

Campus Climate Survey Student Results Fall 2018

Background and Methodology

In Fall 2018, the office of Institutional Effectiveness, Success, and Equity (IESE) at Cuyamaca College administered the Institutional Effectiveness Survey to students and employees. Additional questions about the climate on campus were embedded in this survey. For the student version of the survey, the goals of the campus climate questions were to determine whether students feel they belong, are valued, and are included on campus; to identify whether students have experienced specific forms of discrimination on campus; and to understand students' perceptions of their instructors and the atmosphere on campus. The survey instrument is included in [Appendix A](#) of this report.

The IESE office administered this survey electronically via SurveyMonkey to 1,859 randomly selected Cuyamaca College students in September 2018. This sample included students who were enrolled at Cuyamaca in Fall 2018, as well as students who enrolled in that semester but dropped all of their courses. Two weekly reminders were sent to survey recipients who had not yet completed the survey. As an incentive to complete the survey, students had the opportunity to enter a random drawing for a \$50 campus dining services gift card. In total, 149 students completed the campus climate survey items that were embedded in the Institutional Effectiveness Survey, which resulted in an 8% response rate.

Summary of Results

The majority of respondents reported positive perceptions of their instructors and the atmosphere of the college. Additionally, most respondents indicated they feel like they belong, are valued, and are included at the college. However, **approximately one in five respondents reported experiencing racial insensitivity on campus, and 7% of respondents reported experiencing at least one of the specific forms of discrimination listed in this survey** (e.g., heard disparaging comments, observed derogatory gestures, felt excluded from campus events or activities). **Most of these specific forms of discrimination that students experienced were due to race and/or ethnicity.** Students also reported experiencing discrimination due to their actual or perceived sexual orientation, gender identity expression, religious affiliation, and disability status.

The following pages of this report include respondent characteristics, key findings from each survey item, and verbatim open-ended responses. Distributions of responses are included in [Appendix B](#).

Respondent Characteristics

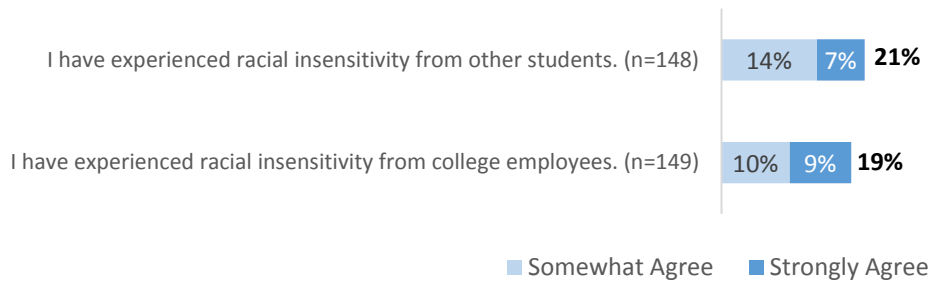
The majority of the 149 students that completed the campus climate survey items were female (63%). Compared to the Fall 2018 Cuyamaca College student population, there was an overrepresentation of white students (51%), and an underrepresentation of Hispanic/Latinx students (30%) and black/African-American students (3%) in survey respondents. Approximately 49% of respondents were economically disadvantaged, and 15% had at least one disability. Respondents were slightly older than the Fall 2018 student population, with an average age of 31 years.

Overall Experience on Campus

Respondents were asked to rate their agreement with the following items on a five-point Likert scale ranging from strongly disagree to strongly agree. To reduce any question order effects, items were presented in random order for each respondent. The charts below reflect the percentage of respondents who indicated they somewhat agree or strongly agree with each statement.

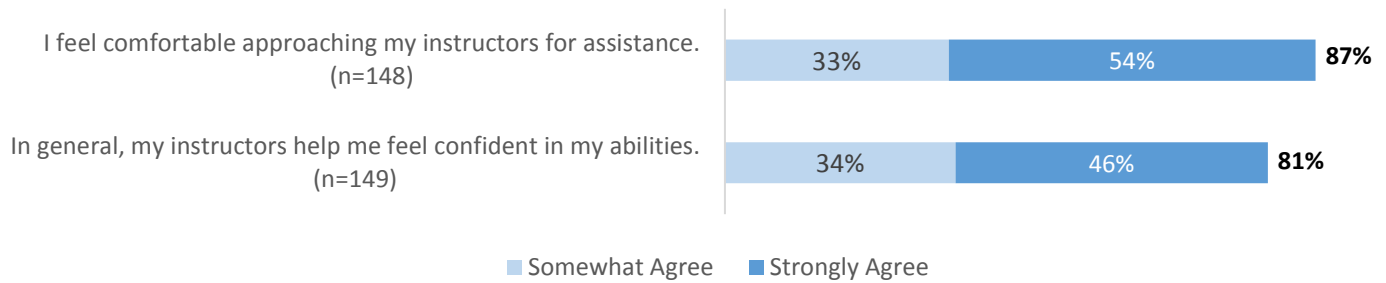
Experienced Racial Insensitivity

Approximately 21% of respondents either somewhat or strongly agreed with the statement “I have experienced racial insensitivity from other students.” Approximately 19% indicated they experienced racial insensitivity from college employees.



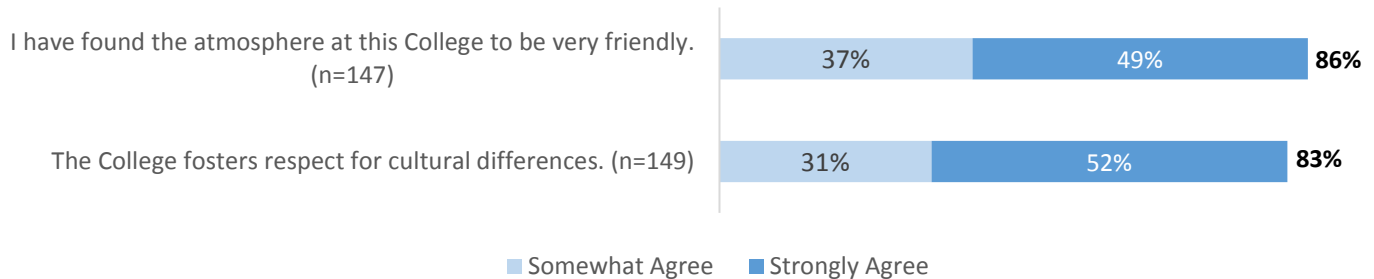
Perceptions of Instructors

Most respondents (87%) indicated they feel comfortable approaching their instructors for assistance. Approximately 81% of respondents either somewhat or strongly agreed with the statement “In general, my instructors help me feel confident in my abilities.”



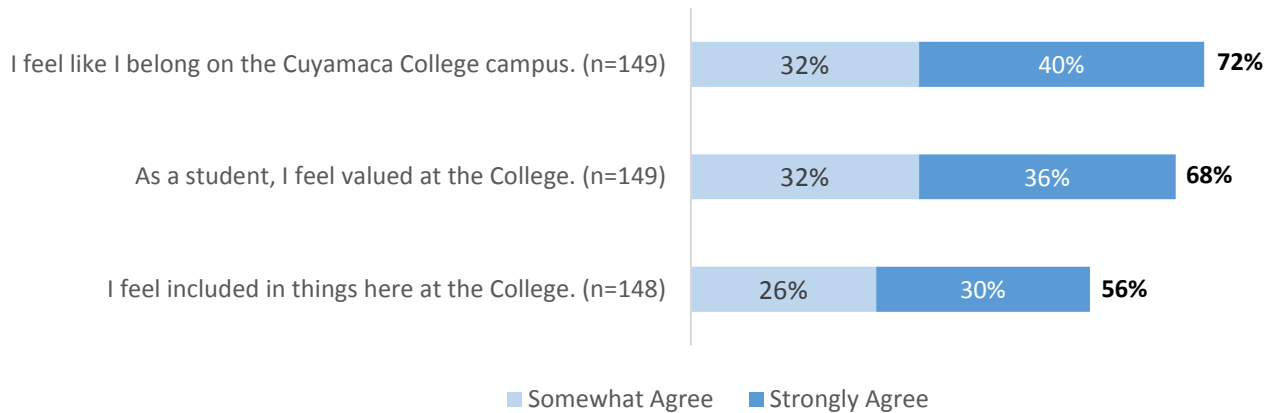
College Atmosphere

The majority of respondents (86%) indicated the College’s atmosphere is very friendly. Most respondents (83%) either somewhat or strongly agreed that the College fosters respect for cultural differences.



Sense of Belonging, Inclusion, and Being Valued

Most respondents (72%) either somewhat or strongly agreed that they feel like they belong on campus. Approximately 68% of respondents indicated they feel valued as a student at the College. A smaller percentage of respondents (56%) indicated they feel included in things at the College.

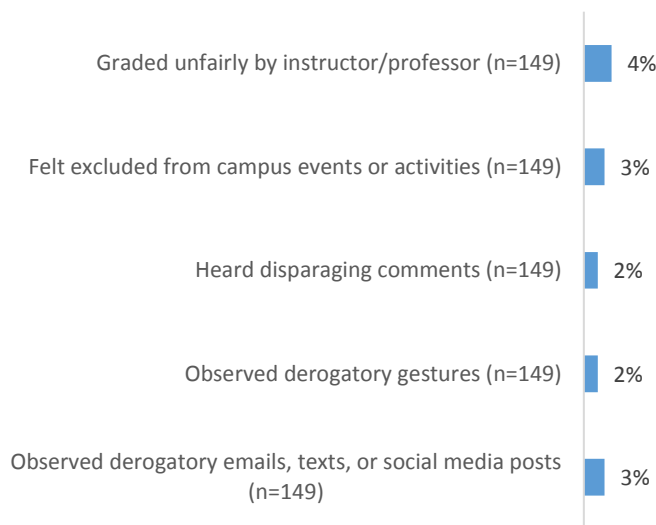


Experiences of Discrimination on Campus

Respondents were asked to indicate whether they had experienced any of the following forms of discrimination at Cuyamaca College due to their actual or perceived sexual orientation, gender identity expression, race/ethnicity, religious identity, and/or disability status. To reduce any question order effects, items were presented in random order for each respondent. The charts below reflect the percentage of respondents who indicated they experienced any of these acts of discrimination.

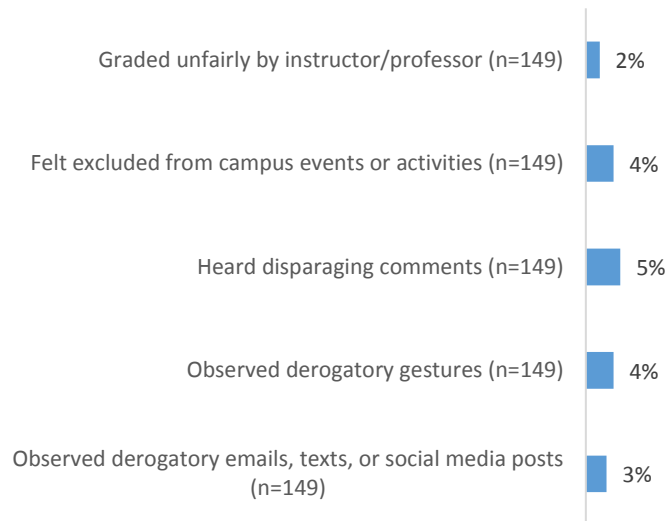
Discrimination Due to Sexual Orientation

Some respondents indicated they experienced different forms of discrimination due to their actual or perceived sexual orientation. Specifically, 4% indicated they were graded unfairly by an instructor, 3% felt excluded from campus events or activities, 2% heard disparaging comments, 2% observed derogatory gestures, and 3% observed derogatory emails, texts, or social media posts.



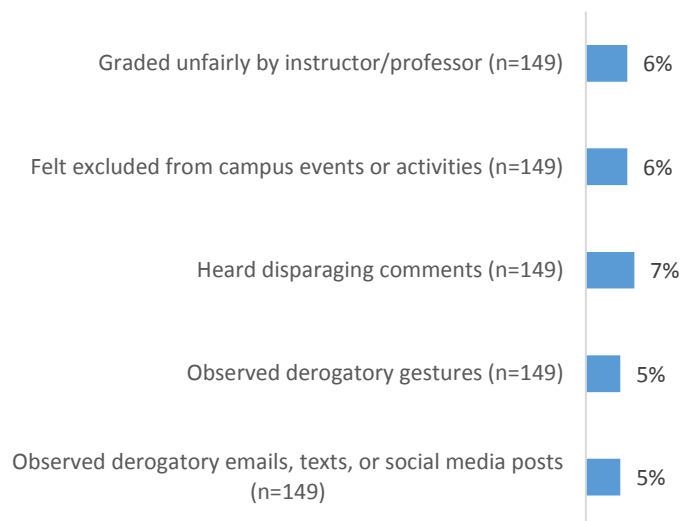
Discrimination Due to Gender Identity Expression

Some respondents indicated they experienced different forms of discrimination due to their gender identity expression. Specifically, 2% indicated they were graded unfairly by an instructor, 4% felt excluded from campus events or activities, 5% heard disparaging comments, 4% observed derogatory gestures, and 3% observed derogatory emails, texts, or social media posts.



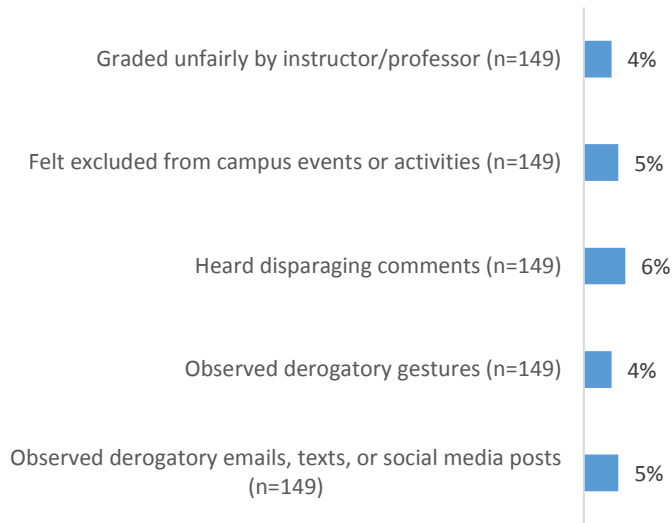
Discrimination Due to Race/Ethnicity

Some respondents indicated they experienced different forms of discrimination due to their race and/or ethnicity. Specifically, 6% indicated they were graded unfairly by an instructor, 6% felt excluded from campus events or activities, 7% heard disparaging comments, 5% observed derogatory gestures, and 5% observed derogatory emails, texts, or social media posts.



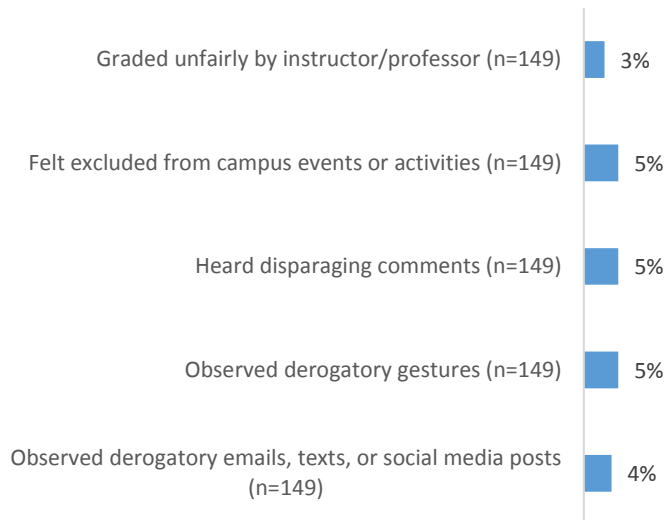
Discrimination Due to Religious Identity

Some respondents indicated they experienced different forms of discrimination due to their religious identity. Specifically, 4% indicated they were graded unfairly by an instructor, 5% felt excluded from campus events or activities, 6% heard disparaging comments, 4% observed derogatory gestures, and 5% observed derogatory emails, texts, or social media posts.



Discrimination Due to Disability Status

Some respondents indicated they experienced different forms of discrimination due to their disability status. Specifically, 3% indicated they were graded unfairly by an instructor, 5% felt excluded from campus events or activities, 5% heard disparaging comments, 5% observed derogatory gestures, and 4% observed derogatory emails, texts, or social media posts.



Other Diversity-related Issues on Campus

Respondents were asked to describe any diversity-related issues on campus specific to race, class, gender, sexual orientation, or other group identities. The majority of the nine respondents who completed this question indicated there are no diversity-related issues at Cuyamaca College. A few respondents indicated they have experienced discrimination against women, feel that classes should not involve political issues unless they are relevant to the subject, and feel that Cuyamaca College should hire more diverse student workers. Verbatim responses are listed below:

No Issues:

- All, Cuyamaca officials, staff and instructors relate students and other workers or staff upon their race, relations, and class. I have own experiences as a student and as an employee.
- I have never encountered this type of issues on this campus.
- Keep up the good work and keep this campus safe please!
- N/A
- There are no diversity-related issues. Cuyamaca is a very diverse place and I feel very comfortable there.
- There's no

Specific Issues:

- I took some computer classes many years ago at Cuyamaca where there was a teacher that was very misogynistic towards the women in the classroom.
- Political issues should remain outside of the class, unless it is relevant to the subject of the class.
- There needs to be more diversity in the hiring of student workers. There is a disproportionate amount of middle eastern student workers. I've brought it up before and I was told it is because non middle eastern students don't apply. The solution is to offer better pay. Non refugee students need more incentive to seek employment at the college. Students that are not refugees need higher amounts of income to make ends meet because they don't receive public assistance.

Conclusions and Recommendations

The present study was intended to provide a baseline assessment of campus climate for diversity and inclusion. To that end, campus climate questions were embedded in the Institutional Effectiveness Survey of Students, which was administered in Fall 2018 to a random sample of Cuyamaca College students. Responses to the survey indicate a number of college strengths, particularly related to student perceptions of instructors and the college's atmosphere. However, survey responses also indicated that a number of students experienced racial insensitivity from Cuyamaca College employees and other students.

The results of the study should be interpreted with caution due to the relatively low response rate and possible self-selection bias of survey respondents. That said, the experiences respondents described represent their own interactions with campus community members and point to the need for cultural sensitivity training or other professional development for employees to ensure students of all backgrounds feel welcome, valued, and included at Cuyamaca College.

Additional studies should be conducted to assess the college's progress in creating a more inclusive learning environment for students.

Appendix A

Electronic Survey Instrument

Campus Climate Questions from Institutional Effectiveness Survey

Institutional Effectiveness Survey - Students

Experiences on Campus

10. Please rate your agreement with the following items based on your experiences at Cuyamaca College.

	Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Somewhat Agree	Strongly Agree
I have experienced racial insensitivity from other students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have experienced racial insensitivity from college employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
As a student, I feel valued at the College.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The College fosters respect for cultural differences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have found the atmosphere at this College to be very friendly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel included in things here at the College.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In general, my instructors help me feel confident in my abilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel comfortable approaching my instructors for assistance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel like I belong on the Cuyamaca College campus.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. Please indicate whether you have EXPERIENCED any of the following at Cuyamaca College by clicking the corresponding box where applicable.

	Due to sexual orientation (actual or as perceived by others)	Due to gender identity expression	Due to race/ethnicity	Due to religious identity	Due to disability status
Graded unfairly by instructor/professor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Felt excluded from campus events or activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Heard disparaging comments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Observed derogatory gestures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Observed derogatory emails, texts, or social media posts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

12. If there are diversity-related issues on campus specific to race, class, gender, sexual orientation, or other group identities that are of concern to you, please describe them below.

Appendix B

Results

Q 10.1: I have experienced racial insensitivity from other students.			
	Frequency	Percent	Valid Percent
Strongly Disagree	87	58%	59%
Somewhat Disagree	7	5%	5%
Neither Agree nor Disagree	23	15%	16%
Somewhat Agree	21	14%	14%
Strongly Agree	10	7%	7%
No Response	1	1%	--
<i>Total</i>	<i>149</i>	<i>100%</i>	<i>100%</i>

Q 10.2: I have experienced racial insensitivity from college employees.			
	Frequency	Percent	Valid Percent
Strongly Disagree	96	64%	64%
Somewhat Disagree	6	4%	4%
Neither Agree nor Disagree	18	12%	12%
Somewhat Agree	15	10%	10%
Strongly Agree	14	9%	9%
No Response	0	0%	--
<i>Total</i>	<i>149</i>	<i>100%</i>	<i>100%</i>

Q 10.3: As a student, I feel valued at the College.			
	Frequency	Percent	Valid Percent
Strongly Disagree	7	5%	5%
Somewhat Disagree	7	5%	5%
Neither Agree nor Disagree	34	23%	23%
Somewhat Agree	47	32%	32%
Strongly Agree	54	36%	36%
No Response	0	0%	--
<i>Total</i>	<i>149</i>	<i>100%</i>	<i>100%</i>

Q 10.4: The College fosters respect for cultural differences.			
	Frequency	Percent	Valid Percent
Strongly Disagree	5	3%	3%
Somewhat Disagree	0	0%	0%
Neither Agree nor Disagree	21	14%	14%
Somewhat Agree	46	31%	31%
Strongly Agree	77	52%	52%
No Response	0	0%	--
<i>Total</i>	<i>149</i>	<i>100%</i>	<i>100%</i>

Q 10.5: I have found the atmosphere at this College to be very friendly.			
	Frequency	Percent	Valid Percent
Strongly Disagree	5	3%	3%
Somewhat Disagree	4	3%	3%
Neither Agree nor Disagree	12	8%	8%
Somewhat Agree	54	36%	37%
Strongly Agree	72	48%	49%
No Response	2	1%	--
<i>Total</i>	<i>149</i>	<i>100%</i>	<i>100%</i>

Q 10.6: I feel included in things here at the College.			
	Frequency	Percent	Valid Percent
Strongly Disagree	8	5%	5%
Somewhat Disagree	10	7%	7%
Neither Agree nor Disagree	47	32%	32%
Somewhat Agree	38	26%	26%
Strongly Agree	45	30%	30%
No Response	1	1%	--
<i>Total</i>	<i>149</i>	<i>100%</i>	<i>100%</i>

Q 10.7: In general, my instructors help me feel confident in my abilities.			
	Frequency	Percent	Valid Percent
Strongly Disagree	5	3%	3%
Somewhat Disagree	5	3%	3%
Neither Agree nor Disagree	19	13%	13%
Somewhat Agree	51	34%	34%
Strongly Agree	69	46%	46%
No Response	0	0%	--
<i>Total</i>	<i>149</i>	<i>100%</i>	<i>100%</i>

Q 10.8: I feel comfortable approaching my instructors for assistance.			
	Frequency	Percent	Valid Percent
Strongly Disagree	6	4%	4%
Somewhat Disagree	1	1%	1%
Neither Agree nor Disagree	12	8%	8%
Somewhat Agree	49	33%	33%
Strongly Agree	80	54%	54%
No Response	1	1%	--
<i>Total</i>	<i>149</i>	<i>100%</i>	<i>100%</i>

Q 10.9: I feel like I belong on the Cuyamaca College campus.			
	Frequency	Percent	Valid Percent
Strongly Disagree	5	3%	3%
Somewhat Disagree	5	3%	3%
Neither Agree nor Disagree	31	21%	21%
Somewhat Agree	48	32%	32%
Strongly Agree	60	40%	40%
No Response	0	0%	--
<i>Total</i>	<i>149</i>	<i>100%</i>	<i>100%</i>

Q.11: Please indicate whether you have EXPERIENCED any of the following at Cuyamaca College (n=149)

	Due to sexual orientation (actual or as perceived by others)		Due to gender identity expression		Due to race/ethnicity		Due to religious identity		Due to disability status	
	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent
Graded unfairly by instructor/ professor	6	4%	3	2%	9	6%	6	4%	5	3%
Felt excluded from campus events or activities	4	3%	6	4%	9	6%	8	5%	7	5%
Heard disparaging comments	3	2%	7	5%	10	7%	9	6%	8	5%
Observed derogatory gestures	3	2%	6	4%	8	5%	6	4%	8	5%
Observed derogatory emails, texts, or social media posts	4	3%	5	3%	7	5%	7	5%	6	4%