

# Survey Flow

**Standard: Survey Introduction**

**Standard: Section I: Demographics (12 Questions<sup>1</sup>)**

**Standard: Section II: Employee Relations, Engagement & Job Satisfaction (7 Questions)**

**Standard: Section II: Diversity and Inclusion (5 Questions)**

**Standard: Section IV: Overall (4 Questions)**

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<sup>1</sup> The number of questions/length of this survey depends on an employees primary position with the district. Non-faculty employees (i.e. Confidential, Classified Staff, and Administrators) will answer 24 questions. What appears for question 4 will depend on the college/location they choose in question 3. Faculty will answer four additional question (See Q1a-c and Q11). The blue “Display This Question” boxes provide additional information.

# 2019 Climate Survey

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## Survey Introduction

The purpose of this comprehensive climate survey is to assess employee relations, engagement and job satisfaction, as well as broad issues of diversity and inclusion, and support the strategic planning process. We are interested in employee perceptions of the district and/or the colleges' responsiveness to addressing issues that may arise, as well as perceptions regarding the institutional climate/organizational culture as one supportive of equality and equitable outcomes for all. This survey will provide insight into faculty/staff personal experiences and provide institutional leaders with information and more data-driven guidance that will assist them in better understanding and strategically addressing potential problems within our organization and on each of our campuses.

This survey is anonymous. No personally identifiable information (i.e. name, address, department) will be recorded and all contact information (i.e. email address, IP address) will be disassociated to prevent traceability. Responses will be analyzed at the group level and reported in aggregate form only when summarized in any reports or publications. Small count numbers in the dataset will also be suppressed to further protect respondents' privacy.

Thank you in advance for taking the time to participate in this survey. This survey should take approximately 20 minutes to complete. We look forward to learning more about our institutional climate/organizational culture. If you have any questions or concerns regarding this survey and/or your participation, please contact us. We can be reached by email at [kccdir@kccd.edu](mailto:kccdir@kccd.edu) or by telephone at (661) 336-5085.

0% Survey Completion 100%





Start of Block: Section I: Demographics

**Demographics<sup>2</sup>**

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**Q1 What is your primary position at your place of employment?**

- Faculty (1)
  - Classified Staff (2)
  - Confidential Staff (3)
  - Management (4)
- 

**Q1a What is your current faculty status?**

- Adjunct Faculty (1)
  - Tenured/Tenure Track Faculty (2)
  - Other \_\_\_\_\_ (3)
- 

**Q1b Are you teaching at least one class during the 2019-2020 academic school year?**

- Yes (1)
  - No (2)
- 

**Q1c Did you teach at least one class during the 2018-2019 academic school year?**

- Yes (1)
  - No (2)
- 

**Q2 Do you currently work full-time or part-time?**

- Full-time (1)
  - Part-time (2)
- 

**Q3 At which college or location do you primarily work?**

- Bakersfield College (1)
  - Cerro Coso Community College (2)
  - Porterville College (3)
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<sup>2</sup> Questions 1 through 8 are from “Part VIII: Demographics” of the Previous Years KCCD Climate Survey (2016, 2013, 2011).

District Office (4)

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*Display This Question:*

*If Which college/location do you work for? = Bakersfield College*

**Q4a Which campus location(s) do you do most of your work from?**

- BC Main Campus (1)
  - BC Delano College Center (2)
  - BC Southwest Campus (3)
  - BC Online (4)
  - BC Weill Institute (5)
  - Other BC Location (6)
- 

*Display This Question:*

*If Which college/location do you work for? = Cerro Coso Community College*

**Q4b Which campus location(s) do you do most of your work from?**

- CC Main Campus (Ridgecrest/Indian Wells Valley Campus) (1)
  - CC East Kern Center (Tehachapi Ed Center/Edwards AFB) (2)
  - CC East Kern Prison Campus (California City CAC/Tehachapi CCI) (3)
  - CC Eastern Sierra College Center (Bishop/Mammoth) (4)
  - CC Kern River Valley Center (5)
  - None of the above, CC Online Only (6)
  - None of the above, Dual Enrollment/High School Only (7)
- 

**Q5 How long have you worked for the KCCD?**

- Less than 1 year (1)
  - 1-5 years (2)
  - 6-10 years (3)
  - More than 10 years (4)
-

**Q6 How do you identify?**

- Male (1)
  - Female (2)
  - Non-binary (3)
- 

**Q7 What is your primary race/ethnicity?**

- Asian (1)
  - Black or African American (2)
  - Hispanic or Latino (3)
  - Native American or Alaska Native (4)
  - Native Hawaiian or Pacific Islander (5)
  - White (6)
  - Two or More Races (7)
  - Other (8)
- 

**Q8 What is your age group?**

- 30 or younger (1)
  - 31-40 (2)
  - 41-50 (3)
  - 51-60 (4)
  - Over 60 (5)
- 

0% — Survey Completion — 100%





Start of Block: Section II: Employee Relations Engagement, & Job Satisfaction

### Employee Relations, Engagement & Job Satisfaction<sup>3</sup>

**Q9 Please reflect on the college or location where you primarily work (i.e. BC, CC, PC, District Office). Please indicate the extent to which you agree or disagree with each of the following:**

	Strongly agree (1)	Somewhat agree (2)	Neither agree nor disagree (3)	Somewhat disagree (4)	Strongly disagree (5)
a. Employees here respect each other (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My work location (college or district office) takes responsibility for educating underprepared and/or underrepresented students (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. My work location (college or district office) adequately prepares students for the workplace (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. There is trust <u>between classified staff and faculty</u> (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. There is trust <u>between classified staff and management</u> (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. There is trust <u>between faculty and management</u> (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. There is trust <u>between employees at the colleges and the district office</u> (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. There is trust <u>among the three colleges</u> (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Management considers faculty and staff concerns when making policy (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. The department I work in values my contributions (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<sup>3</sup> Questions/statements in the following this section, *Employee Relations, Engagement and Job Satisfaction*, and the section that follows, *Diversity and Inclusion*, reflect a combination of survey instruments. Questions with an asterisk (\*) next to it are from KCCD's past Climate Survey. Information in parenthesis ( ) describe the exact location the statement comes from. Keeping similar questions in the survey will continue to allow for analysis across multiple years. All other questions/statements are examples from multiple survey instruments developed by UCLA's Higher Education Research Institute (HERI) (i.e. the HERI Staff Climate Survey, Faculty Survey, and/or Diversity Learning Environment Survey), as well as other colleges (i.e. Central Oregon Community College, Portland Community College, San Bernardino Community College District, Shasta College, Fullerton Community College, etc.).



k. I am happy with the opportunities provided for career development and advancement (11)

l. The criteria for advancement and promotion decisions are clear (12)

m. I feel a sense of belonging to my work location (college or district office) (13)

n. I am provided with the resources (i.e. materials, supplies, equipment) and related support needed to adequately perform my job (14)

o. I am provided with the technology and related support to do my work (15)

p. I understand the decision making process at my work location (college or district office) (16)

q. The decision making process at my work location (college or district office) is effective (17)

r. I understand the decision making process for decisions affecting KCCD as a whole (18)

s. The district-wide decision making process is effective (19)

t. Information flows well upward through the organizational structure (20)

u. Information flows well downward through the organizational structure (21)

v. I am provided adequate training to do my work (22)

w. There are opportunities in this college/district to learn and grow in my career (23)

x. My work location (college or district office) provides encouragement and support for professional growth and development (24)



**Q10 Please reflect on the college or location where you primarily work (i.e. BC, CC, PC, District Office). Please indicate the extent to which you agree or disagree with the following statements:**

	Strongly agree (1)	Somewhat agree (2)	Neither agree nor disagree (3)	Somewhat disagree (4)	Strongly disagree (5)
a. KCCD promotes high ethical standards for faculty, staff and students (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My work location (college or district office) promotes high ethical standards for faculty, staff and students (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Employee morale is high at my work location (college or district office) (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Employee morale is high within my department (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. I feel valued as an employee of this institution (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I achieve a healthy balance between my personal life and my professional life (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. I feel consulted and listened to regarding decisions in the workplace (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Employees at all levels and classifications are sufficiently involved in campus decision-making (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Relevant information affecting KCCD as a whole is effectively communicated throughout the district (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Relevant information affecting my work location (college or district office) is effectively communicated throughout the organization (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. I have sufficient information to perform my job (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



<p>l. I am satisfied with my opportunities to participate in key institutional decisions, such as those concerned with long-term planning, budgeting, goal setting, and institutional mission (12)</p>	○	○	○	○	○
<p>m. My representatives on governance committees keep me informed of important college/district issues (13)</p>	○	○	○	○	○
<p>n. My representatives on governance committees ask for my input on important college/district issues (14)</p>	○	○	○	○	○
<p>o. The environment in which I work is conducive to productivity (15)</p>	○	○	○	○	○
<p>p. I feel comfortable and safe bringing forward a complaint (i.e. harassment, safety issues, policy violations, etc.) (16)</p>	○	○	○	○	○
<p>q. I understand reporting policies at my work location (college or district office) and know how to report issues of discrimination and/or harassment (17)</p>	○	○	○	○	○
<p>r. The college or location where I work is adequately maintained (18)</p>	○	○	○	○	○
<p>s. The college or location where I work is an attractive facility (19)</p>	○	○	○	○	○
<p>t. The college or location where I work is kept clean (20)</p>	○	○	○	○	○
<p>u. I feel safe at my work location (college or district office) (21)</p>	○	○	○	○	○

Display This Question:

If What is your primary position at the college/district? = Faculty

And Are you teaching at least one class during the 2019-2020 academic school year? = Yes

**Q11 Please reflect on the college or location where you primarily work (i.e. BC, CC, PC, District Office). Please indicate the extent to which you agree or disagree with each of the following:**

	Strongly agree (1)	Somewhat agree (2)	Neither agree nor disagree (3)	Somewhat disagree (4)	Strongly disagree (5)
a. My teaching is valued by faculty in my department (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My service is valued by faculty in my department (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. My mentoring is valued by faculty in my department (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Faculty here respect each other (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. My assigned teaching load is appropriate (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. There is adequate support for faculty development (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Faculty are prepared to deal with conflict over diversity issues in the classroom (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Faculty of color are treated fairly here (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Women faculty are treated fairly here (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. LGBTQ+ faculty are treated fairly here (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Q12 Please reflect on the college or location where you primarily work (i.e. BC, CC, PC, District Office). Please indicate how positive/negative your interactions are with the following groups:**

	Extremely positive (1)	Somewhat positive (2)	Neither positive nor negative (3)	Somewhat negative (4)	Extremely negative (5)
a. Students (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Faculty (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Classified Staff (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Confidential Staff (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Managers/Administrators (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The other colleges within our district (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Immediate supervisor (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Q13 Please indicate the extent to which you agree or disagree with each of the following about your immediate supervisor.**

My supervisor:

	Strongly agree (1)	Somewhat agree (2)	Neither agree nor disagree (3)	Somewhat disagree (4)	Strongly disagree (5)
a. Encourages my professional development (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Sets realistic expectations for my job (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Demonstrates a commitment to diversity and inclusion (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Provides me with feedback that assists me in performing my job responsibilities (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Advocates for me (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

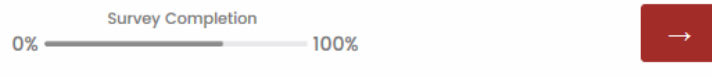
f. Asks for my input before making decisions that affect my work and/or our unit/department (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Keeps me informed of issues relevant to my job (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Has the knowledge and skills needed to support me in my job (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Q14 Please indicate how often you participate in the following activities:**

	Very Often (3 or more times per month) (1)	Often (1-2 times per month) (2)	Sometimes (1-2 times per semester) (3)	Seldom (1-2 times per year) (4)	Never (5)	Not Available (6)
a. Department Meetings (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Committee Meetings (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Staff development activities/Professional development trainings or workshops (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Extracurricular college activities (sports, arts, clubs) (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Intercollege events (district-wide meetings or cooperative events affecting more than one college) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Community meetings or events (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Networking events (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Q15 Please indicate your satisfaction with the services provided by the following KCCD District Offices:**

	Extremely satisfied(1)	Somewhat satisfied (2)	Neither satisfied nor dissatisfied (3)	Somewhat dissatisfied (4)	Extremely dissatisfied (5)
a. Business Services (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Educational Services (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Human Resources (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Information Technology (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Institutional Research (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Start of Block: Section II: Diversity and Inclusion

## Diversity and Inclusion

**Q16 Please indicate the extent to which you agree or disagree with the following statements about our overall institution and/or the college or location where you primarily work (i.e. BC, CC, PC, District Office):**

	Strongly agree (1)	Somewhat agree (2)	Neither agree nor disagree (3)	Somewhat disagree (4)	Strongly disagree (5)
a. This institution demonstrates through its practices and policies an appropriate understanding of and concern for issues of equity and diversity (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. This institution promotes the idea that a racially/ ethnically diverse student body enhances the educational experience of all students (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. My work location has effective hiring practices and policies that increase faculty and staff diversity (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. My work location encourages staff to have a public voice and share their ideas openly (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. My work location promotes the appreciation of cultural differences (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. My work location provides the campus community with opportunities to share feelings about issues of concern (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. My work location rewards staff for their participation in diversity efforts (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. My work location has a lot of racial tension (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. My work location provides staff with the skills/training needed to facilitate conversations about diversity issues on campus (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

k. My work environment is open to the expression of different ideas, opinions, and beliefs (10)

**Q17 Please indicate the extent to which you agree or disagree with the following statement about the general climate where you currently work (i.e. BC, CC, PC, District Office).**

The general climate is one that is welcoming and supportive of similarities and differences in

	Strongly agree (1)	Somewhat agree (2)	Neither agree nor disagree (3)	Somewhat disagree (4)	Strongly disagree (5)
a. Ability/Disability Status (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Age (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Citizenship Status (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Gender/Gender Identity (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Level of Education (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Political Beliefs (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Race/Ethnicity (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Religious/Spiritual Beliefs (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Sexual Orientation (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Socioeconomic Status (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Q18 While at this institution, please indicate how often you have:**

	Very Often (1)	Often (2)	Sometimes (3)	Seldom (4)	Never (5)
a. Personally experienced discrimination (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Assisted a student with a problem about discrimination (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Assisted another employee with a problem about discrimination (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Witnessed discrimination (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Felt excluded (i.e. from gatherings, events) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Reported an incident of discrimination to a campus authority (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Been sexually harassed (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Reported an incident of sexual harassment to a campus authority (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Heard insensitive or disparaging remarks about race/ethnicity from <u>Students</u> (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Heard insensitive or disparaging remarks about race/ethnicity from <u>Faculty</u> (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Heard insensitive or disparaging remarks about race/ethnicity from <u>Classified Staff</u> (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Heard insensitive or disparaging remarks about race/ethnicity from <u>Confidential Staff</u> (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Heard insensitive or disparaging remarks about race/ethnicity from <u>Management</u> (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

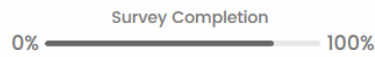


**Q19 While at this institution, please indicate how often you have been discriminated against or excluded from activities because of your:**

	Very Often (1)	Often (2)	Sometimes (3)	Seldom (4)	Never (5)
a. Ability/Disability Status (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Age (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Citizenship Status (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Gender/Gender Identity (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Job Classification (i.e. Title, Position) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Level of Education (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Political Beliefs (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Race/Ethnicity (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Religious/Spiritual Beliefs (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Sexual Orientation (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Socioeconomic Status (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Q20 While at this institution, please indicate how often you experienced discrimination by the following groups:**

	Very Often (1)	Often (2)	Sometimes (3)	Seldom (4)	Never (5)
a. Students (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Faculty (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Classified Staff (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Confidential Staff (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Management/Administration (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Start of Block: Section IV: Overall

**Q21 Overall, how satisfied are you with this institution as a place to work?**

- Extremely satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Extremely dissatisfied (5)

**Q22 Within the next year, how likely are you to leave:**

	Extremely likely (1)	Somewhat likely (2)	Neither likely nor unlikely (3)	Somewhat unlikely (4)	Extremely unlikely (5)
a. Your current position (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Your college or work location (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The District (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Q23 How long do you expect to continue working for the KCCD?**

- Less than 1 year (1)
- 1-5 years (2)
- 6-10 years (3)
- More than 10 years (4)

**Q24 If you had to do it over again, would you choose to work for the KCCD?**

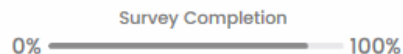
- Yes (1)
- No (2)

**Q25 If there is anything else you would like to share about your experiences as an employee of the KCCD, the college you primarily work for, and/or the district office, please do so below:**

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End of Survey Message

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We thank you for your time spent taking this survey.  
Your input has been extremely valuable.

Your response has been recorded. Should you have any feedback about this survey and how it might be improved, you can email us at [kccdir@kccd.edu](mailto:kccdir@kccd.edu).

