

Staff Climate/Engagement Assessment Benchmarking Report (Sept 2020-June 2022)



Division for Diversity,
Equity, and Inclusion

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Introduction

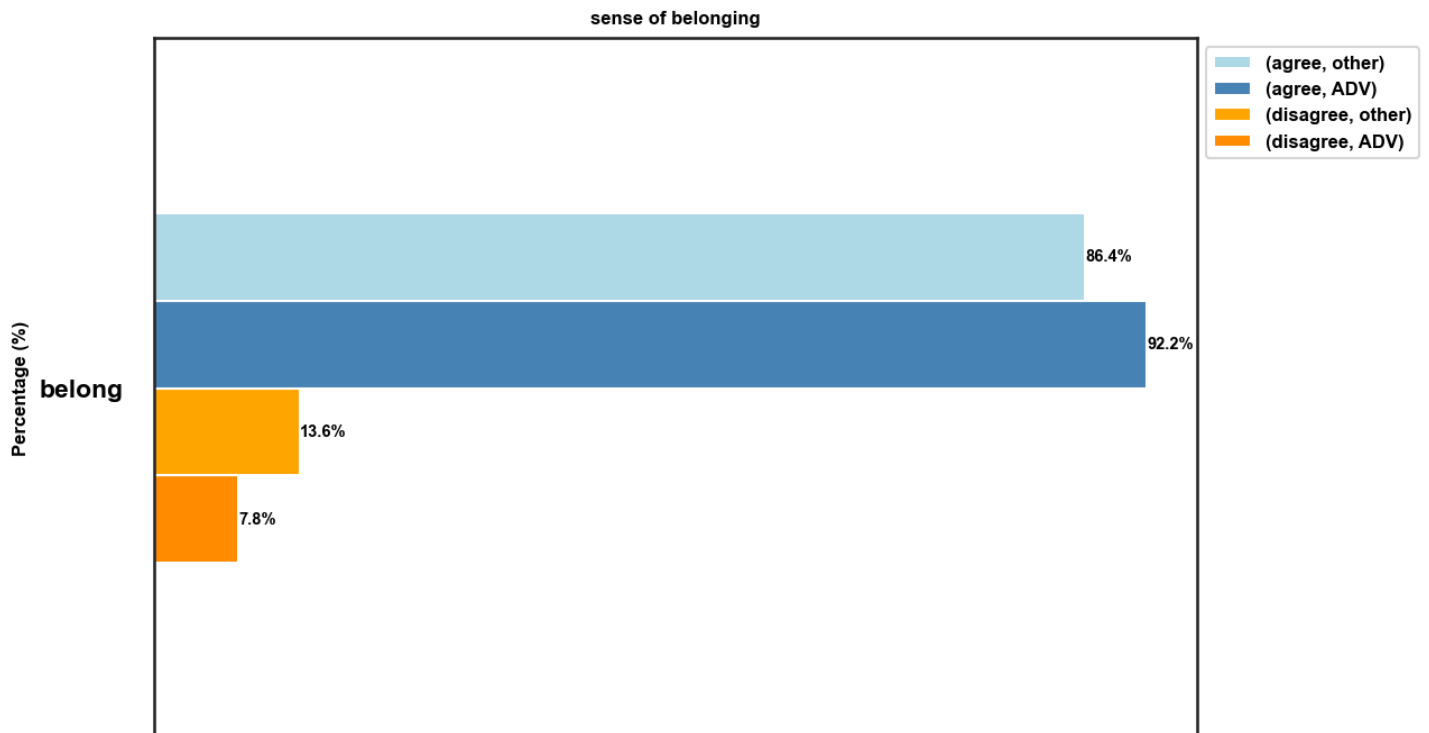
The UVA Division for Diversity, Equity and Inclusion (DDEI) has administered workplace climate/engagement assessments and summarized results for 10 departments or divisions across UVA within the in the Sept 2020-June 2022 time period, with a response pool of 1,130. This pooling of responses allows for each area to analyze their results not only for differences among groups within their area but to also seek to compare responses in relation to the participant average from other areas of the University. Where you identify a concept area that you would like to engage in benchmarking or practice conversations with another area of the University, we can work with you to identify specific departments and representatives to speak with to understand more about what they may be doing, or other material conditions which support, the outcomes in their area.

Not every department used the same climate survey instrument. The questions selected for comparison were used by at least four or more departments or divisions. Questions that were purposefully designed to measure similar, or the same underlying concepts were matched across instruments to pool results. All the departments or divisions participating in these workplace assessments, their data collection timeframes, and the concepts covered in their instrument are included for your reference in the appendix. Your report includes only those relevant to your area based on the instrument you utilized.

In the visualizations that follow, your area’s results are not part of the aggregated pool being provided for comparison. The comparison benchmark for the average of how participants responded from other areas is labeled as ‘other’ in the visualizations. For comparison purposes the Likert scales used were combined and simplified to agree and disagree. If the departments used neutral or prefer not to say options, that data was not included in the visualizations. This will result in variation in percentages compared to those percentages in the initial reports which were provided to you.

Sense of Belonging

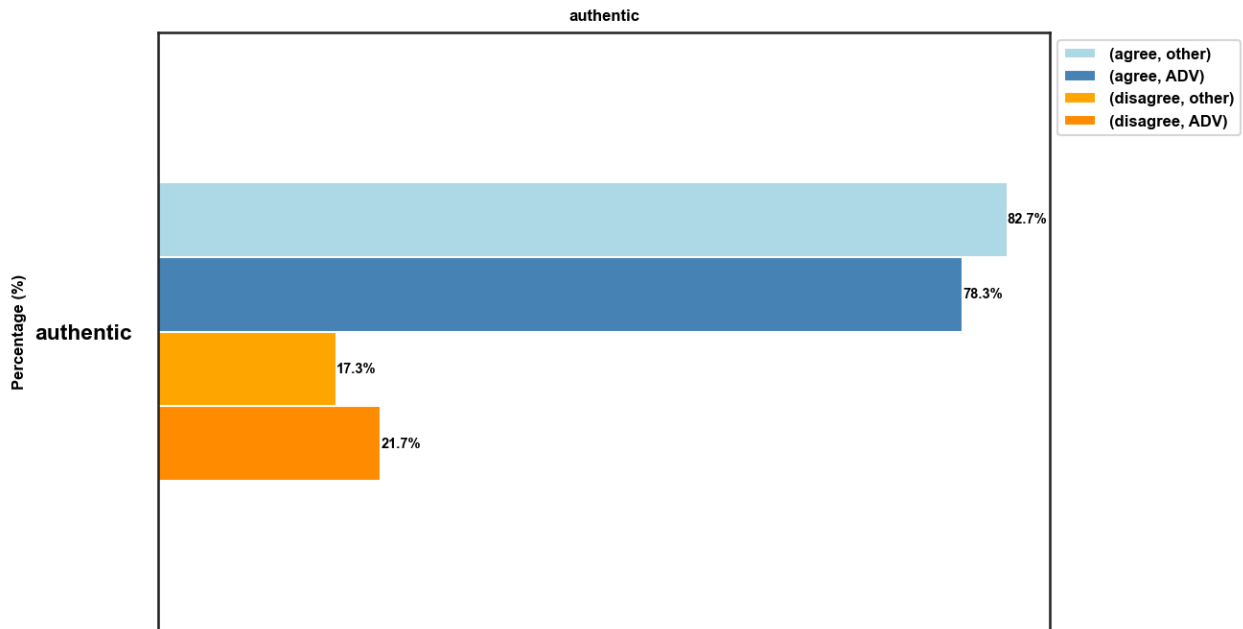
Question	Short Name
I feel like I belong in University Advancement.	belong



*Other includes four departments.

Authenticity

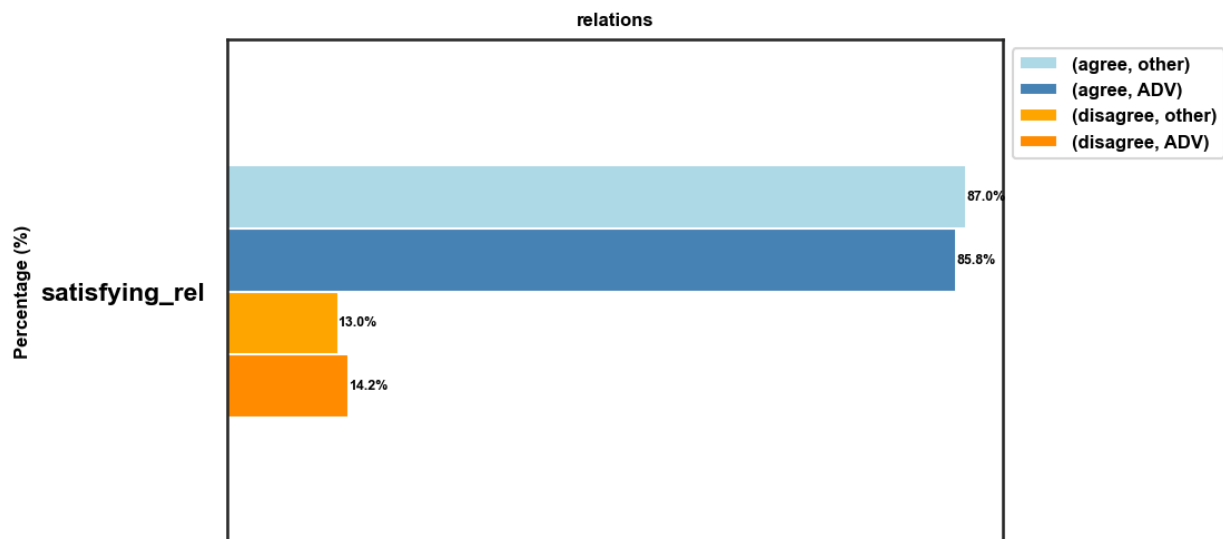
Question	Short Name
I feel like I can be my authentic self in University Advancement.	authentic



*Other includes nine departments.

Relationships

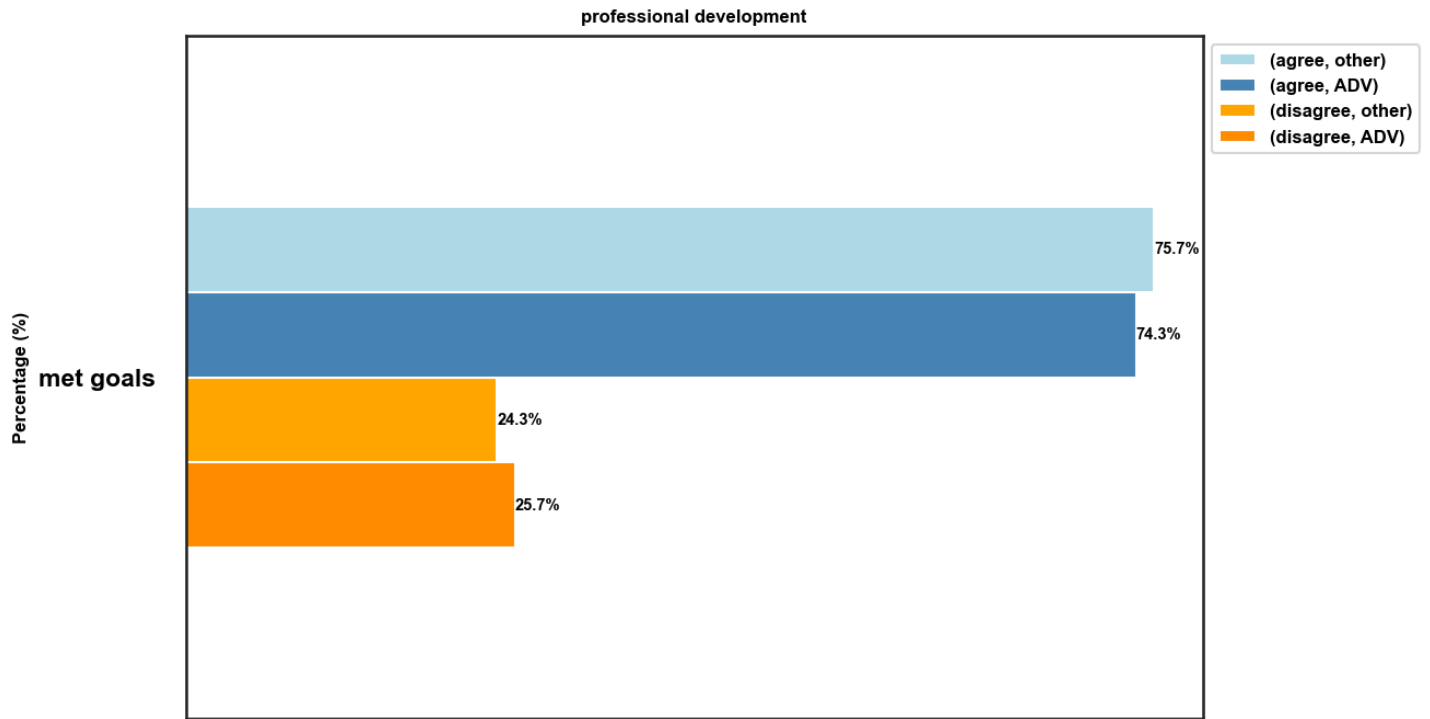
Question	Short Name
<p>My relationships within University Advancement are as satisfying as I would want them to be.</p> <p>* Note* To maximize the comparison, the above question was combined with other relationships question which was more widely used in other departments:</p> <p>I have positive working relationships with</p> <ul style="list-style-type: none"> • Other Colleagues in the dept • My Manager • My Peers 	satisfying_rel



*Other includes nine departments.

Career Goal Alignment

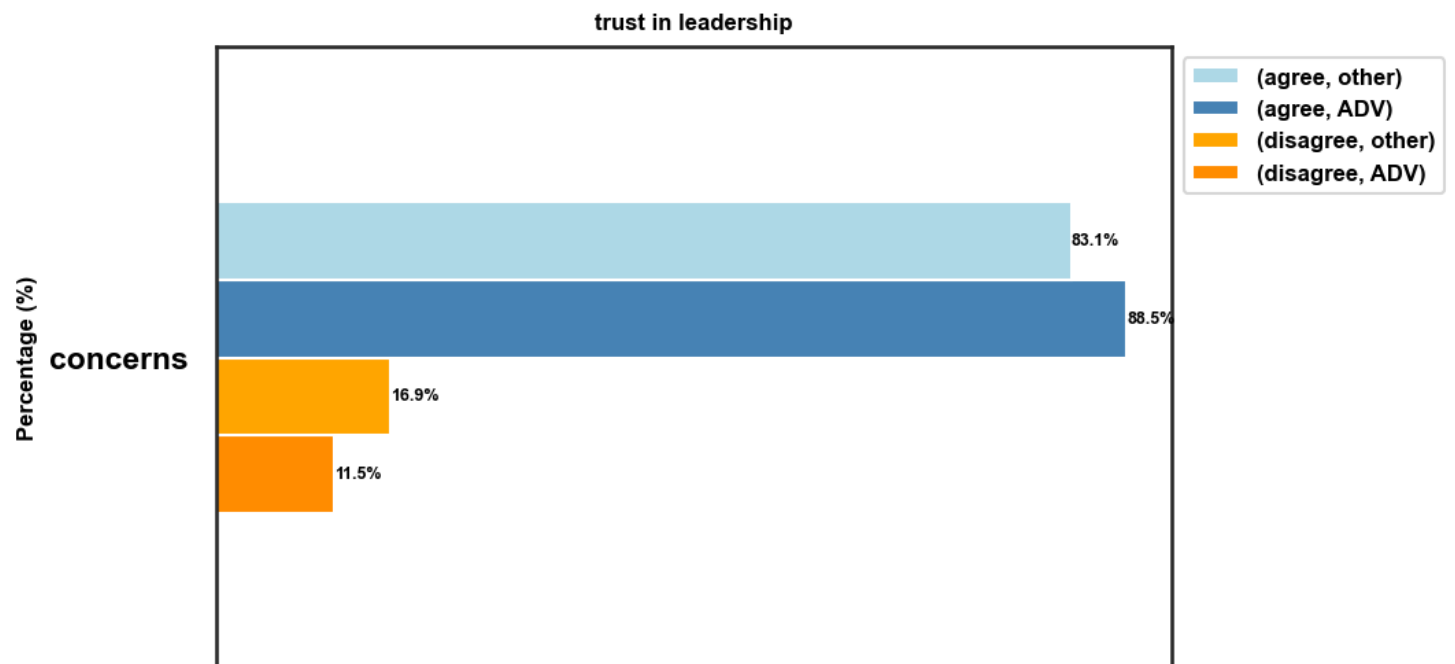
Question	Short Name
The professional goals I have for myself are being met in University Advancement.	met goals



*Other includes four departments.

Trust in Leadership

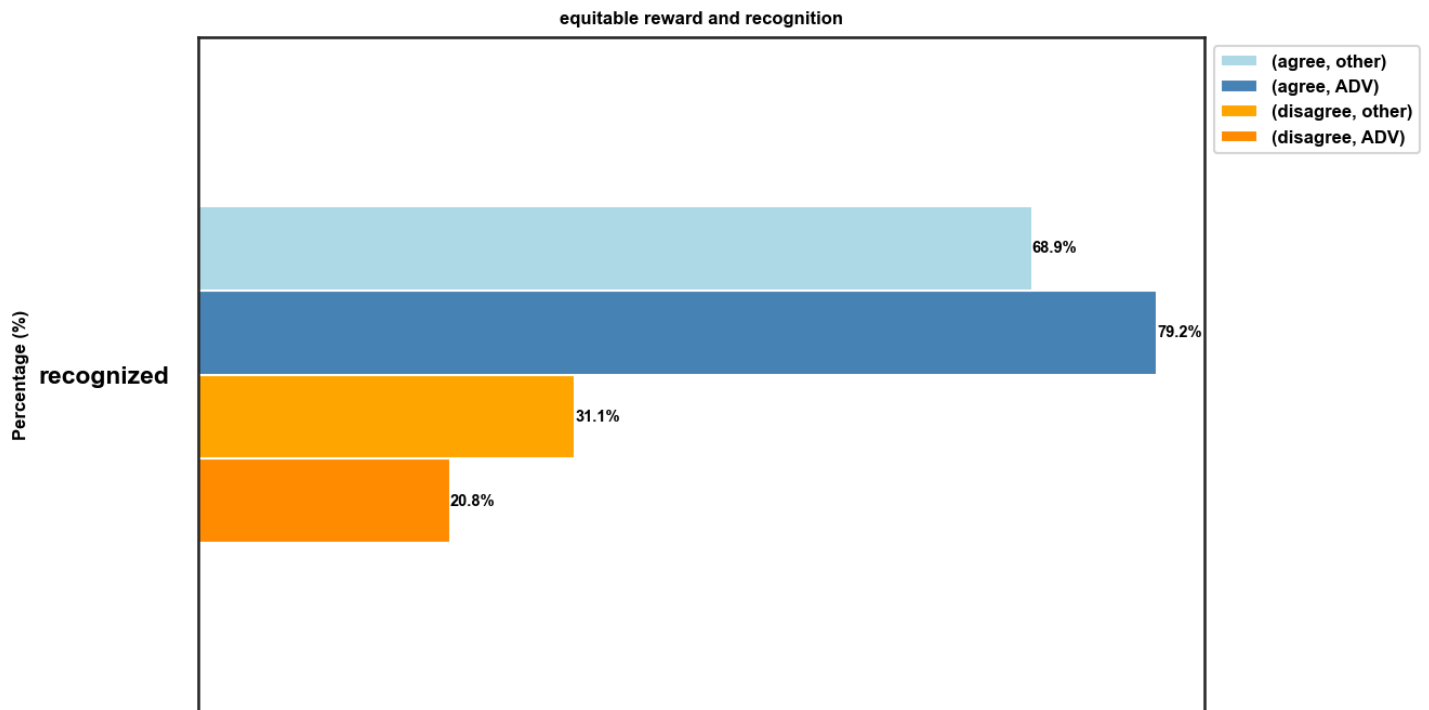
Question	Short Name
I believe University Advancement leadership will take appropriate action in response to incidents of harassment and discrimination.	concerns



*Other includes nine departments.

Feeling Rewarded and Recognized

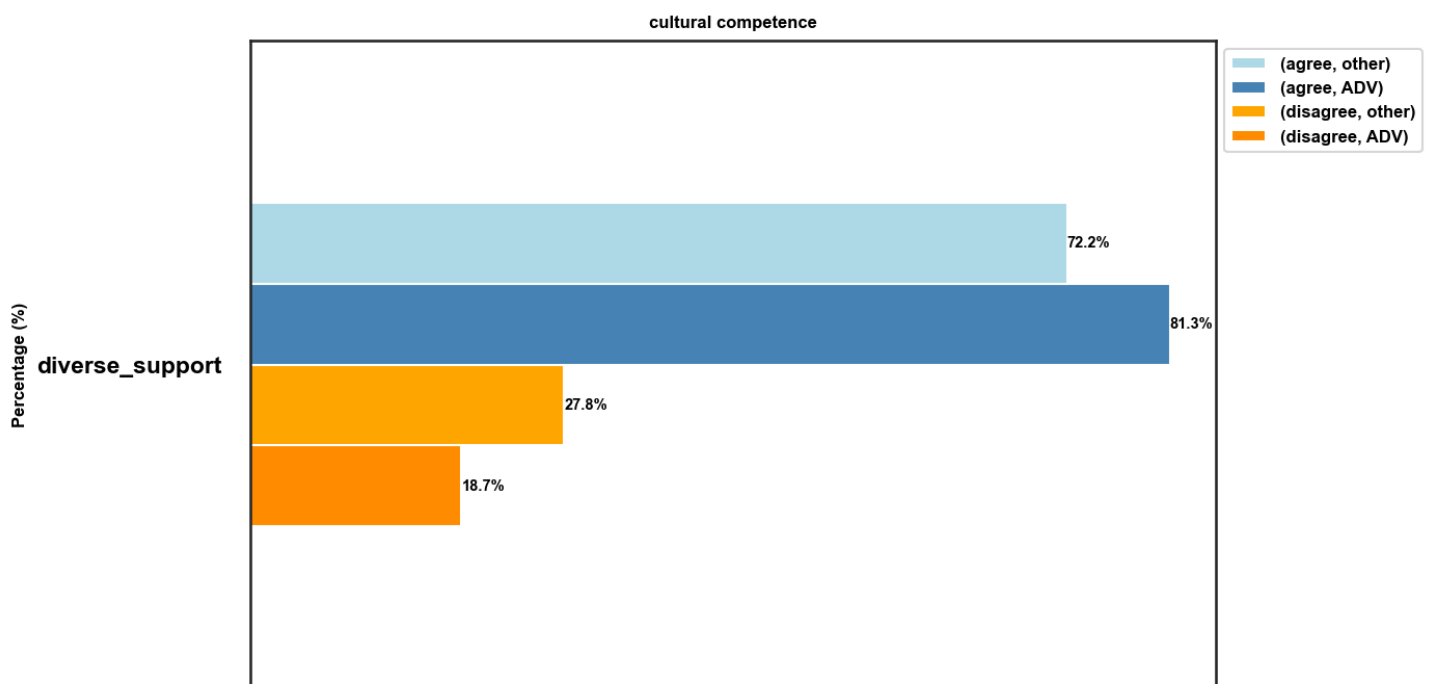
Question	Short Name
I receive meaningful recognition for doing good work.	recognized



*Other includes four departments.

Support of Inclusive Capacity

Question	Short Name
In University Advancement, I receive support for working with diverse groups and working in cross-cultural situations.	diverse_support



*Other includes seven departments.

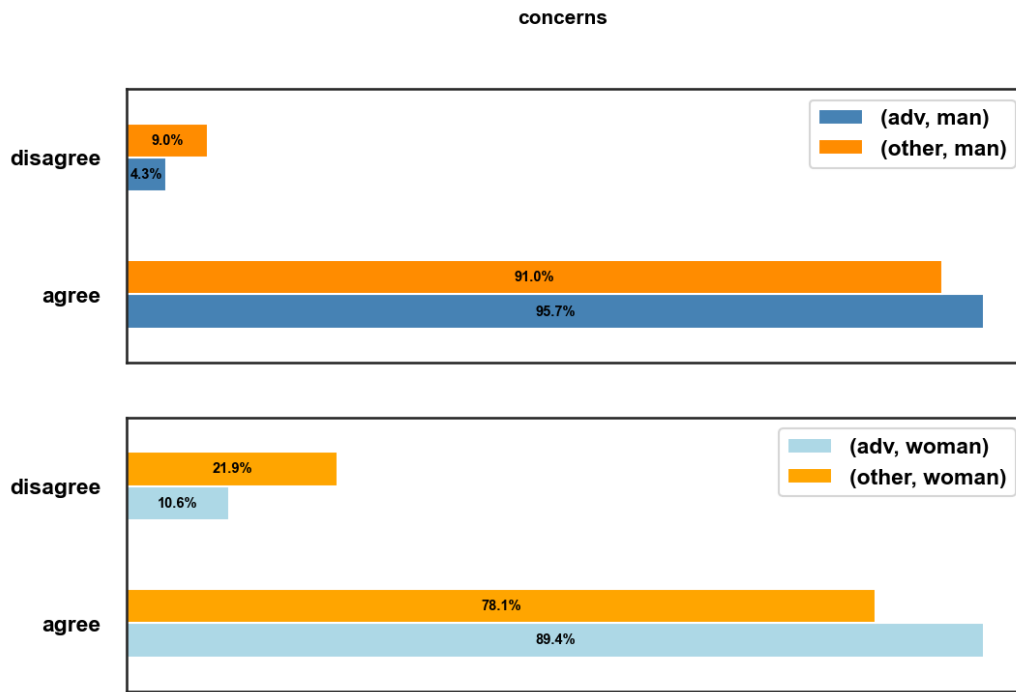
Demographic Analysis

In selecting variables for disaggregation, we focused on leadership practices and support mechanisms and questions which had most participation. The following two were chosen for your report for a demographic breakdown by gender identity and race/ethnicity.

Trust in Leadership:

Question	Short Name
I believe University Advancement leadership will take appropriate action in response to incidents of harassment and discrimination.	concerns

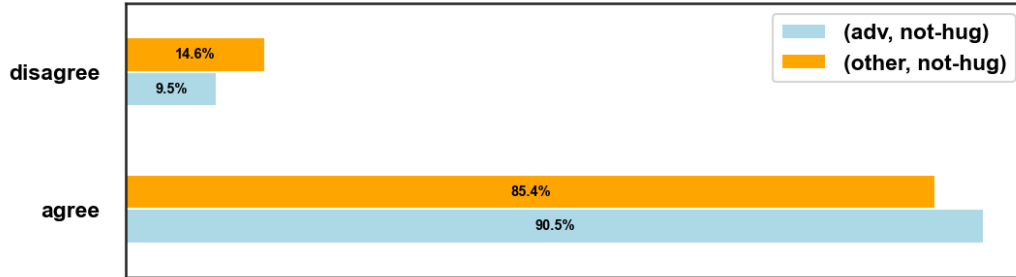
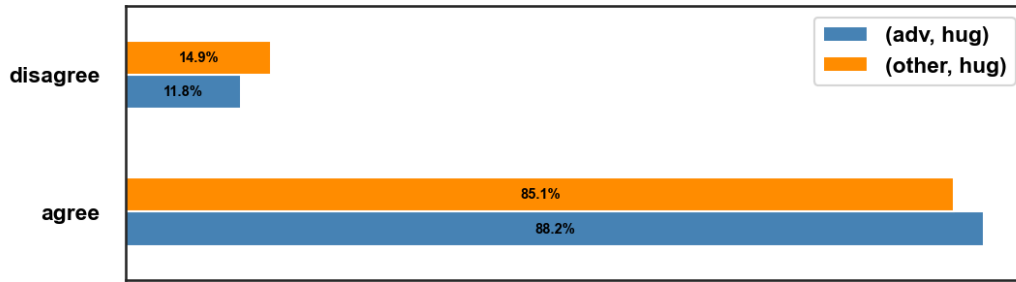
By Gender Identity:



*Other includes nine departments.

By Race/Ethnicity:

concerns



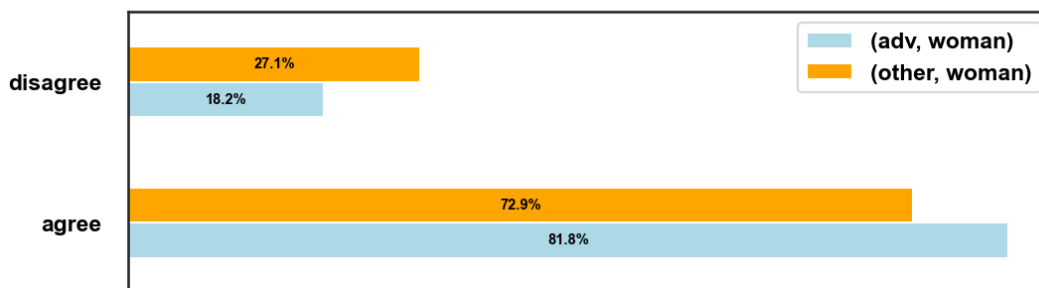
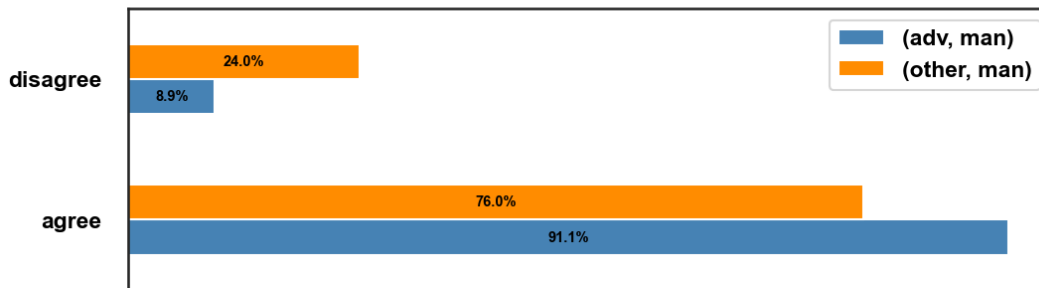
*Other includes nine departments.

Support of Inclusive Capacity:

Question	Short Name
In University Advancement, I receive support for working with diverse groups and working in cross-cultural situations.	diverse_support

By Gender Identity:

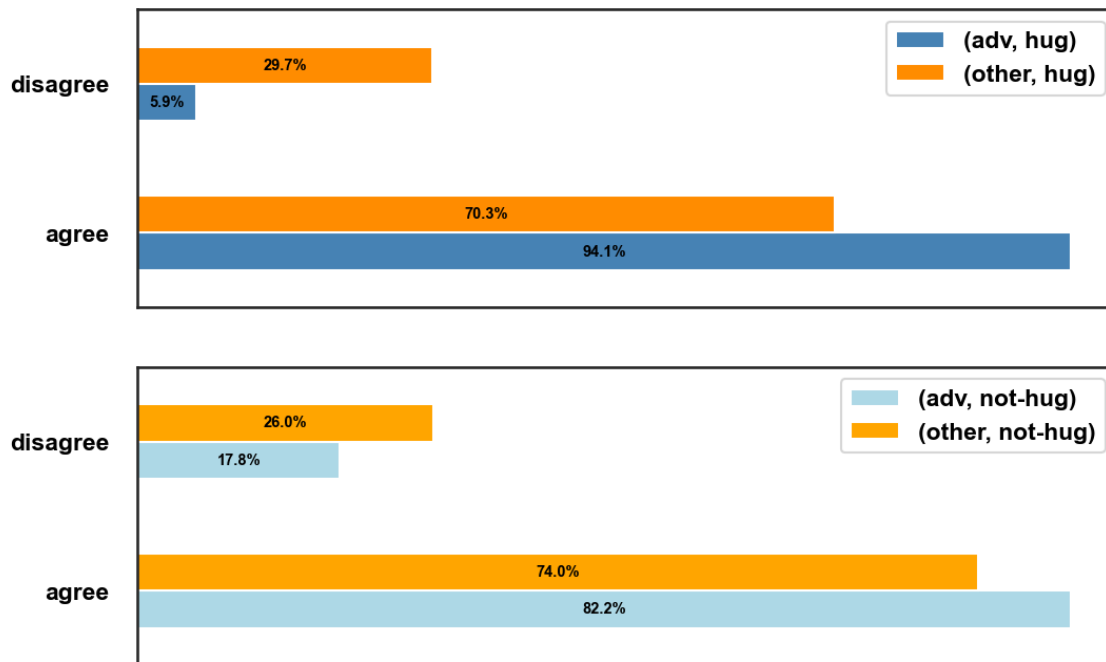
diverse_support



*Other includes seven departments.

By Race/Ethnicity:

diverse_support



*Other includes seven departments.

Appendix

Participated Departments and Time period

2020	2021			2022	
Sept-Oct	April	July-August	Sept-Oct	March-April	June
Department of Safety and Security	Cancer Center	<ul style="list-style-type: none"> Provost's Office Women's Center 	<ul style="list-style-type: none"> University Registrar Office of Undergraduate Admission Student Financial Services SCPS 	University Advancement	University Athletics

Themes and Questions

Theme	Question text	Departments participated (administered time period)
trust in leadership	<p>If I raised a concern about bias or discrimination, I am confident that the leadership would do what is right.</p> <p>Or</p> <p>I believe the dept leadership will take appropriate action in response to incidents of harassment and discrimination.</p> <p>code: concerns</p>	<ul style="list-style-type: none"> University Advancement (March – April 2022) UVA Athletics (June 2022) Provost's Office (July-August 2021) University Registrar (Sept-Oct 2021) Student Financial Services (Sept-Oct 2021) Undergraduate Admissions (Sept-Oct 2021) Women's Center (July-August 2021) SCPS (Sept-Oct 2021) Cancer Center Department for Safety and Security (Sept-Oct 2020)
appreciation of individual attributes (authenticity, value_difference, valued)	<p>The dept fosters a workplace where I can be my authentic self.</p> <p>Or</p> <p>I feel like I can be my authentic self at the dept.</p> <p>code: authentic</p>	<ul style="list-style-type: none"> University Advancement (March – April 2022) UVA Athletics (June 2022) Provost's Office (July-August 2021) University Registrar (Sept-Oct 2021) Student Financial Services (Sept-Oct 2021) Undergraduate Admissions (Sept-Oct 2021) Women's Center (July-August 2021)

Theme	Question text	Departments participated (administered time period)
		<ul style="list-style-type: none"> • SCPS (Sept-Oct 2021) • Cancer Center • Department for Safety and Security (Sept-Oct 2020)
	<p>The culture of the dept is accepting of people with different ideas.</p> <p>Or</p> <p>The culture at SCPS (Sept-Oct 2021) is accepting of people with different ideas and perspectives.</p> <p>code: value_difference</p>	<ul style="list-style-type: none"> • UVA Athletics (June 2022) • Provost's Office (July-August 2021) • University Registrar (Sept-Oct 2021) • Student Financial Services (Sept-Oct 2021) • Undergraduate Admissions (Sept-Oct 2021) • Women's Center (July-August 2021) • SCPS (Sept-Oct 2021)
	<p>I am valued as an individual at dept.</p> <p>code: individual_value</p>	<ul style="list-style-type: none"> • SCPS (Sept-Oct 2021)
	<p>I am valued as an individual by - My peers.</p> <p>code: val_peers</p>	<ul style="list-style-type: none"> • UVA Athletics (June 2022) • Provost's Office (July-August 2021) • University Registrar (Sept-Oct 2021) • Student Financial Services (Sept-Oct 2021) • Undergraduate Admissions (Sept-Oct 2021) • Women's Center (July-August 2021)
	<p>I am valued as an individual by - My manager.</p> <p>code: val_manager</p>	<ul style="list-style-type: none"> • UVA Athletics (June 2022) • Provost's Office (July-August 2021) • University Registrar (Sept-Oct 2021) • Student Financial Services (Sept-Oct 2021) • Undergraduate Admissions (Sept-Oct 2021) • Women's Center (July-August 2021)
	<p>I am valued as an individual by - Other colleagues in the dept.</p> <p>code: val_other_colleagues</p>	<ul style="list-style-type: none"> • UVA Athletics (June 2022) • Provost's Office (July-August 2021) • University Registrar (Sept-Oct 2021) • Student Financial Services (Sept-Oct 2021) • Undergraduate Admissions (Sept-Oct 2021) • Women's Center (July-August 2021)
common purpose	<p>I understand the mission of the department.</p> <p>code: mission</p>	<ul style="list-style-type: none"> • UVA Athletics (June 2022) • Provost's Office (July-August 2021) • University Registrar (Sept-Oct 2021) • Student Financial Services (Sept-Oct 2021) • Undergraduate Admissions (Sept-Oct 2021) • Women's Center (July-August 2021)
	<p>I feel that my work contributes to the mission of the dept.</p> <p>code: contribution</p>	<ul style="list-style-type: none"> • UVA Athletics (June 2022) • Provost's Office (July-August 2021) • University Registrar (Sept-Oct 2021) • Student Financial Services (Sept-Oct 2021) • Undergraduate Admissions (Sept-Oct 2021) • Women's Center (July-August 2021)
sense of belonging	<p>I feel that I am an integral part of the dept.</p> <p>code: integration</p>	<ul style="list-style-type: none"> • UVA Athletics (June 2022) • Provost's Office (July-August 2021) • University Registrar (Sept-Oct 2021) • Student Financial Services (Sept-Oct 2021) • Undergraduate Admissions (Sept-Oct 2021) • Women's Center (July-August 2021)
	<p>In the dept, my opinions matter.</p> <p>code: opinions</p>	<ul style="list-style-type: none"> • Provost's Office (July-August 2021) • University Registrar (Sept-Oct 2021) • Student Financial Services (Sept-Oct 2021) • Undergraduate Admissions (Sept-Oct 2021) • Women's Center (July-August 2021)
	<p>I consider at least one of my co-workers in the dept to be a trusted friend.</p>	<ul style="list-style-type: none"> • Provost's Office (July-August 2021) • University Registrar (Sept-Oct 2021)

Theme	Question text	Departments participated (administered time period)
	<p>code: friend</p> <p>I feel that I belong at the dept.</p> <p>Or</p> <p>I feel that I belong in the dept.</p> <p>Or</p> <p>I feel like I belong at the dept.</p> <p>code: belong</p>	<ul style="list-style-type: none"> • Student Financial Services (Sept-Oct 2021) • Undergraduate Admissions (Sept-Oct 2021) • Women’s Center (July-August 2021) • University Advancement (March – April 2022) • UVA Athletics (June 2022) • SCPS (Sept-Oct 2021) • Cancer Center • Department for Safety and Security (Sept-Oct 2020)
career goal alignment/ professional development/access to opportunity	<p>In the past year, I had opportunities at work to develop professionally (either directly through the work that I am doing or through supported professional development opportunities).</p> <p>Or</p> <p>I have opportunities at work to develop professionally (either directly through the work that I am doing or through supported professional development opportunities)</p> <p>code: development</p>	<ul style="list-style-type: none"> • UVA Athletics (June 2022) • Provost’s Office (July-August 2021) • University Registrar (Sept-Oct 2021) • Student Financial Services (Sept-Oct 2021) • Undergraduate Admissions (Sept-Oct 2021) • Women’s Center (July-August 2021)
	<p>There is someone in the dept who encourages my professional development.</p> <p>Or</p> <p>There is someone at work who encourages my development.</p> <p>code: encourages</p>	<ul style="list-style-type: none"> • Provost’s Office (July-August 2021) • University Registrar (Sept-Oct 2021) • Student Financial Services (Sept-Oct 2021) • Undergraduate Admissions (Sept-Oct 2021) • Women’s Center (July-August 2021) • SCPS (Sept-Oct 2021)
	<p>The professional goals I have for myself are being met at the dept.</p> <p>code: met goals</p>	<ul style="list-style-type: none"> • University Advancement (March – April 2022) • UVA Athletics (June 2022) • SCPS (Sept-Oct 2021) • Cancer Center, • Department for Safety and Security (Sept-Oct 2020)
	equitable reward and recognition/feeling rewarded and recognized	<p>I receive meaningful recognition and praise for my good work similar to others who do good work in the dept.</p> <p>code: recognized_as_others</p>
<p>I receive meaningful recognition and praise for my good work.</p> <p>Or</p> <p>I receive meaningful recognition for doing good work.</p> <p>code: recognized</p>		<ul style="list-style-type: none"> • University Advancement (March – April 2022) • UVA Athletics (June 2022) • SCPS (Sept-Oct 2021) • Cancer Center, • Department for Safety and Security (Sept-Oct 2020)
<p>I am confident that my accomplishments are compensated similar to others at the same level who have achieved their goals.</p> <p>code: compensated</p>		<ul style="list-style-type: none"> • Provost’s Office (July-August 2021) • University Registrar (Sept-Oct 2021) • Student Financial Services (Sept-Oct 2021) • Undergraduate Admissions (Sept-Oct 2021) • Women’s Center (July-August 2021)

Theme	Question text	Departments participated (administered time period)
cultural competence	The dept provides support (e.g. education, mentoring, resources) to individual working with diverse groups and working in cross-cultural situations. Or In dept, I receive support for working with diverse groups and working in cross-cultural situations. code: diverse_support	<ul style="list-style-type: none"> • University Advancement (March – April 2022) • UVA Athletics (June 2022) • Provost’s Office (July-August 2021) • University Registrar (Sept-Oct 2021) • Student Financial Services (Sept-Oct 2021) • Undergraduate Admissions (Sept-Oct 2021) • Women’s Center (July-August 2021) • SCPS (Sept-Oct 2021)
	In dept, I have opportunities to work successfully in settings with diverse colleagues. code: work_diverse	<ul style="list-style-type: none"> • UVA Athletics (June 2022) • Provost’s Office (July-August 2021) • University Registrar (Sept-Oct 2021) • Student Financial Services (Sept-Oct 2021) • Undergraduate Admissions (Sept-Oct 2021) • Women’s Center (July-August 2021) • SCPS (Sept-Oct 2021)
	I feel confident working effectively with diverse groups and working in cross-cultural situations code: confidence	<ul style="list-style-type: none"> • UVA Athletics (June 2022) • Provost’s Office (July-August 2021) • University Registrar (Sept-Oct 2021) • Student Financial Services (Sept-Oct 2021) • Undergraduate Admissions (Sept-Oct 2021) • Women’s Center (July-August 2021) • SCPS (Sept-Oct 2021)
respected	I am respected by - My peers. code: respect_peers	<ul style="list-style-type: none"> • UVA Athletics (June 2022) • Provost’s Office (July-August 2021) • University Registrar (Sept-Oct 2021) • Student Financial Services (Sept-Oct 2021) • Undergraduate Admissions (Sept-Oct 2021) • Women’s Center (July-August 2021)
	I am respected by - My manager. code: respect_manager	<ul style="list-style-type: none"> • UVA Athletics (June 2022) • Provost’s Office (July-August 2021) • University Registrar (Sept-Oct 2021) • Student Financial Services (Sept-Oct 2021) • Undergraduate Admissions (Sept-Oct 2021) • Women’s Center (July-August 2021)
	I am respected by - Other colleagues in the dept. code: res_other_colleagues	<ul style="list-style-type: none"> • UVA Athletics (June 2022) • Provost’s Office (July-August 2021) • University Registrar (Sept-Oct 2021) • Student Financial Services (Sept-Oct 2021) • Undergraduate Admissions (Sept-Oct 2021) • Women’s Center (July-August 2021)
relationships	I have positive working relationships with - My peers. code: rel_peers	<ul style="list-style-type: none"> • UVA Athletics (June 2022) • Provost’s Office (July-August 2021) • University Registrar (Sept-Oct 2021) • Student Financial Services (Sept-Oct 2021) • Undergraduate Admissions (Sept-Oct 2021) • Women’s Center (July-August 2021)
	I have positive working relationships with - My manager. code: rel_manager	<ul style="list-style-type: none"> • UVA Athletics (June 2022) • Provost’s Office (July-August 2021) • University Registrar (Sept-Oct 2021) • Student Financial Services (Sept-Oct 2021) • Undergraduate Admissions (Sept-Oct 2021) • Women’s Center (July-August 2021)
	I have positive working relationships with - Other colleagues in the dept. code: rel_other_colleagues	<ul style="list-style-type: none"> • UVA Athletics (June 2022) • Provost’s Office (July-August 2021) • University Registrar (Sept-Oct 2021) • Student Financial Services (Sept-Oct 2021)

Theme	Question text	Departments participated (administered time period)
		<ul style="list-style-type: none"> • Undergraduate Admissions (Sept-Oct 2021) • Women’s Center (July-August 2021)
	<p>My relationships within the dept are as satisfying as I would want them to be.</p> <p>code: satisfying_rel</p>	<ul style="list-style-type: none"> • University Advancement (March – April 2022) • SCPS (Sept-Oct 2021) • Cancer Center • Department for Safety and Security (Sept-Oct 2020)
supported	<p>I feel supported by - My peers.</p> <p>code: supp_peers</p>	<ul style="list-style-type: none"> • UVA Athletics (June 2022) • Provost’s Office (July-August 2021) • University Registrar (Sept-Oct 2021) • Student Financial Services (Sept-Oct 2021) • Undergraduate Admissions (Sept-Oct 2021) • Women’s Center (July-August 2021)
	<p>I feel supported by - My manager.</p> <p>code: supp_manager</p>	<ul style="list-style-type: none"> • UVA Athletics (June 2022) • Provost’s Office (July-August 2021) • University Registrar (Sept-Oct 2021) • Student Financial Services (Sept-Oct 2021) • Undergraduate Admissions (Sept-Oct 2021) • Women’s Center (July-August 2021)
	<p>I feel supported by - Other colleagues in the dept.</p> <p>code: supp_other_colleagues</p>	<ul style="list-style-type: none"> • UVA Athletics (June 2022) • Provost’s Office (July-August 2021) • University Registrar (Sept-Oct 2021) • Student Financial Services (Sept-Oct 2021) • Undergraduate Admissions (Sept-Oct 2021) • Women’s Center (July-August 2021)