

**GADSDEN STATE COMMUNITY COLLEGE
2011 Employee Diversity Climate Survey**

October 2011

Responses 83

Which Campus/center is your work base?		What is your race/ethnic background?	
12	Ayers	0	American Indian/Alaska Native
5	Cherokee	0	Asian/Pacific Islander
17	East Broad	0	Hispanic
4	McClellan	6	Black, not Hispanic
1	St. Clair	76	White, not Hispanic
4	Valley Street	1	Other
39	Wallace Drive		
1	Omit		

	Strongly Agree	%	Agree	%	No Opinion	%	Disagree	%	Strongly Disagree	%
1. GSCC has provided me with experiences that enhance understanding of racial/ethnic differences.	37	45%	39	47%	3	4%	3	4%	1	1%
2. I feel that I need to minimize various characteristics of my culture (e.g., language, dress) in order to fit in.	4	5%	1	1%	10	12%	41	49%	27	33%
3. I believe that faculty are fair to all students regardless of race/ethnicity.	35	42%	30	36%	15	18%	2	2%	1	1%
4. I feel comfortable speaking with others about my race/ethnicity.	35	42%	31	37%	13	16%	3	4%	1	1%
5. I feel that administrative personnel of the College treat employees fairly regardless of race/ethnicity.	40	48%	30	36%	9	11%	2	2%	2	2%
6. Gadsden State has done a good job in providing activities that promote multicultural understanding.	34	41%	35	42%	9	11%	3	4%	2	2%
7. Gadsden State promotes respect for diversity.	32	39%	46	55%	3	4%	2	2%	0	0%
8. Gadsden State provides an environment for the free and open expression of ideas, opinions and beliefs.	41	49%	27	33%	9	11%	6	7%	0	0%
9. Gadsden State employees have respect for employees of different races and ethnicities.	42	51%	34	41%	6	7%	1	1%	0	0%
10. Gadsden State provides regular professional development training relating to diversity issues.	34	41%	36	43%	6	7%	7	8%	0	0%
11. There is a genuine commitment by the College to the success of all students without regard to race/ethnicity.	41	49%	37	45%	5	6%	0	0%	0	0%
12. Gadsden State makes a genuine effort to attract job applications from minority persons.	33	40%	30	36%	19	23%	1	1%	0	0%
13. Minorities are fairly represented among administrators at the College.	31	37%	35	42%	5	6%	10	12%	2	2%
14. Minorities are fairly represented among faculty at the College.	38	46%	24	29%	7	8%	12	14%	2	2%
15. Minorities are fairly represented among support staff at the College.	40	48%	34	41%	4	5%	5	6%	0	0%
16. Employees at the administrative level demonstrate a commitment to diversity.	38	46%	32	39%	9	11%	3	4%	1	1%

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Comments

- We need Safe Zone training (like at UAB and other colleges and universities) so that willing faculty and staff can place Safe Zone signs on their doors for LGBT (Lesbian, gay, bisexual, and transgender) students to identify safe zones. Bullying, thoughts of suicide, and ostracism plague individuals in the LGBT community. We should endeavor to put in place something so inexpensive but profoundly helpful as Safe Zone for these students who, more often than not, feel left out of the "college life."
- As a part-time staff member, I answered "No Opinion" to many answers where my knowledge of the college was insufficient to give an opinion.
- I commend Michele Bradford for her commitment and willingness to provide all areas of diversity to GSCC employees (administration, instructors, support staff). She does an excellent job with her committee to stay updated on all diversity news, updates, etc. and to make sure GSCC employees are aware. I feel Michele has made "diversity" not such a word or a subject but a part of GSCC. When you add Compliance to Diversity, GSCC hired/appointed/picked an outstanding Chairperson.
- On #11, Gadsden State makes an effort to help minority students attain their goals.
- GSCC is culturally diversified. I have had many quality experiences with students from various countries. I have learned to appreciate the differences as well as the likenesses of many cultures, ethnicities and languages. Gadsden State has opened up my world in a way that I could not have found anywhere else. Thank you GSCC administration. :)
- When I disagree that minorities are fairly represented among faculty, I am referring to the full time faculty. I do not know about part time faculty.