

Employee Cultural Assessment

Executive Summary

Wright State Overall: Perception of Wright State's environment, including its treatment of diverse employees and the university's action in cases of potential discrimination or harassment:

Key Positives:

Overall, employees are satisfied with Wright State. Most employees feel that the university generally treats employees with respect and that diverse employees are valued.

Opportunities:

Traditionally underrepresented groups overall have more concerns than others about these issues.

Employees across demographic groups have either doubts or concerns about the university's response to incidents of discrimination toward students and employees. Again, traditionally underrepresented groups have much stronger concerns in this area.

Department's Commitment to Diversity and Inclusion (D&I):

Key Positives:

Most employees feel that their department demonstrates commitment to D&I.

Opportunities:

A higher percentage of almost every traditionally underrepresented group has concerns about their department's D&I commitment than others. Employees identifying themselves as disabled employees, People of Color or GLBTQA employees disagree that their department demonstrates D&I commitment at a much higher rate than other employees. Interestingly, assistant professors have significant concerns in this area.

Personal Treatment: Perception of an employee's relationship to his/her supervisors and co-workers and his/her own opportunities for advancement.

Key Positives:

Employees overall are satisfied with their supervisors' treatment of them and of the supervisors' willingness to listen and consider their ideas.

Opportunities:

Overall, employees have some concerns about other employees' biases that negatively affect them. A smaller portion of disabled employees, POC, especially Hispanics, those of Middle Eastern descent and others, indicate that their supervisors are open to their ideas and suggestions. Across demographic groups, except for first year and/or younger

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employees, many have concerns about their personal career advancement. A significantly smaller percent of staff reports that they have opportunities for advancement than administrators or faculty. Again, more historically underrepresented groups' members in almost every category have concerns.

Personal D&I Capability: Knowledge, Skills and Self-Awareness Regarding D&I.

Key Positives:

Employees feel that they personally make conscious efforts to build relationships with diverse students and are skillful at effectively communicating with diverse employees. Most are interested in increasing their knowledge and skills in D&I.

Opportunities:

Very few employees are aware of their own personal biases. This lack of self-awareness may make their perceptions of their own communication and relationship skills an issue.

Significant Variances between Demographic Groups:

POC (People of Color): Generally speaking, POC feel that there are fewer opportunities for them, that Wright State has issues related to discrimination and harassment of underrepresented groups, and that the university needs to take more action related to complaints regarding these issues.

African Americans: Generally, this group feels more strongly about the D&I issues than other POC. Women in this group feel even more strongly than the men, especially regarding fair treatment and opportunities for advancement.

Hispanics: The relatively small number of Hispanic employees who responded expressed similar concerns as African Americans, but indicated a higher rate of satisfaction with Wright State overall and its actions regarding incidents of discrimination. However, a higher percentage of Hispanics than Blacks responding indicated that they do not feel that their supervisors are open to their ideas and suggestions.

Age/Length of Service: Younger/newer employees typically are more optimistic about their opportunities for advancement than older employees. They are also more satisfied with Wright State overall and its commitment to diversity and inclusion.

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Religion: Usually there were few differences in the views expressed in the survey between Christians and non-Christians. However, members who designated affiliation with some religions that have small representation on campus, such as Muslims and Buddhists, tended to have a higher rate of concern about fair treatment and the university's commitment to diversity.

Classification: Administrators agreed at a higher rate than either faculty or staff that Wright State's environment values diverse employees and that the university takes appropriate action regarding incidents of discrimination. Staff members were much less likely to see opportunities for promotion.

Gender: Women more frequently indicated interest in increasing their diversity knowledge than men. Women are also more likely to feel that other employees display biases that negatively affect them, but feel that their supervisors are open to their ideas and suggestions. Men tend to see more opportunities for advancement than women.

Sexual Orientation: GLBTQA employees have more concern with their departments' commitment to diversity and their supervisors' respectfulness and openness to their ideas than do heterosexual employees, and fewer see sufficient opportunities for advancement. They also report more negative impact from others' biases.

Disability: Employees who identified themselves as disabled were less likely to see their department or Wright State as valuing diversity, treating employees respectfully, or taking appropriate action regarding incidents of discrimination toward diverse employees. They are more likely to indicate that other employees display biases that negatively affect them. A smaller percentage of disabled employees feel that there are sufficient opportunities for them to advance and that their supervisors are open to their ideas and suggestions.

Full/Part Time: There are very few significant differences in the views of full-time and part-time employees. A somewhat larger percentage of part-time employees view the university as treating employees respectfully and believe that the university handles discrimination claims effectively. More full-time employees report employee biases toward them.