

Spring 2018 Human Rights/Equity Survey

Tuesday, April 3, 2018

**Survey Dates : Thursday, March 1, 2018 thru
Thursday, March 29, 2018**

504 Fall 2015 494

Total Distribution

62 Fall 2015 34

Total Responses

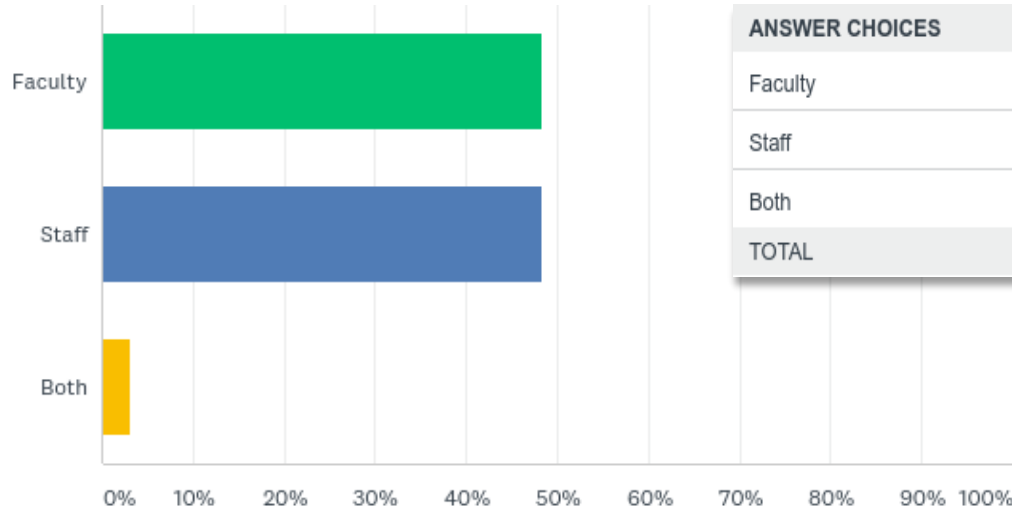
12.3% Fall 2015 6.88%

Response Rate

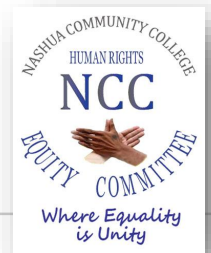


Q1: Please select your current position(s)/role at NCC

Answered: 62 Skipped: 0

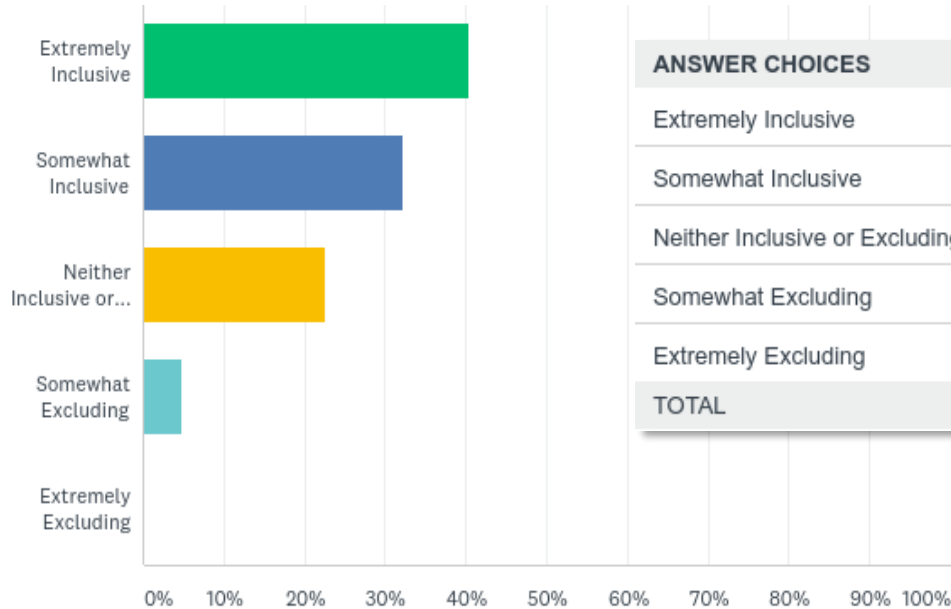


ANSWER CHOICES	RESPONSES	
Faculty	48.39%	30
Staff	48.39%	30
Both	3.23%	2
TOTAL		62

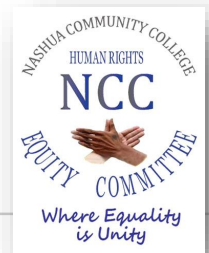


Q2: How inclusive or excluding do you feel NCC is?

Answered: 62 Skipped: 0



ANSWER CHOICES	RESPONSES
Extremely Inclusive	40.32% 25
Somewhat Inclusive	32.26% 20
Neither Inclusive or Excluding	22.58% 14
Somewhat Excluding	4.84% 3
Extremely Excluding	0.00% 0
TOTAL	62



Q2: How inclusive or excluding do you feel NCC is?

Comments

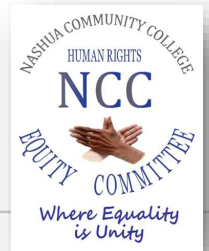
4 responses

more active recruiting of minority students, especially Blacks, would be better

The college is making the effort to be inclusive for all.

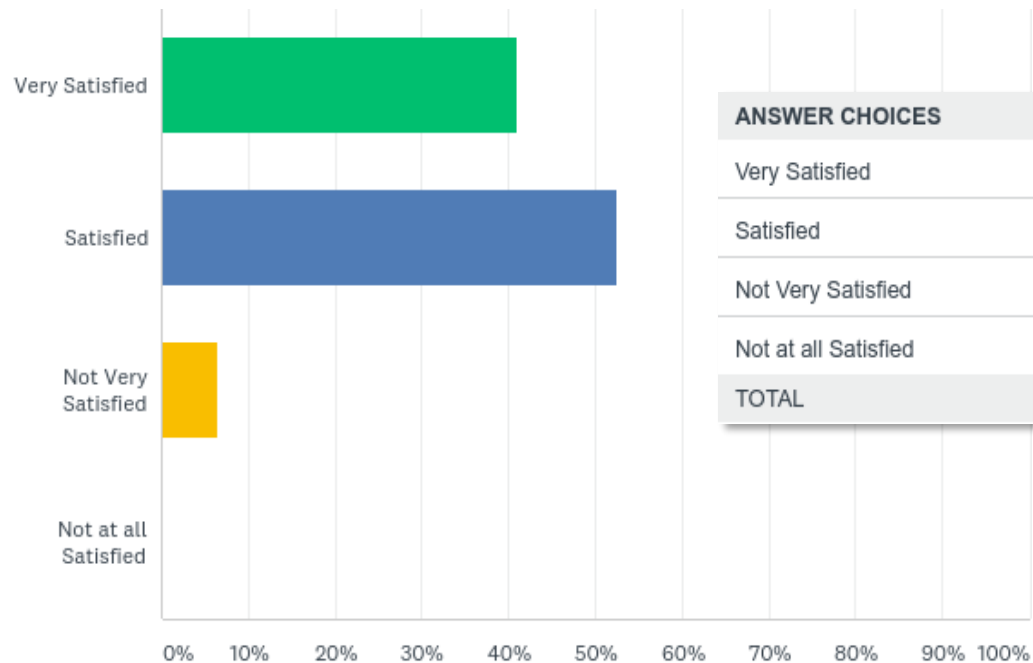
Through the many clubs and campus activities it is very evident that the NCC community is cery inclusive.

As an Adjunct Faculty member, I'm not completely involved.

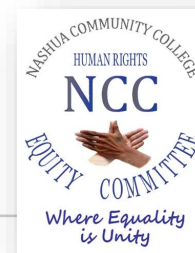


Q3: Overall, how satisfied are you with the diversity of the students here at NCC?

Answered: 61 Skipped: 1



ANSWER CHOICES	RESPONSES
Very Satisfied	40.98% 25
Satisfied	52.46% 32
Not Very Satisfied	6.56% 4
Not at all Satisfied	0.00% 0
TOTAL	61



Q3: Overall, how satisfied are you with the diversity of the students here at NCC?

Comments

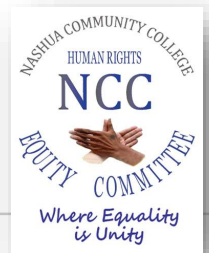
4 responses

Your survey is flawed. You need a fifth category that indicates a person is neutral on the subject. You are leading the person to answer this question.

This is tough to measure as I am not sure if the recruiting team targets certain student groups/ethnicities to fulfill quotas-I hope this is not true because doing so in itself in my opinion is racist

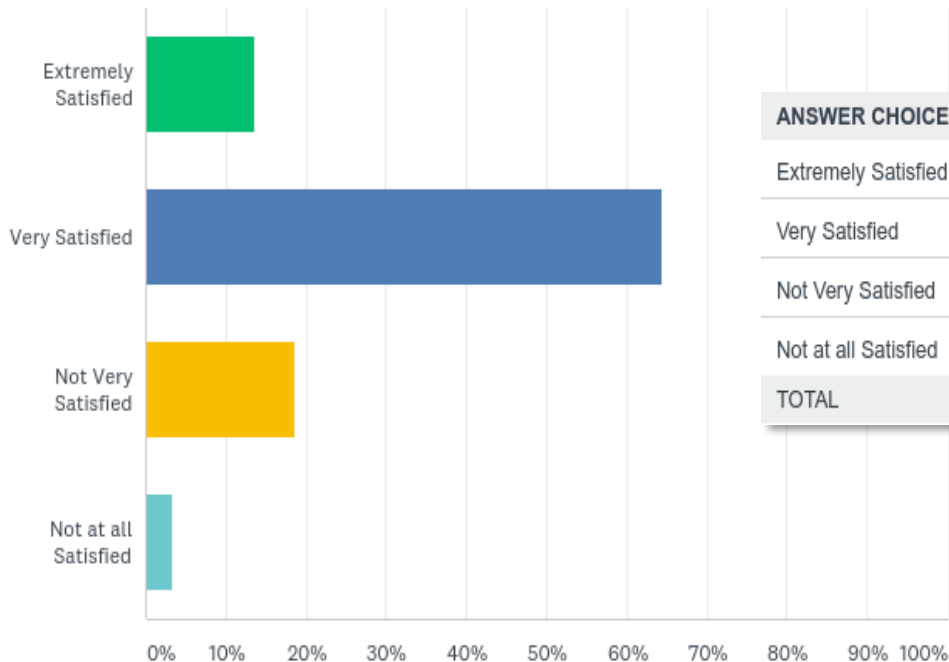
It seems more diverse than NH as a whole.

I don't think it's representative of the greater Nashua community



Q4: Overall, how satisfied are you with the diversity of the faculty and staff here at NCC?

Answered: 59 Skipped: 3



ANSWER CHOICES	RESPONSES
Extremely Satisfied	13.56% 8
Very Satisfied	64.41% 38
Not Very Satisfied	18.64% 11
Not at all Satisfied	3.39% 2
TOTAL	59



Q4: Overall, how satisfied are you with the diversity of the faculty and staff here at NCC?

Comments

11 responses

The diversity of the faculty and staff should represent the diversity of the students.

I don't believe that we have as diversified a faculty as we could have.

Your survey is flawed. You need a fifth category that indicates a person is neutral on the subject. You are leading the person to answer this question.

I'd say I'm "satisfied" but that wasn't a choice.

As an adjunct I'm not really in a position to judge the faculty as a whole.

I don't know many of the faculty, so I really don't know how much diversity there is.

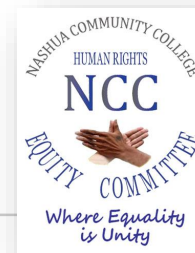
Where is the middle selection of just "satisfied" ?

My department has people of different races, genders, nationalities and religions. I don't know much about the rest of the school.

I'm not sure I only see white faculty and staff. I work from 9 am to 4 pm I don't see what happens at nights.

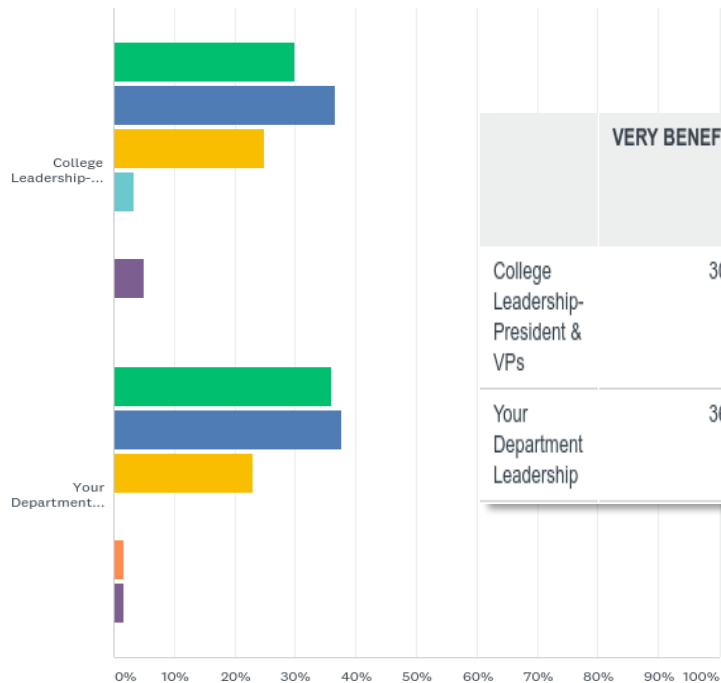
I don't think it's representative of the greater Nashua community

but we can always do better!



Q5: How beneficial or detrimental are the actions of the following with respect to promoting diversity at NCC?

Answered: 61 Skipped: 1



■ Very Beneficial
 ■ Beneficial
 ■ Neither Beneficial or Detrimental
■ Detrimental
 ■ Very Detrimental
 ■ N/A

	VERY BENEFICIAL	BENEFICIAL	NEITHER BENEFICIAL OR DETRIMENTAL	DETRIMENTAL	VERY DETRIMENTAL	N/A	TOTAL
College Leadership- President & VPs	30.00% 18	36.67% 22	25.00% 15	3.33% 2	0.00% 0	5.00% 3	60
Your Department Leadership	36.07% 22	37.70% 23	22.95% 14	0.00% 0	1.64% 1	1.64% 1	61



Q5: How beneficial or detrimental are the actions of the following with respect to promoting diversity at NCC?

Comments

2 responses

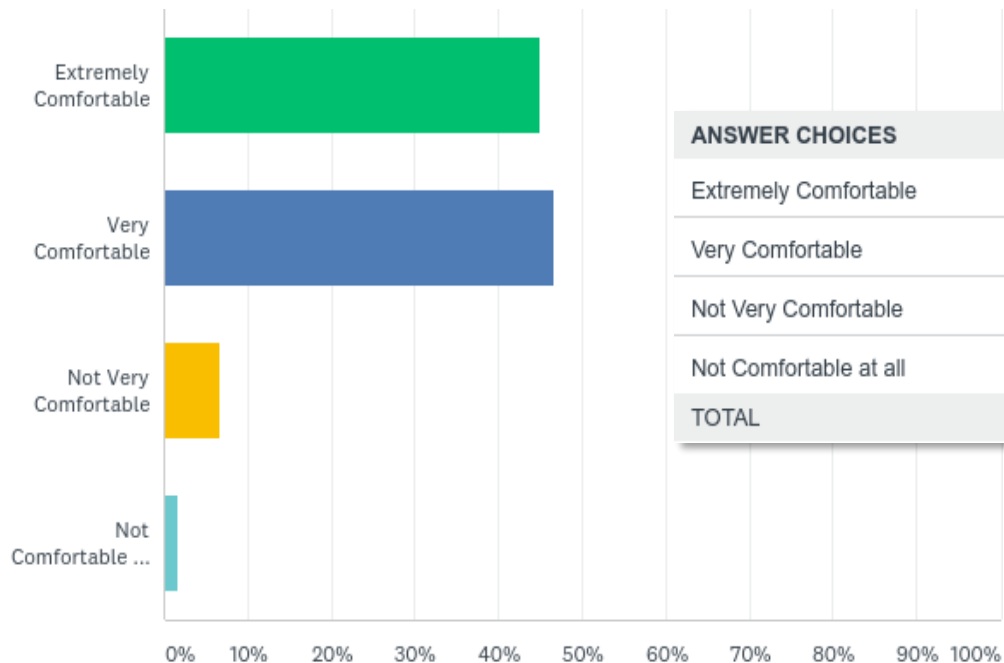
I don't recall reading or hearing a lot of information promoting diversity at NCC by either party.

We have strong women leading our college



Q6: How comfortable do you feel expressing your personal identity in your immediate work environment?(personal identity = race, sex, gender identity, gender expression, sexual orientation, age, height, weight, disability, color, religion and creed, national origin or ancestry, marital status, familial status, or veteran status)

Answered: 60 Skipped: 2

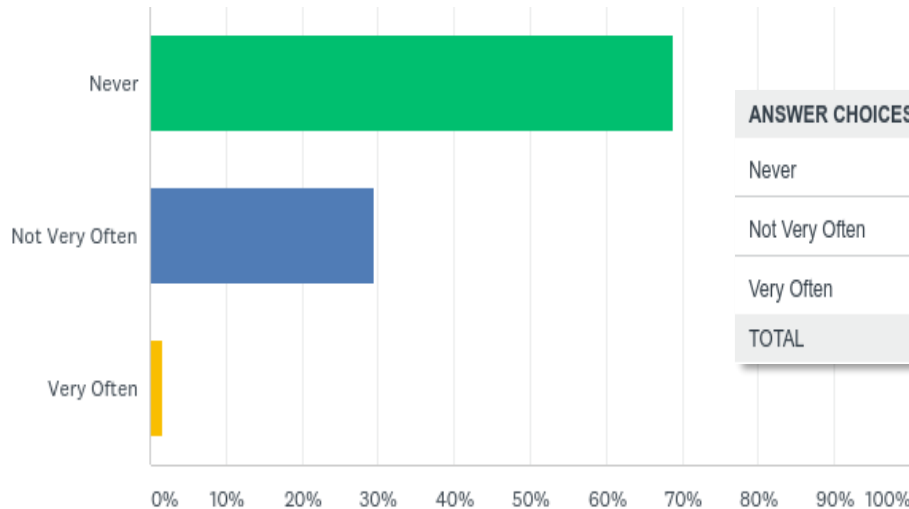


ANSWER CHOICES	RESPONSES
Extremely Comfortable	45.00% 27
Very Comfortable	46.67% 28
Not Very Comfortable	6.67% 4
Not Comfortable at all	1.67% 1
TOTAL	60



Q7: In the past 12 months, how often have you personally experienced excluding, intimidating, offensive, and/or hostile conduct from members of this college?

Answered: 61 Skipped: 1



ANSWER CHOICES	RESPONSES	
Never	68.85%	42
Not Very Often	29.51%	18
Very Often	1.64%	1
TOTAL		61



Q7: In the past 12 months, how often have you personally experienced excluding, intimidating, offensive, and/or hostile conduct from members of this college?

Comments

5 responses

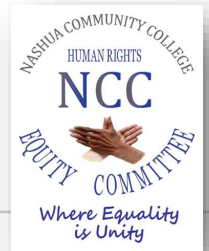
Somewhat often

The offensive conduct I have experienced has come from the LBGTs on campus.

Your survey is flawed. You need additional categories.

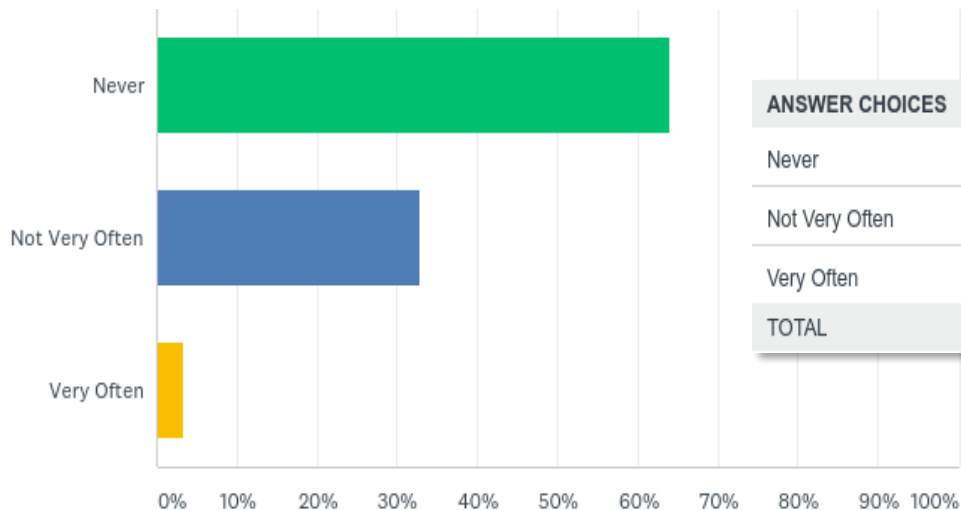
The range for answers is too wide. For example what is "not very often" represent. 5 times, twice, once a month..?

Yes, I have experienced passive aggressive behaviors scrutinizing and intimidating towards myself, coworkers, and sometimes toward students.

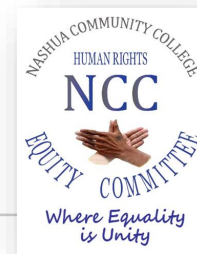


Q8: In the past 12 months, how often have you heard others at NCC make disparaging remarks about people because of their diversity?

Answered: 61 Skipped: 1



ANSWER CHOICES	RESPONSES	
Never	63.93%	39
Not Very Often	32.79%	20
Very Often	3.28%	2
TOTAL		61



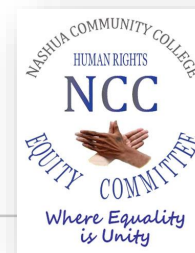
Q8: In the past 12 months, how often have you heard others at NCC make disparaging remarks about people because of their diversity?

Comments

2 responses

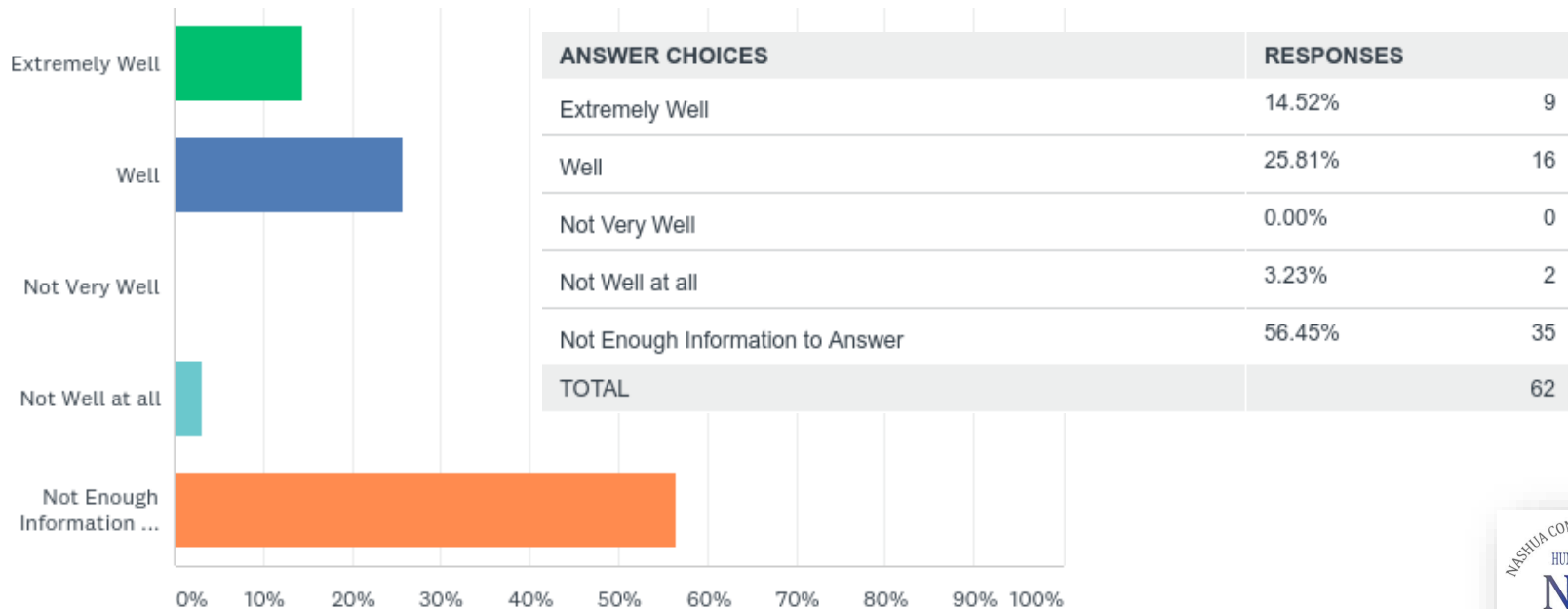
Your survey is flawed. You need additional categories.

Mostly student comments about others



Q9: How well does NCC address issues of unfair or inequitable treatment of faculty/staff who express their diversity?

Answered: 62 Skipped: 0



Q9: How well does NCC address issues of unfair or inequitable treatment of faculty/staff who express their diversity?

Comments

7 responses

I haven't heard of any issues that needed to be addressed.

I am not aware of any concerns in this area.

Information is not made public as it shouldn't be in an HR situation.

I feel a more unfair attitude towards my conservative views then I have towards anyones diversity

I know of a staff member who is unfair treated by their supervisor and nothing is being don

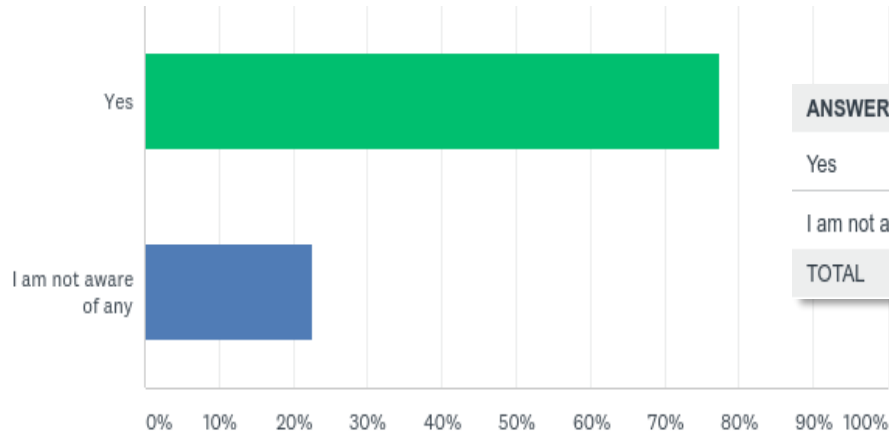
This information isn't typically made public so I wouldn't know

Feels like there is a culture of bullies and preferential treatment here.

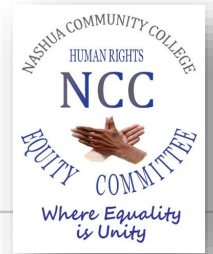


Q10: To your knowledge, are there systems and/or policies in place to assist employees/students if they experience any treatment that is not fair or equitable?

Answered: 62 Skipped: 0

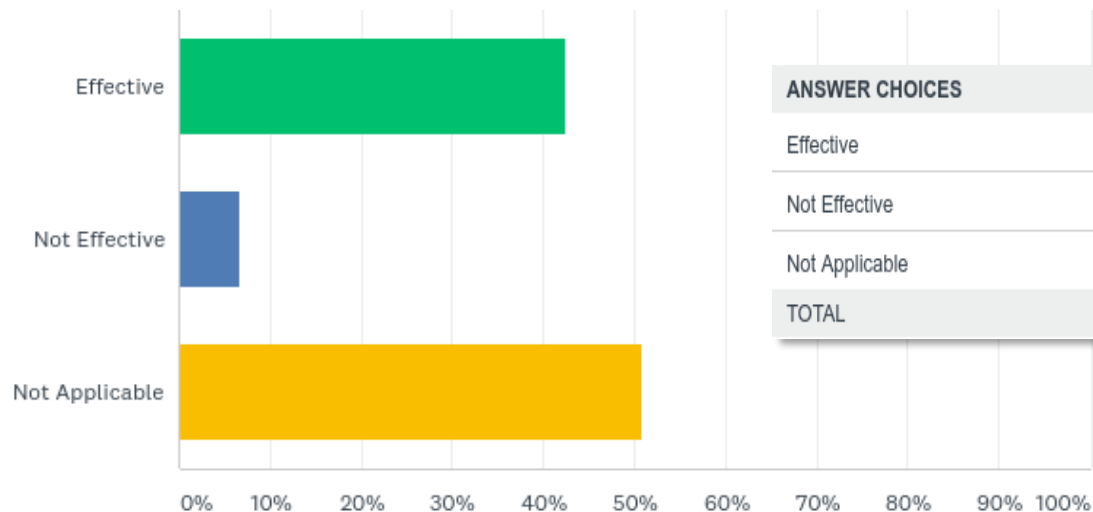


ANSWER CHOICES	RESPONSES
Yes	77.42% 48
I am not aware of any	22.58% 14
TOTAL	62



Q11: How effective are these systems or policies in addressing issues of treatment that are not fair and equitable?

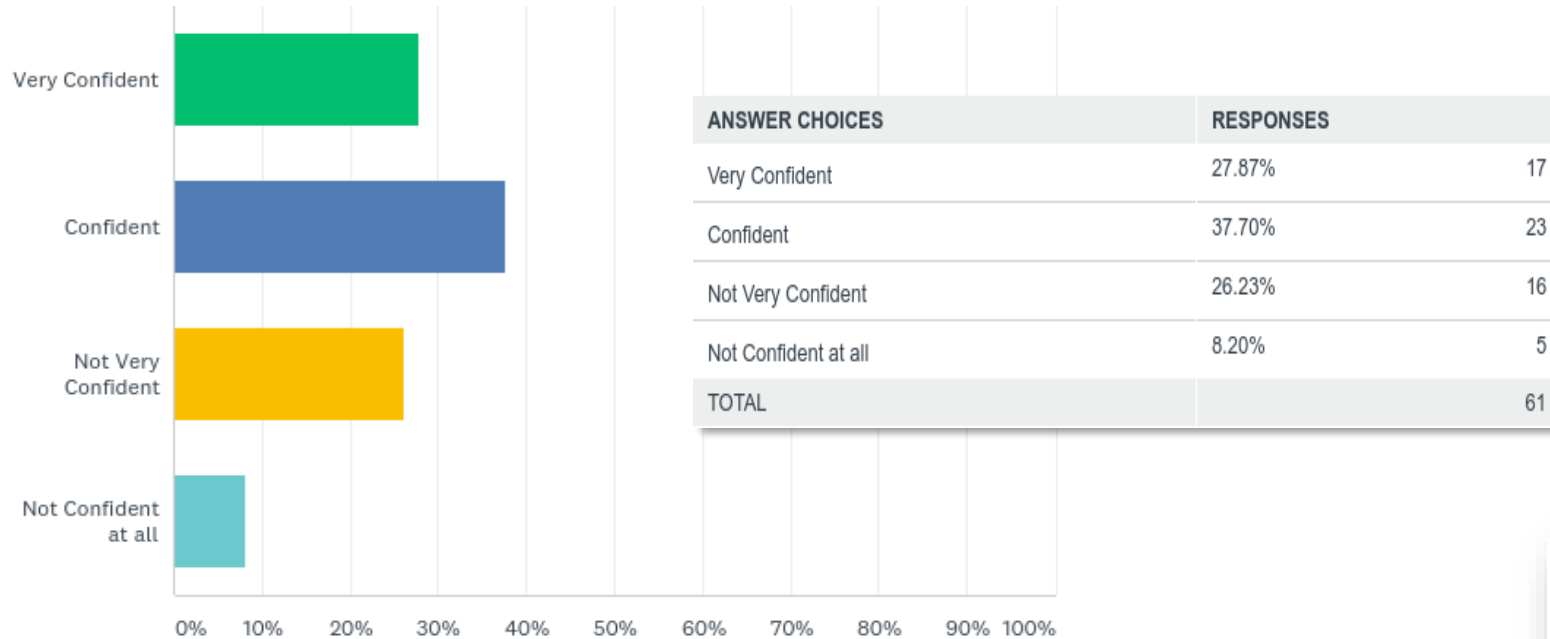
Answered: 59 Skipped: 3



ANSWER CHOICES	RESPONSES
Effective	42.37% 25
Not Effective	6.78% 4
Not Applicable	50.85% 30
TOTAL	59

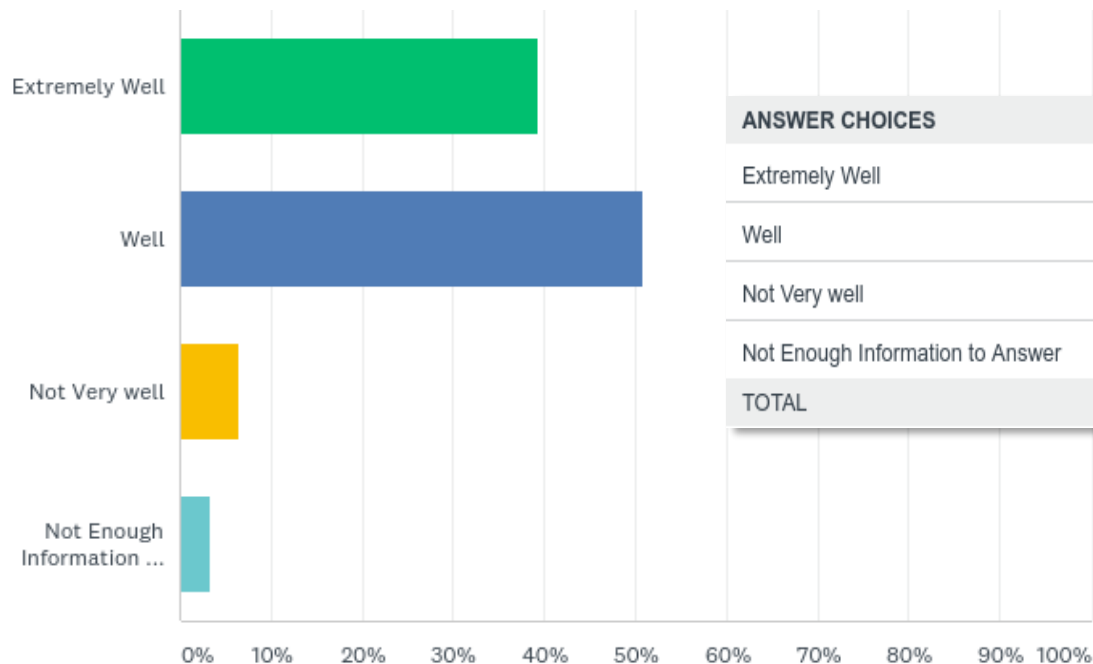
Q12: If you experience treatment that is not fair or equitable, how confident are you that you can file a complaint or grievance without fear of negative consequences to you?

Answered: 61 Skipped: 1



Q13: Overall, how well does NCC meet the needs of those with disabilities?(disabilities= physical, learning, mental)

Answered: 61 Skipped: 1



ANSWER CHOICES	RESPONSES
Extremely Well	39.34% 24
Well	50.82% 31
Not Very well	6.56% 4
Not Enough Information to Answer	3.28% 2
TOTAL	61



Q13: Overall, how well does NCC meet the needs of those with disabilities?(disabilities= physical, learning, mental)

Comments

5 responses

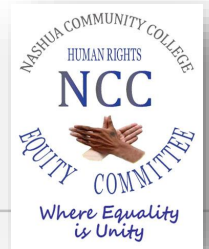
When I broke my foot and was on crutches and a scooter, I learned that the physical lay-out of disability access is not practical or workable. The handicap parking is in front of two doors that do not have an automatic button to open them. The bathrooms are difficult to get into with a physical disability.

Your survey is flawed. You need a fifth category that indicates a person is neutral on the subject. You are leading the person to answer this question.

The college has made a strong effort to meet the needs of all students.

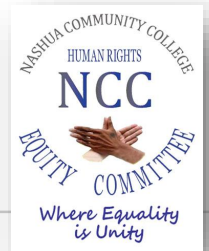
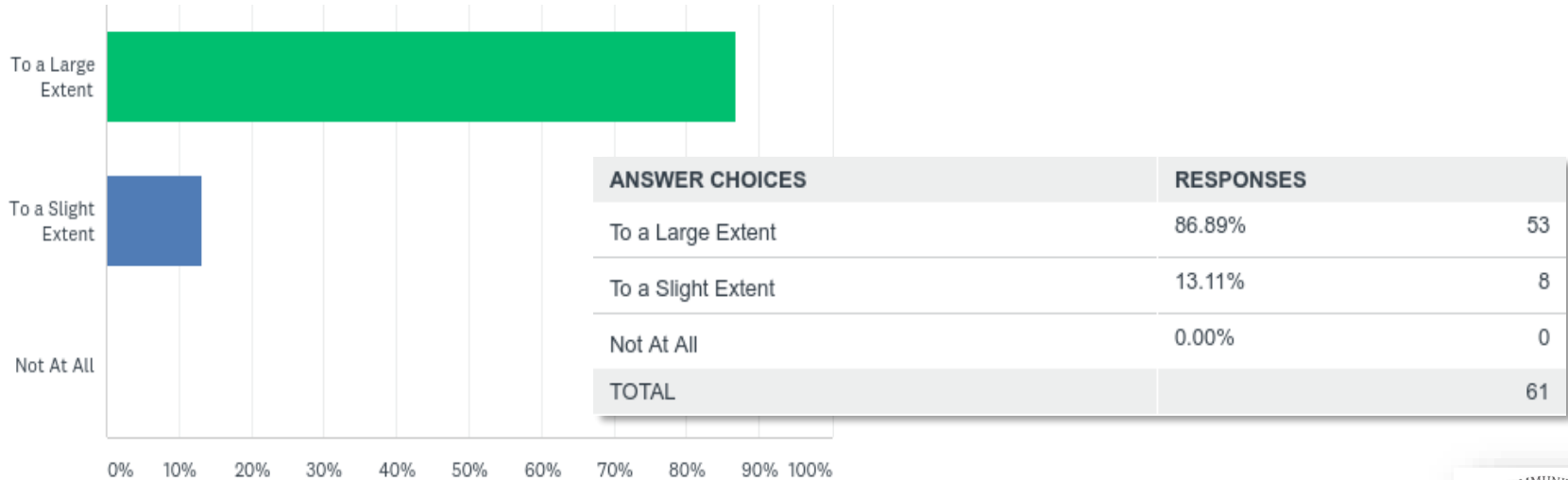
I had a large student last semester who sat in a chair and it broke. Security and medics were called and he wound up in the hospital. He also missed multiple school days. We need more appropriate equipment such as chairs for adult learners.

It would be beneficial for students to have an office for mental health assistance available on campus. Some students have openly complained that they felt mistreated.



Q14: To what extent do you feel your colleagues/coworkers treat you with respect?

Answered: 61 Skipped: 1



Q15: Please rate the relationship between the following groups in terms of the degree to which they are both courteous and professional here at NCC.

Answered: 62 Skipped: 0

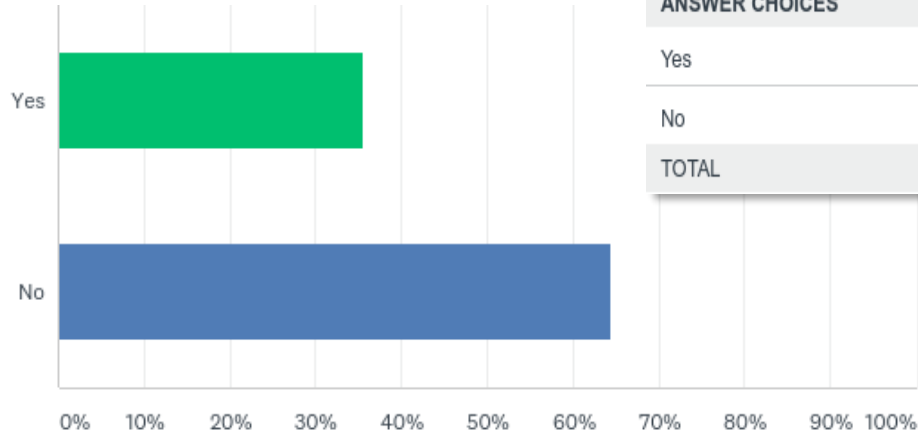


	EXTREMELY	VERY	NOT VERY	NOT AT ALL	N/A	TOTAL
Between Staff	41.94% 26	48.39% 30	4.84% 3	0.00% 0	4.84% 3	62
Between Staff and Faculty	32.26% 20	50.00% 31	14.52% 9	1.61% 1	1.61% 1	62
Between Faculty and Students	38.71% 24	54.84% 34	0.00% 0	1.61% 1	4.84% 3	62
Between Staff and Students	36.07% 22	52.46% 32	8.20% 5	0.00% 0	3.28% 2	61



Q16: Would you be interested in participating in diversity training?

Answered: 62 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	35.48% 22
No	64.52% 40
TOTAL	62



Q17: Any additional comments you feel would be helpful to the NCC Human Rights/Equity Committee:

10 responses

No

Please remember that the first amendment of the US Constitution allows free speech.

It would be good to have a dedicated person to whom complaints/issues could be forwarded, similar to the Disabilities Coordinator.

I do not know who set up the answers to these questions, but I believe they need some training in the writing of survey questions.

be more visible

I'm not aware of any concerns regarding diversity.

I believe that if a person has an issue they have the resources needed at NCC to provide the help they need. This committee is well advertised on TV Bulletin boards, pamphlets seen around campus and the web site. Perhaps to further promote the committee and its work information should be added to the student, faculty, and adjunct handbooks

Those who belong to minority religious groups are marginalized at NCC. Free speech and inquiry are not encouraged.

I have lived most of my life in much more diverse places than NH. Such training might not be appropriate for me and others like me. Multi-cultural discussions are always welcome though.

My faith is lost in the Human Rights/Equity Committee, because I do not feel supported or respected. This committee is does not meet frequently and does not have a protocol that is followed to support employees. Several people leave their jobs due to discrimination and hostile work environment here, but nothing gets done and no one is courageous enough to have these conversations.

