

# Employee Vision & Climate Survey 2017

**How well does the College achieve our vision of:**

1. Being dedicated to the success of our students?

- Very Well    Well    "OK"    Poorly    Very Poorly    No Opinion

2. Our work guided by a set of shared principles?

- Very Well    Well    "OK"    Poorly    Very Poorly    No Opinion

3. Making decisions based on strategy and evidence?

- Very Well    Well    "OK"    Poorly    Very Poorly    No Opinion

4. Being committed to quality?

- Very Well    Well    "OK"    Poorly    Very Poorly    No Opinion

5. Being committed to innovation?

- Very Well    Well    "OK"    Poorly    Very Poorly    No Opinion

6. Being committed to equity?

- Very Well    Well    "OK"    Poorly    Very Poorly    No Opinion

7. Being committed to lifelong learning of students?

- Very Well    Well    "OK"    Poorly    Very Poorly    No Opinion

8. Being committed to lifelong learning of employees?

- Very Well    Well    "OK"    Poorly    Very Poorly    No Opinion

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**How well does the College achieve our mission of:**

9. Providing opportunities for students to pursue their educational and employment goals?

- Very Well     Well     "OK"     Poorly     Very Poorly     No Opinion

10. Contributing to the economic enrichment of our communities?

- Very Well     Well     "OK"     Poorly     Very Poorly     No Opinion

11. Contributing to the cultural enrichment of our communities?

- Very Well     Well     "OK"     Poorly     Very Poorly     No Opinion

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12. To what extent do you agree with SVC's role in fostering the following for staff and faculty:

An overall welcoming sense of community.

- Always     Most of the Time     Sometimes     Not Usually     Never     Don't know

A culture that embraces racial/ethnic diversity.

- Always     Most of the Time     Sometimes     Not Usually     Never     Don't know

A culture that embraces gender diversity.

- Always     Most of the Time     Sometimes     Not Usually     Never     Don't know

A culture that embraces diversity in sexual orientation.

- Always     Most of the Time     Sometimes     Not Usually     Never     Don't know

A positive atmosphere for political differences.

- Always     Most of the Time     Sometimes     Not Usually     Never     Don't know

A positive atmosphere for religious differences.

- Always     Most of the Time     Sometimes     Not Usually     Never     Don't know

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A culture that supports individuals with disabilities.

- Always       Most of the Time       Sometimes       Not Usually       Never       Don't know

Use the space below to tell us more about your thoughts about this question:

### 13. To what extent do you agree with the following statements:

Administrators at SVC are committed to promoting a climate of equity and inclusion.

- Always       Most of the Time       Sometimes       Not Usually       Never       Don't know

Faculty at SVC are committed to promoting a climate of equity and inclusion.

- Always       Most of the Time       Sometimes       Not Usually       Never       Don't know

Classified Staff at SVC are committed to promoting a climate of equity and inclusion.

- Always       Most of the Time       Sometimes       Not Usually       Never       Don't know

Exempt Staff at SVC are committed to promoting a climate of equity and inclusion.

- Always       Most of the Time       Sometimes       Not Usually       Never       Don't know

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I feel comfortable discussing issues of equity and inclusion with other faculty and staff at SVC.

- Always       Most of the Time       Sometimes       Not Usually       Never       Don't know

I feel comfortable discussing issues of equity and inclusion with students at SVC.

- Always       Most of the Time       Sometimes       Not Usually       Never       Don't know

Regardless of race/ethnicity, gender, sexual orientation, or ability, everyone has an opportunity to succeed at SVC.

- Always       Most of the Time       Sometimes       Not Usually       Never       Don't know

Use the space below to tell us more about your thoughts about this question:

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## 14. Please rate the following statements:

I am asked to participate in college committees outside of my job duties.

- Always       Most of the Time  
 Sometimes       Not Usually       Never       Don't know

I am provided mentorship and guidance to continue to grow professionally.

- Always       Most of the Time  
 Sometimes       Not Usually       Never       Don't know

I feel confident and comfortable among my peers.

- Always       Most of the Time  
 Sometimes       Not Usually       Never       Don't know

I am viewed and treated as competent in my work.

- Always       Most of the Time  
 Sometimes       Not Usually       Never       Don't know

I am considered for promotions and more leadership responsibilities.

- Always       Most of the Time  
 Sometimes       Not Usually       Never       Don't know

I believe I would be missed if I took another position or had to leave my job.

- Always       Most of the Time  
 Sometimes       Not Usually       Never       Don't know

Use the space below to tell us more about your thoughts about this question:

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15. Please indicate the extent to which you agree or disagree with the following statements:

SVC encourages students to have a public voice and share their ideas openly.

- Always       Most of the Time  
 Sometimes       Not Usually       Never       Don't know

SVC accurately reflects the diversity of its student body in publications (e.g. website, brochures, posters, etc.).

- Always       Most of the Time  
 Sometimes       Not Usually       Never       Don't know

SVC promotes the appreciation of cultural differences.

- Always       Most of the Time  
 Sometimes       Not Usually       Never       Don't know

SVC fosters a sense of belonging for all students.

- Always       Most of the Time  
 Sometimes       Not Usually       Never       Don't know

Use the space below to tell us more about your thoughts about this question:

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16. Have you ever experienced any SVC job-related exclusion over the last 5 years?

Identity	Hiring	Promotion	Committee Assignment	Networking / Prof dev
Race/ethnicity				
Gender				
Age				
Sexual orientation				
Religious beliefs				
Disability				
Social economic status				
Political view				

Use the space below to tell us more about your thoughts about this question:



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**17. I have been employed by the College:**

- Less than 1
- year 1-5  
years
- 6-10 years
- 11-15 years
- More than 15 years

**18. My primary worksite is at the:**

- Mount Vernon campus
- Whidbey Island campus and/or Centers

**19. My primary work assignment is:**

- Hourly
- Classified Staff, Full-Time
- Classified Staff, Part-Time
- Administrative or professional exempt
- Faculty, Full-Time
- Faculty, Part-Time

**20. How do you self-identify in the following:**

**Age**

- 18-29
- 30-49
- 50-64
- 65 or older

**Gender**

- Male
- Female
- Transgender
- Non-Binary
- Prefer not to say
- Prefer to self-describe

Self-Describe Gender:

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## Race/Ethnicity

- White
- Latino/a
- Black/African American
- American Indian
- Native Hawaiian/Pacific Islander
- Multiracial
- Prefer not to say
- Prefer to self-describe

Self-Describe Race/Ethnicity:

## Sexual Orientation

- Heterosexual
- Gay
- Lesbian
- Bisexual
- Prefer not to say
- Prefer to self-describe

Self-Describe Sexual Orientation:

## Religion

Self-Describe Religion:

## Do you have a physical, mental or neurological disability?

- Yes
- No
- Prefer not to say
- Prefer to self-describe

Self-Describe Disability: