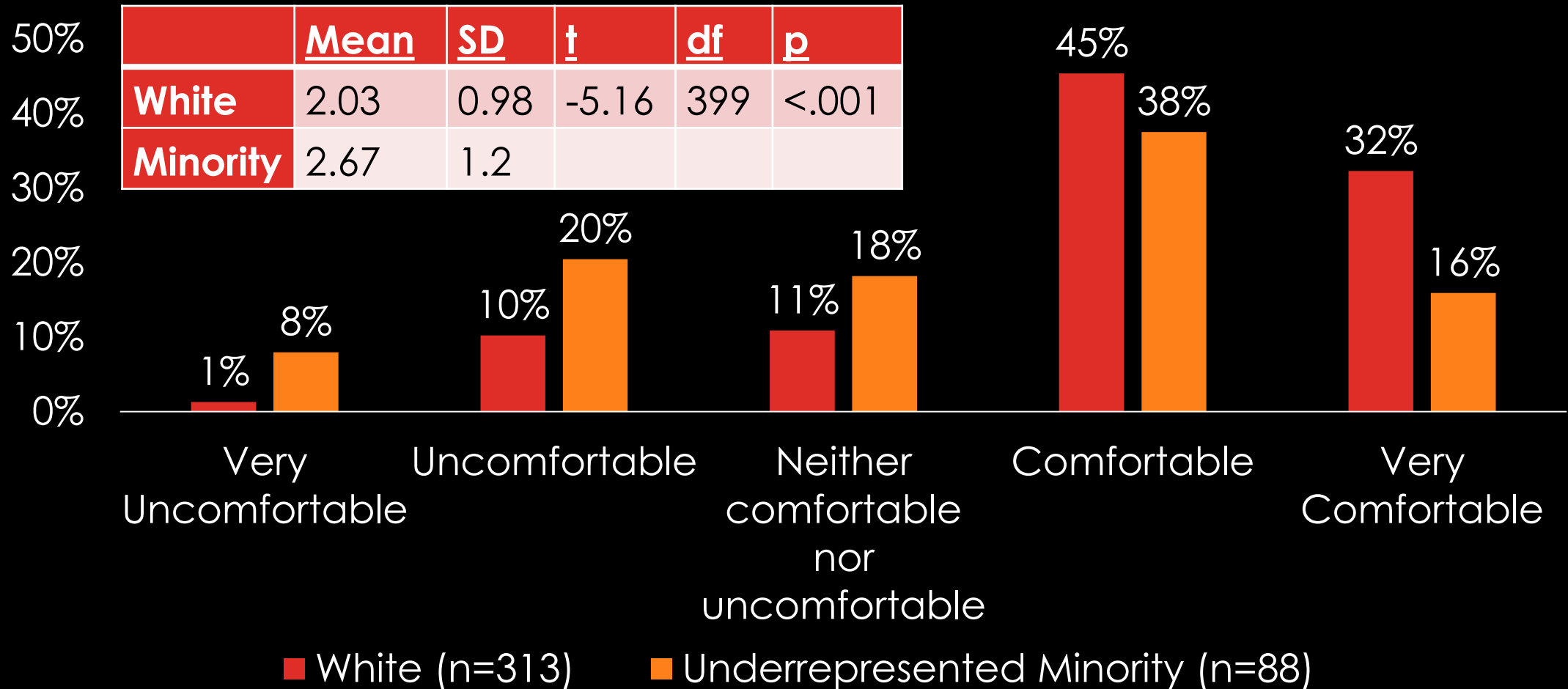


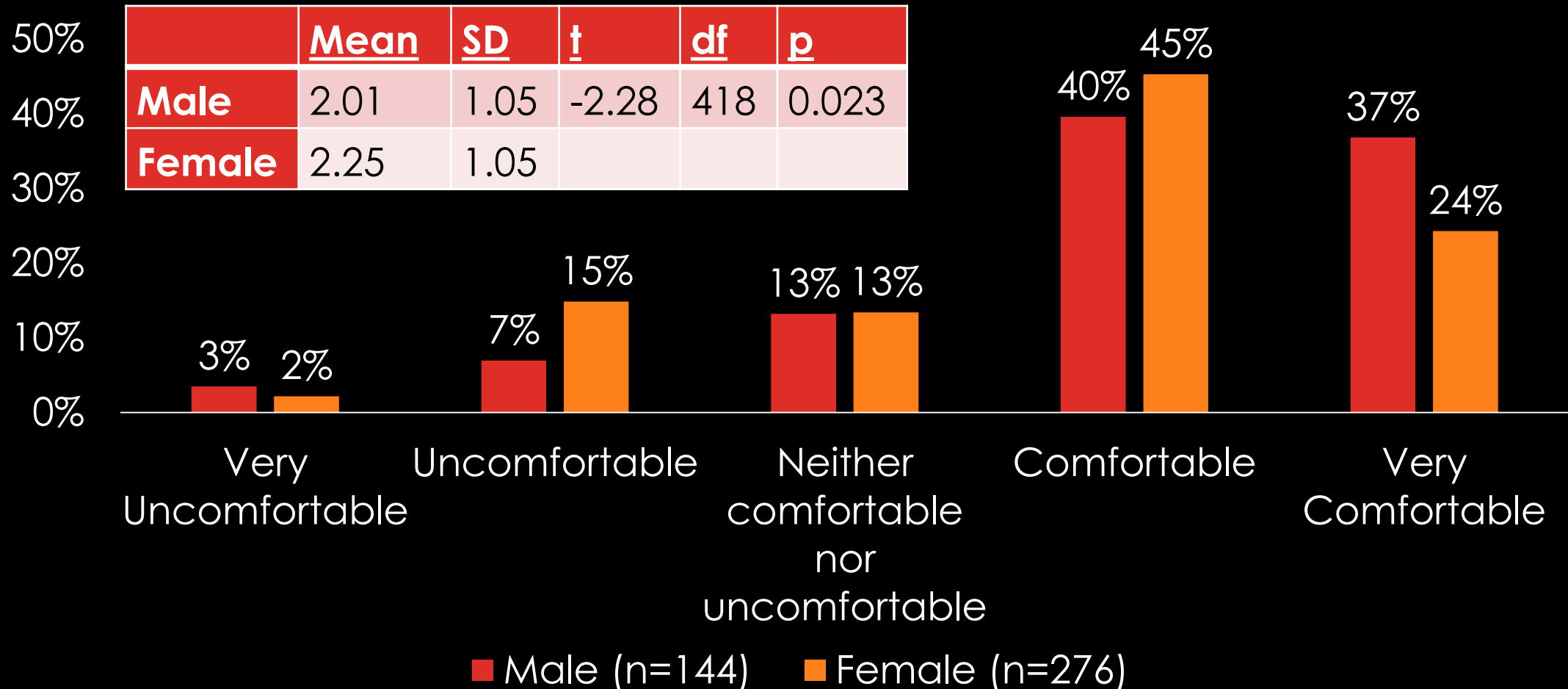
# PARTICIPANTS

- 565 respondents accessed the survey link
- 471 participants completed 15% or more of the survey
- 373 participants completed the full survey
- Response Rate = 33% (part-time and full-time), 38% (full-time)
- Faculty = 180 (38%), Staff (43%), Administration (19%)
- Women = 276 (66%), Men = 144 (34%)
- Underrepresented Minority = 88 (22%), White = 313 (78%)
- LGBTQA = 48 (12%), Heterosexual = 348 (88%)

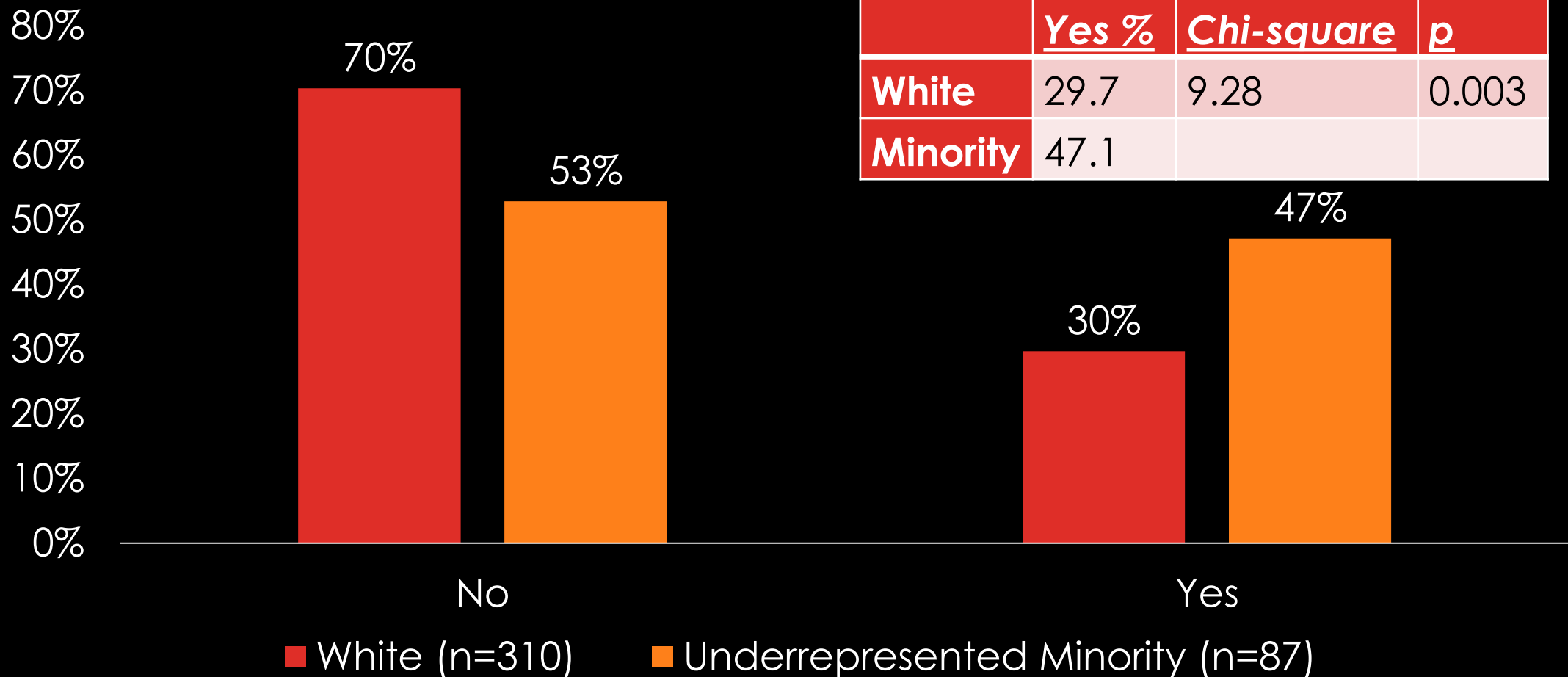
# OVERALL, HOW COMFORTABLE ARE YOU AT STOCKTON?



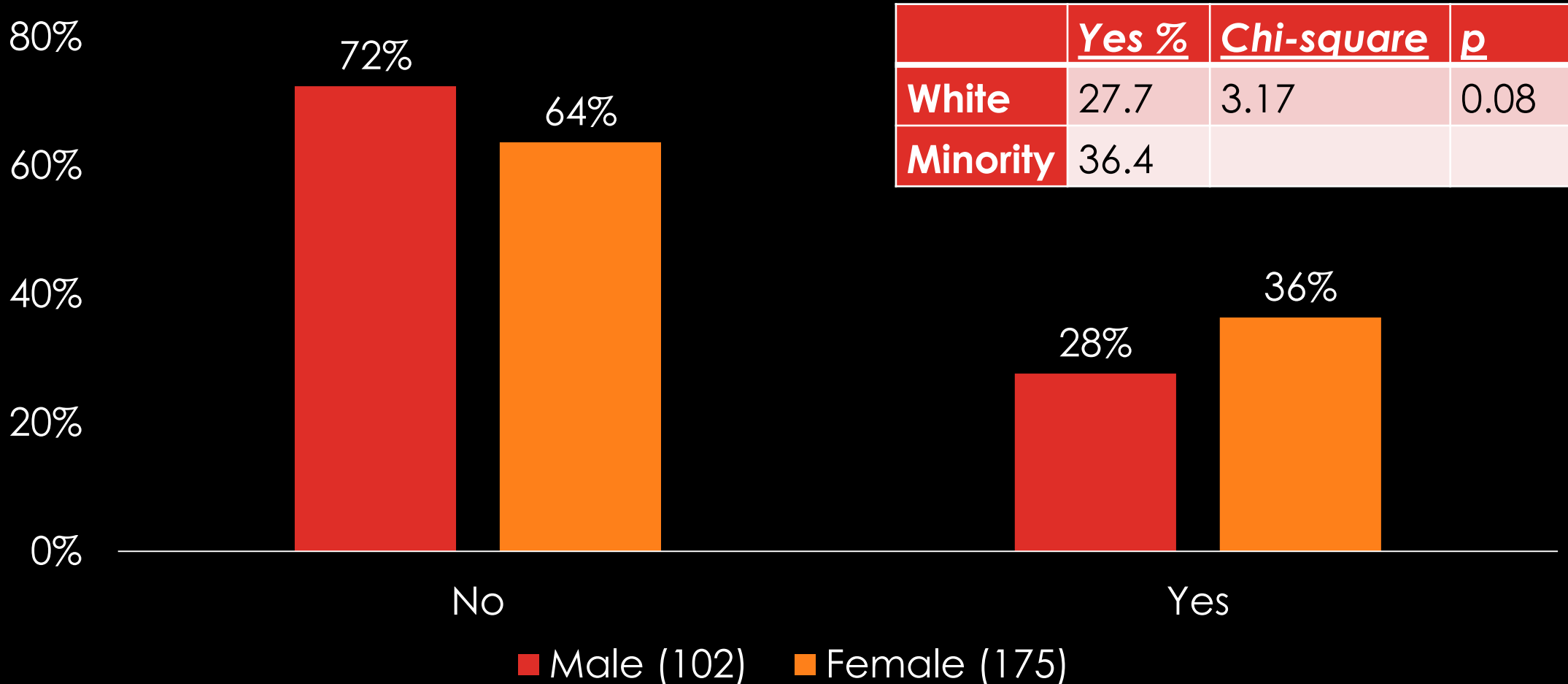
# OVERALL, HOW COMFORTABLE ARE YOU AT STOCKTON?



# IN THE PAST YEAR, HAVE YOU SERIOUSLY CONSIDERED LEAVING STOCKTON?



# IN THE PAST YEAR, HAVE YOU SERIOUSLY CONSIDERED LEAVING STOCKTON?



|                 | <u>Yes %</u> | <u>Chi-square</u> | <u>p</u> |
|-----------------|--------------|-------------------|----------|
| <b>White</b>    | 27.7         | 3.17              | 0.08     |
| <b>Minority</b> | 36.4         |                   |          |

# RECOMMENDATIONS

- Offer a series of expanded discussions of the climate survey results to give an opportunity to all members of the Stockton community who have additional questions and concerns about the data. The proposed discussion series will also provide opportunities to those who wish to be further involved with developing an action plan. Two dates to begin discussions have already been secured:
  - Thursday, September 28 at 4:30 p.m. in the Campus Center Event Room.
  - Wednesday, October 25 at 3:30 p.m. in L-112.
  - Thursday, November 16 at 2:30 pm in C134
- Provide opportunities and funding to those who wish to work with the current data further. The committee is particularly interested in those who have background experience in diversity research.
- **Provide funding opportunities for those who wish to assist in the development of a student climate survey, which will ideally be disseminated during 2017 – 2018 academic year.**

# RECOMMENDATIONS

- Provide recurring training opportunities for faculty, staff, administrators, supervisors and managers in implicit bias, microaggressions, inclusion and anti-bullying.
- **Hire an Ombudsperson at the institution who can serve as an intermediary between those who experience exclusionary behavior and those who perpetuate those behaviors. Additionally, an ombudsperson's office can serve as a "safe space" for those who do not wish to report to other institutional entities.**
- Reexamine policies on accountability for the perpetuation of workplace bullying, harassment, race and gender insensitivity and other forms of insensitivity and incivility.
- **Continue with, and expand upon, current policies and programs that are already promoting diversity and inclusion at Stockton, such as:**
  - The Search Advocate Program
  - The Bias Free initiative <https://stockton.edu/bias-free/>
  - The Mediation Program <https://stockton.edu/student-rights-responsibilities/mediation-problem-solving.html>
  - Behavioral Intervention Team (BIT) <https://stockton.edu/student-rights-responsibilities/behavioral-intervention-team.html>