

## MCCCD Diversity Survey - Employee Questionnaire (N= 1100)

Frequencies/Percents	1=Strongly Agree		2=Somewhat Agree		3=Somewhat Disagree		4=Strongly Disagree		5= No Opinion		%	Total (N)	6=Did Not Complete
3 ) The topic of diversity should be included during new employee orientations.	527	48%	283	26%	63	6%	44	4%	183	17%	100%	1100	0
4 ) Each one of us should choose our spoken words carefully so that we do not offend individuals from various diverse groups.	529	48%	316	29%	58	5%	30	3%	167	15%	100%	1100	0
5 ) I am tired of hearing, reading, and/or learning about diversity.	100	9%	247	22%	184	17%	351	32%	218	20%	100%	1100	0
6 ) I believe that we should learn to emphasize our similarities and not our differences.	326	32%	314	31%	142	14%	65	6%	159	16%	100%	1006	94
7 ) I believe that we should learn to appreciate and respect our individual differences.	724	72%	156	16%	9	1%	6	1%	111	11%	100%	1006	94
8 ) Education about diversity will enhance my performance in the workplace.	321	32%	354	35%	107	11%	81	8%	143	14%	100%	1006	94
9 ) Most employees feel a sense of belonging on this campus/at this worksite.	332	33%	359	36%	75	7%	52	5%	188	19%	100%	1006	94
10 ) I feel a sense of belonging on this campus/at this worksite.	475	47%	282	28%	57	6%	61	6%	131	13%	100%	1006	94
11 ) Supervisors/co-workers at my worksite seem to care about most employees as individuals.	404	42%	317	33%	78	8%	52	5%	119	12%	100%	970	130
12 ) My supervisor cares about me as an individual.	527	54%	222	23%	49	5%	57	6%	115	12%	100%	970	130
13 ) Supervisors at my worksite seem fair in their treatment of most employees.	391	40%	298	31%	79	8%	58	6%	144	15%	100%	970	130
14 ) My supervisor treats me fairly.	575	59%	201	21%	49	5%	32	3%	113	12%	100%	970	130
15 ) Most employees at my worksite feel welcome at work.	416	43%	311	32%	53	5%	26	3%	164	17%	100%	970	130
16 ) I feel welcome at my worksite.	574	61%	217	23%	35	4%	24	3%	84	9%	100%	934	166
17 ) Supervisors at my worksite take into consideration employee differences when providing direction and/or making assignments.	228	24%	306	33%	90	10%	62	7%	248	27%	100%	934	166
18 ) My supervisor takes my differences into consideration when providing me with direction and/or assignments.	297	32%	258	28%	84	9%	60	6%	235	25%	100%	934	166
19 ) Overall, employees at my work location demonstrate a commitment to meet the needs of underrepresented racial and ethnic employee populations.	310	33%	278	30%	73	8%	52	6%	221	24%	100%	934	166
20 ) Overall, employees at my work location demonstrate a commitment to meet the needs of employees with disabilities.	402	43%	278	30%	46	5%	22	2%	186	20%	100%	934	166
21 ) Most employees at my worksite are treated fairly and with respect as related to their gender.	439	48%	258	28%	63	7%	37	4%	121	13%	100%	918	182
22 ) I am treated fairly and with respect as related to my gender.	525	57%	212	23%	50	5%	29	3%	102	11%	100%	918	182
23 ) Most employees at my worksite are treated fairly and with respect as related to their age.	435	47%	264	29%	48	5%	26	3%	145	16%	100%	918	182
24 ) I am treated fairly and with respect as related to my age.	536	58%	207	23%	40	4%	27	3%	108	12%	100%	918	182

<b>Frequencies/Percents</b>	1=Strongly Agree	2=Somewhat Agree	3=Somewhat Disagree	4=Strongly Disagree	5= No Opinion	%	Total (N)	6=Did Not Complete
25 ) Most employees at my worksite are treated fairly and with respect as related to their ethnicity/race.	435 47%	227 25%	63 7%	43 5%	150 16%	100%	918	182
26 ) I am treated fairly and with respect as related to my race and ethnicity.	489 54%	197 22%	70 8%	37 4%	113 12%	100%	906	194
27 ) Most employees at my worksite are treated fairly and with respect as related to their sexual orientation.	357 39%	206 23%	62 7%	37 4%	244 27%	100%	906	194
28 ) I am treated fairly with respect to my sexual orientation.	525 58%	113 12%	19 2%	10 1%	239 26%	100%	906	194
29 ) Discrimination should not be tolerated in the workplace.	772 85%	47 5%	6 1%	3 0%	78 9%	100%	906	194
30 ) An ideal work climate includes people from every race.	386 43%	240 26%	89 10%	62 7%	129 14%	100%	906	194
31 ) Maricopa Community Colleges should recruit more racial and ethnic minority employees.	217 24%	256 29%	153 17%	69 8%	202 23%	100%	897	203
32 ) Maricopa Community Colleges should recruit more racial and ethnic minority students.	296 33%	223 25%	111 12%	60 7%	207 23%	100%	897	203
33 ) MCCD employees should reflect the types of diversity found within the population of the United States.	213 24%	295 33%	157 18%	88 10%	144 16%	100%	897	203
34 ) MCCD employees should reflect the types of diversity found within the population of Arizona.	303 34%	312 35%	90 10%	54 6%	138 15%	100%	897	203