

Introduction

The Kern Community College District (KCCD) Climate Survey is part of an ongoing effort to assess employee relations, engagement and job satisfaction, as well as broad issues of diversity and inclusion, and support the strategic planning process. Below is a summary of major findings from the 2019 climate survey with comparisons to 2016 results when available.

The Institutional Research and Reporting Office distributed the 2019 survey over email to 2,165 employees, both full-time and part-time employees. A total of 650 employees responded to the survey, reflecting a 30% response rate.

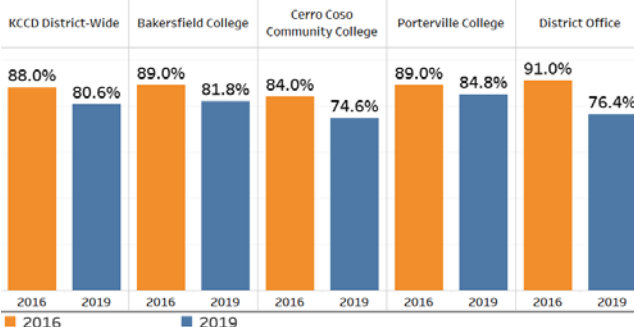
Location/College	Number of Respondents	Number of Employees Surveyed	Response Rate
Bakersfield College	412	1,379	29.9%
Cerro Coso Community College	96	323	29.7%
Porterville College	101	337	30.0%
District Office	36	122	29.5%
Unknown/Unreported	4	4	-
Total	650	2,165	30.0%

Of the employees that responded to the survey, 412 (63.4%) were employed by Bakersfield College, 96 (14.8%) were employed by Cerro Coso Community College, 101 (15.5%) were employed by Porterville College, and 36 (5.6%) were employed by the District Office. Four employees did not identify the location of their primary place of employment. Faculty represented 49.3% of all respondents, while classified staff and management/administrators represented 34.1% and 16.2% respectively. Approximately 80% of respondents were full-time employees. More than 43% of respondents worked for the KCCD for more than 10 years. Over 60% of respondents were women, 54.1% White, 21.2% Hispanic or Latino, 34.1% were age 40 or younger.

Overall Satisfaction

- 72% of respondents are “extremely satisfied” or “somewhat satisfied” with their primary work location as a place to work
- 55% expect to continue working for the KCCD for six or more years
- 80.6% of respondents said they would choose to work for the KCCD again if they had to do it over again

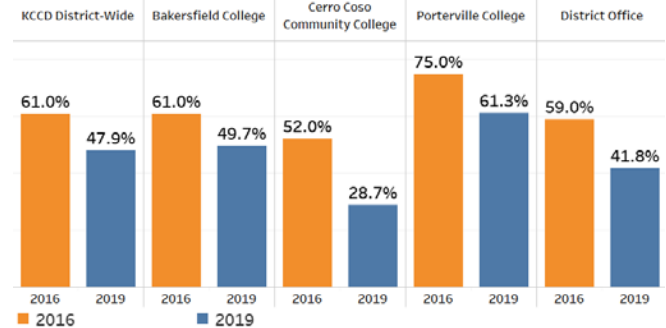
Percent of Respondents who said they Would Choose to Work for the KCCD Again if Given the Opportunity to do it Again



Morale and Trust in the Workplace

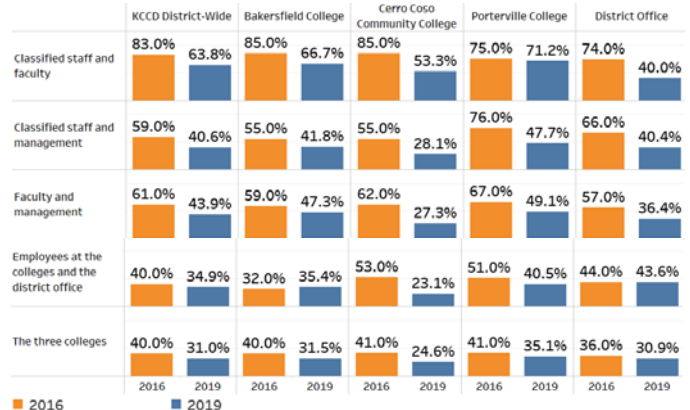
- Employee morale has declined district-wide, at each of the colleges and district office
- Only 47.9% of respondents district-wide agree employee morale is high at their work location (college or district office), a 13.2% decline from 2016 (61%)

Percent of Respondents who “Strongly Agree” and “Somewhat Agree” Morale is High at their Work Location (College or District Office)



- Respondents district-wide agree more trust exists between classified staff and faculty than classified staff and management or faculty and management
- Trust between these employee groups declined 19.2%, 18.4%, and 17.1%, respectively, from 2016
- Employees at Bakersfield College reported trust between employees at the college and the district office improved 3.4% (35.4% compared to 32% in 2016)
- Respondents, overall, feel the least amount of trust exists among the three colleges

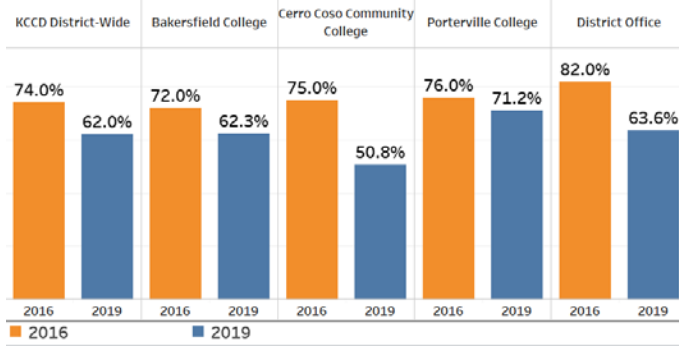
Percent of Respondents who “Strongly Agree” and “Somewhat Agree” There is Trust Between the following groups:



A Sense of Value

- 62% of respondents district-wide said they feel valued as an employee, a 12% decline from 2016 (74%)
- Respondents at Cerro Coso Community College felt the least valued
- Respondents at Porterville College felt the most valued

Percent of Respondents who “Strongly Agree” and “Somewhat Agree” they Feel Valued as an Employee



General Climate

- The majority of respondents district-wide agree the general climate at their primary work location (college or district office) is welcoming and supportive of similarities and differences in ability and/or disability status, age, citizenship, gender, level of education, race/ethnicity, religious/spiritual beliefs, sexual orientation, and socioeconomic status
- Employees at the district office felt differently

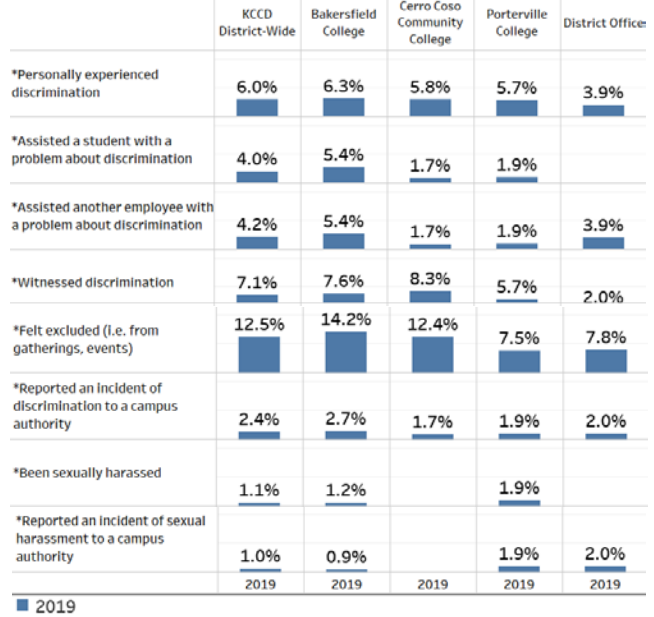
Percent of Respondents who “Strongly Agree” and “Somewhat Agree” the General Climate at their Primary Work Location is Welcoming and Supportive of Similarities and Differences in:

	KCCD District-Wide		Bakersfield College		Cerro Coso Community College		Porterville College		District Office	
	2016	2019	2016	2019	2016	2019	2016	2019	2016	2019
Ability/Disability Status	80.0%	80.6%	79.0%	79.8%	73.0%	80.2%	88.0%	89.6%	94.0%	64.7%
Age	83.0%	80.4%	81.0%	79.9%	78.0%	76.9%	88.0%	90.5%	97.0%	66.7%
*Citizenship Status		75.6%		76.1%		70.2%		84.0%		60.8%
Gender/Gender Identity	83.0%	78.8%	83.0%	78.3%	75.0%	76.9%	87.0%	88.7%	97.0%	60.8%
Level of Education	77.0%	74.9%	75.0%	73.4%	75.0%	75.0%	85.0%	84.9%	85.0%	62.7%
*Political Beliefs		56.9%		55.6%		56.2%		66.7%		47.1%
Race/Ethnicity	82.0%	76.0%	83.0%	75.5%	73.0%	71.1%	87.0%	85.7%	94.0%	68.6%
Religious/Spiritual Beliefs	73.0%	65.8%	71.0%	64.0%	69.0%	65.3%	81.0%	75.5%	88.0%	60.8%
Sexual Orientation	77.0%	76.5%	77.0%	76.7%	68.0%	75.2%	81.0%	83.0%	86.0%	58.8%
*Socioeconomic Status		74.3%		73.9%		70.2%		83.0%		66.7%

Experiencing, Dealing with, and Confronting Discrimination

- 6% of respondents reported personally experiencing discrimination
- 4% reported assisting a student with a problem about discrimination
- 4.2% reported assisting another employee with a problem about discrimination
- 7.1% reported witnessing discrimination
- 2.4% reported reporting an incident of discrimination to a campus authority
- More than 12% of respondents district-wide reported feeling excluded at their primary work location (college or district office)

Percent of Respondents who “Very Often” and “Often” Experienced each of the following:

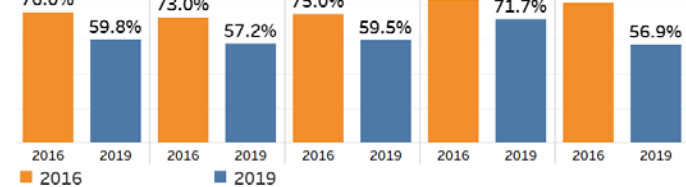


- Respondents felt their job classification and level of education impacted the discrimination they experienced more than other personal characteristics
- Respondents district-wide reported hearing students make insensitive or disparaging remarks at a higher rate than faculty, classified staff, confidential staff, or management groups.

Creating an Environment Supportive of Similarities and Differences

- Only 59.8% of respondents district-wide agreed their work environment was open to the expression of different ideas, opinions, and beliefs, a 16.2% decline from 2016 (76%)

Percent of Respondents who “Strongly Agree” and “Somewhat Agree” their Primary Work Location (College or District Office) is Open to the Expression of Different Ideas, Opinions and Beliefs



- 72.4% of respondents felt the KCCD demonstrates through its practices and policies an appropriate understanding of and concerns for issues of equity and diversity
- 76.3% felt the KCCD promotes the idea that a racially/ethnically diverse student enhances the educational experience of all students
- 71.9% felt their work location promotes the appreciation of cultural differences
- Only 57.4% of respondents felt their work location has effective hiring practices and policies that increase faculty and staff diversity

- Even less (39%) felt their work location provides staff with the skills/training needed to facilitate conversations about diversity issues on campus.

Percent of Respondents who “Strongly Agree” and “Somewhat Agree” with Diversity Efforts in each of the following areas:

	KCCD District-Wide	Bakersfield College	Cerro Coso Community College	Porterville College	District Office
*This institution demonstrates through its practices and policies an appropriate understanding of and concern for issues of equity and diversity	72.4%	71.5%	70.8%	82.1%	60.8%
*This institution promotes the idea that a racially/ ethnically diverse student body enhances the educational experience of all students	76.3%	76.2%	76.0%	82.1%	60.8%
*My work location has effective hiring practices and policies that increase faculty and staff diversity	57.4%	55.4%	55.4%	67.0%	58.8%
*My work location encourages staff to have a public voice and share their ideas openly	55.8%	55.9%	49.6%	62.3%	54.9%
*My work location promotes the appreciation of cultural differences	71.9%	72.1%	65.3%	80.2%	64.7%
*My work location provides the campus community with opportunities to share feelings about issues of concern	55.2%	55.0%	41.3%	71.7%	51.0%
*My work location rewards staff for their participation in diversity efforts	33.9%	32.2%	27.5%	51.9%	19.6%
*My work location has a lot of racial tension	10.9%	11.6%	7.4%	13.2%	6.0%
*My work location provides staff with the skills/training needed to facilitate conversations about diversity issues on campus	39.0%	39.2%	32.2%	49.1%	27.5%
My work environment is open to the expression of different ideas, opinions, and beliefs	59.8%	57.2%	59.5%	71.7%	56.9%
*Faculty are prepared to deal with conflict over diversity issues in the classroom (asked only to faculty)	55.5%	57.1%	32.7%	66.1%	
	2019	2019	2019	2019	2019

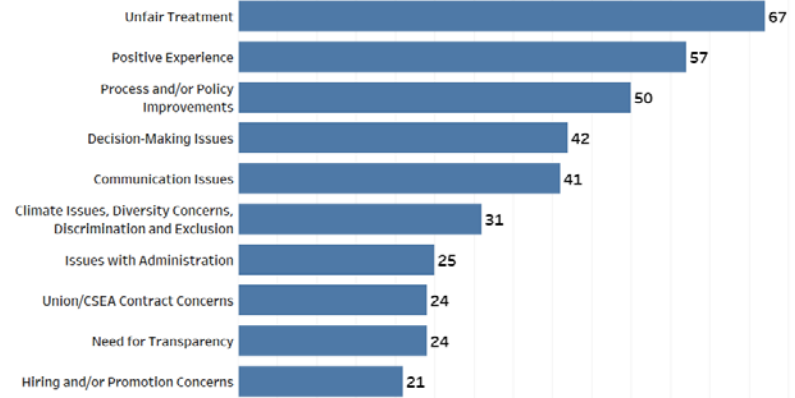
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End of Survey Comments

In the past, end of survey comments were reserved for management to review. This year we did a systematic analysis of the comments using theme classification. We coded and grouped comments received into common themes and ranked them. Some comments applied to multiple themes.

- District-wide 228 employees provided a comment at the end of the 2019 survey
- Unfair Treatment was the number one theme that emerged from employees comments, followed by employees who shared a number of positive experiences while being employed with the KCCD

End of Survey Comments Top 10 Themes



Conclusion

Overall, the majority of employees are satisfied with their primary work location as a place to work. Morale and trust in the work place has declined. Trust among the three colleges is especially low. Employees do not feel as valued as they did in 2016. They majority of employees, with the exception of employees at the district office, agree the KCCD is welcoming and supportive of similarities and differences in ability/disability status, age, citizenship, gender, level of education, race/ethnicity, religious/spiritual beliefs, sexual orientation, and socioeconomic status. Discrimination in the workplace still exists. Employees felt they were discriminated against more because of their job classification and level of education.

While the KCCD demonstrates through its practices and policies an appropriate understanding of and concerns for issues of equity and diversity, promotes the idea that a racially/ethnically diverse student enhances the educational experience of all students, and promotes the appreciation of cultural differences, employees felt the KCCD can do more to increase faculty and staff diversity and provide additional diversity-related training. Employees reported positive experiences across the District, at each of the colleges and at the District Office, but unfair treatment was still their number one reported concern.

It is our hope that employees of the KCCD will utilize the responses and comments received in 2019 Climate Survey to support the strategic planning process, improve employee relations, increase engagement and job satisfaction, and expand diversity and inclusion efforts.