



# Cultural Climate Survey Miramar College

November 2011



Office of Institutional Research and Planning

# Introduction

# Background to the Study

The 2010 Cultural Climate Survey was administered in response to the need for a current study on campus climate and cultural competency to support SDCCD's commitment to diversity as defined in **Board Policy 7100**:

*The District is committed to employing qualified administrators, faculty, and staff members who are dedicated to the success of all students. The Board recognizes that cultural competency is an important component of being qualified. The Board further recognizes that diversity in the academic environment fosters cultural awareness, promotes mutual understanding and respect, and provides suitable role models for all students. The Board is committed to hiring and staff development processes that support the goals of equal opportunity, diversity, and cultural competency, to provide equal consideration for all qualified candidates.*

SDCCD has defined cultural competency as follows:

*Cultural competence refers to the ability to interact effectively with people of different cultures based on the best prevailing practices in education. The District's interpretation of cultural competence comprises four components: 1) Awareness of one's own cultural worldview; 2) Attitude towards cultural differences; 3) Knowledge of different cultural practices and worldviews; and 4) Cross-cultural skills. In summary, Cultural Competence is one's ability to understand, communicate with and effectively interact with people across cultures.*

# More Background: ACCJC Diversity Standards

## **Equitable Access and Success for Students**

- SDCCD recruits and admits diverse students (ACCJC Standard II.B).
- SDCCD designs and maintains appropriate programs, practices, and services that support and enhance student understanding and appreciation of diversity (ACCJC Standard II.B.3.d).

## **Human Resources**

- SDCCD demonstrates through policies and practices an appropriate understanding of and concern for issues of equity and diversity (ACCJC Standard III.A.4).
  - SDCCD creates and maintains appropriate programs, practices, and services that support its diverse personnel (ACCJC Standard III.A.4.a).
  - SDCCD regularly assesses its record in employment equity and diversity consistent with its mission (ACCJC Standard III.A.4.b).

## **Awareness and Celebration of Diverse Cultures**

- SDCCD provides an environment that enhances student understanding and appreciation of diversity (ACCJC Standard II).
- SDCCD promotes a recognition of what it means to be an ethical human being and effective citizen: i.e., respect for cultural diversity (ACCJC Standard II.A.3.C).

# Purpose, Methodology and Design

## Purpose

- Survey was designed to elicit employee perceptions and opinions about campus climate, i.e., diversity, equity, cultural competency, and the general work environment
- Information intended to be used to:
  - Identify strengths and opportunities for cultural climate and competency
  - Inform and support changes in related policies, procedures and practices
  - Affect positive change within the district and campus environments

## Design

- Collaboration between District IRP, campuses and districtwide Diversity Committees
- Extensive literature review on diversity in higher education, resulting in adaptation of the *Campus Climate Conceptual Framework*
- Two surveys developed and administered: 1 for colleges and CE; 1 for District Offices
- A rigorous review and statistical analysis conducted to establish validity and reliability

## Methodology

- Administered to all faculty, staff, and administrators districtwide
- Available online and in hardcopy formats, approximately 30 minutes to complete
- Pre-notifications, invitations to survey, and reminder notices sent via e-mail
- Survey administration window approximately four weeks (Nov. 1-Nov. 30, 2010)

# Cultural Climate Conceptual Framework



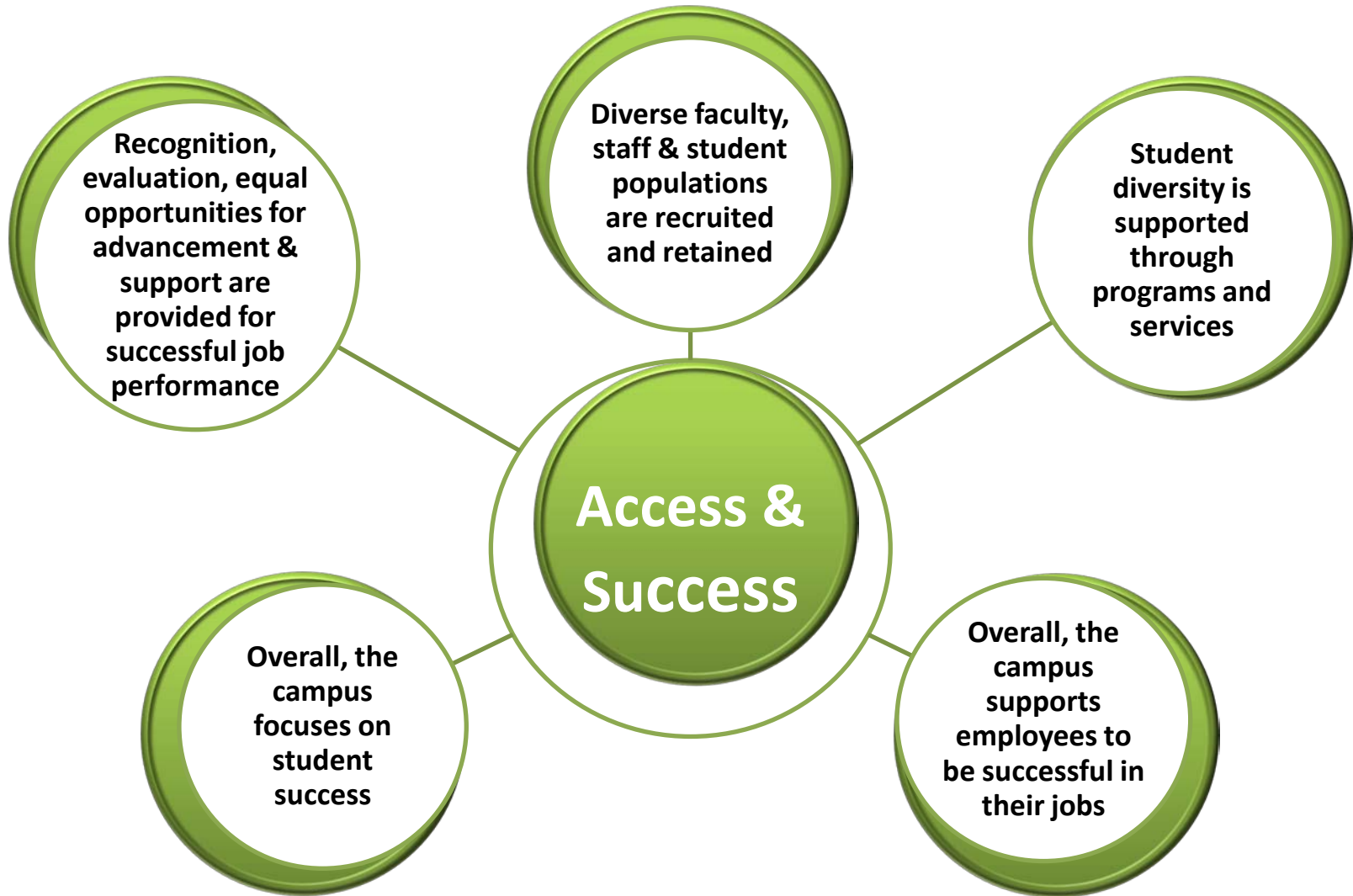
# The Findings

# Respondent Profile

- 521 employees received the invitation to survey. 134 responded (26% response rate).
- Respondent Classifications:
  - 30% contract classroom faculty
  - 8% contract non-classroom faculty
  - 16% adjunct faculty
  - 4% managers
  - 29% classified contract
  - 10% classified supervisors
  - 4% classified hourly
- More than one-third of the respondents reported being with Miramar for 2-6 years (38%) and another one-third for 11 or more years (38%).



# Access & Success



# Access & Success

Diverse faculty, staff, and student populations are recruited and retained (Strategy 3.2).



Recognition, evaluation, equal opportunities for advancement and support are provided for successful job performance.



Student diversity is supported through programs and services.



Overall, the campus supports employees to be successful in their jobs (Strategies 1.4 & 2.5).



Overall, the campus focuses on student success (Goal 1).



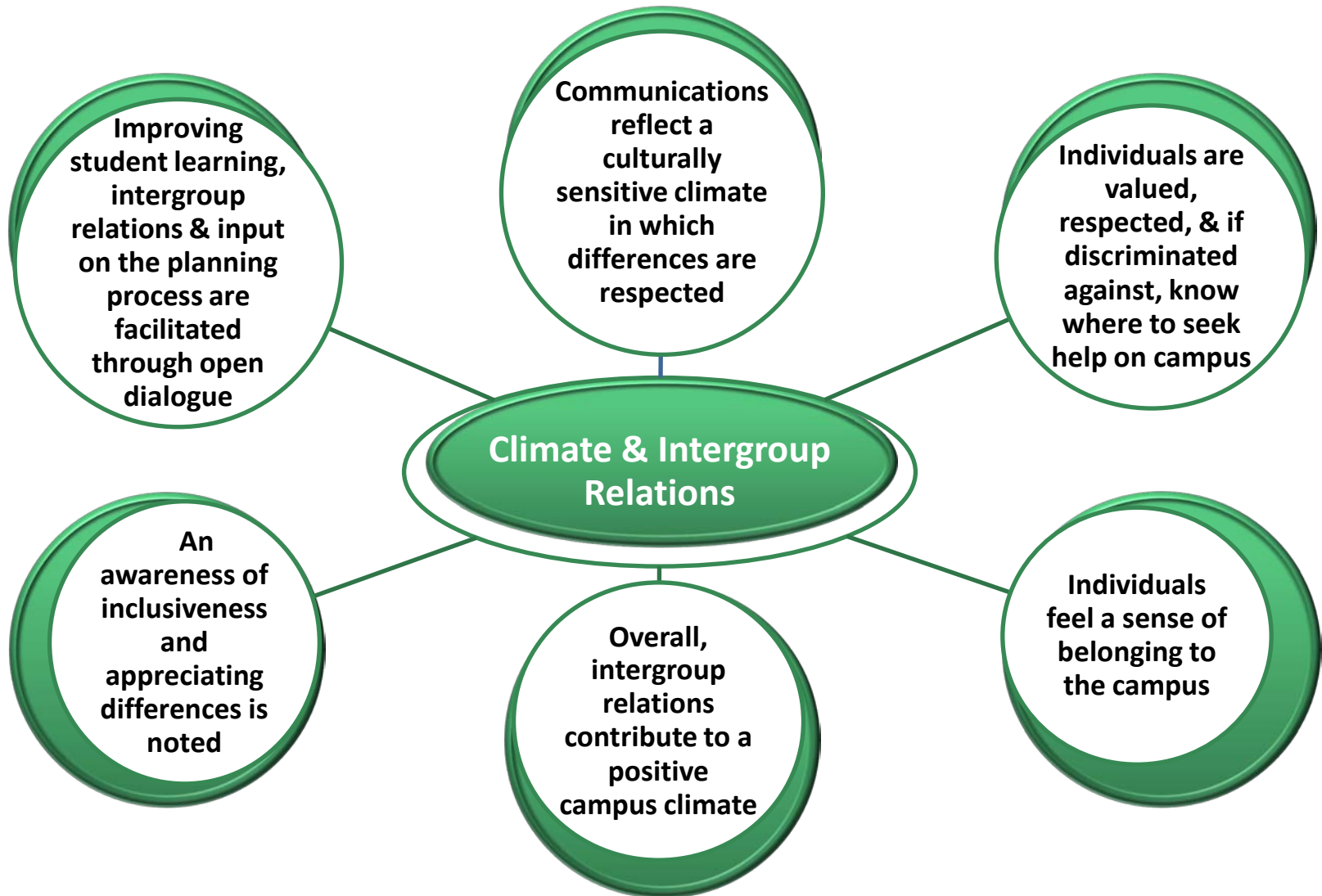
■ Strongly Disagree/Disagree   ■ Neither Agree nor Disagree   ■ Strongly Agree/Agree

# What the results tell us.....

## Access & Success

1. There is perceived support for diverse employee and student populations. This allows for individuals at Miramar from various cultural backgrounds and experiences to effectively interact and contribute to a rich multicultural environment .
2. Not quite half of the employees surveyed felt supported, valued, and appreciated, while the remaining half were either uncertain or did not feel supported.
3. Employees who responded to the survey believed that Miramar supports underrepresented student groups through specific programs (e.g., DSPS for disabled students), helping them to succeed in their educational endeavors.
4. Approximately one-third of the surveyed employees felt that Miramar was doing a good job supporting all employees so that they succeed in their jobs.
5. Respondents believed that Miramar is a student-centered campus and committed to providing support and access for its student population so that all students succeed in their educational endeavors.

# Climate & Intergroup Relations



# Climate & Intergroup Relations

Communications reflect a culturally sensitive climate in which differences are respected.



Improving student learning, intergroup relations and input on the planning process are facilitated through open dialogue.



Individuals are valued, respected, and if discriminated against, know where to seek help on campus.



Overall, intergroup relations contribute to a positive campus climate.



■ Strongly Disagree/Disagree   ■ Neither Agree nor Disagree   ■ Strongly Agree/Agree

# Climate & Intergroup Relations

An awareness of inclusiveness and appreciating differences is noted.



Individuals feel a sense of belonging to the campus.



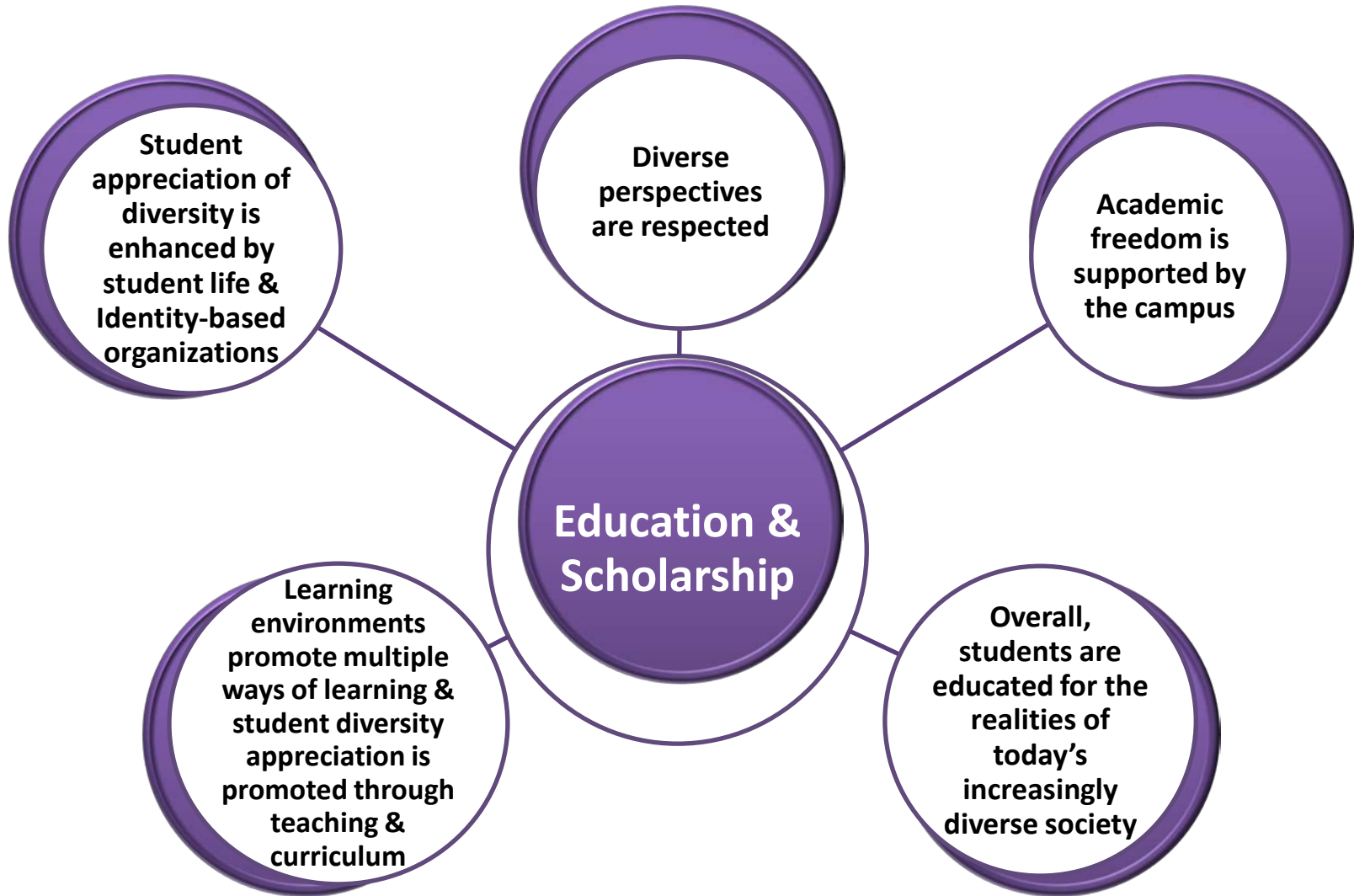
■ Never    ■ Seldom    ■ Sometimes    ■ Often    ■ Always

# What the results tell us.....

## Climate & Intergroup Relations

1. Survey respondents believed that Miramar demonstrates cultural competency through the display of diverse artifacts (e.g., posters, student work) and communications. This contributes to a multicultural environment in which mutual respect can be sustained.
2. The employees who responded to the survey were neutral about the amount of satisfactory discussions taking place about improving intergroup relations among employees, improving student learning, or opportunities to participate in the planning process.
3. Miramar employees that were surveyed felt that they are respected and an important part of the organization, and that differences are highly valued. This perception contributes to a positive climate and successful job performance.
4. The surveyed employees at Miramar feel part of a common team and engage in campus activities which embrace socio-cultural differences.

# Education & Scholarship





# Education & Scholarship

Diverse perspectives are respected.



Student appreciation of diversity is enhanced by student life and Identity-based organizations.



Learning environments are designed to promote multiple ways of learning and student diversity appreciation is promoted through teaching and curriculum (Strategy 1.6).



Academic freedom is supported by the campus.



Overall, students are educated for the realities of today's increasingly diverse society (Strategies 1.5 & 1.7).



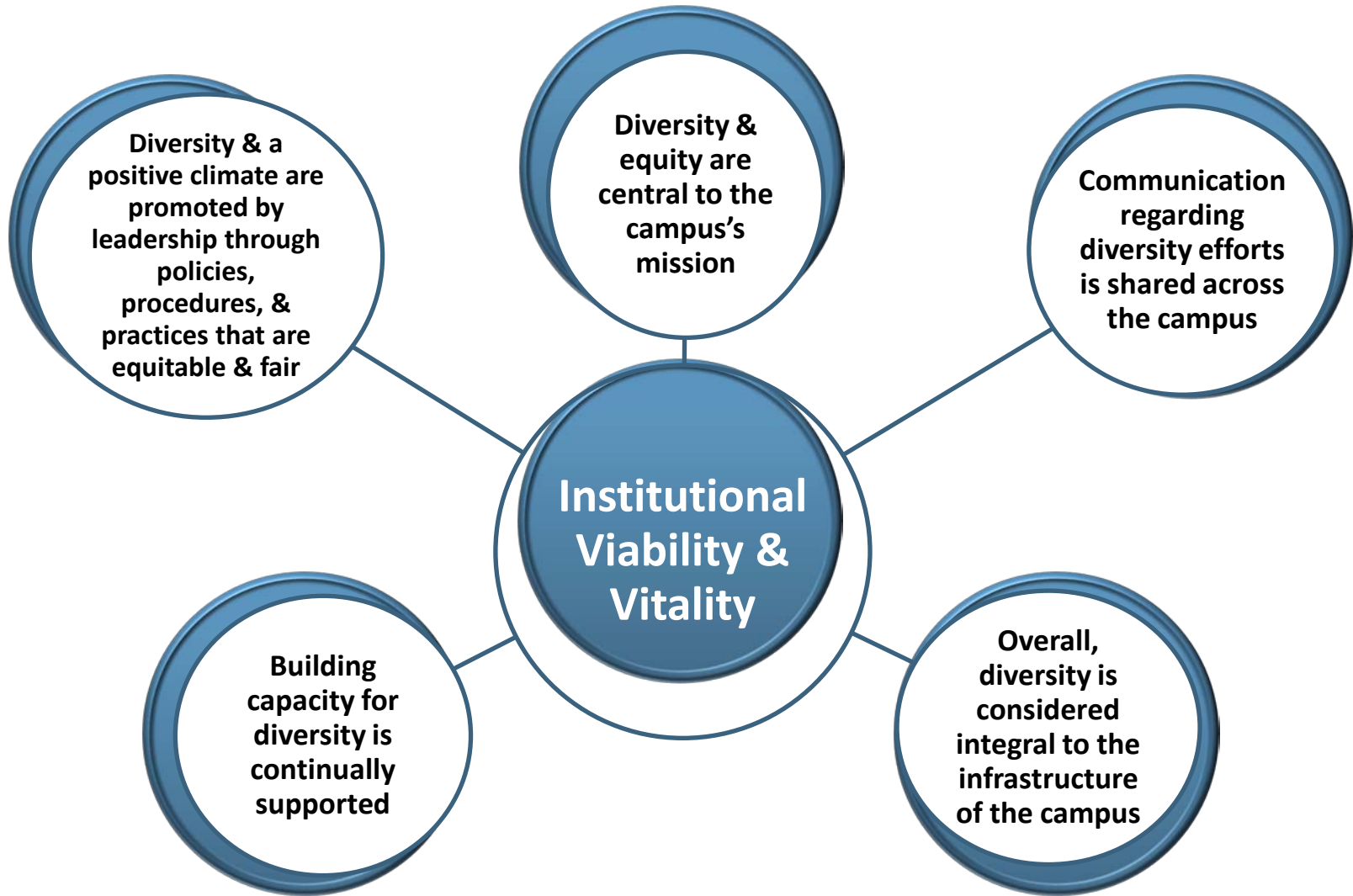
■ Strongly Disagree/Disagree   ■ Neither Agree nor Disagree   ■ Strongly Agree/Agree

# What the results tell us.....

## Education & Scholarship

1. Among the surveyed employees, there is a perception that students and employees feel comfortable expressing cultural viewpoints and are respected.
2. Those surveyed were uncertain as to whether Miramar supports Identity-based student clubs and organizations and whether student life enhances student appreciation of diversity. This may be due to lack of awareness or familiarity with these activities.
3. Some survey respondents agreed that Miramar provides avenues for instructors to teach and students to learn successfully within a climate of diversity appreciation.
4. Respondents believed that Miramar encourages academic freedom for its faculty, staff, administrators, and students. This demonstrates support for each group to pursue their own course of action with limited restrictions when it comes to academics.
5. Some survey respondents believed Miramar does a good job preparing students to thrive in a global society and obtain jobs, further their careers, and pursue their dreams.

# Institutional Viability & Vitality



# Institutional Viability & Vitality

Diversity and equity are central to the campus's mission.



Diversity and a positive climate are promoted by leadership through policies, procedures, and practices that are equitable and fair.



Communication regarding diversity efforts is shared across the campus.



Building capacity for diversity is continually supported.



Overall, diversity is considered integral to the infrastructure of the campus.



■ Strongly Disagree/Disagree   ■ Neither Agree nor Disagree   ■ Strongly Agree/Agree

# What the results tell us.....

## **Institutional Viability & Vitality**

1. The survey respondents were uncertain as to whether diversity and equity are central to Miramar's mission. The college's mission may need to be shared more broadly and actions may need to more clearly address diversity.
2. While diversity and a positive climate are generally important to the surveyed employees, they were unclear as to how policies and practices promote cultural competency.
3. Miramar hosts a large number of diversity-related activities and initiatives for employees to engage in, but not all survey respondents were aware or indicated that they participate in these activities.

**IRRP**

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