Cultural Diversity Survey Report - Fall 2006

1. What is your primary work site?

Response	Frequency	Percent
Somerset Campus	80	82.5%
Laurel Campus	10	10.3%
Centers	7	7.2%

2. What is the status of your position?

Response	Frequency	Percent
Full time Faculty	44	45.4%
Part time Faculty	1	1.0%
Full time Staff	49	50.5%
Part time Staff	3	3.1%

3. What is the highest credential that you have earned?

Response	Frequency	Percent
High School Diploma or GED	2	2.0%
Postsecondary Certificate	3	3.1%
Postsecondary Diploma	0	0.0%
Associate Degree	21	21.4%
Bachelors Degree	24	24.5%
Masters Degree or higher	48	49.0%

4. What is your gender?

Response	Frequency	Percent
Male	37	37.8%
Female	61	62.2%

5. What race or ethnic group do you identify with most closely?

Response	Frequency	Percent
Black/African-American, Non-Hispanic	7	7.2%
American Indian/Alaska Native	0	0.0%
Asian/Pacific Islander	0	0.0%
Hispanic/Latino	3	3.1%
White, Non-Hispanic	86	88.7%
Other	1	1.0%

Other Responses:

- TEXAN

6. What is your sexual orientation? (Please mark ONE)

Response	Frequency	Percent
Heterosexual	89	92.7%
Bisexual	2	2.1%
Gay	5	5.2%
Lesbian	0	0.0%

7. Do you currently have a disability that substantially limits a major life activity (such as seeing, hearing, walking, learning, etc)?

Response	Frequency	Percent
Yes	5	5.1%
No (The Survey will skip to question 9)	93	94.9%

8. Please specify your disability.

Response	Frequency	Percent
Learning impairment	0	0.0%
Mental impairment	0	0.0%
Physical impairment	3	60.0%
Other	2	40.0%

Other Responses:

- SEVERELY HEARING IMPAIRED. USE COCHLEAR IMPLANT AND HEARING AIDS
- HEARING IMPAIRED

9. What is your religious affiliation?

Response	Frequency	Percent
Agnostic/Atheist	10	10.4%
Buddhist	0	0.0%
Christian	79	82.3%
Hindu	0	0.0%
Jewish	0	0.0%
Muslim	0	0.0%
Other	7	7.3%

Other Responses:

- BAPTIST
- AGNOSTIC WITH CHRISTIAN TENDENCIES
- TAOIST
- MY INTEREST IS BROAD, MY AFFILIATION IS LIMITED TO CHRISTIAN BASED ON WHERE I RESIDE.
- EXPLORING
- VAGABOND
- SUPERCHRISTIAN

10. In what type of setting did you grow up?

Response	Frequency	Percent
Rural	49	50.0%
Small city	26	26.5%
Urban/Metropolitan	20	20.4%
Other	3	3.1%

Other Responses:

- PHYSICALLY IN A SMALL CITY, CULTURALLY IN AN URBAN/METROPOLITAN SETTING.
- BOTH SMALL CITY AND URBAN/METROPOLITAN. WE MOVED QUITE A BIT WHEN I WAS GROWING UP
- MOVED A LOT, DIFFERENT SETTINGS

11. Please select the number which corresponds to where you see yourself on the continuum below:

Scale 1		
Response	Frequency	Percent
1 - I do not hold stereotypes	18	18.8%
2	33	34.4%
3	29	30.2%
4	14	14.6%
5 - I admit my stereotypes	2	2.1%

Scale 2		
Response	Frequency	Percent
1 - I find it more satisfying to work with individuals similar to myself	2	2.1%
2	10	10.6%
3	43	45.7%
4	19	20.2%
5 - I find it more satisfying to work within a diverse team	20	21.3%

Scale 3		
Response	Frequency	Percent
1 - The same, with similar values and preferences	4	4.3%
2	16	17.4%
3	37	40.2%
4	23	25.0%
5 - Unique, with differing values and preferences	12	13.0%

Scale 4		
Response	Frequency	Percent
1 - I am puzzled by the culturally different behaviors I see among people	2	2.1%
2	5	5.3%
3	22	23.2%
4	35	36.8%
5 - I understand cultural influences are at the root of some behaviors I see	31	32.6%

Scale 5		
Response	Frequency	Percent
1 - I become impatient and annoyed when confronted with someone who speaks little English	2	2.1%
2	10	10.4%
3	12	12.5%
4	41	42.7%
5 - I show patience and understanding with people who speak little English	31	32.3%

Scale 6		
Response	Frequency	Percent
1 - I feel that newcomers to this institution should adapt to our rules	4	4.2%
2	6	6.3%
3	29	30.2%
4	28	29.2%
5 - I feel that newcomers and the institution they work for should learn to work together.	29	30.2%

12. Have you ever felt discriminated against or harassed (even subtly) at this college?

Response	Frequency	Percent
Yes	29	29.6%
No (Skip to question 17)	69	70.4%

13. What do you believe was the primary reason that you were discriminated against or harassed? (Please mark only one).

Response	Frequency	Percent
My age	0	0.0%
My disability	0	0.0%
My economic status	2	7.4%
My gender	7	25.9%
My race or ethnicity	3	11.1%
My religious beliefs	3	11.1%
My sexual orientation	2	7.4%
Other	10	37.0%

Other Responses:

- PERSON THOUGHT EVERYTHING SHOULD BE DONE THEIR WAY.
- MY HONESTY
- MY VALUE SYSTEM.
- YOU SEEM TO FAVOR WHITE FEMALES AT THIS COLLEGE...IT'S SO OBVIOUS...
- AGE, NONRELIGIOUS BELIEFS AND SEXUAL ORIENTATION
- MY SEXUAL ORIENTATION AND MY RELIGIOUS BELIEFS
- SIZE -- THERE IS A DEFINITE BIAS AGAINST PEOPLE OF SIZE THAT PERMEATES THIS SCHOOL FROM PARKING TO SEATING TO HANDICAPPED ACCESS AFFECTS FACULTY STAFF AND STUDENTS
- FORMER PRESIDENT HAD HIS `FAVORITES` AND I WAS NOT PART OF THE `IN` GROUP
- MY BELIEFS THAT PEOPLE SHOULD BE TREATED FAIRLY REGARDLESS OF EMPLOYMENT OR STUDENT STATUS
- MY GENDER COUPLE WITH MY RACE/ETHNICITY

14. In what form was the discrimination or harassment mainly expressed?

Scale 1		
Response	Frequency	Percent
Actual physical assault or injury	0	0.0%
Anonymous phone calls	0	0.0%
Career implications	8	34.8%
Glances	4	17.4%
Ignoring	4	17.4%
Publications on campus	2	8.7%
Threats of physical violence	0	0.0%
Verbal threats	2	8.7%
Written comments	3	13.0%

- Being addresses as `sweetheart` in a business/educational setting
- There are people on campus who will not acknowledge my presence due to my sexuality.
- Open, clergy-led prayers/hymns at commencement (several years ago).
- Verbal

- Attempts by those who hold different values inferring that I need to be more progressive.
- You falsely accused me of being `illegally` hired...There have been several FALSE statements made by my divsion chair about my performance...Your promotion advisory committee has members on it that `discriminate`!!!
- Lack of professional advancement, also emails sent campuswide and specifically to me along with comments overheard containing harshly negative messages.
- verbal demeaning comments (not threatening)
- negative comments made in passing
- see above, seating, parking, walkways
- Combination of ignoring, and threats of losing my job if I did not cooperate
- Not so subtle: efforts to undermine my work and efforts to change the college

15. Where did this discrimination or harassment usually occur?

Scale 1		
Response	Frequency	Percent
Classroom	0	0.0%
Office area	16	100.0%
Student Commons	0	0.0%
Library	0	0.0%
Restroom	0	0.0%

- Take your choice
- faculty meetings
- division chair's and administrative offices
- Especially in the hallways
- CRD
- Private interactions
- For several years, my division chair has discriminated against `minorities` and `male` faculty!!!
- Hiring and promotions
- not location specific
- Campus wide
- parking lot
- campus wide
- My office and in the President's conference room
- Not a location: manipulation and misapplication of procedures to abnegate college policies and my work

16. To which group did the person who was the primary source of the discrimination or harassment belong?

Scale 1		
Response	Frequency	Percent
Administration	13	48.1%
Faculty	10	37.0%
Staff	3	11.1%
Students	1	3.7%

- A few students and staff as well.
- all of the above
- Faculty and Administration
- Actually three groups: a couple of administrators, four or five staff, and perhaps as many as 25 faculty

17. Using the 5-point scale, how often in the past 6 months have you heard a student make an insensitive or derogatory comment spoken about:

Gay, lesbian or bisexual persons		
Response	Frequency	Percent
Never	34	35.8%
	15	15.8%
Sometimes	25	26.3%
	15	15.8%
Often	6	6.3%
Women		
Response	Frequency	Percent
Never	48	51.6%
	21	22.6%
Sometimes	18	19.4%
	4	4.3%
Often	2	2.2%

Persons of particular religious backgrounds		
Response	Frequency	Percent
Never	45	47.9%
	17	18.1%
Sometimes	17	18.1%
	10	10.6%
Often	5	5.3%
Persons with a disability		
Response	Frequency	Percent
Never	70	75.3%
	12	12.9%
Sometimes	9	9.7%
	1	1.1%
Often	1	1.1%
Persons from particular economic backgrounds		
Response	Frequency	Percent
Never	62	67.4%
	15	16.3%
Sometimes	11	12.0%
	4	4.3%
Often	0	0.0%
Persons from particular racial/ethnic backgrounds		
Response	Frequency	Percent
Never	45	47.4%
	19	20.0%
Sometimes	22	23.2%
	5	5.3%
Often	4	4.2%

18. Using the 5-point scale, how often in the past 6 months have you heard a staff member make an insensitive or derogatory comment spoken about:

Gay, lesbian or bisexual persons		
Response	Frequency	Percent
Never	47	49.0%
	20	20.8%
Sometimes	15	15.6%
	9	9.4%
Often	5	5.2%
Women		
Response	Frequency	Percent
Never	67	72.0%
	10	10.8%
Sometimes	10	10.8%
	4	4.3%
Often	2	2.2%
Persons of particular religious backgrounds		
Response	Frequency	Percent
Never	63	65.6%
	9	9.4%
Sometimes	9	9.4%
	11	11.5%
Often	4	4.2%
Persons with a ddisability		
Response	Frequency	Percent
Never	76	80.9%
	10	10.6%
Sometimes	5	5.3%
	3	3.2%
Often	0	0.0%
Persons from particular economic background		
Response	Frequency	Percent
Never	67	74.4%
	11	12.2%
Sometimes	5	5.6%
	6	6.7%
Often	1	1.1%

Persons from particular racial/ethnic backgrounds		
Response	Frequency	Percent
Never	59	62.8%
	15	16.0%
Sometimes	10	10.6%
	6	6.4%
Often	4	4.3%

19. Using the 5-point scale, how often in the past 6 months have you heard a faculty member make an insensitive or derogatory comment spoken about:

Gay, lesbian or bisexual persons		
Response	Frequency	Percent
Never	54	56.3%
	17	17.7%
Sometimes	16	16.7%
	4	4.2%
Often	5	5.2%
Women		
Response	Frequency	Percent
Never	67	71.3%
	14	14.9%
Sometimes	10	10.6%
	2	2.1%
Often	1	1.1%
Prsons of particular religious backgrounds		
Response	Frequency	Percent
Never	63	71.6%
	14	15.9%
Sometimes	7	8.0%
	1	1.1%
Often	3	3.4%
Persons with a disability		
Response	Frequency	Percent
Never	76	85.4%
	9	10.1%
Sometimes	4	4.5%
	0	0.0%
Often	0	0.0%
Persons from particular economic backgrounds		
Response	Frequency	Percent
Never	72	84.7%
	7	8.2%
Sometimes	5	5.9%
	1	1.2%
Often	0	0.0%
Persons from particular racial/ethnic backgrounds		
Response	Frequency	Percent
Never	67	69.8%
	11	11.5%
Sometimes	14	14.6%
	1	1.0%
Often	3	3.1%

20. Using the scale below, please indicate your level of agreement with the following statements:

Faculty and staff at SCC are accepted and respected regardless of their sexual orientation		
Response	Frequency	Percent
Strongly Disagree	11	11.3%
-	17	17.5%
Neutral	17	17.5%
-	29	29.9%
Strongly Agree	23	23.7%

Faculty and staff at SCC are accepted and respected regardless of their racial or ethnic background		
Response	Frequency	Percent
Strongly Disagree	9	9.4%
-	11	11.5%
Neutral	11	11.5%
-	24	25.0%
Strongly Agree	41	42.7%

In general, men and women are as attentive to a female speaking as they are to a man speaking in a meeting		
Response	Frequency	Percent
Strongly Disagree	10	10.5%
-	16	16.8%
Neutral	16	16.8%
-	18	18.9%
Strongly Agree	35	36.8%

Faculty and staff with disabilities at SCC are accepted and respected		
Response	Frequency	Percent
Strongly Disagree	6	6.5%
-	6	6.5%
Neutral	14	15.2%
-	21	22.8%
Strongly Agree	45	48.9%

In a departmental or staff meeting, ideas presented by any minority are as highly valued as the ideas presented by a Caucasian		
Response	Frequency	Percent
Strongly Disagree	7	7.2%
-	9	9.3%
Neutral	13	13.4%
-	19	19.6%
Strongly Agree	49	50.5%

21. Below are listed pairs of words people often use to describe the overall climate of an environment. Which point on the scale best describes your assessment of the overall climate at Somerset Community College?

Scale 1 - Heading 1		
Response	Frequency	Percent
1 - Friendly	34	35.1%
2	44	45.4%
3	13	13.4%
4	5	5.2%
5 - Unfriendly	1	1.0%

Scale 2 - Heading 2		
Response	Frequency	Percent
1 - Concerned	31	31.6%
2	40	40.8%
3	11	11.2%
4	10	10.2%
5 - Indifferent	6	6.1%

Scale 3 - Heading 3		
Response	Frequency	Percent
1 - Respectful	33	33.7%
2	37	37.8%
3	19	19.4%
4	7	7.1%
5 - Disrespectful	2	2.0%

Scale 4 - Heading 4		
Response	Frequency	Percent
1 - Racist	5	5.1%
2	12	12.2%
3	26	26.5%
4	28	28.6%
5 - Anti-racist	27	27.6%

Scale 5 - Heading 5		
Response	Frequency	Percent
1 - Sexist	6	6.1%
2	12	12.2%
3	33	33.7%
4	24	24.5%
5 - Anti-sexist	23	23.5%

Scale 6 - Heading 6		
Response	Frequency	Percent
1 - Homophobic	12	12.6%
2	21	22.1%
3	29	30.5%
4	18	18.9%
5 - Anti-homophobic	15	15.8%

22. How do you rate:

The level of attention currently given to diversity issues at Somerset Community College?		
Response	Frequency	Percent
Too Little	5	6.1%
	18	22.0%
Just Right	28	34.1%
	18	22.0%
Too Much	13	15.9%
The level of leadership from the president and other administrators to foster diversity?		
Response	Frequency	Percent
Too Little	4	4.9%
	11	13.6%
Just Right	38	46.9%
	20	24.7%
Too Much	8	9.9%

23. Please indicate your level of agreement with the following statements:

The curriculum at SCC adequately represents the contributions of a variety of groups of people		
Response	Frequency	Percent
Strongly Disagree	7	7.1%
-	10	10.2%
Neutral	32	32.7%
-	30	30.6%
Strongly Agree	19	19.4%
Helping students develop the ability to function in a diverse society should be part of the Somerset Community College mission		
Response	Frequency	Percent
Strongly Disagree	2	2.1%
-	7	7.2%
Neutral	20	20.6%
-	24	24.7%
Strongly Agree	44	45.4%
The hiring of minority faculty and staff should be a priority for Somerset Community College		
Response	Frequency	Percent
Strongly Disagree	12	12.6%
-	13	13.7%
Neutral	27	28.4%
-	27	28.4%
Strongly Agree	16	16.8%
I feel comfortable recommending Somerset Community College as a good place to work for a minority faculty member or staff		
Response	Frequency	Percent
Strongly Disagree	5	5.3%
-	10	10.5%
Neutral	17	17.9%
-	28	29.5%
Strongly Agree	35	36.8%

The Somerset Community College administration is committed to creating an environment that welcomes many different ideas and perceptions		
Response	Frequency	Percent
Strongly Disagree	8	8.2%
-	8	8.2%
Neutral	21	21.4%
-	31	31.6%
Strongly Agree	30	30.6%

24. In your estimation, how would the following actions affect the cultural climate at SCC? Use the scale to indicate how you see the action affecting the climate for diversity.

Increasing the number of minority students at SCC		
Response	Frequency	Percent
Negative Effect	1	1.0%
-	3	3.1%
No Effect	28	28.9%
-	29	29.9%
Positive Effect	36	37.1%
Increasing the number of minority faculty and staff		
Response	Frequency	Percent
Negative Effect	5	5.3%
-	2	2.1%
No Effect	32	33.7%
-	25	26.3%
Positive Effect	31	32.6%
More events and programs that recognize distinctive cultural heritage		
Response	Frequency	Percent
Negative Effect	1	1.1%
-	2	2.2%
No Effect	30	33.0%
-	28	30.8%
Positive Effect	30	33.0%
More programs that recognize differing sexual orientations		
Response	Frequency	Percent
Negative Effect	18	19.8%
-	24	26.4%
No Effect	13	14.3%
-	19	20.9%
Positive Effect	17	18.7%
More programs that recognize and inform the college about gender differences and issues		
Response	Frequency	Percent
Negative Effect	7	7.8%
-	11	12.2%
No Effect	27	30.0%
-	22	24.4%
Positive Effect	23	25.6%
Promote and facilitate leadership development among the college population		
Response	Frequency	Percent
Negative Effect	1	1.1%
-	3	3.3%
No Effect	16	17.6%
-	34	37.4%
Positive Effect	37	40.7%
Adding a diversity course requirement in the General Education curriculum for all students		
Response	Frequency	Percent
Negative Effect	12	13.2%
-	16	17.6%
No Effect	18	19.8%
-	24	26.4%
Positive Effect	21	23.1%

Adding a reading experience that explores diversity issues to the first year curriculum		
Response	Frequency	Percent
Negative Effect	10	10.4%
-	8	8.3%
No Effect	31	32.3%
-	19	19.8%
Positive Effect	28	29.2%