

Responses to the 2023 All College Day Survey

February 27, 2023

49 individuals responded to the All College Day Feedback survey.

Question 1: Please indicate the extent to which you agree with the following statement: “The focus of Equity, Diversity, Inclusion and Belonging was a good choice for All College Day.”

Response	% of Responses	# of Responses
Strongly agree	44.9%	22
Somewhat agree	22.5%	11
Neither agree nor disagree	22.5%	11
Disagree	2.0%	1
Strongly Disagree	8.2%	4

Question 2: Please indicate the extent to which you agree with the following statement: “The data and information on student diversity and equity gaps was relevant to my work at GHC.”

Response	% of Responses	# of Responses
Strongly agree	50.0%	24
Somewhat agree	27.1%	13
Neither agree nor disagree	10.4%	5
Disagree	8.3%	4
Strongly Disagree	4.2%	2

Question 3: Please indicate the extent to which you agree with the following statement: “I am satisfied with the keynote address from Ms. Anita Garcia Morales.”

Response	% of Responses	# of Responses
Strongly agree	55.1%	27
Somewhat agree	16.3%	8
Neither agree nor disagree	10.2%	5
Disagree	8.2%	4
Strongly Disagree	10.2%	5

Question 4: Please indicate the extent to which you agree with the following statement: “The presentation of the Institutional Processes rubric has given me a better understanding of some of the overall directions GHC is headed in to support Equity, Diversity, and Inclusion.”

Response	% of Responses	# of Responses
Strongly agree	9.3%	4
Somewhat agree	20.9%	9
Neither agree nor disagree	30.2%	13
Disagree	11.6%	5
Strongly Disagree	27.9%	12

Question 5: Please write a few sentences about how the knowledge you gained from one or more of the morning sessions can be applied to your work.

Question 5 Responses
The data presented about GHC's student body was helpful because it gave me a better understanding of our students.
Good Presentation By Mr. Edwards
The speaker did an excellent job of the importance of being "aware."
Considering how I talk to people.
The keynote speaker Ms Anita Garcia Morales was excellent! But then what? What is our summary? What did we gain from this? We had an ideal opportunity to take just a brief amount of time to recap together and didn't. Why was no extension or after keynote get together organized? Was really nothing else planned because of a change of keynote speaker? That doesn't make sense. This did not feel like our All College Days of the past where keynote speakers, activities and moments for discussions were organized and purposeful. This felt thrown together last minute to check off a box, but not a real genuine interest that we as faculty and staff want to embrace this conversation.
No.
I was inspired by Anita's unapologetic demeanor and story. She was able to amplify and share her journey to enlighten us on the differences but especially in the similitudes we share to get to our goals. Anita is the epitome of service over self. She has changed the lives of many and gave us a glimpse of her trajectory.
I did not learn anything new as I have explored this topic in the past. Was heartening to know our student body reflects the community. But also makes it far more apparent how little our staff does not.
Matt's presentation allowed me to see our college is diverse. One thing I always want to comment on is that when we talk of diversity it should reflect our community. It is not just race, ethnicity or gender identification. It can be rural, suburban, urban, long-living here or new arrivals, young, middle-aged or old. Think of diversity as more than it is being defined right now. It frustrates me to see how it is being labelled in only these 3 ways.

Question 5 Responses

Good to know from Matt Edwards' slides that the ethnicities of our student population is representative of the community we serve. I wonder how the faculty and staff compare to the same measures of ethnicity. How often do our students see faculty and staff who look like them around campus?

Matt's presentation will be a great reference for celebrating our successes and planning ways to improve where we need to.

Anita's keynote was a powerful incentive to focus on Where I Am From and a reminder of how to be mindful of my intentional and unintentional biases and work to make sure they don't affect my working and personal relationships.

I thought the information Matt provided was excellent. I think the topic choice was appropriate; however I felt that Ms. Garcia Morales was not a good keynote speaker.

Her presentation felt disjointed, hard to follow, rambling, and not helpful. It felt like a long explanation of her life's work with little actionable information for me; a lot of talking about the work she has done or wants to do. I understand that others keyed on different information she provided, so perhaps it was just not the best delivery for me.

The GHC data was useful - I would like to now see the follow up partnerships with the colleges that are excelling in areas we are not so that we can improve our stats... that would apply to my work. Since we didn't receive the last training I do not know how that would fit in.

Learning more about DEI can help as we plan for the next season of the Bishop Center and how we can schedule programming that is inclusive.

The presentations resonated concerning the importance of inclusion, support, and recognition in helping connect with identity, a key factor to the value of human existence.

Identifying and owning my own Microaggressions/biases

I found it to be a rehash of previous information. I really learned nothing new. And as always, it's about what white people are doing wrong and how white are to blame.

Being aware of where the achievement gaps are so that I may work to find barriers to improve those gaps is helpful.

I believe the presentation by the presenter was a good idea, but her delivery could have been better

Collaboration and work in the area of micro aggressions.

Evi and Janel were cut from the campus meeting, meaning that we only covered data for DEI work and no additional information about the state of the college, no addressing of the persistent issues, and there was a complete lack of respect for the second portion of college day as was indicated on the agenda that was sent out barely in time for the day.

Microaggressions

Unfortunately, the most engaged I felt was during Ms. Garcia Morales' presentation. It would, however, been helpful to have followed up her poignant remarks with the presentation of the rubric. How are we to make change when we are only asked to internalize emotional reactions to inequity? Tools to make change are not inherent, they need to be taught and practiced, especially by those who experience more privilege than others.

Question 6: What additional training opportunities or resources about Diversity, Equity, Inclusion, and Belonging would be most useful to you?

Question 6 Responses
Professional development that strengthens approaches supporting education about marginalized populations is important to achieving DEI.
more of the same
Conversations about specific ideas/interventions that other colleges are doing to close equity gaps. We had none of this. Give us a long list of ideas and have our college hash out/select ideas that we would like to embrace. This could have taken less than an hour to do together, but was a missed opportunity as what felt like a lack of organized leadership. This development day could have been so much more, but strongly fell short. Today felt exactly what Ms. Garcia Morales said she did not want to participate in. It felt like whoever created the plan for this day was relying on someone else to do the organizational leadership work. It seemed like the focus was to add this to a list to check off, but not really care about the impact and real outcomes.
Additional in-person training about how to recognize and address microaggression.
More in-depth trainings with Anita Garcia Morales and Dr. Caprice Hollins. They have a lot of valuable knowledge to share.
Zoom is great for people who are unable to travel to campus, but we gain so much more from gathering together in person.
Microaggression and how to respond to them.
I would like the chance to learn more about the rubric.
Time with others to develop assignments around DEI and the Rubric.
None at this time.
I would like to know what and how other cultures/races/ethnic groups that are not typically of the white culture/race/ethnic group are doing to reach across the aisle constructively, without pointing fingers, to improve Diversity, Equity, Inclusion, and Belonging.
Additional opportunities would be beneficial if they occurred frequently and were more kinesthetic. We need to be actively serving people who are different than us. I was astonished with the huge difference in the Hispanic identifying citizens who do not complete a degree. This speaks volumes to what we can accomplish as direct service professionals.
Additional group work with staff and faculty at GHC with whom I do not work with on a daily basis would be helpful. This would help be see the bigger picture and additional perspectives.
Really anything that is less about emotional reactions to a speaker and those that encourage and give tools for action.
A true and committed focus on how to operationalize the great talents of this college community to meet these priorities. This would require more advanced planning as well as the consultation of faculty and staff so as to ensure that their needs and talents were included in the planning. Getting a community to work together requires listening to that community.
I think we need more time and space for this in general. The initial click through training and presentation were a good *start*, but many of the comments were confusing and, to some extent,

Question 6 Responses

alarming. These trainings can be incredibly uncomfortable (as we all found out), which is fine, but the space and time need to be there to work through that fully - not just skip over and move forward. DEI is a heavy topic - one you can't cover in an hour. I appreciated that people were asking for more. I was saddened that it was at the cost of other topics that may have been equally relevant to our work. I also appreciated the grace at which Dr. Brewster handled being "called out" for missing the land acknowledgment. I think being able to take a moment or two after that to reflect and discuss would have made the DEI training all the more impactful. We're here to learn, we all make mistakes, what happens when you do, how do you fix it, etc.

Something that is beyond the feel good and actually incorporates some accountability into the learning. The employees who care about this are already working hard to live it. The ones who don't aren't going to change a thing because of this. And maybe a discussion/hard work on creating a culture that doesn't send POC fleeing to better opportunities. A culture that needs to be improved for all employees.

I think breakout sessions in larger meetings would be better so we can connect with one another. Whether that look like debriefing ideas or simply checking in.

None.

Panel of guests with structured topics from diverse members of school, staff and community

Additional information or time related to the Institutional Processes rubric.

I was a part of a DEI session many years ago that included a screening of a documentary about a native wood carver that was shot by police. The discussions that came out of that session were amazing; however it may be too dated of a story to be valuable today. The session was great though, much better than todays speech in my opinion.

Practical, concrete ways to help students facing barriers without lowering academic standards.

Question 7: What additional topics would you like to see at future all college events to help the College further the work of its College Priorities?

Question 7 Responses
Additional group work with staff and faculty at GHC with whom I do not work with on a daily basis would be helpful. This would help me have a better understanding of how GHC functions as a whole so that we may collaborate to help develop the whole student experience, not just what I do with students.
Topics that address how to balance the many hats we (as employees of a smaller college) are asked to wear. How to enact forward progress when most of the time it seems we are just reacting (putting out fires).
All college staff/faculty/exempt should have ethics training as well.
Any topics what would provide cross divisional connection and understanding.
I would love to see more collaboration around recruitment. I think that everyone should be recruiting in their own way, but some people who do not interface with students regularly may not know the best way to help.
I think if you're serious about making DEI a priority - you need to keep it the topic for quite some time. It plays such a pivotal role in so many areas... there is so much work to be done and it's almost never ending. From some of those comments - we have a lot of work to do around the mentality of our college community - we should be worried about the employability of our college graduates. It shouldn't be considered a cultural difference that you're too poor to attend college and/or find a higher paying career afterwards. All of these things are barriers that we, as GHC, have the power to change - and should work to change.
A topic I would like to see covered would be single parent professionals, Gen Z professionals, and how we can be accommodating to professionals who experience mental health episodes.
I would like to see a focus on mental health first aid training. With a high level, yet structured, overview in the morning, with an optional, focused seminar in the afternoon.
Recognition, exploration, and learning from College Priority 3 would have been helpful if we were able to hear that part of the presentation today.
understanding how to work with students with different abilities and those with mental health challenges
It would have been great if we all met in the Bishop Center and watched the presentation on Zoom from there.
Possibly presenting specific strategies that close equity gaps and foster ways to support inclusion would be good topics outlining detailed classroom approaches that have been effective.
more diverse initiatives in the community
All college events seem like a waste of a day. We all know the importance of diversity/equity/inclusion and I appreciate hearing the perspective of the speaker but these days seem like they are an opportunity for everyone to pat themselves on the back while not doing anything substantial that day or going forward. I think smaller groups focused on how different divisions can incorporate these strategies to actually help students would be much more useful than just having the entire college listening to a talk and would greatly improve engagement. It just seems like the same things are always talked about at these types of events but I don't see or hear about much actually changing in terms of faculty implementing the strategies discussed during presentations

Question 7 Responses

We need to embrace communication for the success of our students, faculty and staff. I am sincerely concerned about the state and success of this college. The VPI has no idea since she has been here what I do in my classroom. She has no idea what is currently being done in classes. Faculty receive ZERO communication from our VPI. No updates from our VPI. No information is shared. No feedback is provided. Zero responses back when faculty contact her with urgent approvals, feedback or decisions that need to be made. Feb 3 should have been an opportunity to take a short period of time to provide updates, answer questions, or just collaborate with faculty in some way. All College Days in the past were used to bring our college together. They were always organized, purposeful, and informative of our next steps. This day could have been an ideal way to discuss some of our processes. Collaborate to provide updates about other departments. We will not all be together again until graduation in late June. Feb 3 could have been an ideal day for our VP's to provide in person updates to their teams. Maybe this happened under other leadership teams, but faculty did not. It could have been a great time to provide teams updates. This was not done for faculty. For example, PIU's according to one dean are not being approved at this time, our current VPI has turned the PIU process upside down. It was never an issue prior. One dean saying he will not approve them and the VPI that can't decide what to approve or not. This is not difficult. What is going on? We are not being encouraged to grow and empower ourselves or to even seek opportunities to embrace our college priorities. Our spring schedule online is riddled with mistakes. It was never sent out for approval before being posted. Myself and many other faculty are beyond exasperated by the lack of unprofessionalism and incapability of doing the job that our leaders were hired to do. Something. Needs. To. Change.

State of the College. A real discussion on the issues GHC and its employees are facing. E-Team actually taking time to listen to the employees.

Time Management, Communications

GHC's gone through a lot of turnover, and I think focusing on team building would be helpful. That could tie in with CP 2.

I would like time for us to all talk about some of the specific problems the college is dealing with. We could get a lot done. I also in the past have enjoyed trainings we have done that were led by faculty and staff with expertise in for example online learning, etc.

Anything that relates to, builds on, and supports the college mission, values, and priorities.

I would like at least a few minutes spent on the changes in the staff at the college to be noted. I am spinning my brain about all of the changes and do not necessarily think this is a good thing for our college. It seems some things are happening which need to be shared in some manner or another. I do not know who to go to on any given month, week or even day. I am reading a lot of quotes recently which make me truly think about how an organization should be run and seen.

How to keep students on the track of graduating and reaching their goals.

Why aren't we reinstating pre-COVID practices to improve our enrollment. Nurse Exchange with Japan. Sanctioned/accredited CDL program instead of the haphazard course we have now. Student accountability through measurable/quantifiable assignment and testing practices and in person class attendance and instruction. A library that is open every school day at a minimum. And no working from home. If you work at GHC, then you need to be available at GHC. Administration that is available to faculty and staff.

Question 8: Please check the box that best identifies your role at Grays Harbor College

Answer Choices	Responses	
Full-time faculty	23.4%	11
Part-time faculty	2.1%	1
Classified staff	25.5%	12
Part-time hourly staff	0.00%	0
Professional exempt	10.6%	5
Administrative exempt	12.8%	6
Prefer not to respond	25.5%	12