# Advancement Climate Survey Summary

June 2022

(Administered March – April 2022)

University of Virginia | Division for Diversity, Equity, and Inclusion

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## Introduction

The following summary provides an overview of the 2022 University Advancement Workplace Climate survey findings. The next step will be to utilize these findings to further refine the areas of focus for the continued work of implementing University Advancement's Inclusive Excellence plan with the goal of addressing and improving upon the areas of opportunity revealed by the survey results.

## Survey Background & Administration

University Advancement began the process of creating an Inclusive Excellence (IE) plan in the Spring of 2020. This work built intentionally and strategically upon prior insights and work of University Advancement's Diversity and Inclusion committee, established in 2020. In the decision to utilize a diversity and inclusion climate survey, the University Advancement IE planning team sought to use the instrument as both a diagnostic tool for centering resources and energy on strategies with high opportunity for impact, as well as establish a baseline for measuring progress on key climate, development, and other measures in future monitoring periods.

Following the results of the 2020 survey, the IE planning team recommended that the climate survey be administered annually to establish a baseline by which University Advancement could measure its progress in various areas of workplace climate. The 2022 workplace climate survey is the second iteration of the survey that has been administered.

The survey instrument (See Appendix A) was adapted from the Harvard University Pulse Survey and sought to operationalize basic measures of the following concepts:

- Sense of Belonging
- Authentic Participation
- Quality of Work Relationships
- Psychological Safety
- Role Clarity
- Upstander Self-Efficacy

- Career Goal Alignment
- Trust in Leadership
- Managing Diversity
- Feeling Recognized/Valued
- Importance of Diversity
- Support for Inclusive Capacity

The survey was administered by staff in University Advancement and the UVA Division for Diversity, Equity, and Inclusion (DDEI) via the UVA Qualtrics platform. The survey was open to responses from March 21 – April 12, 2022 and was advertised through several all-staff emails from Advancement leadership. With over 200 respondents, the response rate for the survey was approximately 88%. All data and comment analyses were conducted by staff in the UVA DDEI and have only been reported to University Advancement leadership in aggregate and anonymized forms.

The non-demographic questions in the survey used a 6-point Likert scale as shown below:

| 1-Strongly agree | 2-Agree | 3-Somewhat agree | 4-Somewhat disagree | 5- Disagree | 6-Strongly disagree |
|---|---|---|---|---|---|

*Figure 1: Likert scale used for questions*

For ease of narration, agreement includes strongly agree, agree, and somewhat agree and disagreement includes somewhat disagree, disagree and strongly disagree.

An additional note that may help orient the summary: the Likert visualizations for an overall summary exclude where the response to the item was marked as 'prefer not to say' such that when reporting frequencies, the totals will not always sum to 100. The difference is the 'prefer not to say' percentage.

# Key Highlights

## Strengths

A review of the results from the University Advancement (UA) Climate Survey revealed several key areas of strength relating to the workplace climate. It is noted where significant differences were seen for a specific demographic characteristic.

**Importance of diversity**

Diversity is important to the majority of UA staff. When asked if diversity was important to them, 99% of respondents agreed with little difference seen when responses were broken out by demographic characteristics.
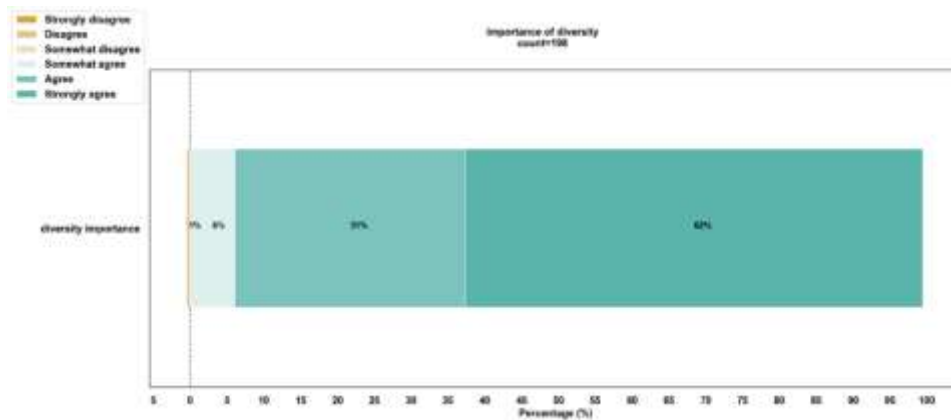


*Figure 2: Importance of Diversity Overall Summary*

**Sense of Belonging**

In general, respondents agreed that they feel like they belong at UA with 92% expressing some level of agreement with the statement "I feel like I belong in University Advancement". However, some divergence was seen when looking at gender identity and sexual orientation. Those who preferred not to say (pns) or were unsure of their gender identity, and those who identify as bisexual or another sexual orientation expressed disagreement compared to other respondents.
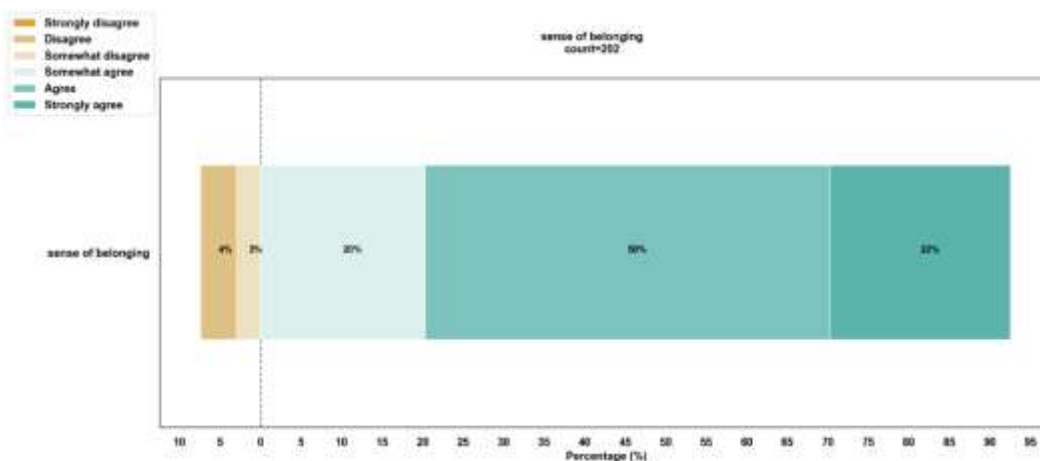


*Figure 3: Sense of Belonging Overall Summary*

## Trust in leadership

89% of respondents agreed that they believe that UA leadership will take the appropriate action in response to incidents of harassment and discrimination. Those who identify as bisexual reported an average disagreement score of 3.2 compared to their heterosexual peers who averaged a score of 2.2.
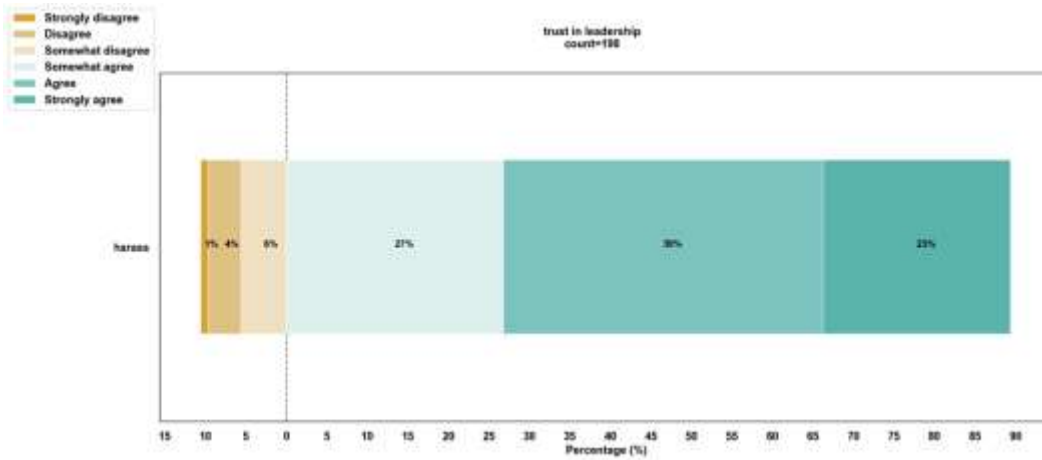


*Figure 4: Trust in Leadership Overall Summary*

## Upstander self-efficacy

Overall, 89% of respondents agreed that they have the skills to address hostile behavior that they witness.
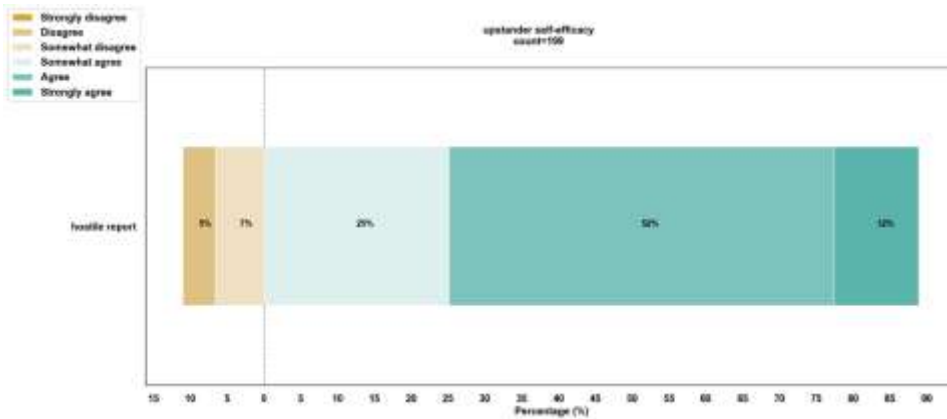


*Figure 5: Upstander Self-efficacy Overall Summary*

## Role Clarity

88% respondents agreed that they know what constitutes good performance in their role. Respondents who identified as bisexual expressed an average disagreement score of 3.2 compared to other respondents (overall mean: 2.2).
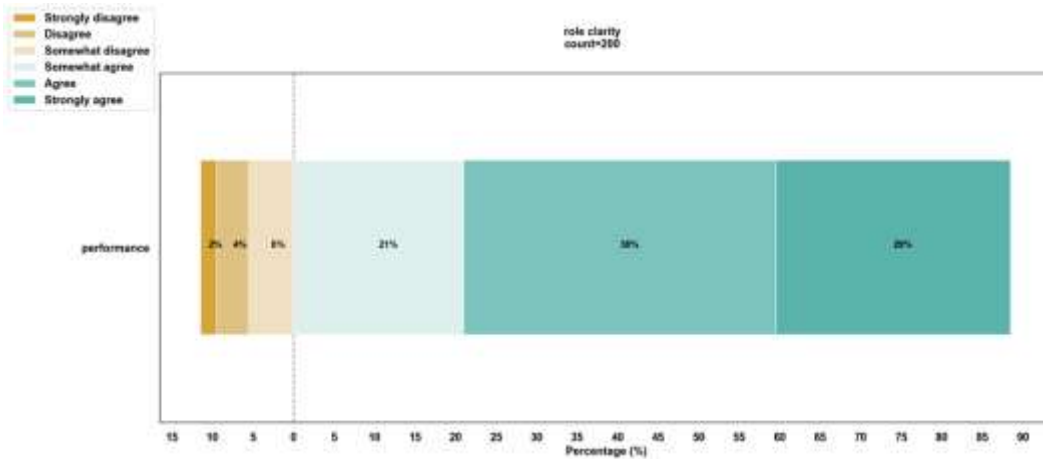


*Figure 6: Role Clarity Overall Summary*

## Quality of work relationships

87% of the respondents agreed that their relationships with UA are as satisfying as they would want them to be. Respondents who preferred not to say their gender identity and who identified as unsure, as well as those who identified as bisexual expressed a higher level of disagreement when compared to other respondents.
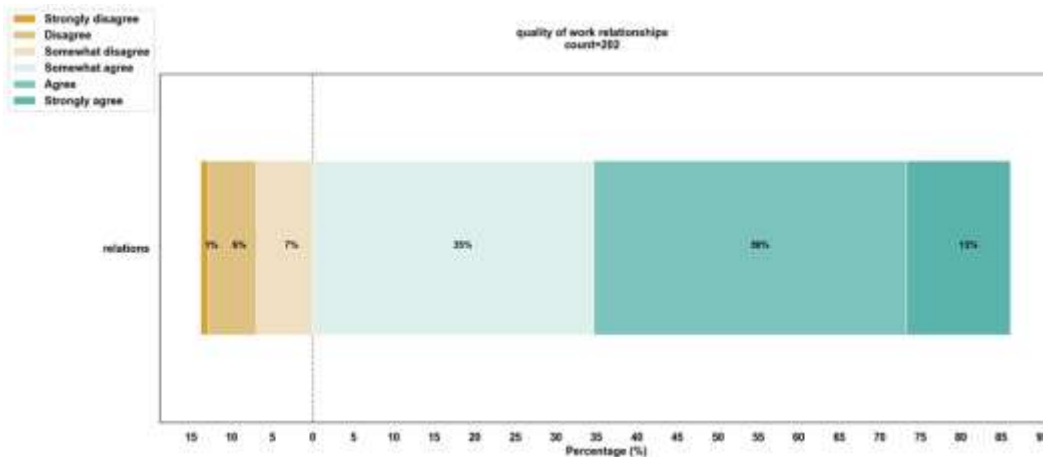


*Figure 7: Quality of Work Relationships Overall Summary*

## Areas of opportunity for improvement

Overall, at least two-thirds of respondents agree with many aspects of climate at UVA, however the results identified several areas of opportunity for improving workplace climate in UA. Indications have been made where a demographic group expressed greater agreement or disagreement with any statement.

**Career goal alignment**

More than a quarter of the respondents (27%) disagreed that the professional goals they have for themselves are being met at UA.
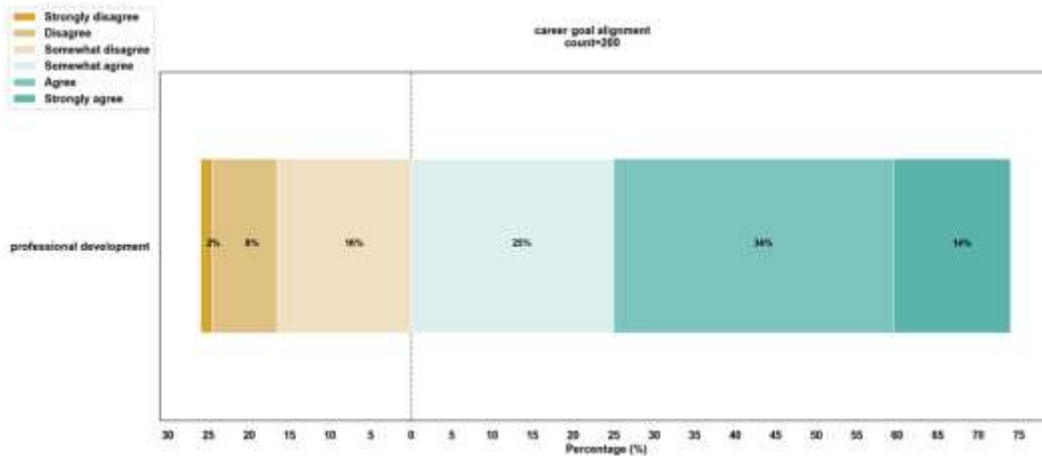


*Figure 8: Career Goal Alignment Overall Summary*

Survey respondents who identify as bisexual or another sexual orientation indicated an average disagreement score of 3.5 compared to the overall average of 2.7 and Gay/Lesbian respondents who indicated the lowest average score of disagreement at 2.1.

**Psychological safety**

Though there was a 9% increase in agreement compared to 2020, still one-fourth of the respondents (25%) disagreed that they feel comfortable expressing their opinions to others in UA.

Respondents who preferred not to say their gender identity or who identified as unsure expressed a higher level of disagreement at a score of 3.8 as compared to the average score of 2.8 for other respondents.



*Figure 9: Psychological Safety Responses by Gender Identity*

**Authentic participation**

21% of the respondents disagreed that they feel they can be their authentic self at UA. Respondents who preferred not to say their gender identity or who identified as unsure expressed a higher level of disagreement at a score of 3.7 as compared to the average score of 2.7 for other respondents.
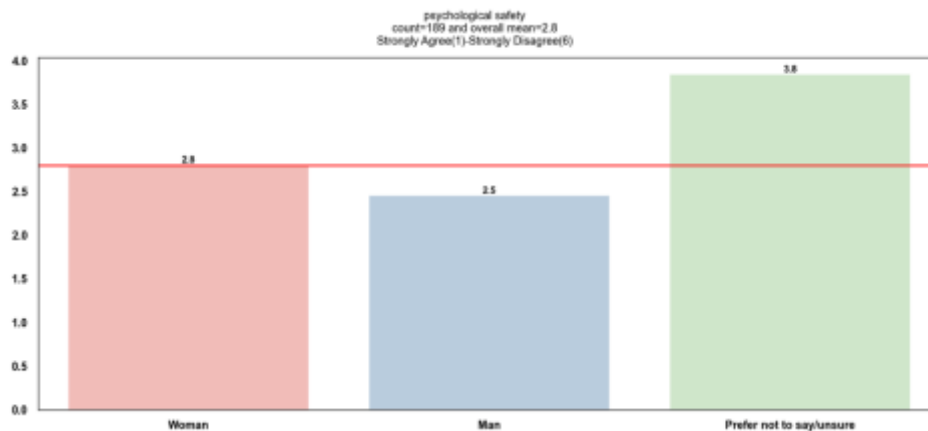
**Feeling recognized and valued**

When asked to respond to the statement "I receive meaningful recognition for doing good work," 21% of respondents expressed some level of disagreement. Those who identified as having a disability, as bisexual or another sexual orientation, and those who preferred not to say their race/ethnicity expressed greater disagreement than other respondents.

**Managing diversity**

While 82% of respondents expressed some level of agreement with the statement "I believe that University Advancement manages diversity effectively," respondents who identified as Multiracial, Black or Hispanic, and those who identified as "with disability", expressed greater disagreement than other respondents.
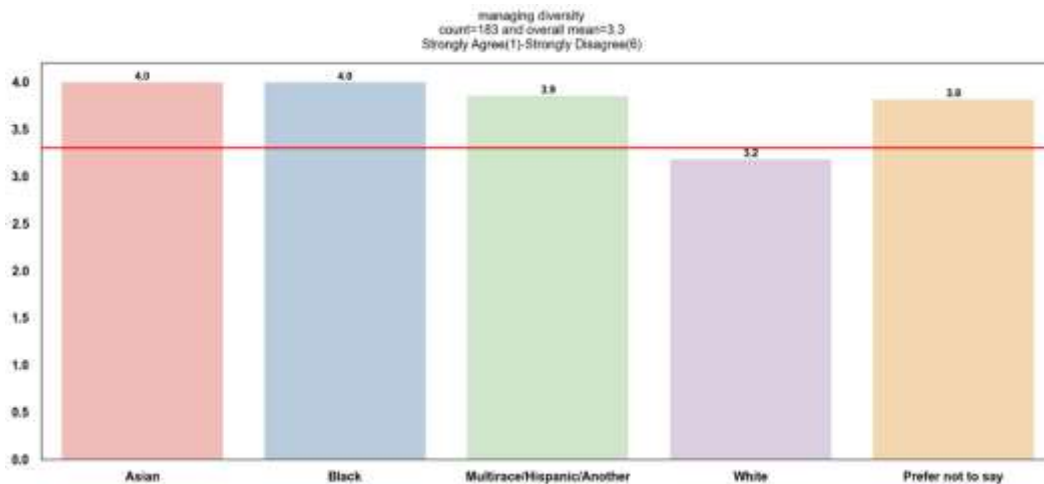


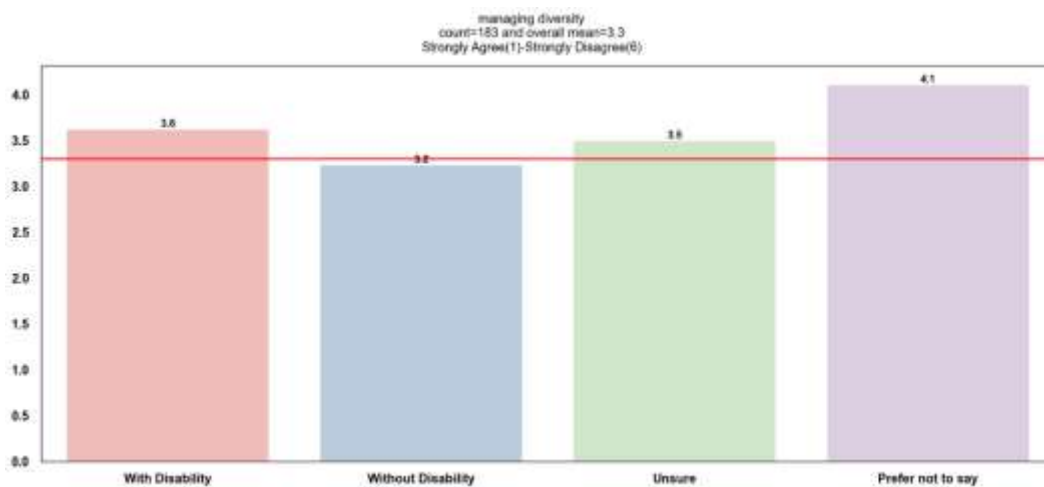*Figure 10: Managing Diversity Responses by Race/Ethnicity Identity*



*Figure 11: Managing Diversity Responses by Disability Identity*

**Support for inclusive capacity**

Respondents who identified as "with disability" disagreed that they get support from UA to work with diverse groups and in cross cultural situations when compared with other respondents.
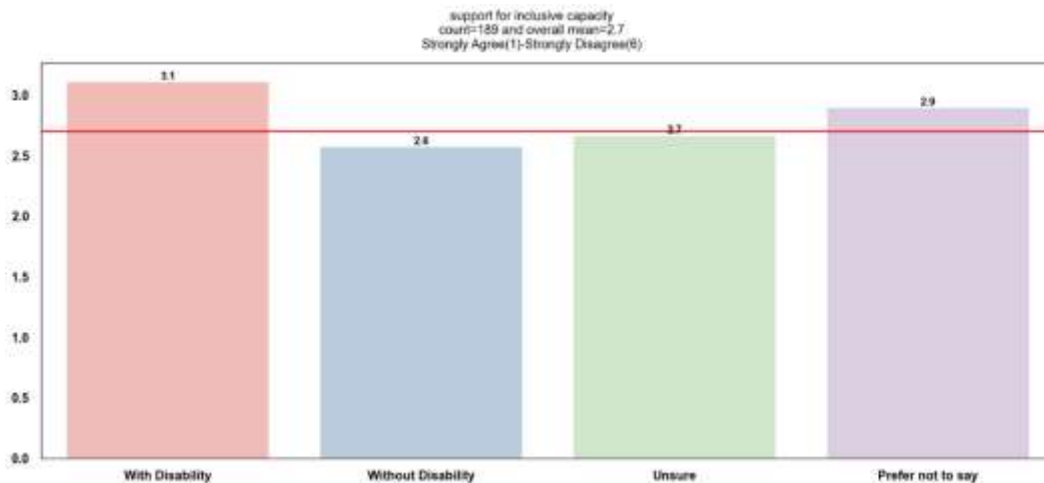


*Figure 12: Support for Inclusive Capacity Responses by Disability Identity*

**Open-ended responses**

When asked to suggest one or two concrete actions that they believe would improve the climate for inclusion for all members of the University Advancement community, recurring themes included:

- increasing employee and leadership demographic diversity.
- improving overall DEI practices at UA.
- providing more opportunities for community building.
- providing more opportunities for social/cross-cultural events.
- having an engaged and safe DEI forum.

There were a few respondents that, for potentially a range of reasons, "preferred not to say" or identify one or more of their personal identity associations. Better understanding this trend will be important for improving positive identification in future survey administrations. These respondents generally had disagreement or weaker agreement compared to other respondents.

## Comparison with 2020

There are several useful comparisons that can be made to the responses received for the 2020 survey. Specifically, several of the areas of opportunity which were identified in 2020 seem to have shown measurable improvements over the previous two years.

- **Diversity is very important to UA Staff:** Both in 2020 and 2022, 99% of UA respondents identified that diversity is important to them across minoritized and non-minoritized cultural groups.
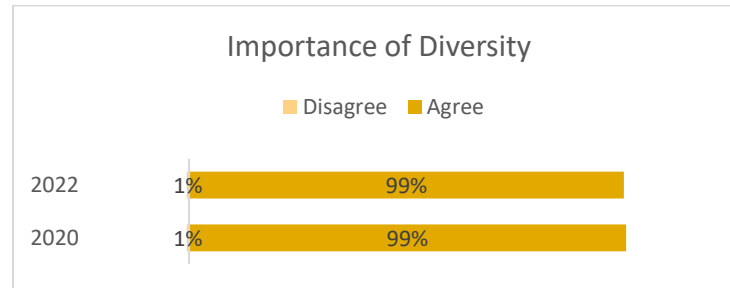
### Importance of Diversity

Disagree ■ Agree

| | |
|---|---|
| 2022 | 1% 99% |
| 2020 | 1% 99% |

*Figure 13: Importance of Diversity Historic Comparison*

- **Psychological safety and authentic participation in UA will be important:** In 2020, only 66% of the respondents agreed that they felt comfortable expressing their opinions. In 2022, that increased by ⬆ 9% to 75%. In 2020, 73% of the respondents agreed that they felt they could be their authentic self and in 2022 it increased by ⬆ 5% to 78%.

### Psychological Safety

Disagree ■ Agree

| | |
|---|---|
| 2022 | 25% 75% |
| 2020 | 34% 66% |

### Authentic Comparison

Disagree ■ Agree

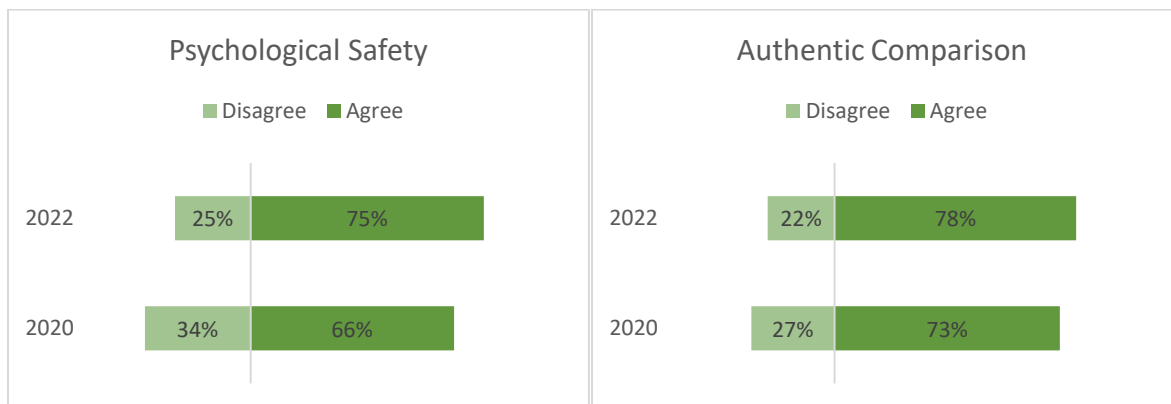| | |
|---|---|
| 2022 | 22% 78% |
| 2020 | 27% 73% |

*Figure 14: Psychological Safety and Authentic Self Historic Comparisons*

- **Role Clarity:** In 2020, 89% of the respondents agreed that they had clarity on what constituted good performance in their role and in 2022, 88% respondents agreed to the same.
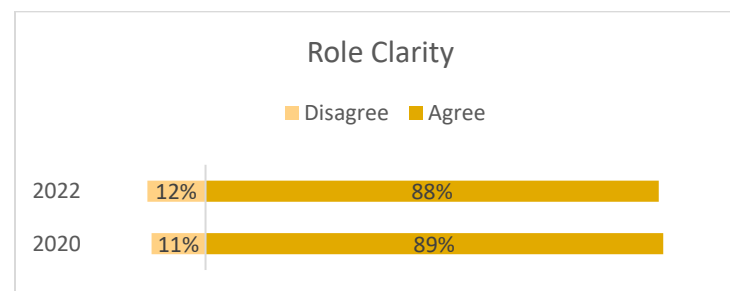
### Role Clarity

Disagree ■ Agree

| | |
|---|---|
| 2022 | 12% 88% |
| 2020 | 11% 89% |

*Figure 15: Role Clarity Historic Comparison*

- **Intentional mentoring and career growth opportunities:** In 2020, 72% respondents felt that their professional goals were being met and in 2022, similarly 73% agreed.
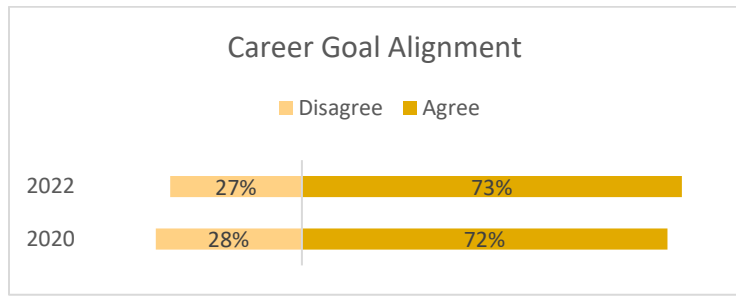


*Figure 16: Career Goal Alignment Historic Comparison*

- **Developing cultural competency:** In 2020, only 70% agreed that they received support for working with diverse groups and in cross-cultural situation. That increased by ↑ 11% in 2022 to 81%.
  In 2020, only 60% agreed that UA's management of diversity is effective. That increased by ↑ 22% in 2022 to 82%.
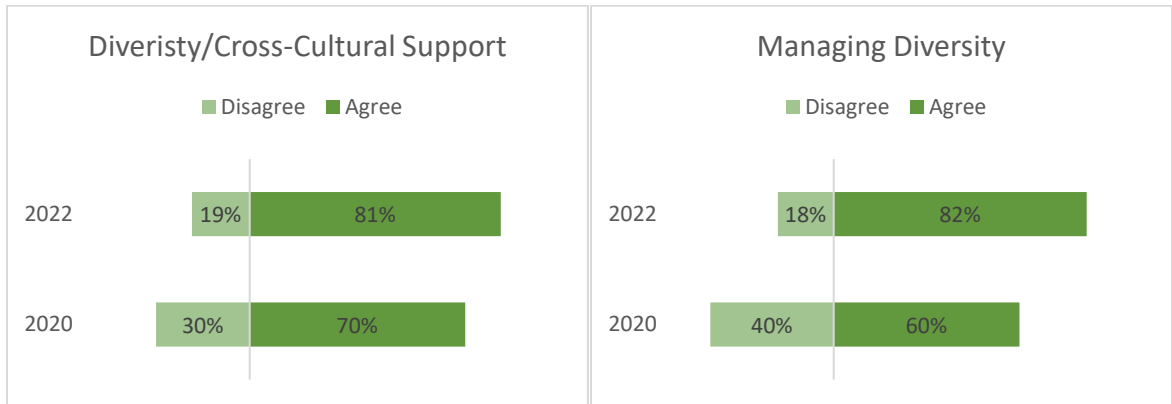


*Figure 17: Cross-Cultural Support and Managing Diversity Historic Comparisons*

## Open-Ended Responses

95 employees responded to the open-ended question – "Please suggest one or two concrete actions that you believe would improve the climate for inclusion for all members of the University Advancement community."  92 respondents had suggestions. A respondent could have multiple suggestions which were categorized across different themes. The themes were divided by the number of respondents instead of number of responses. The top five by percentage are shown in figure 18.
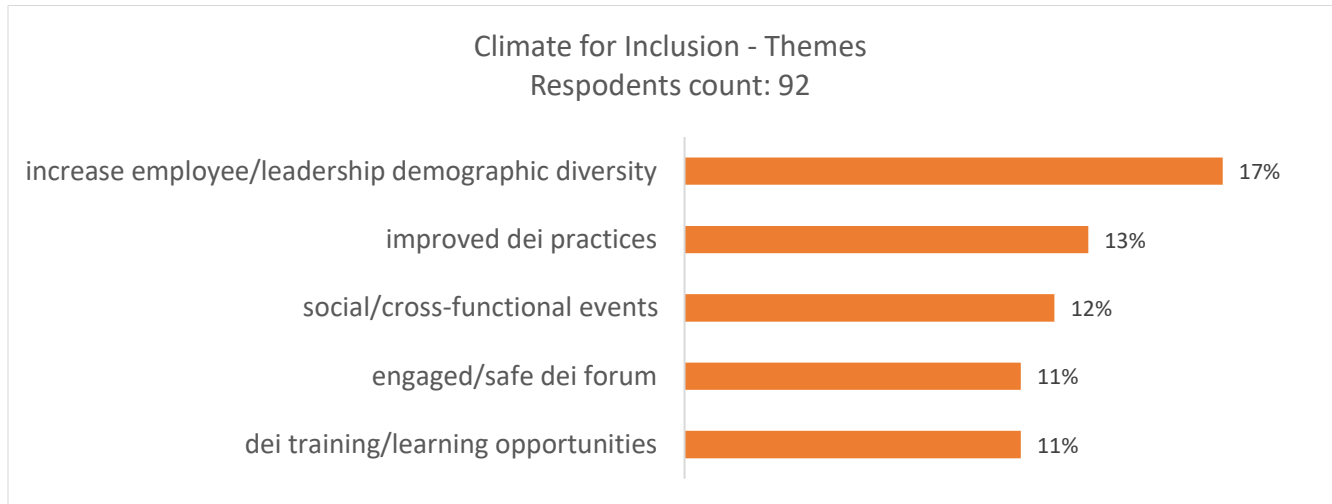


*Figure 18: Summary of top themes for open-ended responses of climate improvement*

# Appendix A

**Survey Instrument**

<u>Introduction</u>

University Advancement committed to performing an annual workplace climate survey as part of the goals laid out in our Inclusive Excellence plan. Responses to this survey will further University Advancement's efforts to enhance our climate for valuing diversity, inclusion, and belonging and will help shape implementation strategies for our Inclusive Excellence plan.

The survey is brief with a total of 13 questions and should take you 10-15 minutes to complete. Your response to this survey, and every survey item, is entirely voluntary.

The survey is being administered anonymously. University Advancement will again partner with staff in the UVA Division for Diversity, Equity, and Inclusion to help us analyze the results of the survey. They will be providing summary reports of the data and working to ensure the confidentiality of comments made in the open-ended response question.

The survey includes a brief section on demographics. This information will only be used to understand the results in aggregate and will provide our Inclusive Excellence implementation team with an understanding of the group characteristics that may be most salient for members of our community in terms of how they experience our climate and culture. As stated, your responses are entirely voluntary and efforts to ensure the data is anonymized will be rigorous in the hope that you will feel comfortable sharing your honest responses.

If you have questions about the Inclusive Excellence plan implementation process, please contact Andrea Devine (akd4h@virginia.edu).

If you have questions about completing this survey, please contact Emily Tate (ert8b@virginia.edu).

<u>Survey Questions:</u>
Likert Scale for questions 1-12
1 (Strongly disagree) 2 (Disagree) 3 (Slightly disagree) 4 (Slightly Agree) 5 (Agree) 6 (Strongly agree)
1. I feel like I belong in University Advancement.
2. My relationships within University Advancement are as satisfying as I would want them to be.
3. I feel like I can be my authentic self in University Advancement.
4. The professional goals I have for myself are being met in University Advancement.
5. I know what constitutes good performance in my role.
6. I receive meaningful recognition for doing good work.
7. I feel comfortable expressing my opinions to others in University Advancement.
8. I believe University Advancement leadership will take appropriate action in response to incidents of harassment and discrimination.
9. I have the skills to address hostile behavior that I witness.
10. I believe University Advancement manages diversity effectively.
11. In University Advancement, I receive support for working with diverse groups and working in cross-cultural situations.
12. Diversity is important to me.
13. Please suggest one or two concrete actions that you believe would improve the climate for inclusion for all members of the University Advancement community. (essay answer)

**Demographic Questions**

1) Which best describes your gender identity?
   - Woman
   - Man
   - Transgender
   - Genderqueer or nonbinary
   - Another identity:
   - I prefer not to say
   - Unsure

2) Which of the following best describes you? (Check all that apply)
   - American Indian or Alaskan Native
   - Asian or Asian American
   - Black or African American
   - Hispanic or Latina/o/x
   - Middle Eastern
   - Native Hawaiian or other Pacific Islander
   - White
   - Another:
   - I prefer not to say

3) Which best describes your sexual orientation?
   - Asexual
   - Bisexual
   - Gay/Lesbian
   - Heterosexual
   - Another orientation:
   - I prefer not to say

4) What is the highest level of education you have completed?
   - Elementary school
   - Middle school
   - High school
   - Bachelor's degree
   - Master's degree
   - Professional degree (i.e. medical or legal degree)
   - Doctoral degree
   - Unsure
   - I prefer not to say

5) When it comes to politics, where would you place yourself on this scale?
   - 1-Very conservative
   - 2-Conservative
   - 3-Slightly conservative
   - 4-Moderate, middle of the road
   - 5-Slightly liberal
   - 6-Liberal
   - 7-Very liberal
   - Another:

- I prefer not to say

6) Which best describes your religious preference?
- Buddhist
- Hindu
- Jewish
- Mormon
- Muslim
- Protestant
- Roman Catholic
- Another preference:
- No religion
- I prefer not to say

7) Do you identify as a person with a disability?
- Yes
- No
- Unsure
- I prefer not to say