



HANOVER Research Diversity, Equity, and Inclusion Survey and Focus Group Findings

Yakima Valley College

July 2022

Yakima Valley College (YVC) contracted with Hanover Research to conduct the Diversity, Equity, and Inclusion Survey (DEI Survey) during Winter Quarter 2022 and to follow-up about survey results with faculty in Spring Quarter 2022. Further follow-up is planned with staff during Fall Quarter 2022 and students for Winter 2023.

Participation:

- 347 persons participated in the DEI Survey Winter Quarter 2022;
 - 135 students (2% of students to whom the survey was sent)
 - 108 faculty members (approximately 32% of faculty who received the survey)
 - 73 staff members (approximately 28% of staff members who received the survey)
 - 28 administrators (approximately 70% of administrators who received the survey)
- 31 full-time faculty members participated in focus groups (approximately 23% of the full-time faculty in Spring Quarter 2022) and 12 faculty members provided written feedback for the focus group questions (bringing the focus group participation rate to approximately 32%).
 - 27 white; 4 other race
 - 20 female; 9 male; 2 other gender identification
 - 23 heterosexual; 8 other
- 12 faculty members responded to the focus group survey
 - No demographics provided

Key Findings from the 2022 DEI Survey at YVC:

Perceptions of Institution-level Diversity, Equity, and Inclusion

- All audiences agree that Yakima leaders consider diversity, equity, and inclusion important and that it is a priority to provide students from diverse backgrounds with support and resources.
- White respondents are significantly more likely to agree that students from diverse backgrounds are engaged and involved on campus than are non-White or multi-racial respondents.
- Students are significantly more likely than faculty to feel respected in many areas.

Diversity, Equity, and Inclusion Experiences

- Students, staff, and administrators are significantly more likely to feel respected at Yakima compared to faculty.
- 17% of students have attended a DEI event or activity; 67% of faculty have attended a DEI event or activity.
- There is no common understanding of how to report incidents of harassment or discrimination and more than one third of respondents do not think YVC responds appropriately to harassment or discrimination.

Instructional Perspectives

- Faculty and students disagree on the extent to which courses include elements of DEI, with faculty reporting more DEI related work than students.
- Non-White or Multi-Racial respondents report significantly less DEI-related coursework than faculty.

Student Perspectives on Support and Resources

- Approximately three-quarters of students across all genders and race/ethnicity groups agree that academic support is readily available, that the courses needed to graduate are offered regularly, and that they receive similar opportunities for advising as do their peers.
- Slightly more than half of students agree that YVC offers support for childcare, mental health, and transportation.

Faculty and Staff Perceptions related to DEI work

- Only about one-fourth of faculty agree that YVC ensures faculty from all backgrounds receive adequate mentoring and support for tenure and promotion and that YVC provides adequate mental health resources.
- Male staff members are significantly more likely than female staff members to agree that YVC ensures equity in promotion decisions.

What YVC initially noted and responded to the DEI Survey Data:

- Faculty were less satisfied with the DEI climate overall.
 - Hanover conducted focus groups with faculty in Spring 2022 to tease out what is happening.
- While student participation was low, findings were consistent with other DEI-related work that indicates the need to make DEI work more transparent for students.
 - YVC plans for focus groups for students in Spring 2023 to share survey results and strategize DEI learning and engagement.
- YVC plans for focus groups for staff in Winter 2023 to share survey results and strategize on DEI efforts

YVC faculty focus groups, Spring 2022

Hanover reached out to all full-time faculty to invite them to participate in focus groups and/or to respond to a follow-up survey of faculty about DEI-related concerns. Hanover populated the focus groups with faculty holding different types of positions, from different races/ethnicities/genders, and with different years of experience. In all, three virtual focus groups were conducted with a total of 31 participants. Following the focus groups, a survey was sent to all who did not participate, inviting them to comment; 12 faculty members responded to the survey.

Key findings

- Participants express the need to collaborate and grow as a faculty community. Fostering connection through opportunities for engagement and idea sharing would allow faculty to create diverse communities within YVC.
- DEI initiatives support YVC values of community, accessible opportunities, and student success, which faculty feel the current climate does not support. Faculty encourage DEI work to be done more consistently at YVC to create a more supportive environment for all.
- Participants feel anxiety and fear about their job security due to the lack of feedback and the unknown impacts of student complaints. Faculty may not raise DEI complaints for fear of retribution.
- YVC faculty have experienced microaggressions and discrimination. These negative events can impact both those who experience them and those who witness them. Faculty who experience these events may not feel safe, which can lead to burnout, and eventually faculty turnover.
- Faculty are skeptical that YVC will implement meaningful DEI changes. Previous initiatives have not been implemented or completed. Faculty have lost trust in the administration and need to be shown that DEI initiatives will be taken seriously.

Faculty Recommendations:

1. Reestablish a department dedicated to DEI initiatives with its own leadership. Participants feel that the current structure dilutes the focus on DEI with other administrative priorities. Faculty recommend that YVC should employ a DEI expert to help implement DEI plans
2. Establish an inclusive faculty hiring committee. Participants want to participate in efforts to make YVC more diverse. Faculty feel broadening the hiring committee would increase the diversity of applicants and new hires.
3. Create a structure outside of Human Resources for faculty to report DEI concerns that maximize anonymity and minimize the chance of reprisals. Currently, faculty do not feel comfortable reporting DEI concerns due to the lack of a formal and protective reporting process.
4. Increase transparency between administration and faculty. Faculty want to collaborate with one another and the administration to make progress toward meaningful change.
5. Develop a faculty mentorship system that is campus-wide and inclusive. Participants with shared identities want to interact with and support one another. Faculty who feel supported may be more likely to stay at YVC.

YVC Institutional Response to the DEI Climate Survey and Focus Groups:

As of July 2022, YVC is establishing several work groups to address various DEI-related concerns and has plans for more to begin in Fall 2022. Representatives of these work groups along with the Strategic Directions Co-Leads and Administrative Leads form the DEI Leadership Team. The DEI Leadership Team is responsible for the review of disaggregated institutional data and recommendations for improvements that are coordinated among the various work groups.

Please contact [Jeannette Quintero](#) for more information regarding the work groups.

1. DEI Student Learning Outcomes Work Group (started in July 2022)
2. DEI Professional Development Work Group (started in May 2022)
 - a. Planning for DEI theme for 2022-23 and Fall 2022 Convocation
3. DEI Climate Work Group (started in December 2021)
 - a. Planning for focus groups with staff in winter 2023
 - b. Planning for a focus groups with students in spring 2023
4. DEI Workforce Work Group (started in July 2022)
5. DEI Policy and Procedure Review Work Group (started in June 2022)
 - a. Researching and drafting DEI policy and procedure review strategies
6. DEI Website Work Group – in progress
7. DEI Student Engagement Work Group (starting Fall 2022)

July 2022

Updated January 2023

8. DEI Financial Literacy Work Group – (started in Winter Quarter 2020)
 - a. Developed financial literacy training for advisors; provided financial literacy workshops for students; improved financial literacy presentations for orientations