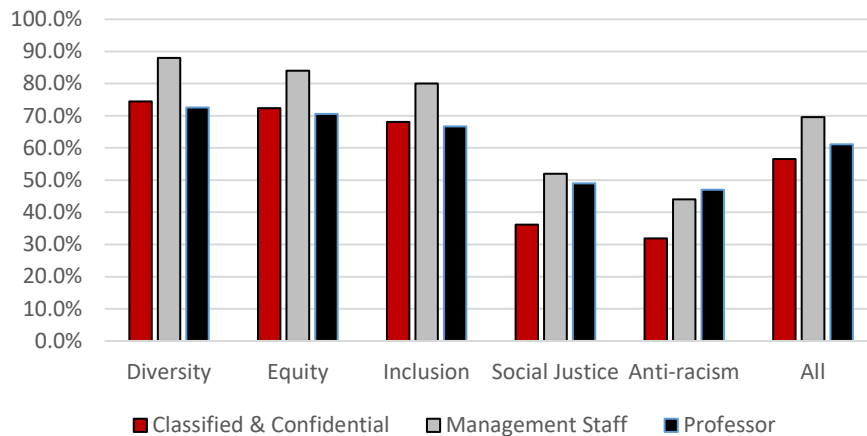


Spring 2021 Campus Climate Report

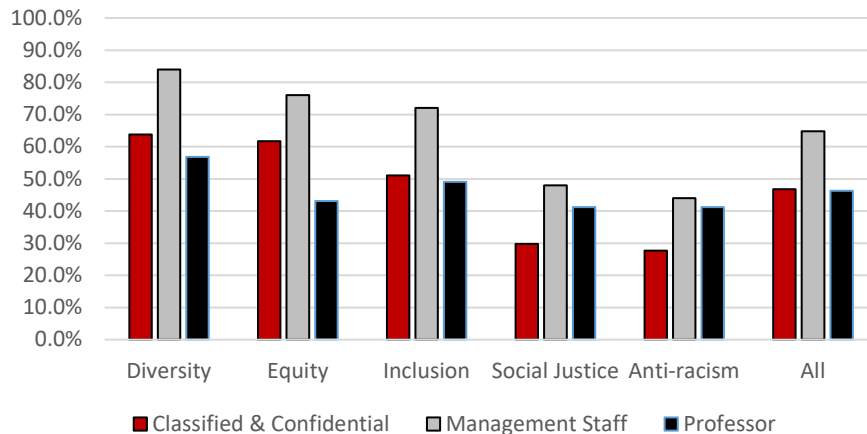
Percentage agreement to - Mt. SAC's mission, vision, and core values reflect a commitment to:						
	Diversity	Equity	Inclusion	Social Justice	Anti-racism	All
Classified & Confidential (n = 47)	74.5%	72.3%	68.1%	36.2%	31.9%	56.6%
Management Staff (n = 25)	88.0%	84.0%	80.0%	52.0%	44.0%	69.6%
Professors (n = 51)	72.5%	70.6%	66.7%	49.0%	47.1%	61.2%

Mt. SAC's mission, vision, and core values reflect a commitment to:

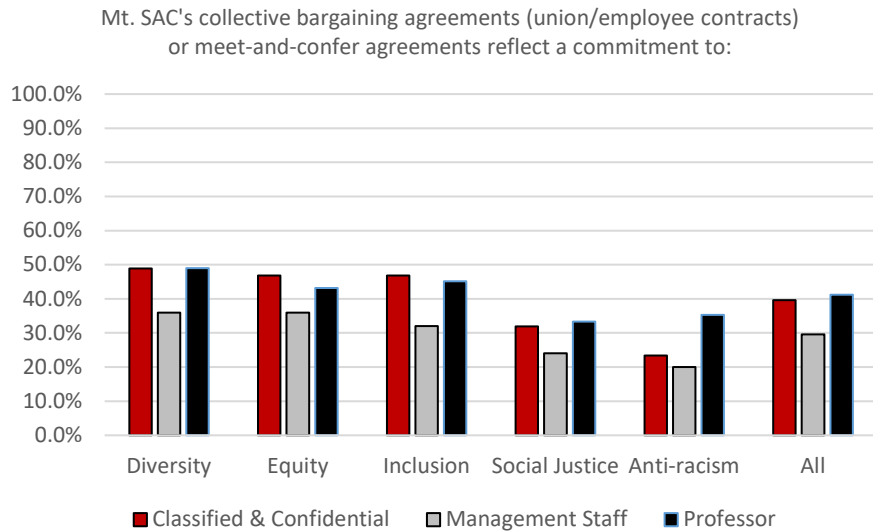


Percentage agreement to - Mt. SAC's Board Policies (BPs) and Administrative Procedures (APs) reflect a commitment to: - Diversity						
	Diversity	Equity	Inclusion	Social Justice	Anti-racism	All
Classified & Confidential (n = 47)	63.8%	61.7%	51.1%	29.8%	27.7%	46.8%
Management Staff (n = 25)	84.0%	76.0%	72.0%	48.0%	44.0%	64.8%
Professors (n = 51)	56.9%	43.1%	49.0%	41.2%	41.2%	46.3%

Mt. SAC's Board Policies (BPs) and Administrative Procedures (APs) reflect a commitment to:



Percentage agreement to - Mt. SAC's collective bargaining agreements (union/employee contracts) or meet-and-confer agreements reflect a commitment to:						
	Diversity	Equity	Inclusion	Social Justice	Anti-racism	All
Classified & Confidential (n = 47)	48.9%	46.8%	46.8%	31.9%	23.4%	39.6%
Management Staff (n = 25)	36.0%	36.0%	32.0%	24.0%	20.0%	29.6%
Professors (n = 51)	49.0%	43.1%	45.1%	33.3%	35.3%	41.2%



Qualitative responses to why a person was unable to select any of the boxes for the above questions:

Classified & Confidential:

- Although on paper all these topics are covered, I do not see it practiced.
- Collective bargaining agreements are not appropriate for this.
- District-wide efforts have come across in a superficial manner that addresses DEI. These activities seem to be an exercise in "checking off boxes" (no pun intended with this survey) versus meaningful work towards DEI.
- For Mt. SAC to have these boxes checked, Mt. SAC needs to be able to hold those individuals who violate these terms listed accountable for their actions. I do not see that on this campus, therefore, no boxes will be checked.
- For the last statement involving CSEA and HR, equity is not practiced. This is a personal statement with a personal issue against both entities who have been dismissive when presented with facts. In regards to the bargaining units promoting anti-racism, I hope that they are.
- For what I have been made aware of my responses above can only be made.
- I am not familiar with BPs and APs
- I believe that these documents do reflect an earnest attempt at DEISA but fall short on implementation and practice.
- I did not find evidence of anti-racism statements or wording specifically stated in any of the above.
- I don't believe that the union and BP and AP's are being followed. They sound good on paper but are not being executed and followed.
- No real commitment.
- Recently, a 40% of the voters were left behind and still the contract moved forward - I can hardly think of inclusion when I think of that.
- Social justice and anti-racism do not seem to be evident.
- The district might have the words in place within the mission statements, but how true are they in reality? Can the statements be considered valid if any of the five categories are not enforced and/or when situations occur they are swept under the rug and not dealt with a proper resolution?
- The way the college generally goes about its business is not inclusive. Many decisions are made without full transparency, and without the input of all constituencies - despite our dedication to inclusiveness and "shared governance". We are way off the mark toward social justice and anti-racism, considering how many faculty and administrators do not reflect the diversity of the community and student body.

16. When was the last time the campus president, FA, or CSEA made a statement supporting Palestine? When Black students or anti-war Veterans don't want to stand for the National Anthem or Pledge of Allegiance (come on), are they REALLY protected under Mt. SAC's vision and mission and core values? When the pandemic hit, Classified were asked to stay on campus while some managers and faculty worked from home. Classified are majority POC, while managers and full-time faculty are white. This all falls under institutional racism.

Management Staff:

1. At this time, the collective bargaining agreement/meet and confer do not address these issues. Although the College mission, goals, and values are in writing, the college is just barely implementing these pieces into every day practice.
2. Diversity is just that, diverse, and does not eliminate based on race; regardless of what that race is.
3. I am not involved in any collective bargaining discussions or meet-and-confer.
4. I am unaware of how these pieces works with collective bargaining agreements.
5. I am uncertain.
6. I do not believe all CBAs or MaCs reflect DEISA
7. I don't think this institution has moved towards inclusion, social justice, nor anti-racism. Simply having a center or space is the bare minimum. We are a white-hetero-normative institution. As a PDWC (predominantly white college) in higher administration and faculty (not students or student services demographics) we operate under the performative acts of speaking about it but not actually doing any of it.
8. I'd have to review the CBAs and Meet-and-Confer agreements with DEISA in mind to answer this question.
9. Our mission statement and APs and BPs are older, and anti-racism is a relatively new movement/initiative. As they are revised and updated, I have confidence that anti-racism will be included, and may already have been.
10. The current bargaining agreements are emerging on these topics.
11. The short answer is NO. Our BPs and APs need to be strengthened as well as the other documents, but more importantly we need leaders, faculty, and staff that practice DEISA not just talk about it.
12. They reflect it, but they don't follow it

Professors:

1. A culture of fear is created where, if you have questions about any of these policies, you are at risk of being punished or "cancelled". Free exchange of ideas is not allowed.
2. Again, boxes were left unchecked because talking is different than taking action.
3. Again, every single person at SAC needs to work on all of these
4. Again, many of these policies and mission statements have inclusive language and offer the illusion of diverse values, but it doesn't translate into true institutional action and change.
5. Again, the biggest issue that I have ever seen on campus from my experience is the discrimination and double standard that is inherent in the adjunct vs. full-time academic culture.
6. as noted earlier, it is a work in progress in regard to part time faculty concerns
7. DEI and equity are political and racist
8. District negotiates policies with one bargaining unit but not others. Also district even negotiates within a bargaining unit and excludes others in that same unit.
9. I am not deeply familiar with Mt. SAC's BPs, APs, or contracts and don't feel that I can comment on them here.
10. I do not know enough about the collective bargaining agreements to say.
11. "I don't have time to read the BPs and APs.
12. I think the bargaining units are working on including DEISA in their CBAs. "
13. I don't know what the BPs and APs are.
14. I don't see evidence of anything more than lip service toward diversity, equity, inclusion, social justice, or anti-racism in the mission, board, or union.
15. I don't think that the BPs and APs show an aversion to those things, but I don't see a "commitment."
16. "I have not read most of the BPs and APs to make a judgement.
I'm not exactly sure if the collective bargaining agreements address these specific values."
17. "I haven't seen explicitly antiracist statements codified yet, though the administration and Academic Senate have approved antiracist resolutions. Likewise, the Academic Senate has approved resolutions about social justice.

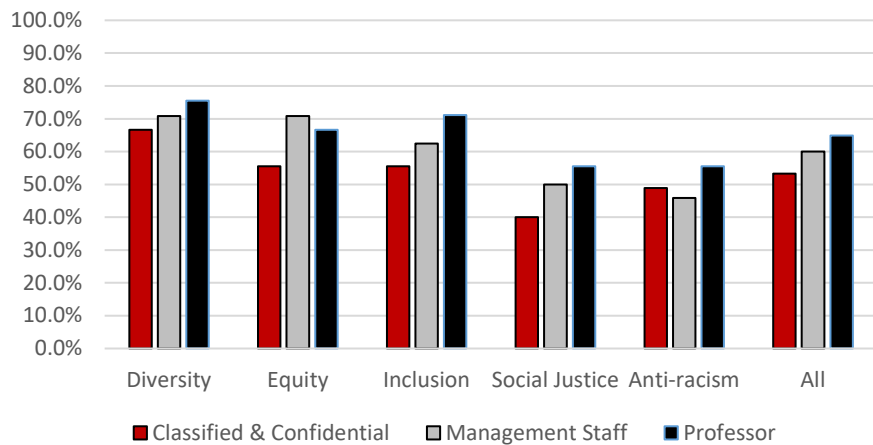
I do believe that the Mt. SAC administration, the Academic Senate, and the Faculty Association have demonstrated commitment to all of these practices. Maybe that's the next page of the survey!

Regarding the collective bargaining agreements, I think explicit statements of social justice and antiracism are not relevant to negotiations about pay structure. I also think that our pay structure is more transparent and equal than in most other employment settings."

18. I haven't studied any of these things well enough to say for sure... sorry. My feeling is that they are trying to do all of these things.
19. I perceive social justice as being related to activism vis-a-vis the broader society, which I have not seen that these policies endorse or advocate
20. I think that Mt. SAC's mission and core values include a commitment to almost all of these, but I don't think it actually ends up leading to any significant changes or improvements throughout the college. There is a lot of talk about these issues but very little action or follow-through.
21. I'm just not sure. It's not that they don't. I just don't have this information.
22. I'm not familiar with board policies.
23. I'm unaware as to how collective bargaining agreements reflect a commitment to any of the DEISA concepts.
24. Not seeing anything yet...
25. "Per Mt SAC's mission statement, the word ""anti-racism"" should be included.
Per contract agreements, I do not see how infractions of DEISA would be addressed. I believe there's a need for accountability of actions."
26. Ridiculous. You should be ashamed of this narrative you're pushing. It's causing racism & inequality.
27. The largest disparity that I perceive is between full-time faculty and part-time faculty (most of part-time faculty would like a full-time position, have applied multiple times that required a huge amount of hours and work to apply, and are essentially encouraged to continue applying without much chance (one out of 100) over ten or twenty years). Part-time faculty are paid less than half for the same amount of work as full-time faculty.
28. Words mean nothing. We need to make sure it isn't just words

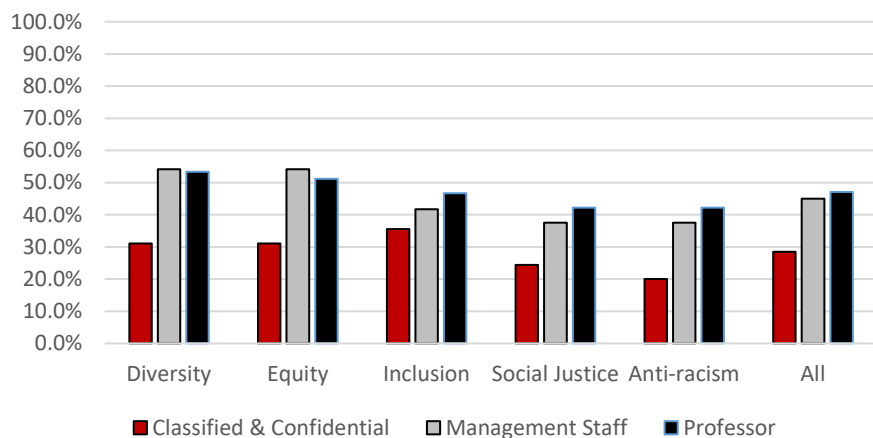
Percentage agreement to - Written communications at Mt. SAC (e.g. emails, newsletters, fliers, etc.) reflect a campus commitment to:						
	Diversity	Equity	Inclusion	Social Justice	Anti-racism	All
Classified & Confidential (n = 45)	66.7%	55.6%	55.6%	40.0%	48.9%	53.3%
Management Staff (n = 24)	70.8%	70.8%	62.5%	50.0%	45.8%	60.0%
Professors (n = 45)	75.6%	66.7%	71.1%	55.6%	55.6%	64.9%

Written communications at Mt. SAC (e.g. emails, newsletters, fliers, etc.) reflect a campus commitment to:



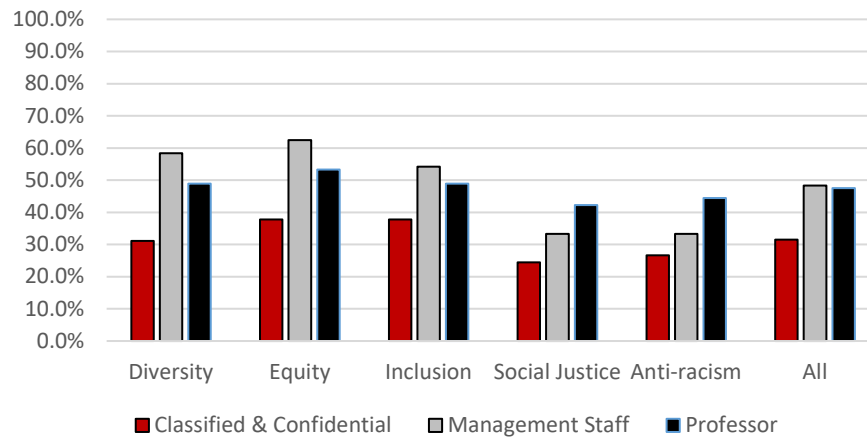
Percentage agreement to - Employees are encouraged to share with managers their perspective regarding:						
	Diversity	Equity	Inclusion	Social Justice	Anti-racism	All
Classified & Confidential (n = 45)	31.1%	31.1%	35.6%	24.4%	20.0%	28.4%
Management Staff (n = 24)	54.2%	54.2%	41.7%	37.5%	37.5%	45.0%
Professors (n = 45)	53.3%	51.1%	46.7%	42.2%	42.2%	47.1%

Employees are encouraged to share with managers their perspective regarding:



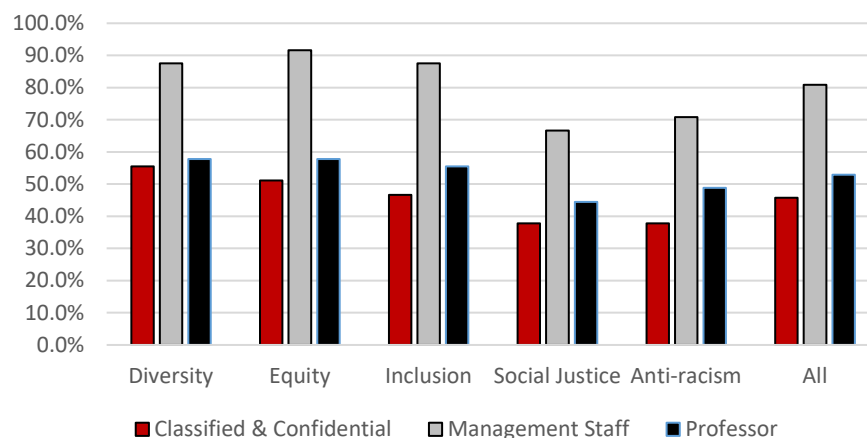
Percentage agreement to - Employees are encouraged to share their perspective in group settings regarding:						
	Diversity	Equity	Inclusion	Social Justice	Anti-racism	All
Classified & Confidential (n = 45)	31.1%	37.8%	37.8%	24.4%	26.7%	31.6%
Management Staff (n = 24)	58.3%	62.5%	54.2%	33.3%	33.3%	48.3%
Professors (n = 45)	48.9%	53.3%	48.9%	42.2%	44.4%	47.6%

Employees are encouraged to share their perspective
in group settings regarding:



Percentage agreement to - Mt. SAC facilitates an ongoing dialogue about improving their commitment to:						
	Diversity	Equity	Inclusion	Social Justice	Anti-racism	All
Classified & Confidential (n = 45)	55.6%	51.1%	46.7%	37.8%	37.8%	45.8%
Management Staff (n = 24)	87.5%	91.7%	87.5%	66.7%	70.8%	80.8%
Professors (n = 45)	57.8%	57.8%	55.6%	44.4%	48.9%	52.9%

Mt. SAC facilitates an ongoing dialogue about
improving their commitment to:



Qualitative responses to why a person was unable to select any of the boxes for the above questions:

Classified & Confidential:

1. Again - I get that the college must say what needs to be said - and to some extent that is taking place. However, when it comes to taking concrete, actionable, and measurable steps (or goals, even), the college is falling short.
2. Diversity is just a buzz-word on campus.
3. Do not see these topics in the every day office setting.
4. Feedback from staff is generally seen as troublemaking so I think that it is natural that this extends to this area.
5. I don't have enough information to answer what employees are encouraged to do.
6. "I don't think this practice is standard across departments. There are some progressive departments that truly value students and staff and others that fall very short. I feel like only a small number of people are always tagged for panels or ""open"" dialogues. Don't find it fair to continue to burden staff of color for the purpose of educating their peers.
Not a lot is done to create spaces for safe dialogue so that all voices get heard. Again- it appears the same people participate in all of these activities. Lots of lip service about DEISA efforts"
7. I feel like we haven't had a chance to have employees and managers discuss these topics in the work setting since we have all been home. Now that I have had access to training online on diversity, equity, inclusion, social justice and anti-racism I would like to see these topics come up between myself, colleagues and managers.
8. I have not seen many opportunities for these discussions provided by management.
9. I know some managers don't have these conversations or encourage it. I have a manger that is very proactive and I am fortunate that my manger encourages the converstaion and dialouge.
10. I witnessed many violations where individuals are not held accountable for their actions. That is why these boxes are unchecked.
11. Other than the job interview, I personally have had no conversations nor have I been "encouraged" to share perspectives regarding these topics.
12. "Questions are not asked of employees to share their perspectives.
13. Room is not created for open dialogue."
14. The powers that be believe there isn't a way to encourage these types of discussions amongst staff without offending anyone.
15. Until recently, the campus had not shown a commitment to diversity, equity, inclusion, social justice or anti-racism.
16. With regard to sharing perspectives, I do not feel comfortable discussing these topics with anyone on campus unless it is to "parrot" what is being said. Offering an opinion that doesn't strictly "toe the line" of the social justice warriors seems too risky. The one time I shared a different opinion on the topic, I was made to feel unwelcome and ostracized.
17. Written communication has improved. The statement is not reflecting the past communication so I disagree.

Management Staff:

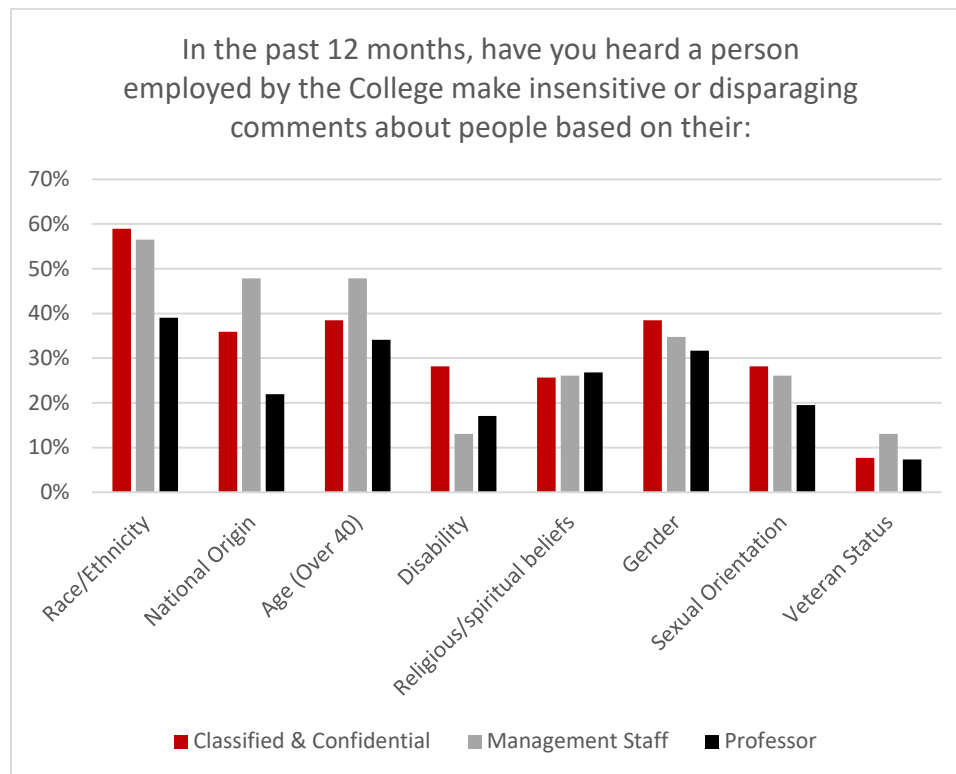
1. Don't think emails reflect these qualities and probably should not for most professional emails. These should be succinct, and to the point. These qualities listed should not be at the forefront of everything in our lives. The more we "categorize" everyone by their skin color and make that the primary emphasis, the more we drive a wedge that does not need to be there. I am not just a race, I have all kinds of qualities. Get to know me before you judge me based solely on my skin color.
2. Encouragement of sharing perspectives is not percieved.
3. "I am not sure what statement #1 means? Most emails are a business process, and we don't add language to all emails to comment on our committment to these goals.
4. We don't really have an opportunity for employees to ""share their perspectives about"" much of anything while we are all working remotely. Ditto for statement #3. I think we want to support statement #4 and we are starting to have events, speakers and discussions to make it happen."
5. I believe we need to encourage and support our employees to be more vocal about inclusion, social justice, and anti-racism issues both on an individual and campus level.
6. I think they occur in certain circles, but I don't believe many people are confident in sharing true opinions or perspectives.
7. In large group meetings, DEISA concerns are not always addressed, as when comments or insensitive statements are made, the positionality of participants does not support true dialogue. There is fear of speaking out.

8. It depends on the manager and the time available
9. Managers don't ask for feedback regarding these things although they encourage their staff to attend because it's what managers are supposed to do.
10. Only since George Floyd's murder and at that time, several rushed to the front of the "woke" line to attempt to prove they are not racist when they have been, always will be committed to holding onto their power and high salaries over ANY REAL CHANGE WHATSOEVER. Hurrying up and hiring a few black managers this year is not walking the talk. But coverups work well and folks feel all good about themselves now so like any big upset in society, news will tone down as will the virtue signifying going on at Mt. SAC. Unfortunately, the work can't be accomplished when those of us trying our damndest are seen as trouble makers.
11. These questions make no sense in relation to the boxes.

Professors:

1. Again, I feel like we hear a lot about this, but it is not actually promoted. I know people who have been called out during their tenure reviews over their commitment and actions to support diversity and anti-racist practices. I also have been in situations where I have shared confidential student concerns over inclusion with a manager and my confidentiality was not held.
2. as noted before, it varies among departments or divisions, but many PT faculty are afraid to voice concerns or complaints in some of these areas
3. I am not encouraged in my department let alone encouraged to share about areas of DEISA
4. I answered all positive, but it does not count part-time faculty (who do not seem to matter as far as equity and inclusion matter.)
5. I don't believe faculty are generally encouraged to share their perspectives in group settings on any of the five items above.
6. I have not observed the managers of my division encouraging employees to share our perspectives with them. In one instance, an employee who did that was reprimanded in front of others.
7. I perceive social justice as being related to activism vis-a-vis the broader society, which I have not heard managers endorse or advocate
8. I think there is a dialogue happening among faculty regarding improving in these areas, but I don't feel that it is coming from the college as a whole. The individuals doing good work, but it is because they understand the importance of it, not because management or the college as a whole are leading the way.
9. Mt. SAC likes to talk about it, not much on the doing side yet.
10. Mt. SAC's work on improving D, E, I is evident in communications and programs. I think we definitely need more anti-racism around here. I don't hear much dialogue or discussion peer-to-peer within my department or division.
11. No. I would not be comfortable bringing my perspective to any such conversation in my division. Our concerns have been minimized and overlooked for too long. Why bother?
12. Only one side of the narrative is welcome to be expressed, which is the extreme leftist position.
13. "Per written communication, I see that most faculty and staff have adopted pronoun preferences; however, I do not see other practices that suggest reflection of all aspects of DEISA.
Per employee communications with managers, I am uncomfortable and afraid to discuss ANY DEISA issues I am witnessing and experiencing because my managers have NEVER expressed any knowledge of DEISA to me.
Per group settings, I am only comfortable discussing DEISA issues with people whom I trust, not an official MtSAC group.
Per ongoing dialogue, I very much appreciated the HSS series, though I would not count that as ongoing as I am not a member of the HSS division."
14. Ridiculous survey. I'm confident there's a zillion more productive things you guys can do with your time than create this nonsense.

Percentage of people who did not indicate “never” for: In the past 12 months, have you heard a person employed by the College make insensitive or disparaging comments about people based on their:								
	Race/ Ethnicity	National Origin	Age (Over 40)	Disability	Religious /spiritual beliefs	Gender	Sexual Orientation	Veteran Status
Classified & Confidential (n = 39)	59%	36%	38%	28%	26%	38%	28%	8%
Management Staff (n = 23)	57%	48%	48%	13%	26%	35%	26%	13%
Professors (n = 41)	39%	22%	34%	17%	27%	32%	20%	7%



Qualitative responses to why a person was unable to select any of the boxes for the above questions:

Classified & Confidential:

1. Not in the past 12 months, but prior to March 2020, I have heard comments relating to these choices. I am selecting these choices prior to what I heard before the campus was closed in March 2020.
2. There are numerous employees and managers that consistently exhibit sexist sentiments.
3. This survey skews the results by asking "for the last 12 months". When we were on-campus yes on occasion especially when it comes to disability, gender, and sexual orientation. For the past 12 months we have been working remotely, often siloed. When we are together, there is not much extraneous conversation.
4. Types of comments that I have heard that were inappropriate in this area are: 1. there is a staff member in the department who has called decisions by management racist when a manager is enacting something department-wide. They are unable to explain why they think it is racist but it gives the impression that this will be weaponized when dealing with this person in the future. 2. Initiatives related to gender pronouns, gender identity, and sexual orientation have had comments made that are insensitive and this is widespread in my area. Managers have privately expressed that they do not "agree with the lifestyle" and I almost reached out to HR because we had a staff member who applied for a position from another department who is LGBTQ+ and I was worried that they were not going to be evaluated fairly in the process.
5. Working remotely, I have only heard one manager make a derogatory remark about someone being "on crack".

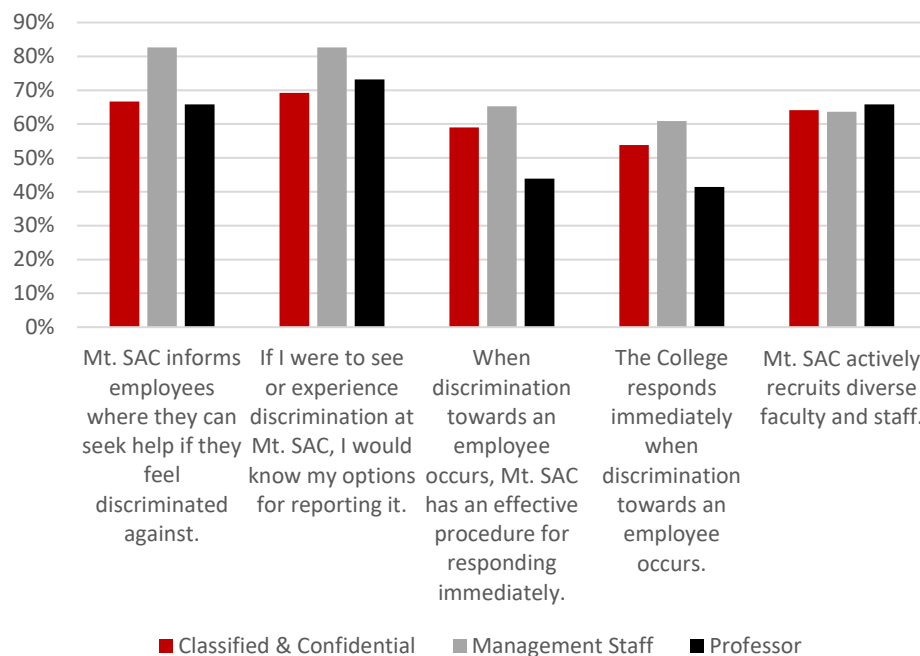
No responses from Management Staff

Professors:

1. Again the survey should include something analogous to "job position" or "employment status"

2. "Christians are mocked and and spoken of using the most hateful of terms. Veterans are disparaged for what is labeled as "toxic masculinity." "
3. It's not overt. Microaggressions are real.
4. Occasionally, I have heard insensitive or disparaging remarks about Christians being stupid to have their beliefs.
5. Ridiculous survey. I'm confident there's a zillion more productive things you guys can do with your time than create this nonsense
6. We are online, how are we supposed to hear about anything?

Percentage of people who did not indicate "never" for:					
	Mt. SAC informs employees where they can seek help if they feel discriminated against.	If I were to see or experience discrimination at Mt. SAC, I would know my options for reporting it.	When discrimination towards an employee occurs, Mt. SAC has an effective procedure for responding immediately.	The College responds immediately when discrimination towards an employee occurs.	Mt. SAC actively recruits diverse faculty and staff.
Classified & Confidential (n = 38)	67%	69%	59%	54%	64%
Management Staff (n = 23)	83%	83%	65%	61%	64%
Professors (n = 41)	66%	73%	44%	41%	66%



Qualitative responses to why a person was unable to select any of the boxes for the above questions:

Classified & Confidential:

1. Classified on campus are often made to feel like second class citizens when interacting with faculty and managers.
2. I do not have any knowledge about how to report concerns. Also, if concerns are to be reported to management and they are the ones involved, what is the process? I also worry that this will be held against me or I will be retaliated in another way.

3. I have seen and heard comments that aren't obviously discriminatory and I wouldn't know how to proceed in terms of reporting. I'm trying to learn more about how I can speak up when I see it happening to help prevent it and to support those on the receiving end.
4. Q3 & 5: I don't know what the procedure is to know if it's effective or not, or the college's response time to fairly answer these questions

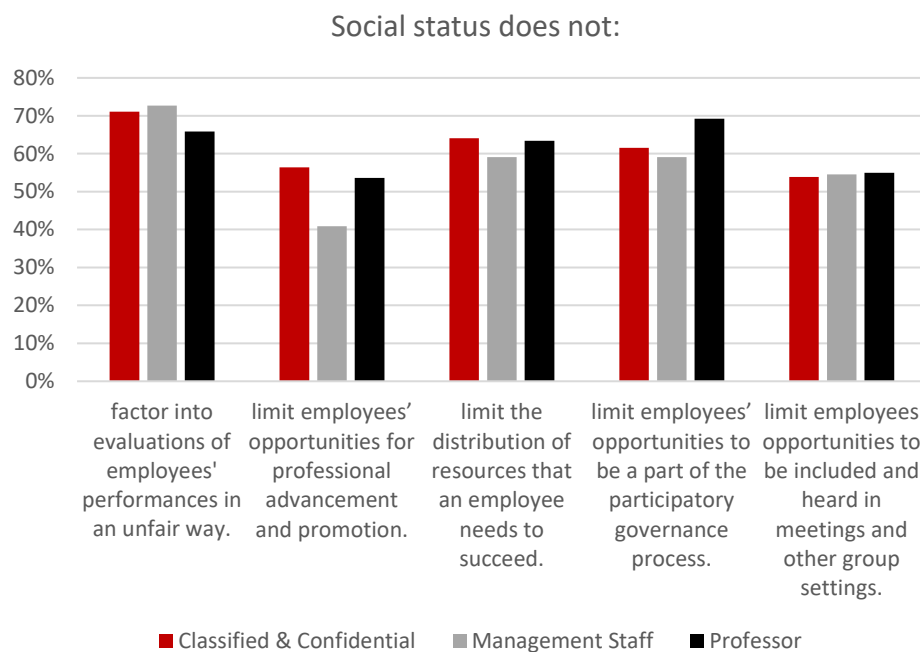
Management Staff:

1. I do not have any experience with that last two so I attempted to not make any selection but the survey required me to do so. So note that I selected "strongly disagree" but I would have liked to have had an option to selection "no experience and/or knowledge" or something like that to more appropriately represent what I felt.

Professors:

1. Discrimination claims are only taken seriously if they fit the extreme far left idea of victimhood.
2. For the last two, I just don't know.
3. I am simply not that aware of what the procedures are for dealing with work related discrimination, but I feel the college likely has procedures available through HR for dealing with such matters
4. I answered "strongly disagree" to the last 2 questions because I could not leave them blank. I did not know how to answer them because I do not know what the procedure is to deal with discrimination at Mt. SAC and I don't know how long it takes.
5. I know this process has greatly improved in recent years, but I have experienced being sent away from HR without being heard so I have little faith in the process.
6. I think some people perceive it as okay to make fun of Christians.
7. I think the policies are in place.
8. I would like to know how many employees that engage in discriminatory and flagrant, towards students and colleagues, behavior(s) still work on our campus?
9. Mt. SAC (HR) turns a blind eye when managers engage in discriminatory activities or bullying.
10. Ridiculous survey. I'm confident there's a zillion more productive things you guys can do with your time than create this nonsense
11. Some of these I should have left blank because I don't know the process if an employee feels discriminated against. The survey won't allow me to unclick a response.
12. The discrimination is so entrenched in the system and so accepted that I don't believe faculty and training administrators/ creators such as yourself are even aware of it.
13. There should be a box for "no information."

Percentage of people who did not indicate “never” for: Social status does not...					
	factor into evaluations of employees' performances in an unfair way.	limit employees' opportunities for professional advancement and promotion.	limit the distribution of resources that an employee needs to succeed.	limit employees' opportunities to be a part of the participatory governance process.	limit employees opportunities to be included and heard in meetings and other group settings.
Classified & Confidential (n = 38)	71%	56%	64%	62%	54%
Management Staff (n = 23)	73%	41%	59%	59%	55%
Professors (n = 40)	66%	54%	63%	69%	55%



Qualitative responses to why a person was unable to select any of the boxes for the above questions:

Classified & Confidential:

1. Appearance, parental status, and social status seem to be drivers at this district. I do not think that employees raised in a disadvantaged background have the same opportunity to build a career than those with resources. Additionally, the district only seems to make accommodations and provide flexibility for those with children. There is also a very distinct social class in regards to how managers are treated vs. employees.
2. Classified are not supported by their managers to participate on committees. Classified voices are often muted by faculty and over looked by managers.
3. Front line workers are disadvantaged and do not seem to be treated the same way as other employees on campus.
4. I have seen some classified staff look down upon or overlooked because they don't hold a high degree or have the same education level or credentials as some other professionals in committees or group settings.
5. Mt. SAC provides room for growth (edu, travel, conference, etc), however there needs to be more steps to protect workers from living paycheck to paycheck (100% education stipends, technology stipends, fully paid healthcare, etc.). These are all issues pertaining to social status.
6. Promotional opportunities for classified tend to be only for the manager's "favorites" and not open equally to all. This type of discrimination has not been addressed by the college. No matter your education, it is extremely difficult for admin specialist to promote out of the admin classification. Hiring managers/committees select off campus applicants before selecting on campus admins to promote.

7. Social status does limit an employee to advance and promote. If they lack the degree needed for a position on campus, due to their social status and inability to get a higher degree, they are not able to promote or apply for that position.
8. Worker capacity matters. If they are struggling at home to feed their family or pay a mortgage, they will be less engaged in hiring committees or leading projects at on campus.

Management Staff:

1. I am uncertain about the state of these conditions.
2. I am uncertain about the state of these conditions.
3. I find that white men like to listen to white men. It's harder to get them to hear your ideas.
4. In large governance meetings social status and fear of retaliation inhibits people freely speaking up. Tenured faculty are among the few voices with the ability to freely speak.
5. Mt. SAC is extremely hierarchical and straight-up snobby and competitive. Straight, White males win. Period.
6. While awareness of implicit bias has improved, our college continues to have few hires of color. I have witnessed candidates with strong accents and diverse backgrounds be dismissed in favor of white and status quo hired.

Professors:

1. Adjuncts are hardly ever able to to participate in many of the activities trainings and opportunities that are offered the full timers. Sabbatical, teaching abroad, department chair, etc.
2. Different standards are applied to different people and different departments. I'm unsure whether this is based on social status or just a manager's personal dislike for an employee.
3. I am not sure about the first prompt.
4. I think Mt. SAC tries to recruit diverse faculty, but generally fails in those attempts.
5. If social status includes part-timers, part-timers are sometimes not included and sometimes discouraged from trying to participate in meetings. Obviously, part-timers have NO voting rights. Definitely "second-class" members.
6. If you are white, conservative, or Christian, you are denied full and fair participation.
7. Irene Mulgren did discriminate based on social status during the stage two interviews as I recall.
8. Only those who echo the Marxist ideals of the majority at the College are encouraged or promoted.
9. Participation in committees is based on social status; Chisa's appointments indicate that.
10. Part-time faculty are not supported as thoroughly as full-time faculty.
11. Ridiculous survey. I'm confident there's a zillion more productive things you guys can do with your time than create this nonsense
12. This should be changed to "employment status" not "social status".