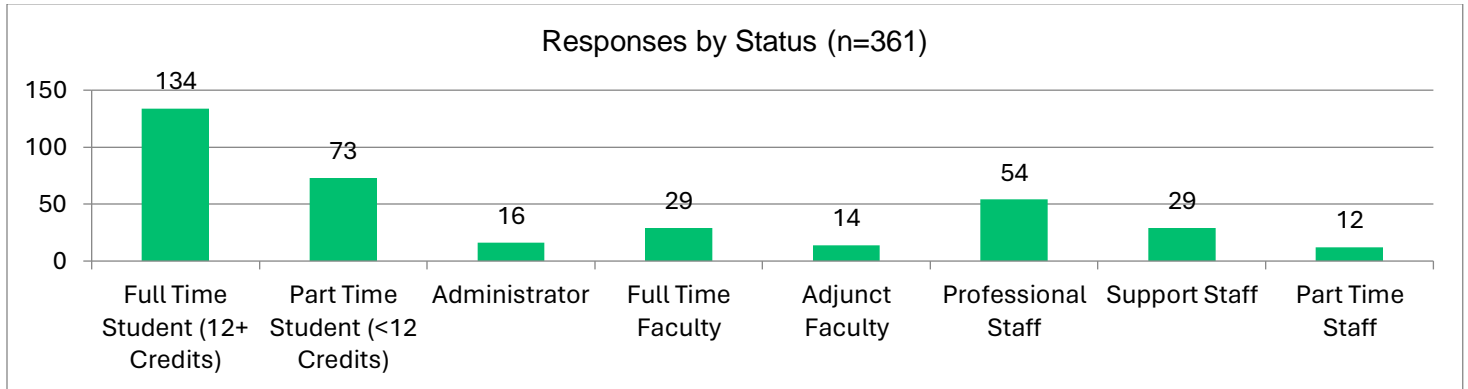


Appendix B

2024 Kishwaukee College Campus Climate Survey Report

- In Spring 2024, all Kishwaukee College students and employees were surveyed on various elements of Diversity, Equity, and Inclusion to determine feelings on how well the campus addressed these topics.

Responses Proportions:



Response Ratings Sorted from Highest to Lowest Weighted Average on 4.0 Scale:

Student Feedback	Never		Sometimes		Fairly Often		Always		Unsure/N/A		Total	Weighted Average
Instructors praise students equally regardless of race, gender, national origin, or disability.	0.72%	1	2.88%	4	11.51%	16	74.82%	104	10.07%	14	139	3.78
Classroom assignments are distributed equitably with regard to gender, race, national origin, or disability.	2.86%	4	4.29%	6	5.71%	8	71.43%	100	15.71%	22	140	3.73
Language used by staff which does not stereotype people or groups.	2.88%	4	4.32%	6	11.51%	16	68.35%	95	12.95%	18	139	3.67
Staff are responsive to the needs of students with disabilities.	0.72%	1	3.60%	5	18.71%	26	61.15%	85	15.83%	22	139	3.67
Diversity, Equity, Inclusion and Accessibility efforts on campus are recognizable.	1.45%	2	5.07%	7	16.67%	23	68.12%	94	8.70%	12	138	3.66
Instructors promote the appreciation of diverse backgrounds and cultures.	1.44%	2	7.91%	11	13.67%	19	63.31%	88	13.67%	19	139	3.61
Special activities and speakers reflect the diverse nature of the school and larger community.	0.72%	1	7.19%	10	15.83%	22	46.76%	65	29.50%	41	139	3.54
Instructors promote cooperation of students through activities which help them to work together more effectively.	0.72%	1	15.83%	22	16.55%	23	59.71%	83	7.19%	10	139	3.46
Class materials such as PowerPoints, textbooks, videos, and websites depict people of varied gender, racial, ethnic, age, and disability groups in a variety of roles.	4.32%	6	7.19%	10	17.27%	24	48.92%	68	22.30%	31	139	3.43
Spring 2024 Diversity, Equity, Inclusion and Accessibility Survey												
Please rate your feelings on the following statements.												
Staff Feedback	Never		Sometimes		Fairly Often		Always		Unsure/N/A		Total	Weighted Average
I believe that diversity enhances the overall academic experience.	1.60%	2	7.20%	9	10.40%	13	73.60%	92	7.20%	9	125	3.68
Opportunities for professional development are accessible to all members of the academic community, regardless of their background.	1.59%	2	12.70%	16	23.02%	29	58.73%	74	3.97%	5	126	3.45
Overall, I believe that our academic institution is committed to fostering diversity, equity, inclusion and accessibility.	4.00%	5	16.80%	21	22.40%	28	53.60%	67	3.20%	4	125	3.30
The academic policies and practices support an inclusive and equitable environment.	0.80%	1	18.40%	23	29.60%	37	45.60%	57	5.60%	7	125	3.27
There are mechanisms in place to address incidents of discrimination or bias.	4.80%	6	12.80%	16	16.00%	20	43.20%	54	23.20%	29	125	3.27
Academic policies and procedures are inclusive and considerate of diverse needs.	1.60%	2	16.00%	20	34.40%	43	37.60%	47	10.40%	13	125	3.21
The recruitment and hiring processes in our academic institution promote diversity and inclusivity.	2.38%	3	17.46%	22	25.40%	32	38.10%	48	16.67%	21	126	3.19
Opportunities for leadership roles are equally accessible to individuals from diverse backgrounds.	5.60%	7	18.40%	23	20.80%	26	42.40%	53	12.80%	16	125	3.15
I believe there is equal access to resources and opportunities for all employees.	9.60%	12	17.60%	22	27.20%	34	42.40%	53	3.20%	4	125	3.06
Training programs related to diversity and inclusion are readily available and encouraged.	5.65%	7	20.97%	26	31.45%	39	35.48%	44	6.45%	8	124	3.03
Mentorship programs are in place to support underrepresented groups in academia.	8.00%	10	20.80%	26	24.80%	31	21.60%	27	24.80%	31	125	2.80