

# **EXHIBIT M**

Pima Community College  
Institutional Response  
July 8, 2022

HIGHER LEARNING COMMISSION  
INSTITUTIONAL ACTIONS COUNCIL

## **DEI Climate Survey 2021 Executive Summary**

The survey was conducted by Hanover Research in May 2021. The link to the survey was sent to all faculty, staff and students via email from the Provost. Hanover received 1,116 responses (faculty – 160, staff – 258, students – 698).

### **Key Findings**

#### **Diversity, Equity, and Inclusion Perceptions**

- All audiences agree that Pima leaders consider diversity, equity, and inclusion important, however staff members/administrators (67%) are significantly less likely than their student and faculty counterparts (77% each) to believe Pima is supportive of fostering a culture of diversity, equity, and inclusion at the college.
- More than three-quarters of respondents somewhat or strongly agree that it is a priority to narrow success gaps, students feel comfortable expressing differing points of view, students are engaged and involved on campus, students have equal access to academic opportunities, students have equal access to academic opportunities, the student body holds diverse ideological views, and the student population is racially/ethnically diverse. However, for each category except feeling comfortable expressing different points of view, white respondents are significantly more likely to agree than non-white or multi-racial respondents.
- Faculty and staff are least likely to agree that current faculty demographics reflect or exceed the diversity of students (40% and 39% respectively).
- Students are significantly more likely than faculty and staff to feel respected in many areas including gender (85%, 71%, 75% respectively), national origin (80%, 66%, 77%), political affiliation (71%, 48%, 61%), and socioeconomic status (79%, 65%, 69%). Female respondents also agree they are respected across all included categories more than male respondents.

#### **Diversity, Equity, and Inclusion Experiences**

- Students are significantly more likely to feel valued (80%) at Pima compared to faculty (63%) and staff (69%). Female respondents are also significantly more likely to agree that they feel a sense of community (78%), respected (84%), and valued (78%) than male respondents (71%, 77%, 72%, respectively).
- More than half of overall respondents have not participated in an event or activity aimed at promoting DEI at the school (60%), however this is most prominent among students among which 80% have not attended a DEI event or activity (compared to 30% of faculty and 26% of staff).

- More than one-quarter of staff members have felt singled out in a negative context by other staff members (28%). Similarly, 26% of faculty members have been singled out in a negative context by other faculty members.
- Students are most comfortable reporting an incident of harassment or discrimination (78% compared to 68% faculty and 65% staff). However, they are least likely to know how to report incidents (62% compared to 73% faculty and 84% staff).

### **Instructional Perspectives**

- Faculty and students disagree on the extent to which courses include elements of DEI. In particular, faculty indicate most or all of their courses include: talking with students from different backgrounds (92% compared to 65% of students), thinking about events from another person's point of view (76% compared to 54% of students), and working on projects with students from different background (84% vs. 56% of students).
- Faculty are also more likely than students to agree that they empower students to advocate for social justice (79% vs. 69%), encourage students to speak out against discrimination and racism (81% vs. 67%), and engage students in meaningful conversations daily (78% vs. 70%).

### **Student Support and Resources (Students)**

- More than 80% of students agree that: academic support is readily available (87%), they receive the help they need to succeed (86%), they receive similar opportunities for advising as their peers (85%), and they courses needed to graduate are offered regularly (83%). These findings are consistent across gender identities.
- One-third of students do not know how to access mental health care or counseling services at Pima.

### **Faculty and Staff Perceptions (Faculty & Staff)**

- Female faculty members (86%) are significantly more likely than male faculty members (68%) to agree that Pima treats faculty from all backgrounds with respect.
- White faculty members are significantly more likely than non-white or multi-racial faculty members to agree that Pima: communicates high expectations (85 vs. 64%), ensures adequate mentoring and support for promotion (70 vs. 43%), provides professional development on equity related topics (86 vs. 71%), provides support in seeking funding (72 vs. 38%), provides resources to help faculty support struggling students (91% vs. 67%), supports practices that address issues of diversity (95% vs. 69%), treats faculty from all backgrounds with respect (85% vs. 58%) and works to eliminate implicit biases and systemic discrimination (86% vs. 62%).
- Male staff members (63%) are significantly more likely than female staff members (46%) to agree that Pima treats ensures equity in promotion decisions. However, female staff members are significantly more likely than male staff members to agree Pima provides professional development (90% vs. 78%) and works to eliminate implicit biases and systemic discrimination (75% vs. 68%).