

NACCC Manager and Classified Professional Survey Key Findings

The National Assessment of Collegiate Campus Climate (NACCC) survey administered to all full-time managers and classified professionals in October, 2022.

166 Respondents
53%

MATTERING IN THE WORKPLACE

Employees have a Sense of Belonging, Their Perspective is Valued, and They Feel Supported

White Staff: 56%

Staff of Color: 45%



KNOWLEDGE OF RESPONDING TO RACISM: POLICIES AND RESOURCES

- Every group rated their knowledge of college policies and procedures at less than 3.0 on a scale of 1 (low) to 5 (high).
- Less than half of the respondents said they had received formal racial learning through the college's professional development.

LONG-TERM COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

Only 56% of white staff and less than 30% of all other groups are very or extremely confident that RCC has a long-term commitment to DEI in the workplace.

Recommendations

- Improve senior leadership communication about decisions including acknowledging racial incidents and the impact they have on our community.
- Empower affinity groups to engage in conversations -- actively include them in intentional dialogue and action planning.
- Widely share the definitions of racism and the college's anti-racist policies.
- Train the community on how to respond to incidents including a formal reporting process.
- Senior leadership must actively and regularly share the college's commitment to DEI.
- RCC's Mission, Vision, and Values should clearly reflect a commitment to DEI.

Members of the college's first Equity Minded Learning Institute (EMLI) have formed the core team responsible for communicating these results, recommending specific actions to the President's Leadership Team, and monitoring, assessing, and reporting on progress.

The Report has much more -- please read it on RCC's Institutional Effectiveness page: <https://rcc.edu/faculty-resources/institutional-effectiveness.html>