



TO: Equity, Diversity & Inclusion Office, State Board for Community & Technical Colleges
FROM: Dr. Cal Erwin-Svoboda, Vice President of Student Services
DATE: Friday, June 24, 2022
RE: Campus Climate Assessment Findings & Progress Report

Beginning July 1, 2022 Grays Harbor College (GHC) will be required to report on findings or progress to conduct a campus climate assessment (CCAs) as required by Senate Bill 5227 (section 3) related to diversity, equity, inclusion and anti-racism at institutions of higher education.

It is our intention to update this memo and website over the summer and include the findings related to diversity, equity, and inclusion from the assessments we administered in winter and spring quarter 2022. We will post to the college website and circulate to the five College Planning Work Groups with the intention that they incorporate applicable findings and feedback into their annual action plans.

Overview

This memo shall summarize our findings and progress to date to gather feedback related to diversity, equity, inclusion and anti-racism from students and employees since 2021 from the following sources:

- Personal Assessment of the College Environment (PACE)
- GHC Graduate Survey (in-house survey)
- Community College Survey of Student Engagement (CCSSE)
- CCSSE Race & Ethnicity Survey
- Feedback on the College's draft Equity, Diversity & Inclusion (EDI) Strategic Plan

Personal Assessment of the College Environment [February 2021]

In January and February of 2021, GHC administered the PACE Climate Survey to full-time employees and part-time employees more than 50% time at GHC. Of the 168 individuals surveyed, 103 completed and returned for a 61.3% response rate. Of the 103 employees who completed the PACE survey, 57 (55.3%) provided written comments. The PACE Racial Diversity Subscale Report and PACE Diversity, Equity, & Inclusion Qualitative Report are available on the College's intranet site.

The next subsection includes the *racial diversity subscale results*, which was shared to the campus community during the Spring Quarter 2021.

Racial Diversity Subscale Results

Highest Rated Custom Questions

- My supervisor is open to views of people from racially and ethnically diverse backgrounds, 4.340
- My supervisor maintains an environment that is supportive of people from different races/ethnicities, 4.287
- My supervisor treats all employees equally based on racial/ethnic background, 4.283

Lowest Rated Custom Questions

- People of different racial/ethnic backgrounds are well-represented among senior administrators (e.g. President, Vice-President, Deans), 2.755
- People of different racial/ethnic backgrounds are well-represented among faculty, 2.860
- A racially/ethnically inclusive institution is created through my institution's practices, 3.105

Community College Survey of Student Engagement [Winter 2022]

GHC administered the CCSSE during Winter Quarter 2022. Out of 909 students invited to participate in the survey, we had 157 completed and returned for a response rate of 17.3%. We'll get results from this survey and circulate the data and key findings to the campus Fall Quarter 2022.

CCSSE Race & Ethnicity Pilot Survey [Spring 2022]

GHC administered the CCSSE Race & Ethnicity Survey during Winter Quarter 2022. Out of 902 students invited to participate in the survey, we had 96 completed and returned for a response rate of 10.6%. We'll get results from this survey and circulate the data and key findings to the campus this Fall.

EDI Strategic Plan Feedback [Spring 2022]

The College solicited stakeholder feedback and input on the draft EDI Strategic Plan, with an emphasis on student and faculty perspectives during the Spring Quarter 2022. We will circulate the collected feedback amongst the five College Planning Work Groups, via the college's intranet, with the intention that they incorporate applicable findings and feedback into their annual action plans.

Graduate Survey [Spring 2022]

The GHC Graduate Survey is an internally developed survey that is circulated annually to graduating students to provide the institution feedback on their educational experience. We'll get results from this survey and circulate the data and key findings to the campus Fall Quarter 2022.

We will update our website over the summer and include the findings related to diversity, equity, and inclusion from the assessments we administered this year. Additionally, we will circulate these findings to the five College Planning Work Groups with the intention that they incorporate applicable findings and feedback into their annual action plans.

Please let me know how the committee or myself can assist in answering questions this report surfaces. I can be reached at Grays Harbor College at cal.erwin-svoboda@ghc.edu or 360-538-4066.