



Campus Climate Survey

2020-2021

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2021 Campus Climate Survey

Introduction

In the Spring of 2021 the Diversity Officer, under the guidance of the President and the Vice President for Student Affairs and Dean of Students distributed the Campus Climate Survey (CCS) to all students, faculty, and staff. The survey was created based on a recommendation by the College's Diversity Committee in 2010 and has now been administered in 2011, 2016, and 2021. The survey instrument offers respondents an opportunity to reflect upon the various aspects of our campus climate. Questions regarding campus Title IX resources were added to the 2021 Campus Climate Survey. The chosen focus for the questions centers on awareness of resources and how to access assistance if faced with a Title IX experience. Past climate surveys provided data that inspired the addition of cultural sensitivity trainings, gender diversity focus groups, and student voice platforms (e.g., Community of Honor report form, town halls, and I Am CC program). Following the 2015-2016 survey, the Diversity, Equity, and Inclusion (DEI) Committee selected six focus areas for campus climate improvement.

- Communication
- Community Partnerships
- Education & Training
- Environment
- Leadership Development
- Representation

Survey Administration

The 2021 Campus Climate Survey was launched on February 23 and was set to close on March 3; however, due to an oversight in the inclusion of our contractual staff and adjunct faculty the survey deadline was extended through March 9. The survey was offered in an electronic format with paper copies available upon request by groups and individuals who may not have access to an electronic device. Anonymity was maintained for those utilizing the paper format as supervisors collected and dropped off the completed surveys to the Division of Student Affairs where the data was entered into the electronic form.

President Bogart emailed campus community members to encourage participation in the Campus Climate Survey. Campus-wide announcements promoting the survey were made through the Koala Weekly and CCoFSC Weekly. The Diversity Officer included teasers in campus communications the week prior to launch along with reminders on social media to check email for campus communications with the survey link. On March 1 and 2, all Division Heads received a reminder and request to encourage their division members to participate. A campus-wide announcement was pushed out to all Canvas users on March 2 and 3. Noticing low online student participation in the survey as the cohorts were between sessions, the Diversity Officer contacted online program coordinators to request they reach out to enrolled students. Participation in the survey was incentivized with an optional drawing for four \$25 gift cards.

Survey Instrument

The 2021 Campus Climate Survey included a total of 57 questions for students and 39 questions for employees (faculty and staff). The survey questions included 18 open-ended demographic questions for students and 16 for faculty and staff. There were 29 potential data points using a Likert agreement scale for students, 13 for employees, and 5 open-ended questions for everyone. An additional 5 questions on awareness of Title IX resources using a Likert satisfaction scale were included for participants. Rather than offer a neutral option and to allow individual choice of anonymity, all questions following the consent to participate statement were optional.

Response Rates

A total of 228 participants started the survey: 221 met criteria for completing the entirety of the survey and the remaining 7 were a combination of duplicate submissions from a participant not closing out the browser (2 participants), an answer of "no consent" (3 participants), and a "request for more information before completing the survey" (2 participants). The duplicate submissions were deleted following validation of repetition of all answers, including exact matches on open-ended survey questions. Participants who requested more information completed a paper survey yet did not provide their contact information as instructed for follow up. The 7 participants who did not give consent were not prompted to answer any questions on the survey and have been excluded from the remainder of this report.

Among the 221 participants who completed the survey, there were 108 students and 113 employees, which is approximately 14.6% of our campus community of 1,517 members. Participation percentages are estimated to be less than 10% of students (108 out of 1,159). Among the student participants, roughly 52% were in the undergraduate day program, 17% in the undergraduate evening program, 15% in the graduate program, 15% in the online program, and 1% enrolled with dual program status. With a total of 113 employees out of the 358 reported by Human Resources, the survey received a 31.6% employee response rate – 17.5% of faculty (44 out of 251), inclusive of adjunct faculty, and 65.4% of staff (70 out of 107), inclusive of contractual staff such as Sodexo and the Bookstore. Due to the low survey response of the "both faculty and staff" campus membership option, students use of faculty and staff interchangeably in the survey, and the College's recent attention to inclusive community efforts for all employees, the faculty and staff subgroups will be referred to as one participant group – employees – in the CCS report.

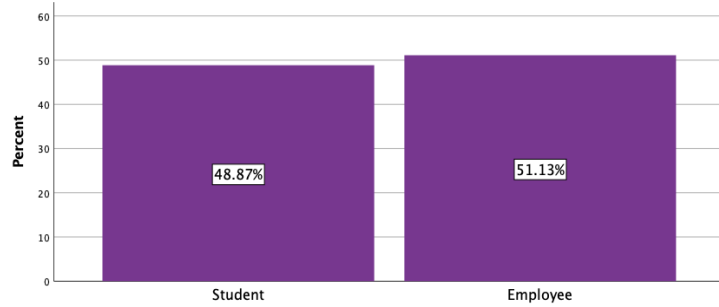
Profile of Campus Climate Survey Participants

N = 1517; n = 221 (14.6%)

N^{Students} = 1159; n^{Students} = 108 (9.3%)

N^{Employees} = 358; n^{Employees} = 113 (31.6%)

Student and Employee Participants At A Glance



Survey participants were almost a 50/50 split.

Table 1. Participant Totals

	Total	Participants	Percentage
FY Cohort	100	12	12%
Residential	233	30	12.88%
UG Day	427	56	13.11%
UG Evening	134	19	14.18%
Online (Remote A2B)	314	16	5.10%
Graduate	284	16	5.63%
Students	1159	108	9.32%
Faculty	251	44	17.53%
Staff	107	70	65.42%
Employees	358	113	31.56%
All	1517	221	14.57%

Data provided by Human Resources and the Spring 2021 10-Day Report

Table 2. Participant Demographics

	Total Participants	Students	Employees
Total Surveyed	1517	1159	358
Total Completed	221	108	113
Percent Completed	14.6%	9.3%	31.6%
Gender/Sex			
Female/Woman	181	104	77
Male/Man	32	<5	
Gender Non-Conforming/Non-Binary	<5	<5	<5
Sexuality			
Straight/Heterosexual	185	94	91
Lesbian, Gay, Bisexual, Queer	26	15	11
Race/Ethnicity			
African American	34	17	17
Black	38	17	21
White	132	67	65
Biracial/Multi-ethnic	23	13	10
Hispanic/Latino	6		
Native American	<5		
Asian	<5		
Citizenship			
U.S. Citizen	205	101	104
Permanent Resident	9		
Dual Citizen	<5		
Indigenous	<5		
Disabled			
ADD/ADHD	6		
Anxiety	6		
Hearing/Vision Impairment	5		

Additionally, depression, bipolar disorder, diabetes, autism, PTSD, mobility disorders, learning disabilities, and temporary disability	<5 each		
Religion/Spirituality			
Christian	152	73	79
Agnostic, Atheist, Not Religious or Spiritual	27	16	11
Spiritual	23	13	10
Baptist	10		
Methodist	6		
Catholic	5		
Humanist, Lutheran, Muslim, Pagan, Presbyterian, Wiccan	<5 each		
Political Affiliation			
Democrat	75	37	38
Not Applicable, Not sure	28	13	15
No Affiliation	41	21	20
Republican	31	15	16
Independent	23	13	10
Liberal	16	8	8
Conservative	12	7	5
Green Party, Bipartisan, Socialist, Left/Leftist, Meritocrat, Progressive, Libertarian	<5 each		
Military Status			
Veteran	12	6	6
Spouse/Dependent	<5 each		
Active Duty	<5 each		

*One respondent chose both faculty and staff.

Participant Demographic Summary

Demographic identity values were collected through open-ended prompts. All answers were reviewed and compiled into subgroups. Due to the small numbers of participants in some subgroups, the corresponding data has been collapsed or hidden where any population may have totaled less than 5 participants. This is represented in the report's tables and graphs by a notation of "<5."

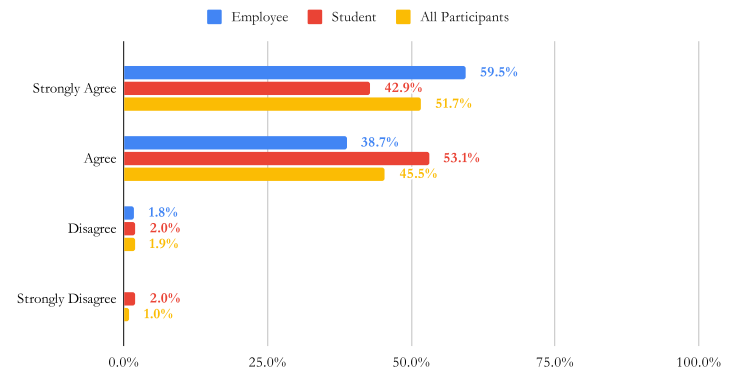
To maintain anonymity, all qualitative results were reviewed for identifying information and redacted where necessary. The Campus Climate Survey received exempt status from the College's Institutional Review Board as the intent is purely to gather an understanding of the overall climate and areas for improvement. Although specific examples and individuals were named in the results, the data has been excluded from all forms of this report. The survey instructions clearly stated that the survey was not a reporting mechanism and any individual who would like to make an official report should seek the appropriate methods named in the instructions.

Results were further coded for anonymity using salient subgroups that emerged from the data to offer simplification of comparison. To honor unique subgroup identities with less than 5 participants, each are shared as additional categories in the collapsed subgroup portion of tabular data. The following table provides a profile of participants who completed the Campus Climate Survey with salient groups and subgroups. With more than 4,500 unique responses to the survey's open-ended questions, only the aggregate data is included with this report.

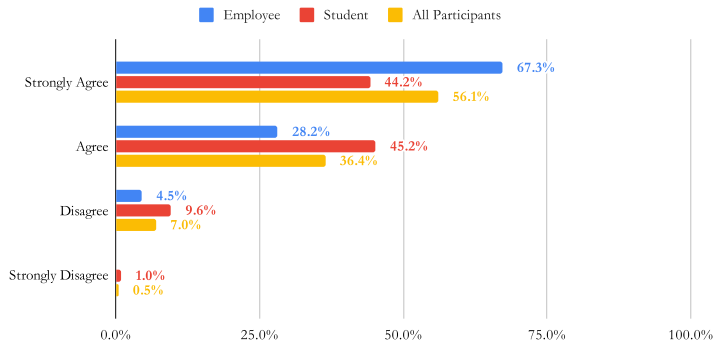
Title IX Resources Awareness

Graph Set 1. Title IX Responses

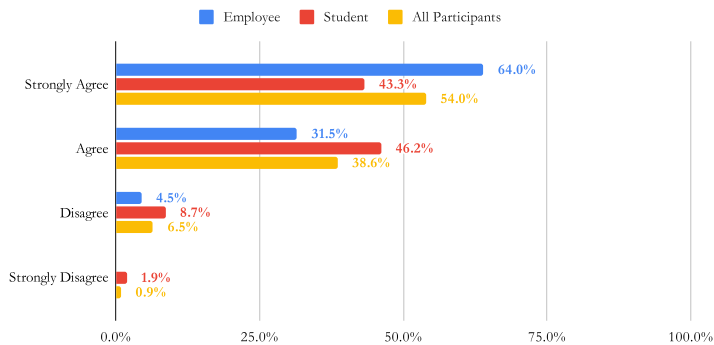
I feel safe and secured while on campus.



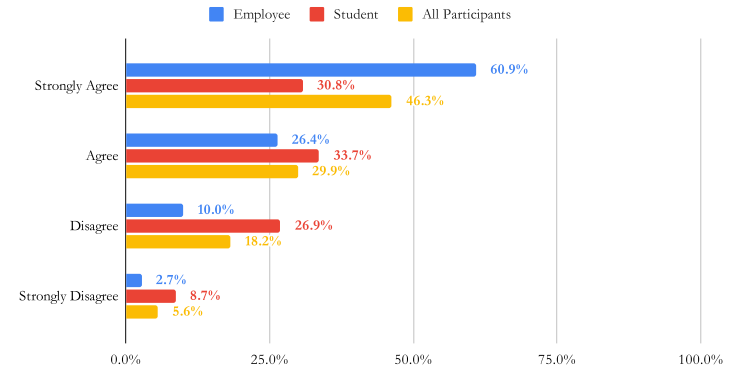
I know what resources are available to me should I have been a victim of sexual assault or sexual harassment on the campus of Columbia College.



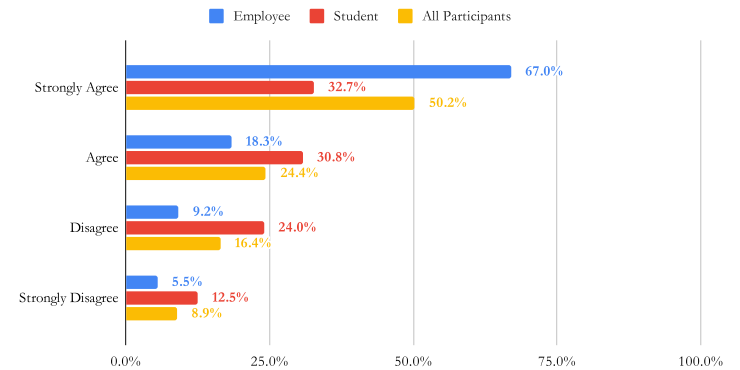
I know what resources are available to me should I have been a victim of sexual assault or sexual harassment not on the campus of Columbia



I know how to submit a formal complaint regarding a Title IX concern.



I know who the Title IX Coordinators are for Columbia College.



Title IX Resources Awareness Summary

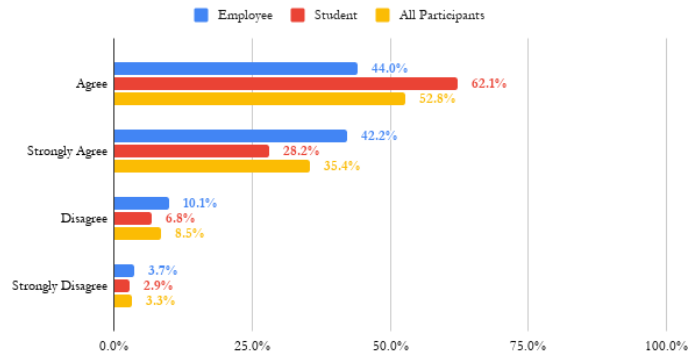
The Title IX resource awareness questions show an understanding of what resources are available for sexual harassment and sexual assault on and off campus. Overall, both student and employee participant groups report feeling generally safe and secure on campus. More awareness is needed on informing how to submit a Title IX concern and the identity of the Title IX Coordinators.

Campus Climate Overall Perceptions

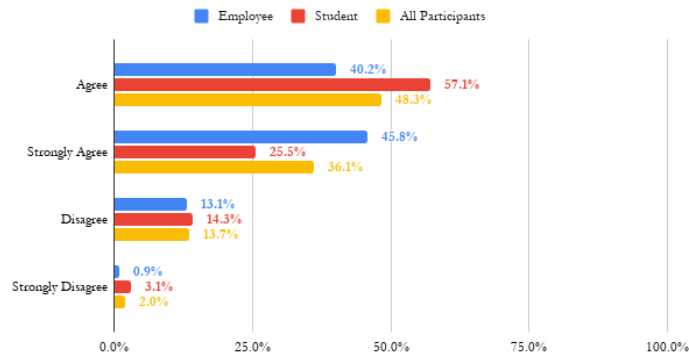
Graph Set 2. Campus Climate Response

The following graphs are an aggregate of employee and student participant responses to general campus climate questions; the graphs do not include skipped question response. The graphs present as a descending frequency of all participants' response to each Likert scale value and further break down percentages per participant category: employee, student, and all participants.

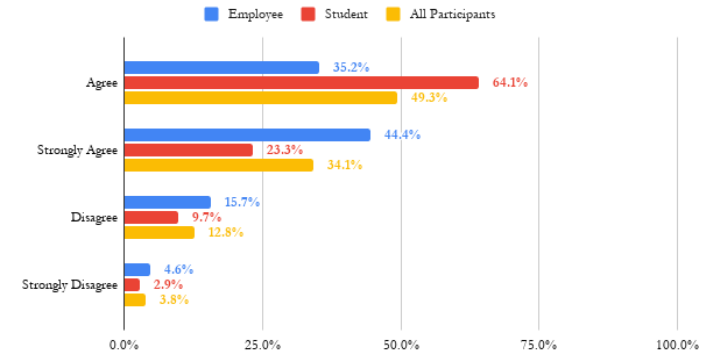
I feel a sense of belonging here at Columbia College.



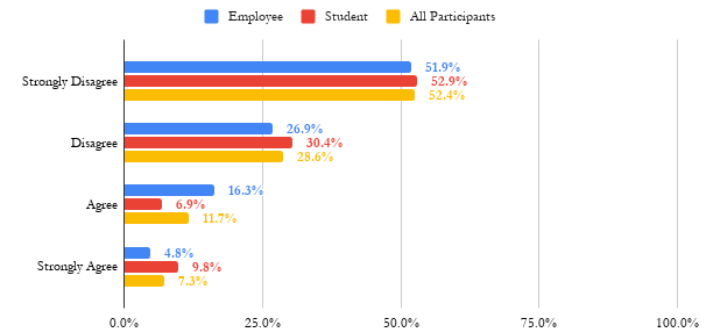
I see myself as a part of the campus community.



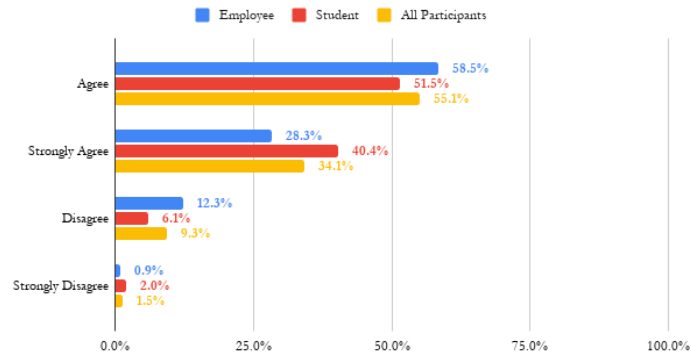
I feel valued at Columbia College.



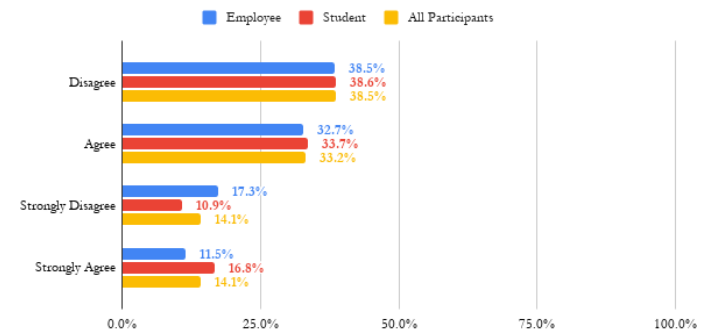
I have considered leaving Columbia College because of an issue related to diversity, inclusion, appreciation of differences, etc.



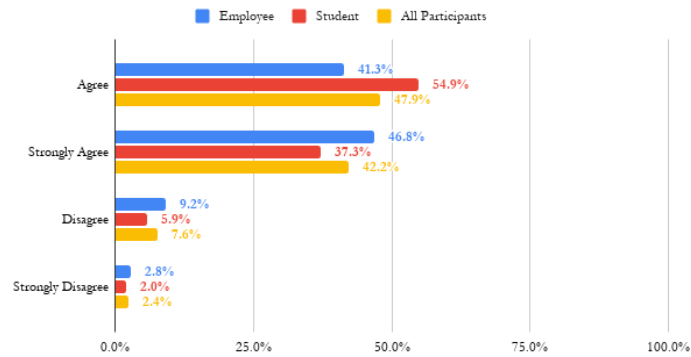
I believe Columbia College is a diverse institution.



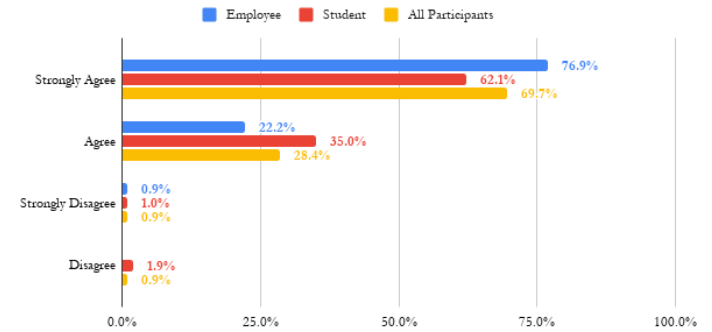
I believe Columbia College's institutional commitment to diversity exists at policy level, but I do not always see it in day-to-day practice.



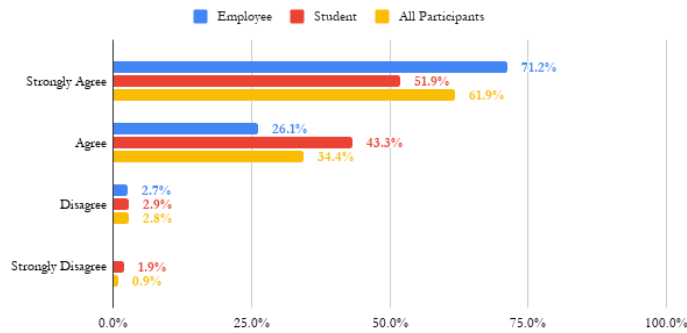
I believe Columbia College values diversity.



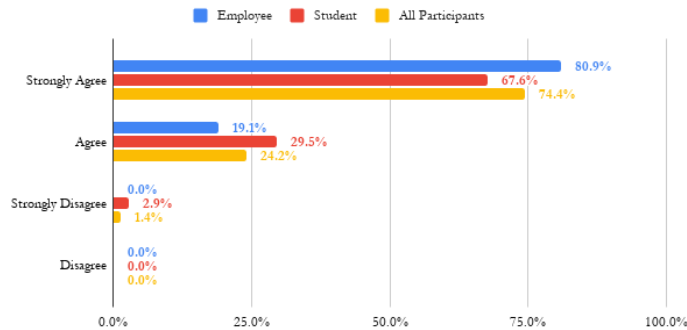
I am comfortable interacting with individuals who are different from me (race, ethnicity, sexual orientation, gender expression, etc.).



I believe talking with people who have different values from my own helps me understand myself and my values better.



I believe the ability to communicate with people who are different from me is an essential leadership skill.



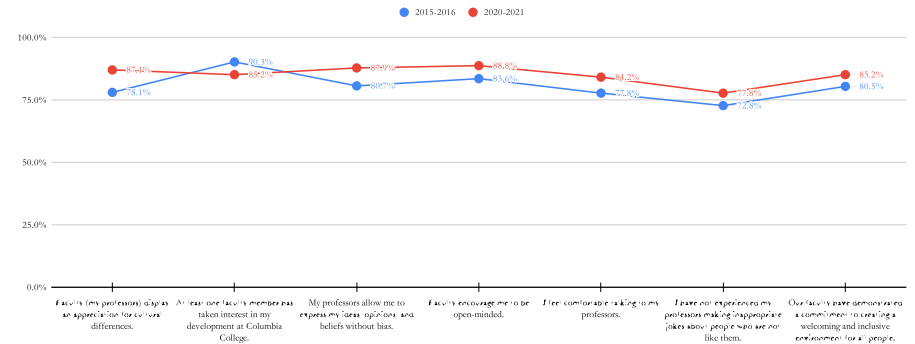
Student Perception of Employees

Students were asked specific questions about their perception of faculty and staff on campus. Overall, answers demonstrate a positive relationship between employees and students where students also see opportunities and demonstrations for appreciation of diversity and cultural differences both in and outside the classroom.

Table 3. Student Perceptions of Faculty

	Faculty (my professors) display an appreciation for cultural differences.	At least one faculty member has taken interest in my development at Columbia College.	My professors allow me to express my ideas, opinions, and beliefs without bias.	Faculty encourage me to be open-minded.	I feel comfortable talking to my professors.	I have not experienced my professors making inappropriate jokes about people who are not like them.	Our faculty have demonstrated a commitment to creating a welcoming and inclusive environment for all people.
2015-2016	78.1%	90.3%	80.7%	83.6%	77.8%	72.8%	80.5%
2020-2021	87.1%	85.2%	87.9%	88.8%	84.2%	77.8%	85.2%

Faculty Comparison



Student Feedback for Faculty

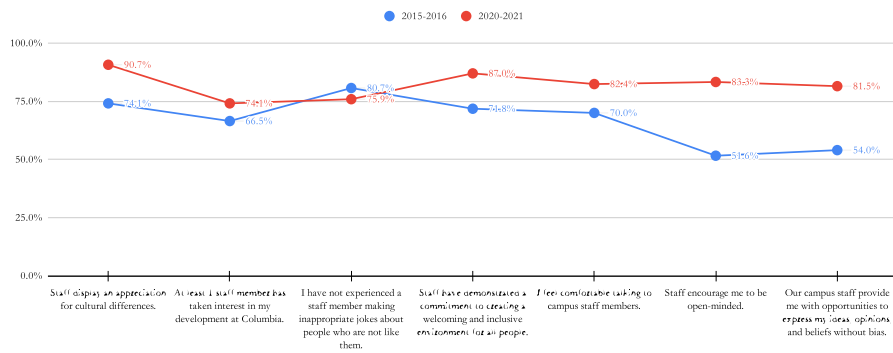
Faculty ratings by student participants remained overall positive and had a considerable 5%-9% increase recorded for every statement except one as noted below. Some concerns that emerged from this section include the following:

- 16.8% of student participants have experienced professors making inappropriate jokes about people who are not like them.
- 13% of student participants do not feel comfortable talking to their professors.
- 9% of student participants do not feel they have seen faculty demonstrate a commitment to creating a welcoming and inclusive environment for all people.
- Students reported a 5.1% decrease to the statement “At least one faculty member has taken interest in my development at Columbia College.”

Table 4. Student Perceptions of Staff

	Staff display an appreciation for cultural differences.	At least 1 staff member has taken interest in my development at Columbia.	I have not experienced a staff member making inappropriate jokes about people who are not like them.	Staff have demonstrated a commitment to creating a welcoming and inclusive environment for all people.	I feel comfortable talking to campus staff members.	Staff encourage me to be open-minded.	Our campus staff provide me with opportunities to express my ideas, opinions, and beliefs without bias.
2015-2016	74.1%	66.5%	80.7%	71.8%	70.0%	51.6%	54.0%
2020-2021	90.7%	74.1%	75.9%	87.0%	82.4%	83.3%	81.5%

Staff Comparison



Student Feedback for Staff

Similar to the concerns expressed by student participants with Faculty, the following information emerged for Staff:

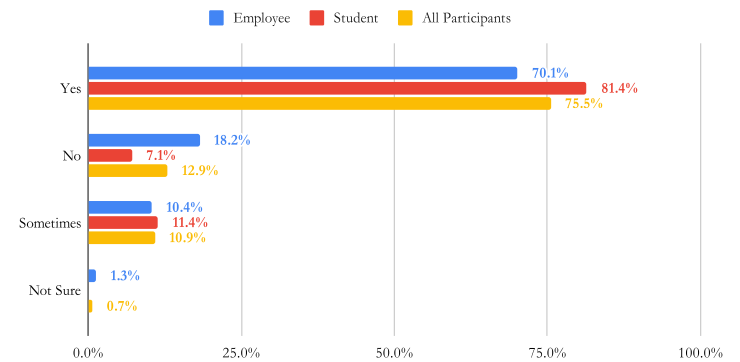
- 19% of student participants do not feel at least one staff member has taken interest in their development at Columbia College.
- 18% of student participants have experienced staff making inappropriate jokes about people who are not like them.
- 13% of student participants do not feel comfortable talking to staff and do not believe staff provide them with opportunities to express ideas, opinions, and beliefs without bias.
- 10% of student participants do not feel staff encourage them to be open-minded.

Perceptions & Opinions of Campus Culture

The last three open-ended questions of the CCS allowed participants an opportunity to further elaborate upon previous answers and their personal experiences at the College.

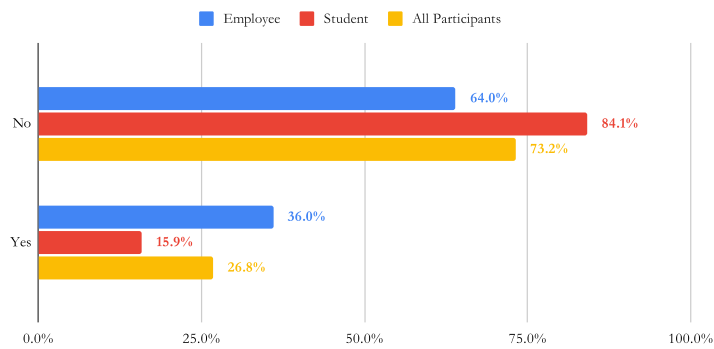
Graph Set 3. Campus Culture

Do you believe Columbia College is a welcoming environment for everyone?



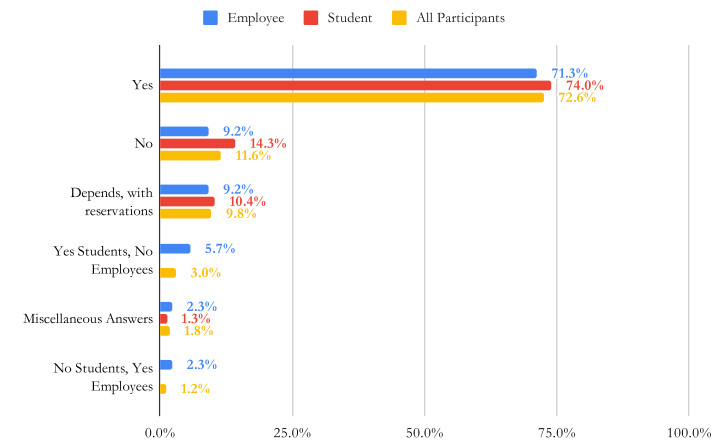
111 participants (57 students and 54 employees) or 75.5% agreed that Columbia College is a welcoming environment. Of the 19 participants who disagreed, 5 were students and 14 employees. There were no recurring themes among students who disagreed; however, employees report themes of lack of diversity, training, respect, and equal treatment across divisions as challenges to our welcoming environment. Participants mentioned small population of males on campus as we move into a co-ed and all-gender model as a concern. The perception that some buildings are not ADA compliant was another concern; however, participants likely meant some buildings were not fully accessible as all buildings on campus currently meet ADA compliance. 17 participants stated the environment was sometimes welcoming with 8 student participants and 9 employee participants mentioning that it depends on who is doing the welcoming.

Have you ever experienced any exclusionary or bias behavior at Columbia College?



37 participants (10 students and 27 employees) or 26.8% of those who responded stated “yes” that they have experienced exclusionary or bias behavior while at Columbia College. 101 participants (53 students and 48 employees) or 73.2% of those who responded answered “no” to this question. The strongest theme within answers of exclusionary and bias behavior came from 20 white students and employees, 5 who stated they felt judged for their conservative and traditional beliefs due to diversity efforts on campus. The remaining 17 participants shared specific campus encounters with the exception of 4 individuals who stated they did not feel comfortable disclosing how they were excluded or felt they had experienced bias behavior. Many of those who answered “yes” to this question cited the perception of unspoken rules, status quo, and that’s the way we have always done it.

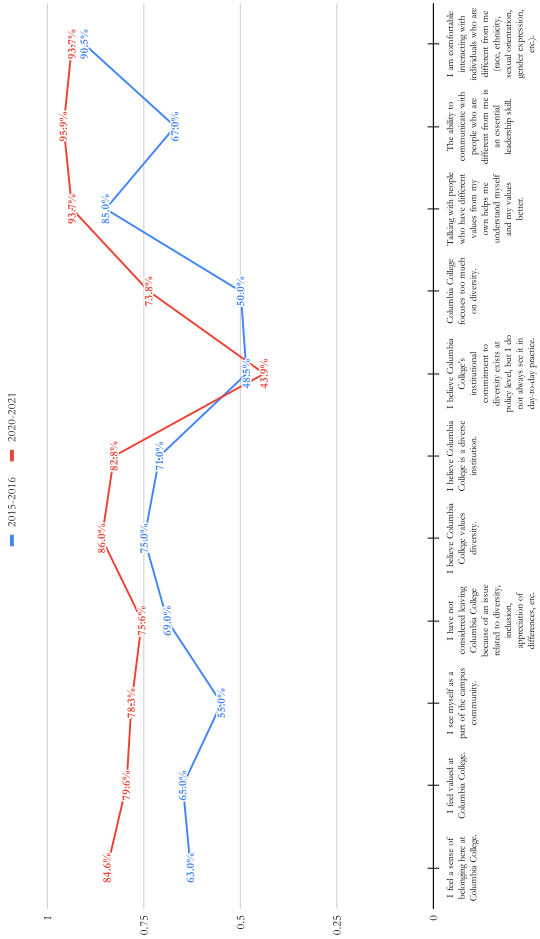
Would you recommend Columbia College to potential students or employees?



119 participants (57 students and 62 employees) or 72.6% answered “yes” they would recommend Columbia College to potential students or employees. Many of the 119 participants shared specific examples of how they loved the College and had already recommended the College to several potential employees and students. 5 participants (all employees) answered “yes for students, but no for employees” and an additional 2 participants (both employees) answered “no for students, but yes for employees.” 16 participants (8 students and 8 employees) answered “depends” as they would recommend to either student or employee, but with some reservations centered around fit for the individual with the program or personal beliefs.

Comparison of Inclusive Community Data (2015-2016 to 2020-2021)

Comparison of 2015-2016 and 2020-2021 CCS



	I feel a sense of belonging here at Columbia College.	I feel valued at Columbia College.	I see myself as a part of the campus community.	I have not considered leaving Columbia College because of an issue related to diversity, inclusion, appreciation of differences, etc.	My peers are willing to interact with others who have different values, beliefs, backgrounds, etc.	I believe Columbia College values diversity.	I believe Columbia College is a diverse institution.	I believe Columbia College's institutional commitment to diversity exists at policy level, but I do not always see it in day-to-day practice.	Columbia College focuses too much on diversity.	Talking with people who have different values from my own helps me understand myself and my values better.	The ability to communicate with people who are different from me is an essential leadership skill.	I am comfortable interacting with individuals who are different from me (race, ethnicity, sexual orientation, gender expression, etc.).
2015-2016	63.0%	65.0%	55.0%	69.0%	71.5%	75.0%	71.0%	26.0%	50.0%	85.0%	67.0%	90.5%
2020-2021	84.6%	79.6%	78.3%	75.6%	no comparison	86.0%	82.8%	48.9%	73.8%	93.7%	95.9%	93.7%

Percentages are combination of agree and strongly agree.

There is a marked difference showcasing improvement in every area, except one, “My peers are willing to interact with others who have different values, beliefs, backgrounds, etc.,” which was omitted from the 2021 survey due to an error when transferring the survey to a different platform.

Students and employees demonstrated an improved sense of belonging, feeling valued, and feeling like part of the campus community. Likewise, there was an increase in students and employees who disagreed with statements, “I have considered leaving Columbia College because of an issue related to diversity, inclusion, appreciation of differences, etc.” and “I believe Columbia College’s institutional commitment to diversity exists at policy level, but I do not always see it in day-to-day practice.”

One of the largest increases showcases a greater understanding for how leadership, diversity, and inclusion are related. The increase in “The ability to communicate with people who are different from me is an essential leadership skill.” improved from 67% to 95.9%, representing the targeted work on incorporating this message early on during Orientation and through the LA series classes.

Campus Climate Survey Results

Overall, results were largely positive pertaining to our main topic of an inclusive climate and the results also demonstrated a growing appreciation for diversity. Though not directly measured, the

CCS also produced results showing an understanding for our mission-focus on service, leadership, and social justice through the open-ended optional field to elaborate upon each question set. As suggested by participants, focus on all of our mission-areas should be included in future campus climate surveys. Open-ended responses may be found in the Appendix.

The significant majority of 2020-2021 Campus Climate Survey participants agree they feel a sense of belonging, being valued, and see themselves as a part of the campus community. Likewise, a majority of participants also disagreed with the statement, “I have considered leaving Columbia College due to an issue related to diversity, inclusion, or appreciation of differences.” Participants widely agree the College both values diversity and is a diverse institution. Students predominately feel a greater sense of belonging and being valued; however, employees are slightly higher in agreement about feeling like part of the campus community.

Accomplishments

One of the largest increases occurred for one of the areas identified to assess understanding of our mission-focus on leadership, service, and social justice. The dramatic increase occurred with the statement, “The ability to communicate with people who are different from me is an essential leadership skill,” which increased 28.9% since the last CCS. Following the 2015-2016 CCS, leadership development, education & training, and environment became three of the six focus areas in which the DEI Committee identified and since then collaborative initiatives like the Courage Campaign and Civility 101 at Orientation and Multicultural Affairs presentations throughout the LA series classes has become a mainstay.

- 95.9% of all participants agreed with the statement, “The ability to communicate with people who are different from me is an essential leadership skill.”
- 81.4% of the student participants believe Columbia College is a welcoming environment for everyone; 75.5% of all participants believe so.
- 84.1% of the student participants stated they have never experienced bias or exclusion while at Columbia College; 73.2% of all participants stated they had not experienced bias or exclusion.
- 74% of student participants and 72.6% of all participants would recommend Columbia College to students or employees.

Areas for Improvement

For every accomplishment with a high percentage of respondents, there remains a percentage of survey participants who did not agree or chose not to answer the questions. Although Student participants expressed a generally favorable feeling of a welcoming environment, many commented that they felt there was a decline following Orientation. Qualitative data such as this with additional assessments and follow-up focus groups help to understand why some participants feel differently than the majority of those surveyed. We will celebrate our accomplishments, and we will not stop striving for an inclusive environment where all members may agree upon the statements in the climate survey.

- 21.1% of employee and 16.7% of students stated they agreed with the statement, “I have considered leaving the College due to an issue with diversity, inclusion, and appreciation of differences, etc.”
- 16.6% disagreed with the statement, “I feel valued at Columbia College.”
- 4.8% student participant decrease from 2015-2016 to 2020-2021 when disagreeing with the statement “I have experienced a staff member making inappropriate jokes about people who are not like them.”

Limitations & Recommendations

Limitations for this survey reflect challenges relevant to pandemic safety protocol, including the inability to have public computer stations for electronic completion. In the past such stations assisted with increased participation for students and staff without access to an electronic device while working on campus. For safety of our community, quarter page flyers with the survey QR code were distributed instead.

In the future, more attention will be given to survey launch dates, including allotting enough time for IRB Review of an updated, and hopefully more permanent, platform for the survey as well as proper time for survey promotion. Timing for future surveys will also take into account the 7-week class sessions for the online programs. Suggested timeframe to offer this assessment is no less than four weeks into Spring semester, but still preferably at least two weeks prior to Spring Break. It is recommended that as we continue to improve in areas of diversity, equity, and inclusion that we invest in a national or global-based campus climate survey model, which may decrease any potential self-reporting bias and will offer an opportunity for direct comparison with similar size institutions of higher education.

Overall, the survey reflects a mostly positive reaction for a diverse campus where inclusion is not only a discussion at policy level, but also practiced in day-to-day operations. Additional focus on disability accommodations, bias incident reporting, faculty-staff relations, inclusion of transfer and non-traditional students, and a clearer mission projection of the College’s commitment to social justice and equity are suggested areas for further study. It is further recommended that the College continue to share concerns and celebrations regarding DEI and social justice matters within our campus community. Many qualitative sections included answers across campus membership alluding to knowledge of and appreciation for the work that is being done to make our campus as inclusive and culturally competent as possible.

Conclusion

As we continue making great strides towards an inclusive campus befitting of our mission statement and founder’s aim of creating productive citizens for a caring society, it is important to celebrate our accomplishments and acknowledge areas of needed improvement. With great appreciation for the 221 campus community members and numerous stakeholders involved with the logistics of the 2020-2021 Campus Climate Survey, the College presents the findings and analysis of more than 4,500 unique and authentic responses. Columbia College recognizes the importance of the data herein as a guide to our ongoing efforts to improve upon our understanding and appreciation for the many intersectional identities present in our campus

community. This report highlights areas of celebrations as well as those areas where we intend to focus our efforts on improvement. Following review, the Diversity, Equity, and Inclusion Committee will begin moving forward with action steps and an update on status of the six DEI focus areas.

The Diversity, Equity, & Inclusion Committee will receive the redacted data and the preceding report sections for comparison with the DEIC 6 Core Values: communication, community partnerships, education and training, environment, leadership development, and representation. A progress report aligning data points with action areas for each of the DEIC 6 Core Values will also be shared with the campus community. Each survey report is carefully reviewed and serves as a guidepost for benchmarking progress and charting future action plans.

Appendix of Qualitative Data: Open-Ended Response

Qualitative Data from Open-Ended Questions

The following information is direct quotes from open-ended questions on the climate survey. Please note the lists below include unique answers only once; therefore, repetition of some answers is not fully represented here. Frequency of answers can be found in tables within the report and aggregate data.

Also, note that with the best intentions, the following comments were preserved as is, but to maintain anonymity guaranteed within informed consent and per the Institutional Review Board application some information was redacted. No answers were entirely cut without including acknowledgement of the response below.

QUESTION

What are some ways Columbia College can promote and/or encourage diversity?

ANSWERS

- I believe that we address and talk about race and gender identity alot but I am not sure our students and faculty are engaged in inclusive practices. I support and help develop communities of respect and acceptance based on the 2 socializing factors above but believe that there are other diverse needs (age, ability, learning preferences, SES) that we are possibly overlooking
- They are doing a fine job.
- By building relationship and being involved in all parts of campus - especially students. Too many faculty and staff simply do their defined job and go home, without getting being part of committees, meetings, gathers, clubs, organizations, etc.. No better to see where people different from you and are beliefs are coming from than interacting with them. All the policies, speakers and conferences can't truly be effective until people become involved.

- I have no recommendations beyond what we are already doing.
- Training
- Continue with what we are doing! It is great to see the inclusion in calendars, events, etc.
- I think cultural competency education among faculty and staff could be something of benefit.
- More LGBTQ events
- Appreciating diversity in a vertical structure instead of a lateral one.
- Reward diverse referrals, encourage diverse interview panels/committees, host employee events that celebrate diversity
- Involve students as regular members or in some cases non-voting members of committees and decision making groups.
- bring building entrances and exits up to compliance with ADA and also restrooms
- Continue to have a open mind but there must be concrete standards.
- More diverse faculty
- Encourage collaboration with people in the classroom.
- Education. It is not enough to say we have this event and it's open to all. We need to provide safe spaces for faculty, staff, and students to explore the idea of diversity (race, religion, gender, etc.) Some faculty may not feel comfortable speaking openly when students are present, and visa versa. People cannot advocate for something they do not understand.
- I think CC already does a wonderful job of promoting and encouraging diversity. Ever since I started working here, it's been very clear that diversity and inclusion is valued.
- The college places significant emphasis on diversity at the present time. Nothing more is needed.
- Well, representation matters. But I also think we need to be more bold in the conversations we encourage. We avoid conflict here--I get it. But if keeping the peace is our concern, we cannot have social justice in our mission. There has to be more buy-in from the top in order for any of the trench work to matter.
- More discussion
- I think we work really hard at it.
- Columbia College does a fabulous job already, at promoting and encouraging diversity.
- more diverse board of directors and cabinet members, more diverse department heads (other than faculty/division deans)
- Hiring diverse faculty
- I don't know that we need to promote and/or encourage diversity. It occurs naturally. Instead, I suggest allowing people to feel safe to be themselves.
- Equal opportunities for all students, faculty, and staff; diversity retreats; and diversity webinars.
- Remove systemic barriers and policies. Require trainings.
- Hire more faculty that reflect the student population demographic
- Make sure there equal balance of diversity with staff and faculty
- Encourage people to get outside of their comfort zones and interact with others, both on and off campus.

- continue with visible support- ex. BLM and pride flags, make it known- the college does a great job with this-
- different dining hall meals
- Through the images it uses in its promotional materials and displays on campus.
- remember that diversity is not something you just check off the box. curriculum needs to cover more than just racism, though acknowledging CC's own history would be a good start.
- some supervisors and leaders need to do some real self reflection to think about whether or not they are truly embracing of differences.
- I think it is important that the college welcomes conservative voices as well as liberal voices. I don't be that we should tolerate racism or bigotry, but voices that advocate for traditional understandings of marriage, gender, faith, etc. should not be excluded.
- At CC, understanding diversity tends to identify 'privilege groups' and focus on how they need to change and become more accepting and understanding, while generally groups who identify as 'victims' of social injustice seem to make understanding a one way street.
- CC is doing just fine on this front
- Open communication
- Diversity is a way of life. Make Diversity in our DNA, you cannot achieve diversity through discussions, it has to practiced at al levels. There are discriminatory leadership practices in the college where two persons are managed or lead differently and the leaders are unaccountable for it. As a result, people are leaving and our leaders remain unquestioned!
- I believe they should hire more diverse faculty and administrators.
- Continue to encourage such within established courses
- I believe all is being done that can be done.
- campus wide dialogues, educational sessions conducted by individuals on topics
- celebrate and embrace black history more
- By continuing to allow ppl to express and be themselves freely. Create a more diverse work environment that is inclusive to more ethnicities. Allow more cultural programs that will attract diversity. Offer better benefits.
- I think we have to find a good medium between creating an open-minded and welcome atmosphere while also encouraging people to be honest and respectful. We need to see and understand that everyone has unique circumstances and perspectives. I think some students and staff feel uncomfortable having conversations about diverse perspectives, but sometimes the only way to grow and evolve is being uncomfortable a bit.
- More campus-wide activities
- By celebrating different holidays every year except Christmas, Easter, New Years
- Groups meeting on the subject
- Already promoting and encouraging diversity
- My advice would be to focus on a attaining the goals of Columbia College, incorporating commonsense in all decisions. Refrain from emotion-driven or reactionary decision making. Diversity will then naturally be incorporated within our forward.
- Yes

- we can listen to each other more , more talking to each other, fine a answer to
- I think Columbia College has done well so far with promoting diversity.
- N/A
- Perhaps ensure you're also welcoming students who are non-traditional students. Those who are older, coming back to school, are parents with careers, etc.
- Have more types of programs, not just programs for one group of students to feel involved in. for example, a lot of the programs that the campus puts on are targeted at certain races.
- More community work
- They might still do it, I haven't heard talk about it, but I hope that they are still doing that multicultural training that we were require to complete with my first year in LA 100
- I don't know.
- Talk about diversity in broader terms, beyond the typical ways
- I think CC does a great job of this already.
- I think that what is being done now is suitable.
- It's challenging due to the pandemic, but social gatherings would be a great start.
- Open supportive flyers and events
- Multicultural Classes
- By creating focus group with various topics
- Columbia College can promote and/or encourage diversity by having events, volunteering, etc.
- They already do
- Have festivals with different cultures involved
- You already do a great job with this.
- Some things could be added to the bookstore
- They already do a great job! Maybe a little more focus on gender identities? They already do so much though, it's amazing
- encourage different days towards their specific needs/wants ex. random fashion - students are allowed to walk on the runway to display a outfit they created each student who participates will also have the photos taken and if they like they can be displayed.
- More programs promoting diversity through Res Life.
- Some ways the campus could focus on diversity is not focusing on one specific group of individuals.
- They do enough to encourage diversity.
- Continue what you are doing
- Festivities on campus that encourage diversity
- Diversify the books and individuals talked about in course work
- More campus activities
- Professors can maintain a neutral expression of political beliefs as to avoid making students feel as though they should not speak up in political conversation. Expressing frustration towards an opposing political side is unprofessional in the classroom.
- Creating safe spaces to gather and converse without fear

- I think that Columbia College already promotes diversity well-sometimes almost too well. I think that Columbia College as a whole needs to focus on people being more accepting of others' opinions even if they differ from their own.
- I believe that RAs are the face of the residence halls and should be better trained on diversity. This is something they could include in their programming as well as on their halls. Having the RA's discuss diversity and incorporate it in their work will help the resident know CC is a good fit for them!
- By including those who attend classes in the evening in activities
- Just getting active in some events.
- What about displaying an "All Lives Matter" sign in the AP Window with the others that are supported?
- As we gain more male students on campus enrolled in our day program, I think it is important to create an environment that is inclusive to them as well. I'm not sure what this type of environment would look like, but I know it is necessary.
- Unsure, I have never been on campus
- I think the College does a great job at this
- More fun activities and prizes at lunch
- More pronoun options in Canvas and encouraging faculty and staff to use more gender-neutral language (e.g., Saying "Hello everyone," instead of "Hello ladies and gentlemen.")
- I think they're doing so much already. I think that being as real and authentic as possible is important. As a large group of young women we are still finding ourselves and the wonderful activities should be created for that type of audience to ensure it doesn't feel like an assembly where we're being talked at.
- Creating community and building rapport
- Cultural festival
- I think they do a great job
- continue to give out the information
- events that open to everyone
- Continue to educate and communicate with all students.
- I think you do a great job
- Celebrate the whole month for Black History, Hispanic History and etc. Not just a day or two.
- through emails
- Having a required quarterly small group session with a diverse group of individuals.

QUESTION

Do you believe Columbia College is a welcoming environment for everyone? Why or why not?

ANSWERS

- In my part of CC I do. I work with very committed professionals but I do still see students feel "unwelcomed" by the standards and accountability measures that are put in place but I have not experienced or observed isolation of biases based on racial or gender differences
- In many aspects, yes. In others, not as much. There's a long standing history of doing things certain ways and new thoughts or ideas that may change or alter those ways are met with an awful lot of resistance.
- New faculty struggling, especially those without a PhD. Often I am spoken down to or treated like I am stupid because I don't have a lot of experience in academia
- There is a culture of caring. Everyone focuses on student success.
- Generally, yes.
- No, Due to nepotism, communication and not holding everyone accountable.
- Yes! It feels safe and inclusive.
- I believe that some individuals would like for Columbia College to be a welcoming environment for all, but at the same time, I do believe that our "diversity" and "equity" efforts are often made palatable for higher administration even if that means ignoring best practices. I can't speak to the student experience here, outside of what I have heard from students I have interacted with and what I have witnessed, but I believe that if I were a student here, I would as a whole feel unheard and not prioritized.
- I don't have the student experience, so I'm not sure.
- No. New ideas are not able to be freely expressed in this environment
- I do believe it is welcoming for most people but not necessarily their ideas. I think it depends on title/status. In the beginning Columbia College is welcoming but it has "seasons." Seasons where employees don't feel valued or heard.
- Yes. All faculty/staff are constantly invited to take part in Friday coffees or prayer opportunities.
- I think that is our intention. I think those who have valuable answers to this question may be those who leave.
- people with physical disabilities would not feel this is a welcoming environment
- I'm not sure that people are welcomed with the same level of enthusiasm and community across all divisions/offices.
- I think it is but we all need to speak up when see something against it.
- I don't, but I do not think it is always intentional. I think it is simply not knowing. Columbia College is very traditional, much like the rest of the south. Change is difficult and politics (institutional and state) stand as barriers. We hear all the time, students are not the same as they were 10 years ago. Academically they are not as good. College, this college, is not a good place for them. How can we get back to the "good ole days"? What we are really saying, there are not as many white women from prominent families attending. Where are the white women whose families had the means to send them to a good private school? The constant wish for the "good ole days" prevents us from accepting and welcoming those who are currently here.
- Absolutely. I love seeing the calendars around campus highlighting events such as Trans Remembrance Day, Black History Month, National Coming Out Day, etc.

- Yes it is welcoming because we are an inclusive community and this is heavily emphasized to both students and employees.
- At face-value, I do believe we project a welcoming environment. I don't know that I could say we do a good job of continuing that past orientation. Our welcoming environment has to go beyond the "sisterhood" narrative. I do believe particular individuals here are changing lives, but I don't think our infrastructure always supports that effort.
- *[Information redacted]* I experienced a severe resistance and no one wanting to work as a team or provide assistance with my position. I found it more welcoming in other departments.
- conservative views are not welcome or respected
- I do, but I am a white woman.
- Yes, I have never seen a faculty or staff member not have a welcoming attitude with a student.
- yes I've observed new employees be welcomed and supported
- Absolutely
- Yes, Columbia College is a welcoming environment because everyone is helpful and genuine about the success of all students, faculty, and staff.
- There are many minorities who do not feel included.
- Yes, looking at the staff and student mix.
- No, over the course of the last year, the college has shifted back to everyone being in a 'silo' and not interacting well with one another. From the outside, the college looks welcoming and it is for students, but when it comes to faculty and staff, you can see a clear divide in levels of leadership.
- Yes, diversity and inclusion are promoted on a day to day basis.
- yes accepts everyone
- We currently have a diverse population and I hope it stays that way with the introduction of more male students.
- I think it tries to be.
- Yes. I think CC strives to value everyone and support them where they are in their path of life.
- Yes, this is a reflection of the campus and community that it creates. I have not encountered anyone who doesn't feel valued here.
- Yes, I believe CC goes the extra mile to make sure everyone is included.
- It depends on WHO is "welcoming" you.
- No. See previous comment.
- I've seen no evidence to the contrary so I would say yes.
- Not really. There are too many "old guard" attitudes among the faculty and staff.
- I think CC tries to be welcoming to everyone. It does tend to overcompensate sometimes and adds to resentment by older generations who feel they are being judged on past views through the lens of current social standards.
- More or less. It tends to be a bit cliquy for both students and faculty. But that's human nature.

- It is by colleagues definitely. But there are pockets of groups who are negative on everything!
- No it is very closed system and it does not seem to be very diverse.
- Yes, but my time on campus is only occasional since I largely work online.
- Yes. It is welcoming due to efforts that are made toward inclusion.
- I truly believe CC takes care of their students by providing the best tools educationally to succeed.
- I think we are generally welcoming, but can always improve in our inclusive nature and practices.
- Yes, everyone seems very open and ready to help one another
- Yes, it's like family
- That is totally depending on the individual. As for me, yes. Because of all the people I see here everyday.
- Yes. If college is what you are looking for.
- Yes, everyone is welcome
- I feel it is a great place all of the workers. Mgr, Supervisors and students are so nice and kind.
- Yes. I have encountered a wide variety of people with far ranging ideals and world-vision, including polar opposites from my own. I've not observed any discrimination.
- well i cant say they welcome me with open arms
- I feel like Columbia College could have been more welcoming. I'm a transfer student and I'm still trying to get use to the campus and the people around me.
- Sometimes
- Yes. I've seen everyone be welcomed regardless of who they are thus far.
- for the most part.
- Yes and no. Diversity in people for sure, but not in ideology
- I do, I feel as though it welcomes people of all races, ethnicities, and religions well. Sometimes I think for some buildings there are accessibility issues to where it could be difficult for those who have a disability to enter.
- Yes because everyone is accepted by most people on campus.
- Yes, from my experiences I feel like everyone has been treated equitably
- Yes. From the moment I stepped on campus, I felt a sense of belonging. I was welcomed with open arms and have made great relationships with faculty/staff/peers.
- Yes I do because everyone here is included on campus and welcomed as a member of this college.
- Not really, due to the unorganization of financial aid and tuition accounts.
- yes because there are such diverse students and they are comfortable here
- Yes. Everyone is nice
- Yes because they have people from many different backgrounds and are accepting
- Yes, because I know I can always ask questions without being judged.
- I believe so. I would say because it is so diverse, it makes it very welcoming to any newcomers.

- Yes and no, at some points I think the majority is put down in effort to emphasize minority importance. I think it's important to lift up minorities and give them opportunities to excel specifically, but I don't think it should be done at the expense of others- as this flips and perpetuates the problem.
- No. I would never encourage anyone to go here. The cruelty towards introverted or people who are "different" is horrendous.
- All staff has been very welcoming.
- It is pretty welcoming but still affiliated with a church and from my observations has a largely christian faculty and student body. Because of past negative experiences with religious people, I don't feel safe being my authentic self - that is everywhere not just at Columbia College.
- Yes! Everyone here is so filled with love and care for everyone
- yes their is no standard to being a Columbia College koala the only requirement and is be true to yourself and try your best
- Yes, CC is committed to making everyone feel safe, welcomed and included.
- I believe CC is a welcoming environment for students because from day one, the staff I met through orientation were very welcoming up to starting at CC.
- Yes. When I started, everyone was very nice and helpful
- Yes, a diverse college
- I believe that if you are greeted by certain people yes and if greeted by others no. Certain want this school to grow while others do not care. Which is uncontrollable
- Mostly yes.
- Yes it is
- Yes because it encourages diversity and accepts everyone for who they are.
- Yes and no, I believe Columbia College is welcoming to all races, religions, sexualities, etc. but at the same time, is not welcoming to those who have more conservative beliefs politically.
- Yes, there are clubs and events that support many diverse interests, religions, views etc & the professors dont treat anyone differently due to the way they look or act
- I think that Columbia College is welcoming for the most part, but I always think there is room for improvement.
- No. I believe it is hard for people to find a place at CC because of the lack of diversity included in campus life.
- for the most part need to have some activities for the evening college to attend
- Yes, because students really make an effort to get to know you
- I do.
- Not necessarily. I think it would be uncomfortable for a male student as our campus ratio (female and other to men) is inherently unequal. It would be difficult to fine friends that they can relate to which may have a negative effect on Columbia College's "welcoming environment."
- Yes.
- Sure
- absolutely, the classrooms are very welcoming

- Yes because the people are nice and they do their very best
- Yes, from my experience, everyone seems fairly open to other people's differences.
- For the most part yes. I think social anxiety plays a big role in students feeling nervous around others at times.
- yes, my classes are filled with diverse students
- yes because everyone makes you feel welcome
- Yes, degree programs online and at campus make it great for anyone
- Yes, because they make a effort to make everyone on campus feel safe and comfortable.
- Yes, they never exclude anyone
- Yes, I've received the assistance I needed and was given with a pleasant attitude.
- Slightly. It is welcoming but can be a very judgmental place.
- N/A

QUESTION

Have you ever experienced any exclusionary or bias behavior at Columbia College? If so, please explain.

ANSWERS

- Yes... difference between Faculty and Staff
- Certainly, be it when proposing alternative ideas or ways of doing things.
- Yes, I have been discriminated against (upward mobility blocked) because I am a man. This was many years in the past.
- Communication and nepotism
- As mentioned in a previous answer, I have personally witnessed staff talking poorly about disadvantaged students, in a derogatory and accusatory way in the professional setting in a way that (in my opinion) surpassed a normal level of professional venting. I have heard staff mocking students for expressing that they feel like they have nowhere to turn except CC. I have heard professional staff speak in stigmatic and derogatory terms/rhetoric about individuals with specific psychiatric disorders (one of which I am personally diagnosed with and now feel uncomfortable ever discussing).
- Yes but at the moment things have gotten better
- Yes, I would prefer to not elaborate.
- Many faculty and staff assume everyone at CC is democrat and that some diversity issues are a matter of social justice when in fact not everyone feels that way and it is not a comfortable place to share any opinions otherwise.
- Yes. Apparently a dean evaluation survey was sent only to division faculty but division administrative assistants were not included to participate when they work with the deans just as faculty do.
- I'm not sure if this is really bias but I have a serious problem with my salary based on my credentials. I'm not valued as a result of it.
- Yes from students who come from a background where respect of others is not a shared value.

- I would not say I have experienced bias because I understand the extent of which others have, but I have felt like much of the diversity, equity, inclusion and access work that happens on this campus is an uphill battle.
- Yes, if you express a conservative view then you are considered uneducated or "too southern"
- Yes; Our office was going to send out [college publications] but the person who was on the image was white, asked about having diversity [redacted] was told that "we don't have enough time to do that"
- [Comment redacted due to potential loss of anonymity.] Commentor raised concern about attitudes towards pregnancy and families expecting children on campus as well as family leave policies.
- I have seen tremendous bias in favor of a few people who work here. Consistently those people leave work early, work from home, and run personal errands while on the clock; and this is not due to comp time.
- In subtle ways. For example, I was in a faculty meeting where a joke was made by a [information redacted] that assumed everyone present agreed with the (anti-conservative) political views of the speaker.
- Yes. Rather not say.
- Yes, employee bias over the last year has increased in some offices and is very clear to those who work day-to-day at the same level as these employees. Some in leadership positions choose to turn the other way when questioned about why some employees get certain benefits or treatment.
- I find offensive literature on campus that refers to 'white privilege' and 'white fragility'
- While I have not personally witnessed bias I've seen it at play in faculty meetings and gatherings in the past.
- Yes, don't feel comfortable sharing here but I have witnessed those in leadership positions trying to maintain the status quo or things as "they" want them to be.
- I have felt that my opinions might not be welcome on gender identity issues.
- Yes. Being a recognized 'Expert' in a particular field or skill set is not as valued if a corresponding traditional degree accreditation does not accompany that expertise.
- There is an undercurrent of disdain for white and/or male people that I see from time to time around campus from students, faculty, and staff. Is there "actual, tangible instances of racism" or "actual sexism" that is occurring? Not that I can tell.
- Yes and many decisions are made arbitrary and without discussion.
- I think so. I'm not sure if it is applicable, but I've noticed a vast difference in the way we treat full time faculty versus part time faculty and staff. I think there are still some inequitable practices in the way that we work with adjuncts. I don't think I've experienced being excluded, but I've certainly felt exploited by the institution. Sometimes I'm unsure if we truly practice what we preach.
- Not to my knowledge.
- Yes. [Name redacted] HIGH KEY racist to all races other than [pronoun redacted] own and it's a serious problem.
- Nope

- Yes, the professors prefer extroverts.
- Yes, my sophomore year I had a very sexist professor and when I tried to bring up my concerns [identifying information redacted], i was essentially shut down and nothing was done about the professor.
- Happily, no
- No, I have not. I think we have a very inclusive campus.
- I have not necessarily experienced biased behavior. The only problem I have run into at CC that is exclusionary is trying to get accommodations for temporary disability and being told to work it out with professors because surgery is not included in disability.
- I have and I'm currently planning to resolve it myself.
- Yes LA 201 is a major class that makes students that are white feel very uncomfortable when it comes to the past. We cannot change the past we can only learn from it. There is no future without a past.
- No I have not aside from being able to get to events as a commuter
- Not so much on campus, but I have been harassed online by some current and former CC students for my opinion on certain topics.
- Yes, my teacher failed me because he thought I cheated and I had explained to him my situation
- Not that I know of.
- Only when it comes to how students perform in class. I think the stereotypes of teacher's pet or someone who is unfocused happens every once in a blue moon.
- Sometimes towards lesbian black females. We cannot be ourselves or are watched more than others.
- N/A
- No.
- Yes.

QUESTION

Would you recommend Columbia College to potential students or employees? Why or why not?

ANSWERS

- YES! I do this on a daily basis. This is a place that welcomes, challenges and supports me-
- yes, it is a very nice place to work, people are very kind
- Yes
- Yes, despite some limitation, that many institutions have, we still have some extremely top notch academic programs.
- I would not recommend new hire due to the way people have been treated in the past. This is a very political environment
- Yes. Affirming culture, personal attention, and focus on student success.
- No

- Absolutely
- Yes, it is a very welcoming environment to all who are diverse!
- I would not recommend Columbia College to potential students because I have not witnessed the level of academic rigor I would want for my loved ones at the institution. I also see too many instances that could be interpreted as in the best interest of the school bringing in money rather than in the best interest of the students. I know this happens at some level at every institution of learning, but I am not comfortable or pleased with the level I see it happening here. I would recommend Columbia College to potential staff if they are looking to make genuine connection with a handful of really talented and well-intended higher education professionals only if they are able to turn a blind eye to the shortcomings of the institution and only if they are able to relate to students that have varied and diverse backgrounds, both societally and academically.
- Students yes and employment for other departments but I am not sure I would recommend anyone to work in my department. I do not feel people are appreciated or valued and I feel there is not equal treatment.
- Yes. Columbia College is small but mighty and the faculty/staff care and want the best for the college and it's students.
- I would not recommend CC to potential students or employees, yet. The atmosphere is improving but when I first got here everyone seemed incredibly stressed and generally unhappy. I wouldn't recommend it to students because if I were choosing a college I would want to go somewhere with more school spirit.
- Yes. Because of all the institutions I have worked for, CC has its intentions in the right place, and recently has become a place where our behaviors are again starting to align with those intentions. The past five years have been rough.
- for certain programs yes, for certain programs no
- I think overall Columbia College is a great school and produce very mature and academic ready students.
- Yes. With the exception of a very small number of negative experiences across campus, my division and the students have been very open, welcoming, and helpful. Especially now, with new leadership and a more positive campus environment, I would recommend CC to anyone.
- I would especially with the current president. We have to get on a more secure financial footing to bring and keep quality educators and so students will want to come here to get a quality education.
- This is a tough question. There is so much potential at Columbia College, but at this point, I don't think I could recommend.
- Yes. I love the campus environment and sense of community. Everyone is so kind -- students, faculty, and staff alike.
- I would recommend depending on the individual student and their academic needs.
- I would! I believe Columbia College is a special place, where there are incredible people willing to put in the effort to transform traditions and meet people where they are and work to create a more-inclusive environment. I don't think the issues I have mentioned previously are uncommon, but I don't think that lets us off the hook either.

- Columbia College does not pay well and I would not recommend to potential employees, however I would recommend to students. Columbia College does provide a great education and produce great productive people.
- It depends on the student's area of interest.
- Yes. Generally, I love it here.
- Yes, I believe it is a great place to work and attend college.
- yes I already have and they love it here at CC
- I recommend it as a workplace. I hesitate to recommend it for a residential college. Men attend here but we are still communicating as though we are still a women's college. I don't see events that mention men. Residence halls are in poor shape - hot water, air conditioning, room heat, are inconsistent. Emphasis on leadership, social change, multiculturalism, diversity is so much greater than emphasis on math, science, athletics, language arts, and other scholarly endeavors. We have many students who are very overweight. Emphasis on health would be good. The dining hall needs healthier options with reduced salt and sugar. Events would do well to decrease the offering of sweet and salty snacks.
- Yes because Columbia College is intentional about diversity, equity, and inclusion, and the faculty and staff care about meeting the needs of all students.
- It would depend on their expectations of our campus community.
- Yes, family feeling
- Yes and I have to three people in the past 6 months.
- I would recommend CC to a potential student; it offers a great education, close relationships with fellow students and faculty and tremendous networking opportunities. I would not recommend it to employees for reasons I will elaborate on in the next question section.
- Possibly, depends on the person
- yes great work environment
- Yes , because I feel that Columbia college has a place for everyone . From programming to organizations I feel that everyone can find something that best fits them and make them comfortable
- Columbia College has its own way of doing things--not always the logical way. The general lack of money for programs and faculty/staff salaries hurts the College as a place to work and send students.
- Yes. I think CC is an institution that values all individuals and respects the whole person through their professional and personal needs.
- Students yes, employment (depends on the department and not without warning)
- That's a tough one to answer.
- I would recommend employees because I think we need new voices here with diverse backgrounds and experiences. I would encourage students to apply here because I think we provide a quality education. We like most institutions need to work through our issues. I just ask if we are willing to do that work.
- I would recommend Columbia College to potential employees with the caveat that many of the essential systems in colleges, corporations, or non-profits (e.g., adequate

administrative support, an in-house IT team, etc.) cannot be assumed here at Columbia College.

- Probably not
- Yes. On balance, the CC community is just that...a community with strong values and good intentions. I believe the leadership and the community at large honestly care about the campus environment.
- For students, it would depend on what they planned to major in. On the whole I think CC is a good place for students and I'd recommend the education we provide. To employees? I can only speak from the faculty perspective. I'd recommend working at CC if and only if you are: enterprising, creative, caring, someone who doesn't mind putting in 110% daily, whose basis for working is to love and be of service to others, and who doesn't mind getting paid 1/2 of what they're worth.
- Yes. Good place to work
- Why don't have a survey on how many of our faculty and staff have studied here or let their children study here? You will get the picture.
- Yes, it is a good school.
- A positive environment with a strong curriculum
- Absolutely! A great place to work and learn
- Yes, be the education aspect is awesome and the staff is devoted to helping their students excel.
- I would recommend our institution to prospective students because I believe in the mission of our college and think we offer a good education. I feel a little uneasy recommending to employees because the environment in terms of work has been stressful with high-turn over rates recently. I feel over-worked and really burned out. Faculty are stretched terribly thin due to cuts and loss of staff so it is hard to continuously put on a front that we have everything together.
- Yes, great sense of belonging and great environment to build life-long friendships
- Yes. Small school and everybody know one another.
- I don't know. It depends on who they are.
- Yes. The size of the College you can learn more with less people.
- no, under paid
- Yes, would recommend it highly because of the nice students, and the staff are always polite.
- Yes, because of the diversity on the campus
- Yes. It is a great place to be with genuinely welcoming staff, instructors and students. A friendly, in some ways almost family-seeming community and environment. There are many super people here.
- Yes, it's a good college
- I love working here
- Yes, Columbia College is like a huge family. Everyone checks up on each other. They make sure you have a purpose.
- No. Tuition costs are way too high.
- Yes. It's a great fit for most people.

- Yes, because y'all do a lot and made me who I am. Y'all just got some work to do.
- Not students, not until Columbia College becomes TURLY more student oriented. Employees often ignore students and make inappropriate comments when they think no one can hear them. It often appears that employees don't even want to be there or do their jobs either.
- Yes, professors here really care about their students
- It depends on the person.
- Yes, I have enjoyed being in the education division at CC and have had many beneficial opportunities that will follow me to my career
- Yes. The campus atmosphere feels very homey and your professors want you to succeed.
- Yes because I think this is a great institution.
- No, because dealing with the FA and TA offices is very difficult. They are never available for student needs.
- yes. i love the school and the environment it provides
- Yes. It's great school
- Depends on what they are looking for
- Yes because Columbia College is a good school and has a wonderful environment and wonderful faculty and staff
- Yes, it is a very small, yet welcoming campus. Easy to navigate. Everyone is nice.
- Yes, I tell people a lot that I have enjoyed my time here. I tell them the education I have received will help me in the work field.
- Yes, I am new to the online program but it has been very wonderful experience
- Yes, the community and professors commitment to your success and education is unlike any other school.
- No. Just being on this campus gives me anxiety.
- Yes and no. I love the environment here but I am concerned with financial aid and how they treat some students who are not readily available to different funding for schooling.
- No I would not because I feel that Columbia College has a lot of infrastructure problems and the programs here are not what they used to be. The communication at Columbia College is poor and although the academic expectations for students are high they are not applicable to the professors or staff. The professors and staff should be held accountable for a lack of grading.
- I have already recommended you to friends.
- Yes, I love that Columbia College is on the smaller side. I feel like the professors are more invested in their students and I have good relationships within my cohort that I hope will continue on through my professional career.
- Yes! I try to convince everyone to come to this school because it is just so so amazing
- yes because you can find your community with our campus even the we are small in size our numbers are there.
- Yes, I love to atmosphere and the education we can receive due to small class sizes.
- I would recommend it for anybody looking for flexible college options or supportive professors.

- It would depend on who the potential student is. If they're a conservative Christian, I probably wouldn't recommend it to them because the college has drifted heavily away from the Christian traditions that once attracted me to it. I heard that it was because of this drift away that the McNairs stopped offering the McNair scholarship to CC students.
- yes because of the environment
- Yes. So far the staff has been helpful with me and my needs.
- Yes and no. There are some issues I need to explore first.
- Yes, a great college
- Yes to ensure that the doors stay open for as long as possible.
- Yes, I like the ability to really have a small tight knit community
- Yes because it encourages diversity and accepts everyone for who they are.
- Yes, but only for people wanting to go to the education or SLP program because the employees in the AP building are professional and welcoming to everyone.
- I'm not sure, I did not have the greatest experience getting enrolled and haven't been here long enough to determine if I would recommend it over somewhere else.
- Yes I would because the campus and the people there are amazing. However I would recommend them with reservations because the school is not the best fit for everyone. I believe the campus environment has grown so much over the last few years but there is still a lot of change that needs to happen.
- Depends on what they want to study
- Yes, great college .
- Yes, because it's a small campus but the community is big and people are there to help you
- Overpriced, but good education.
- I would recommend Columbia College. With such a high focus on diversity, the college feels like a home away from home for me. We also focus on inclusion. The small class sizes allows for professors to focus on educating individual students instead of a large group. This allows for a better relationship between students and their professor as well as between students and their classmates.
- Sure
- No , because they are not professional
- Yes because they have good people there
- Yes, the entire campus community here feels very nice and welcoming.
- I would recommend the program I am studying.
- Yes, I think the size of the school makes it all worth it. I can send messages to my professors or classmates and get responses in a timely matter. Despite the stress of a college education, overall I feel successful.
- Yes very diverse and welcoming to all
- yes - open environment
- yes, because of the staff and the environment
- yes, I love the online program
- Yes, because all of the values of Columbia College are similar to mine.
- Yes, they care about each and every one of the students, faculty, and staff.

- Yes, I believe in the program and school's history
- Yes, the online courses are very easy for people who work shift schedules to complete assignments
- Not students because our student life is not the best. We need a better commitment to making campus a safer and fun environment.
- No. The school seems disorganized

QUESTION

If you have any additional comments, please share them here.

ANSWERS

- I know there are several people attempting to do really good work here and I want to take a moment to appreciate them and make sure that they are generally highlighted. These individuals are committed to what's best for our students and our campus, and I am glad to know them and thankful for the work that they do. I know that now is a time that makes equity work increasingly challenging and vulnerable to execute, and I want to honor those who go out of their way to do so.
- There are some trying to be more inclusive and honor diversity. It takes more than a few though. It takes the whole community- faculty, staff, students, Board of Trustees, Alums.
- Thank you for this survey!
- The willingness to listen to feedback and make adjustments is crucial in leadership. We could do a much better job at ensuring that we are creating a culture where input is welcomed. I do not see Columbia College as being very adaptive to change internally. If we were, I doubt that we would be struggling financially as an institution. I hope that our new President will encourage our leadership team to develop departmental initiatives that produce marked results, rather than accepting the status quo.
- At the corner of N Main and Columbia College Dr., the backside of Cottingham Theatre is in view. The second story windows are a mess. The view from N Main is terrible. A person driving by sees torn, old curtains and old crooked, wooden beams. Attention to improve this would put a better look to the college. Perhaps some new shutters that cover the windows would give a better impression to those passing by.
- Columbia College is a great place for students and provides an exceptional education and networking opportunity for students and graduates of the college. The college and certain individuals do promote diversity and inclusion, which we need now more than ever and I do commend the folks that help us with awareness, diversity and addressing the issues we are facing in our country. As an employee, it is disheartening to see what has happened over the course of the last year. We took a progressive institution and its personnel and almost within weeks, turned back to a traditional higher education institution, which in today's world, cannot survive very long. Some of our leadership or those who oversee critical areas of the college have reverted back to the "old or traditional ways" and it is crushing on the dedicated employees who are trying to make CC better for its students.

- We promote diversity, inclusion and open conversation, but this is only at certain levels. Everyday, employees, many of those who work and want to be progressive, are met with dismissive behavior of their supervisors or receive discouraging comments. There are employees here who have taken advantage of the pandemic and have still yet to work a full week, and their work is passed on to other employees. Furthermore, some offices have become a very toxic work environment, but even with complaints, supervisors have not acted. I do not mean to use this survey to convey my frustrations, but at this time there is no other way to do so without judgement or repercussions. I would highly recommend that leadership conduct an employee satisfaction survey and focus on its employees and their needs. From someone who works in the weeds everyday and talks with multiple employees across campus, I fear that CC is becoming a very toxic work environment again and we will start to lose the people that work hard and truly want to make CC a great place.
- Thank you to all who promote diversity, equity, and inclusion on our campus.
- I am grateful for the ability to be valued as a working mother.
- I think it is great that we are asking these questions and care so deeply about our community.
- Columbia College is a great place to study and work. I envision it to have impact on social justice. Nothing more, nothing less.
- More needs to be done to include those who work mostly online for the institution.
- Overall, I support what our institution stands for. I think we are a special place with a lot of potential. As an employee the atmosphere has been tough recently.
- Thanks for the opportunity to share, and for all you do.
- The schools rep is going down because y'all letting anyone and everyone in. That's why we have a low retention rate. Half the students here don't know where Iowa is located on the map yet they in college? Oof. The attitudes of the students is what makes the school and the attitudes currently are not good at all.
- No comments at the moment.
- [This comment has been redacted due to specific names and individual offices being named.] A participant compared the treatment they received from one staff member over another. It was noted one of the staff members was spiteful and does not listen properly. The commentor also called attention to the need for understanding trauma and mental health over pushing policies.
- I really love and am proud of my college. I'm already considering a masters or second degree with Columbia College after graduating.
- N/A
- none
- no

QUESTION

Additional Comments:

ANSWERS

- Thank you for creating and disseminating this survey! I hope the feedback provided across campus leads to sustainable and exciting change in the name of making our campus a better place.
- Thank you for the opportunity to share!
- Thank you. Please continue to survey us.
- I feel that there is a disconnect with student engagement on campus. I am trying to figure out why students go home every weekend. Hopefully, the engagement will improve.
- [Name redacted], you are doing a great job and I sincerely appreciate your leadership in promoting diversity in college. I think now is time to look beyond diversity and have social justice to be focused for the college.
- Thank you for surveying the campus. Please share the aggregated results.
- No comments at the moment.
- No comments
- I am an online only student.
- no questions
- N/A

Qualitative Data for Open-Ended Responses Following Agreement Scale Sections

QUESTION

Please elaborate upon your answers in the Title IX Resources and Awareness Section.

ANSWERS

- I am unsure of the paperwork for the formal complaint, I assume it is sent to the coordinators.
- I feel I have been informed and at least know where I can get answers.
- I don't know who the TitleIX coordinator is but I think it is someone just hired
- I don't know the Title IX Coordinator off the top of my head, but do know how/where to locate the information as needed.
- There needs to be one central location for this information, such as Koala Connection
- I feel safe on campus but I do not feel safe in the surrounding neighborhood.
- I don't know who the Title IX coordinator is.
- I feel safe
- Don't know anything about Title IX except it is bad
- Idk how to report title 9 but I know about it
- No.
- The violence around the college seems to be more frequent, while I have never had a problem on campus the violence around campus is still concerning, especially as a campus resident

- I wish I felt safer on campus at night. During the day, I am not as worried but I have seen numerous people walking on campus at night. I have been approached as I was getting out of the car by a off campus stranger. Maybe we could get some gates to enclose the campus?
- I am online student and most of this does not apply to me.
- Surrounding area prevents a 'strongly agree' on first question
- Even if I was a victim, I would not feel comfortable telling the people we're supposed to tell. [redacted information pertaining to specific individual.] It would probably get us kicked off campus for [redacted information] which is STUPID.
- There are many resources around campus to get in contact with if something has occurred.
- Not an on campus student
- none of these apply. I am not an on campus student.
- Covid-19 precautions are insufficient
- My courses are all online.
- Our campus is dark and not well lit. Walking out at 9:30 pm to our cars, even parked directly in front of the door of the building that we are walking out of as a group, feels like we could be a larger target to aim for. If something happened, how do we identify someone? "It was dark and they were wearing a mask?" Absolutely terrifying and has me questioning why I'm putting myself at risk every night. No acceptable answer can I find.
- fully online student
- I agree with everything
- I am not on campus as an online student.
- I do not have the information memorized, but all my professors include these resources on their syllabus so I know I could find it quickly.
- Im sure if you start at the police department, they can direct you in the right direction
- Online student
- I do not feel safe because CCPD is understaffed and we are not gated. We have random people walking on our campus all the time, especially at night.
- N/A

QUESTION

Please elaborate upon your responses to the overall campus climate questions.

ANSWERS

- Increasing diversity in our teaching faculty would be beneficial.
- I think often assumptions are made about students that lead to faculty and staff treating them inequitably. I have seen faculty and staff embody an attitude of "that's not our problem" about some students experiencing inequity and I have seen others go out of their way to provide for students in similar situations, to a point that crosses professional boundaries. I think that staff sometimes emphasize that "many of our students have situations. If we help one, we must help all of them" as a means to avoid providing

evidence-based equity work for these students. I have also personally witnessed staff talking poorly about disadvantaged students, in a derogatory and accusatory way in the professional setting in a way that (in my opinion) surpassed a normal level of professional venting. I heard staff mocking students for expressing that they feel like they have nowhere to turn except CC. I have heard professional staff speak in stigmatic and derogatory terms/rhetoric about individuals with specific psychiatric disorders (one of which I am personally diagnosed with and now feel uncomfortable ever discussing). I have seen decisions that should be made in the best interest of the campus community, instead seemingly be in the best interest of securing money at the sacrifice of the community. I do believe there are select people on campus interested in diversity, equity, and inclusion and I do understand that there will always exist a level of bureaucracy in institutions of higher education but with this in mind, I have been disappointed by the difference between the way the institution speaks of itself vs. the day to day attitudes and behaviors that I have witnessed regarding the topics.

- There seems to always be talk of community and togetherness and being one as far as faculty and staff at Columbia College but there are systems and practices in place that create division between the two.
- most of the buildings at the college are not ADA compliant.
- I think we would like to believe we value diversity; however, policies and practices speak otherwise. A very simple example is our Faculty/Staff holiday calendar. It says Christmas and Good Friday. While I realize we are a Methodist affiliated institution, this does not mean we cannot include the other observed holidays from different religious groups that fall around the same time. We provide time off to students who practice Christianity, but then force those with other beliefs to use their class absences. Contrary to belief, we do not have to lose our institutional identity to be more inclusive.
- I believe we have an institutional challenge of living out our mission. Service, leadership & social justice should be a part of our culture because that's the hard and important work, not because we think it sounds good. I don't always see that reflected or prioritized at the college, and I have frequently felt chastised because I do, in fact, prioritize those things.
- I feel as though Columbia College could do a much better job at creating a culture of honor among staff.
- I feel that we say we value diversity when it comes to faculty and staff and we may allow people to have a seat at the table but those voices are ignored or dismissed which may be why we have lost faculty and staff of color over the years.
- I believe traditionally educated CC community members lack an understanding of those educated outside the classroom (apprenticeship, on the job training, life experience, etc.) and do not look at them necessarily as educated peers.
- Diversity is not based on numbers or policies. College should practice it with focus to develop leaders, faculty, staff and students with training, communication and celebrate diversity. It is now a tick mark for the college and will be harmful in future.
- Y'all constantly talk about it but never really do anything about it and when people need help they are then too afraid to ask

- Employees don't always make students feel valued (not professors)
- CC talks a lot about racial diversity but I feel like it is always centered around African Americans, I can't remember talking about another race like Hispanic, Native, etc. in class. This is especially prevalent in the LA classes
- This campus is absolutely ridiculous when it comes to the inclusion of introverts. We're all expected to outgoing, outspoken, loud extroverts that talk and communicate with our peers all the time. Therefore, introverts are trodded on and made to feel worthless by teachers and peers alike. Race, ethnicity, sexual expression? How could we even get to expressing such things if we're busy being bullied and ignored because we simply do not like to talk or have resting bitch face. Also, the last one "I believe the ability to communicate with people who are different from me is an essential leadership skill" is pressured TOO MUCH on this campus. It's disgusting. Constantly hearing that we must interact and get along with our peers... work with them.. make them trust us.. and blah blah blah. These people will not be with us after we leave college! All this pressure to interact with peers that judge us and ridicule us.. and on top of that putting a grade to this interaction that could affect our GPA is DISGUSTING. It is not fair. Introverts feel the opposite of "belonging." Being on this campus, knowing that everything you do and everywhere you walk is judged and held onto by peers and teachers alike for future grading is DISGUSTING. We should not have to walk around this campus constantly smiling for fear that our professors will take offense to our sadness.
- Columbia College is a great way to network with many individuals with different backgrounds.
 - This is my first semester. I have no clue yet.
 - None of these apply. I am not a campus student.
 - My sense of belonging has been conflicted with an ongoing situation.
 - fully online student have never been to campus
 - I agree that I'm safe on campus
 - I can confidently say that Columbia includes diversity as a theme of every activity.
 - No.
 - N/A

QUESTION

Please elaborate upon your answers to questions about experience with Faculty. (This response is from students only.)

ANSWERS

- [Name redacted] makes some not okay "jokes" often and it makes me hate taking [pronoun redacted] classes. [Pronoun redacted] great professor but [pronoun redacted]'s too open. We should not know the political standing of professors. It should not be forced down our throats. And that's not only [pronoun redacted] it's most of the professors here.
- No.

- In the education division, the professors have all been supportives, open minded, and easy to communicate with
- This one "My professors allow me to express my ideas, opinions, and beliefs without bias." is a big no. If a student expresses a different opinion, they are graded worse. I've had to report my professors for grading me based on their on personal bias in grading my work.
- The faculty, staff, and professors are literally amazing, love them so much. Big kudos to [name redacted – name was staff not faculty].
- The faculty at Columbia College encourages to think different and to engage your mind with something new and challenging.
- [Name redacted] has made my classes incredibly accepting and welcoming.
- Most do not apply. I am not a campus student.
- Faculty interaction and care for students is excellent.
- They have an opinion and if it does not meet theres you are wrong.
- There have been multiple professors who have made negative remarks about their parents' conservative beliefs (with a harsh tone, clearly indicating their opposing views) which has made me uncomfortable to state my honest opinion in political conversations, as I did not want my professors to not like me.
- Sometimes i'm not always comfortable talking to professors in my major.
- I am online only
- Everything is fine.
- N/A
- All professors except [name redacted]

QUESTION

Please elaborate upon your answers to questions about experience with Staff. (This response is from students only.)

ANSWERS

- Some professors are great and allow us to make our own decisions while others do not.
- No.
- N/A
- Some of the staff are bullies. You offend one of them and suddenly all of them are against you. They will talk smack and purposefully be cruel to you. I almost canceled my meal plan completely once, but simply decided on lowering it and bringing more food to campus with me. They make me extremely uncomfortable. If they do not want to be kind to students, they do not need to be cruel.
- The staff is great to know when there is no one else around you never know who can be your friend.
- Most do not apply. I am not a campus student

- I keep putting agree when you need to have a neutral option. It's inaccurate without a neutral option.
- None
- I have received the typical greeting for the most part so I wouldn't say the staff is reaching out to students to teach them other things. I have however had one amazing interaction with one staff member who went out of their way to make my day better.