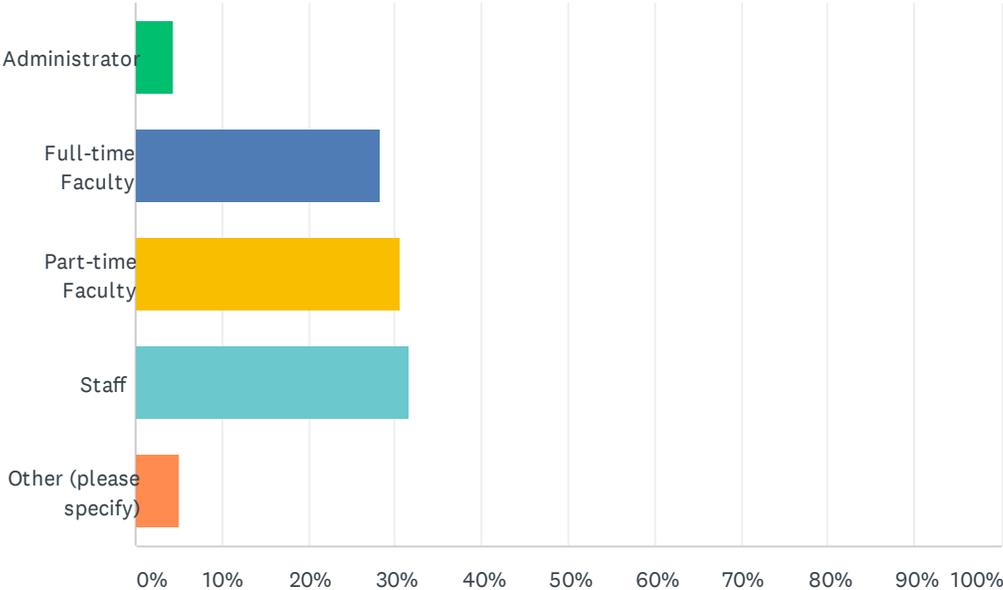


# Q1 What is your primary role at LAVC?

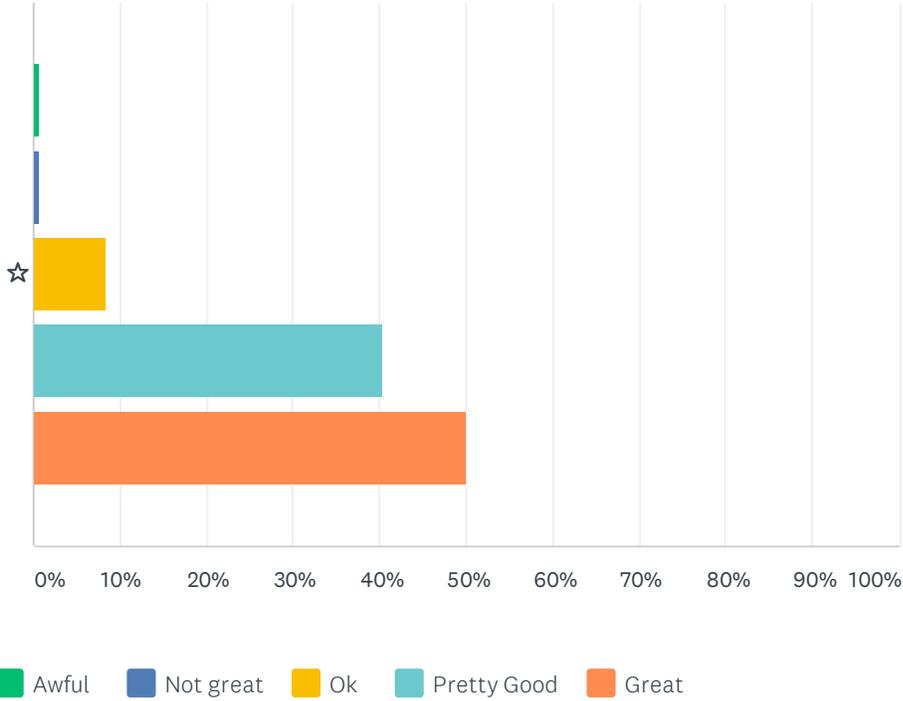
Answered: 180 Skipped: 1



ANSWER CHOICES	RESPONSES	
Administrator	4.44%	8
Full-time Faculty	28.33%	51
Part-time Faculty	30.56%	55
Staff	31.67%	57
Other (please specify)	5.00%	9
<b>TOTAL</b>		<b>180</b>

## Q2 How do you feel about working at LAVC?

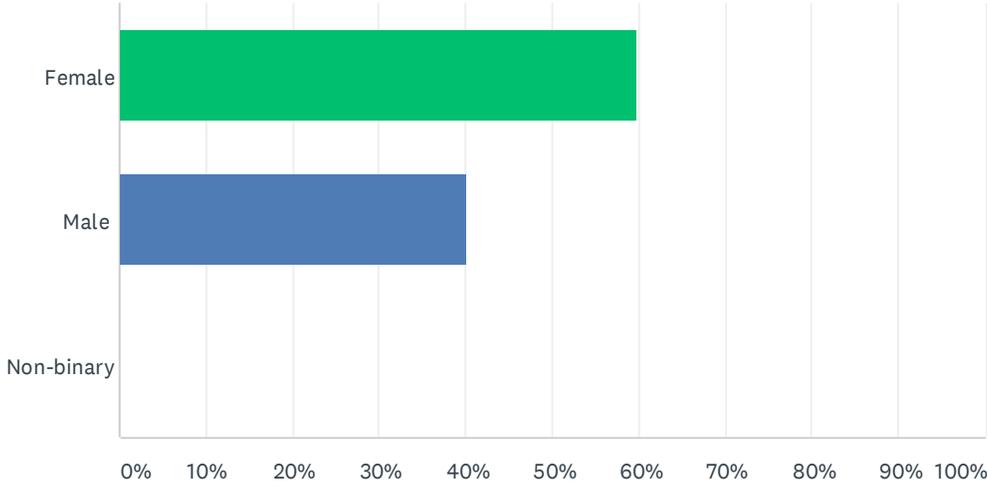
Answered: 168 Skipped: 13



	AWFUL	NOT GREAT	OK	PRETTY GOOD	GREAT	TOTAL	WEIGHTED AVERAGE
☆	0.60%	0.60%	8.33%	40.48%	50.00%	168	4.39
	1	1	14	68	84		

### Q3 How would you describe your gender?

Answered: 179 Skipped: 2



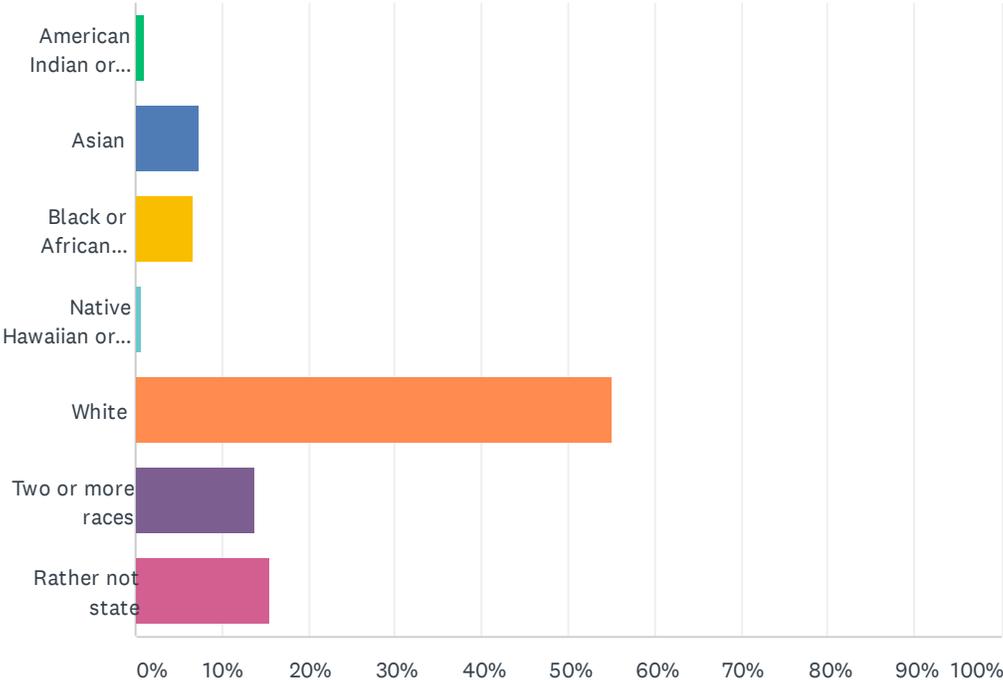
ANSWER CHOICES	RESPONSES
Female	59.78% 107
Male	40.22% 72
Non-binary	0.00% 0
Total Respondents: 179	

## Q4 How would you describe your own ethnicity?

Answered: 153 Skipped: 28

### Q5 Which racial/ethnic group do you most identify with?

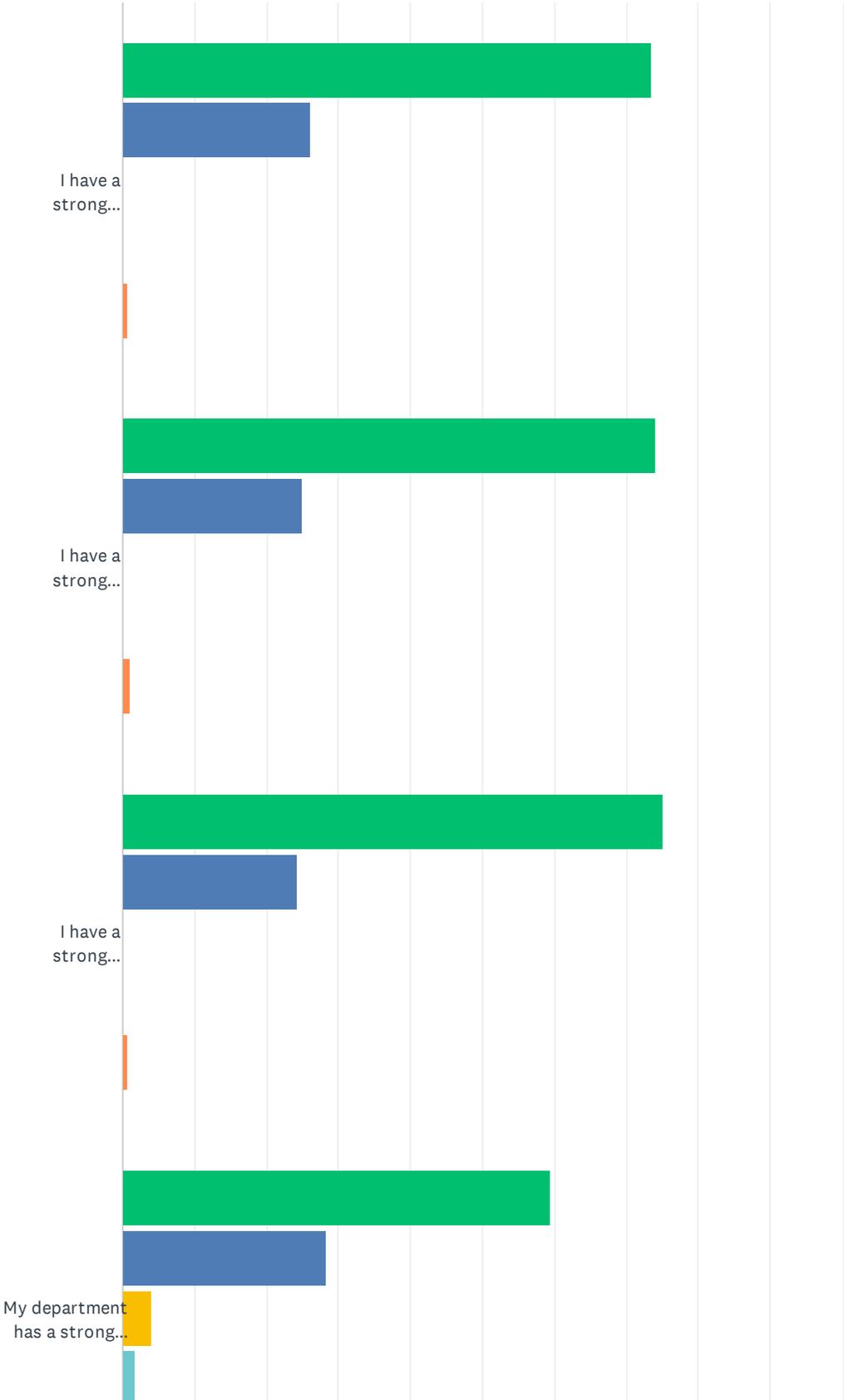
Answered: 180 Skipped: 1



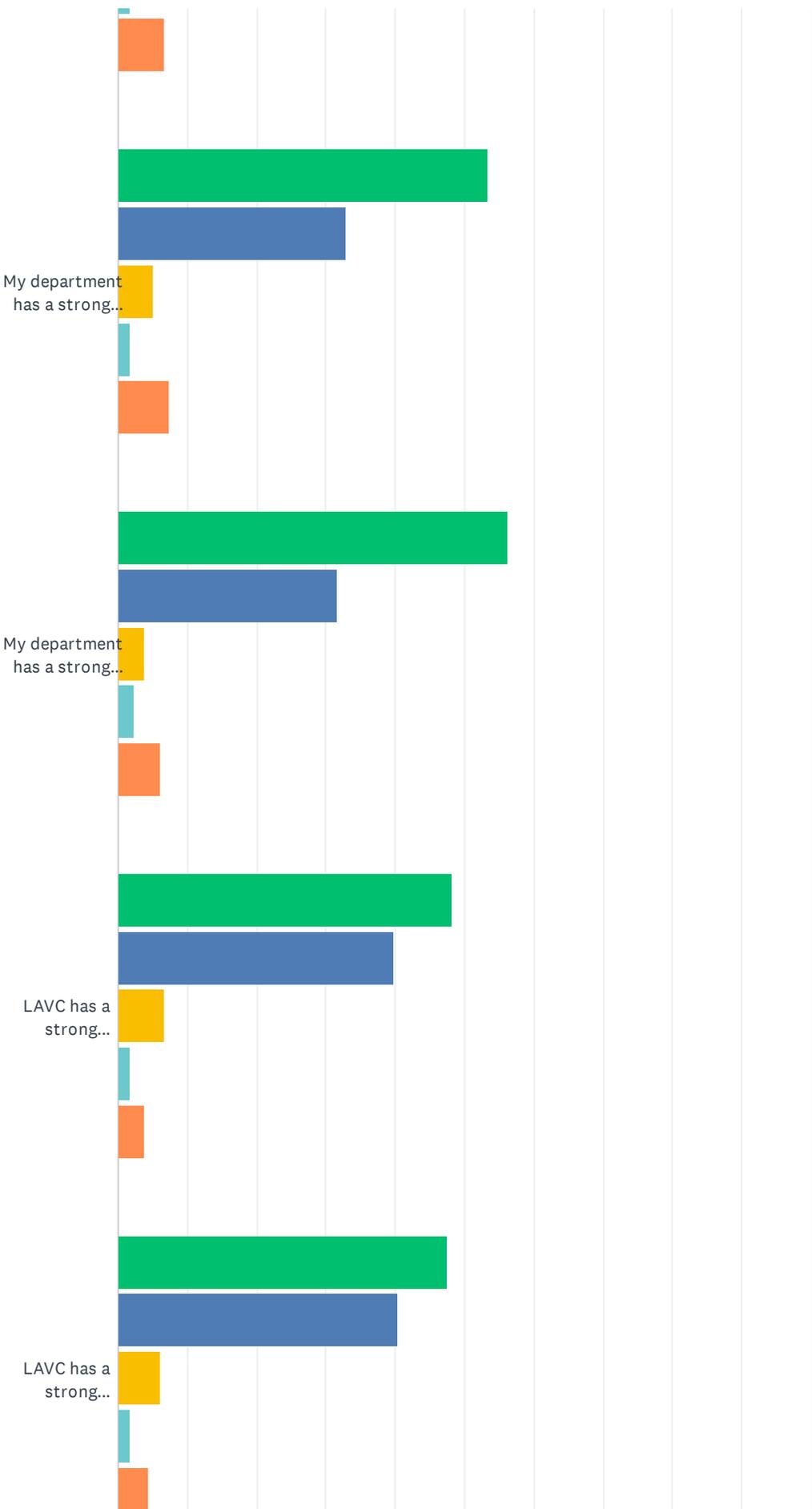
ANSWER CHOICES	RESPONSES	
American Indian or Alaskan Native	1.11%	2
Asian	7.22%	13
Black or African American	6.67%	12
Native Hawaiian or Pacific Islander	0.56%	1
White	55.00%	99
Two or more races	13.89%	25
Rather not state	15.56%	28
<b>TOTAL</b>		<b>180</b>

# Q6 To what extent do you agree or disagree with the following statements?

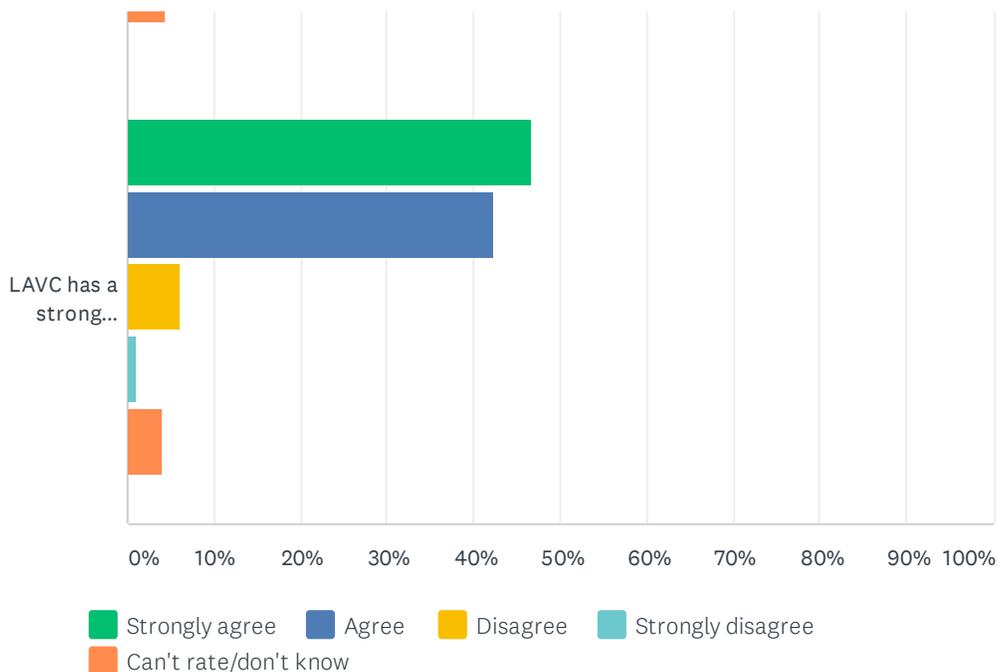
Answered: 181 Skipped: 0



LAVC Employee Diversity and Equity Climate Survey, Spring 2021



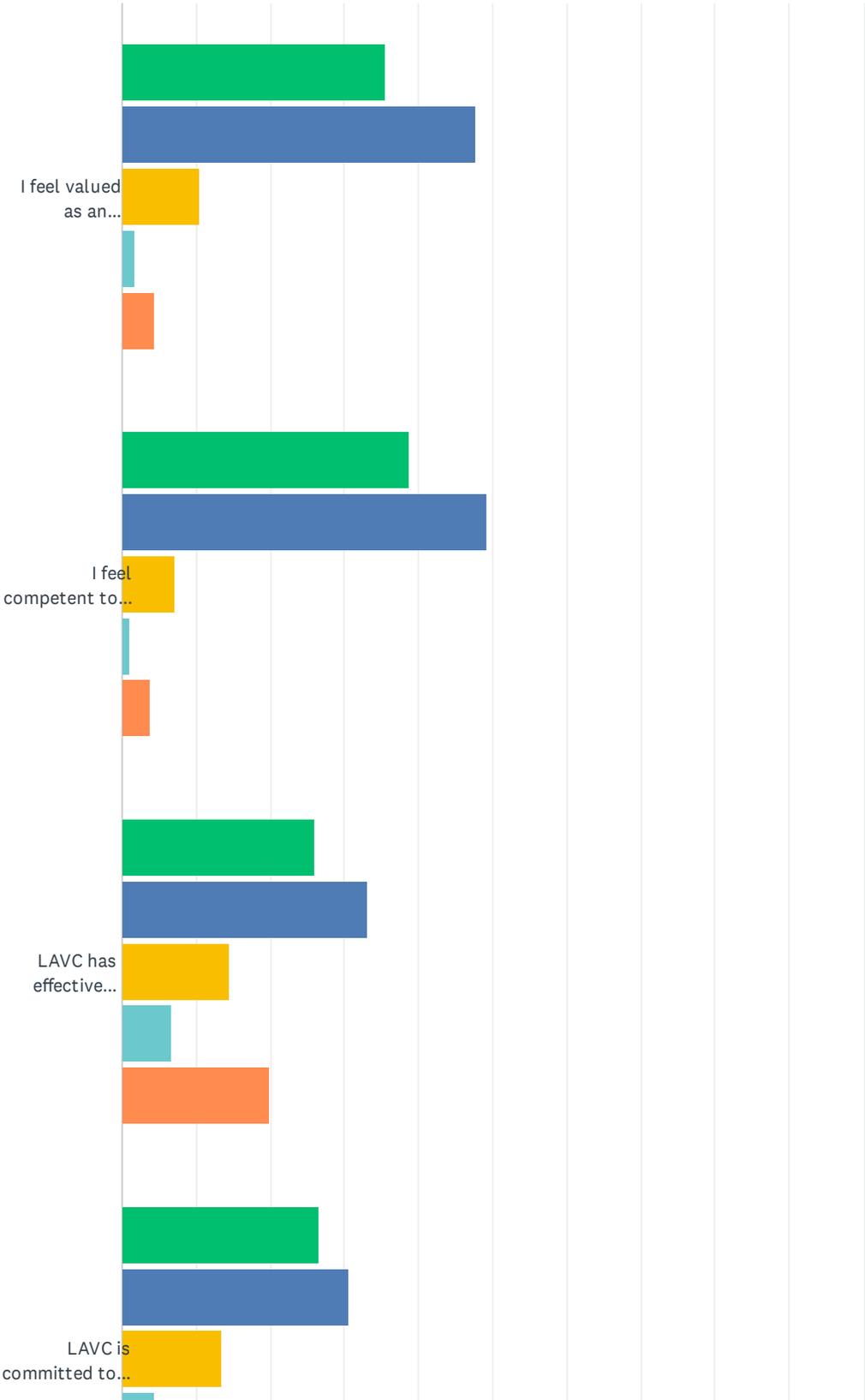
## LAVC Employee Diversity and Equity Climate Survey, Spring 2021



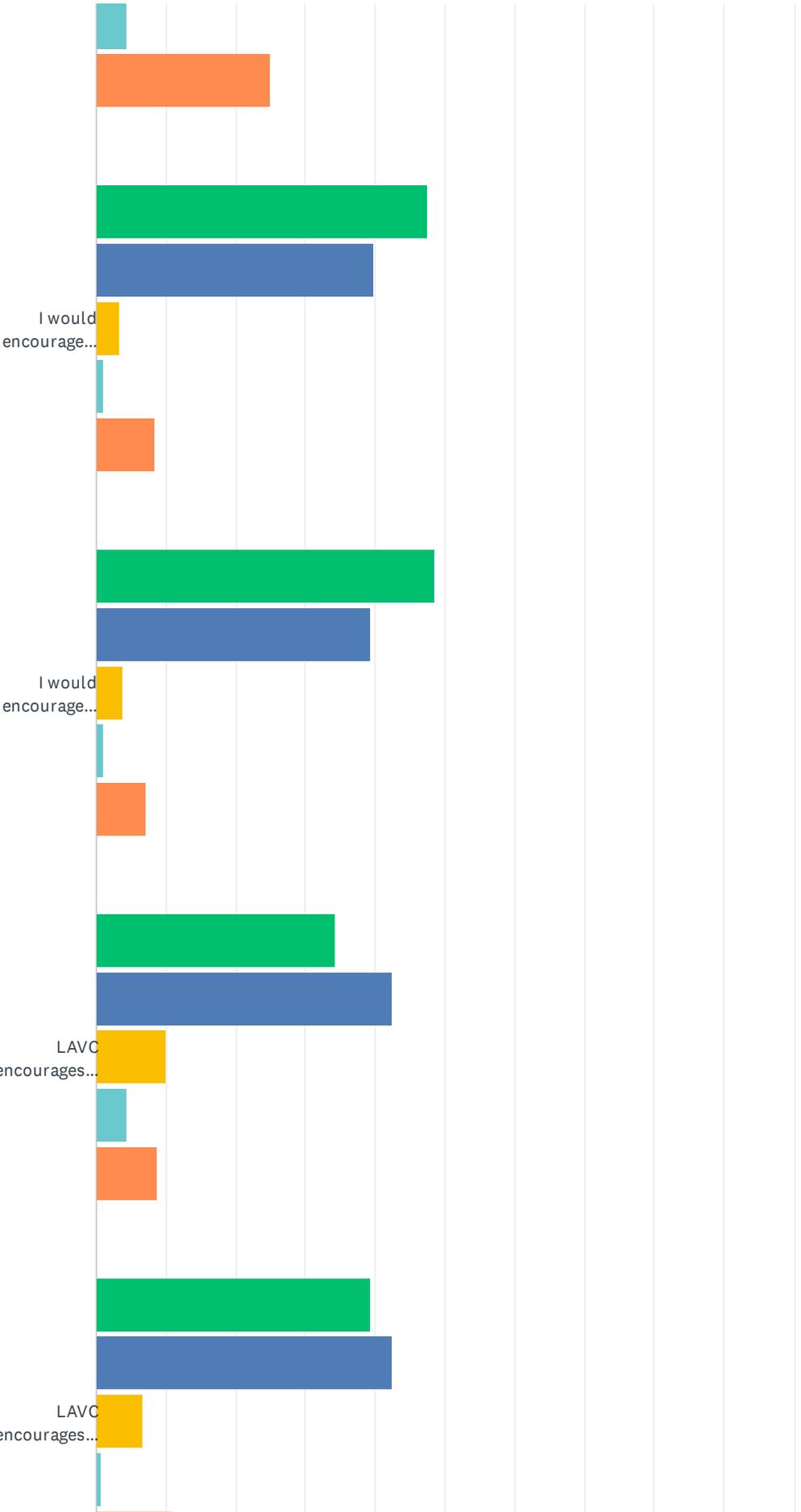
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	CAN'T RATE/DON'T KNOW	TOTAL	WEIGHTED AVERAGE
I have a strong commitment to Diversity.	73.33% 132	26.11% 47	0.00% 0	0.00% 0	0.56% 1	180	1.29
I have a strong commitment to Equity.	74.03% 134	24.86% 45	0.00% 0	0.00% 0	1.10% 2	181	1.30
I have a strong commitment to Inclusion.	75.14% 136	24.31% 44	0.00% 0	0.00% 0	0.55% 1	181	1.27
My department has a strong commitment to Diversity.	59.44% 107	28.33% 51	3.89% 7	1.67% 3	6.67% 12	180	1.80
My department has a strong commitment to Equity.	53.33% 96	32.78% 59	5.00% 9	1.67% 3	7.22% 13	180	1.91
My department has a strong commitment to Inclusion.	56.35% 102	31.49% 57	3.87% 7	2.21% 4	6.08% 11	181	1.82
LAVC has a strong commitment to Diversity.	48.07% 87	39.78% 72	6.63% 12	1.66% 3	3.87% 7	181	1.86
LAVC has a strong commitment to Equity.	47.51% 86	40.33% 73	6.08% 11	1.66% 3	4.42% 8	181	1.87
LAVC has a strong commitment to Inclusion.	46.67% 84	42.22% 76	6.11% 11	1.11% 2	3.89% 7	180	1.84

### Q7 Indicate the extent to which you agree or disagree with the following statements.

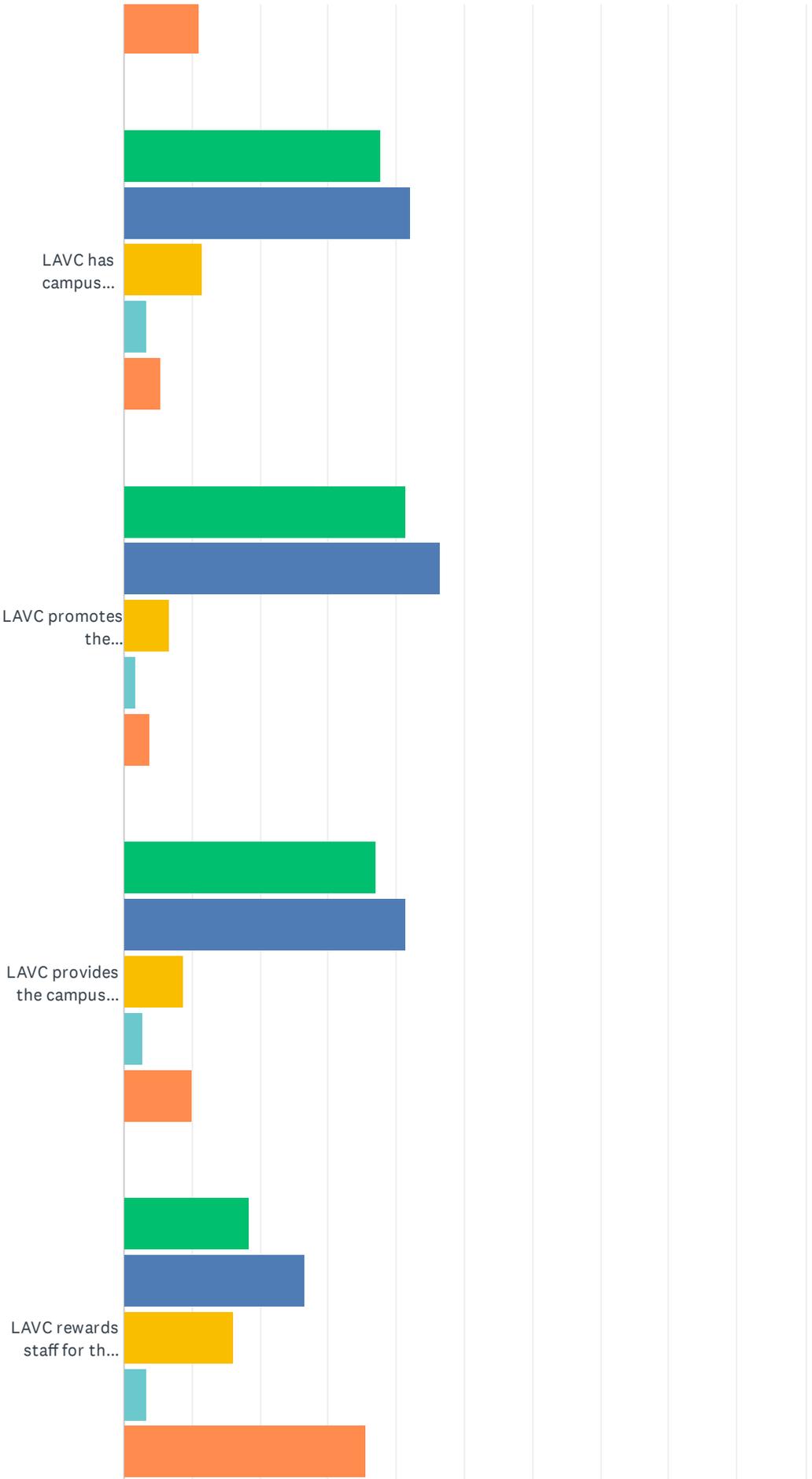
Answered: 181 Skipped: 0



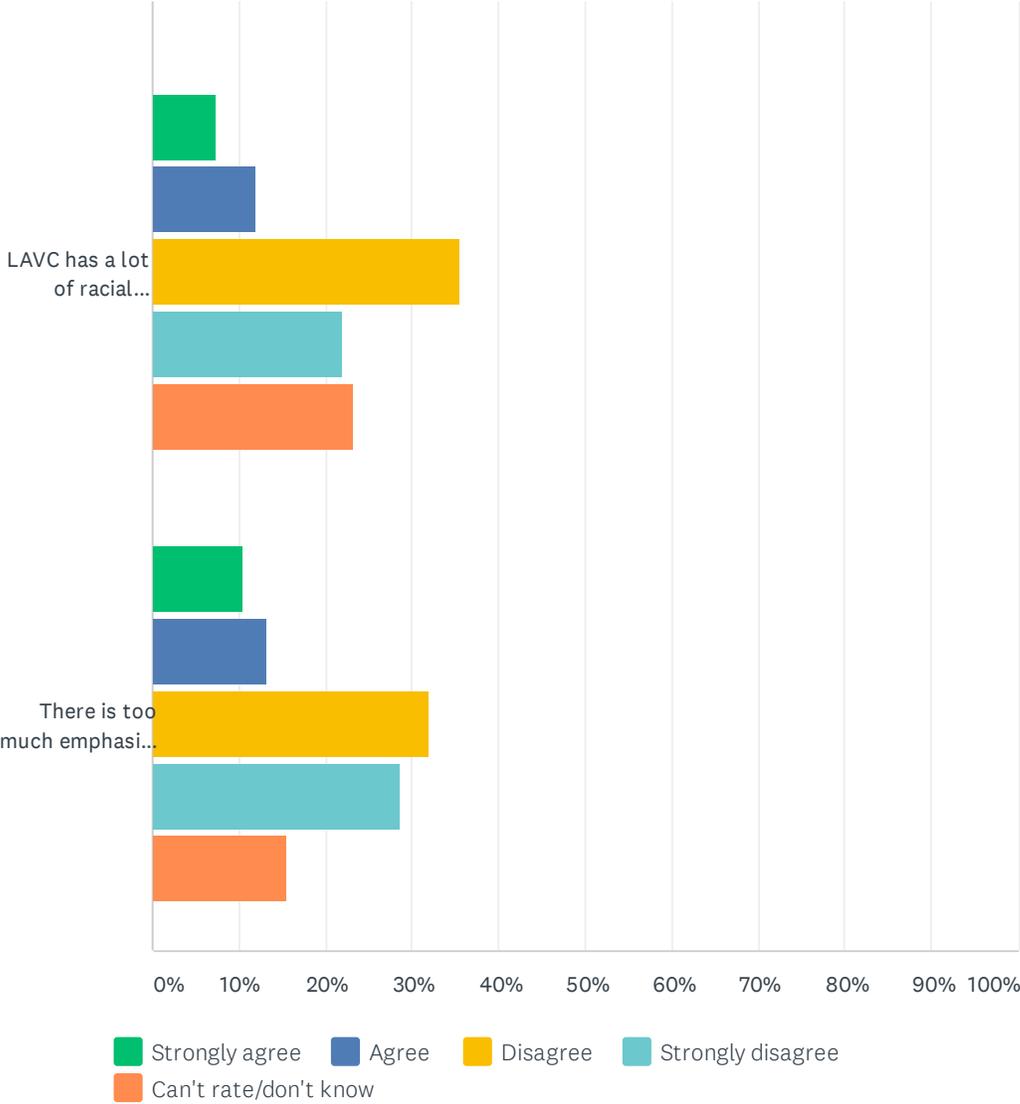
LAVC Employee Diversity and Equity Climate Survey, Spring 2021



LAVC Employee Diversity and Equity Climate Survey, Spring 2021



LAVC Employee Diversity and Equity Climate Survey, Spring 2021

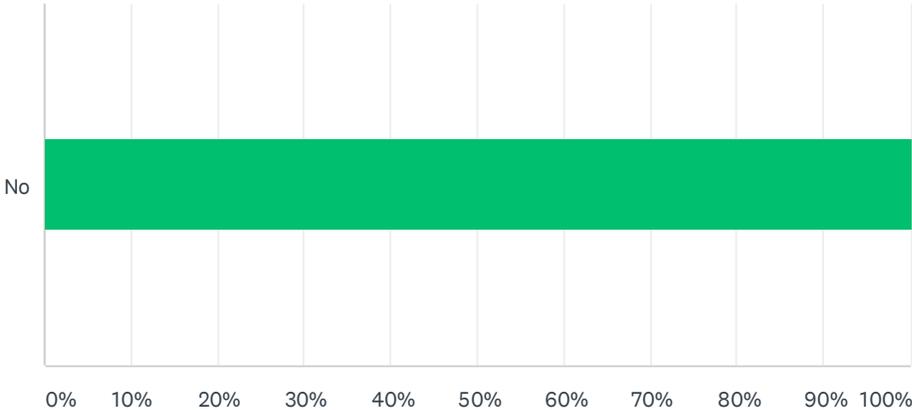


LAVC Employee Diversity and Equity Climate Survey, Spring 2021

	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	CAN'T RATE/DON'T KNOW	TOTAL
I feel valued as an individual at LAVC.	35.56% 64	47.78% 86	10.56% 19	1.67% 3	4.44% 8	180
I feel competent to discuss issues related to diversity, equity, and inclusion with my colleagues.	38.67% 70	49.17% 89	7.18% 13	1.10% 2	3.87% 7	181
LAVC has effective hiring practices and policies that increase staff diversity	25.97% 47	33.15% 60	14.36% 26	6.63% 12	19.89% 36	181
LAVC is committed to hiring underrepresented racial/ethnic minorities	26.67% 48	30.56% 55	13.33% 24	4.44% 8	25.00% 45	180
I would encourage someone who shares my social identities (e.g. race, gender, sexual orientation/identity, age, etc.) to accept a faculty position at LAVC.	47.51% 86	39.78% 72	3.31% 6	1.10% 2	8.29% 15	181
I would encourage someone who shares my social identities (e.g. race, gender, sexual orientation/identity, age, etc.) to accept a staff position at LAVC.	48.62% 88	39.23% 71	3.87% 7	1.10% 2	7.18% 13	181
LAVC encourages staff to have a public voice and share their ideas openly	34.25% 62	42.54% 77	9.94% 18	4.42% 8	8.84% 16	181
LAVC encourages students to have a public voice and share their ideas openly	39.23% 71	42.54% 77	6.63% 12	0.55% 1	11.05% 20	181
LAVC has campus administrators who regularly speak about the value of diversity	37.57% 68	41.99% 76	11.60% 21	3.31% 6	5.52% 10	181
LAVC promotes the appreciation of cultural differences	41.44% 75	46.41% 84	6.63% 12	1.66% 3	3.87% 7	181
LAVC provides the campus community with opportunities to share feelings about issues of concern	37.02% 67	41.44% 75	8.84% 16	2.76% 5	9.94% 18	181
LAVC rewards staff for their participation in equity/diversity efforts	18.33% 33	26.67% 48	16.11% 29	3.33% 6	35.56% 64	180
LAVC has a lot of racial tension	7.34% 13	11.86% 21	35.59% 63	22.03% 39	23.16% 41	177
There is too much emphasis put on issues of diversity, equity, and inclusion at LAVC.	10.50% 19	13.26% 24	32.04% 58	28.73% 52	15.47% 28	181

Q8 It is tough to create community with people who share my social identities (e.g., race, gender, sexual orientation/identity, age, etc.).

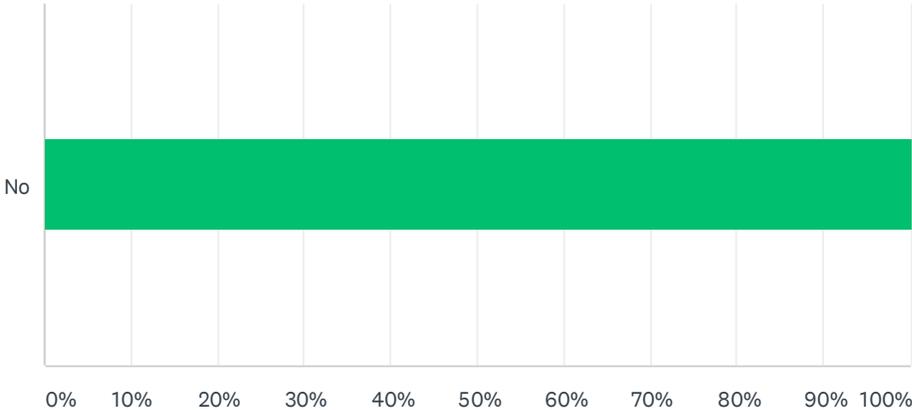
Answered: 157 Skipped: 24



ANSWER CHOICES	RESPONSES	
No	100.00%	157
TOTAL		157

### Q9 I find it hard to support underrepresented minority students, staff, and faculty on our campus.

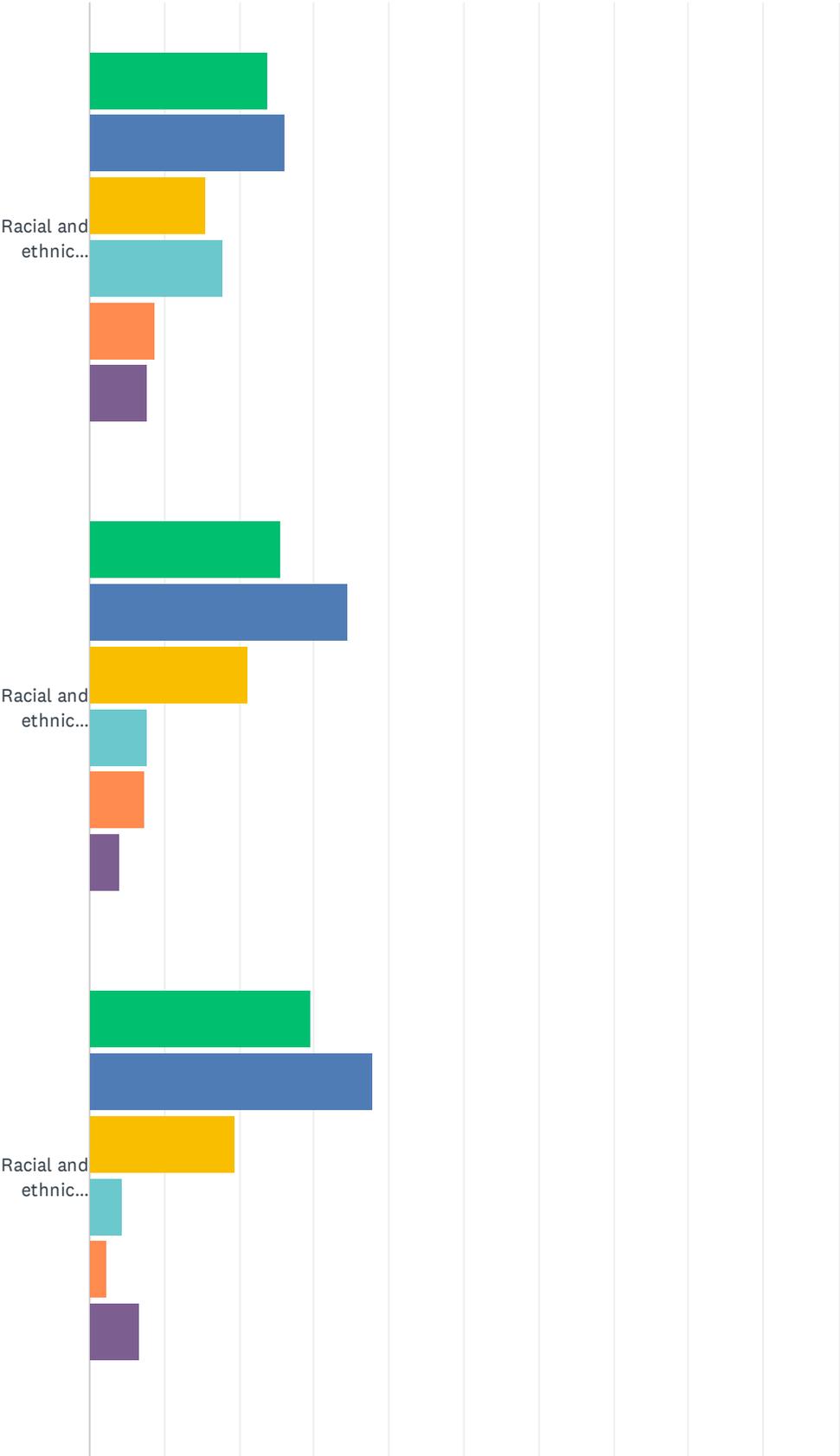
Answered: 164 Skipped: 17



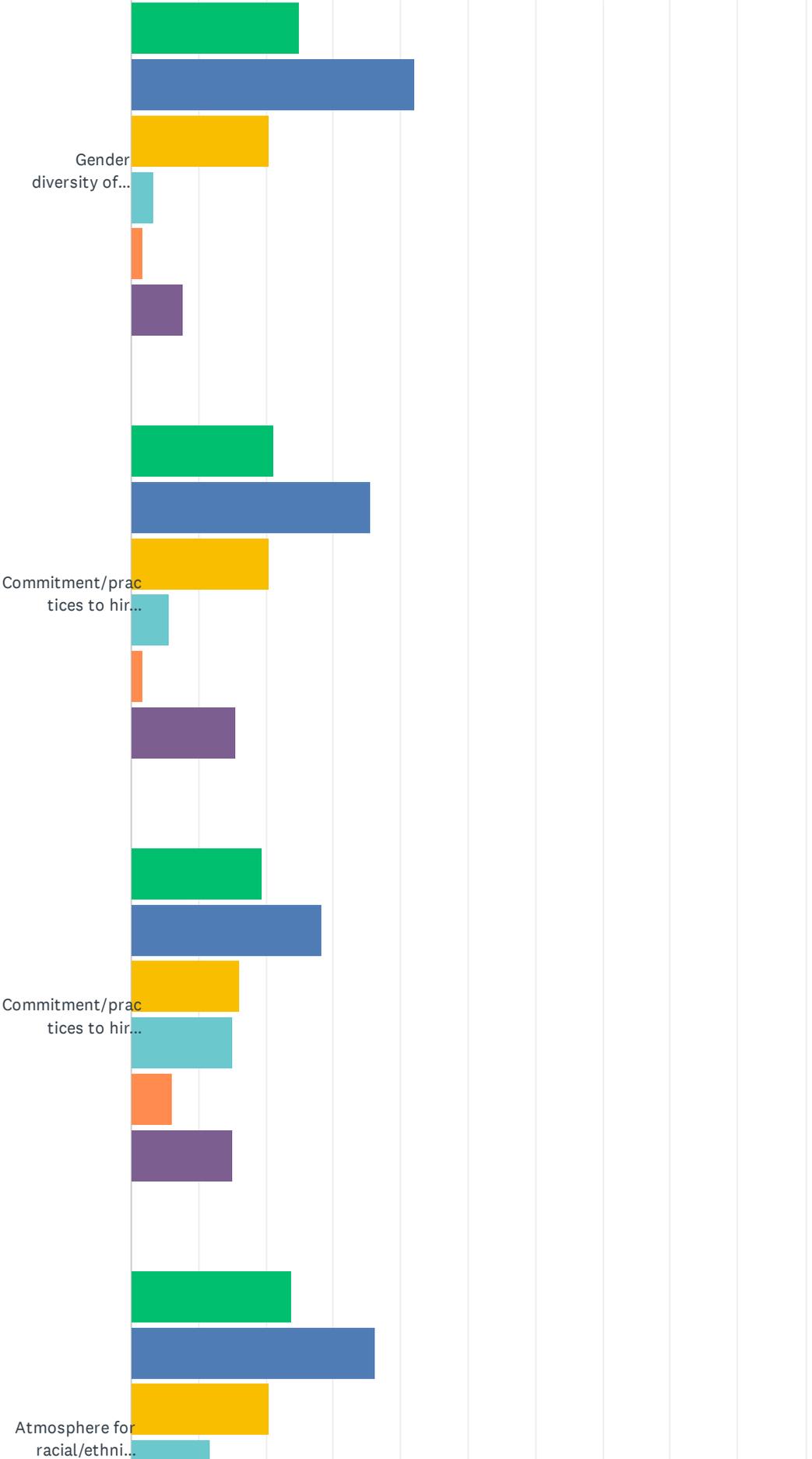
ANSWER CHOICES	RESPONSES	
No	100.00%	164
TOTAL		164

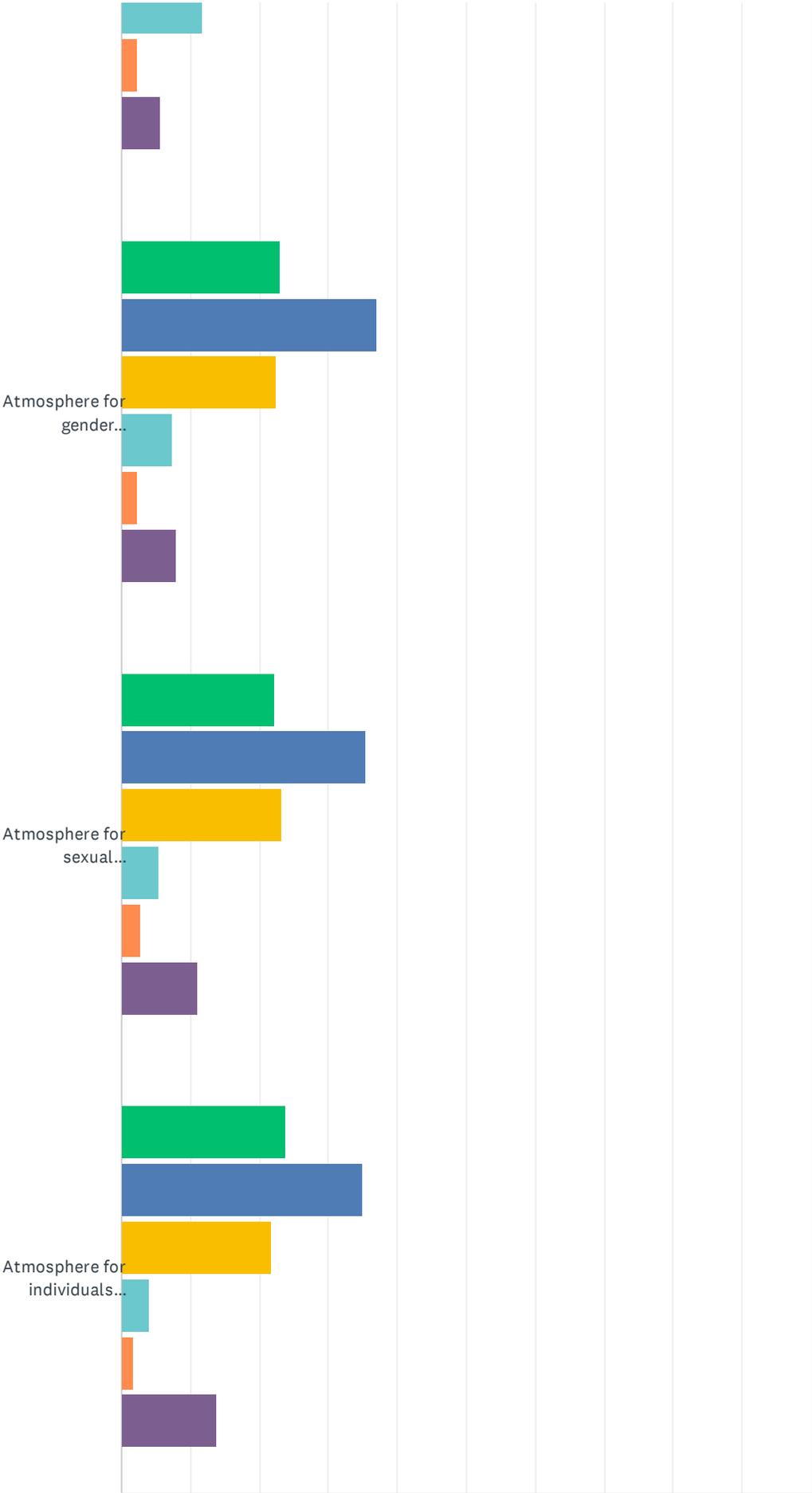
### Q10 Rate your satisfaction with the college in each area:

Answered: 181 Skipped: 0



LAVC Employee Diversity and Equity Climate Survey, Spring 2021





## LAVC Employee Diversity and Equity Climate Survey, Spring 2021

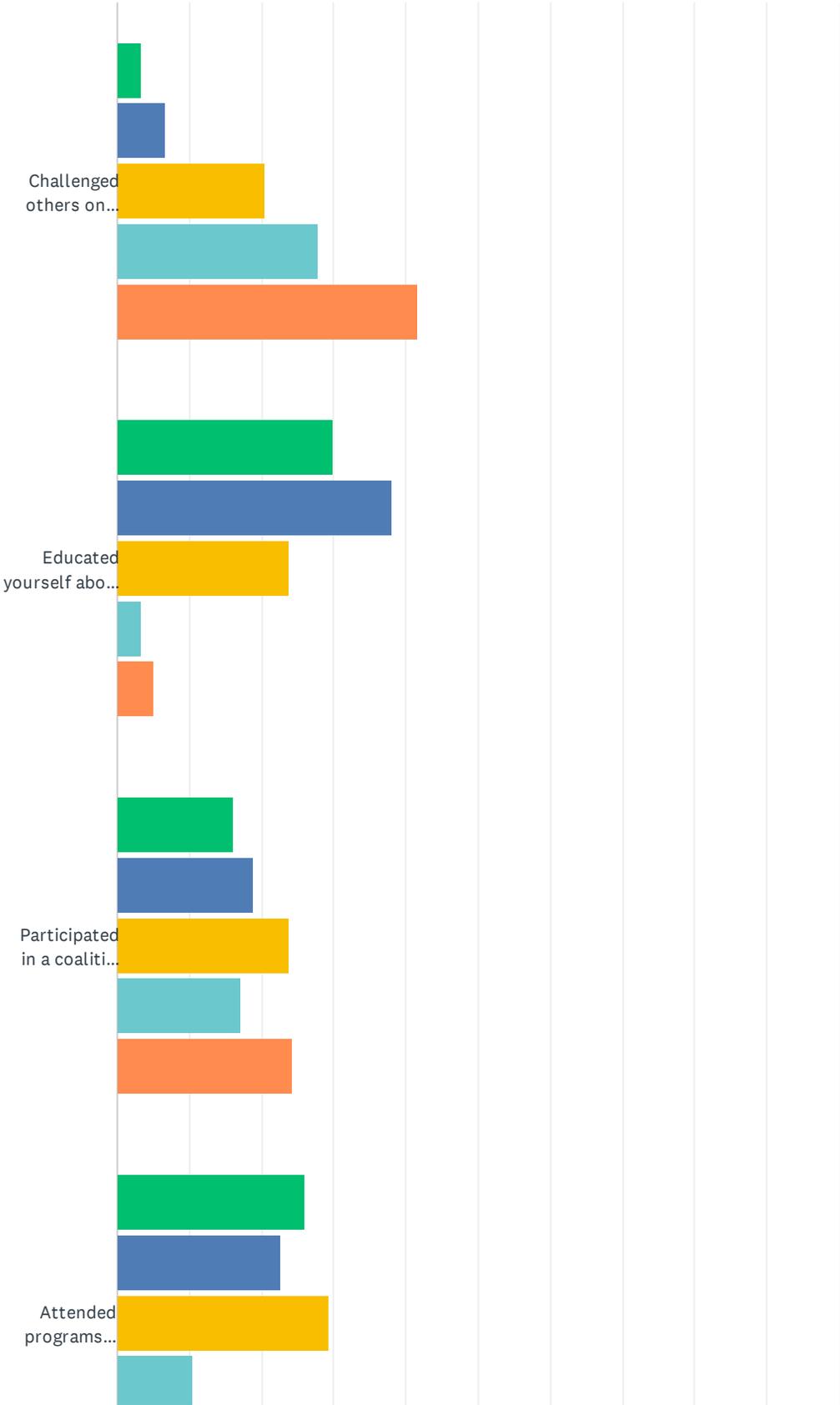
0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

■ Very satisfied   
 ■ Satisfied   
 ■ Neutral   
 ■ Dissatisfied  
■ Very dissatisfied   
 ■ Can't rate/don't know

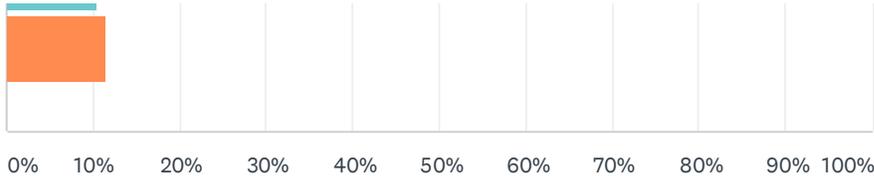
	VERY SATISFIED	SATISFIED	NEUTRAL	DISSATISFIED	VERY DISSATISFIED	CAN'T RATE/DON'T KNOW	TOTAL
Racial and ethnic diversity of the faculty	23.89% 43	26.11% 47	15.56% 28	17.78% 32	8.89% 16	7.78% 14	180
Racial and ethnic diversity of the staff	25.56% 46	34.44% 62	21.11% 38	7.78% 14	7.22% 13	3.89% 7	180
Racial and ethnic diversity of the student body	29.44% 53	37.78% 68	19.44% 35	4.44% 8	2.22% 4	6.67% 12	180
Gender diversity of staff	24.86% 45	41.99% 76	20.44% 37	3.31% 6	1.66% 3	7.73% 14	181
Commitment/practices to hiring women	21.11% 38	35.56% 64	20.56% 37	5.56% 10	1.67% 3	15.56% 28	180
Commitment/practices to hiring underrepresented racial/ethnic minorities	19.44% 35	28.33% 51	16.11% 29	15.00% 27	6.11% 11	15.00% 27	180
Atmosphere for racial/ethnic difference	23.89% 43	36.11% 65	20.56% 37	11.67% 21	2.22% 4	5.56% 10	180
Atmosphere for gender differences	23.03% 41	37.08% 66	22.47% 40	7.30% 13	2.25% 4	7.87% 14	178
Atmosphere for sexual orientation differences	22.10% 40	35.36% 64	23.20% 42	5.52% 10	2.76% 5	11.05% 20	181
Atmosphere for individuals with disabilities	23.89% 43	35.00% 63	21.67% 39	3.89% 7	1.67% 3	13.89% 25	180

# Q11 How often in the past year at this institution have you:

Answered: 181 Skipped: 0



LAVC Employee Diversity and Equity Climate Survey, Spring 2021

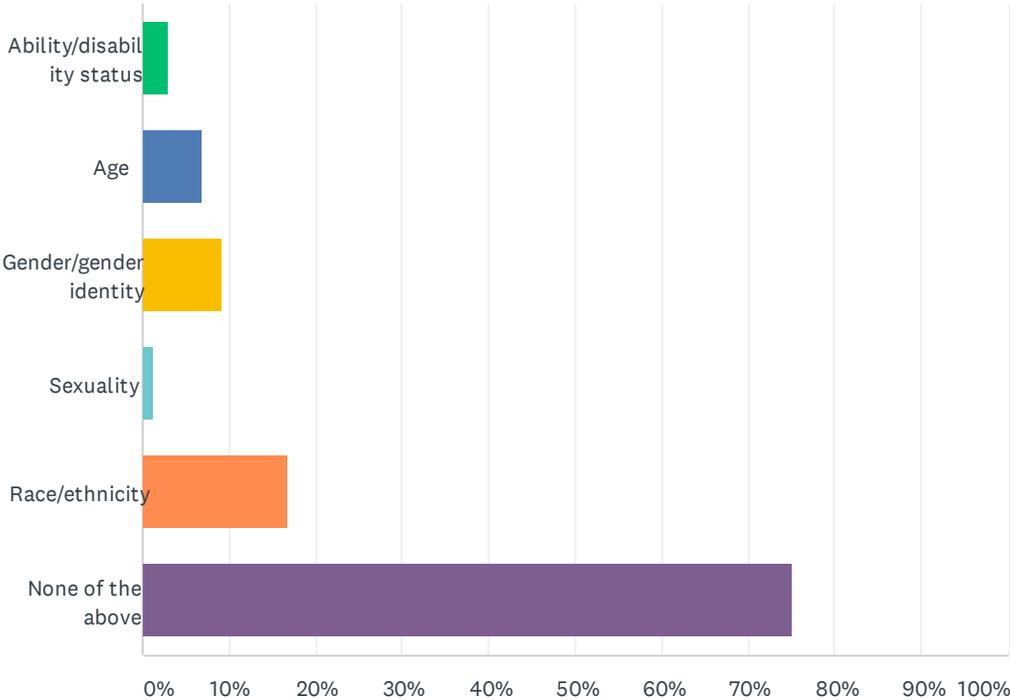


■ Very often  
 ■ Often  
 ■ Sometimes  
 ■ Seldom  
 ■ Never

	VERY OFTEN	OFTEN	SOMETIMES	SELDOM	NEVER	TOTAL	WEIGHTED AVERAGE
Challenged others on issues of discrimination	3.33% 6	6.67% 12	20.56% 37	27.78% 50	41.67% 75	180	3.98
Educated yourself about individuals who are different from you	29.83% 54	38.12% 69	23.76% 43	3.31% 6	4.97% 9	181	2.15
Participated in a coalition of different groups to address social justice issues.	16.02% 29	18.78% 34	23.76% 43	17.13% 31	24.31% 44	181	3.15
Attended programs focused on diversity (e.g., presentations, performances, art exhibits, debates)	25.97% 47	22.65% 41	29.28% 53	10.50% 19	11.60% 21	181	2.59

### Q12 I have experienced discrimination at LAVC due to my (choose all that apply):

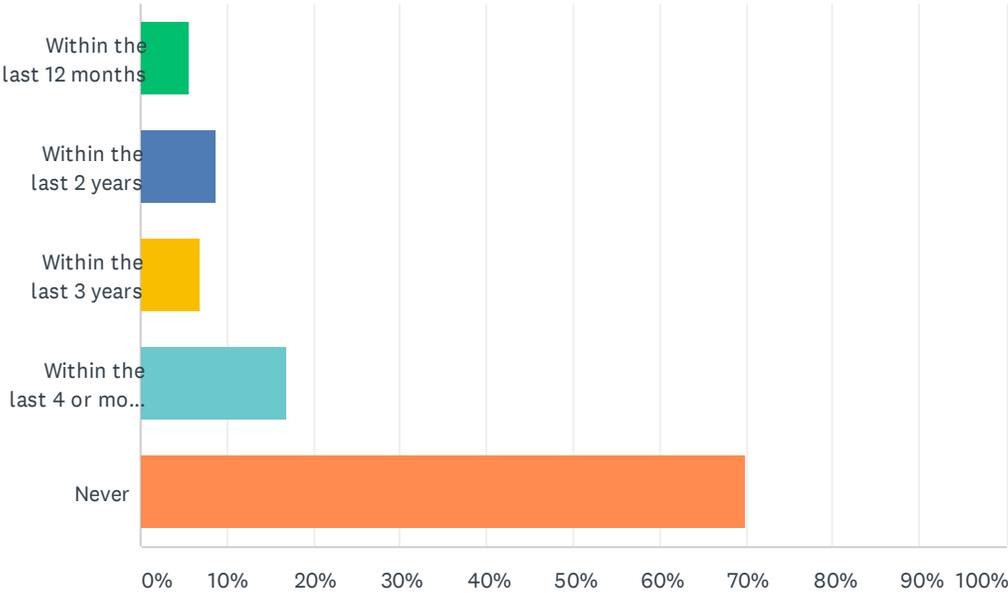
Answered: 173 Skipped: 8



ANSWER CHOICES	RESPONSES
Ability/disability status	2.89% 5
Age	6.94% 12
Gender/gender identity	9.25% 16
Sexuality	1.16% 2
Race/ethnicity	16.76% 29
None of the above	75.14% 130
Total Respondents: 173	

### Q13 If you chose one of the options in the question above, when did you experience this (choose all that apply)?

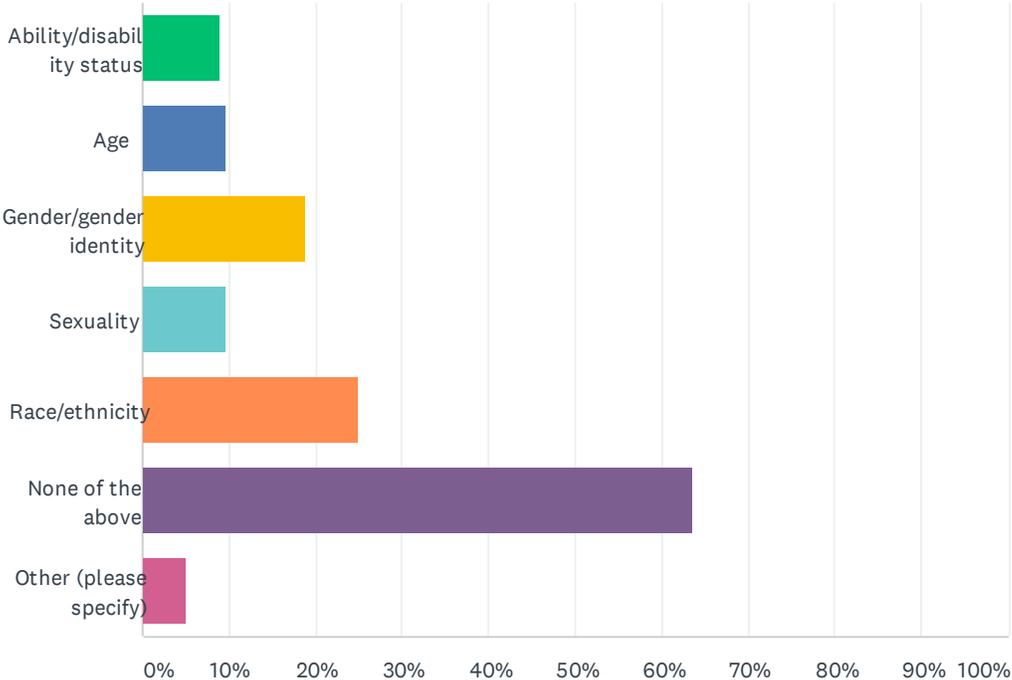
Answered: 159 Skipped: 22



ANSWER CHOICES	RESPONSES
Within the last 12 months	5.66% 9
Within the last 2 years	8.81% 14
Within the last 3 years	6.92% 11
Within the last 4 or more years	16.98% 27
Never	69.81% 111
Total Respondents: 159	

### Q14 I have witnessed instances of discrimination based on:

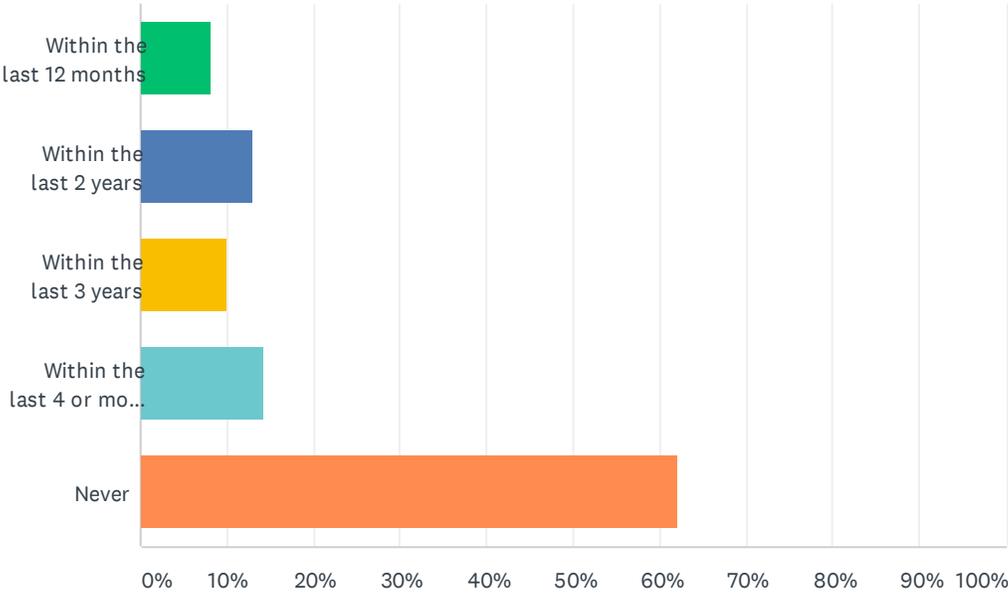
Answered: 176 Skipped: 5



ANSWER CHOICES	RESPONSES
Ability/disability status	9.09% 16
Age	9.66% 17
Gender/gender identity	18.75% 33
Sexuality	9.66% 17
Race/ethnicity	25.00% 44
None of the above	63.64% 112
Other (please specify)	5.11% 9
Total Respondents: 176	

### Q15 If you chose one of the options in the question above, when did you witness this (choose all that apply)?

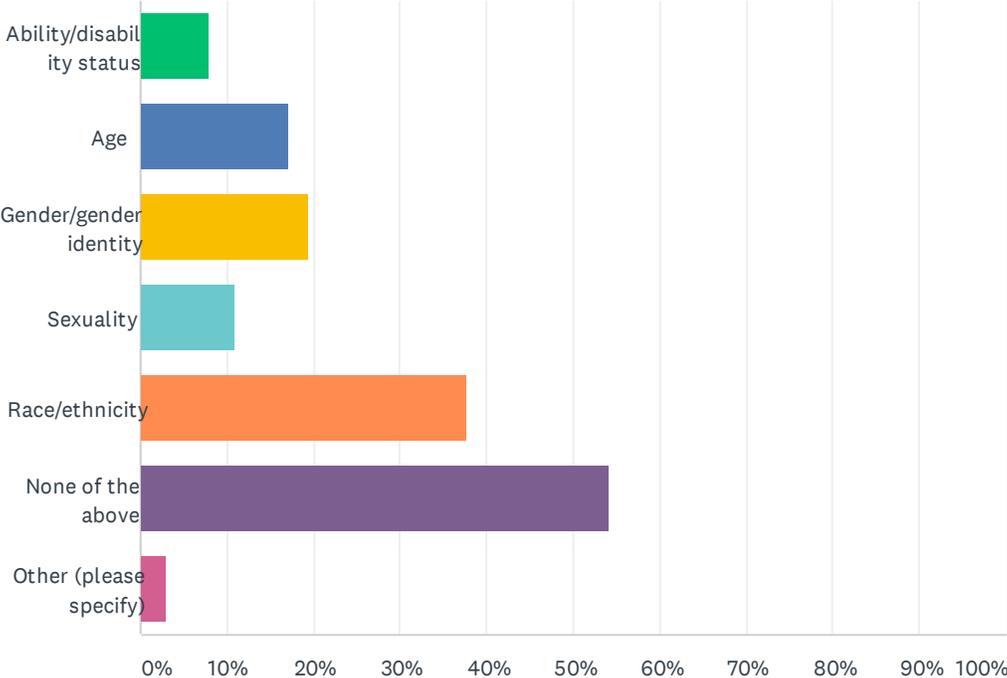
Answered: 161 Skipped: 20



ANSWER CHOICES	RESPONSES	
Within the last 12 months	8.07%	13
Within the last 2 years	13.04%	21
Within the last 3 years	9.94%	16
Within the last 4 or more years	14.29%	23
Never	62.11%	100
Total Respondents: 161		

### Q16 I have witnessed instances of microaggressions based on:

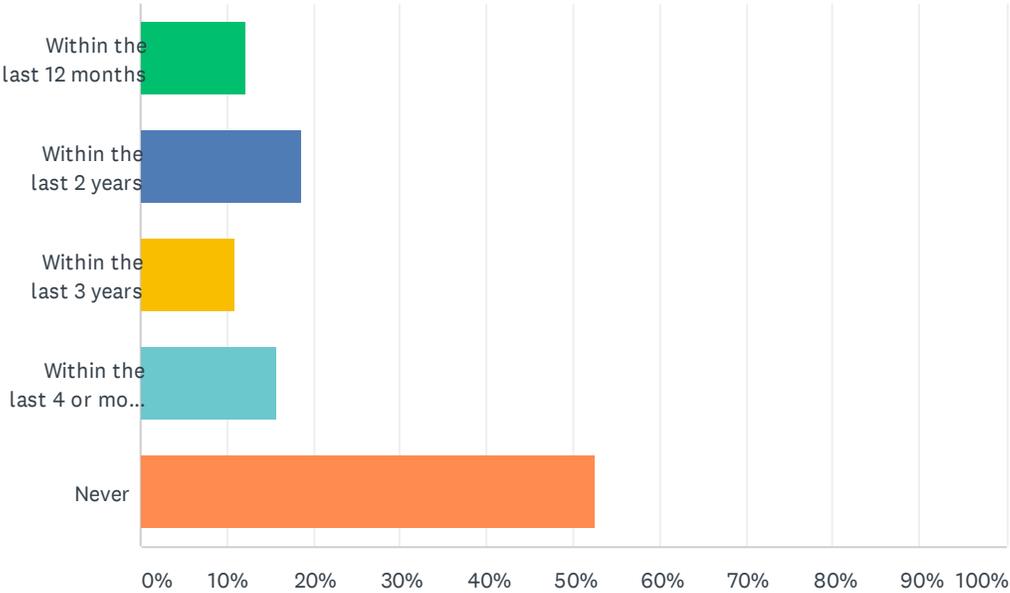
Answered: 175 Skipped: 6



ANSWER CHOICES	RESPONSES
Ability/disability status	8.00% 14
Age	17.14% 30
Gender/gender identity	19.43% 34
Sexuality	10.86% 19
Race/ethnicity	37.71% 66
None of the above	54.29% 95
Other (please specify)	2.86% 5
Total Respondents: 175	

Q17 If you chose one of the options in the question above, when did you experience this (choose all that apply)?

Answered: 166 Skipped: 15



ANSWER CHOICES	RESPONSES	
Within the last 12 months	12.05%	20
Within the last 2 years	18.67%	31
Within the last 3 years	10.84%	18
Within the last 4 or more years	15.66%	26
Never	52.41%	87
Total Respondents: 166		

## Q18 Any additional comments?

Answered: 46 Skipped: 135