



STAFF PERSPECTIVES ON CAMPUS CLIMATE

The campus climate for diversity spans multiple aspects of identity and encompasses a variety of contexts. In 2020, staff shared their views related to policies, professional relationships, and workload.

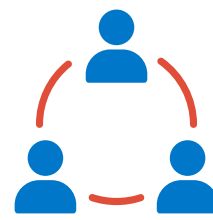
Opinions are fairly split about diversity-related hiring practices.



61% believe their institution has effective hiring practices and policies that increase staff diversity

48% are satisfied with their institution's commitment to hiring underrepresented racial/ethnic minorities

Though some feel there is a chilly climate related to disability...



17% are displeased with the atmosphere for individuals with disabilities at their institution

7% have experienced discrimination due to their ability/disability status

...even more staff report climate issues related to age.



20% have experienced discrimination due to their age

Staff have concerns about work capacity...



53% say that competing job priorities/deadlines have been a source of stress



28% do not believe that their workload is manageable given the hours they are scheduled to work



25% do not think their job duties are clearly defined

...which may be intensified for staff who are sought out by students due to their social identity.



39% were sought out due to their race/ethnicity

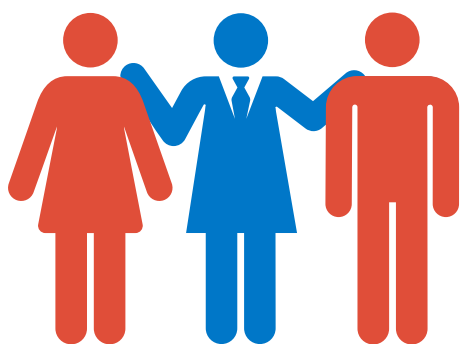


35% were sought out due to their gender



20% were sought out due to their sexual orientation

Staff feel respected by some groups on campus more than others...



94% feel respected by students

71% feel respected by faculty

68% feel respected by senior administrators

...and also share concerns about how they are perceived by colleagues.



39% feel they have to work harder than their colleagues to be perceived as a competent administrator/staff member

17% do not feel that their contributions are valued by their department

10% do not feel that departmental colleagues care about their well-being