2022 OVPRI Climate Survey

Summary of Findings

May 2022

Goals

- Assess the workplace climate of the OVPRI as it relates to diversity, equity, and inclusion

- Track changes in climate annually over time

- Detect issues that are affecting workplace climate, adversely or favorably

- Identify actionable steps to further promote climate

Process Overview

- Survey distributed to 5th floor units and cores
- OEE, ETS, NDS analyzed data
- Data summaries presented to Exec Team, DEIC, Managers, and Directors
- Internal discussions of findings
  - Overall summary of findings presented to DEIC
  - Overall summary of findings presented to 5th floor directors and unit managers
  - Unit-specific results presented individually to directors (when number of responses >= 10)
- Next steps and actions
  - Overall summary of findings communicated to entire community
  - DEIC to rank content areas and recommend action plan for short- and long-term follow-ups (OVPRI wide)
  - Directors/managers to consider unit-specific action plan for short- and long-term follow-ups

Cautions and Caveats about the Data

- Moderate response rate (60%)

- Small sample size (n = 65 complete responses)

- Potential response biases
    - Survey responders vs. non-responders
    - Survey respondents who provided qualitative responses vs. those who did not
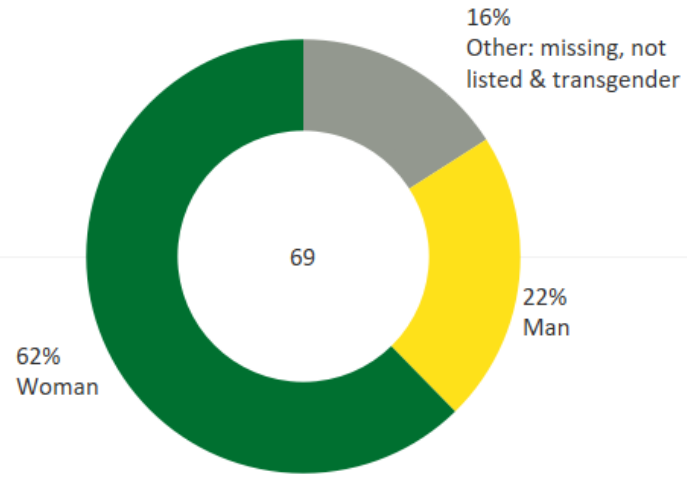
- Correlation versus causation

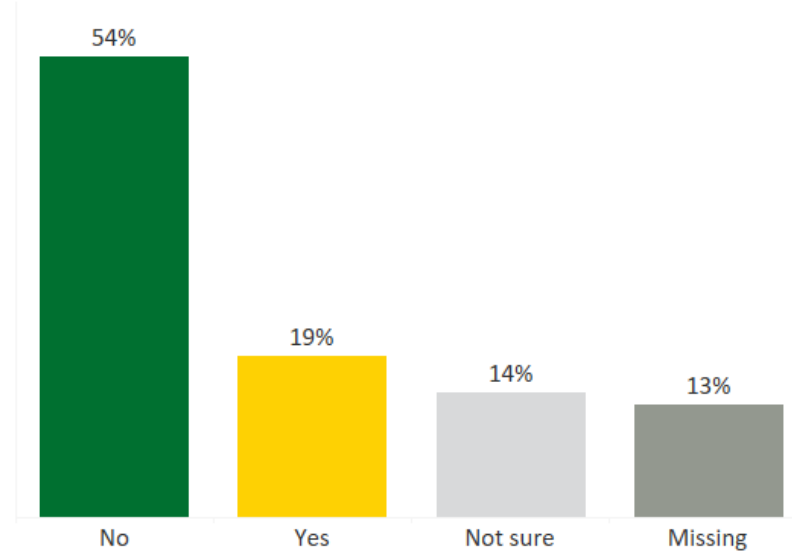# OVPRI Response Rate

Comparison between 2021 & 2022

	2021	2022
Distribution	111	109
Partial Responses	83	69
Complete Responses	64	65
Complete Response Rate	58%	60%

Demographic Information

Gender Identity

16%
Other: missing, not listed & transgender

62%
Woman

22%
Man

69

Underrepresented Groups

- No — 54%
- Yes — 19%
- Not sure — 14%
- Missing — 13%

Role within OVPRI

- Officer of Administration — 62%
- Classified Staff — 20%
- Faculty — 16%
- Other — 2%
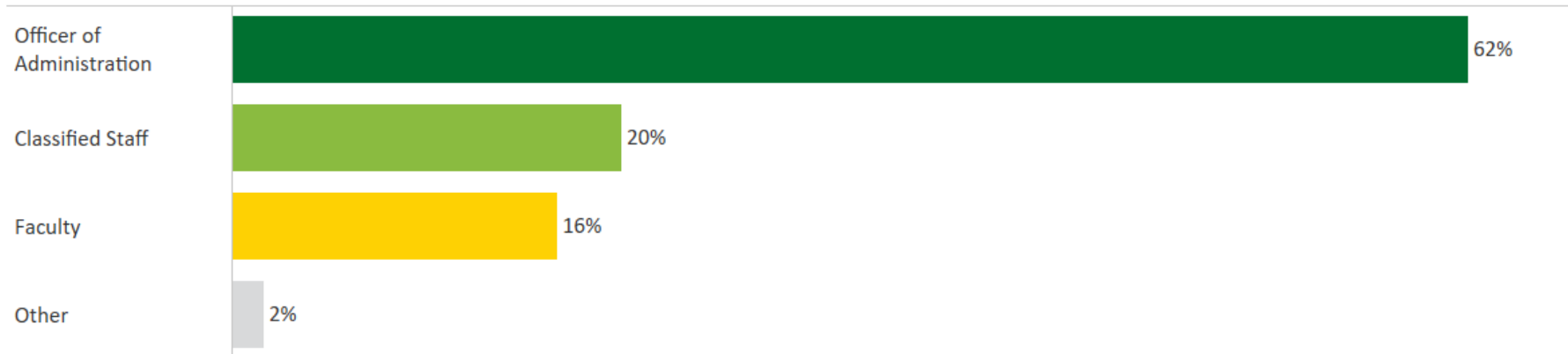
Distribution of Responses by Unit

Unit	Percentage
Research Core Facilities	36%
Other/Multiple units	17%
Sponsored Project Services (SPS)	16%
Research Compliance Services	10%
Research Finance Business Administration	7%
Research Technology Services	4%
Research Development Services	4%
Innovation Partnership Services	4%
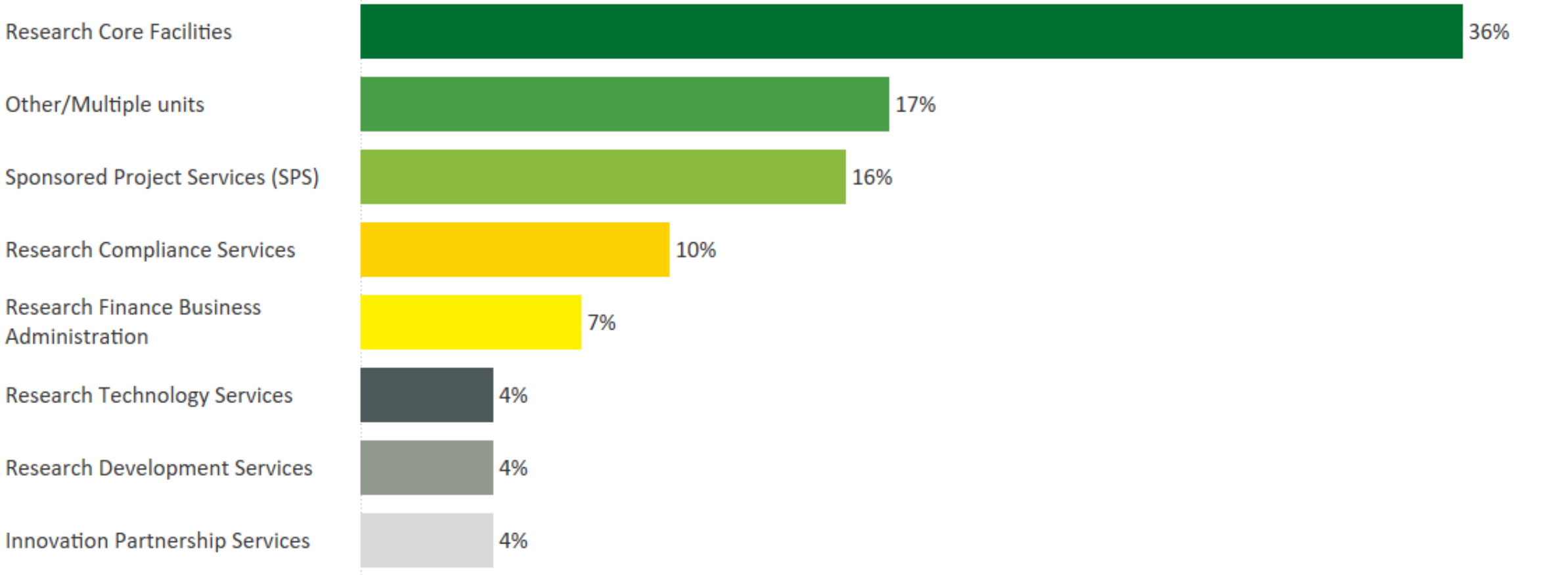
Overall OVPRI Climate Rating Comparison

YoY Average Rating
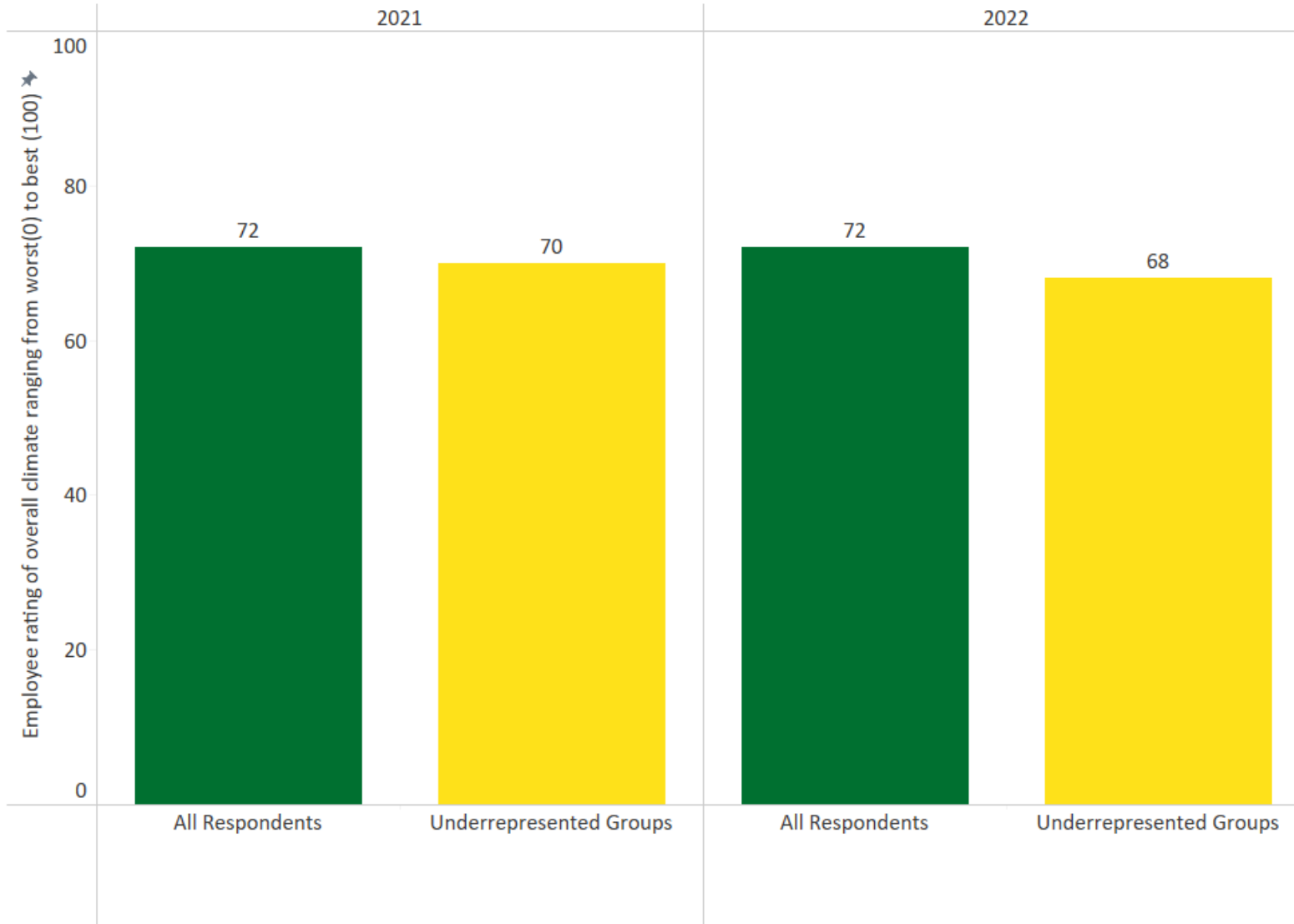
Overall OVPRI Climate Rating
All Respondents

Mean = 72
Median = 75

Std Dev = 18

Minimum = 20
Maximum = 100

% of Respondents

Employee rating of overall climate ranging from worst(0) to best (100)

9
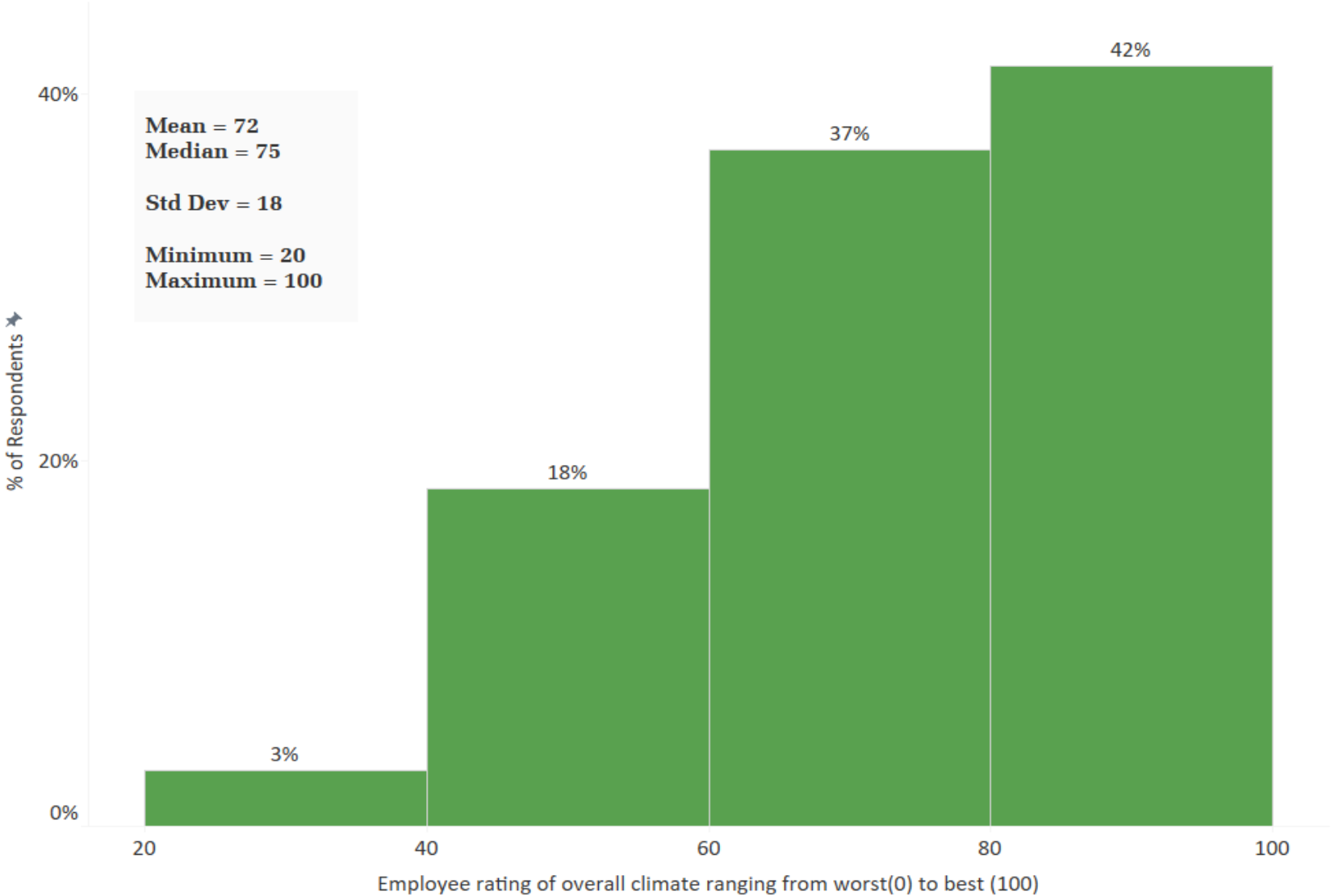
Overall OVPRI Climate Rating
Underrepresented Groups Only

Mean = 68
Median = 70

Std Dev = 21

Minimum = 20
Maximum = 100

% of Respondents

60%

40%

20%

0%

54%

23%

15%

8%

20   40   60   80   100

Employee rating of overall climate ranging from worst(0) to best (100)

10
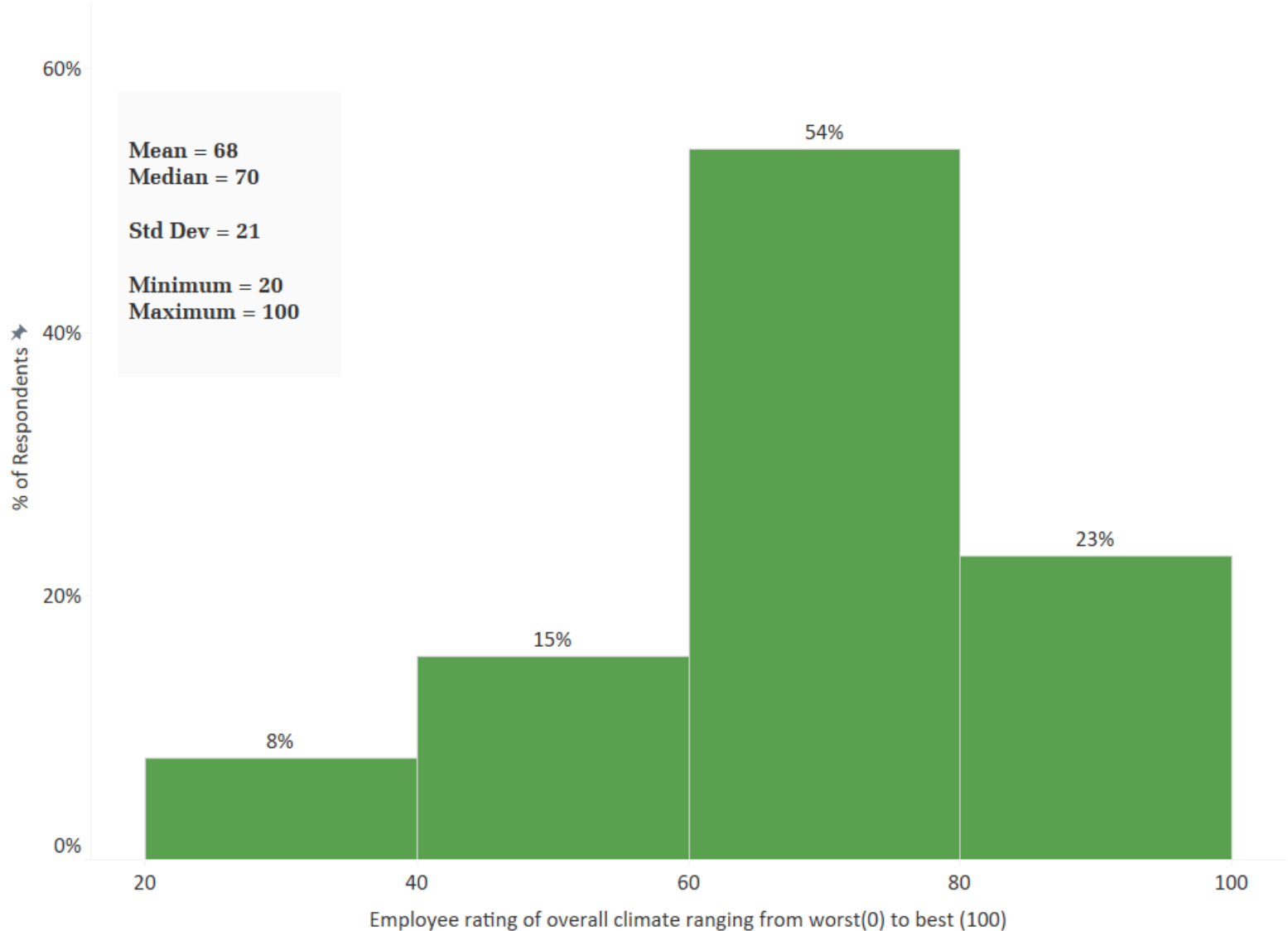
Positive Climate, Room for Growth

"I feel the overall climate within my unit is positive, supportive, welcoming, and encouraging."

"We communicate clearly and regularly with each other and have mutual respect for one another. I feel completely supported and understood by my colleagues in my unit."

"The director is very good at making things a team effort and letting others take the reigns on things they excel at. Additionally, the amount of flexibility and understanding offered to all employees in our unit is amazing (and has been especially appreciated during the pandemic). The majority of the time I don't think I could ask for a better work environment."

"I love working here and it's the best job in terms of collegiality I've had in year. That said, it's not perfect and the things we need to work on (self included) are communication and continuing education."

"We are committed to DEI and improving our practices BUT we are a work in progress and continue to make changes and adjust our processes as we learn and grow to be proactive to positive impacts."

11

Structure:

The following divergent bar charts display answers questions from best(up) to worst(down) based on the average score of respondents. Scores range from 1-3 or 1-5

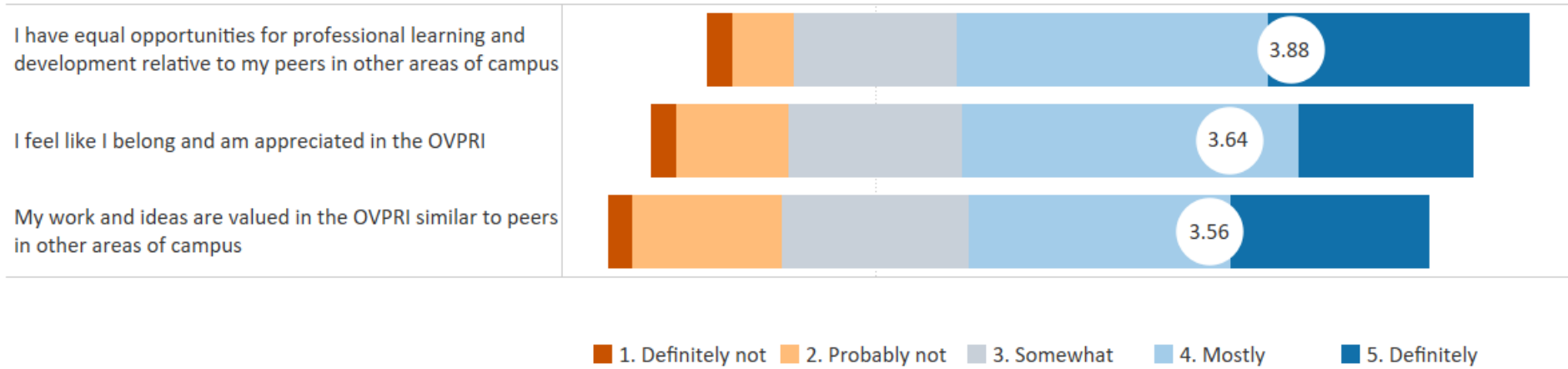The divergent approach shows the skew in sentiments. The dotted line divides positive sentiments from negative sentiments. Bars to the right of the line are positive, and the bars to the left are negative.

The labels show the average score per question. The higher the scores, the better. Lower average scores shows developmental areas.
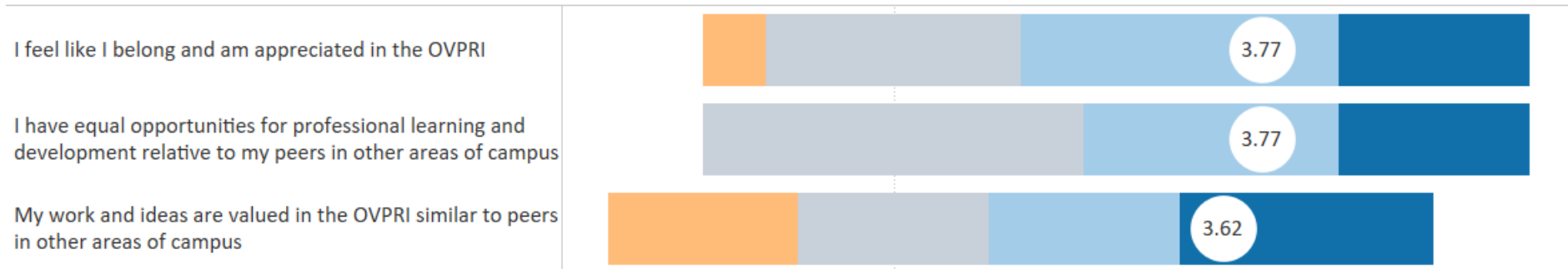
More neutral sentiments like "somewhat", in grey, are split into half positive and half negative.

When considering the climate within the entire OVPRI organization, please indicate your level of agreement with the following statements:
All Respondents

I have equal opportunities for professional learning and development relative to my peers in other areas of campus	3.88
I feel like I belong and am appreciated in the OVPRI	3.64
My work and ideas are valued in the OVPRI similar to peers in other areas of campus	3.56

■ 1. Definitely not ■ 2. Probably not ■ 3. Somewhat ■ 4. Mostly ■ 5. Definitely

Underrepresented Groups Only

|	
I feel like I belong and am appreciated in the OVPRI	3.77
I have equal opportunities for professional learning and development relative to my peers in other areas of campus	3.77
My work and ideas are valued in the OVPRI similar to peers in other areas of campus	3.62

Professional Development Opportunities

"There need to be more opportunities for training within the units, particularly for newer employees. The CRA training is excellent, but it would be great for people to have the opportunity to attend national or regional conferences to network with representatives from other institutions."

"Access to professional development opportunities are not made available across the board, with the exception of webinars. Individual opportunities are decided in private, not announced, and almost always granted to the same individuals. Maybe we could have annual professional development fund per employee to equalize support and encourage individuals to seek learning opportunities."

Challenges and Opportunities
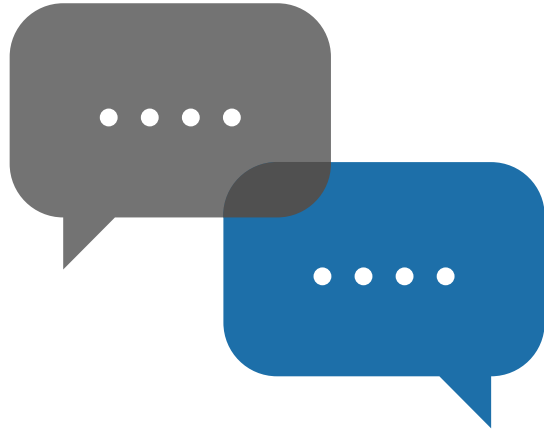
"We need to be better about hiring people from diverse backgrounds."

The city of Eugene is fairly homogeneous…we are not challenged by having a wide variety of employees from different walks of life. We are all fairly similar, and finding employees at all is a challenge, let alone new colleagues that may not look like the people who are already here. The primary challenge will be recruitment and retention."

"[We need] more support - in terms of increases in staff and staff salaries; the ability for staff to take their accrued time off without having to return to an even greater and impossible workload; full support for more fully remote work options; once staffing numbers are up, more staff prof development … all would help improve the work culture. The work culture has become increasingly unhealthy, as staff numbers have dwindled and the work has increased... Many of us are burned out. [We also need] training and educational opportunities where all OVPRI members participate in and learn about some of the same DEI topics - e.g. microaggressions, implicit bias, language, inclusive practices for honoring/celebrating holidays and historic moments/events - would give us the opportunity to learn and grow with others, and get us all "on the same page" relative to some of the DEI issues that do create tension and divisions within the unit and across the OVPRI."

15

Democratic Leadership and Follow-Through

"It would be nice to see upper management communicate more with non-management. This could alleviate or address some of the concerns turnover causes and also provide an opportunity for non-management folks to be heard since these changes strongly impact our day-to-day work experiences."
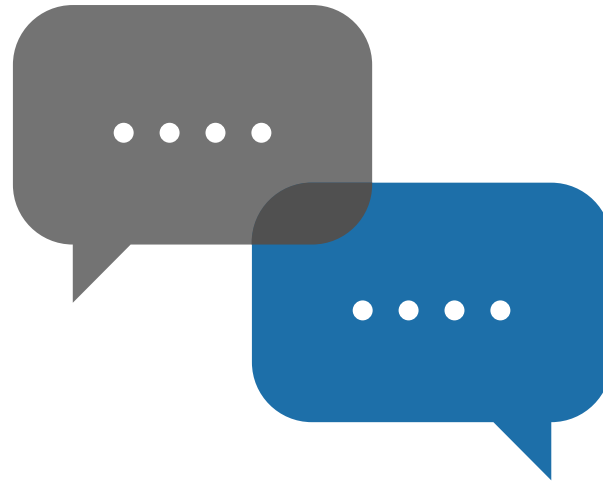
"Maybe once or twice a year OVPRI leadership could have a meeting with the units that make up the OVPRI organization to go over any concerns the units have with leadership policies and for leadership to share and get feedback on new policies leadership are thinking about implementing that would effect that particular unit OVPRI leadership is meeting with."

"Have OVPRI staff from the Johnson Hall interface with those not at Johnson Hall occasionally (including the VPRI)."

"Demystify the work of the VP/Executive Team. Much of the decision making in the division goes to the VP or Exec Team for discussion and deliberation and does not include any follow-up or explanation. Further, strategic plans and priorities are developed with no input from units or open forums for discussion, which goes against all best practices of strategic planning. More transparency and communication about the work and decisions at the executive level would build trust."

"Not enough follow-through on stated DEI goals and values."

In your experience within the entire OVPRI organization in the last 12 months, has insensitivity (i.e., subtle/microaggressions/implicit bias) related to issues of diversity resulted in any of the following outcomes?
All Respondents
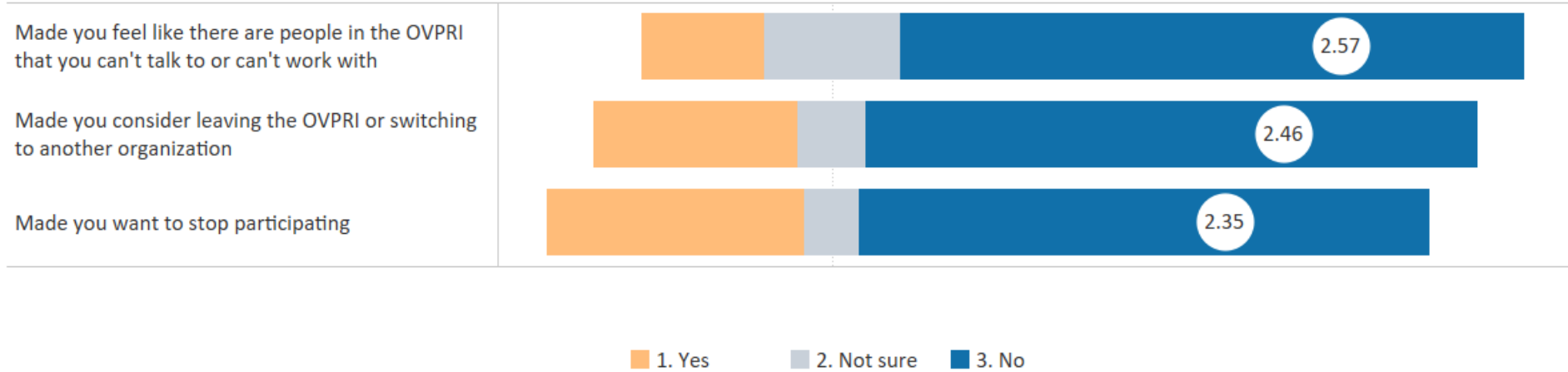
Made you feel like there are people in the OVPRI that you can't talk to or can't work with — 2.57

Made you consider leaving the OVPRI or switching to another organization — 2.46

Made you want to stop participating — 2.35

■ 1. Yes   ■ 2. Not sure   ■ 3. No

Underrepresented Groups Only

Made you feel like there are people in the OVPRI that you can't talk to or can't work with — 2.69

Made you consider leaving the OVPRI or switching to another organization — 2.31

Made you want to stop participating — 2.23
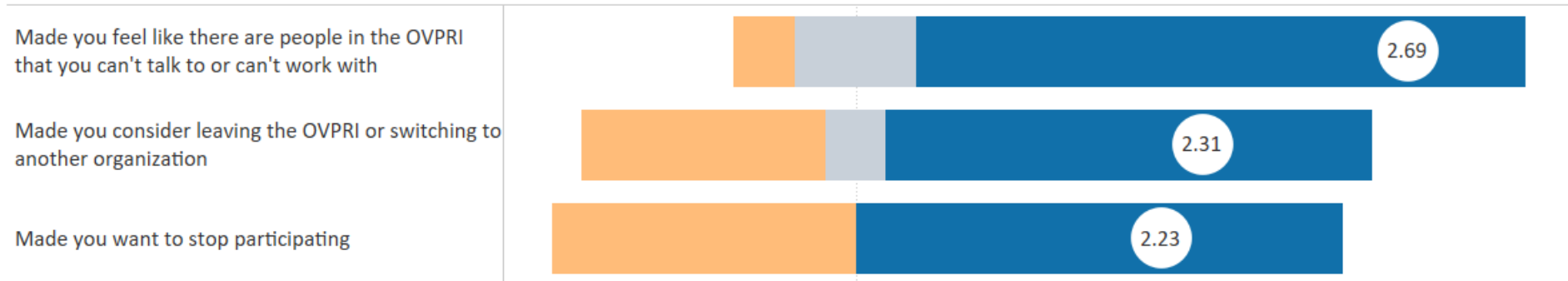
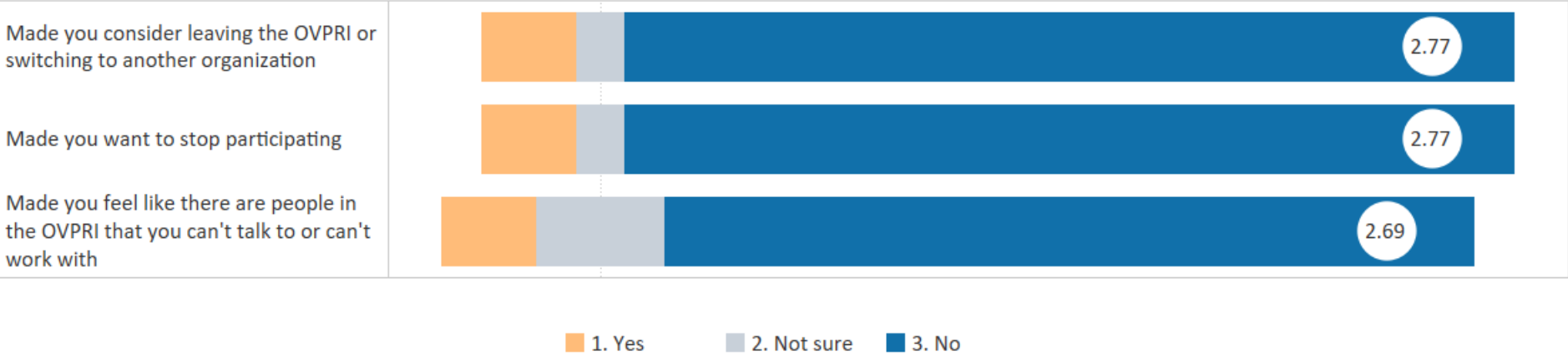**In your experience within the entire OVPRI organization in the last 12 months, has hostility (i.e., severe/explicit/overt discrimination) related to issues of diversity resulted in any of the following outcomes?**

All Respondents

Made you consider leaving the OVPRI or switching to another organization	2.77
Made you want to stop participating	2.77
Made you feel like there are people in the OVPRI that you can't talk to or can't work with	2.69

■ 1. Yes   ■ 2. Not sure   ■ 3. No

Underrepresented Groups Only

Made you consider leaving the OVPRI or switching to another organization	2.85
Made you want to stop participating	2.85
Made you feel like there are people in the OVPRI that you can't talk to or can't work with	2.77

During your time within the larger OVPRI organization, about how often have you heard someone make an insensitive or disparaging remark about people based on their:

All Respondents

Category	Score
Immigration status	4.92
Language spoken at home	4.92
Veteran/professional status	4.91
Disability status	4.80
Sexual orientation	4.78
Racial or ethnic identity	4.72
Socioeconomic background	4.72
Religious background	4.65
Gender or gender identity	4.54
Age or generation	4.08
Political affiliation/view	4.03

Legend: 1. Very Often 2. Often 3. Sometimes 4. Rarely 5. Never
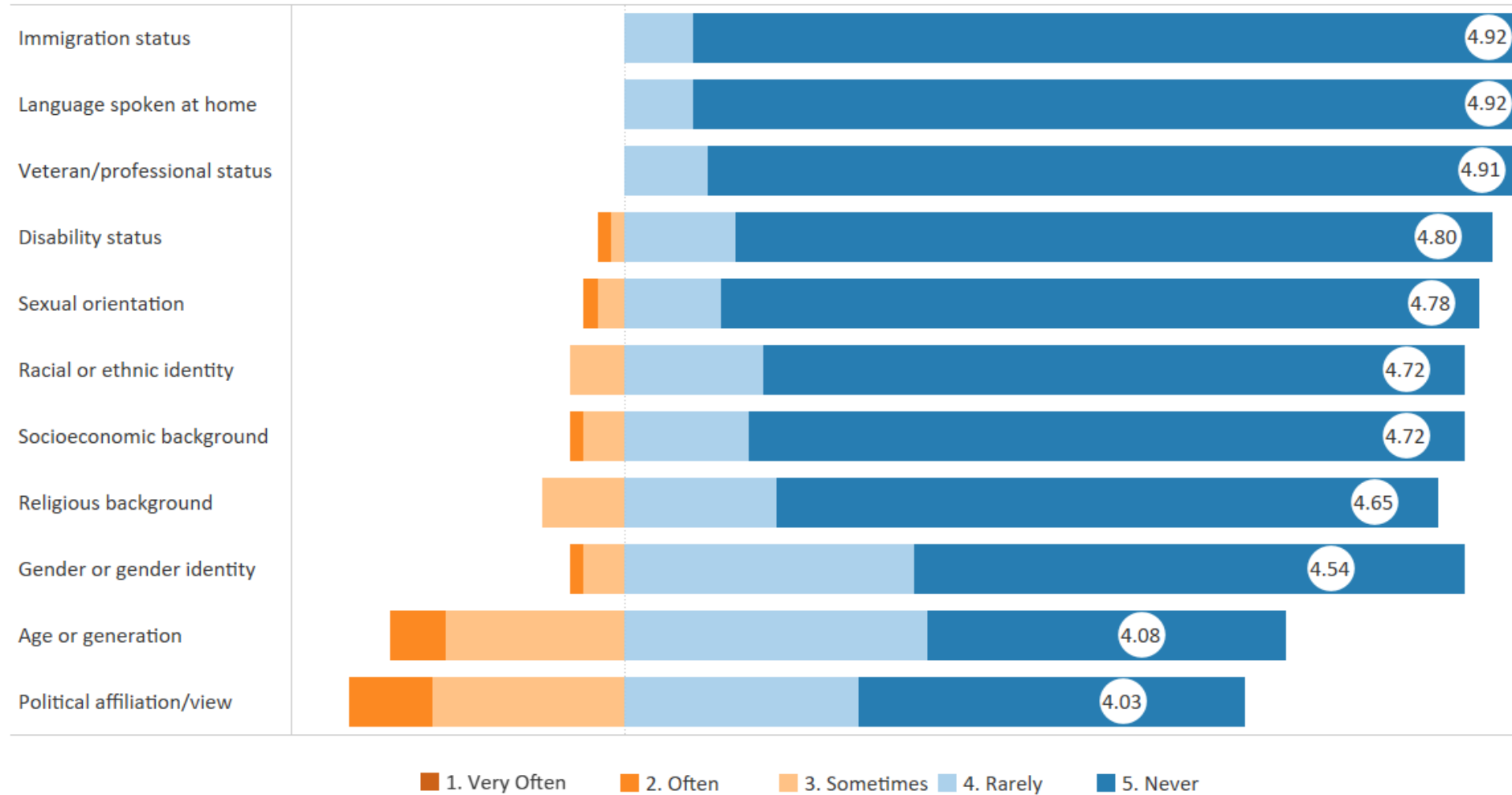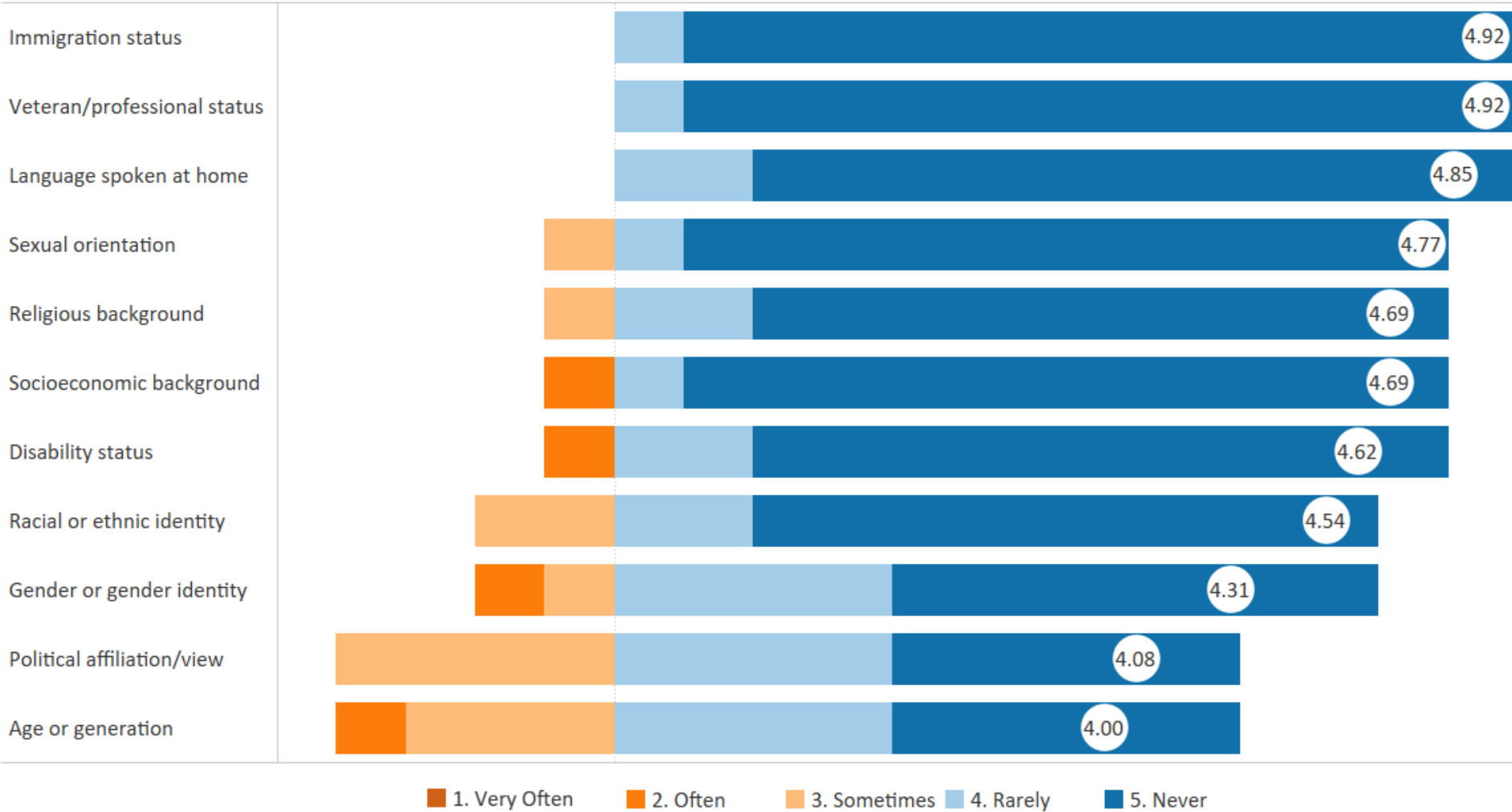
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Underrepresented Groups Only

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Socioeconomic background	4.69
Disability status	4.62
Racial or ethnic identity	4.54
Gender or gender identity	4.31
Political affiliation/view	4.08
Age or generation	4.00

Legend: ■ 1. Very Often ■ 2. Often ■ 3. Sometimes ■ 4. Rarely ■ 5. Never

Harmful Experiences

"There are small comments/micro aggressions that seem not worth addressing in the moment (or would feel uncomfortable addressing because they're made by people in positions of power) that, while minor and don't keep me from doing my job, still add to a feeling that the DEI work we espouse is at least partly lip service and isn't really sinking in on a deeper level."

"I have very many moments (probably multiple times a week) of feeling isolated and stifled by the cisgendered, heterosexual whiteness of my working environment. I see so many unconscious biases swirling around (within myself as well) and it's extremely difficult to know how to address this let alone be fully myself."
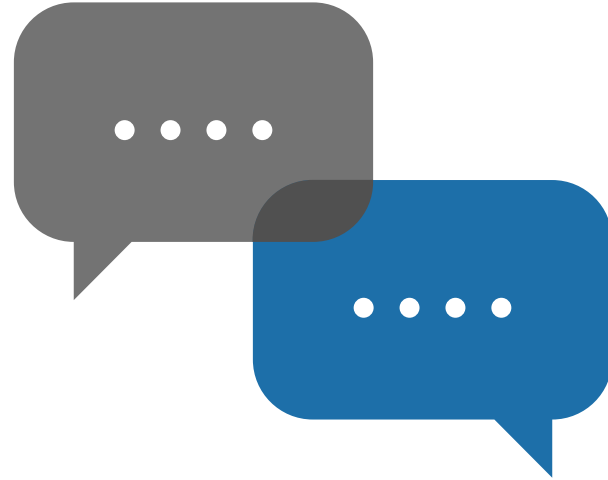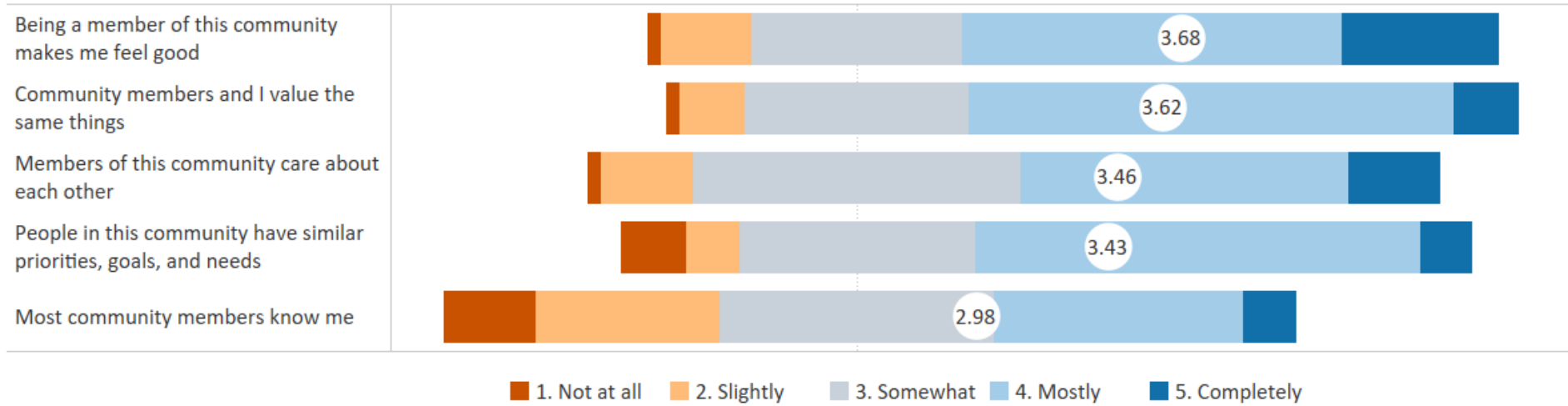
"I have seen one instance of unconscious bias (age), which I called out but which eventually led to the employee leaving the unit. I am aware of two instances of employees who left because they felt discriminated against (sex), but I did not witness it myself.

"There seems to be preferential treatment towards the guys. The men are regularly praised for their good work, but the women are not acknowledged."
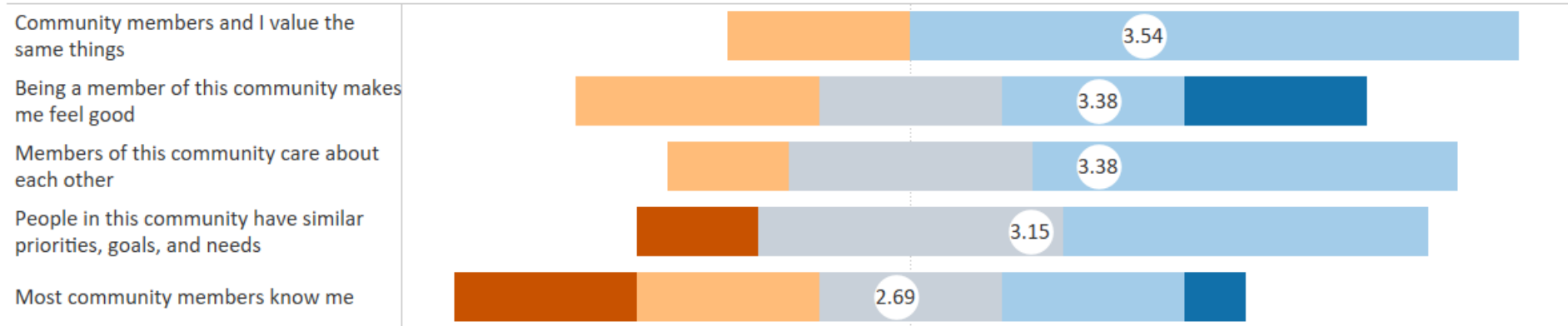
"I believe that my efforts to be included on OVPRI DEI and related initiatives is generally rejected because of me being a white man...I believe I have a lot to offer to the DEI conversation and would like to be included, however, at this time, feel like an outsider to any OVPRI initiative based on several statements that made me uncomfortable."

How well do each of the following statements represent how you feel about the community within the entire OVPRI organization?
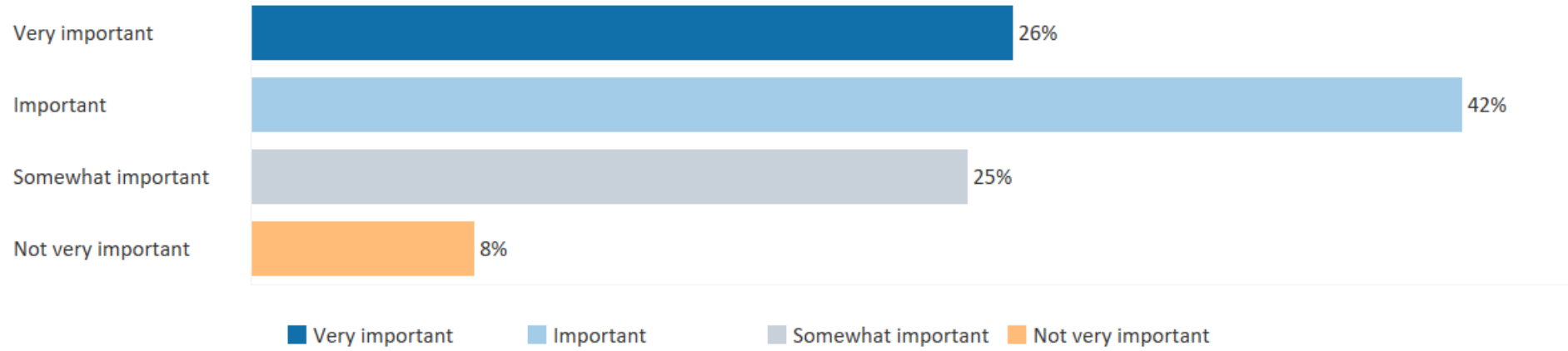**All Respondents**

Statement	Mean
Being a member of this community makes me feel good	3.68
Community members and I value the same things	3.62
Members of this community care about each other	3.46
People in this community have similar priorities, goals, and needs	3.43
Most community members know me	2.98

Legend: ■ 1. Not at all ■ 2. Slightly ■ 3. Somewhat ■ 4. Mostly ■ 5. Completely

Underrepresented Groups

Statement	Mean
Community members and I value the same things	3.54
Being a member of this community makes me feel good	3.38
Members of this community care about each other	3.38
People in this community have similar priorities, goals, and needs	3.15
Most community members know me	2.69

How important is it to you to feel a sense of community with other OVPRI employees?

All Respondents

Very important	26%
Important	42%
Somewhat important	25%
Not very important	8%

Legend: ■ Very important ■ Important ■ Somewhat important ■ Not very important

Underrepresented Groups Only

Very important	31%
Important	31%
Somewhat important	23%
Not very important	15%
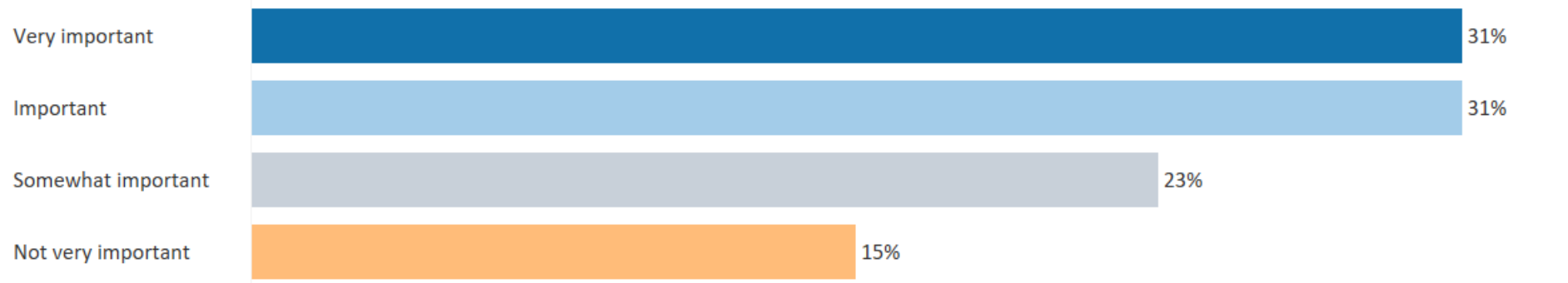
Community Engagement

"There could be more opportunities for members of different units within OVPRI to become familiar with one another and the work of each other's units, although I realize that has been more difficult in recent years with all of us working remotely for over a year and many of us still working remotely."

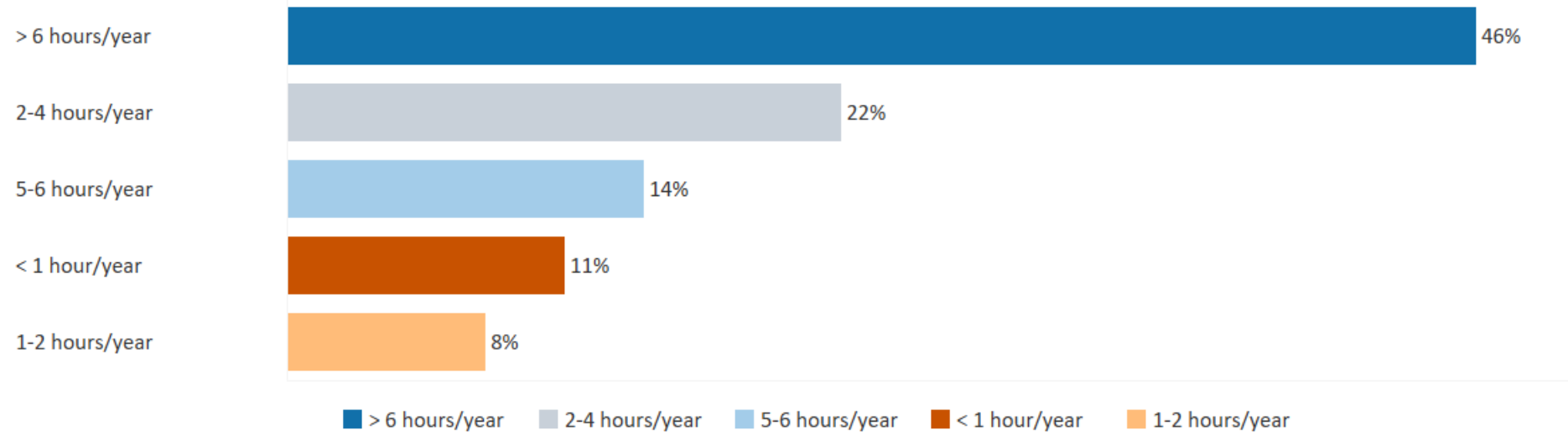*"Maybe there's room for other interest groups like the book club or the former photo challenges."*

"This has been a real challenge due to COVID. It would be good to have opportunities to attend events that unite us in our common goal - research talks (pub talks), community outreach (a day of volunteering, or fundraising, like car wash or community gardens)."

"I would honestly encourage folks to move away from pushing the importance of having a sense of strong community at work onto folks within the OVPRI...I seek community from many other aspects of my life, and I honestly feel further isolated by the assumption that I need my workplace to feel like some kind of home or family. I mostly would like to my workplace to be a place where I feel treated and compensated fairly and valued for the labor I perform, and I would much rather see the OVPRI give folks better worklife balance, higher pay, and reduced stress levels, so we are able to more fully enjoy our lives and have more freedom to choose if that community comes with coworkers or not. "

On an annual basis, how much time are you interested in devoting to your own continuing education on the topics of diversity, equity, and inclusion?

All Respondents

Category	Percentage
> 6 hours/year	46%
2-4 hours/year	22%
5-6 hours/year	14%
< 1 hour/year	11%
1-2 hours/year	8%

Legend: > 6 hours/year · 2-4 hours/year · 5-6 hours/year · < 1 hour/year · 1-2 hours/year

Underrepresented Groups Only

Category	Percentage
> 6 hours/year	92%
< 1 hour/year	8%

Key Takeaways

- Overall positive climate, but wide range and lower ratings from employees with underrepresented identities
  - Sense of belongingness, appreciation, and respect are good
  - No consistent concerns about hostility affecting teamwork, retention, or participation
- Opportunities for growth
  - Improved accountability and follow-through on DEI commitments
  - Organization-wide trainings to create common understandings (esp. around language)
  - Equitable access to professional development and training opportunities
  - Addressing pay equity, turnover, flexible work agreements, and workloads to maintain morale
  - Renewed emphasis on recruiting and retention of diverse staff
  - Open lines of communication and transparency between leadership and staff
  - Optional, in-person community-building activities for those who are interested

Next Steps for the DEIC

- DEIC to discuss identified themes
- DEIC to identify opportunities for improvement and engagement activities in the coming year
- DEIC to consider opportunities for collaboration with other similar committees on campus