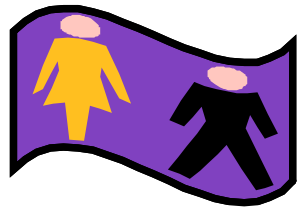


Climate Survey 2002-2007

Demographics of Respondents



GENDER

	2002	2007
Females -	68%	70%
Males -	29%	29%
Unknown -	2%	-
Transgender -	1%	1%

RACE/ETHNICITY

	2002	2007
White -	74%	92%
Minority -	17%	7%
Unknown -	9%	1%

AGE

	2002	2007
42 or Under -	38%	30%
43 or Over -	62%	69%

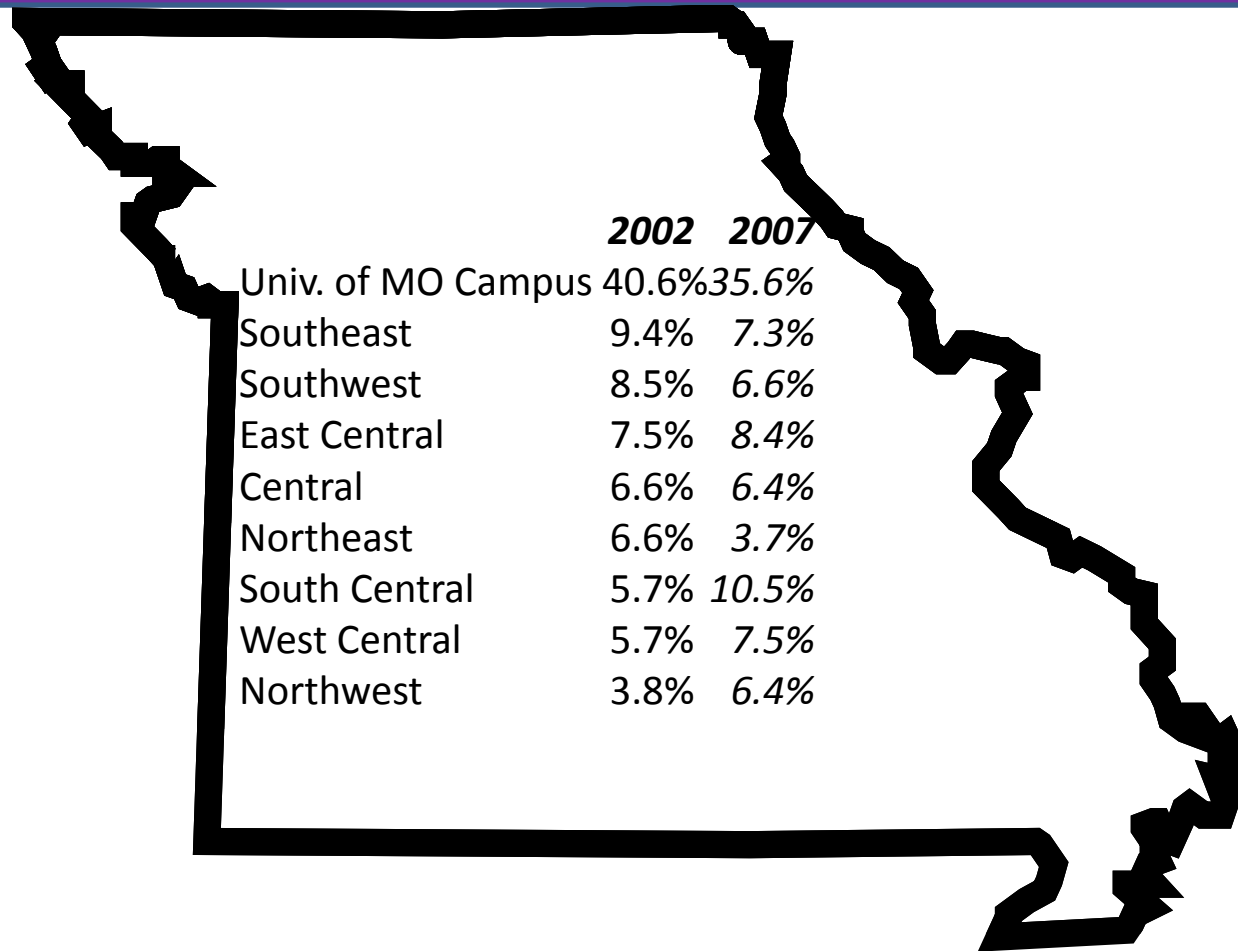
RELIGION

	2002	2007
Christian -	83%	77%
Non-Christian -	11%	22%
Non-Religious -	7%	1%

Climate Survey 2002-2007



Regions

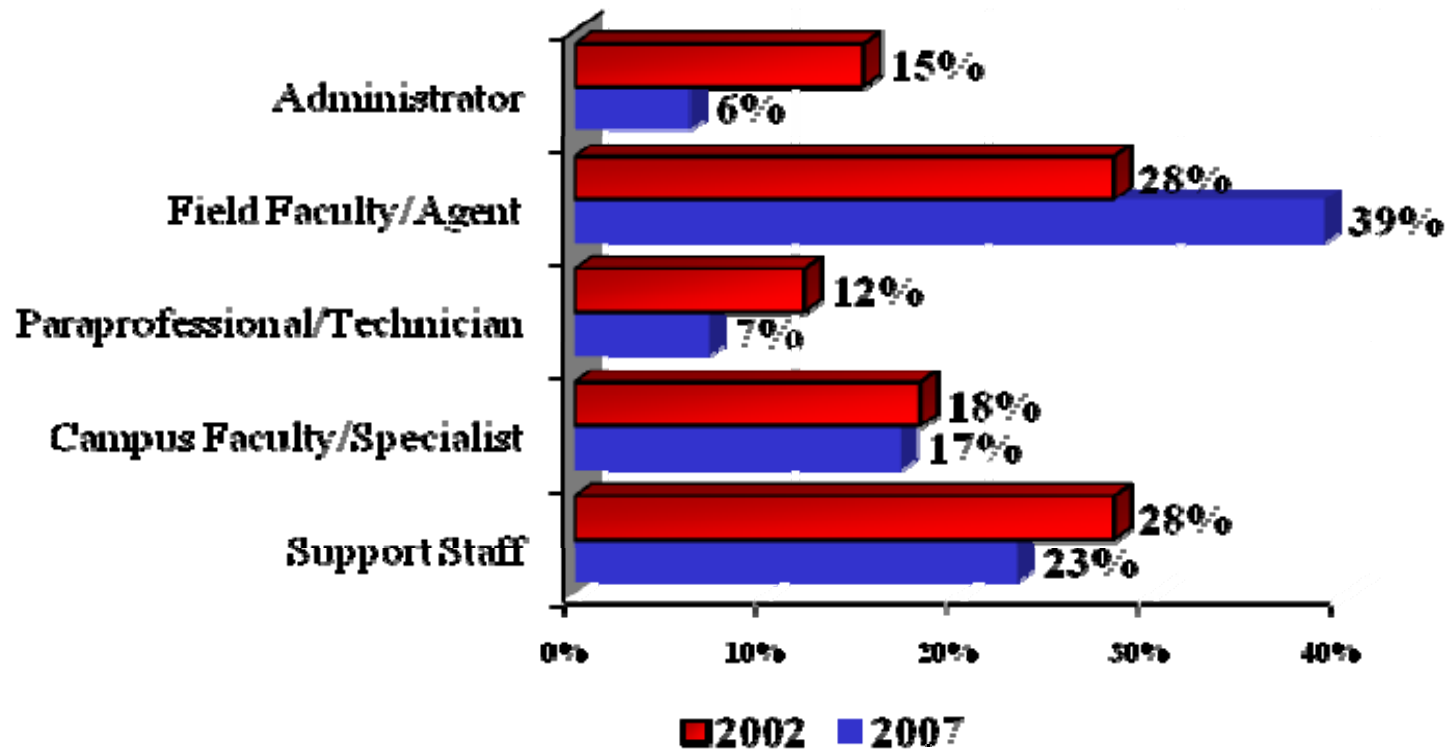


Climate Survey 2002-2007



Positions

Positions



Climate Survey 2002-2007



Content

	2002	2007
Other	26.4%	23.3%
Agriculture/Natural Resources	18.9%	16.5%
4-H Youth	12.3%	13.4%
Human Environ. Sciences	11.3%	15.6%
Office Support	10.4%	23.3%
Community Development	6.6%	6.6%
Business & Industry	4.7%	4.4%
Continuing Education	3.8%	9.2%

Climate Survey 2002-2007



Insensitive Remarks?

Field Faculty/Agents	2002	2007
Gender (women)	21.9%	20.0%
Sexual Orientation	18.2%	18.0%
Ethnicity	16.3%	19.3%
Racial	16.2%	17.1%
Inability Speak Eng.	15.4%	23.1%
Age	-	18%

Support Staff	2002	2007
Inability Speak Eng.	17.2%	18.7%
Age	12.4%	13.2%
Ethnicity	11.5%	13.2%
Gender (men)	11.5%	13.6%
Gender (women)	11.4%	13.0%

Administrator	2002	2007
Racial	19.3%	7.5%
Gender (women)	16.0%	10.8%
Ethnicity	13.2%	7.9%
Age	13.0%	12.3%
Religion	11.3%	7.5%
Inability to Speak Eng.	-	9.7%

Specialist/Campus Faculty	2002	2007
Gender (women)	13.9%	13.4%
Sexual Orient.	9.9%	12.7%
Socio-economic	9.8%	10.5%
Age	8.8%	11.9%
Inability Speak Engl.	8.8%	14.3%

Paraprofessional/Technician	2002	2007
Gender (women)	14.4%	10.3%
Inability Speak Eng.	12.5%	14.3%
Ethnicity	11.6%	11.4%
Age	9.7%	10.5%
Sexual Orient.	8.6%	12.7%



Gender, age & those unable to speak English are most often the brunt of insensitive remarks.

Field Faculty and Administrators are most often heard making these types of remarks....



Climate Survey 2002-2007



Harassment

2002

Almost 1/3 have experienced harassment OR observed it toward others!

Most often

- harassment involved GENDER or RACE
- occurred at the LOCAL OFFICE or on CAMPUS
- harassers were FIELD FACULTY or ADMINISTRATORS
- reactions - IGNORED incident, considered CHANGING JOBS, felt EMBARRASSED, and AVOIDED the harasser

2007

18% have experienced harassment OR observed it toward others!

Most often

- harassment involved GENDER or AGE
- occurred at the LOCAL OFFICE or on CAMPUS
- harassers were FIELD FACULTY or ADMINISTRATORS
- reactions - considered CHANGING JOBS, TOLD A FRIEND, felt EMBARRASSED, and AVOIDED the harasser



Climate Survey 2002-2007

Diversity



2002

82% agree management is committed to diversity.

78% agree organizational leadership fosters diversity.

8 out of 10 comfortable with climate for diversity in work units and organization.

2007

60% agree that the organization has increased its commitment to diversity over the last 5 years

52% agree that no additional changes are needed

86% are comfortable with climate for diversity in work units and organization.

Climate Survey 2002-2007



Discrimination

2002

33% HAVE WITNESSED DISCRIMINATION
IN HIRING, FIRING, OR PROMOTIONS.
WHEN IT OCCURS, IT MOST OFTEN IS
BASED ON

Gender, or SES in HIRING
Race, Country of Origin,
or Employment Category in FIRING
Gender, Race, Age,
or SES in PROMOTIONS

2007

18% HAVE WITNESSED
DISCRIMINATION IN HIRING, FIRING,
OR PROMOTIONS.
WHEN IT OCCURS, IT MOST OFTEN IS
BASED ON

Gender, Race or Ethnicity in HIRING
Gender, Race, or Age in FIRING
Gender, Race, or Ethnicity in
PROMOTIONS



Climate Survey 2002-2007



Most Frequent Contact With

- ✓ Whites
- ✓ Different Ages
- ✓ Non-perfect Physically
- ✓ Different Religious Backgrounds

Least Comfortable With

- ✓ Shared Office - Gays, Lesbians, Persons with HIV/Aids
- ✓ Supervisor – Mentally Ill, Transgender, Lesbians

Climate Survey 2002-2007

Implications for Future Action



- Continue the work of the Regional Climate Teams.
- Continue to provide professional development experiences that clarify university policy and practices on gender discrimination.
- Consider activities that address gender identity, physical and mental disabilities, age, and religion.



Climate Survey 2002-2007

Implications for Future Action



- Continue activities that focus on acceptance of those from diverse groups, particularly, those who do not speak English as a first language, as well as those from other racial, ethnic groups.
- Keep diversity in the forefront at each staff meeting to reflect organizational commitment.
- Ensure that members from underrepresented groups feel included in all activities.