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 (20%)
- Dept size 11-30 (35%)
- Dept size 31 or more (45%)

Race/ethnicity (select all that apply)

- Asian/Pacific
- Black
- Hispanic
- Latina/o
- Native American
- White
- Prefer not
- Other

Survey respondents gender identity

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

Survey respondents sexual orientation

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

Number of years of service at OHIO

- 0-2 (28.75%)
- 3-5 (28.13%)
- 6-10 (20.63%)
- 11+ (22.50%)
/highlights

Question: 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.

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 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 cultivate inclusive community through my work

92.6% Responded Agree or strongly agree. Or 164 ppl

Question: I identify and remove barriers for students in my workplace

96.1% Responded Agree or strongly agree. Or 196 ppl

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

**Question** Have you talked about your professional development with your supervisor at least 3x in 2019?
- **Yes (54.6%)**
- **No (45.4%)**

**Question** Do you feel a sense of belonging and connectedness within DOSA?
- **Yes (54.6%)**
- **No (45.4%)**

**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** I feel appreciated by my supervisor(s)
- **21%** No
- **81%** Yes (78.79%)

**Question** I feel appreciated by my peers
- **19%** No
- **81%** 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