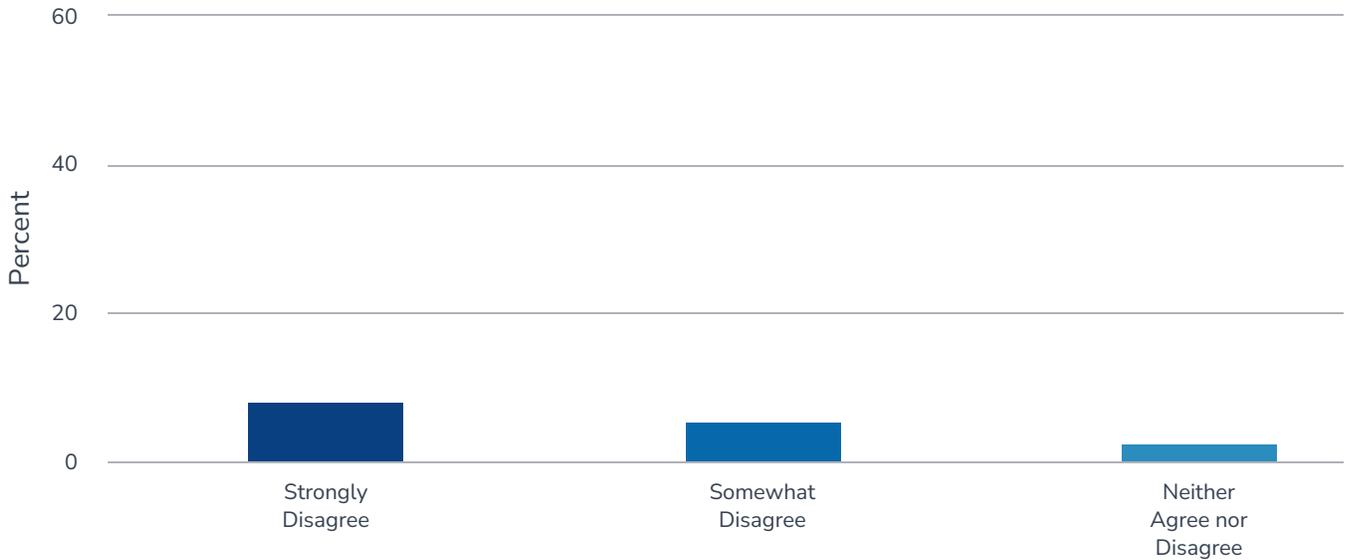


# Canada College

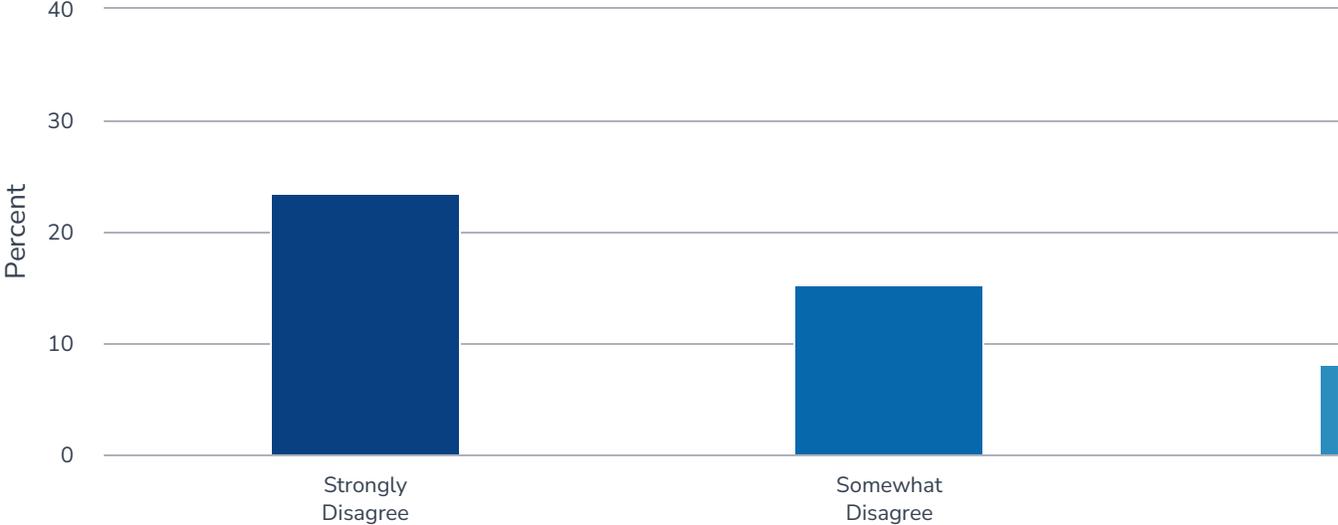
1. My workplace has representation of staff from diverse backgrounds, including race, ethnicity, and sexual identity.



Value	Percent	Responses
Strongly Disagree	8.3%	6
Somewhat Disagree	5.6%	4
Neither Agree nor Disagree	2.8%	2
Somewhat Agree	26.4%	19
Strongly Agree	52.8%	38
Don't Know	4.2%	3

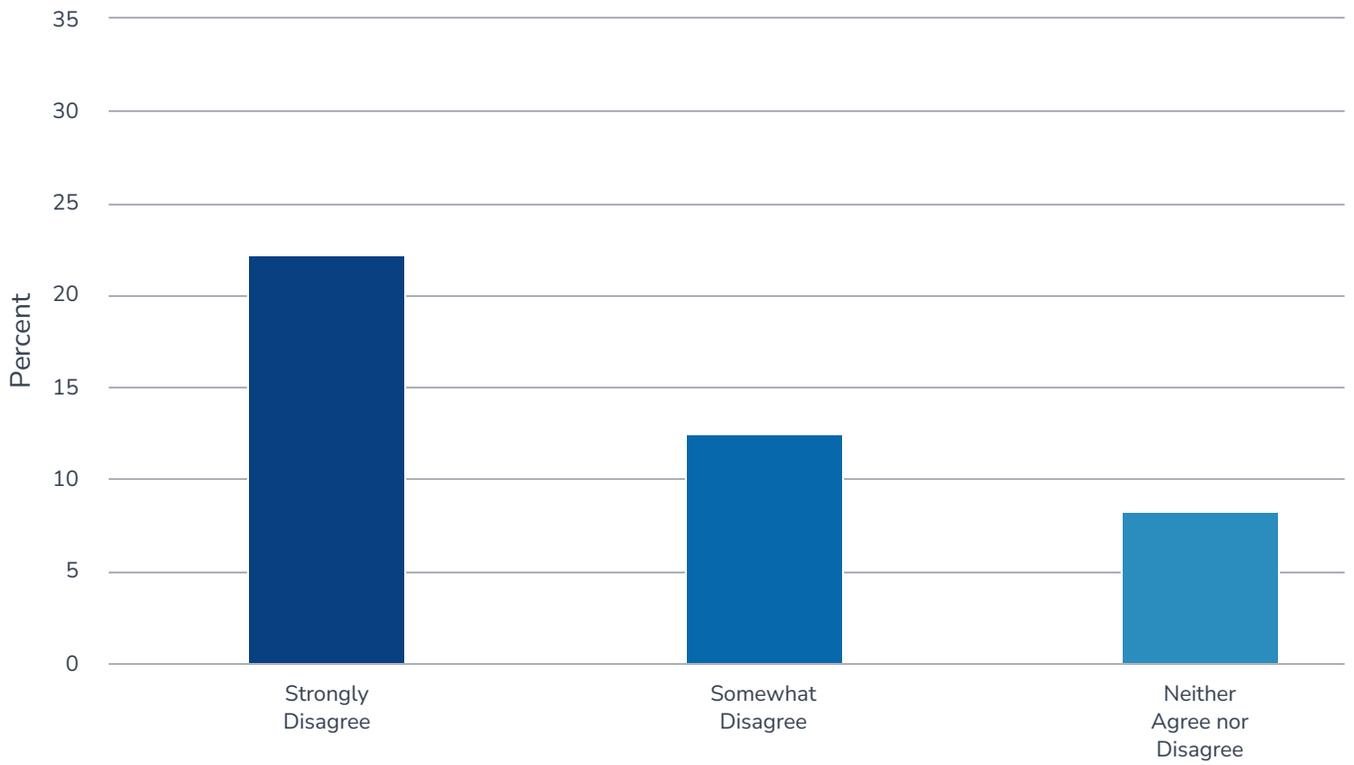
Totals: 72

2. In my workplace, I do not feel that I have to hide parts of my individual identity to be treated like I belong.



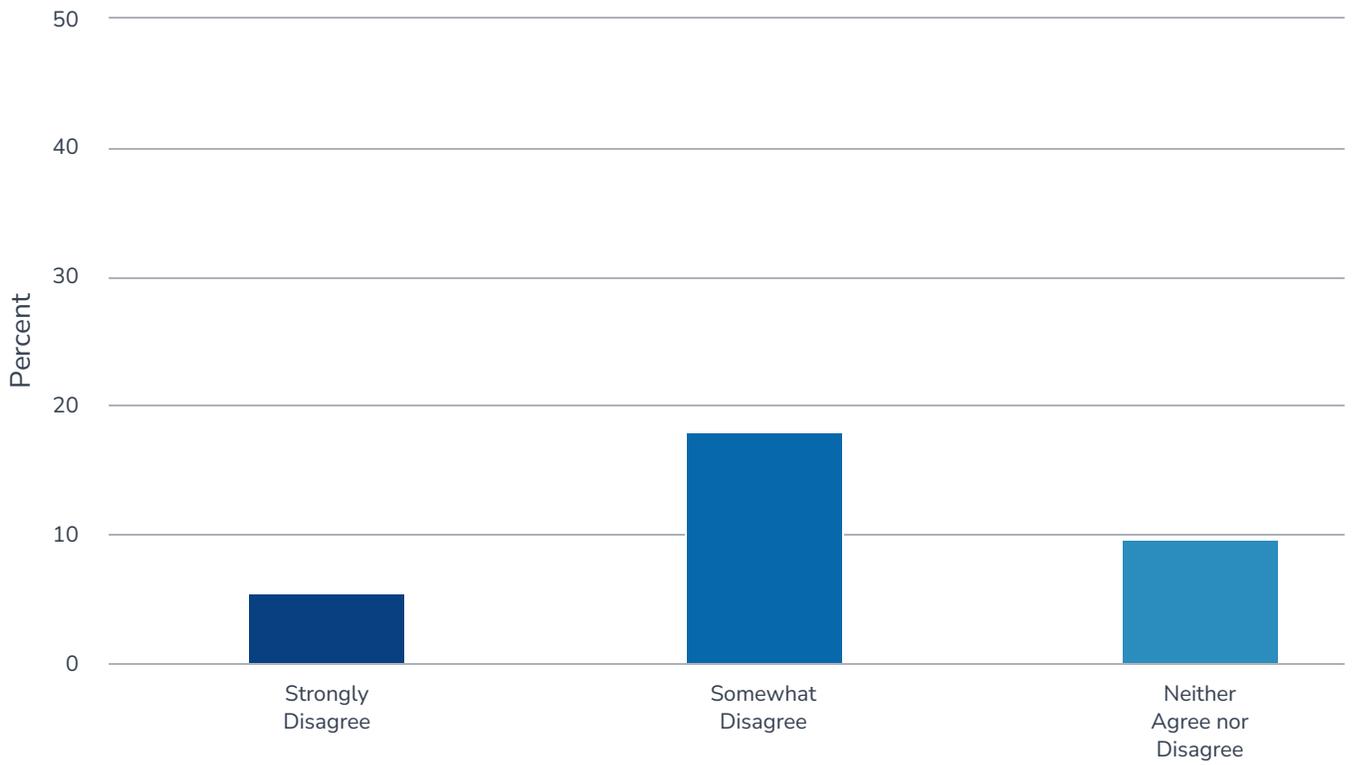
Value	Percent	Responses
Strongly Disagree	23.6%	17
Somewhat Disagree	15.3%	11
Neither Agree nor Disagree	8.3%	6
Somewhat Agree	16.7%	12
Strongly Agree	36.1%	26
		<b>Totals: 72</b>

3. My workplace actively seeks and values diverse staff perspectives to inform decision making.



Value	Percent	Responses
Strongly Disagree	22.2%	16
Somewhat Disagree	12.5%	9
Neither Agree nor Disagree	8.3%	6
Somewhat Agree	23.6%	17
Strongly Agree	30.6%	22
Don't Know	2.8%	2
		<b>Totals: 72</b>

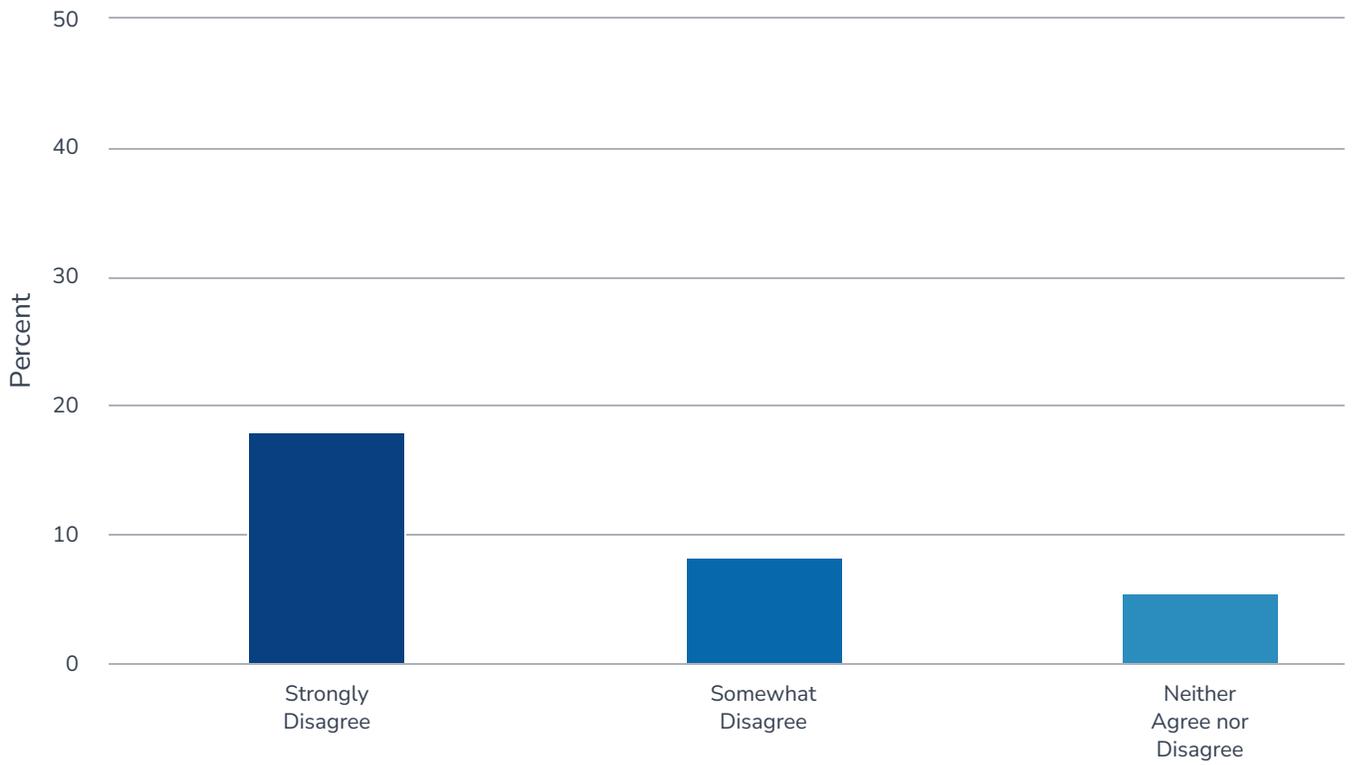
4. Cultural focused professional development programs/opportunities are available to me (e.g. training, conferences).



Value	Percent	Responses
Strongly Disagree	5.6%	4
Somewhat Disagree	18.1%	13
Neither Agree nor Disagree	9.7%	7
Somewhat Agree	18.1%	13
Strongly Agree	44.4%	32
Don't Know	4.2%	3

**Totals: 72**

5. My workplace fosters an inclusive, supportive environment, that values diversity and promotes belonging for underrepresented groups.



Value	Percent	Responses
Strongly Disagree	18.1%	13
Somewhat Disagree	8.3%	6
Neither Agree nor Disagree	5.6%	4
Somewhat Agree	23.6%	17
Strongly Agree	43.1%	31
Don't Know	1.4%	1
		<b>Totals: 72</b>

6. I feel connected and feel like I belong within my immediate workplace.

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7. My supervisor takes immediate and appropriate action in response to discrimination, bias, or harassment.

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8. There is equal opportunity for me to be promoted when positions become available.

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9. Favoritism is not an issue in my workplace.

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10. I am treated fairly in my workplace, regardless of my social identity (e.g., race/ethnicity, gender, sexual orientation, disability, or other identities).

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11. I have witnessed or experienced situations where an employee's ideas or perspectives were not valued or considered due to factors such as race/ethnicity, gender, sexual orientation, disability, or other identities.

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12. If and when I experience harassment, bias, microaggression or other discriminatory behavior, I would prefer to address the issue with...

Chart Loading

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13. I know what to do, or who to go to if I experience or witness bias, harassment, microaggressions or discrimination.

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14. The information technology systems at SMCCCD (e.g., Banner, WebSMART, Argos, Formfusion, Banner Xtender Solutions, Degree Works, Salesforce) help me do my job more effectively and efficiently.

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15. The written procedures (i.e., standard operating procedures) in my division(s) allow me to do my job effectively and efficiently.

Chart Loading

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16. Persons who report suspected improprieties, including fraud, waste, or mismanagement, are protected from retaliation.

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17. If I report improprieties, including fraud, waste, or mismanagement, to my supervisor(s), I am confident that the improprieties will stop.

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18. Management of my division(s) demonstrates high ethical standards

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19. Which site do you primarily work?

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20. What is your age?

Chart Loading

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21. What is your race or ethnicity?

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22. What is your gender?

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23. What is your sexual orientation?

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24. What is your primary job classification?

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