

MCCCD Diversity Survey - Employee Questionnaire (N = 1100)

1) To me, the term "diversity" includes:

All human differences	750	68%
Primarily racial differences	18	2%
Primarily cultural differences	19	2%
Both racial and cultural differences	171	16%
None of the above	142	13%
N	1100	100%

2) To me, the words "cultural diversity" apply primarily to:

Group experience based on the ethnicity and/or race of people	159	14%
Group experience based on geographic location of people	44	4%
The shared experience of all individual groups, including those based on race, ethnicity, veteran status, physical ability, religion, sexual orientation, etc.	728	66%
None of the above	169	15%
N	1100	100%

DEMOGRAPHIC INFORMATION

35) Where are you taking this survey?

District Office	81	9%
College Campus	534	60%
Off-Site Location	34	4%
At Home	112	12%
Decline to Answer	136	15%
N	897	100%

36) Gender

Male	227	25%
Female	541	60%
Decline to Answer	127	14%
N	895	100%

37) Age

17 through 24	16	2%
25 through 39	165	18%
40 through 54	396	44%
55 through 69	173	19%
70 or above	3	0%
Decline to Answer	142	16%
N	895	100%

38) Ethnicity/Race (Choose the one that best represents you.)

African-American	43	5%
American Indian or Alaskan Native	16	2%
Asian or Pacific Islander	12	1%
Caucasian/White	519	58%
Hispanic	81	9%
Biracial or Multiracial	24	3%
Decline to Answer	200	22%
N	895	100%

39) Sexual Orientation/Gender Identity

(Choose the one answer that best represents you.)

Heterosexual	641	72%
Homosexual	32	4%
Bisexual	8	1%
Transgender	1	0%
Decline to Answer	213	24%
N	895	100%

**Maricopa County Community College District
Diversity Survey - Employee Questionnaire
(N =294)**

46) Please feel free to comment about this survey, its value and your individual views about diversity that might not have been covered by this survey. Also, feel free to make recommendations. For the sake of ensuring anonymity, your handwritten response will be transcribed and this original shredded. Please detach from previous pages and submit folded. Do not include your name or any identification number on any of the pages of this survey.

I believe that discussions of diversity should deal more with age, gender, and work/personality differences rather than just cultural/ethnic differences.
Can't we all just get along - drop the subject!!! The answer is: Treat people the way that you want to be treated. Remember...the golden rule!!!!
One of the questions that was asked was based on color only as far as hiring. I feel that the overall view of XXX should be one of open and compassionate humans geared for higher learning. This is how I view us now.
I know that MCCD could use more diversity in faculty, almost all with tenure are the same. Our newer faculty and staff are more diverse in backgrounds.
Diversity of communication styles, work styles, etc. is respected and managed sensitively at my workplace.
I wanted to use this area to write how I feel about diversity. Unfortunately, I received an error message that the text was too big for the column.
I feel diversity is important, but not to be used as a "buzzword" to obtain a political correctness feeling for student, employee, or mission statements.
I believe that discussions of diversity should deal more with age, gender, and work/personality differences rather than just cultural/ethnic differences.
If you really wanted anyone's opinion you wouldn't have limited this space to 500 characters.
Too long.
I am in fear of releasing information about my working environment for fear of retaliation by my boss. MCCD needs to work on accountability of their management. Many of them do not reflect true Diversity Ideals.
While I strongly support working with a diverse community, I think the college is best served by hiring and recruiting by quality rather than by diversity.
Some of the questions were ambiguous and difficult to answer. I feel this will skew the results. I don't object to diversity education, I object to the vague references that I read and hear each day at work. It seems like one of the buzzwords that academia is now throwing around that has no meaning. Perhaps an organized seminar having distinct goals should be presented to clarify the issue as defined by District.
I answered negatively to the question about discrimination; not all discrimination is bad; this question is formulated to elicit a biased and unclear response. Everyone likes to be discriminated in favor of. Otherwise, good questions; thanks for asking.
I feel the most qualified person should be employed with disregard to race, gender, sexual preference, disability or any other identifying characteristic.
In question two, my response would be all of the above. Since starting at job at young age, I feel I have had some reservations from others about my age. I also feel very unvalued as part of one committee, as they treat me as "secretary", although I am just a member. It is very rude. I believe I deserve as much respect as others.
I believe that diversity is tolerance for others opinions and values. That to discriminate against another because of race/gender, etc is wrong. A person should be judged by actions and words.
Some of the questions in this survey are interesting. It will be interesting how they are interpreted. I am most interested in the conclusions related to findings because some of the questions could be answered different ways and mean different things depending on if a person is in defense/denial; minimization; or adaptation/integration according to the Bennett model of cultural sensitivity.
The survey responses are not in logical order. Strongly agree to Strongly disagree.

<p>Although I would like to see Maricopa Community Colleges have a diverse faculty (in line with the diverse population of the United States), I more firmly believe that an individual who is the most qualified and talented should be hired to teach our students. Sometimes this individual fulfills the idea of diversity, sometimes this individual does not. My primary concern is that we offer our students the very best education, the very best instructors available.</p>
<p>I believe that the Maricopa philosophy should be to serve all attending students in the best ways possible rather than being concerned with recruiting any certain groups of students. I do understand the need to have the diversity of the Maricopa employees be somewhat similar to the diversity of the students. But, I feel that the critical aspect of any hiring should be the person's qualifications.</p>
<p>People should be treated fairly no matter what race, gender, and etc. Also, people should help out one another. People should be treated as a person. Not what you look like.</p>
<p>MCCCD still does not deal well with homosexuality. It is still the unmentionable diversity population.</p>
<p>I believe diversity should be considered in hiring and student recruitment but NOT at the exclusion of qualified people who do not happen to meet our requirements for being diverse. Talent and appropriateness should always be considered prior to diversity in these types of choices.</p>
<p>I recommend an another answer option such as "my view is not represented" because If you do not agree or disagree (strongly or not) you are left with "no opinion," which, is not always the case.</p>
<p>The District should be honest and moral when hiring by hiring the best person for the job regardless of race, age, culture, personality, etc.</p>
<p>More emphasis on ALL types of diversity, we are focusing too much on race and ethnic diversity. ALL humans are diverse on a multiple of aspects. Bottom line - learn to accept/appreciate/understand everything that is different from self. This message is sometimes included in training but has not made it to policy, if so we would not have policy spotlighting special groups.</p>
<p>I don't believe we celebrate our individuality enough. Everyone is lumped into groups and treated like everyone else in that group. I have always believed that the best person should be hired for a position. It would be nice if race, culture, or gender was never know about candidates and the best person for the job selected.</p>
<p>If the district wants more representation from some ethnic or so called racial group, they really need to be sure that the job notices are present in targeted publications and workshops and academic gatherings. Expecting to have hiring committees prefer the targeted minorities when they are underrepresented in the hiring pool, is to ask us to show a bias against hiring a "majority" applicant.</p>
<p>I am pleased to see that factors other than race/ethnicity are being considered. Unfortunately, many aspects of "diversity" are not so easy to detect.</p>
<p>The word Diversity is regrettably beginning to take a negative political correctness connotation instead of simply embracing and appreciating our differences.</p>
<p>This is a very important survey and I am pleased that the topic of diversity is valued enough to warrant it. Thank you.</p>
<p>My opinion is that diversity should reflect an environment where diverse ideas can be freely exchanged and individuals are free to perform their jobs to the best of their ability. In essence, it is equal opportunity and openness, not favoring or considering anyone's race or ethnicity. I believe it is misguided to obsess about skin color and gender, because it is the ideas and talents of individuals that count, not their genetic composure.</p>
<p>If you would like an explanation of my answers, or my comments and views on this subject, please feel free to call me, or send me an email. My comments seem to be too long to fit in this form.</p>
<p>Maricopa is wanting to hire populations that reflect the students background so they have people they can identify with. I also think students can learn from different cultures, backgrounds, and locations of the world. we should not ignore this.</p>
<p>I think we put too much emphasis on looking at how we are different. I was brought up believing to treat others as you would like to be treated. No person, regardless of their race, religious background, or handicap, is different. We should all be treated with respect and kindness. We should celebrate our differences - they are what make us unique! Wouldn't it be a shame if everyone in the world was identical?</p>
<p>Thank you for taking the time to develop, evaluate and report on this results of this survey. I would like to have more time to attend the faculty presentations on incorporating diversity in the classroom. Keep up the growth and opportunities, please.</p>

We need to hire more multi-language people example Chinese, Japanese and so forth.
This survey instrument is too long. Yes, I am tired about hearing about diversity because many of the sources I hear it from have no idea how they are defining it. Diversity means every "difference" not just color or heritage.
One area that the survey does not cover is family status. I am the father of a young child. MCCCDC could offer more support to parents of pre-school children.
Employees should be hired based on who is best qualified. Race, gender and sexual orientation are non issues. Local demographics should have no influence on who does or doesn't get hired. Diversity "training" is inherently condescending to employees because it implies that we aren't capable of using common sense and exercising common courtesy among our co-workers.
Regarding some of the questions regarding the ratio of 'diverse' employees employed by MCCCDC, I do not feel that an individual should be hired solely on their diversity status. The individual should be hired on the basis of whether they meet the requirements for the position. The fact that the person happens to be from a diverse background should not have an effect on their job performance.
It would be helpful to know meaning was intentioned by the phrase "individual groups" in reference to defining "cultural diversity."
I feel that diversity can be carried too far as it relates to hiring of new employees. I feel that employment should be based on one's ability and experience, not on ones race or quotas.
This questionnaire was very difficult due to short employment time. Some of the questions "seem" to be biased in the phrasing. Do I think we should recruit more minority students appears to have a hidden assumption if I disagree. I don't think we recruit students to have diversity, but rather we recruit employees (faculty, staff, leadership) to be reflective of the student population. Good start.
I came from another college within Maricopa and the difference in the atmosphere and working relations is significant. Not at all what I thought or expected. I am making the most of it and hope to sometime return to the college where I did feel like I fit in.
I have seen reverse discrimination occur -- a more qualified white male being passed over for a minority female who was less qualified. I feel that the best person for the job should always be selected! I do however feel that there should be strong recruitment of minority students to help break the stereotype of manual labor or non-educational jobs based on race. People are people and deserve equal respect and opportunity.
I think we judge before knowing my husband was hire to work at one of are collages then he was dismiss. because he was judge before knowing.
We should not be so focused on ethnicity and race that they are causing a deterioration in the quality of instructors on campus. I believe that ethnicity and cultural diversity will take care of itself. If we are not always looking for white male, then we will not always get white male and the workforce will diversify naturally and still maintain quality. We need the freedom in hiring to pick the best person for the job, not the right ethnicity to fulfill some quota.
I think diversity is very important, however, I think that individual qualifications should be considered first when screening for employees in any workplace, not race, gender, age, etc. Otherwise you end up with reverse discrimination, and even though certain groups are not considered minority groups, when they are excluded from consideration they become minorities.
It is extremely important. Although we have started dealing with the issue of diversity, I see time and again that there is a great need for improvement. Orientation for new employees needs to include diversity or cultural competence training. Thank you for letting me voice my opinion.
Employment at MCCCDC should not be based on one's ethnicity, but rather, on one's qualifications for the position. In an ideal setting, to expand on one particular question in the survey, ethnicity would not be an issue, and the opposite of the statement that in an ideal workplace all races are to be represented.
I have concern about trying to have every workplace environment (e.g., every department) reflect every kind of diversity so that you are forcing "certain" people to be hired rather than hiring the "best" person for the job.
The goal of making the faculty and staff reflect the community could result in a return to segregation, the exact opposite of what you desire. Since your survey will not allow me the space to express my comments since it is limited to 500 characters, please see my e-mail.

<p>I do not believe in affirmative action in employment, nor do I believe that the best instructors are always someone of identical racial or cultural diversity. If we are going to learn from each other than the best instructors need to be hired and developed according to their passion for teaching and learning and their body of knowledge and experience. The outside package does not represent who we are as human beings or employees. Affirmative action = reverse discrimination.</p>
<p>Managers need training on disability protocol. I have received significant discrimination from the top boss of my office. It has totally changed my faith in Maricopa and the fact that tyrant managers with histories of discrimination and foul treatment to their employees are allowed to remain in power. It is shameful that a department here at XXX, which should be the shining beacon example of how an office can be run is a medieval nightmare office.</p>
<p>Since race is hard to define in today's world, I hope we focus on cultural, gender and sexual diversity more closely. Still trying to group us with race should leave its place to cultural diversity. It is very hard to define a person with a certain race when this person has many races in his or her genes. I strongly believe that forcing to group people in particular race groups is the very thing we should be avoiding.</p>
<p>Good survey. Additional comment: age, ethnicity, disability, etc. should never be the sole criterion for selecting employees or students nor should those ever be the sole reason for not selecting the person. The questions that deal with hiring and treatment based on diversity "issues" are extremely complex so therefore will be difficult to address in this type of survey, but it is a good start.</p>
<p>Diversity training needs to be of the highest quality. Poorly done training only fosters further resistance to the effort.</p>
<p>I have mixed feelings about forcing diversity to matching general population statistics. Race, culture, and physical/mental ability should not influence employability in either a positive or negative manner. Only competency.</p>
<p>I resent all that this survey represents. Employ the BEST qualified person for the job.</p>
<p>This survey is stupid and I only have 500 characters to tell you why. I have a lot of thoughtful and intelligent ideas to write in this little box, but I can't because of the 500 character limit. I guess you really don't want to hear about individual views about diversity or any recommendations.</p>
<p>Why is it that it is ok to have mostly minority employees at XXX that services a mostly minority community however, a college such as XXX that services a caucasian community cannot have mostly caucasian employees. I feel very strongly that we need to recognize that white people also have culture.</p>
<p>I have already heard feed back from others that they will not fill this survey out -- there is a fear that the survey is not anonymous and they will be targeted for one reason or another (tracking the survey back to the computer user). I, however, have not formed an opinion on this matter and generally assume District DOES NOT participate in witch-hunting. Just thought you'd like to know how others have been feeling.</p>
<p>I find it absolutely disturbing that XXX seeks XXX status when it does not reflect in its management, the population it seeks to serve. There are no Latinos in management and only TWO Latino faculty. Latinos are the fastest growing population in the country and XXX sits right in the middle of school districts with XXX Latino enrollment. The Latino communities are coming together to make change - the district needs to join.</p>
<p>I strongly feel making efforts to increase hiring by ethnicity/race; whether it is through additional recruitment efforts, goals and statements by administration, or programs such as the FIPP with its emphasis on races/ethnicities other than white/caucasian is wrong and discriminatory. Let's work instead on just treating each other right. Diversity will take care of itself and the most qualified people will be hired regardless of their ethnicity.</p>
<p>MCCD promotes all kinds of racial/ethnic/international student events but consistently is silent when it comes to the "gay" thing. We have a number of students who remain in the closet because they live "at home" in an atmosphere of intolerance; these students then come to our schools and live in an atmosphere of silence. What are we "saying" to our gay/lesbian/ students? Remember that this issue crosses ALL racial & ethnic line/barriers.</p>
<p>I feel that we should hire the best qualified person for the job. A person should not be hired only to meet a quota. If the campus and/or the district does a good job of recruiting qualified people, then I believe that diversity will take care of itself.</p>

<p>Job eligibility should be based on qualifications, not race, religion or any other cultural issue. I would not want to be selected for a position simply because I am a woman or of a certain ethnic background, but because I am, in fact, the best person for the job. I would also expect I wouldn't be rejected for those reasons if I was the most qualified person.</p>
<p>I feel we most lack a diverse representation in the classroom. We lack a diverse representation in our faculty. I know we want to hire the best from who we recruit, and hiring the best teacher is preferred. I feel we need to expand our recruitment efforts to include more professional journals that target specific ethnic or cultural groups.</p>
<p>Thank you for the opportunity to address my concerns as it relates to diversity. I think that we talk more about diversity, than make diversity happen. I don't think that we should sacrifice those people who have worked in the district to make it happen. I think that diversity should be considered but not overrule qualified/quality candidates. Diversity should assist those employee's who hit the glass ceiling!</p>
<p>I am disappointed that I have seen many instances where pleas to supervisors to do whatever they legally can to get help for people with obvious psychological problem have been ignored. I feel administrators should be held accountable for their lack of action. FYI: I was disappointed to see last year that email sent voicing "ugly" personal bias against homosexuals was not addressed immediately and the district's policies/stance was not immediately spelled out.</p>
<p>I find we don't "walk the talk". It would be nice to clarify that when hiring for diversity, there is a statement "qualified" applicants. Also, it's difficult at the college level budget to find the dollars for specific job postings in various ethnic publications.</p>
<p>Some of these questions are shallow as they do not take a number of possibilities into consideration. For instance, I may treat someone with respect in a professional manner, I do not necessarily appreciate and respect their differences. Adolf Hitler was different than me and I have never appreciated or respected him. Respect is an earned commodity and should never be given just because someone is different.</p>
<p>I don't think it's fair to not consider a qualified applicant for a job position, because you have to fill a minority quota. Diversity can also be a frame of mind or an attitude. You can not always see that at first appearance. There are other issues beyond race that make up our culture. I may have religious views not shared by a majority of those on my campus that contribute to my cultural background, but this doesn't necessarily interfere with my ability to function here.</p>
<p>I am married to a black man and have 4 children with him. My nephew is 1/2 Mexican and one of my best friends is a homosexual. I believe I am extremely diverse. I teach XXX and am well versed in the creation of differences. We are all genetically 99.9% exactly the same.</p>
<p>While I agree that diversity is important to the colleges, I have seen evidence of abusing it. Some have accused people of lacking diversity as an excuse for their own incompetence. This angers me tremendously. Abusing diversity to serve any one person's agenda is wrong. I think that administrators needs to look at complaints with a very, very open mind and not immediately assume that there is a diversity issue for the sake of diversity.</p>
<p>At times, I feel the most under represented groups in MCCCDC are both American Indians and gay/lesbian groups. I feel everyone should be up to date on diversity issues, but I feel our district is not prepared for that. By some of the actions by many different people I have noticed a trend to ignore the need of certain groups of students. This is a time of understanding and finding the similarities between people and not the differences. Respectfully...</p>
<p>I hope that MCCCDC defines and acts on it definition of diversity to be more than racial.</p>
<p>Your questions about supervisors' actions do not apply to faculty, who do not have supervisors. I left them blank.</p>
<p>I think you should have had one more selection to respond to each question as "Agree", Sometimes it was difficult to respond to some questions as there didn't seem to be a "neutral" response (i.e., response didn't matter one way or the other) . Pretty good survey overall. Hope you get a good response!</p>
<p>To me, the term diversity reflects differences in individuals due to racial/ethnic/cultural differences as well as disabilities, etc, but not ALL differences. The district should not preferentially recruit students from particular groups as I believe it is part of the mission of the community colleges to serve all residents of the county equally, regardless of race, age, etc.</p>

<p>I think you should have had one more selection to respond to each question as "Agree", Sometimes it was difficult to respond to some questions as there didn't seem to be a "neutral" response (i.e., response didn't matter one way or the other) . Pretty good survey overall. Hope you get a good response!</p>
<p>I am not against recruitment of diverse teacher and students; however in the case of hiring - the most qualified person is the right person. Regardless of race, religion, or sexual orientation qualified people need to be hired.</p>
<p>I think we need to hire the best qualified people for any position in the district. If we are trying to fill quotas then we are discriminating against those who are truly qualified for the position. In regards to students; we have a diverse student body. Anyone who is qualified and wants to attend this school should be able to. Stop looking at color or ethnicity. We should be blind to this. People are people!</p>
<p>I feel that diversity is important in the workplace so long as we are employing fully qualified candidates. There needs to be some dialogue on campus about this, many people are afraid to say what they really think for fear of being labeled a racist. We need an open forum discussion without the fear of being labeled one way or another--one of the beauties of diversity is a difference in opinion and I think that opinion commonly is lost in the diversity dialogue.</p>
<p>My answers about race/ethnicity reflect my strong opinion that targeting certain races/ethnicities for special recruitment to the exclusion of others is discriminatory and is NOT promoting diversity. It is very real "reverse discrimination". Educating all of us about other cultures and races, emphasizing the positive and promoting our similarities is fine. Special treatment for certain groups because they are perceived as under served is not fine.</p>
<p>I do not believe in discrimination which to me includes reverse discrimination. I believe people who are the most qualified should be hired.</p>
<p>I find it highly offensive that the governing board goal appears to be geared towards the accumulation of appropriate numbers of ethnicity as it relates to percentage of population. This is shear quota building. Maricopa has the finest and most talented employees of any institution. The criteria of excellence and qualifications should be the primary motivating factor for any hiring of board approved employees.</p>
<p>The survey is very valid and relevant. I could not answer Questions 30 thru 33, however. There is no "pat" answer for those.</p>
<p>There are too many loop holes in our hiring process, policies and system that allow for discrimination to continue. We can talk about it, deny it, or hide it as we have been for hundreds of years and as we continue now. Take control, stop saying and allowing our hiring committees at all levels to use as a justification that there are no qualified "Minority" applicants. I answered this survey with the understanding that I will not be retaliated against for my honesty.</p>
<p>I feel that disabilities needs to be talked about more in regards to diversity. This is usually left out of disability discussions/training.</p>
<p>Thank you for the "bi-racial/multi-racial" option!</p>
<p>I was taught as a child to learn from others differences and embrace them. I traveled in the far east and in South America, which I enjoyed immensely. I learn a lot through our travels, but, the most important thing that I learned was that I love people and that is why I work for MCCD. In my present position, I am able to work with students, staff, faculty and administration. We are a family working to build a better future. Thank you!!!</p>
<p>Survey asks about ideal conditions or what "should" be but will be used to justify policies and actions which may not reflect the beliefs of those who agree with the basic values herein. Hiring the best quality people regardless of their characteristics is of higher value than matching demographic profiles. Any policy based on racial or gender issues is racist or sexist by definition and we become guilty of the very sins that we condemn. Teach how to think, not what to think.</p>
<p>I take pride in working for an organization that care about diversity issues in the workplace.</p>
<p>Will questions without examples actually reach people? If you can communicate how a lack of diversity reduces the joy and fun not to mention richness of any employment/teaching environment, you will be able to actually reach folks.</p>
<p>I feel this survey is a good thing that finally happened. We are all one color and need to work & live with each others.</p>
<p>I believe you are trying to push Politically Correct views on us. It is my opinion that the best person should always be hired.</p>

<p>Setting percentage targets to reflect a community or other populations eventually undermines the integrity of the recruitment/hiring process. Oversensitivity to diversity may allow some faculty use their ethnicity as a defense in situations concerning questions of appropriate behavior/preferential teaching assignments. Some administrative practices are incredibly disrespectful of faculty time and effort spent in teaching and service endeavors.</p>
<p>What steps are being taken to get a representative sample? Unless the sample is representative, I fear it could give us misleading data. This would be worse than no data at all on this important topic.</p>
<p>There is a severe problem throughout this district regarding blacks in information technology. I think we need to stop talking and meeting about diversity and just do it! I have attended many meetings over the decades and they just waste time and do more harm than good. Nothing gets done and we've lost several generations. I have no difficulty attracting great candidates, just getting them accepted into the private IT club. The playing field should be equal and it is not.</p>
<p>I personally don't care what kind of diverse issues an employee has as long as they can do the work. If they need accommodations, they should have them. All humans deserve respect regardless of their diversity, not because of it!</p>
<p>I feel that your final questions regarding recruiting and making the workplace more culturally diverse could lead to reverse discrimination. People should be hired by their skills and capabilities- not by how they look. By the same token- we should make more of an effort to respect people for their cultural diversity-</p>
<p>Thank you for providing us with this opportunity. I noticed that you did not ask if the respondent had ever participated in any diversity functions or seminars. This could be helpful information later on. As an institution of higher learning, we have a responsibility to set the standard and be a good community example, but Maricopa has often been a relic, a voyage back to the 1950s when their were defined societal expectations about who could or should either participate or lead.</p>
<p>I feel we need more ethnic minorities in the ranks of faculty and the higher administrative positions.</p>
<p>I feel that we should be cognizant of diversity, but not be afraid of offending people. Having a fear such as this may hinder holding people accountable for their actions because you don't want to "offend". When we recruit employees for our campus, we should focus on quality and ability to do the job as opposed to specific races, genders, etc. If we continue to recruit specific races, then we are continuing to promote differences.</p>
<p>I feel that there is a strong need for diversity training. The problem has been that the people I believe need the training most are the ones who participate the least and if they do participate they complain the whole time. Bring the Bennett's was a good first step but more needs to be done.</p>
<p>MCCD should hire the most qualified person regardless of other factors.</p>
<p>Good survey!</p>
<p>Diversity to me is acceptance and even appreciation of differences. The differences maybe individual (as a disability might be) or group (as ethnicity might be). As a Community College we are responsible for educating the community, both groups and individuals. As for employment, I believe in equal opportunity. I appreciate that some individuals have not had equal opportunities in the past. I believe in hiring the individual that best meets the needs for a position.</p>
<p>glad survey acknowledges diversity beyond race. Diversity simply IS. We shouldn't focus on "tolerance" but acceptance and that discrimination in any form is unacceptable.</p>
<p>If you had comments per each question the information you receive might be more valuable about the "not so positive".</p>
<p>Poor answer choices.</p>
<p>I think that it is of the highest importance that we all respect diversity. I did the first two pages only because the survey is perhaps overly long. Yes, respect for diversity is very important!</p>
<p>Good survey and worthy of the time. As I walk around the District, I notice a wonderful mixture of people. My friends with disabilities have never been treated any different then the rest of us. It is really too bad that the world can't come to MCCD and see how we do it. Everything is devoted to diversity now. I really think it needs a rest. Training has been devoted to diversity for two years. If we haven't learned, shame on you. Thank you.</p>
<p>This topic needs to be discussed. There are a lot of dinosaurs running around with a tremendous amount of baggage about gender/racial equality.</p>
<p>I feel that at our particular college, we talk a lot about diversity but don't practice it. As far as of minority MAT & Faculty employees we have a total of 10 who would be considered minorities and I think that is unfair ratio for 2002!!</p>

<p>Although I think it is important to recognize people for their individual differences and backgrounds, it is equally, if not more important, that we work together as group, working towards the same goal.</p>
<p>I do think that the district needs to get serious about this issue. There has been a lot of talk about diversity but results are slow to come by. This is especially true when it comes to the make up of the faculty.</p>
<p>I have some concern that we don't do enough business with diverse businesses. Businesses owned by women and minorities often are too small to be competitive in the bid process. I would also like to know what will happen with the results of this survey.</p>
<p>MCCD can best achieve diversity by not ramming diversity down our throats.</p>
<p>Hopefully the purpose of this survey will be worth doing it. I believe diversity should be to treat everyone like human beings. Some people are different than others, the point is to respect it and live life normally. If we are going to look at each others differences, lets appreciate them and learn from them. Thank you.</p>
<p>Although I love working at a campus with a diverse population, I don't believe that it is necessary to recruit so that our faculty population models the diversity of our student population. The best candidate for a job should be hired. In addition, we should recruit anybody and everybody who wishes to join our student population.</p>
<p>District policies need to include transgender issue. Transgender folks should not be told where they can or cannot go to the bathroom. Thanks for the survey!</p>
<p>Some of the questions I did not answer were because, hiring should not be based on ethnicity or culture, but on experience and overall knowledge. So I really didn't think those questions were necessary. Thank You, I feel this survey will be a great tool</p>
<p>I think Affirmative Action is ethically wrong. We should recruit the BEST employees, not just the most ethnically diverse ones. Diversity NEEDS to include ALL issues including teaching styles, age, experience, degree, race, gender, etc. I strongly disagree with the current "trend" that I interpret as a push to increase Hispanic and African American employee representation. What about Middle Eastern employees? How about Asian?</p>
<p>I thinks it's time we stop looking at ethnicity at all. The best person should be hired for the job regardless of his color, creed, religion, etc. Until we stop focusing on "diversity" (affirmative action), there will continue to be distinct groups of people who will continue to see some other group being treated better than themselves and they'll have their uniqueness to blame it on.</p>
<p>I believe that MCCD employees should reflect the best person for the job and not on their race, religion, sex etc. I believe that there is too much reverse discrimination today. If two people are equally qualified, then at this point in time, choose the minority. If one is better than the other, pick the most qualified.</p>
<p>Aiming to have a faculty body that reflects a diverse cross section of society, but this should not be a primary goal. The quality and experience of the teacher should be primary. Making diversity the priority in faculty selection is a potentially disastrous move. Teachers should be selected based on pedagogical considerations before all else. When all other factors are equal, then diversity may come into the selection process, but never before.</p>
<p>I feel we should hire the best candidate for the job, not necessarily by race, creed, religion, sexual orientation, etc. We should be looking for quality. And, if the majority of faculty in the U.S. or Arizona, or Phoenix are white, shouldn't that group be reflected in our makeup? I think it is all so subjective.</p>
<p>Survey is too long, or too many pages.</p>
<p>Diversity acceptance is not something to be taught or forced. It is something to be modeled. I don't feel we should sacrifice a quality organization or standards for the sake of diversity. We should encourage excellence in all people.</p>
<p>Question #29 depends on one's definition of discrimination. No I don't think rapists, murders, embezzlers or those individuals who demonstrate a lack of respect for the rights of others should be represented in the hiring process nor should they have the same rights as members of society who do demonstrate respect for others rights legally, ethically, and morally.</p>
<p>Your survey is not well designed. It can confuse people used to taking surveys by the formatting of the questions. I think that diversity is a dumb concept. Its a political buzzword that is used to justify prejudicial hiring practices, such as the FIPP. I think that we've gone way overboard in our concern for "sensitivity" to the point that many feel unable to express their feelings and ideas for fear of offending someone.</p>

The survey is too long. I feel, at my campus, males and especially white males, are more discriminated against than people and women of color. (I am not a male.)
This survey gave me pause to think about my own diverse cultural issues as well as those of my co-workers and students. Thanks. One question that might be interesting relates to whether or not supervisors should be required to "let" employees take time during the day for religious practice. Where will the results of this survey be posted. I'd like to see how my responses stack up to those of other employees in MCCC. Thanks again for this opportunity.
Generally, people have no idea that the way I respond is linked to my cultural value system and not to a preconceived WASP ideal.
Too much emphasis on diversity divides people. We attain jobs because of our abilities, not quotas. Diversity has come to be defined too broadly.
Thank you for taking the time and effort to put this together and for valuing our opinion on this very important topic. Diversity is our strength. If we are supported in dealing with our fears of those who are different MCCC will definitely be more vibrant and creative.
In addition to recruiting ethnic/racial minorities, it would be interesting to include a question regarding the recruitment of Euro-Americans that are sensitive to the needs of diverse student populations.
Enjoy working with a very diverse group. However, it is important to hire employees based on qualifications, and perhaps using the Meyers/Briggs strategy of complementing current employees.
Chairs are the problem -- too much power, hiring, budget, etc. Chairs are entrenched because they control hiring. MCC has had the same chairs for most departments for many years.
Some of these questions were very personal and I did not see the relevance.
Learning and sharing ideas of similarities needs to go hand in hand with learning and sharing about differences. It makes for a complete educational opportunity.
We need to discriminate in favor of people who demonstrate excellence no matter what their race, culture or sexual preference. At this time we discriminate in favor of minorities and homosexuals -- they do not have to produce at the same level as members of the majority population. This is going to cause problems as we are very different from the general voting population in attitudes towards such issues. We are a radically liberal tax-payer supported institution in a conservative state.
This is NOT a valid survey in that most of the questions imply an awareness of diversity in the work place. In our department I believe everyone is treated equally regardless of an diversity they may have. Is this not your goal?
I believe that there is a perception among many of the "silent majority" that the diversity initiative in MCCC is more about race/ethnic politics than truly a "learning agenda".
I feel that the best person should be selected for the job regardless of race. I have seen on several occasions where a minority person was given a job with no interview, no posting, nothing, just handed a job. I have been overlooked several times for a job that I was the most qualified for so that a minority could have the job. The push to get more minorities should be in the education and training opportunities, not in the hiring for a job.
We all are of the same family, and should in this day and age should recognize this as fact. The world as was presented to us was distorted and tampered with. But in this the beginning of the Twenty First Century, the Truth should set you free. In The Beginning Their Was Two, And from this the HUMAN FAMILY EVOLVED. PEACE
There is a wide range of options between "somewhat" and "strongly". As such, I was not always comfortable choosing either, but did so in an effort to complete the survey.
Diversity should be respected. However, using quotas to hire and negating all semblance of fair hiring in the name of "diversity" is unacceptable. We should seek to hire the most qualified, and students will be well served. Diversity is not a PR device to attract students, just as youth and attractiveness are not the basis for hiring. I have yet to be a hiring committee that did not know who it would be hiring or hired fairly. I am disgusted by XXX policies and those of HR.
A specific set of survey questions addressing diversity sensitivity by presidents would have been helpful.
seems biased
Glad to see you are interested in the climate of the employees with regard to diversity. The challenge is putting into practice the wishes of the masses. Good Luck and keep up the interest in your employees.
Great idea.
I do not see the value of this survey

<p>XXX should continue to hire the most qualified individuals to educate and train all populations within MCCD. The education of our students should not be a social experiment. The advent of distance learning should make this exercise moot as the age, gender, race, sexual orientation or disability is not much of a factor of an "on-line" class.</p>
<p>I believe that MCCD has a great diversity in their adjunct faculty, but does not do enough to ensure that talents are put to use when adjunct would like to work full-time. It is nearly impossible to obtain a full-time position in this field without transferring in from another state. I do not appreciate that my skills and talents are under-utilized; and have had to locate full-time work in elementary and secondary education, to have a full-time job.</p>
<p>Perhaps some of the questions should have spoken to a person's department or area and then a separate question related to the entire campus.</p>
<p>There is also a reverse-discrimination by individuals in minority standing that hold administrative positions.</p>
<p>How each individual defines the term diversity is of utmost importance in the way he/she answers these questions. Since there isn't an operational definition it seems that the data analysis will be overly skewed toward the bias of those responsible for the final conclusions of this study. My personal language bias would prompt me to focus on the term "respect" as opposed to "diversity" which I believe has, in our overreaching approach, in many cases done more harm than good.</p>
<p>Since I'm part time and on an adjunct basis I have not answered for anyone else but myself.</p>
<p>No Comment</p>
<p>Being an adjunct faculty member, the worksite questions did not apply to me. I wouldn't trust this survey's promise of anonymity, anyway, due to the ability to track respondents.</p>
<p>As an instructor, I am most interested in how/if, diversity affects learning styles, perception of course content, study habits, etc.</p>
<p>Everyone should feel welcome to attend our colleges and the "percentages" will take care of themselves. Every employee should be evaluated on merit, not some irrelevant labels.</p>
<p>This survey asks a lot of questions that are impossible to answer objectively, forcing people to either not respond or merely repeat their dogmatic beliefs. I doubt that this is honest or helpful.</p>
<p>Hard to answer some questions with the options of answers offered. Also, hard, as an adjunct faculty person to fully know what is happening at my worksite regarding diversity.</p>
<p>I believe that the best candidate should be hired for any new faculty positions, regardless of her/his ethnicity. We should not lower our standards just to meet quotas.</p>
<p>I feel it is more important that employees be educated about diversity issues than it is to employee all diverse groups. I believe some diversity in staff is important but not that all groups be represented. As faculty go, the BEST teachers should be employed and the best teachers are able to teach all types of students.</p>
<p>I feel that the most qualified person should be hired and it should not have to do with diversity. Sometimes I feel that being a white female, I am not offered things because I am not a minority.</p>
<p>This type of survey are essential and necessary. Thanks for the opportunity to share and contribute to Diversity.</p>
<p>I did submit my survey, but would like to add a comment regarding Question #6. Perhaps there should be a broader question added and or change #6 to read as follows: I believe that we should learn how others differ by class, race, gender, age, challenge, and at the same time how we are similar.</p>
<p>All employment, especially education, should be based on ability to do the job, i.e., to teach and reach students, and not on meeting social representation. Reverse discrimination is hamstringing quality education, and sends a bitter message to those students wanting to succeed on their abilities, not on their minority status.</p>
<p>The survey appears to ignore ability and competence and worries only about ethnicity. I speak 7 languages but am "white." I consider myself very diverse and feel that hiring just because you have a "foreign" last name or are of color, will not benefit the students. Knowledge is what they are seeking and it is what we should put # 1 in hiring policies. I have been at XXX for 27 years and love it. I hope "pseudo-diversity" and incompetence do not dilute our campus.</p>
<p>I'm sick of the word, the emphasis, etc. As soon as you begin to favor one group or groups, you hurt others. I'm very much in favor of justice, but life is not fair, not for any race, color, age, gender, etc. We need to focus on what we have in common, our similarities, not our differences. No two people are alike regardless of who we are. Most of my best friends are not of my "group".</p>

Tolerance and acceptance constitute two very different concepts. In my experiences at XXX, three locations, it has been most conflict-free as far as obvious prejudices among students and certainly faculty. As far as hiring goes, positions should go to the most capable, no matter what gender, age or ethnic background an instructor brings.
My belief is that as an instructor, I should try to teach each student WHO WANTS TO LEARN equally. I should try to give or find help for those who struggle, but all are to comply with my syllabus which is fair and complies with the curriculum. No one gets special privileges, nor can we be all things to all people.
The entire concept is repugnant. College is not a place for anything but intellectual provocation. Anyone here that wants to enslave a mind, or wishes to be forced, in any way to a subservient role, is not college material. I feel the pressures of petty perceptions but choose not to participate in xenophobic debates at my job.
We are all the same, and we are all different.
Racial "minorities should be treated the same way as racial majorities. Special situations for certain groups considered to be minorities is DISCRIMINATION. We all deserve EXACTLY THE SAME treatment.
Good survey.
Survey was too long! The questions about hiring according to what racial proportion in US and AZ I think are bogus questions. Hiring should be based upon finding and obtaining the best qualified instructors, employees, and students - not filling a quota.
I feel that we should be recruiting more people who qualify for the job regardless of their "diversity". Diversity in MCCD seems to mean ethnicity and nothing else.
In the work environment I feel people should be hired for their abilities not their ethnicity. It is a shame when you have to watch what you say because someone has put a new meaning to words that you are unaware of and then accuse you of being disrespectful. Yes there is discrimination in this world but putting unqualified people in positions because of their race does not improve the situation. I feel education will be hurt by that policy.
As Adjunct Faculty, I'm not around that much to observe enough to be able to answer some of the questions.
I try to value diversity of race, sex, ethnicity and religion. I also accommodate for learning styles of employees and students. There are people, both at MCCD and in society in general, that do not value differences and refuse to see and develop the differences into common goals. Thank you for keeping diversity front and center.
People should be treated for what they are and not defined by their skin color, beliefs or sex preferences. The best person should be hired for the job based on their skills and experience only. All students should be recruited to get a college education at an affordable price and not based on anything else.
Diversity, schmiversity. I am tired of hearing about it.
I strongly agree with a diverse workplace and one supportive of all cultures. I don't believe we (The Tax payers) need to financial support every special interest group. We just need to ensure they are not harassed or discouraged from being different. We must walk the line between supporting diversity and reverse discrimination. Tough assignment!
I feel that hiring a person base on ethnic background and not ability should not be tolerated.
Age discrimination is widespread, not just at MCCD -- in some cases towards younger people, and other cases towards older people who are still in the workforce. Forget "Elderhood": to me the District needs to address the issues of why someone with gray hair is rarely chosen for certain jobs. When will MCCD acknowledge that vitality & innovation is not just a monopoly of youth? Must we Baby Boomers dye our hair & get plastic surgery to be taken seriously?
At my work location I have not witnessed nor felt any discrimination based on gender, race, ethnicity, disability, or sexual orientation. I have, however, felt slighted at times based on my age (too young), educational level (no doctorate), and adjunct status.
We need to be careful to not target select groups - and then forget about other groups. We need to recruit all students. Give all students an equal chance.
Questions related to hiring practices seemed biased for diversity/ethnic hiring practices instead of the applicant most qualified to meet the job description. These question were very linear instead of global understanding of diversity.
I think MCCCD does a good job of promoting cultural diversity and respect among people. Employees and administrators are fair and impartial and treat everyone with dignity.

Good idea. Perhaps a bit long
I feel by broadening our definition of diversity to all human differences, we can address many issues between employees that are brought on by differences other than race or culture.
I appreciate the opportunity to complete such surveys and only hope that the results are somehow taken seriously. Diversity is a fine concept, but my personal experience has been that it has been OVER-emphasized to the point where we now have numerous examples of reverse discrimination, e.g affirmative action. Also, I don't appreciate my employer actively promoting diversity when it comes to sexual orientation which I believe is a very PRIVATE matter. Thank you.
I feel that understanding is important but that we (MCCCD) do not need to have every race or diverse population to be an understanding workplace.
Each college should recruit faculty, staff and students that reflect the ethnicity of the primary area served by the college, rather than reflecting the ethnicity of the U.S., the state, or Maricopa County.
There is one problem with anonymity. The fact that there are few race ethnic employees at my work location makes it very easy to identify me by race category, age and sex. I do not mind that my identify may be easily identified by the answers to race/age and gender; however, others my decline to answer this survey based on exposure.
I strongly believe in diversity within the workplace and with our student populations. These populations should reflect the makeup of our citywide communities and should meet the needs of those communities requiring assistance. If we meet what the market wants, then there shouldn't be a need to emphasize one group over another simply based on gender, color, sexual preference, etc.
When answering the questions regarding "supervisors" I am referring to the immediate supervisor not the administration as a whole. I feel that my immediate supervisor who happens to be male feels intimidated by females who know as much as he does.
MCCD likes to "look good on paper," but in actually, really does very little to be diverse. Most diversity occurs at the lower levels, and at the top, MCCD likes to remain homogenous. What is truly happening with recruitment of faculty specifically, and administrators of color? Didn't the district have a recruitment program to do just that back in the '80's? Please stop wasting our time with empty rhetoric!
We need to consider all types of diversity and not just racial or ethnic diversity. Age, gender, and disability should be added to the definition of "diversity." However, regardless of how our diversity programs are defined, to have truly effective diversity programs, the most qualified faculty, staff, and students must be selected. Otherwise, the programs become nothing more than illegal quota systems.
I believe the ideal climate for a workplace would be the person best suited for the position or the job that needs to be done. I believe we should recruit & train students from all cultures & ethnic backgrounds. By doing this we will have a workforce having a diverse background from which to pull to pull when we want to hire personnel.
I think that attention should be brought to the fact that minority representation might exist in Maricopa, but how is that representation laid out? We may employ many women/Hispanics/blacks, but are they evenly distributed throughout our employee classes (MAT, PSA, etc)? And I use "classes" on purpose. :) Thanks for the survey.
Education about diversity is of some help; experiencing diversity, however, is much more effective in lowering prejudice.
I feel that we should represent the populations we serve but I also feel that people should not be hired because they fill a quota. They should be hired for the skill and expertise. I have found that this happens way too often, people are hired because they diversify the div. or dept., not because they will be dedicated to the cause.
The results of the survey should be shared with all employees in MCCD. Additionally, we should be informed as to what the survey outcomes would be used for now and in the future. Do these survey outcomes drive any change for MCCD and if so, what changes are implemented due to the continuing surveys on diversity within MCCD?
In questions regarding specifically decisions based on ethnicity/race alone, I found it difficult to answer since while I think discrimination as it is generally defined should not be tolerated, by the same token I think race and ethnicity alone can be the basis for hiring a person.
Hiring practices must be based on merit and ability to satisfy the requirements of the position. Some issues of diversity promoting certain behaviors are sometimes presented by faculty in an agenda-based way seeking to promote their own lifestyle which some students find offensive.

<p>I am not an idiot, nor do I live in a cocoon. I recognize diversity and cultural differences and make every attempt to treat all others with respect. I have never had a problem with this issue personally, though I was discriminated against when I was almost hired in the district years ago because I was not a minority. I believe a person should be hired based only on being fully and best qualified for the job NOT because of any diversity issue! I resent surveys such as this.</p>
<p>I strongly feel the person with the best qualifications should be hired for a specific position.</p>
<p>While, I highly value the richness diversity offers, though it is not, in my belief, tantamount to affirmative action in hiring policy. The most qualified (criteria not confined to academia) should be hired, regardless of minority status; if there is no difference in qualification between candidates, then cultural diversity should be considered immediately.</p>
<p>I felt uncomfortable with questions that asked about general things. For example it's easy for me to say that my supervisor treats me fairly but it is difficult for me to know if all supervisors treat all the employees fairly.</p>
<p>I would be more supportive with an approach that place emphasis on the individual, not the group(s) the individual belongs to.</p>
<p>This survey has some very poorly worded questions. For example, how will diversity be addressed during employee orientation? Also, the demographics questions at the end could very easily be used to identify respondents who represent the only person of a particular ethnicity and age at one location or within an employee group. Finally, no mention was made of the importance of diversity in working styles - a key management issue.</p>
<p>Good luck with the survey. I cannot think of any questions not covered.</p>
<p>I'm sure MCCCCD tries to recruit and hire from diverse groups. However there are limits to our hiring pool. I confirm hiring the best candidate no matter what their gender, ethnic, or other back ground may be that is not work skill related. I do not condone the hiring of an individual who is not the most qualified but fulfills a quota of some type.</p>
<p>I found it difficult to answer questions regarding how most employees felt on some of the questions. I know how I feel, but I can't speak for others. No opinion doesn't truly reflect what I thought.</p>
<p>I think this is an important and very complex issue. It needs to be addressed, but we also need to keep in mind that we should not put one group down while trying to help others up.</p>
<p>While I believe that each individual should be free to express and involve themselves in their cultural backgrounds, I'm not sure that the government or places of employment need to cater to the individual needs of people based on their differences. I think we all bring something interesting and worthwhile to the table based on our cultures, but I think we also need to focus on the ways that we are similar and the similar values that we hold regardless of our cultural backgrounds.</p>
<p>Questions referring to "my supervisor" were easy to answer because there is a single individual I regard as my supervisor. But questions referring to "supervisors" elicited less accurate answers because I have other supervisors and there's no blanket response that suits all.</p>
<p>Some questions too broad to be answered. How valid is survey with no control over how many times one desires to respond?</p>
<p>I'm very interested in seeing the results. I work in an area where I get to see and hear the different diversities relate to each other. And, "it is a good thing."</p>
<p>Diversity is important. MCCCCD should practice it MORE, and preach it LESS. You cannot legislate equity, fairness, and your preaching IN PLACE OF PRACTICING it on every campus, by the people on campuses is the real test. Diversity and all it's related and similar issues are a part of our communities culture. Don't try to make it happen. Do it yourselves, and over time, we will all embrace it like we have done before, and will do again.</p>
<p>Integration, globalization is a big issue these days. You as an Educational institution are moving towards the implementation of the concept. It is starting with Diversity!</p>
<p>Working at XXX is a distinct pleasure with regard to diversity issues. We seem to have far fewer issues than other campuses. I feel all of us here support each and treat each other with respect and an attitude of helpfulness and caring. We seem to be "family" here and I enjoy the attitudes and atmosphere very much.</p>
<p>As an Adjunct Professor, at the current time with two part-time jobs within MCCCCD (same campus), I don't have a good feel for the diversity within the system, nor knowledge of the % of diversity among your employees. In my local area, I feel it is quite good. I am very favorably impressed with the two community colleges where I have worked in regard to diversity, respect, and consideration of me, my age, race, educational background, etc.</p>

<p>For diversity to truly be honored and respected, people who are Christians should enjoy the same treatment that is given to those who are racially or sexually diverse. It has not been my observation that this is the case. And this survey seems to support my observations. The questions did not deal with the issue of religious diversity.</p>
<p>There is too much emphasis on affirmative action. People always have the choice to seek employment or schooling and quotas should not be pushed.</p>
<p>The survey did not touch base on employees treatment of diverse student populations. Your campus community can be inclusive and supportive of its employee family no matter how diverse but there can be underlying issues when it comes to dealing with a diverse student population. The question on recruiting diverse employees, is very different than the question "should we/do we hire them". Recruitment and Employment are two different things.</p>
<p>RACE, ETHNIC BACKGROUND, SEXUALITY, SHOULD NOT COME INTO PLAY IN THIS SURVEY THE MOST QUALIFIED SHOULD BE HIRED, IT SHOULDN'T MATTER WHAT RACE OR ETHNIC BACKGROUND YOU HAVE . HIRING SHOULD BE BASED ON THE BEST EDUCATORS IN YOUR FIELD</p>
<p>Thank you for the intent of the survey. Unfortunately there is often great disparity between values - attitudes - interpersonal behavior.</p>
<p>Respect for diversity should flow naturally from mutual respect for everyone one comes in contact with. If you try to train for it beyond the discussion of good manners it will take on a quality of falsehood. People get on well with each other if they have common goals and know that they are valued and appreciated for the qualities that they bring to the entire work effort.</p>
<p>Your demographic questions didn't touch on religion. This comes into play in many ways, for instance observation of major holidays. So, it might have been interesting to gather data re: our religious makeup.</p>
<p>Overall I feel diversity is good at MCCD, although unfortunately if one manager does not buy into it, then that whole department under that manager suffers. Also it seems most of emphasis is focused on Hispanics, period. There are many other races and minority groups that get left behind because of this.</p>
<p>Maricopa should recruit people of diversity with fair morale values. I would like to see an environment where decisions are made according to policy, procedure and a good heart. Where employees are truly mentored with the well being on the District in mind.</p>
<p>Our college represents many cultural/racial & ethnic minorities. We are very diverse.</p>
<p>Great Survey! Clear and relevant.</p>
<p>This survey is much too long.</p>
<p>Too often diversity is so narrowly defined (one ethnic group or one political group) that it is meaningless. It is used as a political stick to beat people into accepting unjust or unwise actions that serve to enhance the power of a small special interest at the expense of the entire group or society. It would be to our shame and detriment if we were to allow that to happen anywhere in MCCD!</p>
<p>Every colleges employees should reflect the student and community population. But, before employees, all colleges administration should first reflect the student and community population. No matter what you do with these results if you cannot reflect and begin at the top, you are wasting everyone's time.</p>
<p>Diversity should be a strong consideration in hiring, but should not be considered more important than experience/educational qualifications for the job.</p>
<p>1)The questions in this survey are clearly loaded. 2)Using words like "most" instead of "all" would help one give a more definitive answer. 3)How can one answer for what others might or might not do. 4)How would one know if they are being treated fairly based on their merits and not gender or race. 5)People should ALWAYS be hired based on their abilities and not their gender or color of their skin.</p>
<p>I wasn't familiar with some of the abbreviations in the survey, so I could not answer certain questions. I didn't understand a couple of questions and did not answer those either.</p>
<p>Although cultural diversity is important in all aspects of life be it home, work etc., it can get over rated. People get to the point where if they here about it too much they tend to turn a deaf ear to it.</p>
<p>I believe if Job candidates are equal or near equal then diversity may be used as an employment criteria. If not then let the best woman win.</p>

<p>I am not in favor of excluding applicants because of race. I am not in favor of giving preference to applicants because of race. I think we should hire the best applicant. Other things equal, it is not probably as acceptable to have a white historian teaching a Black history class, or a non Native American teaching a class on Indian struggles in America, or a man teaching a class on Women's History.</p>
<p>I moved to XXX from Chicago six years ago. Cultural and racial diversity are the aspects that I miss the most. I am currently pursuing my degree and have found more diversity in the classrooms here at XXX than in the employee mix.</p>
<p>This survey is well structured and needed being that we serve a huge number of diverse people in the workplace and the services we provide. Very important!</p>
<p>I appreciate the various backgrounds and needs of faculty and students, but I think sometimes more emphasis is placed on political correctness than on education. I do feel that all of the MCCCDC faculty are first rate instructors and employed based on talent rather than ethnic representation.</p>
<p>I have applied for 22 positions at MCCCDC. I have not been called for a single interview. Your hiring system is totally bias and based upon "friends." There is no rating or ranking system with applications. I applied at another college with one application and was hired the same day. You hire friends of friends and then justify the process. There is no process.</p>
<p>NATIVE AMERICAN ARE CONSIDERED A LOT OF TROUBLE, UNLESS THEY WANT US TO DRESS UP AND WEAR OUR BEADS. WE ARE CONSIDERED FLAKY WHEN WE TRY TO MEET: CAMPUS, DISTRICT AND COMMUNITY NEEDS.</p>
<p>Although I support the idea of recruiting ethnic minorities, I do not feel this should be the only criteria used in hiring and promoting employees. More and more it seems ethnicity is more important than a person's ability to perform the job.</p>
<p>A person should be hired because they have the qualifications for a position. Too many times people are hired to fill a "quota", but they cannot do the job and the work load falls on the other employees. We should all work together and help each other, but not have to do other people's work.</p>
<p>Personally, the work-place questions do not apply, since I work from home and seldom visit the campus.</p>
<p>While it is important to recruit and hire a diverse faculty, our first priority for our students and the college environment should be quality. If there is great pressure to hire minorities and underrepresented groups, the danger or the temptation might be to focus only on the diversity issue, not quality. We need qualified (highly qualified) underrepresented groups to be hired. Otherwise, we run the risk of tokenism, and ultimately sabotage the very noble effort we set out to accomplish.</p>
<p>I believe strongly in diversity and believe each of us bring a different tool box to an encounter with the tools we obtain from our life experiences. These include race, gender, age, disability, sexual orientation, economic status, marital status, culture, etc. I am very concerned at the way diversity is being "marketed", rather than building bridges and enhancing understanding it is putting up walls and reinforcing the racism and stereotypes we seek to tear down.</p>
<p>Students and faculty should be selected on ability to teach and/or eagerness to learn and apply one's self.</p>
<p>The MCCCDC must walk the talk for ALL not just some groups who have political power or loud voices. We are a pluralistic world and we need to honor humans. We must all commit to this agenda but I do not believe that is reflected at the district at this time sad to say. Thank you for asking. We need to keep working together.</p>
<p>I have always valued people as individuals and considered differences as ways to learn from each other. However, it seems we are bombarded with diversity promotions which I feel, only serve to emphasize differences and polarize groups instead of bringing them together.</p>
<p>When we hire employees, it is extremely important to hire those who are the best qualified. None of the questions asked, took into consideration that factor. Thus, although I do feel with need diversity in hiring, I do not think we ought to use that as the most important criterion. The most important factor should always be the quality of the candidate being considered.</p>
<p>Often employers lower standards in order to achieve their diversity goals. This is a bad practice for a multitude of reasons.</p>

<p>Diversity should be celebrated and embraced by our district, but not at the expense of quality. The hiring process should discriminate applicants on the basis of qualifications, and should ignore race and/or ethnicity. If the best applicant is a member of a qualifying minority, then let's celebrate. If the best applicant is not a member of a qualifying minority, then we should celebrate the other attributes of that individual.</p>
<p>Due to time restraints I won't respond as much as I'd like to but just a couple of observations. First, I think it's admirable for MCCD to address racial, ethnic, religious, age, gender, etc. etc. diversity. We have a challenge in society of respecting, tolerating, embracing others but also developing unity with that said....several of your questions just won't get at the real attitudes of MCCD employees for example, (I forget what #) Q: Does an ideal work place have someone from every race?</p>
<p>The scale of the responses should be from Strongly disagree to Strongly agree. They are ordered strangely.</p>
<p>Sometimes I feel that diversity has been pushed too far. I want the best person for the job when I hire, not the best red, green or purple person.</p>
<p>The hiring of full time faculty seems to be focused on hiring young and female, at least at XXX. Also, it is pretty obvious that there are preselected candidates and to apply is mostly a waste of time. You can study diversity all you want but the net effect will be little or no improvement. There is lip service but little action. If it weren't for ADA I seriously think that there would be assistance for the handicapped.</p>
<p>Diversity issues must continue to be covered by District and individual colleges. That is the appropriate responsibility of the employer. The employee on the other hand has the opportunity to participate in workshops or presentations related to this topic or not. I see District and the individual colleges as being responsible for ensuring that all people are treating fairly and ethically.</p>
<p>In answering questions, I find that supervisor practices is the issue and not diversity factors that effect being treated fairly.</p>
<p>I don't understand why an administrative initiative intended to foster and promote respect for individuals would use a survey that aggregates the respondents by age, race, gender, and sexual orientation categories. Please walk the talk.</p>
<p>When all faculty are the same (gender, culture, race, geography, etc.) when you are often one of the "finalists" but never "chosen" you wonder how much all these talks of diversity are real and sincere and how much just to appease and pretend. I don't believe creating a diverse environment is that difficult if it is a real goal.</p>
<p>I believe that the district and college administration and Governing Board must continue to provide leadership and support of Diversity. While we have made progress there remains critical areas in employment of Latino faculty, mid and upper level Latino administrators and educational programming for Latino youth and ESL/Development students.</p>
<p>I fail to see the value of this survey. It contains too much terminology which is too open to subjective interpretation. For example, discrimination can mean different things to different people and sometimes it is necessary. I fail to understand why diversity is relevant to the hiring process. Hiring should be based solely on who is the best qualified candidate based on ability to perform the job duties and ability to work with others.</p>
<p>In view of the Sept. 11 and current events, it seemed as if the survey lacked a greater emphasis on religious diversity.</p>
<p>Employees should perform their job and students should take responsibility for their behavior - diversity has become a method of shirking responsibility. Respect is earned through appropriate behavior.</p>
<p>I believe in diversity. However, people should be hired based strictly on the persons qualifications, and not on their race, gender, cultural or sexual orientation. We do a disservice to minority groups, by treating them as they are not intelligent enough to achieve academic excellence, and therefore, the standard is lowered for a person of minority status.</p>
<p>Why does it appear that diversity within Maricopa only refers to race/ethnic background? Diversity is SO much more! But it appears Maricopa focuses on this issue. Maricopa should hire the best qualified individual to perform a job and not worry about filling a quota. Filling quotas doesn't guarantee quality employees and Maricopa will need quality employees to maintain their leading edge status. Are you saying that people of color couldn't get the job without assistance?</p>
<p>I feel that all races/ cultures/ people should be included in the workforce of this district. The emphasis on hiring should be on abilities and skills, NOT on cultural or racial aspects of a person.</p>

<p>I strongly feel MCCD should hire the best qualified people to fill positions not based on any diversity. I feel we would do a dis-service to our students and Maricopa family if we hired based on having diversity in the workplace. Why not concentrate on training and promoting from within MCCD to diversify which will keep self-esteem and harmony. Bringing in new people without skills just to will only create bad feelings throughout Maricopa.</p>
<p>It's a great survey. I hope it's going to get better with diversity it comes integrity and goal; to make the world a safe place to live.</p>
<p>Some of the questions are difficult to answer when one does not have enough information.</p>
<p>I do not believe Maricopa makes a genuine effort to recruit minorities as faculty. I have sat on committees where the hiring was preselected and clearly biased and illegal and I reported to administration and nothing was done. It is difficult to see how this survey will make a difference. I did it because I want to believe in our system.</p>
<p>I think this survey contains valid questions that will help the future of Maricopa Community Colleges- Good Job!</p>
<p>I wasn't sure about some of my answers. I think it is important to create understanding and respect for diversity. Although I generally think of diversity" in terms of disadvantaged groups, I also believe that it is about honoring individual differences. However, I still think it's important to promote understand of disadvantaged groups. I believe that the diversity of employees should mirror our country and our community, I hope we won't focus entirely on numbers.</p>
<p>I view diversity as a mental state; how well we converse, how well we communicate, how well we work together, rather than ethnicity, gender, etc. I feel when we limit diversity to these factors, we limit ourselves and end up exposing our prejudices more than enhancing our diverse natures and viewing them in a positive way.</p>
<p>I believe that to be fair to the existing faculty, staff and students, that in our district, we should not look at a persons skin color etc, may the best person win the jobs and everything else!! Look at the qualifications, experience level, past history of getting the job done etc. A persons skin color and sexual orientation has nothing to do with how well they can get the job done. Teaching with excellence, and truth, should be the goal, don't hold back the truth or change history.</p>
<p>Not enough choices in some cases.</p>
<p>I am strongly opposed to multiculturalism as a focus. I believe we function best as Americans when we focus on the mainstream. However, that does not mean that I believe in discrimination. Obviously, people ought to be hired or rewarded for merit. As for invisible differences, such as sexual preference, it is none of my business, and I don't want to make it my business.</p>
<p>The perception of African-Americans in MCCD is that we have become invisible. We experience a wide range of behaviors from subtle discrimination to blatant racism. Often times we must go to great lengths just to perform our jobs while maintaining balance and dignity in a fluctuating hostile environment. I appreciate the celebration of diversity that takes place district-wide. It will be interesting to see what initiatives will take place to promote behavioral change in the workplace.</p>

40) Disabilities

(Please mark "yes" only if you have a professionally diagnosed physical, mental or learning disability.)

Yes	64	7%
No	647	72%
Decline to Answer	184	21%
N	895	100%

41) Current Community College Employment Status

(Mark the one that best describes you at the time you are answering this survey.)

Residential Faculty	236	27.1%
MAT/CEC	185	21.2%
PSA	173	19.9%
M&O/Crafts/College Safety	9	1.0%
Adjunct Faculty	117	13.4%
Decline to Answer	151	17.3%
N	871	100.0%

42) Current Work Load

Full-time	632	73%
Part-time	131	15%
49% (Early Retiree)	8	1%
Decline to Answer	100	11%
N	871	100%

43) Degree Status

No College Degree	55	6.3%
Associate Degree	77	8.8%
Bachelor Degree	134	15.4%
Master Degree	387	44.4%
Doctorate	101	11.6%
Decline to Answer	117	13.4%
N	871	100.0%

44) Length of Employment at Current Location

Less than 1 year	102	12%
1-4 years	238	27%
5-10 years	181	21%
11-15 years	125	14%
Greater than 15 years	104	12%
Decline to Answer	121	14%
N	871	100%

45) Length of Employment with MCCD

Less than 1 year	66	8%
1-4 years	198	23%
5-10 years	188	22%
11-15 years	132	15%
Greater than 15 years	166	19%
Decline to Answer	121	14%
N	871	100%

46) Please feel free to comment about this survey, its value and your individual views about diversity that might not have been covered by this survey. Also, feel free to make recommendations.

Number of written responses	297
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