



# 2021 Employee Campus Climate Survey

## Diversity, Equity and Inclusion Section

### SURVEY BACKGROUND

**Source:** El Camino College 2021 Employee Campus Climate Survey

- **Administration:** Online, Spring 2021
- **Number of respondents:** 447 employees (35% response rate)
- **Highlights respondents' distribution:** 49%, faculty; 84%, full-time employees; 36%, employed at ECC between 6-15 years
- **Full report:** Will be released in Fall 2021 on the [ECC Institutional Research and Planning webpage](#).

### EL CAMINO COLLEGE DIVERSITY EFFORTS



Faculty	Staff	Managers
69%	70%	84%

I am satisfied with college efforts regarding equity, diversity, and inclusion.



Faculty	Staff	Managers
73%	81%	87%

ECC is addressing racism issues in relation to college employees and students.



Faculty	Staff	Managers
92%	85%	91%

I have opportunities to participate in training that prepares me to live and work in a racially diverse society.



Faculty	Staff	Managers
72%	74%	86%

The college provides safe environments to engage in meaningful conversations about race/race relations in the campus community.



Faculty	Staff	Managers
67%	76%	76%

I am satisfied with the campus experience regarding diversity at this college.

### EMPLOYEE DIVERSE NEEDS AND SUPPORT

**ECC supports and respects employees:**

With different sexual orientations	91%
With disabilities	87%
Of different races/ethnicities	84%
With different political affiliations	77%



**College leadership addresses the needs expressed by employees:**

Of different sexual orientations	87%
With disabilities	83%
Of different races/ethnicities	78%
With different political affiliations	73%

### EMPLOYEE EXPERIENCE WITH DISCRIMINATION

**44% of all employees** feel they have had a negative experience based upon race, age, gender identity, national origin, disability status and/or other.

**65% of African-American/Black employees** feel they have had a negative experience based upon race, age, gender identity, national origin, disability status and/or other.



- "My direct supervisor engages in racial microaggressions without having the awareness of doing so."
- "I think ECC needs to focus on a better way of handling microaggressions and derogatory comments that don't escalate to the level of an incident, necessarily, but are still problematic."