Institutional Effectiveness Report

Board of Trustees Meeting
November 2023

Core Theme: Fostering Equity and Inclusion

Strategic Goal 3: Deploy resources and develop policies and procedures that foster equity and inclusion.

Campus Climate Assessment

Purpose

In May of 2021, the Washington State Legislature enacted Senate Bill 5227 relating to diversity, equity, inclusion, and antiracism at institutions of higher education. Included in that bill (section 3) is the requirement for all colleges to conduct a campus climate assessment (CCA) every five years and campus listening and feedback sessions in non-survey years.

Results of the CCA and listening sessions are to be shared with faculty and staff and generate discussion to inform future DEI efforts including the Equity Strategic Plan and Listening Sessions.

Campus Climate Assessment

- Also referred to as the DEI survey (and different from the employee climate assessment administered annually).

- SBCTC recommended tools were reviewed by a small workgroup of the Equity Standing Committee, with input from ASC, the First Nations student club, and as many others as we could find.

- Each tool had pros and cons; we chose the one that seemed best suited to our needs by the largest number of reviewers.

- Even so, we heard anecdotally after the fact that the survey was too long and that some of our students and staff felt that the survey "wasn't for them."

Higher Education Data Sharing Consortium (HEDS) Diversity and Equity Survey

Survey ran from April 10 – 30, 2023

QR code was used for anonymity and confidentiality.

Approximately 2,100 individuals were invited to take the survey and 240 surveys were completed (11%). Another 178 people (8%) started the survey but did not finish it. Those surveys were not included in the results.

153 students (13% response rate, 64% of responses)

29 faculty (25% response rate, 12% of responses)

58 staff/admin (44% response rate, 24% of responses)

Info about Respondents

	Students		Faculty		Staff/Admin	
Gender						
Man	45	31%	12	48%	17	29%
Woman	81	60%	13	52%	40	69%
Non-binary	13	9%	*	*	*	*
Race/Ethnicity						
White	97	67%	20	83%	42	74%
African Am./Black	*	*	0	0%	0	0%
Hispanic/Latino	7	5%	0	0%	*	*
Asian	*	*	0	0%	*	*
Multi-racial	24	17%	*	*	9	16%
All other (incl. Native American and Int'l)	12	8%	*	*	*	*
Included above:						
Native American	16	11%	*	*	6	11%

Results compared to other institutions

Computed by averaging the level of satisfaction that a person has with each of the elements from Question 1:
- Overall Campus Climate
- The campus experience/environment regarding diversity at PC
- The extent to which you experience a sense of belonging or community at PC
- The extent to which you feel all community members experience a sense of belonging or community at PC

	Peninsula College	vs 2-year public institutions		vs all participating institutions	
Overall Results	3.91 (290)	3.97 (26k)	←	3.67 (233k)	↑
Results by Role					
Students	4.13 (134)	4.16 (12k)	←	3.72 (105k)	↑↑
Faculty	3.54 (29)	3.84 (5k)	↓↓	3.57 (37k)	←
Staff/Administrators	3.67 (58)	3.77 (6k)	↓	3.66 (55k)	←

Student results compared to other institutions

	Peninsula College	vs 2-year public institutions		vs all participating institutions	
Overall Results	3.91 (290)	3.97 (26k)	←	3.67 (233k)	↑
Results by Race/Ethnicity*					
White	4.28 (94)	4.17 (6k)	↑	3.74 (71k)	↑↑↑
Multiple races	3.87 (23)	4.10 (2k)	↓	3.56 (18k)	↑↑
All other races (incl. Native American)	4.00 (10)	4.02 (344)	←	3.60 (2k)	↑↑
Results by Gender Identity					
Man (cisgender)	4.19 (39)	4.13 (3k)	←	3.84 (42k)	↑↑
Woman (cisgender)	4.25 (82)	4.22 (8k)	←	3.72 (74k)	↑↑↑
Non-binary	3.76 (17)	3.70 (459)	←	3.22 (6k)	↑↑↑

*does not include results from Black, Hispanic, or Asian students as the response groups were too low
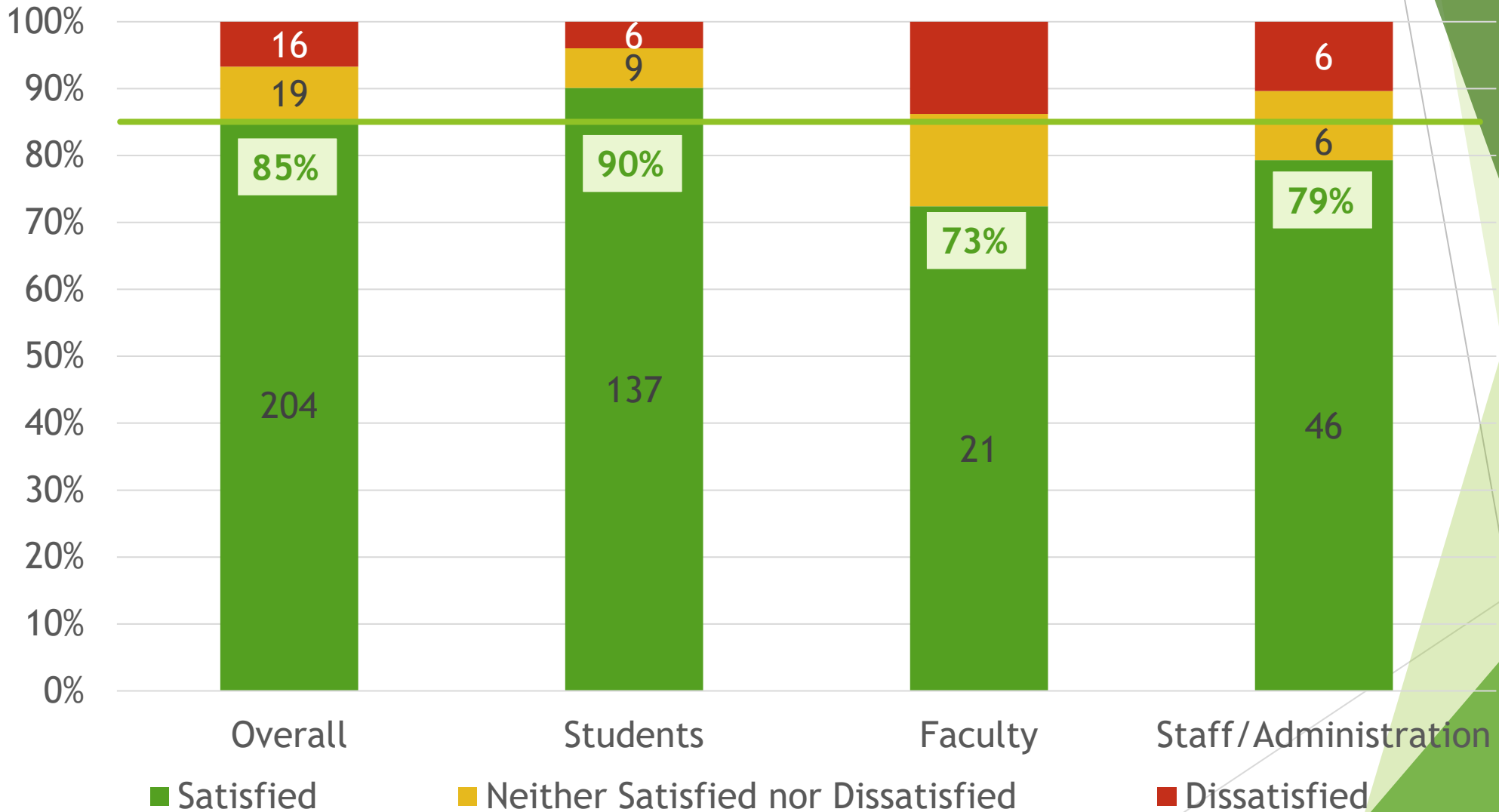
Overview
aggregate responses from students, faculty, staff, and administration

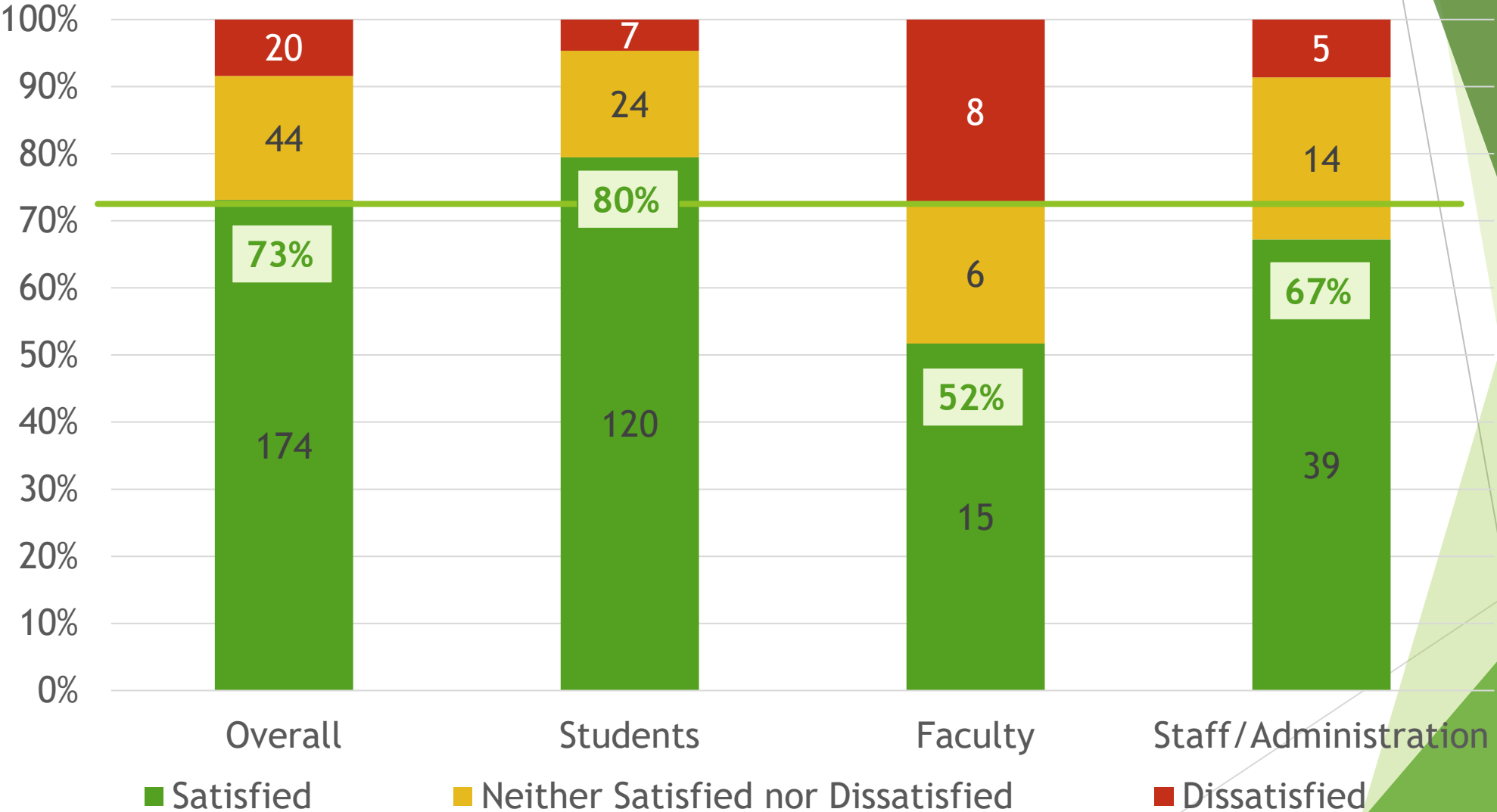85% were generally or very satisfied with the overall campus climate.

73% experienced a sense of belonging or community at Peninsula College, while 11% did *not* experience a sense of belonging or community.

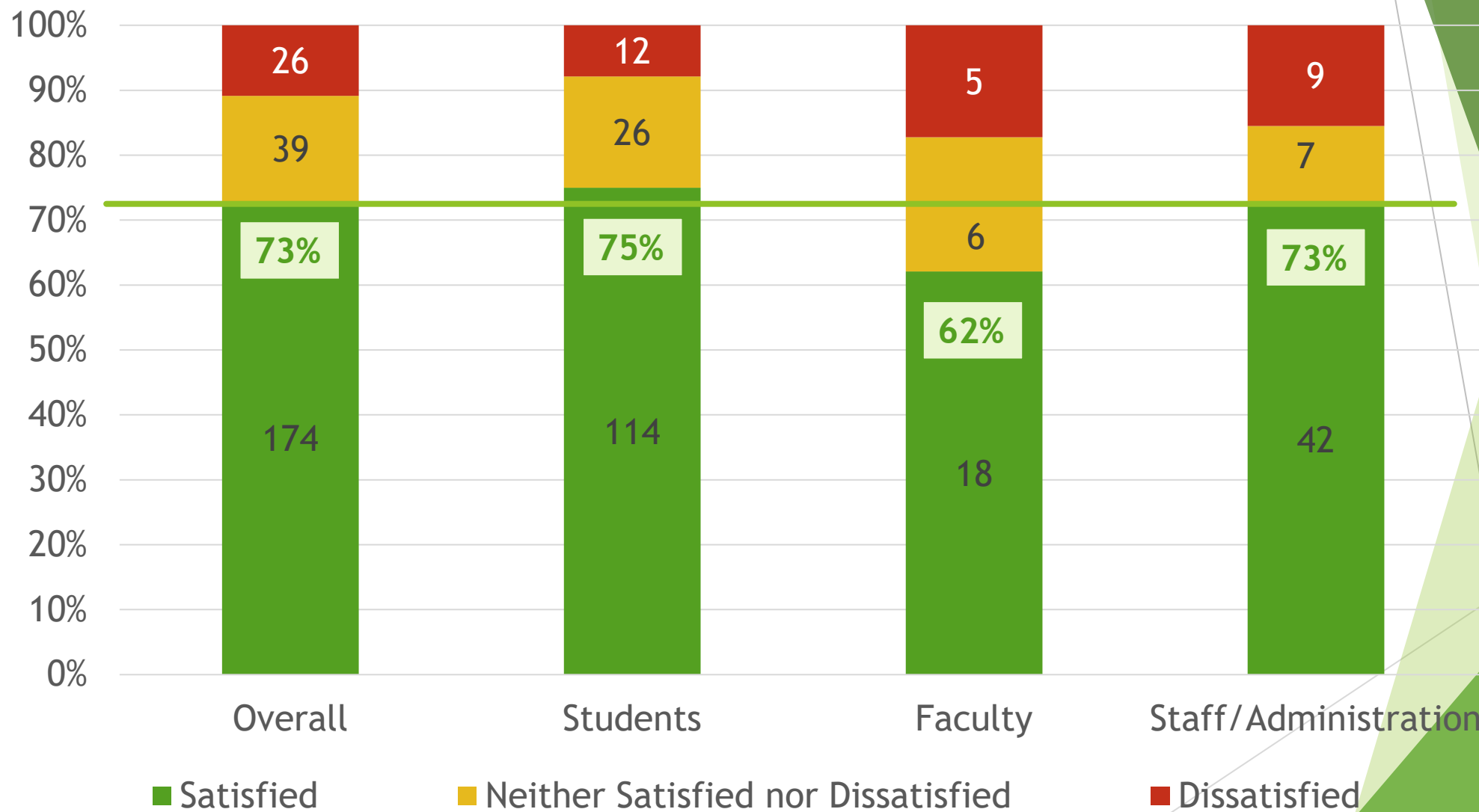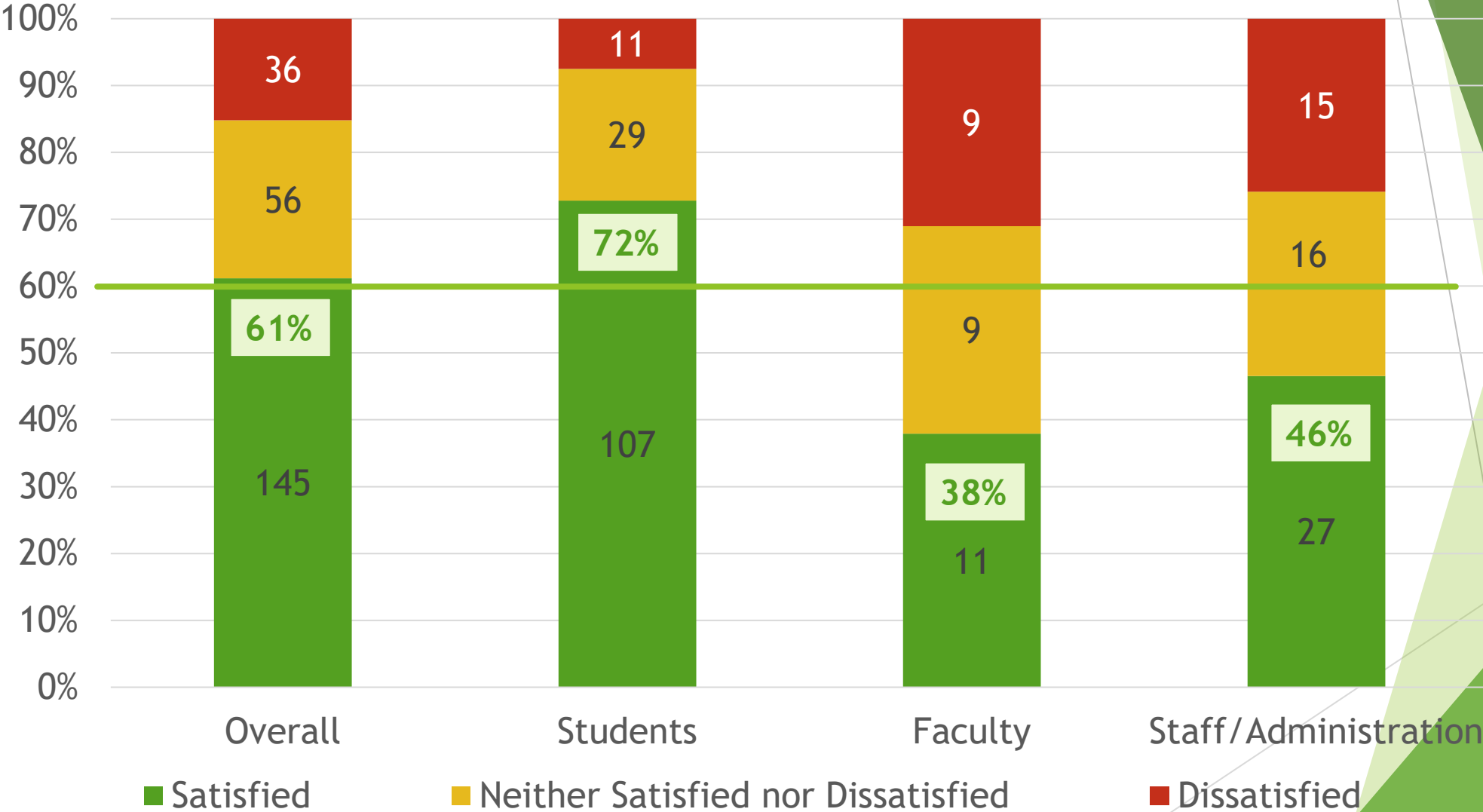13% indicated they would be uncomfortable sharing their views on diversity and equity at Peninsula College.

The campus experience/environment regarding diversity at PC

The extent to which you experience a sense of belonging or community at PC

Bar chart showing satisfaction levels by group:

Group	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied
Overall	174 (73%)	39	26
Students	114 (75%)	26	12
Faculty	18 (62%)	6	5
Staff/Administration	42 (73%)	7	9

Legend: ■ Satisfied ■ Neither Satisfied nor Dissatisfied ■ Dissatisfied
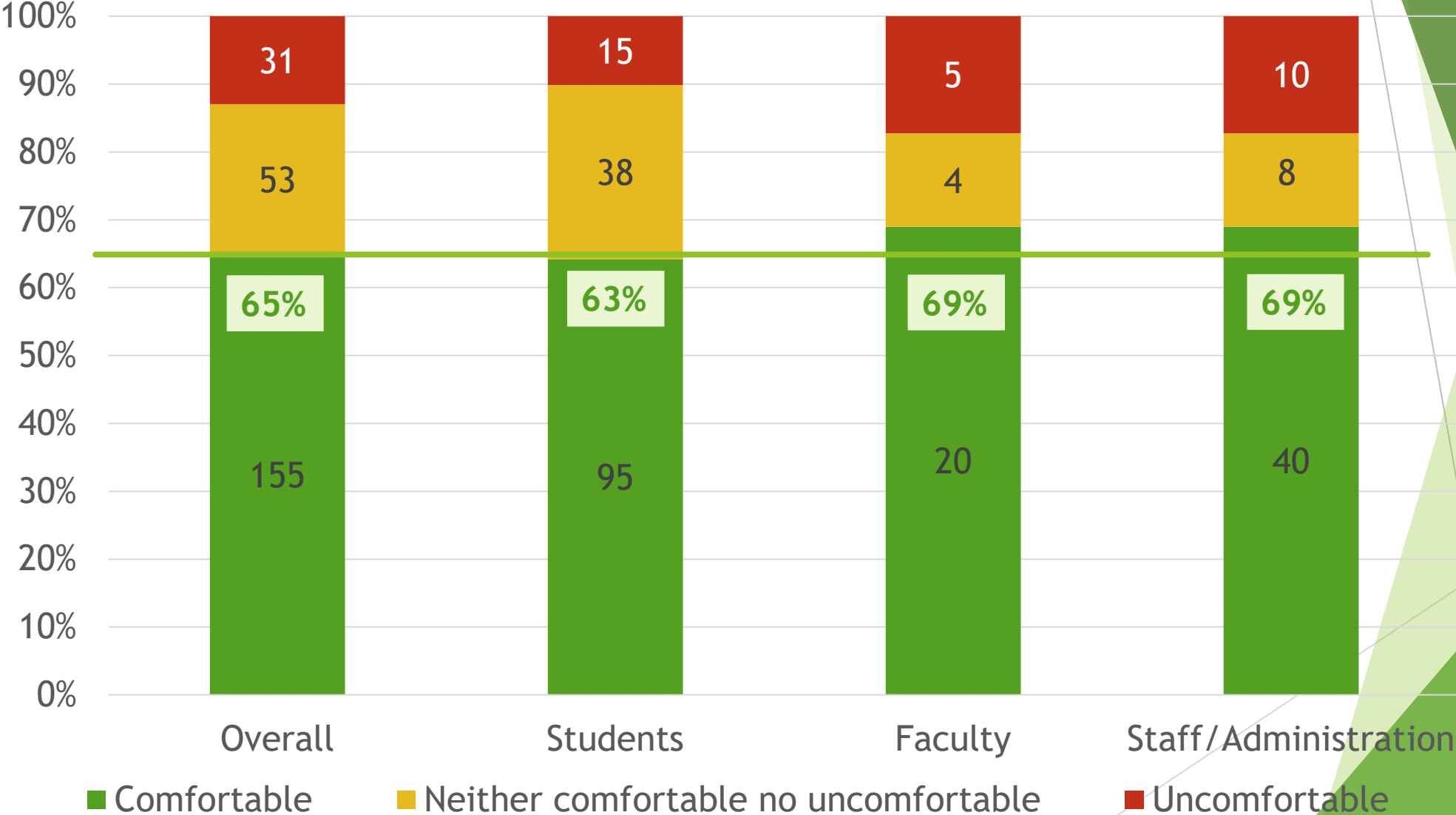
The extent to which you feel all community members experience a sense of belonging or community at PC

Overall, how comfortable would you be sharing your views on diversity and equity at PC?
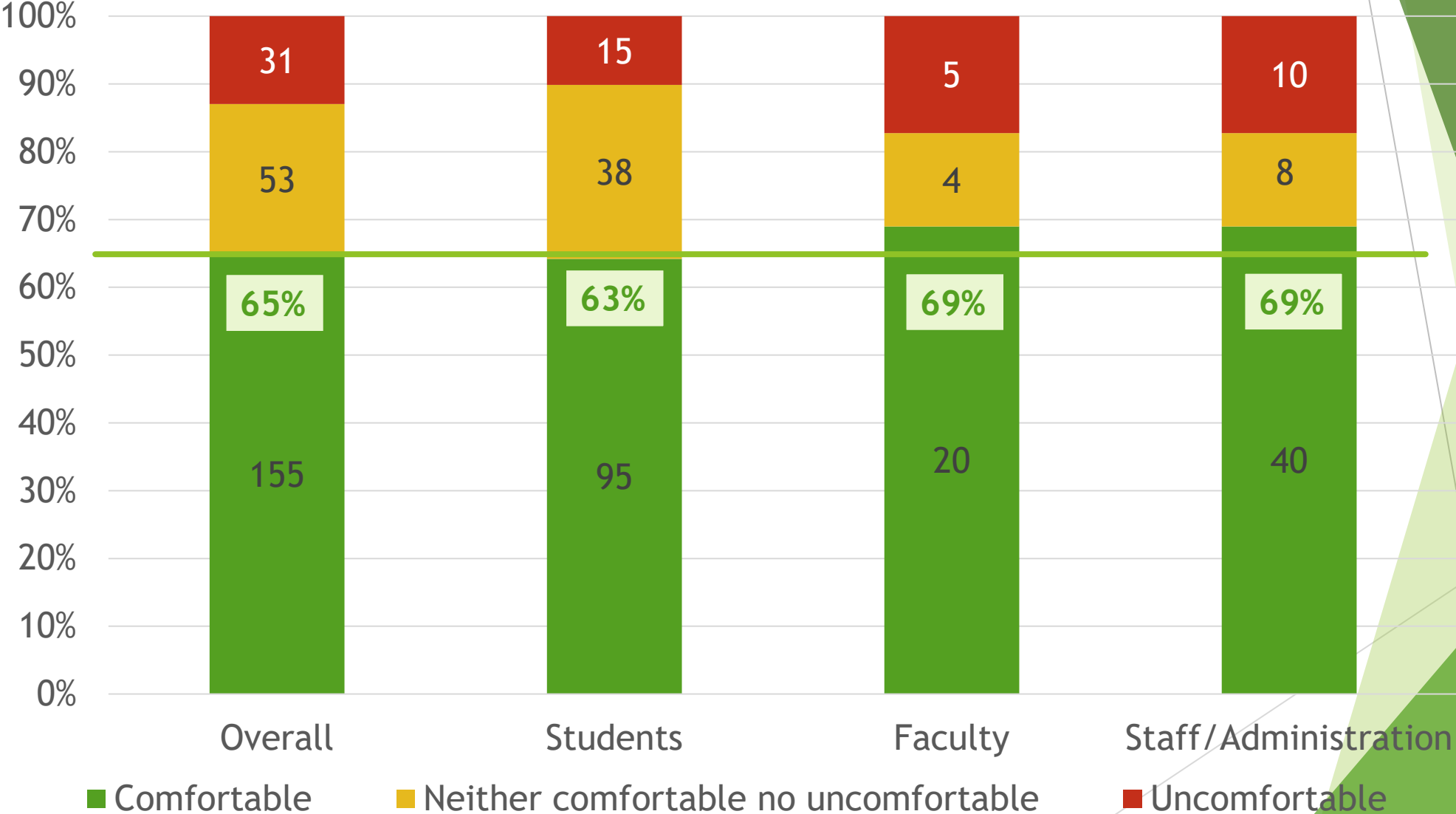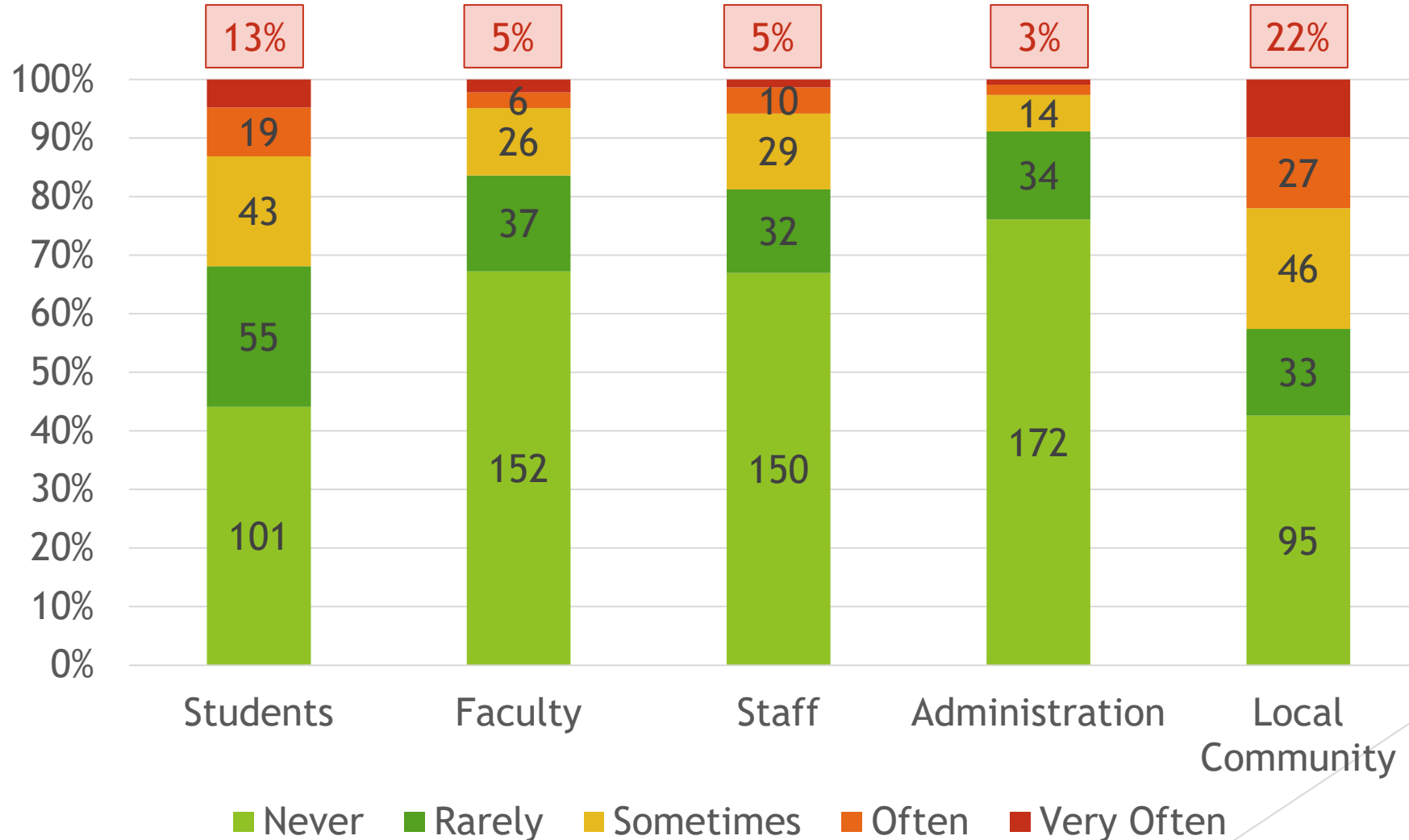
Overall, how comfortable would you be sharing your views on diversity and equity at PC?

Source of Insensitive Remarks

"If you heard someone make an insensitive or disparaging remark, how often was the source of that remark a member of the following group?"

Subject of Insensitive Remarks

"If you heard someone make an insensitive or disparaging remark, how often have you heard someone make an insensitive or disparaging remark about people from a particular…"

Sometimes, often, very often

- Political affiliation or view – 40%
- Age or generation – 24%
- Gender or gender identify – 19%
- Religious background – 19%
- Racial and/or ethnic identify – 16%
- Socioeconomic background – 16%
- Sexual orientation – 15%
- Disability – 12%
- Immigrants – 11%
- English is not their native language – 9%

Experienced Discrimination or Harassment

- 13% (30) of respondents said they had experienced discrimination or harassment on campus or at an off-campus program/event.

- 77% said they had not, while 10% said they were "unsure."

- Of those who experienced discrimination or harassment in the _past year_, 62% were students, 15% were faculty, and 23% staff/administration.

Source of Discrimination or Harassment

Of those who experienced discrimination or harassment in the _past year_, respondents said the source was:

▶ 32% said students were the source

▶ 25% said that faculty were the source

▶ 23% said that staff were the source

▶ 14% said that the local community was the source

▶ 7% said that administration was the source

Actual numbers are very small, with less than 50 total responses. Respondents could choose more than one source.

Basis of discrimination or harassment

"How often have you been discriminated against or harassed on the PC campus, at an off-campus residence, or at an off-campus program/event affiliated with PC for the following reasons?"

Sometimes, often, very often

- Some other aspect of my identity = 59%

- Age or generation = 44%

- Socioeconomic background = 35%

- Physical appearance = 33%

- Political affiliation or views = 29%

- Gender or gender identify = 26%

- Racial and/or Ethnic identify = 25%

- Religious background = 23%

- Disability = 22%

- Sexual orientation = 13%

Actual numbers are very small, single digits for each category, with about 30 total responses. Respondents could choose more than one basis.
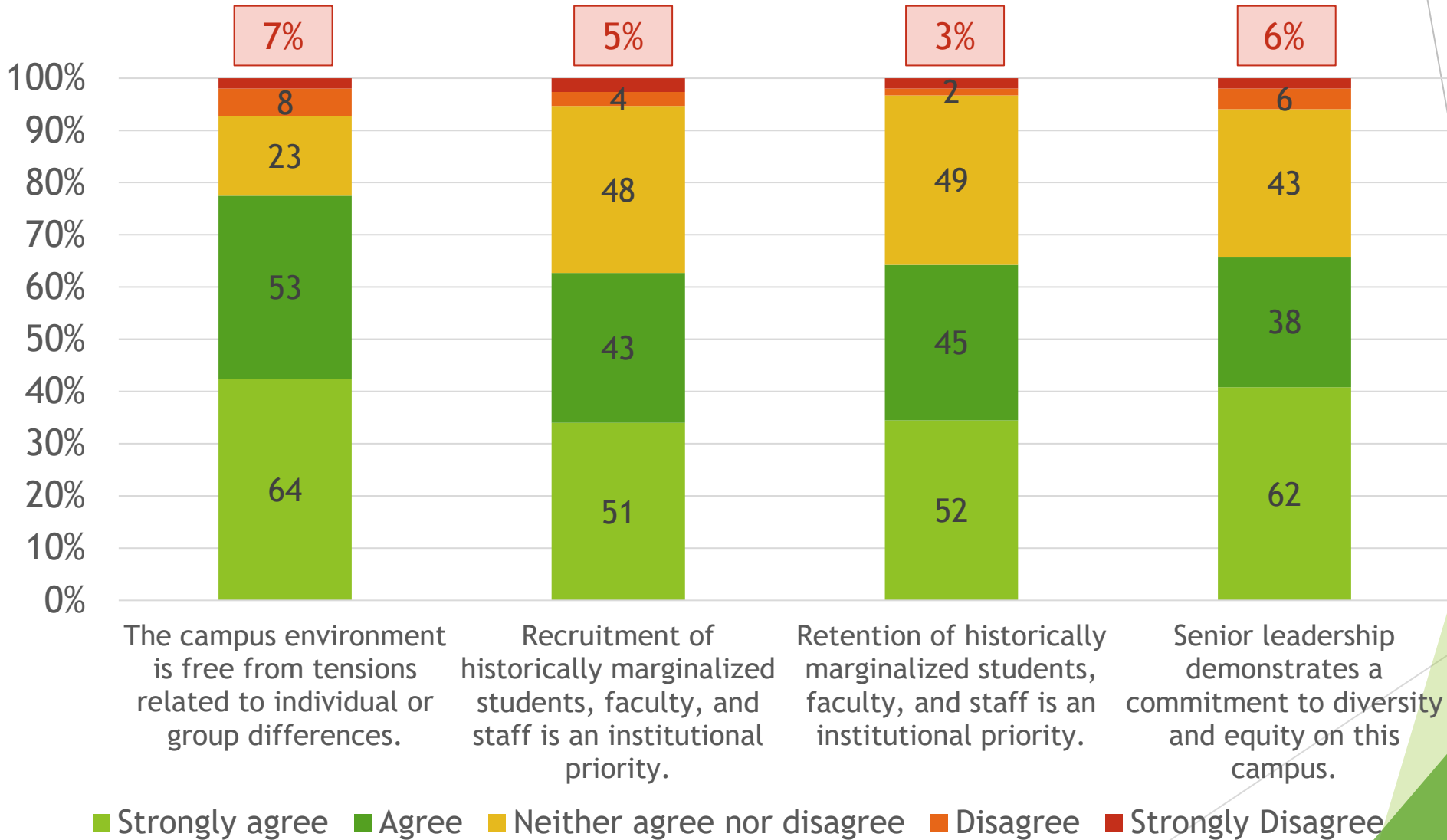
Next Steps

❑ Post the results on our website

❑ Convene listening and feedback sessions focused on what we've learned

❑ Continue to use results as a springboard for ongoing dialogue and improvement across campus

Discussion

❑ What does it mean to belong at PC?

❑ How can we engage students from all backgrounds in this discussion?

❑ How do we use the information we glean to improve inclusivity throughout the campus?

❑ What can *you* do to contribute to other's sense of belonging at Peninsula College?

Questions?