

# Campus Climate Survey

Data Analysis and Summary

Quarterly Meeting

April 18, 2018

Daphne Galkin, *Dean of Academic Services/Title IX Coordinator*

Presented by Anna Bravo, *Human Resources Manager/Deputy Title IX  
Coordinator*

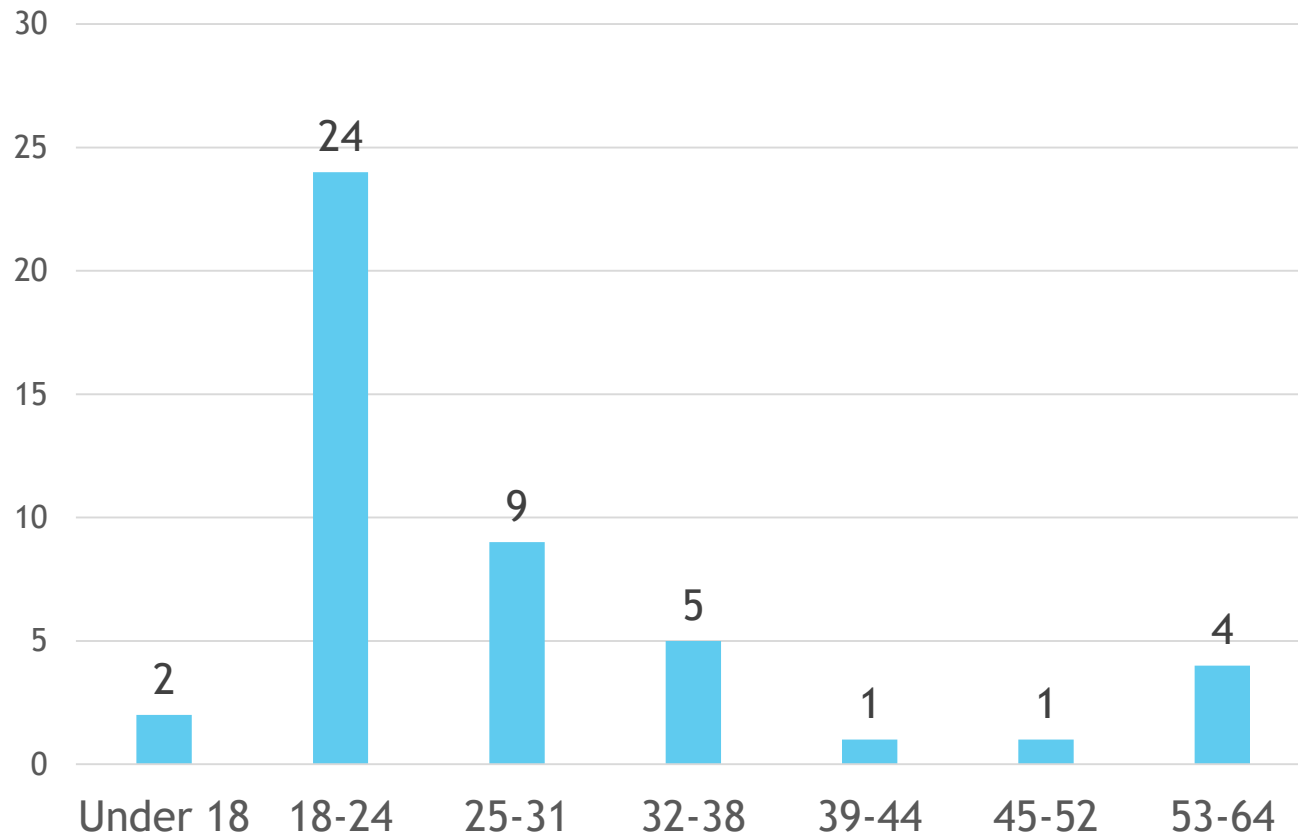
# By the Numbers

- ▶ Employee Response N=59
  - ▶ 30% response rate
- ▶ Student Response N=47
  - ▶ 7% response rate

*Survey Conducted August 1, 2017*

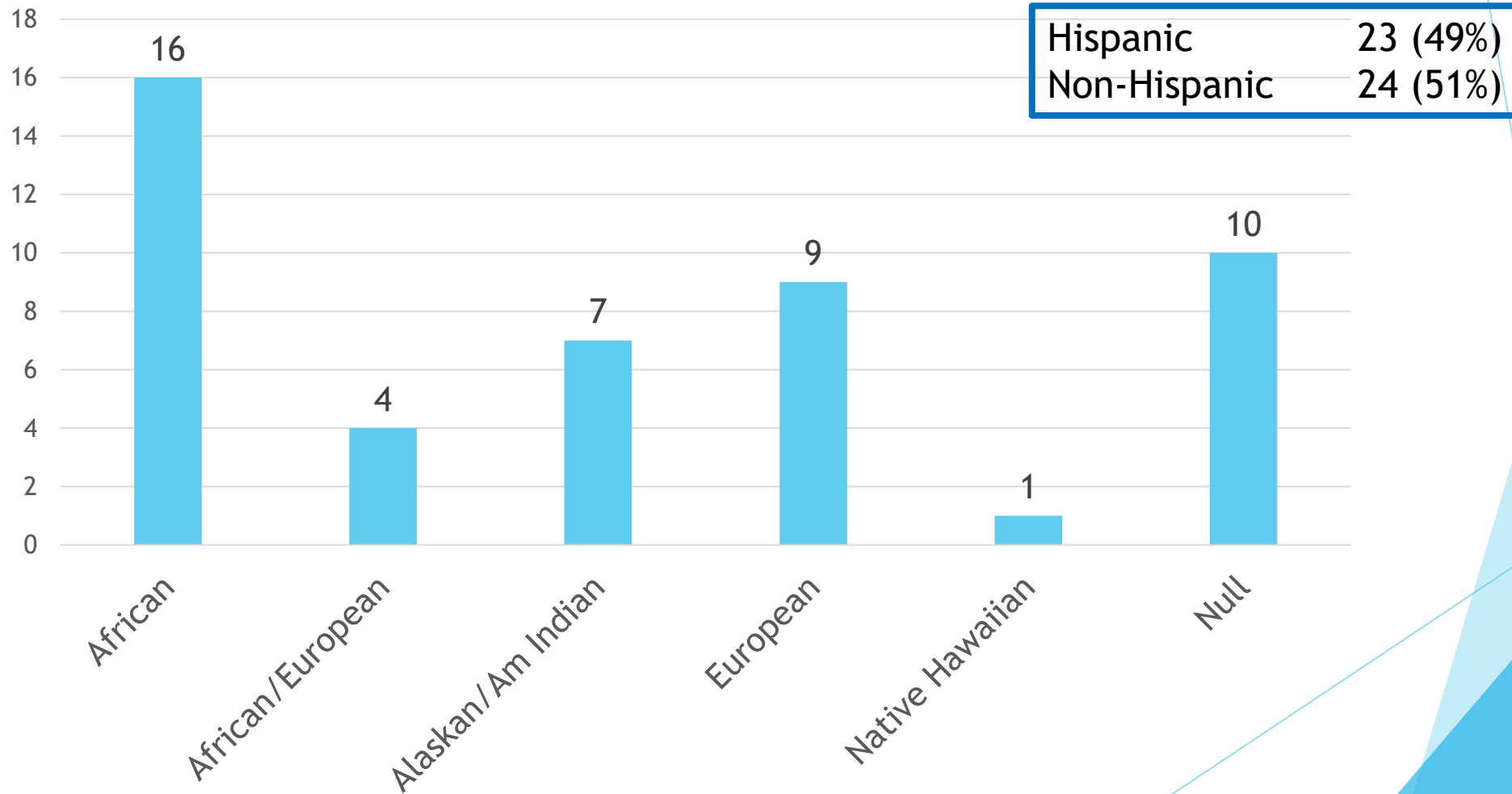
# Student Respondent Demographics

## Age



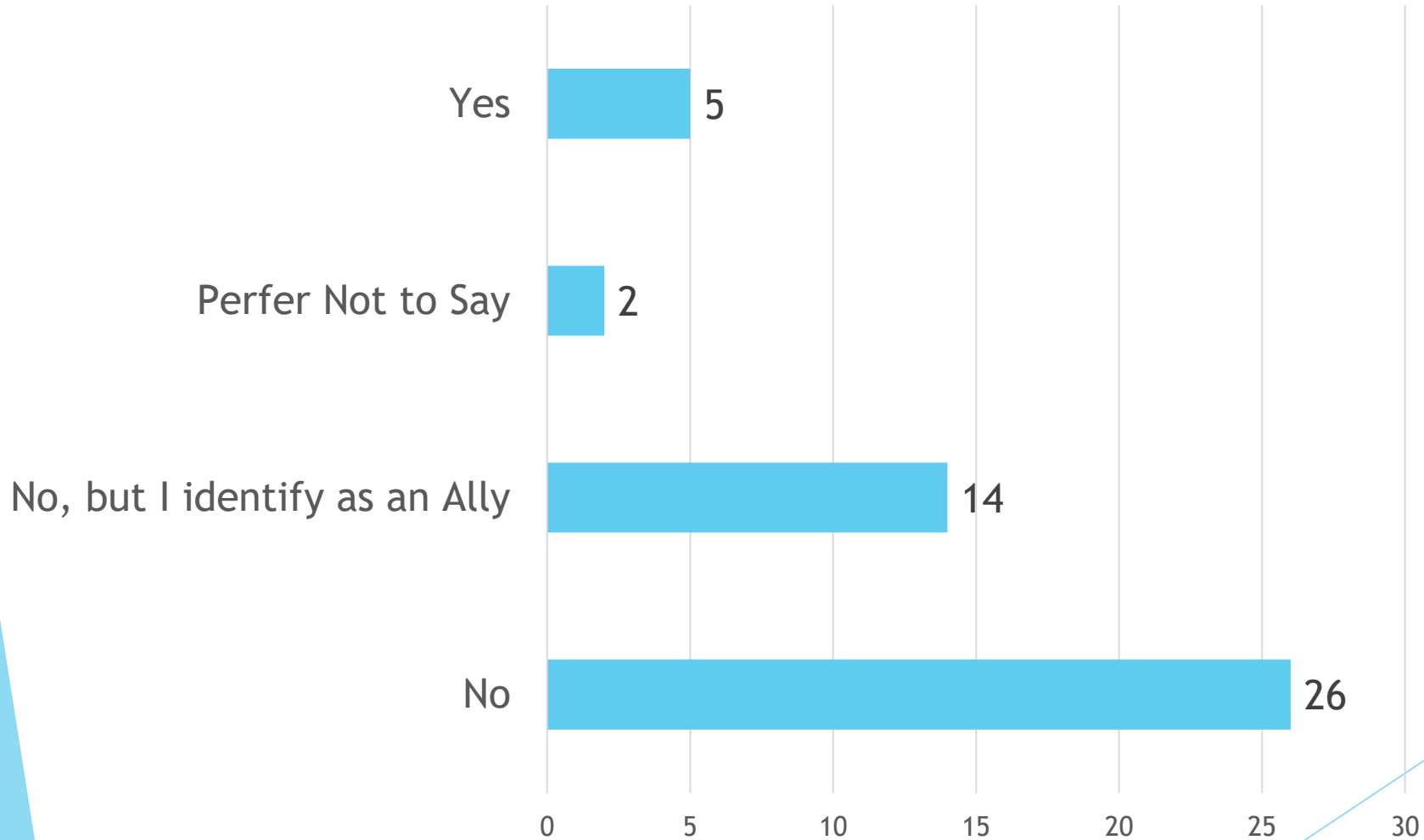
# Student Respondent Demographics

## Ethnicity



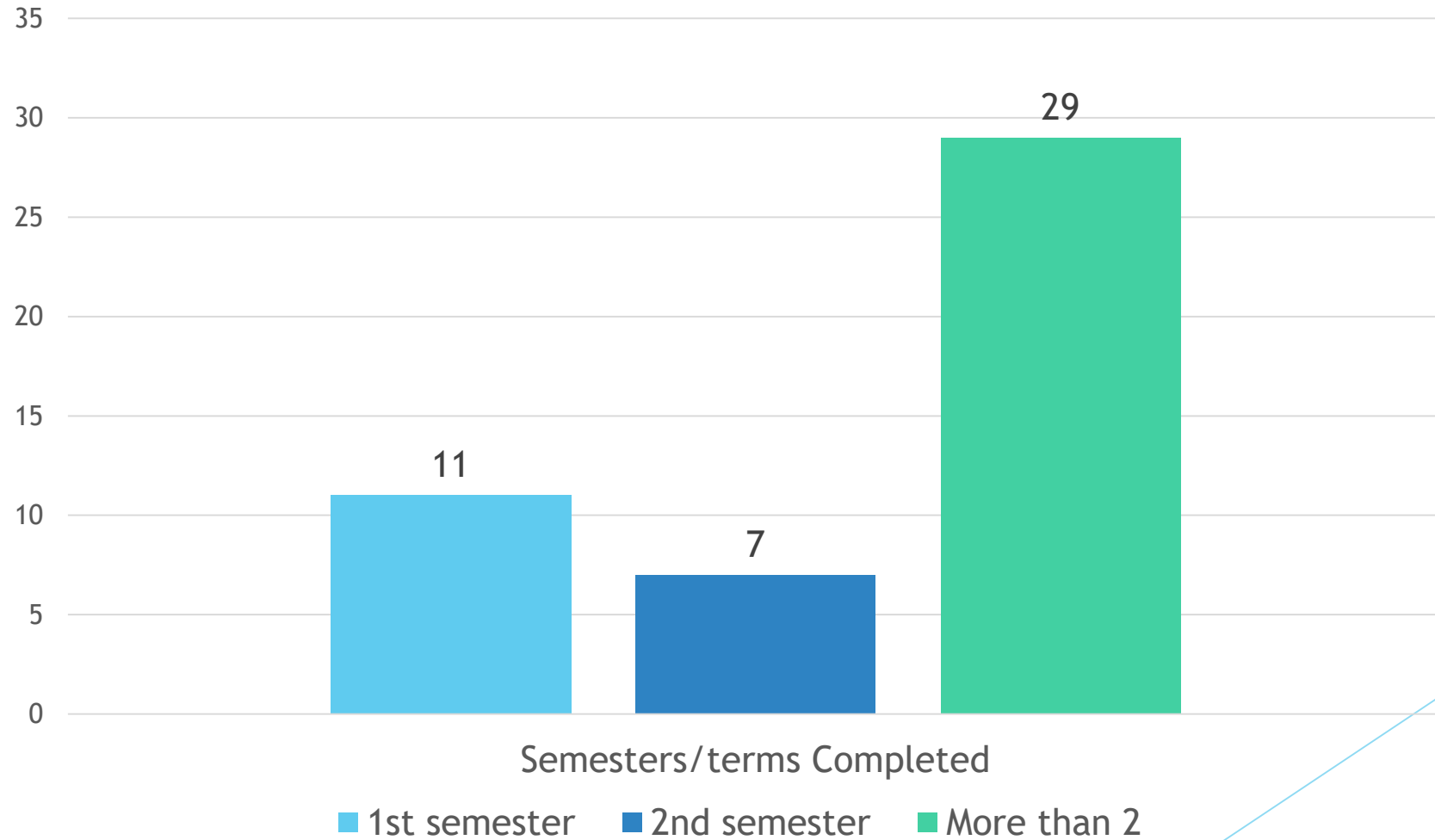
# Self-Identification

Survey Question: Do you consider yourself a member of the Lesbian, Gay, Bisexual and/or Transgender (LGBT) community?



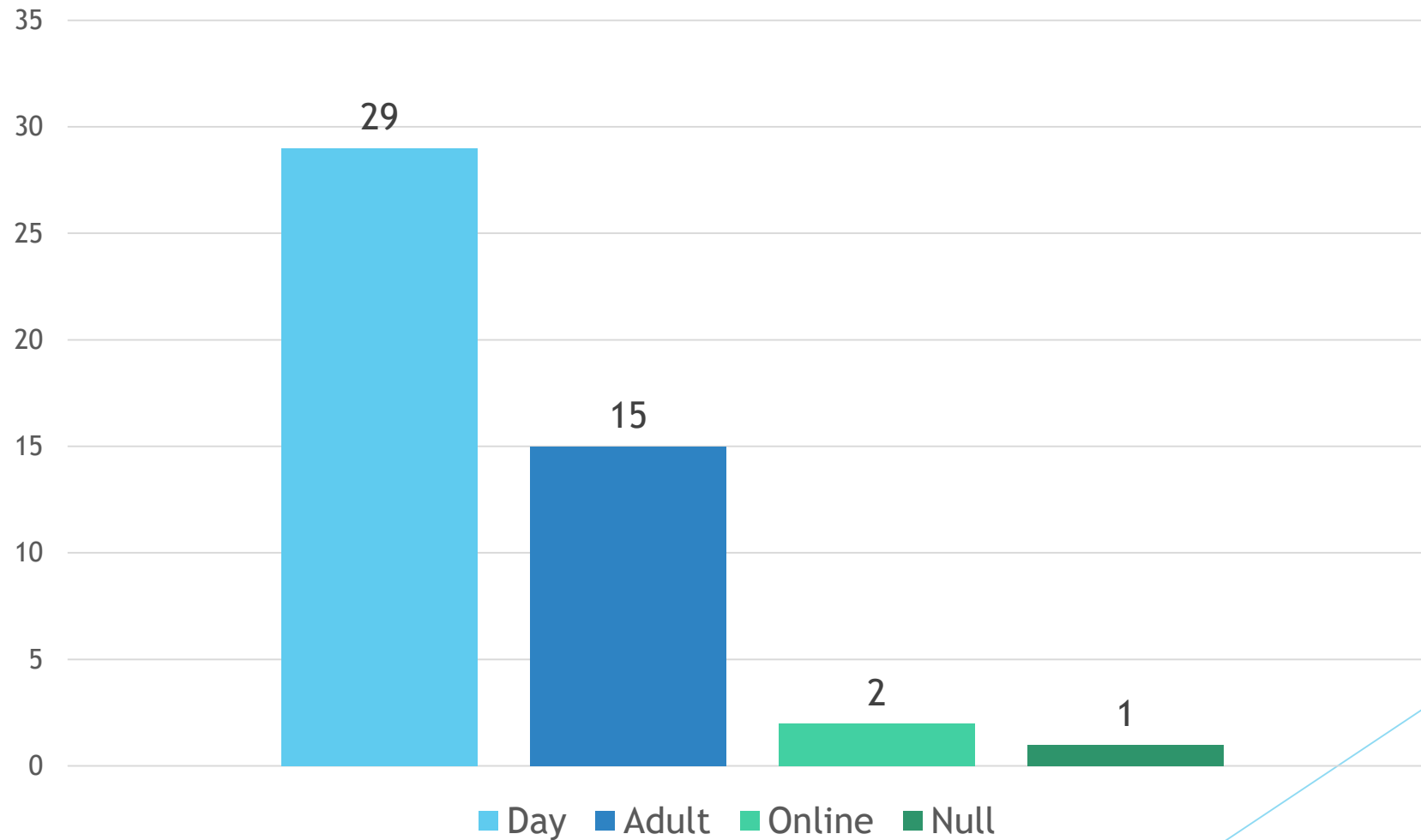
# Student Respondent Demographics

## Enrollment



# Student Respondent Demographics

## Division



# Observations & Experiences

**Survey Question:** Within the past year, have you observed any behavior or communications directed toward a person or group of people at CW that you believe has created an exclusionary (e.g. shunned, ignored), offensive, intimidating, and/or hostile (e.g. bullied, harassing) working or learning environment?

- ▶ 2 students reported 3 incidents of exclusionary behavior
- ▶ All 3 incidents reported were student/student
- ▶ 2 of the incidents involved derogatory remarks; the third incident was not classified

**Survey Question:** Within the past year, have you personally experienced any behavior or communications directed toward a person or group of people at CW that you believe has created an exclusionary (e.g. shunned, ignored), offensive, intimidating, and/or hostile (e.g. bullied, harassing) working or learning environment?

- ▶ No reported incidents



# Observations & Experiences

Survey Question: Within the last year, have you personally experienced any unwanted sexual contact?

- ▶ No reported incidents

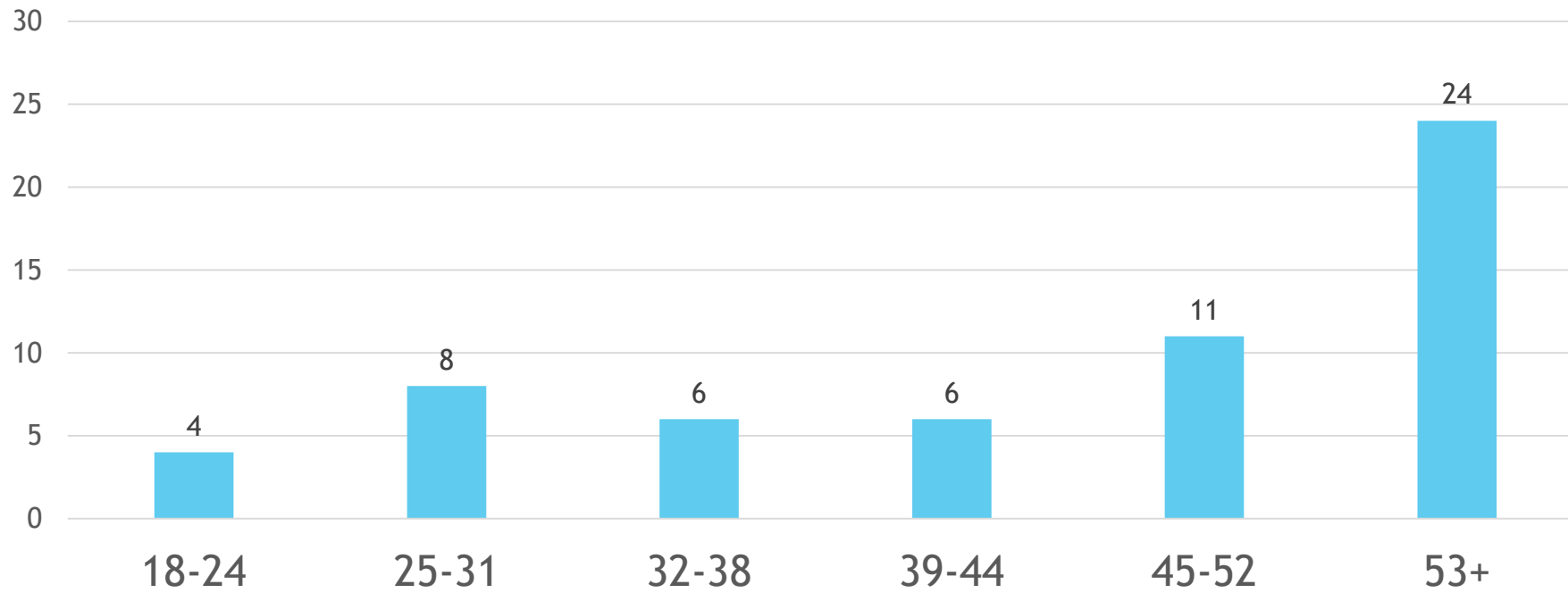
# Perceptions of Climate

Survey prompt: “CW is a Welcoming Place based on a person’s...”

- ▶ Age
- ▶ Disability
- ▶ Educational credential
- ▶ English Language Proficiency
- ▶ Ethnicity
- ▶ Gender/Gender Identity
- ▶ Immigrant or Citizen status
- ▶ Marital Status
- ▶ Military or Veteran status
- ▶ Parental Status
- ▶ Philosophical Views
- ▶ Physical Characteristics
- ▶ Political Views
- ▶ Racial Identity
- ▶ Religious/Spiritual Views
- ▶ Sexual Identity
- ▶ Socioeconomic status

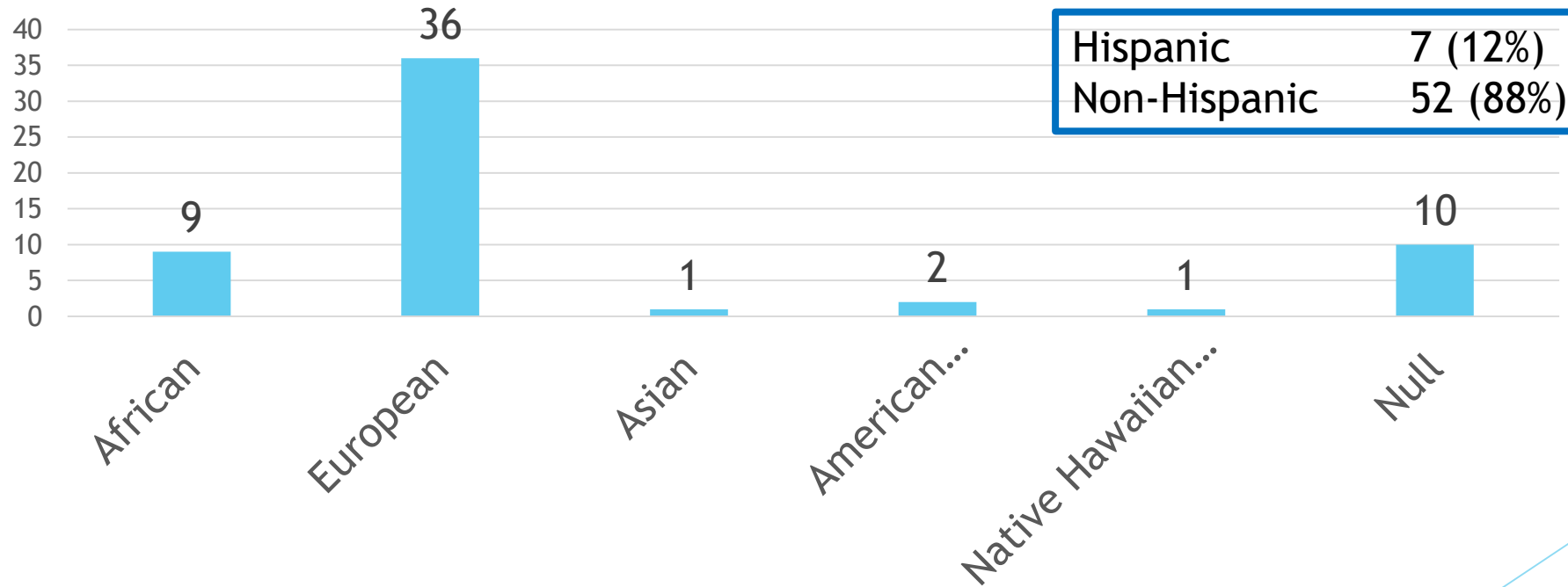
# Employee Respondent Demographics

## Age



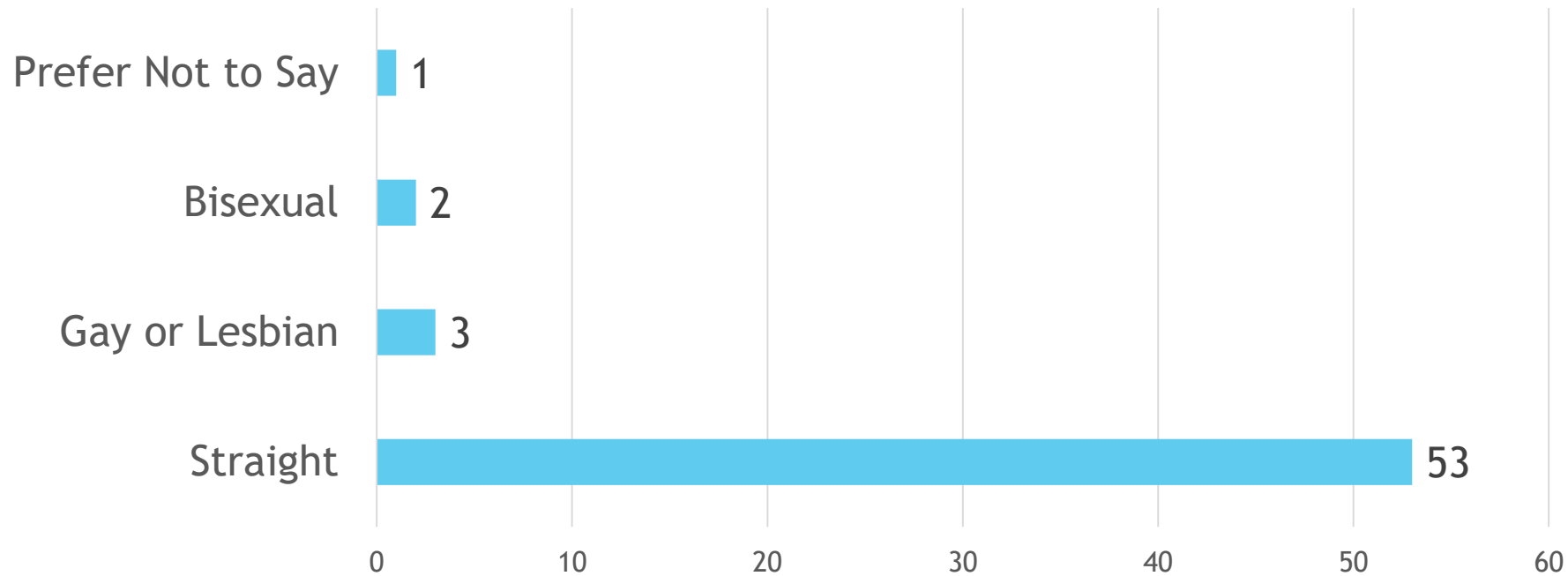
# Employee Respondent Demographics

## Ethnicity



# Employee Respondent Demographics

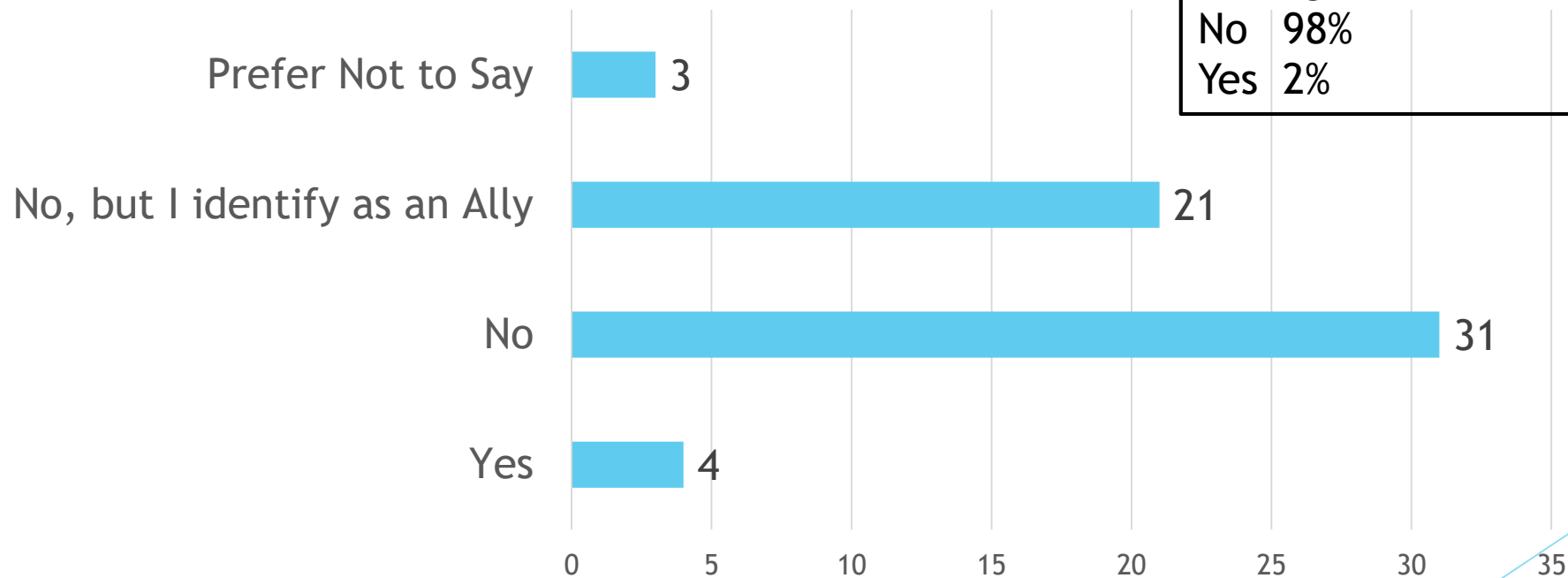
## Sexual Orientation



# Employee Respondent Demographics

**Survey Question:** Do you consider yourself a member of the Lesbian, Gay, Bisexual and/or Transgender (LGBT) community?

## Self-Identification



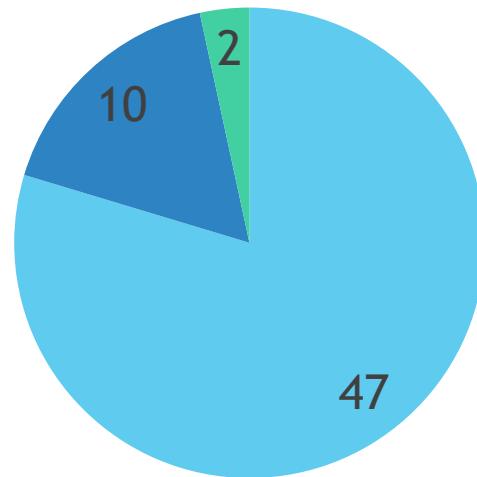
**Do you identify as Transgender?**

No 98%

Yes 2%

# Employee Respondent Demographics

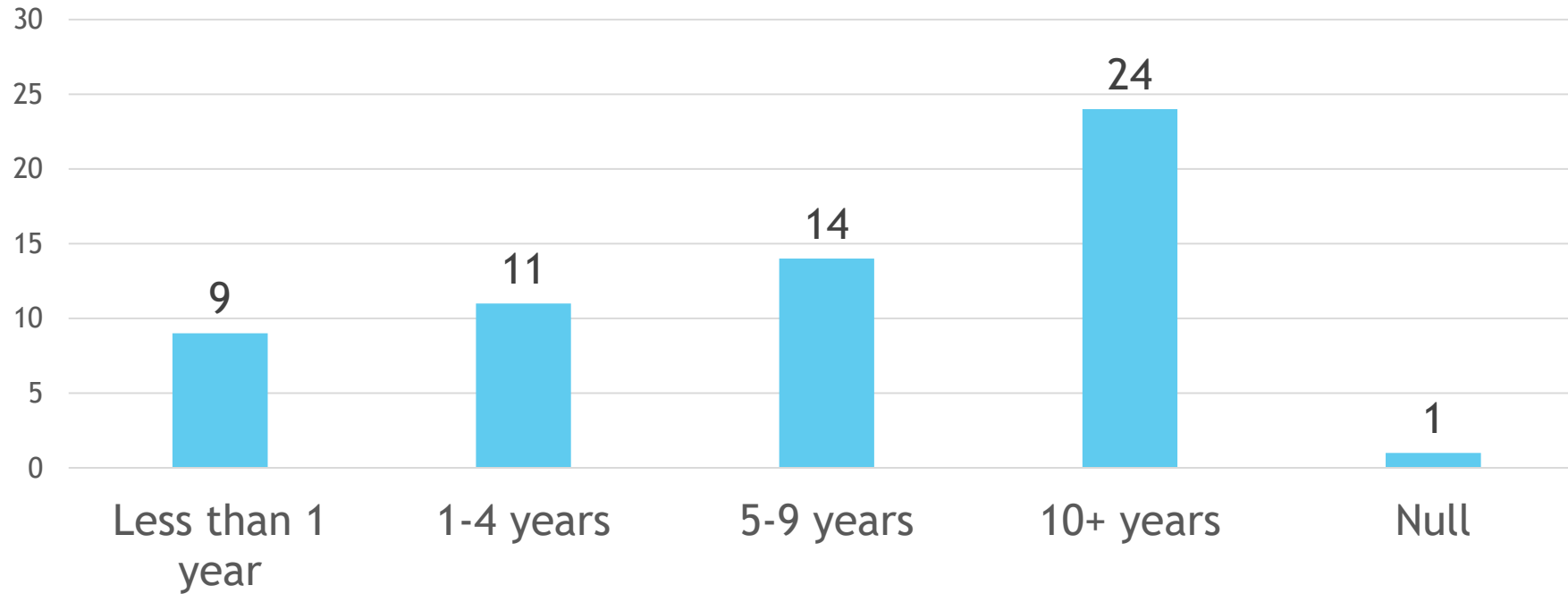
## Employment Status



■ Full Time ■ Part Time ■ Null

# Employee Respondent Demographics

## Years Employed





# Observations & Experiences

**Survey Question:** Within the past year, have you observed any behavior or communications directed toward a person or group of people at CW that you believe has created an exclusionary (e.g. shunned, ignored), offensive, intimidating, and/or hostile (e.g. bullied, harassing) working or learning environment?

- ▶ 11 incidents reported observing exclusionary behavior within 5 categories:
  - ▶ Deliberately ignored or excluded (1 incident)
  - ▶ Derogatory Remarks (4 incidents)
  - ▶ Intimidated/bullied (3 incidents)
  - ▶ Person felt isolated or left out (2 incidents)
  - ▶ Receipt of a low performance evaluation (1 incident)

# Observations & Experiences

**Survey Question: Within the past year, have you personally experienced any behavior or communications directed toward a person or group of people at CW that you believe has created an exclusionary (e.g. shunned, ignored), offensive, intimidating, and/or hostile (e.g. bullied, harassing) working or learning environment?**

- ▶ 6 respondents reported personally experiencing exclusionary behavior
- ▶ Categories that these 6 respondents reported as feeling excluded Very Often, Often, or Sometimes (could select as many categories as applicable):
  - ▶ Age, Educational Credentials, Ethnicity, Gender, Marital Status, Mental Health, Participation in an organization, Physical Characteristics, Physical Disability, Philosophical Views, Political Views, Position @ CW, and Sexual Identity
  - ▶ There was no one category that stood out as prevalently exclusionary (more than 2 respondents per category)

# Observations & Experiences

**Survey Question: Within the past year, have you personally experienced unwanted sexual contact?**

- ▶ 2 respondents reported personally experiencing unwanted sexual contact within the past year
  - ▶ 1 respondent reported the unwanted sexual contact was from a staff member, on-campus, and they responded by “ignoring it” and “leaving the situation immediately.”
  - ▶ 1 respondent reported the unwanted sexual contact was from a friend, off campus, and they “felt somehow responsible.”

# In Closing...

- ▶ Based on results of our first Campus Climate Survey, CW is a safe place to learn and work.
- ▶ Results will be publicly posted on the CW website, in compliance with Article 129B (Enough is Enough) New York State law.
- ▶ We will conduct the Campus Climate Survey every two years.
- ▶ We plan to include incentives in the future with the goal of increasing student respondent rate.
- ▶ We will continue to analyze and update survey questions to ensure effective identification of campus climate concerns related to diversity, inclusion, and sexual respect.

# Questions?

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