

SEATTLEU

Staff DEI Engagement Survey



Origin of the Survey

From the introduction of the survey:

The Inclusion & Community Committee (IAC) of Staff Council is conducting a survey about diversity, equity, and inclusion (DEI) activities for staff at Seattle University.

In IAC's discussion with staff, several topics around DEI kept coming up:

- **Training:** Requests for more training. Questions about what's available.
- **Resources:** What's available? What works best?
- **Collaboration:** Who else is working on this? How can we connect?

Common question: What are other staff doing?

What's working for them? How could we work together?

Our response: Let's ask staff themselves.



Goal of the Survey

From the introduction of the survey:

Our goal is to gather information about the variety of DEI activities carried out among staff on campus, as a resource that all staff can use for collaboration and engagement.

Focus of the survey:

- Focus is on staff experience on a few topics (DEI training, activities, organizations)
- The results provide information on what staff are already doing.
- Can provide a stimulus for discussion, a resource for collaboration, and a starting point for further development.

Note: This survey is separate from the **Staff Voices Survey**, which includes much broader range of topics, to guide Staff Council's work. Results from Staff Voices will be ready next quarter.



Survey Outline

Section 1: Within Your Work Group

This section surveyed DEI activities available in respondents local work group or from their wider unit Ex. division or college

Section 2: Within the Wider University

This section surveyed activities that are available to University staff at large

Contact Information

Contact information was optional and is being kept confidential. It may be used to gather additional information about activities that have identified by particular responses in the future



Section 1

Within Your Work Group

Difficulty sustaining with internal staff: *We had training provided by OMA that was really helpful. We tried to recreate this training using our own staff, but found only a few people were interested in leading the training and were called to do it too often to the detriment of their other work. For this reason, the training within our department was discontinued.*



Within Your Work Group:

Departments

- *Total Respondents: 133*
- *Departments that were named by respondents: 44*

Caveat: Because survey results are not proportionately representative across departments, they should not be used to directly compare departments.

However, the *relative* number of responses does help indicate some areas of especially strong positive results, that might serve as role models:

- **College of Arts & Sciences,**
- **School of Law,**
- **Athletics,**
- **Information Technology**

Areas of mostly negative or mixed responses may also be of concern to department leaders.

➤ Within Your Work Group: Professional Development

Question 1C: Please list any programs or training provided within your work group, and who provided the activity:

26	Live Group Events	4	Provided by OMA
		10	Provided by SU staff or faculty: Eddie Salazar, Diane Schmitz & Cynthia McCloud, Jodi Ann Bury, Stephanie Dykes, Jill Moffit, Marilyn Nash, Kathy Obear, Kinte Perry, Access to Justice Team, other departmental staff
		7	Provided by outside organizations or presenters: PISAB.org, Rosetta Lee, Schools Out Washington, Place Based Justice Network, Race & Social Justice Institute, other outside consultants
		5	Discussions based on books or online material
10	Online webinars, workshops, or events		
6	External conferences or events		
4	Funding available to individuals for training		

Within Your Work Group: Organizations or Meetings

Question 1D: Please list any groups or meeting activities sponsored by your work group or organized within your work group:

Some Departmental DEI Organizations:

Albers	DEI Strategic Plan Committee. DEI Assistant Dean O. David Jackson.
Athletics	Racial Equity Working Group (athletes, coaches, administrators)
CAS	Leadership Committee on Intersectionality and Justice (LCIJ) Strategic Action Committee for Inclusive Academic Excellence (SACIAE)
ITS	Inclusive Excellence Group
Lemieux Library	EDI Taskforce
Student Development	DEI committee
School of Law	Racial Justice Book Group (faculty/staff/students)

→ Within Your Work Group: Organizations or Meetings

Question 1D: Please list any groups or meeting activities sponsored by your work group or organized within your work group:

Some Departmental Meetings & Activities:

- Monthly or Quarterly DEI meetings: Albers, CAS, ITS
- Discussions at Staff Meetings: LAP, Registrar, CAS Advising Center, Undergraduate Admissions, UA, Core
- Workshops & Book Groups: CAS, ITS, Law, Student Development
- Connections to Affinity Groups: Registrar, Student Development, UA

A common theme is the value of getting people together for discussion, which can be done through a variety of different methods.

Reflections on Work Group Results

- Characteristics of successful departmental engagement
 - Leadership – senior leadership is actively involved
 - Collaboration – involves staff on multiple levels or across staff/faculty/students
 - Organization - some kind of organized structure to promote engagement
 - Regular Meetings – e.g. departmental meetings, workshops, books groups, etc
 - Resources – it does take time & money to set these up
- Size matters - smaller departments are unable to set up this kind of program on their own
- Type of work does not matter – successful workgroups are found in all types of work – Undergraduate Academic (CAS), Graduate Academic (Law), Student Focus(Athletics), Structural Focus (ITS)



Within Your Work Group:
Additional Needs

Question 1E: Is there any additional DEI professional development or activities that you would like to have available within your work group?

Count	Topic
29	Training
14	Discussion, Conversation
11	Time, Resources
7	LGBTQ+ Respect, Pronouns
6	Hiring, Retention, Diversity

Within Your Work Group: Additional Needs

Example of Additional Level of Detail

29	Training	<ul style="list-style-type: none"> • Annual/mandatory training x6 • Manager training x3 • Focus on students x3 • LGBTQ+/pronouns x3 • Training for hiring x2 • Online/hybrid options x2 • Credit for training • Training that doesn't rely on individuals to educate peers • Leadership support for training
14	Discussion Conversation	<ul style="list-style-type: none"> • Discussion at department or group meetings x8 • Discussion with groups beyond my department x2
7	LGBTQ+ Respect, Pronouns	<ul style="list-style-type: none"> • Training about gender identity x3 • Training about pronouns x2 • Working with diverse students x2 • Co-working with LGBTQ+ staff • Don't depend on individuals to train others

11	Time Resources	<ul style="list-style-type: none"> • Time x7 <ul style="list-style-type: none"> ○ Time at meetings x2 ○ Days or times set aside x2 ○ "It's hard to carve out time when the work is optional" • Resources x5 <ul style="list-style-type: none"> ○ Access to materials ○ Help from outside consultants ○ Not depend on outside consultants ○ Relying on outside resources because group is small
6	Hiring Retention Diversity	<ul style="list-style-type: none"> • Anti-bias training for hiring • Retention, not just token hiring • Lack of diverse team x2 • Lack of diversity among leadership

Within Your Work Group: Additional Needs

Provide a Common Foundation:

- *I would love to see mandatory and meaningful DEI training for our staff. This would include efforts to get everyone to the **same starting place**, then ongoing work towards developing skills.*
- *I'd really like to see SU develop some kind of minimum required DEIJ training that... **lays the foundation** for basic cultural competencies and ways of interacting with one another across all of our intersectional differences.*

Provide training that doesn't depend on individual efforts:

- *I would like required inclusivity and anti-racism training to come from above. Currently, our trainings come **from lower level staff** and often can be put off due to other demands given higher priority by leadership.*
- *Updated, current training of staff around experiences and issues pertaining to trans people, specifically trans students, so staff aren't expected/forced to train and **educate their peers** or superior*

Treat DEI engagement as essential, not optional:

- *I think it would be great to have days in the year when there are **times that are set aside by the university**... to promote and encourage trainings and discussions or even activities to build partnerships*
- *Further resources and time specifically devote to DEI work mandated by the university **so it actually happens***
- *Yes, group training that is **not contingent on how busy our department is**.*
- *It's hard to carve out time **when the work is optional**.*

Staff Voices Survey: DEI Professional Development



Should DEI Professional Development be: Available? Mandatory? Be part of goal-setting? Include discussion? Include action steps?
218 responses received.

DEI professional development should be:	Agree or Strongly Agree	Neutral	Disagree or Strongly Disagree
Available annually?	89	9	1
Mandatory annually?	68	21	11
Part of annual goal setting?	64	22	14
Include discussion with others?	58	31	12
Identify action steps for follow-up?	63	25	13



Section 2

In the Wider University

In the Wider University:

Professional Development

Question 2A: Professional Development you have received (what was the program and who provided it)

25	Linked In Learning or EngageSU
9	Departmental Training
8	ODI
8	PMBA or PUBM
7	Other SU Programs or Events
3	Unpacking Whiteness Group
12	Outside sources

In the Wider University:

Groups or Organizations

Question 2B: Groups or organizations in which you have participated (what was the group and who sponsors it)

31	Affinity Groups
6	Center for Jesuit Education
3	Communities of Practice
7	Other Groups



In the Wider University:
Events or Activities

Question 2C: Events or activities that have enhanced your engagement (what were the events or actions, and who sponsored them?)

19	ODI (Office of Diversity & Inclusion)
9	Mission Day
5	OMA (Office of Multicultural Affairs)
3	Jesuit Education
3	Co-Workers
2	Student activities
21	Other SU events or activities

In the Wider University: Events or Activities

Additional Level of Detail



19	ODI	<ul style="list-style-type: none"> • Racial Equity Summit x9 • Red Talks x9 • Reading Lists x4 • Educating for Justice lunches x2 • Emails from ODI
9	Mission Day	<ul style="list-style-type: none"> • Michael Eric Dyson x2 • Mission Day 2016
5	OMA	<ul style="list-style-type: none"> • Angela Davis event • MLK remembrance event • Moral Mondays- OMA • Departmental trainings from OMA • OMA workshop supporting undocumented students x2
3	Jesuit Education	<ul style="list-style-type: none"> • Women in Mission events • <u>Arrupe Seminar</u> • Soul Sessions
3	<u>CoWorkers</u>	<ul style="list-style-type: none"> • Discussions with co-workers
2	Student activities	<ul style="list-style-type: none"> • Protests from student groups. • Statements from student leaders. • Articles in Spectator. • Student DEI group.

21	Other SU events or activities	<ul style="list-style-type: none"> • Messages from University leaders. • Social Class Identity event. • Ben Danielson event. • Common Text x2 • Mass of the Holy Spirit. • Michelle Alexander <u>talk</u>. • Symbolic Flag Burning. • Info on supporting undocumented students. • Cynthia Dillard & Bettina Love talk. • Talks put on by Faculty members. • <u>iLead</u> (Center for Student Involvement) • Faculty & Staff of Color Retreat • Training: Unpacking White Supremacy Culture (Career Engagement Office & Sundborg Center for Community Engagement, October 2021) • Engaged Employer Symposium (Career Engagement) • Athletics Racial Equity Working Group • ITS Inclusive Excellence Meetings • CSI events • <u>Ijeoma Oluo</u> speaker • Engaged Employer Symposium, Career Development • RSD Presentations
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Reflections on Wider University Results

- The responses identified many varied opportunities for DEI engagement.
- There is a desire for more education and action around DEI work on campus beyond what has been listed here.
- What would it look like to have a more centralized and collaborative list or calendar for these opportunities?
- What if there was an annual goal-setting process that encouraged this kind of engagement and professional development?



Next Steps

For fun: Reading lists, DEI book clubs (so much fun and so engaging), classes at SU (in person preferred for easy conversation), and engaging webinars. I've been in a Black Fiction book club for a few years that doesn't focus Black trauma, but rather focuses on Black joy, art, sci-fi/fantasy, romance, etc. which has been extremely healing and has opened so many eyes and hearts for our non-Black members. ***I think celebrating the joys and beauty of diversity helps reach folks in a different way.***



Next Steps: Survey Information

Results will be available in the following forms:

Information	Scope	Format	Privacy	Availability
Survey Presentation	Group and Departmental presentations	PowerPoint	Public	SUSC web page*
Survey Report	24-Page Document	Word	Public	SUSC web page*
Survey Data	Full results	Excel	Confidential	Upon request
Contact Info	Useful for follow up questions	Excel	Confidential	With permission of respondent

*available after final draft



Sharing Results

- Presented to IAC, 2/6/23
- Presented to Staff Council Leadership Team & Jerron Lowe, 2/17/23
- Shared with Brooke Coleman & Laura Heider (ODI) and Maggie Ricketts (HR, Strategic Directions), 2/27/23
- Present At Staff Council Meeting on 3/8/23
- Staff Council Office Hour in April (exact time tbd)
- Post on Staff Council website
- Share with any other University leaders or organizations that are interested.



Potential Next Steps

- Work with any interested partners to identify steps that could be useful (e.g., ODI, HR, Jesuit Education, Leadership Committee on Intersectionality & Justice, etc.)
- Gather further information where needed
- Continue conversations about supporting affinity groups.
- Continue discussions about training.
- Talk to workgroups about what would support their needs.
- Pool resources to identify some best practices for departments
- Work on accumulating and publicizing lists of DEI resources, events, and training on campus.
- Explore possibilities for collaboration. Would this fit with the idea of a *LIFTSU* Council?
- Keep talking to everyone about potential next steps.



Questions?

Suggestions?

We also welcome feedback through the Staff Council email, staffcouncil@seattleu.edu, or the Staff Council feedback portal, <https://www.seattleu.edu/staff-council/feedback/>



Potential Next Steps

- Work with any interested partners to identify steps that could be useful and effective (e.g., ODI, HR, Jesuit Education, Leadership Committee on Intersectionality & Justice, etc.)
- Gather further information where needed
 - Fill in more complete info on organizations that were identified.
 - Possibly compile info about training or resources that were mentioned.
 - Seek more info on workgroups that had few respondents in survey.
- Continue conversations about supporting affinity groups.
- Continue discussions about training.
- Talk to workgroups about what would support their needs.
 - Talk with already-active departments about what is working for them.
 - Talk with less-active departments about what could be helpful for them.
 - Talk to smaller departments about supporting them.
 - Develop a how-to guide for departments about what has worked
- Pool resources to create some standard best practices for all departments
- Work on accumulating and publicizing lists of DEI resources, events, and training on campus.
- Explore possibilities for collaboration. Would this fit with idea of *LIFTSU* Council?
- Keep talking to everyone about potential next steps.