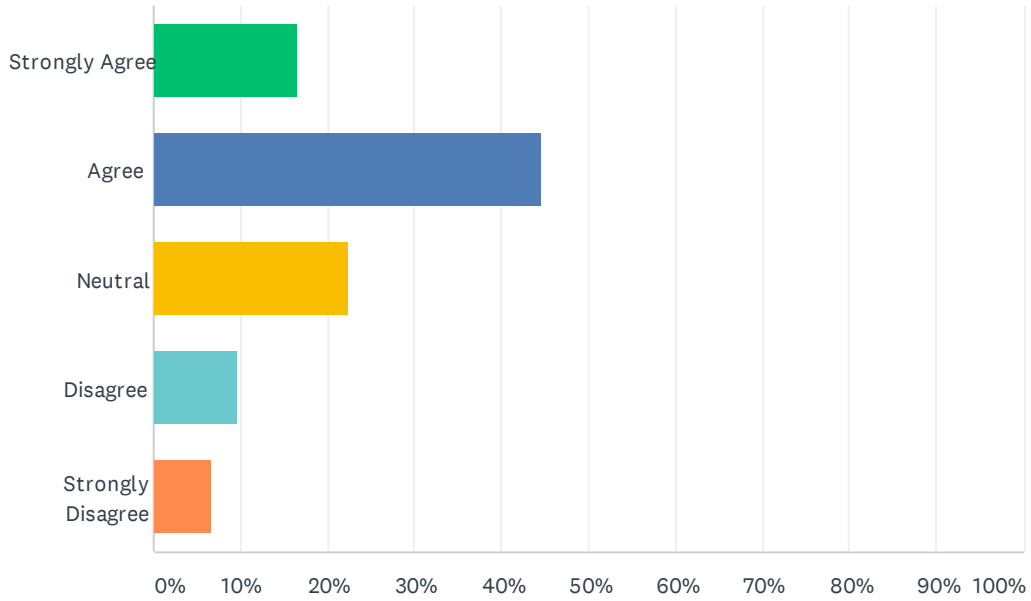


Q1 I have trust and confidence in the leadership of my institution.

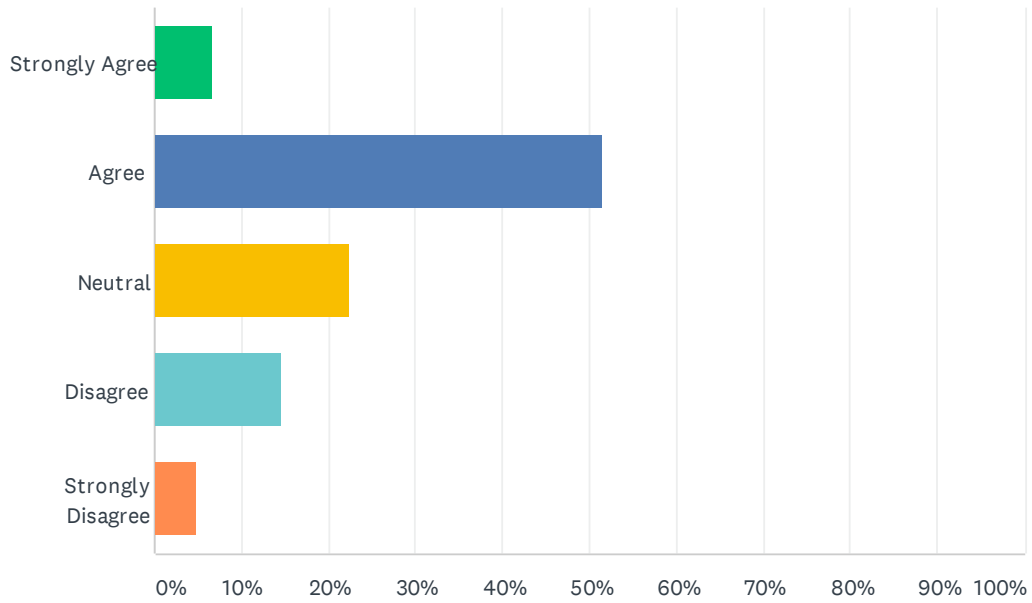
Answered: 103 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	16.50%	17
Agree	44.66%	46
Neutral	22.33%	23
Disagree	9.71%	10
Strongly Disagree	6.80%	7
TOTAL		103

Q2 I am aware of the financial status of my institution.

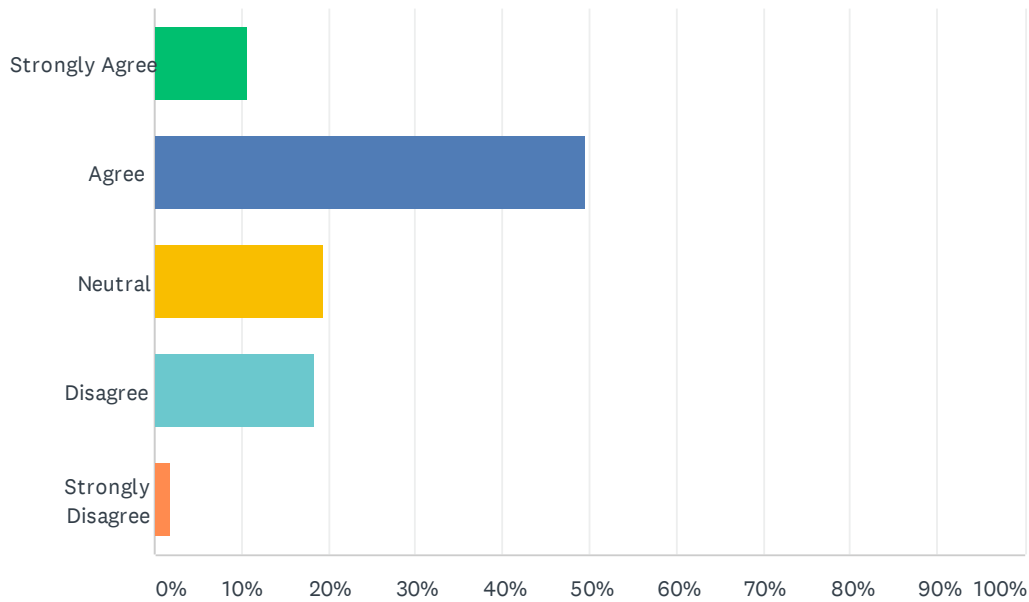
Answered: 103 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	6.80%	7
Agree	51.46%	53
Neutral	22.33%	23
Disagree	14.56%	15
Strongly Disagree	4.85%	5
TOTAL		103

Q3 I am aware of the resources available to me through the Colorado State Employee Assistance Program (CSEAP).

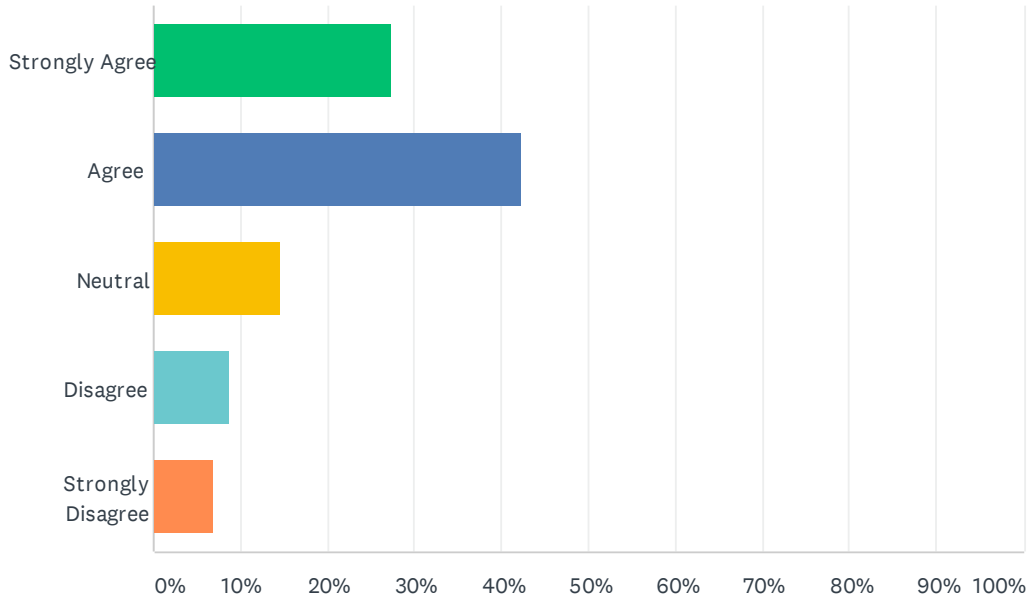
Answered: 103 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	10.68%	11
Agree	49.51%	51
Neutral	19.42%	20
Disagree	18.45%	19
Strongly Disagree	1.94%	2
TOTAL		103

Q4 My institution cares about the safety of its employees.

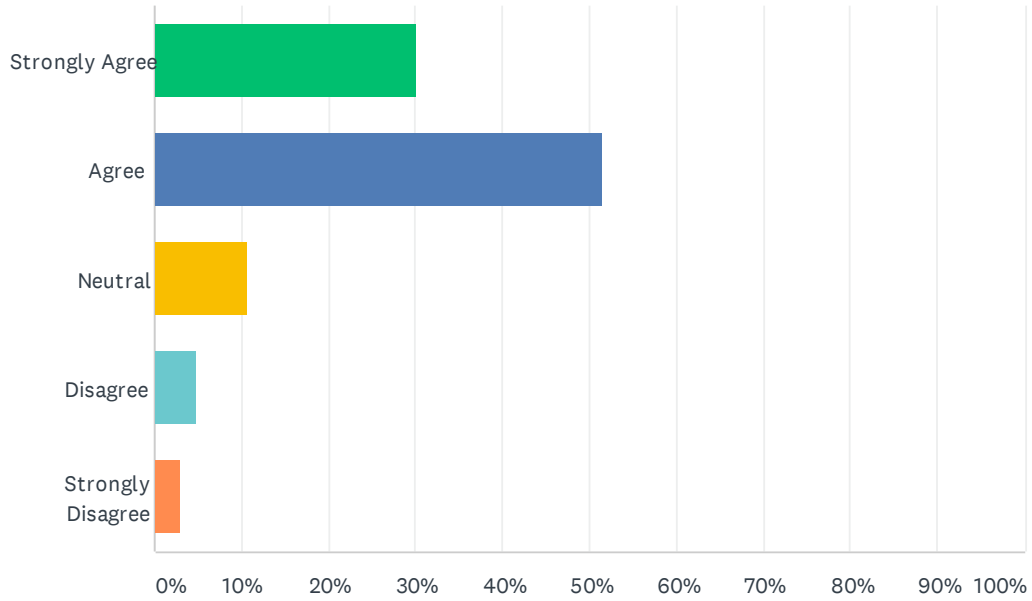
Answered: 102 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly Agree	27.45%	28
Agree	42.16%	43
Neutral	14.71%	15
Disagree	8.82%	9
Strongly Disagree	6.86%	7
TOTAL		102

Q5 My institution cares about the safety of its students.

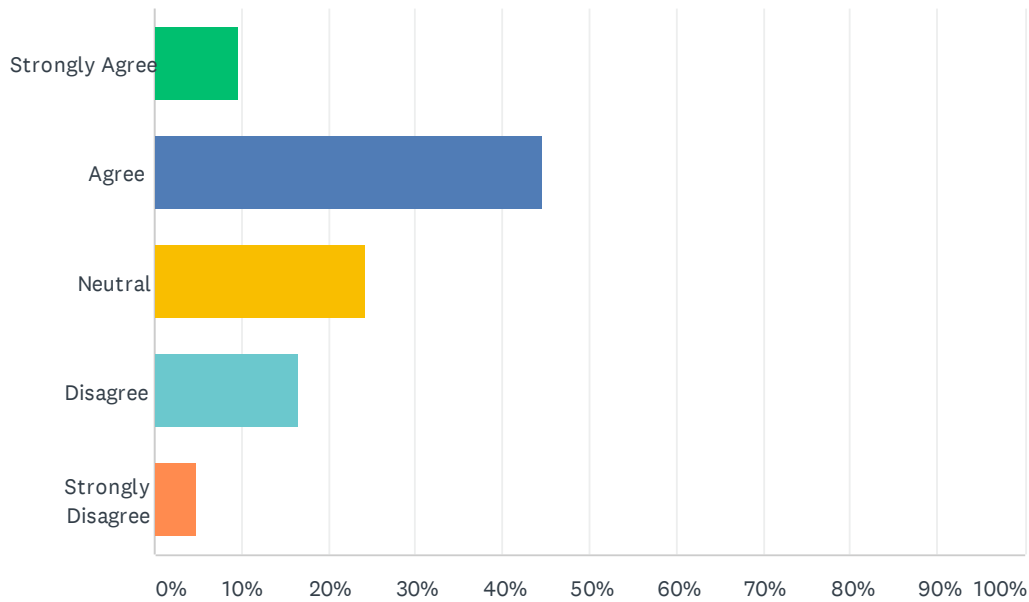
Answered: 103 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	30.10%	31
Agree	51.46%	53
Neutral	10.68%	11
Disagree	4.85%	5
Strongly Disagree	2.91%	3
TOTAL		103

Q6 At my institution, leaders do a good job of communicating institutional goals and strategies.

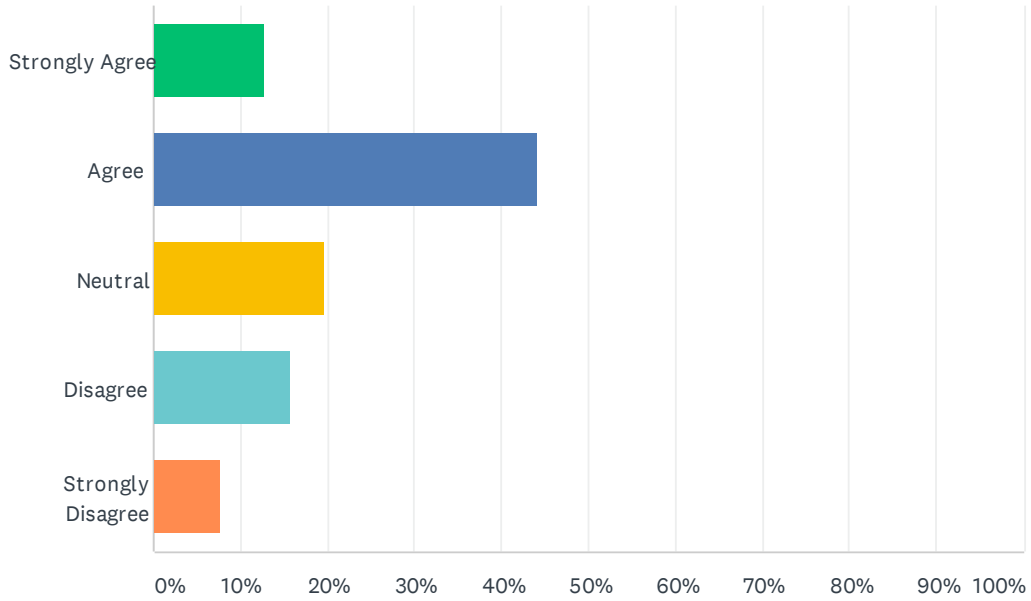
Answered: 103 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	9.71%	10
Agree	44.66%	46
Neutral	24.27%	25
Disagree	16.50%	17
Strongly Disagree	4.85%	5
TOTAL		103

Q7 I am informed about what is going on at my institution.

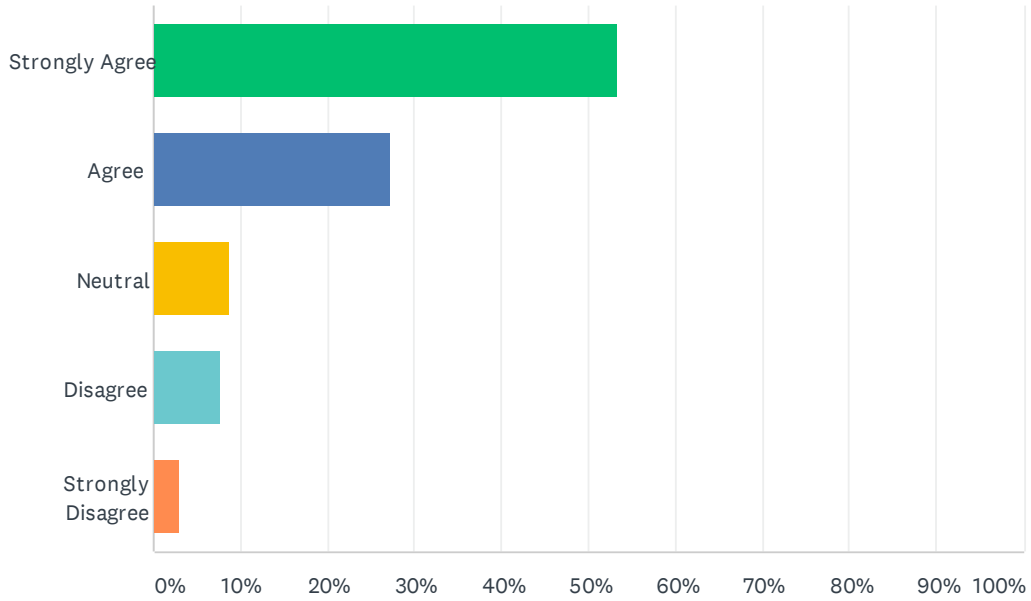
Answered: 102 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly Agree	12.75%	13
Agree	44.12%	45
Neutral	19.61%	20
Disagree	15.69%	16
Strongly Disagree	7.84%	8
TOTAL		102

Q8 There is open and honest communication between me and my supervisor.

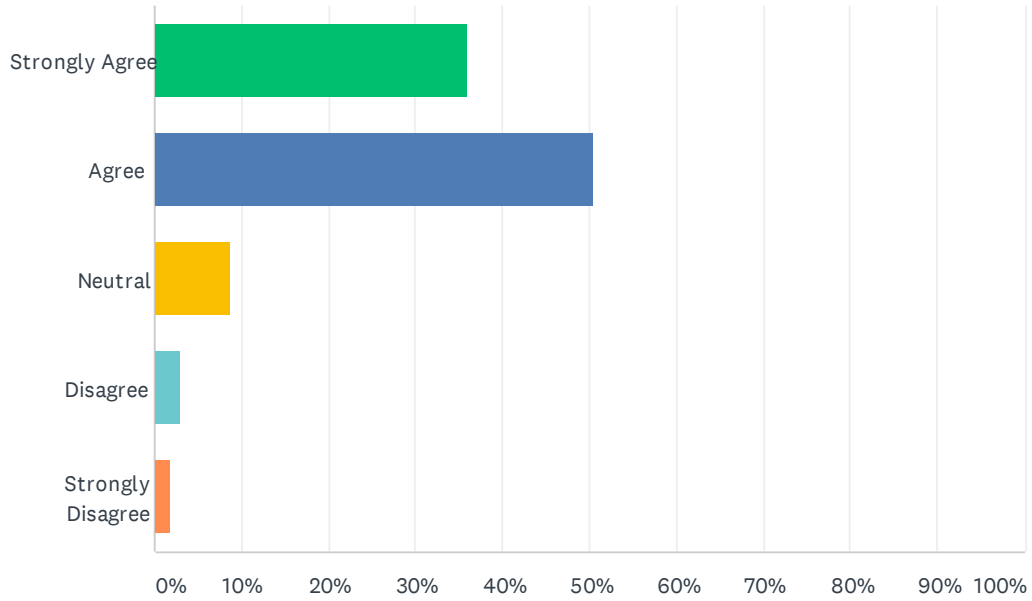
Answered: 103 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	53.40%	55
Agree	27.18%	28
Neutral	8.74%	9
Disagree	7.77%	8
Strongly Disagree	2.91%	3
TOTAL		103

Q9 My work gives me a feeling of personal accomplishment.

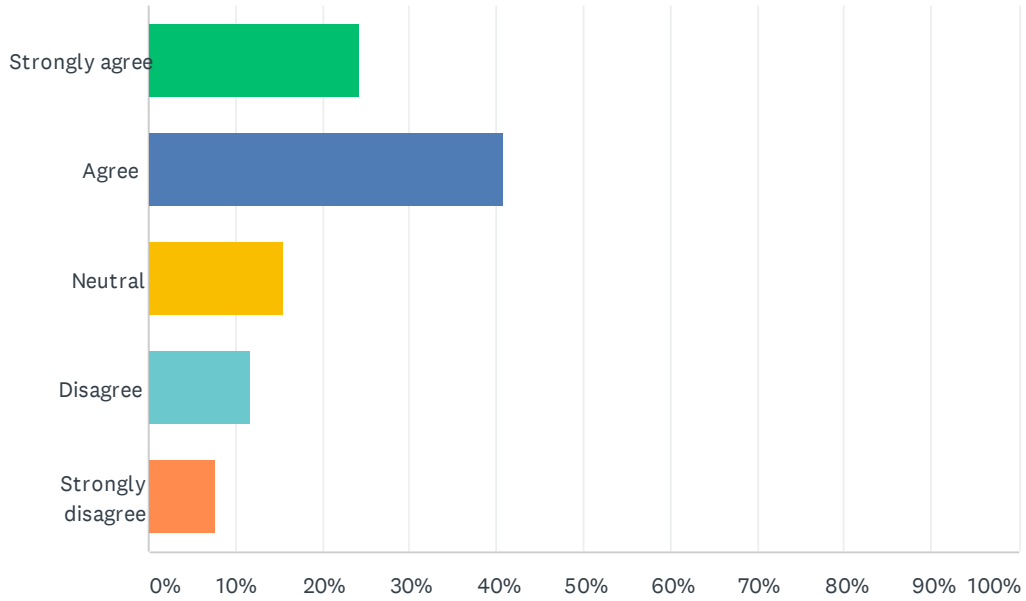
Answered: 103 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	35.92%	37
Agree	50.49%	52
Neutral	8.74%	9
Disagree	2.91%	3
Strongly Disagree	1.94%	2
TOTAL		103

Q10 I feel valued at work.

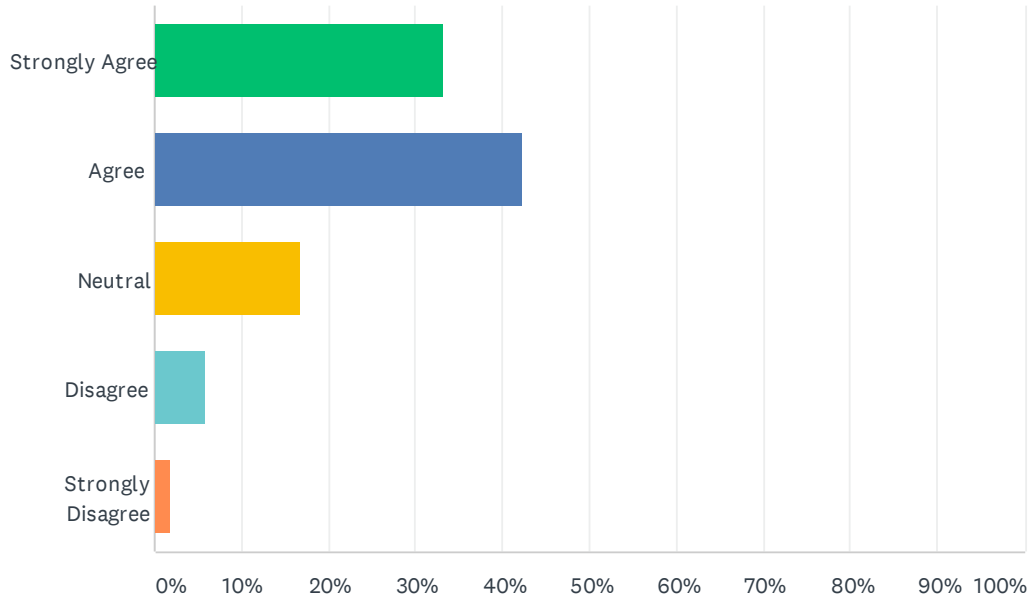
Answered: 103 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	24.27%	25
Agree	40.78%	42
Neutral	15.53%	16
Disagree	11.65%	12
Strongly disagree	7.77%	8
TOTAL		103

Q11 I am proud to say that I am an employee of my institution.

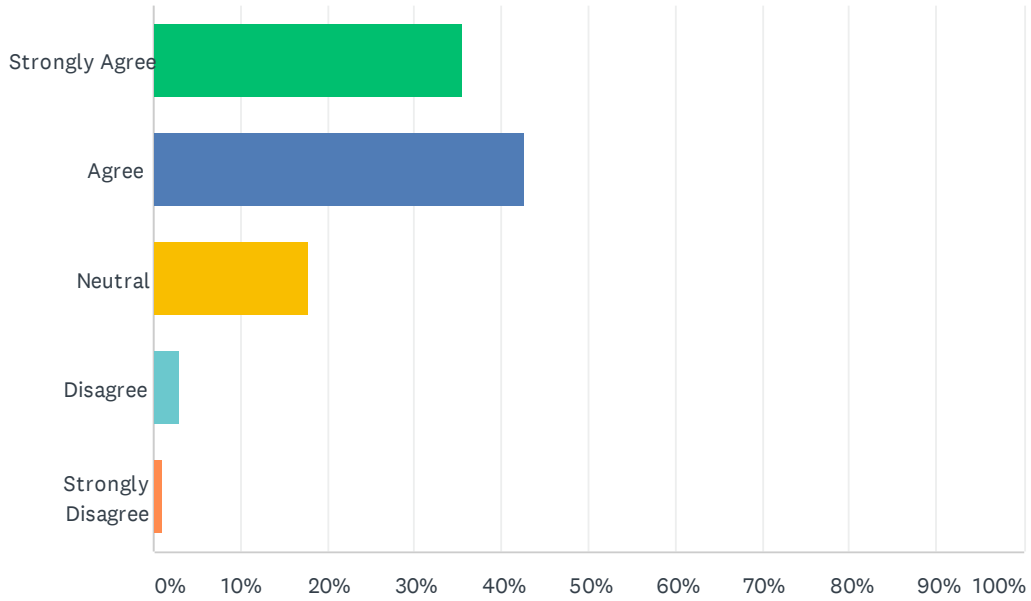
Answered: 102 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly Agree	33.33%	34
Agree	42.16%	43
Neutral	16.67%	17
Disagree	5.88%	6
Strongly Disagree	1.96%	2
TOTAL		102

Q12 I plan to continue my career at my institution.

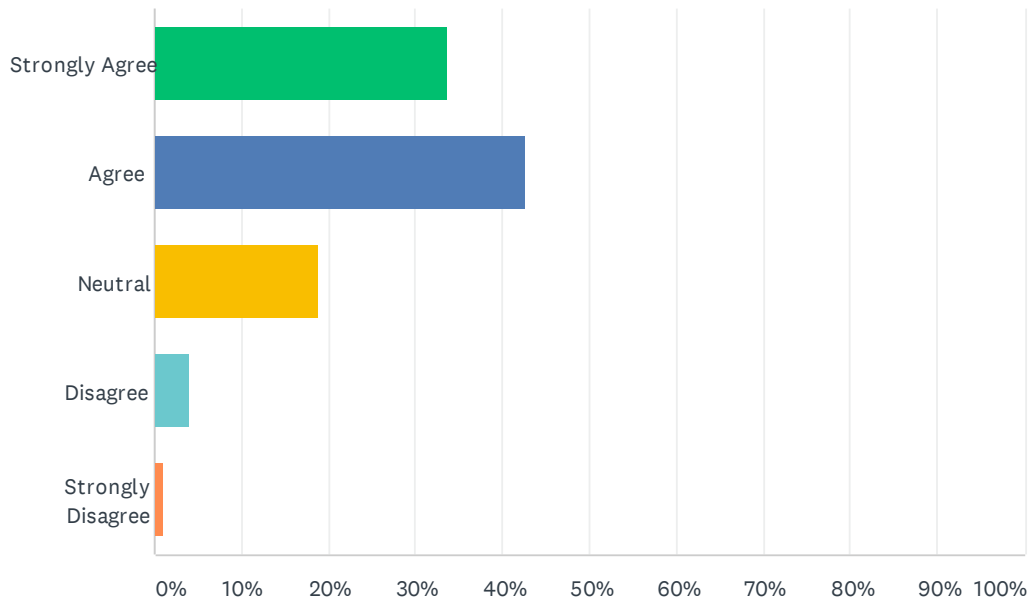
Answered: 101 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Agree	35.64%	36
Agree	42.57%	43
Neutral	17.82%	18
Disagree	2.97%	3
Strongly Disagree	0.99%	1
TOTAL		101

Q13 I plan to continue my career within the Colorado Community College System.

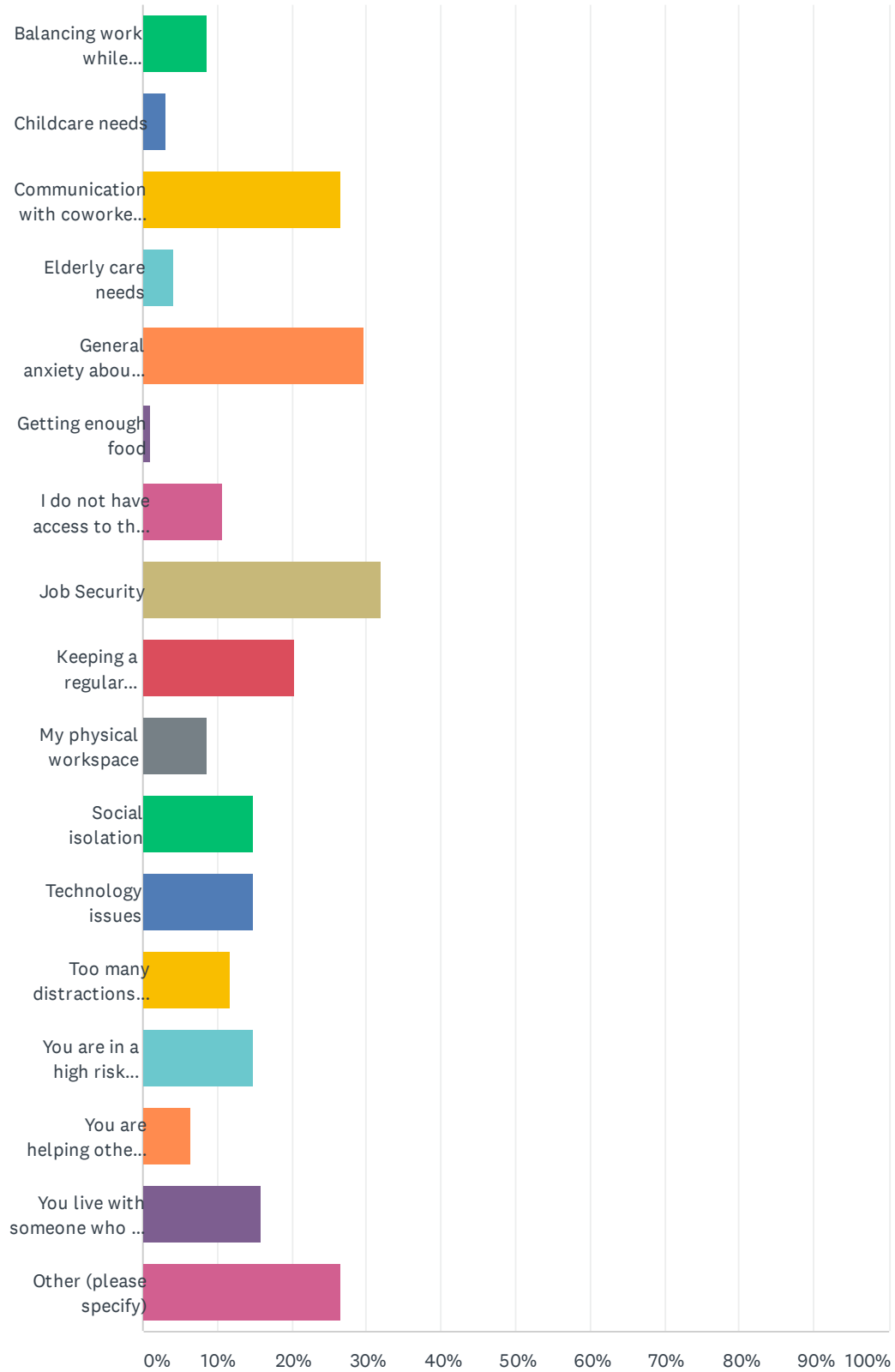
Answered: 101 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Agree	33.66%	34
Agree	42.57%	43
Neutral	18.81%	19
Disagree	3.96%	4
Strongly Disagree	0.99%	1
TOTAL		101

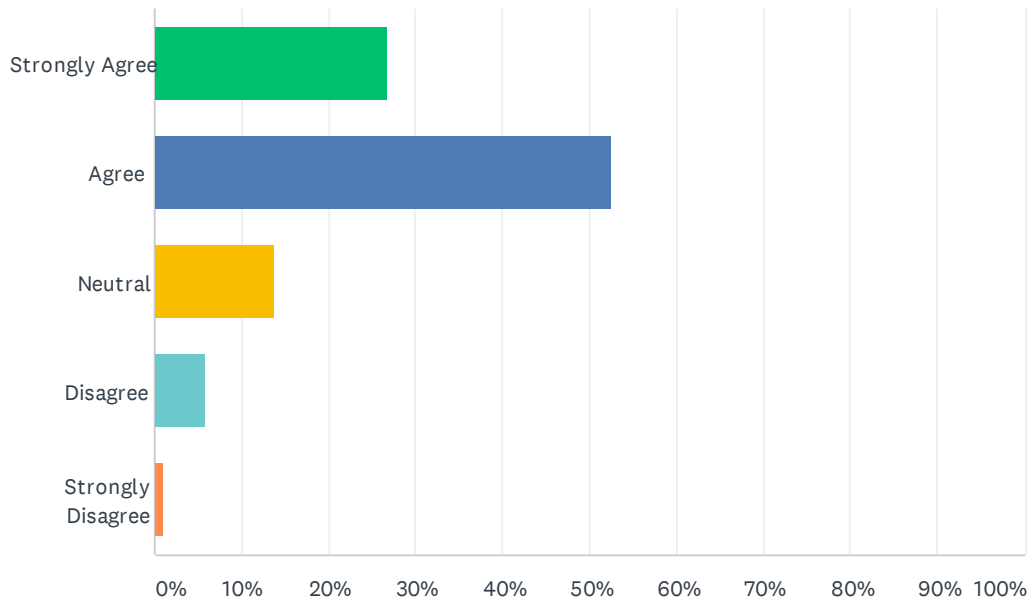
Q14 What are the top three challenges for you right now?

Answered: 94 Skipped: 9



Q16 The leadership at my institution has done a good job of communicating during the COVID-19 pandemic.

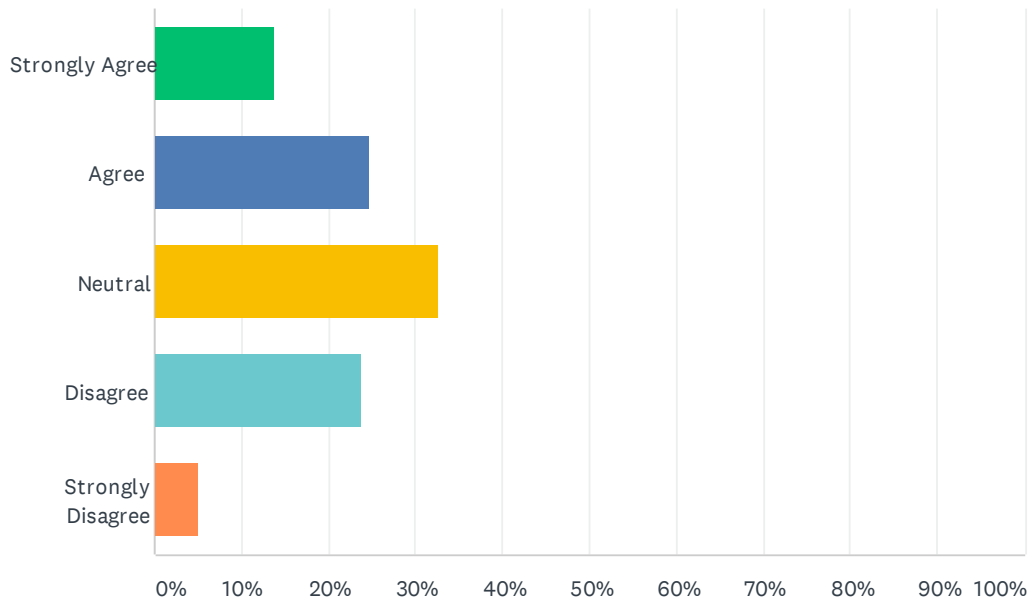
Answered: 101 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Agree	26.73%	27
Agree	52.48%	53
Neutral	13.86%	14
Disagree	5.94%	6
Strongly Disagree	0.99%	1
TOTAL		101

Q17 Leadership at my institution solicited employee input in making decisions in response to the COVID-19 pandemic.

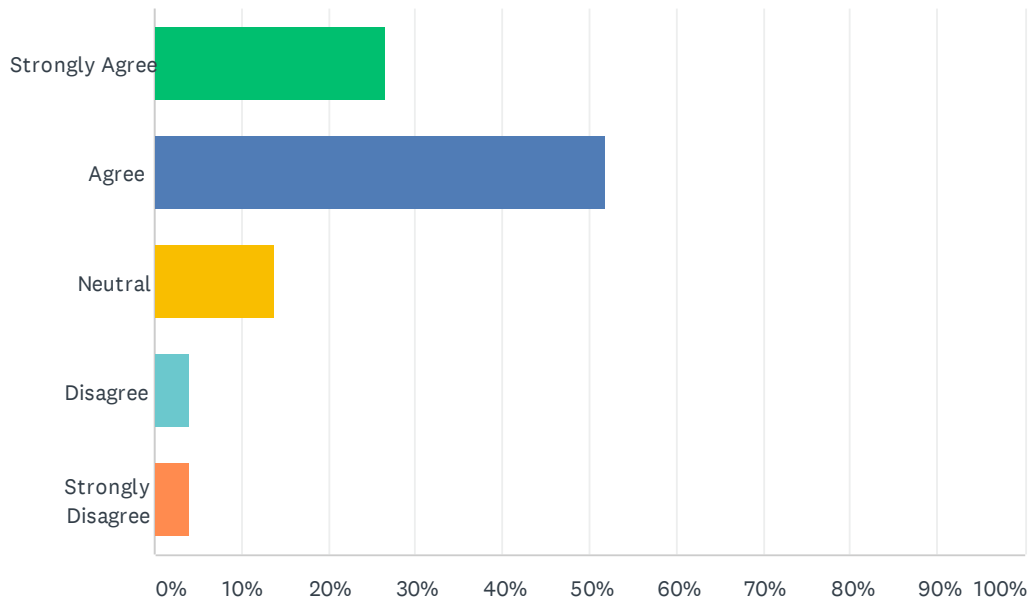
Answered: 101 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Agree	13.86%	14
Agree	24.75%	25
Neutral	32.67%	33
Disagree	23.76%	24
Strongly Disagree	4.95%	5
TOTAL		101

Q18 My institution did a good job of keeping me informed of changes during the COVID-19 pandemic.

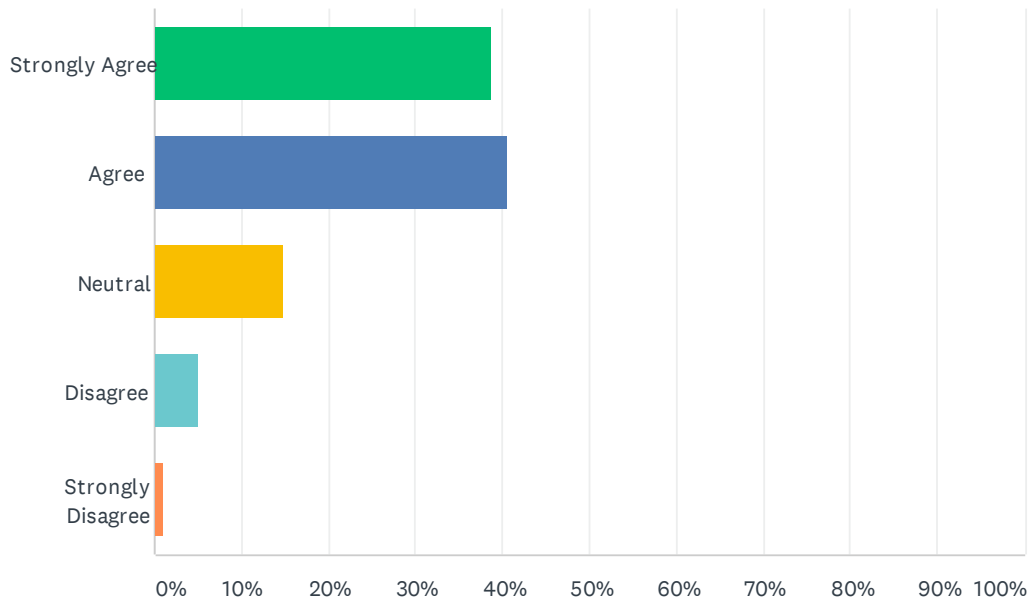
Answered: 102 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly Agree	26.47%	27
Agree	51.96%	53
Neutral	13.73%	14
Disagree	3.92%	4
Strongly Disagree	3.92%	4
TOTAL		102

Q19 My supervisor has done a good job of communicating with me during the COVID-19 pandemic.

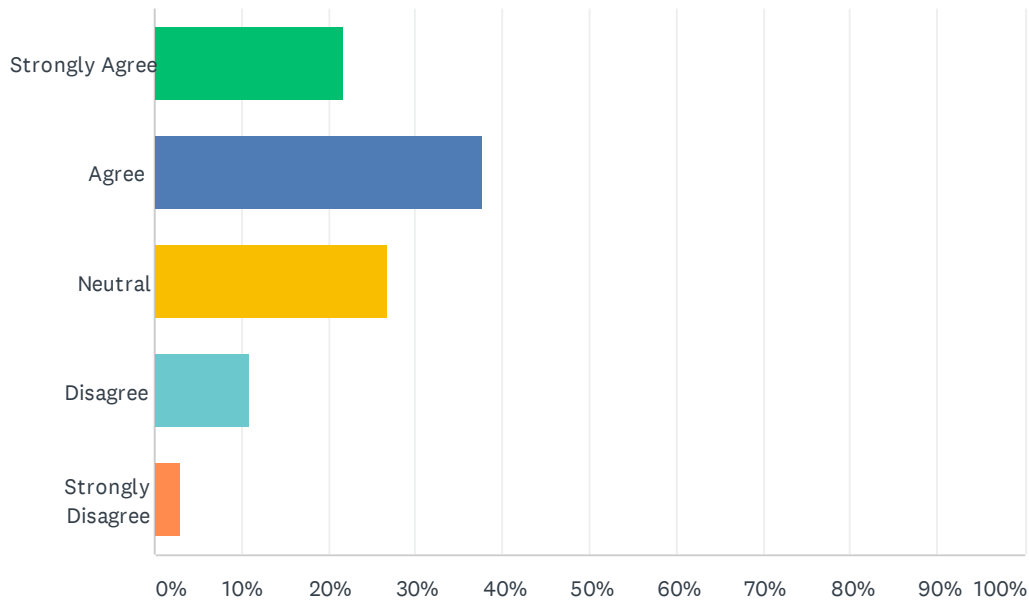
Answered: 101 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Agree	38.61%	39
Agree	40.59%	41
Neutral	14.85%	15
Disagree	4.95%	5
Strongly Disagree	0.99%	1
TOTAL		101

Q20 I am confident that the leadership at my institution will make the right decisions to manage through the COVID-19 pandemic.

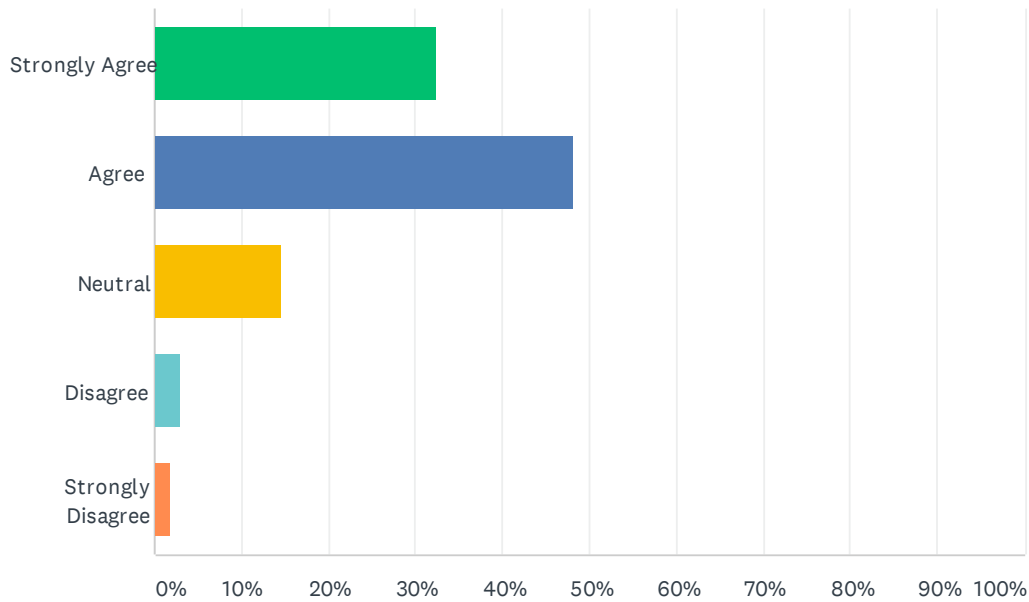
Answered: 101 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Agree	21.78%	22
Agree	37.62%	38
Neutral	26.73%	27
Disagree	10.89%	11
Strongly Disagree	2.97%	3
TOTAL		101

Q21 I am aware of the safety measures my institution has implemented to keep employees and students safe during the COVID-19 pandemic.

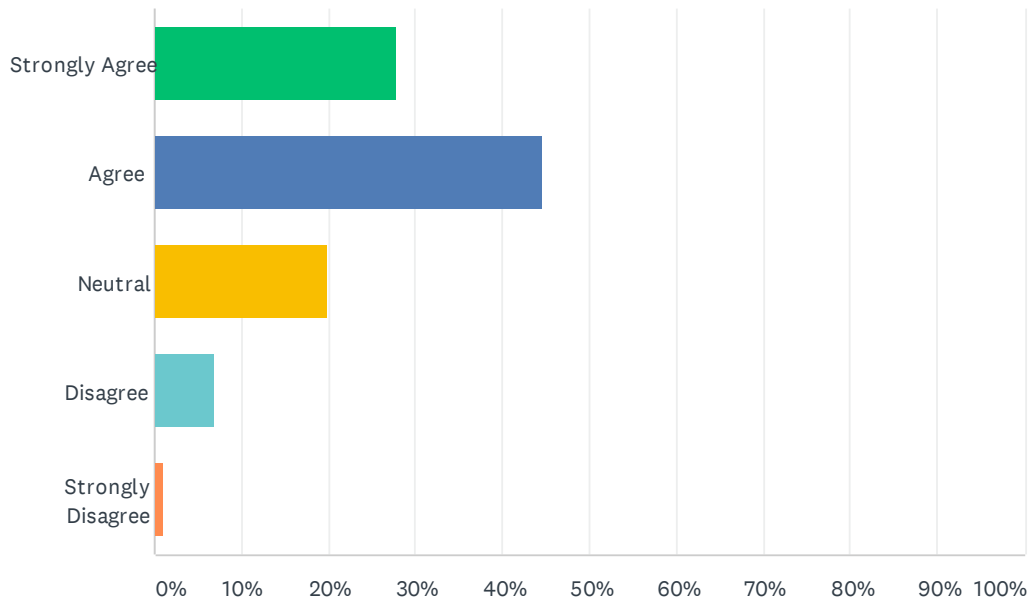
Answered: 102 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly Agree	32.35%	33
Agree	48.04%	49
Neutral	14.71%	15
Disagree	2.94%	3
Strongly Disagree	1.96%	2
TOTAL		102

Q22 I am satisfied with the level of connection I have been able to maintain with my team during the COVID-19 pandemic.

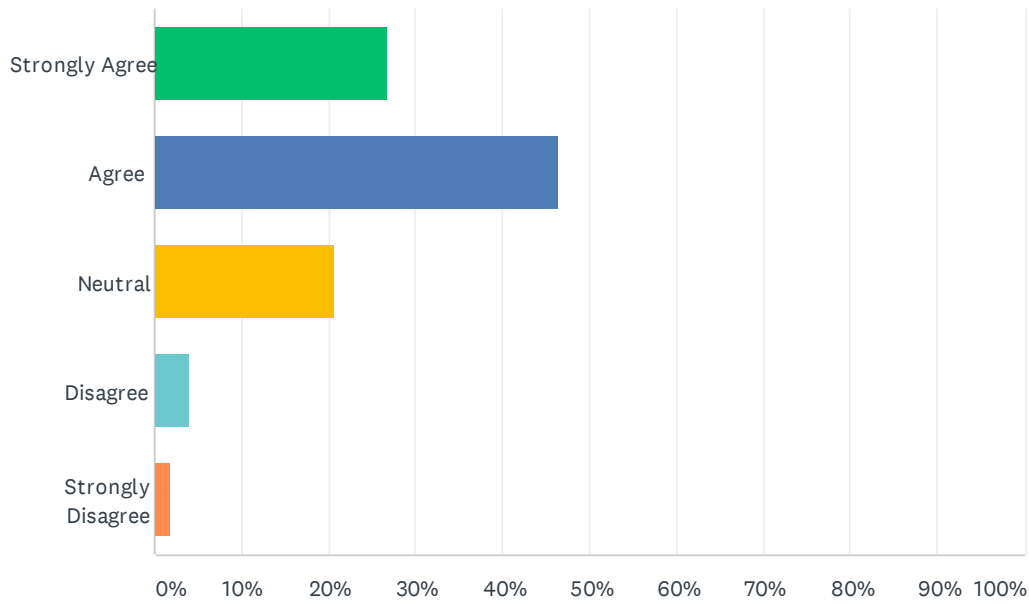
Answered: 101 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Agree	27.72%	28
Agree	44.55%	45
Neutral	19.80%	20
Disagree	6.93%	7
Strongly Disagree	0.99%	1
TOTAL		101

Q23 I am aware of my institution's diversity, equity and inclusion strategic initiatives.

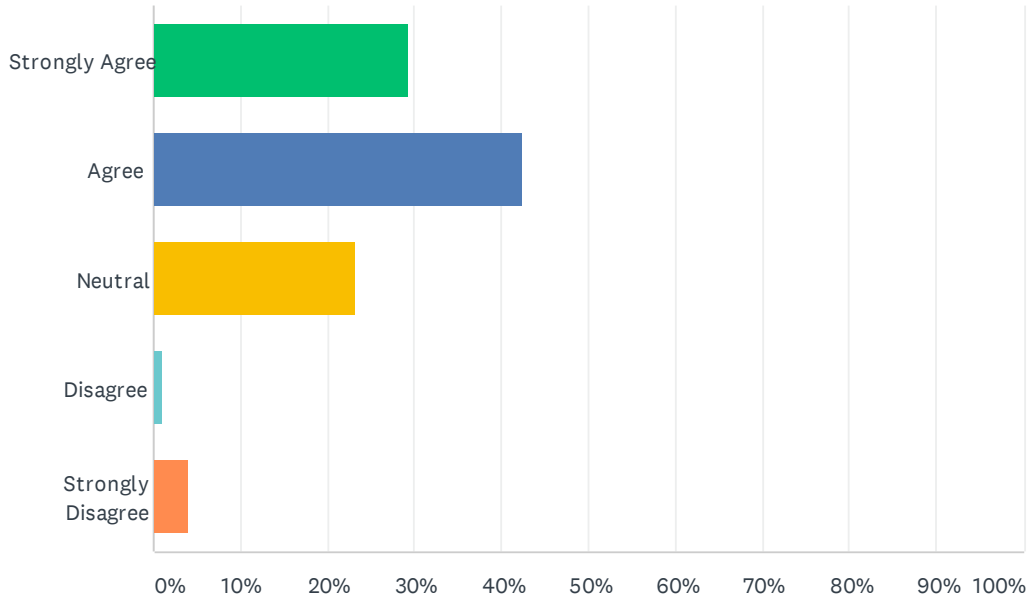
Answered: 101 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Agree	26.73%	27
Agree	46.53%	47
Neutral	20.79%	21
Disagree	3.96%	4
Strongly Disagree	1.98%	2
TOTAL		101

Q24 I support the goals of my institution's diversity, equity and inclusion initiatives.

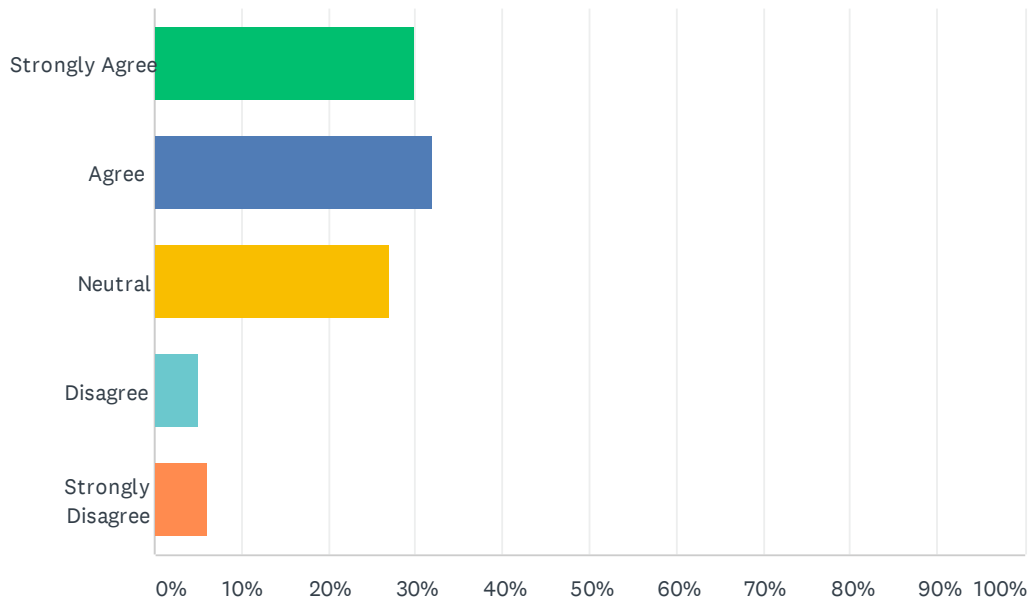
Answered: 99 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strongly Agree	29.29%	29
Agree	42.42%	42
Neutral	23.23%	23
Disagree	1.01%	1
Strongly Disagree	4.04%	4
TOTAL		99

Q25 I see strong leadership support of the institution's value of diversity, equity and inclusion.

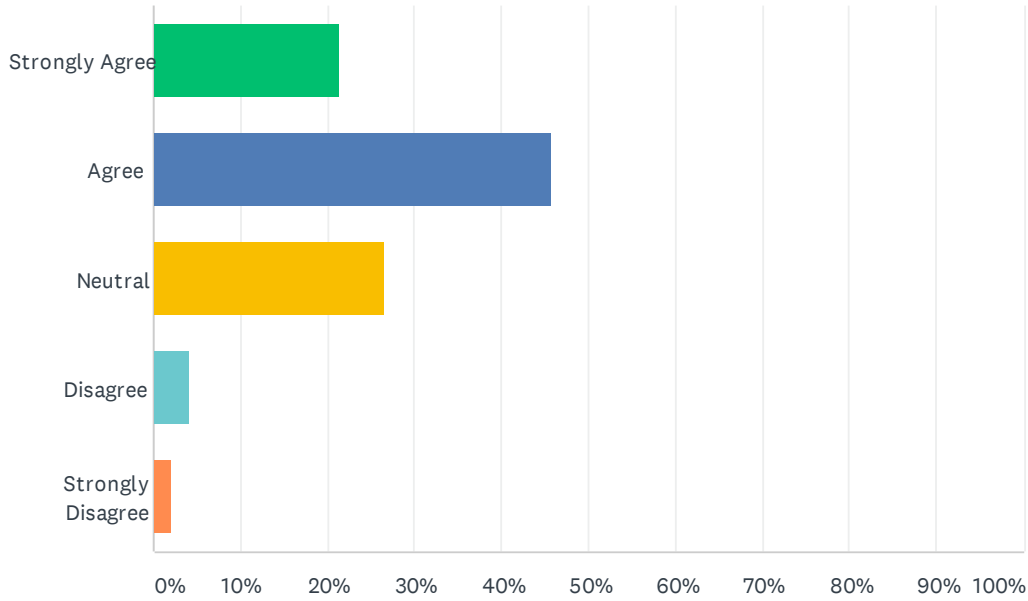
Answered: 100 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly Agree	30.00%	30
Agree	32.00%	32
Neutral	27.00%	27
Disagree	5.00%	5
Strongly Disagree	6.00%	6
TOTAL		100

Q26 My institution has taken steps to help employees develop their self-awareness, knowledge and skills to leverage diversity, equity and inclusion.

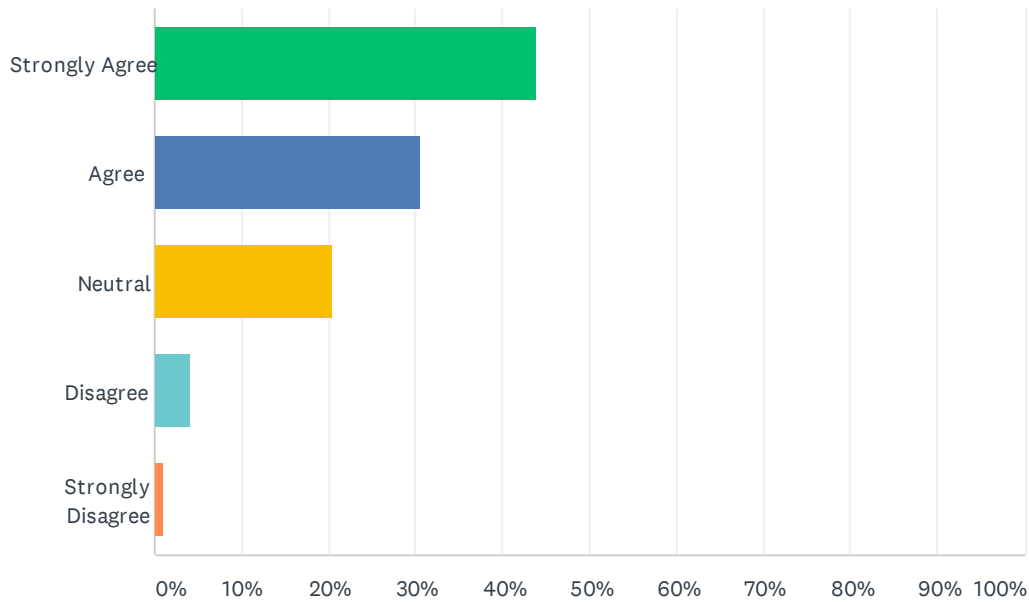
Answered: 98 Skipped: 5



ANSWER CHOICES	RESPONSES	
Strongly Agree	21.43%	21
Agree	45.92%	45
Neutral	26.53%	26
Disagree	4.08%	4
Strongly Disagree	2.04%	2
TOTAL		98

Q27 My supervisor demonstrates a commitment to and support of diversity, equity and inclusion.

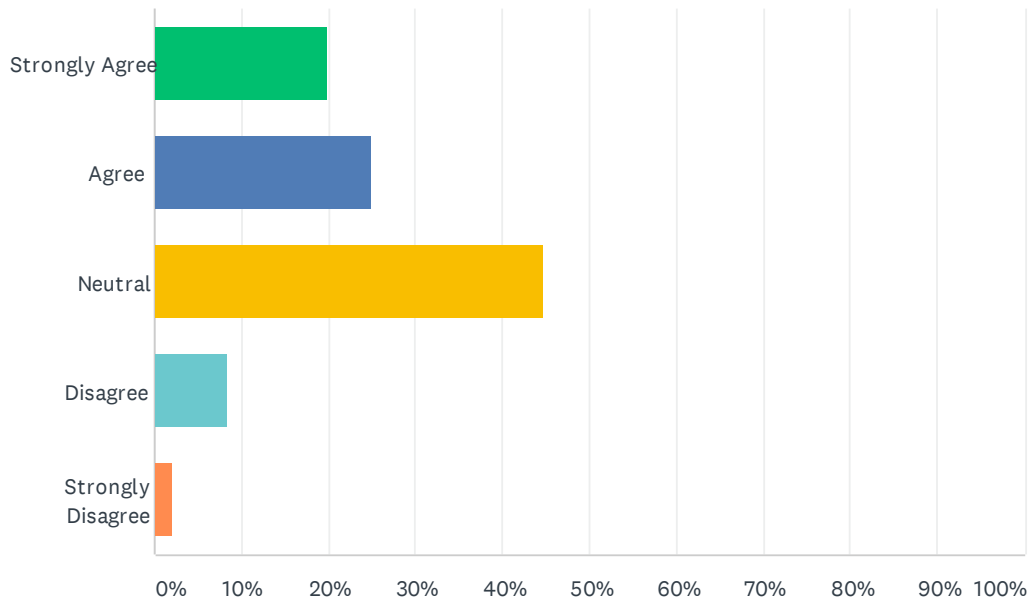
Answered: 98 Skipped: 5



ANSWER CHOICES	RESPONSES	
Strongly Agree	43.88%	43
Agree	30.61%	30
Neutral	20.41%	20
Disagree	4.08%	4
Strongly Disagree	1.02%	1
TOTAL		98

Q28 Leadership takes appropriate action in the response to incidents of bias and discrimination at my institution.

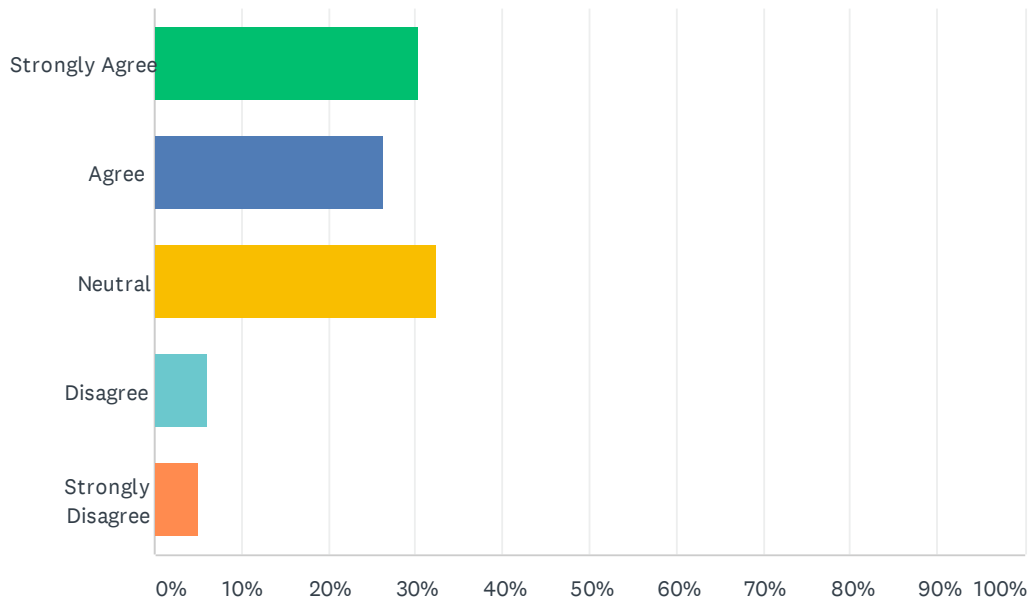
Answered: 96 Skipped: 7



ANSWER CHOICES	RESPONSES	
Strongly Agree	19.79%	19
Agree	25.00%	24
Neutral	44.79%	43
Disagree	8.33%	8
Strongly Disagree	2.08%	2
TOTAL		96

Q29 I am comfortable (feel safe) talking about my background and cultural experiences with my colleagues.

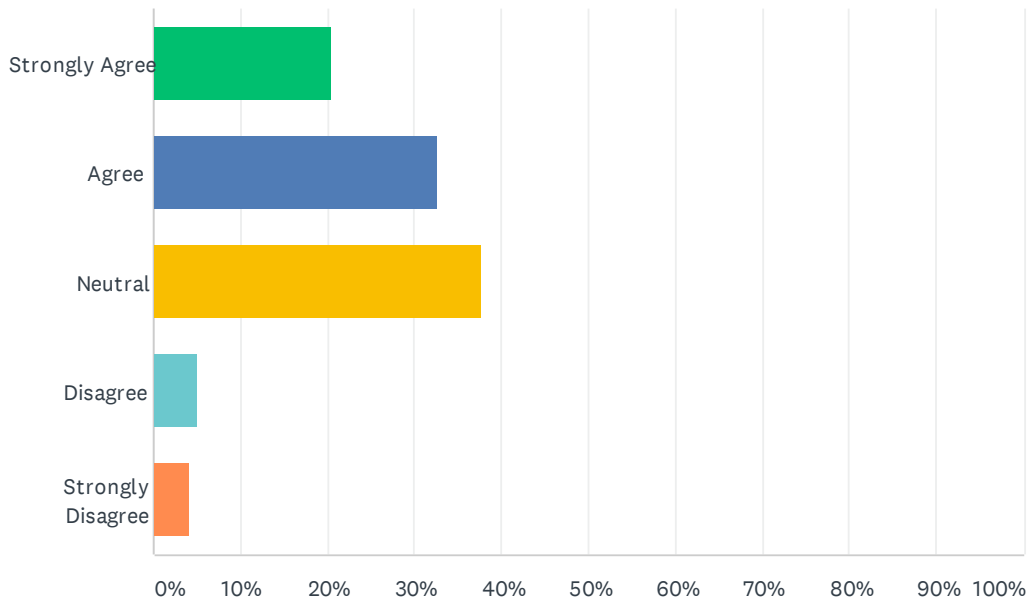
Answered: 99 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strongly Agree	30.30%	30
Agree	26.26%	26
Neutral	32.32%	32
Disagree	6.06%	6
Strongly Disagree	5.05%	5
TOTAL		99

Q30 I am comfortable (feel safe) talking about identities other than my own at my institution.

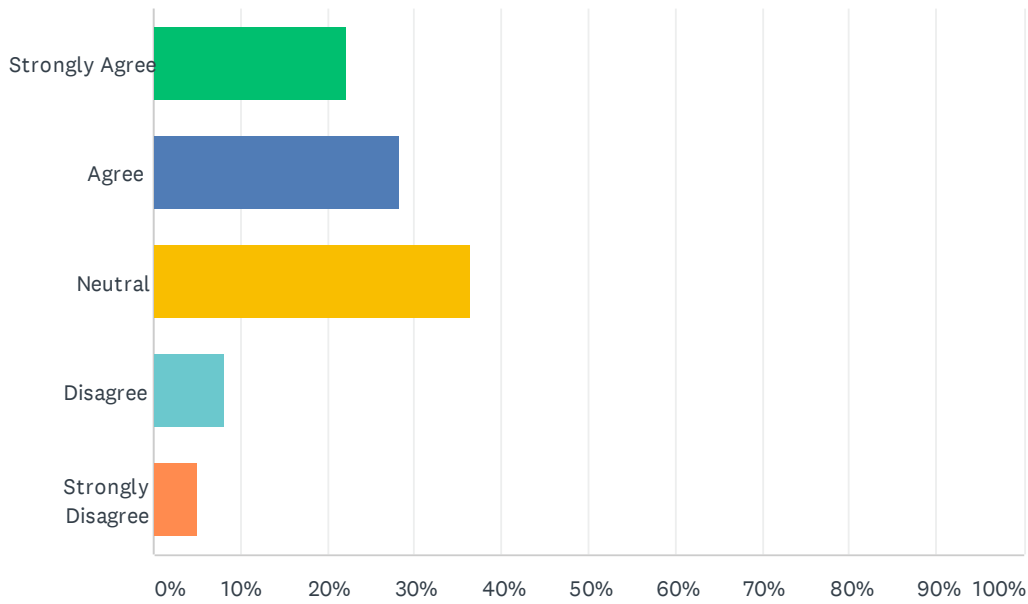
Answered: 98 Skipped: 5



ANSWER CHOICES	RESPONSES	
Strongly Agree	20.41%	20
Agree	32.65%	32
Neutral	37.76%	37
Disagree	5.10%	5
Strongly Disagree	4.08%	4
TOTAL		98

Q31 My institution provides an environment for the free and open expression of ideas, opinions and beliefs.

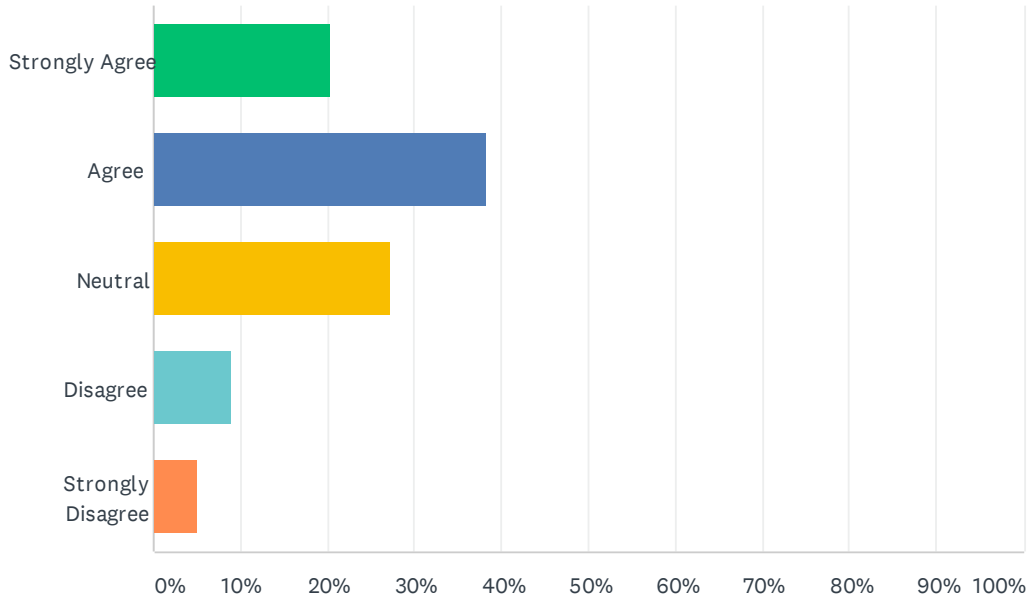
Answered: 99 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strongly Agree	22.22%	22
Agree	28.28%	28
Neutral	36.36%	36
Disagree	8.08%	8
Strongly Disagree	5.05%	5
TOTAL		99

Q32 I can be my authentic self at my institution.

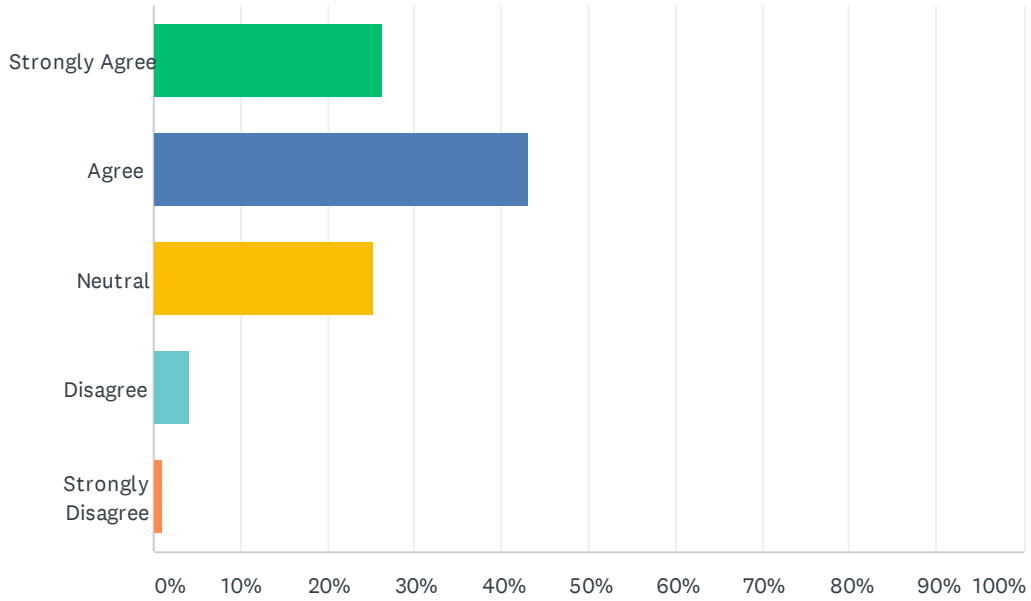
Answered: 99 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strongly Agree	20.20%	20
Agree	38.38%	38
Neutral	27.27%	27
Disagree	9.09%	9
Strongly Disagree	5.05%	5
TOTAL		99

Q33 Discussions at my institution about diversity, equity and inclusion are respectful.

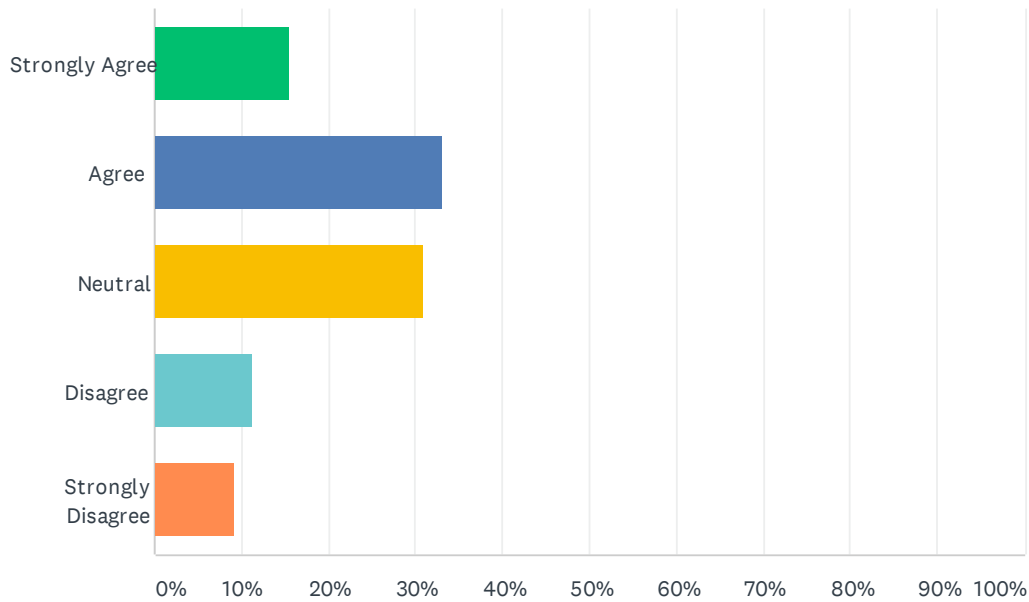
Answered: 95 Skipped: 8



ANSWER CHOICES	RESPONSES	
Strongly Agree	26.32%	25
Agree	43.16%	41
Neutral	25.26%	24
Disagree	4.21%	4
Strongly Disagree	1.05%	1
TOTAL		95

Q34 Employee processes (e.g. , promotional opportunities, professional development) at my institution are fair and equitable for all employees.

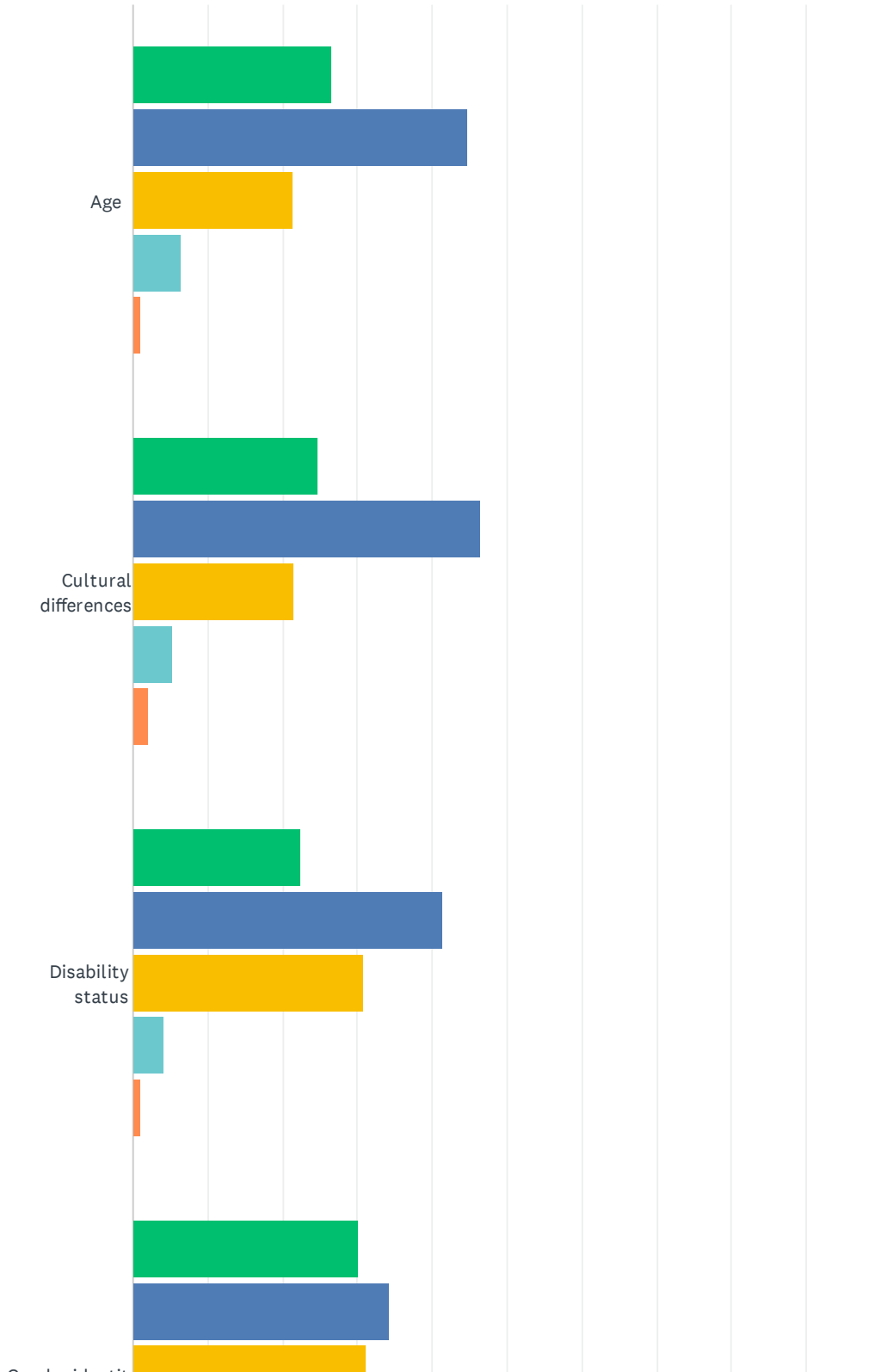
Answered: 97 Skipped: 6



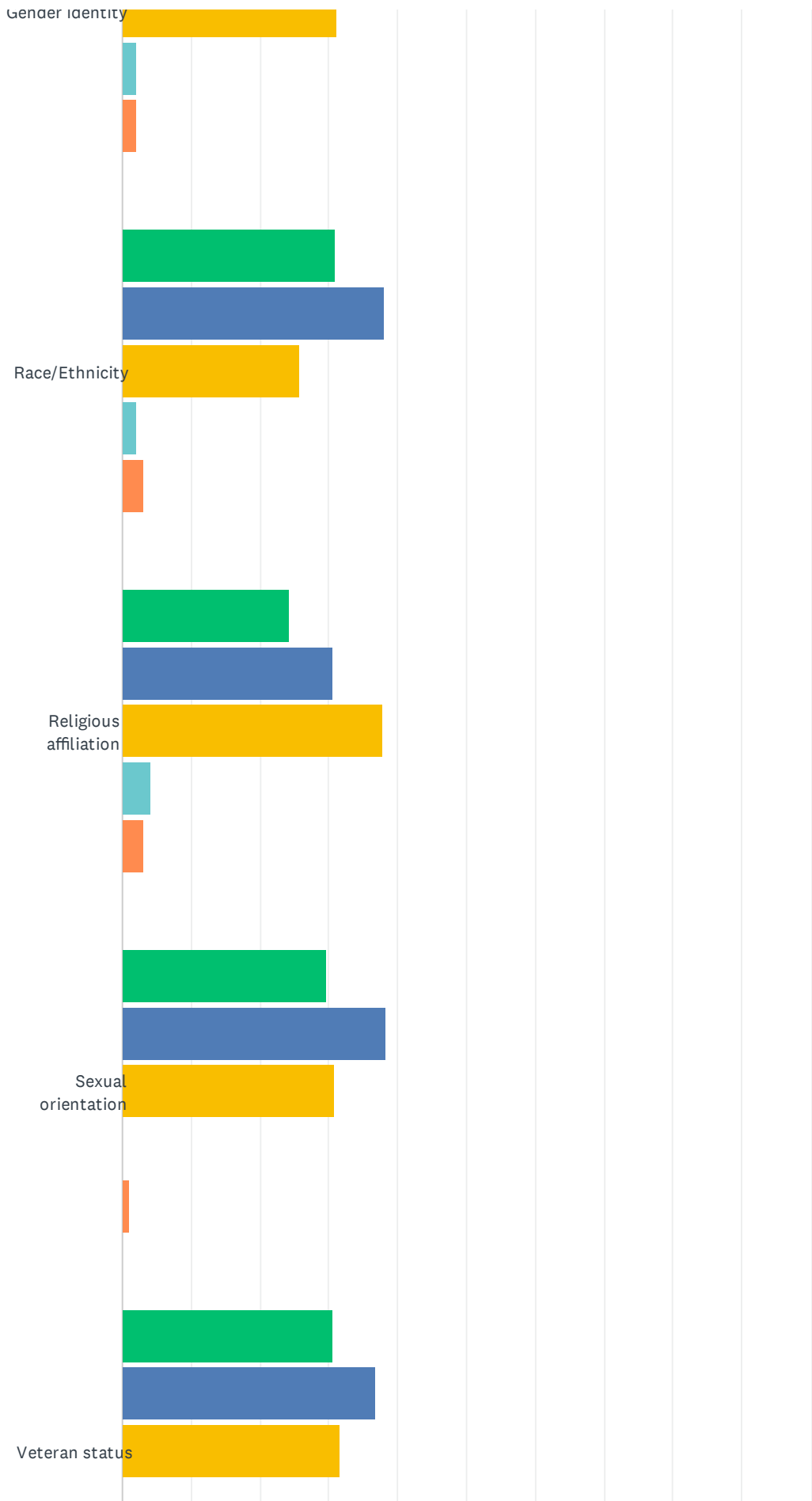
ANSWER CHOICES	RESPONSES	
Strongly Agree	15.46%	15
Agree	32.99%	32
Neutral	30.93%	30
Disagree	11.34%	11
Strongly Disagree	9.28%	9
TOTAL		97

Q35 For each category below please answer the following statement as it relates to that category. My institution supports the inclusion of employees based on...

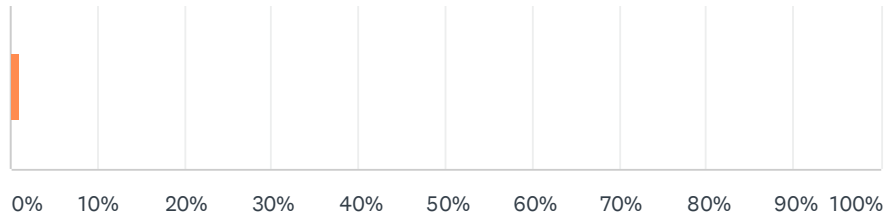
Answered: 97 Skipped: 6



2021 CCCS Employee Survey



2021 CCCS Employee Survey



■ Strongly Agree
 ■ Agree
 ■ Neutral
 ■ Disagree
 ■ Strongly Disagree

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL
Age	26.60% 25	44.68% 42	21.28% 20	6.38% 6	1.06% 1	94
Cultural differences	24.74% 24	46.39% 45	21.65% 21	5.15% 5	2.06% 2	97
Disability status	22.34% 21	41.49% 39	30.85% 29	4.26% 4	1.06% 1	94
Gender identity	30.21% 29	34.38% 33	31.25% 30	2.08% 2	2.08% 2	96
Race/Ethnicity	30.93% 30	38.14% 37	25.77% 25	2.06% 2	3.09% 3	97
Religious affiliation	24.21% 23	30.53% 29	37.89% 36	4.21% 4	3.16% 3	95
Sexual orientation	29.79% 28	38.30% 36	30.85% 29	0.00% 0	1.06% 1	94
Veteran status	30.53% 29	36.84% 35	31.58% 30	0.00% 0	1.05% 1	95

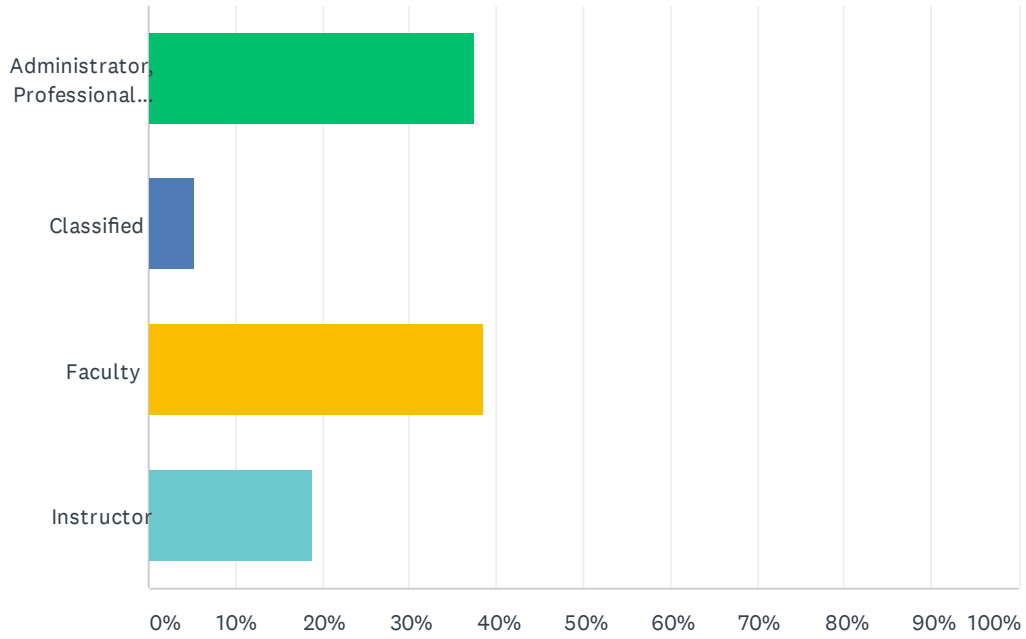
Q37 At which institution do you work? (If more than one, please select your primary place of employment or home college.)

Answered: 103 Skipped: 0



Q38 What is your occupational group?

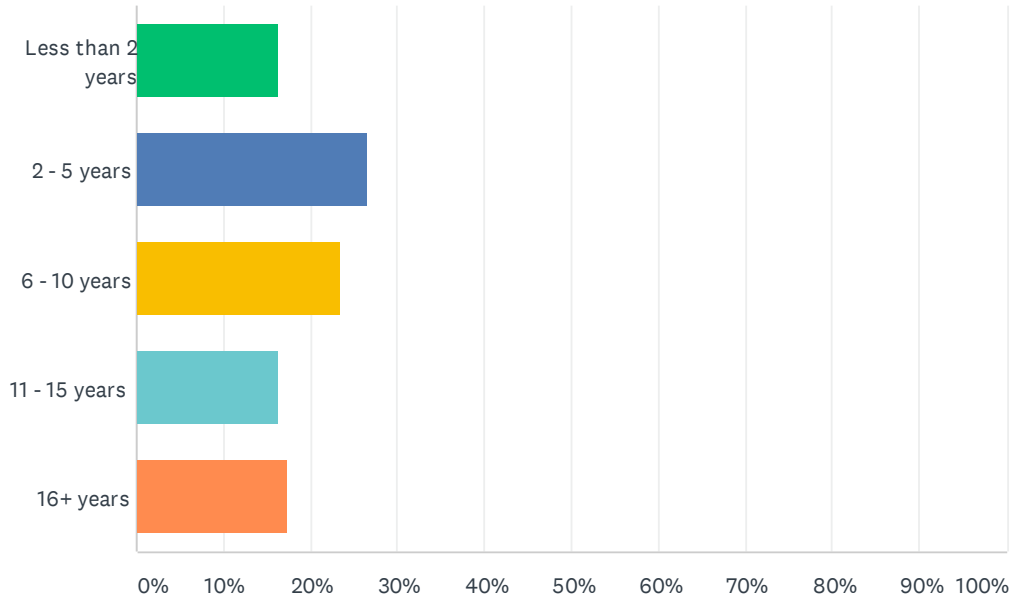
Answered: 96 Skipped: 7



ANSWER CHOICES	RESPONSES	
Administrator, Professional - Technical	37.50%	36
Classified	5.21%	5
Faculty	38.54%	37
Instructor	18.75%	18
TOTAL		96

Q39 How many years of service do you have with CCCS?

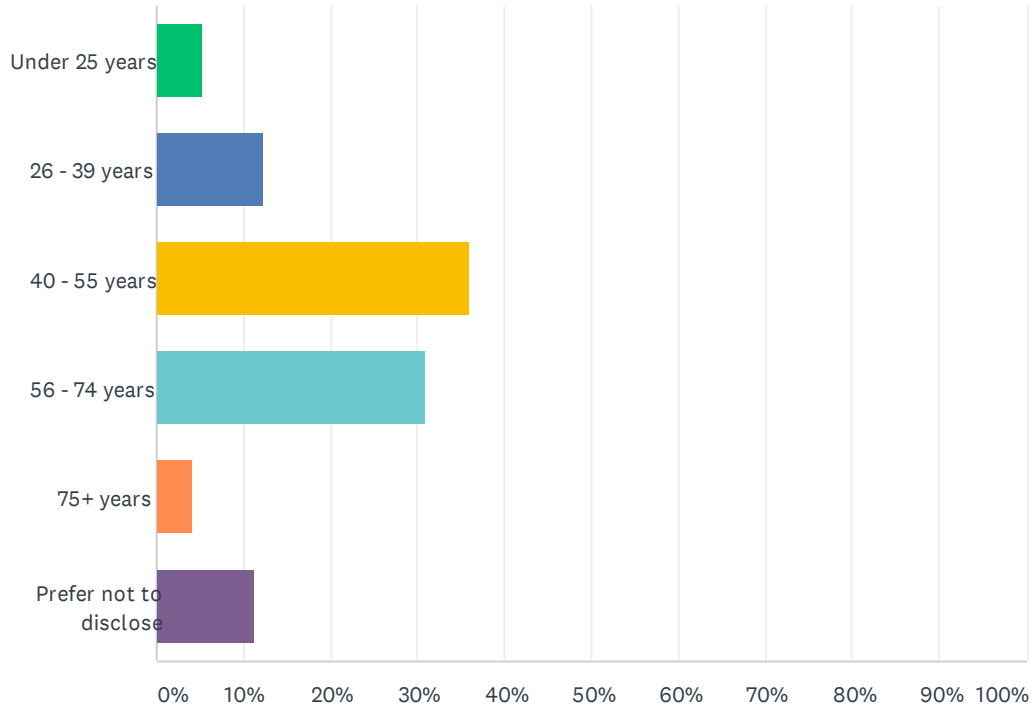
Answered: 98 Skipped: 5



ANSWER CHOICES	RESPONSES	
Less than 2 years	16.33%	16
2 - 5 years	26.53%	26
6 - 10 years	23.47%	23
11 - 15 years	16.33%	16
16+ years	17.35%	17
TOTAL		98

Q40 What is your age group?

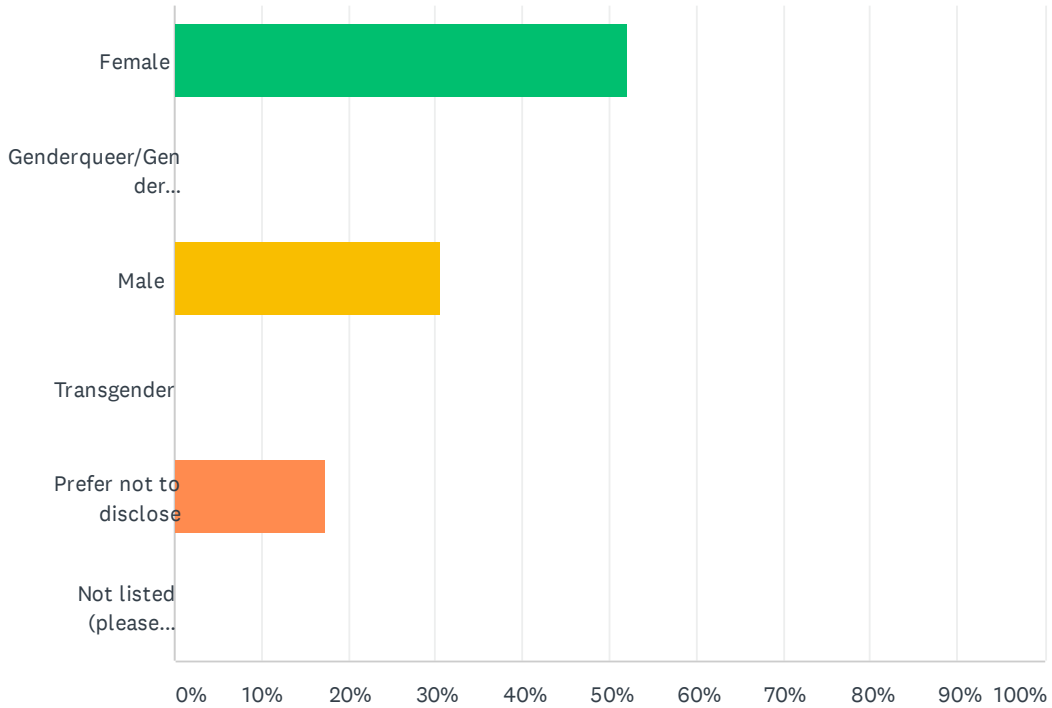
Answered: 97 Skipped: 6



ANSWER CHOICES	RESPONSES	
Under 25 years	5.15%	5
26 - 39 years	12.37%	12
40 - 55 years	36.08%	35
56 - 74 years	30.93%	30
75+ years	4.12%	4
Prefer not to disclose	11.34%	11
TOTAL		97

Q41 What is your gender?

Answered: 98 Skipped: 5



ANSWER CHOICES	RESPONSES	
Female	52.04%	51
Genderqueer/Gender Nonconforming	0.00%	0
Male	30.61%	30
Transgender	0.00%	0
Prefer not to disclose	17.35%	17
Not listed (please specify)	0.00%	0
TOTAL		98

#	NOT LISTED (PLEASE SPECIFY)	DATE
	There are no responses.	

Q42 What race do you most identify with?

Answered: 94 Skipped: 9

