More than 230 employees participated in the 2023 SDCCE Employee Cultural Climate Survey to help executive leadership identify and execute actions towards fostering an environment where employees feel welcomed, valued, and respected. In the upcoming months, managers will leverage the results from this survey to address gaps reported by employees.

15



CE Miramar employees participated in the Employee Cultural Climate Survey.

100%

Employees enjoy working at the CE Miramar Site.

100% People at the CE Miramar

Site work well together.



Employees feel a sense of belonging to the CE Miramar Site.

100%



Employees feel safe at the CE Miramar Site.

40%



Employees are satisfied with the level of support they receive from IT at the CE Miramar Site.

44%



Employees are satisfied with the support they receive from facilities at the CE Miramar Site.



Employees have a favorable opinion of the physical appearance of the CE Miramar Site.

Priority Areas To Be Addressed Based on CE Miramar Employees' Feedback

In order to prioritize the information available, this section highlights topics

related to statements with levels of disagreement/dissatisfaction from employees of 15 percent or higher. Additionally, the report includes topics with a number of open-ended responses equivalent to 15% or more of the campus survey respondents.



Employees harbor reservations

regarding SDCCE's emergency

preparedness, suggesting a lack of confidence in the institution's safety protocols.



There is employee discontent in areas of communication and

collaboration. Concerns encompass the adequacy of communication, particularly concerning institution-wide decisions, perceived deficiencies in interdepartmental collaboration, and uncertainties about communication effectiveness regarding safety matters.



DEIAA efforts, encompassing

concerns over perceived inequities in hiring practices, inadequate professional development opportunities pertaining to diversity, equity, and intersectionality, and fears of negative consequences or discrimination upon disclosing personal information.



Employee confidence in both departmental and institutional leadership is faltering, with

doubts arising about the effectiveness of leadership and whether employee complaints are taken seriously.



reservations about how much

their contributions to SDCCE and their respective departments are valued, alongside doubts about whether SDCCE fosters open sharing of ideas.



Discontent centers on workload and the level of support available to foster a

healthy work/life balance.

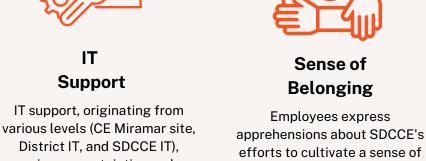


Facilities at the CE Miramar site is a concern.



raises uncertainties and

dissatisfaction. Open-ended comments show concerns about the understaffed IT department in CE Miramar and express a need for more IT support to manage their workload effectively. Challenges in obtaining timely responses from the IT department and facilities for inquiries and needs are mentioned.



community among students and staff and their sense of

belonging to the institution.





Management Career advancement prospects within SDCCE emerge as a source of dissatisfaction

among employees.