

Skyline College Employee Survey Disaggregated Frequency Tables

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Employee Profile

Employee Job Classification

All Respondents

Job Title	n	Valid Pct
(1) Full-time faculty member	87	36.9%
(2) Part-time faculty member	46	19.5%
(3) Union-represented classified professional	67	28.4%
(4) Manager, director or other non-union represented classified	21	8.9%
(5) Administrator	13	5.5%
(6) Other	2	0.8%
Missing	3	

Other Responses (All Respondents)

Note: These responses were recoded as classified staff for the purposes of Employee Type disaggregations below.

Respondent	
1	Classified Staff
2	full time classified

Disaggregated by Race/Ethnicity

	1	2	3	4	5	6	Missing	Valid Responses
Asian	34.6% (n=9)	11.5% (n=3)	34.6% (n=9)	11.5% (n=3)	7.7% (n=2)	0% (n=0)	0	26
Black/African American	33.3% (n=5)	20% (n=3)	40% (n=6)	6.7% (n=1)	0% (n=0)	0% (n=0)	0	15
Decline to state	36.4% (n=12)	15.2% (n=5)	27.3% (n=9)	6.1% (n=2)	15.2% (n=5)	0% (n=0)	0	33
Filipino	35.7% (n=5)	21.4% (n=3)	21.4% (n=3)	14.3% (n=2)	7.1% (n=1)	0% (n=0)	0	14
Latinx	35.9% (n=14)	15.4% (n=6)	33.3% (n=13)	5.1% (n=2)	5.1% (n=2)	5.1% (n=2)	0	39
No response	31% (n=9)	20.7% (n=6)	31% (n=9)	17.2% (n=5)	0% (n=0)	0% (n=0)	3	29
Other	40% (n=2)	0% (n=0)	40% (n=2)	20% (n=1)	0% (n=0)	0% (n=0)	0	5
Two or More	50% (n=4)	0% (n=0)	50% (n=4)	0% (n=0)	0% (n=0)	0% (n=0)	0	8
White	40.3% (n=27)	29.9% (n=20)	17.9% (n=12)	7.5% (n=5)	4.5% (n=3)	0% (n=0)	0	67

Disaggregated by Gender

	1	2	3	4	5	6	Missing	Valid Responses
Woman	36.8% (n=46)	22.4% (n=28)	28% (n=35)	8.8% (n=11)	2.4% (n=3)	1.6% (n=2)	0	125
Man	41.8% (n=23)	16.4% (n=9)	23.6% (n=13)	5.5% (n=3)	12.7% (n=7)	0% (n=0)	0	55
Non-binary	33.3% (n=1)	33.3% (n=1)	33.3% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	0	3
Decline to state	34.8% (n=8)	8.7% (n=2)	34.8% (n=8)	8.7% (n=2)	13% (n=3)	0% (n=0)	0	23
No response	30% (n=9)	20% (n=6)	33.3% (n=10)	16.7% (n=5)	0% (n=0)	0% (n=0)	3	30

Disaggregated by Sexual Orientation

	1	2	3	4	5	6	Missing	Valid Responses
Heterosexual	36.2% (n=51)	22.7% (n=32)	26.2% (n=37)	7.1% (n=10)	6.4% (n=9)	1.4% (n=2)	0	141
LGBTQA+	37.1% (n=13)	17.1% (n=6)	31.4% (n=11)	11.4% (n=4)	2.9% (n=1)	0% (n=0)	0	35
Decline to state	42.3% (n=11)	7.7% (n=2)	30.8% (n=8)	7.7% (n=2)	11.5% (n=3)	0% (n=0)	1	26
No response	35.3% (n=12)	17.6% (n=6)	32.4% (n=11)	14.7% (n=5)	0% (n=0)	0% (n=0)	2	34

Disaggregated by Employee Type

	1	2	3	4	5	6	Missing	Valid Responses
Full-time Faculty	100% (n=87)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0	87
Part-time Faculty	0% (n=0)	100% (n=46)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0	46
Classified	0% (n=0)	0% (n=0)	97.1% (n=67)	0% (n=0)	0% (n=0)	2.9% (n=2)	0	69
Manager	0% (n=0)	0% (n=0)	0% (n=0)	100% (n=21)	0% (n=0)	0% (n=0)	0	21
Administrator	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	100% (n=13)	0% (n=0)	0	13
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	3	0

Disaggregated by College Division

	1	2	3	4	5	6	Missing	Valid Responses
Instruction	52.2% (n=70)	28.4% (n=38)	9.7% (n=13)	5.2% (n=7)	3.7% (n=5)	0.7% (n=1)	1	134
Student Services	18.7% (n=14)	8% (n=6)	57.3% (n=43)	9.3% (n=7)	5.3% (n=4)	1.3% (n=1)	0	75
Other	8% (n=2)	8% (n=2)	40% (n=10)	28% (n=7)	16% (n=4)	0% (n=0)	0	25
No response	50% (n=1)	0% (n=0)	50% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	6	Missing	Valid Responses
20-29	0% (n=0)	37.5% (n=3)	62.5% (n=5)	0% (n=0)	0% (n=0)	0% (n=0)	0	8
30-39	24.4% (n=11)	6.7% (n=3)	48.9% (n=22)	11.1% (n=5)	6.7% (n=3)	2.2% (n=1)	0	45
40-49	45.9% (n=28)	19.7% (n=12)	23% (n=14)	8.2% (n=5)	3.3% (n=2)	0% (n=0)	0	61
50-59	53.5% (n=23)	20.9% (n=9)	9.3% (n=4)	4.7% (n=2)	11.6% (n=5)	0% (n=0)	0	43
60-69	30% (n=6)	40% (n=8)	20% (n=4)	5% (n=1)	0% (n=0)	5% (n=1)	0	20
Above 70	40% (n=2)	60% (n=3)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0	5
Decline to state	27.3% (n=6)	9.1% (n=2)	36.4% (n=8)	13.6% (n=3)	13.6% (n=3)	0% (n=0)	0	22
No response	34.4% (n=11)	18.8% (n=6)	31.2% (n=10)	15.6% (n=5)	0% (n=0)	0% (n=0)	3	32

Disaggregated by Length of Employment

	1	2	3	4	5	6	Missing	Valid Responses
Less than 2 years	7.1% (n=2)	14.3% (n=4)	57.1% (n=16)	10.7% (n=3)	10.7% (n=3)	0% (n=0)	0	28
2 to 5 years	25.5% (n=12)	19.1% (n=9)	36.2% (n=17)	8.5% (n=4)	8.5% (n=4)	2.1% (n=1)	1	47
6 to 10 years	45.2% (n=33)	15.1% (n=11)	26% (n=19)	9.6% (n=7)	4.1% (n=3)	0% (n=0)	0	73
More than 10 years	45.5% (n=40)	25% (n=22)	17% (n=15)	8% (n=7)	3.4% (n=3)	1.1% (n=1)	0	88
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

College Division

All Respondents

Job Area	n	Valid Pct
(1) Instruction	135	57.4%
(2) Student Services	75	31.9%
(3) Other	25	10.6%
Missing	4	

Other Responses (All Respondents)

Respondent	
1	other
2	Administration
3	Admin
4	PRIE
5	MCPR
6	both
7	CTE
8	SPWD
9	External Auxiliary
10	Non-instructional
11	The Learning Center
12	Marketing
13	administration
14	Operations
15	Support Svcs
16	Campus wide
17	Enrollment Services
18	Passport Services
19	SPWD

Disaggregated by Race/Ethnicity

	1	2	3	Missing	Valid Responses
Asian	53.8% (n=14)	30.8% (n=8)	15.4% (n=4)	0	26
Black/African American	73.3% (n=11)	26.7% (n=4)	0% (n=0)	0	15
Decline to state	42.4% (n=14)	39.4% (n=13)	18.2% (n=6)	0	33
Filipino	57.1% (n=8)	21.4% (n=3)	21.4% (n=3)	0	14
Latinx	41% (n=16)	48.7% (n=19)	10.3% (n=4)	0	39
No response	50% (n=15)	43.3% (n=13)	6.7% (n=2)	2	30
Other	60% (n=3)	20% (n=1)	20% (n=1)	0	5
Two or More	50% (n=4)	37.5% (n=3)	12.5% (n=1)	0	8
White	76.9% (n=50)	16.9% (n=11)	6.2% (n=4)	2	65

Disaggregated by Gender

	1	2	3	Missing	Valid Responses
Woman	60.2% (n=74)	26.8% (n=33)	13% (n=16)	2	123
Man	63.6% (n=35)	29.1% (n=16)	7.3% (n=4)	0	55
Non-binary	66.7% (n=2)	33.3% (n=1)	0% (n=0)	0	3
Decline to state	39.1% (n=9)	47.8% (n=11)	13% (n=3)	0	23
No response	48.4% (n=15)	45.2% (n=14)	6.5% (n=2)	2	31

Disaggregated by Sexual Orientation

	1	2	3	Missing	Valid Responses
Heterosexual	59.3% (n=83)	29.3% (n=41)	11.4% (n=16)	1	140
LGBTQA+	61.8% (n=21)	26.5% (n=9)	11.8% (n=4)	1	34
Decline to state	48.1% (n=13)	44.4% (n=12)	7.4% (n=2)	0	27
No response	52.9% (n=18)	38.2% (n=13)	8.8% (n=3)	2	34

Disaggregated by Employee Type

	1	2	3	Missing	Valid Responses
Full-time Faculty	81.4% (n=70)	16.3% (n=14)	2.3% (n=2)	1	86
Part-time Faculty	82.6% (n=38)	13% (n=6)	4.3% (n=2)	0	46
Classified	20.6% (n=14)	64.7% (n=44)	14.7% (n=10)	1	68
Manager	33.3% (n=7)	33.3% (n=7)	33.3% (n=7)	0	21
Administrator	38.5% (n=5)	30.8% (n=4)	30.8% (n=4)	0	13
No response	100% (n=1)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	Missing	Valid Responses
Instruction	100% (n=135)	0% (n=0)	0% (n=0)	0	135
Student Services	0% (n=0)	100% (n=75)	0% (n=0)	0	75
Other	0% (n=0)	0% (n=0)	100% (n=25)	0	25
No response	0% (n=0)	0% (n=0)	0% (n=0)	4	0

Disaggregated by Age

	1	2	3	Missing	Valid Responses
20-29	37.5% (n=3)	37.5% (n=3)	25% (n=2)	0	8
30-39	25% (n=11)	65.9% (n=29)	9.1% (n=4)	1	44
40-49	68.9% (n=42)	19.7% (n=12)	11.5% (n=7)	0	61
50-59	71.4% (n=30)	14.3% (n=6)	14.3% (n=6)	1	42
60-69	85% (n=17)	10% (n=2)	5% (n=1)	0	20
Above 70	100% (n=5)	0% (n=0)	0% (n=0)	0	5
Decline to state	45.5% (n=10)	40.9% (n=9)	13.6% (n=3)	0	22
No response	51.5% (n=17)	42.4% (n=14)	6.1% (n=2)	2	33

Disaggregated by Length of Employment

	1	2	3	Missing	Valid Responses
Less than 2 years	35.7% (n=10)	39.3% (n=11)	25% (n=7)	0	28
2 to 5 years	44.7% (n=21)	42.6% (n=20)	12.8% (n=6)	1	47
6 to 10 years	57.5% (n=42)	35.6% (n=26)	6.8% (n=5)	0	73
More than 10 years	71.3% (n=62)	20.7% (n=18)	8% (n=7)	1	87
No response	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Length of Employment

All Respondents

Employment Length	n	Valid Pct
(1) Less than 2 years	28	11.8%
(2) 2 to 5 years	48	20.3%
(3) 6 to 10 years	73	30.8%
(4) More than 10 years	88	37.1%
Missing	2	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	23.1% (n=6)	15.4% (n=4)	23.1% (n=6)	38.5% (n=10)	0	26
Black/African American	26.7% (n=4)	26.7% (n=4)	40% (n=6)	6.7% (n=1)	0	15
Decline to state	3% (n=1)	27.3% (n=9)	27.3% (n=9)	42.4% (n=14)	0	33
Filipino	0% (n=0)	21.4% (n=3)	50% (n=7)	28.6% (n=4)	0	14
Latinx	12.8% (n=5)	15.4% (n=6)	41% (n=16)	30.8% (n=12)	0	39
No response	6.7% (n=2)	20% (n=6)	36.7% (n=11)	36.7% (n=11)	2	30
Other	20% (n=1)	20% (n=1)	40% (n=2)	20% (n=1)	0	5
Two or More	12.5% (n=1)	25% (n=2)	25% (n=2)	37.5% (n=3)	0	8
White	11.9% (n=8)	19.4% (n=13)	20.9% (n=14)	47.8% (n=32)	0	67

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	13.6% (n=17)	22.4% (n=28)	28.8% (n=36)	35.2% (n=44)	0	125
Man	12.7% (n=7)	12.7% (n=7)	32.7% (n=18)	41.8% (n=23)	0	55
Non-binary	33.3% (n=1)	33.3% (n=1)	33.3% (n=1)	0% (n=0)	0	3
Decline to state	4.3% (n=1)	26.1% (n=6)	26.1% (n=6)	43.5% (n=10)	0	23
No response	6.5% (n=2)	19.4% (n=6)	38.7% (n=12)	35.5% (n=11)	2	31

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	11.3% (n=16)	17% (n=24)	31.2% (n=44)	40.4% (n=57)	0	141
LGBTQA+	20% (n=7)	28.6% (n=10)	20% (n=7)	31.4% (n=11)	0	35
Decline to state	11.1% (n=3)	29.6% (n=8)	29.6% (n=8)	29.6% (n=8)	0	27
No response	5.9% (n=2)	17.6% (n=6)	41.2% (n=14)	35.3% (n=12)	2	34

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time	2.3% (n=2)	13.8% (n=12)	37.9% (n=33)	46% (n=40)	0	87
Faculty						
Part-time	8.7% (n=4)	19.6% (n=9)	23.9% (n=11)	47.8% (n=22)	0	46
Faculty						
Classified	23.2% (n=16)	26.1% (n=18)	27.5% (n=19)	23.2% (n=16)	0	69
Manager	14.3% (n=3)	19% (n=4)	33.3% (n=7)	33.3% (n=7)	0	21
Administrator	23.1% (n=3)	30.8% (n=4)	23.1% (n=3)	23.1% (n=3)	0	13
No response	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	7.4% (n=10)	15.6% (n=21)	31.1% (n=42)	45.9% (n=62)	0	135
Student	14.7% (n=11)	26.7% (n=20)	34.7% (n=26)	24% (n=18)	0	75
Services						
Other	28% (n=7)	24% (n=6)	20% (n=5)	28% (n=7)	0	25
No response	0% (n=0)	50% (n=1)	0% (n=0)	50% (n=1)	2	2

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	50% (n=4)	37.5% (n=3)	12.5% (n=1)	0% (n=0)	0	8
30-39	22.2% (n=10)	31.1% (n=14)	42.2% (n=19)	4.4% (n=2)	0	45
40-49	11.5% (n=7)	16.4% (n=10)	39.3% (n=24)	32.8% (n=20)	0	61
50-59	7% (n=3)	20.9% (n=9)	18.6% (n=8)	53.5% (n=23)	0	43
60-69	5% (n=1)	10% (n=2)	10% (n=2)	75% (n=15)	0	20
Above 70	0% (n=0)	0% (n=0)	0% (n=0)	100% (n=5)	0	5
Decline to	4.5% (n=1)	18.2% (n=4)	22.7% (n=5)	54.5% (n=12)	0	22
state						
No response	6.1% (n=2)	18.2% (n=6)	42.4% (n=14)	33.3% (n=11)	2	33

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2	100% (n=28)	0% (n=0)	0% (n=0)	0% (n=0)	0	28
years						
2 to 5 years	0% (n=0)	100% (n=48)	0% (n=0)	0% (n=0)	0	48
6 to 10 years	0% (n=0)	0% (n=0)	100% (n=73)	0% (n=0)	0	73
More than 10	0% (n=0)	0% (n=0)	0% (n=0)	100% (n=88)	0	88
years						
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Days on Campus

All Respondents

Days on Campus	n	Valid Pct
(1) 0 days	12	5.1%
(2) 1 or 2 days	44	18.7%
(3) 3 or 4 days	123	52.3%
(4) 5 or more days	56	23.8%
Missing	4	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	0% (n=0)	19.2% (n=5)	57.7% (n=15)	23.1% (n=6)	0	26
Black/African	6.7% (n=1)	13.3% (n=2)	46.7% (n=7)	33.3% (n=5)	0	15
American						
Decline to	3% (n=1)	24.2% (n=8)	54.5% (n=18)	18.2% (n=6)	0	33
state						
Filipino	7.1% (n=1)	21.4% (n=3)	64.3% (n=9)	7.1% (n=1)	0	14
Latinx	0% (n=0)	15.4% (n=6)	53.8% (n=21)	30.8% (n=12)	0	39
No response	3.4% (n=1)	24.1% (n=7)	58.6% (n=17)	13.8% (n=4)	3	29
Other	0% (n=0)	40% (n=2)	40% (n=2)	20% (n=1)	0	5
Two or More	0% (n=0)	12.5% (n=1)	50% (n=4)	37.5% (n=3)	0	8
White	12.1% (n=8)	15.2% (n=10)	45.5% (n=30)	27.3% (n=18)	1	66

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	4.8% (n=6)	19.4% (n=24)	52.4% (n=65)	23.4% (n=29)	1	124
Man	5.5% (n=3)	16.4% (n=9)	47.3% (n=26)	30.9% (n=17)	0	55
Non-binary	33.3% (n=1)	0% (n=0)	33.3% (n=1)	33.3% (n=1)	0	3
Decline to state	4.3% (n=1)	17.4% (n=4)	56.5% (n=13)	21.7% (n=5)	0	23
No response	3.3% (n=1)	23.3% (n=7)	60% (n=18)	13.3% (n=4)	3	30

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	2.8% (n=4)	20.6% (n=29)	48.9% (n=69)	27.7% (n=39)	0	141
LGBTQA+	17.1% (n=6)	0% (n=0)	60% (n=21)	22.9% (n=8)	0	35
Decline to state	3.7% (n=1)	25.9% (n=7)	55.6% (n=15)	14.8% (n=4)	0	27
No response	3.1% (n=1)	25% (n=8)	56.2% (n=18)	15.6% (n=5)	4	32

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time Faculty	1.2% (n=1)	21.2% (n=18)	48.2% (n=41)	29.4% (n=25)	2	85
Part-time Faculty	17.4% (n=8)	54.3% (n=25)	17.4% (n=8)	10.9% (n=5)	0	46
Classified	1.4% (n=1)	0% (n=0)	69.6% (n=48)	29% (n=20)	0	69
Manager	9.5% (n=2)	4.8% (n=1)	81% (n=17)	4.8% (n=1)	0	21
Administrator	0% (n=0)	0% (n=0)	61.5% (n=8)	38.5% (n=5)	0	13
No response	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	6.8% (n=9)	22.6% (n=30)	42.9% (n=57)	27.8% (n=37)	2	133
Student Services	4% (n=3)	17.3% (n=13)	60% (n=45)	18.7% (n=14)	0	75
Other	0% (n=0)	4% (n=1)	80% (n=20)	16% (n=4)	0	25
No response	0% (n=0)	0% (n=0)	50% (n=1)	50% (n=1)	2	2

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	0% (n=0)	0% (n=0)	75% (n=6)	25% (n=2)	0	8
30-39	6.7% (n=3)	8.9% (n=4)	60% (n=27)	24.4% (n=11)	0	45
40-49	4.9% (n=3)	16.4% (n=10)	57.4% (n=35)	21.3% (n=13)	0	61
50-59	4.7% (n=2)	20.9% (n=9)	39.5% (n=17)	34.9% (n=15)	0	43
60-69	10% (n=2)	30% (n=6)	40% (n=8)	20% (n=4)	0	20
Above 70	0% (n=0)	60% (n=3)	20% (n=1)	20% (n=1)	0	5
Decline to state	4.5% (n=1)	18.2% (n=4)	50% (n=11)	27.3% (n=6)	0	22
No response	3.2% (n=1)	25.8% (n=8)	58.1% (n=18)	12.9% (n=4)	4	31

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2 years	7.1% (n=2)	7.1% (n=2)	57.1% (n=16)	28.6% (n=8)	0	28
2 to 5 years	6.2% (n=3)	12.5% (n=6)	66.7% (n=32)	14.6% (n=7)	0	48
6 to 10 years	5.6% (n=4)	19.7% (n=14)	56.3% (n=40)	18.3% (n=13)	2	71
More than 10 years	3.4% (n=3)	25% (n=22)	39.8% (n=35)	31.8% (n=28)	0	88
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Mission, Visions, Values (MVV), Governance, and Planning

I am provided adequate opportunities to participate on college participatory governance groups (e.g., committees, councils, task groups, etc.)

All Respondents

	n	Valid Pct
(1) Strongly agree	84	35.6%
(2) Agree	113	47.9%
(3) Disagree	22	9.3%
(4) Strongly disagree	7	3%
(5) Don't know/Not sure	10	4.2%
Missing	3	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	26.9% (n=7)	61.5% (n=16)	0% (n=0)	3.8% (n=1)	7.7% (n=2)	0	26
Black/African American	20% (n=3)	66.7% (n=10)	13.3% (n=2)	0% (n=0)	0% (n=0)	0	15
Decline to state	60.6% (n=20)	27.3% (n=9)	12.1% (n=4)	0% (n=0)	0% (n=0)	0	33
Filipino	28.6% (n=4)	64.3% (n=9)	0% (n=0)	0% (n=0)	7.1% (n=1)	0	14
Latinx	23.1% (n=9)	51.3% (n=20)	10.3% (n=4)	12.8% (n=5)	2.6% (n=1)	0	39
No response	40% (n=12)	36.7% (n=11)	13.3% (n=4)	0% (n=0)	10% (n=3)	2	30
Other	40% (n=2)	60% (n=3)	0% (n=0)	0% (n=0)	0% (n=0)	0	5
Two or More	0% (n=0)	75% (n=6)	25% (n=2)	0% (n=0)	0% (n=0)	0	8
White	40.9% (n=27)	43.9% (n=29)	9.1% (n=6)	1.5% (n=1)	4.5% (n=3)	1	66

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	33.9% (n=42)	47.6% (n=59)	10.5% (n=13)	4.8% (n=6)	3.2% (n=4)	1	124
Man	30.9% (n=17)	58.2% (n=32)	5.5% (n=3)	1.8% (n=1)	3.6% (n=2)	0	55
Non-binary	0% (n=0)	66.7% (n=2)	0% (n=0)	0% (n=0)	33.3% (n=1)	0	3
Decline to state	56.5% (n=13)	34.8% (n=8)	8.7% (n=2)	0% (n=0)	0% (n=0)	0	23
No response	38.7% (n=12)	38.7% (n=12)	12.9% (n=4)	0% (n=0)	9.7% (n=3)	2	31

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	37.1% (n=52)	48.6% (n=68)	7.9% (n=11)	4.3% (n=6)	2.1% (n=3)	1	140
LGBTQA+	17.1% (n=6)	60% (n=21)	8.6% (n=3)	2.9% (n=1)	11.4% (n=4)	0	35
Decline to state	51.9% (n=14)	33.3% (n=9)	14.8% (n=4)	0% (n=0)	0% (n=0)	0	27
No response	35.3% (n=12)	44.1% (n=15)	11.8% (n=4)	0% (n=0)	8.8% (n=3)	2	34

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	43.7% (n=38)	49.4% (n=43)	3.4% (n=3)	1.1% (n=1)	2.3% (n=2)	0	87
Part-time Faculty	26.7% (n=12)	44.4% (n=20)	13.3% (n=6)	8.9% (n=4)	6.7% (n=3)	1	45
Classified	17.4% (n=12)	53.6% (n=37)	18.8% (n=13)	2.9% (n=2)	7.2% (n=5)	0	69
Manager	61.9% (n=13)	38.1% (n=8)	0% (n=0)	0% (n=0)	0% (n=0)	0	21
Administrator	69.2% (n=9)	30.8% (n=4)	0% (n=0)	0% (n=0)	0% (n=0)	0	13
No response	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	38.1% (n=51)	50.7% (n=68)	5.2% (n=7)	2.2% (n=3)	3.7% (n=5)	1	134
Student Services	29.3% (n=22)	42.7% (n=32)	17.3% (n=13)	5.3% (n=4)	5.3% (n=4)	0	75
Other	40% (n=10)	48% (n=12)	8% (n=2)	0% (n=0)	4% (n=1)	0	25
No response	50% (n=1)	50% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	12.5% (n=1)	50% (n=4)	25% (n=2)	12.5% (n=1)	0% (n=0)	0	8
30-39	20% (n=9)	55.6% (n=25)	13.3% (n=6)	6.7% (n=3)	4.4% (n=2)	0	45
40-49	36.7% (n=22)	55% (n=33)	5% (n=3)	1.7% (n=1)	1.7% (n=1)	1	60
50-59	32.6% (n=14)	44.2% (n=19)	11.6% (n=5)	4.7% (n=2)	7% (n=3)	0	43
60-69	50% (n=10)	40% (n=8)	5% (n=1)	0% (n=0)	5% (n=1)	0	20
Above 70	60% (n=3)	40% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)	0	5
Decline to state	54.5% (n=12)	40.9% (n=9)	4.5% (n=1)	0% (n=0)	0% (n=0)	0	22
No response	39.4% (n=13)	39.4% (n=13)	12.1% (n=4)	0% (n=0)	9.1% (n=3)	2	33

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	28.6% (n=8)	46.4% (n=13)	10.7% (n=3)	3.6% (n=1)	10.7% (n=3)	0	28
2 to 5 years	27.1% (n=13)	54.2% (n=26)	8.3% (n=4)	2.1% (n=1)	8.3% (n=4)	0	48
6 to 10 years	37% (n=27)	46.6% (n=34)	12.3% (n=9)	2.7% (n=2)	1.4% (n=1)	0	73
More than 10 years	41.4% (n=36)	46% (n=40)	6.9% (n=6)	3.4% (n=3)	2.3% (n=2)	1	87
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

I have been provided adequate opportunities to participate in the College's Education Master Planning process.

All Respondents

	n	Valid Pct
(1) Strongly agree	69	29.5%
(2) Agree	80	34.2%
(3) Disagree	37	15.8%
(4) Strongly disagree	13	5.6%
(5) Don't know/Not sure	35	15%
Missing	5	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	26.9% (n=7)	46.2% (n=12)	7.7% (n=2)	3.8% (n=1)	15.4% (n=4)	0	26
Black/African American	13.3% (n=2)	33.3% (n=5)	26.7% (n=4)	0% (n=0)	26.7% (n=4)	0	15
Decline to state	42.4% (n=14)	18.2% (n=6)	21.2% (n=7)	3% (n=1)	15.2% (n=5)	0	33
Filipino	28.6% (n=4)	64.3% (n=9)	7.1% (n=1)	0% (n=0)	0% (n=0)	0	14
Latinx	25.6% (n=10)	30.8% (n=12)	17.9% (n=7)	12.8% (n=5)	12.8% (n=5)	0	39
No response	31% (n=9)	34.5% (n=10)	13.8% (n=4)	3.4% (n=1)	17.2% (n=5)	3	29
Other	60% (n=3)	20% (n=1)	20% (n=1)	0% (n=0)	0% (n=0)	0	5
Two or More	0% (n=0)	62.5% (n=5)	25% (n=2)	12.5% (n=1)	0% (n=0)	0	8
White	30.8% (n=20)	30.8% (n=20)	13.8% (n=9)	6.2% (n=4)	18.5% (n=12)	2	65

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	29.8% (n=37)	34.7% (n=43)	15.3% (n=19)	6.5% (n=8)	13.7% (n=17)	1	124
Man	24.1% (n=13)	37% (n=20)	18.5% (n=10)	5.6% (n=3)	14.8% (n=8)	1	54
Non-binary	33.3% (n=1)	33.3% (n=1)	0% (n=0)	0% (n=0)	33.3% (n=1)	0	3
Decline to state	39.1% (n=9)	21.7% (n=5)	17.4% (n=4)	4.3% (n=1)	17.4% (n=4)	0	23
No response	30% (n=9)	36.7% (n=11)	13.3% (n=4)	3.3% (n=1)	16.7% (n=5)	3	30

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	30.9% (n=43)	33.8% (n=47)	13.7% (n=19)	7.2% (n=10)	14.4% (n=20)	2	139
LGBTQA+	17.1% (n=6)	37.1% (n=13)	20% (n=7)	2.9% (n=1)	22.9% (n=8)	0	35
Decline to state	37% (n=10)	29.6% (n=8)	22.2% (n=6)	3.7% (n=1)	7.4% (n=2)	0	27
No response	30.3% (n=10)	36.4% (n=12)	15.2% (n=5)	3% (n=1)	15.2% (n=5)	3	33

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	32.9% (n=28)	44.7% (n=38)	9.4% (n=8)	4.7% (n=4)	8.2% (n=7)	2	85
Part-time Faculty	17.8% (n=8)	24.4% (n=11)	22.2% (n=10)	11.1% (n=5)	24.4% (n=11)	1	45
Classified	13% (n=9)	33.3% (n=23)	26.1% (n=18)	4.3% (n=3)	23.2% (n=16)	0	69
Manager	66.7% (n=14)	19% (n=4)	4.8% (n=1)	4.8% (n=1)	4.8% (n=1)	0	21
Administrator	76.9% (n=10)	23.1% (n=3)	0% (n=0)	0% (n=0)	0% (n=0)	0	13
No response	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	29.5% (n=39)	37.1% (n=49)	13.6% (n=18)	5.3% (n=7)	14.4% (n=19)	3	132
Student Services	20% (n=15)	30.7% (n=23)	21.3% (n=16)	8% (n=6)	20% (n=15)	0	75
Other	56% (n=14)	28% (n=7)	12% (n=3)	0% (n=0)	4% (n=1)	0	25
No response	50% (n=1)	50% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	12.5% (n=1)	12.5% (n=1)	37.5% (n=3)	12.5% (n=1)	25% (n=2)	0	8
30-39	17.8% (n=8)	35.6% (n=16)	24.4% (n=11)	8.9% (n=4)	13.3% (n=6)	0	45
40-49	25% (n=15)	51.7% (n=31)	11.7% (n=7)	5% (n=3)	6.7% (n=4)	1	60
50-59	39.5% (n=17)	25.6% (n=11)	16.3% (n=7)	7% (n=3)	11.6% (n=5)	0	43
60-69	45% (n=9)	20% (n=4)	10% (n=2)	0% (n=0)	25% (n=5)	0	20
Above 70	20% (n=1)	20% (n=1)	0% (n=0)	0% (n=0)	60% (n=3)	0	5
Decline to state	42.9% (n=9)	19% (n=4)	14.3% (n=3)	4.8% (n=1)	19% (n=4)	1	21
No response	28.1% (n=9)	37.5% (n=12)	12.5% (n=4)	3.1% (n=1)	18.8% (n=6)	3	32

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	14.3% (n=4)	32.1% (n=9)	14.3% (n=4)	0% (n=0)	39.3% (n=11)	0	28
2 to 5 years	29.2% (n=14)	27.1% (n=13)	18.8% (n=9)	8.3% (n=4)	16.7% (n=8)	0	48
6 to 10 years	29.2% (n=21)	41.7% (n=30)	20.8% (n=15)	4.2% (n=3)	4.2% (n=3)	1	72
More than 10 years	34.9% (n=30)	32.6% (n=28)	10.5% (n=9)	7% (n=6)	15.1% (n=13)	2	86
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

The opinions of my constituent groups (e.g., classified professionals, faculty, etc.) are given appropriate weight in matters of institutional importance.

All Respondents

	n	Valid Pct
(1) Strongly agree	29	12.2%
(2) Agree	78	32.9%
(3) Disagree	57	24.1%
(4) Strongly disagree	38	16%
(5) Don't know/Not sure	35	14.8%
Missing	2	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	11.5% (n=3)	34.6% (n=9)	26.9% (n=7)	7.7% (n=2)	19.2% (n=5)	0	26
Black/African American	6.7% (n=1)	26.7% (n=4)	20% (n=3)	20% (n=3)	26.7% (n=4)	0	15
Decline to state	12.1% (n=4)	27.3% (n=9)	30.3% (n=10)	15.2% (n=5)	15.2% (n=5)	0	33
Filipino	0% (n=0)	71.4% (n=10)	14.3% (n=2)	7.1% (n=1)	7.1% (n=1)	0	14
Latinx	12.8% (n=5)	43.6% (n=17)	25.6% (n=10)	15.4% (n=6)	2.6% (n=1)	0	39
No response	10% (n=3)	26.7% (n=8)	13.3% (n=4)	30% (n=9)	20% (n=6)	2	30
Other	0% (n=0)	0% (n=0)	20% (n=1)	40% (n=2)	40% (n=2)	0	5
Two or More	0% (n=0)	12.5% (n=1)	25% (n=2)	50% (n=4)	12.5% (n=1)	0	8
White	19.4% (n=13)	29.9% (n=20)	26.9% (n=18)	9% (n=6)	14.9% (n=10)	0	67

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	12% (n=15)	37.6% (n=47)	26.4% (n=33)	8% (n=10)	16% (n=20)	0	125
Man	18.2% (n=10)	25.5% (n=14)	21.8% (n=12)	23.6% (n=13)	10.9% (n=6)	0	55
Non-binary	0% (n=0)	0% (n=0)	66.7% (n=2)	33.3% (n=1)	0% (n=0)	0	3
Decline to state	4.3% (n=1)	34.8% (n=8)	26.1% (n=6)	21.7% (n=5)	13% (n=3)	0	23
No response	9.7% (n=3)	29% (n=9)	12.9% (n=4)	29% (n=9)	19.4% (n=6)	2	31

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Woman	12% (n=15)	37.6% (n=47)	26.4% (n=33)	8% (n=10)	16% (n=20)	0	125
Man	18.2% (n=10)	25.5% (n=14)	21.8% (n=12)	23.6% (n=13)	10.9% (n=6)	0	55
Non-binary	0% (n=0)	0% (n=0)	66.7% (n=2)	33.3% (n=1)	0% (n=0)	0	3
Decline to state	4.3% (n=1)	34.8% (n=8)	26.1% (n=6)	21.7% (n=5)	13% (n=3)	0	23
No response	9.7% (n=3)	29% (n=9)	12.9% (n=4)	29% (n=9)	19.4% (n=6)	2	31

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	6.9% (n=6)	40.2% (n=35)	31% (n=27)	11.5% (n=10)	10.3% (n=9)	0	87
Part-time Faculty	13% (n=6)	32.6% (n=15)	15.2% (n=7)	19.6% (n=9)	19.6% (n=9)	0	46
Classified	4.3% (n=3)	23.2% (n=16)	26.1% (n=18)	23.2% (n=16)	23.2% (n=16)	0	69
Manager	33.3% (n=7)	42.9% (n=9)	4.8% (n=1)	14.3% (n=3)	4.8% (n=1)	0	21
Administrator	53.8% (n=7)	23.1% (n=3)	23.1% (n=3)	0% (n=0)	0% (n=0)	0	13
No response	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	14.8% (n=20)	30.4% (n=41)	26.7% (n=36)	14.1% (n=19)	14.1% (n=19)	0	135
Student Services	4% (n=3)	37.3% (n=28)	22.7% (n=17)	21.3% (n=16)	14.7% (n=11)	0	75
Other	24% (n=6)	32% (n=8)	12% (n=3)	12% (n=3)	20% (n=5)	0	25
No response	0% (n=0)	50% (n=1)	50% (n=1)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	0% (n=0)	37.5% (n=3)	0% (n=0)	50% (n=4)	12.5% (n=1)	0	8
30-39	6.7% (n=3)	33.3% (n=15)	24.4% (n=11)	22.2% (n=10)	13.3% (n=6)	0	45
40-49	18% (n=11)	41% (n=25)	23% (n=14)	8.2% (n=5)	9.8% (n=6)	0	61
50-59	18.6% (n=8)	27.9% (n=12)	32.6% (n=14)	11.6% (n=5)	9.3% (n=4)	0	43
60-69	15% (n=3)	35% (n=7)	15% (n=3)	5% (n=1)	30% (n=6)	0	20
Above 70	0% (n=0)	20% (n=1)	40% (n=2)	0% (n=0)	40% (n=2)	0	5
Decline to state	4.5% (n=1)	31.8% (n=7)	31.8% (n=7)	18.2% (n=4)	13.6% (n=3)	0	22
No response	9.1% (n=3)	24.2% (n=8)	18.2% (n=6)	27.3% (n=9)	21.2% (n=7)	2	33

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	14.3% (n=4)	21.4% (n=6)	7.1% (n=2)	10.7% (n=3)	46.4% (n=13)	0	28
2 to 5 years	10.4% (n=5)	29.2% (n=14)	25% (n=12)	20.8% (n=10)	14.6% (n=7)	0	48
6 to 10 years	12.3% (n=9)	38.4% (n=28)	27.4% (n=20)	16.4% (n=12)	5.5% (n=4)	0	73
More than 10 years	12.5% (n=11)	34.1% (n=30)	26.1% (n=23)	14.8% (n=13)	12.5% (n=11)	0	88
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

I have a sufficient understanding of how the College resource allocation process works.

All Respondents

	n	Valid Pct
(1) Strongly agree	29	12.2%
(2) Agree	74	31.2%
(3) Disagree	78	32.9%
(4) Strongly disagree	34	14.3%
(5) Don't know/Not sure	22	9.3%
Missing	2	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	3.8% (n=1)	26.9% (n=7)	34.6% (n=9)	11.5% (n=3)	23.1% (n=6)	0	26
Black/African American	6.7% (n=1)	33.3% (n=5)	33.3% (n=5)	26.7% (n=4)	0% (n=0)	0	15
Decline to state	18.2% (n=6)	24.2% (n=8)	39.4% (n=13)	6.1% (n=2)	12.1% (n=4)	0	33
Filipino	7.1% (n=1)	57.1% (n=8)	28.6% (n=4)	7.1% (n=1)	0% (n=0)	0	14
Latinx	10.3% (n=4)	33.3% (n=13)	20.5% (n=8)	28.2% (n=11)	7.7% (n=3)	0	39
No response	6.7% (n=2)	36.7% (n=11)	36.7% (n=11)	13.3% (n=4)	6.7% (n=2)	2	30
Other	0% (n=0)	40% (n=2)	40% (n=2)	0% (n=0)	20% (n=1)	0	5
Two or More	0% (n=0)	25% (n=2)	37.5% (n=3)	37.5% (n=3)	0% (n=0)	0	8
White	20.9% (n=14)	26.9% (n=18)	34.3% (n=23)	9% (n=6)	9% (n=6)	0	67

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	8% (n=10)	28% (n=35)	36% (n=45)	16% (n=20)	12% (n=15)	0	125
Man	21.8% (n=12)	32.7% (n=18)	27.3% (n=15)	12.7% (n=7)	5.5% (n=3)	0	55
Non-binary	0% (n=0)	33.3% (n=1)	33.3% (n=1)	33.3% (n=1)	0% (n=0)	0	3
Decline to state	21.7% (n=5)	34.8% (n=8)	26.1% (n=6)	8.7% (n=2)	8.7% (n=2)	0	23
No response	6.5% (n=2)	38.7% (n=12)	35.5% (n=11)	12.9% (n=4)	6.5% (n=2)	2	31

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	12.8% (n=18)	34% (n=48)	30.5% (n=43)	13.5% (n=19)	9.2% (n=13)	0	141
LGBTQA+	5.7% (n=2)	25.7% (n=9)	34.3% (n=12)	22.9% (n=8)	11.4% (n=4)	0	35
Decline to state	22.2% (n=6)	22.2% (n=6)	37% (n=10)	11.1% (n=3)	7.4% (n=2)	0	27
No response	8.8% (n=3)	32.4% (n=11)	38.2% (n=13)	11.8% (n=4)	8.8% (n=3)	2	34

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	13.8% (n=12)	34.5% (n=30)	32.2% (n=28)	12.6% (n=11)	6.9% (n=6)	0	87
Part-time Faculty	4.3% (n=2)	30.4% (n=14)	32.6% (n=15)	19.6% (n=9)	13% (n=6)	0	46
Classified	2.9% (n=2)	23.2% (n=16)	42% (n=29)	18.8% (n=13)	13% (n=9)	0	69
Manager	28.6% (n=6)	42.9% (n=9)	23.8% (n=5)	0% (n=0)	4.8% (n=1)	0	21
Administrator	53.8% (n=7)	30.8% (n=4)	7.7% (n=1)	7.7% (n=1)	0% (n=0)	0	13
No response	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	11.9% (n=16)	34.8% (n=47)	30.4% (n=41)	13.3% (n=18)	9.6% (n=13)	0	135
Student Services	9.3% (n=7)	25.3% (n=19)	36% (n=27)	18.7% (n=14)	10.7% (n=8)	0	75
Other	24% (n=6)	28% (n=7)	36% (n=9)	8% (n=2)	4% (n=1)	0	25
No response	0% (n=0)	50% (n=1)	50% (n=1)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	12.5% (n=1)	0% (n=0)	37.5% (n=3)	50% (n=4)	0% (n=0)	0	8
30-39	4.4% (n=2)	28.9% (n=13)	37.8% (n=17)	26.7% (n=12)	2.2% (n=1)	0	45
40-49	14.8% (n=9)	31.1% (n=19)	27.9% (n=17)	13.1% (n=8)	13.1% (n=8)	0	61
50-59	20.9% (n=9)	34.9% (n=15)	27.9% (n=12)	9.3% (n=4)	7% (n=3)	0	43
60-69	15% (n=3)	35% (n=7)	30% (n=6)	5% (n=1)	15% (n=3)	0	20
Above 70	0% (n=0)	20% (n=1)	40% (n=2)	0% (n=0)	40% (n=2)	0	5
Decline to state	13.6% (n=3)	36.4% (n=8)	31.8% (n=7)	4.5% (n=1)	13.6% (n=3)	0	22
No response	6.1% (n=2)	33.3% (n=11)	42.4% (n=14)	12.1% (n=4)	6.1% (n=2)	2	33

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	10.7% (n=3)	7.1% (n=2)	39.3% (n=11)	32.1% (n=9)	10.7% (n=3)	0	28
2 to 5 years	8.3% (n=4)	16.7% (n=8)	47.9% (n=23)	16.7% (n=8)	10.4% (n=5)	0	48
6 to 10 years	12.3% (n=9)	37% (n=27)	32.9% (n=24)	12.3% (n=9)	5.5% (n=4)	0	73
More than 10 years	14.8% (n=13)	42% (n=37)	22.7% (n=20)	9.1% (n=8)	11.4% (n=10)	0	88
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

I trust that the College makes sound budget decisions that are in the best interests of the institution and students.

All Respondents

	n	Valid Pct
(1) Strongly agree	23	9.7%
(2) Agree	85	36%
(3) Disagree	58	24.6%
(4) Strongly disagree	39	16.5%
(5) Don't know/Not sure	31	13.1%
Missing	3	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	7.7% (n=2)	46.2% (n=12)	23.1% (n=6)	15.4% (n=4)	7.7% (n=2)	0	26
Black/African American	13.3% (n=2)	33.3% (n=5)	26.7% (n=4)	13.3% (n=2)	13.3% (n=2)	0	15
Decline to state	12.1% (n=4)	24.2% (n=8)	30.3% (n=10)	15.2% (n=5)	18.2% (n=6)	0	33
Filipino	7.1% (n=1)	57.1% (n=8)	21.4% (n=3)	7.1% (n=1)	7.1% (n=1)	0	14
Latinx	12.8% (n=5)	30.8% (n=12)	28.2% (n=11)	15.4% (n=6)	12.8% (n=5)	0	39
No response	10% (n=3)	33.3% (n=10)	23.3% (n=7)	23.3% (n=7)	10% (n=3)	2	30
Other	0% (n=0)	20% (n=1)	40% (n=2)	20% (n=1)	20% (n=1)	0	5
Two or More	0% (n=0)	0% (n=0)	12.5% (n=1)	62.5% (n=5)	25% (n=2)	0	8
White	9.1% (n=6)	43.9% (n=29)	21.2% (n=14)	12.1% (n=8)	13.6% (n=9)	1	66

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	7.3% (n=9)	43.5% (n=54)	24.2% (n=30)	10.5% (n=13)	14.5% (n=18)	1	124
Man	16.4% (n=9)	25.5% (n=14)	25.5% (n=14)	20% (n=11)	12.7% (n=7)	0	55
Non-binary	0% (n=0)	0% (n=0)	33.3% (n=1)	66.7% (n=2)	0% (n=0)	0	3
Decline to state	8.7% (n=2)	26.1% (n=6)	26.1% (n=6)	26.1% (n=6)	13% (n=3)	0	23
No response	9.7% (n=3)	35.5% (n=11)	22.6% (n=7)	22.6% (n=7)	9.7% (n=3)	2	31

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	9.3% (n=13)	39.3% (n=55)	24.3% (n=34)	14.3% (n=20)	12.9% (n=18)	1	140
LGBTQA+	8.6% (n=3)	34.3% (n=12)	28.6% (n=10)	17.1% (n=6)	11.4% (n=4)	0	35
Decline to state	11.1% (n=3)	25.9% (n=7)	22.2% (n=6)	22.2% (n=6)	18.5% (n=5)	0	27
No response	11.8% (n=4)	32.4% (n=11)	23.5% (n=8)	20.6% (n=7)	11.8% (n=4)	2	34

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	4.7% (n=4)	39.5% (n=34)	27.9% (n=24)	17.4% (n=15)	10.5% (n=9)	1	86
Part-time Faculty	4.3% (n=2)	28.3% (n=13)	26.1% (n=12)	23.9% (n=11)	17.4% (n=8)	0	46
Classified	5.8% (n=4)	34.8% (n=24)	24.6% (n=17)	18.8% (n=13)	15.9% (n=11)	0	69
Manager	28.6% (n=6)	47.6% (n=10)	19% (n=4)	0% (n=0)	4.8% (n=1)	0	21
Administrator	53.8% (n=7)	30.8% (n=4)	0% (n=0)	0% (n=0)	15.4% (n=2)	0	13
No response	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	7.5% (n=10)	38.1% (n=51)	26.9% (n=36)	17.9% (n=24)	9.7% (n=13)	1	134
Student Services	8% (n=6)	32% (n=24)	22.7% (n=17)	20% (n=15)	17.3% (n=13)	0	75
Other	28% (n=7)	32% (n=8)	20% (n=5)	0% (n=0)	20% (n=5)	0	25
No response	0% (n=0)	100% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	0% (n=0)	25% (n=2)	0% (n=0)	25% (n=2)	50% (n=4)	0	8
30-39	8.9% (n=4)	31.1% (n=14)	31.1% (n=14)	17.8% (n=8)	11.1% (n=5)	0	45
40-49	11.5% (n=7)	49.2% (n=30)	16.4% (n=10)	16.4% (n=10)	6.6% (n=4)	0	61
50-59	11.6% (n=5)	34.9% (n=15)	27.9% (n=12)	11.6% (n=5)	14% (n=6)	0	43
60-69	10% (n=2)	35% (n=7)	30% (n=6)	10% (n=2)	15% (n=3)	0	20
Above 70	0% (n=0)	0% (n=0)	50% (n=2)	0% (n=0)	50% (n=2)	1	4
Decline to state	9.1% (n=2)	31.8% (n=7)	22.7% (n=5)	22.7% (n=5)	13.6% (n=3)	0	22
No response	9.1% (n=3)	30.3% (n=10)	27.3% (n=9)	21.2% (n=7)	12.1% (n=4)	2	33

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	14.3% (n=4)	39.3% (n=11)	7.1% (n=2)	7.1% (n=2)	32.1% (n=9)	0	28
2 to 5 years	8.3% (n=4)	27.1% (n=13)	31.2% (n=15)	20.8% (n=10)	12.5% (n=6)	0	48
6 to 10 years	6.8% (n=5)	37% (n=27)	28.8% (n=21)	15.1% (n=11)	12.3% (n=9)	0	73
More than 10 years	11.5% (n=10)	39.1% (n=34)	23% (n=20)	18.4% (n=16)	8% (n=7)	1	87
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

I am aware of and understand the goals of the People's College Initiative (PCI).

All Respondents

	n	Valid Pct
(1) Strongly agree	42	17.8%
(2) Agree	91	38.6%
(3) Disagree	45	19.1%
(4) Strongly disagree	23	9.7%
(5) Don't know/Not sure	35	14.8%
Missing	3	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	3.8% (n=1)	61.5% (n=16)	19.2% (n=5)	11.5% (n=3)	3.8% (n=1)	0	26
Black/African American	13.3% (n=2)	20% (n=3)	40% (n=6)	13.3% (n=2)	13.3% (n=2)	0	15
Decline to state	27.3% (n=9)	24.2% (n=8)	18.2% (n=6)	9.1% (n=3)	21.2% (n=7)	0	33
Filipino	7.1% (n=1)	71.4% (n=10)	14.3% (n=2)	0% (n=0)	7.1% (n=1)	0	14
Latinx	15.4% (n=6)	28.2% (n=11)	17.9% (n=7)	17.9% (n=7)	20.5% (n=8)	0	39
No response	16.7% (n=5)	26.7% (n=8)	26.7% (n=8)	10% (n=3)	20% (n=6)	2	30
Other	20% (n=1)	60% (n=3)	20% (n=1)	0% (n=0)	0% (n=0)	0	5
Two or More	0% (n=0)	87.5% (n=7)	0% (n=0)	12.5% (n=1)	0% (n=0)	0	8
White	25.8% (n=17)	37.9% (n=25)	15.2% (n=10)	6.1% (n=4)	15.2% (n=10)	1	66

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	19.4% (n=24)	41.1% (n=51)	15.3% (n=19)	9.7% (n=12)	14.5% (n=18)	1	124
Man	18.2% (n=10)	40% (n=22)	21.8% (n=12)	9.1% (n=5)	10.9% (n=6)	0	55
Non-binary	33.3% (n=1)	66.7% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)	0	3
Decline to state	8.7% (n=2)	30.4% (n=7)	26.1% (n=6)	13% (n=3)	21.7% (n=5)	0	23
No response	16.1% (n=5)	29% (n=9)	25.8% (n=8)	9.7% (n=3)	19.4% (n=6)	2	31

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	17.9% (n=25)	44.3% (n=62)	18.6% (n=26)	7.9% (n=11)	11.4% (n=16)	1	140
LGBTQA+	20% (n=7)	28.6% (n=10)	11.4% (n=4)	14.3% (n=5)	25.7% (n=9)	0	35
Decline to state	14.8% (n=4)	33.3% (n=9)	25.9% (n=7)	11.1% (n=3)	14.8% (n=4)	0	27
No response	17.6% (n=6)	29.4% (n=10)	23.5% (n=8)	11.8% (n=4)	17.6% (n=6)	2	34

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	17.2% (n=15)	37.9% (n=33)	27.6% (n=24)	8% (n=7)	9.2% (n=8)	0	87
Part-time Faculty	13% (n=6)	19.6% (n=9)	21.7% (n=10)	17.4% (n=8)	28.3% (n=13)	0	46
Classified	8.7% (n=6)	49.3% (n=34)	15.9% (n=11)	8.7% (n=6)	17.4% (n=12)	0	69
Manager	45% (n=9)	45% (n=9)	0% (n=0)	0% (n=0)	10% (n=2)	1	20
Administrator	46.2% (n=6)	38.5% (n=5)	0% (n=0)	15.4% (n=2)	0% (n=0)	0	13
No response	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	18.7% (n=25)	32.1% (n=43)	24.6% (n=33)	9.7% (n=13)	14.9% (n=20)	1	134
Student Services	9.3% (n=7)	45.3% (n=34)	13.3% (n=10)	13.3% (n=10)	18.7% (n=14)	0	75
Other	40% (n=10)	48% (n=12)	8% (n=2)	0% (n=0)	4% (n=1)	0	25
No response	0% (n=0)	100% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	12.5% (n=1)	25% (n=2)	37.5% (n=3)	12.5% (n=1)	12.5% (n=1)	0	8
30-39	15.6% (n=7)	40% (n=18)	17.8% (n=8)	13.3% (n=6)	13.3% (n=6)	0	45
40-49	20% (n=12)	46.7% (n=28)	20% (n=12)	6.7% (n=4)	6.7% (n=4)	1	60
50-59	20.9% (n=9)	39.5% (n=17)	7% (n=3)	11.6% (n=5)	20.9% (n=9)	0	43
60-69	25% (n=5)	40% (n=8)	20% (n=4)	0% (n=0)	15% (n=3)	0	20
Above 70	0% (n=0)	40% (n=2)	0% (n=0)	20% (n=1)	40% (n=2)	0	5
Decline to state	13.6% (n=3)	31.8% (n=7)	27.3% (n=6)	9.1% (n=2)	18.2% (n=4)	0	22
No response	15.2% (n=5)	27.3% (n=9)	27.3% (n=9)	12.1% (n=4)	18.2% (n=6)	2	33

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	14.3% (n=4)	42.9% (n=12)	10.7% (n=3)	7.1% (n=2)	25% (n=7)	0	28
2 to 5 years	19.1% (n=9)	34% (n=16)	19.1% (n=9)	14.9% (n=7)	12.8% (n=6)	1	47
6 to 10 years	19.2% (n=14)	37% (n=27)	26% (n=19)	8.2% (n=6)	9.6% (n=7)	0	73
More than 10 years	17% (n=15)	40.9% (n=36)	15.9% (n=14)	9.1% (n=8)	17% (n=15)	0	88
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

The People's College Initiative has been effective in establishing the groundwork needed to improve our campus climate.

All Respondents

	n	Valid Pct
(1) Strongly agree	17	7.3%
(2) Agree	50	21.4%
(3) Disagree	54	23.1%
(4) Strongly disagree	27	11.5%
(5) Don't know/Not sure	86	36.8%
Missing	5	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	3.8% (n=1)	42.3% (n=11)	19.2% (n=5)	11.5% (n=3)	23.1% (n=6)	0	26
Black/African American	6.7% (n=1)	13.3% (n=2)	33.3% (n=5)	13.3% (n=2)	33.3% (n=5)	0	15
Decline to state	12.1% (n=4)	12.1% (n=4)	21.2% (n=7)	15.2% (n=5)	39.4% (n=13)	0	33
Filipino	0% (n=0)	42.9% (n=6)	21.4% (n=3)	7.1% (n=1)	28.6% (n=4)	0	14
Latinx	5.1% (n=2)	28.2% (n=11)	17.9% (n=7)	15.4% (n=6)	33.3% (n=13)	0	39
No response	6.9% (n=2)	6.9% (n=2)	24.1% (n=7)	6.9% (n=2)	55.2% (n=16)	3	29
Other	0% (n=0)	0% (n=0)	20% (n=1)	20% (n=1)	60% (n=3)	0	5
Two or More	0% (n=0)	14.3% (n=1)	28.6% (n=2)	28.6% (n=2)	28.6% (n=2)	1	7
White	10.6% (n=7)	19.7% (n=13)	25.8% (n=17)	7.6% (n=5)	36.4% (n=24)	1	66

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	6.5% (n=8)	26.6% (n=33)	25% (n=31)	8.1% (n=10)	33.9% (n=42)	1	124
Man	11.1% (n=6)	20.4% (n=11)	20.4% (n=11)	14.8% (n=8)	33.3% (n=18)	1	54
Non-binary	0% (n=0)	33.3% (n=1)	33.3% (n=1)	33.3% (n=1)	0% (n=0)	0	3
Decline to state	4.3% (n=1)	8.7% (n=2)	17.4% (n=4)	26.1% (n=6)	43.5% (n=10)	0	23
No response	6.7% (n=2)	10% (n=3)	23.3% (n=7)	6.7% (n=2)	53.3% (n=16)	3	30

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	8.6% (n=12)	25.2% (n=35)	22.3% (n=31)	10.8% (n=15)	33.1% (n=46)	2	139
LGBTQA+	5.7% (n=2)	20% (n=7)	25.7% (n=9)	11.4% (n=4)	37.1% (n=13)	0	35
Decline to state	3.7% (n=1)	14.8% (n=4)	29.6% (n=8)	18.5% (n=5)	33.3% (n=9)	0	27
No response	6.1% (n=2)	12.1% (n=4)	18.2% (n=6)	9.1% (n=3)	54.5% (n=18)	3	33

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	5.9% (n=5)	18.8% (n=16)	27.1% (n=23)	14.1% (n=12)	34.1% (n=29)	2	85
Part-time Faculty	4.4% (n=2)	15.6% (n=7)	17.8% (n=8)	13.3% (n=6)	48.9% (n=22)	1	45
Classified	1.4% (n=1)	24.6% (n=17)	23.2% (n=16)	10.1% (n=7)	40.6% (n=28)	0	69
Manager	19% (n=4)	33.3% (n=7)	19% (n=4)	0% (n=0)	28.6% (n=6)	0	21
Administrator	38.5% (n=5)	23.1% (n=3)	15.4% (n=2)	15.4% (n=2)	7.7% (n=1)	0	13
No response	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	7.6% (n=10)	19.7% (n=26)	24.2% (n=32)	12.1% (n=16)	36.4% (n=48)	3	132
Student Services	4% (n=3)	17.3% (n=13)	20% (n=15)	14.7% (n=11)	44% (n=33)	0	75
Other	16% (n=4)	40% (n=10)	24% (n=6)	0% (n=0)	20% (n=5)	0	25
No response	0% (n=0)	50% (n=1)	50% (n=1)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	0% (n=0)	25% (n=2)	37.5% (n=3)	25% (n=2)	12.5% (n=1)	0	8
30-39	4.4% (n=2)	22.2% (n=10)	24.4% (n=11)	15.6% (n=7)	33.3% (n=15)	0	45
40-49	10% (n=6)	28.3% (n=17)	23.3% (n=14)	8.3% (n=5)	30% (n=18)	1	60
50-59	11.9% (n=5)	23.8% (n=10)	16.7% (n=7)	9.5% (n=4)	38.1% (n=16)	1	42
60-69	5% (n=1)	15% (n=3)	30% (n=6)	5% (n=1)	45% (n=9)	0	20
Above 70	0% (n=0)	20% (n=1)	0% (n=0)	0% (n=0)	80% (n=4)	0	5
Decline to state	4.5% (n=1)	18.2% (n=4)	27.3% (n=6)	22.7% (n=5)	27.3% (n=6)	0	22
No response	6.2% (n=2)	9.4% (n=3)	21.9% (n=7)	9.4% (n=3)	53.1% (n=17)	3	32

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	7.1% (n=2)	25% (n=7)	14.3% (n=4)	7.1% (n=2)	46.4% (n=13)	0	28
2 to 5 years	4.2% (n=2)	18.8% (n=9)	25% (n=12)	14.6% (n=7)	37.5% (n=18)	0	48
6 to 10 years	9.6% (n=7)	20.5% (n=15)	34.2% (n=25)	11% (n=8)	24.7% (n=18)	0	73
More than 10 years	7.1% (n=6)	22.4% (n=19)	15.3% (n=13)	11.8% (n=10)	43.5% (n=37)	3	85
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Overall, the participatory governance process is working well at Skyline College.

All Respondents

	n	Valid Pct
(1) Strongly agree	23	9.8%
(2) Agree	86	36.6%
(3) Disagree	46	19.6%
(4) Strongly disagree	20	8.5%
(5) Don't know/Not sure	60	25.5%
Missing	4	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	3.8% (n=1)	61.5% (n=16)	19.2% (n=5)	11.5% (n=3)	3.8% (n=1)	0	26
Black/African American	14.3% (n=2)	21.4% (n=3)	28.6% (n=4)	7.1% (n=1)	28.6% (n=4)	1	14
Decline to state	15.2% (n=5)	21.2% (n=7)	27.3% (n=9)	9.1% (n=3)	27.3% (n=9)	0	33
Filipino	7.1% (n=1)	57.1% (n=8)	21.4% (n=3)	0% (n=0)	14.3% (n=2)	0	14
Latinx	10.3% (n=4)	33.3% (n=13)	12.8% (n=5)	12.8% (n=5)	30.8% (n=12)	0	39
No response	3.4% (n=1)	37.9% (n=11)	17.2% (n=5)	10.3% (n=3)	31% (n=9)	3	29
Other	0% (n=0)	40% (n=2)	20% (n=1)	0% (n=0)	40% (n=2)	0	5
Two or More	0% (n=0)	25% (n=2)	25% (n=2)	25% (n=2)	25% (n=2)	0	8
White	13.4% (n=9)	35.8% (n=24)	17.9% (n=12)	4.5% (n=3)	28.4% (n=19)	0	67

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	8.9% (n=11)	41.9% (n=52)	15.3% (n=19)	5.6% (n=7)	28.2% (n=35)	1	124
Man	14.5% (n=8)	34.5% (n=19)	20% (n=11)	12.7% (n=7)	18.2% (n=10)	0	55
Non-binary	0% (n=0)	0% (n=0)	100% (n=3)	0% (n=0)	0% (n=0)	0	3
Decline to state	13% (n=3)	17.4% (n=4)	30.4% (n=7)	13% (n=3)	26.1% (n=6)	0	23
No response	3.3% (n=1)	36.7% (n=11)	20% (n=6)	10% (n=3)	30% (n=9)	3	30

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	10.7% (n=15)	41.4% (n=58)	16.4% (n=23)	9.3% (n=13)	22.1% (n=31)	1	140
LGBTQA+	8.6% (n=3)	28.6% (n=10)	25.7% (n=9)	2.9% (n=1)	34.3% (n=12)	0	35
Decline to state	15.4% (n=4)	19.2% (n=5)	30.8% (n=8)	11.5% (n=3)	23.1% (n=6)	1	26
No response	2.9% (n=1)	38.2% (n=13)	17.6% (n=6)	8.8% (n=3)	32.4% (n=11)	2	34

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	9.2% (n=8)	43.7% (n=38)	23% (n=20)	10.3% (n=9)	13.8% (n=12)	0	87
Part-time Faculty	4.4% (n=2)	26.7% (n=12)	15.6% (n=7)	8.9% (n=4)	44.4% (n=20)	1	45
Classified	2.9% (n=2)	24.6% (n=17)	26.1% (n=18)	10.1% (n=7)	36.2% (n=25)	0	69
Manager	28.6% (n=6)	61.9% (n=13)	4.8% (n=1)	0% (n=0)	4.8% (n=1)	0	21
Administrator	38.5% (n=5)	46.2% (n=6)	0% (n=0)	0% (n=0)	15.4% (n=2)	0	13
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	3	0

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	10.5% (n=14)	37.6% (n=50)	20.3% (n=27)	8.3% (n=11)	23.3% (n=31)	2	133
Student Services	4% (n=3)	32% (n=24)	22.7% (n=17)	12% (n=9)	29.3% (n=22)	0	75
Other	24% (n=6)	40% (n=10)	8% (n=2)	0% (n=0)	28% (n=7)	0	25
No response	0% (n=0)	100% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	0% (n=0)	42.9% (n=3)	14.3% (n=1)	14.3% (n=1)	28.6% (n=2)	1	7
30-39	8.9% (n=4)	33.3% (n=15)	22.2% (n=10)	8.9% (n=4)	26.7% (n=12)	0	45
40-49	14.8% (n=9)	42.6% (n=26)	18% (n=11)	6.6% (n=4)	18% (n=11)	0	61
50-59	9.3% (n=4)	39.5% (n=17)	14% (n=6)	9.3% (n=4)	27.9% (n=12)	0	43
60-69	10% (n=2)	30% (n=6)	30% (n=6)	5% (n=1)	25% (n=5)	0	20
Above 70	0% (n=0)	40% (n=2)	0% (n=0)	0% (n=0)	60% (n=3)	0	5
Decline to state	13.6% (n=3)	27.3% (n=6)	27.3% (n=6)	13.6% (n=3)	18.2% (n=4)	0	22
No response	3.1% (n=1)	34.4% (n=11)	18.8% (n=6)	9.4% (n=3)	34.4% (n=11)	3	32

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	7.1% (n=2)	25% (n=7)	14.3% (n=4)	0% (n=0)	53.6% (n=15)	0	28
2 to 5 years	8.7% (n=4)	34.8% (n=16)	26.1% (n=12)	6.5% (n=3)	23.9% (n=11)	2	46
6 to 10 years	13.7% (n=10)	38.4% (n=28)	21.9% (n=16)	9.6% (n=7)	16.4% (n=12)	0	73
More than 10 years	8% (n=7)	39.8% (n=35)	15.9% (n=14)	11.4% (n=10)	25% (n=22)	0	88
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Sense of Belonging and Exclusion/Discrimination

I feel like I belong at Skyline College.

All Respondents

	n	Valid Pct
(1) Strongly agree	63	26.8%
(2) Agree	114	48.5%
(3) Disagree	32	13.6%
(4) Strongly disagree	15	6.4%
(5) Don't know/Not sure	11	4.7%
Missing	4	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	15.4% (n=4)	57.7% (n=15)	23.1% (n=6)	3.8% (n=1)	0% (n=0)	0	26
Black/African American	33.3% (n=5)	40% (n=6)	6.7% (n=1)	13.3% (n=2)	6.7% (n=1)	0	15
Decline to state	24.2% (n=8)	51.5% (n=17)	12.1% (n=4)	9.1% (n=3)	3% (n=1)	0	33
Filipino	35.7% (n=5)	42.9% (n=6)	14.3% (n=2)	0% (n=0)	7.1% (n=1)	0	14
Latinx	20.5% (n=8)	51.3% (n=20)	15.4% (n=6)	10.3% (n=4)	2.6% (n=1)	0	39
No response	31% (n=9)	34.5% (n=10)	17.2% (n=5)	6.9% (n=2)	10.3% (n=3)	3	29
Other	0% (n=0)	100% (n=5)	0% (n=0)	0% (n=0)	0% (n=0)	0	5
Two or More	37.5% (n=3)	12.5% (n=1)	37.5% (n=3)	0% (n=0)	12.5% (n=1)	0	8
White	31.8% (n=21)	51.5% (n=34)	7.6% (n=5)	4.5% (n=3)	4.5% (n=3)	1	66

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	25% (n=31)	55.6% (n=69)	12.9% (n=16)	4% (n=5)	2.4% (n=3)	1	124
Man	30.9% (n=17)	47.3% (n=26)	12.7% (n=7)	5.5% (n=3)	3.6% (n=2)	0	55
Non-binary	0% (n=0)	33.3% (n=1)	0% (n=0)	0% (n=0)	66.7% (n=2)	0	3
Decline to state	26.1% (n=6)	34.8% (n=8)	17.4% (n=4)	17.4% (n=4)	4.3% (n=1)	0	23
No response	30% (n=9)	33.3% (n=10)	16.7% (n=5)	10% (n=3)	10% (n=3)	3	30

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	27.1% (n=38)	53.6% (n=75)	14.3% (n=20)	3.6% (n=5)	1.4% (n=2)	1	140
LGBTQA+	25.7% (n=9)	45.7% (n=16)	2.9% (n=1)	11.4% (n=4)	14.3% (n=5)	0	35
Decline to state	25.9% (n=7)	37% (n=10)	14.8% (n=4)	18.5% (n=5)	3.7% (n=1)	0	27
No response	27.3% (n=9)	39.4% (n=13)	21.2% (n=7)	3% (n=1)	9.1% (n=3)	3	33

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	24.4% (n=21)	48.8% (n=42)	14% (n=12)	5.8% (n=5)	7% (n=6)	1	86
Part-time Faculty	28.3% (n=13)	50% (n=23)	13% (n=6)	4.3% (n=2)	4.3% (n=2)	0	46
Classified	22.1% (n=15)	45.6% (n=31)	19.1% (n=13)	8.8% (n=6)	4.4% (n=3)	1	68
Manager	33.3% (n=7)	61.9% (n=13)	4.8% (n=1)	0% (n=0)	0% (n=0)	0	21
Administrator	53.8% (n=7)	38.5% (n=5)	0% (n=0)	7.7% (n=1)	0% (n=0)	0	13
No response	0% (n=0)	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	29.1% (n=39)	46.3% (n=62)	12.7% (n=17)	7.5% (n=10)	4.5% (n=6)	1	134
Student Services	21.6% (n=16)	50% (n=37)	16.2% (n=12)	6.8% (n=5)	5.4% (n=4)	1	74
Other	32% (n=8)	52% (n=13)	12% (n=3)	0% (n=0)	4% (n=1)	0	25
No response	0% (n=0)	100% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	0% (n=0)	62.5% (n=5)	12.5% (n=1)	12.5% (n=1)	12.5% (n=1)	0	8
30-39	26.7% (n=12)	42.2% (n=19)	20% (n=9)	4.4% (n=2)	6.7% (n=3)	0	45
40-49	27.9% (n=17)	55.7% (n=34)	11.5% (n=7)	4.9% (n=3)	0% (n=0)	0	61
50-59	21.4% (n=9)	57.1% (n=24)	4.8% (n=2)	9.5% (n=4)	7.1% (n=3)	1	42
60-69	45% (n=9)	40% (n=8)	15% (n=3)	0% (n=0)	0% (n=0)	0	20
Above 70	40% (n=2)	60% (n=3)	0% (n=0)	0% (n=0)	0% (n=0)	0	5
Decline to state	22.7% (n=5)	45.5% (n=10)	18.2% (n=4)	9.1% (n=2)	4.5% (n=1)	0	22
No response	28.1% (n=9)	34.4% (n=11)	18.8% (n=6)	9.4% (n=3)	9.4% (n=3)	3	32

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	25% (n=7)	60.7% (n=17)	3.6% (n=1)	3.6% (n=1)	7.1% (n=2)	0	28
2 to 5 years	22.9% (n=11)	47.9% (n=23)	18.8% (n=9)	6.2% (n=3)	4.2% (n=2)	0	48
6 to 10 years	23.6% (n=17)	47.2% (n=34)	19.4% (n=14)	5.6% (n=4)	4.2% (n=3)	1	72
More than 10 years	32.2% (n=28)	46% (n=40)	9.2% (n=8)	8% (n=7)	4.6% (n=4)	1	87
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Other employees at Skyline College treat me with respect.

All Respondents

	n	Valid Pct
(1) Strongly agree	88	37.6%
(2) Agree	118	50.4%
(3) Disagree	16	6.8%
(4) Strongly disagree	7	3%
(5) Don't know/Not sure	5	2.1%
Missing	5	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	34.6% (n=9)	57.7% (n=15)	7.7% (n=2)	0% (n=0)	0% (n=0)	0	26
Black/African American	46.7% (n=7)	53.3% (n=8)	0% (n=0)	0% (n=0)	0% (n=0)	0	15
Decline to state	42.4% (n=14)	51.5% (n=17)	3% (n=1)	3% (n=1)	0% (n=0)	0	33
Filipino	35.7% (n=5)	42.9% (n=6)	7.1% (n=1)	7.1% (n=1)	7.1% (n=1)	0	14
Latinx	28.2% (n=11)	59% (n=23)	5.1% (n=2)	5.1% (n=2)	2.6% (n=1)	0	39
No response	35.7% (n=10)	35.7% (n=10)	17.9% (n=5)	3.6% (n=1)	7.1% (n=2)	4	28
Other	20% (n=1)	80% (n=4)	0% (n=0)	0% (n=0)	0% (n=0)	0	5
Two or More	25% (n=2)	50% (n=4)	25% (n=2)	0% (n=0)	0% (n=0)	0	8
White	43.9% (n=29)	47% (n=31)	4.5% (n=3)	3% (n=2)	1.5% (n=1)	1	66

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	39.5% (n=49)	49.2% (n=61)	6.5% (n=8)	2.4% (n=3)	2.4% (n=3)	1	124
Man	34.5% (n=19)	58.2% (n=32)	1.8% (n=1)	5.5% (n=3)	0% (n=0)	0	55
Non-binary	33.3% (n=1)	66.7% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)	0	3
Decline to state	39.1% (n=9)	56.5% (n=13)	4.3% (n=1)	0% (n=0)	0% (n=0)	0	23
No response	34.5% (n=10)	34.5% (n=10)	20.7% (n=6)	3.4% (n=1)	6.9% (n=2)	4	29

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	37.9% (n=53)	53.6% (n=75)	5% (n=7)	2.9% (n=4)	0.7% (n=1)	1	140
LGBTQA+	34.3% (n=12)	54.3% (n=19)	2.9% (n=1)	2.9% (n=1)	5.7% (n=2)	0	35
Decline to state	40.7% (n=11)	44.4% (n=12)	7.4% (n=2)	7.4% (n=2)	0% (n=0)	0	27
No response	37.5% (n=12)	37.5% (n=12)	18.8% (n=6)	0% (n=0)	6.2% (n=2)	4	32

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	37.2% (n=32)	48.8% (n=42)	7% (n=6)	3.5% (n=3)	3.5% (n=3)	1	86
Part-time Faculty	31.1% (n=14)	57.8% (n=26)	6.7% (n=3)	4.4% (n=2)	0% (n=0)	1	45
Classified	32.4% (n=22)	55.9% (n=38)	8.8% (n=6)	0% (n=0)	2.9% (n=2)	1	68
Manager	47.6% (n=10)	42.9% (n=9)	4.8% (n=1)	4.8% (n=1)	0% (n=0)	0	21
Administrator	76.9% (n=10)	23.1% (n=3)	0% (n=0)	0% (n=0)	0% (n=0)	0	13
No response	0% (n=0)	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	38.3% (n=51)	50.4% (n=67)	6% (n=8)	3.8% (n=5)	1.5% (n=2)	2	133
Student Services	32.4% (n=24)	52.7% (n=39)	9.5% (n=7)	1.4% (n=1)	4.1% (n=3)	1	74
Other	52% (n=13)	40% (n=10)	4% (n=1)	4% (n=1)	0% (n=0)	0	25
No response	0% (n=0)	100% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	37.5% (n=3)	50% (n=4)	12.5% (n=1)	0% (n=0)	0% (n=0)	0	8
30-39	37.8% (n=17)	46.7% (n=21)	6.7% (n=3)	4.4% (n=2)	4.4% (n=2)	0	45
40-49	37.7% (n=23)	52.5% (n=32)	6.6% (n=4)	3.3% (n=2)	0% (n=0)	0	61
50-59	35.7% (n=15)	54.8% (n=23)	2.4% (n=1)	4.8% (n=2)	2.4% (n=1)	1	42
60-69	45% (n=9)	50% (n=10)	5% (n=1)	0% (n=0)	0% (n=0)	0	20
Above 70	40% (n=2)	60% (n=3)	0% (n=0)	0% (n=0)	0% (n=0)	0	5
Decline to state	40.9% (n=9)	59.1% (n=13)	0% (n=0)	0% (n=0)	0% (n=0)	0	22
No response	32.3% (n=10)	38.7% (n=12)	19.4% (n=6)	3.2% (n=1)	6.5% (n=2)	4	31

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	50% (n=14)	46.4% (n=13)	3.6% (n=1)	0% (n=0)	0% (n=0)	0	28
2 to 5 years	35.4% (n=17)	43.8% (n=21)	12.5% (n=6)	4.2% (n=2)	4.2% (n=2)	0	48
6 to 10 years	27.8% (n=20)	55.6% (n=40)	11.1% (n=8)	4.2% (n=3)	1.4% (n=1)	1	72
More than 10 years	43% (n=37)	51.2% (n=44)	1.2% (n=1)	2.3% (n=2)	2.3% (n=2)	2	86
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

My supervisor treats me with respect.

All Respondents

	n	Valid Pct
(1) Strongly agree	106	44.9%
(2) Agree	82	34.7%
(3) Disagree	16	6.8%
(4) Strongly disagree	19	8.1%
(5) Don't know/Not sure	13	5.5%
Missing	3	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	30.8% (n=8)	57.7% (n=15)	3.8% (n=1)	3.8% (n=1)	3.8% (n=1)	0	26
Black/African American	33.3% (n=5)	26.7% (n=4)	20% (n=3)	6.7% (n=1)	13.3% (n=2)	0	15
Decline to state	63.6% (n=21)	9.1% (n=3)	3% (n=1)	18.2% (n=6)	6.1% (n=2)	0	33
Filipino	42.9% (n=6)	50% (n=7)	0% (n=0)	0% (n=0)	7.1% (n=1)	0	14
Latinx	48.7% (n=19)	30.8% (n=12)	2.6% (n=1)	10.3% (n=4)	7.7% (n=3)	0	39
No response	37.9% (n=11)	37.9% (n=11)	10.3% (n=3)	6.9% (n=2)	6.9% (n=2)	3	29
Other	20% (n=1)	60% (n=3)	0% (n=0)	20% (n=1)	0% (n=0)	0	5
Two or More	25% (n=2)	50% (n=4)	12.5% (n=1)	12.5% (n=1)	0% (n=0)	0	8
White	49.3% (n=33)	34.3% (n=23)	9% (n=6)	4.5% (n=3)	3% (n=2)	0	67

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	43.2% (n=54)	35.2% (n=44)	9.6% (n=12)	4.8% (n=6)	7.2% (n=9)	0	125
Man	47.3% (n=26)	36.4% (n=20)	1.8% (n=1)	10.9% (n=6)	3.6% (n=2)	0	55
Non-binary	0% (n=0)	100% (n=3)	0% (n=0)	0% (n=0)	0% (n=0)	0	3
Decline to state	65.2% (n=15)	13% (n=3)	0% (n=0)	21.7% (n=5)	0% (n=0)	0	23
No response	36.7% (n=11)	40% (n=12)	10% (n=3)	6.7% (n=2)	6.7% (n=2)	3	30

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	46.1% (n=65)	36.9% (n=52)	7.1% (n=10)	5% (n=7)	5% (n=7)	0	141
LGBTQA+	45.7% (n=16)	31.4% (n=11)	2.9% (n=1)	11.4% (n=4)	8.6% (n=3)	0	35
Decline to state	44.4% (n=12)	25.9% (n=7)	7.4% (n=2)	22.2% (n=6)	0% (n=0)	0	27
No response	39.4% (n=13)	36.4% (n=12)	9.1% (n=3)	6.1% (n=2)	9.1% (n=3)	3	33

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	44.8% (n=39)	32.2% (n=28)	10.3% (n=9)	9.2% (n=8)	3.4% (n=3)	0	87
Part-time Faculty	34.8% (n=16)	39.1% (n=18)	6.5% (n=3)	8.7% (n=4)	10.9% (n=5)	0	46
Classified	42.6% (n=29)	38.2% (n=26)	4.4% (n=3)	7.4% (n=5)	7.4% (n=5)	1	68
Manager	47.6% (n=10)	42.9% (n=9)	4.8% (n=1)	4.8% (n=1)	0% (n=0)	0	21
Administrator	92.3% (n=12)	0% (n=0)	0% (n=0)	7.7% (n=1)	0% (n=0)	0	13
No response	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	40% (n=54)	37% (n=50)	8.9% (n=12)	8.1% (n=11)	5.9% (n=8)	0	135
Student Services	45.9% (n=34)	35.1% (n=26)	4.1% (n=3)	9.5% (n=7)	5.4% (n=4)	1	74
Other	68% (n=17)	20% (n=5)	4% (n=1)	4% (n=1)	4% (n=1)	0	25
No response	50% (n=1)	50% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	50% (n=4)	12.5% (n=1)	12.5% (n=1)	25% (n=2)	0% (n=0)	0	8
30-39	40% (n=18)	37.8% (n=17)	4.4% (n=2)	6.7% (n=3)	11.1% (n=5)	0	45
40-49	47.5% (n=29)	39.3% (n=24)	6.6% (n=4)	4.9% (n=3)	1.6% (n=1)	0	61
50-59	44.2% (n=19)	25.6% (n=11)	7% (n=3)	11.6% (n=5)	11.6% (n=5)	0	43
60-69	45% (n=9)	40% (n=8)	10% (n=2)	5% (n=1)	0% (n=0)	0	20
Above 70	40% (n=2)	40% (n=2)	20% (n=1)	0% (n=0)	0% (n=0)	0	5
Decline to state	59.1% (n=13)	27.3% (n=6)	0% (n=0)	13.6% (n=3)	0% (n=0)	0	22
No response	37.5% (n=12)	40.6% (n=13)	9.4% (n=3)	6.2% (n=2)	6.2% (n=2)	3	32

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	53.6% (n=15)	39.3% (n=11)	0% (n=0)	3.6% (n=1)	3.6% (n=1)	0	28
2 to 5 years	37.5% (n=18)	33.3% (n=16)	12.5% (n=6)	8.3% (n=4)	8.3% (n=4)	0	48
6 to 10 years	40.3% (n=29)	34.7% (n=25)	11.1% (n=8)	8.3% (n=6)	5.6% (n=4)	1	72
More than 10 years	50% (n=44)	34.1% (n=30)	2.3% (n=2)	9.1% (n=8)	4.5% (n=4)	0	88
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

I feel safe in expressing my perspective at work, even when I have view point(s) that my colleagues may not agree with.

All Respondents

	n	Valid Pct
(1) Strongly agree	50	21.2%
(2) Agree	79	33.5%
(3) Disagree	62	26.3%
(4) Strongly disagree	30	12.7%
(5) Don't know/Not sure	15	6.4%
Missing	3	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	15.4% (n=4)	30.8% (n=8)	30.8% (n=8)	11.5% (n=3)	11.5% (n=3)	0	26
Black/African American	33.3% (n=5)	13.3% (n=2)	33.3% (n=5)	20% (n=3)	0% (n=0)	0	15
Decline to state	24.2% (n=8)	24.2% (n=8)	33.3% (n=11)	15.2% (n=5)	3% (n=1)	0	33
Filipino	14.3% (n=2)	64.3% (n=9)	7.1% (n=1)	7.1% (n=1)	7.1% (n=1)	0	14
Latinx	15.4% (n=6)	41% (n=16)	25.6% (n=10)	12.8% (n=5)	5.1% (n=2)	0	39
No response	13.8% (n=4)	37.9% (n=11)	17.2% (n=5)	24.1% (n=7)	6.9% (n=2)	3	29
Other	0% (n=0)	40% (n=2)	40% (n=2)	0% (n=0)	20% (n=1)	0	5
Two or More	0% (n=0)	25% (n=2)	62.5% (n=5)	12.5% (n=1)	0% (n=0)	0	8
White	31.3% (n=21)	31.3% (n=21)	22.4% (n=15)	7.5% (n=5)	7.5% (n=5)	0	67

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	23.2% (n=29)	33.6% (n=42)	28% (n=35)	10.4% (n=13)	4.8% (n=6)	0	125
Man	21.8% (n=12)	36.4% (n=20)	21.8% (n=12)	9.1% (n=5)	10.9% (n=6)	0	55
Non-binary	0% (n=0)	0% (n=0)	66.7% (n=2)	0% (n=0)	33.3% (n=1)	0	3
Decline to state	21.7% (n=5)	26.1% (n=6)	30.4% (n=7)	21.7% (n=5)	0% (n=0)	0	23
No response	13.3% (n=4)	36.7% (n=11)	20% (n=6)	23.3% (n=7)	6.7% (n=2)	3	30

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	22.7% (n=32)	34.8% (n=49)	28.4% (n=40)	8.5% (n=12)	5.7% (n=8)	0	141
LGBTQA+	17.1% (n=6)	40% (n=14)	22.9% (n=8)	8.6% (n=3)	11.4% (n=4)	0	35
Decline to state	22.2% (n=6)	14.8% (n=4)	33.3% (n=9)	25.9% (n=7)	3.7% (n=1)	0	27
No response	18.2% (n=6)	36.4% (n=12)	15.2% (n=5)	24.2% (n=8)	6.1% (n=2)	3	33

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	13.8% (n=12)	37.9% (n=33)	21.8% (n=19)	18.4% (n=16)	8% (n=7)	0	87
Part-time Faculty	23.9% (n=11)	30.4% (n=14)	28.3% (n=13)	8.7% (n=4)	8.7% (n=4)	0	46
Classified	20.6% (n=14)	27.9% (n=19)	35.3% (n=24)	11.8% (n=8)	4.4% (n=3)	1	68
Manager	28.6% (n=6)	47.6% (n=10)	19% (n=4)	0% (n=0)	4.8% (n=1)	0	21
Administrator	53.8% (n=7)	23.1% (n=3)	15.4% (n=2)	7.7% (n=1)	0% (n=0)	0	13
No response	0% (n=0)	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	20.7% (n=28)	34.1% (n=46)	23% (n=31)	15.6% (n=21)	6.7% (n=9)	0	135
Student Services	20.3% (n=15)	33.8% (n=25)	29.7% (n=22)	10.8% (n=8)	5.4% (n=4)	1	74
Other	24% (n=6)	32% (n=8)	36% (n=9)	0% (n=0)	8% (n=2)	0	25
No response	50% (n=1)	0% (n=0)	0% (n=0)	50% (n=1)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	25% (n=2)	25% (n=2)	25% (n=2)	25% (n=2)	0% (n=0)	0	8
30-39	13.3% (n=6)	37.8% (n=17)	35.6% (n=16)	8.9% (n=4)	4.4% (n=2)	0	45
40-49	31.1% (n=19)	29.5% (n=18)	24.6% (n=15)	9.8% (n=6)	4.9% (n=3)	0	61
50-59	16.3% (n=7)	37.2% (n=16)	20.9% (n=9)	9.3% (n=4)	16.3% (n=7)	0	43
60-69	30% (n=6)	25% (n=5)	35% (n=7)	10% (n=2)	0% (n=0)	0	20
Above 70	40% (n=2)	40% (n=2)	20% (n=1)	0% (n=0)	0% (n=0)	0	5
Decline to state	18.2% (n=4)	31.8% (n=7)	27.3% (n=6)	18.2% (n=4)	4.5% (n=1)	0	22
No response	12.5% (n=4)	37.5% (n=12)	18.8% (n=6)	25% (n=8)	6.2% (n=2)	3	32

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	32.1% (n=9)	32.1% (n=9)	21.4% (n=6)	3.6% (n=1)	10.7% (n=3)	0	28
2 to 5 years	16.7% (n=8)	37.5% (n=18)	25% (n=12)	14.6% (n=7)	6.2% (n=3)	0	48
6 to 10 years	13.9% (n=10)	31.9% (n=23)	31.9% (n=23)	19.4% (n=14)	2.8% (n=2)	1	72
More than 10 years	26.1% (n=23)	33% (n=29)	23.9% (n=21)	9.1% (n=8)	8% (n=7)	0	88
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Members of my employee classification group are treated fairly at Skyline College

All Respondents

	n	Valid Pct
(1) Strongly agree	36	15.4%
(2) Agree	88	37.6%
(3) Disagree	55	23.5%
(4) Strongly disagree	31	13.2%
(5) Don't know/Not sure	24	10.3%
Missing	5	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	15.4% (n=4)	26.9% (n=7)	34.6% (n=9)	11.5% (n=3)	11.5% (n=3)	0	26
Black/African American	13.3% (n=2)	40% (n=6)	33.3% (n=5)	13.3% (n=2)	0% (n=0)	0	15
Decline to state	18.2% (n=6)	39.4% (n=13)	12.1% (n=4)	15.2% (n=5)	15.2% (n=5)	0	33
Filipino	7.1% (n=1)	50% (n=7)	28.6% (n=4)	7.1% (n=1)	7.1% (n=1)	0	14
Latinx	13.2% (n=5)	36.8% (n=14)	36.8% (n=14)	10.5% (n=4)	2.6% (n=1)	1	38
No response	10.7% (n=3)	39.3% (n=11)	21.4% (n=6)	14.3% (n=4)	14.3% (n=4)	4	28
Other	0% (n=0)	60% (n=3)	20% (n=1)	20% (n=1)	0% (n=0)	0	5
Two or More	0% (n=0)	12.5% (n=1)	25% (n=2)	37.5% (n=3)	25% (n=2)	0	8
White	22.4% (n=15)	38.8% (n=26)	14.9% (n=10)	11.9% (n=8)	11.9% (n=8)	0	67

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	15.3% (n=19)	41.1% (n=51)	28.2% (n=35)	8.1% (n=10)	7.3% (n=9)	1	124
Man	18.2% (n=10)	30.9% (n=17)	16.4% (n=9)	20% (n=11)	14.5% (n=8)	0	55
Non-binary	0% (n=0)	0% (n=0)	66.7% (n=2)	33.3% (n=1)	0% (n=0)	0	3
Decline to state	17.4% (n=4)	39.1% (n=9)	8.7% (n=2)	21.7% (n=5)	13% (n=3)	0	23
No response	10.3% (n=3)	37.9% (n=11)	24.1% (n=7)	13.8% (n=4)	13.8% (n=4)	4	29

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	17.9% (n=25)	37.9% (n=53)	24.3% (n=34)	10.7% (n=15)	9.3% (n=13)	1	140
LGBTQA+	11.4% (n=4)	31.4% (n=11)	28.6% (n=10)	20% (n=7)	8.6% (n=3)	0	35
Decline to state	14.8% (n=4)	37% (n=10)	14.8% (n=4)	22.2% (n=6)	11.1% (n=3)	0	27
No response	9.4% (n=3)	43.8% (n=14)	21.9% (n=7)	9.4% (n=3)	15.6% (n=5)	4	32

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	10.3% (n=9)	41.4% (n=36)	24.1% (n=21)	11.5% (n=10)	12.6% (n=11)	0	87
Part-time Faculty	20% (n=9)	35.6% (n=16)	24.4% (n=11)	11.1% (n=5)	8.9% (n=4)	1	45
Classified	10.4% (n=7)	34.3% (n=23)	29.9% (n=20)	17.9% (n=12)	7.5% (n=5)	2	67
Manager	23.8% (n=5)	52.4% (n=11)	9.5% (n=2)	9.5% (n=2)	4.8% (n=1)	0	21
Administrator	46.2% (n=6)	15.4% (n=2)	7.7% (n=1)	7.7% (n=1)	23.1% (n=3)	0	13
No response	0% (n=0)	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	14.9% (n=20)	36.6% (n=49)	24.6% (n=33)	13.4% (n=18)	10.4% (n=14)	1	134
Student Services	11% (n=8)	35.6% (n=26)	24.7% (n=18)	16.4% (n=12)	12.3% (n=9)	2	73
Other	28% (n=7)	48% (n=12)	16% (n=4)	4% (n=1)	4% (n=1)	0	25
No response	50% (n=1)	50% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	0% (n=0)	37.5% (n=3)	12.5% (n=1)	37.5% (n=3)	12.5% (n=1)	0	8
30-39	15.9% (n=7)	29.5% (n=13)	36.4% (n=16)	13.6% (n=6)	4.5% (n=2)	1	44
40-49	16.4% (n=10)	42.6% (n=26)	23% (n=14)	11.5% (n=7)	6.6% (n=4)	0	61
50-59	16.3% (n=7)	30.2% (n=13)	20.9% (n=9)	14% (n=6)	18.6% (n=8)	0	43
60-69	25% (n=5)	45% (n=9)	25% (n=5)	0% (n=0)	5% (n=1)	0	20
Above 70	20% (n=1)	20% (n=1)	40% (n=2)	0% (n=0)	20% (n=1)	0	5
Decline to state	13.6% (n=3)	54.5% (n=12)	4.5% (n=1)	18.2% (n=4)	9.1% (n=2)	0	22
No response	9.7% (n=3)	35.5% (n=11)	22.6% (n=7)	16.1% (n=5)	16.1% (n=5)	4	31

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	28.6% (n=8)	35.7% (n=10)	10.7% (n=3)	10.7% (n=3)	14.3% (n=4)	0	28
2 to 5 years	14.9% (n=7)	29.8% (n=14)	25.5% (n=12)	19.1% (n=9)	10.6% (n=5)	1	47
6 to 10 years	11.1% (n=8)	34.7% (n=25)	33.3% (n=24)	15.3% (n=11)	5.6% (n=4)	1	72
More than 10 years	14.9% (n=13)	44.8% (n=39)	18.4% (n=16)	9.2% (n=8)	12.6% (n=11)	1	87
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Employees of my race/ethnicity are more likely to experience discrimination than other employees at Skyline College.

All Respondents

	n	Valid Pct
(1) Strongly agree	22	9.5%
(2) Agree	45	19.5%
(3) Disagree	75	32.5%
(4) Strongly disagree	50	21.6%
(5) Don't know/Not sure	39	16.9%
Missing	8	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	11.5% (n=3)	38.5% (n=10)	30.8% (n=8)	7.7% (n=2)	11.5% (n=3)	0	26
Black/African American	33.3% (n=5)	33.3% (n=5)	13.3% (n=2)	13.3% (n=2)	6.7% (n=1)	0	15
Decline to state	12.9% (n=4)	6.5% (n=2)	29% (n=9)	32.3% (n=10)	19.4% (n=6)	2	31
Filipino	0% (n=0)	7.1% (n=1)	50% (n=7)	14.3% (n=2)	28.6% (n=4)	0	14
Latinx	10.3% (n=4)	30.8% (n=12)	28.2% (n=11)	12.8% (n=5)	17.9% (n=7)	0	39
No response	7.4% (n=2)	18.5% (n=5)	29.6% (n=8)	18.5% (n=5)	25.9% (n=7)	5	27
Other	20% (n=1)	0% (n=0)	40% (n=2)	20% (n=1)	20% (n=1)	0	5
Two or More	12.5% (n=1)	0% (n=0)	37.5% (n=3)	12.5% (n=1)	37.5% (n=3)	0	8
White	3% (n=2)	15.2% (n=10)	37.9% (n=25)	33.3% (n=22)	10.6% (n=7)	1	66

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	7.3% (n=9)	25% (n=31)	33.1% (n=41)	19.4% (n=24)	15.3% (n=19)	1	124
Man	11.1% (n=6)	9.3% (n=5)	40.7% (n=22)	22.2% (n=12)	16.7% (n=9)	1	54
Non-binary	33.3% (n=1)	33.3% (n=1)	0% (n=0)	33.3% (n=1)	0% (n=0)	0	3
Decline to state	18.2% (n=4)	9.1% (n=2)	18.2% (n=4)	36.4% (n=8)	18.2% (n=4)	1	22
No response	7.1% (n=2)	21.4% (n=6)	28.6% (n=8)	17.9% (n=5)	25% (n=7)	5	28

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	7.2% (n=10)	21.6% (n=30)	35.3% (n=49)	20.1% (n=28)	15.8% (n=22)	2	139
LGBTQA+	8.6% (n=3)	11.4% (n=4)	34.3% (n=12)	25.7% (n=9)	20% (n=7)	0	35
Decline to state	23.1% (n=6)	11.5% (n=3)	19.2% (n=5)	30.8% (n=8)	15.4% (n=4)	1	26
No response	9.7% (n=3)	25.8% (n=8)	29% (n=9)	16.1% (n=5)	19.4% (n=6)	5	31

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	16.3% (n=14)	17.4% (n=15)	38.4% (n=33)	15.1% (n=13)	12.8% (n=11)	1	86
Part-time Faculty	7% (n=3)	16.3% (n=7)	25.6% (n=11)	32.6% (n=14)	18.6% (n=8)	3	43
Classified	4.5% (n=3)	25.4% (n=17)	29.9% (n=20)	16.4% (n=11)	23.9% (n=16)	2	67
Manager	0% (n=0)	19% (n=4)	38.1% (n=8)	33.3% (n=7)	9.5% (n=2)	0	21
Administrator	15.4% (n=2)	15.4% (n=2)	23.1% (n=3)	38.5% (n=5)	7.7% (n=1)	0	13
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	100% (n=1)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	11.5% (n=15)	19.8% (n=26)	39.7% (n=52)	19.1% (n=25)	9.9% (n=13)	4	131
Student Services	8.2% (n=6)	17.8% (n=13)	24.7% (n=18)	19.2% (n=14)	30.1% (n=22)	2	73
Other	4% (n=1)	20% (n=5)	20% (n=5)	40% (n=10)	16% (n=4)	0	25
No response	0% (n=0)	50% (n=1)	0% (n=0)	50% (n=1)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	37.5% (n=3)	12.5% (n=1)	12.5% (n=1)	12.5% (n=1)	25% (n=2)	0	8
30-39	6.7% (n=3)	20% (n=9)	26.7% (n=12)	28.9% (n=13)	17.8% (n=8)	0	45
40-49	6.7% (n=4)	26.7% (n=16)	35% (n=21)	16.7% (n=10)	15% (n=9)	1	60
50-59	14.3% (n=6)	19% (n=8)	31% (n=13)	21.4% (n=9)	14.3% (n=6)	1	42
60-69	0% (n=0)	15% (n=3)	45% (n=9)	25% (n=5)	15% (n=3)	0	20
Above 70	0% (n=0)	0% (n=0)	40% (n=2)	20% (n=1)	40% (n=2)	0	5
Decline to state	14.3% (n=3)	9.5% (n=2)	42.9% (n=9)	28.6% (n=6)	4.8% (n=1)	1	21
No response	10% (n=3)	20% (n=6)	26.7% (n=8)	16.7% (n=5)	26.7% (n=8)	5	30

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	7.1% (n=2)	21.4% (n=6)	21.4% (n=6)	25% (n=7)	25% (n=7)	0	28
2 to 5 years	14.9% (n=7)	12.8% (n=6)	29.8% (n=14)	25.5% (n=12)	17% (n=8)	1	47
6 to 10 years	11.3% (n=8)	26.8% (n=19)	35.2% (n=25)	14.1% (n=10)	12.7% (n=9)	2	71
More than 10 years	5.9% (n=5)	16.5% (n=14)	35.3% (n=30)	24.7% (n=21)	17.6% (n=15)	3	85
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

I feel that some characteristics of my personal identity (e.g., nationality, language, dress, gender presentation, etc.) are not accepted at Skyline College.

All Respondents

	n	Valid Pct
(1) Strongly agree	16	6.9%
(2) Agree	47	20.3%
(3) Disagree	88	38.1%
(4) Strongly disagree	67	29%
(5) Don't know/Not sure	13	5.6%
Missing	8	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	3.8% (n=1)	34.6% (n=9)	34.6% (n=9)	19.2% (n=5)	7.7% (n=2)	0	26
Black/African American	20% (n=3)	26.7% (n=4)	13.3% (n=2)	33.3% (n=5)	6.7% (n=1)	0	15
Decline to state	6.2% (n=2)	18.8% (n=6)	28.1% (n=9)	40.6% (n=13)	6.2% (n=2)	1	32
Filipino	7.1% (n=1)	14.3% (n=2)	42.9% (n=6)	35.7% (n=5)	0% (n=0)	0	14
Latinx	10.3% (n=4)	20.5% (n=8)	46.2% (n=18)	20.5% (n=8)	2.6% (n=1)	0	39
No response	7.4% (n=2)	18.5% (n=5)	37% (n=10)	29.6% (n=8)	7.4% (n=2)	5	27
Other	20% (n=1)	0% (n=0)	80% (n=4)	0% (n=0)	0% (n=0)	0	5
Two or More	0% (n=0)	50% (n=4)	25% (n=2)	12.5% (n=1)	12.5% (n=1)	0	8
White	3.1% (n=2)	13.8% (n=9)	43.1% (n=28)	33.8% (n=22)	6.2% (n=4)	2	65

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	5.7% (n=7)	22% (n=27)	41.5% (n=51)	26% (n=32)	4.9% (n=6)	2	123
Man	7.3% (n=4)	14.5% (n=8)	38.2% (n=21)	36.4% (n=20)	3.6% (n=2)	0	55
Non-binary	0% (n=0)	66.7% (n=2)	0% (n=0)	0% (n=0)	33.3% (n=1)	0	3
Decline to state	13.6% (n=3)	18.2% (n=4)	27.3% (n=6)	31.8% (n=7)	9.1% (n=2)	1	22
No response	7.1% (n=2)	21.4% (n=6)	35.7% (n=10)	28.6% (n=8)	7.1% (n=2)	5	28

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	3.6% (n=5)	19.4% (n=27)	42.4% (n=59)	30.2% (n=42)	4.3% (n=6)	2	139
LGBTQA+	8.6% (n=3)	17.1% (n=6)	37.1% (n=13)	25.7% (n=9)	11.4% (n=4)	0	35
Decline to state	26.9% (n=7)	26.9% (n=7)	15.4% (n=4)	26.9% (n=7)	3.8% (n=1)	1	26
No response	3.2% (n=1)	22.6% (n=7)	38.7% (n=12)	29% (n=9)	6.5% (n=2)	5	31

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	10.7% (n=9)	29.8% (n=25)	38.1% (n=32)	19% (n=16)	2.4% (n=2)	3	84
Part-time Faculty	2.2% (n=1)	20% (n=9)	26.7% (n=12)	37.8% (n=17)	13.3% (n=6)	1	45
Classified	6% (n=4)	16.4% (n=11)	47.8% (n=32)	23.9% (n=16)	6% (n=4)	2	67
Manager	0% (n=0)	4.8% (n=1)	52.4% (n=11)	42.9% (n=9)	0% (n=0)	0	21
Administrator	7.7% (n=1)	7.7% (n=1)	7.7% (n=1)	69.2% (n=9)	7.7% (n=1)	0	13
No response	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	9.1% (n=12)	20.5% (n=27)	37.9% (n=50)	25.8% (n=34)	6.8% (n=9)	3	132
Student Services	5.6% (n=4)	25% (n=18)	36.1% (n=26)	29.2% (n=21)	4.2% (n=3)	3	72
Other	0% (n=0)	4% (n=1)	48% (n=12)	44% (n=11)	4% (n=1)	0	25
No response	0% (n=0)	50% (n=1)	0% (n=0)	50% (n=1)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	25% (n=2)	25% (n=2)	37.5% (n=3)	12.5% (n=1)	0% (n=0)	0	8
30-39	6.7% (n=3)	22.2% (n=10)	35.6% (n=16)	31.1% (n=14)	4.4% (n=2)	0	45
40-49	5.1% (n=3)	16.9% (n=10)	40.7% (n=24)	30.5% (n=18)	6.8% (n=4)	2	59
50-59	7% (n=3)	30.2% (n=13)	32.6% (n=14)	27.9% (n=12)	2.3% (n=1)	0	43
60-69	0% (n=0)	10% (n=2)	55% (n=11)	30% (n=6)	5% (n=1)	0	20
Above 70	0% (n=0)	0% (n=0)	60% (n=3)	20% (n=1)	20% (n=1)	0	5
Decline to state	14.3% (n=3)	14.3% (n=3)	33.3% (n=7)	33.3% (n=7)	4.8% (n=1)	1	21
No response	6.7% (n=2)	23.3% (n=7)	33.3% (n=10)	26.7% (n=8)	10% (n=3)	5	30

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	7.1% (n=2)	7.1% (n=2)	39.3% (n=11)	32.1% (n=9)	14.3% (n=4)	0	28
2 to 5 years	8.5% (n=4)	23.4% (n=11)	31.9% (n=15)	27.7% (n=13)	8.5% (n=4)	1	47
6 to 10 years	8.6% (n=6)	25.7% (n=18)	41.4% (n=29)	22.9% (n=16)	1.4% (n=1)	3	70
More than 10 years	4.7% (n=4)	18.6% (n=16)	38.4% (n=33)	33.7% (n=29)	4.7% (n=4)	2	86
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

I feel that I have fewer opportunities for career advancement at Skyline College due to gender-related bias.

All Respondents

	n	Valid Pct
(1) Strongly agree	12	5.2%
(2) Agree	31	13.3%
(3) Disagree	101	43.3%
(4) Strongly disagree	70	30%
(5) Don't know/Not sure	19	8.2%
Missing	6	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	3.8% (n=1)	11.5% (n=3)	53.8% (n=14)	23.1% (n=6)	7.7% (n=2)	0	26
Black/African American	6.7% (n=1)	13.3% (n=2)	26.7% (n=4)	46.7% (n=7)	6.7% (n=1)	0	15
Decline to state	0% (n=0)	12.5% (n=4)	31.2% (n=10)	43.8% (n=14)	12.5% (n=4)	1	32
Filipino	7.1% (n=1)	7.1% (n=1)	42.9% (n=6)	42.9% (n=6)	0% (n=0)	0	14
Latinx	5.1% (n=2)	20.5% (n=8)	43.6% (n=17)	23.1% (n=9)	7.7% (n=3)	0	39
No response	3.6% (n=1)	25% (n=7)	39.3% (n=11)	25% (n=7)	7.1% (n=2)	4	28
Other	0% (n=0)	0% (n=0)	100% (n=5)	0% (n=0)	0% (n=0)	0	5
Two or More	0% (n=0)	12.5% (n=1)	50% (n=4)	12.5% (n=1)	25% (n=2)	0	8
White	9.1% (n=6)	7.6% (n=5)	45.5% (n=30)	30.3% (n=20)	7.6% (n=5)	1	66

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	7.3% (n=9)	10.5% (n=13)	47.6% (n=59)	25.8% (n=32)	8.9% (n=11)	1	124
Man	1.8% (n=1)	9.1% (n=5)	45.5% (n=25)	38.2% (n=21)	5.5% (n=3)	0	55
Non-binary	0% (n=0)	66.7% (n=2)	0% (n=0)	33.3% (n=1)	0% (n=0)	0	3
Decline to state	4.5% (n=1)	18.2% (n=4)	27.3% (n=6)	36.4% (n=8)	13.6% (n=3)	1	22
No response	3.4% (n=1)	24.1% (n=7)	37.9% (n=11)	27.6% (n=8)	6.9% (n=2)	4	29

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	5% (n=7)	10% (n=14)	44.3% (n=62)	33.6% (n=47)	7.1% (n=10)	1	140
LGBTQA+	5.7% (n=2)	5.7% (n=2)	54.3% (n=19)	22.9% (n=8)	11.4% (n=4)	0	35
Decline to state	11.5% (n=3)	23.1% (n=6)	23.1% (n=6)	30.8% (n=8)	11.5% (n=3)	1	26
No response	0% (n=0)	28.1% (n=9)	43.8% (n=14)	21.9% (n=7)	6.2% (n=2)	4	32

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	5.8% (n=5)	19.8% (n=17)	46.5% (n=40)	22.1% (n=19)	5.8% (n=5)	1	86
Part-time Faculty	4.4% (n=2)	11.1% (n=5)	31.1% (n=14)	37.8% (n=17)	15.6% (n=7)	1	45
Classified	3% (n=2)	10.4% (n=7)	52.2% (n=35)	26.9% (n=18)	7.5% (n=5)	2	67
Manager	4.8% (n=1)	9.5% (n=2)	47.6% (n=10)	33.3% (n=7)	4.8% (n=1)	0	21
Administrator	7.7% (n=1)	0% (n=0)	15.4% (n=2)	69.2% (n=9)	7.7% (n=1)	0	13
No response	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	6% (n=8)	16.5% (n=22)	42.9% (n=57)	27.8% (n=37)	6.8% (n=9)	2	133
Student Services	5.5% (n=4)	12.3% (n=9)	42.5% (n=31)	28.8% (n=21)	11% (n=8)	2	73
Other	0% (n=0)	0% (n=0)	44% (n=11)	48% (n=12)	8% (n=2)	0	25
No response	0% (n=0)	0% (n=0)	100% (n=2)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	12.5% (n=1)	0% (n=0)	25% (n=2)	62.5% (n=5)	0% (n=0)	0	8
30-39	8.9% (n=4)	11.1% (n=5)	44.4% (n=20)	26.7% (n=12)	8.9% (n=4)	0	45
40-49	3.3% (n=2)	16.7% (n=10)	41.7% (n=25)	31.7% (n=19)	6.7% (n=4)	1	60
50-59	7% (n=3)	11.6% (n=5)	39.5% (n=17)	32.6% (n=14)	9.3% (n=4)	0	43
60-69	0% (n=0)	10% (n=2)	60% (n=12)	25% (n=5)	5% (n=1)	0	20
Above 70	0% (n=0)	0% (n=0)	60% (n=3)	20% (n=1)	20% (n=1)	0	5
Decline to state	4.8% (n=1)	4.8% (n=1)	42.9% (n=9)	33.3% (n=7)	14.3% (n=3)	1	21
No response	3.2% (n=1)	25.8% (n=8)	41.9% (n=13)	22.6% (n=7)	6.5% (n=2)	4	31

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	3.6% (n=1)	7.1% (n=2)	35.7% (n=10)	39.3% (n=11)	14.3% (n=4)	0	28
2 to 5 years	10.6% (n=5)	17% (n=8)	27.7% (n=13)	34% (n=16)	10.6% (n=5)	1	47
6 to 10 years	5.6% (n=4)	14.1% (n=10)	50.7% (n=36)	23.9% (n=17)	5.6% (n=4)	2	71
More than 10 years	2.3% (n=2)	12.6% (n=11)	48.3% (n=42)	29.9% (n=26)	6.9% (n=6)	1	87
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

I feel that I have fewer opportunities for career advancement at Skyline College due to racial or ethnic bias.

All Respondents

	n	Valid Pct
(1) Strongly agree	16	6.9%
(2) Agree	42	18.1%
(3) Disagree	94	40.5%
(4) Strongly disagree	62	26.7%
(5) Don't know/Not sure	18	7.8%
Missing	7	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	7.7% (n=2)	38.5% (n=10)	38.5% (n=10)	15.4% (n=4)	0% (n=0)	0	26
Black/African American	13.3% (n=2)	20% (n=3)	20% (n=3)	33.3% (n=5)	13.3% (n=2)	0	15
Decline to state	9.4% (n=3)	21.9% (n=7)	28.1% (n=9)	34.4% (n=11)	6.2% (n=2)	1	32
Filipino	7.1% (n=1)	7.1% (n=1)	42.9% (n=6)	42.9% (n=6)	0% (n=0)	0	14
Latinx	7.7% (n=3)	20.5% (n=8)	53.8% (n=21)	15.4% (n=6)	2.6% (n=1)	0	39
No response	7.1% (n=2)	14.3% (n=4)	35.7% (n=10)	28.6% (n=8)	14.3% (n=4)	4	28
Other	0% (n=0)	0% (n=0)	100% (n=5)	0% (n=0)	0% (n=0)	0	5
Two or More	0% (n=0)	25% (n=2)	50% (n=4)	12.5% (n=1)	12.5% (n=1)	0	8
White	4.6% (n=3)	10.8% (n=7)	40% (n=26)	32.3% (n=21)	12.3% (n=8)	2	65

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	6.5% (n=8)	17.1% (n=21)	46.3% (n=57)	23.6% (n=29)	6.5% (n=8)	2	123
Man	5.5% (n=3)	18.2% (n=10)	38.2% (n=21)	32.7% (n=18)	5.5% (n=3)	0	55
Non-binary	0% (n=0)	33.3% (n=1)	0% (n=0)	33.3% (n=1)	33.3% (n=1)	0	3
Decline to state	13.6% (n=3)	22.7% (n=5)	27.3% (n=6)	27.3% (n=6)	9.1% (n=2)	1	22
No response	6.9% (n=2)	17.2% (n=5)	34.5% (n=10)	27.6% (n=8)	13.8% (n=4)	4	29

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	5% (n=7)	18% (n=25)	43.9% (n=61)	28.8% (n=40)	4.3% (n=6)	2	139
LGBTQA+	2.9% (n=1)	11.4% (n=4)	48.6% (n=17)	22.9% (n=8)	14.3% (n=5)	0	35
Decline to state	19.2% (n=5)	34.6% (n=9)	15.4% (n=4)	23.1% (n=6)	7.7% (n=2)	1	26
No response	9.4% (n=3)	12.5% (n=4)	37.5% (n=12)	25% (n=8)	15.6% (n=5)	4	32

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	8.1% (n=7)	24.4% (n=21)	43% (n=37)	16.3% (n=14)	8.1% (n=7)	1	86
Part-time Faculty	8.9% (n=4)	15.6% (n=7)	28.9% (n=13)	37.8% (n=17)	8.9% (n=4)	1	45
Classified	4.5% (n=3)	21.2% (n=14)	42.4% (n=28)	22.7% (n=15)	9.1% (n=6)	3	66
Manager	0% (n=0)	0% (n=0)	61.9% (n=13)	33.3% (n=7)	4.8% (n=1)	0	21
Administrator	7.7% (n=1)	0% (n=0)	23.1% (n=3)	69.2% (n=9)	0% (n=0)	0	13
No response	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	8.3% (n=11)	19.7% (n=26)	40.2% (n=53)	25% (n=33)	6.8% (n=9)	3	132
Student Services	6.8% (n=5)	20.5% (n=15)	42.5% (n=31)	21.9% (n=16)	8.2% (n=6)	2	73
Other	0% (n=0)	0% (n=0)	40% (n=10)	48% (n=12)	12% (n=3)	0	25
No response	0% (n=0)	50% (n=1)	0% (n=0)	50% (n=1)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	25% (n=2)	12.5% (n=1)	25% (n=2)	37.5% (n=3)	0% (n=0)	0	8
30-39	8.9% (n=4)	15.6% (n=7)	42.2% (n=19)	26.7% (n=12)	6.7% (n=3)	0	45
40-49	3.4% (n=2)	22% (n=13)	42.4% (n=25)	27.1% (n=16)	5.1% (n=3)	2	59
50-59	2.3% (n=1)	18.6% (n=8)	44.2% (n=19)	27.9% (n=12)	7% (n=3)	0	43
60-69	5% (n=1)	25% (n=5)	35% (n=7)	25% (n=5)	10% (n=2)	0	20
Above 70	0% (n=0)	0% (n=0)	60% (n=3)	20% (n=1)	20% (n=1)	0	5
Decline to state	9.5% (n=2)	19% (n=4)	38.1% (n=8)	23.8% (n=5)	9.5% (n=2)	1	21
No response	12.9% (n=4)	12.9% (n=4)	35.5% (n=11)	25.8% (n=8)	12.9% (n=4)	4	31

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	3.6% (n=1)	10.7% (n=3)	32.1% (n=9)	39.3% (n=11)	14.3% (n=4)	0	28
2 to 5 years	10.6% (n=5)	10.6% (n=5)	40.4% (n=19)	27.7% (n=13)	10.6% (n=5)	1	47
6 to 10 years	11.4% (n=8)	24.3% (n=17)	44.3% (n=31)	18.6% (n=13)	1.4% (n=1)	3	70
More than 10 years	2.3% (n=2)	19.5% (n=17)	40.2% (n=35)	28.7% (n=25)	9.2% (n=8)	1	87
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

I feel that I have fewer opportunities for career advancement at Skyline College due to age-related bias.

All Respondents

	n	Valid Pct
(1) Strongly agree	23	9.8%
(2) Agree	40	17.1%
(3) Disagree	93	39.7%
(4) Strongly disagree	54	23.1%
(5) Don't know/Not sure	24	10.3%
Missing	5	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	19.2% (n=5)	19.2% (n=5)	34.6% (n=9)	15.4% (n=4)	11.5% (n=3)	0	26
Black/African American	13.3% (n=2)	6.7% (n=1)	40% (n=6)	33.3% (n=5)	6.7% (n=1)	0	15
Decline to state	9.1% (n=3)	21.2% (n=7)	39.4% (n=13)	24.2% (n=8)	6.1% (n=2)	0	33
Filipino	7.1% (n=1)	7.1% (n=1)	42.9% (n=6)	42.9% (n=6)	0% (n=0)	0	14
Latinx	7.7% (n=3)	23.1% (n=9)	46.2% (n=18)	15.4% (n=6)	7.7% (n=3)	0	39
No response	10.7% (n=3)	17.9% (n=5)	39.3% (n=11)	17.9% (n=5)	14.3% (n=4)	4	28
Other	0% (n=0)	40% (n=2)	40% (n=2)	0% (n=0)	20% (n=1)	0	5
Two or More	0% (n=0)	0% (n=0)	50% (n=4)	12.5% (n=1)	37.5% (n=3)	0	8
White	9.1% (n=6)	15.2% (n=10)	36.4% (n=24)	28.8% (n=19)	10.6% (n=7)	1	66

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	9.7% (n=12)	16.1% (n=20)	42.7% (n=53)	21.8% (n=27)	9.7% (n=12)	1	124
Man	9.1% (n=5)	10.9% (n=6)	36.4% (n=20)	32.7% (n=18)	10.9% (n=6)	0	55
Non-binary	0% (n=0)	66.7% (n=2)	0% (n=0)	33.3% (n=1)	0% (n=0)	0	3
Decline to state	13% (n=3)	26.1% (n=6)	39.1% (n=9)	13% (n=3)	8.7% (n=2)	0	23
No response	10.3% (n=3)	20.7% (n=6)	37.9% (n=11)	17.2% (n=5)	13.8% (n=4)	4	29

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	8.6% (n=12)	16.4% (n=23)	40.7% (n=57)	26.4% (n=37)	7.9% (n=11)	1	140
LGBTQA+	8.6% (n=3)	20% (n=7)	34.3% (n=12)	22.9% (n=8)	14.3% (n=5)	0	35
Decline to state	22.2% (n=6)	14.8% (n=4)	37% (n=10)	14.8% (n=4)	11.1% (n=3)	0	27
No response	6.2% (n=2)	18.8% (n=6)	43.8% (n=14)	15.6% (n=5)	15.6% (n=5)	4	32

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	12.6% (n=11)	13.8% (n=12)	46% (n=40)	17.2% (n=15)	10.3% (n=9)	0	87
Part-time Faculty	6.7% (n=3)	28.9% (n=13)	20% (n=9)	31.1% (n=14)	13.3% (n=6)	1	45
Classified	10.4% (n=7)	14.9% (n=10)	44.8% (n=30)	16.4% (n=11)	13.4% (n=9)	2	67
Manager	0% (n=0)	19% (n=4)	47.6% (n=10)	33.3% (n=7)	0% (n=0)	0	21
Administrator	7.7% (n=1)	7.7% (n=1)	30.8% (n=4)	53.8% (n=7)	0% (n=0)	0	13
No response	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	12.7% (n=17)	14.9% (n=20)	41.8% (n=56)	21.6% (n=29)	9% (n=12)	1	134
Student Services	8.2% (n=6)	21.9% (n=16)	38.4% (n=28)	20.5% (n=15)	11% (n=8)	2	73
Other	0% (n=0)	16% (n=4)	36% (n=9)	36% (n=9)	12% (n=3)	0	25
No response	0% (n=0)	0% (n=0)	0% (n=0)	50% (n=1)	50% (n=1)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	37.5% (n=3)	12.5% (n=1)	25% (n=2)	25% (n=2)	0% (n=0)	0	8
30-39	11.1% (n=5)	15.6% (n=7)	35.6% (n=16)	26.7% (n=12)	11.1% (n=5)	0	45
40-49	3.3% (n=2)	13.3% (n=8)	48.3% (n=29)	30% (n=18)	5% (n=3)	1	60
50-59	11.6% (n=5)	16.3% (n=7)	37.2% (n=16)	23.3% (n=10)	11.6% (n=5)	0	43
60-69	10% (n=2)	15% (n=3)	35% (n=7)	25% (n=5)	15% (n=3)	0	20
Above 70	0% (n=0)	40% (n=2)	20% (n=1)	0% (n=0)	40% (n=2)	0	5
Decline to state	13.6% (n=3)	27.3% (n=6)	40.9% (n=9)	9.1% (n=2)	9.1% (n=2)	0	22
No response	9.7% (n=3)	19.4% (n=6)	41.9% (n=13)	16.1% (n=5)	12.9% (n=4)	4	31

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	17.9% (n=5)	14.3% (n=4)	28.6% (n=8)	25% (n=7)	14.3% (n=4)	0	28
2 to 5 years	10.6% (n=5)	17% (n=8)	34% (n=16)	23.4% (n=11)	14.9% (n=7)	1	47
6 to 10 years	11.1% (n=8)	18.1% (n=13)	48.6% (n=35)	20.8% (n=15)	1.4% (n=1)	1	72
More than 10 years	5.7% (n=5)	17.2% (n=15)	39.1% (n=34)	24.1% (n=21)	13.8% (n=12)	1	87
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

I sense interracial tension at Skyline College.

All Respondents

	n	Valid Pct
(1) Strongly agree	26	11.1%
(2) Agree	67	28.6%
(3) Disagree	73	31.2%
(4) Strongly disagree	46	19.7%
(5) Don't know/Not sure	22	9.4%
Missing	5	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	7.7% (n=2)	23.1% (n=6)	50% (n=13)	11.5% (n=3)	7.7% (n=2)	0	26
Black/African American	26.7% (n=4)	20% (n=3)	20% (n=3)	26.7% (n=4)	6.7% (n=1)	0	15
Decline to state	12.1% (n=4)	30.3% (n=10)	24.2% (n=8)	27.3% (n=9)	6.1% (n=2)	0	33
Filipino	14.3% (n=2)	14.3% (n=2)	35.7% (n=5)	28.6% (n=4)	7.1% (n=1)	0	14
Latinx	15.4% (n=6)	30.8% (n=12)	28.2% (n=11)	17.9% (n=7)	7.7% (n=3)	0	39
No response	14.3% (n=4)	21.4% (n=6)	21.4% (n=6)	17.9% (n=5)	25% (n=7)	4	28
Other	20% (n=1)	40% (n=2)	40% (n=2)	0% (n=0)	0% (n=0)	0	5
Two or More	0% (n=0)	62.5% (n=5)	25% (n=2)	12.5% (n=1)	0% (n=0)	0	8
White	4.5% (n=3)	31.8% (n=21)	34.8% (n=23)	19.7% (n=13)	9.1% (n=6)	1	66

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	9.7% (n=12)	30.6% (n=38)	34.7% (n=43)	18.5% (n=23)	6.5% (n=8)	1	124
Man	10.9% (n=6)	23.6% (n=13)	36.4% (n=20)	21.8% (n=12)	7.3% (n=4)	0	55
Non-binary	0% (n=0)	100% (n=3)	0% (n=0)	0% (n=0)	0% (n=0)	0	3
Decline to state	13% (n=3)	30.4% (n=7)	17.4% (n=4)	26.1% (n=6)	13% (n=3)	0	23
No response	17.2% (n=5)	20.7% (n=6)	20.7% (n=6)	17.2% (n=5)	24.1% (n=7)	4	29

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	7.1% (n=10)	28.6% (n=40)	37.1% (n=52)	20% (n=28)	7.1% (n=10)	1	140
LGBTQA+	14.3% (n=5)	31.4% (n=11)	28.6% (n=10)	17.1% (n=6)	8.6% (n=3)	0	35
Decline to state	25.9% (n=7)	29.6% (n=8)	14.8% (n=4)	22.2% (n=6)	7.4% (n=2)	0	27
No response	12.5% (n=4)	25% (n=8)	21.9% (n=7)	18.8% (n=6)	21.9% (n=7)	4	32

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	16.1% (n=14)	35.6% (n=31)	31% (n=27)	8% (n=7)	9.2% (n=8)	0	87
Part-time Faculty	2.2% (n=1)	26.7% (n=12)	24.4% (n=11)	37.8% (n=17)	8.9% (n=4)	1	45
Classified	11.9% (n=8)	26.9% (n=18)	34.3% (n=23)	19.4% (n=13)	7.5% (n=5)	2	67
Manager	4.8% (n=1)	19% (n=4)	38.1% (n=8)	23.8% (n=5)	14.3% (n=3)	0	21
Administrator	7.7% (n=1)	15.4% (n=2)	30.8% (n=4)	30.8% (n=4)	15.4% (n=2)	0	13
No response	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	12.7% (n=17)	31.3% (n=42)	26.1% (n=35)	20.1% (n=27)	9.7% (n=13)	1	134
Student Services	11% (n=8)	27.4% (n=20)	35.6% (n=26)	15.1% (n=11)	11% (n=8)	2	73
Other	4% (n=1)	16% (n=4)	44% (n=11)	32% (n=8)	4% (n=1)	0	25
No response	0% (n=0)	50% (n=1)	50% (n=1)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	25% (n=2)	25% (n=2)	12.5% (n=1)	37.5% (n=3)	0% (n=0)	0	8
30-39	17.8% (n=8)	26.7% (n=12)	31.1% (n=14)	17.8% (n=8)	6.7% (n=3)	0	45
40-49	8.3% (n=5)	31.7% (n=19)	31.7% (n=19)	23.3% (n=14)	5% (n=3)	1	60
50-59	11.6% (n=5)	27.9% (n=12)	39.5% (n=17)	9.3% (n=4)	11.6% (n=5)	0	43
60-69	0% (n=0)	25% (n=5)	45% (n=9)	30% (n=6)	0% (n=0)	0	20
Above 70	0% (n=0)	40% (n=2)	0% (n=0)	20% (n=1)	40% (n=2)	0	5
Decline to state	4.5% (n=1)	36.4% (n=8)	27.3% (n=6)	22.7% (n=5)	9.1% (n=2)	0	22
No response	16.1% (n=5)	22.6% (n=7)	22.6% (n=7)	16.1% (n=5)	22.6% (n=7)	4	31

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	7.1% (n=2)	14.3% (n=4)	35.7% (n=10)	28.6% (n=8)	14.3% (n=4)	0	28
2 to 5 years	14.9% (n=7)	29.8% (n=14)	29.8% (n=14)	17% (n=8)	8.5% (n=4)	1	47
6 to 10 years	12.5% (n=9)	34.7% (n=25)	36.1% (n=26)	9.7% (n=7)	6.9% (n=5)	1	72
More than 10 years	9.2% (n=8)	27.6% (n=24)	26.4% (n=23)	26.4% (n=23)	10.3% (n=9)	1	87
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Incidents of Bias

Thinking about the past 12 months at Skyline College, please indicate whether you have personally experienced or witnessed insensitive or offensive remarks/actions/microaggressions relating to the following identity markers. (Check all that apply.)

Note: Since respondents were allowed to check more than one response option, the total number of unique respondents from each group is provided in parentheses. For example, if “5 (26)” appears in the “Yes - Toward Others” column in the Asian row (for the race/ethnicity disaggregations), it should be interpreted as: 5 of the 26 Asian respondents who provided a response for this question checked “Yes - toward others”

Incident of Bias: Racial or ethnic identity

All Respondents

	Checked	Unchecked
Don't know/Not sure	15	216
No	131	100
Yes - Directed toward me	32	199
Yes - Directed toward others	62	169

Disaggregated by Race/Ethnicity

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Asian	18 (26)	4 (26)	5 (26)	1 (26)
Black/African American	6 (15)	7 (15)	6 (15)	0 (15)
Decline to state	18 (33)	5 (33)	10 (33)	2 (33)
Filipino	6 (14)	2 (14)	4 (14)	2 (14)
Latinx	21 (39)	6 (39)	12 (39)	2 (39)
No response	11 (24)	1 (24)	5 (24)	1 (24)
Other	3 (5)	1 (5)	2 (5)	0 (5)
Two or More	4 (8)	2 (8)	3 (8)	0 (8)
White	44 (67)	4 (67)	15 (67)	7 (67)

Disaggregated by Gender

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Decline to state	11 (23)	4 (23)	9 (23)	1 (23)
Man	38 (55)	9 (55)	11 (55)	2 (55)
No response	11 (25)	2 (25)	6 (25)	1 (25)
Non-binary	1 (3)	1 (3)	1 (3)	0 (3)
Woman	70 (125)	16 (125)	35 (125)	11 (125)

Disaggregated by Sexual Orientation

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Decline to state	10 (27)	8 (27)	11 (27)	2 (27)
Heterosexual	86 (141)	19 (141)	35 (141)	8 (141)
LGBTQA+	21 (35)	3 (35)	9 (35)	3 (35)
No response	14 (28)	2 (28)	7 (28)	2 (28)

Disaggregated by Employee Type

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Administrator	8 (13)	1 (13)	3 (13)	1 (13)
Classified	38 (65)	8 (65)	18 (65)	3 (65)
Full-time Faculty	39 (86)	17 (86)	32 (86)	7 (86)
Manager	16 (19)	1 (19)	3 (19)	0 (19)
No response	0 (3)	0 (3)	0 (3)	0 (3)
Part-time Faculty	30 (45)	5 (45)	6 (45)	4 (45)

Disaggregated by College Division

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Instruction	73 (133)	22 (133)	36 (133)	11 (133)
No response	2 (4)	0 (4)	0 (4)	0 (4)
Other	16 (23)	1 (23)	6 (23)	0 (23)
Student Services	40 (71)	9 (71)	20 (71)	4 (71)

Disaggregated by Age

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
20-29	5 (8)	3 (8)	1 (8)	0 (8)
30-39	21 (45)	6 (45)	20 (45)	2 (45)
40-49	35 (61)	10 (61)	14 (61)	5 (61)
50-59	27 (43)	6 (43)	9 (43)	4 (43)
60-69	14 (20)	4 (20)	5 (20)	0 (20)
Above 70	3 (5)	0 (5)	1 (5)	1 (5)
Decline to state	14 (22)	2 (22)	6 (22)	1 (22)
No response	12 (27)	1 (27)	6 (27)	2 (27)

Disaggregated by Length of Employment

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
2 to 5 years	20 (47)	9 (47)	16 (47)	2 (47)
6 to 10 years	30 (68)	13 (68)	24 (68)	6 (68)
Less than 2 years	20 (27)	2 (27)	5 (27)	1 (27)
More than 10 years	61 (87)	8 (87)	17 (87)	6 (87)
No response	0 (2)	0 (2)	0 (2)	0 (2)

Incident of Bias: Gender identity

All Respondents

	Checked	Unchecked
Don't know/Not sure	12	219
No	149	82
Yes - Directed toward me	27	204
Yes - Directed toward others	41	190

Disaggregated by Race/Ethnicity

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Asian	19 (26)	2 (26)	5 (26)	1 (26)
Black/African American	6 (15)	2 (15)	7 (15)	1 (15)
Decline to state	21 (33)	4 (33)	4 (33)	4 (33)
Filipino	11 (14)	3 (14)	0 (14)	0 (14)
Latinx	26 (39)	4 (39)	7 (39)	2 (39)
No response	12 (24)	3 (24)	2 (24)	0 (24)
Other	2 (5)	1 (5)	3 (5)	0 (5)
Two or More	5 (8)	1 (8)	2 (8)	1 (8)
White	47 (67)	7 (67)	11 (67)	3 (67)

Disaggregated by Gender

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Decline to state	16 (23)	2 (23)	4 (23)	2 (23)
Man	46 (55)	2 (55)	5 (55)	0 (55)
No response	12 (25)	4 (25)	3 (25)	0 (25)
Non-binary	1 (3)	0 (3)	2 (3)	0 (3)
Woman	74 (125)	19 (125)	27 (125)	10 (125)

Disaggregated by Sexual Orientation

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Decline to state	12 (27)	5 (27)	8 (27)	4 (27)
Heterosexual	100 (141)	13 (141)	22 (141)	6 (141)
LGBTQA+	23 (35)	5 (35)	7 (35)	1 (35)
No response	14 (28)	4 (28)	4 (28)	1 (28)

Disaggregated by Employee Type

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Administrator	10 (13)	0 (13)	2 (13)	0 (13)
Classified	41 (65)	4 (65)	15 (65)	3 (65)
Full-time Faculty	53 (86)	16 (86)	15 (86)	6 (86)
Manager	13 (19)	5 (19)	3 (19)	0 (19)
No response	0 (3)	0 (3)	0 (3)	0 (3)
Part-time Faculty	32 (45)	2 (45)	6 (45)	3 (45)

Disaggregated by College Division

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Instruction	87 (133)	16 (133)	25 (133)	5 (133)
No response	2 (4)	0 (4)	0 (4)	0 (4)
Other	17 (23)	3 (23)	3 (23)	1 (23)
Student Services	43 (71)	8 (71)	13 (71)	6 (71)

Disaggregated by Age

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
20-29	5 (8)	0 (8)	2 (8)	1 (8)
30-39	24 (45)	7 (45)	14 (45)	4 (45)
40-49	41 (61)	7 (61)	8 (61)	3 (61)
50-59	29 (43)	6 (43)	8 (43)	2 (43)
60-69	17 (20)	0 (20)	3 (20)	0 (20)
Above 70	4 (5)	0 (5)	1 (5)	0 (5)
Decline to state	17 (22)	3 (22)	2 (22)	1 (22)
No response	12 (27)	4 (27)	3 (27)	1 (27)

Disaggregated by Length of Employment

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
2 to 5 years	22 (47)	8 (47)	14 (47)	3 (47)
6 to 10 years	35 (68)	13 (68)	15 (68)	5 (68)
Less than 2 years	21 (27)	1 (27)	4 (27)	1 (27)
More than 10 years	71 (87)	5 (87)	8 (87)	3 (87)
No response	0 (2)	0 (2)	0 (2)	0 (2)

Incident of Bias: Sexual orientation

All Respondents

	Checked	Unchecked
Don't know/Not sure	20	211
No	177	54
Yes - Directed toward me	4	227
Yes - Directed toward others	20	211

Disaggregated by Race/Ethnicity

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Asian	22 (26)	0 (26)	1 (26)	3 (26)
Black/African American	8 (15)	1 (15)	3 (15)	2 (15)
Decline to state	26 (33)	0 (33)	2 (33)	4 (33)
Filipino	12 (14)	1 (14)	0 (14)	1 (14)
Latinx	30 (39)	1 (39)	5 (39)	3 (39)
No response	15 (24)	0 (24)	1 (24)	1 (24)
Other	4 (5)	0 (5)	0 (5)	1 (5)
Two or More	5 (8)	0 (8)	2 (8)	1 (8)
White	55 (67)	1 (67)	6 (67)	4 (67)

Disaggregated by Gender

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Decline to state	17 (23)	1 (23)	3 (23)	2 (23)
Man	48 (55)	2 (55)	3 (55)	0 (55)
No response	16 (25)	0 (25)	1 (25)	1 (25)
Non-binary	2 (3)	0 (3)	1 (3)	0 (3)
Woman	94 (125)	1 (125)	12 (125)	17 (125)

Disaggregated by Sexual Orientation

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Decline to state	15 (27)	2 (27)	4 (27)	6 (27)
Heterosexual	119 (141)	2 (141)	10 (141)	7 (141)
LGBTQA+	25 (35)	0 (35)	4 (35)	4 (35)
No response	18 (28)	0 (28)	2 (28)	3 (28)

Disaggregated by Employee Type

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Administrator	11 (13)	0 (13)	0 (13)	1 (13)
Classified	49 (65)	1 (65)	8 (65)	3 (65)
Full-time Faculty	65 (86)	2 (86)	8 (86)	11 (86)
Manager	17 (19)	1 (19)	0 (19)	1 (19)
No response	0 (3)	0 (3)	0 (3)	0 (3)
Part-time Faculty	35 (45)	0 (45)	4 (45)	4 (45)

Disaggregated by College Division

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Instruction	101 (133)	2 (133)	13 (133)	12 (133)
No response	2 (4)	0 (4)	0 (4)	0 (4)
Other	19 (23)	1 (23)	1 (23)	2 (23)
Student Services	55 (71)	1 (71)	6 (71)	6 (71)

Disaggregated by Age

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
20-29	5 (8)	0 (8)	0 (8)	2 (8)
30-39	35 (45)	1 (45)	4 (45)	5 (45)
40-49	47 (61)	2 (61)	5 (61)	4 (61)
50-59	32 (43)	0 (43)	6 (43)	5 (43)
60-69	18 (20)	0 (20)	2 (20)	0 (20)
Above 70	4 (5)	0 (5)	1 (5)	0 (5)
Decline to state	20 (22)	1 (22)	1 (22)	1 (22)
No response	16 (27)	0 (27)	1 (27)	3 (27)

Disaggregated by Length of Employment

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
2 to 5 years	32 (47)	2 (47)	4 (47)	6 (47)
6 to 10 years	49 (68)	2 (68)	9 (68)	6 (68)
Less than 2 years	22 (27)	0 (27)	1 (27)	2 (27)
More than 10 years	74 (87)	0 (87)	6 (87)	6 (87)
No response	0 (2)	0 (2)	0 (2)	0 (2)

Incident of Bias: Age**All Respondents**

	Checked	Unchecked
Don't know/Not sure	17	214
No	152	79
Yes - Directed toward me	28	203
Yes - Directed toward others	32	199

Disaggregated by Race/Ethnicity

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Asian	19 (26)	2 (26)	3 (26)	3 (26)
Black/African American	9 (15)	2 (15)	2 (15)	2 (15)
Decline to state	20 (33)	3 (33)	9 (33)	2 (33)
Filipino	12 (14)	1 (14)	1 (14)	0 (14)
Latinx	27 (39)	5 (39)	6 (39)	2 (39)
No response	10 (24)	4 (24)	3 (24)	0 (24)
Other	3 (5)	1 (5)	0 (5)	2 (5)
Two or More	5 (8)	1 (8)	1 (8)	1 (8)
White	47 (67)	9 (67)	7 (67)	5 (67)

Disaggregated by Gender

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Decline to state	13 (23)	4 (23)	8 (23)	0 (23)
Man	45 (55)	6 (55)	2 (55)	2 (55)
No response	11 (25)	4 (25)	3 (25)	0 (25)
Non-binary	2 (3)	0 (3)	1 (3)	0 (3)
Woman	81 (125)	14 (125)	18 (125)	15 (125)

Disaggregated by Sexual Orientation

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Decline to state	13 (27)	5 (27)	9 (27)	3 (27)
Heterosexual	100 (141)	15 (141)	18 (141)	9 (141)
LGBTQA+	25 (35)	4 (35)	2 (35)	3 (35)
No response	14 (28)	4 (28)	3 (28)	2 (28)

Disaggregated by Employee Type

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Administrator	12 (13)	0 (13)	0 (13)	0 (13)
Classified	44 (65)	7 (65)	10 (65)	3 (65)
Full-time Faculty	50 (86)	14 (86)	15 (86)	11 (86)
Manager	17 (19)	1 (19)	1 (19)	0 (19)
No response	0 (3)	0 (3)	0 (3)	0 (3)
Part-time Faculty	29 (45)	6 (45)	6 (45)	3 (45)

Disaggregated by College Division

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Instruction	87 (133)	18 (133)	13 (133)	13 (133)
No response	2 (4)	0 (4)	0 (4)	0 (4)
Other	19 (23)	1 (23)	2 (23)	1 (23)
Student Services	44 (71)	9 (71)	17 (71)	3 (71)

Disaggregated by Age

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
20-29	4 (8)	3 (8)	1 (8)	1 (8)
30-39	29 (45)	6 (45)	10 (45)	3 (45)
40-49	46 (61)	2 (61)	6 (61)	4 (61)
50-59	29 (43)	7 (43)	4 (43)	5 (43)
60-69	14 (20)	3 (20)	3 (20)	1 (20)
Above 70	3 (5)	1 (5)	1 (5)	0 (5)
Decline to state	16 (22)	2 (22)	4 (22)	1 (22)
No response	11 (27)	4 (27)	3 (27)	2 (27)

Disaggregated by Length of Employment

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
2 to 5 years	25 (47)	8 (47)	10 (47)	5 (47)
6 to 10 years	42 (68)	10 (68)	9 (68)	5 (68)
Less than 2 years	20 (27)	3 (27)	3 (27)	2 (27)
More than 10 years	65 (87)	7 (87)	10 (87)	5 (87)
No response	0 (2)	0 (2)	0 (2)	0 (2)

Incident of Bias: Psychological/Mental Health disability

All Respondents

	Checked	Unchecked
Don't know/Not sure	25	206
No	165	66
Yes - Directed toward me	10	221
Yes - Directed toward others	23	208

Disaggregated by Race/Ethnicity

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Asian	21 (26)	0 (26)	1 (26)	4 (26)
Black/African American	10 (15)	2 (15)	1 (15)	2 (15)
Decline to state	22 (33)	0 (33)	4 (33)	6 (33)
Filipino	13 (14)	0 (14)	1 (14)	1 (14)
Latinx	28 (39)	3 (39)	5 (39)	3 (39)
No response	13 (24)	0 (24)	2 (24)	2 (24)
Other	3 (5)	1 (5)	1 (5)	2 (5)
Two or More	4 (8)	2 (8)	2 (8)	0 (8)
White	51 (67)	2 (67)	6 (67)	5 (67)

Disaggregated by Gender

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Decline to state	16 (23)	1 (23)	3 (23)	3 (23)
Man	42 (55)	5 (55)	4 (55)	3 (55)
No response	14 (25)	0 (25)	2 (25)	2 (25)
Non-binary	2 (3)	0 (3)	1 (3)	0 (3)
Woman	91 (125)	4 (125)	13 (125)	17 (125)

Disaggregated by Sexual Orientation

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Decline to state	15 (27)	2 (27)	4 (27)	6 (27)
Heterosexual	110 (141)	4 (141)	10 (141)	13 (141)
LGBTQA+	23 (35)	3 (35)	6 (35)	4 (35)
No response	17 (28)	1 (28)	3 (28)	2 (28)

Disaggregated by Employee Type

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Administrator	12 (13)	0 (13)	0 (13)	0 (13)
Classified	46 (65)	5 (65)	7 (65)	3 (65)
Full-time Faculty	58 (86)	3 (86)	10 (86)	16 (86)
Manager	18 (19)	1 (19)	1 (19)	0 (19)
No response	0 (3)	0 (3)	0 (3)	0 (3)
Part-time Faculty	31 (45)	1 (45)	5 (45)	6 (45)

Disaggregated by College Division

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Instruction	97 (133)	5 (133)	12 (133)	16 (133)
No response	2 (4)	0 (4)	0 (4)	0 (4)
Other	20 (23)	1 (23)	2 (23)	1 (23)
Student Services	46 (71)	4 (71)	9 (71)	8 (71)

Disaggregated by Age

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
20-29	4 (8)	2 (8)	0 (8)	2 (8)
30-39	30 (45)	4 (45)	7 (45)	5 (45)
40-49	49 (61)	2 (61)	3 (61)	4 (61)
50-59	32 (43)	0 (43)	5 (43)	6 (43)
60-69	18 (20)	0 (20)	2 (20)	0 (20)
Above 70	2 (5)	0 (5)	0 (5)	3 (5)
Decline to state	16 (22)	1 (22)	3 (22)	3 (22)
No response	14 (27)	1 (27)	3 (27)	2 (27)

Disaggregated by Length of Employment

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
2 to 5 years	26 (47)	2 (47)	9 (47)	6 (47)
6 to 10 years	48 (68)	7 (68)	7 (68)	6 (68)
Less than 2 years	23 (27)	1 (27)	0 (27)	2 (27)
More than 10 years	68 (87)	0 (87)	7 (87)	11 (87)
No response	0 (2)	0 (2)	0 (2)	0 (2)

Incident of Bias: Learning disabilities

All Respondents

	Checked	Unchecked
Don't know/Not sure	21	210
No	169	62
Yes - Directed toward me	7	224
Yes - Directed toward others	26	205

Disaggregated by Race/Ethnicity

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Asian	22 (26)	0 (26)	3 (26)	1 (26)
Black/African American	8 (15)	1 (15)	2 (15)	3 (15)
Decline to state	23 (33)	1 (33)	5 (33)	3 (33)
Filipino	14 (14)	0 (14)	0 (14)	1 (14)
Latinx	28 (39)	2 (39)	5 (39)	4 (39)
No response	13 (24)	0 (24)	2 (24)	2 (24)
Other	3 (5)	1 (5)	1 (5)	2 (5)
Two or More	3 (8)	1 (8)	4 (8)	0 (8)
White	55 (67)	1 (67)	4 (67)	5 (67)

Disaggregated by Gender

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Decline to state	17 (23)	2 (23)	4 (23)	1 (23)
Man	43 (55)	2 (55)	6 (55)	3 (55)
No response	14 (25)	0 (25)	2 (25)	2 (25)
Non-binary	2 (3)	0 (3)	0 (3)	1 (3)
Woman	93 (125)	3 (125)	14 (125)	14 (125)

Disaggregated by Sexual Orientation

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Decline to state	15 (27)	3 (27)	6 (27)	4 (27)
Heterosexual	113 (141)	1 (141)	14 (141)	8 (141)
LGBTQA+	24 (35)	3 (35)	3 (35)	6 (35)
No response	17 (28)	0 (28)	3 (28)	3 (28)

Disaggregated by Employee Type

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Administrator	11 (13)	0 (13)	0 (13)	1 (13)
Classified	49 (65)	2 (65)	6 (65)	5 (65)
Full-time Faculty	60 (86)	3 (86)	15 (86)	10 (86)
Manager	17 (19)	1 (19)	1 (19)	0 (19)
No response	0 (3)	0 (3)	0 (3)	0 (3)
Part-time Faculty	32 (45)	1 (45)	4 (45)	5 (45)

Disaggregated by College Division

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Instruction	98 (133)	4 (133)	14 (133)	15 (133)
No response	2 (4)	0 (4)	0 (4)	0 (4)
Other	21 (23)	1 (23)	1 (23)	0 (23)
Student Services	48 (71)	2 (71)	11 (71)	6 (71)

Disaggregated by Age

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
20-29	5 (8)	0 (8)	1 (8)	2 (8)
30-39	33 (45)	2 (45)	8 (45)	3 (45)
40-49	47 (61)	2 (61)	3 (61)	6 (61)
50-59	31 (43)	2 (43)	8 (43)	2 (43)
60-69	19 (20)	0 (20)	1 (20)	0 (20)
Above 70	2 (5)	0 (5)	0 (5)	3 (5)
Decline to state	18 (22)	1 (22)	2 (22)	2 (22)
No response	14 (27)	0 (27)	3 (27)	3 (27)

Disaggregated by Length of Employment

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
2 to 5 years	29 (47)	2 (47)	9 (47)	4 (47)
6 to 10 years	48 (68)	3 (68)	10 (68)	6 (68)
Less than 2 years	23 (27)	0 (27)	0 (27)	3 (27)
More than 10 years	69 (87)	2 (87)	7 (87)	8 (87)
No response	0 (2)	0 (2)	0 (2)	0 (2)

Incident of Bias: Physical disabilities

All Respondents

	Checked	Unchecked
Don't know/Not sure	20	211
No	175	56
Yes - Directed toward me	4	227
Yes - Directed toward others	24	207

Disaggregated by Race/Ethnicity

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Asian	20 (26)	0 (26)	3 (26)	3 (26)
Black/African American	10 (15)	1 (15)	1 (15)	3 (15)
Decline to state	23 (33)	1 (33)	7 (33)	2 (33)
Filipino	14 (14)	0 (14)	0 (14)	0 (14)
Latinx	31 (39)	1 (39)	3 (39)	4 (39)
No response	15 (24)	0 (24)	1 (24)	1 (24)
Other	3 (5)	0 (5)	1 (5)	2 (5)
Two or More	3 (8)	0 (8)	5 (8)	0 (8)
White	56 (67)	1 (67)	3 (67)	5 (67)

Disaggregated by Gender

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Decline to state	16 (23)	2 (23)	5 (23)	1 (23)
Man	45 (55)	1 (55)	6 (55)	3 (55)
No response	16 (25)	0 (25)	1 (25)	1 (25)
Non-binary	2 (3)	0 (3)	0 (3)	1 (3)
Woman	96 (125)	1 (125)	12 (125)	14 (125)

Disaggregated by Sexual Orientation

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Decline to state	14 (27)	3 (27)	7 (27)	4 (27)
Heterosexual	116 (141)	1 (141)	14 (141)	7 (141)
LGBTQA+	26 (35)	0 (35)	2 (35)	6 (35)
No response	19 (28)	0 (28)	1 (28)	3 (28)

Disaggregated by Employee Type

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Administrator	11 (13)	0 (13)	0 (13)	1 (13)
Classified	50 (65)	1 (65)	7 (65)	4 (65)
Full-time Faculty	62 (86)	2 (86)	13 (86)	10 (86)
Manager	18 (19)	0 (19)	1 (19)	0 (19)
No response	0 (3)	0 (3)	0 (3)	0 (3)
Part-time Faculty	34 (45)	1 (45)	3 (45)	5 (45)

Disaggregated by College Division

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Instruction	102 (133)	3 (133)	11 (133)	14 (133)
No response	2 (4)	0 (4)	0 (4)	0 (4)
Other	20 (23)	0 (23)	3 (23)	0 (23)
Student Services	51 (71)	1 (71)	10 (71)	6 (71)

Disaggregated by Age

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
20-29	5 (8)	0 (8)	0 (8)	3 (8)
30-39	35 (45)	0 (45)	8 (45)	2 (45)
40-49	49 (61)	1 (61)	2 (61)	6 (61)
50-59	31 (43)	1 (43)	9 (43)	3 (43)
60-69	18 (20)	1 (20)	1 (20)	0 (20)
Above 70	3 (5)	0 (5)	0 (5)	2 (5)
Decline to state	18 (22)	1 (22)	3 (22)	1 (22)
No response	16 (27)	0 (27)	1 (27)	3 (27)

Disaggregated by Length of Employment

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
2 to 5 years	30 (47)	2 (47)	7 (47)	5 (47)
6 to 10 years	51 (68)	1 (68)	8 (68)	6 (68)
Less than 2 years	21 (27)	0 (27)	2 (27)	3 (27)
More than 10 years	73 (87)	1 (87)	7 (87)	6 (87)
No response	0 (2)	0 (2)	0 (2)	0 (2)

Incident of Bias: Religious identity

All Respondents

	Checked	Unchecked
Don't know/Not sure	23	208
No	169	62
Yes - Directed toward me	9	222
Yes - Directed toward others	22	209

Disaggregated by Race/Ethnicity

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Asian	19 (26)	2 (26)	6 (26)	1 (26)
Black/African American	9 (15)	1 (15)	3 (15)	2 (15)
Decline to state	22 (33)	3 (33)	3 (33)	5 (33)
Filipino	12 (14)	0 (14)	1 (14)	0 (14)
Latinx	30 (39)	2 (39)	2 (39)	5 (39)
No response	13 (24)	0 (24)	2 (24)	2 (24)
Other	3 (5)	0 (5)	1 (5)	1 (5)
Two or More	6 (8)	0 (8)	1 (8)	1 (8)
White	55 (67)	1 (67)	3 (67)	6 (67)

Disaggregated by Gender

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Decline to state	16 (23)	2 (23)	3 (23)	2 (23)
Man	46 (55)	2 (55)	2 (55)	4 (55)
No response	13 (25)	1 (25)	3 (25)	2 (25)
Non-binary	2 (3)	0 (3)	0 (3)	1 (3)
Woman	92 (125)	4 (125)	14 (125)	14 (125)

Disaggregated by Sexual Orientation

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Decline to state	16 (27)	2 (27)	5 (27)	4 (27)
Heterosexual	111 (141)	6 (141)	12 (141)	11 (141)
LGBTQA+	26 (35)	1 (35)	1 (35)	5 (35)
No response	16 (28)	0 (28)	4 (28)	3 (28)

Disaggregated by Employee Type

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Administrator	9 (13)	0 (13)	1 (13)	1 (13)
Classified	49 (65)	3 (65)	7 (65)	3 (65)
Full-time Faculty	60 (86)	3 (86)	10 (86)	14 (86)
Manager	16 (19)	0 (19)	1 (19)	1 (19)
No response	0 (3)	0 (3)	0 (3)	0 (3)
Part-time Faculty	35 (45)	3 (45)	3 (45)	4 (45)

Disaggregated by College Division

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Instruction	99 (133)	5 (133)	12 (133)	15 (133)
No response	2 (4)	0 (4)	0 (4)	0 (4)
Other	17 (23)	0 (23)	3 (23)	2 (23)
Student Services	51 (71)	4 (71)	7 (71)	6 (71)

Disaggregated by Age

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
20-29	5 (8)	2 (8)	2 (8)	1 (8)
30-39	33 (45)	3 (45)	7 (45)	1 (45)
40-49	47 (61)	1 (61)	3 (61)	7 (61)
50-59	29 (43)	3 (43)	5 (43)	7 (43)
60-69	18 (20)	0 (20)	0 (20)	2 (20)
Above 70	4 (5)	0 (5)	0 (5)	1 (5)
Decline to state	19 (22)	0 (22)	2 (22)	1 (22)
No response	14 (27)	0 (27)	3 (27)	3 (27)

Disaggregated by Length of Employment

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
2 to 5 years	31 (47)	3 (47)	5 (47)	6 (47)
6 to 10 years	47 (68)	2 (68)	10 (68)	6 (68)
Less than 2 years	21 (27)	0 (27)	3 (27)	2 (27)
More than 10 years	70 (87)	4 (87)	4 (87)	9 (87)
No response	0 (2)	0 (2)	0 (2)	0 (2)

Incident of Bias: Specific political viewpoints**All Respondents**

	Checked	Unchecked
Don't know/Not sure	24	207
No	130	101
Yes - Directed toward me	15	216
Yes - Directed toward others	60	171

Disaggregated by Race/Ethnicity

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Asian	16 (26)	2 (26)	7 (26)	2 (26)
Black/African American	7 (15)	1 (15)	6 (15)	2 (15)
Decline to state	16 (33)	4 (33)	11 (33)	5 (33)
Filipino	12 (14)	1 (14)	2 (14)	0 (14)
Latinx	24 (39)	2 (39)	9 (39)	5 (39)
No response	9 (24)	0 (24)	5 (24)	3 (24)
Other	1 (5)	3 (5)	1 (5)	0 (5)
Two or More	3 (8)	1 (8)	4 (8)	0 (8)
White	42 (67)	1 (67)	15 (67)	7 (67)

Disaggregated by Gender

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Decline to state	11 (23)	4 (23)	9 (23)	2 (23)
Man	34 (55)	4 (55)	11 (55)	4 (55)
No response	9 (25)	1 (25)	6 (25)	3 (25)
Non-binary	1 (3)	1 (3)	2 (3)	0 (3)
Woman	75 (125)	5 (125)	32 (125)	15 (125)

Disaggregated by Sexual Orientation

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Decline to state	9 (27)	6 (27)	12 (27)	3 (27)
Heterosexual	88 (141)	6 (141)	36 (141)	10 (141)
LGBTQA+	20 (35)	3 (35)	6 (35)	7 (35)
No response	13 (28)	0 (28)	6 (28)	4 (28)

Disaggregated by Employee Type

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Administrator	9 (13)	0 (13)	1 (13)	2 (13)
Classified	40 (65)	6 (65)	18 (65)	2 (65)
Full-time Faculty	40 (86)	7 (86)	29 (86)	11 (86)
Manager	15 (19)	2 (19)	3 (19)	1 (19)
No response	0 (3)	0 (3)	0 (3)	0 (3)
Part-time Faculty	26 (45)	0 (45)	9 (45)	8 (45)

Disaggregated by College Division

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Instruction	70 (133)	8 (133)	35 (133)	19 (133)
No response	1 (4)	0 (4)	1 (4)	0 (4)
Other	16 (23)	1 (23)	5 (23)	2 (23)
Student Services	43 (71)	6 (71)	19 (71)	3 (71)

Disaggregated by Age

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
20-29	3 (8)	1 (8)	3 (8)	2 (8)
30-39	26 (45)	5 (45)	16 (45)	1 (45)
40-49	42 (61)	0 (61)	9 (61)	5 (61)
50-59	22 (43)	3 (43)	12 (43)	7 (43)
60-69	11 (20)	4 (20)	6 (20)	1 (20)
Above 70	3 (5)	0 (5)	0 (5)	2 (5)
Decline to state	13 (22)	2 (22)	8 (22)	2 (22)
No response	10 (27)	0 (27)	6 (27)	4 (27)

Disaggregated by Length of Employment

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
2 to 5 years	23 (47)	4 (47)	15 (47)	4 (47)
6 to 10 years	36 (68)	4 (68)	22 (68)	4 (68)
Less than 2 years	19 (27)	1 (27)	5 (27)	3 (27)
More than 10 years	52 (87)	6 (87)	18 (87)	13 (87)
No response	0 (2)	0 (2)	0 (2)	0 (2)

Incident of Bias: Employee classification/position/role

All Respondents

	Checked	Unchecked
Don't know/Not sure	16	215
No	122	109
Yes - Directed toward me	47	184
Yes - Directed toward others	53	178

Disaggregated by Race/Ethnicity

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Asian	14 (26)	5 (26)	6 (26)	2 (26)
Black/African American	8 (15)	3 (15)	5 (15)	0 (15)
Decline to state	17 (33)	6 (33)	6 (33)	6 (33)
Filipino	10 (14)	3 (14)	1 (14)	0 (14)
Latinx	17 (39)	14 (39)	10 (39)	3 (39)
No response	10 (24)	2 (24)	4 (24)	1 (24)
Other	1 (5)	2 (5)	4 (5)	0 (5)
Two or More	3 (8)	3 (8)	4 (8)	0 (8)
White	42 (67)	9 (67)	13 (67)	4 (67)

Disaggregated by Gender

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Decline to state	11 (23)	7 (23)	5 (23)	3 (23)
Man	35 (55)	11 (55)	10 (55)	2 (55)
No response	11 (25)	2 (25)	4 (25)	1 (25)
Non-binary	1 (3)	1 (3)	1 (3)	0 (3)
Woman	64 (125)	26 (125)	33 (125)	10 (125)

Disaggregated by Sexual Orientation

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Decline to state	12 (27)	8 (27)	10 (27)	2 (27)
Heterosexual	76 (141)	29 (141)	29 (141)	12 (141)
LGBTQA+	21 (35)	7 (35)	9 (35)	0 (35)
No response	13 (28)	3 (28)	5 (28)	2 (28)

Disaggregated by Employee Type

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Administrator	9 (13)	2 (13)	1 (13)	1 (13)
Classified	34 (65)	18 (65)	12 (65)	5 (65)
Full-time Faculty	41 (86)	14 (86)	26 (86)	8 (86)
Manager	13 (19)	4 (19)	4 (19)	0 (19)
No response	0 (3)	0 (3)	0 (3)	0 (3)
Part-time Faculty	25 (45)	9 (45)	10 (45)	2 (45)

Disaggregated by College Division

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Instruction	70 (133)	24 (133)	34 (133)	6 (133)
No response	2 (4)	0 (4)	0 (4)	0 (4)
Other	17 (23)	4 (23)	3 (23)	1 (23)
Student Services	33 (71)	19 (71)	16 (71)	9 (71)

Disaggregated by Age

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
20-29	3 (8)	4 (8)	2 (8)	0 (8)
30-39	23 (45)	15 (45)	15 (45)	2 (45)
40-49	31 (61)	13 (61)	15 (61)	2 (61)
50-59	26 (43)	8 (43)	6 (43)	4 (43)
60-69	16 (20)	1 (20)	4 (20)	0 (20)
Above 70	3 (5)	0 (5)	0 (5)	2 (5)
Decline to state	10 (22)	3 (22)	6 (22)	4 (22)
No response	10 (27)	3 (27)	5 (27)	2 (27)

Disaggregated by Length of Employment

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
2 to 5 years	21 (47)	15 (47)	13 (47)	2 (47)
6 to 10 years	26 (68)	18 (68)	21 (68)	5 (68)
Less than 2 years	19 (27)	5 (27)	6 (27)	0 (27)
More than 10 years	56 (87)	9 (87)	13 (87)	9 (87)
No response	0 (2)	0 (2)	0 (2)	0 (2)

Incident of Bias: Immigrant background

All Respondents

	Checked	Unchecked
Don't know/Not sure	27	204
No	179	52
Yes - Directed toward me	3	228
Yes - Directed toward others	14	217

Disaggregated by Race/Ethnicity

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Asian	21 (26)	1 (26)	1 (26)	3 (26)
Black/African	10 (15)	1 (15)	2 (15)	2 (15)
American				
Decline to state	26 (33)	0 (33)	3 (33)	5 (33)
Filipino	14 (14)	0 (14)	0 (14)	0 (14)
Latinx	28 (39)	1 (39)	2 (39)	8 (39)
No response	12 (24)	0 (24)	3 (24)	2 (24)
Other	4 (5)	0 (5)	0 (5)	1 (5)
Two or More	7 (8)	0 (8)	1 (8)	0 (8)
White	57 (67)	0 (67)	2 (67)	6 (67)

Disaggregated by Gender

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Decline to state	17 (23)	0 (23)	3 (23)	3 (23)
Man	47 (55)	1 (55)	1 (55)	5 (55)
No response	13 (25)	0 (25)	3 (25)	2 (25)
Non-binary	2 (3)	0 (3)	1 (3)	0 (3)
Woman	100 (125)	2 (125)	6 (125)	17 (125)

Disaggregated by Sexual Orientation

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Decline to state	18 (27)	0 (27)	3 (27)	6 (27)
Heterosexual	119 (141)	3 (141)	5 (141)	12 (141)
LGBTQA+	27 (35)	0 (35)	2 (35)	5 (35)
No response	15 (28)	0 (28)	4 (28)	4 (28)

Disaggregated by Employee Type

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Administrator	10 (13)	0 (13)	0 (13)	2 (13)
Classified	52 (65)	1 (65)	4 (65)	6 (65)
Full-time Faculty	66 (86)	0 (86)	5 (86)	14 (86)
Manager	18 (19)	0 (19)	0 (19)	1 (19)
No response	0 (3)	0 (3)	0 (3)	0 (3)
Part-time Faculty	33 (45)	2 (45)	5 (45)	4 (45)

Disaggregated by College Division

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Instruction	100 (133)	1 (133)	9 (133)	20 (133)
No response	2 (4)	0 (4)	0 (4)	0 (4)
Other	22 (23)	0 (23)	0 (23)	1 (23)
Student Services	55 (71)	2 (71)	5 (71)	6 (71)

Disaggregated by Age

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
20-29	4 (8)	3 (8)	1 (8)	1 (8)
30-39	39 (45)	0 (45)	3 (45)	4 (45)
40-49	50 (61)	0 (61)	1 (61)	6 (61)
50-59	32 (43)	0 (43)	4 (43)	7 (43)
60-69	18 (20)	0 (20)	2 (20)	0 (20)
Above 70	4 (5)	0 (5)	0 (5)	1 (5)
Decline to state	19 (22)	0 (22)	0 (22)	4 (22)
No response	13 (27)	0 (27)	3 (27)	4 (27)

Disaggregated by Length of Employment

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
2 to 5 years	33 (47)	2 (47)	3 (47)	6 (47)
6 to 10 years	54 (68)	1 (68)	5 (68)	6 (68)
Less than 2 years	23 (27)	0 (27)	0 (27)	3 (27)
More than 10 years	69 (87)	0 (87)	6 (87)	12 (87)
No response	0 (2)	0 (2)	0 (2)	0 (2)

Incident of Bias: Education level

All Respondents

	Checked	Unchecked
Don't know/Not sure	23	208
No	161	70
Yes - Directed toward me	17	214
Yes - Directed toward others	29	202

Disaggregated by Race/Ethnicity

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Asian	18 (26)	3 (26)	4 (26)	2 (26)
Black/African American	9 (15)	3 (15)	4 (15)	1 (15)
Decline to state	22 (33)	2 (33)	5 (33)	4 (33)
Filipino	11 (14)	1 (14)	2 (14)	0 (14)
Latinx	24 (39)	5 (39)	7 (39)	5 (39)
No response	13 (24)	0 (24)	3 (24)	1 (24)
Other	2 (5)	1 (5)	2 (5)	2 (5)
Two or More	6 (8)	0 (8)	1 (8)	1 (8)
White	56 (67)	2 (67)	1 (67)	7 (67)

Disaggregated by Gender

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Decline to state	16 (23)	2 (23)	5 (23)	1 (23)
Man	45 (55)	4 (55)	4 (55)	4 (55)
No response	13 (25)	1 (25)	4 (25)	1 (25)
Non-binary	2 (3)	0 (3)	0 (3)	1 (3)
Woman	85 (125)	10 (125)	16 (125)	16 (125)

Disaggregated by Sexual Orientation

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Decline to state	14 (27)	3 (27)	8 (27)	4 (27)
Heterosexual	108 (141)	12 (141)	12 (141)	11 (141)
LGBTQA+	23 (35)	2 (35)	5 (35)	5 (35)
No response	16 (28)	0 (28)	4 (28)	3 (28)

Disaggregated by Employee Type

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Administrator	11 (13)	0 (13)	1 (13)	0 (13)
Classified	41 (65)	7 (65)	15 (65)	2 (65)
Full-time Faculty	61 (86)	5 (86)	6 (86)	16 (86)
Manager	15 (19)	0 (19)	2 (19)	2 (19)
No response	0 (3)	0 (3)	0 (3)	0 (3)
Part-time Faculty	33 (45)	5 (45)	5 (45)	3 (45)

Disaggregated by College Division

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Instruction	98 (133)	7 (133)	12 (133)	16 (133)
No response	2 (4)	0 (4)	0 (4)	0 (4)
Other	18 (23)	2 (23)	2 (23)	1 (23)
Student Services	43 (71)	8 (71)	15 (71)	6 (71)

Disaggregated by Age

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
20-29	4 (8)	4 (8)	2 (8)	0 (8)
30-39	31 (45)	3 (45)	11 (45)	2 (45)
40-49	43 (61)	3 (61)	5 (61)	8 (61)
50-59	33 (43)	4 (43)	4 (43)	4 (43)
60-69	17 (20)	2 (20)	1 (20)	1 (20)
Above 70	3 (5)	0 (5)	0 (5)	2 (5)
Decline to state	16 (22)	1 (22)	3 (22)	3 (22)
No response	14 (27)	0 (27)	3 (27)	3 (27)

Disaggregated by Length of Employment

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
2 to 5 years	28 (47)	6 (47)	8 (47)	5 (47)
6 to 10 years	44 (68)	6 (68)	11 (68)	8 (68)
Less than 2 years	20 (27)	3 (27)	5 (27)	1 (27)
More than 10 years	69 (87)	2 (87)	5 (87)	9 (87)
No response	0 (2)	0 (2)	0 (2)	0 (2)

Incident of Bias: Physical appearance/body image

All Respondents

	Checked	Unchecked
Don't know/Not sure	26	205
No	166	65
Yes - Directed toward me	15	216
Yes - Directed toward others	23	208

Disaggregated by Race/Ethnicity

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Asian	19 (26)	2 (26)	2 (26)	4 (26)
Black/African American	8 (15)	4 (15)	3 (15)	2 (15)
Decline to state	22 (33)	4 (33)	7 (33)	3 (33)
Filipino	13 (14)	1 (14)	0 (14)	0 (14)
Latinx	29 (39)	2 (39)	2 (39)	6 (39)
No response	13 (24)	0 (24)	1 (24)	3 (24)
Other	4 (5)	0 (5)	0 (5)	2 (5)
Two or More	3 (8)	0 (8)	4 (8)	1 (8)
White	55 (67)	2 (67)	4 (67)	5 (67)

Disaggregated by Gender

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Decline to state	13 (23)	5 (23)	8 (23)	0 (23)
Man	46 (55)	1 (55)	3 (55)	5 (55)
No response	13 (25)	1 (25)	2 (25)	3 (25)
Non-binary	2 (3)	0 (3)	0 (3)	1 (3)
Woman	92 (125)	8 (125)	10 (125)	17 (125)

Disaggregated by Sexual Orientation

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Decline to state	16 (27)	4 (27)	7 (27)	4 (27)
Heterosexual	106 (141)	9 (141)	15 (141)	12 (141)
LGBTQA+	27 (35)	2 (35)	0 (35)	5 (35)
No response	17 (28)	0 (28)	1 (28)	5 (28)

Disaggregated by Employee Type

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Administrator	10 (13)	0 (13)	1 (13)	1 (13)
Classified	44 (65)	5 (65)	10 (65)	7 (65)
Full-time Faculty	61 (86)	7 (86)	9 (86)	12 (86)
Manager	17 (19)	1 (19)	1 (19)	1 (19)
No response	0 (3)	0 (3)	0 (3)	0 (3)
Part-time Faculty	34 (45)	2 (45)	2 (45)	5 (45)

Disaggregated by College Division

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
Instruction	97 (133)	7 (133)	12 (133)	17 (133)
No response	2 (4)	0 (4)	0 (4)	0 (4)
Other	21 (23)	0 (23)	0 (23)	2 (23)
Student Services	46 (71)	8 (71)	11 (71)	7 (71)

Disaggregated by Age

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
20-29	5 (8)	2 (8)	1 (8)	1 (8)
30-39	33 (45)	3 (45)	7 (45)	5 (45)
40-49	45 (61)	4 (61)	3 (61)	7 (61)
50-59	31 (43)	3 (43)	6 (43)	5 (43)
60-69	20 (20)	0 (20)	0 (20)	0 (20)
Above 70	4 (5)	0 (5)	0 (5)	1 (5)
Decline to state	14 (22)	3 (22)	5 (22)	2 (22)
No response	14 (27)	0 (27)	1 (27)	5 (27)

Disaggregated by Length of Employment

	No	Yes - Toward Me	Yes - Toward Others	Don't Know
2 to 5 years	26 (47)	5 (47)	10 (47)	6 (47)
6 to 10 years	49 (68)	5 (68)	7 (68)	8 (68)
Less than 2 years	22 (27)	0 (27)	0 (27)	4 (27)
More than 10 years	69 (87)	5 (87)	6 (87)	8 (87)
No response	0 (2)	0 (2)	0 (2)	0 (2)

Who was the source of the insensitive or offensive remarks/actions/microaggressions? (Check all that apply.)

This item was only shown to those who reported that they experienced or witnessed an incident of bias.

All Respondents

	Yes	Unchecked
A Campus Security/Public Safety Officer	8	128
A Skyline College administrator	62	74
A Skyline College student	35	101
A visitor to campus	6	130
Another Skyline College employee (not my supervisor and not an administrator)	83	53
My manager/supervisor	37	99
Not sure	7	129
Other - Write In	12	124

Open Ended Responses (All Respondents)

Respondent	
1	political viewpoints that are centrist, liberal-left, traditionalist, or center-right are suppressed by a climate of Critical Social Justice (including 'anti-racism' in contrast to liberal opposition to racism) and political Identitarianism (which self-id
2	Members of District Academic Senate disparaging the work of staff
3	Dean
4	This bias is more the absence of acknowledging anti-semitism on our campus. In social justice movements, pro-Palestinian can manifest as veiled anti-semitism though it's anti-Israel. colleagues
5	
6	I made an inadvertent racial microaggression toward a colleague, then quickly caught it and apologized; I also mis-gendered a student who uses they/them pronouns (and again quickly apologized)
7	Elevator not working. No note about other accommodations
8	College staff (faculty, classified, managers, students) - overall climate not conducive to expressing different viewpoints or discussion that are not of the liberal mainstream
9	It is an institutional problem

Disaggregated by Race/Ethnicity

race_factor	A Campus Security/Public Safety Officer	A Skyline College administrator	A Skyline College student	A visitor to campus
Asian	0 (15)	9 (15)	4 (15)	1 (15)
Black/African American	1 (11)	4 (11)	2 (11)	1 (11)
Decline to state	2 (21)	10 (21)	4 (21)	0 (21)
Filipino	0 (9)	2 (9)	1 (9)	0 (9)
Latinx	0 (21)	12 (21)	5 (21)	1 (21)
No response	0 (11)	3 (11)	1 (11)	0 (11)
Other	0 (5)	5 (5)	2 (5)	0 (5)
Two or More	1 (8)	3 (8)	6 (8)	2 (8)
White	4 (35)	14 (35)	10 (35)	1 (35)

race_factor	Another Skyline College employee (not my supervisor and not an administrator)	My manager/supervisor	Not sure	Other - Write In
Asian	7 (15)	3 (15)	0 (15)	1 (15)
Black/African American	9 (11)	3 (11)	0 (11)	1 (11)
Decline to state	11 (21)	6 (21)	0 (21)	5 (21)
Filipino	8 (9)	0 (9)	0 (9)	0 (9)
Latinx	16 (21)	7 (21)	1 (21)	2 (21)
No response	6 (11)	0 (11)	0 (11)	0 (11)
Other	4 (5)	2 (5)	0 (5)	1 (5)
Two or More	4 (8)	3 (8)	0 (8)	0 (8)
White	18 (35)	13 (35)	6 (35)	2 (35)

Disaggregated by Gender

gender_factor	A Campus Security/Public Safety Officer	A Skyline College administrator	A Skyline College student	A visitor to campus
Decline to state	1 (16)	6 (16)	5 (16)	0 (16)
Man	1 (29)	16 (29)	7 (29)	1 (29)
No response	0 (12)	3 (12)	2 (12)	1 (12)
Non-binary	0 (3)	1 (3)	0 (3)	0 (3)
Woman	6 (76)	36 (76)	21 (76)	4 (76)

gender_factor	Another Skyline College employee (not my supervisor and not an administrator)	My manager/supervisor	Not sure	Other - Write In
Decline to state	9 (16)	4 (16)	1 (16)	4 (16)
Man	14 (29)	8 (29)	1 (29)	1 (29)
No response	7 (12)	0 (12)	0 (12)	0 (12)
Non-binary	2 (3)	1 (3)	1 (3)	0 (3)
Woman	51 (76)	24 (76)	4 (76)	7 (76)

Disaggregated by Sexual Orientation

sexorien_factor	A Campus Security/Public Safety Officer	A Skyline College administrator	A Skyline College student	A visitor to campus
Decline to state	2 (21)	12 (21)	5 (21)	0 (21)
Heterosexual	5 (82)	37 (82)	26 (82)	6 (82)
LGBTQA+	1 (19)	8 (19)	3 (19)	0 (19)
No response	0 (14)	5 (14)	1 (14)	0 (14)

sexorien_factor	Another Skyline College employee (not my supervisor and not an administrator)	My manager/supervisor	Not sure	Other - Write In
Decline to state	14 (21)	7 (21)	0 (21)	5 (21)
Heterosexual	48 (82)	20 (82)	5 (82)	6 (82)
LGBTQA+	12 (19)	9 (19)	2 (19)	1 (19)
No response	9 (14)	1 (14)	0 (14)	0 (14)

Disaggregated by Employee Type

emptype_factor	A Campus Security/Public Safety Officer	A Skyline College administrator	A Skyline College student	A visitor to campus
Administrator	0 (5)	2 (5)	0 (5)	0 (5)
Classified	0 (36)	18 (36)	10 (36)	5 (36)
Full-time Faculty	7 (62)	31 (62)	17 (62)	1 (62)
Manager	0 (10)	4 (10)	0 (10)	0 (10)
Part-time Faculty	1 (23)	7 (23)	8 (23)	0 (23)

emptype_factor	Another Skyline College employee (not my supervisor and not an administrator)	My manager/supervisor	Not sure	Other - Write In
Administrator	3 (5)	0 (5)	0 (5)	0 (5)
Classified	22 (36)	10 (36)	1 (36)	2 (36)
Full-time Faculty	39 (62)	18 (62)	3 (62)	7 (62)
Manager	6 (10)	2 (10)	0 (10)	1 (10)
Part-time Faculty	13 (23)	7 (23)	3 (23)	2 (23)

Disaggregated by College Division

division_factor	A Campus Security/Public Safety Officer	A Skyline College administrator	A Skyline College student	A visitor to campus
Instruction	7 (85)	36 (85)	21 (85)	1 (85)
No response	0 (1)	0 (1)	0 (1)	0 (1)
Other	0 (12)	5 (12)	1 (12)	2 (12)
Student Services	1 (38)	21 (38)	13 (38)	3 (38)

division_factor	Another Skyline College employee (not my supervisor and not an administrator)	My manager/supervisor	Not sure	Other - Write In
Instruction	51 (85)	23 (85)	4 (85)	7 (85)
No response	0 (1)	0 (1)	1 (1)	0 (1)
Other	5 (12)	2 (12)	1 (12)	3 (12)
Student Services	27 (38)	12 (38)	1 (38)	2 (38)

Disaggregated by Age

age_factor	A Campus Security/Public Safety Officer	A Skyline College administrator	A Skyline College student	A visitor to campus
20-29	0 (5)	3 (5)	1 (5)	0 (5)
30-39	2 (32)	14 (32)	11 (32)	5 (32)
40-49	1 (34)	13 (34)	8 (34)	1 (34)
50-59	3 (24)	12 (24)	9 (24)	0 (24)
60-69	0 (11)	6 (11)	3 (11)	0 (11)
Above 70	1 (2)	1 (2)	0 (2)	0 (2)
Decline to state	1 (15)	8 (15)	2 (15)	0 (15)
No response	0 (13)	5 (13)	1 (13)	0 (13)

age_factor	Another Skyline College employee (not my supervisor and not an administrator)	My manager/supervisor	Not sure	Other - Write In
20-29	4 (5)	3 (5)	0 (5)	0 (5)
30-39	26 (32)	8 (32)	2 (32)	3 (32)
40-49	21 (34)	8 (34)	2 (34)	2 (34)
50-59	12 (24)	11 (24)	3 (24)	5 (24)
60-69	6 (11)	3 (11)	0 (11)	0 (11)
Above 70	0 (2)	1 (2)	0 (2)	0 (2)
Decline to state	6 (15)	2 (15)	0 (15)	2 (15)
No response	8 (13)	1 (13)	0 (13)	0 (13)

Disaggregated by Length of Employment

emplength_factor	A Campus Security/Public Safety Officer	A Skyline College administrator	A Skyline College student	A visitor to campus
2 to 5 years	2 (32)	15 (32)	12 (32)	0 (32)
6 to 10 years	3 (51)	27 (51)	13 (51)	4 (51)
Less than 2 years	0 (10)	4 (10)	2 (10)	1 (10)
More than 10 years	3 (43)	16 (43)	8 (43)	1 (43)

emplength_factor	Another Skyline College employee (not my supervisor and not an administrator)	My manager/supervisor	Not sure	Other - Write In
2 to 5 years	21 (32)	10 (32)	1 (32)	3 (32)
6 to 10 years	41 (51)	14 (51)	1 (51)	3 (51)
Less than 2 years	5 (10)	2 (10)	2 (10)	1 (10)
More than 10 years	16 (43)	11 (43)	3 (43)	5 (43)

Did you inform another Skyline College or District employee about the incident(s) or concern(s)?

This item was only shown to those who reported that they experienced or witnessed an incident of bias.

All Respondents

Reported Incident	n	Valid Pct
Yes	45	34.6%
No	85	65.4%
Missing	109	

Disaggregated by Race/Ethnicity

	Yes	No	Missing	Valid Responses
Asian	13.3% (n=2)	86.7% (n=13)	11	15
Black/African American	45.5% (n=5)	54.5% (n=6)	4	11
Decline to state	31.6% (n=6)	68.4% (n=13)	14	19
Filipino	62.5% (n=5)	37.5% (n=3)	6	8
Latinx	28.6% (n=6)	71.4% (n=15)	18	21
No response	0% (n=0)	100% (n=8)	24	8
Other	40% (n=2)	60% (n=3)	0	5
Two or More	50% (n=4)	50% (n=4)	0	8
White	42.9% (n=15)	57.1% (n=20)	32	35

Disaggregated by Gender

	Yes	No	Missing	Valid Responses
Woman	40% (n=30)	60% (n=45)	50	75
Man	35.7% (n=10)	64.3% (n=18)	27	28
Non-binary	33.3% (n=1)	66.7% (n=2)	0	3
Decline to state	26.7% (n=4)	73.3% (n=11)	8	15
No response	0% (n=0)	100% (n=9)	24	9

Disaggregated by Sexual Orientation

	Yes	No	Missing	Valid Responses
Heterosexual	36.2% (n=29)	63.7% (n=51)	61	80
LGBTQA+	36.8% (n=7)	63.2% (n=12)	16	19
Decline to state	40% (n=8)	60% (n=12)	7	20
No response	9.1% (n=1)	90.9% (n=10)	25	11

Disaggregated by Employee Type

	Yes	No	Missing	Valid Responses
Full-time Faculty	43.3% (n=26)	56.7% (n=34)	27	60
Part-time Faculty	23.8% (n=5)	76.2% (n=16)	25	21
Classified	27.8% (n=10)	72.2% (n=26)	33	36
Manager	33.3% (n=3)	66.7% (n=6)	12	9
Administrator	25% (n=1)	75% (n=3)	9	4
No response	0% (n=0)	0% (n=0)	3	0

Disaggregated by College Division

	Yes	No	Missing	Valid Responses
Instruction	40.2% (n=33)	59.8% (n=49)	53	82
Student Services	22.2% (n=8)	77.8% (n=28)	39	36
Other	36.4% (n=4)	63.6% (n=7)	14	11
No response	0% (n=0)	100% (n=1)	3	1

Disaggregated by Age

	Yes	No	Missing	Valid Responses
20-29	20% (n=1)	80% (n=4)	3	5
30-39	25% (n=8)	75% (n=24)	13	32
40-49	45.5% (n=15)	54.5% (n=18)	28	33
50-59	56.5% (n=13)	43.5% (n=10)	20	23
60-69	45.5% (n=5)	54.5% (n=6)	9	11
Above 70	50% (n=1)	50% (n=1)	3	2
Decline to state	7.1% (n=1)	92.9% (n=13)	8	14
No response	10% (n=1)	90% (n=9)	25	10

Disaggregated by Length of Employment

	Yes	No	Missing	Valid Responses
Less than 2 years	40% (n=4)	60% (n=6)	18	10
2 to 5 years	36.7% (n=11)	63.3% (n=19)	18	30
6 to 10 years	34% (n=17)	66% (n=33)	23	50
More than 10 years	32.5% (n=13)	67.5% (n=27)	48	40
No response	0% (n=0)	0% (n=0)	2	0

Whom did you inform? (Check all that apply.)

This item was only shown to those who reported that they experienced or witnessed an incident of bias and reported it.

All Respondents

	Yes	Unchecked
A Campus Security/Public Safety Officer	2	43
A District Human Resources employee	9	36
A Police Officer (for example, San Bruno Police)	0	45
A Skyline College administrator	18	27
Another Skyline College employee (not my manager and not an administrator)	20	25
My manager/supervisor	16	29
Other - Write In	10	35
The District whistleblower hotline	0	45

Open Ended Responses (All Respondents)

Respondent	
1	CARES
2	The person giving remarks
3	Union
4	Union Representative
5	there have been many instances. CARES team was useless. Admin and HR are big part of the problem. Don 't trust the whistleblower hotline. SMCCD is NOT safe and we are unsupported
6	Cares
7	I am drafting an email to my supervisor about the incident - still in progress
8	I did not inform anyone about the religious discrimination because it comes in the form of ignoring a large constituency (Muslim students/staff)
9	Student did not want to pursue.

Disaggregated by Race/Ethnicity

race_factor	A Campus Security/Public Safety Officer	A District Human Resources employee	A Police Officer (for example, San Bruno Police)	A Skyline College administrator
Asian	0 (2)	0 (2)	0 (2)	0 (2)
Black/African American	0 (5)	2 (5)	0 (5)	3 (5)
Decline to state	0 (6)	2 (6)	0 (6)	3 (6)
Filipino	0 (5)	1 (5)	0 (5)	1 (5)
Latinx	0 (6)	1 (6)	0 (6)	2 (6)
Other	1 (2)	0 (2)	0 (2)	2 (2)
Two or More	0 (4)	0 (4)	0 (4)	0 (4)
White	1 (15)	3 (15)	0 (15)	7 (15)

race_factor	Another Skyline College employee (not my manager and not an administrator)	My manager/supervisor	Other - Write In	The District whistleblower hotline
Asian	2 (2)	0 (2)	0 (2)	0 (2)
Black/African American	3 (5)	3 (5)	0 (5)	0 (5)
Decline to state	0 (6)	0 (6)	3 (6)	0 (6)
Filipino	4 (5)	2 (5)	1 (5)	0 (5)
Latinx	2 (6)	4 (6)	1 (6)	0 (6)
Other	0 (2)	0 (2)	1 (2)	0 (2)
Two or More	2 (4)	0 (4)	2 (4)	0 (4)
White	7 (15)	7 (15)	2 (15)	0 (15)

Disaggregated by Gender

gender_factor	A Campus Security/Public Safety Officer	A District Human Resources employee	A Police Officer (for example, San Bruno Police)	A Skyline College administrator
Decline to state	0 (4)	1 (4)	0 (4)	1 (4)
Man	0 (10)	3 (10)	0 (10)	5 (10)
Non-binary	0 (1)	0 (1)	0 (1)	1 (1)
Woman	2 (30)	5 (30)	0 (30)	11 (30)

gender_factor	Another Skyline College employee (not my manager and not an administrator)	My manager/supervisor	Other - Write In	The District whistleblower hotline
Decline to state	0 (4)	0 (4)	3 (4)	0 (4)
Man	4 (10)	3 (10)	2 (10)	0 (10)
Non-binary	1 (1)	1 (1)	0 (1)	0 (1)
Woman	15 (30)	12 (30)	5 (30)	0 (30)

Disaggregated by Sexual Orientation

sexorien_factor	A Campus Security/Public Safety Officer	A District Human Resources employee	A Police Officer (for example, San Bruno Police)	A Skyline College administrator
Decline to state	1 (8)	3 (8)	0 (8)	4 (8)
Heterosexual	1 (29)	3 (29)	0 (29)	12 (29)
LGBTQA+	0 (7)	3 (7)	0 (7)	2 (7)
No response	0 (1)	0 (1)	0 (1)	0 (1)

sexorien_factor	Another Skyline College employee (not my manager and not an administrator)	My manager/supervisor	Other - Write In	The District whistleblower hotline
Decline to state	1 (8)	1 (8)	4 (8)	0 (8)
Heterosexual	12 (29)	13 (29)	4 (29)	0 (29)
LGBTQA+	6 (7)	2 (7)	2 (7)	0 (7)
No response	1 (1)	0 (1)	0 (1)	0 (1)

Disaggregated by Employee Type

emptype_factor	A Campus Security/Public Safety Officer	A District Human Resources employee	A Police Officer (for example, San Bruno Police)	A Skyline College administrator
Administrator	0 (1)	1 (1)	0 (1)	0 (1)
Classified	0 (10)	1 (10)	0 (10)	0 (10)
Full-time Faculty	1 (26)	5 (26)	0 (26)	13 (26)
Manager	0 (3)	1 (3)	0 (3)	1 (3)
Part-time Faculty	1 (5)	1 (5)	0 (5)	4 (5)

emptype_factor	Another Skyline College employee (not my manager and not an administrator)	My manager/supervisor	Other - Write In	The District whistleblower hotline
Administrator	0 (1)	0 (1)	0 (1)	0 (1)
Classified	7 (10)	2 (10)	4 (10)	0 (10)
Full-time Faculty	11 (26)	10 (26)	6 (26)	0 (26)
Manager	1 (3)	2 (3)	0 (3)	0 (3)
Part-time Faculty	1 (5)	2 (5)	0 (5)	0 (5)

Disaggregated by College Division

division_factor	A Campus Security/Public Safety Officer	A District Human Resources employee	A Police Officer (for example, San Bruno Police)	A Skyline College administrator
Instruction	2 (33)	7 (33)	0 (33)	15 (33)
Other	0 (4)	2 (4)	0 (4)	2 (4)
Student Services	0 (8)	0 (8)	0 (8)	1 (8)

division_factor	Another Skyline College employee (not my manager and not an administrator)	My manager/supervisor	Other - Write In	The District whistleblower hotline
Instruction	14 (33)	13 (33)	5 (33)	0 (33)
Other	2 (4)	1 (4)	0 (4)	0 (4)
Student Services	4 (8)	2 (8)	5 (8)	0 (8)

Disaggregated by Age

age_factor	A Campus Security/Public Safety Officer	A District Human Resources employee	A Police Officer (for example, San Bruno Police)	A Skyline College administrator
20-29	0 (1)	1 (1)	0 (1)	0 (1)
30-39	0 (8)	2 (8)	0 (8)	2 (8)
40-49	0 (15)	2 (15)	0 (15)	7 (15)
50-59	1 (13)	3 (13)	0 (13)	6 (13)
60-69	1 (5)	0 (5)	0 (5)	2 (5)
Above 70	0 (1)	0 (1)	0 (1)	1 (1)
Decline to state	0 (1)	1 (1)	0 (1)	0 (1)
No response	0 (1)	0 (1)	0 (1)	0 (1)

age_factor	Another Skyline College employee (not my manager and not an administrator)	My manager/supervisor	Other - Write In	The District whistleblower hotline
20-29	1 (1)	0 (1)	0 (1)	0 (1)
30-39	5 (8)	4 (8)	3 (8)	0 (8)
40-49	5 (15)	8 (15)	1 (15)	0 (15)
50-59	5 (13)	2 (13)	6 (13)	0 (13)
60-69	3 (5)	2 (5)	0 (5)	0 (5)
Above 70	0 (1)	0 (1)	0 (1)	0 (1)
Decline to state	0 (1)	0 (1)	0 (1)	0 (1)
No response	1 (1)	0 (1)	0 (1)	0 (1)

Disaggregated by Length of Employment

emplength_factor	A Campus Security/Public Safety Officer	A District Human Resources employee	A Police Officer (for example, San Bruno Police)	A Skyline College administrator
2 to 5 years	1 (11)	2 (11)	0 (11)	5 (11)
6 to 10 years	0 (17)	2 (17)	0 (17)	10 (17)
Less than 2 years	0 (4)	1 (4)	0 (4)	0 (4)
More than 10 years	1 (13)	4 (13)	0 (13)	3 (13)

emplength_factor	Another Skyline College employee (not my manager and not an administrator)	My manager/supervisor	Other - Write In	The District whistleblower hotline
2 to 5 years	6 (11)	4 (11)	5 (11)	0 (11)
6 to 10 years	7 (17)	7 (17)	1 (17)	0 (17)
Less than 2 years	3 (4)	1 (4)	1 (4)	0 (4)
More than 10 years	4 (13)	4 (13)	3 (13)	0 (13)

How satisfied were you with the response(s) to your concern(s)

All Respondents

Satisfaction with Response	n	Valid Pct
(1) Very Satisfied	3	6.8%
(2) Somewhat Satisfied	19	43.2%
(3) Somewhat Dissatisfied	8	18.2%
(4) Very Dissatisfied	14	31.8%
Missing	195	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	0% (n=0)	50% (n=1)	50% (n=1)	0% (n=0)	24	2
Black/African American	0% (n=0)	40% (n=2)	20% (n=1)	40% (n=2)	10	5
Decline to state	0% (n=0)	16.7% (n=1)	33.3% (n=2)	50% (n=3)	27	6
Filipino	0% (n=0)	80% (n=4)	0% (n=0)	20% (n=1)	9	5
Latinx	16.7% (n=1)	66.7% (n=4)	0% (n=0)	16.7% (n=1)	33	6
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	32	0
Other	0% (n=0)	0% (n=0)	0% (n=0)	100% (n=2)	3	2
Two or More	0% (n=0)	75% (n=3)	25% (n=1)	0% (n=0)	4	4
White	14.3% (n=2)	28.6% (n=4)	21.4% (n=3)	35.7% (n=5)	53	14

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	10.3% (n=3)	48.3% (n=14)	17.2% (n=5)	24.1% (n=7)	96	29
Man	0% (n=0)	40% (n=4)	10% (n=1)	50% (n=5)	45	10
Non-binary	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	2	1
Decline to state	0% (n=0)	0% (n=0)	50% (n=2)	50% (n=2)	19	4
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	33	0

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	10.3% (n=3)	58.6% (n=17)	10.3% (n=3)	20.7% (n=6)	112	29
LGBTQA+	0% (n=0)	33.3% (n=2)	33.3% (n=2)	33.3% (n=2)	29	6
Decline to state	0% (n=0)	0% (n=0)	25% (n=2)	75% (n=6)	19	8
No response	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	35	1

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time	4% (n=1)	44% (n=11)	16% (n=4)	36% (n=9)	62	25
Faculty						
Part-time	20% (n=1)	60% (n=3)	0% (n=0)	20% (n=1)	41	5
Faculty						
Classified	0% (n=0)	50% (n=5)	20% (n=2)	30% (n=3)	59	10
Manager	33.3% (n=1)	0% (n=0)	33.3% (n=1)	33.3% (n=1)	18	3
Administrator	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	12	1
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	3	0

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	9.4% (n=3)	40.6% (n=13)	15.6% (n=5)	34.4% (n=11)	103	32
Student	0% (n=0)	37.5% (n=3)	37.5% (n=3)	25% (n=2)	67	8
Services						
Other	0% (n=0)	75% (n=3)	0% (n=0)	25% (n=1)	21	4
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	4	0

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	0% (n=0)	0% (n=0)	0% (n=0)	100% (n=1)	7	1
30-39	0% (n=0)	37.5% (n=3)	37.5% (n=3)	25% (n=2)	37	8
40-49	13.3% (n=2)	53.3% (n=8)	6.7% (n=1)	26.7% (n=4)	46	15
50-59	0% (n=0)	41.7% (n=5)	16.7% (n=2)	41.7% (n=5)	31	12
60-69	20% (n=1)	40% (n=2)	0% (n=0)	40% (n=2)	15	5
Above 70	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	4	1
Decline to	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	21	1
state						
No response	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	34	1

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2	0% (n=0)	50% (n=2)	0% (n=0)	50% (n=2)	24	4
years						
2 to 5 years	10% (n=1)	20% (n=2)	40% (n=4)	30% (n=3)	38	10
6 to 10 years	11.8% (n=2)	41.2% (n=7)	5.9% (n=1)	41.2% (n=7)	56	17
More than 10	0% (n=0)	61.5% (n=8)	23.1% (n=3)	15.4% (n=2)	75	13
years						
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Why did you not report the incident? (Check all that apply.)

All Respondents

	Yes	Unchecked
I did not have time to get involved	9	76
I did not know how (did not know the process for informing)	18	67
I did not think it would resolve anything/make a difference	63	22
I did not want to get involved	15	70
I did not want to get someone in trouble	16	69
I feared the possibility of retaliation	38	47
Other - Write In	9	76
The incident did not seem serious enough to report/discuss	25	60

Open Ended Responses (All Respondents)

Respondent	
1	I did not want to Be perceived as difficult for advocating for a colleague.
2	The issue was reported by others
3	I had just applied for my interim position when this incident happened. I did not want the reporting to affect my interview.
4	I did not personally witness the incident and it was later shared with me in confidence.
5	Used at a teaching moment
6	the speaker did not intend it maliciously and the person spoken about didn't hear the remark.
7	We responded as a committee
8	None of the categories were appropriate to this situation. It was less a direct comment than a feeling of exclusion.
9	I discussed the incident with the student/employee involved. This felt sufficient.

Disaggregated by Race/Ethnicity

race_factor	I did not have time to get involved	I did not know how (did not know the process for informing)	I did not think it would resolve anything/make a difference	I did not want to get involved
Asian	2 (13)	2 (13)	10 (13)	3 (13)
Black/African American	1 (6)	1 (6)	5 (6)	3 (6)
Decline to state	1 (13)	3 (13)	10 (13)	0 (13)
Filipino	1 (3)	0 (3)	2 (3)	1 (3)
Latinx	2 (15)	6 (15)	13 (15)	3 (15)
No response	1 (8)	0 (8)	7 (8)	2 (8)
Other	0 (3)	1 (3)	3 (3)	0 (3)
Two or More	0 (4)	0 (4)	3 (4)	0 (4)
White	1 (20)	5 (20)	10 (20)	3 (20)

race_factor	I did not want to get someone in trouble	I feared the possibility of retaliation	Other - Write In	The incident did not seem serious enough to report/discuss
Asian	1 (13)	5 (13)	1 (13)	4 (13)
Black/African American	1 (6)	2 (6)	1 (6)	2 (6)
Decline to state	2 (13)	7 (13)	0 (13)	3 (13)
Filipino	0 (3)	1 (3)	1 (3)	0 (3)
Latinx	6 (15)	12 (15)	0 (15)	2 (15)
No response	3 (8)	2 (8)	1 (8)	2 (8)
Other	1 (3)	3 (3)	0 (3)	0 (3)
Two or More	0 (4)	1 (4)	0 (4)	2 (4)
White	2 (20)	5 (20)	5 (20)	10 (20)

Disaggregated by Gender

gender_factor	I did not have time to get involved	I did not know how (did not know the process for informing)	I did not think it would resolve anything/make a difference	I did not want to get involved
Decline to state	1 (11)	2 (11)	9 (11)	0 (11)
Man	1 (18)	3 (18)	13 (18)	2 (18)
No response	1 (9)	0 (9)	8 (9)	2 (9)
Non-binary	0 (2)	1 (2)	1 (2)	0 (2)
Woman	6 (45)	12 (45)	32 (45)	11 (45)

gender_factor	I did not want to get someone in trouble	I feared the possibility of retaliation	Other - Write In	The incident did not seem serious enough to report/discuss
Decline to state	1 (11)	6 (11)	0 (11)	2 (11)
Man	3 (18)	6 (18)	4 (18)	6 (18)
No response	3 (9)	2 (9)	1 (9)	2 (9)
Non-binary	0 (2)	1 (2)	0 (2)	0 (2)
Woman	9 (45)	23 (45)	4 (45)	15 (45)

Disaggregated by Sexual Orientation

sexorien_factor	I did not have time to get involved	I did not know how (did not know the process for informing)	I did not think it would resolve anything/make a difference	I did not want to get involved
Decline to state	2 (12)	3 (12)	12 (12)	1 (12)
Heterosexual	5 (51)	13 (51)	36 (51)	10 (51)
LGBTQA+	1 (12)	2 (12)	7 (12)	2 (12)
No response	1 (10)	0 (10)	8 (10)	2 (10)

sexorien_factor	I did not want to get someone in trouble	I feared the possibility of retaliation	Other - Write In	The incident did not seem serious enough to report/discuss
Decline to state	2 (12)	9 (12)	0 (12)	2 (12)
Heterosexual	9 (51)	22 (51)	5 (51)	19 (51)
LGBTQA+	2 (12)	4 (12)	3 (12)	2 (12)
No response	3 (10)	3 (10)	1 (10)	2 (10)

Disaggregated by Employee Type

emptype_factor	I did not have time to get involved	I did not know how (did not know the process for informing)	I did not think it would resolve anything/make a difference	I did not want to get involved
Administrator	0 (3)	1 (3)	1 (3)	0 (3)
Classified	1 (26)	5 (26)	22 (26)	4 (26)
Full-time Faculty	5 (34)	7 (34)	23 (34)	5 (34)
Manager	0 (6)	1 (6)	6 (6)	1 (6)
Part-time Faculty	3 (16)	4 (16)	11 (16)	5 (16)

emptype_factor	I did not want to get someone in trouble	I feared the possibility of retaliation	Other - Write In	The incident did not seem serious enough to report/discuss
Administrator	0 (3)	1 (3)	2 (3)	1 (3)
Classified	8 (26)	14 (26)	0 (26)	7 (26)
Full-time Faculty	3 (34)	11 (34)	5 (34)	12 (34)
Manager	2 (6)	3 (6)	0 (6)	1 (6)
Part-time Faculty	3 (16)	9 (16)	2 (16)	4 (16)

Disaggregated by College Division

division_factor	I did not have time to get involved	I did not know how (did not know the process for informing)	I did not think it would resolve anything/make a difference	I did not want to get involved
Instruction	7 (49)	9 (49)	33 (49)	11 (49)
No response	0 (1)	0 (1)	0 (1)	0 (1)
Other	1 (7)	0 (7)	3 (7)	0 (7)
Student Services	1 (28)	9 (28)	27 (28)	4 (28)

division_factor	I did not want to get someone in trouble	I feared the possibility of retaliation	Other - Write In	The incident did not seem serious enough to report/discuss
Instruction	7 (49)	18 (49)	8 (49)	15 (49)
No response	0 (1)	0 (1)	0 (1)	1 (1)
Other	1 (7)	3 (7)	1 (7)	3 (7)
Student Services	8 (28)	17 (28)	0 (28)	6 (28)

Disaggregated by Age

age_factor	I did not have time to get involved	I did not know how (did not know the process for informing)	I did not think it would resolve anything/make a difference	I did not want to get involved
20-29	0 (4)	1 (4)	4 (4)	4 (4)
30-39	4 (24)	9 (24)	20 (24)	5 (24)
40-49	2 (18)	4 (18)	11 (18)	2 (18)
50-59	1 (10)	2 (10)	5 (10)	1 (10)
60-69	1 (6)	0 (6)	4 (6)	1 (6)
Above 70	0 (1)	0 (1)	1 (1)	0 (1)
Decline to state	0 (13)	2 (13)	11 (13)	0 (13)
No response	1 (9)	0 (9)	7 (9)	2 (9)

age_factor	I did not want to get someone in trouble	I feared the possibility of retaliation	Other - Write In	The incident did not seem serious enough to report/discuss
20-29	1 (4)	2 (4)	0 (4)	2 (4)
30-39	7 (24)	12 (24)	2 (24)	6 (24)
40-49	3 (18)	8 (18)	5 (18)	5 (18)
50-59	0 (10)	2 (10)	1 (10)	5 (10)
60-69	0 (6)	3 (6)	0 (6)	4 (6)
Above 70	0 (1)	1 (1)	0 (1)	0 (1)
Decline to state	2 (13)	7 (13)	0 (13)	1 (13)
No response	3 (9)	3 (9)	1 (9)	2 (9)

Disaggregated by Length of Employment

emplength_factor	I did not have time to get involved	I did not know how (did not know the process for informing)	I did not think it would resolve anything/make a difference	I did not want to get involved
2 to 5 years	4 (19)	6 (19)	16 (19)	3 (19)
6 to 10 years	3 (33)	6 (33)	26 (33)	7 (33)
Less than 2 years	1 (6)	3 (6)	4 (6)	3 (6)
More than 10 years	1 (27)	3 (27)	17 (27)	2 (27)

emplength_factor	I did not want to get someone in trouble	I feared the possibility of retaliation	Other - Write In	The incident did not seem serious enough to report/discuss
2 to 5 years	4 (19)	9 (19)	2 (19)	7 (19)
6 to 10 years	6 (33)	16 (33)	3 (33)	7 (33)
Less than 2 years	1 (6)	2 (6)	0 (6)	4 (6)
More than 10 years	5 (27)	11 (27)	4 (27)	7 (27)

Professional Development, Training, and Support

In thinking about your experience as a Skyline College employee during the past 12 months, please rate the extent to which you agree or disagree with the following statements:

Skyline College provides adequate opportunities for training related to my area of responsibility.

All Respondents

	n	Valid Pct
(1) Strongly agree	37	17.3%
(2) Agree	83	38.8%
(3) Disagree	48	22.4%
(4) Strongly disagree	33	15.4%
(5) Don't know/Not sure	13	6.1%
Missing	25	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	19.2% (n=5)	46.2% (n=12)	19.2% (n=5)	11.5% (n=3)	3.8% (n=1)	0	26
Black/African American	13.3% (n=2)	40% (n=6)	13.3% (n=2)	33.3% (n=5)	0% (n=0)	0	15
Decline to state	15.6% (n=5)	28.1% (n=9)	25% (n=8)	18.8% (n=6)	12.5% (n=4)	1	32
Filipino	14.3% (n=2)	50% (n=7)	28.6% (n=4)	7.1% (n=1)	0% (n=0)	0	14
Latinx	10.3% (n=4)	38.5% (n=15)	28.2% (n=11)	20.5% (n=8)	2.6% (n=1)	0	39
No response	0% (n=0)	37.5% (n=3)	25% (n=2)	25% (n=2)	12.5% (n=1)	24	8
Other	20% (n=1)	60% (n=3)	0% (n=0)	20% (n=1)	0% (n=0)	0	5
Two or More	0% (n=0)	37.5% (n=3)	25% (n=2)	25% (n=2)	12.5% (n=1)	0	8
White	26.9% (n=18)	37.3% (n=25)	20.9% (n=14)	7.5% (n=5)	7.5% (n=5)	0	67

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	17.6% (n=22)	40.8% (n=51)	24% (n=30)	13.6% (n=17)	4% (n=5)	0	125
Man	20% (n=11)	41.8% (n=23)	18.2% (n=10)	12.7% (n=7)	7.3% (n=4)	0	55
Non-binary	33.3% (n=1)	33.3% (n=1)	0% (n=0)	0% (n=0)	33.3% (n=1)	0	3
Decline to state	13.6% (n=3)	22.7% (n=5)	22.7% (n=5)	31.8% (n=7)	9.1% (n=2)	1	22
No response	0% (n=0)	33.3% (n=3)	33.3% (n=3)	22.2% (n=2)	11.1% (n=1)	24	9

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	19.9% (n=28)	39% (n=55)	22.7% (n=32)	13.5% (n=19)	5% (n=7)	0	141
LGBTQA+	8.8% (n=3)	47.1% (n=16)	17.6% (n=6)	17.6% (n=6)	8.8% (n=3)	1	34
Decline to state	22.2% (n=6)	14.8% (n=4)	33.3% (n=9)	22.2% (n=6)	7.4% (n=2)	0	27
No response	0% (n=0)	66.7% (n=8)	8.3% (n=1)	16.7% (n=2)	8.3% (n=1)	24	12

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	23.2% (n=19)	43.9% (n=36)	19.5% (n=16)	9.8% (n=8)	3.7% (n=3)	5	82
Part-time Faculty	20% (n=8)	35% (n=14)	20% (n=8)	12.5% (n=5)	12.5% (n=5)	6	40
Classified	3.3% (n=2)	35% (n=21)	26.7% (n=16)	30% (n=18)	5% (n=3)	9	60
Manager	22.2% (n=4)	33.3% (n=6)	27.8% (n=5)	11.1% (n=2)	5.6% (n=1)	3	18
Administrator	30.8% (n=4)	46.2% (n=6)	15.4% (n=2)	0% (n=0)	7.7% (n=1)	0	13
No response	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	19.2% (n=24)	38.4% (n=48)	24.8% (n=31)	11.2% (n=14)	6.4% (n=8)	10	125
Student Services	10.9% (n=7)	35.9% (n=23)	20.3% (n=13)	28.1% (n=18)	4.7% (n=3)	11	64
Other	21.7% (n=5)	47.8% (n=11)	17.4% (n=4)	4.3% (n=1)	8.7% (n=2)	2	23
No response	50% (n=1)	50% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	12.5% (n=1)	12.5% (n=1)	25% (n=2)	50% (n=4)	0% (n=0)	0	8
30-39	6.7% (n=3)	40% (n=18)	22.2% (n=10)	22.2% (n=10)	8.9% (n=4)	0	45
40-49	14.8% (n=9)	42.6% (n=26)	26.2% (n=16)	14.8% (n=9)	1.6% (n=1)	0	61
50-59	30.2% (n=13)	32.6% (n=14)	23.3% (n=10)	9.3% (n=4)	4.7% (n=2)	0	43
60-69	35% (n=7)	40% (n=8)	15% (n=3)	0% (n=0)	10% (n=2)	0	20
Above 70	20% (n=1)	60% (n=3)	0% (n=0)	0% (n=0)	20% (n=1)	0	5
Decline to state	13.6% (n=3)	36.4% (n=8)	22.7% (n=5)	18.2% (n=4)	9.1% (n=2)	0	22
No response	0% (n=0)	50% (n=5)	20% (n=2)	20% (n=2)	10% (n=1)	25	10

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	11.5% (n=3)	34.6% (n=9)	15.4% (n=4)	19.2% (n=5)	19.2% (n=5)	2	26
2 to 5 years	15.9% (n=7)	38.6% (n=17)	22.7% (n=10)	20.5% (n=9)	2.3% (n=1)	4	44
6 to 10 years	9.7% (n=6)	50% (n=31)	30.6% (n=19)	9.7% (n=6)	0% (n=0)	11	62
More than 10 years	25.6% (n=21)	31.7% (n=26)	18.3% (n=15)	15.9% (n=13)	8.5% (n=7)	6	82
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

My supervisor supports me in setting and reaching my professional goals.

All Respondents

	n	Valid Pct
(1) Strongly agree	70	33%
(2) Agree	71	33.5%
(3) Disagree	28	13.2%
(4) Strongly disagree	23	10.8%
(5) Don't know/Not sure	20	9.4%
Missing	27	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	23.1% (n=6)	38.5% (n=10)	15.4% (n=4)	7.7% (n=2)	15.4% (n=4)	0	26
Black/African American	13.3% (n=2)	20% (n=3)	40% (n=6)	13.3% (n=2)	13.3% (n=2)	0	15
Decline to state	46.9% (n=15)	28.1% (n=9)	6.2% (n=2)	15.6% (n=5)	3.1% (n=1)	1	32
Filipino	42.9% (n=6)	35.7% (n=5)	7.1% (n=1)	0% (n=0)	14.3% (n=2)	0	14
Latinx	33.3% (n=13)	38.5% (n=15)	12.8% (n=5)	7.7% (n=3)	7.7% (n=3)	0	39
No response	0% (n=0)	71.4% (n=5)	14.3% (n=1)	14.3% (n=1)	0% (n=0)	25	7
Other	20% (n=1)	40% (n=2)	0% (n=0)	20% (n=1)	20% (n=1)	0	5
Two or More	25% (n=2)	37.5% (n=3)	0% (n=0)	25% (n=2)	12.5% (n=1)	0	8
White	37.9% (n=25)	28.8% (n=19)	13.6% (n=9)	10.6% (n=7)	9.1% (n=6)	1	66

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	33.9% (n=42)	27.4% (n=34)	16.9% (n=21)	10.5% (n=13)	11.3% (n=14)	1	124
Man	32.7% (n=18)	41.8% (n=23)	5.5% (n=3)	9.1% (n=5)	10.9% (n=6)	0	55
Non-binary	0% (n=0)	66.7% (n=2)	33.3% (n=1)	0% (n=0)	0% (n=0)	0	3
Decline to state	45.5% (n=10)	27.3% (n=6)	9.1% (n=2)	18.2% (n=4)	0% (n=0)	1	22
No response	0% (n=0)	75% (n=6)	12.5% (n=1)	12.5% (n=1)	0% (n=0)	25	8

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	35% (n=49)	30% (n=42)	13.6% (n=19)	9.3% (n=13)	12.1% (n=17)	1	140
LGBTQA+	29.4% (n=10)	44.1% (n=15)	8.8% (n=3)	14.7% (n=5)	2.9% (n=1)	1	34
Decline to state	37% (n=10)	25.9% (n=7)	22.2% (n=6)	14.8% (n=4)	0% (n=0)	0	27
No response	9.1% (n=1)	63.6% (n=7)	0% (n=0)	9.1% (n=1)	18.2% (n=2)	25	11

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	34.6% (n=28)	30.9% (n=25)	16% (n=13)	9.9% (n=8)	8.6% (n=7)	6	81
Part-time Faculty	30.8% (n=12)	23.1% (n=9)	12.8% (n=5)	17.9% (n=7)	15.4% (n=6)	7	39
Classified	28.3% (n=17)	36.7% (n=22)	13.3% (n=8)	11.7% (n=7)	10% (n=6)	9	60
Manager	33.3% (n=6)	55.6% (n=10)	0% (n=0)	5.6% (n=1)	5.6% (n=1)	3	18
Administrator	53.8% (n=7)	38.5% (n=5)	7.7% (n=1)	0% (n=0)	0% (n=0)	0	13
No response	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	32.5% (n=40)	28.5% (n=35)	16.3% (n=20)	10.6% (n=13)	12.2% (n=15)	12	123
Student Services	28.1% (n=18)	40.6% (n=26)	12.5% (n=8)	14.1% (n=9)	4.7% (n=3)	11	64
Other	47.8% (n=11)	39.1% (n=9)	0% (n=0)	4.3% (n=1)	8.7% (n=2)	2	23
No response	50% (n=1)	50% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	25% (n=2)	25% (n=2)	0% (n=0)	37.5% (n=3)	12.5% (n=1)	0	8
30-39	28.9% (n=13)	40% (n=18)	8.9% (n=4)	13.3% (n=6)	8.9% (n=4)	0	45
40-49	40% (n=24)	31.7% (n=19)	16.7% (n=10)	6.7% (n=4)	5% (n=3)	1	60
50-59	34.9% (n=15)	25.6% (n=11)	11.6% (n=5)	14% (n=6)	14% (n=6)	0	43
60-69	30% (n=6)	30% (n=6)	25% (n=5)	5% (n=1)	10% (n=2)	0	20
Above 70	0% (n=0)	40% (n=2)	20% (n=1)	0% (n=0)	40% (n=2)	0	5
Decline to state	45.5% (n=10)	31.8% (n=7)	9.1% (n=2)	9.1% (n=2)	4.5% (n=1)	0	22
No response	0% (n=0)	66.7% (n=6)	11.1% (n=1)	11.1% (n=1)	11.1% (n=1)	26	9

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	34.6% (n=9)	34.6% (n=9)	11.5% (n=3)	3.8% (n=1)	15.4% (n=4)	2	26
2 to 5 years	36.4% (n=16)	25% (n=11)	18.2% (n=8)	18.2% (n=8)	2.3% (n=1)	4	44
6 to 10 years	22.6% (n=14)	41.9% (n=26)	16.1% (n=10)	11.3% (n=7)	8.1% (n=5)	11	62
More than 10 years	38.8% (n=31)	31.2% (n=25)	8.8% (n=7)	8.8% (n=7)	12.5% (n=10)	8	80
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

My supervisor supports my participation in professional development opportunities.

All Respondents

	n	Valid Pct
(1) Strongly agree	83	39.5%
(2) Agree	82	39%
(3) Disagree	15	7.1%
(4) Strongly disagree	12	5.7%
(5) Don't know/Not sure	18	8.6%
Missing	29	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	36% (n=9)	44% (n=11)	8% (n=2)	4% (n=1)	8% (n=2)	1	25
Black/African American	33.3% (n=5)	40% (n=6)	20% (n=3)	6.7% (n=1)	0% (n=0)	0	15
Decline to state	50% (n=16)	31.2% (n=10)	6.2% (n=2)	6.2% (n=2)	6.2% (n=2)	1	32
Filipino	35.7% (n=5)	35.7% (n=5)	14.3% (n=2)	0% (n=0)	14.3% (n=2)	0	14
Latinx	38.5% (n=15)	38.5% (n=15)	10.3% (n=4)	5.1% (n=2)	7.7% (n=3)	0	39
No response	0% (n=0)	66.7% (n=4)	0% (n=0)	0% (n=0)	33.3% (n=2)	26	6
Other	20% (n=1)	60% (n=3)	0% (n=0)	0% (n=0)	20% (n=1)	0	5
Two or More	25% (n=2)	50% (n=4)	0% (n=0)	12.5% (n=1)	12.5% (n=1)	0	8
White	45.5% (n=30)	36.4% (n=24)	3% (n=2)	7.6% (n=5)	7.6% (n=5)	1	66

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	40.7% (n=50)	36.6% (n=45)	8.1% (n=10)	6.5% (n=8)	8.1% (n=10)	2	123
Man	41.8% (n=23)	41.8% (n=23)	5.5% (n=3)	3.6% (n=2)	7.3% (n=4)	0	55
Non-binary	0% (n=0)	33.3% (n=1)	33.3% (n=1)	0% (n=0)	33.3% (n=1)	0	3
Decline to state	45.5% (n=10)	36.4% (n=8)	4.5% (n=1)	9.1% (n=2)	4.5% (n=1)	1	22
No response	0% (n=0)	71.4% (n=5)	0% (n=0)	0% (n=0)	28.6% (n=2)	26	7

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	43.6% (n=61)	36.4% (n=51)	5.7% (n=8)	5.7% (n=8)	8.6% (n=12)	1	140
LGBTQA+	32.4% (n=11)	38.2% (n=13)	14.7% (n=5)	5.9% (n=2)	8.8% (n=3)	1	34
Decline to state	40.7% (n=11)	40.7% (n=11)	7.4% (n=2)	7.4% (n=2)	3.7% (n=1)	0	27
No response	0% (n=0)	77.8% (n=7)	0% (n=0)	0% (n=0)	22.2% (n=2)	27	9

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	42% (n=34)	39.5% (n=32)	6.2% (n=5)	3.7% (n=3)	8.6% (n=7)	6	81
Part-time Faculty	33.3% (n=13)	28.2% (n=11)	12.8% (n=5)	12.8% (n=5)	12.8% (n=5)	7	39
Classified	32.2% (n=19)	47.5% (n=28)	5.1% (n=3)	6.8% (n=4)	8.5% (n=5)	10	59
Manager	47.1% (n=8)	35.3% (n=6)	11.8% (n=2)	0% (n=0)	5.9% (n=1)	4	17
Administrator	69.2% (n=9)	30.8% (n=4)	0% (n=0)	0% (n=0)	0% (n=0)	0	13
No response	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	37.4% (n=46)	39.8% (n=49)	8.1% (n=10)	5.7% (n=7)	8.9% (n=11)	12	123
Student Services	34.9% (n=22)	39.7% (n=25)	7.9% (n=5)	7.9% (n=5)	9.5% (n=6)	12	63
Other	59.1% (n=13)	36.4% (n=8)	0% (n=0)	0% (n=0)	4.5% (n=1)	3	22
No response	100% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	37.5% (n=3)	25% (n=2)	12.5% (n=1)	25% (n=2)	0% (n=0)	0	8
30-39	37.8% (n=17)	37.8% (n=17)	6.7% (n=3)	6.7% (n=3)	11.1% (n=5)	0	45
40-49	40.7% (n=24)	40.7% (n=24)	6.8% (n=4)	3.4% (n=2)	8.5% (n=5)	2	59
50-59	46.5% (n=20)	27.9% (n=12)	14% (n=6)	9.3% (n=4)	2.3% (n=1)	0	43
60-69	45% (n=9)	40% (n=8)	5% (n=1)	0% (n=0)	10% (n=2)	0	20
Above 70	0% (n=0)	60% (n=3)	0% (n=0)	0% (n=0)	40% (n=2)	0	5
Decline to state	45.5% (n=10)	45.5% (n=10)	0% (n=0)	4.5% (n=1)	4.5% (n=1)	0	22
No response	0% (n=0)	75% (n=6)	0% (n=0)	0% (n=0)	25% (n=2)	27	8

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	50% (n=13)	26.9% (n=7)	3.8% (n=1)	3.8% (n=1)	15.4% (n=4)	2	26
2 to 5 years	44.2% (n=19)	27.9% (n=12)	16.3% (n=7)	7% (n=3)	4.7% (n=2)	5	43
6 to 10 years	30.6% (n=19)	48.4% (n=30)	8.1% (n=5)	6.5% (n=4)	6.5% (n=4)	11	62
More than 10 years	40.5% (n=32)	41.8% (n=33)	2.5% (n=2)	5.1% (n=4)	10.1% (n=8)	9	79
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

My dean actively supports my program/unit/department (select N/A if your department does not report up through a dean).

All Respondents

	n	Valid Pct
(1) Strongly agree	63	29.7%
(2) Agree	65	30.7%
(3) Disagree	25	11.8%
(4) Strongly disagree	22	10.4%
(5) Don't know/Not sure	37	17.5%
Missing	27	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	11.5% (n=3)	38.5% (n=10)	19.2% (n=5)	3.8% (n=1)	26.9% (n=7)	0	26
Black/African American	20% (n=3)	20% (n=3)	33.3% (n=5)	20% (n=3)	6.7% (n=1)	0	15
Decline to state	34.4% (n=11)	15.6% (n=5)	12.5% (n=4)	12.5% (n=4)	25% (n=8)	1	32
Filipino	35.7% (n=5)	35.7% (n=5)	7.1% (n=1)	0% (n=0)	21.4% (n=3)	0	14
Latinx	30.8% (n=12)	38.5% (n=15)	2.6% (n=1)	12.8% (n=5)	15.4% (n=6)	0	39
No response	14.3% (n=1)	42.9% (n=3)	14.3% (n=1)	14.3% (n=1)	14.3% (n=1)	25	7
Other	20% (n=1)	60% (n=3)	0% (n=0)	20% (n=1)	0% (n=0)	0	5
Two or More	25% (n=2)	50% (n=4)	12.5% (n=1)	0% (n=0)	12.5% (n=1)	0	8
White	37.9% (n=25)	25.8% (n=17)	10.6% (n=7)	10.6% (n=7)	15.2% (n=10)	1	66

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	29% (n=36)	30.6% (n=38)	12.1% (n=15)	11.3% (n=14)	16.9% (n=21)	1	124
Man	32.7% (n=18)	34.5% (n=19)	12.7% (n=7)	5.5% (n=3)	14.5% (n=8)	0	55
Non-binary	0% (n=0)	33.3% (n=1)	66.7% (n=2)	0% (n=0)	0% (n=0)	0	3
Decline to state	36.4% (n=8)	13.6% (n=3)	0% (n=0)	18.2% (n=4)	31.8% (n=7)	1	22
No response	12.5% (n=1)	50% (n=4)	12.5% (n=1)	12.5% (n=1)	12.5% (n=1)	25	8

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	30.7% (n=43)	34.3% (n=48)	9.3% (n=13)	8.6% (n=12)	17.1% (n=24)	1	140
LGBTQA+	29.4% (n=10)	26.5% (n=9)	20.6% (n=7)	11.8% (n=4)	11.8% (n=4)	1	34
Decline to state	29.6% (n=8)	18.5% (n=5)	11.1% (n=3)	14.8% (n=4)	25.9% (n=7)	0	27
No response	18.2% (n=2)	27.3% (n=3)	18.2% (n=2)	18.2% (n=2)	18.2% (n=2)	25	11

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	39.5% (n=32)	32.1% (n=26)	16% (n=13)	11.1% (n=9)	1.2% (n=1)	6	81
Part-time Faculty	33.3% (n=13)	30.8% (n=12)	12.8% (n=5)	10.3% (n=4)	12.8% (n=5)	7	39
Classified	20% (n=12)	31.7% (n=19)	11.7% (n=7)	11.7% (n=7)	25% (n=15)	9	60
Manager	11.1% (n=2)	33.3% (n=6)	0% (n=0)	11.1% (n=2)	44.4% (n=8)	3	18
Administrator	30.8% (n=4)	7.7% (n=1)	0% (n=0)	0% (n=0)	61.5% (n=8)	0	13
No response	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	34.1% (n=42)	30.9% (n=38)	15.4% (n=19)	9.8% (n=12)	9.8% (n=12)	12	123
Student Services	26.6% (n=17)	39.1% (n=25)	6.2% (n=4)	14.1% (n=9)	14.1% (n=9)	11	64
Other	8.7% (n=2)	8.7% (n=2)	8.7% (n=2)	4.3% (n=1)	69.6% (n=16)	2	23
No response	100% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	25% (n=2)	12.5% (n=1)	25% (n=2)	12.5% (n=1)	25% (n=2)	0	8
30-39	24.4% (n=11)	33.3% (n=15)	13.3% (n=6)	13.3% (n=6)	15.6% (n=7)	0	45
40-49	31.1% (n=19)	34.4% (n=21)	11.5% (n=7)	8.2% (n=5)	14.8% (n=9)	0	61
50-59	30.2% (n=13)	23.3% (n=10)	11.6% (n=5)	18.6% (n=8)	16.3% (n=7)	0	43
60-69	42.1% (n=8)	36.8% (n=7)	15.8% (n=3)	0% (n=0)	5.3% (n=1)	1	19
Above 70	20% (n=1)	40% (n=2)	0% (n=0)	0% (n=0)	40% (n=2)	0	5
Decline to state	36.4% (n=8)	22.7% (n=5)	0% (n=0)	4.5% (n=1)	36.4% (n=8)	0	22
No response	11.1% (n=1)	44.4% (n=4)	22.2% (n=2)	11.1% (n=1)	11.1% (n=1)	26	9

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	26.9% (n=7)	26.9% (n=7)	15.4% (n=4)	0% (n=0)	30.8% (n=8)	2	26
2 to 5 years	18.6% (n=8)	25.6% (n=11)	14% (n=6)	20.9% (n=9)	20.9% (n=9)	5	43
6 to 10 years	24.2% (n=15)	41.9% (n=26)	14.5% (n=9)	12.9% (n=8)	6.5% (n=4)	11	62
More than 10 years	40.7% (n=33)	25.9% (n=21)	7.4% (n=6)	6.2% (n=5)	19.8% (n=16)	7	81
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

I am able to have a healthy work/life balance as a Skyline College employee.

All Respondents

	n	Valid Pct
(1) Strongly agree	45	21.3%
(2) Agree	68	32.2%
(3) Disagree	47	22.3%
(4) Strongly disagree	38	18%
(5) Don't know/Not sure	13	6.2%
Missing	28	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	30.8% (n=8)	30.8% (n=8)	23.1% (n=6)	7.7% (n=2)	7.7% (n=2)	0	26
Black/African American	6.7% (n=1)	20% (n=3)	40% (n=6)	33.3% (n=5)	0% (n=0)	0	15
Decline to state	29% (n=9)	35.5% (n=11)	19.4% (n=6)	12.9% (n=4)	3.2% (n=1)	2	31
Filipino	21.4% (n=3)	50% (n=7)	7.1% (n=1)	14.3% (n=2)	7.1% (n=1)	0	14
Latinx	15.4% (n=6)	30.8% (n=12)	17.9% (n=7)	28.2% (n=11)	7.7% (n=3)	0	39
No response	0% (n=0)	0% (n=0)	16.7% (n=1)	50% (n=3)	33.3% (n=2)	26	6
Other	20% (n=1)	20% (n=1)	40% (n=2)	20% (n=1)	0% (n=0)	0	5
Two or More	25% (n=2)	0% (n=0)	37.5% (n=3)	25% (n=2)	12.5% (n=1)	0	8
White	22.4% (n=15)	38.8% (n=26)	22.4% (n=15)	11.9% (n=8)	4.5% (n=3)	0	67

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	20% (n=25)	32% (n=40)	25.6% (n=32)	16% (n=20)	6.4% (n=8)	0	125
Man	29.1% (n=16)	36.4% (n=20)	12.7% (n=7)	20% (n=11)	1.8% (n=1)	0	55
Non-binary	0% (n=0)	0% (n=0)	66.7% (n=2)	0% (n=0)	33.3% (n=1)	0	3
Decline to state	19% (n=4)	38.1% (n=8)	19% (n=4)	19% (n=4)	4.8% (n=1)	2	21
No response	0% (n=0)	0% (n=0)	28.6% (n=2)	42.9% (n=3)	28.6% (n=2)	26	7

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	24.1% (n=34)	34.8% (n=49)	21.3% (n=30)	15.6% (n=22)	4.3% (n=6)	0	141
LGBTQA+	14.7% (n=5)	29.4% (n=10)	23.5% (n=8)	20.6% (n=7)	11.8% (n=4)	1	34
Decline to state	19.2% (n=5)	26.9% (n=7)	26.9% (n=7)	23.1% (n=6)	3.8% (n=1)	1	26
No response	10% (n=1)	20% (n=2)	20% (n=2)	30% (n=3)	20% (n=2)	26	10

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	16.2% (n=13)	28.7% (n=23)	27.5% (n=22)	21.2% (n=17)	6.2% (n=5)	7	80
Part-time Faculty	28.2% (n=11)	33.3% (n=13)	15.4% (n=6)	17.9% (n=7)	5.1% (n=2)	7	39
Classified	13.3% (n=8)	38.3% (n=23)	23.3% (n=14)	18.3% (n=11)	6.7% (n=4)	9	60
Manager	33.3% (n=6)	27.8% (n=5)	16.7% (n=3)	11.1% (n=2)	11.1% (n=2)	3	18
Administrator	53.8% (n=7)	30.8% (n=4)	15.4% (n=2)	0% (n=0)	0% (n=0)	0	13
No response	0% (n=0)	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	20.5% (n=25)	32.8% (n=40)	21.3% (n=26)	19.7% (n=24)	5.7% (n=7)	13	122
Student Services	15.6% (n=10)	31.2% (n=20)	25% (n=16)	20.3% (n=13)	7.8% (n=5)	11	64
Other	43.5% (n=10)	30.4% (n=7)	17.4% (n=4)	4.3% (n=1)	4.3% (n=1)	2	23
No response	0% (n=0)	50% (n=1)	50% (n=1)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	25% (n=2)	25% (n=2)	12.5% (n=1)	37.5% (n=3)	0% (n=0)	0	8
30-39	8.9% (n=4)	28.9% (n=13)	28.9% (n=13)	24.4% (n=11)	8.9% (n=4)	0	45
40-49	23% (n=14)	29.5% (n=18)	24.6% (n=15)	18% (n=11)	4.9% (n=3)	0	61
50-59	25.6% (n=11)	39.5% (n=17)	20.9% (n=9)	14% (n=6)	0% (n=0)	0	43
60-69	35% (n=7)	30% (n=6)	25% (n=5)	0% (n=0)	10% (n=2)	0	20
Above 70	0% (n=0)	20% (n=1)	20% (n=1)	40% (n=2)	20% (n=1)	0	5
Decline to state	33.3% (n=7)	47.6% (n=10)	9.5% (n=2)	4.8% (n=1)	4.8% (n=1)	1	21
No response	0% (n=0)	12.5% (n=1)	12.5% (n=1)	50% (n=4)	25% (n=2)	27	8

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	23.1% (n=6)	38.5% (n=10)	15.4% (n=4)	11.5% (n=3)	11.5% (n=3)	2	26
2 to 5 years	16.3% (n=7)	23.3% (n=10)	32.6% (n=14)	25.6% (n=11)	2.3% (n=1)	5	43
6 to 10 years	16.1% (n=10)	37.1% (n=23)	21% (n=13)	21% (n=13)	4.8% (n=3)	11	62
More than 10 years	27.5% (n=22)	31.2% (n=25)	20% (n=16)	13.8% (n=11)	7.5% (n=6)	8	80
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

College Diversity, Equity, and Inclusion (DEI) Professional Development

Which of the following campus professional development opportunities around diversity, equity, & inclusion have you participated in and what is your interest for the future?

Equity Institute's Equity Academy

All Respondents

	n	Valid Pct
(1) Have participated	62	30.1%
(2) Interested in participating in the future	45	21.8%
(3) Not interested in participating in the future	53	25.7%
(4) Not sure / Do not have enough information	46	22.3%
Missing	33	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	32% (n=8)	28% (n=7)	20% (n=5)	20% (n=5)	1	25
Black/African American	26.7% (n=4)	20% (n=3)	33.3% (n=5)	20% (n=3)	0	15
Decline to state	40.6% (n=13)	21.9% (n=7)	25% (n=8)	12.5% (n=4)	1	32
Filipino	21.4% (n=3)	14.3% (n=2)	35.7% (n=5)	28.6% (n=4)	0	14
Latinx	26.3% (n=10)	36.8% (n=14)	21.1% (n=8)	15.8% (n=6)	1	38
No response	60% (n=3)	0% (n=0)	40% (n=2)	0% (n=0)	27	5
Other	0% (n=0)	20% (n=1)	60% (n=3)	20% (n=1)	0	5
Two or More	25% (n=2)	12.5% (n=1)	50% (n=4)	12.5% (n=1)	0	8
White	29.7% (n=19)	15.6% (n=10)	20.3% (n=13)	34.4% (n=22)	3	64

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	27.3% (n=33)	28.1% (n=34)	19.8% (n=24)	24.8% (n=30)	4	121
Man	25.5% (n=14)	9.1% (n=5)	41.8% (n=23)	23.6% (n=13)	0	55
Non-binary	50% (n=1)	0% (n=0)	0% (n=0)	50% (n=1)	1	2
Decline to state	45.5% (n=10)	27.3% (n=6)	18.2% (n=4)	9.1% (n=2)	1	22
No response	66.7% (n=4)	0% (n=0)	33.3% (n=2)	0% (n=0)	27	6

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	27.7% (n=38)	22.6% (n=31)	27% (n=37)	22.6% (n=31)	4	137
LGBTQA+	27.3% (n=9)	15.2% (n=5)	27.3% (n=9)	30.3% (n=10)	2	33
Decline to state	44.4% (n=12)	25.9% (n=7)	14.8% (n=4)	14.8% (n=4)	0	27
No response	33.3% (n=3)	22.2% (n=2)	33.3% (n=3)	11.1% (n=1)	27	9

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time Faculty	35.4% (n=28)	15.2% (n=12)	31.6% (n=25)	17.7% (n=14)	8	79
Part-time Faculty	15.4% (n=6)	25.6% (n=10)	12.8% (n=5)	46.2% (n=18)	7	39
Classified	21.1% (n=12)	24.6% (n=14)	31.6% (n=18)	22.8% (n=13)	12	57
Manager	35.3% (n=6)	35.3% (n=6)	23.5% (n=4)	5.9% (n=1)	4	17
Administrator	69.2% (n=9)	23.1% (n=3)	7.7% (n=1)	0% (n=0)	0	13
No response	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	26.7% (n=32)	15.8% (n=19)	30% (n=36)	27.5% (n=33)	15	120
Student Services	27.9% (n=17)	36.1% (n=22)	19.7% (n=12)	16.4% (n=10)	14	61
Other	52.2% (n=12)	17.4% (n=4)	17.4% (n=4)	13% (n=3)	2	23
No response	50% (n=1)	0% (n=0)	50% (n=1)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	12.5% (n=1)	25% (n=2)	37.5% (n=3)	25% (n=2)	0	8
30-39	33.3% (n=15)	31.1% (n=14)	20% (n=9)	15.6% (n=7)	0	45
40-49	31.6% (n=18)	22.8% (n=13)	21.1% (n=12)	24.6% (n=14)	4	57
50-59	31% (n=13)	14.3% (n=6)	26.2% (n=11)	28.6% (n=12)	1	42
60-69	15% (n=3)	15% (n=3)	40% (n=8)	30% (n=6)	0	20
Above 70	20% (n=1)	0% (n=0)	20% (n=1)	60% (n=3)	0	5
Decline to state	31.8% (n=7)	27.3% (n=6)	31.8% (n=7)	9.1% (n=2)	0	22
No response	57.1% (n=4)	14.3% (n=1)	28.6% (n=2)	0% (n=0)	28	7

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2 years	23.1% (n=6)	38.5% (n=10)	7.7% (n=2)	30.8% (n=8)	2	26
2 to 5 years	42.9% (n=18)	33.3% (n=14)	9.5% (n=4)	14.3% (n=6)	6	42
6 to 10 years	33.3% (n=20)	18.3% (n=11)	31.7% (n=19)	16.7% (n=10)	13	60
More than 10 years	23.1% (n=18)	12.8% (n=10)	35.9% (n=28)	28.2% (n=22)	10	78
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Equity Institute's Master Class

All Respondents

	n	Valid Pct
(1) Have participated	19	9.3%
(2) Interested in participating in the future	62	30.4%
(3) Not interested in participating in the future	58	28.4%
(4) Not sure / Do not have enough information	65	31.9%
Missing	35	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	11.5% (n=3)	38.5% (n=10)	23.1% (n=6)	26.9% (n=7)	0	26
Black/African American	6.7% (n=1)	26.7% (n=4)	33.3% (n=5)	33.3% (n=5)	0	15
Decline to state	6.5% (n=2)	35.5% (n=11)	38.7% (n=12)	19.4% (n=6)	2	31
Filipino	14.3% (n=2)	21.4% (n=3)	28.6% (n=4)	35.7% (n=5)	0	14
Latinx	5.6% (n=2)	44.4% (n=16)	22.2% (n=8)	27.8% (n=10)	3	36
No response	20% (n=1)	0% (n=0)	60% (n=3)	20% (n=1)	27	5
Other	0% (n=0)	25% (n=1)	50% (n=2)	25% (n=1)	1	4
Two or More	0% (n=0)	12.5% (n=1)	50% (n=4)	37.5% (n=3)	0	8
White	12.3% (n=8)	24.6% (n=16)	21.5% (n=14)	41.5% (n=27)	2	65

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	10.7% (n=13)	34.7% (n=42)	20.7% (n=25)	33.9% (n=41)	4	121
Man	7.4% (n=4)	18.5% (n=10)	40.7% (n=22)	33.3% (n=18)	1	54
Non-binary	0% (n=0)	50% (n=1)	0% (n=0)	50% (n=1)	1	2
Decline to state	4.8% (n=1)	42.9% (n=9)	33.3% (n=7)	19% (n=4)	2	21
No response	16.7% (n=1)	0% (n=0)	66.7% (n=4)	16.7% (n=1)	27	6

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	8.8% (n=12)	30.9% (n=42)	27.2% (n=37)	33.1% (n=45)	5	136
LGBTQA+	15.2% (n=5)	24.2% (n=8)	30.3% (n=10)	30.3% (n=10)	2	33
Decline to state	4% (n=1)	40% (n=10)	24% (n=6)	32% (n=8)	2	25
No response	10% (n=1)	20% (n=2)	50% (n=5)	20% (n=2)	26	10

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time	8.9% (n=7)	26.6% (n=21)	39.2% (n=31)	25.3% (n=20)	8	79
Faculty						
Part-time	2.6% (n=1)	23.1% (n=9)	15.4% (n=6)	59% (n=23)	7	39
Faculty						
Classified	10.9% (n=6)	32.7% (n=18)	29.1% (n=16)	27.3% (n=15)	14	55
Manager	16.7% (n=3)	44.4% (n=8)	22.2% (n=4)	16.7% (n=3)	3	18
Administrator	15.4% (n=2)	46.2% (n=6)	7.7% (n=1)	30.8% (n=4)	0	13
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	3	0

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	9.3% (n=11)	20.3% (n=24)	33.9% (n=40)	36.4% (n=43)	17	118
Student	6.6% (n=4)	45.9% (n=28)	19.7% (n=12)	27.9% (n=17)	14	61
Services						
Other	17.4% (n=4)	43.5% (n=10)	17.4% (n=4)	21.7% (n=5)	2	23
No response	0% (n=0)	0% (n=0)	100% (n=2)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	12.5% (n=1)	50% (n=4)	12.5% (n=1)	25% (n=2)	0	8
30-39	9.1% (n=4)	38.6% (n=17)	29.5% (n=13)	22.7% (n=10)	1	44
40-49	12.3% (n=7)	24.6% (n=14)	21.1% (n=12)	42.1% (n=24)	4	57
50-59	11.6% (n=5)	27.9% (n=12)	27.9% (n=12)	32.6% (n=14)	0	43
60-69	0% (n=0)	16.7% (n=3)	44.4% (n=8)	38.9% (n=7)	2	18
Above 70	0% (n=0)	40% (n=2)	20% (n=1)	40% (n=2)	0	5
Decline to state	4.5% (n=1)	40.9% (n=9)	31.8% (n=7)	22.7% (n=5)	0	22
No response	14.3% (n=1)	14.3% (n=1)	57.1% (n=4)	14.3% (n=1)	28	7

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2 years	4% (n=1)	52% (n=13)	4% (n=1)	40% (n=10)	3	25
2 to 5 years	12.2% (n=5)	43.9% (n=18)	14.6% (n=6)	29.3% (n=12)	7	41
6 to 10 years	6.7% (n=4)	21.7% (n=13)	41.7% (n=25)	30% (n=18)	13	60
More than 10 years	11.5% (n=9)	23.1% (n=18)	33.3% (n=26)	32.1% (n=25)	10	78
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

InterGroup Dialogue

All Respondents

	n	Valid Pct
(1) Have participated	56	27.3%
(2) Interested in participating in the future	55	26.8%
(3) Not interested in participating in the future	35	17.1%
(4) Not sure / Do not have enough information	59	28.8%
Missing	34	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	20.8% (n=5)	37.5% (n=9)	16.7% (n=4)	25% (n=6)	2	24
Black/African American	33.3% (n=5)	33.3% (n=5)	13.3% (n=2)	20% (n=3)	0	15
Decline to state	35.5% (n=11)	16.1% (n=5)	25.8% (n=8)	22.6% (n=7)	2	31
Filipino	28.6% (n=4)	21.4% (n=3)	28.6% (n=4)	21.4% (n=3)	0	14
Latinx	29.7% (n=11)	27% (n=10)	13.5% (n=5)	29.7% (n=11)	2	37
No response	40% (n=2)	40% (n=2)	0% (n=0)	20% (n=1)	27	5
Other	0% (n=0)	40% (n=2)	40% (n=2)	20% (n=1)	0	5
Two or More	25% (n=2)	37.5% (n=3)	25% (n=2)	12.5% (n=1)	0	8
White	24.2% (n=16)	24.2% (n=16)	12.1% (n=8)	39.4% (n=26)	1	66

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	22.1% (n=27)	32% (n=39)	14.8% (n=18)	31.1% (n=38)	3	122
Man	35.2% (n=19)	18.5% (n=10)	18.5% (n=10)	27.8% (n=15)	1	54
Non-binary	0% (n=0)	50% (n=1)	0% (n=0)	50% (n=1)	1	2
Decline to state	33.3% (n=7)	14.3% (n=3)	33.3% (n=7)	19% (n=4)	2	21
No response	50% (n=3)	33.3% (n=2)	0% (n=0)	16.7% (n=1)	27	6

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	25.5% (n=35)	29.2% (n=40)	16.8% (n=23)	28.5% (n=39)	4	137
LGBTQA+	21.2% (n=7)	24.2% (n=8)	18.2% (n=6)	36.4% (n=12)	2	33
Decline to state	42.3% (n=11)	15.4% (n=4)	19.2% (n=5)	23.1% (n=6)	1	26
No response	33.3% (n=3)	33.3% (n=3)	11.1% (n=1)	22.2% (n=2)	27	9

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time	24.1% (n=19)	30.4% (n=24)	22.8% (n=18)	22.8% (n=18)	8	79
Faculty						
Part-time	7.7% (n=3)	17.9% (n=7)	12.8% (n=5)	61.5% (n=24)	7	39
Faculty						
Classified	23.6% (n=13)	32.7% (n=18)	18.2% (n=10)	25.5% (n=14)	14	55
Manager	55.6% (n=10)	16.7% (n=3)	11.1% (n=2)	16.7% (n=3)	3	18
Administrator	76.9% (n=10)	23.1% (n=3)	0% (n=0)	0% (n=0)	0	13
No response	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	27.7% (n=33)	23.5% (n=28)	17.6% (n=21)	31.1% (n=37)	16	119
Student	24.6% (n=15)	36.1% (n=22)	16.4% (n=10)	23% (n=14)	14	61
Services						
Other	34.8% (n=8)	21.7% (n=5)	13% (n=3)	30.4% (n=7)	2	23
No response	0% (n=0)	0% (n=0)	50% (n=1)	50% (n=1)	2	2

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	25% (n=2)	25% (n=2)	0% (n=0)	50% (n=4)	0	8
30-39	24.4% (n=11)	35.6% (n=16)	17.8% (n=8)	22.2% (n=10)	0	45
40-49	29.3% (n=17)	29.3% (n=17)	8.6% (n=5)	32.8% (n=19)	3	58
50-59	26.2% (n=11)	23.8% (n=10)	19% (n=8)	31% (n=13)	1	42
60-69	15.8% (n=3)	10.5% (n=2)	36.8% (n=7)	36.8% (n=7)	1	19
Above 70	20% (n=1)	20% (n=1)	20% (n=1)	40% (n=2)	0	5
Decline to state	38.1% (n=8)	23.8% (n=5)	23.8% (n=5)	14.3% (n=3)	1	21
No response	42.9% (n=3)	28.6% (n=2)	14.3% (n=1)	14.3% (n=1)	28	7

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2 years	7.7% (n=2)	46.2% (n=12)	3.8% (n=1)	42.3% (n=11)	2	26
2 to 5 years	28.6% (n=12)	33.3% (n=14)	9.5% (n=4)	28.6% (n=12)	6	42
6 to 10 years	37.7% (n=23)	23% (n=14)	18% (n=11)	21.3% (n=13)	12	61
More than 10 years	25% (n=19)	19.7% (n=15)	25% (n=19)	30.3% (n=23)	12	76
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Learning, Equity & Growth Series (LEGS), formerly known as Equity Training Series

All Respondents

	n	Valid Pct
(1) Have participated	64	30.8%
(2) Interested in participating in the future	59	28.4%
(3) Not interested in participating in the future	41	19.7%
(4) Not sure / Do not have enough information	44	21.2%
Missing	31	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	24% (n=6)	40% (n=10)	20% (n=5)	16% (n=4)	1	25
Black/African American	26.7% (n=4)	26.7% (n=4)	33.3% (n=5)	13.3% (n=2)	0	15
Decline to state	34.4% (n=11)	31.2% (n=10)	21.9% (n=7)	12.5% (n=4)	1	32
Filipino	42.9% (n=6)	7.1% (n=1)	28.6% (n=4)	21.4% (n=3)	0	14
Latinx	31.6% (n=12)	39.5% (n=15)	10.5% (n=4)	18.4% (n=7)	1	38
No response	33.3% (n=2)	0% (n=0)	50% (n=3)	16.7% (n=1)	26	6
Other	75% (n=3)	0% (n=0)	0% (n=0)	25% (n=1)	1	4
Two or More	62.5% (n=5)	0% (n=0)	12.5% (n=1)	25% (n=2)	0	8
White	22.7% (n=15)	28.8% (n=19)	18.2% (n=12)	30.3% (n=20)	1	66

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	27% (n=33)	35.2% (n=43)	16.4% (n=20)	21.3% (n=26)	3	122
Man	37% (n=20)	16.7% (n=9)	22.2% (n=12)	24.1% (n=13)	1	54
Non-binary	66.7% (n=2)	0% (n=0)	0% (n=0)	33.3% (n=1)	0	3
Decline to state	27.3% (n=6)	31.8% (n=7)	27.3% (n=6)	13.6% (n=3)	1	22
No response	42.9% (n=3)	0% (n=0)	42.9% (n=3)	14.3% (n=1)	26	7

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	33.6% (n=46)	29.2% (n=40)	16.8% (n=23)	20.4% (n=28)	4	137
LGBTQA+	32.4% (n=11)	23.5% (n=8)	20.6% (n=7)	23.5% (n=8)	1	34
Decline to state	22.2% (n=6)	33.3% (n=9)	22.2% (n=6)	22.2% (n=6)	0	27
No response	10% (n=1)	20% (n=2)	50% (n=5)	20% (n=2)	26	10

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time Faculty	30.9% (n=25)	24.7% (n=20)	27.2% (n=22)	17.3% (n=14)	6	81
Part-time Faculty	23.1% (n=9)	25.6% (n=10)	7.7% (n=3)	43.6% (n=17)	7	39
Classified	23.2% (n=13)	37.5% (n=21)	23.2% (n=13)	16.1% (n=9)	13	56
Manager	38.9% (n=7)	22.2% (n=4)	16.7% (n=3)	22.2% (n=4)	3	18
Administrator	69.2% (n=9)	30.8% (n=4)	0% (n=0)	0% (n=0)	0	13
No response	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	27.3% (n=33)	21.5% (n=26)	26.4% (n=32)	24.8% (n=30)	14	121
Student Services	32.3% (n=20)	43.5% (n=27)	9.7% (n=6)	14.5% (n=9)	13	62
Other	43.5% (n=10)	26.1% (n=6)	8.7% (n=2)	21.7% (n=5)	2	23
No response	50% (n=1)	0% (n=0)	50% (n=1)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	12.5% (n=1)	50% (n=4)	12.5% (n=1)	25% (n=2)	0	8
30-39	43.2% (n=19)	25% (n=11)	20.5% (n=9)	11.4% (n=5)	1	44
40-49	28.3% (n=17)	33.3% (n=20)	13.3% (n=8)	25% (n=15)	1	60
50-59	28.6% (n=12)	28.6% (n=12)	19% (n=8)	23.8% (n=10)	1	42
60-69	21.1% (n=4)	21.1% (n=4)	26.3% (n=5)	31.6% (n=6)	1	19
Above 70	40% (n=2)	0% (n=0)	20% (n=1)	40% (n=2)	0	5
Decline to state	31.8% (n=7)	31.8% (n=7)	22.7% (n=5)	13.6% (n=3)	0	22
No response	25% (n=2)	12.5% (n=1)	50% (n=4)	12.5% (n=1)	27	8

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2 years	8% (n=2)	52% (n=13)	12% (n=3)	28% (n=7)	3	25
2 to 5 years	41.9% (n=18)	32.6% (n=14)	9.3% (n=4)	16.3% (n=7)	5	43
6 to 10 years	41.9% (n=26)	22.6% (n=14)	21% (n=13)	14.5% (n=9)	11	62
More than 10 years	23.1% (n=18)	23.1% (n=18)	26.9% (n=21)	26.9% (n=21)	10	78
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Executive Council/President's Cabinet

Note: Skyline College President's Cabinet (aka Executive Council) includes the College President, Vice Presidents, Director of MCPR, Dean of PRIE, and Executive Director of the Equity Institute. Please respond with regard to the past year, not considering changes that go into effect in April 2023.

In thinking about your experience as a Skyline employee during the past 12 months, please rate the extent to which you agree or disagree with the following statements.

The President's Cabinet understands the needs and challenges of the College.

All Respondents

	n	Valid Pct
(1) Strongly agree	20	9.6%
(2) Agree	59	28.4%
(3) Disagree	47	22.6%
(4) Strongly disagree	26	12.5%
(5) Don't know/Not sure	56	26.9%
Missing	31	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	12% (n=3)	24% (n=6)	12% (n=3)	16% (n=4)	36% (n=9)	1	25
Black/African American	6.7% (n=1)	33.3% (n=5)	26.7% (n=4)	20% (n=3)	13.3% (n=2)	0	15
Decline to state	15.6% (n=5)	34.4% (n=11)	18.8% (n=6)	12.5% (n=4)	18.8% (n=6)	1	32
Filipino	0% (n=0)	28.6% (n=4)	21.4% (n=3)	7.1% (n=1)	42.9% (n=6)	0	14
Latinx	13.2% (n=5)	23.7% (n=9)	26.3% (n=10)	10.5% (n=4)	26.3% (n=10)	1	38
No response	0% (n=0)	16.7% (n=1)	33.3% (n=2)	16.7% (n=1)	33.3% (n=2)	26	6
Other	0% (n=0)	25% (n=1)	25% (n=1)	50% (n=2)	0% (n=0)	1	4
Two or More	0% (n=0)	37.5% (n=3)	37.5% (n=3)	12.5% (n=1)	12.5% (n=1)	0	8
White	9.1% (n=6)	28.8% (n=19)	22.7% (n=15)	9.1% (n=6)	30.3% (n=20)	1	66

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	10.7% (n=13)	28.7% (n=35)	21.3% (n=26)	9.8% (n=12)	29.5% (n=36)	3	122
Man	9.3% (n=5)	29.6% (n=16)	20.4% (n=11)	13% (n=7)	27.8% (n=15)	1	54
Non-binary	0% (n=0)	0% (n=0)	66.7% (n=2)	33.3% (n=1)	0% (n=0)	0	3
Decline to state	9.1% (n=2)	31.8% (n=7)	22.7% (n=5)	22.7% (n=5)	13.6% (n=3)	1	22
No response	0% (n=0)	14.3% (n=1)	42.9% (n=3)	14.3% (n=1)	28.6% (n=2)	26	7

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	11.6% (n=16)	27.5% (n=38)	23.2% (n=32)	10.1% (n=14)	27.5% (n=38)	3	138
LGBTQA+	5.9% (n=2)	20.6% (n=7)	26.5% (n=9)	11.8% (n=4)	35.3% (n=12)	1	34
Decline to state	7.7% (n=2)	38.5% (n=10)	15.4% (n=4)	23.1% (n=6)	15.4% (n=4)	1	26
No response	0% (n=0)	40% (n=4)	20% (n=2)	20% (n=2)	20% (n=2)	26	10

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	5% (n=4)	31.2% (n=25)	27.5% (n=22)	16.2% (n=13)	20% (n=16)	7	80
Part-time Faculty	2.6% (n=1)	25.6% (n=10)	25.6% (n=10)	10.3% (n=4)	35.9% (n=14)	7	39
Classified	3.4% (n=2)	32.8% (n=19)	20.7% (n=12)	10.3% (n=6)	32.8% (n=19)	11	58
Manager	35.3% (n=6)	17.6% (n=3)	11.8% (n=2)	11.8% (n=2)	23.5% (n=4)	4	17
Administrator	53.8% (n=7)	15.4% (n=2)	0% (n=0)	7.7% (n=1)	23.1% (n=3)	0	13
No response	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	7.4% (n=9)	27.3% (n=33)	26.4% (n=32)	14.9% (n=18)	24% (n=29)	14	121
Student Services	6.5% (n=4)	30.6% (n=19)	21% (n=13)	9.7% (n=6)	32.3% (n=20)	13	62
Other	30.4% (n=7)	26.1% (n=6)	8.7% (n=2)	8.7% (n=2)	26.1% (n=6)	2	23
No response	0% (n=0)	50% (n=1)	0% (n=0)	0% (n=0)	50% (n=1)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	0% (n=0)	25% (n=2)	12.5% (n=1)	25% (n=2)	37.5% (n=3)	0	8
30-39	4.7% (n=2)	34.9% (n=15)	16.3% (n=7)	18.6% (n=8)	25.6% (n=11)	2	43
40-49	8.5% (n=5)	30.5% (n=18)	25.4% (n=15)	5.1% (n=3)	30.5% (n=18)	2	59
50-59	18.6% (n=8)	25.6% (n=11)	20.9% (n=9)	11.6% (n=5)	23.3% (n=10)	0	43
60-69	5% (n=1)	35% (n=7)	30% (n=6)	0% (n=0)	30% (n=6)	0	20
Above 70	0% (n=0)	0% (n=0)	40% (n=2)	0% (n=0)	60% (n=3)	0	5
Decline to state	18.2% (n=4)	18.2% (n=4)	18.2% (n=4)	31.8% (n=7)	13.6% (n=3)	0	22
No response	0% (n=0)	25% (n=2)	37.5% (n=3)	12.5% (n=1)	25% (n=2)	27	8

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	12% (n=3)	12% (n=3)	12% (n=3)	4% (n=1)	60% (n=15)	3	25
2 to 5 years	9.5% (n=4)	33.3% (n=14)	26.2% (n=11)	14.3% (n=6)	16.7% (n=7)	6	42
6 to 10 years	4.9% (n=3)	34.4% (n=21)	27.9% (n=17)	14.8% (n=9)	18% (n=11)	12	61
More than 10 years	12.5% (n=10)	26.2% (n=21)	20% (n=16)	12.5% (n=10)	28.7% (n=23)	8	80
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

The President's Cabinet celebrates the contributions and accomplishments of the college.

All Respondents

	n	Valid Pct
(1) Strongly agree	37	17.9%
(2) Agree	86	41.5%
(3) Disagree	31	15%
(4) Strongly disagree	13	6.3%
(5) Don't know/Not sure	40	19.3%
Missing	32	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	16% (n=4)	48% (n=12)	8% (n=2)	16% (n=4)	12% (n=3)	1	25
Black/African American	20% (n=3)	33.3% (n=5)	20% (n=3)	13.3% (n=2)	13.3% (n=2)	0	15
Decline to state	12.5% (n=4)	50% (n=16)	15.6% (n=5)	3.1% (n=1)	18.8% (n=6)	1	32
Filipino	21.4% (n=3)	42.9% (n=6)	14.3% (n=2)	0% (n=0)	21.4% (n=3)	0	14
Latinx	21.1% (n=8)	39.5% (n=15)	13.2% (n=5)	5.3% (n=2)	21.1% (n=8)	1	38
No response	0% (n=0)	16.7% (n=1)	50% (n=3)	0% (n=0)	33.3% (n=2)	26	6
Other	0% (n=0)	100% (n=4)	0% (n=0)	0% (n=0)	0% (n=0)	1	4
Two or More	12.5% (n=1)	37.5% (n=3)	25% (n=2)	12.5% (n=1)	12.5% (n=1)	0	8
White	21.5% (n=14)	36.9% (n=24)	13.8% (n=9)	4.6% (n=3)	23.1% (n=15)	2	65

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	18.9% (n=23)	41.8% (n=51)	13.9% (n=17)	5.7% (n=7)	19.7% (n=24)	3	122
Man	22.2% (n=12)	42.6% (n=23)	9.3% (n=5)	5.6% (n=3)	20.4% (n=11)	1	54
Non-binary	0% (n=0)	33.3% (n=1)	66.7% (n=2)	0% (n=0)	0% (n=0)	0	3
Decline to state	9.5% (n=2)	47.6% (n=10)	19% (n=4)	9.5% (n=2)	14.3% (n=3)	2	21
No response	0% (n=0)	14.3% (n=1)	42.9% (n=3)	14.3% (n=1)	28.6% (n=2)	26	7

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	11.6% (n=16)	27.5% (n=38)	23.2% (n=32)	10.1% (n=14)	27.5% (n=38)	3	138
LGBTQA+	5.9% (n=2)	20.6% (n=7)	26.5% (n=9)	11.8% (n=4)	35.3% (n=12)	1	34
Decline to state	7.7% (n=2)	38.5% (n=10)	15.4% (n=4)	23.1% (n=6)	15.4% (n=4)	1	26
No response	0% (n=0)	40% (n=4)	20% (n=2)	20% (n=2)	20% (n=2)	26	10

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	16.5% (n=13)	44.3% (n=35)	19% (n=15)	8.9% (n=7)	11.4% (n=9)	8	79
Part-time Faculty	10.3% (n=4)	38.5% (n=15)	7.7% (n=3)	7.7% (n=3)	35.9% (n=14)	7	39
Classified	8.6% (n=5)	44.8% (n=26)	17.2% (n=10)	5.2% (n=3)	24.1% (n=14)	11	58
Manager	47.1% (n=8)	29.4% (n=5)	5.9% (n=1)	0% (n=0)	17.6% (n=3)	4	17
Administrator	53.8% (n=7)	38.5% (n=5)	7.7% (n=1)	0% (n=0)	0% (n=0)	0	13
No response	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	18.3% (n=22)	36.7% (n=44)	19.2% (n=23)	7.5% (n=9)	18.3% (n=22)	15	120
Student Services	11.3% (n=7)	48.4% (n=30)	11.3% (n=7)	6.5% (n=4)	22.6% (n=14)	13	62
Other	34.8% (n=8)	47.8% (n=11)	4.3% (n=1)	0% (n=0)	13% (n=3)	2	23
No response	0% (n=0)	50% (n=1)	0% (n=0)	0% (n=0)	50% (n=1)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	25% (n=2)	25% (n=2)	12.5% (n=1)	25% (n=2)	12.5% (n=1)	0	8
30-39	16.3% (n=7)	41.9% (n=18)	11.6% (n=5)	7% (n=3)	23.3% (n=10)	2	43
40-49	22% (n=13)	44.1% (n=26)	15.3% (n=9)	1.7% (n=1)	16.9% (n=10)	2	59
50-59	23.3% (n=10)	44.2% (n=19)	4.7% (n=2)	9.3% (n=4)	18.6% (n=8)	0	43
60-69	10.5% (n=2)	47.4% (n=9)	21.1% (n=4)	0% (n=0)	21.1% (n=4)	1	19
Above 70	0% (n=0)	40% (n=2)	20% (n=1)	0% (n=0)	40% (n=2)	0	5
Decline to state	13.6% (n=3)	36.4% (n=8)	22.7% (n=5)	13.6% (n=3)	13.6% (n=3)	0	22
No response	0% (n=0)	25% (n=2)	50% (n=4)	0% (n=0)	25% (n=2)	27	8

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	20% (n=5)	28% (n=7)	12% (n=3)	0% (n=0)	40% (n=10)	3	25
2 to 5 years	16.7% (n=7)	47.6% (n=20)	14.3% (n=6)	7.1% (n=3)	14.3% (n=6)	6	42
6 to 10 years	11.5% (n=7)	44.3% (n=27)	21.3% (n=13)	9.8% (n=6)	13.1% (n=8)	12	61
More than 10 years	22.8% (n=18)	40.5% (n=32)	11.4% (n=9)	5.1% (n=4)	20.3% (n=16)	9	79
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

The President’s Cabinet has the knowledge, skills, and experience necessary for advancing institutional success.

All Respondents

	n	Valid Pct
(1) Strongly agree	26	12.5%
(2) Agree	57	27.4%
(3) Disagree	44	21.2%
(4) Strongly disagree	17	8.2%
(5) Don’t know/Not sure	64	30.8%
Missing	31	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	8% (n=2)	32% (n=8)	8% (n=2)	16% (n=4)	36% (n=9)	1	25
Black/African American	26.7% (n=4)	20% (n=3)	26.7% (n=4)	13.3% (n=2)	13.3% (n=2)	0	15
Decline to state	15.6% (n=5)	31.2% (n=10)	18.8% (n=6)	9.4% (n=3)	25% (n=8)	1	32
Filipino	14.3% (n=2)	21.4% (n=3)	14.3% (n=2)	0% (n=0)	50% (n=7)	0	14
Latinx	13.2% (n=5)	26.3% (n=10)	26.3% (n=10)	7.9% (n=3)	26.3% (n=10)	1	38
No response	0% (n=0)	16.7% (n=1)	16.7% (n=1)	16.7% (n=1)	50% (n=3)	26	6
Other	0% (n=0)	25% (n=1)	25% (n=1)	25% (n=1)	25% (n=1)	1	4
Two or More	0% (n=0)	37.5% (n=3)	37.5% (n=3)	12.5% (n=1)	12.5% (n=1)	0	8
White	12.1% (n=8)	27.3% (n=18)	22.7% (n=15)	3% (n=2)	34.8% (n=23)	1	66

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	11.5% (n=14)	30.3% (n=37)	20.5% (n=25)	6.6% (n=8)	31.1% (n=38)	3	122
Man	18.5% (n=10)	24.1% (n=13)	16.7% (n=9)	9.3% (n=5)	31.5% (n=17)	1	54
Non-binary	0% (n=0)	0% (n=0)	66.7% (n=2)	0% (n=0)	33.3% (n=1)	0	3
Decline to state	9.1% (n=2)	27.3% (n=6)	27.3% (n=6)	13.6% (n=3)	22.7% (n=5)	1	22
No response	0% (n=0)	14.3% (n=1)	28.6% (n=2)	14.3% (n=1)	42.9% (n=3)	26	7

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	15.9% (n=22)	26.1% (n=36)	21.7% (n=30)	8% (n=11)	28.3% (n=39)	3	138
LGBTQA+	5.9% (n=2)	23.5% (n=8)	23.5% (n=8)	5.9% (n=2)	41.2% (n=14)	1	34
Decline to state	7.7% (n=2)	34.6% (n=9)	15.4% (n=4)	11.5% (n=3)	30.8% (n=8)	1	26
No response	0% (n=0)	40% (n=4)	20% (n=2)	10% (n=1)	30% (n=3)	26	10

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	7.5% (n=6)	28.7% (n=23)	28.7% (n=23)	10% (n=8)	25% (n=20)	7	80
Part-time Faculty	5.1% (n=2)	17.9% (n=7)	15.4% (n=6)	7.7% (n=3)	53.8% (n=21)	7	39
Classified	6.9% (n=4)	36.2% (n=21)	20.7% (n=12)	6.9% (n=4)	29.3% (n=17)	11	58
Manager	41.2% (n=7)	23.5% (n=4)	11.8% (n=2)	5.9% (n=1)	17.6% (n=3)	4	17
Administrator	53.8% (n=7)	15.4% (n=2)	7.7% (n=1)	7.7% (n=1)	15.4% (n=2)	0	13
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	100% (n=1)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	10.7% (n=13)	26.4% (n=32)	24% (n=29)	8.3% (n=10)	30.6% (n=37)	14	121
Student Services	8.1% (n=5)	30.6% (n=19)	22.6% (n=14)	8.1% (n=5)	30.6% (n=19)	13	62
Other	34.8% (n=8)	21.7% (n=5)	4.3% (n=1)	8.7% (n=2)	30.4% (n=7)	2	23
No response	0% (n=0)	50% (n=1)	0% (n=0)	0% (n=0)	50% (n=1)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	12.5% (n=1)	37.5% (n=3)	12.5% (n=1)	25% (n=2)	12.5% (n=1)	0	8
30-39	14% (n=6)	25.6% (n=11)	18.6% (n=8)	11.6% (n=5)	30.2% (n=13)	2	43
40-49	15.3% (n=9)	28.8% (n=17)	25.4% (n=15)	1.7% (n=1)	28.8% (n=17)	2	59
50-59	14% (n=6)	25.6% (n=11)	18.6% (n=8)	7% (n=3)	34.9% (n=15)	0	43
60-69	5% (n=1)	30% (n=6)	20% (n=4)	5% (n=1)	40% (n=8)	0	20
Above 70	0% (n=0)	0% (n=0)	40% (n=2)	0% (n=0)	60% (n=3)	0	5
Decline to state	13.6% (n=3)	36.4% (n=8)	18.2% (n=4)	18.2% (n=4)	13.6% (n=3)	0	22
No response	0% (n=0)	12.5% (n=1)	25% (n=2)	12.5% (n=1)	50% (n=4)	27	8

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	16% (n=4)	24% (n=6)	8% (n=2)	0% (n=0)	52% (n=13)	3	25
2 to 5 years	14.3% (n=6)	23.8% (n=10)	21.4% (n=9)	14.3% (n=6)	26.2% (n=11)	6	42
6 to 10 years	11.5% (n=7)	26.2% (n=16)	29.5% (n=18)	11.5% (n=7)	21.3% (n=13)	12	61
More than 10 years	11.2% (n=9)	31.2% (n=25)	18.8% (n=15)	5% (n=4)	33.8% (n=27)	8	80
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

The President's Cabinet provides a clear direction for Skyline College's future.

All Respondents

	n	Valid Pct
(1) Strongly agree	19	9.2%
(2) Agree	57	27.5%
(3) Disagree	54	26.1%
(4) Strongly disagree	22	10.6%
(5) Don't know/Not sure	55	26.6%
Missing	32	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	8% (n=2)	32% (n=8)	8% (n=2)	24% (n=6)	28% (n=7)	1	25
Black/African American	13.3% (n=2)	20% (n=3)	33.3% (n=5)	20% (n=3)	13.3% (n=2)	0	15
Decline to state	12.5% (n=4)	21.9% (n=7)	28.1% (n=9)	6.2% (n=2)	31.2% (n=10)	1	32
Filipino	7.1% (n=1)	35.7% (n=5)	14.3% (n=2)	7.1% (n=1)	35.7% (n=5)	0	14
Latinx	10.5% (n=4)	28.9% (n=11)	23.7% (n=9)	10.5% (n=4)	26.3% (n=10)	1	38
No response	0% (n=0)	20% (n=1)	20% (n=1)	40% (n=2)	20% (n=1)	27	5
Other	0% (n=0)	25% (n=1)	50% (n=2)	25% (n=1)	0% (n=0)	1	4
Two or More	0% (n=0)	37.5% (n=3)	37.5% (n=3)	12.5% (n=1)	12.5% (n=1)	0	8
White	9.1% (n=6)	27.3% (n=18)	31.8% (n=21)	3% (n=2)	28.8% (n=19)	1	66

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	9.8% (n=12)	29.5% (n=36)	26.2% (n=32)	7.4% (n=9)	27% (n=33)	3	122
Man	9.3% (n=5)	31.5% (n=17)	20.4% (n=11)	13% (n=7)	25.9% (n=14)	1	54
Non-binary	0% (n=0)	0% (n=0)	66.7% (n=2)	0% (n=0)	33.3% (n=1)	0	3
Decline to state	9.1% (n=2)	13.6% (n=3)	36.4% (n=8)	13.6% (n=3)	27.3% (n=6)	1	22
No response	0% (n=0)	16.7% (n=1)	16.7% (n=1)	50% (n=3)	16.7% (n=1)	27	6

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	10.9% (n=15)	31.9% (n=44)	22.5% (n=31)	9.4% (n=13)	25.4% (n=35)	3	138
LGBTQA+	5.9% (n=2)	14.7% (n=5)	38.2% (n=13)	5.9% (n=2)	35.3% (n=12)	1	34
Decline to state	7.7% (n=2)	15.4% (n=4)	34.6% (n=9)	15.4% (n=4)	26.9% (n=7)	1	26
No response	0% (n=0)	44.4% (n=4)	11.1% (n=1)	33.3% (n=3)	11.1% (n=1)	27	9

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	3.8% (n=3)	31.6% (n=25)	36.7% (n=29)	11.4% (n=9)	16.5% (n=13)	8	79
Part-time Faculty	2.6% (n=1)	20.5% (n=8)	17.9% (n=7)	7.7% (n=3)	51.3% (n=20)	7	39
Classified	5.2% (n=3)	32.8% (n=19)	24.1% (n=14)	10.3% (n=6)	27.6% (n=16)	11	58
Manager	29.4% (n=5)	17.6% (n=3)	17.6% (n=3)	11.8% (n=2)	23.5% (n=4)	4	17
Administrator	53.8% (n=7)	15.4% (n=2)	7.7% (n=1)	7.7% (n=1)	15.4% (n=2)	0	13
No response	0% (n=0)	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	6.7% (n=8)	24.2% (n=29)	30.8% (n=37)	11.7% (n=14)	26.7% (n=32)	15	120
Student Services	4.8% (n=3)	30.6% (n=19)	24.2% (n=15)	9.7% (n=6)	30.6% (n=19)	13	62
Other	34.8% (n=8)	34.8% (n=8)	4.3% (n=1)	8.7% (n=2)	17.4% (n=4)	2	23
No response	0% (n=0)	50% (n=1)	50% (n=1)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	12.5% (n=1)	37.5% (n=3)	12.5% (n=1)	25% (n=2)	12.5% (n=1)	0	8
30-39	7% (n=3)	25.6% (n=11)	20.9% (n=9)	18.6% (n=8)	27.9% (n=12)	2	43
40-49	10.2% (n=6)	27.1% (n=16)	30.5% (n=18)	5.1% (n=3)	27.1% (n=16)	2	59
50-59	14% (n=6)	30.2% (n=13)	27.9% (n=12)	4.7% (n=2)	23.3% (n=10)	0	43
60-69	5% (n=1)	40% (n=8)	20% (n=4)	0% (n=0)	35% (n=7)	0	20
Above 70	0% (n=0)	0% (n=0)	40% (n=2)	0% (n=0)	60% (n=3)	0	5
Decline to state	9.1% (n=2)	18.2% (n=4)	31.8% (n=7)	18.2% (n=4)	22.7% (n=5)	0	22
No response	0% (n=0)	28.6% (n=2)	14.3% (n=1)	42.9% (n=3)	14.3% (n=1)	28	7

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	16% (n=4)	24% (n=6)	8% (n=2)	0% (n=0)	52% (n=13)	3	25
2 to 5 years	9.5% (n=4)	26.2% (n=11)	31% (n=13)	16.7% (n=7)	16.7% (n=7)	6	42
6 to 10 years	6.6% (n=4)	27.9% (n=17)	32.8% (n=20)	14.8% (n=9)	18% (n=11)	12	61
More than 10 years	8.9% (n=7)	29.1% (n=23)	24.1% (n=19)	7.6% (n=6)	30.4% (n=24)	9	79
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Feedback on College Effectiveness

In thinking about your experience as a Skyline Employee during the past 12 months, please rate the extent to which you agree or disagree with the following statements:

The program review process helps to promote positive change on campus.

All Respondents

	n	Valid Pct
(1) Strongly agree	20	9.7%
(2) Agree	76	36.7%
(3) Disagree	35	16.9%
(4) Strongly disagree	18	8.7%
(5) Don't know/Not sure	58	28%
Missing	32	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	4% (n=1)	48% (n=12)	24% (n=6)	12% (n=3)	12% (n=3)	1	25
Black/African American	0% (n=0)	33.3% (n=5)	26.7% (n=4)	6.7% (n=1)	33.3% (n=5)	0	15
Decline to state	16.1% (n=5)	29% (n=9)	9.7% (n=3)	16.1% (n=5)	29% (n=9)	2	31
Filipino	0% (n=0)	38.5% (n=5)	30.8% (n=4)	7.7% (n=1)	23.1% (n=3)	1	13
Latinx	10.3% (n=4)	46.2% (n=18)	10.3% (n=4)	12.8% (n=5)	20.5% (n=8)	0	39
No response	0% (n=0)	40% (n=2)	20% (n=1)	0% (n=0)	40% (n=2)	27	5
Other	0% (n=0)	40% (n=2)	40% (n=2)	0% (n=0)	20% (n=1)	0	5
Two or More	12.5% (n=1)	37.5% (n=3)	12.5% (n=1)	0% (n=0)	37.5% (n=3)	0	8
White	13.6% (n=9)	30.3% (n=20)	15.2% (n=10)	4.5% (n=3)	36.4% (n=24)	1	66

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	8.2% (n=10)	38.5% (n=47)	16.4% (n=20)	7.4% (n=9)	29.5% (n=36)	3	122
Man	13% (n=7)	33.3% (n=18)	18.5% (n=10)	9.3% (n=5)	25.9% (n=14)	1	54
Non-binary	0% (n=0)	33.3% (n=1)	66.7% (n=2)	0% (n=0)	0% (n=0)	0	3
Decline to state	13.6% (n=3)	36.4% (n=8)	4.5% (n=1)	18.2% (n=4)	27.3% (n=6)	1	22
No response	0% (n=0)	33.3% (n=2)	33.3% (n=2)	0% (n=0)	33.3% (n=2)	27	6

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	11.7% (n=16)	38% (n=52)	15.3% (n=21)	8% (n=11)	27% (n=37)	4	137
LGBTQA+	5.9% (n=2)	23.5% (n=8)	29.4% (n=10)	5.9% (n=2)	35.3% (n=12)	1	34
Decline to state	7.7% (n=2)	46.2% (n=12)	3.8% (n=1)	19.2% (n=5)	23.1% (n=6)	1	26
No response	0% (n=0)	40% (n=4)	30% (n=3)	0% (n=0)	30% (n=3)	26	10

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	5% (n=4)	45% (n=36)	20% (n=16)	16.2% (n=13)	13.8% (n=11)	7	80
Part-time Faculty	16.2% (n=6)	21.6% (n=8)	21.6% (n=8)	5.4% (n=2)	35.1% (n=13)	9	37
Classified	8.5% (n=5)	27.1% (n=16)	13.6% (n=8)	5.1% (n=3)	45.8% (n=27)	10	59
Manager	5.6% (n=1)	61.1% (n=11)	11.1% (n=2)	0% (n=0)	22.2% (n=4)	3	18
Administrator	30.8% (n=4)	38.5% (n=5)	7.7% (n=1)	0% (n=0)	23.1% (n=3)	0	13
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	3	0

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	10% (n=12)	37.5% (n=45)	20% (n=24)	10.8% (n=13)	21.7% (n=26)	15	120
Student Services	6.5% (n=4)	35.5% (n=22)	14.5% (n=9)	6.5% (n=4)	37.1% (n=23)	13	62
Other	17.4% (n=4)	34.8% (n=8)	8.7% (n=2)	0% (n=0)	39.1% (n=9)	2	23
No response	0% (n=0)	50% (n=1)	0% (n=0)	50% (n=1)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	12.5% (n=1)	12.5% (n=1)	37.5% (n=3)	12.5% (n=1)	25% (n=2)	0	8
30-39	4.4% (n=2)	35.6% (n=16)	15.6% (n=7)	4.4% (n=2)	40% (n=18)	0	45
40-49	10.3% (n=6)	44.8% (n=26)	19% (n=11)	10.3% (n=6)	15.5% (n=9)	3	58
50-59	11.9% (n=5)	28.6% (n=12)	21.4% (n=9)	9.5% (n=4)	28.6% (n=12)	1	42
60-69	15% (n=3)	40% (n=8)	10% (n=2)	5% (n=1)	30% (n=6)	0	20
Above 70	0% (n=0)	20% (n=1)	0% (n=0)	20% (n=1)	60% (n=3)	0	5
Decline to state	13.6% (n=3)	40.9% (n=9)	4.5% (n=1)	13.6% (n=3)	27.3% (n=6)	0	22
No response	0% (n=0)	42.9% (n=3)	28.6% (n=2)	0% (n=0)	28.6% (n=2)	28	7

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	11.5% (n=3)	23.1% (n=6)	7.7% (n=2)	0% (n=0)	57.7% (n=15)	2	26
2 to 5 years	9.8% (n=4)	29.3% (n=12)	19.5% (n=8)	7.3% (n=3)	34.1% (n=14)	7	41
6 to 10 years	9.7% (n=6)	40.3% (n=25)	17.7% (n=11)	12.9% (n=8)	19.4% (n=12)	11	62
More than 10 years	9% (n=7)	42.3% (n=33)	17.9% (n=14)	9% (n=7)	21.8% (n=17)	10	78
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

I feel there are sufficient opportunities to connect and collaborate with colleagues across departments/functions.

All Respondents

	n	Valid Pct
(1) Strongly agree	20	9.6%
(2) Agree	81	38.8%
(3) Disagree	72	34.4%
(4) Strongly disagree	20	9.6%
(5) Don't know/Not sure	16	7.7%
Missing	30	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	7.7% (n=2)	42.3% (n=11)	34.6% (n=9)	7.7% (n=2)	7.7% (n=2)	0	26
Black/African American	6.7% (n=1)	26.7% (n=4)	46.7% (n=7)	6.7% (n=1)	13.3% (n=2)	0	15
Decline to state	9.7% (n=3)	38.7% (n=12)	35.5% (n=11)	6.5% (n=2)	9.7% (n=3)	2	31
Filipino	15.4% (n=2)	46.2% (n=6)	30.8% (n=4)	7.7% (n=1)	0% (n=0)	1	13
Latinx	10.3% (n=4)	28.2% (n=11)	35.9% (n=14)	15.4% (n=6)	10.3% (n=4)	0	39
No response	0% (n=0)	83.3% (n=5)	16.7% (n=1)	0% (n=0)	0% (n=0)	26	6
Other	0% (n=0)	40% (n=2)	20% (n=1)	40% (n=2)	0% (n=0)	0	5
Two or More	0% (n=0)	37.5% (n=3)	37.5% (n=3)	12.5% (n=1)	12.5% (n=1)	0	8
White	12.1% (n=8)	40.9% (n=27)	33.3% (n=22)	7.6% (n=5)	6.1% (n=4)	1	66

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	9.8% (n=12)	36.6% (n=45)	34.1% (n=42)	10.6% (n=13)	8.9% (n=11)	2	123
Man	13% (n=7)	37% (n=20)	33.3% (n=18)	11.1% (n=6)	5.6% (n=3)	1	54
Non-binary	0% (n=0)	33.3% (n=1)	66.7% (n=2)	0% (n=0)	0% (n=0)	0	3
Decline to state	4.5% (n=1)	45.5% (n=10)	36.4% (n=8)	4.5% (n=1)	9.1% (n=2)	1	22
No response	0% (n=0)	71.4% (n=5)	28.6% (n=2)	0% (n=0)	0% (n=0)	26	7

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	13% (n=18)	40.6% (n=56)	29.7% (n=41)	10.9% (n=15)	5.8% (n=8)	3	138
LGBTQA+	2.9% (n=1)	20.6% (n=7)	52.9% (n=18)	8.8% (n=3)	14.7% (n=5)	1	34
Decline to state	3.7% (n=1)	44.4% (n=12)	37% (n=10)	7.4% (n=2)	7.4% (n=2)	0	27
No response	0% (n=0)	60% (n=6)	30% (n=3)	0% (n=0)	10% (n=1)	26	10

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	7.5% (n=6)	35% (n=28)	45% (n=36)	10% (n=8)	2.5% (n=2)	7	80
Part-time Faculty	10.5% (n=4)	39.5% (n=15)	26.3% (n=10)	10.5% (n=4)	13.2% (n=5)	8	38
Classified	3.4% (n=2)	37.3% (n=22)	33.9% (n=20)	11.9% (n=7)	13.6% (n=8)	10	59
Manager	16.7% (n=3)	50% (n=9)	27.8% (n=5)	5.6% (n=1)	0% (n=0)	3	18
Administrator	38.5% (n=5)	46.2% (n=6)	7.7% (n=1)	0% (n=0)	7.7% (n=1)	0	13
No response	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	10.7% (n=13)	41% (n=50)	33.6% (n=41)	8.2% (n=10)	6.6% (n=8)	13	122
Student Services	3.2% (n=2)	39.7% (n=25)	38.1% (n=24)	12.7% (n=8)	6.3% (n=4)	12	63
Other	22.7% (n=5)	27.3% (n=6)	27.3% (n=6)	9.1% (n=2)	13.6% (n=3)	3	22
No response	0% (n=0)	0% (n=0)	50% (n=1)	0% (n=0)	50% (n=1)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	0% (n=0)	12.5% (n=1)	25% (n=2)	50% (n=4)	12.5% (n=1)	0	8
30-39	4.4% (n=2)	35.6% (n=16)	37.8% (n=17)	13.3% (n=6)	8.9% (n=4)	0	45
40-49	11.9% (n=7)	40.7% (n=24)	35.6% (n=21)	6.8% (n=4)	5.1% (n=3)	2	59
50-59	18.6% (n=8)	27.9% (n=12)	39.5% (n=17)	7% (n=3)	7% (n=3)	0	43
60-69	10.5% (n=2)	63.2% (n=12)	10.5% (n=2)	5.3% (n=1)	10.5% (n=2)	1	19
Above 70	0% (n=0)	20% (n=1)	60% (n=3)	20% (n=1)	0% (n=0)	0	5
Decline to state	4.5% (n=1)	45.5% (n=10)	36.4% (n=8)	4.5% (n=1)	9.1% (n=2)	0	22
No response	0% (n=0)	62.5% (n=5)	25% (n=2)	0% (n=0)	12.5% (n=1)	27	8

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	15.4% (n=4)	23.1% (n=6)	26.9% (n=7)	11.5% (n=3)	23.1% (n=6)	2	26
2 to 5 years	7.3% (n=3)	41.5% (n=17)	39% (n=16)	7.3% (n=3)	4.9% (n=2)	7	41
6 to 10 years	8.1% (n=5)	40.3% (n=25)	32.3% (n=20)	14.5% (n=9)	4.8% (n=3)	11	62
More than 10 years	10% (n=8)	41.2% (n=33)	36.2% (n=29)	6.2% (n=5)	6.2% (n=5)	8	80
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

I believe that the College is moving in the right direction regarding campus climate.

All Respondents

	n	Valid Pct
(1) Strongly agree	26	12.4%
(2) Agree	80	38.1%
(3) Disagree	42	20%
(4) Strongly disagree	22	10.5%
(5) Don't know/Not sure	40	19%
Missing	29	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	3.8% (n=1)	61.5% (n=16)	15.4% (n=4)	15.4% (n=4)	3.8% (n=1)	0	26
Black/African American	6.7% (n=1)	40% (n=6)	13.3% (n=2)	26.7% (n=4)	13.3% (n=2)	0	15
Decline to state	12.5% (n=4)	28.1% (n=9)	21.9% (n=7)	6.2% (n=2)	31.2% (n=10)	1	32
Filipino	15.4% (n=2)	38.5% (n=5)	30.8% (n=4)	0% (n=0)	15.4% (n=2)	1	13
Latinx	17.9% (n=7)	28.2% (n=11)	20.5% (n=8)	15.4% (n=6)	17.9% (n=7)	0	39
No response	0% (n=0)	50% (n=3)	16.7% (n=1)	16.7% (n=1)	16.7% (n=1)	26	6
Other	0% (n=0)	40% (n=2)	60% (n=3)	0% (n=0)	0% (n=0)	0	5
Two or More	0% (n=0)	37.5% (n=3)	25% (n=2)	12.5% (n=1)	25% (n=2)	0	8
White	16.7% (n=11)	37.9% (n=25)	16.7% (n=11)	6.1% (n=4)	22.7% (n=15)	1	66

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	12.9% (n=16)	40.3% (n=50)	17.7% (n=22)	8.9% (n=11)	20.2% (n=25)	1	124
Man	16.7% (n=9)	35.2% (n=19)	22.2% (n=12)	13% (n=7)	13% (n=7)	1	54
Non-binary	0% (n=0)	33.3% (n=1)	66.7% (n=2)	0% (n=0)	0% (n=0)	0	3
Decline to state	4.5% (n=1)	31.8% (n=7)	18.2% (n=4)	13.6% (n=3)	31.8% (n=7)	1	22
No response	0% (n=0)	42.9% (n=3)	28.6% (n=2)	14.3% (n=1)	14.3% (n=1)	26	7

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	15.8% (n=22)	35.3% (n=49)	20.9% (n=29)	9.4% (n=13)	18.7% (n=26)	2	139
LGBTQA+	8.8% (n=3)	50% (n=17)	14.7% (n=5)	8.8% (n=3)	17.6% (n=6)	1	34
Decline to state	3.7% (n=1)	29.6% (n=8)	22.2% (n=6)	14.8% (n=4)	29.6% (n=8)	0	27
No response	0% (n=0)	60% (n=6)	20% (n=2)	20% (n=2)	0% (n=0)	26	10

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	6.2% (n=5)	44.4% (n=36)	25.9% (n=21)	14.8% (n=12)	8.6% (n=7)	6	81
Part-time Faculty	21.1% (n=8)	23.7% (n=9)	18.4% (n=7)	10.5% (n=4)	26.3% (n=10)	8	38
Classified	6.8% (n=4)	37.3% (n=22)	16.9% (n=10)	10.2% (n=6)	28.8% (n=17)	10	59
Manager	16.7% (n=3)	50% (n=9)	11.1% (n=2)	0% (n=0)	22.2% (n=4)	3	18
Administrator	46.2% (n=6)	30.8% (n=4)	15.4% (n=2)	0% (n=0)	7.7% (n=1)	0	13
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	100% (n=1)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	13.9% (n=17)	32.8% (n=40)	22.1% (n=27)	13.1% (n=16)	18% (n=22)	13	122
Student Services	4.8% (n=3)	46% (n=29)	20.6% (n=13)	9.5% (n=6)	19% (n=12)	12	63
Other	26.1% (n=6)	43.5% (n=10)	8.7% (n=2)	0% (n=0)	21.7% (n=5)	2	23
No response	0% (n=0)	50% (n=1)	0% (n=0)	0% (n=0)	50% (n=1)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	12.5% (n=1)	37.5% (n=3)	0% (n=0)	25% (n=2)	25% (n=2)	0	8
30-39	4.4% (n=2)	42.2% (n=19)	20% (n=9)	11.1% (n=5)	22.2% (n=10)	0	45
40-49	15.3% (n=9)	33.9% (n=20)	27.1% (n=16)	10.2% (n=6)	13.6% (n=8)	2	59
50-59	16.3% (n=7)	44.2% (n=19)	11.6% (n=5)	11.6% (n=5)	16.3% (n=7)	0	43
60-69	25% (n=5)	30% (n=6)	20% (n=4)	0% (n=0)	25% (n=5)	0	20
Above 70	20% (n=1)	40% (n=2)	0% (n=0)	0% (n=0)	40% (n=2)	0	5
Decline to state	4.5% (n=1)	31.8% (n=7)	27.3% (n=6)	13.6% (n=3)	22.7% (n=5)	0	22
No response	0% (n=0)	50% (n=4)	25% (n=2)	12.5% (n=1)	12.5% (n=1)	27	8

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	19.2% (n=5)	38.5% (n=10)	11.5% (n=3)	0% (n=0)	30.8% (n=8)	2	26
2 to 5 years	7.1% (n=3)	38.1% (n=16)	26.2% (n=11)	9.5% (n=4)	19% (n=8)	6	42
6 to 10 years	8.1% (n=5)	35.5% (n=22)	27.4% (n=17)	14.5% (n=9)	14.5% (n=9)	11	62
More than 10 years	16.2% (n=13)	40% (n=32)	13.8% (n=11)	11.2% (n=9)	18.8% (n=15)	8	80
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

I believe that the College is moving in the right direction regarding student success.

All Respondents

	n	Valid Pct
(1) Strongly agree	27	12.7%
(2) Agree	104	49.1%
(3) Disagree	38	17.9%
(4) Strongly disagree	21	9.9%
(5) Don't know/Not sure	22	10.4%
Missing	27	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	3.8% (n=1)	65.4% (n=17)	15.4% (n=4)	15.4% (n=4)	0% (n=0)	0	26
Black/African American	6.7% (n=1)	40% (n=6)	26.7% (n=4)	13.3% (n=2)	13.3% (n=2)	0	15
Decline to state	15.6% (n=5)	46.9% (n=15)	12.5% (n=4)	6.2% (n=2)	18.8% (n=6)	1	32
Filipino	7.7% (n=1)	69.2% (n=9)	15.4% (n=2)	0% (n=0)	7.7% (n=1)	1	13
Latinx	17.9% (n=7)	43.6% (n=17)	17.9% (n=7)	15.4% (n=6)	5.1% (n=2)	0	39
No response	0% (n=0)	57.1% (n=4)	0% (n=0)	28.6% (n=2)	14.3% (n=1)	25	7
Other	0% (n=0)	20% (n=1)	60% (n=3)	20% (n=1)	0% (n=0)	0	5
Two or More	0% (n=0)	62.5% (n=5)	25% (n=2)	0% (n=0)	12.5% (n=1)	0	8
White	17.9% (n=12)	44.8% (n=30)	17.9% (n=12)	6% (n=4)	13.4% (n=9)	0	67

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	12% (n=15)	52% (n=65)	20.8% (n=26)	6.4% (n=8)	8.8% (n=11)	0	125
Man	18.5% (n=10)	42.6% (n=23)	13% (n=7)	14.8% (n=8)	11.1% (n=6)	1	54
Non-binary	0% (n=0)	0% (n=0)	66.7% (n=2)	33.3% (n=1)	0% (n=0)	0	3
Decline to state	9.1% (n=2)	54.5% (n=12)	9.1% (n=2)	9.1% (n=2)	18.2% (n=4)	1	22
No response	0% (n=0)	50% (n=4)	12.5% (n=1)	25% (n=2)	12.5% (n=1)	25	8

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	15.7% (n=22)	46.4% (n=65)	19.3% (n=27)	9.3% (n=13)	9.3% (n=13)	1	140
LGBTQA+	8.8% (n=3)	47.1% (n=16)	20.6% (n=7)	8.8% (n=3)	14.7% (n=5)	1	34
Decline to state	7.4% (n=2)	63% (n=17)	11.1% (n=3)	7.4% (n=2)	11.1% (n=3)	0	27
No response	0% (n=0)	54.5% (n=6)	9.1% (n=1)	27.3% (n=3)	9.1% (n=1)	25	11

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	7.4% (n=6)	54.3% (n=44)	19.8% (n=16)	13.6% (n=11)	4.9% (n=4)	6	81
Part-time Faculty	20.5% (n=8)	35.9% (n=14)	20.5% (n=8)	12.8% (n=5)	10.3% (n=4)	7	39
Classified	5% (n=3)	51.7% (n=31)	20% (n=12)	6.7% (n=4)	16.7% (n=10)	9	60
Manager	22.2% (n=4)	50% (n=9)	11.1% (n=2)	5.6% (n=1)	11.1% (n=2)	3	18
Administrator	46.2% (n=6)	38.5% (n=5)	0% (n=0)	0% (n=0)	15.4% (n=2)	0	13
No response	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	13% (n=16)	47.2% (n=58)	22% (n=27)	11.4% (n=14)	6.5% (n=8)	12	123
Student Services	7.8% (n=5)	50% (n=32)	17.2% (n=11)	9.4% (n=6)	15.6% (n=10)	11	64
Other	26.1% (n=6)	52.2% (n=12)	0% (n=0)	4.3% (n=1)	17.4% (n=4)	2	23
No response	0% (n=0)	100% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	0% (n=0)	25% (n=2)	0% (n=0)	37.5% (n=3)	37.5% (n=3)	0	8
30-39	6.7% (n=3)	57.8% (n=26)	13.3% (n=6)	13.3% (n=6)	8.9% (n=4)	0	45
40-49	13.3% (n=8)	50% (n=30)	26.7% (n=16)	6.7% (n=4)	3.3% (n=2)	1	60
50-59	18.6% (n=8)	46.5% (n=20)	16.3% (n=7)	4.7% (n=2)	14% (n=6)	0	43
60-69	30% (n=6)	40% (n=8)	20% (n=4)	0% (n=0)	10% (n=2)	0	20
Above 70	0% (n=0)	40% (n=2)	40% (n=2)	0% (n=0)	20% (n=1)	0	5
Decline to state	9.1% (n=2)	50% (n=11)	13.6% (n=3)	13.6% (n=3)	13.6% (n=3)	0	22
No response	0% (n=0)	55.6% (n=5)	0% (n=0)	33.3% (n=3)	11.1% (n=1)	26	9

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	15.4% (n=4)	53.8% (n=14)	7.7% (n=2)	3.8% (n=1)	19.2% (n=5)	2	26
2 to 5 years	7% (n=3)	55.8% (n=24)	20.9% (n=9)	7% (n=3)	9.3% (n=4)	5	43
6 to 10 years	11.3% (n=7)	46.8% (n=29)	24.2% (n=15)	14.5% (n=9)	3.2% (n=2)	11	62
More than 10 years	16% (n=13)	45.7% (n=37)	14.8% (n=12)	9.9% (n=8)	13.6% (n=11)	7	81
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Skyline College demonstrates progress in advancing racial equity and diversity among all employees.

All Respondents

	n	Valid Pct
(1) Strongly agree	39	18.7%
(2) Agree	89	42.6%
(3) Disagree	37	17.7%
(4) Strongly disagree	13	6.2%
(5) Don't know/Not sure	31	14.8%
Missing	30	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	7.7% (n=2)	53.8% (n=14)	23.1% (n=6)	7.7% (n=2)	7.7% (n=2)	0	26
Black/African American	6.7% (n=1)	40% (n=6)	33.3% (n=5)	6.7% (n=1)	13.3% (n=2)	0	15
Decline to state	21.9% (n=7)	25% (n=8)	12.5% (n=4)	9.4% (n=3)	31.2% (n=10)	1	32
Filipino	0% (n=0)	38.5% (n=5)	30.8% (n=4)	0% (n=0)	30.8% (n=4)	1	13
Latinx	20.5% (n=8)	46.2% (n=18)	17.9% (n=7)	10.3% (n=4)	5.1% (n=2)	0	39
No response	0% (n=0)	50% (n=3)	0% (n=0)	16.7% (n=1)	33.3% (n=2)	26	6
Other	0% (n=0)	60% (n=3)	0% (n=0)	40% (n=2)	0% (n=0)	0	5
Two or More	25% (n=2)	62.5% (n=5)	12.5% (n=1)	0% (n=0)	0% (n=0)	0	8
White	29.2% (n=19)	41.5% (n=27)	15.4% (n=10)	0% (n=0)	13.8% (n=9)	2	65

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	17.9% (n=22)	45.5% (n=56)	19.5% (n=24)	4.9% (n=6)	12.2% (n=15)	2	123
Man	24.1% (n=13)	44.4% (n=24)	14.8% (n=8)	3.7% (n=2)	13% (n=7)	1	54
Non-binary	0% (n=0)	0% (n=0)	100% (n=3)	0% (n=0)	0% (n=0)	0	3
Decline to state	18.2% (n=4)	27.3% (n=6)	9.1% (n=2)	13.6% (n=3)	31.8% (n=7)	1	22
No response	0% (n=0)	42.9% (n=3)	0% (n=0)	28.6% (n=2)	28.6% (n=2)	26	7

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	22.5% (n=31)	46.4% (n=64)	15.9% (n=22)	4.3% (n=6)	10.9% (n=15)	3	138
LGBTQA+	11.8% (n=4)	32.4% (n=11)	32.4% (n=11)	5.9% (n=2)	17.6% (n=6)	1	34
Decline to state	14.8% (n=4)	29.6% (n=8)	11.1% (n=3)	14.8% (n=4)	29.6% (n=8)	0	27
No response	0% (n=0)	60% (n=6)	10% (n=1)	10% (n=1)	20% (n=2)	26	10

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	9.9% (n=8)	46.9% (n=38)	22.2% (n=18)	8.6% (n=7)	12.3% (n=10)	6	81
Part-time Faculty	29.7% (n=11)	27% (n=10)	18.9% (n=7)	5.4% (n=2)	18.9% (n=7)	9	37
Classified	15.3% (n=9)	42.4% (n=25)	18.6% (n=11)	5.1% (n=3)	18.6% (n=11)	10	59
Manager	27.8% (n=5)	55.6% (n=10)	5.6% (n=1)	5.6% (n=1)	5.6% (n=1)	3	18
Administrator	46.2% (n=6)	46.2% (n=6)	0% (n=0)	0% (n=0)	7.7% (n=1)	0	13
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	100% (n=1)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	17.4% (n=21)	43% (n=52)	19.8% (n=24)	5.8% (n=7)	14% (n=17)	14	121
Student Services	15.9% (n=10)	44.4% (n=28)	15.9% (n=10)	7.9% (n=5)	15.9% (n=10)	12	63
Other	30.4% (n=7)	39.1% (n=9)	8.7% (n=2)	4.3% (n=1)	17.4% (n=4)	2	23
No response	50% (n=1)	0% (n=0)	50% (n=1)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	25% (n=2)	37.5% (n=3)	25% (n=2)	12.5% (n=1)	0% (n=0)	0	8
30-39	13.3% (n=6)	46.7% (n=21)	20% (n=9)	8.9% (n=4)	11.1% (n=5)	0	45
40-49	22% (n=13)	49.2% (n=29)	16.9% (n=10)	3.4% (n=2)	8.5% (n=5)	2	59
50-59	18.6% (n=8)	37.2% (n=16)	18.6% (n=8)	7% (n=3)	18.6% (n=8)	0	43
60-69	26.3% (n=5)	47.4% (n=9)	10.5% (n=2)	0% (n=0)	15.8% (n=3)	1	19
Above 70	20% (n=1)	40% (n=2)	20% (n=1)	0% (n=0)	20% (n=1)	0	5
Decline to state	18.2% (n=4)	22.7% (n=5)	18.2% (n=4)	9.1% (n=2)	31.8% (n=7)	0	22
No response	0% (n=0)	50% (n=4)	12.5% (n=1)	12.5% (n=1)	25% (n=2)	27	8

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	15.4% (n=4)	50% (n=13)	11.5% (n=3)	0% (n=0)	23.1% (n=6)	2	26
2 to 5 years	19% (n=8)	38.1% (n=16)	21.4% (n=9)	7.1% (n=3)	14.3% (n=6)	6	42
6 to 10 years	14.5% (n=9)	43.5% (n=27)	19.4% (n=12)	9.7% (n=6)	12.9% (n=8)	11	62
More than 10 years	22.8% (n=18)	41.8% (n=33)	16.5% (n=13)	5.1% (n=4)	13.9% (n=11)	9	79
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

All things considered (given uncertainties of the COVID-19 pandemic), Skyline College has done a good job of meting the changing enrollment needs of students.

All Respondents

	n	Valid Pct
(1) Strongly agree	38	17.9%
(2) Agree	94	44.3%
(3) Disagree	41	19.3%
(4) Strongly disagree	19	9%
(5) Don't know/Not sure	20	9.4%
Missing	27	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	15.4% (n=4)	65.4% (n=17)	3.8% (n=1)	11.5% (n=3)	3.8% (n=1)	0	26
Black/African American	13.3% (n=2)	33.3% (n=5)	26.7% (n=4)	6.7% (n=1)	20% (n=3)	0	15
Decline to state	25% (n=8)	50% (n=16)	15.6% (n=5)	6.2% (n=2)	3.1% (n=1)	1	32
Filipino	23.1% (n=3)	23.1% (n=3)	38.5% (n=5)	0% (n=0)	15.4% (n=2)	1	13
Latinx	12.8% (n=5)	43.6% (n=17)	20.5% (n=8)	12.8% (n=5)	10.3% (n=4)	0	39
No response	0% (n=0)	42.9% (n=3)	28.6% (n=2)	14.3% (n=1)	14.3% (n=1)	25	7
Other	0% (n=0)	80% (n=4)	0% (n=0)	20% (n=1)	0% (n=0)	0	5
Two or More	12.5% (n=1)	25% (n=2)	25% (n=2)	37.5% (n=3)	0% (n=0)	0	8
White	22.4% (n=15)	40.3% (n=27)	20.9% (n=14)	4.5% (n=3)	11.9% (n=8)	0	67

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	18.4% (n=23)	47.2% (n=59)	19.2% (n=24)	5.6% (n=7)	9.6% (n=12)	0	125
Man	20.4% (n=11)	38.9% (n=21)	14.8% (n=8)	16.7% (n=9)	9.3% (n=5)	1	54
Non-binary	0% (n=0)	0% (n=0)	66.7% (n=2)	0% (n=0)	33.3% (n=1)	0	3
Decline to state	18.2% (n=4)	45.5% (n=10)	22.7% (n=5)	9.1% (n=2)	4.5% (n=1)	1	22
No response	0% (n=0)	50% (n=4)	25% (n=2)	12.5% (n=1)	12.5% (n=1)	25	8

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	20% (n=28)	45.7% (n=64)	19.3% (n=27)	7.9% (n=11)	7.1% (n=10)	1	140
LGBTQA+	11.8% (n=4)	35.3% (n=12)	17.6% (n=6)	11.8% (n=4)	23.5% (n=8)	1	34
Decline to state	18.5% (n=5)	51.9% (n=14)	18.5% (n=5)	7.4% (n=2)	3.7% (n=1)	0	27
No response	9.1% (n=1)	36.4% (n=4)	27.3% (n=3)	18.2% (n=2)	9.1% (n=1)	25	11

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	16% (n=13)	43.2% (n=35)	27.2% (n=22)	11.1% (n=9)	2.5% (n=2)	6	81
Part-time Faculty	25.6% (n=10)	33.3% (n=13)	20.5% (n=8)	2.6% (n=1)	17.9% (n=7)	7	39
Classified	5% (n=3)	50% (n=30)	18.3% (n=11)	11.7% (n=7)	15% (n=9)	9	60
Manager	38.9% (n=7)	44.4% (n=8)	0% (n=0)	5.6% (n=1)	11.1% (n=2)	3	18
Administrator	38.5% (n=5)	53.8% (n=7)	0% (n=0)	7.7% (n=1)	0% (n=0)	0	13
No response	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	20.3% (n=25)	42.3% (n=52)	21.1% (n=26)	8.9% (n=11)	7.3% (n=9)	12	123
Student Services	9.4% (n=6)	50% (n=32)	17.2% (n=11)	10.9% (n=7)	12.5% (n=8)	11	64
Other	30.4% (n=7)	34.8% (n=8)	17.4% (n=4)	4.3% (n=1)	13% (n=3)	2	23
No response	0% (n=0)	100% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	12.5% (n=1)	25% (n=2)	0% (n=0)	25% (n=2)	37.5% (n=3)	0	8
30-39	11.1% (n=5)	42.2% (n=19)	22.2% (n=10)	13.3% (n=6)	11.1% (n=5)	0	45
40-49	23.3% (n=14)	45% (n=27)	20% (n=12)	3.3% (n=2)	8.3% (n=5)	1	60
50-59	18.6% (n=8)	46.5% (n=20)	18.6% (n=8)	9.3% (n=4)	7% (n=3)	0	43
60-69	30% (n=6)	35% (n=7)	25% (n=5)	5% (n=1)	5% (n=1)	0	20
Above 70	0% (n=0)	60% (n=3)	20% (n=1)	0% (n=0)	20% (n=1)	0	5
Decline to state	18.2% (n=4)	54.5% (n=12)	13.6% (n=3)	9.1% (n=2)	4.5% (n=1)	0	22
No response	0% (n=0)	44.4% (n=4)	22.2% (n=2)	22.2% (n=2)	11.1% (n=1)	26	9

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	19.2% (n=5)	46.2% (n=12)	7.7% (n=2)	0% (n=0)	26.9% (n=7)	2	26
2 to 5 years	9.3% (n=4)	44.2% (n=19)	23.3% (n=10)	14% (n=6)	9.3% (n=4)	5	43
6 to 10 years	19.4% (n=12)	43.5% (n=27)	21% (n=13)	11.3% (n=7)	4.8% (n=3)	11	62
More than 10 years	21% (n=17)	44.4% (n=36)	19.8% (n=16)	7.4% (n=6)	7.4% (n=6)	7	81
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Skyline College provides a welcoming environment for students.

All Respondents

	n	Valid Pct
(1) Strongly agree	55	26.2%
(2) Agree	113	53.8%
(3) Disagree	26	12.4%
(4) Strongly disagree	1	0.5%
(5) Don't know/Not sure	15	7.1%
Missing	29	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	19.2% (n=5)	69.2% (n=18)	7.7% (n=2)	0% (n=0)	3.8% (n=1)	0	26
Black/African American	7.1% (n=1)	71.4% (n=10)	14.3% (n=2)	0% (n=0)	7.1% (n=1)	1	14
Decline to state	31.2% (n=10)	56.2% (n=18)	9.4% (n=3)	0% (n=0)	3.1% (n=1)	1	32
Filipino	15.4% (n=2)	38.5% (n=5)	23.1% (n=3)	7.7% (n=1)	15.4% (n=2)	1	13
Latinx	33.3% (n=13)	46.2% (n=18)	17.9% (n=7)	0% (n=0)	2.6% (n=1)	0	39
No response	0% (n=0)	71.4% (n=5)	28.6% (n=2)	0% (n=0)	0% (n=0)	25	7
Other	0% (n=0)	80% (n=4)	20% (n=1)	0% (n=0)	0% (n=0)	0	5
Two or More	62.5% (n=5)	12.5% (n=1)	12.5% (n=1)	0% (n=0)	12.5% (n=1)	0	8
White	28.8% (n=19)	51.5% (n=34)	7.6% (n=5)	0% (n=0)	12.1% (n=8)	1	66

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	26.6% (n=33)	53.2% (n=66)	12.1% (n=15)	0% (n=0)	8.1% (n=10)	1	124
Man	32.1% (n=17)	52.8% (n=28)	7.5% (n=4)	1.9% (n=1)	5.7% (n=3)	2	53
Non-binary	0% (n=0)	0% (n=0)	66.7% (n=2)	0% (n=0)	33.3% (n=1)	0	3
Decline to state	22.7% (n=5)	59.1% (n=13)	13.6% (n=3)	0% (n=0)	4.5% (n=1)	1	22
No response	0% (n=0)	75% (n=6)	25% (n=2)	0% (n=0)	0% (n=0)	25	8

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	30.4% (n=42)	52.2% (n=72)	10.1% (n=14)	0.7% (n=1)	6.5% (n=9)	3	138
LGBTQA+	20.6% (n=7)	44.1% (n=15)	17.6% (n=6)	0% (n=0)	17.6% (n=6)	1	34
Decline to state	22.2% (n=6)	63% (n=17)	14.8% (n=4)	0% (n=0)	0% (n=0)	0	27
No response	0% (n=0)	81.8% (n=9)	18.2% (n=2)	0% (n=0)	0% (n=0)	25	11

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	25.9% (n=21)	51.9% (n=42)	19.8% (n=16)	0% (n=0)	2.5% (n=2)	6	81
Part-time Faculty	31.6% (n=12)	52.6% (n=20)	0% (n=0)	0% (n=0)	15.8% (n=6)	8	38
Classified	20% (n=12)	55% (n=33)	16.7% (n=10)	0% (n=0)	8.3% (n=5)	9	60
Manager	29.4% (n=5)	58.8% (n=10)	0% (n=0)	5.9% (n=1)	5.9% (n=1)	4	17
Administrator	38.5% (n=5)	53.8% (n=7)	0% (n=0)	0% (n=0)	7.7% (n=1)	0	13
No response	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	27.9% (n=34)	50.8% (n=62)	14.8% (n=18)	0% (n=0)	6.6% (n=8)	13	122
Student Services	23.8% (n=15)	58.7% (n=37)	12.7% (n=8)	0% (n=0)	4.8% (n=3)	12	63
Other	21.7% (n=5)	56.5% (n=13)	0% (n=0)	4.3% (n=1)	17.4% (n=4)	2	23
No response	50% (n=1)	50% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	25% (n=2)	62.5% (n=5)	12.5% (n=1)	0% (n=0)	0% (n=0)	0	8
30-39	20.5% (n=9)	54.5% (n=24)	15.9% (n=7)	2.3% (n=1)	6.8% (n=3)	1	44
40-49	30.5% (n=18)	49.2% (n=29)	11.9% (n=7)	0% (n=0)	8.5% (n=5)	2	59
50-59	32.6% (n=14)	41.9% (n=18)	16.3% (n=7)	0% (n=0)	9.3% (n=4)	0	43
60-69	25% (n=5)	55% (n=11)	10% (n=2)	0% (n=0)	10% (n=2)	0	20
Above 70	20% (n=1)	80% (n=4)	0% (n=0)	0% (n=0)	0% (n=0)	0	5
Decline to state	27.3% (n=6)	68.2% (n=15)	0% (n=0)	0% (n=0)	4.5% (n=1)	0	22
No response	0% (n=0)	77.8% (n=7)	22.2% (n=2)	0% (n=0)	0% (n=0)	26	9

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	30.8% (n=8)	53.8% (n=14)	3.8% (n=1)	0% (n=0)	11.5% (n=3)	2	26
2 to 5 years	20.9% (n=9)	48.8% (n=21)	20.9% (n=9)	2.3% (n=1)	7% (n=3)	5	43
6 to 10 years	24.6% (n=15)	57.4% (n=35)	13.1% (n=8)	0% (n=0)	4.9% (n=3)	12	61
More than 10 years	28.7% (n=23)	53.8% (n=43)	10% (n=8)	0% (n=0)	7.5% (n=6)	8	80
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

I feel physically safe walking among the Skyline College Campus buildings and parking lots during daylight hours.

All Respondents

	n	Valid Pct
(1) Strongly agree	78	37%
(2) Agree	114	54%
(3) Disagree	9	4.3%
(4) Strongly disagree	4	1.9%
(5) Don't know/Not sure	6	2.8%
Missing	28	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	34.6% (n=9)	61.5% (n=16)	0% (n=0)	3.8% (n=1)	0% (n=0)	0	26
Black/African American	46.7% (n=7)	46.7% (n=7)	6.7% (n=1)	0% (n=0)	0% (n=0)	0	15
Decline to state	40.6% (n=13)	46.9% (n=15)	6.2% (n=2)	3.1% (n=1)	3.1% (n=1)	1	32
Filipino	30.8% (n=4)	69.2% (n=9)	0% (n=0)	0% (n=0)	0% (n=0)	1	13
Latinx	33.3% (n=13)	51.3% (n=20)	7.7% (n=3)	5.1% (n=2)	2.6% (n=1)	0	39
No response	0% (n=0)	85.7% (n=6)	0% (n=0)	0% (n=0)	14.3% (n=1)	25	7
Other	0% (n=0)	80% (n=4)	20% (n=1)	0% (n=0)	0% (n=0)	0	5
Two or More	75% (n=6)	12.5% (n=1)	0% (n=0)	0% (n=0)	12.5% (n=1)	0	8
White	39.4% (n=26)	54.5% (n=36)	3% (n=2)	0% (n=0)	3% (n=2)	1	66

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	32% (n=40)	56% (n=70)	6.4% (n=8)	3.2% (n=4)	2.4% (n=3)	0	125
Man	52.8% (n=28)	43.4% (n=23)	0% (n=0)	0% (n=0)	3.8% (n=2)	2	53
Non-binary	33.3% (n=1)	66.7% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)	0	3
Decline to state	40.9% (n=9)	54.5% (n=12)	4.5% (n=1)	0% (n=0)	0% (n=0)	1	22
No response	0% (n=0)	87.5% (n=7)	0% (n=0)	0% (n=0)	12.5% (n=1)	25	8

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	41.7% (n=58)	50.4% (n=70)	3.6% (n=5)	2.2% (n=3)	2.2% (n=3)	2	139
LGBTQA+	23.5% (n=8)	64.7% (n=22)	5.9% (n=2)	0% (n=0)	5.9% (n=2)	1	34
Decline to state	40.7% (n=11)	48.1% (n=13)	7.4% (n=2)	3.7% (n=1)	0% (n=0)	0	27
No response	9.1% (n=1)	81.8% (n=9)	0% (n=0)	0% (n=0)	9.1% (n=1)	25	11

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	34.6% (n=28)	55.6% (n=45)	4.9% (n=4)	3.7% (n=3)	1.2% (n=1)	6	81
Part-time Faculty	33.3% (n=13)	56.4% (n=22)	5.1% (n=2)	0% (n=0)	5.1% (n=2)	7	39
Classified	35.6% (n=21)	55.9% (n=33)	3.4% (n=2)	1.7% (n=1)	3.4% (n=2)	10	59
Manager	50% (n=9)	50% (n=9)	0% (n=0)	0% (n=0)	0% (n=0)	3	18
Administrator	53.8% (n=7)	30.8% (n=4)	7.7% (n=1)	0% (n=0)	7.7% (n=1)	0	13
No response	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	36.1% (n=44)	54.1% (n=66)	5.7% (n=7)	1.6% (n=2)	2.5% (n=3)	13	122
Student Services	34.4% (n=22)	56.2% (n=36)	3.1% (n=2)	3.1% (n=2)	3.1% (n=2)	11	64
Other	47.8% (n=11)	47.8% (n=11)	0% (n=0)	0% (n=0)	4.3% (n=1)	2	23
No response	50% (n=1)	50% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	37.5% (n=3)	50% (n=4)	12.5% (n=1)	0% (n=0)	0% (n=0)	0	8
30-39	33.3% (n=15)	57.8% (n=26)	4.4% (n=2)	2.2% (n=1)	2.2% (n=1)	0	45
40-49	39% (n=23)	50.8% (n=30)	5.1% (n=3)	3.4% (n=2)	1.7% (n=1)	2	59
50-59	39.5% (n=17)	51.2% (n=22)	4.7% (n=2)	0% (n=0)	4.7% (n=2)	0	43
60-69	50% (n=10)	45% (n=9)	0% (n=0)	0% (n=0)	5% (n=1)	0	20
Above 70	20% (n=1)	80% (n=4)	0% (n=0)	0% (n=0)	0% (n=0)	0	5
Decline to state	40.9% (n=9)	50% (n=11)	4.5% (n=1)	4.5% (n=1)	0% (n=0)	0	22
No response	0% (n=0)	88.9% (n=8)	0% (n=0)	0% (n=0)	11.1% (n=1)	26	9

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	42.3% (n=11)	46.2% (n=12)	0% (n=0)	3.8% (n=1)	7.7% (n=2)	2	26
2 to 5 years	37.2% (n=16)	48.8% (n=21)	11.6% (n=5)	0% (n=0)	2.3% (n=1)	5	43
6 to 10 years	32.8% (n=20)	57.4% (n=35)	4.9% (n=3)	4.9% (n=3)	0% (n=0)	12	61
More than 10 years	38.3% (n=31)	56.8% (n=46)	1.2% (n=1)	0% (n=0)	3.7% (n=3)	7	81
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

I feel physically safe walking among the Skyline College Campus buildings and parking lots during evening hours.

All Respondents

	n	Valid Pct
(1) Strongly agree	46	21.8%
(2) Agree	71	33.6%
(3) Disagree	42	19.9%
(4) Strongly disagree	22	10.4%
(5) Don't know/Not sure	30	14.2%
Missing	28	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	7.7% (n=2)	26.9% (n=7)	19.2% (n=5)	11.5% (n=3)	34.6% (n=9)	0	26
Black/African American	40% (n=6)	40% (n=6)	13.3% (n=2)	6.7% (n=1)	0% (n=0)	0	15
Decline to state	25% (n=8)	31.2% (n=10)	12.5% (n=4)	18.8% (n=6)	12.5% (n=4)	1	32
Filipino	23.1% (n=3)	38.5% (n=5)	23.1% (n=3)	7.7% (n=1)	7.7% (n=1)	1	13
Latinx	12.8% (n=5)	35.9% (n=14)	33.3% (n=13)	7.7% (n=3)	10.3% (n=4)	0	39
No response	0% (n=0)	28.6% (n=2)	42.9% (n=3)	14.3% (n=1)	14.3% (n=1)	25	7
Other	0% (n=0)	80% (n=4)	0% (n=0)	20% (n=1)	0% (n=0)	0	5
Two or More	75% (n=6)	12.5% (n=1)	0% (n=0)	0% (n=0)	12.5% (n=1)	0	8
White	24.2% (n=16)	33.3% (n=22)	18.2% (n=12)	9.1% (n=6)	15.2% (n=10)	1	66

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	11.3% (n=14)	35.5% (n=44)	25% (n=31)	13.7% (n=17)	14.5% (n=18)	1	124
Man	46.3% (n=25)	33.3% (n=18)	9.3% (n=5)	0% (n=0)	11.1% (n=6)	1	54
Non-binary	33.3% (n=1)	0% (n=0)	33.3% (n=1)	0% (n=0)	33.3% (n=1)	0	3
Decline to state	27.3% (n=6)	27.3% (n=6)	9.1% (n=2)	18.2% (n=4)	18.2% (n=4)	1	22
No response	0% (n=0)	37.5% (n=3)	37.5% (n=3)	12.5% (n=1)	12.5% (n=1)	25	8

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	25.9% (n=36)	32.4% (n=45)	20.9% (n=29)	8.6% (n=12)	12.2% (n=17)	2	139
LGBTQA+	8.8% (n=3)	38.2% (n=13)	17.6% (n=6)	11.8% (n=4)	23.5% (n=8)	1	34
Decline to state	22.2% (n=6)	29.6% (n=8)	11.1% (n=3)	22.2% (n=6)	14.8% (n=4)	0	27
No response	9.1% (n=1)	45.5% (n=5)	36.4% (n=4)	0% (n=0)	9.1% (n=1)	25	11

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	19.8% (n=16)	30.9% (n=25)	24.7% (n=20)	14.8% (n=12)	9.9% (n=8)	6	81
Part-time Faculty	21.1% (n=8)	36.8% (n=14)	13.2% (n=5)	7.9% (n=3)	21.1% (n=8)	8	38
Classified	21.7% (n=13)	36.7% (n=22)	21.7% (n=13)	6.7% (n=4)	13.3% (n=8)	9	60
Manager	22.2% (n=4)	33.3% (n=6)	22.2% (n=4)	5.6% (n=1)	16.7% (n=3)	3	18
Administrator	38.5% (n=5)	30.8% (n=4)	0% (n=0)	7.7% (n=1)	23.1% (n=3)	0	13
No response	0% (n=0)	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	23.8% (n=29)	31.1% (n=38)	17.2% (n=21)	13.1% (n=16)	14.8% (n=18)	13	122
Student Services	21.9% (n=14)	34.4% (n=22)	25% (n=16)	7.8% (n=5)	10.9% (n=7)	11	64
Other	13% (n=3)	47.8% (n=11)	21.7% (n=5)	0% (n=0)	17.4% (n=4)	2	23
No response	0% (n=0)	0% (n=0)	0% (n=0)	50% (n=1)	50% (n=1)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	37.5% (n=3)	25% (n=2)	12.5% (n=1)	25% (n=2)	0% (n=0)	0	8
30-39	24.4% (n=11)	26.7% (n=12)	15.6% (n=7)	15.6% (n=7)	17.8% (n=8)	0	45
40-49	18.6% (n=11)	40.7% (n=24)	25.4% (n=15)	5.1% (n=3)	10.2% (n=6)	2	59
50-59	20.9% (n=9)	25.6% (n=11)	30.2% (n=13)	9.3% (n=4)	14% (n=6)	0	43
60-69	35% (n=7)	45% (n=9)	5% (n=1)	0% (n=0)	15% (n=3)	0	20
Above 70	0% (n=0)	40% (n=2)	0% (n=0)	20% (n=1)	40% (n=2)	0	5
Decline to state	22.7% (n=5)	36.4% (n=8)	4.5% (n=1)	18.2% (n=4)	18.2% (n=4)	0	22
No response	0% (n=0)	33.3% (n=3)	44.4% (n=4)	11.1% (n=1)	11.1% (n=1)	26	9

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	23.1% (n=6)	34.6% (n=9)	3.8% (n=1)	3.8% (n=1)	34.6% (n=9)	2	26
2 to 5 years	16.3% (n=7)	32.6% (n=14)	16.3% (n=7)	23.3% (n=10)	11.6% (n=5)	5	43
6 to 10 years	24.2% (n=15)	30.6% (n=19)	25.8% (n=16)	11.3% (n=7)	8.1% (n=5)	11	62
More than 10 years	22.5% (n=18)	36.2% (n=29)	22.5% (n=18)	5% (n=4)	13.8% (n=11)	8	80
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Change Over the Past Year (since Spring 2022)

In thinking about your experience as a Skyline College employee over the past 12 months, please tell us what change, if any, you have perceived in the following areas:

The steps that Skyline College has taken to advance anti-racism and equity at the College

All Respondents

	n	Valid Pct
(1) Increased	86	41.3%
(2) Stayed the same	81	38.9%
(3) Decreased	10	4.8%
(4) Don't know/Not sure	31	14.9%
Missing	31	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	42.3% (n=11)	38.5% (n=10)	7.7% (n=2)	11.5% (n=3)	0	26
Black/African American	33.3% (n=5)	40% (n=6)	6.7% (n=1)	20% (n=3)	0	15
Decline to state	43.8% (n=14)	34.4% (n=11)	6.2% (n=2)	15.6% (n=5)	1	32
Filipino	35.7% (n=5)	50% (n=7)	7.1% (n=1)	7.1% (n=1)	0	14
Latinx	35.9% (n=14)	48.7% (n=19)	5.1% (n=2)	10.3% (n=4)	0	39
No response	33.3% (n=1)	33.3% (n=1)	0% (n=0)	33.3% (n=1)	29	3
Other	20% (n=1)	40% (n=2)	0% (n=0)	40% (n=2)	0	5
Two or More	75% (n=6)	12.5% (n=1)	0% (n=0)	12.5% (n=1)	0	8
White	43.9% (n=29)	36.4% (n=24)	3% (n=2)	16.7% (n=11)	1	66

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	41.1% (n=51)	41.9% (n=52)	4% (n=5)	12.9% (n=16)	1	124
Man	43.6% (n=24)	32.7% (n=18)	5.5% (n=3)	18.2% (n=10)	0	55
Non-binary	0% (n=0)	66.7% (n=2)	0% (n=0)	33.3% (n=1)	0	3
Decline to state	45.5% (n=10)	31.8% (n=7)	9.1% (n=2)	13.6% (n=3)	1	22
No response	25% (n=1)	50% (n=2)	0% (n=0)	25% (n=1)	29	4

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	44.3% (n=62)	40.7% (n=57)	1.4% (n=2)	13.6% (n=19)	1	140
LGBTQA+	29.4% (n=10)	38.2% (n=13)	11.8% (n=4)	20.6% (n=7)	1	34
Decline to state	42.3% (n=11)	30.8% (n=8)	11.5% (n=3)	15.4% (n=4)	1	26
No response	37.5% (n=3)	37.5% (n=3)	12.5% (n=1)	12.5% (n=1)	28	8

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time Faculty	39.5% (n=32)	46.9% (n=38)	6.2% (n=5)	7.4% (n=6)	6	81
Part-time Faculty	30.8% (n=12)	38.5% (n=15)	2.6% (n=1)	28.2% (n=11)	7	39
Classified	42.4% (n=25)	35.6% (n=21)	5.1% (n=3)	16.9% (n=10)	10	59
Manager	43.8% (n=7)	25% (n=4)	6.2% (n=1)	25% (n=4)	5	16
Administrator	76.9% (n=10)	23.1% (n=3)	0% (n=0)	0% (n=0)	0	13
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	3	0

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	38.8% (n=47)	43.8% (n=53)	4.1% (n=5)	13.2% (n=16)	14	121
Student Services	35.5% (n=22)	37.1% (n=23)	8.1% (n=5)	19.4% (n=12)	13	62
Other	65.2% (n=15)	21.7% (n=5)	0% (n=0)	13% (n=3)	2	23
No response	100% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	37.5% (n=3)	37.5% (n=3)	0% (n=0)	25% (n=2)	0	8
30-39	35.6% (n=16)	46.7% (n=21)	4.4% (n=2)	13.3% (n=6)	0	45
40-49	46.7% (n=28)	43.3% (n=26)	1.7% (n=1)	8.3% (n=5)	1	60
50-59	32.6% (n=14)	37.2% (n=16)	7% (n=3)	23.3% (n=10)	0	43
60-69	60% (n=12)	30% (n=6)	0% (n=0)	10% (n=2)	0	20
Above 70	40% (n=2)	20% (n=1)	0% (n=0)	40% (n=2)	0	5
Decline to state	45.5% (n=10)	27.3% (n=6)	13.6% (n=3)	13.6% (n=3)	0	22
No response	20% (n=1)	40% (n=2)	20% (n=1)	20% (n=1)	30	5

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2 years	38.5% (n=10)	7.7% (n=2)	3.8% (n=1)	50% (n=13)	2	26
2 to 5 years	40.5% (n=17)	45.2% (n=19)	4.8% (n=2)	9.5% (n=4)	6	42
6 to 10 years	35.5% (n=22)	53.2% (n=33)	4.8% (n=3)	6.5% (n=4)	11	62
More than 10 years	47.4% (n=37)	34.6% (n=27)	5.1% (n=4)	12.8% (n=10)	10	78
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Interracial tension at Skyline College

All Respondents

	n	Valid Pct
(1) Increased	29	14.1%
(2) Stayed the same	89	43.2%
(3) Decreased	17	8.3%
(4) Don't know/Not sure	71	34.5%
Missing	33	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	20% (n=5)	28% (n=7)	12% (n=3)	40% (n=10)	1	25
Black/African American	13.3% (n=2)	53.3% (n=8)	0% (n=0)	33.3% (n=5)	0	15
Decline to state	3.2% (n=1)	48.4% (n=15)	9.7% (n=3)	38.7% (n=12)	2	31
Filipino	14.3% (n=2)	57.1% (n=8)	0% (n=0)	28.6% (n=4)	0	14
Latinx	15.4% (n=6)	53.8% (n=21)	10.3% (n=4)	20.5% (n=8)	0	39
No response	25% (n=1)	25% (n=1)	0% (n=0)	50% (n=2)	28	4
Other	20% (n=1)	80% (n=4)	0% (n=0)	0% (n=0)	0	5
Two or More	50% (n=4)	12.5% (n=1)	0% (n=0)	37.5% (n=3)	0	8
White	10.8% (n=7)	36.9% (n=24)	10.8% (n=7)	41.5% (n=27)	2	65

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	14.5% (n=18)	44.4% (n=55)	8.9% (n=11)	32.3% (n=40)	1	124
Man	14.8% (n=8)	38.9% (n=21)	9.3% (n=5)	37% (n=20)	1	54
Non-binary	0% (n=0)	66.7% (n=2)	0% (n=0)	33.3% (n=1)	0	3
Decline to state	5% (n=1)	50% (n=10)	5% (n=1)	40% (n=8)	3	20
No response	40% (n=2)	20% (n=1)	0% (n=0)	40% (n=2)	28	5

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	15.8% (n=22)	41.7% (n=58)	11.5% (n=16)	30.9% (n=43)	2	139
LGBTQA+	5.9% (n=2)	47.1% (n=16)	2.9% (n=1)	44.1% (n=15)	1	34
Decline to state	12% (n=3)	48% (n=12)	0% (n=0)	40% (n=10)	2	25
No response	25% (n=2)	37.5% (n=3)	0% (n=0)	37.5% (n=3)	28	8

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time	19% (n=15)	55.7% (n=44)	6.3% (n=5)	19% (n=15)	8	79
Faculty						
Part-time	10.3% (n=4)	41% (n=16)	7.7% (n=3)	41% (n=16)	7	39
Faculty						
Classified	10.3% (n=6)	39.7% (n=23)	6.9% (n=4)	43.1% (n=25)	11	58
Manager	18.8% (n=3)	18.8% (n=3)	12.5% (n=2)	50% (n=8)	5	16
Administrator	7.7% (n=1)	23.1% (n=3)	23.1% (n=3)	46.2% (n=6)	0	13
No response	0% (n=0)	0% (n=0)	0% (n=0)	100% (n=1)	2	1

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	14.3% (n=17)	46.2% (n=55)	6.7% (n=8)	32.8% (n=39)	16	119
Student	12.9% (n=8)	46.8% (n=29)	8.1% (n=5)	32.3% (n=20)	13	62
Services						
Other	13% (n=3)	21.7% (n=5)	17.4% (n=4)	47.8% (n=11)	2	23
No response	50% (n=1)	0% (n=0)	0% (n=0)	50% (n=1)	2	2

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	0% (n=0)	37.5% (n=3)	0% (n=0)	62.5% (n=5)	0	8
30-39	15.6% (n=7)	42.2% (n=19)	8.9% (n=4)	33.3% (n=15)	0	45
40-49	16.7% (n=10)	50% (n=30)	10% (n=6)	23.3% (n=14)	1	60
50-59	11.9% (n=5)	38.1% (n=16)	9.5% (n=4)	40.5% (n=17)	1	42
60-69	15.8% (n=3)	52.6% (n=10)	5.3% (n=1)	26.3% (n=5)	1	19
Above 70	0% (n=0)	0% (n=0)	20% (n=1)	80% (n=4)	0	5
Decline to state	9.5% (n=2)	42.9% (n=9)	4.8% (n=1)	42.9% (n=9)	1	21
No response	33.3% (n=2)	33.3% (n=2)	0% (n=0)	33.3% (n=2)	29	6

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2 years	7.7% (n=2)	19.2% (n=5)	3.8% (n=1)	69.2% (n=18)	2	26
2 to 5 years	11.6% (n=5)	46.5% (n=20)	9.3% (n=4)	32.6% (n=14)	5	43
6 to 10 years	21% (n=13)	54.8% (n=34)	4.8% (n=3)	19.4% (n=12)	11	62
More than 10 years	12% (n=9)	40% (n=30)	12% (n=9)	36% (n=27)	13	75
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

My workload at Skyline College

All Respondents

	n	Valid Pct
(1) Increased	127	60.5%
(2) Stayed the same	65	31%
(3) Decreased	7	3.3%
(4) Don't know/Not sure	11	5.2%
Missing	29	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	57.7% (n=15)	38.5% (n=10)	0% (n=0)	3.8% (n=1)	0	26
Black/African American	60% (n=9)	26.7% (n=4)	0% (n=0)	13.3% (n=2)	0	15
Decline to state	68.8% (n=22)	25% (n=8)	3.1% (n=1)	3.1% (n=1)	1	32
Filipino	57.1% (n=8)	35.7% (n=5)	0% (n=0)	7.1% (n=1)	0	14
Latinx	74.4% (n=29)	20.5% (n=8)	2.6% (n=1)	2.6% (n=1)	0	39
No response	100% (n=4)	0% (n=0)	0% (n=0)	0% (n=0)	28	4
Other	20% (n=1)	80% (n=4)	0% (n=0)	0% (n=0)	0	5
Two or More	62.5% (n=5)	37.5% (n=3)	0% (n=0)	0% (n=0)	0	8
White	50.7% (n=34)	34.3% (n=23)	7.5% (n=5)	7.5% (n=5)	0	67

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	56% (n=70)	32.8% (n=41)	4% (n=5)	7.2% (n=9)	0	125
Man	60% (n=33)	36.4% (n=20)	1.8% (n=1)	1.8% (n=1)	0	55
Non-binary	66.7% (n=2)	0% (n=0)	0% (n=0)	33.3% (n=1)	0	3
Decline to state	77.3% (n=17)	18.2% (n=4)	4.5% (n=1)	0% (n=0)	1	22
No response	100% (n=5)	0% (n=0)	0% (n=0)	0% (n=0)	28	5

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	56% (n=79)	36.2% (n=51)	4.3% (n=6)	3.5% (n=5)	0	141
LGBTQA+	61.8% (n=21)	20.6% (n=7)	0% (n=0)	17.6% (n=6)	1	34
Decline to state	77.8% (n=21)	18.5% (n=5)	3.7% (n=1)	0% (n=0)	0	27
No response	75% (n=6)	25% (n=2)	0% (n=0)	0% (n=0)	28	8

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time Faculty	63% (n=51)	32.1% (n=26)	2.5% (n=2)	2.5% (n=2)	6	81
Part-time Faculty	27.5% (n=11)	52.5% (n=21)	10% (n=4)	10% (n=4)	6	40
Classified	71.2% (n=42)	20.3% (n=12)	1.7% (n=1)	6.8% (n=4)	10	59
Manager	75% (n=12)	18.8% (n=3)	0% (n=0)	6.2% (n=1)	5	16
Administrator	76.9% (n=10)	23.1% (n=3)	0% (n=0)	0% (n=0)	0	13
No response	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	56.1% (n=69)	35% (n=43)	4.1% (n=5)	4.9% (n=6)	12	123
Student Services	69.4% (n=43)	21% (n=13)	3.2% (n=2)	6.5% (n=4)	13	62
Other	56.5% (n=13)	39.1% (n=9)	0% (n=0)	4.3% (n=1)	2	23
No response	100% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	62.5% (n=5)	37.5% (n=3)	0% (n=0)	0% (n=0)	0	8
30-39	71.1% (n=32)	15.6% (n=7)	2.2% (n=1)	11.1% (n=5)	0	45
40-49	52.5% (n=32)	41% (n=25)	1.6% (n=1)	4.9% (n=3)	0	61
50-59	62.8% (n=27)	27.9% (n=12)	4.7% (n=2)	4.7% (n=2)	0	43
60-69	45% (n=9)	40% (n=8)	10% (n=2)	5% (n=1)	0	20
Above 70	20% (n=1)	80% (n=4)	0% (n=0)	0% (n=0)	0	5
Decline to state	68.2% (n=15)	27.3% (n=6)	4.5% (n=1)	0% (n=0)	0	22
No response	100% (n=6)	0% (n=0)	0% (n=0)	0% (n=0)	29	6

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2 years	53.8% (n=14)	19.2% (n=5)	3.8% (n=1)	23.1% (n=6)	2	26
2 to 5 years	65.1% (n=28)	32.6% (n=14)	0% (n=0)	2.3% (n=1)	5	43
6 to 10 years	67.7% (n=42)	25.8% (n=16)	4.8% (n=3)	1.6% (n=1)	11	62
More than 10 years	54.4% (n=43)	38% (n=30)	3.8% (n=3)	3.8% (n=3)	9	79
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

My work-related stress levels

All Respondents

	n	Valid Pct
(1) Increased	126	60%
(2) Stayed the same	66	31.4%
(3) Decreased	12	5.7%
(4) Don't know/Not sure	6	2.9%
Missing	29	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	61.5% (n=16)	30.8% (n=8)	7.7% (n=2)	0% (n=0)	0	26
Black/African American	66.7% (n=10)	20% (n=3)	6.7% (n=1)	6.7% (n=1)	0	15
Decline to state	62.5% (n=20)	31.2% (n=10)	3.1% (n=1)	3.1% (n=1)	1	32
Filipino	50% (n=7)	42.9% (n=6)	7.1% (n=1)	0% (n=0)	0	14
Latinx	69.2% (n=27)	25.6% (n=10)	2.6% (n=1)	2.6% (n=1)	0	39
No response	75% (n=3)	25% (n=1)	0% (n=0)	0% (n=0)	28	4
Other	60% (n=3)	40% (n=2)	0% (n=0)	0% (n=0)	0	5
Two or More	75% (n=6)	25% (n=2)	0% (n=0)	0% (n=0)	0	8
White	50.7% (n=34)	35.8% (n=24)	9% (n=6)	4.5% (n=3)	0	67

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	56% (n=70)	33.6% (n=42)	7.2% (n=9)	3.2% (n=4)	0	125
Man	65.5% (n=36)	29.1% (n=16)	3.6% (n=2)	1.8% (n=1)	0	55
Non-binary	33.3% (n=1)	33.3% (n=1)	0% (n=0)	33.3% (n=1)	0	3
Decline to state	68.2% (n=15)	27.3% (n=6)	4.5% (n=1)	0% (n=0)	1	22
No response	80% (n=4)	20% (n=1)	0% (n=0)	0% (n=0)	28	5

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	57.4% (n=81)	33.3% (n=47)	7.1% (n=10)	2.1% (n=3)	0	141
LGBTQA+	58.8% (n=20)	29.4% (n=10)	2.9% (n=1)	8.8% (n=3)	1	34
Decline to state	66.7% (n=18)	29.6% (n=8)	3.7% (n=1)	0% (n=0)	0	27
No response	87.5% (n=7)	12.5% (n=1)	0% (n=0)	0% (n=0)	28	8

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time	64.2% (n=52)	30.9% (n=25)	3.7% (n=3)	1.2% (n=1)	6	81
Faculty						
Part-time	40% (n=16)	47.5% (n=19)	5% (n=2)	7.5% (n=3)	6	40
Faculty						
Classified	64.4% (n=38)	23.7% (n=14)	8.5% (n=5)	3.4% (n=2)	10	59
Manager	75% (n=12)	18.8% (n=3)	6.2% (n=1)	0% (n=0)	5	16
Administrator	61.5% (n=8)	30.8% (n=4)	7.7% (n=1)	0% (n=0)	0	13
No response	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	60.2% (n=74)	31.7% (n=39)	4.9% (n=6)	3.3% (n=4)	12	123
Student	61.3% (n=38)	30.6% (n=19)	4.8% (n=3)	3.2% (n=2)	13	62
Services						
Other	52.2% (n=12)	34.8% (n=8)	13% (n=3)	0% (n=0)	2	23
No response	100% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	50% (n=4)	50% (n=4)	0% (n=0)	0% (n=0)	0	8
30-39	71.1% (n=32)	17.8% (n=8)	4.4% (n=2)	6.7% (n=3)	0	45
40-49	62.3% (n=38)	29.5% (n=18)	6.6% (n=4)	1.6% (n=1)	0	61
50-59	46.5% (n=20)	41.9% (n=18)	9.3% (n=4)	2.3% (n=1)	0	43
60-69	55% (n=11)	35% (n=7)	5% (n=1)	5% (n=1)	0	20
Above 70	40% (n=2)	60% (n=3)	0% (n=0)	0% (n=0)	0	5
Decline to state	63.6% (n=14)	31.8% (n=7)	4.5% (n=1)	0% (n=0)	0	22
No response	83.3% (n=5)	16.7% (n=1)	0% (n=0)	0% (n=0)	29	6

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2 years	42.3% (n=11)	30.8% (n=8)	11.5% (n=3)	15.4% (n=4)	2	26
2 to 5 years	60.5% (n=26)	34.9% (n=15)	4.7% (n=2)	0% (n=0)	5	43
6 to 10 years	66.1% (n=41)	27.4% (n=17)	6.5% (n=4)	0% (n=0)	11	62
More than 10 years	60.8% (n=48)	32.9% (n=26)	3.8% (n=3)	2.5% (n=2)	9	79
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

My general job satisfaction

All Respondents

	n	Valid Pct
(1) Increased	38	18.2%
(2) Stayed the same	88	42.1%
(3) Decreased	77	36.8%
(4) Don't know/Not sure	6	2.9%
Missing	30	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	23.1% (n=6)	38.5% (n=10)	38.5% (n=10)	0% (n=0)	0	26
Black/African American	6.7% (n=1)	26.7% (n=4)	60% (n=9)	6.7% (n=1)	0	15
Decline to state	18.8% (n=6)	43.8% (n=14)	31.2% (n=10)	6.2% (n=2)	1	32
Filipino	28.6% (n=4)	50% (n=7)	21.4% (n=3)	0% (n=0)	0	14
Latinx	18.4% (n=7)	34.2% (n=13)	44.7% (n=17)	2.6% (n=1)	1	38
No response	25% (n=1)	0% (n=0)	75% (n=3)	0% (n=0)	28	4
Other	0% (n=0)	60% (n=3)	40% (n=2)	0% (n=0)	0	5
Two or More	0% (n=0)	37.5% (n=3)	50% (n=4)	12.5% (n=1)	0	8
White	19.4% (n=13)	50.7% (n=34)	28.4% (n=19)	1.5% (n=1)	0	67

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	20.8% (n=26)	40.8% (n=51)	34.4% (n=43)	4% (n=5)	0	125
Man	11.1% (n=6)	53.7% (n=29)	33.3% (n=18)	1.9% (n=1)	1	54
Non-binary	33.3% (n=1)	0% (n=0)	66.7% (n=2)	0% (n=0)	0	3
Decline to state	18.2% (n=4)	36.4% (n=8)	45.5% (n=10)	0% (n=0)	1	22
No response	20% (n=1)	0% (n=0)	80% (n=4)	0% (n=0)	28	5

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	17.7% (n=25)	45.4% (n=64)	34% (n=48)	2.8% (n=4)	0	141
LGBTQA+	21.2% (n=7)	39.4% (n=13)	33.3% (n=11)	6.1% (n=2)	2	33
Decline to state	18.5% (n=5)	29.6% (n=8)	51.9% (n=14)	0% (n=0)	0	27
No response	12.5% (n=1)	37.5% (n=3)	50% (n=4)	0% (n=0)	28	8

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time Faculty	15% (n=12)	38.8% (n=31)	46.2% (n=37)	0% (n=0)	7	80
Part-time Faculty	20% (n=8)	52.5% (n=21)	20% (n=8)	7.5% (n=3)	6	40
Classified	13.6% (n=8)	39% (n=23)	42.4% (n=25)	5.1% (n=3)	10	59
Manager	25% (n=4)	43.8% (n=7)	31.2% (n=5)	0% (n=0)	5	16
Administrator	46.2% (n=6)	46.2% (n=6)	7.7% (n=1)	0% (n=0)	0	13
No response	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	19.7% (n=24)	41% (n=50)	37.7% (n=46)	1.6% (n=2)	13	122
Student Services	11.3% (n=7)	41.9% (n=26)	43.5% (n=27)	3.2% (n=2)	13	62
Other	26.1% (n=6)	47.8% (n=11)	17.4% (n=4)	8.7% (n=2)	2	23
No response	50% (n=1)	50% (n=1)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	12.5% (n=1)	50% (n=4)	37.5% (n=3)	0% (n=0)	0	8
30-39	11.1% (n=5)	33.3% (n=15)	51.1% (n=23)	4.4% (n=2)	0	45
40-49	21.3% (n=13)	41% (n=25)	36.1% (n=22)	1.6% (n=1)	0	61
50-59	26.2% (n=11)	45.2% (n=19)	23.8% (n=10)	4.8% (n=2)	1	42
60-69	10% (n=2)	50% (n=10)	35% (n=7)	5% (n=1)	0	20
Above 70	20% (n=1)	80% (n=4)	0% (n=0)	0% (n=0)	0	5
Decline to state	18.2% (n=4)	45.5% (n=10)	36.4% (n=8)	0% (n=0)	0	22
No response	16.7% (n=1)	16.7% (n=1)	66.7% (n=4)	0% (n=0)	29	6

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2 years	30.8% (n=8)	38.5% (n=10)	19.2% (n=5)	11.5% (n=3)	2	26
2 to 5 years	20.9% (n=9)	32.6% (n=14)	46.5% (n=20)	0% (n=0)	5	43
6 to 10 years	12.9% (n=8)	38.7% (n=24)	48.4% (n=30)	0% (n=0)	11	62
More than 10 years	16.7% (n=13)	51.3% (n=40)	28.2% (n=22)	3.8% (n=3)	10	78
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

My level of enthusiasm for the work I do at Skyline College

All Respondents

	n	Valid Pct
(1) Increased	42	20.1%
(2) Stayed the same	98	46.9%
(3) Decreased	64	30.6%
(4) Don't know/Not sure	5	2.4%
Missing	30	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	26.9% (n=7)	42.3% (n=11)	30.8% (n=8)	0% (n=0)	0	26
Black/African American	13.3% (n=2)	46.7% (n=7)	40% (n=6)	0% (n=0)	0	15
Decline to state	22.6% (n=7)	48.4% (n=15)	22.6% (n=7)	6.5% (n=2)	2	31
Filipino	14.3% (n=2)	71.4% (n=10)	14.3% (n=2)	0% (n=0)	0	14
Latinx	20.5% (n=8)	38.5% (n=15)	38.5% (n=15)	2.6% (n=1)	0	39
No response	0% (n=0)	25% (n=1)	75% (n=3)	0% (n=0)	28	4
Other	20% (n=1)	20% (n=1)	60% (n=3)	0% (n=0)	0	5
Two or More	0% (n=0)	50% (n=4)	37.5% (n=3)	12.5% (n=1)	0	8
White	22.4% (n=15)	50.7% (n=34)	25.4% (n=17)	1.5% (n=1)	0	67

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	21.6% (n=27)	52% (n=65)	24% (n=30)	2.4% (n=3)	0	125
Man	16.4% (n=9)	43.6% (n=24)	38.2% (n=21)	1.8% (n=1)	0	55
Non-binary	33.3% (n=1)	33.3% (n=1)	33.3% (n=1)	0% (n=0)	0	3
Decline to state	23.8% (n=5)	33.3% (n=7)	38.1% (n=8)	4.8% (n=1)	2	21
No response	0% (n=0)	20% (n=1)	80% (n=4)	0% (n=0)	28	5

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	21.3% (n=30)	45.4% (n=64)	31.9% (n=45)	1.4% (n=2)	0	141
LGBTQA+	14.7% (n=5)	55.9% (n=19)	23.5% (n=8)	5.9% (n=2)	1	34
Decline to state	26.9% (n=7)	34.6% (n=9)	34.6% (n=9)	3.8% (n=1)	1	26
No response	0% (n=0)	75% (n=6)	25% (n=2)	0% (n=0)	28	8

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time Faculty	12.5% (n=10)	46.2% (n=37)	40% (n=32)	1.2% (n=1)	7	80
Part-time Faculty	27.5% (n=11)	60% (n=24)	10% (n=4)	2.5% (n=1)	6	40
Classified	18.6% (n=11)	42.4% (n=25)	33.9% (n=20)	5.1% (n=3)	10	59
Manager	25% (n=4)	37.5% (n=6)	37.5% (n=6)	0% (n=0)	5	16
Administrator	46.2% (n=6)	46.2% (n=6)	7.7% (n=1)	0% (n=0)	0	13
No response	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	21.3% (n=26)	49.2% (n=60)	27.9% (n=34)	1.6% (n=2)	13	122
Student Services	12.9% (n=8)	45.2% (n=28)	38.7% (n=24)	3.2% (n=2)	13	62
Other	30.4% (n=7)	43.5% (n=10)	21.7% (n=5)	4.3% (n=1)	2	23
No response	50% (n=1)	0% (n=0)	50% (n=1)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	12.5% (n=1)	62.5% (n=5)	25% (n=2)	0% (n=0)	0	8
30-39	11.1% (n=5)	42.2% (n=19)	42.2% (n=19)	4.4% (n=2)	0	45
40-49	21.3% (n=13)	50.8% (n=31)	27.9% (n=17)	0% (n=0)	0	61
50-59	30.2% (n=13)	41.9% (n=18)	23.3% (n=10)	4.7% (n=2)	0	43
60-69	15% (n=3)	50% (n=10)	30% (n=6)	5% (n=1)	0	20
Above 70	40% (n=2)	60% (n=3)	0% (n=0)	0% (n=0)	0	5
Decline to state	23.8% (n=5)	42.9% (n=9)	33.3% (n=7)	0% (n=0)	1	21
No response	0% (n=0)	50% (n=3)	50% (n=3)	0% (n=0)	29	6

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2 years	42.3% (n=11)	42.3% (n=11)	7.7% (n=2)	7.7% (n=2)	2	26
2 to 5 years	18.6% (n=8)	41.9% (n=18)	39.5% (n=17)	0% (n=0)	5	43
6 to 10 years	9.8% (n=6)	49.2% (n=30)	41% (n=25)	0% (n=0)	12	61
More than 10 years	21.5% (n=17)	49.4% (n=39)	25.3% (n=20)	3.8% (n=3)	9	79
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

My confidence in Skyline College's Administration (Deans, VPs, Executive Directors, President)

All Respondents

	n	Valid Pct
(1) Increased	36	17.3%
(2) Stayed the same	71	34.1%
(3) Decreased	88	42.3%
(4) Don't know/Not sure	13	6.2%
Missing	31	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	15.4% (n=4)	42.3% (n=11)	38.5% (n=10)	3.8% (n=1)	0	26
Black/African American	13.3% (n=2)	26.7% (n=4)	53.3% (n=8)	6.7% (n=1)	0	15
Decline to state	25.8% (n=8)	22.6% (n=7)	35.5% (n=11)	16.1% (n=5)	2	31
Filipino	14.3% (n=2)	57.1% (n=8)	21.4% (n=3)	7.1% (n=1)	0	14
Latinx	17.9% (n=7)	28.2% (n=11)	51.3% (n=20)	2.6% (n=1)	0	39
No response	0% (n=0)	0% (n=0)	100% (n=3)	0% (n=0)	29	3
Other	0% (n=0)	20% (n=1)	80% (n=4)	0% (n=0)	0	5
Two or More	25% (n=2)	12.5% (n=1)	50% (n=4)	12.5% (n=1)	0	8
White	16.4% (n=11)	41.8% (n=28)	37.3% (n=25)	4.5% (n=3)	0	67

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	16.8% (n=21)	39.2% (n=49)	37.6% (n=47)	6.4% (n=8)	0	125
Man	20% (n=11)	32.7% (n=18)	43.6% (n=24)	3.6% (n=2)	0	55
Non-binary	0% (n=0)	0% (n=0)	100% (n=3)	0% (n=0)	0	3
Decline to state	19% (n=4)	19% (n=4)	47.6% (n=10)	14.3% (n=3)	2	21
No response	0% (n=0)	0% (n=0)	100% (n=4)	0% (n=0)	29	4

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	20.6% (n=29)	36.2% (n=51)	37.6% (n=53)	5.7% (n=8)	0	141
LGBTQA+	5.9% (n=2)	38.2% (n=13)	50% (n=17)	5.9% (n=2)	1	34
Decline to state	20% (n=5)	16% (n=4)	52% (n=13)	12% (n=3)	2	25
No response	0% (n=0)	37.5% (n=3)	62.5% (n=5)	0% (n=0)	28	8

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time	11.2% (n=9)	32.5% (n=26)	52.5% (n=42)	3.8% (n=3)	7	80
Faculty						
Part-time	25% (n=10)	37.5% (n=15)	30% (n=12)	7.5% (n=3)	6	40
Faculty						
Classified	8.5% (n=5)	42.4% (n=25)	39% (n=23)	10.2% (n=6)	10	59
Manager	37.5% (n=6)	12.5% (n=2)	50% (n=8)	0% (n=0)	5	16
Administrator	46.2% (n=6)	23.1% (n=3)	23.1% (n=3)	7.7% (n=1)	0	13
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	3	0

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	18.2% (n=22)	31.4% (n=38)	44.6% (n=54)	5.8% (n=7)	14	121
Student	12.9% (n=8)	33.9% (n=21)	46.8% (n=29)	6.5% (n=4)	13	62
Services						
Other	26.1% (n=6)	43.5% (n=10)	21.7% (n=5)	8.7% (n=2)	2	23
No response	0% (n=0)	100% (n=2)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	25% (n=2)	37.5% (n=3)	37.5% (n=3)	0% (n=0)	0	8
30-39	8.9% (n=4)	31.1% (n=14)	53.3% (n=24)	6.7% (n=3)	0	45
40-49	19.7% (n=12)	41% (n=25)	37.7% (n=23)	1.6% (n=1)	0	61
50-59	20.9% (n=9)	37.2% (n=16)	37.2% (n=16)	4.7% (n=2)	0	43
60-69	20% (n=4)	35% (n=7)	35% (n=7)	10% (n=2)	0	20
Above 70	0% (n=0)	40% (n=2)	20% (n=1)	40% (n=2)	0	5
Decline to state	23.8% (n=5)	14.3% (n=3)	47.6% (n=10)	14.3% (n=3)	1	21
No response	0% (n=0)	20% (n=1)	80% (n=4)	0% (n=0)	30	5

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2 years	26.9% (n=7)	26.9% (n=7)	26.9% (n=7)	19.2% (n=5)	2	26
2 to 5 years	9.5% (n=4)	38.1% (n=16)	52.4% (n=22)	0% (n=0)	6	42
6 to 10 years	14.8% (n=9)	29.5% (n=18)	54.1% (n=33)	1.6% (n=1)	12	61
More than 10 years	20.3% (n=16)	38% (n=30)	32.9% (n=26)	8.9% (n=7)	9	79
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

College Communications

Please note how often you typically view each of the following types of campus communications from the Skyline College Office of Marketing, Communications and Public Relations (MCPR):

Skyline Shines (Fridays)

All Respondents

	n	Valid Pct
(1) Usually read	89	42.6%
(2) Sometimes read	75	35.9%
(3) Rarely read	33	15.8%
(4) Never read (but am aware of it)	7	3.3%
(5) Don't know what this is	5	2.4%
Missing	30	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	50% (n=13)	26.9% (n=7)	19.2% (n=5)	3.8% (n=1)	0% (n=0)	0	26
Black/African American	40% (n=6)	20% (n=3)	20% (n=3)	6.7% (n=1)	13.3% (n=2)	0	15
Decline to state	34.4% (n=11)	53.1% (n=17)	9.4% (n=3)	0% (n=0)	3.1% (n=1)	1	32
Filipino	50% (n=7)	28.6% (n=4)	21.4% (n=3)	0% (n=0)	0% (n=0)	0	14
Latinx	53.8% (n=21)	25.6% (n=10)	12.8% (n=5)	2.6% (n=1)	5.1% (n=2)	0	39
No response	50% (n=2)	50% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)	28	4
Other	20% (n=1)	20% (n=1)	40% (n=2)	20% (n=1)	0% (n=0)	0	5
Two or More	62.5% (n=5)	37.5% (n=3)	0% (n=0)	0% (n=0)	0% (n=0)	0	8
White	34.8% (n=23)	42.4% (n=28)	18.2% (n=12)	4.5% (n=3)	0% (n=0)	1	66

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	44.4% (n=55)	35.5% (n=44)	13.7% (n=17)	4% (n=5)	2.4% (n=3)	1	124
Man	41.8% (n=23)	29.1% (n=16)	25.5% (n=14)	1.8% (n=1)	1.8% (n=1)	0	55
Non-binary	33.3% (n=1)	33.3% (n=1)	0% (n=0)	33.3% (n=1)	0% (n=0)	0	3
Decline to state	36.4% (n=8)	54.5% (n=12)	4.5% (n=1)	0% (n=0)	4.5% (n=1)	1	22
No response	40% (n=2)	40% (n=2)	20% (n=1)	0% (n=0)	0% (n=0)	28	5

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	43.3% (n=61)	31.9% (n=45)	18.4% (n=26)	3.5% (n=5)	2.8% (n=4)	0	141
LGBTQA+	47.1% (n=16)	32.4% (n=11)	14.7% (n=5)	5.9% (n=2)	0% (n=0)	1	34
Decline to state	30.8% (n=8)	57.7% (n=15)	7.7% (n=2)	0% (n=0)	3.8% (n=1)	1	26
No response	50% (n=4)	50% (n=4)	0% (n=0)	0% (n=0)	0% (n=0)	28	8

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	39.5% (n=32)	42% (n=34)	16% (n=13)	2.5% (n=2)	0% (n=0)	6	81
Part-time Faculty	20% (n=8)	35% (n=14)	27.5% (n=11)	7.5% (n=3)	10% (n=4)	6	40
Classified	53.4% (n=31)	31% (n=18)	10.3% (n=6)	3.4% (n=2)	1.7% (n=1)	11	58
Manager	62.5% (n=10)	18.8% (n=3)	18.8% (n=3)	0% (n=0)	0% (n=0)	5	16
Administrator	61.5% (n=8)	38.5% (n=5)	0% (n=0)	0% (n=0)	0% (n=0)	0	13
No response	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	42.3% (n=52)	35% (n=43)	16.3% (n=20)	4.1% (n=5)	2.4% (n=3)	12	123
Student Services	41% (n=25)	37.7% (n=23)	14.8% (n=9)	3.3% (n=2)	3.3% (n=2)	14	61
Other	47.8% (n=11)	34.8% (n=8)	17.4% (n=4)	0% (n=0)	0% (n=0)	2	23
No response	50% (n=1)	50% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	50% (n=4)	0% (n=0)	25% (n=2)	25% (n=2)	0% (n=0)	0	8
30-39	31.1% (n=14)	42.2% (n=19)	17.8% (n=8)	4.4% (n=2)	4.4% (n=2)	0	45
40-49	44.3% (n=27)	31.1% (n=19)	19.7% (n=12)	3.3% (n=2)	1.6% (n=1)	0	61
50-59	46.5% (n=20)	32.6% (n=14)	16.3% (n=7)	2.3% (n=1)	2.3% (n=1)	0	43
60-69	52.6% (n=10)	36.8% (n=7)	10.5% (n=2)	0% (n=0)	0% (n=0)	1	19
Above 70	40% (n=2)	40% (n=2)	20% (n=1)	0% (n=0)	0% (n=0)	0	5
Decline to state	40.9% (n=9)	50% (n=11)	4.5% (n=1)	0% (n=0)	4.5% (n=1)	0	22
No response	50% (n=3)	50% (n=3)	0% (n=0)	0% (n=0)	0% (n=0)	29	6

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	48% (n=12)	24% (n=6)	16% (n=4)	8% (n=2)	4% (n=1)	3	25
2 to 5 years	39.5% (n=17)	44.2% (n=19)	11.6% (n=5)	2.3% (n=1)	2.3% (n=1)	5	43
6 to 10 years	37.1% (n=23)	35.5% (n=22)	22.6% (n=14)	3.2% (n=2)	1.6% (n=1)	11	62
More than 10 years	46.8% (n=37)	35.4% (n=28)	12.7% (n=10)	2.5% (n=2)	2.5% (n=2)	9	79
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Weekly Campus Announcements (Tuesdays)

All Respondents

	n	Valid Pct
(1) Usually read	91	43.5%
(2) Sometimes read	71	34%
(3) Rarely read	35	16.7%
(4) Never read (but am aware of it)	6	2.9%
(5) Don't know what this is	6	2.9%
Missing	30	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	50% (n=13)	30.8% (n=8)	15.4% (n=4)	3.8% (n=1)	0% (n=0)	0	26
Black/African American	40% (n=6)	20% (n=3)	20% (n=3)	6.7% (n=1)	13.3% (n=2)	0	15
Decline to state	34.4% (n=11)	43.8% (n=14)	18.8% (n=6)	0% (n=0)	3.1% (n=1)	1	32
Filipino	42.9% (n=6)	35.7% (n=5)	21.4% (n=3)	0% (n=0)	0% (n=0)	0	14
Latinx	50% (n=19)	26.3% (n=10)	18.4% (n=7)	2.6% (n=1)	2.6% (n=1)	1	38
No response	75% (n=3)	25% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	28	4
Other	20% (n=1)	40% (n=2)	20% (n=1)	20% (n=1)	0% (n=0)	0	5
Two or More	50% (n=4)	37.5% (n=3)	12.5% (n=1)	0% (n=0)	0% (n=0)	0	8
White	41.8% (n=28)	37.3% (n=25)	14.9% (n=10)	3% (n=2)	3% (n=2)	0	67

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	44.4% (n=55)	33.1% (n=41)	16.1% (n=20)	4% (n=5)	2.4% (n=3)	1	124
Man	40% (n=22)	32.7% (n=18)	21.8% (n=12)	1.8% (n=1)	3.6% (n=2)	0	55
Non-binary	33.3% (n=1)	66.7% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)	0	3
Decline to state	45.5% (n=10)	40.9% (n=9)	9.1% (n=2)	0% (n=0)	4.5% (n=1)	1	22
No response	60% (n=3)	20% (n=1)	20% (n=1)	0% (n=0)	0% (n=0)	28	5

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	40.7% (n=57)	35.7% (n=50)	17.9% (n=25)	2.9% (n=4)	2.9% (n=4)	1	140
LGBTQA+	55.9% (n=19)	17.6% (n=6)	17.6% (n=6)	5.9% (n=2)	2.9% (n=1)	1	34
Decline to state	44.4% (n=12)	37% (n=10)	14.8% (n=4)	0% (n=0)	3.7% (n=1)	0	27
No response	37.5% (n=3)	62.5% (n=5)	0% (n=0)	0% (n=0)	0% (n=0)	28	8

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	37.5% (n=30)	33.8% (n=27)	23.8% (n=19)	3.8% (n=3)	1.2% (n=1)	7	80
Part-time Faculty	27.5% (n=11)	45% (n=18)	17.5% (n=7)	0% (n=0)	10% (n=4)	6	40
Classified	49.2% (n=29)	32.2% (n=19)	15.3% (n=9)	1.7% (n=1)	1.7% (n=1)	10	59
Manager	75% (n=12)	12.5% (n=2)	0% (n=0)	12.5% (n=2)	0% (n=0)	5	16
Administrator	61.5% (n=8)	38.5% (n=5)	0% (n=0)	0% (n=0)	0% (n=0)	0	13
No response	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	45.1% (n=55)	30.3% (n=37)	18.9% (n=23)	2.5% (n=3)	3.3% (n=4)	13	122
Student Services	35.5% (n=22)	43.5% (n=27)	16.1% (n=10)	1.6% (n=1)	3.2% (n=2)	13	62
Other	56.5% (n=13)	30.4% (n=7)	4.3% (n=1)	8.7% (n=2)	0% (n=0)	2	23
No response	50% (n=1)	0% (n=0)	50% (n=1)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	62.5% (n=5)	12.5% (n=1)	25% (n=2)	0% (n=0)	0% (n=0)	0	8
30-39	31.1% (n=14)	35.6% (n=16)	20% (n=9)	8.9% (n=4)	4.4% (n=2)	0	45
40-49	40% (n=24)	35% (n=21)	20% (n=12)	3.3% (n=2)	1.7% (n=1)	1	60
50-59	48.8% (n=21)	32.6% (n=14)	16.3% (n=7)	0% (n=0)	2.3% (n=1)	0	43
60-69	55% (n=11)	30% (n=6)	10% (n=2)	0% (n=0)	5% (n=1)	0	20
Above 70	20% (n=1)	40% (n=2)	40% (n=2)	0% (n=0)	0% (n=0)	0	5
Decline to state	50% (n=11)	40.9% (n=9)	4.5% (n=1)	0% (n=0)	4.5% (n=1)	0	22
No response	66.7% (n=4)	33.3% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)	29	6

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	46.2% (n=12)	34.6% (n=9)	11.5% (n=3)	3.8% (n=1)	3.8% (n=1)	2	26
2 to 5 years	46.5% (n=20)	34.9% (n=15)	14% (n=6)	0% (n=0)	4.7% (n=2)	5	43
6 to 10 years	32.8% (n=20)	36.1% (n=22)	23% (n=14)	6.6% (n=4)	1.6% (n=1)	12	61
More than 10 years	49.4% (n=39)	31.6% (n=25)	15.2% (n=12)	1.3% (n=1)	2.5% (n=2)	9	79
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

President's Fog Blog (Fridays)

All Respondents

	n	Valid Pct
(1) Usually read	59	28.1%
(2) Sometimes read	66	31.4%
(3) Rarely read	47	22.4%
(4) Never read (but am aware of it)	32	15.2%
(5) Don't know what this is	6	2.9%
Missing	29	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	30.8% (n=8)	38.5% (n=10)	11.5% (n=3)	15.4% (n=4)	3.8% (n=1)	0	26
Black/African American	20% (n=3)	26.7% (n=4)	33.3% (n=5)	6.7% (n=1)	13.3% (n=2)	0	15
Decline to state	21.9% (n=7)	37.5% (n=12)	28.1% (n=9)	9.4% (n=3)	3.1% (n=1)	1	32
Filipino	42.9% (n=6)	35.7% (n=5)	21.4% (n=3)	0% (n=0)	0% (n=0)	0	14
Latinx	25.6% (n=10)	33.3% (n=13)	15.4% (n=6)	25.6% (n=10)	0% (n=0)	0	39
No response	50% (n=2)	0% (n=0)	50% (n=2)	0% (n=0)	0% (n=0)	28	4
Other	0% (n=0)	40% (n=2)	20% (n=1)	40% (n=2)	0% (n=0)	0	5
Two or More	50% (n=4)	25% (n=2)	25% (n=2)	0% (n=0)	0% (n=0)	0	8
White	28.4% (n=19)	26.9% (n=18)	23.9% (n=16)	17.9% (n=12)	3% (n=2)	0	67

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	27.2% (n=34)	36.8% (n=46)	20% (n=25)	12.8% (n=16)	3.2% (n=4)	0	125
Man	32.7% (n=18)	21.8% (n=12)	21.8% (n=12)	21.8% (n=12)	1.8% (n=1)	0	55
Non-binary	0% (n=0)	33.3% (n=1)	33.3% (n=1)	33.3% (n=1)	0% (n=0)	0	3
Decline to state	22.7% (n=5)	31.8% (n=7)	31.8% (n=7)	9.1% (n=2)	4.5% (n=1)	1	22
No response	40% (n=2)	0% (n=0)	40% (n=2)	20% (n=1)	0% (n=0)	28	5

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	27% (n=38)	32.6% (n=46)	21.3% (n=30)	17% (n=24)	2.1% (n=3)	0	141
LGBTQA+	38.2% (n=13)	23.5% (n=8)	14.7% (n=5)	17.6% (n=6)	5.9% (n=2)	1	34
Decline to state	22.2% (n=6)	29.6% (n=8)	37% (n=10)	7.4% (n=2)	3.7% (n=1)	0	27
No response	25% (n=2)	50% (n=4)	25% (n=2)	0% (n=0)	0% (n=0)	28	8

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	19.8% (n=16)	35.8% (n=29)	33.3% (n=27)	11.1% (n=9)	0% (n=0)	6	81
Part-time Faculty	7.5% (n=3)	30% (n=12)	17.5% (n=7)	30% (n=12)	15% (n=6)	6	40
Classified	37.3% (n=22)	32.2% (n=19)	15.3% (n=9)	15.3% (n=9)	0% (n=0)	10	59
Manager	56.2% (n=9)	18.8% (n=3)	12.5% (n=2)	12.5% (n=2)	0% (n=0)	5	16
Administrator	69.2% (n=9)	23.1% (n=3)	7.7% (n=1)	0% (n=0)	0% (n=0)	0	13
No response	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	23.6% (n=29)	31.7% (n=39)	25.2% (n=31)	15.4% (n=19)	4.1% (n=5)	12	123
Student Services	30.6% (n=19)	33.9% (n=21)	21% (n=13)	12.9% (n=8)	1.6% (n=1)	13	62
Other	43.5% (n=10)	26.1% (n=6)	8.7% (n=2)	21.7% (n=5)	0% (n=0)	2	23
No response	50% (n=1)	0% (n=0)	50% (n=1)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	25% (n=2)	25% (n=2)	25% (n=2)	12.5% (n=1)	12.5% (n=1)	0	8
30-39	28.9% (n=13)	28.9% (n=13)	17.8% (n=8)	22.2% (n=10)	2.2% (n=1)	0	45
40-49	26.2% (n=16)	26.2% (n=16)	27.9% (n=17)	16.4% (n=10)	3.3% (n=2)	0	61
50-59	30.2% (n=13)	30.2% (n=13)	23.3% (n=10)	14% (n=6)	2.3% (n=1)	0	43
60-69	30% (n=6)	45% (n=9)	15% (n=3)	10% (n=2)	0% (n=0)	0	20
Above 70	0% (n=0)	60% (n=3)	20% (n=1)	20% (n=1)	0% (n=0)	0	5
Decline to state	31.8% (n=7)	36.4% (n=8)	18.2% (n=4)	9.1% (n=2)	4.5% (n=1)	0	22
No response	33.3% (n=2)	33.3% (n=2)	33.3% (n=2)	0% (n=0)	0% (n=0)	29	6

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	34.6% (n=9)	26.9% (n=7)	19.2% (n=5)	11.5% (n=3)	7.7% (n=2)	2	26
2 to 5 years	30.2% (n=13)	27.9% (n=12)	23.3% (n=10)	9.3% (n=4)	9.3% (n=4)	5	43
6 to 10 years	22.6% (n=14)	30.6% (n=19)	24.2% (n=15)	22.6% (n=14)	0% (n=0)	11	62
More than 10 years	29.1% (n=23)	35.4% (n=28)	21.5% (n=17)	13.9% (n=11)	0% (n=0)	9	79
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Messages from the College President/“President’s Desk” (as needed)

All Respondents

	n	Valid Pct
(1) Usually read	134	64.1%
(2) Sometimes read	48	23%
(3) Rarely read	15	7.2%
(4) Never read (but am aware of it)	7	3.3%
(5) Don't know what this is	5	2.4%
Missing	30	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	65.4% (n=17)	23.1% (n=6)	7.7% (n=2)	0% (n=0)	3.8% (n=1)	0	26
Black/African American	46.7% (n=7)	26.7% (n=4)	0% (n=0)	13.3% (n=2)	13.3% (n=2)	0	15
Decline to state	78.1% (n=25)	9.4% (n=3)	6.2% (n=2)	3.1% (n=1)	3.1% (n=1)	1	32
Filipino	64.3% (n=9)	28.6% (n=4)	7.1% (n=1)	0% (n=0)	0% (n=0)	0	14
Latinx	64.1% (n=25)	23.1% (n=9)	7.7% (n=3)	2.6% (n=1)	2.6% (n=1)	0	39
No response	100% (n=4)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	28	4
Other	40% (n=2)	60% (n=3)	0% (n=0)	0% (n=0)	0% (n=0)	0	5
Two or More	75% (n=6)	12.5% (n=1)	0% (n=0)	12.5% (n=1)	0% (n=0)	0	8
White	59.1% (n=39)	27.3% (n=18)	10.6% (n=7)	3% (n=2)	0% (n=0)	1	66

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	65.6% (n=82)	24.8% (n=31)	4.8% (n=6)	1.6% (n=2)	3.2% (n=4)	0	125
Man	56.4% (n=31)	27.3% (n=15)	12.7% (n=7)	3.6% (n=2)	0% (n=0)	0	55
Non-binary	33.3% (n=1)	33.3% (n=1)	0% (n=0)	33.3% (n=1)	0% (n=0)	0	3
Decline to state	76.2% (n=16)	4.8% (n=1)	4.8% (n=1)	9.5% (n=2)	4.8% (n=1)	2	21
No response	80% (n=4)	0% (n=0)	20% (n=1)	0% (n=0)	0% (n=0)	28	5

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	61.7% (n=87)	24.8% (n=35)	7.8% (n=11)	2.8% (n=4)	2.8% (n=4)	0	141
LGBTQA+	64.7% (n=22)	23.5% (n=8)	8.8% (n=3)	2.9% (n=1)	0% (n=0)	1	34
Decline to state	73.1% (n=19)	11.5% (n=3)	3.8% (n=1)	7.7% (n=2)	3.8% (n=1)	1	26
No response	75% (n=6)	25% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)	28	8

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	66.2% (n=53)	22.5% (n=18)	8.8% (n=7)	2.5% (n=2)	0% (n=0)	7	80
Part-time Faculty	30% (n=12)	37.5% (n=15)	15% (n=6)	5% (n=2)	12.5% (n=5)	6	40
Classified	69.5% (n=41)	22% (n=13)	3.4% (n=2)	5.1% (n=3)	0% (n=0)	10	59
Manager	93.8% (n=15)	6.2% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	5	16
Administrator	92.3% (n=12)	7.7% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	0	13
No response	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	56.6% (n=69)	27% (n=33)	10.7% (n=13)	3.3% (n=4)	2.5% (n=3)	13	122
Student Services	74.2% (n=46)	16.1% (n=10)	1.6% (n=1)	4.8% (n=3)	3.2% (n=2)	13	62
Other	73.9% (n=17)	21.7% (n=5)	4.3% (n=1)	0% (n=0)	0% (n=0)	2	23
No response	100% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	50% (n=4)	12.5% (n=1)	12.5% (n=1)	0% (n=0)	25% (n=2)	0	8
30-39	71.1% (n=32)	13.3% (n=6)	4.4% (n=2)	8.9% (n=4)	2.2% (n=1)	0	45
40-49	60.7% (n=37)	29.5% (n=18)	8.2% (n=5)	0% (n=0)	1.6% (n=1)	0	61
50-59	62.8% (n=27)	27.9% (n=12)	7% (n=3)	2.3% (n=1)	0% (n=0)	0	43
60-69	57.9% (n=11)	31.6% (n=6)	5.3% (n=1)	5.3% (n=1)	0% (n=0)	1	19
Above 70	40% (n=2)	20% (n=1)	40% (n=2)	0% (n=0)	0% (n=0)	0	5
Decline to state	72.7% (n=16)	13.6% (n=3)	4.5% (n=1)	4.5% (n=1)	4.5% (n=1)	0	22
No response	83.3% (n=5)	16.7% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	29	6

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	53.8% (n=14)	30.8% (n=8)	7.7% (n=2)	3.8% (n=1)	3.8% (n=1)	2	26
2 to 5 years	65.1% (n=28)	20.9% (n=9)	0% (n=0)	7% (n=3)	7% (n=3)	5	43
6 to 10 years	67.7% (n=42)	21% (n=13)	6.5% (n=4)	3.2% (n=2)	1.6% (n=1)	11	62
More than 10 years	64.1% (n=50)	23.1% (n=18)	11.5% (n=9)	1.3% (n=1)	0% (n=0)	10	78
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Construction updates (weekly)

All Respondents

	n	Valid Pct
(1) Usually read	56	26.9%
(2) Sometimes read	66	31.7%
(3) Rarely read	58	27.9%
(4) Never read (but am aware of it)	23	11.1%
(5) Don't know what this is	5	2.4%
Missing	31	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	Missing	Valid Responses
Asian	23.1% (n=6)	38.5% (n=10)	30.8% (n=8)	3.8% (n=1)	3.8% (n=1)	0	26
Black/African American	33.3% (n=5)	20% (n=3)	6.7% (n=1)	20% (n=3)	20% (n=3)	0	15
Decline to state	28.1% (n=9)	34.4% (n=11)	31.2% (n=10)	6.2% (n=2)	0% (n=0)	1	32
Filipino	7.1% (n=1)	50% (n=7)	42.9% (n=6)	0% (n=0)	0% (n=0)	0	14
Latinx	25.6% (n=10)	35.9% (n=14)	25.6% (n=10)	10.3% (n=4)	2.6% (n=1)	0	39
No response	50% (n=2)	25% (n=1)	25% (n=1)	0% (n=0)	0% (n=0)	28	4
Other	40% (n=2)	20% (n=1)	20% (n=1)	20% (n=1)	0% (n=0)	0	5
Two or More	12.5% (n=1)	25% (n=2)	37.5% (n=3)	25% (n=2)	0% (n=0)	0	8
White	30.8% (n=20)	26.2% (n=17)	27.7% (n=18)	15.4% (n=10)	0% (n=0)	2	65

Disaggregated by Gender

	1	2	3	4	5	Missing	Valid Responses
Woman	24.2% (n=30)	29.8% (n=37)	29.8% (n=37)	12.1% (n=15)	4% (n=5)	1	124
Man	31.5% (n=17)	29.6% (n=16)	25.9% (n=14)	13% (n=7)	0% (n=0)	1	54
Non-binary	0% (n=0)	66.7% (n=2)	33.3% (n=1)	0% (n=0)	0% (n=0)	0	3
Decline to state	31.8% (n=7)	45.5% (n=10)	22.7% (n=5)	0% (n=0)	0% (n=0)	1	22
No response	40% (n=2)	20% (n=1)	20% (n=1)	20% (n=1)	0% (n=0)	28	5

Disaggregated by Sexual Orientation

	1	2	3	4	5	Missing	Valid Responses
Heterosexual	23.7% (n=33)	31.7% (n=44)	28.1% (n=39)	12.9% (n=18)	3.6% (n=5)	2	139
LGBTQA+	26.5% (n=9)	23.5% (n=8)	35.3% (n=12)	14.7% (n=5)	0% (n=0)	1	34
Decline to state	37% (n=10)	44.4% (n=12)	18.5% (n=5)	0% (n=0)	0% (n=0)	0	27
No response	50% (n=4)	25% (n=2)	25% (n=2)	0% (n=0)	0% (n=0)	28	8

Disaggregated by Employee Type

	1	2	3	4	5	Missing	Valid Responses
Full-time Faculty	23.8% (n=19)	26.2% (n=21)	35% (n=28)	15% (n=12)	0% (n=0)	7	80
Part-time Faculty	22.5% (n=9)	30% (n=12)	27.5% (n=11)	7.5% (n=3)	12.5% (n=5)	6	40
Classified	25.4% (n=15)	42.4% (n=25)	20.3% (n=12)	11.9% (n=7)	0% (n=0)	10	59
Manager	46.7% (n=7)	20% (n=3)	26.7% (n=4)	6.7% (n=1)	0% (n=0)	6	15
Administrator	46.2% (n=6)	30.8% (n=4)	23.1% (n=3)	0% (n=0)	0% (n=0)	0	13
No response	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	Missing	Valid Responses
Instruction	28.1% (n=34)	29.8% (n=36)	28.9% (n=35)	10.7% (n=13)	2.5% (n=3)	14	121
Student Services	24.2% (n=15)	38.7% (n=24)	24.2% (n=15)	9.7% (n=6)	3.2% (n=2)	13	62
Other	30.4% (n=7)	21.7% (n=5)	34.8% (n=8)	13% (n=3)	0% (n=0)	2	23
No response	0% (n=0)	50% (n=1)	0% (n=0)	50% (n=1)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	5	Missing	Valid Responses
20-29	37.5% (n=3)	12.5% (n=1)	12.5% (n=1)	12.5% (n=1)	25% (n=2)	0	8
30-39	22.2% (n=10)	22.2% (n=10)	26.7% (n=12)	26.7% (n=12)	2.2% (n=1)	0	45
40-49	18.3% (n=11)	35% (n=21)	35% (n=21)	8.3% (n=5)	3.3% (n=2)	1	60
50-59	33.3% (n=14)	31% (n=13)	28.6% (n=12)	7.1% (n=3)	0% (n=0)	1	42
60-69	25% (n=5)	50% (n=10)	15% (n=3)	10% (n=2)	0% (n=0)	0	20
Above 70	20% (n=1)	0% (n=0)	80% (n=4)	0% (n=0)	0% (n=0)	0	5
Decline to state	45.5% (n=10)	40.9% (n=9)	13.6% (n=3)	0% (n=0)	0% (n=0)	0	22
No response	33.3% (n=2)	33.3% (n=2)	33.3% (n=2)	0% (n=0)	0% (n=0)	29	6

Disaggregated by Length of Employment

	1	2	3	4	5	Missing	Valid Responses
Less than 2 years	30.8% (n=8)	23.1% (n=6)	30.8% (n=8)	7.7% (n=2)	7.7% (n=2)	2	26
2 to 5 years	16.7% (n=7)	28.6% (n=12)	40.5% (n=17)	9.5% (n=4)	4.8% (n=2)	6	42
6 to 10 years	19.4% (n=12)	29% (n=18)	32.3% (n=20)	17.7% (n=11)	1.6% (n=1)	11	62
More than 10 years	37.2% (n=29)	38.5% (n=30)	16.7% (n=13)	7.7% (n=6)	0% (n=0)	10	78
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Campus Announcements (as needed)

All Respondents

	n	Valid Pct
(1) Usually read	125	60.1%
(2) Sometimes read	65	31.2%
(3) Rarely read	13	6.2%
(4) Never read (but am aware of it)	5	2.4%
Missing	31	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	65.4% (n=17)	30.8% (n=8)	3.8% (n=1)	0% (n=0)	0	26
Black/African American	53.3% (n=8)	33.3% (n=5)	6.7% (n=1)	6.7% (n=1)	0	15
Decline to state	71% (n=22)	22.6% (n=7)	6.5% (n=2)	0% (n=0)	2	31
Filipino	50% (n=7)	50% (n=7)	0% (n=0)	0% (n=0)	0	14
Latinx	56.4% (n=22)	35.9% (n=14)	2.6% (n=1)	5.1% (n=2)	0	39
No response	75% (n=3)	25% (n=1)	0% (n=0)	0% (n=0)	28	4
Other	60% (n=3)	20% (n=1)	0% (n=0)	20% (n=1)	0	5
Two or More	50% (n=4)	37.5% (n=3)	12.5% (n=1)	0% (n=0)	0	8
White	59.1% (n=39)	28.8% (n=19)	10.6% (n=7)	1.5% (n=1)	1	66

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	60.8% (n=76)	31.2% (n=39)	4.8% (n=6)	3.2% (n=4)	0	125
Man	58.2% (n=32)	29.1% (n=16)	10.9% (n=6)	1.8% (n=1)	0	55
Non-binary	33.3% (n=1)	66.7% (n=2)	0% (n=0)	0% (n=0)	0	3
Decline to state	65% (n=13)	30% (n=6)	5% (n=1)	0% (n=0)	3	20
No response	60% (n=3)	40% (n=2)	0% (n=0)	0% (n=0)	28	5

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	58.2% (n=82)	31.9% (n=45)	7.1% (n=10)	2.8% (n=4)	0	141
LGBTQA+	55.9% (n=19)	35.3% (n=12)	5.9% (n=2)	2.9% (n=1)	1	34
Decline to state	80% (n=20)	16% (n=4)	4% (n=1)	0% (n=0)	2	25
No response	50% (n=4)	50% (n=4)	0% (n=0)	0% (n=0)	28	8

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time	52.5% (n=42)	40% (n=32)	5% (n=4)	2.5% (n=2)	7	80
Faculty						
Part-time	43.6% (n=17)	41% (n=16)	12.8% (n=5)	2.6% (n=1)	7	39
Faculty						
Classified	66.1% (n=39)	25.4% (n=15)	6.8% (n=4)	1.7% (n=1)	10	59
Manager	87.5% (n=14)	6.2% (n=1)	0% (n=0)	6.2% (n=1)	5	16
Administrator	92.3% (n=12)	7.7% (n=1)	0% (n=0)	0% (n=0)	0	13
No response	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	59% (n=72)	32.8% (n=40)	6.6% (n=8)	1.6% (n=2)	13	122
Student	60.7% (n=37)	27.9% (n=17)	8.2% (n=5)	3.3% (n=2)	14	61
Services						
Other	65.2% (n=15)	30.4% (n=7)	0% (n=0)	4.3% (n=1)	2	23
No response	50% (n=1)	50% (n=1)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	50% (n=4)	37.5% (n=3)	12.5% (n=1)	0% (n=0)	0	8
30-39	48.9% (n=22)	33.3% (n=15)	6.7% (n=3)	11.1% (n=5)	0	45
40-49	54.1% (n=33)	39.3% (n=24)	6.6% (n=4)	0% (n=0)	0	61
50-59	69.8% (n=30)	23.3% (n=10)	7% (n=3)	0% (n=0)	0	43
60-69	73.7% (n=14)	21.1% (n=4)	5.3% (n=1)	0% (n=0)	1	19
Above 70	40% (n=2)	60% (n=3)	0% (n=0)	0% (n=0)	0	5
Decline to	76.2% (n=16)	19% (n=4)	4.8% (n=1)	0% (n=0)	1	21
state						
No response	66.7% (n=4)	33.3% (n=2)	0% (n=0)	0% (n=0)	29	6

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2	65.4% (n=17)	30.8% (n=8)	3.8% (n=1)	0% (n=0)	2	26
years						
2 to 5 years	60.5% (n=26)	30.2% (n=13)	9.3% (n=4)	0% (n=0)	5	43
6 to 10 years	50% (n=31)	38.7% (n=24)	3.2% (n=2)	8.1% (n=5)	11	62
More than 10	66.2% (n=51)	26% (n=20)	7.8% (n=6)	0% (n=0)	11	77
years						
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Communication Frequency

The amount of College communications for employees about each of the following topics is...

Athletic events

All Respondents

	n	Valid Pct
(1) Too much	2	1%
(2) About right	68	32.7%
(3) Not enough	78	37.5%
(4) NA/Don't know	60	28.8%
Missing	31	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	0% (n=0)	34.6% (n=9)	30.8% (n=8)	34.6% (n=9)	0	26
Black/African American	6.7% (n=1)	13.3% (n=2)	53.3% (n=8)	26.7% (n=4)	0	15
Decline to state	0% (n=0)	38.7% (n=12)	41.9% (n=13)	19.4% (n=6)	2	31
Filipino	0% (n=0)	35.7% (n=5)	42.9% (n=6)	21.4% (n=3)	0	14
Latinx	0% (n=0)	38.5% (n=15)	43.6% (n=17)	17.9% (n=7)	0	39
No response	0% (n=0)	50% (n=2)	50% (n=2)	0% (n=0)	28	4
Other	0% (n=0)	40% (n=2)	40% (n=2)	20% (n=1)	0	5
Two or More	0% (n=0)	50% (n=4)	0% (n=0)	50% (n=4)	0	8
White	1.5% (n=1)	25.8% (n=17)	33.3% (n=22)	39.4% (n=26)	1	66

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	0% (n=0)	30.6% (n=38)	36.3% (n=45)	33.1% (n=41)	1	124
Man	1.8% (n=1)	34.5% (n=19)	38.2% (n=21)	25.5% (n=14)	0	55
Non-binary	33.3% (n=1)	33.3% (n=1)	0% (n=0)	33.3% (n=1)	0	3
Decline to state	0% (n=0)	33.3% (n=7)	47.6% (n=10)	19% (n=4)	2	21
No response	0% (n=0)	60% (n=3)	40% (n=2)	0% (n=0)	28	5

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	0.7% (n=1)	31.4% (n=44)	37.9% (n=53)	30% (n=42)	1	140
LGBTQA+	2.9% (n=1)	32.4% (n=11)	26.5% (n=9)	38.2% (n=13)	1	34
Decline to state	0% (n=0)	34.6% (n=9)	46.2% (n=12)	19.2% (n=5)	1	26
No response	0% (n=0)	50% (n=4)	50% (n=4)	0% (n=0)	28	8

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time Faculty	2.5% (n=2)	35% (n=28)	38.8% (n=31)	23.8% (n=19)	7	80
Part-time Faculty	0% (n=0)	33.3% (n=13)	23.1% (n=9)	43.6% (n=17)	7	39
Classified	0% (n=0)	27.1% (n=16)	40.7% (n=24)	32.2% (n=19)	10	59
Manager	0% (n=0)	37.5% (n=6)	37.5% (n=6)	25% (n=4)	5	16
Administrator	0% (n=0)	30.8% (n=4)	61.5% (n=8)	7.7% (n=1)	0	13
No response	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	1.7% (n=2)	33.1% (n=40)	33.9% (n=41)	31.4% (n=38)	14	121
Student Services	0% (n=0)	35.5% (n=22)	38.7% (n=24)	25.8% (n=16)	13	62
Other	0% (n=0)	26.1% (n=6)	52.2% (n=12)	21.7% (n=5)	2	23
No response	0% (n=0)	0% (n=0)	50% (n=1)	50% (n=1)	2	2

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	0% (n=0)	0% (n=0)	50% (n=4)	50% (n=4)	0	8
30-39	0% (n=0)	20% (n=9)	48.9% (n=22)	31.1% (n=14)	0	45
40-49	1.7% (n=1)	31.7% (n=19)	43.3% (n=26)	23.3% (n=14)	1	60
50-59	2.3% (n=1)	39.5% (n=17)	23.3% (n=10)	34.9% (n=15)	0	43
60-69	0% (n=0)	35% (n=7)	15% (n=3)	50% (n=10)	0	20
Above 70	0% (n=0)	60% (n=3)	0% (n=0)	40% (n=2)	0	5
Decline to state	0% (n=0)	42.9% (n=9)	52.4% (n=11)	4.8% (n=1)	1	21
No response	0% (n=0)	66.7% (n=4)	33.3% (n=2)	0% (n=0)	29	6

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2 years	0% (n=0)	19.2% (n=5)	30.8% (n=8)	50% (n=13)	2	26
2 to 5 years	2.3% (n=1)	34.9% (n=15)	39.5% (n=17)	23.3% (n=10)	5	43
6 to 10 years	0% (n=0)	23% (n=14)	50.8% (n=31)	26.2% (n=16)	12	61
More than 10 years	1.3% (n=1)	43.6% (n=34)	28.2% (n=22)	26.9% (n=21)	10	78
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

College initiatives

All Respondents

	n	Valid Pct
(1) Too much	19	9.1%
(2) About right	122	58.7%
(3) Not enough	37	17.8%
(4) NA/Don't know	30	14.4%
Missing	31	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	3.8% (n=1)	73.1% (n=19)	11.5% (n=3)	11.5% (n=3)	0	26
Black/African American	6.7% (n=1)	46.7% (n=7)	26.7% (n=4)	20% (n=3)	0	15
Decline to state	12.9% (n=4)	58.1% (n=18)	16.1% (n=5)	12.9% (n=4)	2	31
Filipino	7.1% (n=1)	71.4% (n=10)	7.1% (n=1)	14.3% (n=2)	0	14
Latinx	7.7% (n=3)	56.4% (n=22)	25.6% (n=10)	10.3% (n=4)	0	39
No response	0% (n=0)	100% (n=4)	0% (n=0)	0% (n=0)	28	4
Other	20% (n=1)	20% (n=1)	60% (n=3)	0% (n=0)	0	5
Two or More	0% (n=0)	75% (n=6)	12.5% (n=1)	12.5% (n=1)	0	8
White	12.1% (n=8)	53% (n=35)	15.2% (n=10)	19.7% (n=13)	1	66

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	8.9% (n=11)	56.5% (n=70)	18.5% (n=23)	16.1% (n=20)	1	124
Man	7.3% (n=4)	61.8% (n=34)	18.2% (n=10)	12.7% (n=7)	0	55
Non-binary	66.7% (n=2)	33.3% (n=1)	0% (n=0)	0% (n=0)	0	3
Decline to state	9.5% (n=2)	57.1% (n=12)	19% (n=4)	14.3% (n=3)	2	21
No response	0% (n=0)	100% (n=5)	0% (n=0)	0% (n=0)	28	5

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	7.1% (n=10)	60% (n=84)	18.6% (n=26)	14.3% (n=20)	1	140
LGBTQA+	20.6% (n=7)	47.1% (n=16)	11.8% (n=4)	20.6% (n=7)	1	34
Decline to state	7.7% (n=2)	57.7% (n=15)	23.1% (n=6)	11.5% (n=3)	1	26
No response	0% (n=0)	87.5% (n=7)	12.5% (n=1)	0% (n=0)	28	8

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time	11.2% (n=9)	60% (n=48)	18.8% (n=15)	10% (n=8)	7	80
Faculty						
Part-time	12.8% (n=5)	41% (n=16)	17.9% (n=7)	28.2% (n=11)	7	39
Faculty						
Classified	6.8% (n=4)	59.3% (n=35)	20.3% (n=12)	13.6% (n=8)	10	59
Manager	0% (n=0)	75% (n=12)	6.2% (n=1)	18.8% (n=3)	5	16
Administrator	7.7% (n=1)	76.9% (n=10)	15.4% (n=2)	0% (n=0)	0	13
No response	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	11.6% (n=14)	57% (n=69)	16.5% (n=20)	14.9% (n=18)	14	121
Student	8.1% (n=5)	53.2% (n=33)	24.2% (n=15)	14.5% (n=9)	13	62
Services						
Other	0% (n=0)	82.6% (n=19)	8.7% (n=2)	8.7% (n=2)	2	23
No response	0% (n=0)	50% (n=1)	0% (n=0)	50% (n=1)	2	2

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	0% (n=0)	37.5% (n=3)	25% (n=2)	37.5% (n=3)	0	8
30-39	11.1% (n=5)	60% (n=27)	17.8% (n=8)	11.1% (n=5)	0	45
40-49	8.3% (n=5)	65% (n=39)	15% (n=9)	11.7% (n=7)	1	60
50-59	9.3% (n=4)	51.2% (n=22)	25.6% (n=11)	14% (n=6)	0	43
60-69	10% (n=2)	35% (n=7)	20% (n=4)	35% (n=7)	0	20
Above 70	40% (n=2)	40% (n=2)	0% (n=0)	20% (n=1)	0	5
Decline to state	4.8% (n=1)	76.2% (n=16)	14.3% (n=3)	4.8% (n=1)	1	21
No response	0% (n=0)	100% (n=6)	0% (n=0)	0% (n=0)	29	6

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2 years	7.7% (n=2)	53.8% (n=14)	11.5% (n=3)	26.9% (n=7)	2	26
2 to 5 years	11.6% (n=5)	67.4% (n=29)	11.6% (n=5)	9.3% (n=4)	5	43
6 to 10 years	4.9% (n=3)	57.4% (n=35)	26.2% (n=16)	11.5% (n=7)	12	61
More than 10 years	11.5% (n=9)	56.4% (n=44)	16.7% (n=13)	15.4% (n=12)	10	78
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

College-wide decisions

All Respondents

	n	Valid Pct
(1) Too much	6	2.9%
(2) About right	96	46.4%
(3) Not enough	81	39.1%
(4) NA/Don't know	24	11.6%
Missing	32	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	0% (n=0)	50% (n=13)	38.5% (n=10)	11.5% (n=3)	0	26
Black/African American	6.7% (n=1)	40% (n=6)	40% (n=6)	13.3% (n=2)	0	15
Decline to state	6.7% (n=2)	30% (n=9)	46.7% (n=14)	16.7% (n=5)	3	30
Filipino	7.1% (n=1)	64.3% (n=9)	21.4% (n=3)	7.1% (n=1)	0	14
Latinx	2.6% (n=1)	46.2% (n=18)	43.6% (n=17)	7.7% (n=3)	0	39
No response	0% (n=0)	50% (n=2)	25% (n=1)	25% (n=1)	28	4
Other	0% (n=0)	40% (n=2)	60% (n=3)	0% (n=0)	0	5
Two or More	0% (n=0)	62.5% (n=5)	37.5% (n=3)	0% (n=0)	0	8
White	1.5% (n=1)	48.5% (n=32)	36.4% (n=24)	13.6% (n=9)	1	66

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	0.8% (n=1)	44.7% (n=55)	38.2% (n=47)	16.3% (n=20)	2	123
Man	5.5% (n=3)	54.5% (n=30)	36.4% (n=20)	3.6% (n=2)	0	55
Non-binary	33.3% (n=1)	33.3% (n=1)	33.3% (n=1)	0% (n=0)	0	3
Decline to state	4.8% (n=1)	33.3% (n=7)	57.1% (n=12)	4.8% (n=1)	2	21
No response	0% (n=0)	60% (n=3)	20% (n=1)	20% (n=1)	28	5

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	2.9% (n=4)	47.9% (n=67)	37.1% (n=52)	12.1% (n=17)	1	140
LGBTQA+	3% (n=1)	45.5% (n=15)	39.4% (n=13)	12.1% (n=4)	2	33
Decline to state	3.8% (n=1)	34.6% (n=9)	53.8% (n=14)	7.7% (n=2)	1	26
No response	0% (n=0)	62.5% (n=5)	25% (n=2)	12.5% (n=1)	28	8

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time Faculty	2.6% (n=2)	46.2% (n=36)	41% (n=32)	10.3% (n=8)	9	78
Part-time Faculty	0% (n=0)	42.5% (n=17)	30% (n=12)	27.5% (n=11)	6	40
Classified	3.4% (n=2)	40.7% (n=24)	49.2% (n=29)	6.8% (n=4)	10	59
Manager	0% (n=0)	62.5% (n=10)	31.2% (n=5)	6.2% (n=1)	5	16
Administrator	15.4% (n=2)	61.5% (n=8)	23.1% (n=3)	0% (n=0)	0	13
No response	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	2.5% (n=3)	46.7% (n=56)	39.2% (n=47)	11.7% (n=14)	15	120
Student Services	4.8% (n=3)	41.9% (n=26)	43.5% (n=27)	9.7% (n=6)	13	62
Other	0% (n=0)	60.9% (n=14)	26.1% (n=6)	13% (n=3)	2	23
No response	0% (n=0)	0% (n=0)	50% (n=1)	50% (n=1)	2	2

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	0% (n=0)	37.5% (n=3)	50% (n=4)	12.5% (n=1)	0	8
30-39	2.2% (n=1)	53.3% (n=24)	37.8% (n=17)	6.7% (n=3)	0	45
40-49	3.4% (n=2)	52.5% (n=31)	35.6% (n=21)	8.5% (n=5)	2	59
50-59	4.7% (n=2)	39.5% (n=17)	44.2% (n=19)	11.6% (n=5)	0	43
60-69	0% (n=0)	45% (n=9)	30% (n=6)	25% (n=5)	0	20
Above 70	0% (n=0)	20% (n=1)	0% (n=0)	80% (n=4)	0	5
Decline to state	4.8% (n=1)	33.3% (n=7)	61.9% (n=13)	0% (n=0)	1	21
No response	0% (n=0)	66.7% (n=4)	16.7% (n=1)	16.7% (n=1)	29	6

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2 years	3.8% (n=1)	46.2% (n=12)	30.8% (n=8)	19.2% (n=5)	2	26
2 to 5 years	2.4% (n=1)	52.4% (n=22)	35.7% (n=15)	9.5% (n=4)	6	42
6 to 10 years	3.3% (n=2)	50.8% (n=31)	37.7% (n=23)	8.2% (n=5)	12	61
More than 10 years	2.6% (n=2)	39.7% (n=31)	44.9% (n=35)	12.8% (n=10)	10	78
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Health and safety updates

All Respondents

	n	Valid Pct
(1) Too much	11	5.3%
(2) About right	137	65.6%
(3) Not enough	48	23%
(4) NA/Don't know	13	6.2%
Missing	30	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	3.8% (n=1)	61.5% (n=16)	34.6% (n=9)	0% (n=0)	0	26
Black/African American	6.7% (n=1)	66.7% (n=10)	20% (n=3)	6.7% (n=1)	0	15
Decline to state	12.9% (n=4)	48.4% (n=15)	35.5% (n=11)	3.2% (n=1)	2	31
Filipino	7.1% (n=1)	78.6% (n=11)	7.1% (n=1)	7.1% (n=1)	0	14
Latinx	2.6% (n=1)	66.7% (n=26)	20.5% (n=8)	10.3% (n=4)	0	39
No response	0% (n=0)	50% (n=2)	50% (n=2)	0% (n=0)	28	4
Other	20% (n=1)	40% (n=2)	40% (n=2)	0% (n=0)	0	5
Two or More	12.5% (n=1)	62.5% (n=5)	25% (n=2)	0% (n=0)	0	8
White	1.5% (n=1)	74.6% (n=50)	14.9% (n=10)	9% (n=6)	0	67

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	2.4% (n=3)	68% (n=85)	22.4% (n=28)	7.2% (n=9)	0	125
Man	9.1% (n=5)	63.6% (n=35)	20% (n=11)	7.3% (n=4)	0	55
Non-binary	33.3% (n=1)	66.7% (n=2)	0% (n=0)	0% (n=0)	0	3
Decline to state	9.5% (n=2)	57.1% (n=12)	33.3% (n=7)	0% (n=0)	2	21
No response	0% (n=0)	60% (n=3)	40% (n=2)	0% (n=0)	28	5

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	5% (n=7)	66% (n=93)	22% (n=31)	7.1% (n=10)	0	141
LGBTQA+	5.9% (n=2)	64.7% (n=22)	20.6% (n=7)	8.8% (n=3)	1	34
Decline to state	7.7% (n=2)	61.5% (n=16)	30.8% (n=8)	0% (n=0)	1	26
No response	0% (n=0)	75% (n=6)	25% (n=2)	0% (n=0)	28	8

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time Faculty	6.2% (n=5)	67.5% (n=54)	22.5% (n=18)	3.8% (n=3)	7	80
Part-time Faculty	0% (n=0)	62.5% (n=25)	25% (n=10)	12.5% (n=5)	6	40
Classified	6.8% (n=4)	57.6% (n=34)	27.1% (n=16)	8.5% (n=5)	10	59
Manager	0% (n=0)	87.5% (n=14)	12.5% (n=2)	0% (n=0)	5	16
Administrator	15.4% (n=2)	76.9% (n=10)	7.7% (n=1)	0% (n=0)	0	13
No response	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	4.1% (n=5)	68% (n=83)	23% (n=28)	4.9% (n=6)	13	122
Student	4.8% (n=3)	61.3% (n=38)	25.8% (n=16)	8.1% (n=5)	13	62
Services						
Other	13% (n=3)	65.2% (n=15)	17.4% (n=4)	4.3% (n=1)	2	23
No response	0% (n=0)	50% (n=1)	0% (n=0)	50% (n=1)	2	2

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	0% (n=0)	62.5% (n=5)	25% (n=2)	12.5% (n=1)	0	8
30-39	4.4% (n=2)	68.9% (n=31)	22.2% (n=10)	4.4% (n=2)	0	45
40-49	4.9% (n=3)	73.8% (n=45)	16.4% (n=10)	4.9% (n=3)	0	61
50-59	7% (n=3)	53.5% (n=23)	30.2% (n=13)	9.3% (n=4)	0	43
60-69	10% (n=2)	80% (n=16)	5% (n=1)	5% (n=1)	0	20
Above 70	0% (n=0)	20% (n=1)	40% (n=2)	40% (n=2)	0	5
Decline to	4.8% (n=1)	57.1% (n=12)	38.1% (n=8)	0% (n=0)	1	21
state						
No response	0% (n=0)	66.7% (n=4)	33.3% (n=2)	0% (n=0)	29	6

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2	7.7% (n=2)	73.1% (n=19)	11.5% (n=3)	7.7% (n=2)	2	26
years						
2 to 5 years	11.6% (n=5)	58.1% (n=25)	25.6% (n=11)	4.7% (n=2)	5	43
6 to 10 years	3.3% (n=2)	73.8% (n=45)	16.4% (n=10)	6.6% (n=4)	12	61
More than 10	2.5% (n=2)	60.8% (n=48)	30.4% (n=24)	6.3% (n=5)	9	79
years						
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Facilities/Construction

All Respondents

	n	Valid Pct
(1) Too much	31	15%
(2) About right	132	64.1%
(3) Not enough	27	13.1%
(4) NA/Don't know	16	7.8%
Missing	33	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	19.2% (n=5)	69.2% (n=18)	11.5% (n=3)	0% (n=0)	0	26
Black/African	20% (n=3)	33.3% (n=5)	26.7% (n=4)	20% (n=3)	0	15
American						
Decline to	16.7% (n=5)	60% (n=18)	10% (n=3)	13.3% (n=4)	3	30
state						
Filipino	14.3% (n=2)	71.4% (n=10)	7.1% (n=1)	7.1% (n=1)	0	14
Latinx	12.8% (n=5)	56.4% (n=22)	17.9% (n=7)	12.8% (n=5)	0	39
No response	25% (n=1)	50% (n=2)	25% (n=1)	0% (n=0)	28	4
Other	0% (n=0)	80% (n=4)	20% (n=1)	0% (n=0)	0	5
Two or More	25% (n=2)	50% (n=4)	25% (n=2)	0% (n=0)	0	8
White	12.3% (n=8)	75.4% (n=49)	7.7% (n=5)	4.6% (n=3)	2	65

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	12.2% (n=15)	66.7% (n=82)	12.2% (n=15)	8.9% (n=11)	2	123
Man	16.4% (n=9)	63.6% (n=35)	12.7% (n=7)	7.3% (n=4)	0	55
Non-binary	66.7% (n=2)	33.3% (n=1)	0% (n=0)	0% (n=0)	0	3
Decline to state	20% (n=4)	55% (n=11)	20% (n=4)	5% (n=1)	3	20
No response	20% (n=1)	60% (n=3)	20% (n=1)	0% (n=0)	28	5

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	15.7% (n=22)	63.6% (n=89)	12.9% (n=18)	7.9% (n=11)	1	140
LGBTQA+	18.2% (n=6)	60.6% (n=20)	9.1% (n=3)	12.1% (n=4)	2	33
Decline to state	8% (n=2)	72% (n=18)	16% (n=4)	4% (n=1)	2	25
No response	12.5% (n=1)	62.5% (n=5)	25% (n=2)	0% (n=0)	28	8

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time Faculty	16.5% (n=13)	67.1% (n=53)	10.1% (n=8)	6.3% (n=5)	8	79
Part-time Faculty	10.3% (n=4)	69.2% (n=27)	10.3% (n=4)	10.3% (n=4)	7	39
Classified	17.2% (n=10)	46.6% (n=27)	24.1% (n=14)	12.1% (n=7)	11	58
Manager	12.5% (n=2)	81.2% (n=13)	6.2% (n=1)	0% (n=0)	5	16
Administrator	15.4% (n=2)	84.6% (n=11)	0% (n=0)	0% (n=0)	0	13
No response	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	16.7% (n=20)	67.5% (n=81)	8.3% (n=10)	7.5% (n=9)	15	120
Student Services	14.8% (n=9)	52.5% (n=32)	24.6% (n=15)	8.2% (n=5)	14	61
Other	8.7% (n=2)	73.9% (n=17)	8.7% (n=2)	8.7% (n=2)	2	23
No response	0% (n=0)	100% (n=2)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	25% (n=2)	25% (n=2)	37.5% (n=3)	12.5% (n=1)	0	8
30-39	18.2% (n=8)	56.8% (n=25)	18.2% (n=8)	6.8% (n=3)	1	44
40-49	20.3% (n=12)	62.7% (n=37)	8.5% (n=5)	8.5% (n=5)	2	59
50-59	9.3% (n=4)	74.4% (n=32)	7% (n=3)	9.3% (n=4)	0	43
60-69	0% (n=0)	85% (n=17)	10% (n=2)	5% (n=1)	0	20
Above 70	0% (n=0)	60% (n=3)	0% (n=0)	40% (n=2)	0	5
Decline to state	19% (n=4)	57.1% (n=12)	23.8% (n=5)	0% (n=0)	1	21
No response	16.7% (n=1)	66.7% (n=4)	16.7% (n=1)	0% (n=0)	29	6

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2 years	23.1% (n=6)	46.2% (n=12)	15.4% (n=4)	15.4% (n=4)	2	26
2 to 5 years	21.4% (n=9)	61.9% (n=26)	11.9% (n=5)	4.8% (n=2)	6	42
6 to 10 years	16.4% (n=10)	63.9% (n=39)	13.1% (n=8)	6.6% (n=4)	12	61
More than 10 years	7.8% (n=6)	71.4% (n=55)	13% (n=10)	7.8% (n=6)	11	77
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Guest speakers

All Respondents

	n	Valid Pct
(1) Too much	13	6.2%
(2) About right	127	61.1%
(3) Not enough	53	25.5%
(4) NA/Don't know	15	7.2%
Missing	31	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	3.8% (n=1)	69.2% (n=18)	23.1% (n=6)	3.8% (n=1)	0	26
Black/African American	6.7% (n=1)	46.7% (n=7)	33.3% (n=5)	13.3% (n=2)	0	15
Decline to state	9.7% (n=3)	48.4% (n=15)	25.8% (n=8)	16.1% (n=5)	2	31
Filipino	0% (n=0)	57.1% (n=8)	28.6% (n=4)	14.3% (n=2)	0	14
Latinx	0% (n=0)	61.5% (n=24)	35.9% (n=14)	2.6% (n=1)	0	39
No response	25% (n=1)	50% (n=2)	0% (n=0)	25% (n=1)	28	4
Other	20% (n=1)	80% (n=4)	0% (n=0)	0% (n=0)	0	5
Two or More	25% (n=2)	50% (n=4)	25% (n=2)	0% (n=0)	0	8
White	6.1% (n=4)	68.2% (n=45)	21.2% (n=14)	4.5% (n=3)	1	66

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	0.8% (n=1)	61.3% (n=76)	30.6% (n=38)	7.3% (n=9)	1	124
Man	14.5% (n=8)	63.6% (n=35)	18.2% (n=10)	3.6% (n=2)	0	55
Non-binary	33.3% (n=1)	33.3% (n=1)	0% (n=0)	33.3% (n=1)	0	3
Decline to state	9.5% (n=2)	57.1% (n=12)	23.8% (n=5)	9.5% (n=2)	2	21
No response	20% (n=1)	60% (n=3)	0% (n=0)	20% (n=1)	28	5

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	6.4% (n=9)	62.1% (n=87)	27.1% (n=38)	4.3% (n=6)	1	140
LGBTQA+	5.9% (n=2)	61.8% (n=21)	17.6% (n=6)	14.7% (n=5)	1	34
Decline to state	3.8% (n=1)	46.2% (n=12)	34.6% (n=9)	15.4% (n=4)	1	26
No response	12.5% (n=1)	87.5% (n=7)	0% (n=0)	0% (n=0)	28	8

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time Faculty	7.5% (n=6)	56.2% (n=45)	33.8% (n=27)	2.5% (n=2)	7	80
Part-time Faculty	2.6% (n=1)	66.7% (n=26)	15.4% (n=6)	15.4% (n=6)	7	39
Classified	6.8% (n=4)	61% (n=36)	22% (n=13)	10.2% (n=6)	10	59
Manager	0% (n=0)	68.8% (n=11)	31.2% (n=5)	0% (n=0)	5	16
Administrator	15.4% (n=2)	69.2% (n=9)	15.4% (n=2)	0% (n=0)	0	13
No response	0% (n=0)	0% (n=0)	0% (n=0)	100% (n=1)	2	1

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	9.1% (n=11)	58.7% (n=71)	24.8% (n=30)	7.4% (n=9)	14	121
Student Services	0% (n=0)	67.7% (n=42)	24.2% (n=15)	8.1% (n=5)	13	62
Other	8.7% (n=2)	56.5% (n=13)	30.4% (n=7)	4.3% (n=1)	2	23
No response	0% (n=0)	50% (n=1)	50% (n=1)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	0% (n=0)	25% (n=2)	50% (n=4)	25% (n=2)	0	8
30-39	0% (n=0)	57.8% (n=26)	35.6% (n=16)	6.7% (n=3)	0	45
40-49	3.3% (n=2)	68.3% (n=41)	23.3% (n=14)	5% (n=3)	1	60
50-59	11.6% (n=5)	60.5% (n=26)	23.3% (n=10)	4.7% (n=2)	0	43
60-69	10% (n=2)	70% (n=14)	15% (n=3)	5% (n=1)	0	20
Above 70	0% (n=0)	60% (n=3)	0% (n=0)	40% (n=2)	0	5
Decline to state	14.3% (n=3)	52.4% (n=11)	28.6% (n=6)	4.8% (n=1)	1	21
No response	16.7% (n=1)	66.7% (n=4)	0% (n=0)	16.7% (n=1)	29	6

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2 years	0% (n=0)	50% (n=13)	30.8% (n=8)	19.2% (n=5)	2	26
2 to 5 years	2.3% (n=1)	58.1% (n=25)	34.9% (n=15)	4.7% (n=2)	5	43
6 to 10 years	1.6% (n=1)	62.3% (n=38)	31.1% (n=19)	4.9% (n=3)	12	61
More than 10 years	14.1% (n=11)	65.4% (n=51)	14.1% (n=11)	6.4% (n=5)	10	78
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Student/course enrollment

All Respondents

	n	Valid Pct
(1) Too much	19	9.2%
(2) About right	109	52.7%
(3) Not enough	61	29.5%
(4) NA/Don't know	18	8.7%
Missing	32	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	3.8% (n=1)	57.7% (n=15)	26.9% (n=7)	11.5% (n=3)	0	26
Black/African American	0% (n=0)	40% (n=6)	53.3% (n=8)	6.7% (n=1)	0	15
Decline to state	12.9% (n=4)	45.2% (n=14)	29% (n=9)	12.9% (n=4)	2	31
Filipino	28.6% (n=4)	50% (n=7)	14.3% (n=2)	7.1% (n=1)	0	14
Latinx	7.7% (n=3)	43.6% (n=17)	43.6% (n=17)	5.1% (n=2)	0	39
No response	0% (n=0)	50% (n=2)	50% (n=2)	0% (n=0)	28	4
Other	0% (n=0)	80% (n=4)	20% (n=1)	0% (n=0)	0	5
Two or More	0% (n=0)	62.5% (n=5)	37.5% (n=3)	0% (n=0)	0	8
White	10.8% (n=7)	60% (n=39)	18.5% (n=12)	10.8% (n=7)	2	65

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	8.1% (n=10)	50.8% (n=63)	29% (n=36)	12.1% (n=15)	1	124
Man	11.1% (n=6)	55.6% (n=30)	29.6% (n=16)	3.7% (n=2)	1	54
Non-binary	33.3% (n=1)	66.7% (n=2)	0% (n=0)	0% (n=0)	0	3
Decline to state	9.5% (n=2)	52.4% (n=11)	33.3% (n=7)	4.8% (n=1)	2	21
No response	0% (n=0)	60% (n=3)	40% (n=2)	0% (n=0)	28	5

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	10.8% (n=15)	52.5% (n=73)	28.1% (n=39)	8.6% (n=12)	2	139
LGBTQA+	8.8% (n=3)	55.9% (n=19)	26.5% (n=9)	8.8% (n=3)	1	34
Decline to state	3.8% (n=1)	42.3% (n=11)	42.3% (n=11)	11.5% (n=3)	1	26
No response	0% (n=0)	75% (n=6)	25% (n=2)	0% (n=0)	28	8

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time	17.5% (n=14)	67.5% (n=54)	13.8% (n=11)	1.2% (n=1)	7	80
Faculty						
Part-time	7.7% (n=3)	59% (n=23)	17.9% (n=7)	15.4% (n=6)	7	39
Faculty						
Classified	1.7% (n=1)	33.9% (n=20)	49.2% (n=29)	15.3% (n=9)	10	59
Manager	6.2% (n=1)	31.2% (n=5)	50% (n=8)	12.5% (n=2)	5	16
Administrator	0% (n=0)	58.3% (n=7)	41.7% (n=5)	0% (n=0)	1	12
No response	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	12.4% (n=15)	65.3% (n=79)	18.2% (n=22)	4.1% (n=5)	14	121
Student	4.8% (n=3)	33.9% (n=21)	45.2% (n=28)	16.1% (n=10)	13	62
Services						
Other	4.5% (n=1)	36.4% (n=8)	45.5% (n=10)	13.6% (n=3)	3	22
No response	0% (n=0)	50% (n=1)	50% (n=1)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	0% (n=0)	0% (n=0)	75% (n=6)	25% (n=2)	0	8
30-39	11.1% (n=5)	37.8% (n=17)	40% (n=18)	11.1% (n=5)	0	45
40-49	11.9% (n=7)	57.6% (n=34)	22% (n=13)	8.5% (n=5)	2	59
50-59	4.7% (n=2)	62.8% (n=27)	27.9% (n=12)	4.7% (n=2)	0	43
60-69	10% (n=2)	70% (n=14)	15% (n=3)	5% (n=1)	0	20
Above 70	0% (n=0)	60% (n=3)	0% (n=0)	40% (n=2)	0	5
Decline to state	14.3% (n=3)	47.6% (n=10)	33.3% (n=7)	4.8% (n=1)	1	21
No response	0% (n=0)	66.7% (n=4)	33.3% (n=2)	0% (n=0)	29	6

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2 years	3.8% (n=1)	30.8% (n=8)	38.5% (n=10)	26.9% (n=7)	2	26
2 to 5 years	7.1% (n=3)	61.9% (n=26)	23.8% (n=10)	7.1% (n=3)	6	42
6 to 10 years	16.4% (n=10)	42.6% (n=26)	36.1% (n=22)	4.9% (n=3)	12	61
More than 10 years	6.4% (n=5)	62.8% (n=49)	24.4% (n=19)	6.4% (n=5)	10	78
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Survey results

All Respondents

	n	Valid Pct
(1) Too much	4	1.9%
(2) About right	67	32.2%
(3) Not enough	102	49%
(4) NA/Don't know	35	16.8%
Missing	31	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	3.8% (n=1)	26.9% (n=7)	61.5% (n=16)	7.7% (n=2)	0	26
Black/African American	6.7% (n=1)	13.3% (n=2)	73.3% (n=11)	6.7% (n=1)	0	15
Decline to state	0% (n=0)	40% (n=12)	40% (n=12)	20% (n=6)	3	30
Filipino	0% (n=0)	50% (n=7)	42.9% (n=6)	7.1% (n=1)	0	14
Latinx	0% (n=0)	30.8% (n=12)	59% (n=23)	10.3% (n=4)	0	39
No response	0% (n=0)	25% (n=1)	50% (n=2)	25% (n=1)	28	4
Other	20% (n=1)	20% (n=1)	60% (n=3)	0% (n=0)	0	5
Two or More	0% (n=0)	25% (n=2)	62.5% (n=5)	12.5% (n=1)	0	8
White	1.5% (n=1)	34.3% (n=23)	35.8% (n=24)	28.4% (n=19)	0	67

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	1.6% (n=2)	30.6% (n=38)	47.6% (n=59)	20.2% (n=25)	1	124
Man	1.8% (n=1)	36.4% (n=20)	54.5% (n=30)	7.3% (n=4)	0	55
Non-binary	33.3% (n=1)	0% (n=0)	33.3% (n=1)	33.3% (n=1)	0	3
Decline to state	0% (n=0)	33.3% (n=7)	47.6% (n=10)	19% (n=4)	2	21
No response	0% (n=0)	40% (n=2)	40% (n=2)	20% (n=1)	28	5

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	1.4% (n=2)	34% (n=48)	50.4% (n=71)	14.2% (n=20)	0	141
LGBTQA+	5.9% (n=2)	23.5% (n=8)	44.1% (n=15)	26.5% (n=9)	1	34
Decline to state	0% (n=0)	24% (n=6)	56% (n=14)	20% (n=5)	2	25
No response	0% (n=0)	62.5% (n=5)	25% (n=2)	12.5% (n=1)	28	8

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time	3.8% (n=3)	27.5% (n=22)	58.8% (n=47)	10% (n=8)	7	80
Faculty						
Part-time	0% (n=0)	37.5% (n=15)	27.5% (n=11)	35% (n=14)	6	40
Faculty						
Classified	0% (n=0)	31% (n=18)	51.7% (n=30)	17.2% (n=10)	11	58
Manager	6.2% (n=1)	31.2% (n=5)	56.2% (n=9)	6.2% (n=1)	5	16
Administrator	0% (n=0)	53.8% (n=7)	30.8% (n=4)	15.4% (n=2)	0	13
No response	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	2.5% (n=3)	34.4% (n=42)	46.7% (n=57)	16.4% (n=20)	13	122
Student	0% (n=0)	23% (n=14)	57.4% (n=35)	19.7% (n=12)	14	61
Services						
Other	4.3% (n=1)	43.5% (n=10)	43.5% (n=10)	8.7% (n=2)	2	23
No response	0% (n=0)	50% (n=1)	0% (n=0)	50% (n=1)	2	2

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	0% (n=0)	12.5% (n=1)	50% (n=4)	37.5% (n=3)	0	8
30-39	2.3% (n=1)	22.7% (n=10)	56.8% (n=25)	18.2% (n=8)	1	44
40-49	3.3% (n=2)	34.4% (n=21)	52.5% (n=32)	9.8% (n=6)	0	61
50-59	2.3% (n=1)	39.5% (n=17)	44.2% (n=19)	14% (n=6)	0	43
60-69	0% (n=0)	45% (n=9)	25% (n=5)	30% (n=6)	0	20
Above 70	0% (n=0)	0% (n=0)	60% (n=3)	40% (n=2)	0	5
Decline to state	0% (n=0)	33.3% (n=7)	52.4% (n=11)	14.3% (n=3)	1	21
No response	0% (n=0)	33.3% (n=2)	50% (n=3)	16.7% (n=1)	29	6

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2 years	0% (n=0)	23.1% (n=6)	46.2% (n=12)	30.8% (n=8)	2	26
2 to 5 years	2.3% (n=1)	37.2% (n=16)	34.9% (n=15)	25.6% (n=11)	5	43
6 to 10 years	3.3% (n=2)	28.3% (n=17)	60% (n=36)	8.3% (n=5)	13	60
More than 10 years	1.3% (n=1)	35.4% (n=28)	49.4% (n=39)	13.9% (n=11)	9	79
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Student success/learning outcomes

All Respondents

	n	Valid Pct
(1) Too much	6	2.9%
(2) About right	77	37.2%
(3) Not enough	92	44.4%
(4) NA/Don't know	32	15.5%
Missing	32	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	3.8% (n=1)	26.9% (n=7)	61.5% (n=16)	7.7% (n=2)	0	26
Black/African American	6.7% (n=1)	20% (n=3)	60% (n=9)	13.3% (n=2)	0	15
Decline to state	3.2% (n=1)	35.5% (n=11)	41.9% (n=13)	19.4% (n=6)	2	31
Filipino	0% (n=0)	50% (n=7)	35.7% (n=5)	14.3% (n=2)	0	14
Latinx	2.6% (n=1)	41% (n=16)	46.2% (n=18)	10.3% (n=4)	0	39
No response	0% (n=0)	25% (n=1)	50% (n=2)	25% (n=1)	28	4
Other	0% (n=0)	60% (n=3)	40% (n=2)	0% (n=0)	0	5
Two or More	0% (n=0)	62.5% (n=5)	37.5% (n=3)	0% (n=0)	0	8
White	3.1% (n=2)	36.9% (n=24)	36.9% (n=24)	23.1% (n=15)	2	65

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	0% (n=0)	36.3% (n=45)	46% (n=57)	17.7% (n=22)	1	124
Man	9.1% (n=5)	40% (n=22)	43.6% (n=24)	7.3% (n=4)	0	55
Non-binary	33.3% (n=1)	33.3% (n=1)	0% (n=0)	33.3% (n=1)	0	3
Decline to state	0% (n=0)	35% (n=7)	45% (n=9)	20% (n=4)	3	20
No response	0% (n=0)	40% (n=2)	40% (n=2)	20% (n=1)	28	5

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	2.9% (n=4)	38.6% (n=54)	45% (n=63)	13.6% (n=19)	1	140
LGBTQA+	5.9% (n=2)	35.3% (n=12)	41.2% (n=14)	17.6% (n=6)	1	34
Decline to state	0% (n=0)	28% (n=7)	52% (n=13)	20% (n=5)	2	25
No response	0% (n=0)	50% (n=4)	25% (n=2)	25% (n=2)	28	8

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time Faculty	6.3% (n=5)	32.9% (n=26)	45.6% (n=36)	15.2% (n=12)	8	79
Part-time Faculty	0% (n=0)	46.2% (n=18)	38.5% (n=15)	15.4% (n=6)	7	39
Classified	0% (n=0)	40.7% (n=24)	42.4% (n=25)	16.9% (n=10)	10	59
Manager	0% (n=0)	25% (n=4)	62.5% (n=10)	12.5% (n=2)	5	16
Administrator	7.7% (n=1)	38.5% (n=5)	38.5% (n=5)	15.4% (n=2)	0	13
No response	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	5% (n=6)	39.2% (n=47)	42.5% (n=51)	13.3% (n=16)	15	120
Student	0% (n=0)	32.3% (n=20)	48.4% (n=30)	19.4% (n=12)	13	62
Services						
Other	0% (n=0)	39.1% (n=9)	47.8% (n=11)	13% (n=3)	2	23
No response	0% (n=0)	50% (n=1)	0% (n=0)	50% (n=1)	2	2

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	0% (n=0)	0% (n=0)	87.5% (n=7)	12.5% (n=1)	0	8
30-39	0% (n=0)	37.8% (n=17)	44.4% (n=20)	17.8% (n=8)	0	45
40-49	1.7% (n=1)	36.7% (n=22)	50% (n=30)	11.7% (n=7)	1	60
50-59	7% (n=3)	39.5% (n=17)	37.2% (n=16)	16.3% (n=7)	0	43
60-69	10.5% (n=2)	42.1% (n=8)	31.6% (n=6)	15.8% (n=3)	1	19
Above 70	0% (n=0)	20% (n=1)	20% (n=1)	60% (n=3)	0	5
Decline to	0% (n=0)	47.6% (n=10)	42.9% (n=9)	9.5% (n=2)	1	21
state						
No response	0% (n=0)	33.3% (n=2)	50% (n=3)	16.7% (n=1)	29	6

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2	0% (n=0)	15.4% (n=4)	50% (n=13)	34.6% (n=9)	2	26
years						
2 to 5 years	2.3% (n=1)	39.5% (n=17)	53.5% (n=23)	4.7% (n=2)	5	43
6 to 10 years	0% (n=0)	34.4% (n=21)	50.8% (n=31)	14.8% (n=9)	12	61
More than 10	6.5% (n=5)	45.5% (n=35)	32.5% (n=25)	15.6% (n=12)	11	77
years						
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Participatory governance

All Respondents

	n	Valid Pct
(1) Too much	10	4.8%
(2) About right	119	57.5%
(3) Not enough	54	26.1%
(4) NA/Don't know	24	11.6%
Missing	32	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	7.7% (n=2)	57.7% (n=15)	23.1% (n=6)	11.5% (n=3)	0	26
Black/African	6.7% (n=1)	73.3% (n=11)	13.3% (n=2)	6.7% (n=1)	0	15
American						
Decline to	3.3% (n=1)	63.3% (n=19)	20% (n=6)	13.3% (n=4)	3	30
state						
Filipino	14.3% (n=2)	64.3% (n=9)	21.4% (n=3)	0% (n=0)	0	14
Latinx	0% (n=0)	56.4% (n=22)	28.2% (n=11)	15.4% (n=6)	0	39
No response	0% (n=0)	50% (n=2)	25% (n=1)	25% (n=1)	28	4
Other	20% (n=1)	20% (n=1)	60% (n=3)	0% (n=0)	0	5
Two or More	0% (n=0)	62.5% (n=5)	37.5% (n=3)	0% (n=0)	0	8
White	4.5% (n=3)	53% (n=35)	28.8% (n=19)	13.6% (n=9)	1	66

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	3.2% (n=4)	58.9% (n=73)	25% (n=31)	12.9% (n=16)	1	124
Man	9.1% (n=5)	50.9% (n=28)	34.5% (n=19)	5.5% (n=3)	0	55
Non-binary	33.3% (n=1)	0% (n=0)	0% (n=0)	66.7% (n=2)	0	3
Decline to state	0% (n=0)	75% (n=15)	15% (n=3)	10% (n=2)	3	20
No response	0% (n=0)	60% (n=3)	20% (n=1)	20% (n=1)	28	5

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	4.3% (n=6)	60.7% (n=85)	25% (n=35)	10% (n=14)	1	140
LGBTQA+	11.8% (n=4)	35.3% (n=12)	35.3% (n=12)	17.6% (n=6)	1	34
Decline to state	0% (n=0)	64% (n=16)	24% (n=6)	12% (n=3)	2	25
No response	0% (n=0)	75% (n=6)	12.5% (n=1)	12.5% (n=1)	28	8

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time Faculty	8.8% (n=7)	58.8% (n=47)	28.7% (n=23)	3.8% (n=3)	7	80
Part-time Faculty	0% (n=0)	47.4% (n=18)	26.3% (n=10)	26.3% (n=10)	8	38
Classified	0% (n=0)	55.9% (n=33)	28.8% (n=17)	15.3% (n=9)	10	59
Manager	6.2% (n=1)	62.5% (n=10)	18.8% (n=3)	12.5% (n=2)	5	16
Administrator	15.4% (n=2)	76.9% (n=10)	7.7% (n=1)	0% (n=0)	0	13
No response	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	6.7% (n=8)	58.3% (n=70)	26.7% (n=32)	8.3% (n=10)	15	120
Student Services	1.6% (n=1)	51.6% (n=32)	27.4% (n=17)	19.4% (n=12)	13	62
Other	4.3% (n=1)	65.2% (n=15)	21.7% (n=5)	8.7% (n=2)	2	23
No response	0% (n=0)	100% (n=2)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	0% (n=0)	37.5% (n=3)	50% (n=4)	12.5% (n=1)	0	8
30-39	6.7% (n=3)	48.9% (n=22)	26.7% (n=12)	17.8% (n=8)	0	45
40-49	3.3% (n=2)	70% (n=42)	16.7% (n=10)	10% (n=6)	1	60
50-59	7% (n=3)	51.2% (n=22)	32.6% (n=14)	9.3% (n=4)	0	43
60-69	10% (n=2)	60% (n=12)	20% (n=4)	10% (n=2)	0	20
Above 70	0% (n=0)	20% (n=1)	60% (n=3)	20% (n=1)	0	5
Decline to state	0% (n=0)	65% (n=13)	30% (n=6)	5% (n=1)	2	20
No response	0% (n=0)	66.7% (n=4)	16.7% (n=1)	16.7% (n=1)	29	6

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2 years	0% (n=0)	34.6% (n=9)	30.8% (n=8)	34.6% (n=9)	2	26
2 to 5 years	2.4% (n=1)	69% (n=29)	19% (n=8)	9.5% (n=4)	6	42
6 to 10 years	6.6% (n=4)	63.9% (n=39)	23% (n=14)	6.6% (n=4)	12	61
More than 10 years	6.4% (n=5)	53.8% (n=42)	30.8% (n=24)	9% (n=7)	10	78
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Professional development opportunities

All Respondents

	n	Valid Pct
(1) Too much	9	4.3%
(2) About right	144	69.2%
(3) Not enough	44	21.2%
(4) NA/Don't know	11	5.3%
Missing	31	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	0% (n=0)	76.9% (n=20)	19.2% (n=5)	3.8% (n=1)	0	26
Black/African American	7.1% (n=1)	57.1% (n=8)	35.7% (n=5)	0% (n=0)	1	14
Decline to state	6.5% (n=2)	71% (n=22)	19.4% (n=6)	3.2% (n=1)	2	31
Filipino	14.3% (n=2)	71.4% (n=10)	7.1% (n=1)	7.1% (n=1)	0	14
Latinx	0% (n=0)	59% (n=23)	38.5% (n=15)	2.6% (n=1)	0	39
No response	0% (n=0)	50% (n=2)	25% (n=1)	25% (n=1)	28	4
Other	0% (n=0)	80% (n=4)	20% (n=1)	0% (n=0)	0	5
Two or More	0% (n=0)	87.5% (n=7)	12.5% (n=1)	0% (n=0)	0	8
White	6% (n=4)	71.6% (n=48)	13.4% (n=9)	9% (n=6)	0	67

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	3.2% (n=4)	69.6% (n=87)	21.6% (n=27)	5.6% (n=7)	0	125
Man	3.7% (n=2)	68.5% (n=37)	22.2% (n=12)	5.6% (n=3)	1	54
Non-binary	66.7% (n=2)	33.3% (n=1)	0% (n=0)	0% (n=0)	0	3
Decline to state	4.8% (n=1)	76.2% (n=16)	19% (n=4)	0% (n=0)	2	21
No response	0% (n=0)	60% (n=3)	20% (n=1)	20% (n=1)	28	5

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	3.5% (n=5)	70.2% (n=99)	21.3% (n=30)	5% (n=7)	0	141
LGBTQA+	9.1% (n=3)	66.7% (n=22)	15.2% (n=5)	9.1% (n=3)	2	33
Decline to state	3.8% (n=1)	61.5% (n=16)	34.6% (n=9)	0% (n=0)	1	26
No response	0% (n=0)	87.5% (n=7)	0% (n=0)	12.5% (n=1)	28	8

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time Faculty	7.4% (n=6)	74.1% (n=60)	17.3% (n=14)	1.2% (n=1)	6	81
Part-time Faculty	2.6% (n=1)	61.5% (n=24)	20.5% (n=8)	15.4% (n=6)	7	39
Classified	0% (n=0)	63.8% (n=37)	29.3% (n=17)	6.9% (n=4)	11	58
Manager	0% (n=0)	81.2% (n=13)	18.8% (n=3)	0% (n=0)	5	16
Administrator	15.4% (n=2)	76.9% (n=10)	7.7% (n=1)	0% (n=0)	0	13
No response	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	6.6% (n=8)	72.7% (n=88)	16.5% (n=20)	4.1% (n=5)	14	121
Student Services	0% (n=0)	59.7% (n=37)	32.3% (n=20)	8.1% (n=5)	13	62
Other	4.3% (n=1)	73.9% (n=17)	17.4% (n=4)	4.3% (n=1)	2	23
No response	0% (n=0)	100% (n=2)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	0% (n=0)	42.9% (n=3)	42.9% (n=3)	14.3% (n=1)	1	7
30-39	2.2% (n=1)	60% (n=27)	33.3% (n=15)	4.4% (n=2)	0	45
40-49	8.2% (n=5)	73.8% (n=45)	16.4% (n=10)	1.6% (n=1)	0	61
50-59	4.7% (n=2)	65.1% (n=28)	23.3% (n=10)	7% (n=3)	0	43
60-69	0% (n=0)	90% (n=18)	5% (n=1)	5% (n=1)	0	20
Above 70	0% (n=0)	60% (n=3)	0% (n=0)	40% (n=2)	0	5
Decline to state	4.8% (n=1)	76.2% (n=16)	19% (n=4)	0% (n=0)	1	21
No response	0% (n=0)	66.7% (n=4)	16.7% (n=1)	16.7% (n=1)	29	6

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2 years	4% (n=1)	76% (n=19)	16% (n=4)	4% (n=1)	3	25
2 to 5 years	2.4% (n=1)	69% (n=29)	21.4% (n=9)	7.1% (n=3)	6	42
6 to 10 years	4.8% (n=3)	62.9% (n=39)	30.6% (n=19)	1.6% (n=1)	11	62
More than 10 years	5.1% (n=4)	72.2% (n=57)	15.2% (n=12)	7.6% (n=6)	9	79
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

General Feedback

Would you recommend Skyline College as a good place to work?

All Respondents

	n	Valid Pct
(1) Definitely yes	77	37%
(2) Probably yes	94	45.2%
(3) Probably not	28	13.5%
(4) Definitely not	9	4.3%
Missing	31	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	42.3% (n=11)	38.5% (n=10)	15.4% (n=4)	3.8% (n=1)	0	26
Black/African American	13.3% (n=2)	73.3% (n=11)	6.7% (n=1)	6.7% (n=1)	0	15
Decline to state	43.8% (n=14)	37.5% (n=12)	9.4% (n=3)	9.4% (n=3)	1	32
Filipino	64.3% (n=9)	35.7% (n=5)	0% (n=0)	0% (n=0)	0	14
Latinx	33.3% (n=13)	38.5% (n=15)	20.5% (n=8)	7.7% (n=3)	0	39
No response	0% (n=0)	50% (n=1)	50% (n=1)	0% (n=0)	30	2
Other	0% (n=0)	100% (n=5)	0% (n=0)	0% (n=0)	0	5
Two or More	25% (n=2)	37.5% (n=3)	25% (n=2)	12.5% (n=1)	0	8
White	38.8% (n=26)	47.8% (n=32)	13.4% (n=9)	0% (n=0)	0	67

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	40% (n=50)	44.8% (n=56)	14.4% (n=18)	0.8% (n=1)	0	125
Man	36.4% (n=20)	43.6% (n=24)	10.9% (n=6)	9.1% (n=5)	0	55
Non-binary	0% (n=0)	66.7% (n=2)	33.3% (n=1)	0% (n=0)	0	3
Decline to state	31.8% (n=7)	45.5% (n=10)	9.1% (n=2)	13.6% (n=3)	1	22
No response	0% (n=0)	66.7% (n=2)	33.3% (n=1)	0% (n=0)	30	3

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	39% (n=55)	44.7% (n=63)	14.2% (n=20)	2.1% (n=3)	0	141
LGBTQA+	31.4% (n=11)	51.4% (n=18)	11.4% (n=4)	5.7% (n=2)	0	35
Decline to state	38.5% (n=10)	34.6% (n=9)	11.5% (n=3)	15.4% (n=4)	1	26
No response	16.7% (n=1)	66.7% (n=4)	16.7% (n=1)	0% (n=0)	30	6

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time Faculty	32.1% (n=25)	50% (n=39)	12.8% (n=10)	5.1% (n=4)	9	78
Part-time Faculty	37.5% (n=15)	42.5% (n=17)	20% (n=8)	0% (n=0)	6	40
Classified	30% (n=18)	50% (n=30)	13.3% (n=8)	6.7% (n=4)	9	60
Manager	62.5% (n=10)	31.2% (n=5)	6.2% (n=1)	0% (n=0)	5	16
Administrator	69.2% (n=9)	23.1% (n=3)	0% (n=0)	7.7% (n=1)	0	13
No response	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	32.5% (n=39)	47.5% (n=57)	14.2% (n=17)	5.8% (n=7)	15	120
Student	36.5% (n=23)	44.4% (n=28)	15.9% (n=10)	3.2% (n=2)	12	63
Services						
Other	60.9% (n=14)	34.8% (n=8)	4.3% (n=1)	0% (n=0)	2	23
No response	50% (n=1)	50% (n=1)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	25% (n=2)	62.5% (n=5)	0% (n=0)	12.5% (n=1)	0	8
30-39	35.6% (n=16)	48.9% (n=22)	11.1% (n=5)	4.4% (n=2)	0	45
40-49	36.1% (n=22)	45.9% (n=28)	16.4% (n=10)	1.6% (n=1)	0	61
50-59	32.6% (n=14)	48.8% (n=21)	11.6% (n=5)	7% (n=3)	0	43
60-69	50% (n=10)	35% (n=7)	15% (n=3)	0% (n=0)	0	20
Above 70	60% (n=3)	40% (n=2)	0% (n=0)	0% (n=0)	0	5
Decline to	47.6% (n=10)	33.3% (n=7)	9.5% (n=2)	9.5% (n=2)	1	21
state						
No response	0% (n=0)	40% (n=2)	60% (n=3)	0% (n=0)	30	5

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2	46.2% (n=12)	46.2% (n=12)	3.8% (n=1)	3.8% (n=1)	2	26
years						
2 to 5 years	37.2% (n=16)	44.2% (n=19)	11.6% (n=5)	7% (n=3)	5	43
6 to 10 years	26.2% (n=16)	50.8% (n=31)	19.7% (n=12)	3.3% (n=2)	12	61
More than 10	42.3% (n=33)	41% (n=32)	12.8% (n=10)	3.8% (n=3)	10	78
years						
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

I feel appreciated for the work I do for the College.

All Respondents

	n	Valid Pct
(1) Often	78	37.3%
(2) Sometimes	80	38.3%
(3) Rarely	37	17.7%
(4) Never	14	6.7%
Missing	30	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	38.5% (n=10)	30.8% (n=8)	23.1% (n=6)	7.7% (n=2)	0	26
Black/African American	6.7% (n=1)	60% (n=9)	26.7% (n=4)	6.7% (n=1)	0	15
Decline to state	48.5% (n=16)	27.3% (n=9)	18.2% (n=6)	6.1% (n=2)	0	33
Filipino	57.1% (n=8)	28.6% (n=4)	14.3% (n=2)	0% (n=0)	0	14
Latinx	30.8% (n=12)	35.9% (n=14)	23.1% (n=9)	10.3% (n=4)	0	39
No response	0% (n=0)	0% (n=0)	100% (n=2)	0% (n=0)	30	2
Other	20% (n=1)	80% (n=4)	0% (n=0)	0% (n=0)	0	5
Two or More	25% (n=2)	50% (n=4)	25% (n=2)	0% (n=0)	0	8
White	41.8% (n=28)	41.8% (n=28)	9% (n=6)	7.5% (n=5)	0	67

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	36% (n=45)	39.2% (n=49)	17.6% (n=22)	7.2% (n=9)	0	125
Man	43.6% (n=24)	36.4% (n=20)	16.4% (n=9)	3.6% (n=2)	0	55
Non-binary	0% (n=0)	100% (n=3)	0% (n=0)	0% (n=0)	0	3
Decline to state	39.1% (n=9)	34.8% (n=8)	13% (n=3)	13% (n=3)	0	23
No response	0% (n=0)	0% (n=0)	100% (n=3)	0% (n=0)	30	3

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	34% (n=48)	40.4% (n=57)	19.1% (n=27)	6.4% (n=9)	0	141
LGBTQA+	48.6% (n=17)	34.3% (n=12)	11.4% (n=4)	5.7% (n=2)	0	35
Decline to state	40.7% (n=11)	29.6% (n=8)	18.5% (n=5)	11.1% (n=3)	0	27
No response	33.3% (n=2)	50% (n=3)	16.7% (n=1)	0% (n=0)	30	6

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time	32.9% (n=26)	44.3% (n=35)	15.2% (n=12)	7.6% (n=6)	8	79
Faculty						
Part-time	37.5% (n=15)	35% (n=14)	20% (n=8)	7.5% (n=3)	6	40
Faculty						
Classified	30% (n=18)	41.7% (n=25)	20% (n=12)	8.3% (n=5)	9	60
Manager	56.2% (n=9)	25% (n=4)	18.8% (n=3)	0% (n=0)	5	16
Administrator	76.9% (n=10)	15.4% (n=2)	7.7% (n=1)	0% (n=0)	0	13
No response	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	35.5% (n=43)	38.8% (n=47)	18.2% (n=22)	7.4% (n=9)	14	121
Student	28.6% (n=18)	41.3% (n=26)	22.2% (n=14)	7.9% (n=5)	12	63
Services						
Other	69.6% (n=16)	26.1% (n=6)	4.3% (n=1)	0% (n=0)	2	23
No response	50% (n=1)	50% (n=1)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	37.5% (n=3)	12.5% (n=1)	50% (n=4)	0% (n=0)	0	8
30-39	26.7% (n=12)	48.9% (n=22)	17.8% (n=8)	6.7% (n=3)	0	45
40-49	39.3% (n=24)	34.4% (n=21)	21.3% (n=13)	4.9% (n=3)	0	61
50-59	41.9% (n=18)	39.5% (n=17)	7% (n=3)	11.6% (n=5)	0	43
60-69	45% (n=9)	45% (n=9)	10% (n=2)	0% (n=0)	0	20
Above 70	20% (n=1)	60% (n=3)	20% (n=1)	0% (n=0)	0	5
Decline to state	45.5% (n=10)	22.7% (n=5)	18.2% (n=4)	13.6% (n=3)	0	22
No response	20% (n=1)	40% (n=2)	40% (n=2)	0% (n=0)	30	5

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2 years	50% (n=13)	38.5% (n=10)	11.5% (n=3)	0% (n=0)	2	26
2 to 5 years	41.9% (n=18)	25.6% (n=11)	23.3% (n=10)	9.3% (n=4)	5	43
6 to 10 years	22.6% (n=14)	50% (n=31)	22.6% (n=14)	4.8% (n=3)	11	62
More than 10 years	42.3% (n=33)	35.9% (n=28)	12.8% (n=10)	9% (n=7)	10	78
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

How likely are you to be working at Skyline College a year from now?

All Respondents

	n	Valid Pct
(1) Very likely	124	59.6%
(2) Likely	60	28.8%
(3) Unlikely	17	8.2%
(4) Very unlikely	7	3.4%
Missing	31	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	61.5% (n=16)	30.8% (n=8)	3.8% (n=1)	3.8% (n=1)	0	26
Black/African American	33.3% (n=5)	46.7% (n=7)	20% (n=3)	0% (n=0)	0	15
Decline to state	66.7% (n=22)	21.2% (n=7)	9.1% (n=3)	3% (n=1)	0	33
Filipino	78.6% (n=11)	21.4% (n=3)	0% (n=0)	0% (n=0)	0	14
Latinx	53.8% (n=21)	23.1% (n=9)	12.8% (n=5)	10.3% (n=4)	0	39
No response	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	31	1
Other	40% (n=2)	60% (n=3)	0% (n=0)	0% (n=0)	0	5
Two or More	50% (n=4)	25% (n=2)	12.5% (n=1)	12.5% (n=1)	0	8
White	64.2% (n=43)	29.9% (n=20)	6% (n=4)	0% (n=0)	0	67

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	64% (n=80)	28% (n=35)	6.4% (n=8)	1.6% (n=2)	0	125
Man	56.4% (n=31)	27.3% (n=15)	9.1% (n=5)	7.3% (n=4)	0	55
Non-binary	33.3% (n=1)	66.7% (n=2)	0% (n=0)	0% (n=0)	0	3
Decline to state	52.2% (n=12)	26.1% (n=6)	17.4% (n=4)	4.3% (n=1)	0	23
No response	0% (n=0)	100% (n=2)	0% (n=0)	0% (n=0)	31	2

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	57.4% (n=81)	33.3% (n=47)	5.7% (n=8)	3.5% (n=5)	0	141
LGBTQA+	68.6% (n=24)	20% (n=7)	11.4% (n=4)	0% (n=0)	0	35
Decline to state	61.5% (n=16)	15.4% (n=4)	15.4% (n=4)	7.7% (n=2)	1	26
No response	50% (n=3)	33.3% (n=2)	16.7% (n=1)	0% (n=0)	30	6

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time Faculty	63.3% (n=50)	30.4% (n=24)	3.8% (n=3)	2.5% (n=2)	8	79
Part-time Faculty	50% (n=20)	42.5% (n=17)	7.5% (n=3)	0% (n=0)	6	40
Classified	51.7% (n=31)	25% (n=15)	15% (n=9)	8.3% (n=5)	9	60
Manager	68.8% (n=11)	25% (n=4)	6.2% (n=1)	0% (n=0)	5	16
Administrator	92.3% (n=12)	0% (n=0)	7.7% (n=1)	0% (n=0)	0	13
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	3	0

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	59.2% (n=71)	31.7% (n=38)	6.7% (n=8)	2.5% (n=3)	15	120
Student Services	52.4% (n=33)	27% (n=17)	14.3% (n=9)	6.3% (n=4)	12	63
Other	78.3% (n=18)	21.7% (n=5)	0% (n=0)	0% (n=0)	2	23
No response	100% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	12.5% (n=1)	62.5% (n=5)	12.5% (n=1)	12.5% (n=1)	0	8
30-39	51.1% (n=23)	28.9% (n=13)	13.3% (n=6)	6.7% (n=3)	0	45
40-49	62.3% (n=38)	31.1% (n=19)	4.9% (n=3)	1.6% (n=1)	0	61
50-59	76.7% (n=33)	16.3% (n=7)	4.7% (n=2)	2.3% (n=1)	0	43
60-69	60% (n=12)	35% (n=7)	5% (n=1)	0% (n=0)	0	20
Above 70	60% (n=3)	40% (n=2)	0% (n=0)	0% (n=0)	0	5
Decline to state	59.1% (n=13)	22.7% (n=5)	13.6% (n=3)	4.5% (n=1)	0	22
No response	25% (n=1)	50% (n=2)	25% (n=1)	0% (n=0)	31	4

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2 years	57.7% (n=15)	30.8% (n=8)	11.5% (n=3)	0% (n=0)	2	26
2 to 5 years	54.8% (n=23)	26.2% (n=11)	14.3% (n=6)	4.8% (n=2)	6	42
6 to 10 years	46.8% (n=29)	37.1% (n=23)	9.7% (n=6)	6.5% (n=4)	11	62
More than 10 years	73.1% (n=57)	23.1% (n=18)	2.6% (n=2)	1.3% (n=1)	10	78
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Overall, how satisfied are you with your current experience as a Skyline College employee?

All Respondents

	n	Valid Pct
(1) Very satisfied	70	33.7%
(2) Somewhat satisfied	88	42.3%
(3) Somewhat dissatisfied	33	15.9%
(4) Very dissatisfied	17	8.2%
Missing	31	

Disaggregated by Race/Ethnicity

	1	2	3	4	Missing	Valid Responses
Asian	38.5% (n=10)	38.5% (n=10)	15.4% (n=4)	7.7% (n=2)	0	26
Black/African American	13.3% (n=2)	66.7% (n=10)	13.3% (n=2)	6.7% (n=1)	0	15
Decline to state	43.8% (n=14)	21.9% (n=7)	18.8% (n=6)	15.6% (n=5)	1	32
Filipino	57.1% (n=8)	42.9% (n=6)	0% (n=0)	0% (n=0)	0	14
Latinx	33.3% (n=13)	38.5% (n=15)	15.4% (n=6)	12.8% (n=5)	0	39
No response	0% (n=0)	50% (n=1)	50% (n=1)	0% (n=0)	30	2
Other	0% (n=0)	80% (n=4)	20% (n=1)	0% (n=0)	0	5
Two or More	25% (n=2)	37.5% (n=3)	37.5% (n=3)	0% (n=0)	0	8
White	31.3% (n=21)	47.8% (n=32)	14.9% (n=10)	6% (n=4)	0	67

Disaggregated by Gender

	1	2	3	4	Missing	Valid Responses
Woman	33.6% (n=42)	46.4% (n=58)	13.6% (n=17)	6.4% (n=8)	0	125
Man	36.4% (n=20)	40% (n=22)	16.4% (n=9)	7.3% (n=4)	0	55
Non-binary	0% (n=0)	66.7% (n=2)	33.3% (n=1)	0% (n=0)	0	3
Decline to state	36.4% (n=8)	18.2% (n=4)	22.7% (n=5)	22.7% (n=5)	1	22
No response	0% (n=0)	66.7% (n=2)	33.3% (n=1)	0% (n=0)	30	3

Disaggregated by Sexual Orientation

	1	2	3	4	Missing	Valid Responses
Heterosexual	36.9% (n=52)	40.4% (n=57)	17.7% (n=25)	5% (n=7)	0	141
LGBTQA+	28.6% (n=10)	54.3% (n=19)	2.9% (n=1)	14.3% (n=5)	0	35
Decline to state	26.9% (n=7)	26.9% (n=7)	26.9% (n=7)	19.2% (n=5)	1	26
No response	16.7% (n=1)	83.3% (n=5)	0% (n=0)	0% (n=0)	30	6

Disaggregated by Employee Type

	1	2	3	4	Missing	Valid Responses
Full-time Faculty	29.5% (n=23)	42.3% (n=33)	16.7% (n=13)	11.5% (n=9)	9	78
Part-time Faculty	37.5% (n=15)	32.5% (n=13)	25% (n=10)	5% (n=2)	6	40
Classified	26.7% (n=16)	53.3% (n=32)	11.7% (n=7)	8.3% (n=5)	9	60
Manager	43.8% (n=7)	43.8% (n=7)	12.5% (n=2)	0% (n=0)	5	16
Administrator	69.2% (n=9)	23.1% (n=3)	0% (n=0)	7.7% (n=1)	0	13
No response	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	Missing	Valid Responses
Instruction	31.7% (n=38)	40% (n=48)	17.5% (n=21)	10.8% (n=13)	15	120
Student	28.6% (n=18)	47.6% (n=30)	17.5% (n=11)	6.3% (n=4)	12	63
Services						
Other	56.5% (n=13)	39.1% (n=9)	4.3% (n=1)	0% (n=0)	2	23
No response	50% (n=1)	50% (n=1)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	4	Missing	Valid Responses
20-29	25% (n=2)	25% (n=2)	37.5% (n=3)	12.5% (n=1)	0	8
30-39	24.4% (n=11)	55.6% (n=25)	15.6% (n=7)	4.4% (n=2)	0	45
40-49	37.7% (n=23)	44.3% (n=27)	11.5% (n=7)	6.6% (n=4)	0	61
50-59	37.2% (n=16)	39.5% (n=17)	7% (n=3)	16.3% (n=7)	0	43
60-69	35% (n=7)	35% (n=7)	30% (n=6)	0% (n=0)	0	20
Above 70	20% (n=1)	80% (n=4)	0% (n=0)	0% (n=0)	0	5
Decline to	47.6% (n=10)	14.3% (n=3)	28.6% (n=6)	9.5% (n=2)	1	21
state						
No response	0% (n=0)	60% (n=3)	20% (n=1)	20% (n=1)	30	5

Disaggregated by Length of Employment

	1	2	3	4	Missing	Valid Responses
Less than 2	46.2% (n=12)	42.3% (n=11)	7.7% (n=2)	3.8% (n=1)	2	26
years						
2 to 5 years	25.6% (n=11)	41.9% (n=18)	20.9% (n=9)	11.6% (n=5)	5	43
6 to 10 years	19.7% (n=12)	50.8% (n=31)	19.7% (n=12)	9.8% (n=6)	12	61
More than 10	44.9% (n=35)	35.9% (n=28)	12.8% (n=10)	6.4% (n=5)	10	78
years						
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Employee Demographics

The following questions are asked to allow for survey analysis disaggregated by demographic factors that may impact an employee's campus climate experience.

Approximately how many hours do you spend caring for dependents every week (e.g., children, parents, etc.)?

All Respondents

	n	Valid Pct
(1) None	66	31.7%
(2) 1-5	29	13.9%
(3) 6-10	23	11.1%
(4) 11-20	22	10.6%
(5) 21-30	9	4.3%
(6) More than 30	59	28.4%
Missing	31	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	6	Missing	Valid Responses
Asian	15.4% (n=4)	19.2% (n=5)	15.4% (n=4)	15.4% (n=4)	11.5% (n=3)	23.1% (n=6)	0	26
Black/African American	40% (n=6)	0% (n=0)	26.7% (n=4)	13.3% (n=2)	6.7% (n=1)	13.3% (n=2)	0	15
Decline to state	30.3% (n=10)	18.2% (n=6)	12.1% (n=4)	9.1% (n=3)	3% (n=1)	27.3% (n=9)	0	33
Filipino	21.4% (n=3)	0% (n=0)	21.4% (n=3)	14.3% (n=2)	0% (n=0)	42.9% (n=6)	0	14
Latinx	28.2% (n=11)	15.4% (n=6)	7.7% (n=3)	2.6% (n=1)	5.1% (n=2)	41% (n=16)	0	39
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	100% (n=1)	31	1
Other	0% (n=0)	20% (n=1)	20% (n=1)	20% (n=1)	40% (n=2)	0% (n=0)	0	5
Two or More	25% (n=2)	12.5% (n=1)	0% (n=0)	12.5% (n=1)	0% (n=0)	50% (n=4)	0	8
White	44.8% (n=30)	14.9% (n=10)	6% (n=4)	11.9% (n=8)	0% (n=0)	22.4% (n=15)	0	67

Disaggregated by Gender

	1	2	3	4	5	6	Missing	Valid Responses
Woman	35.2% (n=44)	14.4% (n=18)	9.6% (n=12)	9.6% (n=12)	4.8% (n=6)	26.4% (n=33)	0	125
Man	29.1% (n=16)	10.9% (n=6)	12.7% (n=7)	12.7% (n=7)	3.6% (n=2)	30.9% (n=17)	0	55
Non-binary	33.3% (n=1)	33.3% (n=1)	33.3% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	0	3
Decline to state	21.7% (n=5)	17.4% (n=4)	13% (n=3)	13% (n=3)	4.3% (n=1)	30.4% (n=7)	0	23
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	100% (n=2)	31	2

Disaggregated by Sexual Orientation

	1	2	3	4	5	6	Missing	Valid Responses
Heterosexual	29.8% (n=42)	12.8% (n=18)	9.2% (n=13)	10.6% (n=15)	5.7% (n=8)	31.9% (n=45)	0	141
LGBTQA+	48.6% (n=17)	11.4% (n=4)	14.3% (n=5)	5.7% (n=2)	0% (n=0)	20% (n=7)	0	35
Decline to state	23.1% (n=6)	19.2% (n=5)	19.2% (n=5)	15.4% (n=4)	3.8% (n=1)	19.2% (n=5)	1	26
No response	16.7% (n=1)	33.3% (n=2)	0% (n=0)	16.7% (n=1)	0% (n=0)	33.3% (n=2)	30	6

Disaggregated by Employee Type

	1	2	3	4	5	6	Missing	Valid Responses
Full-time	29.1% (n=23)	13.9% (n=11)	12.7% (n=10)	7.6% (n=6)	5.1% (n=4)	31.6% (n=25)	8	79
Faculty	42.5% (n=17)	12.5% (n=5)	10% (n=4)	12.5% (n=5)	5% (n=2)	17.5% (n=7)	6	40
Part-time	31.7% (n=19)	15% (n=9)	6.7% (n=4)	11.7% (n=7)	5% (n=3)	30% (n=18)	9	60
Classified	18.8% (n=3)	6.2% (n=1)	12.5% (n=2)	18.8% (n=3)	0% (n=0)	43.8% (n=7)	5	16
Manager	30.8% (n=4)	23.1% (n=3)	23.1% (n=3)	7.7% (n=1)	0% (n=0)	15.4% (n=2)	0	13
Administrator	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	3	0
No response								

Disaggregated by College Division

	1	2	3	4	5	6	Missing	Valid Responses
Instruction	35% (n=42)	13.3% (n=16)	12.5% (n=15)	10.8% (n=13)	4.2% (n=5)	24.2% (n=29)	15	120
Student	27% (n=17)	15.9% (n=10)	7.9% (n=5)	7.9% (n=5)	4.8% (n=3)	36.5% (n=23)	12	63
Services	26.1% (n=6)	13% (n=3)	13% (n=3)	17.4% (n=4)	4.3% (n=1)	26.1% (n=6)	2	23
Other	50% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	50% (n=1)	2	2
No response								

Disaggregated by Age

	1	2	3	4	5	6	Missing	Valid Responses
20-29	25% (n=2)	25% (n=2)	12.5% (n=1)	12.5% (n=1)	12.5% (n=1)	12.5% (n=1)	0	8
30-39	46.7% (n=21)	11.1% (n=5)	8.9% (n=4)	4.4% (n=2)	0% (n=0)	28.9% (n=13)	0	45
40-49	27.9% (n=17)	6.6% (n=4)	6.6% (n=4)	13.1% (n=8)	6.6% (n=4)	39.3% (n=24)	0	61
50-59	23.3% (n=10)	16.3% (n=7)	20.9% (n=9)	9.3% (n=4)	2.3% (n=1)	27.9% (n=12)	0	43
60-69	35% (n=7)	20% (n=4)	5% (n=1)	20% (n=4)	10% (n=2)	10% (n=2)	0	20
Above 70	40% (n=2)	40% (n=2)	0% (n=0)	20% (n=1)	0% (n=0)	0% (n=0)	0	5
Decline to state	27.3% (n=6)	13.6% (n=3)	18.2% (n=4)	9.1% (n=2)	4.5% (n=1)	27.3% (n=6)	0	22
No response	25% (n=1)	50% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)	25% (n=1)	31	4

Disaggregated by Length of Employment

	1	2	3	4	5	6	Missing	Valid Responses
Less than 2 years	42.3% (n=11)	26.9% (n=7)	11.5% (n=3)	7.7% (n=2)	0% (n=0)	11.5% (n=3)	2	26
2 to 5 years	33.3% (n=14)	11.9% (n=5)	14.3% (n=6)	9.5% (n=4)	2.4% (n=1)	28.6% (n=12)	6	42
6 to 10 years	32.3% (n=20)	11.3% (n=7)	8.1% (n=5)	11.3% (n=7)	4.8% (n=3)	32.3% (n=20)	11	62
More than 10 years	26.9% (n=21)	12.8% (n=10)	11.5% (n=9)	11.5% (n=9)	6.4% (n=5)	30.8% (n=24)	10	78
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

Which of the following race/ethnic groups do you identify as? (Check all that apply.)

All Respondents

	Yes	Unchecked
African American or Black	15	198
American Indian or Alaska Native	2	211
Asian	35	178
Decline to state	33	180
Filipino	17	196
Hispanic/Latinx	41	172
Native Hawaiian or other Pacific Islander	4	209
Not listed above (please specify)	5	208
White	84	129

Open Ended Responses (All Respondents)

Respondent	
1	caucasian (middle eastern)
2	these race categories not indicative of a college that takes equity and decolonization seriously
3	middle eastern (though this is not universally accepted category on official forms)
4	Middle Eastern
5	The term used is culturally insensitive and offensive so chose not to use it.

Disaggregated by Race/Ethnicity

race_factor	African American or Black	American Indian or Alaska Native	Asian	Decline to state
Asian	0 (26)	0 (26)	26 (26)	0 (26)
Black/African American	15 (15)	2 (15)	1 (15)	0 (15)
Decline to state	0 (33)	0 (33)	0 (33)	33 (33)
Filipino	0 (14)	0 (14)	3 (14)	0 (14)
Latinx	0 (39)	0 (39)	1 (39)	0 (39)
No response	0 (6)	0 (6)	0 (6)	0 (6)
Other	0 (5)	0 (5)	0 (5)	0 (5)
Two or More	0 (8)	0 (8)	4 (8)	0 (8)
White	0 (67)	0 (67)	0 (67)	0 (67)

race_factor	Filipino	Hispanic/Latinx	Native Hawaiian or other Pacific Islander	Not listed above (please specify)	White
Asian	0 (26)	0 (26)	0 (26)	0 (26)	0 (26)
Black/African American	0 (15)	1 (15)	1 (15)	0 (15)	3 (15)
Decline to state	0 (33)	1 (33)	0 (33)	0 (33)	1 (33)
Filipino	14 (14)	0 (14)	0 (14)	0 (14)	0 (14)
Latinx	1 (39)	39 (39)	0 (39)	0 (39)	6 (39)
No response	0 (6)	0 (6)	0 (6)	0 (6)	0 (6)
Other	0 (5)	0 (5)	0 (5)	5 (5)	0 (5)
Two or More	2 (8)	0 (8)	3 (8)	0 (8)	7 (8)
White	0 (67)	0 (67)	0 (67)	0 (67)	67 (67)

Disaggregated by Gender

gender_factor	African American or Black	American Indian or Alaska Native	Asian	Decline to state
Decline to state	1 (23)	0 (23)	0 (23)	20 (23)
Man	4 (55)	1 (55)	9 (55)	3 (55)
No response	0 (7)	0 (7)	1 (7)	0 (7)
Non-binary	1 (3)	0 (3)	0 (3)	0 (3)
Woman	9 (125)	1 (125)	25 (125)	10 (125)

gender_factor	Filipino	Hispanic/Latinx	Native Hawaiian or other Pacific Islander	Not listed above (please specify)	White
Decline to state	0 (23)	2 (23)	0 (23)	0 (23)	1 (23)
Man	6 (55)	11 (55)	3 (55)	3 (55)	24 (55)
No response	0 (7)	0 (7)	0 (7)	0 (7)	0 (7)
Non-binary	0 (3)	1 (3)	0 (3)	0 (3)	1 (3)
Woman	11 (125)	27 (125)	1 (125)	2 (125)	58 (125)

Disaggregated by Sexual Orientation

sexorien_factor	African American or Black	American Indian or Alaska Native	Asian	Decline to state
Decline to state	2 (27)	0 (27)	1 (27)	19 (27)
Heterosexual	9 (141)	2 (141)	29 (141)	12 (141)
LGBTQA+	3 (35)	0 (35)	3 (35)	2 (35)
No response	1 (10)	0 (10)	2 (10)	0 (10)

sexorien_factor	Filipino	Hispanic/Latinx	Native Hawaiian or other Pacific Islander	Not listed above (please specify)	White
Decline to state	0 (27)	2 (27)	0 (27)	1 (27)	2 (27)
Heterosexual	13 (141)	33 (141)	3 (141)	3 (141)	62 (141)
LGBTQA+	4 (35)	6 (35)	1 (35)	1 (35)	18 (35)
No response	0 (10)	0 (10)	0 (10)	0 (10)	2 (10)

Disaggregated by Employee Type

emptype_factor	African American or Black	American Indian or Alaska Native	Asian	Decline to state
Administrator	0 (13)	0 (13)	2 (13)	5 (13)
Classified	6 (61)	0 (61)	14 (61)	9 (61)
Full-time Faculty	5 (80)	1 (80)	11 (80)	12 (80)
Manager	1 (16)	0 (16)	3 (16)	2 (16)
No response	0 (3)	0 (3)	0 (3)	0 (3)
Part-time Faculty	3 (40)	1 (40)	5 (40)	5 (40)

emptytype_factor	Filipino	Hispanic/Latinx	Native Hawaiian or other Pacific Islander	Not listed above (please specify)	White
Administrator	1 (13)	2 (13)	0 (13)	0 (13)	3 (13)
Classified	4 (61)	16 (61)	2 (61)	2 (61)	18 (61)
Full-time Faculty	7 (80)	14 (80)	2 (80)	2 (80)	35 (80)
Manager	2 (16)	2 (16)	0 (16)	1 (16)	7 (16)
No response	0 (3)	0 (3)	0 (3)	0 (3)	0 (3)
Part-time Faculty	3 (40)	7 (40)	0 (40)	0 (40)	21 (40)

Disaggregated by College Division

division_factor	African American or Black	American Indian or Alaska Native	Asian	Decline to state
Instruction	11 (122)	2 (122)	17 (122)	14 (122)
No response	0 (4)	0 (4)	0 (4)	0 (4)
Other	0 (23)	0 (23)	6 (23)	6 (23)
Student Services	4 (64)	0 (64)	12 (64)	13 (64)

division_factor	Filipino	Hispanic/Latinx	Native Hawaiian or other Pacific Islander	Not listed above (please specify)	White
Instruction	9 (122)	16 (122)	2 (122)	3 (122)	59 (122)
No response	0 (4)	0 (4)	0 (4)	0 (4)	2 (4)
Other	3 (23)	4 (23)	0 (23)	1 (23)	6 (23)
Student Services	5 (64)	21 (64)	2 (64)	1 (64)	17 (64)

Disaggregated by Age

age_factor	African American or Black	American Indian or Alaska Native	Asian	Decline to state
20-29	3 (8)	0 (8)	2 (8)	0 (8)
30-39	6 (45)	1 (45)	8 (45)	3 (45)
40-49	4 (61)	1 (61)	12 (61)	4 (61)
50-59	1 (43)	0 (43)	6 (43)	6 (43)
60-69	0 (20)	0 (20)	2 (20)	1 (20)
Above 70	0 (5)	0 (5)	1 (5)	1 (5)
Decline to state	1 (22)	0 (22)	3 (22)	17 (22)
No response	0 (9)	0 (9)	1 (9)	1 (9)

age_factor	Filipino	Hispanic/Latinx	Native Hawaiian or other Pacific Islander	Not listed above (please specify)	White
20-29	0 (8)	3 (8)	0 (8)	0 (8)	2 (8)
30-39	7 (45)	13 (45)	2 (45)	1 (45)	17 (45)
40-49	8 (61)	13 (61)	0 (61)	2 (61)	26 (61)
50-59	0 (43)	10 (43)	2 (43)	1 (43)	19 (43)
60-69	2 (20)	1 (20)	0 (20)	1 (20)	15 (20)
Above 70	0 (5)	0 (5)	0 (5)	0 (5)	3 (5)
Decline to state	0 (22)	1 (22)	0 (22)	0 (22)	1 (22)
No response	0 (9)	0 (9)	0 (9)	0 (9)	1 (9)

Disaggregated by Length of Employment

emplength_factor	African American or Black	American Indian or Alaska Native	Asian	Decline to state
2 to 5 years	4 (44)	0 (44)	7 (44)	9 (44)
6 to 10 years	6 (63)	1 (63)	10 (63)	9 (63)
Less than 2 years	4 (26)	1 (26)	7 (26)	1 (26)
More than 10 years	1 (78)	0 (78)	11 (78)	14 (78)
No response	0 (2)	0 (2)	0 (2)	0 (2)

emplength_factor	Filipino	Hispanic/Latinx	Native Hawaiian or other Pacific Islander	Not listed above (please specify)	White
2 to 5 years	5 (44)	6 (44)	1 (44)	1 (44)	16 (44)
6 to 10 years	7 (63)	16 (63)	0 (63)	2 (63)	19 (63)
Less than 2 years	0 (26)	5 (26)	0 (26)	1 (26)	10 (26)
More than 10 years	5 (78)	14 (78)	3 (78)	1 (78)	39 (78)
No response	0 (2)	0 (2)	0 (2)	0 (2)	0 (2)

Which term best describes your gender identity? (Check all that apply.)

All Respondents

	Yes	Unchecked
Decline to state	23	190
Man	55	158
Non-binary, genderqueer or gender non-conforming	3	210
Not listed above (please specify)	0	213
Woman	126	87

Open Ended Responses (All Respondents)

There were no open-ended responses provided for this question.

Disaggregated by Race/Ethnicity

race_factor	Decline to state	Man	Woman
Asian	0 (26)	6 (26)	19 (26)
Black/African American	1 (15)	4 (15)	9 (15)
Decline to state	20 (33)	3 (33)	10 (33)
Filipino	0 (14)	5 (14)	9 (14)
Latinx	1 (39)	11 (39)	26 (39)
No response	0 (6)	0 (6)	0 (6)
Other	0 (5)	3 (5)	2 (5)
Two or More	0 (8)	5 (8)	3 (8)
White	1 (67)	18 (67)	48 (67)

race_factor	Non-binary, genderqueer or gender non-conforming	Not listed above (please specify)
Asian	0 (26)	0 (26)
Black/African American	1 (15)	0 (15)
Decline to state	0 (33)	0 (33)
Filipino	0 (14)	0 (14)
Latinx	1 (39)	0 (39)
No response	0 (6)	0 (6)
Other	0 (5)	0 (5)
Two or More	0 (8)	0 (8)
White	1 (67)	0 (67)

Disaggregated by Gender

gender_factor	Decline to state	Man	Woman
Decline to state	23 (23)	0 (23)	0 (23)
Man	0 (55)	55 (55)	0 (55)
No response	0 (7)	0 (7)	0 (7)
Non-binary	0 (3)	0 (3)	1 (3)
Woman	0 (125)	0 (125)	125 (125)

gender_factor	Non-binary, genderqueer or gender non-conforming	Not listed above (please specify)
Decline to state	0 (23)	0 (23)
Man	0 (55)	0 (55)
No response	0 (7)	0 (7)
Non-binary	3 (3)	0 (3)
Woman	0 (125)	0 (125)

Disaggregated by Sexual Orientation

sexorien_factor	Decline to state	Man	Woman
Decline to state	18 (27)	1 (27)	7 (27)
Heterosexual	4 (141)	43 (141)	93 (141)
LGBTQA+	1 (35)	10 (35)	22 (35)
No response	0 (10)	1 (10)	4 (10)

sexorien_factor	Non-binary, genderqueer or gender non-conforming	Not listed above (please specify)
Decline to state	0 (27)	0 (27)
Heterosexual	0 (141)	0 (141)
LGBTQA+	3 (35)	0 (35)
No response	0 (10)	0 (10)

Disaggregated by Employee Type

emptype_factor	Decline to state	Man	Woman
Administrator	3 (13)	7 (13)	3 (13)
Classified	8 (61)	13 (61)	37 (61)
Full-time Faculty	8 (80)	23 (80)	46 (80)
Manager	2 (16)	3 (16)	11 (16)
No response	0 (3)	0 (3)	0 (3)
Part-time Faculty	2 (40)	9 (40)	29 (40)

emptype_factor	Non-binary, genderqueer or gender non-conforming	Not listed above (please specify)
Administrator	0 (13)	0 (13)
Classified	1 (61)	0 (61)
Full-time Faculty	1 (80)	0 (80)
Manager	0 (16)	0 (16)
No response	0 (3)	0 (3)
Part-time Faculty	1 (40)	0 (40)

Disaggregated by College Division

division_factor	Decline to state	Man	Woman
Instruction	9 (122)	35 (122)	75 (122)
No response	0 (4)	0 (4)	2 (4)
Other	3 (23)	4 (23)	16 (23)
Student Services	11 (64)	16 (64)	33 (64)

division_factor	Non-binary, genderqueer or gender non-conforming	Not listed above (please specify)
Instruction	2 (122)	0 (122)
No response	0 (4)	0 (4)
Other	0 (23)	0 (23)
Student Services	1 (64)	0 (64)

Disaggregated by Age

age_factor	Decline to state	Man	Woman
20-29	0 (8)	3 (8)	5 (8)
30-39	2 (45)	13 (45)	29 (45)
40-49	1 (61)	14 (61)	45 (61)
50-59	2 (43)	15 (43)	25 (43)
60-69	1 (20)	7 (20)	12 (20)
Above 70	0 (5)	0 (5)	5 (5)
Decline to state	16 (22)	3 (22)	3 (22)
No response	1 (9)	0 (9)	2 (9)

age_factor	Non-binary, genderqueer or gender non-conforming	Not listed above (please specify)
20-29	0 (8)	0 (8)
30-39	1 (45)	0 (45)
40-49	1 (61)	0 (61)
50-59	1 (43)	0 (43)
60-69	0 (20)	0 (20)
Above 70	0 (5)	0 (5)
Decline to state	0 (22)	0 (22)
No response	0 (9)	0 (9)

Disaggregated by Length of Employment

emplength_factor	Decline to state	Man	Woman
2 to 5 years	6 (44)	7 (44)	28 (44)
6 to 10 years	6 (63)	18 (63)	36 (63)
Less than 2 years	1 (26)	7 (26)	18 (26)
More than 10 years	10 (78)	23 (78)	44 (78)
No response	0 (2)	0 (2)	0 (2)

emplength_factor	Non-binary, genderqueer or gender non-conforming	Not listed above (please specify)
2 to 5 years	1 (44)	0 (44)
6 to 10 years	1 (63)	0 (63)
Less than 2 years	1 (26)	0 (26)
More than 10 years	0 (78)	0 (78)
No response	0 (2)	0 (2)

Do you identify as transgender?

All Respondents

Transgender	n	Valid Pct
No	190	91.3%
Decline to state	18	8.7%
Missing	31	

Disaggregated by Race/Ethnicity

	No	Decline to State	Missing	Valid Responses
Asian	100% (n=26)	0% (n=0)	0	26
Black/African American	93.3% (n=14)	6.7% (n=1)	0	15
Decline to state	56.2% (n=18)	43.8% (n=14)	1	32
Filipino	100% (n=14)	0% (n=0)	0	14
Latinx	100% (n=39)	0% (n=0)	0	39
No response	50% (n=1)	50% (n=1)	30	2
Other	100% (n=5)	0% (n=0)	0	5
Two or More	100% (n=8)	0% (n=0)	0	8
White	97% (n=65)	3% (n=2)	0	67

Disaggregated by Gender

	No	Decline to State	Missing	Valid Responses
Woman	98.4% (n=123)	1.6% (n=2)	0	125
Man	98.2% (n=54)	1.8% (n=1)	0	55
Non-binary	100% (n=3)	0% (n=0)	0	3
Decline to state	36.4% (n=8)	63.6% (n=14)	1	22
No response	66.7% (n=2)	33.3% (n=1)	30	3

Disaggregated by Sexual Orientation

	No	Decline to State	Missing	Valid Responses
Heterosexual	99.3% (n=140)	0.7% (n=1)	0	141
LGBTQA+	97.1% (n=34)	2.9% (n=1)	0	35
Decline to state	42.3% (n=11)	57.7% (n=15)	1	26
No response	83.3% (n=5)	16.7% (n=1)	30	6

Disaggregated by Employee Type

	No	Decline to State	Missing	Valid Responses
Full-time Faculty	91% (n=71)	9% (n=7)	9	78
Part-time Faculty	95% (n=38)	5% (n=2)	6	40
Classified	93.3% (n=56)	6.7% (n=4)	9	60
Manager	93.8% (n=15)	6.2% (n=1)	5	16
Administrator	76.9% (n=10)	23.1% (n=3)	0	13
No response	0% (n=0)	100% (n=1)	2	1

Disaggregated by College Division

	No	Decline to State	Missing	Valid Responses
Instruction	91.7% (n=110)	8.3% (n=10)	15	120
Student Services	88.9% (n=56)	11.1% (n=7)	12	63
Other	95.7% (n=22)	4.3% (n=1)	2	23
No response	100% (n=2)	0% (n=0)	2	2

Disaggregated by Age

	No	Decline to State	Missing	Valid Responses
20-29	100% (n=8)	0% (n=0)	0	8
30-39	100% (n=45)	0% (n=0)	0	45
40-49	100% (n=60)	0% (n=0)	1	60
50-59	93% (n=40)	7% (n=3)	0	43
60-69	95% (n=19)	5% (n=1)	0	20
Above 70	100% (n=5)	0% (n=0)	0	5
Decline to state	50% (n=11)	50% (n=11)	0	22
No response	40% (n=2)	60% (n=3)	30	5

Disaggregated by Length of Employment

	No	Decline to State	Missing	Valid Responses
Less than 2 years	100% (n=26)	0% (n=0)	2	26
2 to 5 years	88.1% (n=37)	11.9% (n=5)	6	42
6 to 10 years	91.9% (n=57)	8.1% (n=5)	11	62
More than 10 years	89.7% (n=70)	10.3% (n=8)	10	78
No response	0% (n=0)	0% (n=0)	2	0

Which term best describes your sexual orientation? (Check all that apply.)

All Respondents

	Yes	Unchecked
Asexual	NA	213
Bisexual	16	197
Decline to state	27	186
Gay or lesbian	12	201
Heterosexual or straight	141	72
Not listed above (please specify)	3	210
Queer	10	203

Open Ended Responses (All Respondents)

Respondent	
1	The proper word for 'Bisexual' is now 'Pansexual'
2	Pansexual

Disaggregated by Race/Ethnicity

race_factor	Asexual	Bisexual	Decline to state	Gay or lesbian	Heterosexual or straight	Not listed above (please specify)	Queer
Asian	0 (26)	1 (26)	1 (26)	0 (26)	22 (26)	0 (26)	0 (26)
Black/African American	0 (15)	1 (15)	2 (15)	1 (15)	9 (15)	1 (15)	1 (15)
Decline to state	0 (33)	0 (33)	19 (33)	1 (33)	12 (33)	1 (33)	0 (33)
Filipino	0 (14)	2 (14)	0 (14)	1 (14)	10 (14)	0 (14)	1 (14)
Latinx	0 (39)	2 (39)	1 (39)	4 (39)	32 (39)	0 (39)	1 (39)
No response	0 (6)	0 (6)	1 (6)	0 (6)	0 (6)	0 (6)	0 (6)
Other	0 (5)	0 (5)	1 (5)	0 (5)	3 (5)	0 (5)	1 (5)
Two or More	0 (8)	0 (8)	0 (8)	1 (8)	7 (8)	0 (8)	0 (8)
White	0 (67)	10 (67)	2 (67)	4 (67)	46 (67)	1 (67)	6 (67)

Disaggregated by Gender

gender_factor	Asexual	Bisexual	Decline to state	Gay or lesbian	Heterosexual or straight	Not listed above (please specify)	Queer
Decline to state	0 (23)	0 (23)	18 (23)	0 (23)	4 (23)	1 (23)	0 (23)
Man	0 (55)	3 (55)	1 (55)	7 (55)	43 (55)	0 (55)	3 (55)
No response	0 (7)	0 (7)	1 (7)	0 (7)	1 (7)	0 (7)	0 (7)
Non-binary	0 (3)	0 (3)	0 (3)	1 (3)	0 (3)	1 (3)	1 (3)
Woman	0 (125)	13 (125)	7 (125)	4 (125)	93 (125)	1 (125)	6 (125)

Disaggregated by Sexual Orientation

sexorien_factor	Asexual	Bisexual	Decline to state	Gay or lesbian	Heterosexual or straight	Not listed above (please specify)	Queer
Decline to state	0 (27)	0 (27)	27 (27)	0 (27)	0 (27)	0 (27)	0 (27)
Heterosexual	0 (141)	0 (141)	0 (141)	0 (141)	141 (141)	0 (141)	0 (141)
LGBTQA+	0 (35)	16 (35)	0 (35)	12 (35)	0 (35)	3 (35)	10 (35)
No response	0 (10)	0 (10)	0 (10)	0 (10)	0 (10)	0 (10)	0 (10)

Disaggregated by Employee Type

emptype_factor	Asexual	Bisexual	Decline to state	Gay or lesbian	Heterosexual or straight	Not listed above (please specify)	Queer
Administrator	0 (13)	1 (13)	3 (13)	0 (13)	9 (13)	0 (13)	0 (13)
Classified	0 (61)	4 (61)	8 (61)	5 (61)	39 (61)	1 (61)	2 (61)
Full-time	0 (80)	5 (80)	11 (80)	5 (80)	51 (80)	2 (80)	5 (80)
Faculty							
Manager	0 (16)	2 (16)	2 (16)	1 (16)	10 (16)	0 (16)	1 (16)
No response	0 (3)	0 (3)	1 (3)	0 (3)	0 (3)	0 (3)	0 (3)
Part-time	0 (40)	4 (40)	2 (40)	1 (40)	32 (40)	0 (40)	2 (40)
Faculty							

Disaggregated by College Division

division_factor	Asexual	Bisexual	Decline to state	Gay or lesbian	Heterosexual or straight	Not listed above (please specify)	Queer
Instruction	0 (122)	9 (122)	13 (122)	7 (122)	83 (122)	2 (122)	8 (122)
No response	0 (4)	1 (4)	0 (4)	0 (4)	1 (4)	0 (4)	0 (4)
Other	0 (23)	3 (23)	2 (23)	0 (23)	16 (23)	0 (23)	1 (23)
Student	0 (64)	3 (64)	12 (64)	5 (64)	41 (64)	1 (64)	1 (64)
Services							

Disaggregated by Age

age_factor	Asexual	Bisexual	Decline to state	Gay or lesbian	Heterosexual or straight	Not listed above (please specify)	Queer
20-29	0 (8)	3 (8)	0 (8)	0 (8)	5 (8)	0 (8)	0 (8)
30-39	0 (45)	6 (45)	4 (45)	4 (45)	28 (45)	0 (45)	4 (45)
40-49	0 (61)	4 (61)	3 (61)	2 (61)	49 (61)	1 (61)	2 (61)
50-59	0 (43)	3 (43)	3 (43)	4 (43)	30 (43)	1 (43)	4 (43)
60-69	0 (20)	0 (20)	2 (20)	1 (20)	17 (20)	0 (20)	0 (20)
Above 70	0 (5)	0 (5)	0 (5)	1 (5)	4 (5)	0 (5)	0 (5)
Decline to state	0 (22)	0 (22)	14 (22)	0 (22)	8 (22)	0 (22)	0 (22)
No response	0 (9)	0 (9)	1 (9)	0 (9)	0 (9)	1 (9)	0 (9)

Disaggregated by Length of Employment

emplength_factor	Asexual	Bisexual	Decline to state	Gay or lesbian	Heterosexual or straight	Not listed above (please specify)	Queer
2 to 5 years	0 (44)	5 (44)	8 (44)	2 (44)	24 (44)	1 (44)	3 (44)
6 to 10 years	0 (63)	2 (63)	8 (63)	3 (63)	44 (63)	1 (63)	2 (63)
Less than 2 years	0 (26)	5 (26)	3 (26)	1 (26)	16 (26)	0 (26)	2 (26)
More than 10 years	0 (78)	4 (78)	8 (78)	6 (78)	57 (78)	1 (78)	3 (78)
No response	0 (2)	0 (2)	0 (2)	0 (2)	0 (2)	0 (2)	0 (2)

Do you identify as a person with a disability?

All Respondents

Disability	n	Valid Pct
Yes	25	12.1%
No	162	78.6%
Decline to state	19	9.2%
Missing	33	

Disaggregated by Race/Ethnicity

	1	2	3	Missing	Valid Responses
Asian	3.8% (n=1)	96.2% (n=25)	0% (n=0)	0	26
Black/African American	6.7% (n=1)	80% (n=12)	13.3% (n=2)	0	15
Decline to state	15.2% (n=5)	45.5% (n=15)	39.4% (n=13)	0	33
Filipino	7.1% (n=1)	85.7% (n=12)	7.1% (n=1)	0	14
Latinx	15.4% (n=6)	82.1% (n=32)	2.6% (n=1)	0	39
No response	50% (n=1)	50% (n=1)	0% (n=0)	30	2
Other	20% (n=1)	80% (n=4)	0% (n=0)	0	5
Two or More	25% (n=2)	75% (n=6)	0% (n=0)	0	8
White	10.9% (n=7)	85.9% (n=55)	3.1% (n=2)	3	64

Disaggregated by Gender

	1	2	3	Missing	Valid Responses
Woman	9.8% (n=12)	86.2% (n=106)	4.1% (n=5)	2	123
Man	13% (n=7)	83.3% (n=45)	3.7% (n=2)	1	54
Non-binary	66.7% (n=2)	33.3% (n=1)	0% (n=0)	0	3
Decline to state	13% (n=3)	34.8% (n=8)	52.2% (n=12)	0	23
No response	33.3% (n=1)	66.7% (n=2)	0% (n=0)	30	3

Disaggregated by Sexual Orientation

	1	2	3	Missing	Valid Responses
Heterosexual	8.6% (n=12)	88.6% (n=124)	2.9% (n=4)	1	140
LGBTQA+	23.5% (n=8)	67.6% (n=23)	8.8% (n=3)	1	34
Decline to state	11.1% (n=3)	44.4% (n=12)	44.4% (n=12)	0	27
No response	40% (n=2)	60% (n=3)	0% (n=0)	31	5

Disaggregated by Employee Type

	1	2	3	Missing	Valid Responses
Full-time Faculty	12.8% (n=10)	78.2% (n=61)	9% (n=7)	9	78
Part-time Faculty	12.8% (n=5)	79.5% (n=31)	7.7% (n=3)	7	39
Classified	11.7% (n=7)	80% (n=48)	8.3% (n=5)	9	60
Manager	6.7% (n=1)	86.7% (n=13)	6.7% (n=1)	6	15
Administrator	15.4% (n=2)	61.5% (n=8)	23.1% (n=3)	0	13
No response	0% (n=0)	100% (n=1)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	Missing	Valid Responses
Instruction	12.6% (n=15)	79.8% (n=95)	7.6% (n=9)	16	119
Student Services	9.5% (n=6)	76.2% (n=48)	14.3% (n=9)	12	63
Other	18.2% (n=4)	77.3% (n=17)	4.5% (n=1)	3	22
No response	0% (n=0)	100% (n=2)	0% (n=0)	2	2

Disaggregated by Age

	1	2	3	Missing	Valid Responses
20-29	0% (n=0)	87.5% (n=7)	12.5% (n=1)	0	8
30-39	20% (n=9)	75.6% (n=34)	4.4% (n=2)	0	45
40-49	11.7% (n=7)	83.3% (n=50)	5% (n=3)	1	60
50-59	9.5% (n=4)	88.1% (n=37)	2.4% (n=1)	1	42
60-69	0% (n=0)	95% (n=19)	5% (n=1)	0	20
Above 70	20% (n=1)	80% (n=4)	0% (n=0)	0	5
Decline to state	13.6% (n=3)	40.9% (n=9)	45.5% (n=10)	0	22
No response	25% (n=1)	50% (n=2)	25% (n=1)	31	4

Disaggregated by Length of Employment

	1	2	3	Missing	Valid Responses
Less than 2 years	15.4% (n=4)	80.8% (n=21)	3.8% (n=1)	2	26
2 to 5 years	11.6% (n=5)	74.4% (n=32)	14% (n=6)	5	43
6 to 10 years	11.7% (n=7)	80% (n=48)	8.3% (n=5)	13	60
More than 10 years	11.7% (n=9)	79.2% (n=61)	9.1% (n=7)	11	77
No response	0% (n=0)	0% (n=0)	0% (n=0)	2	0

What type(s) of disability do you have? (Check all that apply.)

All Respondents

	Yes	Unchecked
Decline to state	7	18
Learning disability	6	19
Not listed above (please specify)	2	23
Physical disability	10	15
Psychological/Mental health disability	9	16

Open Ended Responses (All Respondents)

Respondent	
1	neurological impairment (analogous to a learning disability that exhibits some psychological / behavioral health symptoms)
2	Chronic health issue

Disaggregated by Race/Ethnicity

race_factor	Decline to state	Learning disability	Not listed above (please specify)	Physical disability	Psychological/Mental health disability
Asian	0 (1)	0 (1)	0 (1)	1 (1)	0 (1)
Black/African American	0 (1)	0 (1)	0 (1)	0 (1)	0 (1)
Decline to state	2 (5)	0 (5)	0 (5)	3 (5)	0 (5)
Filipino	0 (1)	1 (1)	0 (1)	1 (1)	0 (1)
Latinx	3 (6)	1 (6)	0 (6)	1 (6)	2 (6)
No response	0 (1)	0 (1)	0 (1)	1 (1)	1 (1)
Other	1 (1)	0 (1)	0 (1)	0 (1)	0 (1)
Two or More	0 (2)	2 (2)	0 (2)	1 (2)	2 (2)
White	1 (7)	2 (7)	2 (7)	2 (7)	4 (7)

Disaggregated by Gender

gender_factor	Decline to state	Learning disability	Not listed above (please specify)	Physical disability	Psychological/Mental health disability
Decline to state	2 (3)	0 (3)	0 (3)	1 (3)	0 (3)
Man	3 (7)	2 (7)	1 (7)	2 (7)	1 (7)
No response	0 (1)	0 (1)	0 (1)	1 (1)	1 (1)
Non-binary	0 (2)	1 (2)	0 (2)	1 (2)	2 (2)
Woman	2 (12)	3 (12)	1 (12)	5 (12)	5 (12)

Disaggregated by Sexual Orientation

sexorien_factor	Decline to state	Learning disability	Not listed above (please specify)	Physical disability	Psychological/Mental health disability
Decline to state	2 (3)	0 (3)	0 (3)	1 (3)	0 (3)
Heterosexual	4 (12)	3 (12)	1 (12)	6 (12)	3 (12)
LGBTQA+	1 (8)	3 (8)	1 (8)	2 (8)	5 (8)
No response	0 (2)	0 (2)	0 (2)	1 (2)	1 (2)

Disaggregated by Employee Type

emptype_factor	Decline to state	Learning disability	Not listed above (please specify)	Physical disability	Psychological/Mental health disability
Administrator	1 (2)	0 (2)	1 (2)	0 (2)	0 (2)
Classified	3 (7)	2 (7)	0 (7)	1 (7)	3 (7)
Full-time Faculty	1 (10)	3 (10)	1 (10)	7 (10)	3 (10)
Manager	1 (1)	0 (1)	0 (1)	0 (1)	0 (1)
Part-time Faculty	1 (5)	1 (5)	0 (5)	2 (5)	3 (5)

Disaggregated by College Division

division_factor	Decline to state	Learning disability	Not listed above (please specify)	Physical disability	Psychological/Mental health disability
Instruction	3 (15)	4 (15)	1 (15)	7 (15)	5 (15)
Other	2 (4)	0 (4)	1 (4)	1 (4)	0 (4)
Student Services	2 (6)	2 (6)	0 (6)	2 (6)	4 (6)

Disaggregated by Age

age_factor	Decline to state	Learning disability	Not listed above (please specify)	Physical disability	Psychological/Mental health disability
30-39	2 (9)	3 (9)	1 (9)	3 (9)	6 (9)
40-49	2 (7)	2 (7)	1 (7)	2 (7)	2 (7)
50-59	1 (4)	1 (4)	0 (4)	2 (4)	0 (4)
Above 70	0 (1)	0 (1)	0 (1)	1 (1)	0 (1)
Decline to state	2 (3)	0 (3)	0 (3)	1 (3)	0 (3)
No response	0 (1)	0 (1)	0 (1)	1 (1)	1 (1)

Disaggregated by Length of Employment

emplength_factor	Decline to state	Learning disability	Not listed above (please specify)	Physical disability	Psychological/Mental health disability
2 to 5 years	0 (5)	2 (5)	2 (5)	1 (5)	4 (5)
6 to 10 years	2 (7)	2 (7)	0 (7)	2 (7)	2 (7)
Less than 2 years	2 (4)	1 (4)	0 (4)	2 (4)	2 (4)
More than 10 years	3 (9)	1 (9)	0 (9)	5 (9)	1 (9)

Which of the following do you personally identify with, if any? (Check all that apply.)

All Respondents

	Yes	Unchecked
Agnosticism	26	187
Atheism	31	182
Buddhism	16	197
Catholicism	34	179
Christianity	35	178
Decline to state	45	168
Hinduism	4	209
Islam	5	208
Judaism	9	204
None	31	182
Not listed above (please specify)	9	204
Sikhism	0	213

Open Ended Responses (All Respondents)

Respondent	
1	Spiritual
2	Baha'i
3	Pagan
4	Humanism
5	Pantheism
6	Vedanta
7	Wicca / Neopaganism
8	Shinto

Disaggregated by Race/Ethnicity

race_factor	Agnosticism	Atheism	Buddhism	Catholicism
Asian	2 (26)	2 (26)	7 (26)	2 (26)
Black/African American	2 (15)	2 (15)	0 (15)	1 (15)
Decline to state	2 (33)	3 (33)	0 (33)	1 (33)
Filipino	1 (14)	2 (14)	0 (14)	6 (14)
Latinx	3 (39)	4 (39)	2 (39)	14 (39)
No response	0 (6)	0 (6)	0 (6)	0 (6)
Other	0 (5)	2 (5)	0 (5)	0 (5)
Two or More	2 (8)	1 (8)	1 (8)	1 (8)
White	14 (67)	15 (67)	6 (67)	9 (67)

race_factor	Christianity	Decline to state	Hinduism	Islam
Asian	8 (26)	4 (26)	2 (26)	1 (26)
Black/African	3 (15)	4 (15)	0 (15)	0 (15)
American				
Decline to state	0 (33)	22 (33)	0 (33)	0 (33)
Filipino	4 (14)	0 (14)	0 (14)	1 (14)
Latinx	4 (39)	7 (39)	0 (39)	0 (39)
No response	0 (6)	1 (6)	0 (6)	0 (6)
Other	1 (5)	1 (5)	0 (5)	0 (5)
Two or More	0 (8)	1 (8)	0 (8)	1 (8)
White	15 (67)	5 (67)	2 (67)	2 (67)

race_factor	Judaism	None	Not listed above (please specify)	Sikhism
Asian	0 (26)	4 (26)	0 (26)	0 (26)
Black/African	0 (15)	2 (15)	2 (15)	0 (15)
American				
Decline to state	2 (33)	1 (33)	3 (33)	0 (33)
Filipino	0 (14)	2 (14)	0 (14)	0 (14)
Latinx	2 (39)	8 (39)	1 (39)	0 (39)
No response	0 (6)	0 (6)	0 (6)	0 (6)
Other	0 (5)	1 (5)	0 (5)	0 (5)
Two or More	0 (8)	1 (8)	0 (8)	0 (8)
White	5 (67)	12 (67)	3 (67)	0 (67)

Disaggregated by Gender

gender_factor	Agnosticism	Atheism	Buddhism	Catholicism
Decline to state	1 (23)	2 (23)	1 (23)	1 (23)
Man	9 (55)	12 (55)	5 (55)	10 (55)
No response	0 (7)	0 (7)	1 (7)	0 (7)
Non-binary	0 (3)	1 (3)	1 (3)	0 (3)
Woman	16 (125)	16 (125)	8 (125)	23 (125)

gender_factor	Christianity	Decline to state	Hinduism	Islam
Decline to state	1 (23)	18 (23)	1 (23)	1 (23)
Man	12 (55)	8 (55)	1 (55)	2 (55)
No response	0 (7)	1 (7)	1 (7)	0 (7)
Non-binary	0 (3)	0 (3)	0 (3)	0 (3)
Woman	22 (125)	18 (125)	1 (125)	2 (125)

gender_factor	Judaism	None	Not listed above (please specify)	Sikhism
Decline to state	1 (23)	0 (23)	1 (23)	0 (23)
Man	4 (55)	9 (55)	1 (55)	0 (55)
No response	0 (7)	0 (7)	0 (7)	0 (7)
Non-binary	0 (3)	1 (3)	0 (3)	0 (3)
Woman	4 (125)	21 (125)	7 (125)	0 (125)

Disaggregated by Sexual Orientation

sexorien_factor	Agnosticism	Atheism	Buddhism	Catholicism
Decline to state	3 (27)	3 (27)	1 (27)	1 (27)
Heterosexual	20 (141)	22 (141)	13 (141)	28 (141)
LGBTQA+	3 (35)	6 (35)	2 (35)	4 (35)
No response	0 (10)	0 (10)	0 (10)	1 (10)

sexorien_factor	Christianity	Decline to state	Hinduism	Islam
Decline to state	2 (27)	20 (27)	1 (27)	1 (27)
Heterosexual	30 (141)	23 (141)	3 (141)	4 (141)
LGBTQA+	3 (35)	2 (35)	0 (35)	0 (35)
No response	0 (10)	0 (10)	0 (10)	0 (10)

sexorien_factor	Judaism	None	Not listed above (please specify)	Sikhism
Decline to state	1 (27)	0 (27)	0 (27)	0 (27)
Heterosexual	7 (141)	18 (141)	4 (141)	0 (141)
LGBTQA+	1 (35)	12 (35)	5 (35)	0 (35)
No response	0 (10)	1 (10)	0 (10)	0 (10)

Disaggregated by Employee Type

emptype_factor	Agnosticism	Atheism	Buddhism	Catholicism
Administrator	2 (13)	1 (13)	0 (13)	1 (13)
Classified	5 (61)	11 (61)	7 (61)	12 (61)
Full-time Faculty	13 (80)	12 (80)	6 (80)	12 (80)
Manager	2 (16)	1 (16)	1 (16)	3 (16)
No response	0 (3)	0 (3)	0 (3)	0 (3)
Part-time Faculty	4 (40)	6 (40)	2 (40)	6 (40)

emptype_factor	Christianity	Decline to state	Hinduism	Islam
Administrator	2 (13)	5 (13)	0 (13)	2 (13)
Classified	9 (61)	13 (61)	2 (61)	1 (61)
Full-time Faculty	12 (80)	15 (80)	2 (80)	2 (80)
Manager	5 (16)	3 (16)	0 (16)	0 (16)
No response	0 (3)	1 (3)	0 (3)	0 (3)
Part-time Faculty	7 (40)	8 (40)	0 (40)	0 (40)

emptype_factor	Judaism	None	Not listed above (please specify)	Sikhism
Administrator	0 (13)	2 (13)	1 (13)	0 (13)
Classified	2 (61)	9 (61)	2 (61)	0 (61)
Full-time Faculty	4 (80)	11 (80)	5 (80)	0 (80)
Manager	0 (16)	1 (16)	0 (16)	0 (16)
No response	0 (3)	0 (3)	0 (3)	0 (3)
Part-time Faculty	3 (40)	8 (40)	1 (40)	0 (40)

Disaggregated by College Division

division_factor	Agnosticism	Atheism	Buddhism	Catholicism
Instruction	19 (122)	20 (122)	8 (122)	18 (122)
No response	0 (4)	0 (4)	0 (4)	0 (4)
Other	3 (23)	2 (23)	2 (23)	7 (23)
Student Services	4 (64)	9 (64)	6 (64)	9 (64)

division_factor	Christianity	Decline to state	Hinduism	Islam
Instruction	21 (122)	20 (122)	2 (122)	3 (122)
No response	1 (4)	0 (4)	0 (4)	0 (4)
Other	6 (23)	4 (23)	1 (23)	1 (23)
Student Services	7 (64)	21 (64)	1 (64)	1 (64)

division_factor	Judaism	None	Not listed above (please specify)	Sikhism
Instruction	6 (122)	18 (122)	7 (122)	0 (122)
No response	0 (4)	1 (4)	0 (4)	0 (4)
Other	2 (23)	5 (23)	1 (23)	0 (23)
Student Services	1 (64)	7 (64)	1 (64)	0 (64)

Disaggregated by Age

age_factor	Agnosticism	Atheism	Buddhism	Catholicism
20-29	0 (8)	0 (8)	0 (8)	1 (8)
30-39	4 (45)	5 (45)	2 (45)	8 (45)
40-49	9 (61)	14 (61)	6 (61)	17 (61)
50-59	6 (43)	7 (43)	3 (43)	3 (43)
60-69	2 (20)	2 (20)	3 (20)	3 (20)
Above 70	2 (5)	0 (5)	1 (5)	0 (5)
Decline to state	3 (22)	3 (22)	1 (22)	2 (22)
No response	0 (9)	0 (9)	0 (9)	0 (9)

age_factor	Christianity	Decline to state	Hinduism	Islam
20-29	1 (8)	4 (8)	0 (8)	0 (8)
30-39	5 (45)	9 (45)	1 (45)	1 (45)
40-49	12 (61)	5 (61)	2 (61)	2 (61)
50-59	9 (43)	7 (43)	0 (43)	0 (43)
60-69	7 (20)	2 (20)	1 (20)	2 (20)
Above 70	0 (5)	1 (5)	0 (5)	0 (5)
Decline to state	1 (22)	16 (22)	0 (22)	0 (22)
No response	0 (9)	1 (9)	0 (9)	0 (9)

age_factor	Judaism	None	Not listed above (please specify)	Sikhism
20-29	0 (8)	2 (8)	1 (8)	0 (8)
30-39	0 (45)	12 (45)	1 (45)	0 (45)
40-49	3 (61)	6 (61)	3 (61)	0 (61)
50-59	4 (43)	7 (43)	2 (43)	0 (43)
60-69	1 (20)	3 (20)	0 (20)	0 (20)
Above 70	1 (5)	0 (5)	1 (5)	0 (5)
Decline to state	0 (22)	1 (22)	0 (22)	0 (22)
No response	0 (9)	0 (9)	1 (9)	0 (9)

Disaggregated by Length of Employment

emplength_factor	Agnosticism	Atheism	Buddhism	Catholicism
2 to 5 years	5 (44)	6 (44)	0 (44)	7 (44)
6 to 10 years	3 (63)	6 (63)	5 (63)	11 (63)
Less than 2 years	3 (26)	7 (26)	3 (26)	3 (26)
More than 10 years	15 (78)	12 (78)	8 (78)	13 (78)
No response	0 (2)	0 (2)	0 (2)	0 (2)

emplength_factor	Christianity	Decline to state	Hinduism	Islam
2 to 5 years	5 (44)	13 (44)	0 (44)	0 (44)
6 to 10 years	6 (63)	15 (63)	1 (63)	2 (63)
Less than 2 years	6 (26)	2 (26)	2 (26)	1 (26)
More than 10 years	18 (78)	15 (78)	1 (78)	2 (78)
No response	0 (2)	0 (2)	0 (2)	0 (2)

emplength_factor	Judaism	None	Not listed above (please specify)	Sikhism
2 to 5 years	0 (44)	10 (44)	2 (44)	0 (44)
6 to 10 years	2 (63)	12 (63)	3 (63)	0 (63)
Less than 2 years	1 (26)	6 (26)	1 (26)	0 (26)
More than 10 years	6 (78)	3 (78)	3 (78)	0 (78)
No response	0 (2)	0 (2)	0 (2)	0 (2)

Which of the following do your political views most closely align with?

All Respondents

Political View	n	Valid Pct
(1) Very Liberal	35	17%
(2) Liberal	72	35%
(3) Moderate	45	21.8%
(4) Conservative	6	2.9%
(5) Very Conservative	1	0.5%
(6) Not sure	7	3.4%
(7) Decline to state	33	16%
(8) Not listed above (please specify:)	7	3.4%
Missing	33	

Open Ended Responses (All Respondents)

Respondent	
1	Anarchist
2	progressive/left
3	Radical Leftist
4	Progressive
5	Revolutionary socialist

Disaggregated by Race/Ethnicity

	1	2	3	4	5	6	7	8	Missing	Valid Re-sponses
Asian	12% (n=3)	36% (n=9)	40% (n=10)	8% (n=2)	0% (n=0)	0% (n=0)	4% (n=1)	0% (n=0)	1	25
Black/African American	21.4% (n=3)	28.6% (n=4)	21.4% (n=3)	0% (n=0)	0% (n=0)	0% (n=0)	21.4% (n=3)	7.1% (n=1)	1	14
American	6.1% (n=2)	21.2% (n=7)	12.1% (n=4)	6.1% (n=2)	0% (n=0)	0% (n=0)	51.5% (n=17)	3% (n=1)	0	33
Decline to state	28.6% (n=4)	21.4% (n=3)	21.4% (n=3)	0% (n=0)	0% (n=0)	14.3% (n=2)	7.1% (n=1)	7.1% (n=1)	0	14
Filipino	15.4% (n=6)	35.9% (n=14)	25.6% (n=10)	0% (n=0)	0% (n=0)	7.7% (n=3)	15.4% (n=6)	0% (n=0)	0	39
Latinx	50% (n=1)	50% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	30	2
No response	60% (n=3)	20% (n=1)	0% (n=0)	20% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0	5
Other	0% (n=0)	50% (n=4)	37.5% (n=3)	0% (n=0)	0% (n=0)	12.5% (n=1)	0% (n=0)	0% (n=0)	0	8
Two or More	19.7% (n=13)	43.9% (n=29)	18.2% (n=12)	1.5% (n=1)	1.5% (n=1)	1.5% (n=1)	7.6% (n=5)	6.1% (n=4)	1	66
White										

Disaggregated by Gender

	1	2	3	4	5	6	7	8	Missing	Valid Re-sponses
Woman	17.2% (n=21)	42.6% (n=52)	23.8% (n=29)	0.8% (n=1)	0% (n=0)	3.3% (n=4)	9.8% (n=12)	2.5% (n=3)	3	122
Man	21.8% (n=12)	30.9% (n=17)	23.6% (n=13)	3.6% (n=2)	1.8% (n=1)	5.5% (n=3)	10.9% (n=6)	1.8% (n=1)	0	55
Non-binary	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	33.3% (n=1)	66.7% (n=2)	0	3
Decline	4.3% (n=1)	8.7% (n=2)	13% (n=3)	8.7% (n=2)	0% (n=0)	0% (n=0)	60.9% (n=14)	4.3% (n=1)	0	23
to state	33.3% (n=1)	33.3% (n=1)	0% (n=0)	33.3% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	30	3
No response										

Disaggregated by Sexual Orientation

sexorien_factor	2	3	4	5	6	7	8	Missing	Valid Re-sponses	
Heterosexual	14.9% (n=21)	38.3% (n=54)	27.7% (n=39)	3.5% (n=5)	0.7% (n=1)	3.5% (n=5)	9.2% (n=13)	2.1% (n=3)	0	141
LGBTQA+	25.7% (n=9)	42.9% (n=15)	0% (n=0)	0% (n=0)	0% (n=0)	5.7% (n=2)	14.3% (n=5)	11.4% (n=4)	0	35
Decline to state	18.5% (n=5)	7.4% (n=2)	18.5% (n=5)	3.7% (n=1)	0% (n=0)	0% (n=0)	51.9% (n=14)	0% (n=0)	0	27
No response	0% (n=0)	33.3% (n=1)	33.3% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	33.3% (n=1)	0% (n=0)	33	3

Disaggregated by Employee Type

emptype_factor		2	3	4	5	6	7	8	Missing	Valid Re-sponses
Full-time	19.5% (n=15)	40.3% (n=31)	23.4% (n=18)	2.6% (n=2)	0% (n=0)	1.3% (n=1)	10.4% (n=8)	2.6% (n=2)	10	77
Faculty										
Part-time	17.5% (n=7)	32.5% (n=13)	25% (n=10)	5% (n=2)	2.5% (n=1)	2.5% (n=1)	10% (n=4)	5% (n=2)	6	40
Faculty										
Classified	13.6% (n=8)	27.1% (n=16)	22% (n=13)	3.4% (n=2)	0% (n=0)	5.1% (n=3)	23.7% (n=14)	5.1% (n=3)	10	59
Manager	18.8% (n=3)	50% (n=8)	18.8% (n=3)	0% (n=0)	0% (n=0)	0% (n=0)	12.5% (n=2)	0% (n=0)	5	16
Administrative	7% (n=1)	30.8% (n=4)	7.7% (n=1)	0% (n=0)	0% (n=0)	15.4% (n=2)	38.5% (n=5)	0% (n=0)	0	13
No response	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

division_factor	2	3	4	5	6	7	8	Missing	Valid Re-sponses	
Instruction	19.5% (n=23)	38.1% (n=45)	22.9% (n=27)	3.4% (n=4)	0.8% (n=1)	1.7% (n=2)	10.2% (n=12)	3.4% (n=4)	17	118
Student	14.3% (n=9)	25.4% (n=16)	22.2% (n=14)	3.2% (n=2)	0% (n=0)	4.8% (n=3)	27% (n=17)	3.2% (n=2)	12	63
Services	13% (n=3)	39.1% (n=9)	17.4% (n=4)	0% (n=0)	0% (n=0)	8.7% (n=2)	17.4% (n=4)	4.3% (n=1)	2	23
Other	13% (n=3)	39.1% (n=9)	17.4% (n=4)	0% (n=0)	0% (n=0)	8.7% (n=2)	17.4% (n=4)	4.3% (n=1)	2	23
No response	0% (n=0)	100% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

age_factor	1	2	3	4	5	6	7	8	Missing	Valid Re-sponses
20-29	12.5% (n=1)	25% (n=2)	37.5% (n=3)	0% (n=0)	0% (n=0)	12.5% (n=1)	12.5% (n=1)	0% (n=0)	0	8
30-39	18.2% (n=8)	31.8% (n=14)	20.5% (n=9)	2.3% (n=1)	0% (n=0)	4.5% (n=2)	18.2% (n=8)	4.5% (n=2)	1	44
40-49	23% (n=14)	39.3% (n=24)	21.3% (n=13)	1.6% (n=1)	0% (n=0)	4.9% (n=3)	8.2% (n=5)	1.6% (n=1)	0	61
50-59	14% (n=6)	39.5% (n=17)	27.9% (n=12)	0% (n=0)	0% (n=0)	0% (n=0)	14% (n=6)	4.7% (n=2)	0	43
60-69	20% (n=4)	45% (n=9)	10% (n=2)	10% (n=2)	5% (n=1)	5% (n=1)	5% (n=1)	0% (n=0)	0	20
Above 70	0% (n=0)	40% (n=2)	20% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	20% (n=1)	20% (n=1)	0	5
Decline to state	4.5% (n=1)	13.6% (n=3)	22.7% (n=5)	9.1% (n=2)	0% (n=0)	0% (n=0)	50% (n=11)	0% (n=0)	0	22
No response	33.3% (n=1)	33.3% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	33.3% (n=1)	32	3

Disaggregated by Length of Employment

emplength_factor	2	3	4	5	6	7	8	Missing	Valid Re-sponses	
Less than 2 years	26.9% (n=7)	42.3% (n=11)	11.5% (n=3)	0% (n=0)	0% (n=0)	7.7% (n=2)	3.8% (n=1)	7.7% (n=2)	2	26
2 to 5 years	16.3% (n=7)	37.2% (n=16)	23.3% (n=10)	2.3% (n=1)	0% (n=0)	0% (n=0)	16.3% (n=7)	4.7% (n=2)	5	43
6 to 10 years	16.9% (n=10)	33.9% (n=20)	22% (n=13)	5.1% (n=3)	0% (n=0)	1.7% (n=1)	16.9% (n=10)	3.4% (n=2)	14	59
More than 10 years	14.1% (n=11)	32.1% (n=25)	24.4% (n=19)	2.6% (n=2)	1.3% (n=1)	5.1% (n=4)	19.2% (n=15)	1.3% (n=1)	10	78
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

What is the highest educational degree you have earned?

All Respondents

Highest Education	n	Valid Pct
(1) High School diploma or equivalency	2	1%
(2) Associate degree	7	3.4%
(3) Bachelors degree	31	15%
(4) Masters or professional degree	125	60.7%
(5) Doctoral degree	28	13.6%
(6) Decline to state	12	5.8%
(7) Not listed above	1	0.5%
Missing	33	

Disaggregated by Race/Ethnicity

	1	2	3	4	5	6	7	Missing	Valid Re- sponses
Asian	0% (n=0)	0% (n=0)	23.1% (n=6)	57.7% (n=15)	15.4% (n=4)	3.8% (n=1)	0% (n=0)	0	26
Black/African American	6.7% (n=1)	0% (n=0)	26.7% (n=4)	33.3% (n=5)	20% (n=3)	13.3% (n=2)	0% (n=0)	0	15
Decline to state	0% (n=0)	3.1% (n=1)	12.5% (n=4)	46.9% (n=15)	12.5% (n=4)	25% (n=8)	0% (n=0)	1	32
Filipino	7.1% (n=1)	7.1% (n=1)	7.1% (n=1)	71.4% (n=10)	7.1% (n=1)	0% (n=0)	0% (n=0)	0	14
Latinx	0% (n=0)	2.6% (n=1)	17.9% (n=7)	66.7% (n=26)	12.8% (n=5)	0% (n=0)	0% (n=0)	0	39
No response	0% (n=0)	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	31	1
Other	0% (n=0)	0% (n=0)	20% (n=1)	60% (n=3)	20% (n=1)	0% (n=0)	0% (n=0)	0	5
Two or More	0% (n=0)	12.5% (n=1)	0% (n=0)	75% (n=6)	12.5% (n=1)	0% (n=0)	0% (n=0)	0	8
White	0% (n=0)	4.5% (n=3)	12.1% (n=8)	66.7% (n=44)	13.6% (n=9)	1.5% (n=1)	1.5% (n=1)	1	66

Disaggregated by Gender

	1	2	3	4	5	6	7	Missing	Valid Re- sponses
Woman	0.8% (n=1)	4% (n=5)	16.1% (n=20)	65.3% (n=81)	10.5% (n=13)	3.2% (n=4)	0% (n=0)	1	124
Man	1.8% (n=1)	1.8% (n=1)	12.7% (n=7)	61.8% (n=34)	20% (n=11)	0% (n=0)	1.8% (n=1)	0	55
Non-binary	0% (n=0)	0% (n=0)	0% (n=0)	66.7% (n=2)	33.3% (n=1)	0% (n=0)	0% (n=0)	0	3
Decline to state	0% (n=0)	4.5% (n=1)	13.6% (n=3)	31.8% (n=7)	13.6% (n=3)	36.4% (n=8)	0% (n=0)	1	22
No response	0% (n=0)	0% (n=0)	50% (n=1)	50% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	31	2

Disaggregated by Sexual Orientation

	1	2	3	4	5	6	7	Missing	Valid Re- sponses
Heterosexual	1.4% (n=2)	4.3% (n=6)	13.5% (n=19)	67.4% (n=95)	11.3% (n=16)	1.4% (n=2)	0.7% (n=1)	0	141
LGBTQA+	0% (n=0)	2.9% (n=1)	17.6% (n=6)	58.8% (n=20)	20.6% (n=7)	0% (n=0)	0% (n=0)	1	34
Decline to state	0% (n=0)	0% (n=0)	22.2% (n=6)	29.6% (n=8)	18.5% (n=5)	29.6% (n=8)	0% (n=0)	0	27
No response	0% (n=0)	0% (n=0)	0% (n=0)	50% (n=2)	0% (n=0)	50% (n=2)	0% (n=0)	32	4

Disaggregated by Employee Type

	1	2	3	4	5	6	7	Missing	Valid Re- sponses
Full-time Faculty	1.3% (n=1)	0% (n=0)	1.3% (n=1)	66.2% (n=51)	26% (n=20)	3.9% (n=3)	1.3% (n=1)	10	77
Part-time Faculty	2.5% (n=1)	5% (n=2)	0% (n=0)	82.5% (n=33)	7.5% (n=3)	2.5% (n=1)	0% (n=0)	6	40
Classified	0% (n=0)	6.8% (n=4)	45.8% (n=27)	37.3% (n=22)	3.4% (n=2)	6.8% (n=4)	0% (n=0)	10	59
Manager	0% (n=0)	6.2% (n=1)	18.8% (n=3)	62.5% (n=10)	6.2% (n=1)	6.2% (n=1)	0% (n=0)	5	16
Administrator	0% (n=0)	0% (n=0)	0% (n=0)	61.5% (n=8)	15.4% (n=2)	23.1% (n=3)	0% (n=0)	0	13
No response	0% (n=0)	0% (n=0)	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	1

Disaggregated by College Division

	1	2	3	4	5	6	7	Missing	Valid Re- sponses
Instruction	1.7% (n=2)	2.5% (n=3)	8.3% (n=10)	61.7% (n=74)	20.8% (n=25)	4.2% (n=5)	0.8% (n=1)	15	120
Student Services	0% (n=0)	1.6% (n=1)	31.1% (n=19)	59% (n=36)	3.3% (n=2)	4.9% (n=3)	0% (n=0)	14	61
Other	0% (n=0)	13% (n=3)	4.3% (n=1)	60.9% (n=14)	4.3% (n=1)	17.4% (n=4)	0% (n=0)	2	23
No response	0% (n=0)	0% (n=0)	50% (n=1)	50% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

age_factor	1	2	3	4	5	6	7	Missing	Valid Re- sponses
20-29	0% (n=0)	12.5% (n=1)	37.5% (n=3)	50% (n=4)	0% (n=0)	0% (n=0)	0% (n=0)	0	8
30-39	0% (n=0)	2.2% (n=1)	28.9% (n=13)	64.4% (n=29)	2.2% (n=1)	2.2% (n=1)	0% (n=0)	0	45
40-49	1.6% (n=1)	1.6% (n=1)	8.2% (n=5)	72.1% (n=44)	14.8% (n=9)	1.6% (n=1)	0% (n=0)	0	61
50-59	0% (n=0)	4.7% (n=2)	7% (n=3)	60.5% (n=26)	25.6% (n=11)	2.3% (n=1)	0% (n=0)	0	43
60-69	5% (n=1)	5% (n=1)	10% (n=2)	50% (n=10)	25% (n=5)	0% (n=0)	5% (n=1)	0	20
Above 70	0% (n=0)	0% (n=0)	0% (n=0)	100% (n=5)	0% (n=0)	0% (n=0)	0% (n=0)	0	5
Decline to state	0% (n=0)	4.5% (n=1)	22.7% (n=5)	22.7% (n=5)	9.1% (n=2)	40.9% (n=9)	0% (n=0)	0	22
No response	0% (n=0)	0% (n=0)	0% (n=0)	100% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)	33	2

Disaggregated by Length of Employment

emplength_factor		2	3	4	5	6	7	Missing	Valid Re- sponses
Less than 2 years	3.8% (n=1)	3.8% (n=1)	38.5% (n=10)	42.3% (n=11)	11.5% (n=3)	0% (n=0)	0% (n=0)	2	26
2 to 5 years	0% (n=0)	2.3% (n=1)	9.3% (n=4)	67.4% (n=29)	14% (n=6)	7% (n=3)	0% (n=0)	5	43
6 to 10 years	0% (n=0)	0% (n=0)	15% (n=9)	63.3% (n=38)	13.3% (n=8)	8.3% (n=5)	0% (n=0)	13	60
More than 10 years	1.3% (n=1)	6.5% (n=5)	10.4% (n=8)	61% (n=47)	14.3% (n=11)	5.2% (n=4)	1.3% (n=1)	11	77
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0

What is your approximate age?

All Respondents

Age	n	Valid Pct
20-29	8	3.9%
30-39	45	22.1%
40-49	61	29.9%
50-59	43	21.1%
60-69	20	9.8%
70 years or older	5	2.5%
Decline to state	22	10.8%
Missing	35	

Disaggregated by Race/Ethnicity

race_factor	2	3	4	5	6	7	8	Missing	Valid Responses
Asian	4% (n=1)	12% (n=3)	40% (n=10)	24% (n=6)	4% (n=1)	4% (n=1)	12% (n=3)	1	25
Black/African American	20% (n=3)	40% (n=6)	26.7% (n=4)	6.7% (n=1)	0% (n=0)	0% (n=0)	6.7% (n=1)	0	15
Decline to state	0% (n=0)	9.4% (n=3)	12.5% (n=4)	18.8% (n=6)	3.1% (n=1)	3.1% (n=1)	53.1% (n=17)	1	32
Filipino	0% (n=0)	35.7% (n=5)	57.1% (n=8)	0% (n=0)	7.1% (n=1)	0% (n=0)	0% (n=0)	0	14
Latinx	7.7% (n=3)	30.8% (n=12)	33.3% (n=13)	25.6% (n=10)	2.6% (n=1)	0% (n=0)	0% (n=0)	0	39
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	32	0
Other	0% (n=0)	20% (n=1)	40% (n=2)	20% (n=1)	20% (n=1)	0% (n=0)	0% (n=0)	0	5
Two or More	0% (n=0)	50% (n=4)	12.5% (n=1)	25% (n=2)	12.5% (n=1)	0% (n=0)	0% (n=0)	0	8
White	1.5% (n=1)	16.7% (n=11)	28.8% (n=19)	25.8% (n=17)	21.2% (n=14)	4.5% (n=3)	1.5% (n=1)	1	66

Disaggregated by Gender

gender_factor	2	3	4	5	6	7	8	Missing	Valid Responses
Woman	4.1% (n=5)	22.8% (n=28)	36.6% (n=45)	20.3% (n=25)	9.8% (n=12)	4.1% (n=5)	2.4% (n=3)	2	123
Man	5.5% (n=3)	23.6% (n=13)	25.5% (n=14)	27.3% (n=15)	12.7% (n=7)	0% (n=0)	5.5% (n=3)	0	55
Non-binary	0% (n=0)	33.3% (n=1)	33.3% (n=1)	33.3% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	0	3
Decline to state	0% (n=0)	9.1% (n=2)	4.5% (n=1)	9.1% (n=2)	4.5% (n=1)	0% (n=0)	72.7% (n=16)	1	22
No response	0% (n=0)	100% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	32	1

Disaggregated by Sexual Orientation

sexorien_factor	2	3	4	5	6	7	8	Missing	Valid Responses
Heterosexual	3.5% (n=5)	19.9% (n=28)	34.8% (n=49)	21.3% (n=30)	12.1% (n=17)	2.8% (n=4)	5.7% (n=8)	0	141
LGBTQA+	8.8% (n=3)	35.3% (n=12)	20.6% (n=7)	29.4% (n=10)	2.9% (n=1)	2.9% (n=1)	0% (n=0)	1	34
Decline to state	0% (n=0)	15.4% (n=4)	11.5% (n=3)	11.5% (n=3)	7.7% (n=2)	0% (n=0)	53.8% (n=14)	1	26
No response	0% (n=0)	33.3% (n=1)	66.7% (n=2)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	33	3

Disaggregated by Employee Type

emptype_factor	2	3	4	5	6	7	8	Missing	Valid Responses
Full-time	0% (n=0)	14.5% (n=11)	36.8% (n=28)	30.3% (n=23)	7.9% (n=6)	2.6% (n=2)	7.9% (n=6)	11	76
Faculty									
Part-time	7.5% (n=3)	7.5% (n=3)	30% (n=12)	22.5% (n=9)	20% (n=8)	7.5% (n=3)	5% (n=2)	6	40
Faculty Classified	8.5% (n=5)	39% (n=23)	23.7% (n=14)	6.8% (n=4)	8.5% (n=5)	0% (n=0)	13.6% (n=8)	10	59
Manager	0% (n=0)	31.2% (n=5)	31.2% (n=5)	12.5% (n=2)	6.2% (n=1)	0% (n=0)	18.8% (n=3)	5	16
Administrator	0% (n=0)	23.1% (n=3)	15.4% (n=2)	38.5% (n=5)	0% (n=0)	0% (n=0)	23.1% (n=3)	0	13
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	3	0

Disaggregated by College Division

division_factor	2	3	4	5	6	7	8	Missing	Valid Responses
Instruction	2.5% (n=3)	9.3% (n=11)	35.6% (n=42)	25.4% (n=30)	14.4% (n=17)	4.2% (n=5)	8.5% (n=10)	17	118
Student Services	4.9% (n=3)	47.5% (n=29)	19.7% (n=12)	9.8% (n=6)	3.3% (n=2)	0% (n=0)	14.8% (n=9)	14	61
Other	8.7% (n=2)	17.4% (n=4)	30.4% (n=7)	26.1% (n=6)	4.3% (n=1)	0% (n=0)	13% (n=3)	2	23
No response	0% (n=0)	50% (n=1)	0% (n=0)	50% (n=1)	0% (n=0)	0% (n=0)	0% (n=0)	2	2

Disaggregated by Age

age_factor	2	3	4	5	6	7	8	Missing	Valid Responses
20-29	100% (n=8)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0	8
30-39	0% (n=0)	100% (n=45)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0	45
40-49	0% (n=0)	0% (n=0)	100% (n=61)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0	61
50-59	0% (n=0)	0% (n=0)	0% (n=0)	100% (n=43)	0% (n=0)	0% (n=0)	0% (n=0)	0	43
60-69	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	100% (n=20)	0% (n=0)	0% (n=0)	0	20
Above 70	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	100% (n=5)	0% (n=0)	0	5
Decline to state	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	100% (n=22)	0	22
No response	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	35	0

Disaggregated by Length of Employment

emplength_factor		3	4	5	6	7	8	Missing	Valid Responses
Less than	15.4%	38.5%	26.9%	11.5%	3.8%	0% (n=0)	3.8%	2	26
2 years	(n=4)	(n=10)	(n=7)	(n=3)	(n=1)		(n=1)		
2 to 5	7.1%	33.3%	23.8%	21.4%	4.8%	0% (n=0)	9.5%	6	42
years	(n=3)	(n=14)	(n=10)	(n=9)	(n=2)		(n=4)		
6 to 10	1.7%	32.2%	40.7%	13.6%	3.4%	0% (n=0)	8.5%	14	59
years	(n=1)	(n=19)	(n=24)	(n=8)	(n=2)		(n=5)		
More	0% (n=0)	2.6%	26%	29.9%	19.5%	6.5%	15.6%	11	77
than 10		(n=2)	(n=20)	(n=23)	(n=15)	(n=5)	(n=12)		
years									
No	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	0% (n=0)	2	0
response									