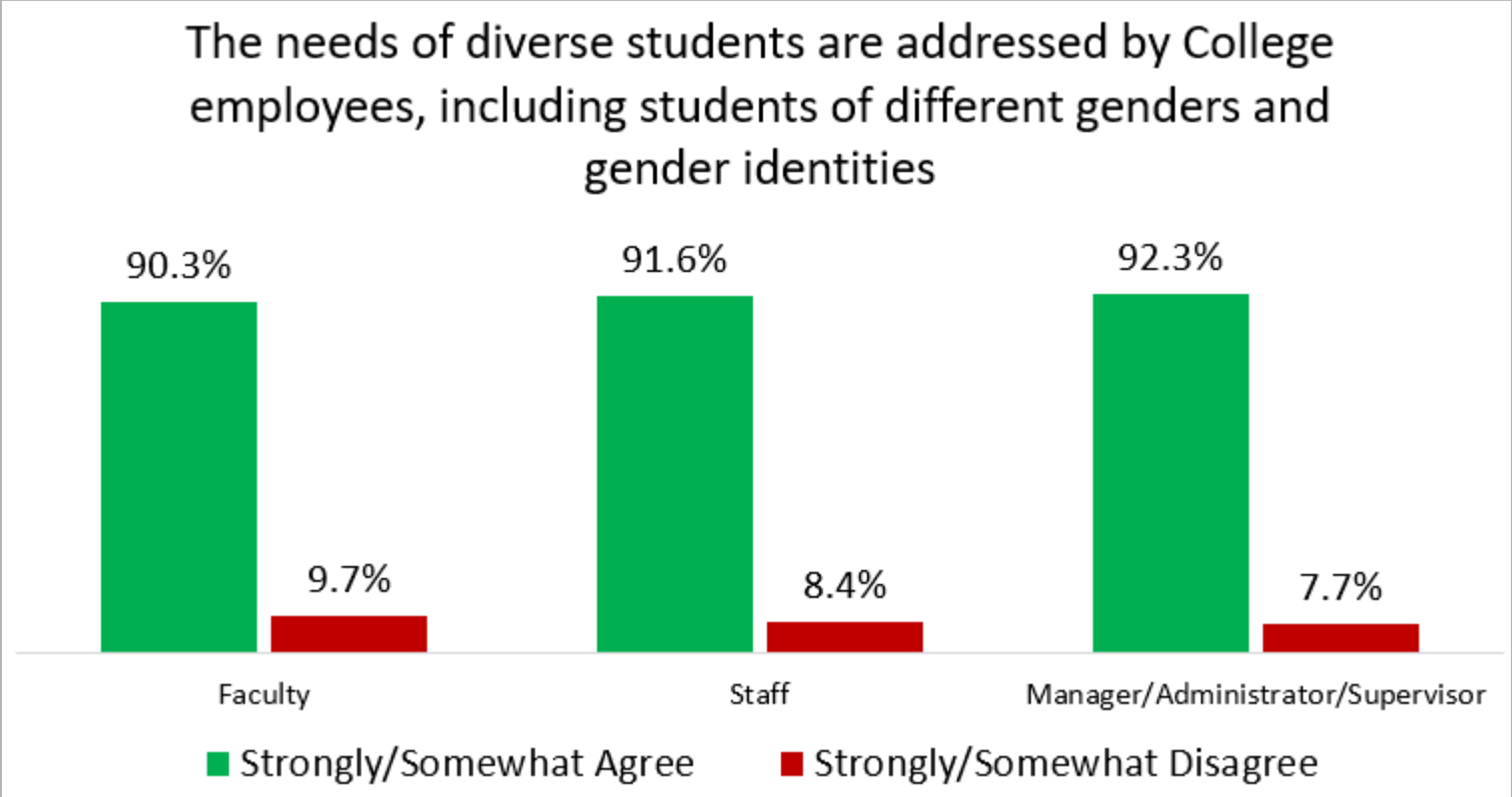
# SERVICE TO STUDENTS

## Quantitative Findings

**Employees addressing needs of diverse students**

**Genders/gender identities**

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





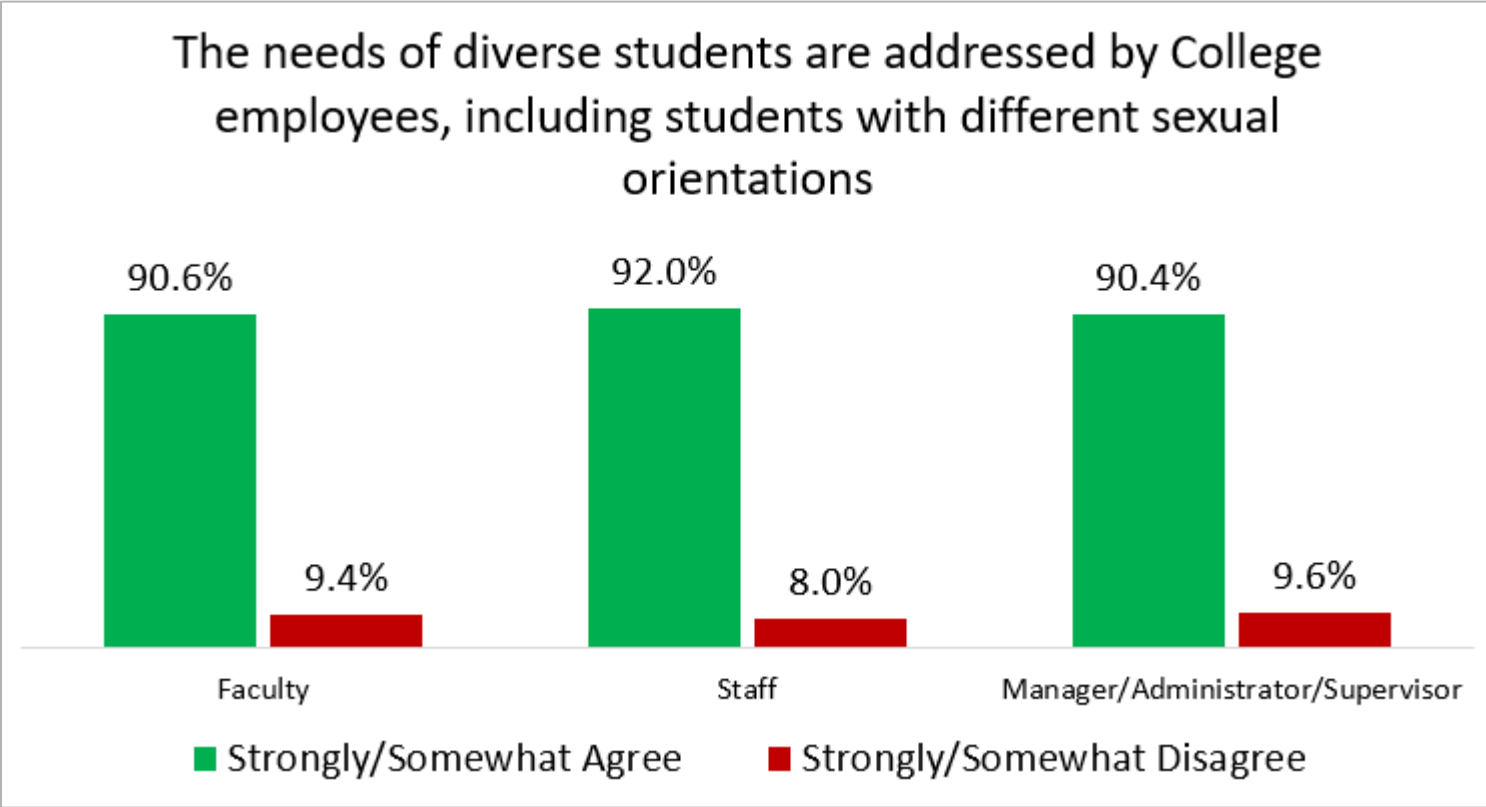
# SERVICE TO STUDENTS

## Quantitative Findings

**Employees addressing needs of diverse students**

**Sexual orientations**

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





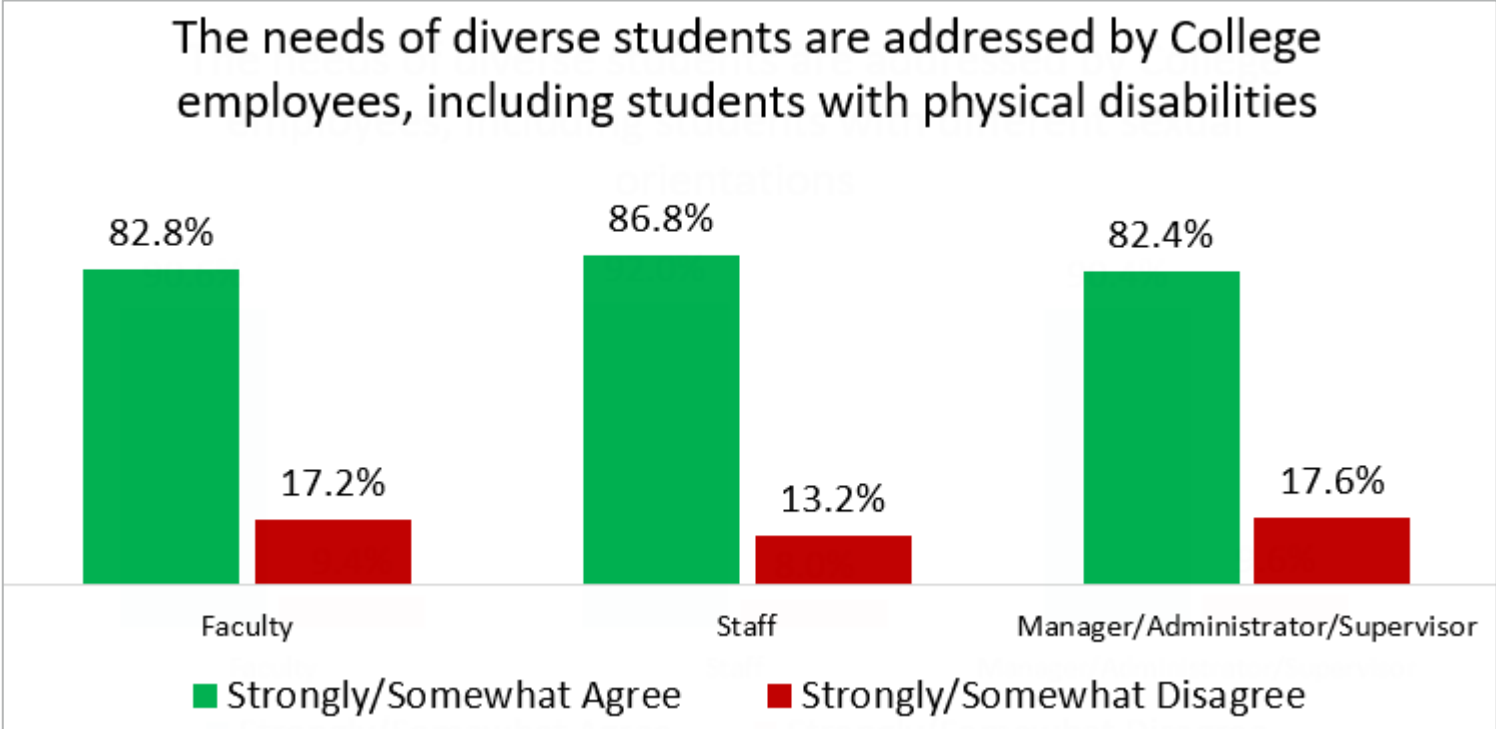
# SERVICE TO STUDENTS

## Quantitative Findings

**Employees addressing needs of diverse students**

**Physical disabilities**

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





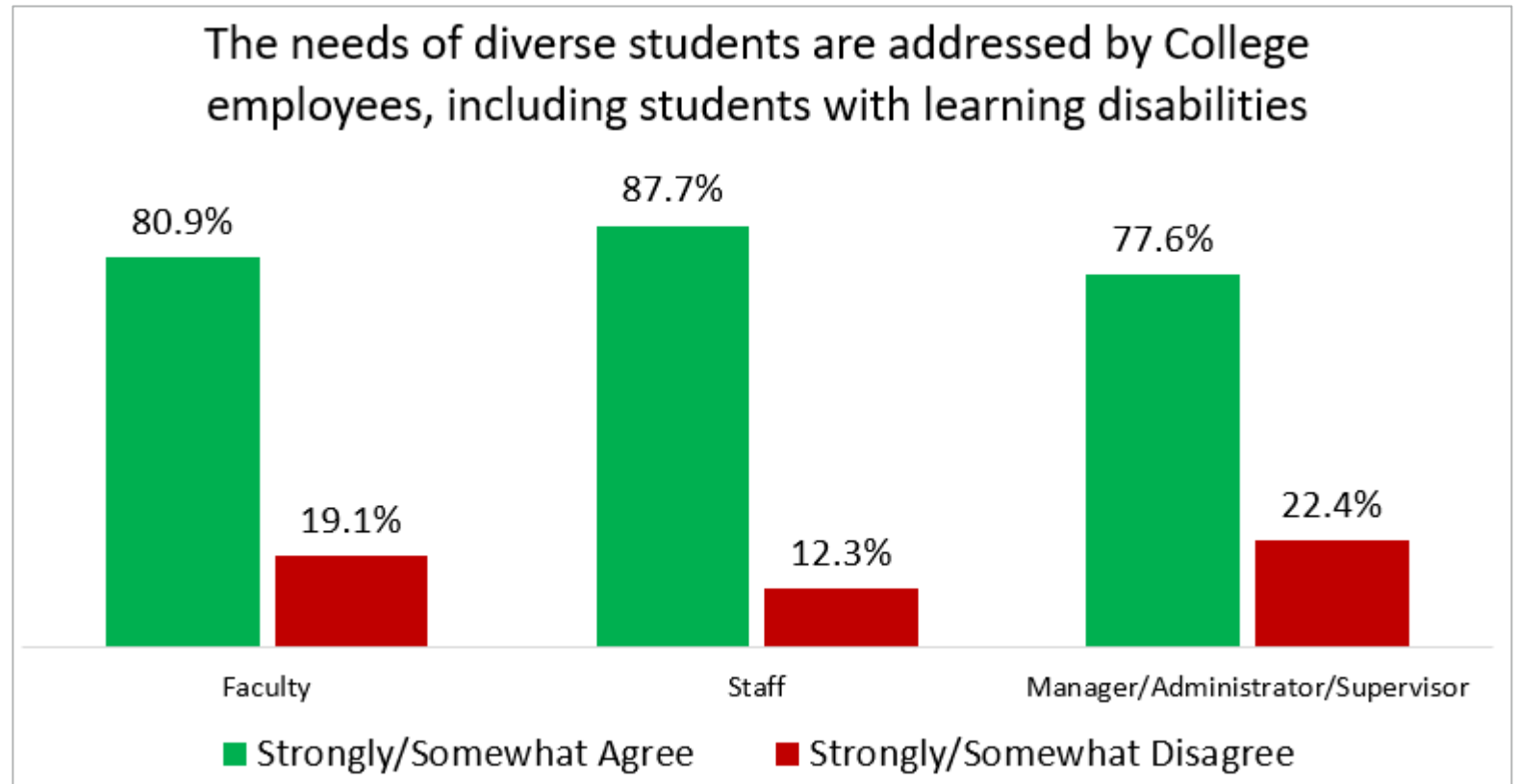
# SERVICE TO STUDENTS

## Quantitative Findings

Employees addressing needs of diverse students

Learning disabilities

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





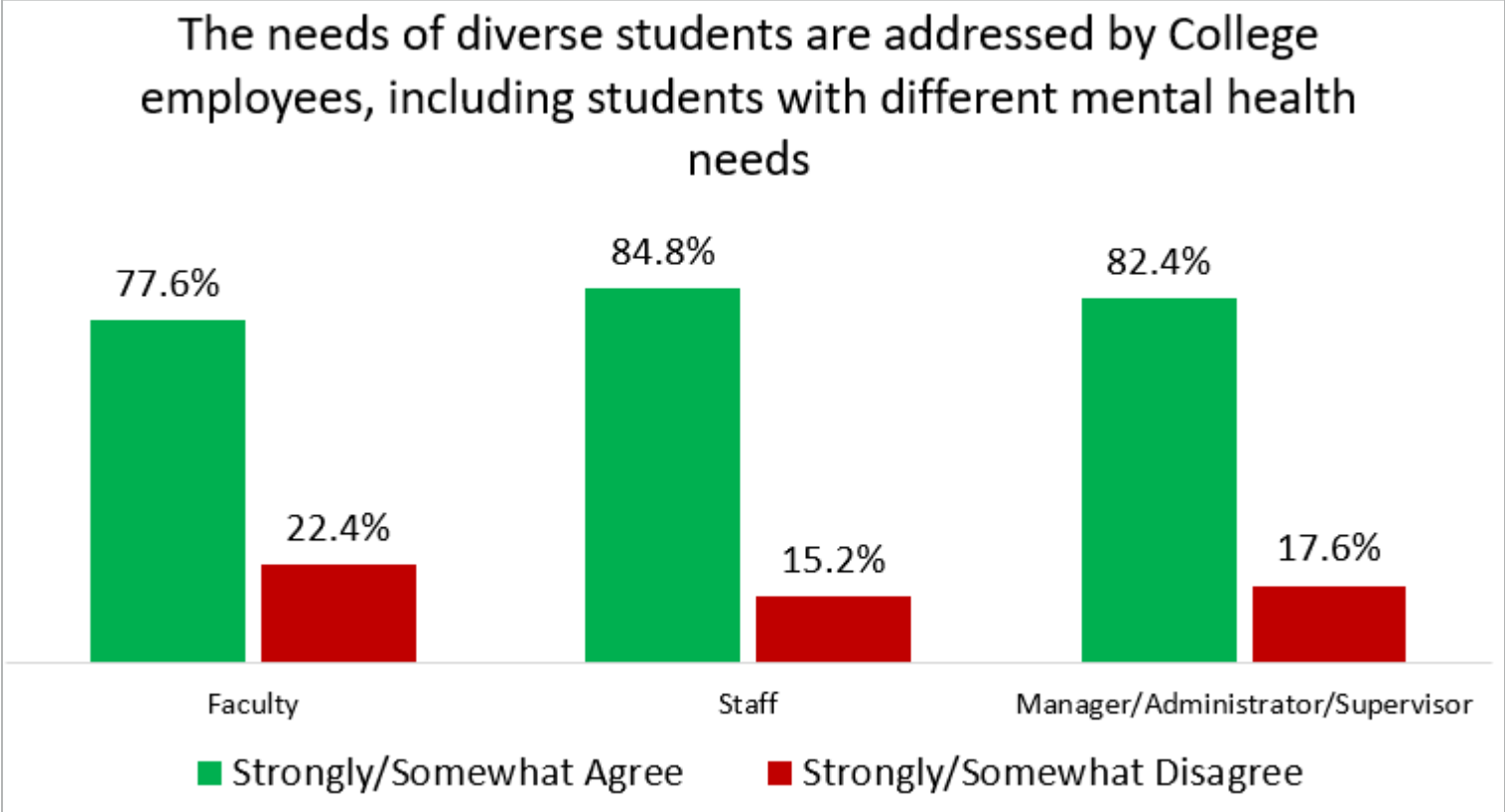
# SERVICE TO STUDENTS

## Quantitative Findings

**Employees addressing needs of diverse students**

**Mental health**

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.







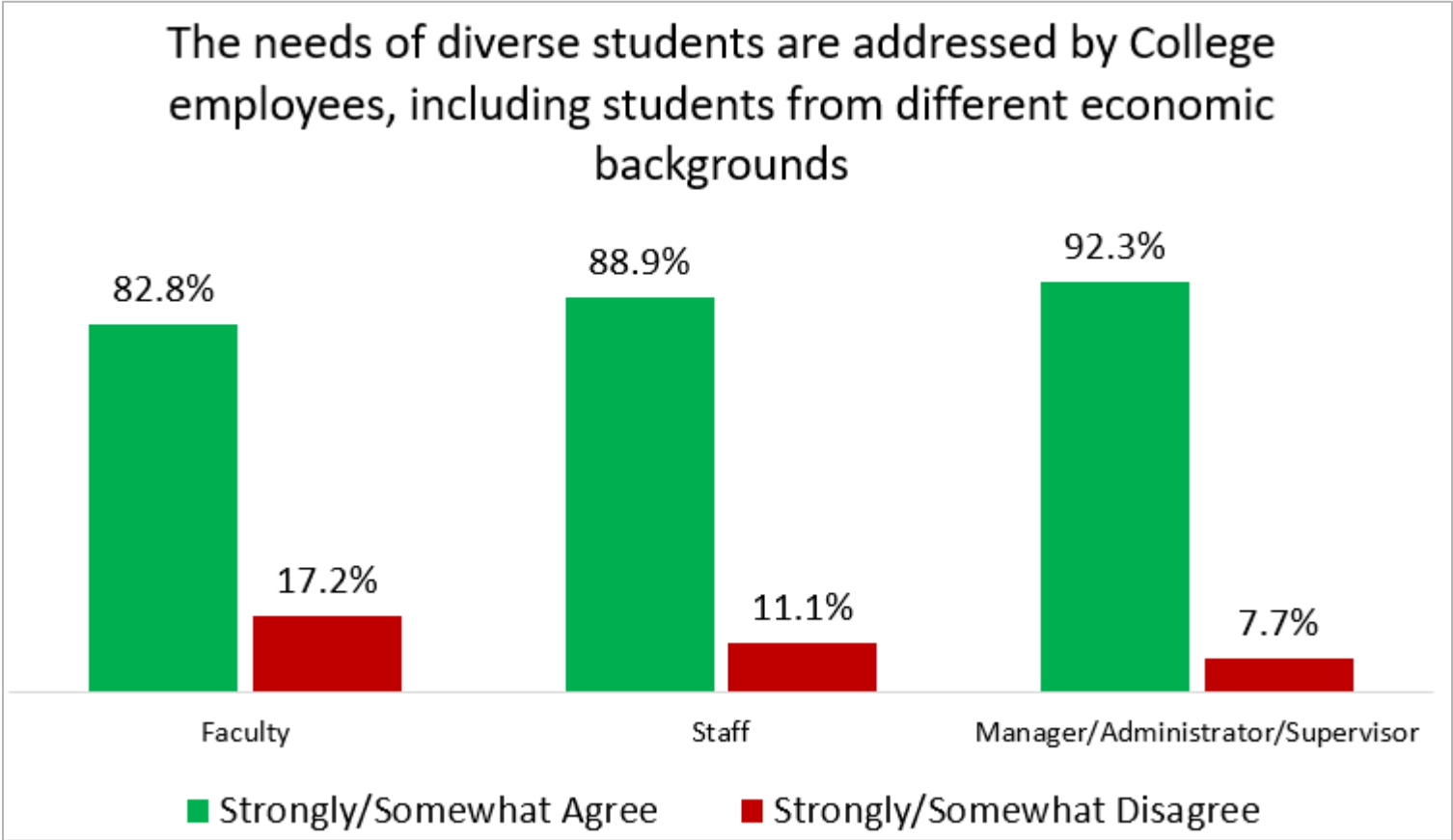
# SERVICE TO STUDENTS

## Quantitative Findings

**Employees addressing needs of diverse students**

**Economic backgrounds**

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





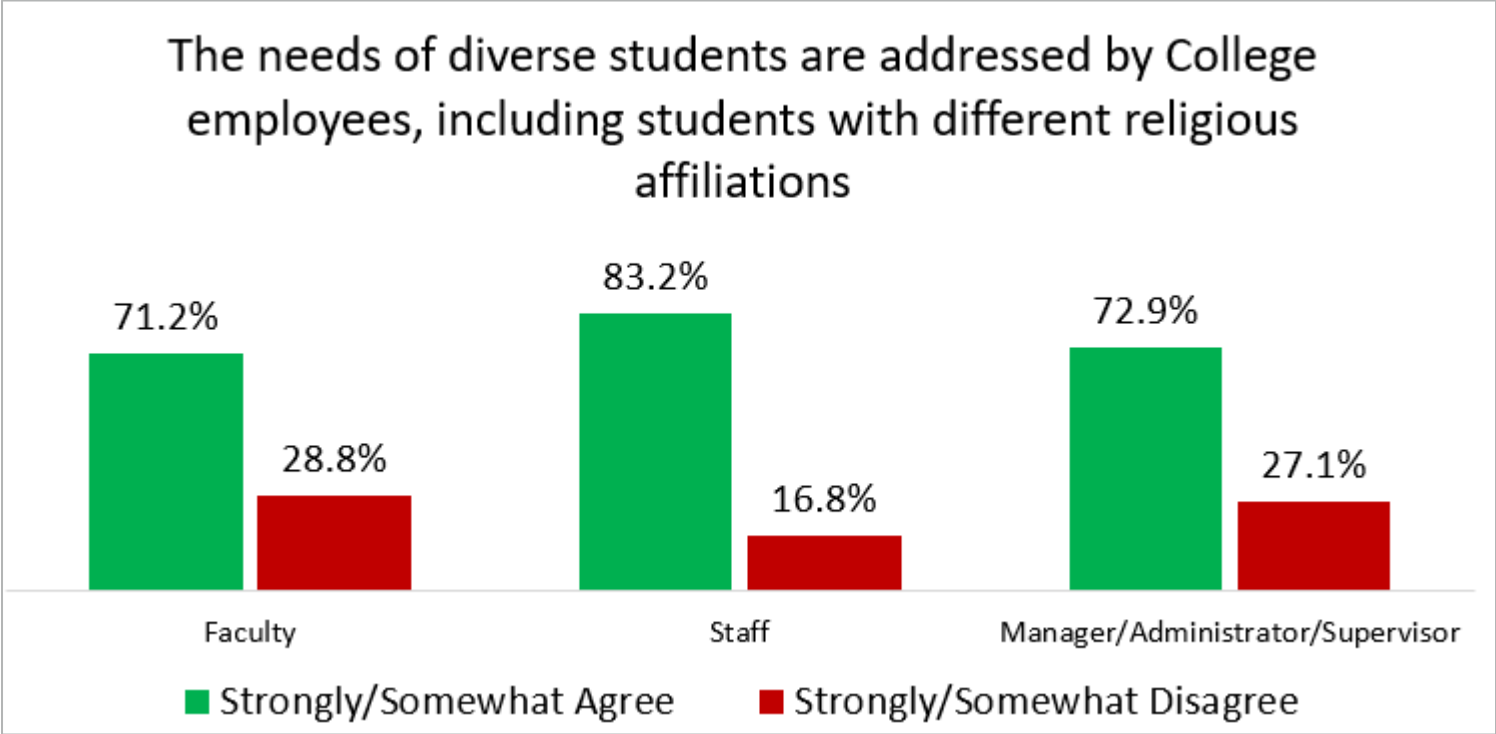
# SERVICE TO STUDENTS

## Quantitative Findings

**Employees addressing needs of diverse students**

**Religious affiliations**

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





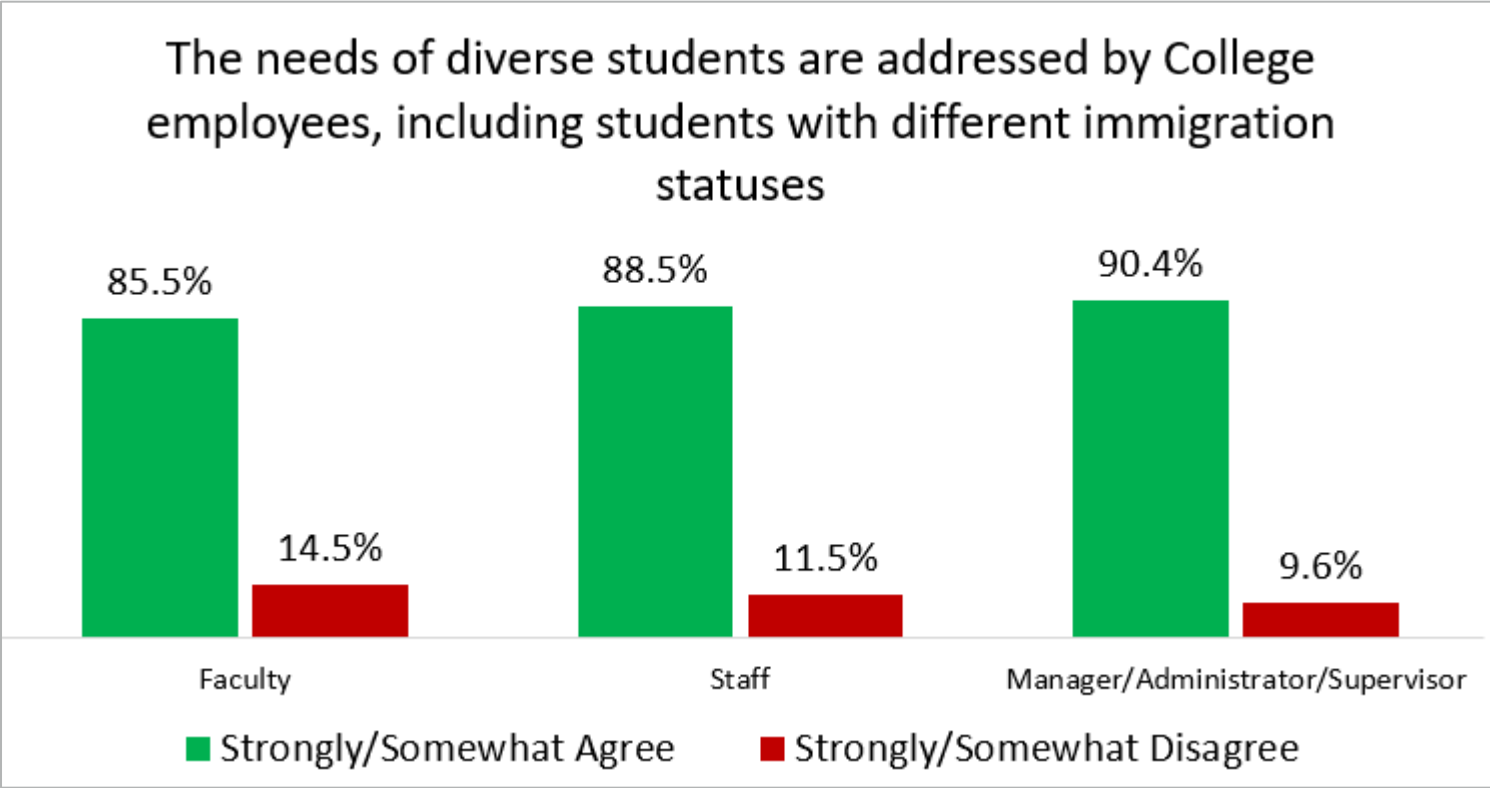
# SERVICE TO STUDENTS

## Quantitative Findings

**Employees addressing needs of diverse students**

**Immigration statuses**

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





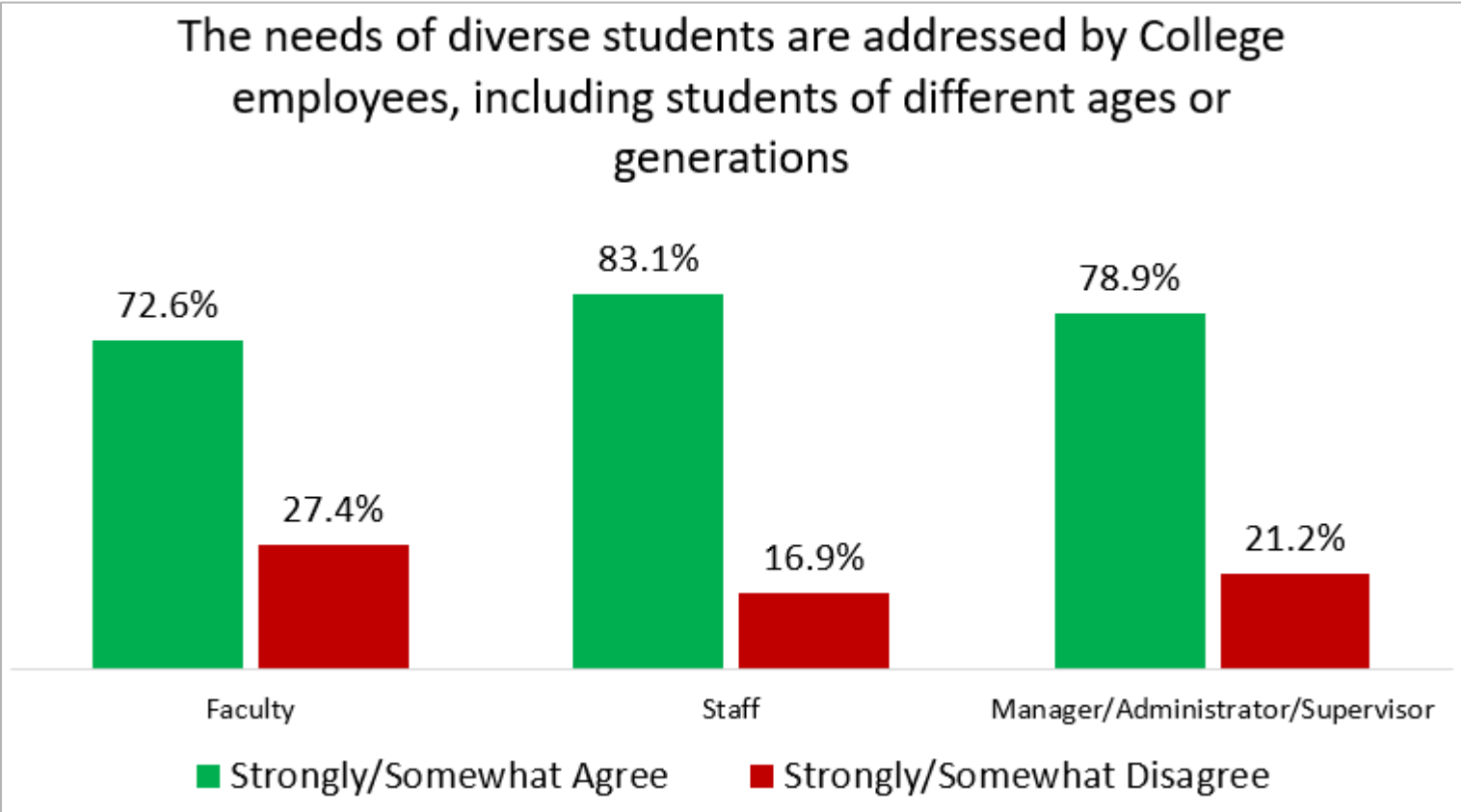
# SERVICE TO STUDENTS

## Quantitative Findings

**Employees addressing needs of diverse students**

**Ages/Generations**

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





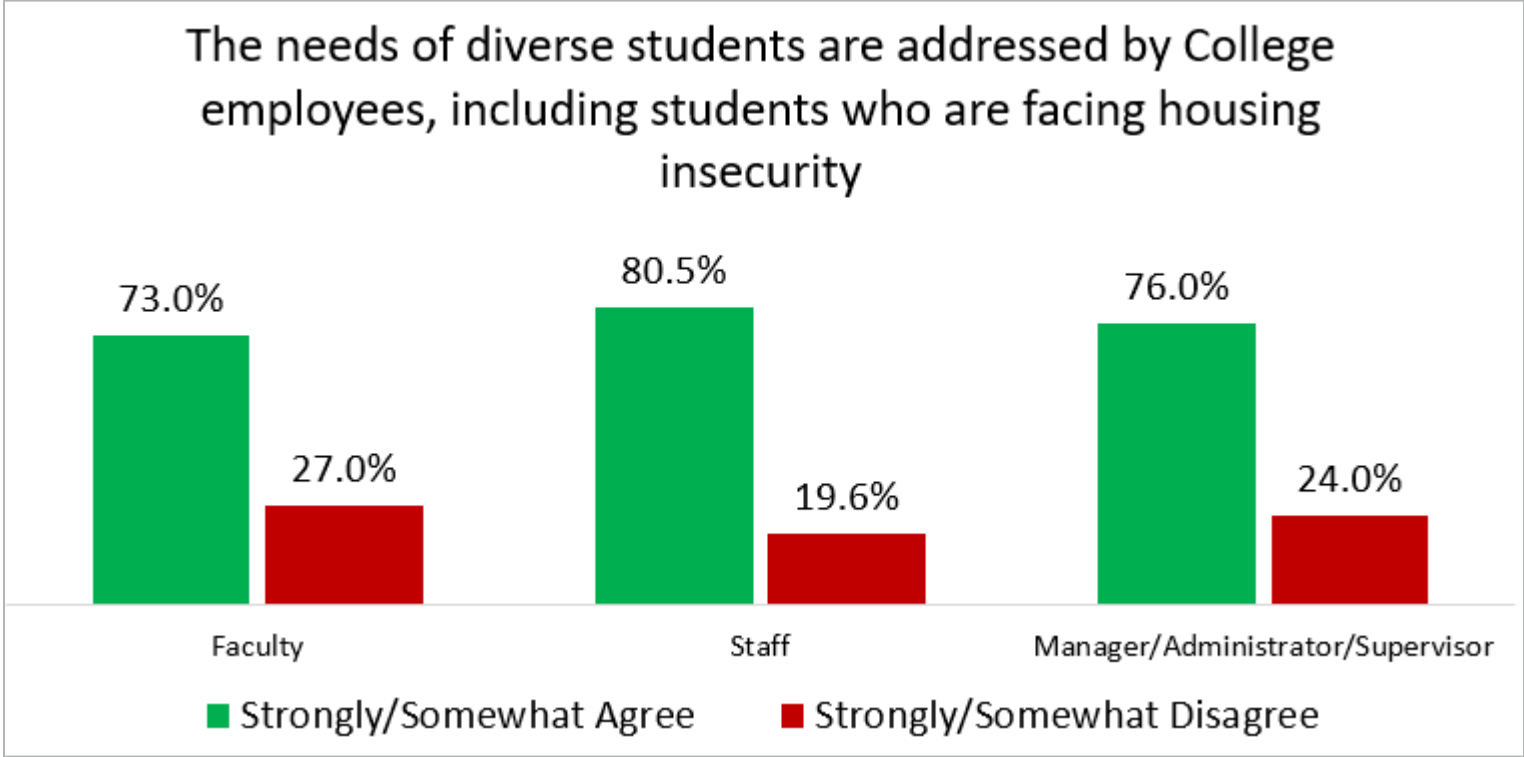
# SERVICE TO STUDENTS

## Quantitative Findings

**Employees addressing needs of diverse students**

**Housing insecurity**

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



# SERVICE TO STUDENTS

## Qualitative Findings (Respondents Indicating College Was Doing Well)

### Student Engagement and Impact (Top #2 Topic)

289 out of 1568 doing well comments

*Gratification from serving and helping students*

*Our students always inspire me with their aspirations to change their lives, the lives of their families and their communities with education.*

*Being part of the solution, making change so our communities can be more just and fair. The opportunity to support students and their goals.*

**ECC Convenience of Student Engagement and Impact was the #2 topic where respondents indicated College was doing well**



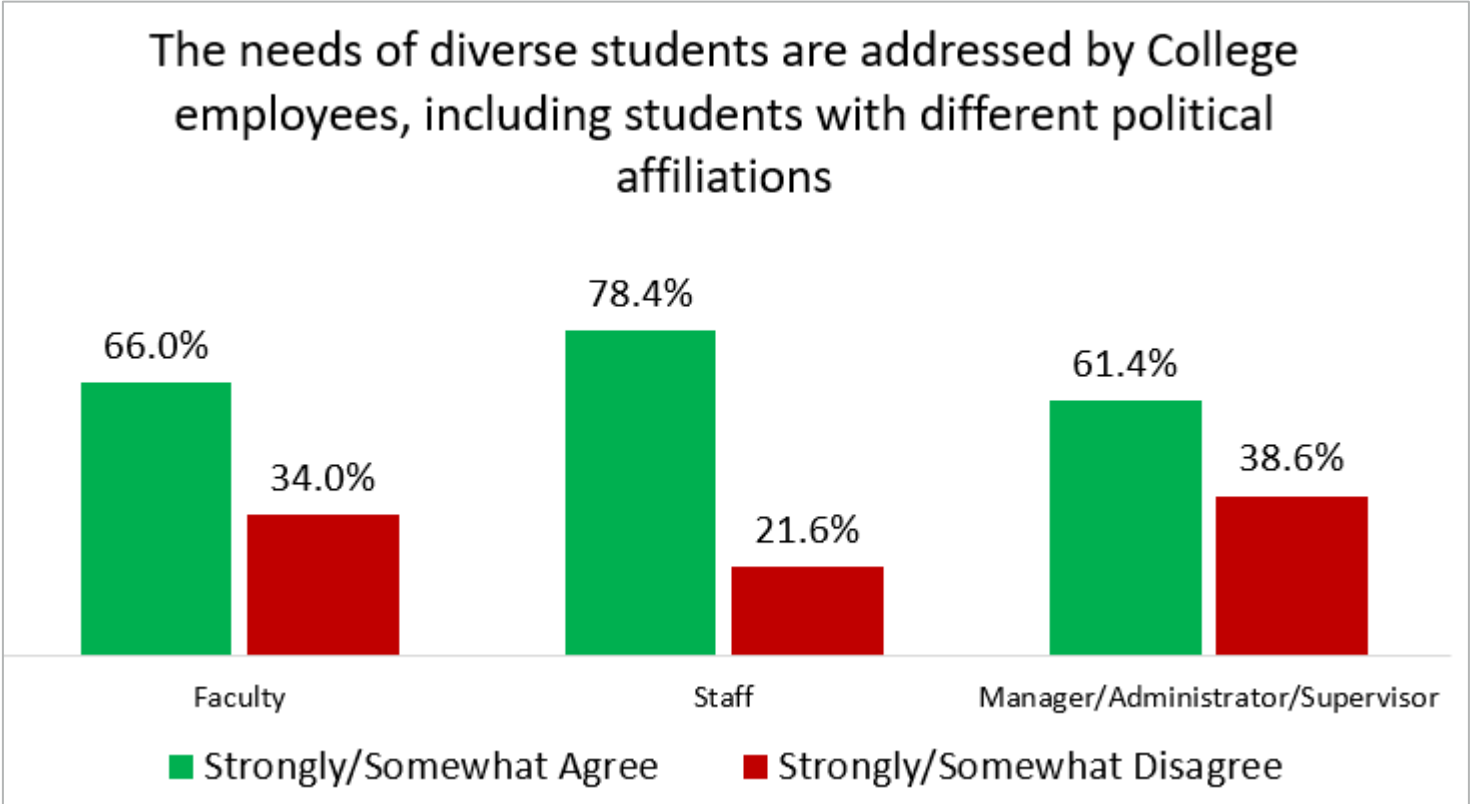
# SERVICE TO STUDENTS

## Quantitative Findings

**Employees addressing needs of diverse students**

**Political affiliations**

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



# Diversity, Equity, Inclusion & Accessibility (DEIA)

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2024 QUANTITATIVE & QUALITATIVE RESULTS





# DIVERSITY, EQUITY, INCLUSION & ACCESIBILITY: SUMMARY QUANTITATIVE FINDINGS

Faculty, staff & managers expressed **HIGH SATISFACTION** with the **GREEN** topics

- Race/ethnicities
- Gender identities
- Sexual orientations
- Physical disabilities
- Learning disabilities
- Immigration statuses
- Age

Diversity Experience Satisfaction

Campus DEIA Efforts

Opportunities for Diversity Training

Executive Leadership Addressing Needs of Diverse Employees

Satisfaction drops for managers in this topic



Satisfaction drops for faculty in regards mental health, economic backgrounds, religious & political affiliations



Faculty, staff & managers expressed **AVERAGE SATISFACTION** with the **YELLOW** topic

ECC Providing Safe Spaces to Discuss about Racism

Personal Negative Experiences with ECC Employees Based on Protected Characteristics

40% faculty, 34% staff, and 46% managers reported having negative experiences with other employees based on protected characteristics.

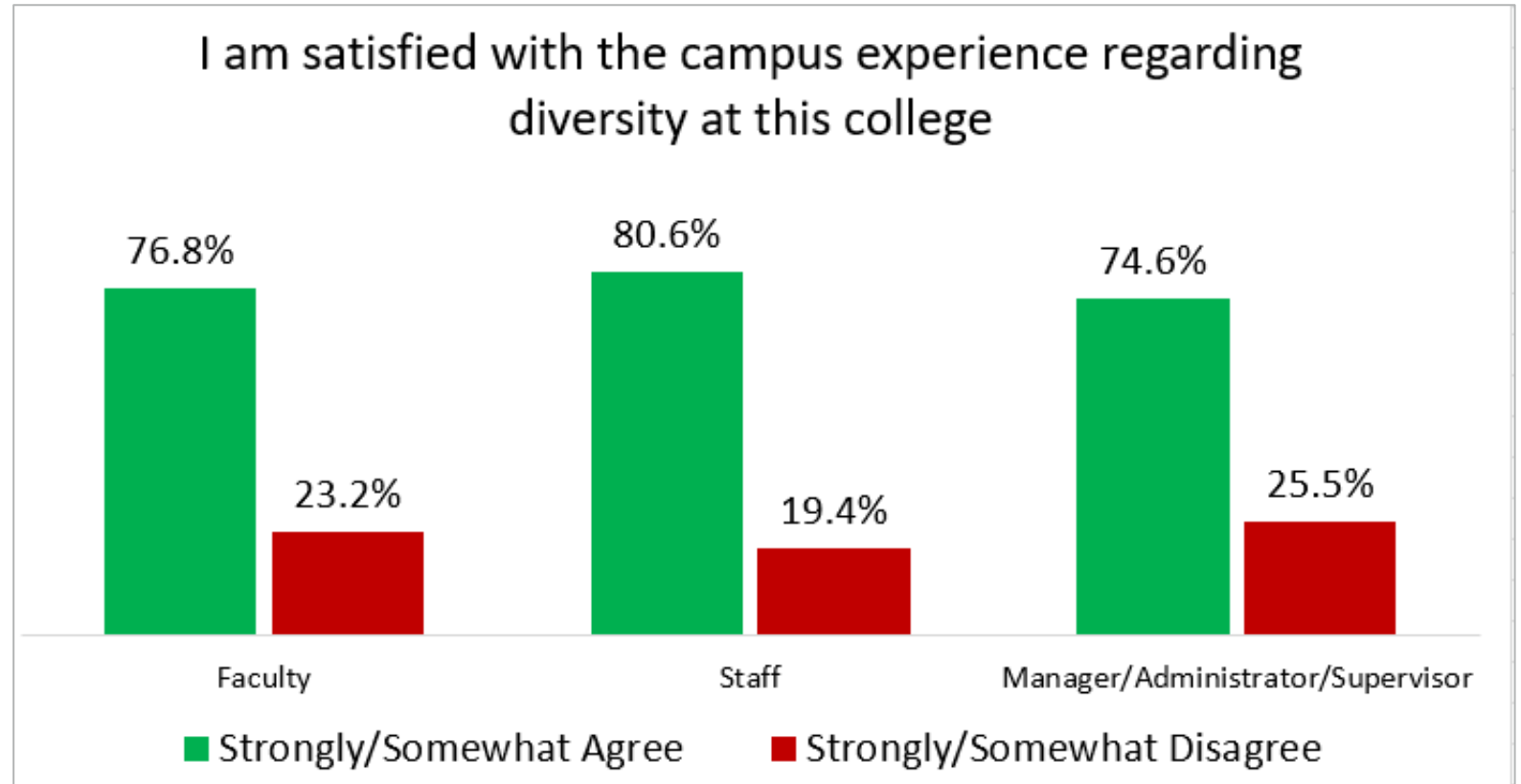


# DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

## Quantitative Findings

### Diversity Experience Satisfaction

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



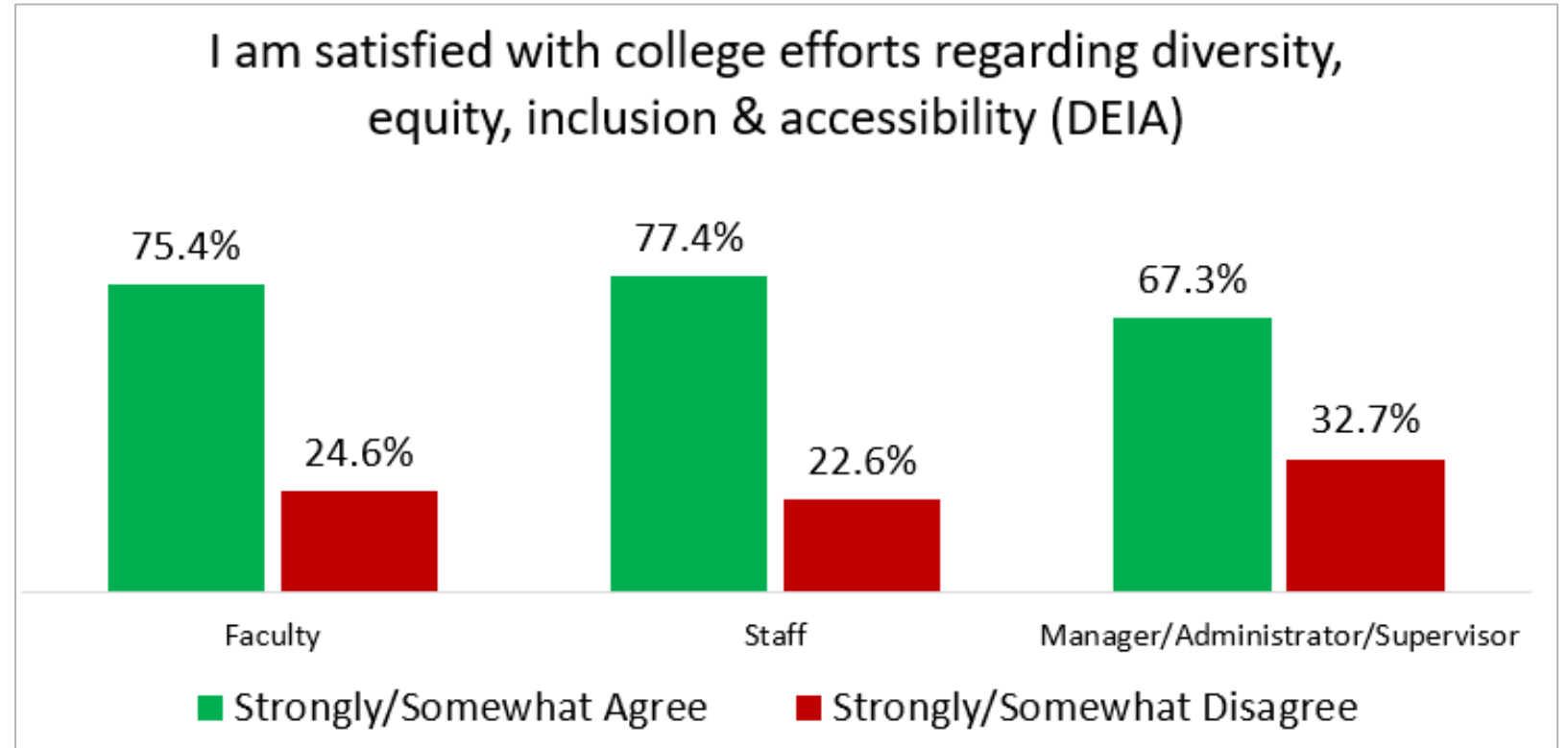


# DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

## Quantitative Findings

### Campus DEIA Efforts

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



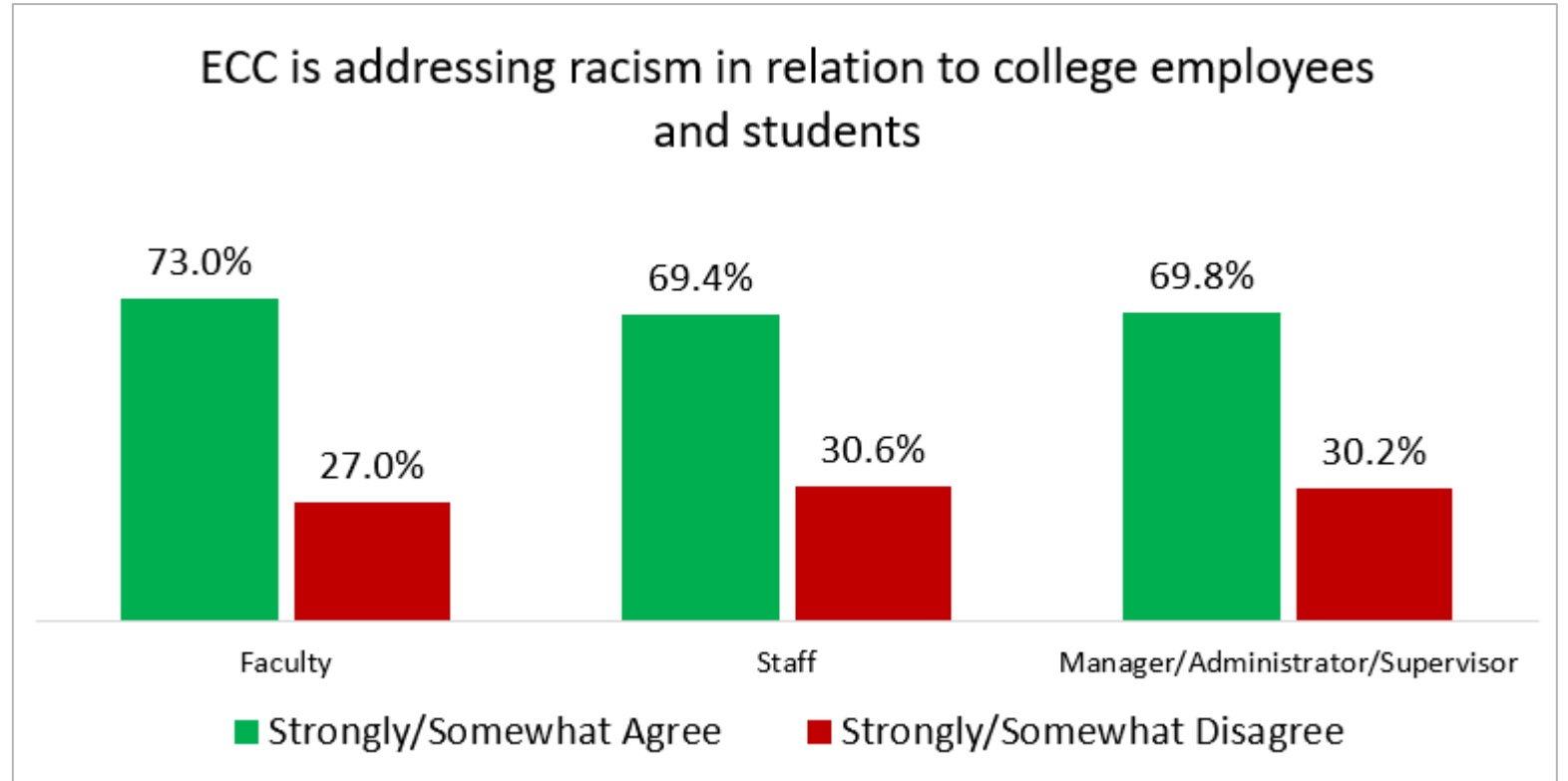


# DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

## Quantitative Findings

### Campus DEIA Efforts

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



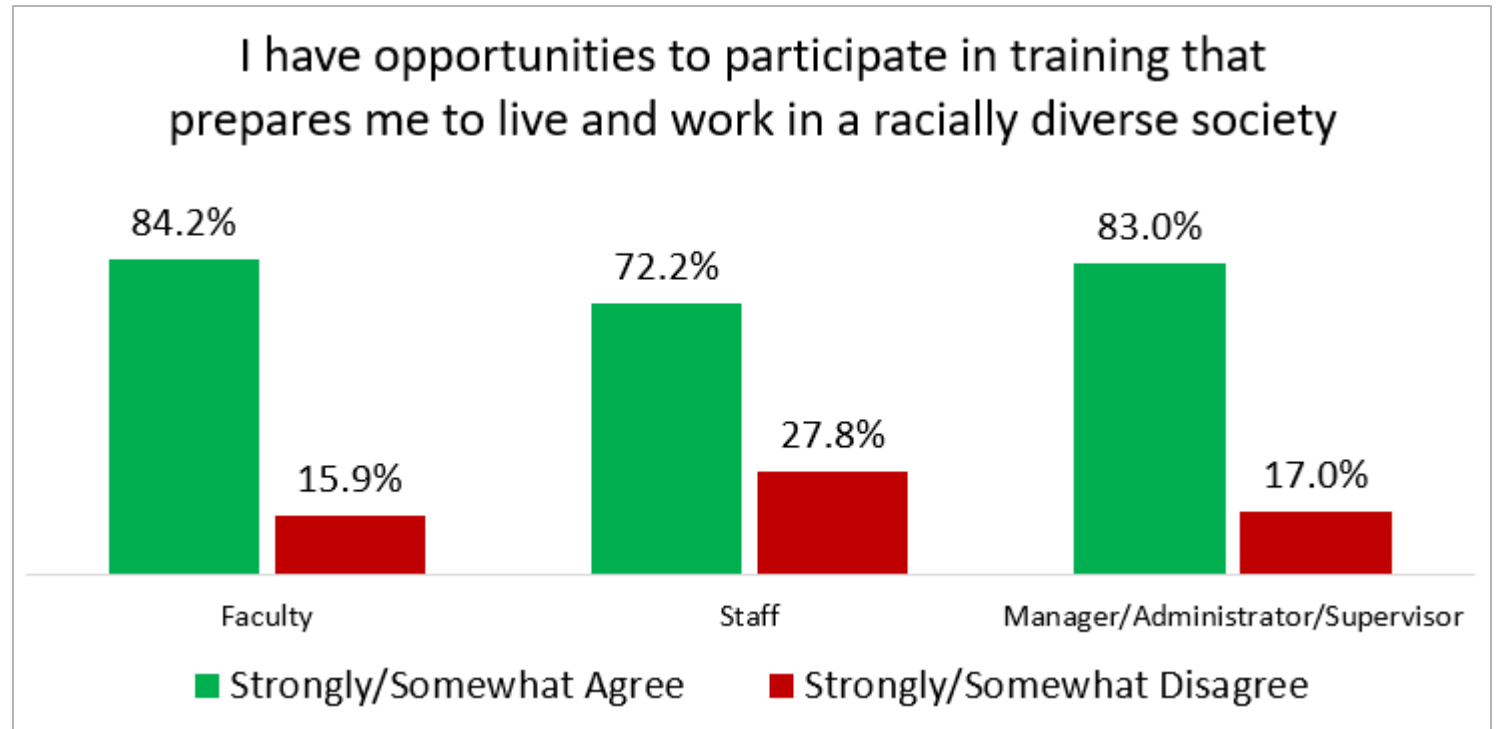


# DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

## Quantitative Findings

### Opportunities for Diversity Training

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





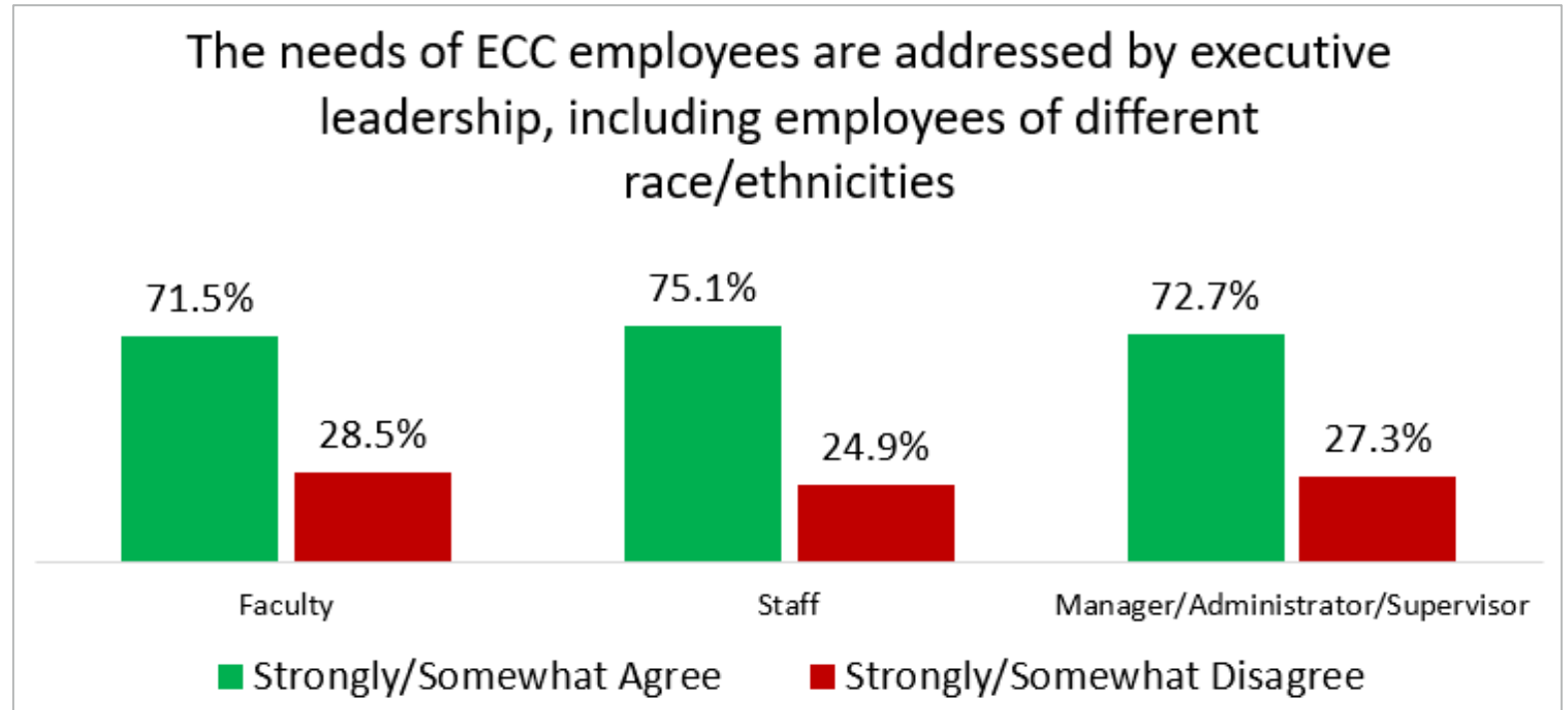
# DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

## Quantitative Findings

### Executive Leadership Addressing Needs of Diverse Employees

#### Race/ethnicities

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





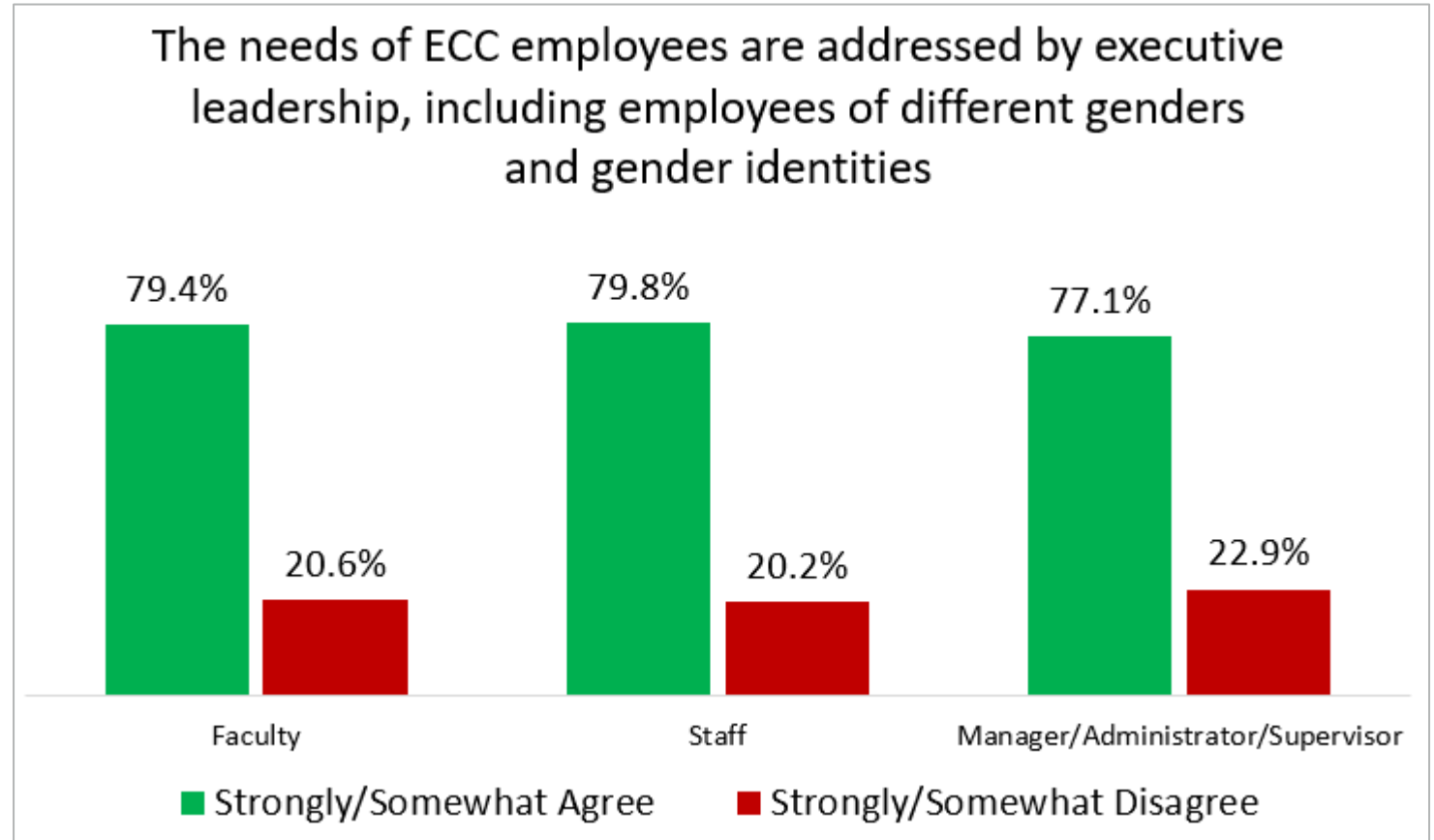
# DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

## Quantitative Findings

### Executive Leadership Addressing Needs of Diverse Employees

#### Genders/gender identities

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





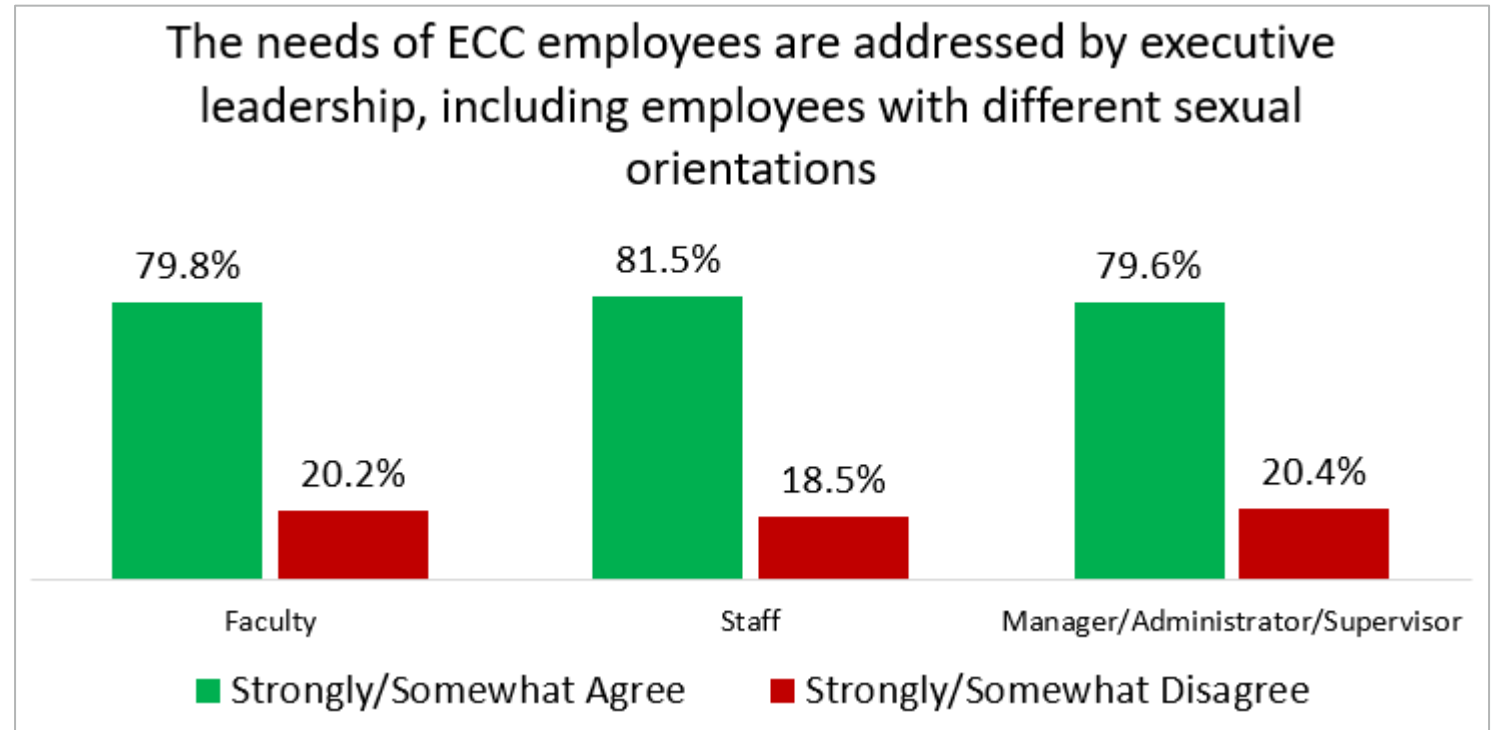
# DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

## Quantitative Findings

### Executive Leadership Addressing Needs of Diverse Employees

#### Sexual orientations

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.







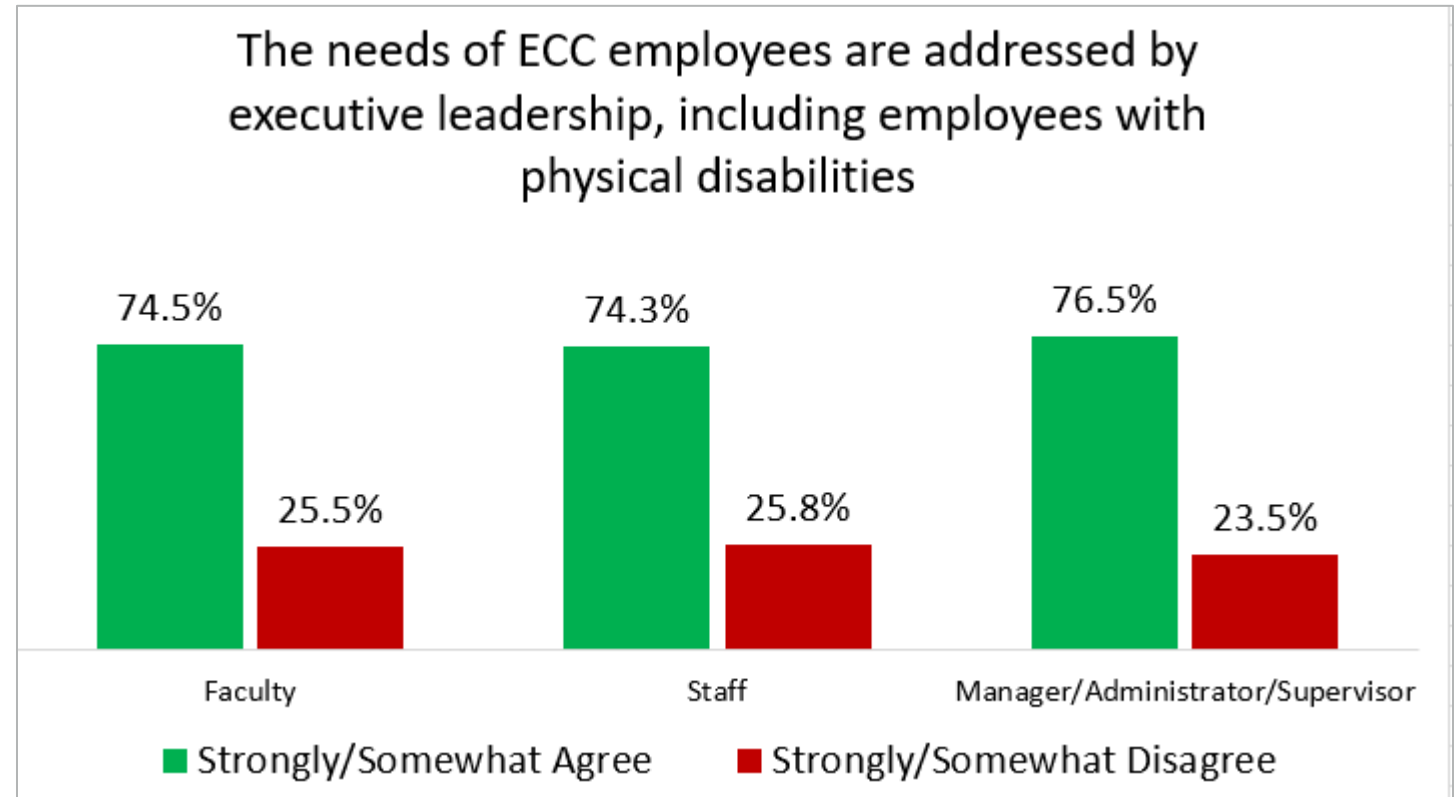
# DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

## Quantitative Findings

### Executive Leadership Addressing Needs of Diverse Employees

#### Physical disabilities

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





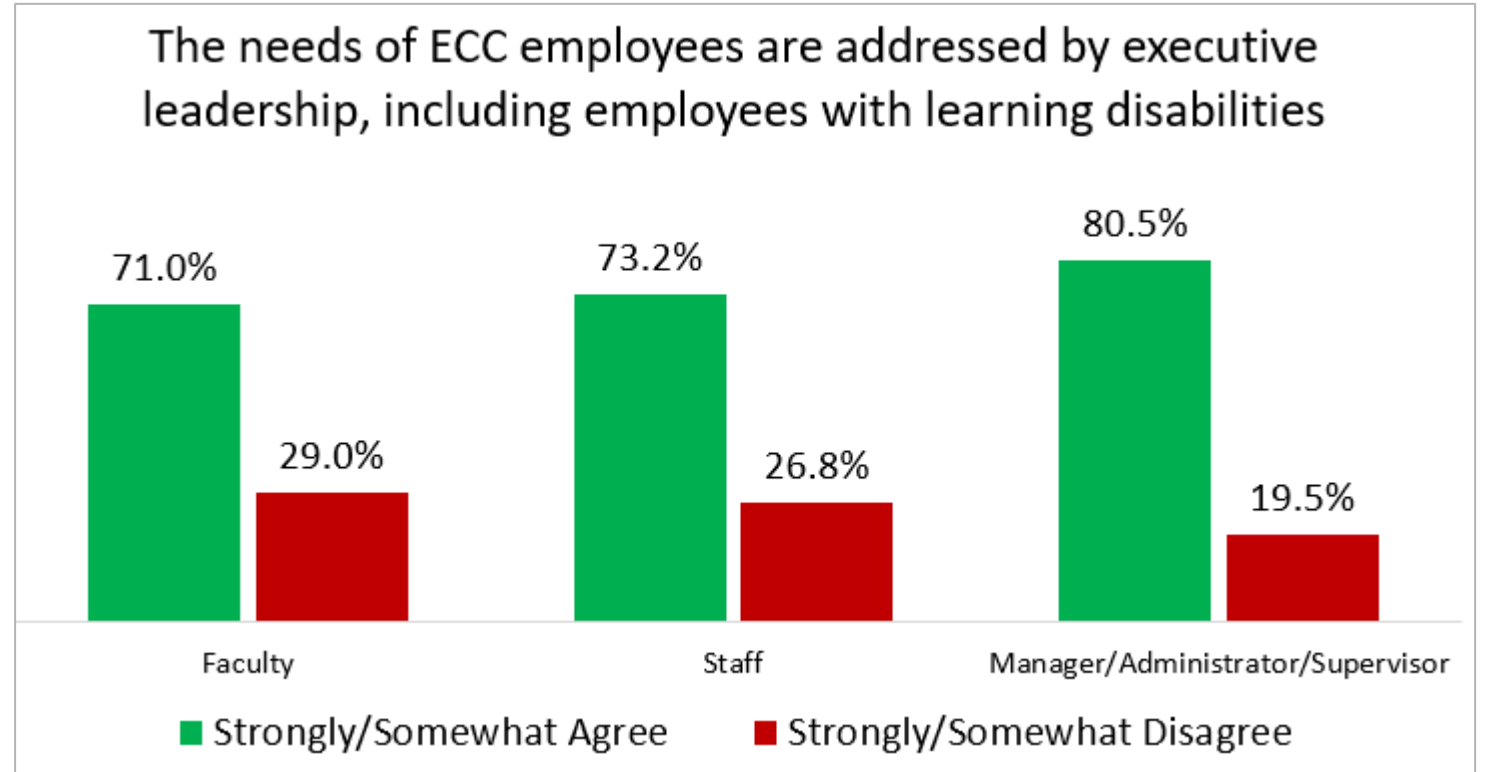
# DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

## Quantitative Findings

### Executive Leadership Addressing Needs of Diverse Employees

#### Learning disabilities

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





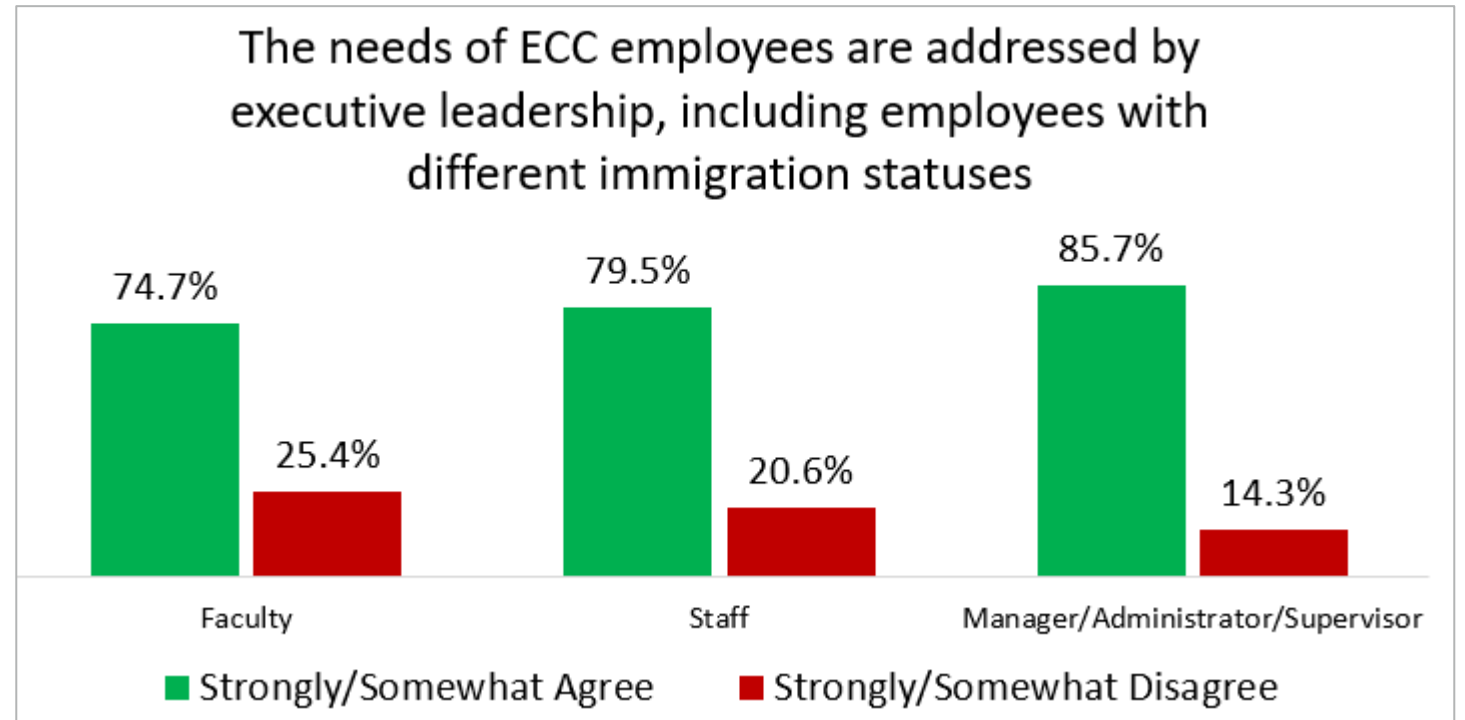
# DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

## Quantitative Findings

### Executive Leadership Addressing Needs of Diverse Employees

#### Immigration statuses

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





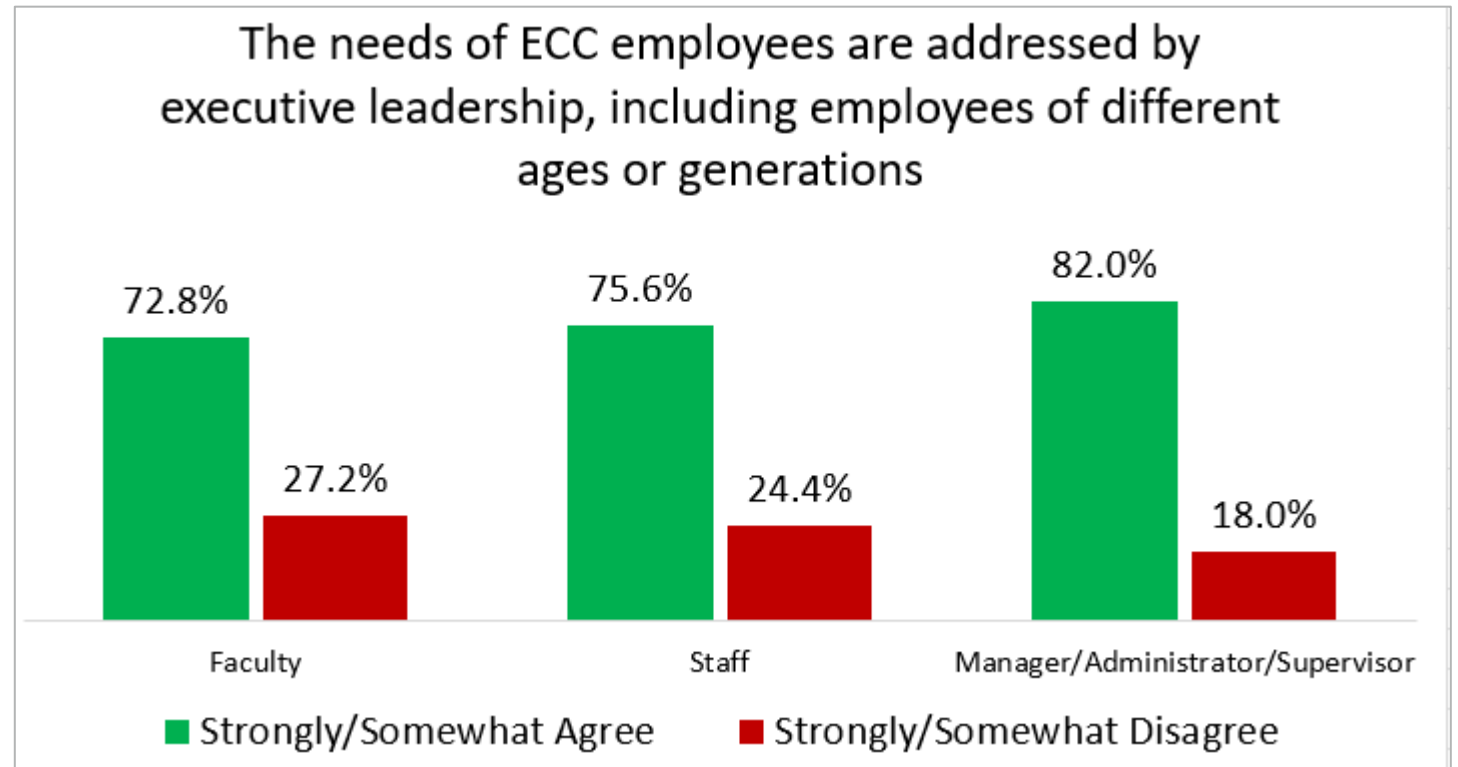
# DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

## Quantitative Findings

### Executive Leadership Addressing Needs of Diverse Employees

#### Ages/Generations

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





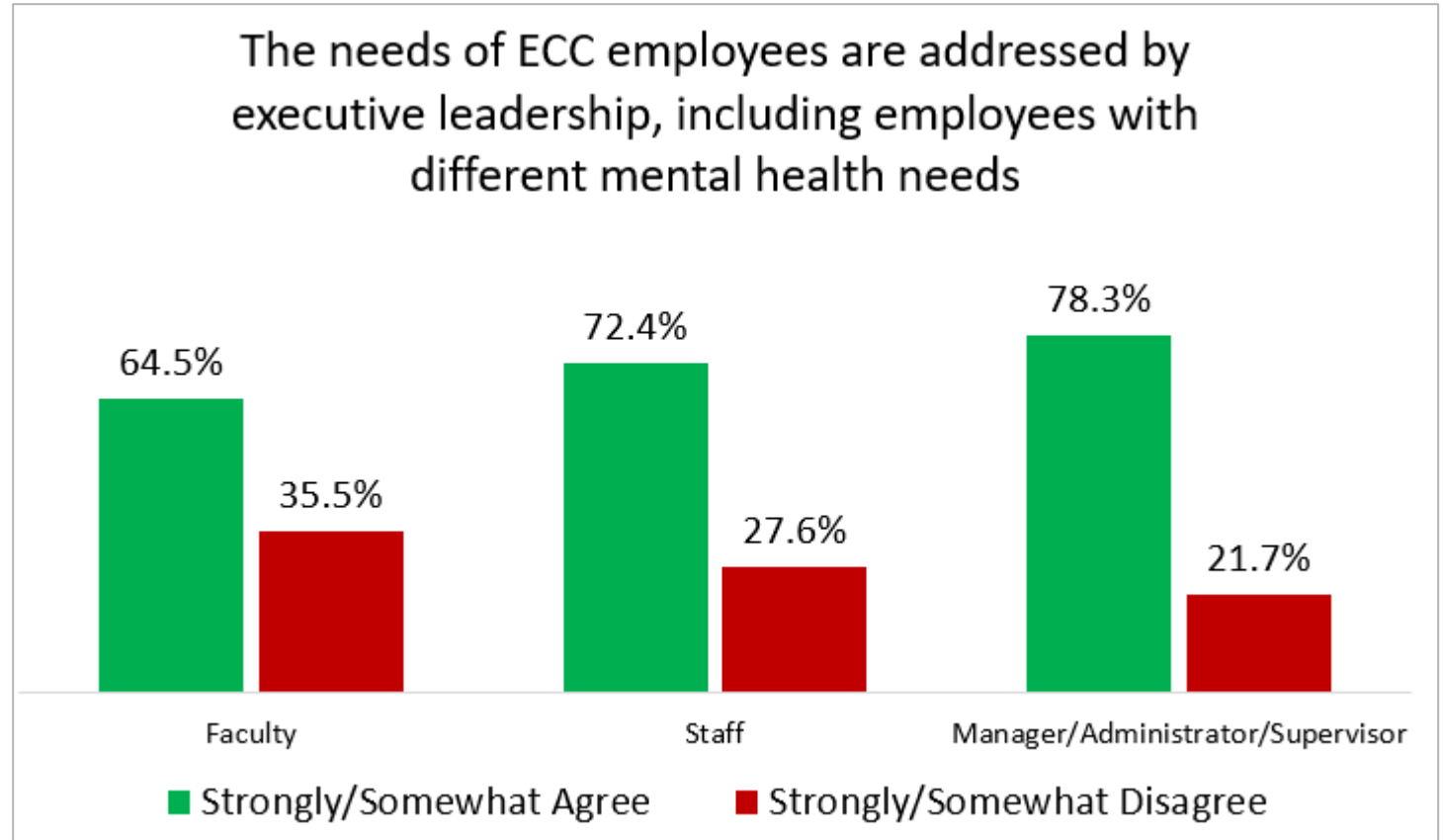
# DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

## Quantitative Findings

### Executive Leadership Addressing Needs of Diverse Employees

#### Mental health

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





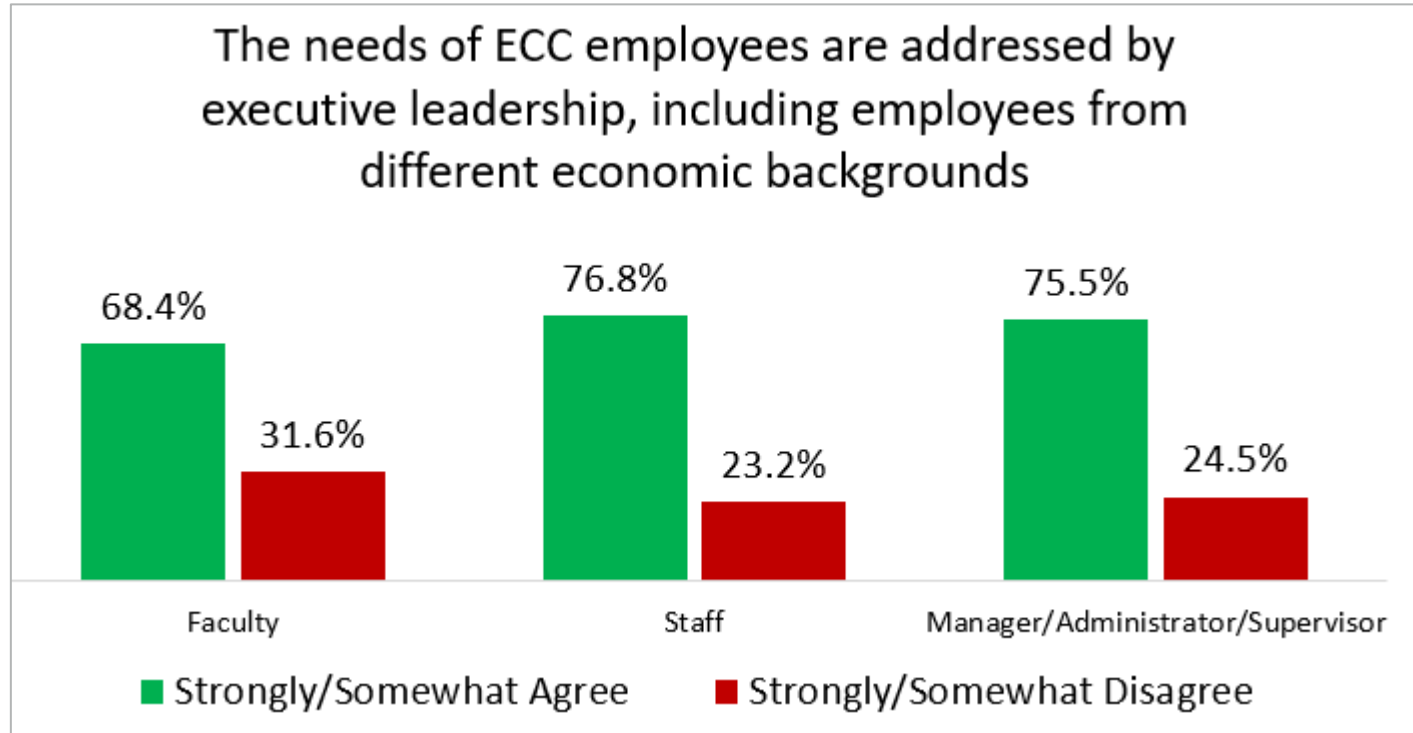
# DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

## Quantitative Findings

**Executive Leadership  
Addressing Needs of  
Diverse Employees**

**Economic backgrounds**

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





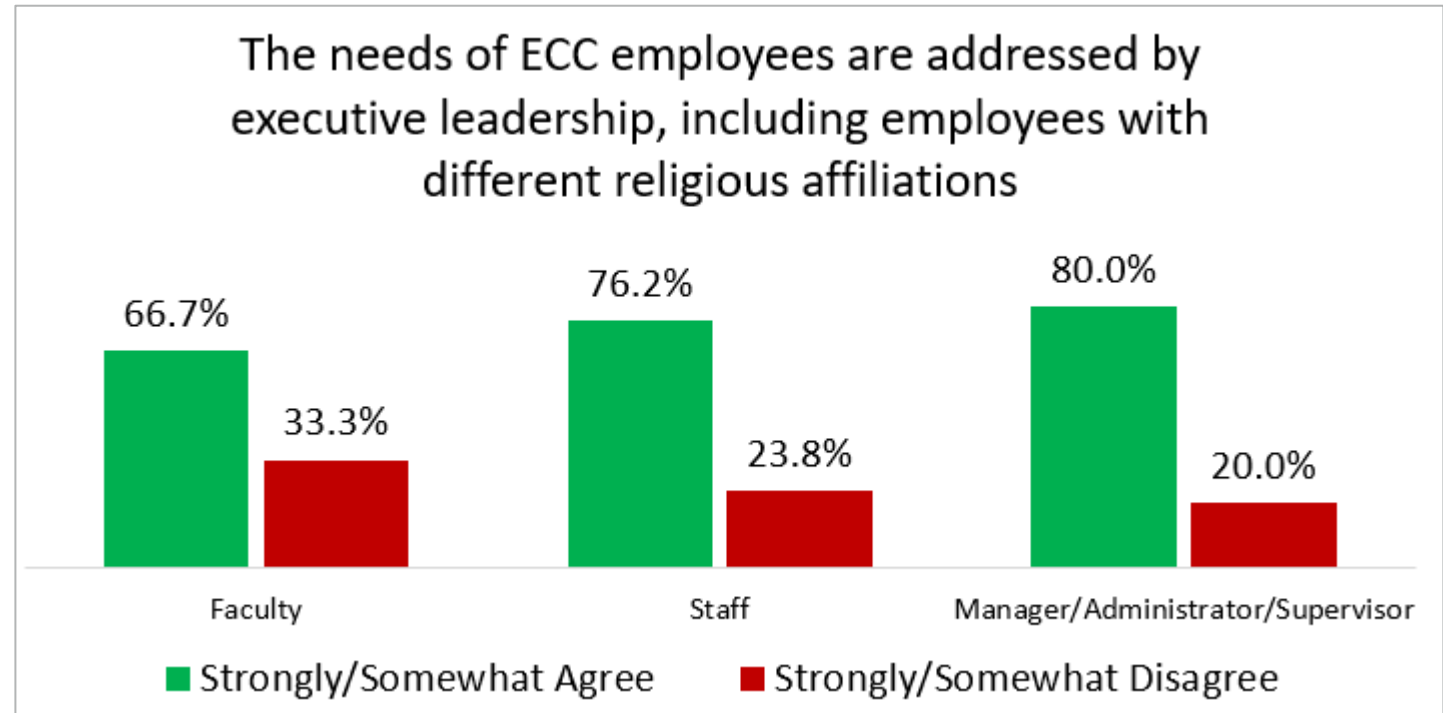
# DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

## Quantitative Findings

### Executive Leadership Addressing Needs of Diverse Employees

#### Religious affiliations

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





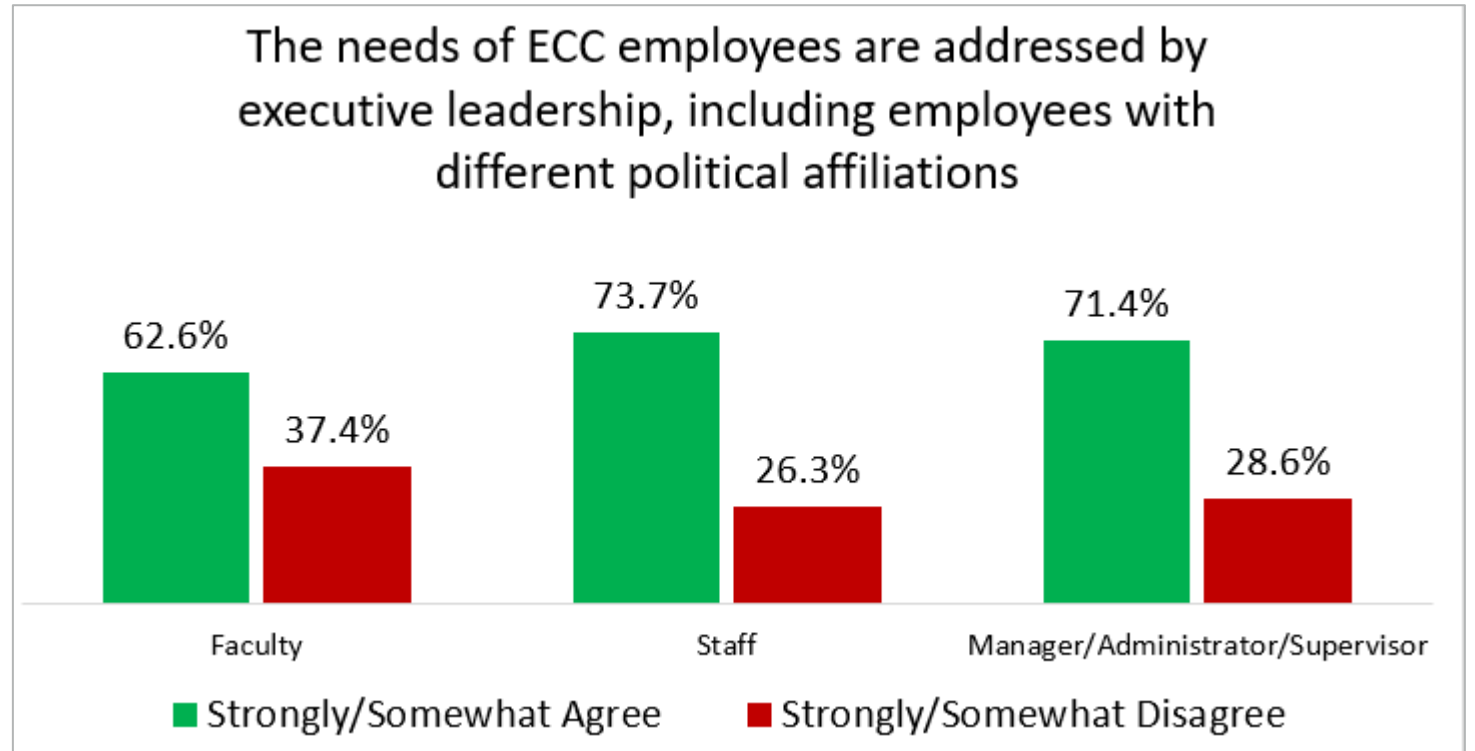
# DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

## Quantitative Findings

### Executive Leadership Addressing Needs of Diverse Employees

#### Political affiliations

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.





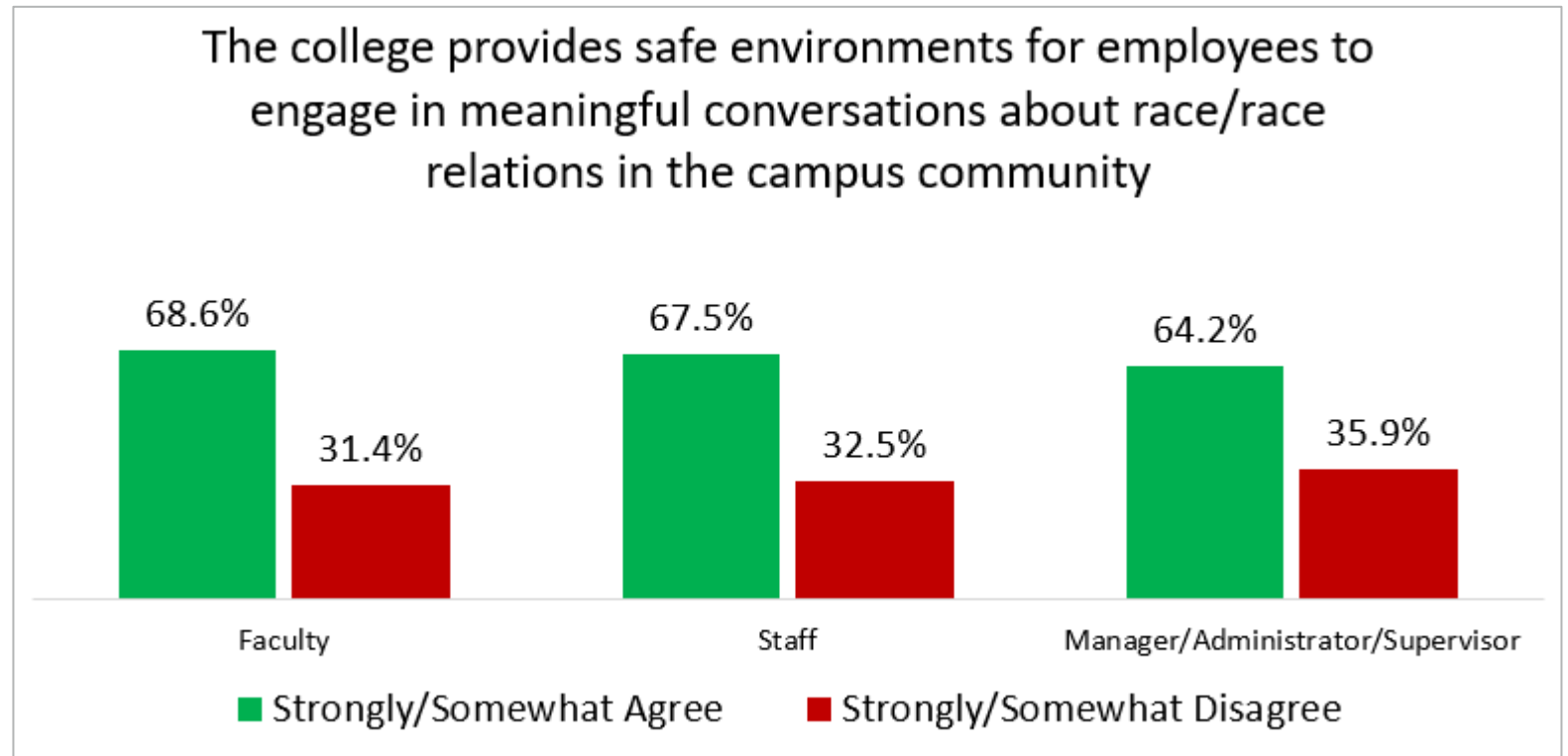


# DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

## Quantitative Findings

### ECC Providing Safe Spaces to Discuss about Racism

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.



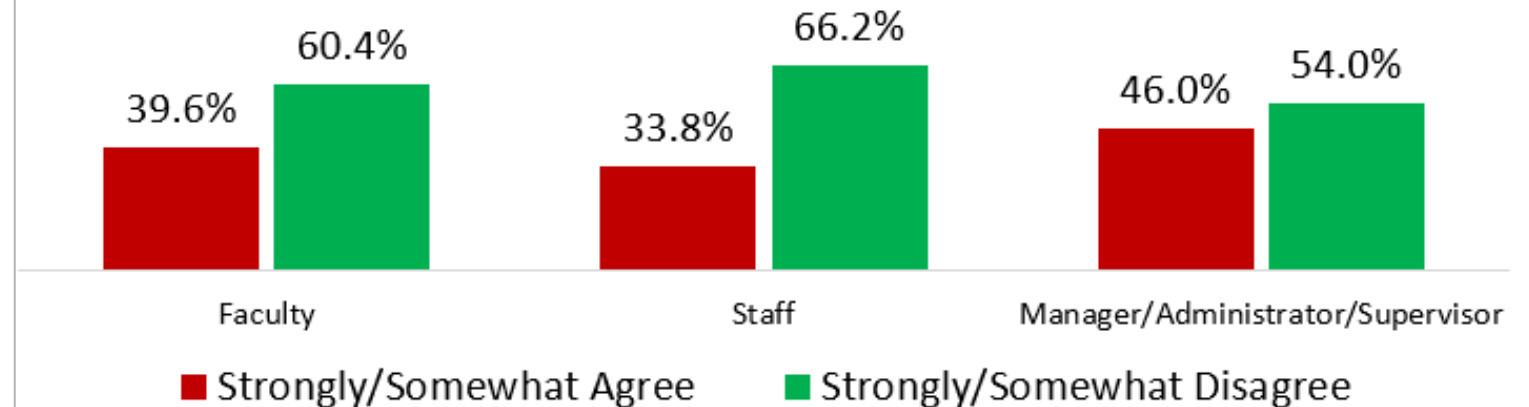
# DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY

## Quantitative Findings

### Personal Negative Experiences with ECC Employees Based on Protected Characteristics

The color of this theme reflects the satisfaction level presented in the summary slide of the quantitative findings.

I have had negative experiences with ECC employees that I felt were based upon my race, age, gender, sex, gender identity, religion, national origin, disability status and/or other



# EEO General Committee Recommendations

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# Low Satisfaction & College Needs to Improve

Low **Satisfaction**: 0% to 49% of respondents strongly agree or somewhat agree with a survey statement

## QUANTITATIVE

### Work Environment

- Safety After Dark



Share feedback with **Campus Safety and Security Consultation Committee** and request action plan to address issue

### Communication & Vision / Direction of The College

- ECC's timeliness of information dissemination



Share feedback with **Executive Cabinet** to recommend the development of a policy regarding Communication timeliness standards

# Summary Low Satisfaction & College Needs to Improve

Low **Satisfaction**: 0% to 49% of respondents strongly agree or somewhat agree with a survey statement

## QUALITATIVE

### Work Environment

- Top topic #1: Communication/Collaboration
- Top topic #3: Work Environment



Addressed by **action plan** coming from the Engagement Survey focus group on **Department Collaboration**

### Professional Development

- Top topic #4: Professional Development



Share feedback with **Professional Development Advisory Committee, Technology Committee, and HR Area VP** and request actions to address issues related to professional development.

### Job Satisfaction

- Top topic #5: Remote Work & Schedule



**Addressed by last ECCE MOU** signed (actions to take place for remote work arrangements) on 10/31/2024

# Summary Low Satisfaction & College Needs to Improve

Low **Satisfaction**: 0% to 49% of respondents strongly agree or somewhat agree with a survey statement

## QUANTITATIVE

**Job Satisfaction**  
• Talk to executive leadership about concerns

**Communication & Vision / Direction of The College**  
• Executive leadership's open communication

## QUALITATIVE

**Work Environment**  
• Top topic #2: Executive Leadership



Addressed by the **action plan** coming from the Engagement Survey **focus group on Department Leadership**

