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

- Under 18: 2
- 18-24: 24
- 25-31: 9
- 32-38: 5
- 39-44: 1
- 45-52: 1
- 53-64: 4
**Student Respondent Demographics**

**Ethnicity**

- **Hispanic**: 23 (49%)
- **Non-Hispanic**: 24 (51%)
Self-Identification

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

- Yes: 5
- Prefer Not to Say: 2
- No, but I identify as an Ally: 14
- No: 26
Student Respondent Demographics

Enrollment

Semesters/terms Completed

1st semester: 11
2nd semester: 7
More than 2: 29

Legend:
- 1st semester
- 2nd semester
- More than 2
Student Respondent Demographics

Division

- Day: 29
- Adult: 15
- Online: 2
- Null: 1
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
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

<table>
<thead>
<tr>
<th>Age Range</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-24</td>
<td>4</td>
</tr>
<tr>
<td>25-31</td>
<td>8</td>
</tr>
<tr>
<td>32-38</td>
<td>6</td>
</tr>
<tr>
<td>39-44</td>
<td>6</td>
</tr>
<tr>
<td>45-52</td>
<td>11</td>
</tr>
<tr>
<td>53+</td>
<td>24</td>
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Employee Respondent Demographics

Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Count</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Hispanic</td>
<td>7</td>
<td>12%</td>
</tr>
<tr>
<td>Non-Hispanic</td>
<td>52</td>
<td>88%</td>
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</tbody>
</table>

- African: 9
- European: 36
- Asian: 1
- American: 2
- Native Hawaiian: 1
- Null: 10
Employee Respondent Demographics

Sexual Orientation

- Prefer Not to Say: 1
- Bisexual: 2
- Gay or Lesbian: 3
- Straight: 53
Survey Question: Do you consider yourself a member of the Lesbian, Gay, Bisexual and/or Transgender (LGBT) community?

Self-Identification

- Prefer Not to Say: 3
- No, but I identify as an Ally: 21
- No: 31
- Yes: 4

Do you identify as Transgender?
- No: 98%
- Yes: 2%
Employee Respondent Demographics

Employment Status

- Full Time: 47
- Part Time: 2
- Null: 10

Legend:
- Full Time
- Part Time
- Null
Employee Respondent Demographics

Years Employed

<table>
<thead>
<tr>
<th>Years Employed</th>
<th>Count</th>
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</thead>
<tbody>
<tr>
<td>Less than 1 year</td>
<td>9</td>
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<tr>
<td>1-4 years</td>
<td>11</td>
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<td>5-9 years</td>
<td>14</td>
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<td>10+ years</td>
<td>24</td>
</tr>
<tr>
<td>Null</td>
<td>1</td>
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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)
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 then 2 respondents per category)
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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