Spring 2022 National Assessment of Collegiate Campus Climates (NACCC) Executive Summary

Background & Charge

Barnard College is committed to anti-racist action, including evaluating and revising how we institutionally address and participate in major issues in our contemporary political climate. Created in 2019 as the Community Safety Group, moving forward, the Community Safety Advisory Council (CSAC) is charged with discussing broad issues related to campus safety, including concerns about racial and other forms of bias and their consequences, accessibility, who feels welcome in different spaces, and advising on improved structures for relationship building, training, and community contribution to campus safety. Among their recommendations, the Community Safety Group, made up of faculty, staff and students, identified a need for data on the racial climate at Barnard, and enrolled in the Fall 2020 National Assessment of Collegiate Campus Climates (NACCC).

The NACCC survey was developed by the Race and Equity Center at the University of Southern California, a leader in race and equity research within higher education for the past two decades. In addition to the longstanding expertise of this organization, the NACCC assessment was selected by the Community Safety Group because it offered the College the chance to compare our data to other institutions.

The College remains committed to anti-racism and regular data collection on the racial climate at Barnard. In AY21, the College implemented the NACCC Student Survey for students. This is the executive summary of the NACCC Staff Survey conducted in Spring 2022. In the following year we will implement the NACCC Faculty Survey. The goal is to implement the survey for each population every three years to monitor progress toward an antiracist and inclusive climate.

Barnard staff continue to remain very aware of race and racism and to engage in various social justice initiatives which have been building since the recommendations of the College's Diversity Task Force in 2017. Over the years, they have advocated for greater staff diversity, and several of them initiated and ran Employee Resource Groups in order to advance anti-racism, LGBTQ+ rights and visibility, and solidarity among BIPOC and LGBTQ+ staff members. The following results identify areas the College can improve upon to support staff in creating an inclusive campus climate.

Response Rate & Demographics

This survey was administered to all Barnard College staff (N=825). In total, 310 staff responded to the survey for a response rate of 37.6%. Analysis is based on two racial groupings and six subcategories of race and ethnic identity:[1]

1. Staff of Color (SOC) — groups together the racial identities of Asian, Black, Hispanic, American Indian or Alaska Native, and Native Hawaiian or Other Pacific Islander,
2. white — includes those "having origins in any of the original peoples of Europe, the Middle East, or North Africa."

Six subcategories were:
1. Asian (N=26 / 08.4%)
2. Black (N=67 / 21.6%)
3. White (N=138 / 44.5%)
4. Hispanic or Latinx (N=43 / 13.9%)
5. Another group not listed (AGNL) (N=5 / 1.6%)
6. Two or more races (TOMR) (N=31 / 10.0%)

The overall response rate is 37.6% with a AGNL and TOMR response rate of 11.6%, a staff of color response rate of 43.9%, and a white staff response rate of 44.5%. Although there are only 36 AGNL and TOMR respondents (11.6% of all respondents), we included this small number of respondents (N) into this summary because their experiences are also fundamental to understanding bias and racism at Barnard. We have chosen to describe responses throughout as those of survey "respondents" rather than the perspectives of "staff members" who represent a given population because not all staff members completed the survey.

Questions directed at staff members included the "extent to which employee receives care and feel supported by their supervisor/leader" in Spring 2022. NACCC did not define supervisors/leaders of color or white supervisors/leaders within the survey instrument. As such, responses about the experiences of staff members are based on their knowledge and/or perceptions of the identities of their supervisors/leaders.

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[1] Respondents self-identified their race(s).

Results and Key Findings

The NACCC instrument is grouped by six themes:[2]
> (1) Workplace Mattering
> (2) Racial Learning and Literacy
> (3) Encounters with Racial Stress
> (4) Workplace Equity
> (5) Appraisals of Institutional Commitment
> (6) Impact of External Environments

Based on a review of the data, we identified "Workplace Mattering," "Racial Learning and Literacy," and "Appraisals of Institutional Commitment" as the three areas of focus, both in terms of their alignment with institutional concerns and our areas of potential growth for the College as compared to other sections on the survey. For these reasons, critical engagement with these areas is prioritized in this summary.

One of the benefits of participating in NACCC was the opportunity to compare Barnard survey responses to those of our peer institutions. Accordingly, Barnard chose a group of five colleges similar in size and mission to provide institutionally relevant comparison data. Through this report, this peer group is identified as "Self-Selected Peer Group"[3]. After a review of the data, we find Barnard's Self-Selected Peer Group data follow similar trends to those reported by Barnard respondents.

In the next section, each of the results are supported by key findings directly from the survey. While reviewing the key findings below, please keep the following in mind:
1. The factor scores are the mean scores averaged over similar items for a particular content area.
2. When a mean is shared the range is always 1.0 - 5.0.

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[2] See here for a breakdown of the topic areas covered by NACCC.

[3] Bryn Mawr College, Sarah Lawrence College, Wellesley College, Oberlin College, Scripps College

Workplace Mattering
[the extent to which staff members feel like they matter in their departments and in the College]
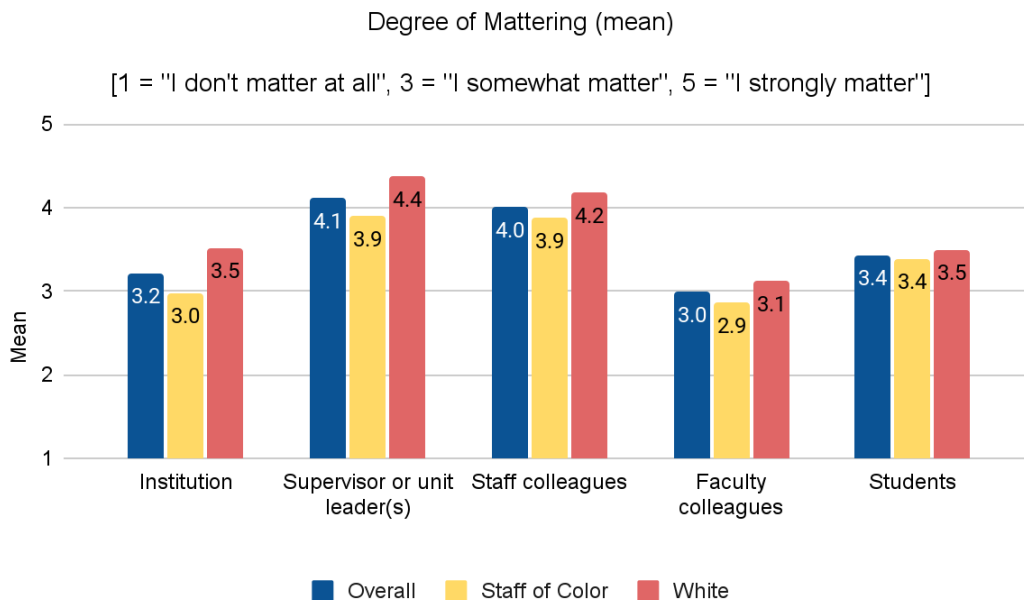
Result #1 — The majority of respondents reported that they felt they mattered to their managers and colleagues.
- 70% of respondents of color and 83% of white respondents indicated that they felt they mostly or strongly mattered to their supervisor or unit leader(s) (Table 1).
- The factor scores of the "extent to which an employee receives care and feels supported by their supervisor/leader" indicate a mean of 3.9 for respondents of color, and a mean of 4.3 for white respondents (Table 2).

Result #2 — The majority of respondents reported that they felt they somewhat mattered to the College as an institution.
- 30% of respondents of color and 54% of white respondents indicated that they felt they mostly or strongly mattered at Barnard (Table 3).
- The factor scores of the "extent to which an employee feels comfortable engaging in their workplace" indicate a mean of 3.7 for respondents of color, and a mean of 3.9 for white respondents (Table 4).
- Employees felt they mattered more to their Supervisor or unit leader(s) and Staff colleagues rather than Barnard as an institution, Faculty colleagues, and Students (Chart 1).

Chart 1: Degree of mattering mean scores disaggregated by all respondents, respondents of color, and white respondents.

Degree of Mattering (mean)

[1 = "I don't matter at all", 3 = "I somewhat matter", 5 = "I strongly matter"]

|	Overall	Staff of Color	White
Institution	3.2	3.0	3.5
Supervisor or unit leader(s)	4.1	3.9	4.4
Staff colleagues	4.0	3.9	4.2
Faculty colleagues	3.0	2.9	3.1
Students	3.4	3.4	3.5

Racial Learning and Literacy
[the extent to which staff members know about workplace racism and DEI policies, and the ways in which they learn about both]

> **Result #1** — The majority of respondents reported that they felt racial injustice is extremely important to them
> ➤ The factor scores of the "extent to which employee feels that current race-related socio-political issues are problematic to society" indicate a mean of 4.6 both for respondents of color and for white respondents (Table 5).
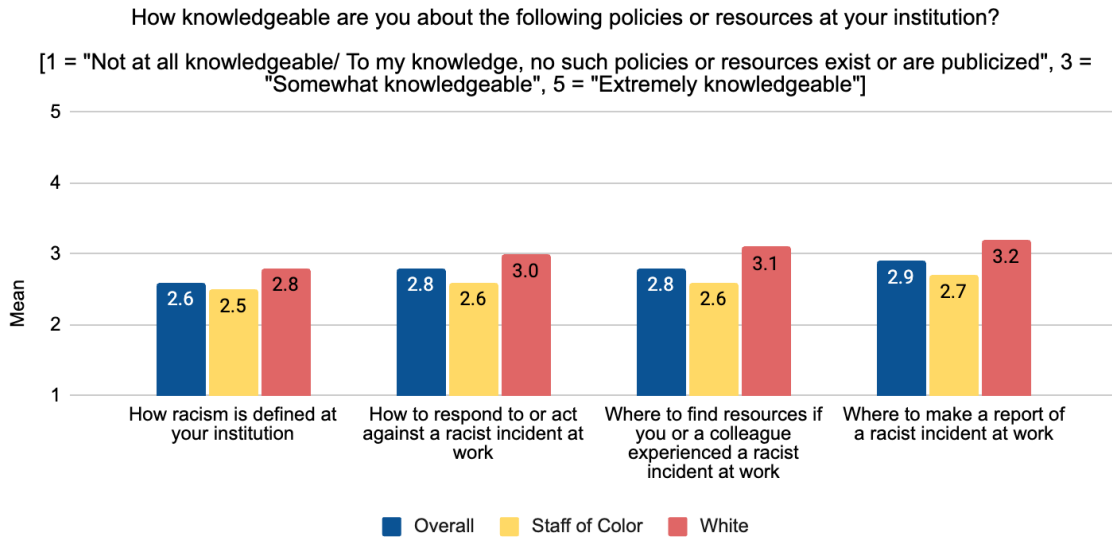
Chart 2: Problem level of race-related sociopolitical issues disaggregated by all respondents, respondents of color, and white respondents.

Extent to which employee feels that current race-related sociopolitical issues are problematic to society
[1 = "Not a problem at all", 3 = "Somewhat problematic", 5 = "Extremely problematic"]
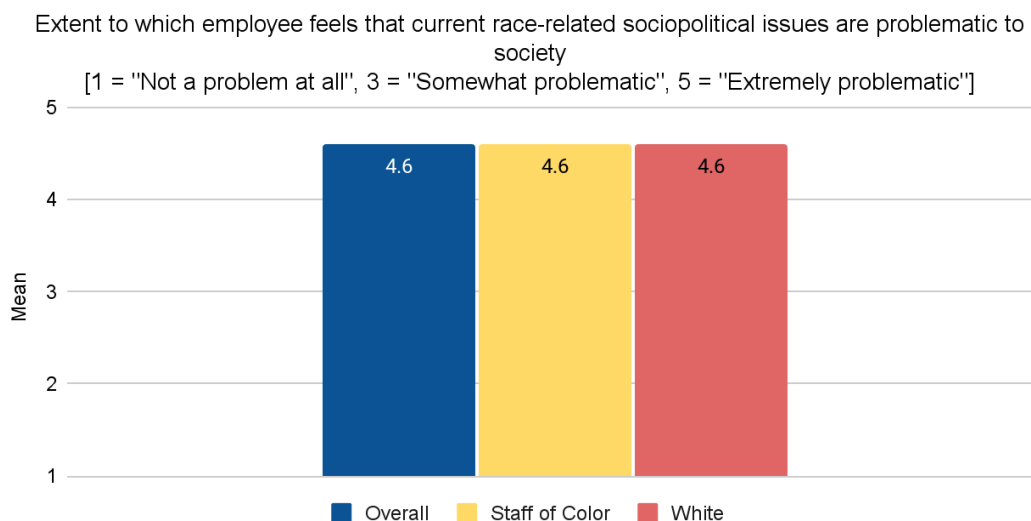
> **Result #2** — The respondents members' responses indicate that, at the time the survey was conducted, the majority of them did not feel knowledgeable about institutional policies related to workplace racism and DEI.
> ➤ 26% of respondents of color and 39% of white respondents indicated that they felt "very or extremely knowledgeable about where to find resources if I or a colleague experienced a racist incident at work" (Table 6).
> ➤ The factor scores for the "employee's level of knowledge about workplace policies and resources related to racism and racist incidents" indicate a mean of 2.6 for respondents of color, and a mean of 3.0 for white respondents (Table 7).
> ➤ The factor scores of the "employee's level of knowledge of anti-racist practices" indicate a mean of 2.8 for respondents of color, and a mean of 3.0 for white respondents (Table 8).
> ➤ The factor scores of the "employee's level of knowledge of workplace practices to foster diversity and increase retention" indicate a mean of 2.1 for respondents of color, and a mean of 2.6 for white respondents (Table 9).

Chart 3: Knowledge level of policies and resources disaggregated by all respondents, respondents of color, and white respondents.

How knowledgeable are you about the following policies or resources at your institution?

[1 = "Not at all knowledgeable/ To my knowledge, no such policies or resources exist or are publicized", 3 = "Somewhat knowledgeable", 5 = "Extremely knowledgeable"]

Racial Stress
[the extent to which staff members have experienced as racist, ranging from microaggressions and racial stereotyping to more overt acts of racial harassment and violence]

Result #1 — Though there are instances in which respondents report experiencing and/or witnessing racism, the majority of respondents have never personally experienced nor witnessed racism at Barnard.
- ➤ 62% of respondents of color and 92% of white respondents indicated that they have never personally experienced racism at Barnard (Table 10).

Chart 4: Experiences and witnessing disaggregated by all respondents, respondents of color, and white respondents.

Experiences and Witnessing of Racism

[1 = "Never", 3 = "Sometimes", 5 = "Almost always"]
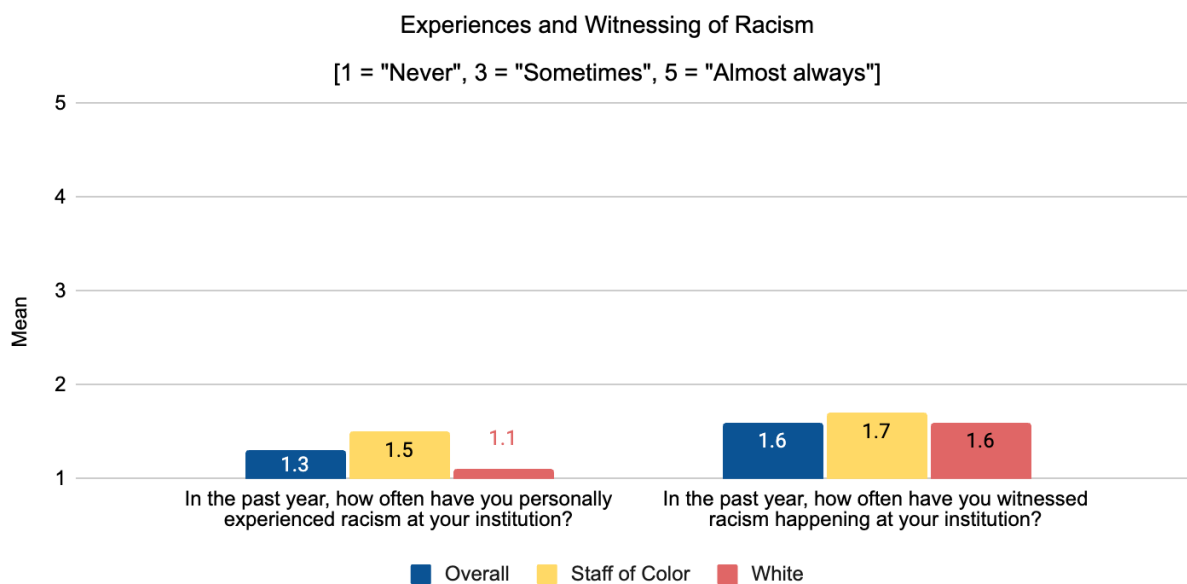
Result #2 — Staff responses indicate that approximately half of respondents of color and half of white respondents agree that racism is "not at all or slightly" a problem at Barnard. However, there is a difference between the extents to which respondents of color and white respondents trust institutional processes in dealing with racial stress.

- ➤ 45% of respondents of color and 52% of white respondents indicated that they think that "racism is *not at all* or *slightly* a problem at Barnard" (Table 11).
- ➤ 54% of respondents of color and 71% of white respondents indicated that they think that "campus officials would take *very seriously* or *extremely seriously* a report made by an employee about a racist incident" (Table 12).

Chart 5: Opinion on the extent to which racism is a problem and seriousness of reporting at Barnard disaggregated by all respondents, respondents of color, and white respondents.

[1 = "Not at all", 3 = "Somewhat", 5 = "Completely"]
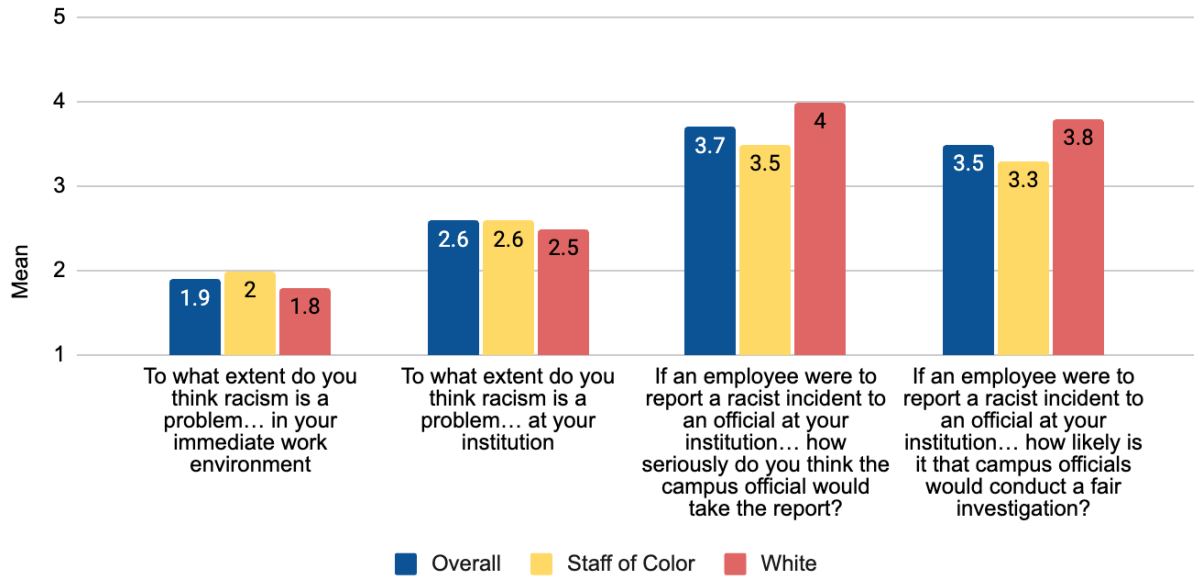
Workplace Equity
[the extent to which staff members personally experienced discrimination based on their demographic characteristics (e.g., race, gender, age, sexual orientation)]

Result #1 — Responses indicate that respondents of color experience more discrimination based on race and/or ethnicity and age than white respondents.

➤ 39% of respondents of color and 3% of white respondents indicated that they "personally have experienced discrimination at Barnard" based on their race and/or ethnicity in the last year (Table 13).

➤ 23% of respondents of color and 16% of white respondents indicated that they "personally have experienced discrimination at Barnard" based on their age in the last year (Table 14).

Recommendations & Actions

The following recommendations address the areas of concern determined by the survey results shared above and build on the past and current work being done to advance equity, inclusion, and belonging on campus. Visit Barnard's [DEI website](#) to learn more.

➤ **Create opportunities for staff to feel they matter to the institution**
➥ Continue and build on opportunities for staff to be acknowledged for their contributions to the College
- **Actions taken**:
  ○ Host staff service awards, excellence awards
  ○ Implement annual performance reviews
  ○ Provide HR training on identifying behavioral work style
  ○ Add new employee benefit offerings including Calm, a mindfulness app at no charge to employees

- **New initiatives:**
  ○ Introduce a HR Portal in the coming months, which will outline the hiring process, including information on fair, equitable and diverse searches.
  ○ Implement a HR-created professional development curriculum.

➥ Create opportunities for staff and faculty to connect across the college
- **Actions taken**:
  ○ Host all-staff picnics and other events to bring the staff community together
  ○ Provide administrative and financial support for [Employee Resource Groups (ERGs)](#)
  ○ Schedule regular employee programming: HR Coffee, Juneteenth community programming, Wellness Wednesdays, Zumbathon
- **New initiatives**:
  ○ Implement a DEI workshop series covering topics such as implicit bias and microaggressions; Disability Justice Workshops
  ○ Pilot a Barnard Buddies Program starting in early 2024, which will allow new hires to meet and engage with tenured Barnard staff
  ○ Established a Lunch & Learn Program which will commence in AY 2023

➤ **Make institutional policies related to workplace racism and DEI more transparent.**
- **Actions taken:**

- ○ Host annual anti-discrimination trainings
- ○ Share resources on the [College's nondiscrimination policy](#)
- ○ Connect with all Departments to offer Nondiscrimination training and information sessions during Department meetings.
- **New initiatives**:
  - ○ Publish data regularly on faculty and staff race/ethnicity and sex demographics.
  - ○ Implement climate surveys and feedback sessions in and across departments
  - ○ Support campus partners in providing continuing education and targeted assistance for departments and teams seeking to develop and implement inclusive day-to-day practices.

➤ **Address racism on campus via policies and educational experiences**

➥ Continue to offer, publicize, and promote anti-racism programming and resources for staff.

- **Actions taken:**
  - ○ Host workshops on implicit bias and microaggressions
  - ○ Established the "Studying the Now" programming series which includes topics such as Dismantling Anti-Black & Antisemitic Rhetoric.
- **New initiatives**:
  - ○ Developed a DEI workshop series Disability Justice Workshop and provided Intergroup dialogue opportunities
  - ○ Advance the creation of a LatinX Oral History project
  - ○ Host community discussions that include staff, such as Narratives of What Now: Thinking of Tyre Nichols
  - ○ Institute yearly Juneteenth community programming, Black Liberation Seder, and Ramadan Iftars.

[Link](#) to executive summary following the student survey for reference on structure.

Table 1

To what extent do you feel you matter to the following groups of people you work with on your campus?

Your supervisor or unit leader(s)

	Overall	Staff of Color	White
Total (n)	310	172	138
Mean	4.1	3.9	4.4
Standard deviation	1.1	1.1	0.9
1 = I don't matter at all	2.9%	4.7%	0.7%
2 = I slightly matter	5.8%	7.6%	3.6%
3 = I somewhat matter	15.5%	18.0%	12.3%
4 = I mostly matter	29.0%	32.6%	24.6%
5 = I strongly matter	46.8%	37.2%	58.7%

Table 2

WORKPLACE MATTERING
Extent to which employee receives care and feel supported by their supervisor/leader

	Overall	Staff of Color	White
Total (n)	310	172	138
Mean (range: 1.0 - 5.0)	4.1	3.9	4.3
Standard deviation	0.9	1	0.8

Table 3

Overall, to what extent do you feel you matter at your institution?
(By "matter," we mean that others notice and care about what you think, want, and have to say.)

	Overall	Staff of Color	White
Total (n)	310	172	138
Mean	3.2	3.0	3.5
Standard deviation	1.1	1.1	1.0
1 = I don't matter at all	6.1%	8.7%	2.9%
2 = I slightly matter	19.4%	23.3%	14.5%
3 = I somewhat matter	34.2%	38.4%	29.0%
4 = I mostly matter	27.1%	20.9%	34.8%
5 = I strongly matter	13.2%	8.7%	18.8%

Table 4

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WORKPLACE MATTERING

Extent to which employee feels comfortable engaging in their workplace

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	Overall	Staff of Color	White
Total (n)	287	164	123
Mean (range: 1.0 - 5.0)	3.8	3.7	3.9
Standard deviation	0.9	0.9	0.8

Table 5

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RACIAL LEARNING & LITERACY

Extent to which employee feels that current race-related sociopolitical issues are problematic to society

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	Overall	Staff of Color	White
Total (n)	291	158	133
Mean (range: 1.0 - 5.0)	4.6	4.6	4.6
Standard deviation	0.8	0.8	0.8

Table 6

How knowledgeable are you about the following policies or resources at your institution?

Where to find resources if you or a colleague experienced a racist incident at work

	Overall	Staff of Color	White
Total (n)	298	166	132
Mean	2.8	2.6	3.1
Standard deviation	1.3	1.3	1.2
1 = Not at all knowledgeable/ To my knowledge, no such policies or resources exist or are publicized	19.8%	24.7%	13.6%
2 = Slightly knowledgeable	18.5%	21.7%	14.4%
3 = Somewhat knowledgeable	29.9%	27.1%	33.3%
4 = Very knowledgeable	21.1%	17.5%	25.8%
5 = Extremely knowledgeable	10.7%	9.0%	12.9%

Table 7

RACIAL LEARNING & LITERACY

Employee's level of knowledge about workplace policies and resources related to racism and racist incidents

	Overall	Staff of Color	White
Total (n)	298	166	132
Mean (range: 1.0 - 5.0)	2.8	2.6	3
Standard deviation	1.1	1.1	1.1

Table 8

RACIAL LEARNING & LITERACY

Employee's level of knowledge of anti-racist practices

	Overall	Staff of Color	White
Total (n)	291	160	131
Mean (range: 1.0 - 5.0)	2.9	2.8	3
Standard deviation	0.9	1	0.8

Table 9

RACIAL LEARNING & LITERACY

Employee's level of knowledge of workplace practices to foster diverse and increase retention

	Overall	Staff of Color	White
Total (n)	292	162	130
Mean (range: 1.0 - 5.0)	2.3	2.1	2.6
Standard deviation	1	1	1

Table 10

In the past year, how often have you personally experienced racism at your institution?

	Overall	Staff of Color	White
Total (n)	290	160	130
Mean	1.3	1.5	1.1
Standard deviation	0.6	0.7	0.4
1 = Never	75.90%	62.50%	92.30%
2 = Once in a while	20.00%	31.30%	6.20%
3 = Sometimes	2.80%	4.40%	0.80%
4 = Often	1.00%	1.30%	0.80%
5 = Almost always	0.30%	0.60%	0.00%

Table 11

To what extent do you think racism is a problem…

at your institution

	Overall	Staff of Color	White
Total (n)	244	134	110
Mean	2.6	2.6	2.5
Standard deviation	1.2	1.2	1.2
1 = Not at all	22.50%	20.10%	25.50%
2 = Slightly	25.40%	24.60%	26.40%
3 = Somewhat	32.80%	34.30%	30.90%
4 = Mostly	11.90%	13.40%	10.00%
5 = Completely	7.40%	7.50%	7.30%

Table 12

If an employee were to report a racist incident to an official at your institution…

how seriously do you think the campus official would take the report?

	Overall	Staff of Color	White
Total (n)	254	136	118
Mean	3.7	3.5	4
Standard deviation	1.2	1.1	1.1
1 = Not at all	5.50%	5.90%	5.10%
2 = Slightly	9.40%	14.00%	4.20%
3 = Somewhat	23.20%	26.50%	19.50%
4 = Very	31.50%	32.40%	30.50%
5 = Extremely	30.30%	21.30%	40.70%

Table 13

In the past year, how often have you personally experienced discrimination at your institution based on the following?

Race and/or ethnicity

	Overall	Staff of Color	White
Total (n)	274	149	125
Mean	1.3	1.4	1
Standard deviation	0.5	0.6	0.3
1 = Never	77.40%	61.10%	96.80%
2 = A few times in the year	19.70%	34.20%	2.40%
3 = A few times a month	2.20%	4.00%	0.00%
4 = A few times a week	0.70%	0.70%	0.80%
5 = Almost every day	0.00%	0.00%	0.00%

Table 14

In the past year, how often have you personally experienced discrimination at your institution based on the following?

Age

	Overall	Staff of Color	White
Total (n)	275	147	128
Mean	1.3	1.3	1.2
Standard deviation	0.6	0.7	0.5
1 = Never	80.40%	76.90%	84.40%
2 = A few times in the year	14.20%	15.60%	12.50%
3 = A few times a month	4.40%	6.10%	2.30%
4 = A few times a week	1.10%	1.40%	0.80%
5 = Almost every day	0.00%	0.00%	0.00%