



# Pasadena City College

Custom Benchmarking Data Report for Employees

July 22, 2022



# CUSTOM BENCHMARKING DATA REPORT FOR EMPLOYEES

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# Introduction

In Spring 2022, Pasadena City College partnered with Campus Climate Surveys, LLC to conduct a comprehensive campus climate survey for employees and students. The Viewfinder® Campus Climate Survey for Administrators, Faculty and Staff and the Viewfinder® Campus Climate Survey for Students were administered.

Understanding your campus's climate is an important step toward ensuring your institution's future success — and that of your employees and students. Viewfinder® Campus Climate Surveys are designed to help colleges and universities measure and assess both their strengths and weaknesses around diversity and inclusion efforts for administrators, faculty, staff and students. Survey results provide insight into the factors that shape the experiences and perceptions of diverse individuals on campus. Doing so helps institutions create an environment where everyone feels safe, welcome, valued and respected.

The following Pasadena City College Custom Benchmarking Data Report for Employees, prepared by Campus Climate Surveys, LLC, is a summary of the results from data collected on the Viewfinder® Campus Climate Survey for Administrators, Faculty and Staff. The results are shown in comparison to other institutions selected by Pasadena City College deemed to be among their peers. There are four peer institutions that previously administered Viewfinder® campus climate surveys that are included in this report. They include Butte College; California State University, Dominguez Hills; Portland Community College; and Santa Fe College. Because each institution has the opportunity to customize their survey questions, some of the questions may not match for each of the peer schools and, therefore, are not included in this report. This report includes eleven sections from the Viewfinder® Campus Climate Survey for Employees that examines various aspects of campus diversity, equity, and inclusion.

All information and data included in this report may not represent the views of the entirety of the populations at Pasadena City College or its peer institutions, and only represent the views, opinions, and experiences of those who participated in the surveys.

Viewfinder® Campus Climate Surveys include the opportunity for respondents to provide open-ended responses at the end of some of the questions. However, those responses are not included in this report.

## **Disclaimer**

Campus Climate Surveys, LLC makes no interpretations, determinations, or inferences from the campus climate surveys results or data used in the compilation of this report. Campus Climate Surveys, LLC is not responsible for any errors or omissions in this report or any liability resulting from the use or misuse of the information contained in this report.

# Tell Us About Yourself



## TELL US ABOUT YOURSELF

Which type of employee are you? Check all that apply.

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Administrator	7.13%	9.44%
Faculty member	50.09%	43.27%
Staff member	42.78%	47.29%

## ADMINISTRATORS

### Which type of administrator are you?

	Pasadena City College	Peer Institutions
Senior administrator (President, Vice President, Assoc. Vice President)	8.82%	18.81%
Administrator (Executive Director, Dean, Assistant/Associate Dean, Director, Assistant Director)	91.18%	81.19%

### How did you first learn about your job opening?

	Pasadena City College	Peer Institutions
Conference	0.00%	0.87%
Friend	15.15%	16.33%
Family member	0.00%	2.05%
Magazine ad	0.00%	0.00%
Professional journal	0.00%	1.33%
Newspaper ad	3.03%	5.84%
Colleague	36.36%	34.62%
Previous employer	6.06%	4.48%
Recruiter/search firm	0.00%	4.70%
Job board	39.39%	24.27%

## ADMINISTRATORS

Why did you choose to work here? Check all that apply.

	Pasadena City College	Peer Institutions
Administrator diversity	18.18%	2.38%
Staff diversity	18.18%	7.61%
Faculty diversity	6.06%	2.69%
Student diversity	42.42%	25.08%
Campus commitment to diversity	30.30%	23.53%
Community service opportunities	9.09%	11.87%
On-campus child care	9.09%	3.16%
Only job I was offered	3.03%	1.62%
Salary	30.30%	35.48%
Surrounding community	27.27%	43.98%
Opportunity to take classes while working	6.06%	9.79%
Location (close to home)	42.42%	42.55%
College sports reputation	0.00%	0.00%
Wanted to join a union	0.00%	3.69%
Family member is an alum	6.06%	0.85%
Family member works here	3.03%	2.40%
Career advancement opportunities	36.36%	47.53%
International reputation	3.03%	0.00%
Opportunity to telecommute	0.00%	2.32%
Work-life balance	24.24%	42.22%
Academic reputation	30.30%	20.58%
Size of school	21.21%	13.57%
Employee benefits	27.27%	53.30%
Employee resource/affinity groups	15.15%	1.33%

### How long have you been employed here?

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Less than one year	24.24%	6.45%
1-5 years	24.24%	30.52%
6-10 years	21.21%	18.22%
11-15 years	12.12%	16.79%
16-20 years	12.12%	14.56%
21 years or more	6.06%	13.47%



## FACULTY MEMBERS

Which type of faculty member are you? Check all that apply.

	Pasadena City College	Peer Institutions
Part-time	34.36%	38.00%
Full-time	54.83%	36.46%
Tenured	37.07%	10.04%
Tenure-track	6.56%	9.17%

How did you first learn about your job opening?

	Pasadena City College	Peer Institutions
Conference	1.63%	1.74%
Friend	18.37%	26.21%
Family member	2.86%	1.76%
Magazine ad	1.22%	10.83%
Professional journal	5.31%	2.32%
Newspaper ad	1.22%	4.45%
Colleague	33.47%	17.35%
Previous employer	4.49%	19.92%
Recruiter/search firm	1.63%	2.30%
Job board	29.80%	13.12%

## FACULTY MEMBERS

### Why did you choose to teach/work at our institution?

	Pasadena City College	Peer Institutions
Tenure process	15.90%	17.77%
Administrator diversity	0.84%	3.40%
Staff diversity	3.35%	5.73%
Faculty diversity	10.88%	11.57%
Student diversity	25.94%	32.17%
Campus commitment to diversity	11.72%	20.44%
On-campus child care	1.26%	1.64%
Only job I was offered	8.79%	9.18%
Community service opportunities	3.77%	8.61%
Salary	21.34%	18.90%
Surrounding community	18.83%	27.59%
Location (close to home)	43.10%	51.40%
College sports reputation	1.26%	1.67%
Wanted to join a union	5.86%	6.98%
I am an alum	10.04%	12.72%
Family member is an alum	2.09%	2.46%
Family member works here	0.84%	1.52%
Career advancement opportunities	16.74%	19.78%
Work-life balance	21.76%	37.71%
Academic reputation	42.68%	21.62%
Size of school	7.95%	17.51%
Employee benefits	21.34%	25.33%
Employee resource/affinity groups	0.84%	1.50%

## FACULTY MEMBERS

### How long have you been employed here?

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Less than one year	5.45%	9.07%
1-5 years	17.12%	30.90%
6-10 years	23.35%	19.91%
11-15 years	16.73%	15.45%
16-20 years	14.40%	12.67%
21 years or more	22.96%	12.01%

## STAFF MEMBERS

### Which type of staff member are you? Check all that apply.

	Pasadena City College	Peer Institutions
Part-time	13.57%	8.62%
Full-time	77.83%	80.57%
Temporary	2.26%	5.10%
Hourly	6.33%	7.33%

### How did you first learn about your job opening?

	Pasadena City College	Peer Institutions
Conference	1.93%	0.09%
Friend	20.77%	24.64%
Family member	5.31%	5.84%
Magazine ad	0.00%	0.30%
Professional journal	1.45%	0.41%
Newspaper ad	5.80%	4.71%
Colleague	24.64%	26.85%
Previous employer	7.25%	5.84%
Recruiter/search firm	3.38%	3.91%
Job board	29.47%	28.58%

## STAFF MEMBERS

Why did you choose to work at our institution? Check all that apply.

	Pasadena City College	Peer Institutions
Administrator diversity	7.11%	5.58%
Staff diversity	24.17%	16.26%
Faculty diversity	10.90%	7.03%
Student diversity	27.49%	23.16%
Campus commitment to diversity	18.96%	21.49%
Community service opportunities	9.00%	9.34%
On-campus child care	3.32%	1.58%
Only job I was offered	7.11%	7.40%
Salary	35.55%	22.24%
Surrounding community	27.01%	23.38%
Opportunity to take classes while working	18.48%	25.50%
Location (close to home)	63.51%	45.63%
College sports reputation	0.95%	1.24%
Wanted to join a union	8.53%	6.52%
Family member is an alum	5.21%	2.67%
Family member works here	5.21%	4.83%
Career advancement opportunities	25.59%	32.86%
International reputation	3.32%	0.79%
Opportunity to telecommute	1.42%	3.27%
Work-life balance	30.33%	41.13%
Academic reputation	20.38%	16.78%
Size of school	7.58%	11.96%
Employee benefits	54.03%	58.21%
Employee resource/affinity groups	6.64%	4.86%

## STAFF MEMBERS

### How long have you been employed here?

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Less than one year	17.81%	12.56%
1-5 years	22.83%	34.73%
6-10 years	22.83%	17.73%
11-15 years	10.50%	13.68%
16-20 years	8.22%	11.76%
21 years or more	17.81%	9.54%

Current United States Military and Veterans



## CURRENT UNITED STATES MILITARY AND VETERANS

Are you currently a member of the United States military or a military veteran?

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Yes	1.36%	5.53%
No	97.28%	94.48%

Only YES responses continue



## CURRENT UNITED STATES MILITARY AND VETERANS

To what extent do you agree or disagree with the following statements?

### As a military member/veteran, I feel welcome on campus

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Strongly disagree	0.00%	3.70%
Disagree	0.00%	4.50%
Neutral	25.00%	19.58%
Agree	12.50%	26.45%
Strongly agree	25.00%	31.75%
N/A	37.50%	14.02%

### As a military member/veteran, I feel welcome in the surrounding community

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Strongly disagree	0.00%	0.00%
Disagree	0.00%	5.29%
Neutral	28.57%	15.34%
Agree	14.29%	28.04%
Strongly agree	14.29%	35.18%
N/A	42.86%	16.14%

## CURRENT UNITED STATES MILITARY AND VETERANS

### As a military member/veteran, I am treated with respect by students

	Pasadena City College	Peer Institutions
Strongly disagree	0.00%	0.00%
Disagree	0.00%	0.79%
Neutral	14.29%	20.11%
Agree	14.29%	38.89%
Strongly agree	28.57%	23.28%
N/A	42.86%	16.93%

### As a military member/veteran, I am treated with respect by faculty

	Pasadena City College	Peer Institutions
Strongly disagree	0.00%	3.70%
Disagree	0.00%	6.88%
Neutral	14.29%	16.40%
Agree	14.29%	34.13%
Strongly agree	28.57%	21.96%
N/A	42.86%	16.93%

## CURRENT UNITED STATES MILITARY AND VETERANS

### As a military member/veteran, I am treated with respect by staff

	Pasadena City College	Peer Institutions
Strongly disagree	0.00%	0.00%
Disagree	0.00%	0.00%
Neutral	28.57%	20.73%
Agree	14.29%	32.57%
Strongly agree	14.29%	31.30%
N/A	42.86%	15.40%

### As a military member/veteran, I am treated with respect by administrators

	Pasadena City College	Peer Institutions
Strongly disagree	0.00%	3.70%
Disagree	14.29%	0.81%
Neutral	14.29%	18.88%
Agree	14.29%	37.08%
Strongly agree	28.57%	23.31%
N/A	28.57%	16.22%

# Employees with a Disability



## EMPLOYEES WITH A DISABILITY

### Do you have a disability?

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Yes	6.23%	6.81%
No	86.19%	93.19%

Only YES responses continue

## EMPLOYEES WITH A DISABILITY

What type of disability do you have? Check all that apply.

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Deaf/hard of hearing	9.68%	10.59%
Learning disability	19.35%	11.27%
Medical/chronic health condition	41.94%	32.24%
Mobility/orthopedic	22.58%	26.20%
Psychological/neurological	51.61%	39.75%
Blind/low vision	0.00%	1.61%

## EMPLOYEES WITH A DISABILITY

How satisfied are you with the following items related to our institution's support for employees with a disability?

### Overall services provided

	Pasadena City College	Peer Institutions
Very dissatisfied	21.88%	8.39%
Somewhat dissatisfied	15.63%	1.42%
Neutral	18.75%	45.33%
Somewhat satisfied	9.38%	29.96%
Very satisfied	15.63%	4.96%
N/A	18.75%	9.93%

### Physical health services

	Pasadena City College	Peer Institutions
Very dissatisfied	16.13%	8.34%
Somewhat dissatisfied	9.68%	0.00%
Neutral	19.35%	41.67%
Somewhat satisfied	6.45%	29.17%
Very satisfied	6.45%	8.34%
N/A	41.94%	12.50%

## EMPLOYEES WITH A DISABILITY

### Mental health services

	Pasadena City College	Peer Institutions
Very dissatisfied	25.00%	16.67%
Somewhat dissatisfied	18.75%	20.84%
Neutral	9.38%	25.00%
Somewhat satisfied	6.25%	25.00%
Very satisfied	6.25%	0.00%
N/A	34.38%	12.50%

### Support services (mentoring, support groups)

	Pasadena City College	Peer Institutions
Very dissatisfied	31.25%	8.39%
Somewhat dissatisfied	12.50%	22.99%
Neutral	6.25%	33.57%
Somewhat satisfied	9.38%	6.27%
Very satisfied	12.50%	6.98%
N/A	28.13%	21.81%



## EMPLOYEES WITH A DISABILITY

The accommodations I received while participating in the following met my expectations.

### The application process

	Pasadena City College	Peer Institutions
Strongly disagree	12.50%	4.84%
Disagree	0.00%	3.07%
Neutral	18.75%	8.81%
Agree	12.50%	21.06%
Strongly agree	12.50%	14.36%
N/A	43.75%	47.86%

### The interview process

	Pasadena City College	Peer Institutions
Strongly disagree	12.50%	4.84%
Disagree	0.00%	2.33%
Neutral	21.88%	7.96%
Agree	9.38%	26.38%
Strongly agree	12.50%	11.48%
N/A	43.75%	47.01%

## EMPLOYEES WITH A DISABILITY

### The on-boarding process

	Pasadena City College	Peer Institutions
Strongly disagree	18.75%	7.20%
Disagree	12.50%	7.20%
Neutral	9.38%	10.05%
Agree	9.38%	19.79%
Strongly agree	12.50%	10.79%
N/A	37.50%	44.97%

### Online training

	Pasadena City College	Peer Institutions
Strongly disagree	18.75%	5.80%
Disagree	12.50%	8.18%
Neutral	9.38%	11.34%
Agree	6.25%	17.36%
Strongly agree	9.38%	9.33%
N/A	43.75%	47.99%

## EMPLOYEES WITH A DISABILITY

To what extent do you agree or disagree with the following statements?

### As an employee with a disability, I feel welcome on campus

	Pasadena City College	Peer Institutions
Strongly disagree	12.90%	3.04%
Disagree	16.13%	5.21%
Neutral	19.35%	20.20%
Agree	16.13%	38.65%
Strongly agree	16.13%	26.56%
N/A	19.35%	6.34%

### As an employee with a disability, I feel welcome in the surrounding community

	Pasadena City College	Peer Institutions
Strongly disagree	3.23%	0.00%
Disagree	6.45%	5.15%
Neutral	32.26%	17.22%
Agree	12.90%	40.76%
Strongly agree	22.58%	29.60%
N/A	22.58%	7.26%

## EMPLOYEES WITH A DISABILITY

### As an employee with a disability, I am treated with respect by students

	Pasadena City College	Peer Institutions
Strongly disagree	0.00%	1.59%
Disagree	0.00%	0.93%
Neutral	15.63%	30.05%
Agree	34.38%	32.10%
Strongly agree	34.38%	25.09%
N/A	15.63%	10.24%

### As an employee with a disability, I am treated with respect by faculty

	Pasadena City College	Peer Institutions
Strongly disagree	3.13%	0.72%
Disagree	12.50%	5.75%
Neutral	25.00%	25.75%
Agree	15.63%	29.60%
Strongly agree	25.00%	24.11%
N/A	18.75%	14.06%

## EMPLOYEES WITH A DISABILITY

### As an employee with a disability, I am treated with respect by staff

	Pasadena City College	Peer Institutions
Strongly disagree	3.13%	0.72%
Disagree	3.13%	3.32%
Neutral	25.00%	20.87%
Agree	25.00%	40.36%
Strongly agree	31.25%	25.72%
N/A	12.50%	9.01%

### As an employee with a disability, I am treated with respect by administrators

	Pasadena City College	Peer Institutions
Strongly disagree	16.13%	5.41%
Disagree	29.03%	8.12%
Neutral	16.13%	22.78%
Agree	6.45%	25.37%
Strongly agree	22.58%	26.56%
N/A	9.68%	11.75%

# Religion/Political Views



## RELIGION/POLITICAL VIEWS

### What is your religion/spiritual affiliation?

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Agnostic	13.49%	11.59%
Atheist	11.00%	11.45%
Buddhist	5.81%	2.65%
Christian (other than Roman Catholic)	26.35%	28.75%
Church of Jesus Christ of Latter-day Saints	1.45%	1.14%
Hindu	0.62%	0.46%
Jehovah's Witness	0.41%	0.44%
Jewish	2.70%	1.83%
Muslim	0.21%	0.93%
Protestant	4.15%	3.49%
Roman Catholic	17.01%	12.45%
Scientologist	0.00%	0.04%
Seventh Day Adventist	0.21%	0.43%
Sikh	0.21%	0.04%
Unitarian Universalist	0.00%	1.35%
Prefer not to answer	23.03%	18.68%

## RELIGION/POLITICAL VIEWS

To what extent do you agree or disagree with the following statements?

### I can openly express my religious/spiritual beliefs on campus

	Pasadena City College	Peer Institutions
Strongly disagree	7.77%	7.82%
Disagree	12.55%	12.99%
Neutral	29.88%	22.19%
Agree	21.71%	31.11%
Strongly agree	10.56%	11.84%
N/A	17.53%	14.04%

### I can openly express my religious/spiritual beliefs in the surrounding community

	Pasadena City College	Peer Institutions
Strongly disagree	4.41%	3.42%
Disagree	6.01%	8.15%
Neutral	28.06%	18.03%
Agree	29.66%	41.80%
Strongly agree	12.83%	15.19%
N/A	19.04%	13.41%



## RELIGION/POLITICAL VIEWS

### My religious/spiritual beliefs are treated with respect by students

	Pasadena City College	Peer Institutions
Strongly disagree	2.40%	1.28%
Disagree	3.19%	3.36%
Neutral	28.54%	29.49%
Agree	24.75%	26.50%
Strongly agree	8.98%	10.23%
N/A	32.14%	29.14%

### My religious/spiritual beliefs are treated with respect by faculty

	Pasadena City College	Peer Institutions
Strongly disagree	4.02%	1.88%
Disagree	6.44%	4.59%
Neutral	27.36%	26.81%
Agree	23.54%	29.32%
Strongly agree	10.66%	11.67%
N/A	27.97%	25.73%

## RELIGION/POLITICAL VIEWS

### My religious/spiritual beliefs are treated with respect by staff

	Pasadena City College	Peer Institutions
Strongly disagree	3.22%	1.81%
Disagree	4.02%	3.84%
Neutral	28.57%	26.62%
Agree	27.36%	34.31%
Strongly agree	10.66%	12.46%
N/A	26.16%	20.96%

### My religious/spiritual beliefs are treated with respect by administrators

	Pasadena City College	Peer Institutions
Strongly disagree	5.01%	1.84%
Disagree	4.21%	4.06%
Neutral	29.86%	30.42%
Agree	22.24%	28.09%
Strongly agree	10.02%	11.93%
N/A	28.66%	23.66%

## RELIGION/POLITICAL VIEWS

### Religious/spiritual holidays I celebrate are respected by the campus community

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Strongly disagree	4.80%	2.31%
Disagree	8.20%	4.29%
Neutral	26.00%	20.70%
Agree	23.60%	33.41%
Strongly agree	10.40%	13.64%
N/A	27.00%	25.65%

## RELIGION/POLITICAL VIEWS

To what extent do you agree or disagree with the following statements?

### I can openly express my political views on campus

	Pasadena City College	Peer Institutions
Strongly disagree	13.60%	12.02%
Disagree	17.20%	15.85%
Neutral	25.80%	24.87%
Agree	22.00%	30.75%
Strongly agree	9.60%	8.21%
N/A	11.80%	8.30%

### I can openly express my political views in the surrounding community

	Pasadena City College	Peer Institutions
Strongly disagree	8.60%	5.96%
Disagree	12.00%	12.37%
Neutral	26.60%	25.48%
Agree	30.00%	37.46%
Strongly agree	10.60%	9.90%
N/A	12.20%	8.84%

## RELIGION/POLITICAL VIEWS

### My political views are treated with respect by students

	Pasadena City College	Peer Institutions
Strongly disagree	6.81%	3.10%
Disagree	4.21%	4.78%
Neutral	29.46%	33.77%
Agree	24.05%	25.83%
Strongly agree	8.42%	7.51%
N/A	27.05%	25.03%

### My political views are treated with respect by faculty

	Pasadena City College	Peer Institutions
Strongly disagree	9.84%	5.26%
Disagree	10.04%	7.89%
Neutral	28.71%	29.50%
Agree	22.69%	28.07%
Strongly agree	8.23%	9.49%
N/A	20.48%	19.79%

## RELIGION/POLITICAL VIEWS

### My political views are treated with respect by staff

	Pasadena City College	Peer Institutions
Strongly disagree	7.63%	3.75%
Disagree	9.24%	7.15%
Neutral	31.73%	31.57%
Agree	23.29%	32.19%
Strongly agree	8.03%	9.15%
N/A	20.08%	16.20%

### My political views are treated with respect by administrators

	Pasadena City College	Peer Institutions
Strongly disagree	10.87%	5.16%
Disagree	9.86%	7.25%
Neutral	30.58%	34.63%
Agree	17.91%	25.43%
Strongly agree	7.04%	8.10%
N/A	23.74%	19.41%

# LGBTQIA+ Employees



## LGBTQIA+ EMPLOYEES

### Do you identify as LGBTQIA+?

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Yes	11.11%	10.03%
No	81.35%	79.62%
Not sure	1.19%	2.49%
Prefer not to answer	6.35%	7.86%

Only YES and NOT SURE responses continue



## LGBTQIA+ EMPLOYEES

To what extent do you agree or disagree with the following statements?

### I can openly express my gender identity/expression on campus

	Pasadena City College	Peer Institutions
Strongly disagree	5.00%	0.56%
Disagree	6.67%	6.96%
Neutral	16.67%	16.78%
Agree	33.33%	35.22%
Strongly agree	35.00%	23.66%
N/A	3.33%	16.81%

### I can openly express my sexual identity/orientation on campus

	Pasadena City College	Peer Institutions
Strongly disagree	6.67%	1.70%
Disagree	15.00%	10.94%
Neutral	15.00%	26.21%
Agree	33.33%	31.15%
Strongly agree	30.00%	19.61%
N/A	0.00%	10.39%

## LGBTQIA+ EMPLOYEES

### I can openly express my gender identity/expression in the surrounding community

	Pasadena City College	Peer Institutions
Strongly disagree	8.33%	0.57%
Disagree	6.67%	11.70%
Neutral	16.67%	18.02%
Agree	38.33%	31.28%
Strongly agree	26.67%	22.68%
N/A	3.33%	15.74%

### I can openly express my sexual identity/orientation in the surrounding community

	Pasadena City College	Peer Institutions
Strongly disagree	8.33%	0.57%
Disagree	8.33%	17.71%
Neutral	23.33%	21.16%
Agree	41.67%	31.95%
Strongly agree	18.33%	18.64%
N/A	0.00%	9.96%

**My gender identity/expression is treated with respect by students**

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Strongly disagree	3.33%	0.00%
Disagree	6.67%	1.72%
Neutral	18.33%	19.17%
Agree	26.67%	36.70%
Strongly agree	28.33%	20.32%
N/A	16.67%	22.09%

**My sexual identity/orientation is treated with respect by students**

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Strongly disagree	5.00%	0.00%
Disagree	6.67%	1.72%
Neutral	21.67%	26.21%
Agree	25.00%	38.38%
Strongly agree	25.00%	17.45%
N/A	16.67%	16.23%

## LGBTQIA+ EMPLOYEES

### My gender identity/expression is treated with respect by faculty

	Pasadena City College	Peer Institutions
Strongly disagree	5.00%	0.57%
Disagree	6.67%	1.17%
Neutral	20.00%	19.25%
Agree	33.33%	35.45%
Strongly agree	23.33%	26.09%
N/A	11.67%	17.47%

### My sexual identity/orientation is treated with respect by faculty

	Pasadena City College	Peer Institutions
Strongly disagree	3.33%	0.57%
Disagree	6.67%	2.32%
Neutral	25.00%	25.70%
Agree	33.33%	36.02%
Strongly agree	23.33%	23.20%
N/A	8.33%	12.19%

## LGBTQIA+ EMPLOYEES

### My gender identity/expression is treated with respect by staff

	Pasadena City College	Peer Institutions
Strongly disagree	5.00%	0.57%
Disagree	5.00%	3.53%
Neutral	16.67%	13.98%
Agree	41.67%	40.06%
Strongly agree	23.33%	24.40%
N/A	8.33%	17.45%

### My sexual identity/orientation is treated with respect by staff

	Pasadena City College	Peer Institutions
Strongly disagree	6.78%	0.57%
Disagree	6.78%	6.42%
Neutral	22.03%	24.51%
Agree	38.98%	35.39%
Strongly agree	20.34%	21.49%
N/A	5.08%	11.61%

## LGBTQIA+ EMPLOYEES

### My gender identity/expression is treated with respect by administrators

	Pasadena City College	Peer Institutions
Strongly disagree	10.00%	1.17%
Disagree	6.67%	2.34%
Neutral	20.00%	16.85%
Agree	28.33%	37.23%
Strongly agree	25.00%	24.36%
N/A	10.00%	18.04%

### My sexual identity/orientation is treated with respect by administrators

	Pasadena City College	Peer Institutions
Strongly disagree	6.67%	2.34%
Disagree	6.67%	4.68%
Neutral	26.67%	26.23%
Agree	30.00%	33.09%
Strongly agree	21.67%	20.30%
N/A	8.33%	13.36%

# People of Color



## PEOPLE OF COLOR

### Are you a person of color?

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Yes	39.04%	29.33%
No	52.59%	70.67%

Only YES responses continue



## PEOPLE OF COLOR

To what extent do you agree or disagree with the following statements?

### As a person of color, I feel welcome on campus

	Pasadena City College	Peer Institutions
Strongly disagree	4.59%	1.79%
Disagree	9.18%	8.31%
Neutral	21.94%	10.42%
Agree	41.84%	49.01%
Strongly agree	18.88%	29.14%
N/A	3.57%	1.32%

### As a person of color, I feel welcome in the surrounding community

	Pasadena City College	Peer Institutions
Strongly disagree	3.06%	1.93%
Disagree	7.65%	9.19%
Neutral	23.47%	10.84%
Agree	43.88%	49.14%
Strongly agree	17.86%	26.60%
N/A	4.08%	2.31%

## PEOPLE OF COLOR

### As a person of color, I am treated with respect by students

	Pasadena City College	Peer Institutions
Strongly disagree	2.05%	0.80%
Disagree	2.56%	5.76%
Neutral	14.87%	14.01%
Agree	50.77%	49.53%
Strongly agree	23.59%	27.16%
N/A	6.15%	2.74%

### As a person of color, I am treated with respect by faculty

	Pasadena City College	Peer Institutions
Strongly disagree	5.10%	3.24%
Disagree	9.69%	5.99%
Neutral	21.94%	17.52%
Agree	39.29%	44.74%
Strongly agree	18.88%	24.84%
N/A	5.10%	3.68%

## PEOPLE OF COLOR

### As a person of color, I am treated with respect by staff

	Pasadena City College	Peer Institutions
Strongly disagree	2.55%	1.13%
Disagree	6.12%	5.66%
Neutral	20.92%	15.17%
Agree	45.92%	50.80%
Strongly agree	20.92%	26.66%
N/A	3.57%	0.57%

### As a person of color, I am treated with respect by administrators

	Pasadena City College	Peer Institutions
Strongly disagree	8.16%	4.56%
Disagree	12.76%	9.06%
Neutral	23.47%	15.87%
Agree	32.14%	44.40%
Strongly agree	17.86%	25.16%
N/A	5.61%	0.95%

# Campus Diversity



## CAMPUS DIVERSITY

### How welcoming is our campus to the following groups?

#### African Americans/Blacks

	Pasadena City College	Peer Institutions
Not at all welcoming	3.66%	0.70%
Not very welcoming	12.28%	2.63%
Neutral	15.30%	6.83%
Somewhat welcoming	20.47%	23.29%
Very welcoming	43.97%	59.19%
N/A	4.31%	7.36%

#### Asian Americans

	Pasadena City College	Peer Institutions
Not at all welcoming	1.30%	0.35%
Not very welcoming	6.06%	6.87%
Neutral	17.32%	12.50%
Somewhat welcoming	24.46%	27.64%
Very welcoming	46.32%	40.67%
N/A	4.55%	11.97%

## CAMPUS DIVERSITY

### Caucasians/Whites

	Pasadena City College	Peer Institutions
Not at all welcoming	2.16%	1.77%
Not very welcoming	5.82%	5.30%
Neutral	17.67%	15.02%
Somewhat welcoming	15.30%	19.43%
Very welcoming	53.88%	49.29%
N/A	5.17%	9.19%

### Current military and veterans

	Pasadena City College	Peer Institutions
Not at all welcoming	0.87%	0.35%
Not very welcoming	1.52%	3.00%
Neutral	13.42%	12.70%
Somewhat welcoming	21.21%	22.05%
Very welcoming	56.06%	43.74%
N/A	6.93%	18.17%

## CAMPUS DIVERSITY

### First-generation students

	Pasadena City College	Peer Institutions
Not at all welcoming	1.51%	0.18%
Not very welcoming	4.54%	1.58%
Neutral	14.25%	7.54%
Somewhat welcoming	22.25%	15.09%
Very welcoming	52.27%	67.54%
N/A	5.18%	8.07%

### Hispanics/Latinx

	Pasadena City College	Peer Institutions
Not at all welcoming	1.94%	0.35%
Not very welcoming	4.74%	0.70%
Neutral	11.21%	7.17%
Somewhat welcoming	20.69%	16.26%
Very welcoming	57.33%	69.58%
N/A	4.09%	5.94%

International students and employees

	Pasadena City College	Peer Institutions
Not at all welcoming	2.60%	1.58%
Not very welcoming	5.21%	5.96%
Neutral	16.05%	15.44%
Somewhat welcoming	28.42%	23.51%
Very welcoming	41.43%	38.07%
N/A	6.29%	15.44%

LGBTQIA+ people

	Pasadena City College	Peer Institutions
Not at all welcoming	2.38%	0.70%
Not very welcoming	6.06%	6.14%
Neutral	14.50%	14.39%
Somewhat welcoming	25.54%	21.58%
Very welcoming	45.02%	43.33%
N/A	6.49%	13.86%



**Middle Eastern people**

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Not at all welcoming	3.90%	1.06%
Not very welcoming	8.68%	6.51%
Neutral	24.95%	18.31%
Somewhat welcoming	21.04%	18.84%
Very welcoming	32.54%	35.04%
N/A	8.89%	20.25%

**Muslims**

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Not at all welcoming	3.69%	1.41%
Not very welcoming	10.41%	6.33%
Neutral	25.81%	17.57%
Somewhat welcoming	16.70%	16.70%
Very welcoming	33.19%	34.27%
N/A	10.20%	23.73%

**Native Americans/Alaska Natives**

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Not at all welcoming	3.90%	1.06%
Not very welcoming	9.11%	4.40%
Neutral	24.73%	15.85%
Somewhat welcoming	16.70%	18.66%
Very welcoming	33.19%	39.44%
N/A	12.36%	20.60%

**Native Hawaiians/Pacific Islanders**

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Not at all welcoming	3.90%	0.53%
Not very welcoming	7.38%	4.40%
Neutral	24.08%	13.38%
Somewhat welcoming	19.09%	23.06%
Very welcoming	35.14%	40.49%
N/A	10.41%	18.13%

## CAMPUS DIVERSITY

### People with disabilities

	Pasadena City College	Peer Institutions
Not at all welcoming	3.89%	2.84%
Not very welcoming	14.04%	5.50%
Neutral	17.93%	17.55%
Somewhat welcoming	24.19%	25.18%
Very welcoming	34.99%	39.36%
N/A	4.97%	9.57%

### Undocumented students

	Pasadena City College	Peer Institutions
Not at all welcoming	2.16%	1.06%
Not very welcoming	5.83%	2.83%
Neutral	17.93%	11.48%
Somewhat welcoming	22.68%	22.61%
Very welcoming	43.41%	48.94%
N/A	7.99%	13.07%

Women

	Pasadena City College	Peer Institutions
Not at all welcoming	2.37%	1.58%
Not very welcoming	5.17%	3.35%
Neutral	17.24%	13.38%
Somewhat welcoming	19.40%	25.18%
Very welcoming	51.29%	49.82%
N/A	4.53%	6.69%

## CAMPUS DIVERSITY

The following groups should be required to participate in diversity training.

### Administrative leadership

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Strongly disagree	4.04%	3.11%
Disagree	1.06%	2.13%
Neutral	9.79%	7.90%
Agree	19.36%	26.03%
Strongly agree	64.04%	58.96%
N/A	1.70%	1.87%

### Faculty

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Strongly disagree	4.26%	3.33%
Disagree	2.35%	2.34%
Neutral	12.15%	9.01%
Agree	23.88%	29.29%
Strongly agree	55.65%	54.10%
N/A	1.71%	1.93%

## CAMPUS DIVERSITY

### Board of Trustees

	Pasadena City College	Peer Institutions
Strongly disagree	4.06%	3.22%
Disagree	0.85%	2.46%
Neutral	9.62%	9.51%
Agree	16.88%	24.94%
Strongly agree	66.24%	57.96%
N/A	2.35%	1.90%

### Search committee heads

	Pasadena City College	Peer Institutions
Strongly disagree	4.27%	3.07%
Disagree	1.28%	2.42%
Neutral	10.26%	9.23%
Agree	18.80%	25.51%
Strongly agree	63.25%	58.05%
N/A	2.14%	1.72%

## CAMPUS DIVERSITY

### Staff members

	Pasadena City College	Peer Institutions
Strongly disagree	3.85%	3.23%
Disagree	2.14%	2.57%
Neutral	14.32%	10.89%
Agree	23.93%	31.33%
Strongly agree	54.06%	50.19%
N/A	1.71%	1.79%

### Students

	Pasadena City College	Peer Institutions
Strongly disagree	5.36%	3.65%
Disagree	3.22%	4.30%
Neutral	18.03%	18.04%
Agree	28.33%	30.52%
Strongly agree	42.70%	41.21%
N/A	2.36%	2.29%

## CAMPUS DIVERSITY

### How would you categorize the level of racial/ethnic integration on our campus?

#### On campus

	Pasadena City College	Peer Institutions
Not at all integrated	2.61%	1.58%
Not very integrated	11.98%	7.01%
Neutral	19.83%	11.38%
Somewhat integrated	37.69%	37.65%
Very integrated	24.18%	36.43%
N/A	3.70%	5.95%

#### In campus dining areas

	Pasadena City College	Peer Institutions
Not at all integrated	1.74%	0.88%
Not very integrated	7.84%	7.04%
Neutral	22.66%	14.26%
Somewhat integrated	21.35%	29.23%
Very integrated	16.56%	35.56%
N/A	29.85%	13.03%



## CAMPUS DIVERSITY

### During student activities on campus

	Pasadena City College	Peer Institutions
Not at all integrated	1.74%	0.70%
Not very integrated	9.76%	6.28%
Neutral	21.91%	13.26%
Somewhat integrated	31.45%	29.67%
Very integrated	18.87%	27.23%
N/A	16.27%	22.86%

### During sporting events on campus

	Pasadena City College	Peer Institutions
Not at all integrated	1.09%	0.53%
Not very integrated	5.66%	4.59%
Neutral	23.53%	11.31%
Somewhat integrated	22.66%	17.49%
Very integrated	14.60%	17.31%
N/A	32.46%	48.76%

## CAMPUS DIVERSITY

### During meetings with faculty

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Not at all integrated	2.39%	2.28%
Not very integrated	9.98%	10.18%
Neutral	21.69%	15.44%
Somewhat integrated	26.90%	24.74%
Very integrated	22.99%	21.40%
N/A	16.05%	25.96%

### During meetings with administrators

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Not at all integrated	4.33%	3.51%
Not very integrated	11.47%	10.72%
Neutral	25.32%	15.82%
Somewhat integrated	22.51%	26.19%
Very integrated	17.97%	19.16%
N/A	18.40%	24.60%

During employee events

	Pasadena City College	Peer Institutions
Not at all integrated	1.74%	0.70%
Not very integrated	8.46%	4.93%
Neutral	24.30%	12.68%
Somewhat integrated	27.55%	31.51%
Very integrated	25.60%	31.51%
N/A	12.36%	18.66%

## CAMPUS DIVERSITY

To what extent do you agree or disagree with the following statements regarding our campus vision for diversity?

### Senior leadership establishes the campus vision for diversity

	Pasadena City College	Peer Institutions
Strongly disagree	8.30%	1.40%
Disagree	12.03%	4.72%
Neutral	21.78%	16.97%
Agree	38.59%	46.16%
Strongly agree	13.90%	28.61%
N/A	5.39%	2.15%

### Senior leadership creates a culture of accountability

	Pasadena City College	Peer Institutions
Strongly disagree	17.18%	5.48%
Disagree	18.22%	9.28%
Neutral	26.71%	24.89%
Agree	23.81%	36.77%
Strongly agree	9.11%	21.46%
N/A	4.97%	2.11%

Senior leadership shows a visible commitment to campus diversity

	Pasadena City College	Peer Institutions
Strongly disagree	10.00%	3.02%
Disagree	12.08%	4.52%
Neutral	23.54%	18.39%
Agree	35.21%	43.17%
Strongly agree	15.21%	29.21%
N/A	3.96%	1.70%

A written diversity plan is required in my department/division/unit

	Pasadena City College	Peer Institutions
Strongly disagree	8.65%	4.17%
Disagree	16.46%	10.08%
Neutral	29.96%	38.07%
Agree	16.67%	22.09%
Strongly agree	6.33%	11.61%
N/A	21.94%	13.99%

**My department/division/unit is accountable for diversity progress**

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Strongly disagree	7.98%	4.13%
Disagree	12.82%	6.85%
Neutral	28.78%	28.84%
Agree	26.47%	33.79%
Strongly agree	9.87%	17.79%
N/A	14.08%	8.59%

**There is adequate financial support to drive campus diversity efforts**

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Strongly disagree	8.23%	8.38%
Disagree	11.60%	13.04%
Neutral	28.69%	38.05%
Agree	24.05%	21.61%
Strongly agree	13.92%	11.01%
N/A	13.50%	7.92%

**Our Board of Trustees is supportive of campus diversity efforts**

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Strongly disagree	12.84%	2.38%
Disagree	9.47%	3.51%
Neutral	31.37%	33.15%
Agree	25.89%	37.66%
Strongly agree	10.32%	17.34%
N/A	10.11%	5.95%

**Diversity efforts should be led by each Division or Department with oversight by a central office**

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Strongly disagree	6.93%	2.79%
Disagree	9.03%	5.49%
Neutral	30.88%	33.01%
Agree	32.98%	35.08%
Strongly agree	14.08%	17.62%
N/A	6.09%	6.02%

We have a way to effectively measure our department/division/unit's diversity success

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Strongly disagree	12.39%	7.53%
Disagree	23.11%	10.27%
Neutral	32.56%	40.22%
Agree	15.34%	25.57%
Strongly agree	7.35%	8.89%
N/A	9.24%	7.52%



Have you served on a search/hiring committee in the past two years?

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Yes	39.09%	44.03%
No	60.91%	55.97%

Only YES responses continue

**My search/hiring committee required a diverse pool of candidates**

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Strongly disagree	3.11%	1.88%
Disagree	10.88%	13.10%
Neutral	9.84%	9.08%
Agree	43.52%	46.58%
Strongly agree	29.02%	28.00%
N/A	3.63%	1.37%

**My search/hiring committee had a dedicated diversity recruitment specialist**

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Strongly disagree	12.04%	13.40%
Disagree	14.14%	27.32%
Neutral	21.47%	21.13%
Agree	23.56%	13.40%
Strongly agree	17.80%	8.25%
N/A	10.99%	16.49%

**My search/hiring committee was made up of diverse members**

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Strongly disagree	2.62%	0.52%
Disagree	5.76%	4.64%
Neutral	12.57%	2.58%
Agree	49.21%	52.06%
Strongly agree	28.80%	39.69%
N/A	1.05%	0.52%

**Members of my search/hiring committee frequented diversity recruitment events**

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Strongly disagree	9.42%	5.90%
Disagree	14.14%	19.86%
Neutral	23.04%	44.95%
Agree	17.28%	12.93%
Strongly agree	7.85%	3.65%
N/A	28.27%	12.72%

**My department/division/unit hosted events for future diverse employees on our campus**

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Strongly disagree	17.28%	13.77%
Disagree	22.51%	26.05%
Neutral	17.28%	28.75%
Agree	15.71%	10.60%
Strongly agree	6.28%	6.22%
N/A	20.94%	14.62%

**My department/division/unit participates in an institutional strategic diversity hiring plan**

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Strongly disagree	12.11%	7.33%
Disagree	16.84%	14.66%
Neutral	22.11%	24.61%
Agree	23.16%	27.75%
Strongly agree	11.58%	14.66%
N/A	14.21%	10.99%

**A written diversity plan is required in my department/division/unit**

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Strongly disagree	14.21%	11.52%
Disagree	20.53%	23.56%
Neutral	25.26%	34.03%
Agree	12.63%	10.99%
Strongly agree	7.89%	6.28%
N/A	19.47%	13.61%

**My department/division/unit is accountable for diversity progress**

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Strongly disagree	11.98%	7.21%
Disagree	14.58%	10.71%
Neutral	19.27%	27.55%
Agree	26.04%	33.30%
Strongly agree	14.06%	13.70%
N/A	14.06%	7.54%

# Personal Experiences of Discrimination/Bias/Harassment



## PERSONAL EXPERIENCES OF DISCRIMINATION/BIAS/HARASSMENT

Have you experienced any of the following while employed here? Check all that apply.

	Pasadena City College	Peer Institutions
An illegal activity	7.17%	11.63%
Bullying	27.13%	26.13%
Discrimination/bias/harassment based on age	15.02%	17.10%
Based on gender	19.28%	16.19%
Based on gender identity/expression	4.71%	11.57%
Based on race/ethnicity	23.54%	20.41%
Based on lack of English language proficiency (foreign accent)	5.38%	14.41%
Based on national origin	4.26%	2.72%
Based on disability	4.26%	7.64%
Based on veteran status	0.22%	2.21%
Based on religion/worldview/spiritual affiliation	7.40%	12.40%
Based on a medical condition or illness	6.05%	7.08%
Based on socioeconomic status	6.05%	8.44%
Based on sexual identity/orientation	3.59%	8.43%
Based on political views	10.09%	15.71%
Based on genetic information	1.35%	0.12%
Based on pregnancy	3.81%	1.51%
Retaliation	14.57%	13.92%
Sexual assault	1.79%	1.84%
Other	9.64%	2.80%
None of the above	40.36%	46.39%

## PERSONAL EXPERIENCES OF DISCRIMINATION/BIAS/HARASSMENT

Who caused the offense(s)? Check all that apply.

	Pasadena City College	Peer Institutions
Campus police	6.25%	4.34%
Faculty member	50.00%	44.79%
Member of the surrounding community	5.77%	10.55%
Parent of a student	2.88%	5.23%
Senior administrator (vice president or executive director)	22.60%	21.80%
Other administrator	44.23%	33.60%
Staff member	26.44%	39.96%
Student	20.67%	37.89%

Have you ever reported any incident(s) of discrimination/bias/harassment?

	Pasadena City College	Peer Institutions
Yes	25.81%	37.04%
No	75.12%	62.97%



## PERSONAL EXPERIENCES OF DISCRIMINATION/BIAS/HARASSMENT

Who did you report the incident(s) to? Check all that apply.

	Pasadena City College	Peer Institutions
Campus health center	0.00%	1.51%
Campus police	18.52%	28.09%
Chief diversity officer	3.70%	2.96%
Counseling center	0.00%	3.93%
Equal Employment Opportunity Commission	0.00%	1.65%
Faculty member	11.11%	21.54%
Human resources	59.26%	30.34%
My supervisor	14.81%	58.68%
NAACP	1.85%	0.00%
Off-campus police	1.85%	2.29%
Off-campus healthcare professional	0.00%	0.73%
Office of Civil Rights	1.85%	0.20%
Senior administrator	16.67%	25.46%
Title IX coordinator	1.85%	20.45%

## PERSONAL EXPERIENCES OF DISCRIMINATION/BIAS/HARASSMENT

If you have filed a written report in the past two years, what was the result? Check all that apply.

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
My complaint was taken seriously	10.00%	26.66%
Criminal action was taken	5.00%	1.21%
My complaint was addressed but not resolved to my satisfaction	35.00%	25.67%
Nothing was done	55.00%	33.48%
It's still in process	15.00%	11.94%
My complaint was resolved to my satisfaction	5.00%	14.28%
My complaint was dismissed	10.00%	10.83%

## PERSONAL EXPERIENCES OF DISCRIMINATION/BIAS/HARASSMENT

Why didn't you report the incident(s)? Check all that apply.

	Pasadena City College	Peer Institutions
I did not think there was enough evidence	40.00%	16.21%
I did not think the school would support me	45.33%	37.81%
I did not think anything would happen	52.67%	46.50%
The offender is no longer here	10.00%	15.66%
There was too much pressure by my peers/colleagues not to report	1.33%	2.70%
There was too much pressure by my supervisor not to report	2.00%	1.08%
There was too much pressure by my friends/family not to report	0.67%	0.55%
I had no witnesses to support me	15.33%	20.00%
I feared losing my job	27.33%	29.19%
I feared retaliation	51.33%	43.01%
I was embarrassed	10.00%	8.65%

# Safety on Campus and in the Community



## SAFETY ON CAMPUS AND IN THE COMMUNITY

To what extent do you agree or disagree with the following statements about safety on/off campus?

### I feel safe on campus

	Pasadena City College	Peer Institutions
Strongly disagree	4.87%	0.47%
Disagree	11.06%	3.42%
Neutral	16.59%	4.16%
Agree	44.91%	46.91%
Strongly agree	21.68%	44.37%
N/A	0.88%	0.68%

### I feel safe off campus

	Pasadena City College	Peer Institutions
Strongly disagree	1.55%	0.26%
Disagree	4.88%	3.03%
Neutral	23.95%	6.15%
Agree	48.12%	55.44%
Strongly agree	19.51%	33.72%
N/A	2.00%	1.41%

## SAFETY ON CAMPUS AND IN THE COMMUNITY

### My family feels I am safe on campus

	Pasadena City College	Peer Institutions
Strongly disagree	5.12%	1.06%
Disagree	7.13%	3.97%
Neutral	17.59%	10.11%
Agree	38.53%	41.81%
Strongly agree	18.26%	35.06%
N/A	13.36%	7.99%

### My family feels I am safe off campus

	Pasadena City College	Peer Institutions
Strongly disagree	1.78%	1.32%
Disagree	5.12%	5.99%
Neutral	23.83%	13.68%
Agree	40.76%	43.00%
Strongly agree	16.93%	26.85%
N/A	11.58%	9.16%

## SAFETY ON CAMPUS AND IN THE COMMUNITY

### People are supportive of other people who have experienced incidents of physical confrontation

	Pasadena City College	Peer Institutions
Strongly disagree	2.44%	0.23%
Disagree	5.76%	2.10%
Neutral	22.84%	20.65%
Agree	41.69%	32.18%
Strongly agree	16.41%	29.58%
N/A	10.86%	15.24%

### People are supportive of other people who have experienced incidents of emotional confrontation

	Pasadena City College	Peer Institutions
Strongly disagree	3.78%	1.06%
Disagree	9.33%	4.20%
Neutral	23.78%	20.57%
Agree	38.00%	34.21%
Strongly agree	16.44%	27.93%
N/A	8.67%	12.03%

## SAFETY ON CAMPUS AND IN THE COMMUNITY

To what extent do you agree or disagree with the following statements regarding campus police?

### Campus police should be required to participate in ongoing diversity training

	Pasadena City College	Peer Institutions
Strongly disagree	3.32%	0.67%
Disagree	1.77%	2.20%
Neutral	9.29%	7.64%
Agree	25.22%	30.05%
Strongly agree	59.29%	57.29%
N/A	1.11%	2.15%

### Campus police should be reflective of the diversity of our students

	Pasadena City College	Peer Institutions
Strongly disagree	2.89%	1.55%
Disagree	2.22%	4.11%
Neutral	13.56%	12.18%
Agree	27.33%	30.32%
Strongly agree	51.78%	49.65%
N/A	2.22%	2.20%



## SAFETY ON CAMPUS AND IN THE COMMUNITY

### Campus police should be armed at all times

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Strongly disagree	20.00%	6.89%
Disagree	13.11%	9.22%
Neutral	25.33%	20.38%
Agree	18.00%	28.01%
Strongly agree	22.44%	34.42%
N/A	1.11%	1.07%

## SAFETY ON CAMPUS AND IN THE COMMUNITY

Which of the following would make you feel safe on campus? Check all that apply.

	Pasadena City College	Peer Institutions
A policy banning guns on campus	38.18%	58.17%
Ability to anonymously report concerns about a student or employee	67.50%	79.39%
Bike or foot patrol campus police	63.86%	58.50%
Designated walking/bike paths	28.86%	45.71%
Emergency call boxes	70.68%	70.54%
Emergency services for incidents of sexual assault	52.95%	64.33%
Escorts to other buildings on campus	49.77%	47.71%
Information about emergency procedures in case of a campus lockdown, extreme weather, etc.	60.23%	72.22%
Interior lighting in campus buildings after dark	53.64%	69.40%
Maintenance of improperly working safety items	60.45%	73.03%
Parking lot attendants	45.45%	26.49%
Parking lot lighting	68.18%	82.56%
Quick response by administration to campus emergencies	57.95%	69.35%
Shuttle bus waiting areas	28.86%	35.86%
Street lighting	46.14%	67.12%
Surveillance cameras	52.05%	57.26%
Volunteer designated drivers	12.73%	13.54%
Walkway lighting	59.55%	77.11%

# Overall Campus Experience



## OVERALL CAMPUS EXPERIENCE

To what extent do you agree or disagree about the overall climate at our institution?

### I am satisfied overall with my interactions with other employees

	Pasadena City College	Peer Institutions
Strongly disagree	4.37%	1.08%
Disagree	8.97%	3.69%
Neutral	20.46%	9.43%
Agree	46.21%	51.16%
Strongly agree	19.31%	33.98%
N/A	0.69%	0.66%

### My contributions to campus diversity efforts have been recognized

	Pasadena City College	Peer Institutions
Strongly disagree	9.89%	7.05%
Disagree	15.86%	12.89%
Neutral	31.95%	31.01%
Agree	13.10%	11.64%
Strongly agree	5.75%	4.59%
N/A	23.45%	32.83%

## OVERALL CAMPUS EXPERIENCE

### Our campus is diverse

	Pasadena City College	Peer Institutions
Strongly disagree	2.52%	2.02%
Disagree	8.26%	4.04%
Neutral	16.51%	9.74%
Agree	47.71%	47.79%
Strongly agree	23.85%	36.21%
N/A	1.15%	0.18%

### Our campus is inclusive

	Pasadena City College	Peer Institutions
Strongly disagree	5.75%	2.42%
Disagree	11.49%	11.17%
Neutral	24.37%	23.46%
Agree	39.77%	38.73%
Strongly agree	17.01%	23.28%
N/A	1.61%	0.93%

## OVERALL CAMPUS EXPERIENCE

### Multiculturalism is a core value of our institution's mission

	Pasadena City College	Peer Institutions
Strongly disagree	4.41%	2.04%
Disagree	8.12%	4.77%
Neutral	23.20%	18.43%
Agree	41.30%	42.65%
Strongly agree	20.19%	30.52%
N/A	2.78%	1.61%

### I have received adequate diversity training to engage with students and employees on campus

	Pasadena City College	Peer Institutions
Strongly disagree	2.76%	2.71%
Disagree	9.45%	12.83%
Neutral	23.27%	18.55%
Agree	40.32%	41.47%
Strongly agree	20.51%	21.44%
N/A	3.69%	3.00%

## OVERALL CAMPUS EXPERIENCE

### Our school engages with external communities to understand their interests and respond to their needs

	Pasadena City College	Peer Institutions
Strongly disagree	6.24%	3.29%
Disagree	13.86%	9.28%
Neutral	31.18%	30.90%
Agree	25.17%	33.69%
Strongly agree	11.55%	16.00%
N/A	12.01%	6.84%

### Our school puts too much emphasis on diversity

	Pasadena City College	Peer Institutions
Strongly disagree	14.75%	24.25%
Disagree	26.27%	32.84%
Neutral	26.96%	22.19%
Agree	12.90%	10.98%
Strongly agree	14.75%	5.62%
N/A	4.38%	4.13%

## OVERALL CAMPUS EXPERIENCE

If there were recognitions for contributions to campus diversity, I would participate in advancing those efforts

	Pasadena City College	Peer Institutions
Strongly disagree	6.91%	5.64%
Disagree	15.21%	11.47%
Neutral	39.40%	37.72%
Agree	21.66%	27.39%
Strongly agree	9.45%	9.59%
N/A	7.37%	8.20%

Public announcements regarding internal communications and practices are honest and truthful

	Pasadena City College	Peer Institutions
Strongly disagree	12.84%	4.66%
Disagree	22.94%	8.30%
Neutral	31.42%	36.18%
Agree	19.72%	33.84%
Strongly agree	8.03%	10.92%
N/A	5.05%	6.10%



## OVERALL CAMPUS EXPERIENCE

The welfare of our institution takes precedence over donor demands, investment matters, and political interests

	Pasadena City College	Peer Institutions
Strongly disagree	16.63%	4.18%
Disagree	14.09%	8.20%
Neutral	30.48%	31.22%
Agree	16.40%	28.52%
Strongly agree	12.93%	20.01%
N/A	9.47%	7.89%

Diverse perspectives can easily be found within our general education programs

	Pasadena City College	Peer Institutions
Strongly disagree	4.17%	3.63%
Disagree	9.72%	6.86%
Neutral	27.55%	33.26%
Agree	37.73%	36.77%
Strongly agree	12.96%	11.43%
N/A	7.87%	8.06%

## OVERALL CAMPUS EXPERIENCE

### The policy to improve campus climate via diverse hiring is effective

	Pasadena City College	Peer Institutions
Strongly disagree	10.16%	5.66%
Disagree	14.32%	11.23%
Neutral	33.03%	41.71%
Agree	27.25%	26.05%
Strongly agree	8.31%	8.84%
N/A	6.93%	6.50%

### I am encouraged to weave diversity/cultural competence into my work

	Pasadena City College	Peer Institutions
Strongly disagree	3.23%	2.24%
Disagree	6.91%	7.16%
Neutral	26.04%	19.18%
Agree	37.56%	42.12%
Strongly agree	20.28%	22.53%
N/A	5.99%	6.77%

## OVERALL CAMPUS EXPERIENCE

### Processes for budgeting and monitoring diversity programs receive the same consideration as non-diversity programs

	Pasadena City College	Peer Institutions
Strongly disagree	8.12%	5.14%
Disagree	12.99%	9.70%
Neutral	38.28%	49.07%
Agree	12.06%	15.13%
Strongly agree	6.73%	6.66%
N/A	21.81%	14.30%

### All campus personnel are held to the same code of professional ethics and conduct

	Pasadena City College	Peer Institutions
Strongly disagree	19.44%	11.06%
Disagree	21.53%	18.78%
Neutral	23.61%	19.86%
Agree	20.83%	27.96%
Strongly agree	9.72%	20.13%
N/A	4.86%	2.23%

## OVERALL CAMPUS EXPERIENCE

**There are enough qualified administrators to enable the president to delegate authority to establish effective and equitable procedures for our institution**

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Strongly disagree	11.75%	3.82%
Disagree	9.68%	9.71%
Neutral	30.88%	28.94%
Agree	23.04%	32.82%
Strongly agree	14.98%	20.11%
N/A	9.68%	4.61%

## OVERALL CAMPUS EXPERIENCE

To what extent do you agree or disagree about your work experience here?

### My workload is too heavy

	Pasadena City College	Peer Institutions
Strongly disagree	7.27%	5.64%
Disagree	22.27%	37.39%
Neutral	35.68%	19.05%
Agree	18.18%	22.64%
Strongly agree	15.45%	13.69%
N/A	1.14%	1.58%

### My work-life balance is appropriate

	Pasadena City College	Peer Institutions
Strongly disagree	6.59%	8.05%
Disagree	17.27%	29.23%
Neutral	29.77%	20.40%
Agree	37.73%	33.69%
Strongly agree	7.50%	7.32%
N/A	1.14%	1.31%

## OVERALL CAMPUS EXPERIENCE

### Conference attendance is supported

	Pasadena City College	Peer Institutions
Strongly disagree	7.64%	8.55%
Disagree	16.90%	14.52%
Neutral	22.92%	15.06%
Agree	36.11%	42.43%
Strongly agree	9.49%	14.04%
N/A	6.94%	5.42%

### I am underpaid for the work that I do

	Pasadena City College	Peer Institutions
Strongly disagree	4.77%	4.50%
Disagree	20.45%	20.91%
Neutral	24.55%	17.48%
Agree	22.50%	29.41%
Strongly agree	25.45%	26.47%
N/A	2.27%	1.24%

## OVERALL CAMPUS EXPERIENCE

### I have experienced microaggressions in my department/division/unit

	Pasadena City College	Peer Institutions
Strongly disagree	12.56%	18.75%
Disagree	25.34%	26.68%
Neutral	18.72%	13.35%
Agree	24.20%	24.69%
Strongly agree	14.16%	11.61%
N/A	5.02%	4.92%

### Professional development is encouraged

	Pasadena City College	Peer Institutions
Strongly disagree	4.57%	4.21%
Disagree	11.19%	7.87%
Neutral	18.72%	10.71%
Agree	41.55%	48.62%
Strongly agree	21.46%	27.68%
N/A	2.51%	0.91%

## OVERALL CAMPUS EXPERIENCE

### Mentors are important for junior administrators/faculty/staff

	Pasadena City College	Peer Institutions
Strongly disagree	2.27%	1.05%
Disagree	5.68%	3.62%
Neutral	16.36%	13.14%
Agree	41.59%	42.23%
Strongly agree	30.68%	34.99%
N/A	3.41%	7.13%

### Adequate funding exists for my professional development

	Pasadena City College	Peer Institutions
Strongly disagree	11.95%	8.98%
Disagree	20.00%	11.29%
Neutral	29.66%	25.17%
Agree	22.76%	5.96%
Strongly agree	8.28%	2.17%
N/A	7.36%	46.45%



## OVERALL CAMPUS EXPERIENCE

### Hiring practices are not fair

	Pasadena City College	Peer Institutions
Strongly disagree	10.11%	15.44%
Disagree	23.45%	30.74%
Neutral	31.95%	26.14%
Agree	15.17%	13.94%
Strongly agree	12.64%	8.02%
N/A	6.67%	5.72%

### Diversity-related research, teaching, and community service are considered in the hiring process

	Pasadena City College	Peer Institutions
Strongly disagree	3.95%	2.87%
Disagree	12.33%	7.77%
Neutral	36.05%	36.45%
Agree	29.07%	26.74%
Strongly agree	6.51%	7.41%
N/A	12.09%	18.76%

## OVERALL CAMPUS EXPERIENCE

### I love my job

	Pasadena City College	Peer Institutions
Strongly disagree	6.15%	1.45%
Disagree	10.25%	5.25%
Neutral	22.78%	14.67%
Agree	32.35%	41.40%
Strongly agree	26.20%	36.71%
N/A	2.28%	0.52%

### I am satisfied with my employee benefits package

	Pasadena City College	Peer Institutions
Strongly disagree	7.74%	7.91%
Disagree	10.93%	9.77%
Neutral	14.81%	10.93%
Agree	33.03%	44.73%
Strongly agree	26.88%	22.23%
N/A	6.61%	4.42%

## OVERALL CAMPUS EXPERIENCE

### My performance evaluations are done on a regular basis

	Pasadena City College	Peer Institutions
Strongly disagree	6.67%	6.91%
Disagree	14.71%	8.74%
Neutral	15.86%	11.14%
Agree	36.55%	45.07%
Strongly agree	17.93%	22.47%
N/A	8.28%	5.67%

### There are too many expectations of me

	Pasadena City College	Peer Institutions
Strongly disagree	6.41%	10.36%
Disagree	28.60%	38.37%
Neutral	34.10%	24.88%
Agree	17.85%	17.71%
Strongly agree	10.07%	5.90%
N/A	2.97%	2.78%

## OVERALL CAMPUS EXPERIENCE

### There are pay disparities here

	Pasadena City College	Peer Institutions
Strongly disagree	3.94%	4.69%
Disagree	12.04%	10.56%
Neutral	28.01%	27.18%
Agree	21.53%	28.15%
Strongly agree	25.93%	24.37%
N/A	8.56%	5.06%

### My performance evaluations are fair and impartial

	Pasadena City College	Peer Institutions
Strongly disagree	3.90%	4.02%
Disagree	5.73%	5.95%
Neutral	26.83%	15.73%
Agree	36.01%	44.67%
Strongly agree	18.58%	21.48%
N/A	8.94%	8.15%

## OVERALL CAMPUS EXPERIENCE

### I am utilizing my full range of skills in my current position

	Pasadena City College	Peer Institutions
Strongly disagree	8.90%	8.07%
Disagree	18.04%	19.75%
Neutral	18.04%	11.07%
Agree	31.05%	42.00%
Strongly agree	20.55%	18.03%
N/A	3.42%	1.08%

### There is a great sense of belonging

	Pasadena City College	Peer Institutions
Strongly disagree	14.81%	6.04%
Disagree	18.91%	12.06%
Neutral	24.37%	19.31%
Agree	28.70%	40.60%
Strongly agree	10.02%	20.97%
N/A	3.19%	1.02%

## OVERALL CAMPUS EXPERIENCE

### This is a hostile working environment

	Pasadena City College	Peer Institutions
Strongly disagree	21.66%	39.69%
Disagree	29.26%	31.82%
Neutral	23.73%	14.16%
Agree	10.37%	8.18%
Strongly agree	11.75%	3.30%
N/A	3.23%	2.85%

### Thinking outside the box is rewarded in my department/division/unit

	Pasadena City College	Peer Institutions
Strongly disagree	13.39%	8.86%
Disagree	17.32%	12.68%
Neutral	27.25%	21.67%
Agree	27.02%	37.35%
Strongly agree	10.62%	16.20%
N/A	4.39%	3.24%

## OVERALL CAMPUS EXPERIENCE

### The merit and promotion processes are fair

	Pasadena City College	Peer Institutions
Strongly disagree	15.44%	13.47%
Disagree	17.97%	17.46%
Neutral	38.48%	31.14%
Agree	13.36%	17.19%
Strongly agree	2.53%	7.08%
N/A	12.21%	13.67%

### There are other employees I can get career advice from

	Pasadena City College	Peer Institutions
Strongly disagree	6.22%	4.12%
Disagree	8.76%	7.89%
Neutral	25.12%	14.05%
Agree	39.63%	47.67%
Strongly agree	15.90%	22.03%
N/A	4.38%	4.23%

## OVERALL CAMPUS EXPERIENCE

### My writing is supported

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Strongly disagree	7.37%	4.54%
Disagree	7.37%	7.82%
Neutral	25.35%	24.90%
Agree	17.28%	20.01%
Strongly agree	5.30%	6.60%
N/A	37.33%	36.13%

### My research is supported

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Strongly disagree	8.05%	5.21%
Disagree	8.28%	8.05%
Neutral	27.36%	22.30%
Agree	11.95%	16.12%
Strongly agree	5.06%	5.59%
N/A	39.31%	42.74%



## OVERALL CAMPUS EXPERIENCE

### Sabbatical leave is supported here

	Pasadena City College	Peer Institutions
Strongly disagree	3.24%	4.47%
Disagree	4.86%	7.64%
Neutral	25.69%	35.24%
Agree	18.98%	20.21%
Strongly agree	7.41%	5.40%
N/A	39.81%	27.05%

### Everyone works as a team

	Pasadena City College	Peer Institutions
Strongly disagree	17.20%	6.03%
Disagree	20.64%	19.13%
Neutral	26.15%	20.80%
Agree	25.00%	37.95%
Strongly agree	7.80%	14.27%
N/A	3.21%	1.83%

## OVERALL CAMPUS EXPERIENCE

### I want to quit my job

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Strongly disagree	36.70%	53.05%
Disagree	23.17%	21.40%
Neutral	19.04%	13.28%
Agree	7.80%	5.48%
Strongly agree	7.57%	2.11%
N/A	5.73%	4.68%

## OVERALL CAMPUS EXPERIENCE

If you have ever considered leaving our institution, please tell us why. Check all that apply.

	Pasadena City College	Peer Institutions
No career advancement opportunities	30.94%	27.95%
Salary/benefits are not adequate	29.46%	36.48%
Family relocation	6.68%	6.23%
Offered a job elsewhere	13.37%	11.18%
Co-worker tension	22.03%	19.26%
Work not appreciated	37.13%	27.34%
Feeling of not belonging	26.49%	17.57%
Harassed or bullied at work	18.56%	13.00%
No sense of belonging in the surrounding community	7.18%	3.90%
Insufficient child care services on campus	4.46%	1.95%
Pregnancy	0.50%	1.07%
I have not considered leaving	35.40%	34.00%

# Employee Demographics



## EMPLOYEE DEMOGRAPHICS

### What is your gender?

	Pasadena City College	Peer Institutions
Female	63.76%	62.42%
Male	33.88%	37.03%
Non-binary/nonconforming	2.82%	0.89%
Transgender man	0.00%	0.00%
Transgender woman	0.47%	0.17%

### What is your race/ethnicity?

	Pasadena City College	Peer Institutions
African American/Black	9.83%	9.95%
Asian American/Asian	15.72%	5.91%
Caucasian/White	39.56%	64.62%
Hispanic/Latinx	23.34%	14.46%
Multiracial	7.62%	5.55%
Native American/Alaska Native	1.23%	1.29%
Native Hawaiian/Pacific Islander	0.49%	0.81%

## EMPLOYEE DEMOGRAPHICS

### What is your age?

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
24 or under	6.22%	1.31%
25-30	5.74%	7.25%
31-40	18.42%	23.14%
41-50	30.86%	27.61%
51-60	25.84%	25.13%
61 or over	12.92%	15.57%

### What is your marital status?

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Single	37.14%	23.11%
Married	53.10%	59.60%
Separated	0.95%	1.67%
Divorced	5.48%	10.73%
Partnered/civil union	2.38%	2.86%
Widowed	0.95%	2.04%

## EMPLOYEE DEMOGRAPHICS

### What is your citizenship status?

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
Born in the U.S.	75.41%	88.29%
Naturalized U.S. citizen	19.49%	8.74%
Permanent resident	2.09%	1.79%
International (F-1, J-1, etc.)	0.46%	0.50%
Undocumented	0.23%	0.35%
Prefer not to answer	2.32%	1.30%

### What is your highest level of education?

	<b>Pasadena City College</b>	<b>Peer Institutions</b>
High school	2.78%	1.72%
Some college	9.74%	7.74%
Associate degree	6.50%	8.53%
Bachelor's degree	18.79%	23.93%
Master's degree	43.85%	38.95%
Doctoral degree	18.33%	19.13%



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