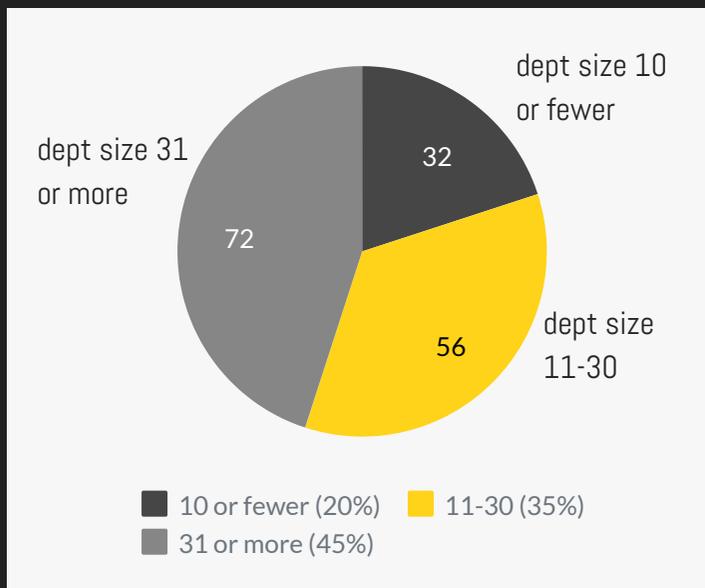# /the survey

Purpose:

- Identify opportunities for professional development

- Identify how to better develop and retain employees

- Measure current ESJ understanding

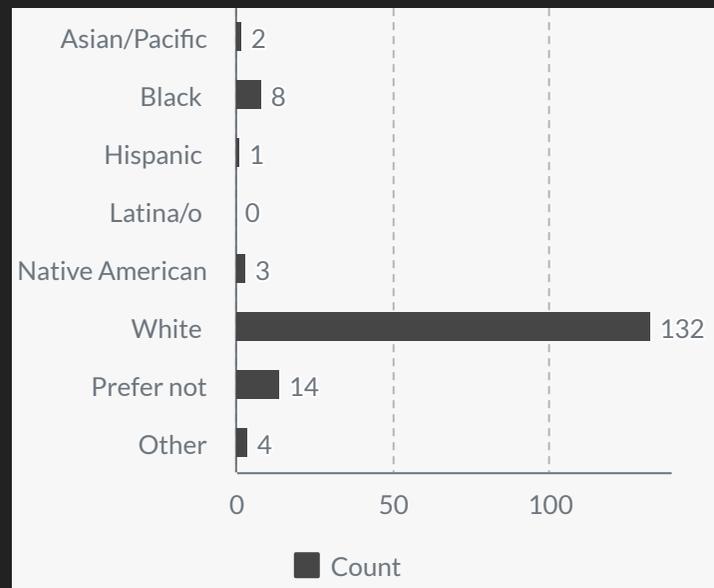- Create baseline metrics for divisional climate

Design:

- Survey was built based on research scanning existing instruments and current practice in higher education

- The survey instrument was built into Qualtrics and invitations were sent to all divisional employees

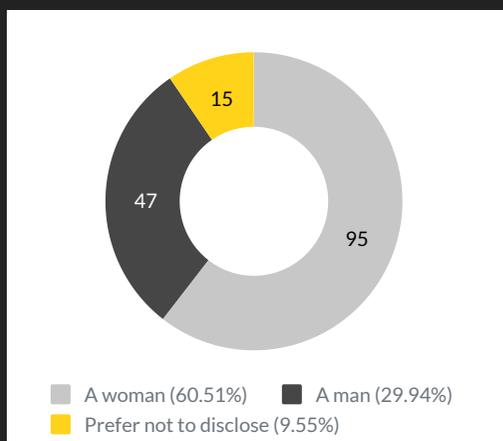- Open for three weeks to collect responses
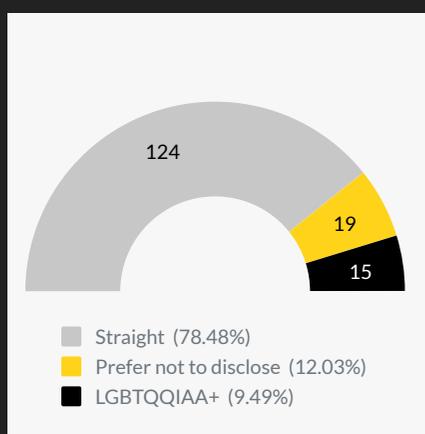
Survey respondents by department size

dept size 10 or fewer — 32
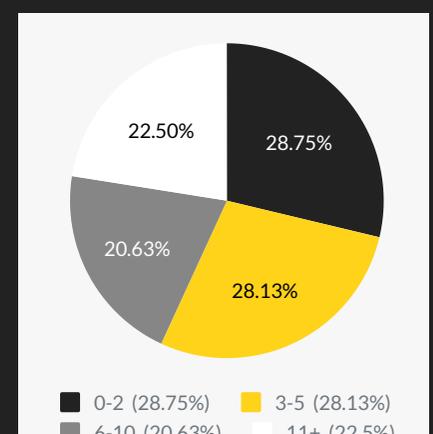dept size 11-30 — 56
dept size 31 or more — 72

- 10 or fewer (20%)
- 11-30 (35%)
- 31 or more (45%)

Race/ethnicity (select all that apply)

Category	Count
Asian/Pacific	2
Black	8
Hispanic	1
Latina/o	0
Native American	3
White	132
Prefer not	14
Other	4

- Count

Survey respondents gender identity

15
47
95

- A woman (60.51%)
- A man (29.94%)
- Prefer not to disclose (9.55%)

Survey respondents sexual orientation

124
19
15

- Straight (78.48%)
- Prefer not to disclose (12.03%)
- LGBTQQIAA+ (9.49%)

Number of years of service at OHIO

22.50%
28.75%
20.63%
28.13%

- 0-2 (28.75%)
- 3-5 (28.13%)
- 6-10 (20.63%)
- 11+ (22.5%)

/highlights

For the ESJ in-service requirement, how would you like to learn? (top 4 responses)

| Learn from a campus expert | 51 | DOSA Book Club | 34 |
| Local discussion spaces | 33 | National discussion spaces | 33 |

Write-in responses Observations: Upon review of the write-in responses to the 'other' response option, we want to remind staff that you can /go off script/ and do your own book club with your unit, cross-functional areas, or with a small group

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Question I understand what equity and social justice looks like in the core functions of my job

91.1%
Responded Agree or strongly agree. Or 186 ppl

Question I cultivate inclusive community through my work

92.6%
Responded Agree or strongly agree. Or 164 ppl

Question I help others learn about concepts related to equity and social justice through my work

86.7%
Responded Agree or strongly agree. Or 163 ppl

Question I identify and remove barriers for students in my workplace

96.1%
Responded Agree or strongly agree. Or 196 ppl

---

write in responses--

Staff were invited to share their ESJ goal. Of the 80 goals shared:

- 28 focused on knowledge acquisition
- 16 action based
- 16 neither knowledge nor action
- 5 both action and knowledge

Example goals:

- Conduct an audit of furniture arrangements to improve universal physical access in spaces
- Attend a Safe Zone training facilitated by the LGBT Center by the end of spring semester
- Review existing forms to ensure use of inclusive language by end of May.

/sense of belonging

75%

say they feel they belong in their dept. (or 131)

25%

say they do not feel like they belong

Individuals with 3-5 years of service rated this lower than all other years of service categories
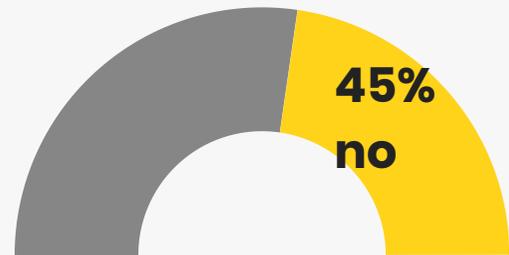
Those from departments with 31+ employees felt less department connection than those from smaller departments

Question I am comfortable sharing my reflections and processing information with at least one other person in my department
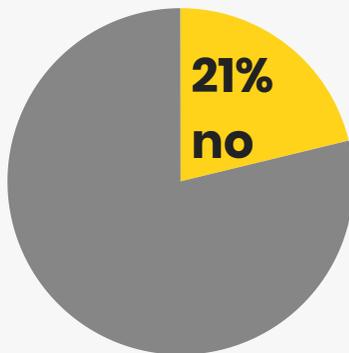
145 Responded Agree or strongly agree.

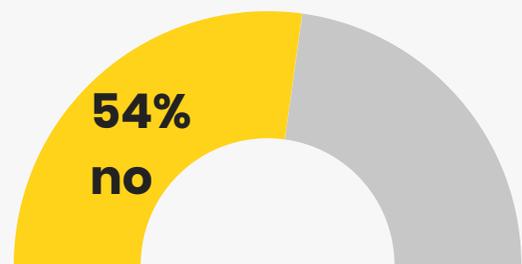**Question** Do you feel a sense of belonging and connectedness within DOSA?

45% no

yes (54.6%) no (45.4%)

I feel appreciated by my supervisor(s)

21% no

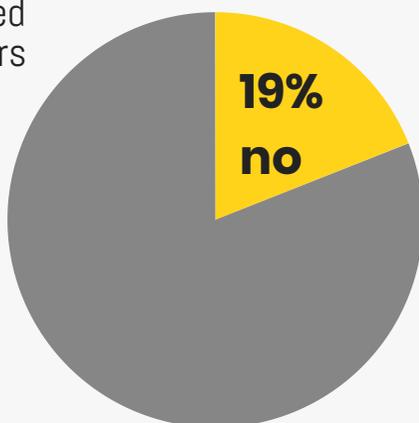No (21.21%) Yes (78.79%)

Question Have you talked about your professional development with your supervisor at least 3x in 2019?

54% no

No (54.39%) Yes (45.61%)

I feel appreciated by my peers

19% no

No (19%) Yes (81%)

Write-in responses on preferred ways to be recognized-- top two themes:

- 43 people said physical acknowledgement, such as a note, card, email, gift, etc.
- 22 people said verbal acknowledgement

/next steps

/recommendations

- Share results widely and publicly

- Examine and gain a better understanding of why underrepresented identities and 3-5 year employees responded with less sense of appreciation and less sense of belonging

- Create multi-level ways to respond to data

/where to go from here

- Support staff ESJ goal development. Consider whether their goal is based in knowledge acquisition, action, or both. Rationale: Because if they can't make sense of their goal in those terms, that might likely indicate a problem with the goal's clarity.

- Do the road show on a regular basis to check-in on goal setting and facilitate larger sense of belonging across division

- Start a DOSA feedback process

- Change the division-level staff recognition process to align and support more staff in excellent work

- Change the way in-services are designed and delivered

/metrics for next time

- Q19: have you discussed your PDP at least 3x with your supervisor?
  54% said no in 2019; aiming for only 34% to say no next time

- How would you rate the workplace climate for DOSA on ESJ?
  60% said slightly better or leader, aiming for 75% to say thus next time

- Do you feel a sense of belonging and connectedness within your dept?
  75% said yes, aiming for 80% next time

- Reduce gap between 3-5 year employees and employees with marginalized identities for sense of belonging in DOSA and recognition of peers and supervisors