

# Advancement Climate Survey Summary

August 2023



Division for Diversity,  
Equity, and Inclusion

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## Key Highlights

- A review of the results from the University Advancement (UA) Climate Survey revealed consistency across the measurement periods in several key areas of strength relating to the workplace climate. This included:
  - The shared importance of diversity to team members in University Advancement.
  - The clarity with which team members understand what is expected in their roles within the organization.
  - Team member's beliefs in their self-efficacy in responding to hostile behaviors they may witness.
  - The sense of belonging team members felt in University Advancement.
- Across the open-ended comments the top five themes identified as areas for action to improve the climate in University Advancement were:

### Top 5 Actions to Improve Climate

Inclusive Recruitment & Retention

Inclusive Learning Opportunities

Intentional Connection Strategies

Emphasize Collaboration

Transparent/Accountable Workplace Practices

- Team members expressed continued support for reviewing and enhancing recruitment, selection, onboarding, and retention strategies with a focus on expanding the broad-based diversity represented within UA.
- There were also many that called for more opportunities to develop cultural awareness and competencies, including several with a focus on neurodiversity or other accessibility focused topics, as well as a focus on management engagement and participation in such development. This may be an important action area to pursue when considered alongside the measures related to receiving support for working with diverse groups and cross-cultural situations.
- It was also clear from the comments that team members are interested in ways to ensure intentional connections and collaboration opportunities are made, especially given the hybridity of work. This work may also support enhancing the sense of authenticity individuals feel they can express in UA. Through those efforts it appears important to maintain high flexibility and adaptability around remote work, which many see as valuable to their own experience.
- While fewer in number, several respondents indicated desires for more access to leadership in an open communication chain as well as several who indicated more confidential feedback mechanisms or input in performance processes for managers could be valuable. It is unclear from the survey exactly how this may relate to the relatively low scores, compared to other areas, in the statement area that UA manages diversity effectively. This insight area may also have connections to suggestions for specific development opportunities for management.

### Multi-year Comparisons:

- **Diversity is very important to UA Staff:** In all survey administration years (2020, 2022, 2023) UA team members have identified at a rate of over 99% that Diversity is important to them.
- **Psychological safety and authentic participation in UA:** In 2020, only 66% of the respondents agreed that they felt comfortable expressing their opinions. In 2022, that increased by ↑ 9% to 75%. In 2023 this value increased by ↑ 11% to 86%.  
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%. In 2023, those responding agreeing that they felt they could be their authentic self in UA increased by ↑ 11% to 89%.
- **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. In 2023 the agreement increased by ↑ 7% to 95% agreeing they had clarity.
- **Attaining professional goals:** In 2020, 72% of respondents felt that their professional goals were being met and in 2022, similarly 73% agreed. In 2023, agreement that the professional goals respondents had set for themselves were being met increased by ↑ 13% with 86% agreeing.
- **Developing cultural competency and managing diversity:** In 2020, only 70% agreed that they received support for working with diverse groups and in cross-cultural situations. That increased by ↑ 11% in 2022 to 81%. In 2023, those agreeing that they receive support increased by ↑ 5% to 86%.  
In 2020, only 60% agreed that UA manages diversity effectively. That increased by ↑ 22% in 2022 to 82%. In 2023 83% of respondents indicated agreement to effective management of diversity in UA.

### 2023 Respondent Demographic Summary:

There were 189 respondents to the Advancement Climate Survey. Self-identification rates varied by demographic question. To ensure confidentiality, some categories have been merged for reporting a minimum of 5 respondents but may include more than in the combined total. “PNS” indicates “prefer not to say” and “Unspecified” indicates there was no response or a blank value.

Figure 1: Respondents breakdown by Gender Identity

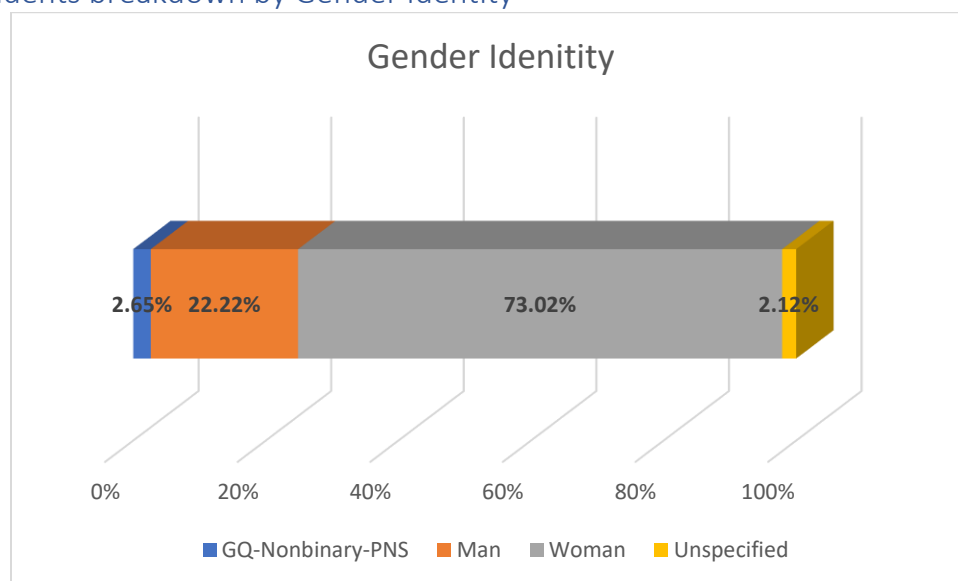


Figure 2: Respondents breakdown by Race/Ethnicity

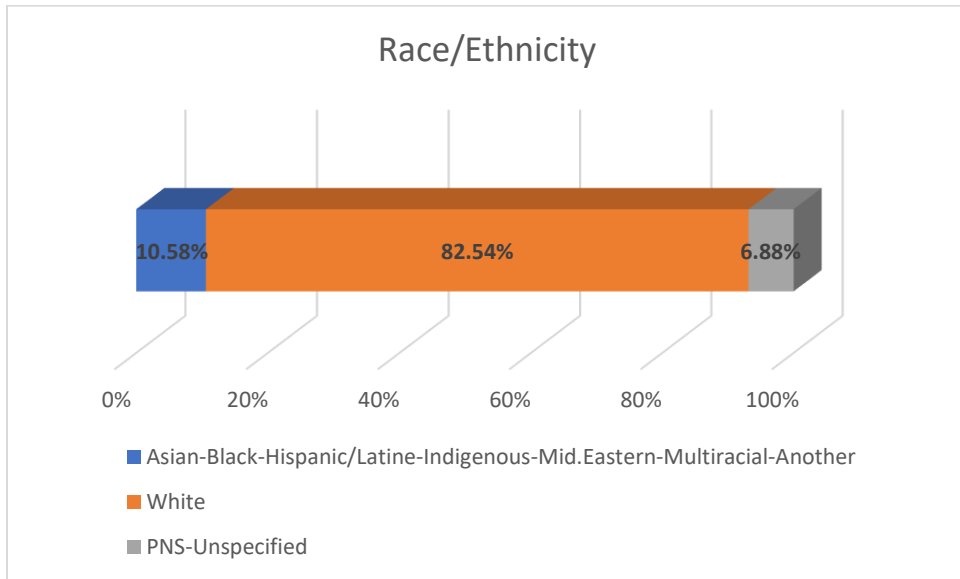


Figure 3: Respondents breakdown by Sexual Orientation

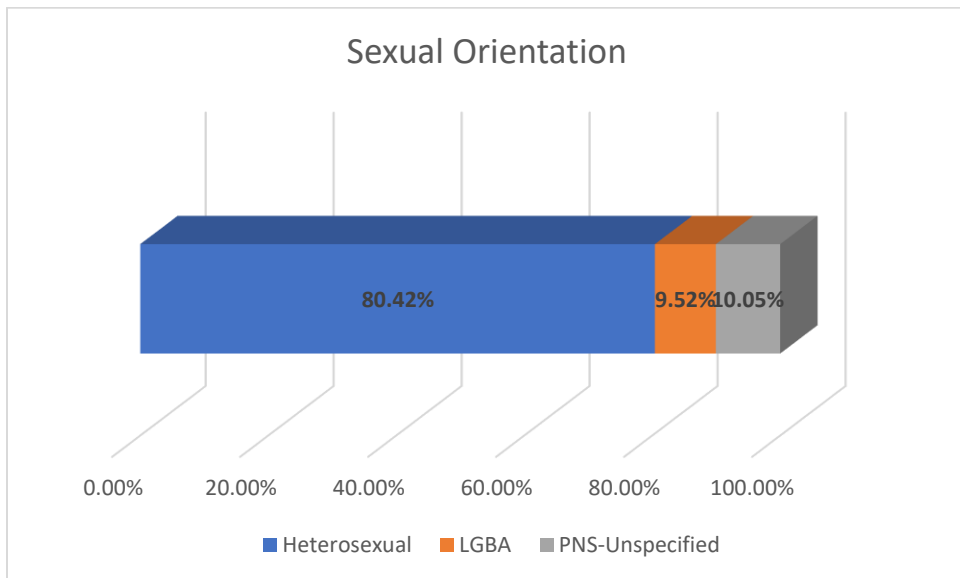


Figure 4: Respondents breakdown by Disability Status

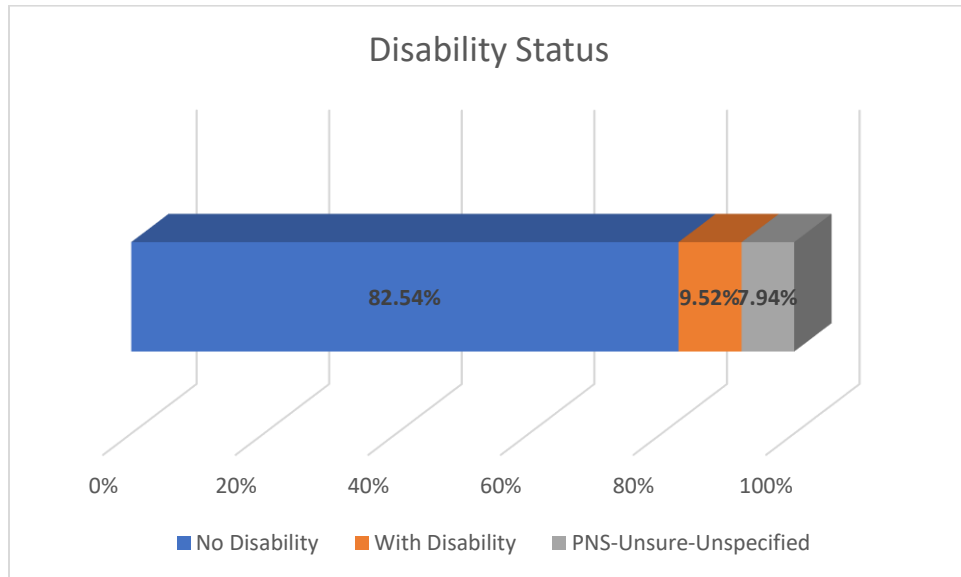


Figure 5: Respondents breakdown by Education Background

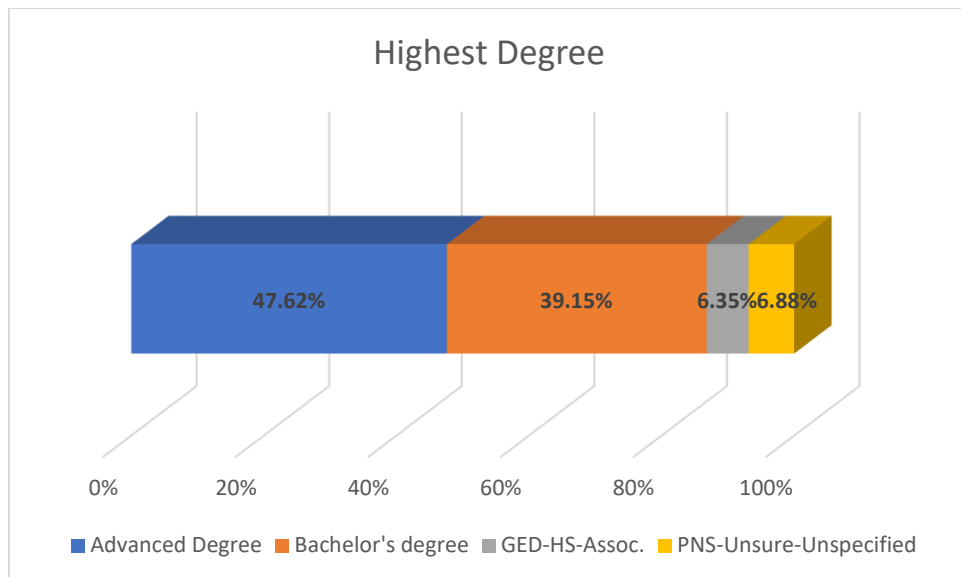


Figure 6: Respondents breakdown by Religious Beliefs

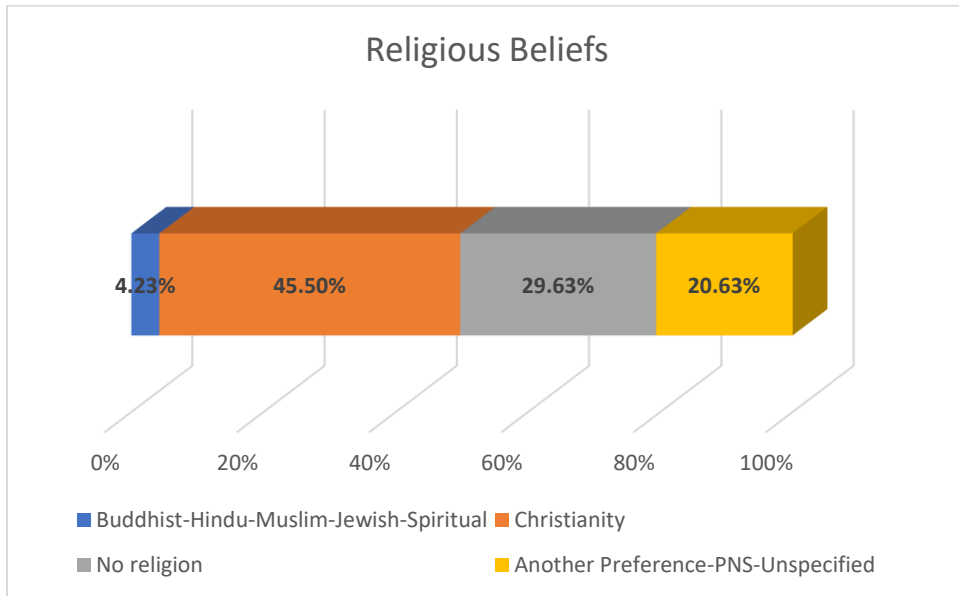


Figure 7: Respondents breakdown by Political Identification

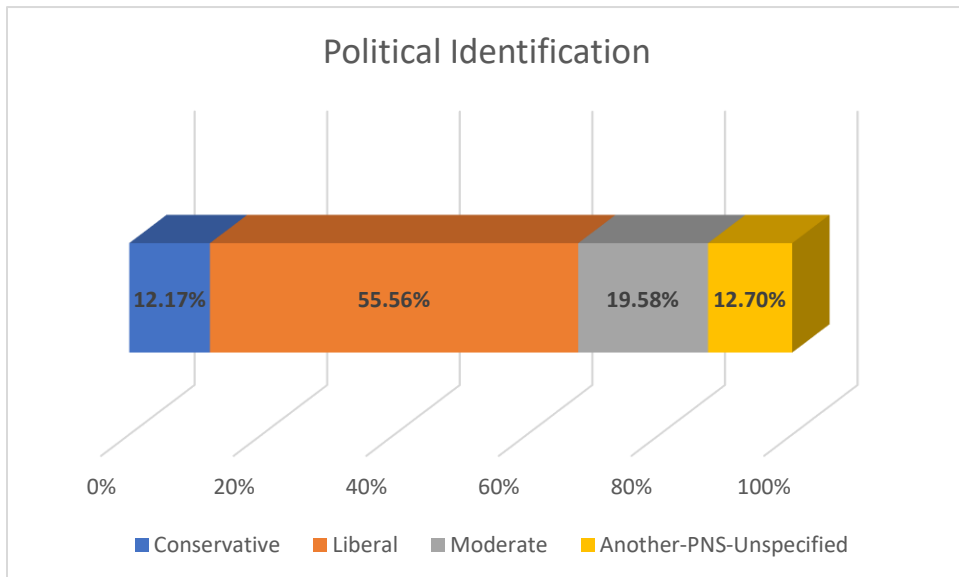
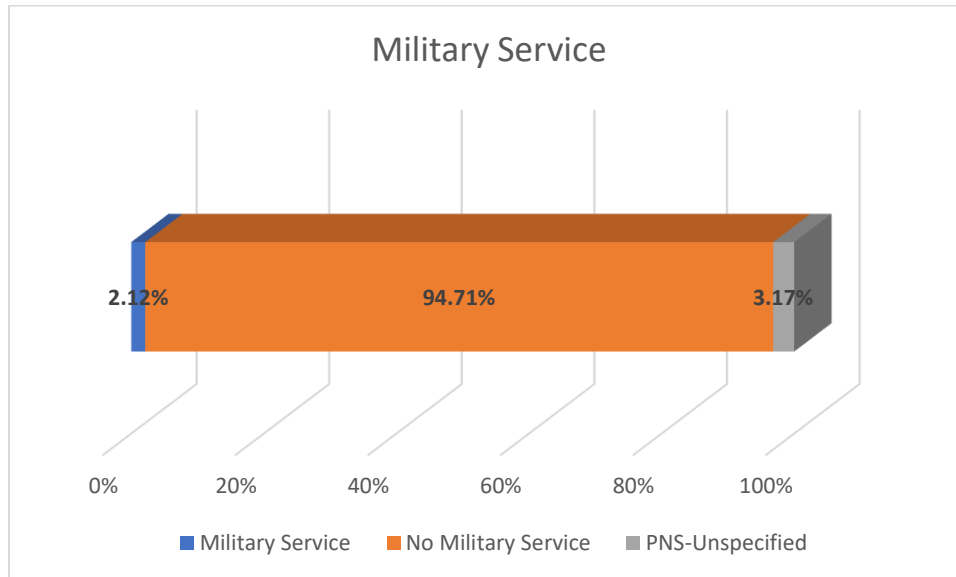


Figure 8: Military Status



### Conceptual Summaries

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

1-Strongly disagree	2-Disagree	3-Somewhat disagree	4-Somewhat agree	5- Agree	6-Strongly Agree
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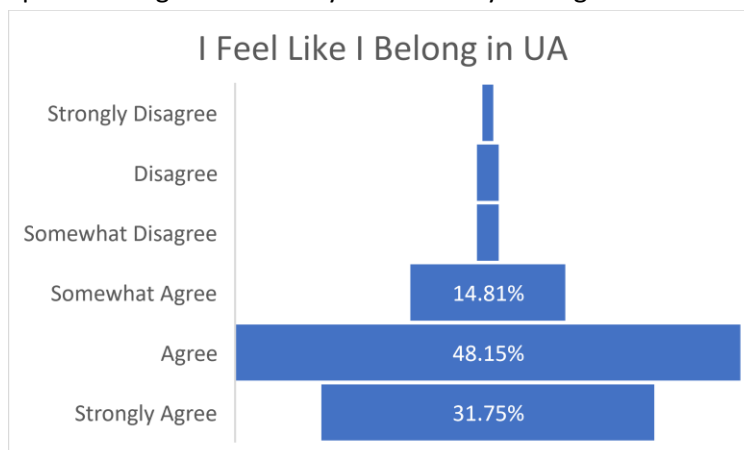
Figure 8: Likert scale used for questions

For ease of narration, agreement includes strongly agree, agree, and somewhat agree and disagreement includes somewhat disagree, disagree, and strongly disagree. As with prior administration years, those individuals who “preferred not to say” an identity characteristic or left it blank tended to identify less agreement than those that chose to identify with characteristics available on the instrument. Differences in the mean agreement across the characteristics measured were not identified as practically significant in most areas of analysis, given the group sizes compared.

### Sense of Belonging

Question	Mean Score
I feel like I belong in University Advancement.	5.02

Overall, almost 95% of the respondents agreed that they feel like they belong in UA.

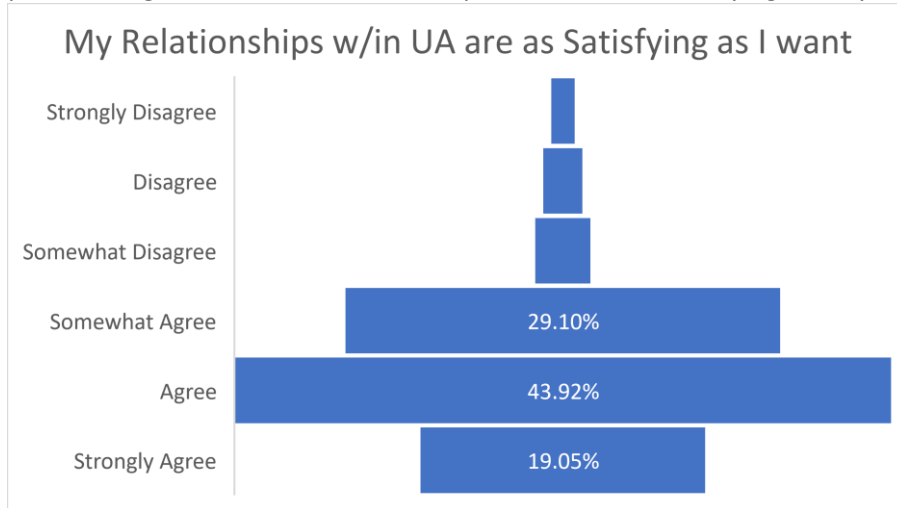




## Quality of Relationships

Question	Mean Score
My relationships within University Advancement are as satisfying as I would want them to be.	4.77

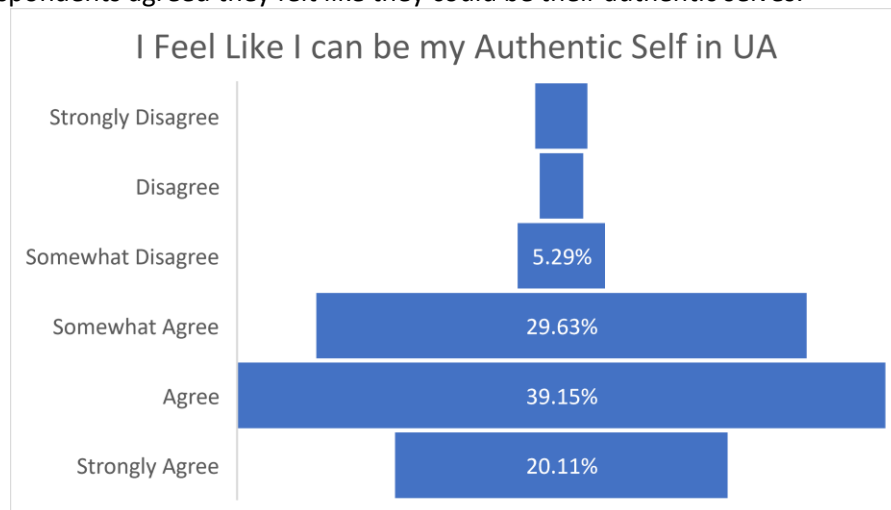
Overall, 92% of the respondents agreed that their relationships in UA were as satisfying as they would want them to be.



## Authenticity

Question	Mean Score
I feel like I can be my authentic self in University Advancement.	4.59

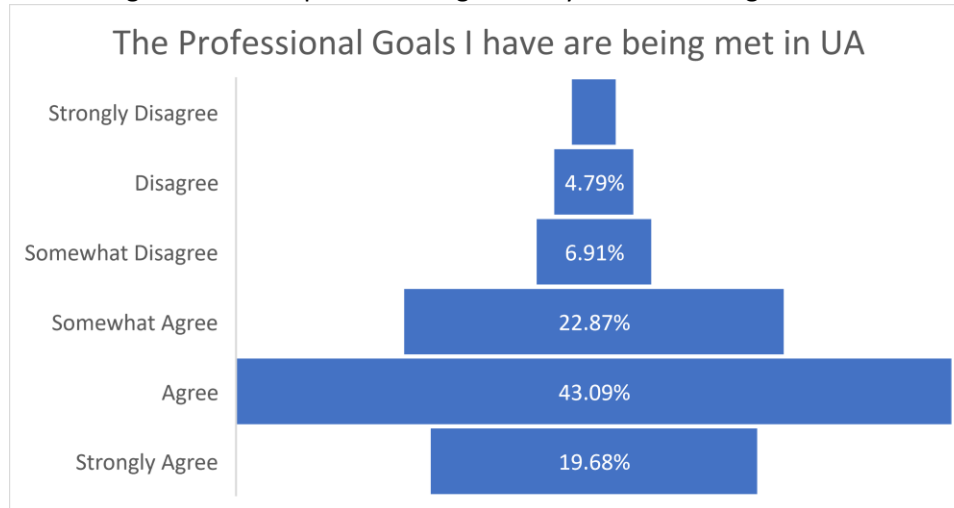
Overall, 89% of the respondents agreed they felt like they could be their authentic selves.



## Professional Goal Attainment

Question	Mean Score
The professional goals I have for myself are being met at University Advancement	4.58

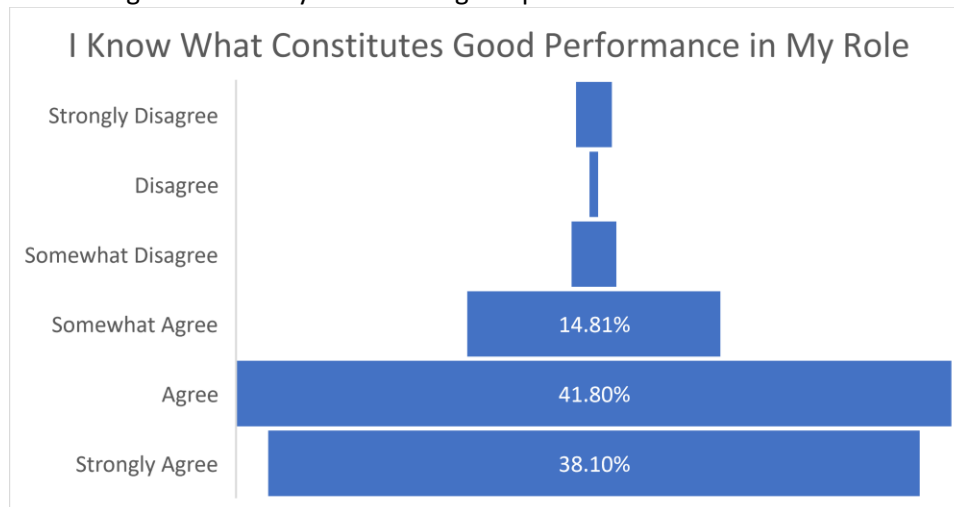
Overall, 86% of respondents agreed that the professional goals they have are being met.



## Role Clarity

Question	Mean Score
I know what constitutes good performance in my role.	5.08

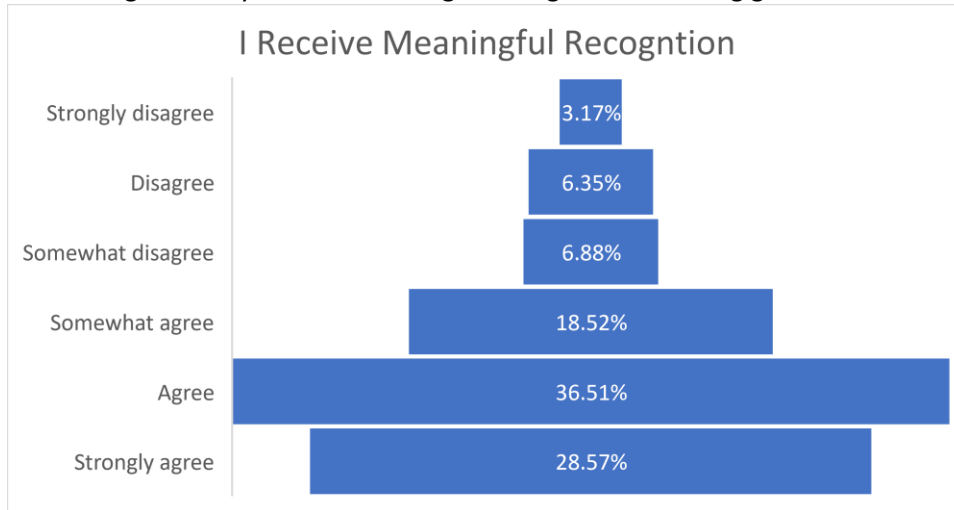
Overall, 94% of respondents agreed that they knew what good performance in their role means.



### Meaningful Recognition

Question	Mean Score
I receive meaningful recognition for doing good work.	4.65

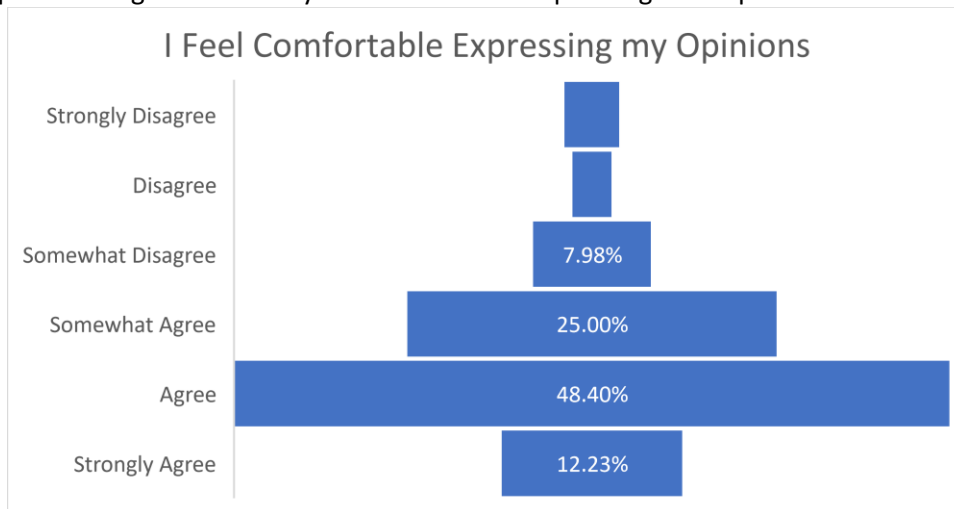
Overall, 84% of respondents agreed they receive meaningful recognition for doing good work.



### Open Expression

Question	Mean Score
I feel comfortable expressing my opinions to others in University Advancement.	4.48

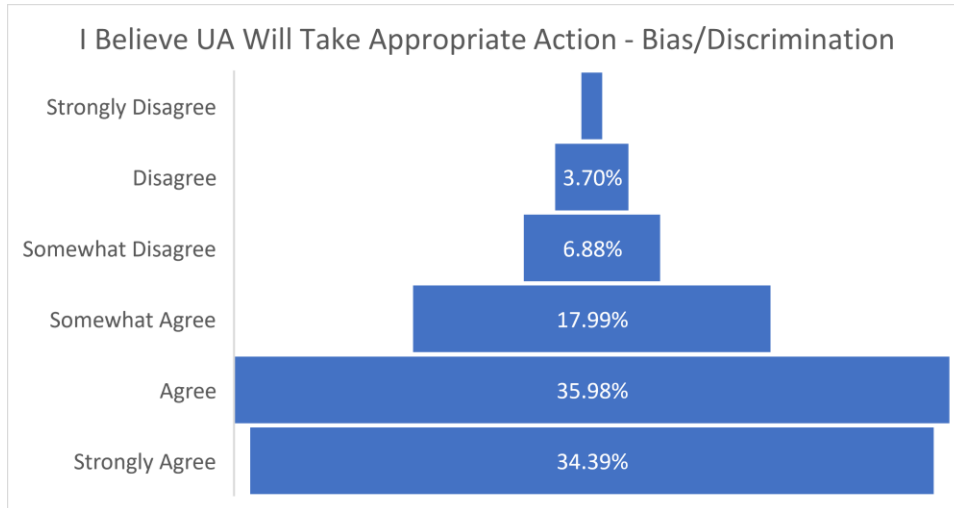
Overall, 87% of respondents agreed that they feel comfortable expressing their opinions to others.



### Trust in Leadership - Incident Response

Question	Mean Score
I believe University Advancement leadership will take appropriate action in response to incidents of harassment and discrimination.	4.87

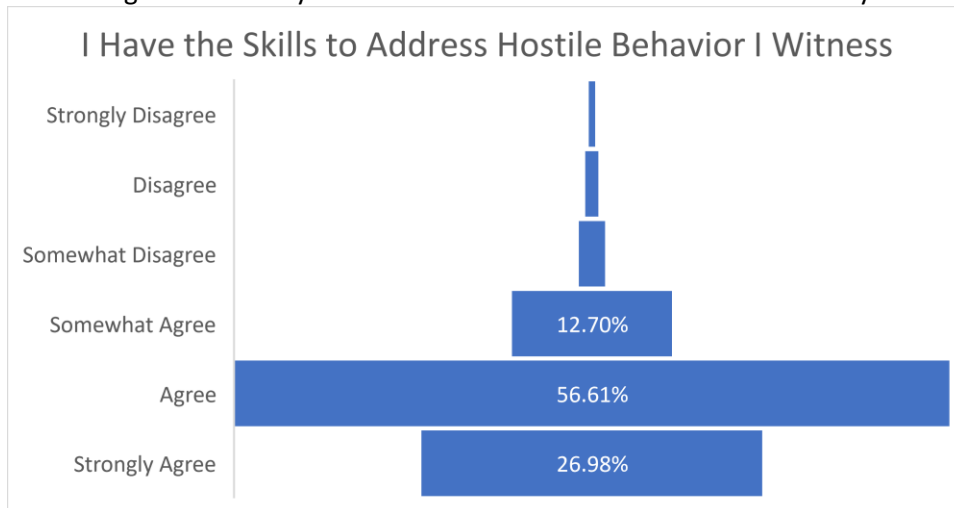
Overall, 88% of respondents agreed that they believe UA leadership will take appropriate action in response to incidents of bias or discrimination.



### Upstander Efficacy

Question	Mean Score
I have the skills to address hostile behavior that I witness.	5.05

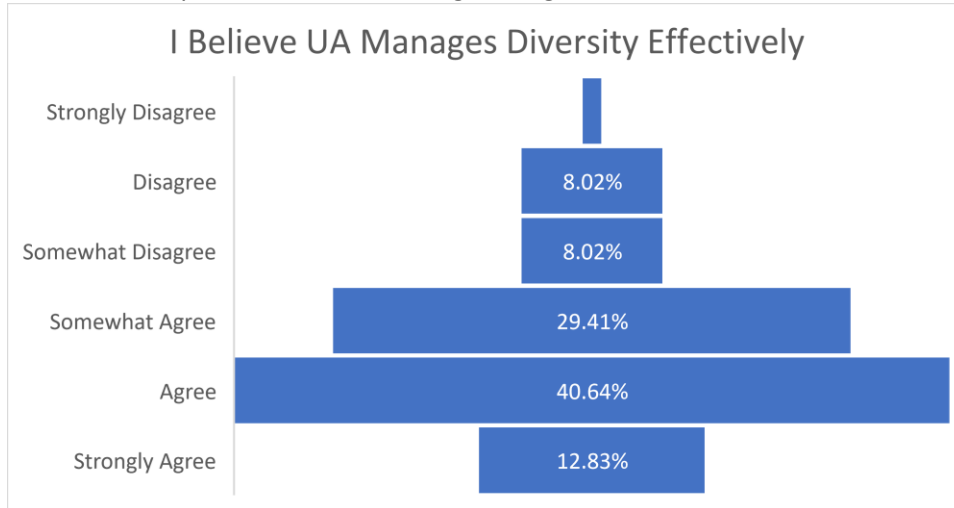
Overall, 96% of respondents agreed that they have the skills to address hostile behavior they witness.



### Manages Diversity Effectively

Question	Mean Score
I believe University Advancement manages diversity effectively.	4.39

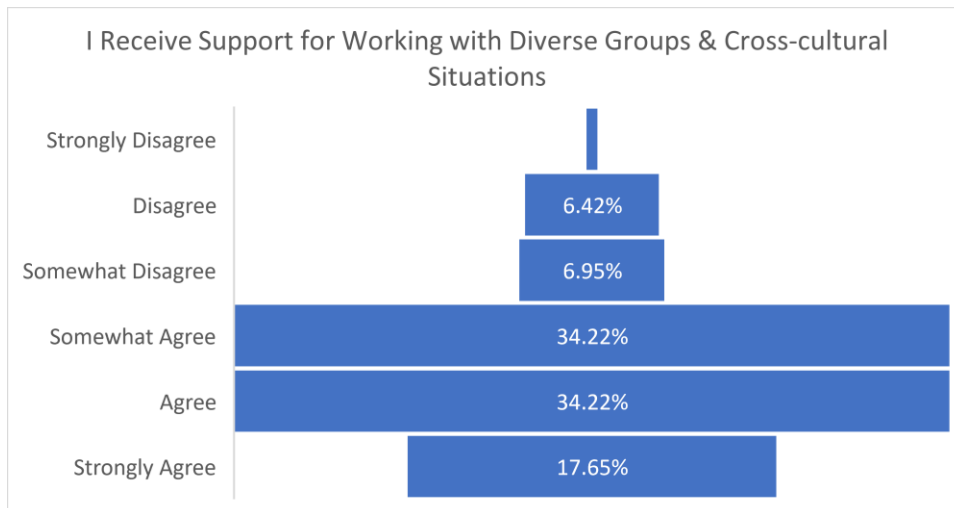
Overall, 83% of respondents agreed that UA manages diversity effectively. This was the area with the most opportunity for considering interventions to improve the overall strength of agreement.



### Cross-cultural Development Opportunities

Question	Mean Score
In University Advancement, I receive support for working with diverse groups and working in cross-cultural situations.	4.49

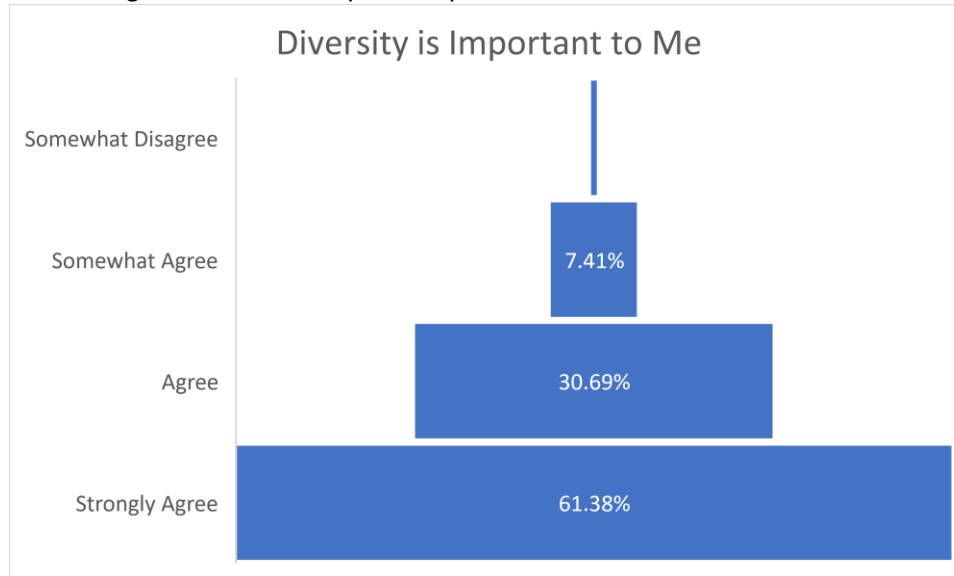
Overall, 86% of respondents agreed they receive support for working with diverse groups and working in cross-cultural situations.



## Importance of Diversity

Question	Mean Score
Diversity is important to me.	5.53

Overall, 99% of respondents agreed that diversity was important to them.



## Open-Ended Comments

100 comments were received on the open-ended question included in the instrument: “Please suggest one or two concrete actions that you believe would improve the climate for inclusion for all members of the University Advancement community”.

Up to two primary themes were assigned to each comment for the purposes of providing a summary of collective insights or shared focus. The top five themes by percentage are included in the table below.

Top Five Themes from Open-Ended Comments	% Comments Referencing Theme
Inclusive Recruitment & Retention	25%
Inclusive Learning Opportunities	14%
Intentional Connection Strategies	13%
Emphasize Collaboration	7%
Transparent/Accountable Workplace Practices	6%

# Appendix

## Survey Instrument

### Introduction

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 or about completing this survey, please contact Emily Tate (ert8b@virginia.edu).

### Survey Questions:

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

8) Have you ever served on active duty in the U.S. Armed Forces?

- Yes
- No
- I prefer not to say