This presentation was shared with the CU Board of Regents on April 7, 2022 (all campuses presented but only the Denver Campus' data are included here). Along with the presentation, the following message was sent by Chancellor Michelle Marks and Vice Chancellor Antonio Farias.

Dear Lynx community,

At today's Board of Regents meeting, we shared a summary of our findings from our Fall 2021 Campus & Workplace Culture Survey. Our presentation took a high-level look at sense of belonging, sexual harassment, and discrimination data from the survey, with each topic presented for faculty, staff, and students. In addition to sharing more about our presentation, our survey data is now available to our campus community in a virtual, interactive dashboard. We'd like to remind our campus community that survey responses are anonymized, and no personalized data will ever be shared with any CU office or employee. We'd like to thank the CU Denver Climate and Workplace Culture Steering Committee for its diligence in carefully analyzing the survey's results and creating a meaningful tool that allows for easy navigation for areas of interest to our campus community members.

Presentation Highlights Areas of Needs of Students, Faculty, and Staff

Across our campus populations, the survey results showed that while we have work to do, individuals on the whole are treated with respect. We also saw positive sentiment around individuals' ability to be true to their identity without receiving negative responses from others. Looking at areas for improvement, faculty and staff would benefit from more opportunities for professional growth and career mentoring. Responses from students, both undergraduate and graduate, reflect potential for growth in community building and cultivating friendships.

The data collected on sexual harassment and discrimination will help to enhance ongoing efforts to combat these experiences on our campus and ensure that we provide a safe, supportive campus for all individuals.

Next Steps: Dashboard Live and Action Plans to Follow

Our data dashboard was created with our campus community in mind, providing an intuitive user experience that allows individuals to explore the areas they are most interested in. We will be continuing to update the dashboard with further analyses, driven both by efforts elaborated in our 2030 Strategic Plan—in particular, Goal 1: Become the nation's first equity-serving institution, and Goal 5: Be known as a people-centered best place to work—and feedback from our campus community.

For next steps, we will begin working with school/college/unit teams to develop meaningful action plans, which we will share with the campus community by the start of Fall 2022. Moving forward, we will collaboratively examine every piece of data to gain insight on where we are succeeding as a university and areas that need attention and priority. We will use our findings to continue building on the work we've been doing to invest in and support our people.

We want to thank students, faculty, and staff who completed the Fall 2021 Campus & Workplace Culture Survey for your participation, openness, and honesty in your responses. Together, we strive to create a campus where everyone feels, and knows, they belong.

Michelle Marks
Chancellor

Antonio Farias
Vice Chancellor for Diversity, Equity, and Inclusion

Campus and Workplace Culture Survey

Goal:

- *To create and maintain an inclusive environment where everyone feels respected, supported, and valued.*

- *Launched survey wanting to listen to and understand people's experiences of their CU community.*

Action Planning:

- *Campuses will bring together individuals from across their campus to plan for the response to the survey and develop action steps.*

- *Survey results will provide a baseline for each campus. Progress will be evaluated through metrics and assessment.*

Survey Administration and Protected Classes

- *Campus and Workplace Culture (CWC) Survey was administered in October and November 2021 to all students, faculty, and staff at the request of the Board of Regents*

- *Each CU Campus administered their survey independently and owns their campus data security and storage, analysis, and action planning*

- *Protected Classes: As outlined in Article 8, Part A: Nondiscrimination of Regent Laws, CU recognizes the following protected class groups:*

• Race	• Disability	• Gender expression
• Color	• Creed	• Veteran status
• National origin	• Religion	• Political affiliation
• Sex	• Sexual orientation	• Political philosophy
• Age	• Gender identity	

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CWC Regent Reporting Timeline

- *Fall 2021:* Campus and Workplace Culture (CWC) Survey was administered in October and November 2021 to all students, faculty, and staff

- *February 2022:* Presentation to BOR on five (5) strategic plan aligned questions (Acceptance/culture, harassment, discrimination, incivilities, and wellness)

- *April 2022:* Update on campus level results

- *July 2022:* Update on campus action planning activities

Today's Presentation

Highlights

- *Campus level initial findings from ongoing survey analyses for each of the four populations:*
    - *Faculty*
    - *Staff*
    - *Undergraduate Students*
    - *Graduate Students*

Action Planning

- *Update on action planning and next steps*

CWC Survey Sections
(~73 Questions)

Belonging (~8 Questions)

Dept Culture (~24 Questions)

Norms (~4 Questions)

Identity (~8 Questions)

Incivility (~1 Question)

Sexual Harassment (~1 Question)

Discrimination (~1 Question)

Outcomes/Policy (~4 Questions)

Mental Health (~22 Questions)

~Number of questions per survey administration may vary by staff/student surveys and possible campus customizations to survey instrument. Approximate count doesn't include follow up questions.
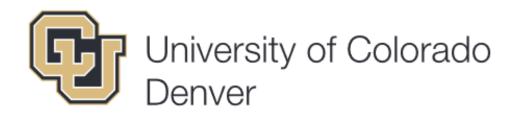
Interpreting Survey Results

Likert Scale Responses

- *Average Response is calculated using the following 1-6 scale:*

Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
(Scale=1)	(2)	(3)	(4)	(5)	(6)

Survey Highlights – CU Denver Faculty

Belonging

High points	Growth Opportunities
5.1 and **5.0** respectively: "Faculty are treated with respect by staff and grad students"	**3.8:** "Senior faculty effectively address problematic behaviors that undermine the work environment"
4.9: "I am proud to work in my department"	**3.8:** "I receive adequate support/mentoring to advance my career/professional development"

Sexual Harassment

1.6% (7/448) indicated being sexually harassed in the past year

4 reported offensive remarks being made about their appearance, body, or sexual activities

2 reported offensive sexualized remarks about themselves/others via text, email, or social media

2 reported sexual rumors being spread via text, email, or social media

Discrimination

20.3% (91/448) indicated experiencing discrimination in the past year. Of those...

56% were unsure how or if related to identity (51/91)

25% discrimination based on reported sex/gender expression (23/91)

12% discrimination based on reported race/ethnicity (11/91)

9% discrimination based on reported age (8/91)

Population R/E-based discrimination: BIPOC: 8% (7/90); white: 0.6% (2/332)

Population gender-based discrimination: Women: 8% (19/238); Men: 2% (4/208)

Note: for both the harassment and discrimination sections, respondents could select multiple options, so they may be counted in more than one category

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Survey Highlights – CU Denver Staff

Belonging

High points	Growth Opportunities
5.2: *"Faculty are treated with respect by staff"*	**3.6:** *"I am provided opportunities to advance in my career"*
4.9: *"Supervisors are treated with respect by their employees"*	**3.8:** *"I receive adequate support/mentoring to advance my career/professional development"*

Sexual Harassment

0.8% *(4/508) indicated being sexually harassed in the past year*

2 reported offensive remarks being made about their appearance, body, or sexual activities

1 reported offensive sexualized remarks about themselves/others via text, email, or social media

1 reported being repeatedly told sexual stores or jokes that were offensive to them

Discrimination

20.4% *(105/509) indicated experiencing discrimination in the past year. Of those…*

51% *were unsure how or if related to identity (54/105)*

25% *discrimination based on reported sex/gender expression (26/105)*

19% *discrimination based on reported age (20/105)*

14% *discrimination based on reported race/ethnicity (15/105)*

Population R/E-based discrimination: BIPOC: 7% (12/169); white: 0.9% (3/326)

Population gender-based discrimination: Women: 6% (21/355); Men: 3% (5/154)

Note: *for both the harassment and discrimination sections, respondents could select multiple options, so they may be counted in more than one category*

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Survey Highlights – CU Denver Undergraduate Students

Belonging

High points	Growth Opportunities
5.2: **Faculty don't act as if they think I don't belong at CU due to my identity*	**3.8:** *"I have a sense of community"*
5.2: *"In most of my courses, course instructors do not tolerate the use of stereotypes, prejudicial comments, or ethnic, racial, or sexual slurs or jokes"*	**4.0:** *"I have made friends here"*

*rephrasing of negatively worded question

Sexual Harassment

4.0% (55/1,381) indicated being sexually harassed in the past year

25 reported offensive remarks being made about their appearance, body, or sexual activities

20 reported that others continued to ask them out for dates, drinks, dinner, etc., even though they said "No"

16 reported that others made offensive sexualized remarks to them (or about themselves to others) by text, email, or social media

Discrimination

16.1% (221/1,371) indicated experiencing discrimination in the past year. Of those…

39% were unsure how or if related to identity (86/221)

28% discrimination based on reported sex/gender expression (61/221)

24% discrimination based on reported race/ethnicity (52/221)

15% discrimination based on reported disability (34/221)

Population R/E-based discrimination: BIPOC: 4% (31/695); white: 3% (17/663)

Population gender-based discrimination: Women: 4% (30/820); Men: 3% (13/433) Non-Binary: 14% (10/72)

Note: for both the harassment and discrimination sections, respondents could select multiple options, so they may be counted in more than one category

Survey Highlights – CU Denver Graduate Students

Belonging

High points	Growth Opportunities
5.2: *I have not considered leaving CU due to negative experiences tied to my identity	**3.9:** "I have a sense of community"
5.2: "Others in similar roles to myself are treated with respect by department colleagues"	**4.0:** "Department resources are allocated transparently"

*rephrasing of negatively worded question

Sexual Harassment

2.0% (18/880) indicated being sexually harassed in the past year
8 reported offensive remarks being made about their appearance, body, or sexual activities
4 reported being repeatedly told sexual stores or jokes that were offensive to them
3 reported that others continued to ask them out for dates, drinks, dinner, etc., even though they said "No"

Discrimination

13.0% (114/878) indicated experiencing discrimination in the past year. Of those...
34% were unsure how or if related to identity (39/114)
26% reported discrimination based on sex/gender expression (30/114)
25% reported discrimination based on race/ethnicity (28/114)
22% reported discrimination based on political affiliation or philosophy (25/114)

Population R/E-based discrimination: BIPOC: 6% (17/301); white: 1% (7/551)

Population gender-based discrimination: Women: 3% (14/522); Men: 3% (10/302); Non-Binary: 16% (5/32)

Note: for both the harassment and discrimination sections, respondents could select multiple options, so they may be counted in more than one category

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Action Planning Update & Next Steps – CU Denver

- ***Strategy:*** *The CWC process fits into broader strategic work being developed for our Equity-Serving Institution and Best Place to Work Strategic Plan goals. This is an opportunity to build on the work being done in these areas.*

- ***Accountability:*** *Created an accountability structure that includes cabinet leaders and shared governance groups to measure and track progress in key areas of focus tied to driving positive climate and culture.*

- ***Timeline:***

  - *April 2022: Release of data dashboards to campus community.*

  - *Summer 2022: Create unit/school/college plans.*

  - *September 2022: Share plans with campus community.*