

De Anza College Office of Institutional Research and Planning

To: Campus Equity Survey Taskforce

From: Mallory Newell, Interim Executive Director, FHDA Research and Planning
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Date: 12/5/2014

Subject: De Anza Employee Equity Survey Results – Spring 2014

The Foothill-De Anza Community College District – Campus Climate Survey for Employees was administered in spring 2014. It was sent to all employees on Monday, June 6 and was open for two weeks until Monday, June 16. The survey was sent to 4,613 employees and resulted in 227 valid responses for a response rate of 4.92%.

Employee Survey Population:

- The age profile of the survey respondents is well-aligned with the employee population of De Anza campuses. Over half of the survey respondents and employee population are those who were age 50 or older (61% vs. 59%), while one-fourth were between ages 40 to 49 (24% vs. 25%).
- A higher rate of females responded to the survey (67% vs. 59%) than males (33% vs. 41%).
- Whites were overrepresented in the survey (56% vs. 47%), with Asians (13% vs. 21%) and Hispanics (11% vs. 15%) underrepresented.

Employee Background (Questions 2-5)

- 61% of respondents have worked for FHDA over 10 years, while 24% for 4-9 years and 15% for 3 years or less.
- 60% of employees spend 30 or more hours on campus per week while 28% spend 6-20 hours on campus per week.
- 35% of respondents were classified staff (24% in population), 30% full-time faculty (26% in population), 27% part-time faculty (44% in population), with 6% administrators (2% in population).
- 81% of respondents stated they interact with students daily while 12% stated weekly, 6% occasionally and 2% never interact with students.

Perception of How Employees Act Towards or Treat Students (Questions 6-13)

- 74% of respondents gave a rating between 80-100% in regards to: Show care and concern for students.
- 74% of respondents gave a rating between 80-100% in regards to: Are approachable if a student wants to ask a question.
- 51% of respondents gave a rating between 80-100% in regards to: Use examples in teaching, providing service, or presenting information that reflect a wide range of cultures.

Perception of Frequency of Employee Actions (Questions 14-20)

- 70% of respondents stated that they perceive other employees never or rarely discourage students from asking questions because of the students' race/ethnicity, language, gender, sexual orientation, religion, or disability status.
- 63% of respondents stated that they perceive other employees never or rarely make students feel uncomfortable because of their race/ethnicity, language, gender, sexual orientation, religion, or disability status.
- 59% of respondents stated that they perceive other employees never or rarely use materials that reinforce stereotypes based on race/ethnicity, language, gender, sexual orientation, religion, or disability status.

Frequency in Which Employees were Treated by Students (Questions 21-24)

- 81% of respondents stated that they have never or rarely experienced: Students made me feel uncomfortable because of my race/ethnicity, language, gender, sexual orientation, religion, or disability status.
- 56% of respondents stated that they have never or rarely experienced: Students reinforce stereotypes based on race/ethnicity, language, gender, sexual orientation, religion, or disability status.

Perception of the Institution (Questions 25-26)

- 70% of respondents stated they strongly agree or somewhat agree that administration is appropriately committed to promoting respect for and understanding of group differences.
- 56% of respondents stated that appropriate efforts are made to recruit underrepresented employees.

Experience with Other Employees (Questions 27-29)

- 84% of respondents gave a rating between 80-100% in regards to: I have been treated with courtesy and respect by staff, 78% by faculty, and 65% by administrators.
- 77% of respondents gave a rating between 80-100% in regards to: I have been given accurate and timely information from staff, 67% from faculty, and 55% from administrators.

Personal Development (Questions 30-34)

- 88% of respondents stated strongly agree or somewhat agree that as a result of working at this college they are more comfortable working with people from other cultures.
- 90% of respondents stated strongly agree or somewhat agree that as a result of working at this college they have increased appreciation/ability to see things from the perspective of others.
- 70% of respondents stated strongly agree or somewhat agree that as a result of working at this college they have a better understanding of their own cultural background.

Perceptions of the Campus Overall (Questions 35-48)

- 82% of respondents stated they strongly agree or somewhat agree that that this campus is welcoming regardless of one's race/ethnicity, language, gender, sexual orientation, religion, or disability status.
- 63% of respondents stated they strongly agree or somewhat agree that this campus is free from tension related to race/ethnicity, language, gender, sexual orientation, religion, or disability status.
- 41% of respondents stated they strongly agree or somewhat agree that this campus is free from social or employee class tensions.
- 35% of respondents stated they strongly agree or somewhat agree that appropriate support is provided by FHDA to help employees who are primary caregivers (either of children or adults) fulfill their work duties. Note that 44% of respondents stated this issue was either not applicable or that they didn't know if appropriate support is available under such circumstances.

Frequency of Feeling: (Questions 49-61)

- 63% of respondents stated they felt pressured to take on more work frequently or occasionally.
- 68% of respondents stated they felt burned out frequently or occasionally.
- 45% of respondents stated they censored their thoughts and ideas out of fear frequently or occasionally.
- 42% of respondents stated they had been talked over, ignored or silenced by other employees frequently or occasionally.
- 32% of respondents stated they had been talked down to or treated as unintelligent frequently or occasionally.

Factors that Most Affect How You Are Treated on Campus (Questions 62)

- 59% of respondents stated that their FHDA employee classification had the most effect (5 & 6 on likert scale between 1to 6) on how they are treated on campus.
- 18% of respondents stated that their race/ethnicity had the most effect (5 & 6 on likert scale between 1to 6) on how they are treated on campus.
- 9% of respondents stated that their sexual orientation had the most effect (5 & 6 on likert scale between 1to 6) on how they are treated on campus.

Respondent Background (Questions 63-71)

- 47% of respondents reported that English is their primary language, but they speak other languages, 44% reported they only speak English, and 8% reported English is not their primary language.
- 33% of respondents reported their religion to be Christianity, 21% Decline to State, 12% No religion, 8% Agnostic, 6% Atheist, 6% Buddhism, 5% Judaism, and 1% Islam.
- 76% of respondents reported their sexual orientation to be heterosexual, 5% homosexual, 4% bisexual, 1% other, 1% asexual and 14% declined to state.

Differences between Groups

In regards to the differences between groups for employees, in many cases, each cell represents extremely small samples that represent few employees. All results, especially as they relate to the findings from any specific question, should be interpreted with caution.

Gender

61% (135) of respondents stated they were female, 30% (66) stated they were male while 8% (18) declines to stated.

- 88% of males compared to 74% of females stated that they strongly agree or somewhat agree that they are safe from physical harm when they are on campus.
- 69% of males compared to 60% of females stated that they never or rarely felt excluded from formal collegial networks.
- 68% of males compared to 54% of females stated they never or rarely have been talked over, ignored, or silenced by other employees.

Question 1 ask respondents to identify the campus/facility there they primarily work.

Background

2. How many years have you worked for FHDA?

	N	Percent
First year	10	4.4
1-3 years	25	11.1
4-6 years	24	10.6
7-9 years	30	13.3
10+ years	137	60.6
Total	226	
No Response	2	

3. How many hours do you spend physically on campus in a typical week?

	N	Percent
None	1	0.4
1-5	8	3.6
6-10	31	13.8
11-20	31	13.8
21-30	20	8.9
30+	134	59.6
Total	225	
No Response	3	

4. What is your primary employee status/classification?

	N	Percent
Administrator	14	6.2
Classified hourly	2	0.9
Classified staff	80	35.6
Full-time faculty	68	30.2
Part-time faculty	61	27.1
Total	225	
No Response	3	

FHDA Employee Equity Survey – **DEANZA CAMPUS ONLY**

5. How much interaction (online or in person) do you have with students?		
	N	Percent
None	4	1.8
Occasional	13	5.7
Weekly	27	11.9
Daily	183	80.6
Total	227	
No Response	1	

Questions 6-13. Please rate your perception of how employees act towards or treat students:

6. Are fair in grading, providing feedback, setting expectations, and/or providing support regardless of the students' backgrounds		
	N	Percent
90-100%	86	38.1
80-89%	67	29.6
70-79%	19	8.4
60-69%	10	4.4
< 60%	5	2.2
NA / Don't Know	39	17.3
Total	226	
No Response	2	

7. Take an interest in students' educational progress		
	N	Percent
90-100%	82	36.8
80-89%	77	34.5
70-79%	32	14.3
60-69%	7	3.1
< 60%	4	1.8
NA / Don't Know	21	9.4
Total	223	
No Response	5	

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8. Show care and concern for students

	N	Percent
90-100%	96	42.9
80-89%	70	31.3
70-79%	29	12.9
60-69%	6	2.7
< 60%	6	2.7
NA / Don't Know	17	7.6
Total	224	
No Response	4	

9. Recognize student backgrounds in a way that makes them proud of who they are

	N	Percent
90-100%	69	30.8
80-89%	69	30.8
70-79%	33	14.7
60-69%	14	6.3
< 60%	14	6.3
NA / Don't Know	25	11.2
Total	224	
No Response	4	

10. Are approachable if a student wants to ask a question

	N	Percent
90-100%	89	39.7
80-89%	77	34.4
70-79%	27	12.1
60-69%	6	2.7
< 60%	8	3.6
NA / Don't Know	17	7.6
Total	224	
No Response	4	

FHDA Employee Equity Survey – **DEANZA CAMPUS ONLY**

11. Make students feel that their contributions are valid

	N	Percent
90-100%	72	32.3
80-89%	77	34.5
70-79%	32	14.3
60-69%	10	4.5
< 60%	7	3.1
NA / Don't Know	25	11.2
Total	223	
No Response	5	

12. Make students feel like they are part of the campus community

	N	Percent
90-100%	70	31.1
80-89%	61	27.1
70-79%	44	19.6
60-69%	10	4.4
< 60%	12	5.3
NA / Don't Know	28	12.4
Total	225	
No Response	3	

13. Use examples in teaching, providing service, or presenting information that reflect a wide range of cultures

	N	Percent
90-100%	58	25.9
80-89%	57	25.4
70-79%	36	16.1
60-69%	10	4.5
< 60%	14	6.3
NA / Don't Know	49	21.9
Total	224	
No Response	4	

Questions 14-20. Please tell us your perception of the frequency in which employees:

14. Ignore student comments or questions because of their race/ethnicity, language, gender, sexual orientation, religion, or disability status

	N	Percent
Never	88	39.1
Rarely	60	26.7
Occasionally	37	16.4
Frequently	8	3.6
NA / Don't Know	32	14.2
Total	225	
No Response	3	

15. Discourage students from asking questions because of the students' race/ethnicity, language, gender, sexual orientation, religion, or disability status

	N	Percent
Never	91	40.8
Rarely	64	28.7
Occasionally	28	12.6
Frequently	6	2.7
NA / Don't Know	34	15.2
Total	223	
No Response	5	

16. Reinforce stereotypes based on race/ethnicity, language, gender, sexual orientation, religion, or disability status

	N	Percent
Never	76	34.1
Rarely	56	25.1
Occasionally	44	19.7
Frequently	14	6.3
NA / Don't Know	33	14.8
Total	223	
No Response	5	

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17. Make students feel uncomfortable because of their race/ethnicity, language, gender, sexual orientation, religion, or disability status

	N	Percent
Never	88	39.3
Rarely	54	24.1
Occasionally	43	19.2
Frequently	8	3.6
NA / Don't Know	31	13.8
Total	224	
No Response	4	

18. Use materials that reinforce stereotypes based on race/ethnicity, language, gender, sexual orientation, religion, or disability status

	N	Percent
Never	73	32.6
Rarely	60	26.8
Occasionally	34	15.2
Frequently	8	3.6
NA / Don't Know	49	21.9
Total	224	
No Response	4	

19. Allow other students to reinforce stereotypes based on race/ethnicity, language, gender, sexual orientation, religion, or disability status

	N	Percent
Never	80	35.9
Rarely	48	21.5
Occasionally	43	19.3
Frequently	14	6.3
NA / Don't Know	38	17
Total	223	
No Response	5	

20. Seem afraid of students because of their race/ethnicity, language, gender, sexual orientation, religion, or disability status

	N	Percent
Never	79	35.6
Rarely	55	24.8
Occasionally	43	19.4
Frequently	13	5.9
NA / Don't Know	32	14.4
Total	222	
No Response	6	

Questions 21-24. Please tell us the frequency in which you have been treated by students:

21. Students ignored my comments or questions because of my race/ethnicity, language, gender, sexual orientation, religion, or disability status

	N	Percent
Never	95	42.4
Rarely	61	27.2
Occasionally	40	17.9
Frequently	2	0.9
NA / Don't Know	26	11.6
Total	224	
No Response	4	

22. Students reinforced stereotypes based on race/ethnicity, language, gender, sexual orientation, religion, or disability status

	N	Percent
Never	73	32.9
Rarely	51	23.0
Occasionally	61	27.5
Frequently	10	4.5
NA / Don't Know	27	12.2
Total	222	
No Response	6	

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23. Students made me feel uncomfortable because of my race/ethnicity, language, gender, sexual orientation, religion, or disability status

	N	Percent
Never	122	55.0
Rarely	58	26.1
Occasionally	28	12.6
Frequently	3	1.4
NA / Don't Know	11	5.0
Total	222	
No Response	6	

24. Students seemed afraid of me because of my race/ethnicity, language, gender, sexual orientation, religion, or disability status

	N	Percent
Never	121	55.3
Rarely	52	23.7
Occasionally	27	12.3
Frequently	2	0.9
NA / Don't Know	17	7.8
Total	219	
No Response	9	

Questions 25-26. Indicate the extent to which you agree or disagree with the following statements:

25. Administration is appropriately committed to promoting respect for and understanding of group differences

	N	Percent
Strongly Agree	92	40.7
Somewhat Agree	65	28.8
Somewhat Disagree	31	13.7
Strongly Disagree	21	9.3
NA / Don't Know	17	7.5
Total	226	
No Response	2	

26. Appropriate efforts are made to recruit underrepresented employees		
	N	Percent
Strongly Agree	69	30.9
Somewhat Agree	56	25.1
Somewhat Disagree	29	13.0
Strongly Disagree	31	13.9
NA / Don't Know	38	17.0
Total	223	
No Response	5	

Encounters with other Staff, Faculty and Administrators:

Please rate your experiences with other employees in the following questions.

27A. I have been treated with courtesy and respect by: Faculty		
	N	Percent
90-100%	103	45.4
80-89%	73	32.2
70-79%	26	11.5
60-69%	9	4.0
< 60%	10	4.4
NA / Don't Know	6	2.6
Total	227	
No Response	1	

27B. I have been treated with courtesy and respect by: Staff		
	N	Percent
90-100%	119	52.7
80-89%	70	31.0
70-79%	21	9.3
60-69%	6	2.7
< 60%	9	4.0
NA / Don't Know	1	0.4
Total	226	
No Response	2	

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27C. I have been treated with courtesy and respect by: Administrators

	N	Percent
90-100%	92	40.7
80-89%	55	24.3
70-79%	35	15.5
60-69%	23	10.2
< 60%	19	8.4
NA / Don't Know	2	0.9
Total	226	
No Response	2	

28A. I have been given accurate and timely information from: Faculty

	N	Percent
90-100%	85	37.4
80-89%	67	29.5
70-79%	34	15.0
60-69%	14	6.2
< 60%	8	3.5
NA / Don't Know	19	8.4
Total	227	
No Response	1	

28B. I have been given accurate and timely information from: Staff

	N	Percent
90-100%	101	44.5
80-89%	74	32.6
70-79%	31	13.7
60-69%	8	3.5
< 60%	9	4.0
NA / Don't Know	4	1.8
Total	227	
No Response	1	

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<u>28C. I have been given accurate and timely information from: Administrators</u>		
	N	Percent
90-100%	66	29.2
80-89%	58	25.7
70-79%	36	15.9
60-69%	29	12.8
< 60%	30	13.3
NA / Don't Know	7	3.1
Total	226	
No Response	2	

<u>29A. I have been given the amount of time and attention I need to get the help I need from: Faculty</u>		
	N	Percent
90-100%	88	38.9
80-89%	56	24.8
70-79%	37	16.4
60-69%	14	6.2
< 60%	9	4.0
NA / Don't Know	22	9.7
Total	226	
No Response	2	

<u>29B. I have been given the amount of time and attention I need to get the help I need from: Staff</u>		
	N	Percent
90-100%	101	44.7
80-89%	71	31.4
70-79%	27	11.9
60-69%	11	4.9
< 60%	12	5.3
NA / Don't Know	4	1.8
Total	226	
No Response	2	

29C. I have been given the amount of time and attention I need to get the help I need from: Administrators		
	N	Percent
90-100%	61	27.0
80-89%	57	25.2
70-79%	34	15.0
60-69%	26	11.5
< 60%	43	19.0
NA / Don't Know	5	2.2
Total	226	
No Response	2	

Personal Development

Questions 30-34. Indicate the extent to which you agree or disagree with the following statements:

As a result of my experience working at this college:

30. I have a better understanding of people who are different from me		
	N	Percent
Strongly Agree	135	59.7
Somewhat Agree	67	29.6
Somewhat Disagree	7	3.1
Strongly Disagree	4	1.8
NA / Don't Know	13	5.8
Total	226	
No Response	2	

31. I am more comfortable working with people from other cultures		
	N	Percent
Strongly Agree	140	62.2
Somewhat Agree	57	25.3
Somewhat Disagree	5	2.2
Strongly Disagree	6	2.7
NA / Don't Know	17	7.6
Total	225	
No Response	3	

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<u>32. I have an increased appreciation/ability to see things from the perspective of others</u>		
	N	Percent
Strongly Agree	141	62.4
Somewhat Agree	62	27.4
Somewhat Disagree	9	4.0
Strongly Disagree	3	1.3
NA / Don't Know	11	4.9
Total	226	
No Response	2	

<u>33. I have a better understanding of my own cultural background</u>		
	N	Percent
Strongly Agree	94	41.8
Somewhat Agree	62	27.6
Somewhat Disagree	26	11.6
Strongly Disagree	16	7.1
NA / Don't Know	27	12.0
Total	225	
No Response	3	

<u>34. I have an increased appreciation for having employees who represent a diversity of cultural backgrounds</u>		
	N	Percent
Strongly Agree	131	58.0
Somewhat Agree	63	27.9
Somewhat Disagree	11	4.9
Strongly Disagree	5	2.2
NA / Don't Know	16	7.1
Total	226	
No Response	2	

Perceptions of the Campus Overall.

Questions 35-48. Indicate the extent to which you agree or disagree with the following statements:

I feel that:

35. This campus is welcoming regardless of one's race/ethnicity, language, gender, sexual orientation, religion, or disability status

	N	Percent
Strongly Agree	108	47.8
Somewhat Agree	77	34.1
Somewhat Disagree	26	11.5
Strongly Disagree	11	4.9
NA / Don't Know	4	1.8
Total	226	
No Response	2	

36. This campus creates working conditions that facilitate my ability to carry out my job successfully

	N	Percent
Strongly Agree	57	25.3
Somewhat Agree	78	34.7
Somewhat Disagree	57	25.3
Strongly Disagree	31	13.8
NA / Don't Know	2	0.9
Total	225	
No Response	3	

37. I am safe from physical harm when I am on campus

	N	Percent
Strongly Agree	76	33.9
Somewhat Agree	96	42.9
Somewhat Disagree	38	17.0
Strongly Disagree	11	4.9
NA / Don't Know	3	1.3
Total	224	
No Response	4	

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38. This campus provides an environment for free and open expression of ideas, opinions and beliefs

	N	Percent
Strongly Agree	83	37.1
Somewhat Agree	69	30.8
Somewhat Disagree	43	19.2
Strongly Disagree	27	12.1
NA / Don't Know	2	0.9
Total	224	
No Response	4	

39. I am valued as a human being on this campus

	N	Percent
Strongly Agree	76	33.8
Somewhat Agree	90	40.0
Somewhat Disagree	46	20.4
Strongly Disagree	8	3.6
NA / Don't Know	5	2.2
Total	225	
No Response	3	

40. My intelligence is recognized and respected on this campus

	N	Percent
Strongly Agree	79	35.4
Somewhat Agree	83	37.2
Somewhat Disagree	39	17.5
Strongly Disagree	14	6.3
NA / Don't Know	8	3.6
Total	223	
No Response	5	

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41. This campus is focused on the success of all students

	N	Percent
Strongly Agree	94	41.8
Somewhat Agree	75	33.3
Somewhat Disagree	38	16.9
Strongly Disagree	11	4.9
NA / Don't Know	7	3.1
Total	225	
No Response	3	

42. This campus is free from tension related to race/ethnicity, language, gender, sexual orientation, religion, or disability status

	N	Percent
Strongly Agree	49	21.9
Somewhat Agree	91	40.6
Somewhat Disagree	55	24.6
Strongly Disagree	21	9.4
NA / Don't Know	8	3.6
Total	224	
No Response	4	

43. This campus is free from social or employee class tensions

	N	Percent
Strongly Agree	33	14.7
Somewhat Agree	59	26.3
Somewhat Disagree	66	29.5
Strongly Disagree	56	25.0
NA / Don't Know	10	4.5
Total	224	
No Response	4	

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44. I am treated as if my work here makes an important contribution to the college or district

	N	Percent
Strongly Agree	65	29.3
Somewhat Agree	73	32.9
Somewhat Disagree	48	21.6
Strongly Disagree	30	13.5
NA / Don't Know	6	2.7
Total	222	
No Response	6	

45. My perspective and ideas have been heard and taken seriously

	N	Percent
Strongly Agree	60	26.9
Somewhat Agree	73	32.7
Somewhat Disagree	51	22.9
Strongly Disagree	32	14.3
NA / Don't Know	7	3.1
Total	223	
No Response	5	

46. I feel a sense of meaning and purpose in my work here at the college

	N	Percent
Strongly Agree	126	56.5
Somewhat Agree	61	27.4
Somewhat Disagree	21	9.4
Strongly Disagree	14	6.3
NA / Don't Know	1	0.4
Total	223	
No Response	5	

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47. My competence is recognized and appreciated by other employees

	N	Percent
Strongly Agree	86	38.9
Somewhat Agree	105	47.5
Somewhat Disagree	18	8.1
Strongly Disagree	10	4.5
NA / Don't Know	2	0.9
Total	221	
No Response	7	

48. Appropriate support is provided by FHDA to help employees who are primary caregivers (either of children or adults) fulfill their work duties.

	N	Percent
Strongly Agree	31	14.0
Somewhat Agree	47	21.3
Somewhat Disagree	22	10.0
Strongly Disagree	24	10.9
NA / Don't Know	97	43.9
Total	221	
No Response	7	

Please tell us the frequency in which you have:

49. Felt burned out

	N	Percent
Never	18	8.1
Rarely	50	22.5
Occasionally	79	35.6
Frequently	71	32.0
NA / Don't Know	4	1.8
Total	222	
No Response	6	

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50. Been asked to speak for "my group"

	N	Percent
Never	63	28.5
Rarely	54	24.4
Occasionally	52	23.5
Frequently	33	14.9
NA / Don't Know	19	8.6
Total	221	
No Response	7	

51. Felt tokenized because of my race/ethnicity, or gender

	N	Percent
Never	101	45.5
Rarely	42	18.9
Occasionally	47	21.2
Frequently	18	8.1
NA / Don't Know	14	6.3
Total	222	
No Response	6	

52. Been mistaken for someone else in the same racial/ethnic group as me and called by that person's name instead of my own

	N	Percent
Never	117	52.5
Rarely	38	17.0
Occasionally	35	15.7
Frequently	20	9.0
NA / Don't Know	13	5.8
Total	223	
No Response	5	

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<u>53. Felt excluded from formal collegial networks</u>		
	N	Percent
Never	78	35.3
Rarely	55	24.9
Occasionally	46	20.8
Frequently	30	13.6
NA / Don't Know	12	5.4
Total	221	
No Response	7	

<u>54. Felt excluded from informal collegial networks and socializing</u>		
	N	Percent
Never	72	32.9
Rarely	54	24.7
Occasionally	55	25.1
Frequently	27	12.3
NA / Don't Know	11	5.0
Total	219	
No Response	9	

<u>55. Felt pressured to take on more work</u>		
	N	Percent
Never	51	23.0
Rarely	29	13.1
Occasionally	59	26.6
Frequently	81	36.5
NA / Don't Know	2	0.9
Total	222	
No Response	6	

<u>56. Censored my thoughts and ideas out of fear</u>		
	N	Percent
Never	71	32.3
Rarely	48	21.8
Occasionally	54	24.5
Frequently	44	20.0
NA / Don't Know	3	1.4
Total	220	
No Response	8	

FHDA Employee Equity Survey – **DEANZA CAMPUS ONLY**

57. Been talked over, ignored or silenced by other employees

	N	Percent
Never	72	32.7
Rarely	53	24.1
Occasionally	65	29.5
Frequently	27	12.3
NA / Don't Know	3	1.4
Total	220	
No Response	8	

58. Felt like my work was dismissed or undervalued by other FHDA employees

	N	Percent
Never	67	30.5
Rarely	59	26.8
Occasionally	59	26.8
Frequently	33	15.0
NA / Don't Know	2	0.9
Total	220	
No Response	8	

59. Felt that students and/or colleagues expected me to be emotionally available in ways that go beyond my actual job duties

	N	Percent
Never	61	27.7
Rarely	54	24.5
Occasionally	63	28.6
Frequently	36	16.4
NA / Don't Know	6	2.7
Total	220	
No Response	8	

FHDA Employee Equity Survey – **DEANZA CAMPUS ONLY**

60. Been talked down to or treated as unintelligent

	N	Percent
Never	85	38.6
Rarely	63	28.6
Occasionally	55	25.0
Frequently	16	7.3
NA / Don't Know	1	0.5
Total	220	
No Response	8	

61. Been treated rudely

	N	Percent
Never	46	20.9
Rarely	64	29.1
Occasionally	83	37.7
Frequently	26	11.8
NA / Don't Know	1	0.5
Total	220	
No Response	8	

62. Please rate the factors you think most effect how you are treated on this campus:

A. FHDA employee classification

	N	Percent
1 - Least Effect	33	15.3
2	14	6.5
3	23	10.6
4	19	8.8
5	42	19.4
6 - Most Effect	85	39.4
Total	216	
No Response	12	

FHDA Employee Equity Survey – **DEANZA CAMPUS ONLY**

B. Religion

	N	Percent
1 - Least Effect	154	73.0
2	30	14.2
3	15	7.1
4	5	2.4
5	2	0.9
6 - Most Effect	5	2.4
Total	211	
No Response	17	

C. Language

	N	Percent
1 - Least Effect	121	57.6
2	24	11.4
3	27	12.9
4	18	8.6
5	12	5.7
6 - Most Effect	8	3.8
Total	210	
No Response	18	

D. Gender

	N	Percent
1 - Least Effect	78	36.4
2	21	9.8
3	47	22.0
4	24	11.2
5	29	13.6
6 - Most Effect	15	7.0
Total	214	
No Response	14	

FHDA Employee Equity Survey – **DEANZA CAMPUS ONLY**

E. Race/Ethnicity		
	N	Percent
1 - Least Effect	88	41.7
2	32	15.2
3	32	15.2
4	20	9.5
5	25	11.8
6 - Most Effect	14	6.6
Total	211	
No Response	17	

F. Sexual Orientation		
	N	Percent
1 - Least Effect	138	65.4
2	25	11.8
3	19	9.0
4	9	4.3
5	14	6.6
6 - Most Effect	6	2.8
Total	211	
No Response	17	

G. Other		
	N	Percent
1 - Least Effect	80	58.4
2	8	5.8
3	17	12.4
4	4	2.9
5	14	10.2
6 - Most Effect	14	10.2
Total	137	
No Response	91	

Please tell us about your background:

63. Are you a primary caregiver for any of the following? Check all that apply.

	N	Percent
Indiv. <18 years	50	22.4
Indiv. >18 years	50	22.4
Both	11	4.9
None of the Above	112	50.2
Total	223	
No Response	5	

64. Please mark the most appropriate item.

	N	Percent
English is the only language I speak	100	44.4
English is my primary language, but I speak one or more other languages	106	47.1
English is not my primary language	19	8.4
Total	225	
No Response	3	

65. What is your age?

	N	Percent
20-24	3	1.4
25-29	2	0.9
30-34	15	6.8
35-39	13	5.9
40-49	52	23.6
50 or older	135	61.4
Total	220	
No Response	8	

FHDA Employee Equity Survey – **DEANZA CAMPUS ONLY**

66. With what racial/ethnic group(s) do you identify? Check all that apply.

	N	Percent
African American	8	3.8
American Indian/Alaskan Native	3	1.4
Asian Indian	7	3.3
Central American	2	0.9
Chinese	4	1.9
Cuban/Puerto Rican/Caribbean Islander	1	0.5
Filipino	7	3.3
Japanese	3	1.4
Korean	3	1.4
Mexican/Chicano	15	7.1
Middle Eastern	2	0.9
Other Non-White	2	0.9
Other: Please specify	15	7.1
South American	2	0.9
Vietnamese	6	2.8
White Non-Latino/a	100	47.4
Multiple Ethnicities	31	14.7
Total	211	
No Response	17	

Note: Employees who selected more than one race are included in the “Multiple Ethnicities” category and are not included in any of the other categories.

FHDA Employee Equity Survey – **DEANZA CAMPUS ONLY**

67. What is your religion?

	N	Percent
Agnostic	17	7.7
Atheist	13	5.9
Buddhism	13	5.9
Christianity	73	33.2
Decline to state/Rather not say	47	21.4
Hinduism	5	2.3
Islam	2	0.9
Judaism	10	4.5
No religion	26	11.8
Other please specify:	13	5.9
Sikhism	1	0.5
Total	220	0.3
No Response	8	1

68. Are you a person with a disability? Check all that apply.

	N	Percent
Chronic Health Impairment	4	1.8
Decline to state/Rather not say	21	9.6
Hearing Impairment or Deaf	1	0.5
Learning Disability	5	2.3
Mobility/Orthopedic Impairment	1	0.5
No disability	168	76.7
Other	4	1.8
Physical Disability	2	0.9
Psychological Disability	1	0.5
Visual Impairment	2	0.9
Multiple Disabilities	10	4.6
Total	219	
No Response	9	

Note: Employees who selected more than one disability are included in the “Multiple Disabilities” category and are not included in any of the other categories.

FHDA Employee Equity Survey – **DEANZA CAMPUS ONLY**

69. Are you a veteran of the US armed forces?

	N	Percent
No	210	95.9
Yes	9	4.1
Total	219	
No Response	9	

70. What is your gender?

	N	Percent
Female	136	60.7
Male	66	29.5
Gender neutral/androgynous/ambiguous	2	0.9
Gender questioning	1	0.4
Decline to state/Rather not say	19	8.5
Total	224	
No Response	4	

71. What is your sexual orientation?

	N	Percent
Heterosexual	168	75.7
Homosexual	11	5.0
Asexual	2	0.9
Bisexual	8	3.6
Other	3	1.4
Decline to state/Rather not say	30	13.5
Total	222	
No Response	6	

FHDA Equity Survey 2014
Employee Subgroup Analysis – De Anza College

This report highlights some of the largest and most consistent differences in how different groups of employees answered various questions.

To select the questions to highlight in this report, we used the following method:

1. Collapsed questions into the following groups, taking the mean across all questions for each employee:
 - a. **Questions 6-13:** Positive interactions and relationships of employees to students
 - b. **Questions 14-20:** Negative interactions and relationships of employees to students
 - c. **Questions 21-24:** Negative treatment of employees by students
 - d. **Questions 25-26:** Administration promotion of group differences and underrepresented groups
 - e. **Questions 27-29 (9 parts total):** Positive treatment by faculty, staff, and administrators
 - f. **Questions 30-34:** Personal development from working experience at this college
 - g. **Questions 35-48:** Positive perceptions of the campus environment
 - h. **Questions 49-61:** Negative perceptions of the campus environment
2. When necessary, collapsed employee demographic groups to create large enough samples. In some cases, not all employees were included in a group.
 - a. **Age-** three groups: 39 or younger, 40-49, 50 or older.
 - b. **Disability-** two groups: disabled, no disability
 - c. **Gender-** two groups: female, male
 - d. **Sexual Orientation-** heterosexual or not heterosexual
 - e. **Number of years-** three groups: 0-3, 4-9 and 10+ quarters
 - f. **Race-** five groups: Asian, Latino/a, White, Other, Multi-racial (Other primarily includes African-American and Other Non-White categories)
 - g. **Employee classification** – four groups: administrators, classified staff, full-time faculty, part-time faculty
3. Conduct bivariate t-tests between each of the demographic groups (e.g. males and females, white and Asian students) for each of the collapsed categories of questions.
4. For the groups for which there were statistically significant differences, look at the cross tabulations for each of the specific questions in the category (e.g. look at the cross tabulations for questions 6-13, which make up the “positive instructor” question category, for male and female students if this t-test was statistically significant).
5. Identify overall trends and illustrate the key findings with a few sample questions (***note: we did not include every question that supported a given finding***).

Such a method is necessary to distill the thousands of possible comparisons into meaningful, significant findings. However, there are likely more subtle differences between groups that might not bubble to the surface with such a strategy.

In many cases, each cell represents extremely small samples that represent few employees. All results, especially as they relate to the findings from any specific question, should be interpreted with caution.

Age

Age groups:

Category	N	%
39 and younger	33	15.1%
40-49	52	23.7%
50 or older	134	61.2%

Findings:

- ***Overall, there were relatively few differences in employee reports by age***
- ***Younger employees perceived less positive actions by employees towards students and were less likely to feel respected by staff***

Please rate your perception of how employees act towards or treat students:

Are fair in grading, providing feedback, setting expectations, and/or providing support regardless of the students' backgrounds

	90-100%	80-89%	70-79%	60-69%	< 60%	NA/Don't Know
39 and younger	24.2%	24.2%	15.2%	9.1%	6.1%	21.2%
40-49	28.8%	36.5%	9.6%	1.9%	0.0%	23.1%
50 or older	45.5%	28.4%	6.7%	4.5%	2.2%	12.7%
39 and younger	8	8	5	3	2	7
40-49	15	19	5	1	0	12
50 or older	61	38	9	6	3	17

Please rate your experiences with other employees:

I have been treated with courtesy and respect by: Staff

	90-100%	80-89%	70-79%	60-69%	< 60%	NA/Don't Know
39 and younger	42.4%	39.4%	12.1%	3.0%	3.0%	0.0%
40-49	51.9%	36.5%	7.7%	1.9%	1.9%	0.0%
50 or older	56.4%	26.3%	9.8%	3.0%	4.5%	0.0%
39 and younger	14	13	4	1	1	0
40-49	27	19	4	1	1	0
50 or older	75	35	13	4	6	0

Disability Status

Category	N	%
No disability	168	77.1%
Disabled	50	22.9%

Findings:

Employees who reported a disability:

- ***Perceived worse treatment from students***
- ***Were consistently more negative as to their perceptions of the campus climate and employee conditions.***

Students made me feel uncomfortable because of my race/ethnicity, language, gender, sexual orientation, religion, or disability status

	Never	Rarely	Occasionally	Frequently	NA/Don't Know
No disability	56.0%	28.9%	9.6%	0.6%	4.8%
Disabled	51.0%	16.3%	22.4%	4.1%	6.1%
No disability	93	48	16	1	8
Disabled	25	8	11	2	3

This campus creates working conditions that facilitate my ability to carry out my job successfully

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	NA/Don't Know
No disability	28.7%	35.9%	21.0%	13.8%	0.6%
Disabled	14.0%	32.0%	40.0%	14.0%	0.0%
No disability	48	60	35	23	1
Disabled	7	16	20	7	0

Please tell us the frequency in which you have:

Felt excluded from formal collegial networks

	Never	Rarely	Occasionally	Frequently	NA/Don't Know
No disability	39.3%	27.0%	19.6%	8.6%	5.5%
Disabled	24.0%	20.0%	24.0%	26.0%	6.0%
No disability	64	44	32	14	9
Disabled	12	10	12	13	3

Been treated rudely

	Never	Rarely	Occasionally	Frequently	NA/Don't Know
No disability	26.1%	28.5%	36.4%	8.5%	0.6%
Disabled	4.3%	29.8%	42.6%	23.4%	0.0%
No disability	43	47	60	14	1
Disabled	2	14	20	11	0

Gender

Category	N	%
Female	135	60.8%
Male	66	29.7%
Other	3	1.4%
Decline to State	18	8.1%

Findings:

As few employees reported a gender other than male or female, we restrict comparisons to these two categories.

- ***Many questions showed few differences between males and females***
- ***Females were more likely to report feeling less physically safe on campus***
- ***Females were often more likely to feel marginalized in how they were treated at work (e.g., ignored, excluded, treated rudely)***

FHDA Equity Survey 2014
Employee Subgroup Analysis – De Anza College

I am safe from physical harm when I am on this campus

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	N/A, don't know, doesn't matter
Female	27.8%	45.9%	20.3%	4.5%	1.5%
Male	49.2%	38.5%	10.8%	1.5%	0.0%
Female	37	61	27	6	2
Male	32	25	7	1	0

Please tell us the frequency in which you have:

Felt excluded from formal collegial networks

	Never	Rarely	Occasionally	Frequently	N/A or Don't Know
Female	31.1%	28.8%	22.0%	13.6%	4.5%
Male	51.6%	17.2%	17.2%	4.7%	9.4%
Female	41	38	29	18	6
Male	33	11	11	3	6

Been talked over, ignored, or silenced by other employees

	Never	Rarely	Occasionally	Frequently	N/A or Don't Know
Female	28.6%	24.8%	32.3%	12.8%	1.5%
Male	47.6%	20.6%	20.6%	9.5%	1.6%
Female	38	33	43	17	2
Male	30	13	13	6	1

Sexual Orientation

Category	N	%
Not Heterosexual	24	12.6%
Heterosexual	167	87.4%

Findings:

There were few differences in responses between employees identifying as heterosexual and not heterosexual. The differences that existed tended to occur among a few employees who felt ‘frequently’ targeted, and it was difficult to know whether these constituted real differences or were a result of heterosexual employees more likely to respond that they did “not know” the answer.

Please tell us the frequency in which you have:

Been asked to speak for my “group”

	Never	Rarely	Occasionally	Frequently	N/A or Don't Know
Not Heterosexual	30.4%	17.4%	21.7%	30.4%	0.0%
Heterosexual	30.9%	22.2%	25.9%	11.1%	9.9%
Not Heterosexual	7	4	5	7	0
Heterosexual	50	36	42	18	16

Felt tokenized because of my race/ethnicity or gender

	Never	Rarely	Occasionally	Frequently	N/A or Don't Know
Not Heterosexual	45.8%	8.3%	20.8%	25.0%	0.0%
Heterosexual	48.5%	19.6%	18.4%	6.1%	7.4%
Not Heterosexual	11	2	5	6	0
Heterosexual	79	32	30	10	12

FHDA Equity Survey 2014
Employee Subgroup Analysis – De Anza College

Felt excluded from informal collegial networks

	Never	Rarely	Occasionally	Frequently	N/A or Don't Know
Not Heterosexual	33.3%	20.8%	20.8%	25.0%	0.0%
Heterosexual	34.6%	24.1%	27.8%	7.4%	6.2%
Not Heterosexual	8	5	5	6	0
Heterosexual	56	39	45	12	10

Number of Years Employed

Category	N	%
0-3	34	15.2%
4-9	54	24.1%
10+	136	60.7%

Findings:

Faculty who had been employed longer were:

- ***Less likely to feel supported by the campus environment***
- ***Were more likely to feel overworked***

I have been given the amount of time and attention I need to get the help I need from: Faculty

	90-100%	80-89%	70-79%	60-69%	< 60%	NA/Don't Know
0-3	44.1%	20.6%	14.7%	5.9%	2.9%	11.8%
4-9	35.8%	26.4%	15.1%	7.5%	5.7%	9.4%
10+	39.3%	25.2%	17.0%	5.9%	3.0%	9.6%
0-3	15	7	5	2	1	4
4-9	19	14	8	4	3	5
10+	53	34	23	8	4	13

FHDA Equity Survey 2014
Employee Subgroup Analysis – De Anza College

I have been given the amount of time and attention I need to get the help I need from: Administrators

	90-100%	80-89%	70-79%	60-69%	< 60%	NA/Don't Know
0-3	29.4%	26.5%	20.6%	11.8%	2.9%	8.8%
4-9	25.9%	27.8%	9.3%	14.8%	20.4%	1.9%
10+	27.6%	23.1%	16.4%	9.7%	22.4%	0.7%
0-3	10	9	7	4	1	3
4-9	14	15	5	8	11	1
10+	37	31	22	13	30	1

This campus creates working conditions that facilitate my ability to carry out my job successfully

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	N/A, Don't know
0-3	45.5%	39.4%	9.1%	6.1%	0.0%
4-9	18.5%	38.9%	29.6%	13.0%	0.0%
10+	23.9%	31.3%	27.6%	15.7%	1.5%
0-3	15	13	3	2	0
4-9	10	21	16	7	0
10+	32	42	37	21	2

My intelligence is recognized and respected on this campus

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	N/A, Don't know
0-3	51.5%	21.2%	15.2%	3.0%	9.1%
4-9	31.5%	37.0%	20.4%	7.4%	3.7%
10+	33.3%	40.9%	17.4%	6.1%	2.3%
0-3	17	7	5	1	3
4-9	17	20	11	4	2
10+	44	54	23	8	3

FHDA Equity Survey 2014
Employee Subgroup Analysis – De Anza College

Please tell us the frequency in which you have:

Felt burned out

	Never	Rarely	Occasionally	Frequently	N/A, Don't Know
0-3	15.2%	24.2%	39.4%	15.2%	6.1%
4-9	11.1%	16.7%	35.2%	37.0%	0.0%
10+	5.3%	24.4%	35.1%	33.6%	1.5%
0-3	5	8	13	5	2
4-9	6	9	19	20	0
10+	7	32	46	44	2

Felt pressured to take on more work

	Never	Rarely	Occasionally	Frequently	N/A \ Don't Know
0-3	51.5%	15.2%	21.2%	12.1%	0.0%
4-9	16.7%	13.0%	25.9%	42.6%	1.9%
10+	17.6%	13.0%	29.0%	39.7%	0.8%
0-3	17	5	7	4	0
4-9	9	7	14	23	1
10+	23	17	38	52	1

Ethnicity

Category	N	%
Asian	30	14.3%
Latino/a	20	9.5%
White	100	47.6%
Other	30	14.3%
Multi-Racial	30	14.3%

Findings:

- **Asian and White employees consistently reported higher satisfaction in every category related to employee and student interactions, as well as campus climate**
- **DISCLAIMER: All non-white employee categories contained few observations. As a result, we advise caution in interpreting any individual results too closely.**

Please rate your perception of how employees act towards or treat students:

Show care and concern for students

	90-100%	80-89%	70-79%	60-69%	< 60%	NA/Don't Know
Asian	51.7%	31.0%	13.8%	0.0%	0.0%	3.4%
Latino/a	30.0%	35.0%	20.0%	0.0%	10.0%	5.0%
White	49.0%	26.0%	12.0%	3.0%	1.0%	9.0%
Other	31.0%	34.5%	6.9%	6.9%	6.9%	13.8%
Multi-Racial	34.5%	37.9%	20.7%	3.4%	3.4%	0.0%
Asian	15	9	4	0	0	1
Latino/a	6	7	4	0	2	1
White	49	26	12	3	1	9
Other	9	10	2	2	2	4
Multi-Racial	10	11	6	1	1	0

FHDA Equity Survey 2014
Employee Subgroup Analysis – De Anza College

Make students feel that they are part of the campus community

	90-100%	80-89%	70-79%	60-69%	< 60%	NA/Don't Know
Asian	46.7%	13.3%	23.3%	10.0%	3.3%	3.3%
Latino/a	5.0%	40.0%	30.0%	5.0%	15.0%	5.0%
White	33.3%	26.3%	15.2%	3.0%	4.0%	18.2%
Other	23.3%	26.7%	20.0%	3.3%	6.7%	20.0%
Multi-Racial	41.4%	27.6%	17.2%	6.9%	6.9%	0.0%
Asian	14	4	7	3	1	1
Latino/a	1	8	6	1	3	1
White	33	26	15	3	4	18
Other	7	8	6	1	2	6
Multi-Racial	12	8	5	2	2	0

I have been treated with courtesy and respect by: Administrators

	90-100%	80-89%	70-79%	60-69%	< 60%	NA/Don't Know
Asian	53.3%	16.7%	13.3%	10.0%	6.7%	0.0%
Latino/a	15.0%	35.0%	25.0%	10.0%	15.0%	0.0%
White	46.5%	25.3%	12.1%	9.1%	7.1%	0.0%
Other	46.7%	33.3%	10.0%	6.7%	3.3%	0.0%
Multi-Racial	40.0%	20.0%	20.0%	10.0%	10.0%	0.0%
Asian	16	5	4	3	2	0
Latino/a	3	7	5	2	3	0
White	46	25	12	9	7	0
Other	14	10	3	2	1	0
Multi-Racial	12	6	6	3	3	0

FHDA Equity Survey 2014
Employee Subgroup Analysis – De Anza College

This campus creates working conditions that facilitate my ability to carry out my job successfully

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	N/A, Don't know
Asian	31.0%	41.4%	13.8%	13.8%	0.0%
Latino/a	15.0%	25.0%	45.0%	15.0%	0.0%
White	30.0%	30.0%	28.0%	12.0%	0.0%
Other	16.7%	50.0%	10.0%	20.0%	3.3%
Multi-Racial	33.3%	36.7%	20.0%	10.0%	0.0%
Asian	9	12	4	4	0
Latino/a	3	5	9	3	0
White	30	30	28	12	0
Other	5	15	3	6	1
Multi-Racial	10	11	6	3	0

This campus is free from social or employee class tensions

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	N/A, Don't know
Asian	32.1%	42.9%	14.3%	10.7%	0.0%
Latino/a	0.0%	35.0%	10.0%	45.0%	10.0%
White	17.0%	21.0%	40.0%	20.0%	2.0%
Other	6.7%	26.7%	33.3%	23.3%	10.0%
Multi-Racial	13.3%	30.0%	20.0%	33.3%	3.3%
Asian	9	12	4	3	0
Latino/a	0	7	2	9	2
White	17	21	40	20	2
Other	2	8	10	7	3
Multi-Racial	4	9	6	10	1

FHDA Equity Survey 2014
Employee Subgroup Analysis – De Anza College

Please tell us the frequency in which you have:

Felt pressured to take on more work

	Never	Rarely	Occasionally	Frequently	N/A or Don't Know
Asian	28.6%	17.9%	17.9%	35.7%	0.0%
Latino/a	15.8%	0.0%	36.8%	47.4%	0.0%
White	27.0%	8.0%	30.0%	34.0%	1.0%
Other	20.0%	30.0%	13.3%	33.3%	3.3%
Multi-Racial	20.7%	17.2%	24.1%	37.9%	0.0%
Asian	8	5	5	10	0
Latino/a	3	0	7	9	0
White	27	8	30	34	1
Other	6	9	4	10	1
Multi-Racial	6	5	7	11	0

Censored my thoughts and ideas out of fear

	Never	Rarely	Occasionally	Frequently	N/A or Don't Know
Asian	48.1%	33.3%	7.4%	11.1%	0.0%
Latino/a	15.8%	15.8%	47.4%	21.1%	0.0%
White	37.4%	21.2%	21.2%	19.2%	1.0%
Other	26.7%	20.0%	26.7%	23.3%	3.3%
Multi-Racial	30.0%	13.3%	23.3%	33.3%	0.0%
Asian	13	9	2	3	0
Latino/a	3	3	9	4	0
White	37	21	21	19	1
Other	8	6	8	7	1
Multi-Racial	9	4	7	10	0

Employee Classification

Category	N	%
Administrator	14	6.2%
Classified Hourly	2	0.9%
Classified Staff	80	35.6%
Full-time faculty	68	30.2%
Part-time faculty	61	27.1%

Findings:

As few ‘Classified Hourly’ employees responded to the survey, they were removed from the analysis. The key findings include:

- ***Part-time faculty were more likely to report positive interactions for employee towards students (perceptions of student interactions toward employees were relatively similar across groups)***
- ***In terms of faculty/staff/administrator interactions:***
 - ***Administrators and Classified Staff were less likely to feel well-treated by Faculty***
 - ***All groups felt treated equally by Staff***
 - ***Classified Staff were less likely to feel treated well by Administrators***
- ***Classified Staff and Full-Time Faculty were less likely to feel that the campus provided a good work environment***
- ***Full-Time Faculty were the most likely to feel overworked***

Please rate your perception of how employees act towards or treat students:

Are fair in grading, providing feedback, setting expectations, and/or providing support regardless of the students' backgrounds

	90-100%	80-89%	70-79%	60-69%	< 60%	NA/Don't Know
Administrator	21.4%	50.0%	7.1%	7.1%	0.0%	14.3%
Classified Staff	26.9%	23.1%	11.5%	2.6%	5.1%	30.8%
Full-time faculty	36.8%	36.8%	10.3%	8.8%	1.5%	5.9%
Part-time faculty	59.0%	24.6%	3.3%	1.6%	0.0%	11.5%
Administrator	3	7	1	1	0	2
Classified Staff	21	18	9	2	4	24
Full-time faculty	25	25	7	6	1	4
Part-time faculty	36	15	2	1	0	7

FHDA Equity Survey 2014
Employee Subgroup Analysis – De Anza College

Reinforce stereotypes based on race/ethnicity, language, gender, sexual orientation, religion, or disability status

	Never	Rarely	Occasionally	Frequently	NA/Don't Know
Administrator	35.7%	21.4%	28.6%	7.1%	7.1%
Classified Staff	26.0%	24.7%	23.4%	2.6%	23.4%
Full-time faculty	28.4%	26.9%	23.9%	11.9%	9.0%
Part-time faculty	50.0%	26.7%	8.3%	3.3%	11.7%
Administrator	5	3	4	1	1
Classified Staff	20	19	18	2	18
Full-time faculty	19	18	16	8	6
Part-time faculty	30	16	5	2	7

I have been treated with courtesy and respect by: Faculty

	90-100%	80-89%	70-79%	60-69%	< 60%	NA/Don't Know
Administrator	21.4%	42.9%	14.3%	7.1%	7.1%	7.1%
Classified Staff	34.2%	30.4%	16.5%	6.3%	7.6%	5.1%
Full-time faculty	52.9%	35.3%	7.4%	2.9%	1.5%	0.0%
Part-time faculty	60.7%	29.5%	8.2%	1.6%	0.0%	0.0%
Administrator	3	6	2	1	1	1
Classified Staff	27	24	13	5	6	4
Full-time faculty	36	24	5	2	1	0
Part-time faculty	37	18	5	1	0	0

I have been treated with courtesy and respect by: Staff

	90-100%	80-89%	70-79%	60-69%	< 60%	NA/Don't Know
Administrator	57.1%	35.7%	7.1%	0.0%	0.0%	0.0%
Classified Staff	56.4%	32.1%	5.1%	3.8%	2.6%	0.0%
Full-time faculty	52.9%	29.4%	11.8%	2.9%	2.9%	0.0%
Part-time faculty	50.8%	29.5%	13.1%	1.6%	4.9%	0.0%
Administrator	8	5	1	0	0	0
Classified Staff	44	25	4	3	2	0
Full-time faculty	36	20	8	2	2	0
Part-time faculty	31	18	8	1	3	0

FHDA Equity Survey 2014
Employee Subgroup Analysis – De Anza College

I have been treated with courtesy and respect by: Administrators

	90-100%	80-89%	70-79%	60-69%	< 60%	NA/Don't Know
Administrator	64.3%	14.3%	14.3%	7.1%	0.0%	0.0%
Classified Staff	26.6%	25.3%	20.3%	15.2%	12.7%	0.0%
Full-time faculty	46.3%	25.4%	14.9%	9.0%	4.5%	0.0%
Part-time faculty	50.8%	24.6%	9.8%	6.6%	6.6%	1.6%
Administrator	9	2	2	1	0	0
Classified Staff	21	20	16	12	10	0
Full-time faculty	31	17	10	6	3	0
Part-time faculty	31	15	6	4	4	1

This campus provides an environment for free and open expression of ideas, opinions and beliefs

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	N/A, Don't know
Administrator	57.1%	14.3%	28.6%	0.0%	0.0%
Classified Staff	23.4%	35.1%	22.1%	16.9%	2.6%
Full-time faculty	30.9%	33.8%	22.1%	13.2%	0.0%
Part-time faculty	57.4%	27.9%	9.8%	4.9%	0.0%
Administrator	8	2	4	0	0
Classified Staff	18	27	17	13	2
Full-time faculty	21	23	15	9	0
Part-time faculty	35	17	6	3	0

FHDA Equity Survey 2014
Employee Subgroup Analysis – De Anza College

This campus is free from tension related to race/ethnicity, language, gender, sexual orientation, religion, or disability status

	Strongly Agree	Somewhat Agree	Somewhat Disagree	Strongly Disagree	N/A, Don't know
Administrator	35.7%	42.9%	14.3%	7.1%	0.0%
Classified Staff	21.8%	37.2%	26.9%	11.5%	2.6%
Full-time faculty	17.9%	34.3%	37.3%	9.0%	1.5%
Part-time faculty	24.6%	52.5%	9.8%	4.9%	8.2%
Administrator	5	6	2	1	0
Classified Staff	17	29	21	9	2
Full-time faculty	12	23	25	6	1
Part-time faculty	15	32	6	3	5

Please tell us the frequency in which you have:

Felt burned out

	Never	Rarely	Occasionally	Frequently	N/A, Don't Know
Administrator	14.3%	21.4%	35.7%	28.6%	0.0%
Classified Staff	7.9%	15.8%	43.4%	32.9%	0.0%
Full-time faculty	1.5%	19.4%	35.8%	43.3%	0.0%
Part-time faculty	15.0%	35.0%	28.3%	16.7%	5.0%
Administrator	2	3	5	4	0
Classified Staff	6	12	33	25	0
Full-time faculty	1	13	24	29	0
Part-time faculty	9	21	17	10	3

FHDA Equity Survey 2014
Employee Subgroup Analysis – De Anza College

Felt pressured to take on more work

	Never	Rarely	Occasionally	Frequently	N/A, Don't Know
Administrator	14.3%	35.7%	14.3%	35.7%	0.0%
Classified Staff	14.5%	10.5%	31.6%	42.1%	1.3%
Full-time faculty	10.4%	11.9%	25.4%	52.2%	0.0%
Part-time faculty	49.2%	13.1%	26.2%	9.8%	1.6%
Administrator	2	5	2	5	0
Classified Staff	11	8	24	32	1
Full-time faculty	7	8	17	35	0
Part-time faculty	30	8	16	6	1

FHDA Equity Survey – **REPRESENTATION**

Equity Employee Survey

Summary: We examined whether the FHDA Equity Employee survey adequately represents the wider FHDA population across three categories: age, gender, and ethnicity.

Age: The age profile of the survey respondents is well-aligned with the population of the Foothill and DeAnza campuses.

	Total		Foothill		DeAnza	
	Survey	Population	Survey	Population	Survey	Population
20-29	2.6%	2.3%	3.4%	3.0%	2.3%	1.8%
30-39	13.6%	14.9%	15.6%	17.6%	12.7%	13.8%
40-49	25.6%	27.1%	28.6%	28.9%	23.6%	25.0%
50 or older	58.3%	55.6%	52.4%	50.5%	61.4%	59.4%

Gender: Female employees were more likely to respond to the survey than males. This is less clear in the overall results, as survey respondents were able to state a gender of ‘Other’ or decline to state their gender.

	Total		Foothill		DeAnza	
	Survey	Population	Survey	Population	Survey	Population
Female	63.0%	56.6%	63.3%	63.8%	60.7%	59.1%
Male	30.1%	43.4%	33.3%	36.2%	29.5%	40.9%
Other	0.8%	--	0.0%	--	1.3%	--
Decline to State	6.1%	--	3.4%	--	8.5%	--

If we remove the small percentage of ‘Other’, and assume that ‘Decline to State’ are equally likely to be male as female, then we can see that females were overrepresented in the survey results at both Foothill (by a small margin) and DeAnza (by a larger margin).

	Total		Foothill		DeAnza	
	Survey	Population	Survey	Population	Survey	Population
Female	67.7%	56.6%	65.5%	63.8%	67.3%	59.1%
Male	32.3%	43.4%	34.5%	36.2%	32.7%	40.9%

FHDA Equity Survey – **REPRESENTATION**

Ethnicity: It is difficult to examine representation in the survey results as the ethnicity question in the survey offered additional categories. We combined categories using the definition below.

If we include the large number of employees indicating multiple ethnicities, than whites were equally represented in DeAnza and only slightly overrepresented in Foothill. Asian and Latino/a employees were underrepresented in the survey results, but these groups may have been more likely to list multiple ethnicities when offered a choice.

	Total		Foothill		DeAnza	
	Survey	Population	Survey	Population	Survey	Population
Native American	0.8%	0.6%	0.0%	0.6%	1.4%	0.5%
Asian / PI	10.0%	19.0%	8.4%	15.8%	10.8%	21.0%
African-American	2.9%	5.6%	2.1%	5.8%	3.8%	6.2%
Filipino	1.9%	2.7%	0.0%	1.8%	3.3%	2.7%
Latino/a	8.2%	16.3%	5.6%	13.7%	9.4%	15.4%
White, Non-Latino/a	54.6%	50.7%	62.9%	59.6%	47.4%	47.6%
Other	6.9%	5.1%	4.2%	2.7%	8.9%	6.5%
Multiple Ethnicities	14.9%	--	16.8%	--	14.7%	--

If we remove the ‘Multiple Ethnicities’ category and assume all individuals were equally likely to list multiple ethnicities, then we find that whites were overrepresented in the survey results at both colleges, with Asians and Latinos/as underrepresented. These results should be interpreted with caution, as it is not clear that the removal of the category equally affects the representation of all groups.

	Total		Foothill		DeAnza	
	Survey	Population	Survey	Population	Survey	Population
Native American	0.9%	0.6%	0.0%	0.6%	1.6%	0.5%
Asian / PI	11.7%	19.0%	10.1%	15.8%	12.7%	21.0%
African-American	3.4%	5.6%	2.5%	5.8%	4.5%	6.2%
Filipino	2.2%	2.7%	0.0%	1.8%	3.9%	2.7%
Latino/a	9.6%	16.3%	6.7%	13.7%	11.1%	15.4%
White, Non-Latino/a	64.0%	50.7%	75.6%	59.6%	55.8%	47.6%
Other	8.1%	5.1%	5.0%	2.7%	10.5%	6.5%

Definitions for ethnicity categories:

Native American: American Indian/Alaskan Native

Asian / PI: Asian Indian, Chinese, Japanese, Korean, Other Pacific Islander, Vietnamese

African-American: African American

Latino/a: Central American, Cuban/Puerto Rican/Caribbean Islander, Mexican/Chicano, South American

White: White Non-Latino/a

Other: Middle Eastern, Other Non-White, Other: Please Specify

Multiple Ethnicities: Anyone who specified multiple ethnicities as answers to the question.