2024 HEDS Survey

Compiled Qualitative Data

Please note names, titles, and departments have been redacted from this data and are indicated with a \*\*

## Response to the question: “What one word or sentence would you use to describe the sense of community you feel at Clark College?”

* "En Clark College, siento una verdadera conexión comunitaria que nutre mi crecimiento personal y académico".
  + At Clark College, I feel a true community connection that nourishes my personal and academic growth.
* Belonging
* BRAVE SPACE
* calm and tranquility
* Wonderful
* "Unity"
* "visual effort"
* A college in 2024
* A community the cares for students and who's leadership is striving for continuous improvement in a supportive way.
* A convivial sense of modern tranquility.
* A decreased sense of belonging.
* A friendly community that always gives you their help and support
* A work in progress.
* accepted even though I am much older than the average student
* Accepted.
* accepting
* Accepting
* Accepting and uplifting
* Acclimating
* Alienated. As a "person of color" who's been employed at the College for almost 20 years, the College feels more racist than ever.
* All are Welcome
* All classes I take are online. I am not involved in anything on campus.
* All people are welcome regardless of where they come from in the world
* All the students and staff are very respectful and kind and I haven't had any bad interactions here so far. The Clark College Community is very welcoming, caring, and accepting.
* Amazing
* Amongst the employees, there is no sense of community at Clark College.
* Antisemitic.
* As a genderqueer and bisexual person, I can say I feel safe on campus, and I feel like we have a diverse campus.
* As a large College community, there are spaces where you feel more welcome and belonging than others.
* As a straight white conservative male, I feel marginalized at Clark College.
* As an adjunct, I have had experiences that lead me to conclude that whether or not you are tenure-track or tenured has a lot to do with how much of a community you can find at Clark when you are within that sub-culture. I think (hope) students find the welcoming environment staff work so hard to provide and nurture to be authentic and relevant.
* As an employee, I feel very comfortable here.
* As an online student I am rarely on campus but I have always been treated with respect and kindness when I have been on campus.
* As long as others feel like they get what they need, I'm fine.
* As someone who returned school after almost 14 yrs and have attended two universities in between the sense of community is tangible, the communication and pro activeness of staff and club, program's staff are always engaging with us and the amount of school activities make it easier to find ways to engage with Clark's environment.
* Average
* Average
* avoidant
* Awesome
* Being welcoming to a wide variety of people is certainly good, but a push for DEI or encouraging people to identify differently is counterproductive for those individuals and the community as a whole.
* Belonging
* Belonging
* belonging
* Belonging would be too strong, but I think acceptance would fit.
* Belonging.
* Better than most
* Bland
* brainwashed
* broad
* Bureaucratic--doing things to check off boxes not to make real positive impact on students and staff.
* Calm
* Calm
* Calming
* Can be hard to find, but it's great once you do.
* Carefree
* Caring
* Chill
* chill
* Clark accepts people as they are and helps them become who they want to be.
* Clark and schools like it are implementing racist policies in the name of DEI. As a white middle class straight person we are being discriminated against, loose opportunities and are silenced and shamed and it is all ok. If I were a black gay person, that would be obvious racism, but same actions to a white straight person and it’s supported and encouraged. Shameful. DEI is racist and holding back many students and kids from opportunities they would have otherwise had available.
* Since I do not support DEI and Woke policies, i am shamed and do not feel community at the school. Community is encouraged only for those who support one ideology and set of policies. Exact opposite of the diversity that the ideology suggests.
* I know my comments will be ignored and treated as ‘right wing racist’ behavior…. And that proves my point. Why don’t our opinions and perspectives count? DEI.. that’s why."
* Clark College feels like home
* Clark College feels welcoming. It feels like everyone has a place here.
* Clark College has a great, inclusive community that doesn't leave anyone out.
* Clark College has less sense of community than in the past.
* Clark College is a great college which concerns not only students' academic but also physical/mental health and their families. It is a great community college.
* Clark College is fiercely devoted to helping those who want to succeed, succeed.
* Clark College works hard on diversity, equity and inclusion.
* Clark is diverse while also providing equal opportunities for any and all people.
* Clark is doing a great job of providing training and resources on diversity and equity for different groups but is not addressing the massive divide and inequities between working classes on camps (faculty, staff, admin).
* Clark is the place that best describes the word "diversity".
* Clark makes an effort to create community.
* Clark portrays a sense of diversity.
* Clark seems to have a friendly, helpful, caring environment.
* Cliques
* College
* College for poor people.
* Comfortable
* Comfortable
* Comfortable
* comfortable
* Comfortable
* Comfortable- although I am still online learning
* Comfortable and diverse
* Comfortable.
* Commonly seeking higher education for a chosen field
* Communication is key in building community and I believe there is a systematic lack of communication as a whole at the college.
* Community exists within my department for sure; outside of my department, it is lacking.
* Community, communication, and connectedness is poor here, especially with all those holding onto the pass issues without coming to a resolution/conversating about what's been done.
* comradery
* Comradery in spite of stressful environment
* Conflicted
* Confused
* Confusing
* Connected
* Connected
* Connected
* Connected
* Connected and supported
* Could be better
* Currently, the lack of people on campus leaves me feeling somewhat isolated.
* Declining every year.
* "DEI is bullshit and is creating a worse environment for students in whom do not want to be “woke.”
* It is creating a new hostile environment."
* DEI policy does not seem connected with reality. I don't feel that we are met where we are at.
* Depends on who I interact with and their position at the college.
* deteriorating
* Diminished
* Disconnected
* Disconnected
* Disconnected - people are edgy and looking for conflict instead of being understanding.
* disjointed
* Disjointed
* Disjointed
* Disjointed.
* Disjointed.
* Disjointed.
* Disproportionate
* Diverse
* Diverse and comforting
* Double-faced
* Educational Unit
* Engaging and inclusive.
* Enjoyable
* enjoyable
* Equal and comfortable
* Ever evolving, but always the same.
* Everyone is treated as equals
* Everyone I've interacted with has been great, including both staff and students.
* Everyone on campus is there to support student success.
* Everything is fine.
* exclusionary to students, staff, and faculty who are not in the "in crowd" with \*\*\*
* Exhausted. We have a community of passionate staff and teachers being asked to do too much.
* factioned
* Fair
* Family
* Fascination, Amazement
* Fine
* Flower Garden. (Because the community at Clark is like a flower garden, no two flowers are the same, different colors, lengths, etc...but together they make a beautiful garden). :)
* Focused ONLY on diversity and not on community as a whole.
* Forced
* fractured
* Fractured.
* Fractured--I feel very connected to the people I interact with regularly, while those I don't often encounter seem to be on another planet.
* Fragmented
* fragmented
* Fresh start
* friendly
* Friendly
* Friendly
* Friendly
* Friendly
* Friendly
* Generally tolerant and inclusive.
* Generally welcoming but very politically one sided
* Good
* Good
* good
* Good
* good
* Good connection with professor
* Good!
* Good.
* Gratitude for all of the people I engage with on a daily basis.
* Great
* Great
* Great if you are part of a minority group. Not so great if you are from the "white" group.
* Great!
* Great!!! 👍
* Great, Nicely and enjoy the classes time
* healthy
* Healthy
* Hierarchical
* hit or miss
* hmm... good question, I reached out many times to the **\*\*\*** department, but did not have much luck in finding any connections, or opportunities to connect, I was simply directed to attend the event last fall on campus that was about all of the clubs & such, I ended up with covid and could not make it to the event. Other than that, I did not find any opportunities to connect.
* Home
* I am an online student so I don't know.
* I am an online student. I know that the online community is diverse, but I have never attended any class on campus so there could definitely be differences between online and on campus.
* I am proud to be a member of the Clark College community and think the results of the efforts to improve the College's climate are proving effective, for that I am thankful.
* I am unwelcomed because of my race.
* I am very comfortable interacting with Clark College Students.
* I believe Clark college should focus more on education than diversity and equality. To help student become successful with their desired degree. Sexual orientation should not be celebrated, it should be kept to oneself. Equality and diversity is great. But education should be more focused for the future of America.
* I believe that we’re in the correct trajectory towards a truly equitable institution. I think the biggest problem facing Clark College is retention of POC and other marginalized groups and increasing access for them. The \*\*\* department is very white, male, and straight.
* I believe the sense of community at the college is good however, I DO NOT believe the sense of community or collaboration is increased by forcing employees to be on campus and (further) reducing their work morale.
* I belong at Clark College
* I don’t feel a part of. I do my classes online.
* I don’t feel any particular sense of support or belonging at Clark College, since I am not a member of an historically marginalized group.
* I don’t pay to go to school for a sense of community…. I pay for a education.
* "I don't feel community at Clark College, especially with faculty, staff, and administrators.
* People are not on campus and it appears people (faculty, staff, and administrators) prefer to not be on campus.
* I have to actively seek out fellow faculty members (or admins) if I want to interact with people in real life at Clark. And even then, people are usually looking down at their smart phone or generally not friendly and don't acknowledge my attempt to say hello or have a meaningful conversation.
* You can't cultivate authentic, meaningful, and long lasting community relations at Clark College when faculty, admins, and some staff (not folks who work on the 1st floor of Gaiser) only interact through Zoom committee meetings or required trainings.
* Equity and diversity cannot be built, valued, and nurtured at Clark if people are not willing to communicate in real life (not through technology) or go to campus and actually interact with other people.
* The fellow faculty I have actually seen on campus besides myself are usually in their office with the door closed and looking at a screen (typing emails or on Zoom).
* The only community I feel is with students who take the courses I teach because I interact in real life daily with students. I also teach online asynchronous courses and I do interact with students via Canvas as well."
* I don't feel or see a sense of community.
* I don't know
* I don't know because I'm an online student
* I enjoy working at Clark College but during the diversity trainings I have felt uncomfortable because many of the assertions go against my religious beliefs.
* I feel a "sense of community" via one-on-one relationships at Clark College. The sum total of your 1:1 relationships equals your "sense of community." Everyone is different, so your social skills more directly impacts your sense of community over DEI 'training' and policies. We're asking the wrong questions and focusing on the wrong DEI trainings and policies to build community. The Student Cares project has been more effective in building a sense of community for students/staff then anything i've seen in recently history.
* I feel a sense of belonging and satisfaction.
* I feel a sense of community within my department. Throughout the college I feel departments are divided into silos and there is no community.
* I feel comfortable, safe, welcome and a valued at Clark College
* I feel community within my department, but not in the college as a whole, the \*\*\* office, in particular, has been alienating and exclusionary, despite my having multiple minority identities (disability, gender identity, ethnicity), just not the ones the office considers relevant to their overall vision for the college.
* I feel like all lives matter at Clark.
* I feel like I belong at Clark College!
* I feel like I belong when I am at Clark College.
* I feel like there is a sense of community here, i just don’t know if i fit in it.
* I feel more in person classes offered would breed more interaction with diversity and offer opportunities to kearn more about them.
* I feel supported here.
* I feel that Clark is a community of friendly and excepting people
* I feel very comfortable with everyone at Clark.
* i feel very supported at clark college.
* I feel welcomed and happy to know that there is so much support for me and my fellow classmates.
* I feel welcomed at Clark
* I fell fine with the classes just wish I had more money to do stuff
* i find it easy to make friendships
* I find it very unpleasant to study in the same group with russians, since russia attacked my country.
* I get the sense of openness and belonging.
* I have had a woman yell in my face at least once a week here at clark and if ever I get upset then I just don't like women.
* I have no peers: the faculty in my department are either more than twenty years my senior, or of a differing political opinion that i do not subscribe to, and I have no other time to interact with any of the campus community because my classes are full day courses.
* I like Clack College because it's a place where I can meet many people from different countries, languages and cultures, and at the same time learn English.
* I most feel community with my immediate colleagues, in my workspace
* I often do not feel a sense of belonging making me feel like I am not a part of this community at Clark College.
* I personally feel a good sense of community at Clark College.
* I think administration is more interested in ticking boxes than really caring about individuals. I don't feel community at Clark.
* I think there are opportunities to build a sense of belonging, but it also requires a commitment, and sometimes it can be difficult when it feels that I don't have time outside of my responsibilities, to engage on community building.
* I was pleasantly shocked at the diversity of students I see on a day-to-day basis.
* I would say that the people here at Clark College are very friendly.
* I'd describe it as "chill."
* Im a first time online student, I've only recently started spring term and I also work full time so I haven't had much interaction on campas yet
* I'm an adjunct faculty so I do not have much interaction with other staff.
* I'm having fun
* I'm new to the campus, but everyone's been welcoming thus far.
* Improving
* "Improving.
* Striving to be better"
* In my area a strong sence of community, as a whole for the college none.
* In my experience at Clark College I feel comfortable and supportive in all that’s areas that are Avery sensitive or conflicted for some people.
* In my opinion Clark is doing a great job.
* Included
* Included
* Inclusion
* Inclusive
* Inclusive
* Inclusive
* Inclusive
* Inclusive
* Inclusive
* inclusive
* Inclusive
* Inclusive and more effort put into it than I've seen in other areas
* independent
* Individuals look out for one another, administration is only concerned about the shareholders.
* Intermittent
* Inviting the conversation to share the story to increase knowledge and understanding of all people at all times.
* involved
* Isolated
* Isolated silos with history preventing unity
* It can feel divided at times, but I like to think we are all in support of our students.
* It feel like my second home.
* It needs work.
* It seems if you do not buy into the "group think" on DEI issues than you are looked down upon and deemed a poor employee. It doesn't seem to matter how well you do your job duties. This really affects morale if you see others that don't complete or poorly do job tasks but get adulations due to social philosophy.
* It takes effort to find community, but the community is good once you get there.
* It’s peaceful
* It's at its most welcoming and enjoyable when people just relax
* It's been great so far.
* It's been very difficult to fit in or feel a sense of belonging in my department.
* It's great
* It's not like it used to be 5-10 years ago
* It's not something Clark helped build, I had to find it on my own.
* Its touch and go. I feel like it's like the rest of the country and region right now. There is division, discomfort, and distrust up and down the heirarchies, but I feel like college leadership is trying hard to overcome these challenges. For the most part, I feel like faculty understand students and get each other.
* Joyful
* kind
* Kindness
* Large
* Largely unable to engage in deliberative discourse.
* learning to be better and do better
* Less then it was.
* Liberal. Democratic.
* Like long known friends
* localized within departments
* Makes me feel valued for my intellect
* Manufactured
* Mediocre
* mixed
* My community is not greatly represented at Clark, but Clark is actively trying to improve diversity and sense of community on campus for everyone.
* My sense of community comes more from shared interest in pursuit of education than any other area.
* Needs work and you all are trying to make the changes. Slowly it'll ripple and Clark will be better
* Nice
* No one wants actual unity and peace, they just want absence of conflict - seemingly everything they do in this field promotes sin, this campus is not safe.
* None. The community is closed off and there are horrible professors there that don’t care if you fail or not. Not one person was friendly or talked to me throughout my in person course.
* Non-existent
* Normal
* Normal
* not accepted! Too old, not allowed to have my type of opinion. Feel very old fashion. Not enough people my age as students. When I do come across someone close to my age, they do not treat me fairly. I thought Clark was all about differences in ages and community.
* Not sure, I take online classes.
* Not sure.
* \*\*\* and the administration have gone overboard, which has actually increased tensions and decreased sense of community, especially since their definition of diversity seems to be only about race.
* \*\*\* has a narrow agenda.
* Ok
* okay
* okay
* ongoing
* Only slightly stressed or discomforted
* Open
* Open
* Open
* Open and clean with a safe atmosphere!
* OPen and inclusive, a little to aware
* Open and inclusive.
* Overall friendly and welcoming but sometimes siloed sense of community
* Overly DEI-conscious and over-sensitive: it makes me uncomfortable to speak up in case I offend someone unintentionally, especially in big group settings.
* Overrated
* Peace and harmony. Zero tension.
* People are generally accepting of differences.
* People are generally friendly and welcoming.
* People are here to try to make the best of being in the same space, despite the student workload, having to work a job, and deal with high debts.
* People are just there to get an education on a particular subject not to hear about everyone else's identity issues. We're all humans let just live our lives. I am not bias towards anyone regardless of identity, gender or skin color.
* Performative
* performative
* Perilous
* Perseverance
* Please don't text my phone.That bothers me a lot when people will send me spam messages to complete this survey
* Pockets of collaboration, love, and support, but overall toxic climate with unaddressed trauma and competitive atmosphere.
* Polite people who don't realize that they further white-supremacist and ableist power structures at the college.
* Positive
* Prioritizes an equity & diversity focused culture
* Quit pushing diversity down our throats.
* Resourceful
* room for improvement
* Safe
* Safe
* Safe community.
* Safe!
* Satisfide and excited
* Scattered
* School
* Secure and able to make my dreams come true and archive my life goals.
* self motivated
* Sense of Belonging
* Sense of community is great. Although I feel it's ridiculous your guys man focus for the past couple years has been gender identity and race. Not awhole lot of people care. They care more so about passing their classes rather than what skin color or gender/ sexual orientation someone goes by.
* Sense of total and complete belonging to community.
* Shaky
* Shaky. Long term employees are proud to work together for this community, but we're always pitted against each other in budget issues.
* Siloed
* Siloed
* Siloed due to classism in faculty ranks.
* Siloed, disconnected and hostile
* skin melanin content dependent
* Small town like
* Stop caring about what groups people are in, harbor love for all. Stop caring about who people sleep with or love. The only group we should care about are Americans and those who will call this country home. This causes division.
* Strangely cogent (I did not expect this level of understanding [likely due to monetary incentive])
* strong
* strong
* Support
* Support and care
* Supported at the executive level but lacking a self-growth mindset and personal responsibility among certain departments/staff.
* supportive
* Supportive
* Supportive family
* Supportive of all differences while maintaining goal oriented professionalism
* Surviving.
* Teachers encourage community within my program, while students hardly interact with each other.
* tension
* tension
* tenuous
* The Clark Community reflects the world at large.
* The class that I see, everyone is just trying to learn
* The community is diverse, and I've only felt respect and acceptance from everyone I've interacted with.
* The community is still pretty siloed and I see people trying to break out of this.
* The community is very inviting and warm.
* The executive board needs to change. They keep making things worse.
* The idea is there but the lasting retention piece is missing.
* The mission and intentions of Clark are noble, but the follow through has been mixed and disjointed.
* The sense of Community needs to be improved at Clark College, inclusion is only practiced if you do not have different thoughts from what the "norm" is at Clark College
* The staff, faculty, and students I have interacted with have been very welcoming and friendly
* The students seem to be at ease while on campus. Most of my students are from the Latin X community, and some from Europe and the middle east, and I enjoy my time with them. I get the sense that they are comfortable here at Clark.
* The \*\*\* club is the only thing that makes me feel unsafe.
* There
* There is a place here for everyone!
* There is a warm, vibrant and thinking community if one is open to it, and there is a despondent community if one instead chooses to be a part of it.
* They try really hard to make this place feel culturally diverse, and it is for the most part.
* This is a campus community based on optics that panders to the systemically dominant White majority; it’s a PWI a predominantly white institution in every sense.
* This is my second home. I enjoy being here.
* This survey is not designed for the 75%+ of faculty who are adjuncts. Many adjuncts teach a course or two on campus and then need to rush off to their 2nd or 3rd jobs or have a teaching load that is largely or entirely online. What can community mean for them? \*\*\* often seems oblivious to this reality.
* tight knit
* Tight-knit
* togetherness
* Toxic
* Unaccepting
* unconnected; no close bonds with anyone
* understanding and accomodating
* union
* Unique
* Unity and friendship
* unsupported
* Useful
* variable
* Variety
* Vastly interconnected.
* Very top down. The administration takes a strong control of the narrative, which is very African American centric. White voices are opinions are not welcome at all.
* Very uncomfortable!
* Very welcoming to every kind of student.
* Warm
* We are all interconnected, both as people and as employees. Without one of us, others would struggle.
* Welcome
* Welcomed
* Welcomed by fellow students.
* Welcomed with open arms
* Welcoming
* Welcoming
* welcoming
* Welcoming
* Welcoming
* welcoming
* Welcoming
* Welcoming
* welcoming
* Welcoming
* Welcoming
* Welcoming
* Welcoming and diverse.
* Welcoming and invested in my success
* Welcoming with exceptions depending on personal views of staff who push their ideas in the classroom and assignments.
* Well Mixed.
* Well, within the \*\*\* department it needs a lot of work and help.
* Well-intentioned
* We're trying, but changing a system takes time and intention.
* When it comes to contract vs union employees, not at all.
* While the community is diverse and I love that, I worry about expressing my views too openly, for fear of small/non-official retaliation or othering.
* White Christian orientation with reluctant willingness to accept anything other than a reflection of one's self.
* wholesome
* With so much still occurring turnover, it is difficult to stay connected to leadership goals and expectations.
* Within my Department, very good. I don't get to mix with the rest of campus often enough to have an opinion.
* Woke
* Woke
* Wonderful
* working together toward the same goal
* Yes
* Your people are here if you make an effort to search for them.

## Response to the question: “What one change would you make in order to enhance the sense of community at Clark College?”

* "Para mejorar el sentido de comunidad en Clark College, se podría fomentar la creación de más espacios y eventos que incentiven la interacción entre estudiantes de diferentes disciplinas y orígenes. Esto podría incluir talleres interdisciplinarios, festivales culturales y programas de mentoría que unan a la comunidad estudiantil, al cuerpo docente y al personal, promoviendo un ambiente más inclusivo y colaborativo.
  + To improve the sense of community at Clark College, the creation of more spaces and events that encourage interaction between students from different disciplines and backgrounds could be encouraged. This could include interdisciplinary workshops, cultural festivals, and mentoring programs that bring together the student community, faculty, and staff, promoting a more inclusive and collaborative environment."
* Nothing at the moment.
* Everything suits me
* 👍
* Introducing regular community-building events or activities that foster interaction among students, faculty, and staff from diverse backgrounds and disciplines.
* Focus more on academics and less on equality in the public image.
* Nothing
* Budget priorities to programs and positions that support marginalized students, like students with disabilities. That office seems taxed and we should be growing supports for students with disabilities.
* I am not present enough on campus to make that kind of statement.
* Increased transparency by \*\*\*, particularly with respect to the failed search in the \*\*\* position.
* No changes
* People in higher positions need to listen and accept the constructive criticism that people in the Clark College community are giving.
* More events that include students, faculty and staff.
* I wouldn’t change anything!
* Pay our teachers more so they are happy because if they’re happy our grades reflect better.
* Stop talking about race and gender and "marginalised groups." All that's done is separate one group from another and deepen the class divide. We are all one people and all Americans.
* More social activities
* I don’t see any changes needed
* Ensure everyone is treated equally and fairly
* I am not sure what changes I would recommend because I am solely online and so I do not attend classes in person.
* More in person classes.
* Abandon the DEI efforts.
* The focus on identity has the unintended consequence of creating a more decisive and antagonistic atmosphere. A focus on basic diversity is fine (recruitment, retention, etc), however the larger DEI efforts (training indoctrination sessions, etc.) have created an almost cult like atmosphere where any attempt to appropriately challenge that orthodoxy will result in a swift punishment by the administration. As a result, a sense of fear is experienced by many employees who do not buy into the religion of DEI.
* Because of the \*\*\* efforts, Clark College has become a community where groupthink reigns supreme and true inellectual discussion and discourse is forbidden. Many in the community are afraid to share feelings or opinions of any sort due to the fear of retribution and retailaition by the administraion.
* Beacause of this, the concept of shared decision making is a farce as it is understood by many that decisions are already made by administrators prior to any supposed community discourse about them.
* The more the college subsrcibes to the DEI ideology, the deeper this problem will become."
* I would probably suggest themed trivia nights or video game tournaments on top of the movie nights. That might help to build a community for people who are wanting other activities.
* Remove all DEI programs, training, and decision making at Clark College, as these all serve to lower the bar for preferred demographics while simultaneously penalizing others.
* Include adjuncts in more community-oriented and community-building projects and outreach.
* Finding ways to support systemically non-dominant groups without the frequent attacks on systemically dominant groups. I understand the intent, but the current approach may prove counterproductive over time.
* Unsure.
* Not much, just don't overvilify my identities and perspectives while sharing perspectives of others.
* NONE
* Norm
* Lower the average price of snacks in vending machines by 50 cents.
* im not sure, its difficult to bring together such a diverse community and those with different goals
* None
* Stop assuming conformity is supression, and stop encouraging people to separate themselves when they really need community.
* Not sure
* One change that I would make in order to enhance the sense of community at Clark College would be to add more communal areas throughout some of the halls and buildings that lack them.
* Making it clear what events children are welcome to would make it easier to engage with the community. I'm already taking a lot of time away from my family to pursue a degree. I love the idea of the various events happening on campus, but I would want to take my family, and it's generally not clear which events are okay to bring children to.
* Hire more staff like \*\*\* to teach.
* Just treat everyone the same instead of bending over backwards for people and groups of people.
* GET RID OF DEI
* gender neutral bathrooms
* Not sure
* Nothing
* I’m not aure
* It's pretty hard to learn about various clubs that you may be interested in, so spreading word of those clubs more effectively would easily enhance the sense of community.
* I usually am just there to get to my classes and go home, I don't usually stay on campus too long other than walking through the cherry blossoms.
* I'm not sure.
* club integration, making clubs interact with each other
* More campus wide events that involve staff, faculty, and students.
* Remove DEI and Woke policies. Let’s students have free speach, and compete for opportunities based on merit and not skin color, orientation or other racist checkboxes within the DEI system.
* More services and classes should be on-campus.
* I would probably change nothing. Maybe tell more students about MESA.
* Promote diversity more on the Clark Website homepage and through occasional events/emails.
* More get togethers. Main Campus faculty, staff and students and Clark College at WSU-V faculty, staff, and students are hugely separated.
* It will be great if Clark College can offer some hobby courses for the community during weekends, like sewing, crochet, golfing, kung fu, home baking etc. It's for fun and people can learn something new or enhance their skills.
* Making running start more well known.
* Get the \*\*\* under control and reframe \*\*\* thinking to a student centric approach like every other college in the nation. The privilege and power they sit in is sickening and it is exhausting watching them wield it and the college continually bend to their will. \*\*\* are continuing to boycott graduation for heaven sakes!
* More international opportunities for students inside and outside the country.
* Reduce one-sided trainings. Encourage viewpoint diversity in addition to other kinds of diversity and teach people how to talk across different viewpoints respectfully.
* Engage with the community in the conversation (i.e. students, community leaders, businesses, etc.)
* I would reduce the amount of adjuncts and offer more full-time position. This would be more equitable and show adjuncts that they are valued. There will always be a need to have some adjuncts to fill in the schedule and there will always be some instructors who prefer to be adjunct, but I believe many adjuncts would feel valued and a part of the community more if they were offered a full-time/permanent position.
* More classes requiring students to attend events or offer extra credit for attending events.
* Stop incorporating canvas discussion posts into classes with in person meetings, these interactions can and should be done in class, and would be more meaningful. I have never read a reply to one of my discussion posts, and I doubt most students do. Replies and comments feel like pointless busy work blathering into the void rather than feeling like a discussion.
* Engage in more community participation
* I don't know
* more actvities and events, for example it is aapi month and mental health awareness month in may, maybe more events regsrding to that
* Conversation
* Better parking
* Change some of the times of the festivals so that workers can attend too.
* Continue with what you are doing.
* I don’t know
* Better communication top to bottom on all college business decisions.
* Make all meetings in person and require faculty to be on campus more.
* Transparency.
* There is nothing that I can think of to change at this time.
* It would be nice to hear from each of \*\*\*on what diversity and equity mean to them, and what they have learned from their PPI trainings in the past year.
* Improved communication between professors and students
* Encourage actual acceptance of differing view points and discourage imposing one set of beliefs as the only one anyone is allowed to believe.
* People slowing down
* Maybe add a new building or extend the STEM building somewhere or literally.
* I can't think of anything
* bigger events
* More opportunities for togetherness. Team building, community, fellowship
* More trainings and seminars for students
* \*\*\* respect the work of faculty
* Not sure
* Vote of no confidence on the \*\*\*, most of \*\*\*, and \*\*\*.
* Remove DEI
* Opportunities to spend time with people with a more light hearted agenda.
* To be authentic in the offerings of different trainings and activities to encourage exploration of others' life experiences and cultures.
* Return focus to education rather than a social agenda.
* \*\*\* for goodness sakes come out and enjoy your employees, exude a sense of love for Clark College and all that it means to the community; with authentic appreciation for teaching and learning and our students' academic achievements/experiences. Community is people, not a mission, not a hundred emails. We know what we stand for, now who do we stand with? In a true community, it would be We Stand with Each Other. Please let us have this again.
* Acknowledge EVERYONE.
* Face to face, in person, activities and meetings
* More connection from \*\*\* - less ivory tower. More trainings on campus for staff to attend together. More casual events for all to gather.
* require more diversity training for employees
* More vulnerability and transparency
* Feeling greater support from the administration and \*\*\*. They often lack support for College employees
* I would allow students of all backgrounds to have a voice in their concerns with follow-up action and accountability. Currently we have students that are racially diverse, ability diverse, multilingual, and from diverse socioeconomic backgrounds that are experiencing discrimination without an ability or avenue to follow through because the discrimination they face is from people that are also racially diverse and their concerns are waived away because they are told the concerns are rooted in white supremacy. However, instructors that actively work to prevent diverse students from passing their classes by maliciously changing course requirements after the course has begun (without transparency), are being protected while first generation college students are losing scholarships and dropping out of Clark thinking they aren't cut out for college. I would seek to find a way to handle complaints rooted in white supremacy, while also holding instructors accountable for actions that are discriminatory in other ways.
* Leadership does not listen to all voices.
* Include everyone in conversations and allow different views and perspectives that differ from the dominant views and perspectives.
* Valuing all sexual orientations, beliefs, and ages.
* Speak to current campus uprisings
* Listening and not shaming people with differing opinions.
* A test of coexistence and cultural understanding for each student before entering the school
* I cannot think of anything at the moment. I am a primarily online student, so I do not feel I am the best qualified to answer this. My online experience has been very fulfilling for me and I do gain a sense of community as well. A lot of this depends on the instructor too.
* More broadcasting about clubs or public events
* None
* Transparency from top to bottom.
* Nothing
* Campus activities are always in the middle of the day when I am in class (often 10a-2p). It's very hard to get engaged with APB events, diversity lunches, talks, etc. when they are always at the same time. This makes it difficult to meet anyone outside of my cohort or immediate coworkers. I've heard others say that they have difficulty attending these events as well.
* Stop pushing it down others throats this is a college for learning not everyone has to think the same
* Eliminate the barriers that \*\*\* has created for everyone on campus to actually feel as if they are a welcome part of increasing inclusion on campus
* Changing the message sent to faculty and staff to a more supportive one. The message that I am internalizing is that you are not doing enough and that you will only have done enough when all inequities - including those that come from larger societal forces that our college has no control over - are eliminated.
* Hire a great VP of instruction. Prioritize this, and focus on qualifications and how well they gel with instruction, rather than holding out for someone bipoc.
* None
* More structure for your first year college student that are red color code student who is starting new career at 58 years young. who has already live a life and now starting a new one, with a little experience of college life.
* No idea
* Maybe have more opportunities for students that have evening classes.
* Keep all of the DEI, and focus also on inclusion of ALL people. I was so glad when DEI became a campus focus; now it is ALL the campus focuses on and I do not feel welcome in some areas of the campus.
* Get rid of the \*\*\* office.
* accountability
* Strategic group interactions.
* Stop churning and burning through leadership so that they can establish and maintain relationships with the people they lead.
* Stop forcing community through DEI
* Stop having gatherings that are meant for only one group. All gatherings should be for everyone.
* It would be nice to have a set of norms and be more student focus on accessing and breaking down barriers. This is regarding using one platform for all tech instead of a million different platforms and feeling lost and alone.
* Be open to change
* Maybe lay off a little on saying everything is white supremacy.
* I wouldn't
* I am not sure.
* Being more open to different political opinions without casting a judgement upon it
* Good
* good
* By not telling me, in the syllabus, that white people are a problem. I feel excluded and looked upon as a problem because I am white.
* More pride/inclusive flags everywhere. There are some in Gaiser Hall, which I greatly appreciate, but seeing them in other halls or even classrooms would be really nice.
* Less of a focus on what divides us (marginalization) and more of a focus on what unities us (ie. higher education, state, common apolitical values/morals).
* Greater tolerance/acceptance for viewpoint diversity.
* Nothing
* Good
* Change the messaging from "white" shaming/blaming to encouraging equality/equity while looking at historical context yet moving forward.
* Always make sure everyone is okay.
* Keep learning in here , add community hope more person .
* free coffee station
* Don't overdue it and force DEI on the community. Use a light touch and invitational approach.
* Leadership interrogate their reliance on white supremacy culture.
* focus on retention by not creating impossible jobs and then hiring people of color to do them
* Possibly more outdoor music on sunny days, even just an acoustic guitar from the music department by the friendship garden. A place where people could just sit and watch/listen and meet other people.
* Offer more 4 years degrees
* I don't know.
* Nothing comes to mind.
* Continuing to expand and offer sessions on various diverse topics utilizing leaders in their fields, outside of Clark College.
* Give Caucasians the chance to learn without judgement or negative assumptions.
* It great the way this.
* To focus more on education. Not diversity, equality and sexual orientation. All of the students attending Clark care more about education than the other stuff.
* I think increasing activities where different groups of people can just hang out and eat together would create peace amongst the different races. I don’t think the narrative should be obvious either, otherwise it may come off as forced.
* I don't think the sense of community can be forced. I think it is largely a product of how happy people are with their job and work. Most employees of the college have been much happier with their jobs and work with the ability to work from home most of their week.
* Do not underestimate the impact of this on increased productivity of the college workforce or retention of employees.
* Go to more zoom tutoring.
* Offer class-based or academic performance scholarships regardless of gender identity and racial background. Make education more accessible to all, not just to those from the most visible marginalized groups.
* Not sure
* Be on campus, be visible, be kind, look up at people and acknowledge humans are working together. There should be requirements for faculty to work on campus, literally in real life, at minimum of 5-10 hours a week. \*\*\*. There are no structural mechanisms for faculty to meaningfully interact with each other consistently except on opening day fall term. \*\*\*. Peer observations. Faculty should be encouraged to collaborate and observe each other's teaching at minimum once a year. We have no idea what anyone is doing and people don't feel valued. Observe to value and learn what colleagues are doing, not observe to judge or create hierarchies. Food carts. It would be fun and creative to bring local restaurants from Vancouver into campus once a week or twice a month? Encourage people to come together to eat outside and talk with each other like human beings-NOT IN A MEETING. Encourage people to put their phones away and go move around on campus to engage with their colleagues. If you walk around campus literally people do not communicate with each other. Students aren't communicating with each other-heads are down in a phone or a computer. This is not healthy or friendly. Students are just mirroring the culture of faculty, staff, and admins on campus. We should be role modeling healthy positive and equitable interactions to our students. We can and should do better.
* I do online only so I'm not sure
* Same answer
* Not push gender diversity so much. In other words, don't make me feel like I am wrong to hold the beliefs that I do.
* Supporting staff as humans overall more. Their happiness echos to the students.
* Continue to add in-person classes.
* I don't think departments realize the silos that have been created. I think everyone gets so focused on their day to day that they don't realize how it interjects with other departments. I think a job shadow throughout departments for all employees would help them understand the process as a whole and hopefully provide an understanding when they are making decisions within their own department.
* Have a more diverse/inclusive \*\*\*
* None
* It’s perfect the way it is!
* Continue to recruit from companies at IUrban Teen because there aren't that many black students at Clark College.
* i’m not sure.
* More in person classes and events.
* I cannot think of any changes.
* Nothing. Striving to make diversity is how you don’t make the world diverse. Clark is naturally diverse because of that environment
* I would organize more college community events and give release time or incentive to attend.
* i haven’t attended any on campus classes at clark yet. so i don’t know
* more cultural performances or events
* I would hire more staff from different backgrounds
* Work study over summer so I can make more money
* better guidance from advisors
* no idea
* I am only at the college in the evening so I'm not entirely sure.
* Make it a place where everyone is welcome and respected, not just people who aren't white males.
* Reduce the administration numbers and start shared governance.
* I wish there were more opportunities for integration between Americans and Hispanics. It would be interesting to learn other topics, perhaps lectures to learn about American culture. I would also like there to be more children's activities, since many students have children, and if they learn about integration, so do we adults.
* More meetings and events in person, on campus, with a variety of people, for a variety of reasons (training, meetings, fun events, conversation).
* I would change \*\*\* to ensure a broader range of diversity - encompass race, gender, age, experiences, talents, skills and opinions of differences among a range of people (students, staff and faculty). Demonstrate a quality of being just, impartial and fair to all members of the College - not only POC, LGBTQ and people with disabilities.
* "More socializing events free of formal academic and/or administrative discussions.
* More volunteering opportunities free of formal academic and/or administrative contents."
* Cut administration by about 25%? The answer to everything is to hire a new VP or director. Give that money to programs, faculty, and staff. Education has become the same bloatacracy we are seeing in the corporate world.
* Can't think of anything at the moment.
* Hot breakfast in the main dinning room.
* Replace "post a thing to the canvas discussion post and respond to N people" with more traditional ice breaker activities, especially for in-person classes. We used to do ice breakers at the summer camp I worked at and they worked wonders for getting people to know each other and form a community.
* Not at the college enough to make a recommendation.
* nothing
* I'm new to Clark College.
* I'd like to see an expansion of the definition of "diversity" to include more elements beyond race, especially immigration status, linguistic diversity, mental health status, and varied educational background.
* Required training on social inequality and effects of various political/economic policies for students and staff
* While shared governanace is a great concept, it's impletation is not on our campus.
* Make aware the Clark College work very hard for the community no matter what the people preference.
* I do think sometimes in the effort to be "inclusive" some groups may feel excluded.
* Teamwork
* A quiet and comfortable place to study on campus - a larger space with cozy seating, but also in a quiet space. Similar to the seating areas upstairs in the PUB, but also a quieter space.
* Better accessibility to food; variety, multi-ethnic, affordable, close proximity, and availability.
* somehow increasing the participation in PPI trainings
* more diverse opportunities
* More campus events or advertising of campus events
* As someone with an invisible disability, I would appreciate seeing in trainings more that not all disabilities are visible, and to not assume someone doesn't have one. Also, maybe creating groups for people who are neurodivergent, as a work study student, and someone enrolled full time, I would really like to see a group where people with ADHD/Autism/Etc can come together and discuss every day challenges we face navigating through the world, and being able to network together/just find support in general.
* Fun activities like movie nights in the lawn or something! To have a break from the workload and have a fun time with peers instead! More of a summer activity!
* gossip
* not too sure
* Activity
* Dont have much to say on this part.
* Make it easier to get involved in leadership/mentor roles.
* Get back to the staffing levels Clark had before 2020 in EVERY area of campus.
* Bring back more events and forums in person. We're still relying on Zoom too much and it feeds into socioeconomic privilege for folks who can be home vs folks who cannot. This college is open and fully operational. Why are we still holding major events, forums, and presentations on Zoom? To accommodate remote workers? Are they remote because of accessibility issues or are they remote because of privilege? The post-Covid divide is still strong...
* Not sure at this time
* none
* Have more groups that politically align with Republicans.
* More events on the lawn and food trucks
* Hiring and retention of more employees and students of color.
* Nothing it's Perfect.
* Build unity.
* Discontinue focusing so heavily on DEI/PPI for the sake of everything else.
* More options for connection.
* Not sure yet
* I would encourage people who have been at Clark a long time to go out of their way to help make new employees feel welcome by making sure they get proper orientation and mentorship.
* Hire staff who can do the job well and don't just base it on diversity
* Remove the power or perceived power the \*\*\* has over everyone.
* Interact.
* None!
* There needs to be less fear around DEI topics.
* I believe it is what you make it within yourself. Communication is the key to success in college in my belief. Be kind to others and you will receive what you give back in return.
* More classes in topics about diversity for example I've wanted to take History classes about other groups but there was no classes available, more languages to be offered as well
* Provide multiple opportunities for open, honest conversation about social justice (as opposed to top-down training).
* More social activities
* Integrate or consider different views such as conservative views.
* More opportunities through text or online as most students are social on social media
* Adopt the Okanagan Charter: An international charter for health promoting universities & colleges which includes Create supportive campus environments and Generate thriving communities and a culture of well-being. Be proactive and intentional in creating empowered, connected and resilient campus communities that foster an ethic of care, compassion, collaboration and community action.
* Alleviate my paranoia
* Less focus on every type of diversity, a better sense of unity through common purpose
* Update your social media platforms and hire a few influencers to load your social media, daily with topics that are chosen by the current student and staff community.
* More full-time faculty and fewer adjuncts.
* Recruit, hire, and retain students and employees of color.
* Not to focus so much on trying to be so inclusive. I think it’s good to be kind to everybody. But I also think focusing so much on diversity creates an expectation that without that focus people wouldn’t be respectful.
* More respect for much older people.
* Be real about whats happening, ask for the BIPOC support to help make those changes made. Not just ask for our support but have us be in charge of the changes we need to see at Clark.
* I don't know to be honest
* Stop putting degeneracy on parade. We can support all people without supporting their lifestyles.
* Fire bad professors.
* Stop encouraging everyone to share their sexual/gender preferences and political causes. I would like people to be able to perform their job duties effectively and don't really need to know about their personal lives.
* Since I’m a running start student, add more support for incoming running start students.
* Nothing
* NETWORKING for older students, meaning people in their 30's and up. There are so many activities for the younger crowd.
* Better school spirit/merchandise designs.
* Not sure.
* Tamp down the rhetoric, the training requirements, etc. We can't make up for Alabama all by ourselves, and especially not in only a few years.
* Anti-oppression framework should be centralized as opposed to the narrow anti-racism model that currently erases our student and employee population.
* None
* Put priority on communication between departments
* Teen gaming tournaments
* i wish more face to face and hybrid classes would be offered to liven up the campus again
* Include more topics on how to apply equity into one's daily life in campus discussions
* I don't participate enough in the community at Clark to propose any changes.
* More Event Advertising
* Idunno
* Honestly I think it would be nice to see police or security in general more for a protective feeling as the campus is decently sized for a community college.
* great question.
* Intentional spaces and/or workgroups that would integrate people from different departments or areas of the college to get to know each other more holistically.
* Introduce a sense of graciousness. Allow people to make mistakes and gently correct them in private. People cannot undo years of using words they know like "see" or "hear." E.g. seeing \*\*\* staff being openly critical of \*\*\* in a board mtg or hearing overly loud criticism in public events is downright embarrassing.
* Work for the benefit of all of our students, not just the minorities.
* Maybe more activity community events, like the Spring Thing?
* I don't know that Clark College can solve the economic factors which force us to work while doing school, leaving less time, and the political divide which makes us more guarded and reserved. But I would change those if I could.
* Nothing, I don't participate in on campus classes.
* listen to marginalized groups more
* Maybe make it so trans students can actually have their chosen names on their accounts and not get every email addressed to their deadname.
* Clearer goals. Work/life balance.
* Stop spanny messages to complete the survey
* Address the trauma we've been through and prioritize relationship building among leadership, faculty, staff, and students.
* Support Black and other employees of color, and hire Cowlitz or other indigenous scholars and staff members.
* None
* Be more active and participate in some events at Clark
* Stronger onboarding process
* Fun
* Nothing.
* nothing
* Participation in all college activities.
* Replace the lawns with bee campus area
* None
* Nothing
* more events on campus related to different interests or majors
* Make activities easier to attend
* Quit worrying about filling spots to meet your quota. We aren't numbers. We are simply students trying to just pass our classes and get our degree.
* Everything is perfect as it is.
* Not sure. More opportunities for conversations?
* More face to face events that cross units, departments, disivions, etc.
* I wish we could get to know each other better across areas of campus. Instruction, ODEI, Staff of all sorts, Student Affairs. We all have needs and hopes and care about our work but because we're so separated it feels like we are in competition for scarce resources.
* Engage at all levels
* Work on bias and implicit bias among college faculty
* More fun, art, events in community spaces and outside, invite more community groups in to use our space, farmers market, community health fairs, increased wages, peer support connection among faculty, etc
* People need o unsderstand that diversity is much more than melanin content of skin.
* More Clark College presence at WSU-Vancouver
* Stop with surveys like this and find better ways to help people.
* I don't really have a good idea. There are many advances on the community front at this college. In most regards quality is being strived towards (except the work-job board. Refresh it, most of the jobs on it expired 4 years ago).
* more financial support
* There was a lot of banks and credit unions at the involvement fair. I don't know if that is something that I should bring up here, but it doesn't feel right when so many booths operated at a fair so critical to the first week of classes, some people's first week at Clark College, to be inundated with a dilemma of which predatory lender to go to, or where to set up a bank account. I do not undervalue the existence of banks and credit unions, but some are pretty scummy, and I don't think we need like 5-10 of them at our Clark College events. Aside from the fact that they give a lot of their money to big oil, perpetuating the climate crisis, I don't think it's fair for financial institutions to have an outsized impact on events at a public college, in the PNW or anywhere in the world.
* Support
* we need more bilingual employees in Clark College
* Maybe one or more specific DEI required training? It's usually clear who is only there in trainings because they have to be and those people seem to choose whatever workshop they think they can get through the fastest without having to do much actual thought or dialogue. It's frustrating to hear ignorant comments from other staff who question the validity of certain communities we serve when they don't bother to attend any workshops related to key demographics we serve (LGBTQIA+, marginalized communities, disability awareness, etc.) I've been staff here, as well as a student, with an overlap between the two and it's disheartening to hear what comments some staff will make regarding student programs when they don't think any students are listening. It's the little things that decrease the sense of belongings..and while I think we have a good system for reporting overt issues, I don't see as much effort into consistently holding people accountable for microaggressions and questionable comments that alienate members of our Clark Community.
* build more bridges/opportunities for people of all backgrounds/experiences to interact instead of always dividing people into subsets
* I don't think that diversity needs to be shoved down people's throats, it should be an organic growth experience that one chooses to participate in or not.
* By participating more in different activities .
* Better bathrooms for those who are disabled. Many of the restrooms are incredibly small with very little turning space, require strength and hands to open the restroom door, and are located in awkward areas with an awkward layout. I’m able bodied and I struggle with the Hanna Hall restrooms. I can’t imagine someone with a disability trying to fit in there, turn the handle, avoid the jutting out sink, avoid getting stuck or trapped, and even making it up the tiny little slope at the entrance. All while other people are going in and out.
* Pay rates for staff to help with retention, remove constant fear of losing job, and transition from surviving to thriving,
* I'm not sure there's much to be done with trying to improve student social skills in the \*\*\* department lmao.
* Quit ordering the DEI mandates and allow groups to naturally work together and mix in enviroments.
* insist that unions behave ethically
* adjuncts being valued, lifted, names known, treated as equals
* Either recognize all religious holidays or none. Recently a email was sent to faculty about Ramadan, but no corresponding emails are sent about other religious holidays, Lent, Easter, Buddhist, Hindu, or other holidays. Either all should be recognized or none. Selecting one religious group makes no sense. It's like affirming one side politically, which is against campus rules.
* I'm really tired of all the dei talk
* Spending more time on campus and around other peers
* More equitable services and acknowledgement for all groups (satellite campuses, all racial/ethnic groups, all religions, all gender identities, etc).
* None
* Replace the \*\*\*.
* Have a priority for retaining our systemically non dominate employees. The focus is on recruiting but no real plan in place for onboarding impact and retention.
* More opportunities for community building across campus (things that bring faculty, staff and students together) - wellness circles, trainings, support/affinity groups, coffee hang outs, etc.
* Focus less on differences and more on similarities. For instance, have the \*\*\* recognize white people in person when acknowledging POC standing next to them.
* More support for international students and increased outreach for students facing financial barriers
* Advocate for more staffing at the student services areas around Clark. Students are always complaining about how they keep getting dropped from classes, or that they have to go back another day because there isn't enough staff to help the student at that time.
* Foster the community. We’ve got a good thing going, but some people just need more exposure to the diversity that exists in our world.
* Make activities more time flexible
* I do not have any thoughts of how to improve
* Add to the definition of diversity the idea of diversity of thought and realize that freedom of speech is not detrimental to our growth.
* More people.
* I would leave encourage others to do the same.
* I do not have an answer
* Pay adjuncts, who make up most of the faculty, a living wage.
* none
* Better pay and increased faculty support for classified staff
* Making more things mandatory to attend
* STOP trying to convert the faculty and staff to the DEI religion.
* The definition of diversity provided at the beginning of this survey is NOT what is used at Clark College. There is a gigantic focus on race and gender identity and some religions, but nothing else is emphasized as much. As a result, we have far less celebration of diversity than we could have. Too much emphasis on any one thing succeeds in de-emphasizing many other things. The emphasis is not just accepting others for who they are and the beauty and grace each brings. Rather it feels like I must adopt stances that are contrary to my own beliefs. At Clark, we are taught and strongly encouraged what to believe, and if that is not what I believe (even though I genuinely accept it in others), it is unsafe for me to be visible. Therefore, I hide. If I am hiding part of myself, diversity is not truly celebrated in this place.
* Have more employee gatherings and don't center everything in Gaiser Hall. Most of us work quite a distance from Gaiser Hall. Offer staff and faculty tours of the Allied Health programs at CCW. For staff appreciation, set up an ice cream or coffee truck at somewhere other than Gaiser Hal (such as south campus: Baird/Bauer/Joan Stout or STEM Building) where people will gather and maybe have a tour.
* different types of training focused on issues like community/team building rather than racial/gender based training
* Upper level management/supervisors held accountable for not attending opening day, ppi, events, LEAD, and for hiring copycats of themselves, moving people up in job position and pay and poor hiring practices. Everyone reaching out to learn more about each department and more event for ALL
* Nothing
* activities at the other campuses
* Not sure
* Pronouns on nametags for all employees.
* Truly valuing everyone’s voice, not just the anointed few.
* Inclusive. Include EVERYBODY equally.
* I cannot think of anything I'd like to change.
* Increase support for faculty/staff/students that are struggling.
* Do more fun things (with limitations of course). The paper airplane contest we did in Gaiser Hall a couple years ago was a great example. Little light-hearted things that don't take long, necessarily, but bring everyone together to laugh and are all-inclusive.
* None
* Provide more information about how to get more involved with activities at Clark
* Localization, instead of splitting off majors into separate campuses (RN nursing program at WSUV instead of Clark college), we should try to establish and build a new building on the Clark campus in order to form a larger, more connected community.
* An auditorium for the performing arts, specifically for music concerts.
* Energy
* More available and/or required in-person classes.
* increase racial diversity
* More events
* Not sure
* nothing
* I would not make any changes.
* no change
* Safe motorcycle parking!
* Nothing at this time.
* Make more classes in person.
* not sure I have any reccomendations
* Make the college a place of learning for all and welcoming of different points of view without shutting them down.
* More reasons to gather on campus - festivals, plays, SOMETHING. I remember one of the best moments I had when I first started at Clark was the students getting together at Japanese culture club as well as when we watched the Tibetan monks building a sand mandala in the library.
* \*\*\* needs to be heavily investigated and sorted out.
* Bring in more public speakers from diverse backgrounds.
* More cross-department meetings focused on learning about each others' work
* More union employees being valued for the work they do.
* I don't feel qualified to respond here.
* More diversity and equity training, and events like Dr. Griff's black history showcase.
* diversity of teachers
* More communication between areas and more robust partnerships between staff
* This 'conservative' college has always had challenges. But, this survey feels like just a way for the \*\*\* office to get more funding and more positions. It is not so much D&E that are the issue on campus but Admin wanting to blame something instead of leadership. I'm so tired of the campus climate and more D & E trainings and workshops are not going to fix the problems this campus has.
* Get back to American values
* Consider that popular thought is not agreed on to follow. Fear of freedom of speech, US traditions, conserving the constitution for ALL American citizens.
* Nothing
* Nothing
* Ask that staff in financial aid take training on customer assistance.
* Create accountability for folks that do not uphold the college values.
* Stop focusing so much on the things which make us different. Focus more on things we share in common. Diversity of thought is good. Diversity of race doesn't ever actually make a community stronger, but diversity of thought can. Only liberal / atheist / non Christian ideas are encouraged / accepted. For this reason, I don't believe you when you say you are seeking diversity.
* Make more scholarships available to just a regular Joe, not just very specific people/situations.
* Stop segregating groups. Increase table talk conversations and facilitated discussions around current news events and how it maybe impacting staff/student/faculty.
* Hi
* The assumption that people are not aware of DEI topics and/or don't prioritize learning about them.
* More on-site activities to provide opportunities to meet & interact with other departments/divisions.
* Stop pushing people to state their pronouns all the time.
* Showcase untraditional diversity by maybe having school events related to hobbies or interests.
* put a coffee machine in T Building
* By continuing to focus on increasing the number of students and employees from marginalized communities.
* Don't let campus be politicized. Respect all political views and deter students and staff from pushing their own political beliefs.
* free
* Professors to be respectful to students questions and trying their best to answer them and offer as much help as possible, (especially to online students)

## Respondents who said they were unsure about whether they had experienced discrimination or harassment at Clark College were asked, "Please tell us more about why you selected that response." Their responses are below.

* There is a climate of hostility. I am able to hide my sexual orientation when needed and I have felt pressure to do so in certain circumstances at Clark
* I'm not sure if I have experienced discrimination.
* A student repeatedly referred to me as incompetent due to their perception of my political beliefs and gender.
* The question referred to an off-campus residence, and if I've experienced discrimination or harassment. This could be anywhere.
* It was not directed individually and specifically to/at me alone. However, there is harrassment-type information provided across the college that generally attacks any of us who have beliefs other than those strongly taught at the college.
* In the moment of the situation, was it a logical response, but thinking more about it, I wonder.
* I've heard a lot of intense things said throughout my time at Clark directed against anyone who leans right on any issue. I stay out of politics personally so I have never been directly harassed, but it's very clear it would be unwise to say you were anything other than what the college is
* I'm pretty sure that just being who I am welcomes discrimination automatically. I'm unsure whether or not this is in my favor.
* I tend not to pay attention to these factors as they apply to me.
* I experienced suspected discrimination due to disability status from \*\*\*. I have no evidence to support it, but it was a negative experience for me and has decreased my trust in the department, particularly its head.
* Sometimes people joke about specific things, and it's unclear whether or not they're joking or genuine. Or both.
* Some of my previous \*\*\* instructors have been harsh and unbending with me and I’m not sure why.
* Im not sure if it was intentional or not?
* If any discrimination or harassment is happening to me, it is behind my back. No one has ever said anything directly to me.
* I'm not sure if microaggressions go under these, if so, then yes, I've experienced one of the two.
* I have had encounters that may have been discrimination, but may have been me misinterpreting things.
* I have applied for several position at Clark College and have gotten through to the interview process and I feel like I have high praise and good feedback during the interview, but I have never received an opportunity to work there.
* I don't really think about it that much.
* I am very clueless, so I can't tell if I have been or not.
* While I identify as a Caucasian and thereby must respect that I have had the opportunity of Privilege that my BIPOC coworkers and students have not, I still feel that regardless of how the college attempts to prevent an antiracist culture, we must all make everyone feel welcome regardless of race, sexual orientation, country of origin, or anything else that makes us "different". This includes privileged Caucasians. There are times that I feel made to feel wrong, like I have personally discriminated and thereby have felt discriminated. I do not know if this makes sense. I've attended many PPI trainings and frankly, still do not feel comfortable expressing my views for fear of retaliation.
* Sometimes the discrimination is not direct. It can be lack of promotion or inclusion in events, groups, or activities. Sometimes I think it may be my position, perhaps my size, maybe my orientation, maybe I am just not liked or desired in those positions.
* People may say things behind my back. I do not know what people say in whispers, heads, or hearts. All I know is that I am the type of person that can overcome any weakness, or fault I may have by striving to improving myself everyday.
* No.
* I was shafted from receiving a faculty award via student nomination based on an opaque process. I have no idea how decision making occurred to this effect. That said, my attitude since then with regard to staff and student awards at Clark as been set to "you people are clowns and can \*\*\* right off."
* I am not comfortable answering this.
* Hi
* Classism is hard to detect in discrimination.
* Because I have learned at Clark College there is no such thing as racism towards white people

## Respondents who said they did not report the discrimination/harassment they experienced in the past year saw the question, "You indicated that you did not report incident(s) of discrimination/harassment that you experienced at Clark College to campus officials. We would appreciate it if you would explain why you chose not to report the incident(s)." Their responses are below.

* Yes and no. One incident happened during a virtual session of Fundamentals of Equitable Decision Making class where the conversation was discussion White Supremacy. I engaged the chat about my beliefs when the instructor asked us to participate. Within several minutes of my statement about the terminology, I received a private message in the chat attacking me for my views. I did not know this person and did not engage any conversation with this person.
* The other incident happened a year ago when our department required that all full time faculty participate in an outside DEI trainer over zoom. This trainer was very biased and attacked several individuals in our department about their political beliefs. We complained to our supervisiors and the training was eventually terminated but we did have to endure 5 months of these activities before it ended.
* Who would listen? Nobody cares, certainly not my supervisor, they were in the room.
* The harassment I experienced was not violent. It was aggressive and threatening and I reported this to administration and the appropriate avenues. It was not handled for months.
* Not confident in campus officials.
* no trust
* It's an accepted opinion voiced often at trainings regarding Christians.
* Other, part of working with the public."
* It didn't happen on campus or at a Clark event.
* I don't think it would lead to any positive outcome, and it could harm my career.
* As a straight white conservative male, I do not believe that any action would be taken by the college on my behalf. In addition, because I am an adjunct, I would fear retaliation regarding class assignment/hour assignments.
* What's the point? It doesn't feel the college is interested in anything but DEI as it relates to the BIPOC or LBGT+ communities.
* The last time I reported it the outcome drove me from the school, not willing to risk it again. I have to simply accept that gender inequity is not a focus for clark at this time.
* Power dynamics at the college (adjunct versus full time faculty), prioritizing relationships and building rapport, not wanting to deepen the divides that already exist, and sometimes because the microaggressions are not intended and it's best to have an individual conversation to create change in the relationship.
* It was that significant. I don't believe the college would really care since it wasn't a race or gender identity issue.
* I have normalized these microaggressions and prefer to process them by talking about the experiences with my peers, friends, and partner. It's tiring to report and I feel defeated since it is so baked in. I also minimize my experience since I recognize that I also hold a lot of privilege.
* I am a white male in a position of authority within the organization. Challenging me, my decisions and the position I hold is a foundational part of the college's position on white supremacy. There is no avenue for me to seek redress. What would be considered and addressed as microaggressions for other people are categorized as appropriate learning examples for me and others like me. I fully expect this comment to be dismissed as an example of white fragility.
* Fear of retribution. Being identified as contrary and singled-out.
* Don't feel like going through the motions for "Hear Say"
* Because of the "group think" mentality at Clark. It's either black or white when dealing with issues and very little allowance for anything in between.
* Because nothing is ever done when it comes it \*\*\*. Management defers to \*\*\* and \*\*\* defers to management. It's a failure of management and a failure of \*\*\*.
* Because I know they don't care. This happened at training, and most of the discussion was targeted. And at the end of the day, I'm just here to do my job. I know I'm not welcome, but as long as I get paid for my work, that's all I really care about.
* Unclear how to report incidents when there's no documented proof and my issues are with staff members, when I have been misled by administration in the past. There is also a stereotype about trans people being "overly sensitive" and I feel that, without proof, I will not be taken seriously or my issues will be undervalued because of it.
* The representatives that I would go to hold the same beliefs as the person who was discriminatory towards me so I feel that nothing would have gotten done.
* School or police officials will not do anything because I am a white straight person. We are not a ‘protected’ class, therefore it’s ok to discriminate against a white person, but you may not do same to a person of color for example. That is fact.
* I'm an older, Christian, conservative, white, woman. I'm a target for being a person that doesn't belong or wanted.
* I wasn't sure how or where I could have reported it. Plus, I face this discrimination regularly off-campus and I've learned to get used to it unfortunately.
* Because it is the administration requiring the statement about racial justice, it's not going to change. I feel discriminated against because I am white, I'm just trying to get an education man.
* Because I'm a white male.
* Because I want to see if I can find a solution to the problem without reporting it
* Not interested in this.
* Hard to prove it's discrimination. I don't trust the investigation process will be fair and equitable. As long as I keep my job, I can move past it. But there are days I want to quit.
* Fear of retaliation later.
* Afraid of retaliation. Have been ignored on the issue a few times.

## Respondents who said they had experienced discrimination/harassment were asked, "If there is any other information that you would like to provide about your experiences with discrimination or harassment at Clark College, please comment below." Their responses are below.

* When I attempted to report it to \*\*\*. Nothing was done and my superior was the one doing it, so it left me alone. I have witnessed it happening to others this last year in a more extreme way than what happened to me and know it was reported to \*\*\* and \*\*\* and no help was provided.
* The \*\*\* department is the source of this discrimination.
* None
* No
* It was resolved, but that process/outcome could have been better. Had the situation been reversed, I would likely have been fired.
* It was a former high-ranking administrator who was known for this. Of course he moved on bigger and better things because that's what happens. The steak is
* I do think the college places too much emphasis on DEI and meeting their quotas in employment. At times, I feel that I am back in the 1980's with affirmative action requirements and that the best candidates might be run off because of the climate focus.
* During a search committee for a tenure-track position I was not hired as the department already had a candidate they had chosen beforehand for the position. The search was just a formality.
* Clark College is a toxic environment in which to work. It's only gotten worse \*\*\*.
* Disappointed with outcome of reporting. Wish I had not reported.
* When the harassment was reported, the administration took the side of my supervisor. I then had no other recourse.
* What's the point. I'm am not what is consider "diverse".
* Until we flatten out power dynamics, it remains challenging to address discrimination in our workplaces - while we have a hierarchy of professors, some of whom are considered "contingent" or expendable, we will of course run into power issues and trauma at work. We also need to prioritize relationships and find ways to value all employees and have more fun together. What if we practiced radical hospitality and inclusiveness and made a serious effort to show all of our employees how much they mean to the college?
* \*\*\*. Because Clark College has a two-tiered justice system - one for the administration and one for classified staff - the harassment I received was ignored. On top of that, I was the one made out to be the offender. In other words, Clark College administrators blamed the victim. The biggest inequities at Clark College are those between the administration and classified staff/faculty. The administration has the privilege to ignore the staff/faculty when it is in the administration's best interests. Please provide a training on the corrosive and toxic effects of administrator-privilege and how to deal with it.
* People need to know at what point things are truly discrimination/harassment and which things to just let go of. Otherwise, we are reporting every little slight that occurs.
* Much of the discrimination and harrassment comes from the administration on to the staff. These adminstrators are able to act with impunity. The hypocrisy at Clark College is stunning.
* If you don't conform to the political/social "group think" of the college, you are looked down upon. I've been in meetings/workshops where quotes are shown, we're told had bad they are and then asked to comment. Comments often include the person quoted should be disciplined or fired rather than having a dialogue as to why the comment was made.
* If we take offense at every minor thing it just perpetuates a culture where we all just assume everything is some type of discrimination and/or harassment. We need to be aware that sometimes things said/done happen out of ignorance or innocent intentions.
* I think it is wonderful that almost a third of our students are non-white. While we are seeking ways to best support them , we must also be mindful and active towards the other two-thirds of our students that don't have the same intersectional experiences. Simply by virtue that they are taking classes at a community college, we should recognize that most of them have not reached a point where they are feeling the benefits of any privilege they may have. Some of our current efforts have made people that are considered systemically dominant feel uncomfortable and unwelcome.
* \*\*\*. I did not feel as though I was heard. My supervisors also did nothing even though the other parties continued the behavior.
* Harassment happened at Clark but from a community member, not anyone affiliated with Clark College.
* Faculty often speak negatively of students - calling them names (cheaters), accusing them of violating policy, and more in public meetings without thought to the consequence of students in the room hearing this.
* Faculty have been allowed to bully staff without consequences.
* \*\*\* needs to be overhauled. Workers and supervisors need to be looked into because they are problematic.
* There's a sense of general hostility towards people who politically align with Republicans and Christians.
* \*\*\*. \*\*\*. In order to talk to someone you have to file a complaint and the complaint system goes very slow or they ignore you. I'm sick and tired of instructors not following protocols and rules of Clark College and getting away with insulting you.
* Please remove the racial justice statement from syllabus for classes. It is derogatory language and makes me as a white person feel like I am in trouble for doing nothing wrong.
* Nope, it's become systemic, everywhere I go
* No, I'm over it
* It’s just not fair. I was born a straight white person and have worked hard to succeed in my education, but these last couple of years have seen opportunties taken away and given to others not based on merit and hard work, but based on skin color, immigration status, etc in the name of DEI. Thereby discriminating against the white straight person solely due to skin color, orientation, etc.. actually definition of racism. On campus we aren’t allowed to share our views.. we are cancelled, shamed, yelled at and silenced. Not very diverse. Freedom of thought, speach and expression are gone, thanks to DEI and Woke ideology.
* It was a misunderstanding with a classmate who became violent with his words and with the teacher in class, she tried to calm him down but did not want to listen to her and said that she would not leave class and would behave.
* It is a very liberal and democratic environment and any right leaning opinions are met with aggressive responses.
* It has been clearly communicated that white Christian males are the enemy.
* I was told that I needed to change my chosen (and currently-used) name in the school system to match up with my FAFSA information, which requires my legal name, or else financial aid would be withheld. When I went to ask about the process, I was told only my name in the system's internal workings would be affected, and that I would ""not have to see that name"" on my accounts. This was incorrect, and all of my accounts now reflect my deadname, which forcibly outs me to everyone in my classes as I have to correct the name. My financial aid has also been withheld after a national shortage of my medication made me fail classes, due to NOT HAVING MY MEDICATION, and this has affected multiple quarters since, despite passing every class I have taken since then, I am still not ""on pace"" for graduating due to the holdup. Additionally, I have been misled by staff who have told me, over call, that my math placement was put in the system and would not be a problem anymore. It has been 2 quarters since then and the problem is still present, with my record listing no math classes and no math placement, and I have had to get special permission from professors to enroll in required classes. The inability to receive written statements when I ask for them has led me to fear interacting with staff and administration in case I am misled or lied to, and then cannot provide proof.
* I reported the incident and was flat out told the professor acted inappropriately by \*\*\* but he said it would be better for everyone if I just apologized to the aggressive faculty member which I refused todo. That was the seed of many issues for me here and when I had to deal with an issue that was the result of my own behavior clark brought up that first incident and seemed to forget what actually happened. Placing the blame at my feet, which I didnt appreciate.
* I have stopped working out because I dont want problems. Even though I paid for a full year subscription, idk if I can be there and not get mad again
* I have been talked down on because i’am white and a man, if people want to push for equality this goes for all not for only some.
* I ended up contacting \*\*\* and they were able to advocate for me. Issue was resolved
* More socioeconomic diversity training and socioeconomic equity to facilities and resource access.
* I wish all in leadership positions at Clark make their staff feel valued and respected.
* Employees of the college that are from disadvantaged groups need to remember themselves not to make an assumption based on another person's appearance.
* DEI work at Clark has been dividing us for too long, it has isolated and silence some very thoughtful people in the process. This has been chalked up to “white fragility” but too many assumptions about individuals have been made in the process. Asian people are flattened, we start classes on Jewish or Muslim holidays forgetting faculty and students in the process. There’s a clear message that equity “knowledge” is only held by a small group of people and anyone else needs their “approval” to participate. Lip service is paid to unseen or undisclosed (dis)abilities. It’s clear by this survey, we need to acknowledge our south Washington population. We need to “call in or invite in” more identities to the table with staff/admin recognizing everyone maybe holding space that intersects with both oppressed and privileged expressions of power.
* Complete Vitriol displayed to non leftist students
* As we acknowledge white fragility, can we move on to a discussion of "building racial stamina" so that "white people can more openly and critically discuss issues surrounding race."
* ;Harassed by an employee while other supervisors allowed it to happen.

## Clark College added the following question to the survey, "How do you define sense of belonging as it relates to Clark College?” Responses to this question are below.

* The \*\*\* team seems like a great group of people who work well together. However, I feel like my email has more DEI related content than anything else. This survey seems to be trying to justify more DEI initiatives when you could actually do with a whole lot less.
* Level of support from my department
* definitely fluctuates
* Virtually nonexistent. 90% of my courses are online. When I do teach in person I need to rush off after class to my second job when I finish because I am an adjunct. The empty talk about "equity" during required PPI trainings are farcical.
* This campus has the potential to be great, \*\*\*. \*\*\*. There is a culture of complacency here that needs to be rooted out. Mediocrity is the norm and the staff have been here so long and now possess so much paid time off that they care little about student support and student services that should be integral to a college campus
* Sometimes keeping your head down and doing your job.
* In my opinion, too many faculty have gotten way too comfortable with distance learning, which I believe is usually inferior to the classroom experience.
* I think it is disjointed in the sense that there is no cohesive plan to handle tensions that escalate all the way to the executive cabinet.
* I don't feel it
* Feeling like everyone is working together. That is not happening at Clark. Ever since the admin decided to force us to strike, there has been a huge feeling of a very hard division at Clark. The fact that we keep hiring more and more administrators to make rules and executive decisions has divided us even more. The bloat is not only expensive, it's creating a sense of helplessness on campus.
* By being valued beyond my immediate department; administrators look past adjunct faculty.
* According to my faculty peers, it appears they no longer feel that I belong.
* We can all agree that our students are amazing and worth coming to work for.
* The atmosphere is very inclusive and welcoming.
* Supported by the community and involved in it's progress.
* strong bonds here with students and faculty and staff
* Striving to make it a better place to learn and work.
* People should feel welcome and see themselves represented in faculty, staff, and our spaces. They should know that we want them here and want to hear their voice.
* People in the room want me in the room
* People in my department have been more supportive since 2021.
* Knowing there are others like me. Feeling valued. Contributing to others.
* I feel welcome and supported by staff and faculty, as well as accepted by students as an instructor.
* I am inspired and encouraged by others who are seeking growth and excellence.
* Having people who want to hear my perspective and value it.
* Having people I can talk with, lean into for support, spend time with, grow and be empathetically challenged by. The training are not helping, we need more social and fun events.
* For me, belonging most comes from being part of a community and ecosystem of artists, students, and educators.
* Feeling welcomed and included in decision making. Feeling supported in my professional development.
* Feeling that I am a part of Clark College's vision and a valued employee. I gain a sense of community when I am at the school.
* Feeling a part of a team, cared about and valued.
* Everyone I have come in contact with has been welcoming to me
* Daily interactions with people across campus in different capacities. Shared purpose.
* Connection with peers and seeing others, especially staff and faculty, with shared identities.
* Common values and goals with others in my department and contributing to overall goal of Clark College to give students positive experience and help them reach their educational goals.
* Being able to passionately work. Being greeted by people and being invited. Being helped when needed.
* Being able to feel welcome in all areas on campus by all people.
* A crucial part of belonging in a professional, educational context for me is being able to have productive, honest, respectful conversations about important moral/ethical issues, such as social justice.
* Not sure - I am adjunct and on the fringes
* It is the same before Covid.
* Clark is going to do what Clark is going to do. I try not to get too worked up about it anymore.
* To be accepted as I am, and to be treated as an equal.
* Support for minority groups
* Relatable
* Comfortable
* NA I'm enrolled in remote courses. I feel just fine.
* We feel a sense of belonging when we feel that we are valued and seen. We feel belonging when we are celebrated and acknowledged. We feel belonging when we don't experience barriers to our participation. Belonging at Clark happens in pockets, but it doesn't spread across campus.
* Situational.
* I feel like I belong within my unit, but sometimes feel that other units and departments don't understand my role and at times minimize it.
* Generally people are nice, warm and friendly. I have met a few who are quick to be critical and that makes me cautious when approaching new groups or people.
* Feel connected to those in my department only. The are some obvious "cliques" on campus and I don't feel any sense of connection to them.
* Doing my job well, have friendly coworkers, and a college that doesn't talk about race and gender all the time.
* Very little. Get along well with my department co-workers but otherwise have very little if any connection to anyone else on campus.
* There was a much greater sense of belonging pre-Covid when all events, forums, and presentations were in person and folks were present and engaged. There is so much privilege attached to working remotely and why so many employees still are not engaged in campus is beyond me and contributes to the overall lack of employee engagement and the lack of sense of belonging.
* There is none.
* The inequity of who is suppose to work on campus and who is not, even in the same department is simply outrages. While one part of the department can work remote 4 days a week while another area that is not student facing has to be there 3-4 days a week.
* Lots of cliques and no sense of belonging
* It's difficult to connect with people when many haven't returned to campus.
* I do not feel I belong at Clark College. My supervisor and the \*\*\* have made that clear.
* I do not feel a strong sense of belonging at Clark.
* good luck, if you aren't tethered to someone who keeps you afloat, you sink
* Extremely limited. Employee turnover is higher. Some employees work mostly remote, leaving those here to cover the fundamental work. There seems to be more silos and less "team".
* Clark College actively creates a sense of insecurity and distance by focusing on identity over unity.
* Working with people who have similar interests, values and goals
* Working together for the student's greater good.
* Working together as a group and respecting each other.
* Working together
* Where people look to help change things for the better instead of trying to make things worse or keep things the same.
* When you can connect to students, staff, faculty, and administration. When you are treated with respect for being a member of the community.
* Welcomed, supported, valued, respected, accepted, acknowledged, understood, cared for and about, heard, seen, considered, trusted
* We are part of a higher mission for the greater good--that of education. I feel a kinship to those who seek to provide access to education for all learners. I appreciate those who are dedicated to this work and find ways to be successful in executing it, in spite of all the obstacles we face in our lives.
* Walking into work every day and feeling welcome, no anxiety about being around coworkers, and having connections people in different areas apart from your own department.
* trust
* To me, "sense of belonging" means having people who are excited and happy to see me, who I trust and rely on, and who let me be my true, authentic self without worry or fear of judgment.
* This is my community college.
* The feeling like I can be a part of a wider community without worry or stress
* Sense of community, support, and collaboration. Commitment to the work and feeling that we are all in it together, rather than against each other or in competition.
* Respected for the work and value each person brings to the college.
* Others on campus are like me, and I can relate to them.
* Opportunities to learn with colleagues. Freedom to do my work in peace. Collaboration.
* Knowing that me and my coworkers are all working towards making a more welcoming space for every one of our students, staff, and faculty.
* Knowing my role in helping the college's mission. Having the time/space to know my coworkers, both in my area or on campus. Knowing who to reach out to, not a department mailbox, for assistance to students/faculty/staff.
* Just pay me for my work and I'm satisfied
* It's not personal. It's not that "I belong" or that it's mine. It's knowing that everyone can come and be treated kindly with a smile and with authentic curiosity. It's a clear understanding that wherever you are, at any education level there, is a place for you at Clark College. Until everyone knows they belong, it doesn't matter if I feel that I belong.
* I work well with others and feel included and appreciated here.
* I feel that I belong here. I believe my contributions are recognized and valued.
* I feel proud to be an alumni. I also feel proud to work at Clark until mismanagement and inequitable work practices occur, over and over again. I feel incredibly undervalued and disposable.
* I feel my coworkers have my back in my work situations
* I define sense of belonging as the level of comfort for one being their true self and how well one can connect with activities and peers.
* i belong
* Having resources available to me as a biracial person that allow others to educate themselves about diversity/inclusion/equality.
* Feeling valued and fairly compensated. Being allowed some flexibility in my work. Having opportunities to build connection and community across campus instead of being siloed. Knowing what benefits are available to me.
* Feeling supported by peers and professors, and as if your educational journey has a purpose.
* Feeling like your opinions matter, seeing folks like you on campus, getting out of your office/department bubble.
* Feeling like you don't need to mask who you are when you enter a room without be judged or knowing it will affect how others will treat you moving forward if you don't. Especially in cohort situations or programs with fewer teachers.
* Feeling like you are in the know.
* Feeling like we are all working for the same goal at the same institution.
* Feeling like I am part of a group of people where I can share and be in space with and receive a sense of community and caring.
* feel that I can reach out to others on campus for support and clarity on issues, as needed
* Everyone should feel like they belong and can find success at Clark College
* Everyone is seen, heard, and included.
* Everyone is able to bring their authentic selves to work, is supported and encouraged to participate and engage, and is included in operations of the college.
* Community and understanding.
* Belonging at Clark College means genuinely caring about students, coworkers, people, departments and our jobs. Belonging means living out the values we often talk about.
* being invited in to participate
* Acceptance by all.
* I do not know.
* My sense of belonging isn't based on location - I'm part of Christ's body, I belong wherever he places me in life.
* Boarder line
* not strong
* It feels like everyone is on their own island, just tunnel visioned on getting through the given course. It feels hard to meet new people to some extent, and my disabilities don't make it any easier to do that in the first place.
* In a wary, lack of communication.
* I would say there is less of a sense of belonging because everything is so independent.
* I feel like I dont belong here.
* I feel excluded as a white person becasue of the racial justice statement on the syllabus.
* DEI and woke have destroyed freedom of thought and speach. If one doesn’t agree with these, they are silenced and shamed and discriminated against.
* All of the assignments being online I've felt has super disconnected me from working on projects together with my peers. Which is where teamworking skills and relationships were really founded in school. At least for me.
* A place that is cheeper I don't feel like I make enough to stay and am probably going to be in dept soon unless financial aid saves me
* I kinda of feel like that they could move the classes a little closer to the main part of the college so I don't have to walk to far with my disability.
* When professors and staff are helpful and truly want us to succeed
* Well its a community college so, funding can only go so far. So I think student representatives and being out on campus doing activities, inviting people to join or play would help toe diversity.
* We're all here to get through this together, despite outside work hours draining energy/time and the high cost of education.
* Very safe and able to communicate with my classmates and teachers I love to be at the campus.
* Treated like everyone else
* Theres a lot of belonging being a community school. Wish there was more support for students with cancer
* The mission or values of Clark Cares that is shared across campus, several learning opportunities pertaining to PP&I, the openness and inclusion, and an overall genuine effort for inclusion. Shared goals and support between different leadership groups such as ASCC, APB, Ambassadors, PTK, Clubs, and the many other areas of student employment/work study groups that trickles down from the leadership above.
* The clubs I joined and being apart of the choir
* That we belong to a global, multicultural and multiracial community united with a single goal: LEARN.
* That I feel like I belong with my classmates.
* strong bonding
* Strong
* Someone who feels the need to be a part of something (place, community, relationship, etc.)
* Sense of belonging is the ability to speak freely without the fear of retaliation or humiliation of any kind. Clark college has done an excellent job letting students speak their minds.
* People interact with me
* Nothing Bad. I am Good at Clark.
* Nice
* knowing what resources you have available to you
* Knowing everyone in my classes, knowing other professors, etc.
* Kindness
* Just from having taken classes here for 4 and a bit years
* It’s a welcoming place.
* Involvement and communication
* Invited
* interactive
* inclusion, resources and diversity
* If you feel like you are a part of a community that you are proud of and welcomed in.
* I would define the sense of belonging at Clark as the feeling of being welcomed to the campus.
* I treat Clark College as my second home.
* I proudly feel a sense of belong to Clark College
* I love that throughout my life I always feel welcome to come back and learn.
* I have supported for my teachers and Clark College.
* I feel welcomed
* I feel very welcome here and wanted lots of resources and help
* I feel there like I'm at home: warm, cozy and comfortable.
* I feel respected by my peers and instructors and I feel as if Clark College is a home to me. I feel seen and supported and that the school has my best interest in mind and makes an effort to make the campus as equitable as possible for all students. I do not feel judged by most people here.
* I feel relatively, I wish they would provide some program for summers, for childcare during school hours. Children up to 10 years old.
* I feel quite belonging at clark
* I feel pretty good
* I feel like I belong here
* I feel like I belong
* I feel like I am surrounded by ambitious individuals who are looking to forge their own path like I am.
* I feel fairly connected
* I define sense of belonging by that it probably means that the student enjoys college and they get a lot of support from people who work at Clark College such as academic advisors, enrollment services, etc.
* I define it as the ability to feel like I’m always in the right place. I never feel like something isn’t for me or people like me at Clark.
* I can talk to anyone without issue
* I belong because I am here to learn just like everyone else. I have been granted the opportunity by the Running Start program and that helps me connect with other Running Start students as well.
* I believe a sense of belonging comes from the recognition of an individual's hard work.
* I am accepted for who I am and can make connections with others.
* how I have grown into this happier person and learning has become less of fear and more of okay.
* Having a group to relate to and work towards a common goal with.
* good.
* Good
* good
* fitting in and not feeling singled out
* Fine
* Fellow students define my sense of belonging
* Feeling where i am is good for me
* Feeling welcome. Seeing others who look like me.
* Feeling welcome and recognized in class by peers and professors!
* Feeling supported and included
* Feeling like others include you, you are not left out.
* feeling like a student at clark college
* Feeling connected and confident when entering a room.
* feeling connected & included
* Feeling as though I would still hang out with the other students - even if we weren't taking the same class together.
* Family
* everyone is very open and respectful and makes me feel comfortable
* Everyone is respectful and inclusive no matter who you are
* everyone is kind.
* Everyone feel comfortable about interacting with each other.
* Everyday
* engagement
* Connecting and socializing with peers and/or faculty
* Comfortable.
* Comfortable to talk to other students and staff, feeling like I can interact with anyone and not have any sort of tension.
* Clubs and events that reflect my interests and scruples. I think Clark does a nice job of engaging me.
* Clark makes a point to be inclusive and welcoming in every facet of the college
* Camaraderie
* Belonging to a student body with a common goal of higher education.
* Belonging in my opinion is simply feeling that you have the opportunity to connect to others in an environment.
* Being treated with respect.
* Being treated like everyone else. Spotlight is on every student equally
* Being there for others.
* Being shown kindness.
* Being proud of the college and the role Clark College plays in the community as a positive and inclusive environment of learning
* "Being able to share your opinion in a safe setting and being able to ask questions and not being ignored. Feeling like I can be me and not being judged that I'm not similar to them.
* Question below needs all the trainings below. Most importantly, students should have more of a say in how we should be treated in the classroom."
* Being able to find other like minded people on campus.
* being able to express opinions freely without judgement or rejection
* Being able to be a part of with others and being able to work with others in all areas of school is good
* Being able to attend my classes without feeling like I can’t.
* Am able to relate to some and have equal opportunities like all.
* Allowing all people the opportunity for education and building a supportive environment around that concept.
* All very responsible.
* Ability to participate in all activities available to students.
* a group of friends specifically in the clark community
* A great school I'm proud to be a part of.
* A feeling of "you are where you should be."
* Unsure
* Not sure
* Not sure
* Idk
* I’m unsure how to answer this
* i’m unsure
* I’m not sure yet, i don’t think i’ve attended long enough to know.
* I’m not quite sure. Everyone is a student, but it sometimes makes it hard to make friends with common interests (at least early on like I am).
* I do not know.
* Understand questions more often
* Prefer not to respond
* People aren't at community college because they want to be generally, they do it because it is all that is within their means. I don't know if anyone really feels they belong at community college.
* Not
* normal
* Lots of people here like rocks
* It's difficult because i am older, but nothing I'm not used to from past employments.
* Im here.
* I treat clark as an educational institution; I don't really participate in its communal activities, so I can't really say a sense of belonging exists in any capacity really.
* I don't really feel strongly about my sense of belonging either which way.
* I do not need to feel “belonged”
* Alto
* A sense of belonging comes from feeling like I am a part of the Clark community. Unfortunately, the required training and education presented by \*\*\* staff does not safely allow the expression of perspectives and opinions that differ from them - particularly if the person expressing the difference is a white woman or man. It seems like the response from \*\*\* staff often comes across as being chastised, belittled or characterized as ""other"". It truly makes me consider that I don't belong at Clark College.
* Sense of belonging is experienced by a student or employee when they encounter supportive people and supportive messages. Support can look like: recognition, validation, empathy, inclusion, love, caring, authentic listening, empowerment, and expectations that communicate confidence in your ability to succeed.
* Seeing smiles and having someone know your name
* Professionalism, comradery, events and gatherings. General respect for one another.
* One has a place, one feels that they belong. They do not feel out of place, and they've carved out their own little niche, they make friends, they feel alright, and their happy to return the next day. They are constantly working towards their educational goals, and they feel like that work is meaningful.
* My sense of belonging at Clark is defined by others satisfaction with the work I do for them and by interactions with people (I prefer these to be over Zoom).
* included in communication and decisions, included in celebrations. I am sure there are other things.
* Hey sister 💅
* Being respected, valued, and supported by Clark community
* being involved in discussions
* Being able to walk in or join remotely and not want to immediately leave.
* A place where I can come to work and complete my work with people who are competent
* Belong to what? Ignored? Resource limited?

## Clark College added the following question to the survey, "In your own words, how would you describe Clark College’s overall climate and/or culture as it relates to diversity, equity, and inclusion with regards to your own personal or social identities (race, ability, gender identity and/or expression, immigration status, sexuality, socioeconomic status, etc.)?” Responses to this question are below.

* What "climate"? Social relations seem fine in my classroom. Then I leave Clark to attend my necessary second job.
* We're aligned in shared purpose.
* We don't seem to have a problem finding roles for white ladies like me.
* Too much time is spent on DEI, as opposed to curriculum that actually advances students skills to make them competitive in the world.
* They know the right words to say and all the rules and regulations to implement, but I don't get a real caring community feeling. Clark admin lost all of my respect when they decided that getting rid of a position that would help a huge chunk of our population was a good idea. It didn't happen, but the damage was done. Our \*\*\* told me that they don't care about their most vulnerable students.
* There's a great deal of attention paid to trainings in awareness and sensitivity to \*\*\* issues.
* There is a focus on DEI.
* The trainings are making people disconnected and even the trainers seem desensitized to these trainings. They are robotic and rushed, there needs to be more peer to peer support. More fun events, things happening in community spaces.
* The efforts here are improving the knowledge and awareness of faculty and staff and students
* The current drive for diversity, equity and inclusion seems over-blown to me. Everyone should be welcomed and supported on campus, regardless of social category. We spend an extraordinary amount of time trying to label ourselves and each other, only to just decry those labels. It's exhausting.
* The climate is fine for me (white, cisgender, male). I don't want to speak for non-systemically dominant folx though. I imagine it could be a different story!
* The climate here is poor. Students and faculty feel unsupported. Apathy pervades many programs and departments. \*\*\* seems to not understand its role should be to provide customer service. Administration works apart from academics.
* Striving to improve.
* Seems overly focused on placing bipoc in all authority positions. A more broad focus and diverse leadership would benefit all.
* Reasonably good.
* My issue is with the classism between departments and the classism as it relates to tenured and senior faculty.
* My identities are not known by all people at Clark because it doesn't feel safe for everyone to know them - in particular, being someone who does not belong in the \*\*\* "in crowd"
* It is not always good to be a white man on this campus.
* it is generally very good
* It has definitely improved in the last few years.
* If you disagree with DEI you are singled out.
* I'm very privileged by all the usual categories and my life at Clark is definitely easier because of that. I'm glad this survey is now including "political views," though this question leaves that under "etc.," and I think that's a major area where Clark does discriminate. I am left-wing, but I do think Clark discriminates against the right. More broadly, I think Clark (largelly unintentionally?) systematically silences perspectives that are outside its particular dogma, which is a subset of left-wing I'd describe as classically liberal (concerned with social equity, not socioeconomic justice). Because I believe civilization is basically going to end (due to the climate crisis) if we don't get serious about economic transformation (which is driving the climate crisis), it is frustrating that Clark seems not to know, care, or be willing to talk about this.
* I'm sorry, but this question has so many clauses I have no idea what is being asked.
* I'm a white, hetero, cis man. My safety and opinions are generally cared for wherever I go. I'm glad that the college community is attempting to make that more the case for all my colleagues and students who don't match my particular identity. Generally, my impression is that the climate is improving but still has work to do. Budgeting and workload likely limits the reach of trainings.
* I witness and experience a sense of inclusion at Clark.
* I wish we would come together as a community more. When we do get together recently, it feels tense. People should be able to speak up more freely without being labeled. Open lines of communication from top down
* I think there needs to be a conversation about the both/and. While I absolutely one thousand percent want to validate the lived experience of BIPOC faculty that experience racism, I also want there to be an avenue for accountability when there are faculty members that are harming students, even if these faculty members happen to be BIPOC.
* I think one can find diversity of experience and thought on this campus though some people self-censor and say what they think others want to hear.
* I think it's pretty good.
* I think it has work to do, especially at the \*\*\* leadership level and from \*\*\*.
* I hold a lot of privilege, so Clark's overall climate is very supportive of me. I am concerned about the culture that people with more conservative viewpoints don't seem to feel comfortable sharing, so I think they just don't engage. I'm also concerned that many systemically non-dominant people still continue to be marginalized despite our deep commitment to equity and extensive trainings. It seems like some people don't really understand what DEI is, and for others the DEI is just performative and doesn't fully support their lived experience on campus.
* I have no opinion
* I feel welcome.
* I feel the problems of Clark's climate have more to do with Admin making poor decisions than about DE&I. The training we are offered are varied, thorough, and well handled although making them a requirement feels like I'm back in grade school. Seems unprofessional. The should be recommended, then I might do more but that I HAVE to makes them less palatable.
* I feel that the overall climate is positive and progressive, but I'm mostly in my classroom with my students with the exception of department meetings and some training. However, it seems like faculty and staff want to grow in these areas and I've only seen supportive, caring environments.
* I feel supported based on my sexuality.
* I feel okay about my queerness here.
* I feel accepted in terms of my identity, but that is no surprise considering I am white and cisgender. I do have some disabilities but they are not obvious. I am bisexual but most people don't know that. I think the challenge is hearing from those who are overtly marginalized and I hope you do hear from them. I would say there needs to be more training on mental health: recognizing and working with issues in students as well as colleagues and oneself. Destigmatizing mental health issues is much needed on campus, from classroom to breakroom.
* Highly disproportionate.
* Generally supportive and inclusive. Not all individuals have knowledge around different lived experiences, but generally have good intention.
* Frankly, white people are mildly discriminated against in hiring decisions and leadership behaviors.
* Focused on race
* Faculty are not included in the business of operation of the college. \*\*\* does whatever it wants.
* Dogmatic and inflexible, certain categories listed above are talked about and there are trainings regularly which is great, but for many others, or for certain groups under the umbrella of these categories they are ignored, made invisible, or told directly that their concerns/rights and/or experience of inequity are not valid or relevant to the conversation.
* Diversity trainings are given without the ability to ask questions that differ from the status quo. Viewpoint diversity is discouraged. One lens for understanding human dynamics is encouraged (power/privilege) which excludes other ways of viewing and understanding human interactions. This is extremely limiting and harmful to specific groups (Jewish students as one example).
* Clark's culture is non-welcoming in some areas for me. I would not voice my opinion or ask for help with any areas related to DEI. There have been times that I would like to ask \*\*\* for ideas/help but I never would since I am uncomfortable with how I would be treated.
* Clark pushes very hard to get the word out there for all kinds of DEI, equality, equity, and racial justice. I believe the students see that, and it helps them know that this institution is fighting for them, no matter who they are or where they are from. I think that is the most valuable part, that the students are the priority.
* As an adjunct, I have learned who I can trust. I am safe just talking with them. I risk losing teaching hours if I do anything more or try to achieve too much.
* As a straight white conservative male, everything relating to DEI is exclusionary and marginalizing.
* The community is good where it is
* over the top and unnecessary
* I have felt very comfortable at Clark, and, for the most part, never seen discrimination here.
* I do not trust administrators to support students or employees who experience discrimination.
* Clark has an excellent climate, I have felt safe being the person that I am and accepted as I am. In prior years of my life, I have been treated as a 'lesser' due to ADHD and some physical ailments, but Clark has made me feel safe and accepted. They have made me feel capable and able to achieve my goals.
* While valuable, I think Clark places too much emphasis on the diversity pool in the hiring process. Too often, job searches are extended or fail completely because the numbers do not reach the diversity percentage needed to move forward. Well-qualified candidates get lost in this process or take other jobs because of the length of time it takes to meet the diversity pool. I think this process backfires much of the time and is costly. for everyone involved.
* What does this question mean? Clark has a group that is very vocal in promoting a social agenda. Many agree in theory but not the practice on this campus. The is a rather large contingent that keeps silent rather than oppose the administrative narrative.
* We've gone from a place whose primary mission is to provide affordable education to the students and provide them with the skills to better themselves, to a bureaucratic institution that obsesses over any number of the hot social justice issues, be it race, gender, sexuality, immigration, criminal justice, etc. etc. What a sad place we have become now. We need to trim the fat, get rid of useless administrative departments, and refocus on the students, doesn't matter if they are from Mexico or Battleground!
* We, like many other IHEs, are facing a crossroads with respect to campus climate. As a result of all the well-intended efforts to be inclusive towards marginalized groups, we are systematically disenfranchising "typical" or "traditional" students and employees. Change can be messy at times, however, we have to be mindful that we don't break more than we fix.
* We need to continue to show value to everyone.
* We lakc so much empathy for our students with disabilities. Students with disabilities have to deal with non accessible websites and materials.
* Voicing ones own views or opinions that go against the Clark College orthodoxy will assure that you are isolated and side-lined. This creates an illiberal environment where it is known that only one way of thinking and being is accepted. This had led to a breakdown in trust, collaboration and forward progress. It has amplified fear and paranoia.
* Toxic, but at the same level as the country in general.
* There is no longer the same sense of camaraderie as there was 5 years due to the need for diversity in upper management. I feel like staff was hired primarily due to fitting in the "diverse" category versus being able to competently do the job they were hired for. Qualified people were passed over in a few of the management jobs, because of who they knew at the higher levels.
* There is a lot of toxicity and hostility in the \*\*\* department. It needs work.
* There is a great focus on systemically non-dominant groups, race in particular, but not a nuanced view of diversity, equity and inclusion that includes other identities and experiences on the identity wheel.
* There continues to be a large divide. The \*\*\* creates this atmosphere with how they have treated union vs contracted employees. Middle management, vs staff, vs directors/deans. Education vs experienced in work is not valued or acknowledged, and continues to go unvalued.
* The overall climate and/or culture seems like it's headed in the right direction. It does seem that the communication from the top down can be improved. Upper leadership should set the tone and prioritize the faculty and staff by being more visible and engaged at campus functions and events. Not always on the stage, but at the same level getting to know our hard working community.
* The commitment is mostly there but we haven’t figured out the strategy to get there.
* The college is striving to create a harmonious climate by providing trainings, events and activities relate to diversity, equity and inclusion.
* The college has gone overboard with DEI. Just the fact that this climate survey is DEI focused speaks to how the college focuses on DEI to the exclusion of almost everything else. Of course this view cannot be shared publicly for fear of retribution and retaliation.
* The climate seems fairly welcoming.
* The climate around diversity, equity, and inclusion at Clark seems mixed. There are still departments and groups that do not see diversity, equity, and inclusion as their work and that is a problem. Some faculty, not all, seem to view this as an optional part of their work and resist doing it because of their personal views. Some departments take this approach as well. I would like to see more supports for alumni of color and engagement there to create connection to clark. As a multiracial, Clark is trying but it still mostly feels isolating and sometimes exhausting. There are many white women across the college who continue to perpetuate harm through bad behavior, social interactions, gossip, and passive aggressive behavior toward people of color on campus. I heard about a white antiracism group on campus but don't know about the action they take when they see something occurring to groups of color. There seem to be more to the dominant group than those who are diverse people of color. I think people say they want to feel a sense of belonging, but put it only on certain groups of people to create those spaces. I think people want to feel a place of connection, but covid had a big impact on the disconnect and sense of belonging people actually help to shape.
* siloed
* Seems like a facade.
* Sad. We can treat people with equity, without putting their degeneracy on display, or hosting events in support of it.
* Over emphasis on DEI and PPI. It's all anyone talks or cares about. It no longer matters if you do your job well or get tasks done in a timely matter. People are receiving rewards for DEI only with no mention about how they do their jobs. It is very hard to stay motivated in the current environment.
* Oppressive
* Often feel a sense of blame and shaming from the presenters.
* Non cohesive.
* Many people remain silent around DEI issues for fear of retaliation. Likewise, many people use DEI issues to intimidate others. I assume (and hope) DEI has benefited marginalized groups, but as a dominant group member, I see mostly chilling effects and negative consequences.
* It's WAY too PC and way too far to the left politically.
* It is nice to see my own issues being shared, seeing others discover a new perspective on my status - whether they are aware of it or not.
* It is convoluted, complicated, overly manipulated. The structures of power are narrowly awarded. There is too much emphasis on DEI such that an emphasis on education, quality programming, collaborative strengthening of the work of the college is diminished.
* It is a work in progress. I'm grateful that staff and faculty are required to take a PPI.
* In theory, Clark has an inclusive climate. It clearly needs work on valuing socioeconomic status. The pay inequality is horrendous and without proper staffing, our work load continues to increase. It is NOT FAIR!
* In regards to my identity as a Mexican American and first-gen student, I feel like Clark's environment works to accommodate students like myself.
* If you are not part of the favored groups that fall within the DEI ecosystem you are not accepted or considered.
* I've enjoyed the additions of PPI workshops and I feel they have contributed positively to the campus climate. I think Clark still has resistance to DEI initiatives, and worryingly from some in higher positions in the college, but I'm hopeful due to the amount of folks engaging meaningfully with this work across the college.
* I've deleted and re-wrote this multiple times. Ultimately I'm not disclosing details here because I feel my experiences are too specific and putting this into this portal will "expose" me to leadership that will fire me for reporting an active system of oppression that is thriving.
* I think there are significant attempts to bring light to issues of discrimination and areas of bias but it does sometimes feel repetitive or the same group of people are in charge of all of it and if others don't understand, they are not as accepted.
* I think it's just another huge social grift that's subject to change just like the last overall climate/culture.
* I have lived in this community for over 30 years, and I have always said that I have felt more discriminated as a female than my ethnicity. But coming to work for Clark College, I have never felt more conscious of my skin color. It makes me feel like an outsider because we talk about skin color so very much. And I have worked in all-white teams and I have never felt as conscious about it as I do here. Worse yet, some assumptions expressed in PPIs are so very inaccurate, and that makes me wonder if all the PPI sessions are flawed in some way.
* I have a lot of privilege, and that means I experience less discrimination than others. However, I do experience rampant microaggressions related to size and weight, as well as ability/disability. Many of them are unintentional and normalized in the larger culture. I also experience pockets of acceptance and love and collaboration. I have been chronically underpaid, first as an adjunct, and now as a staff member, despite bringing a lot of innovation to the table. Overall, I love specific people here, but the climate is quite toxic and no one addresses it head on with clarity, truth-telling, and love.
* I feel that the climate is somewhat balanced but also somewhat bias.
* I feel that it presents one side of the isle fairly and clearly, while it doesn't do the same to the opposite side.
* I feel like there is a lot of intention without much action. Why is there no repercussion for those who do not complete a yearly PPI? Why are tenured faculty able to discriminate against students without action taken? There needs to be more accountability to those who are actively working against the "goals of the college".
* I feel like the college is learning to work together as a whole.
* I feel like my experience with Clark College has been welcoming and people are mindful of diversity, equity, and inclusion in my day to day work while recognizing that everyone is in their growing journey. However, I recognize this is not everyone's experience so it's important to lift those voices and look at work that needs to be done in those areas.
* I feel completely safe, included and 'at home' at Clark.
* I feel Clark only cares about its employees when something big happens or there is a threat of a lawsuit. I feel like Clark says our priority is to create a diversity, equitable, and inclusive environment, but the decisions being made don't reflect that. There is little to no communication about changes happening within the college. People don't communicate nor respect others enough to sit down and talk about where Clark really is and how to improve as a community.
* I believe Clark College tries very hard to be inclusive and build employee empathy and recognition for many identities and lived experiences. I think Clark offers a wide range of trainings and make them easily available to faculty/staff. Within my unit, I think there is a high value placed on these trainings and we are encouraged to attend as many as we'd like.
* I am centered in the power structure. So the world is pretty much made for me. I am quite content with how I am treated it is the other identities that need to be lifted up
* I am a white-passing, biracial, gay, neurodivergent individual with multiple invisible disabilities. Code switching is rampant on this campus because of the persistent silos and ever-deepening division between faculty and staff being perpetuated by both unions with their fear-based rhetoric that does not come from a place of equity and solidarity. I always used to feel comfortable in my multiple identities but can't say that this is the case anymore. Power and privilege are both abused at many levels.
* Half try really hard, and the other half doesn't care.
* Good intentions, mixed follow through. There are some toxic personalities in some leadership positions that get their egos involved and harm the work environments for others. There's a big rift and disconnect between faculty and staff. Grind culture is particularly strong in Student Affairs.
* good
* Generally pretty good, but there is a feeling that as someone who is trans I am expected to act/behave/look a certain way and when I fail to do that in a positive way (or succeed in doing so in a negative way) that I am singled out and either treated as dangerous or a liar. Further being part of a religious minority makes one feel invisible, and particularly when religion around campus is used as shorthand for Abrahamic or Eastern leads to just not talking about it.
* Generally accepting and welcoming
* forward thinking
* Fatigued, some sadness and fear, hopeful and hopeless at the same time.
* equity by race is Clark's only focus, gender identity and socioeconomic status is not of concern at this time
* Disjointed. There's a big DEI push for training, but there's a disconnect in what is really happening. Many people I hear from say one thing in public/group settings and another in private. Some actions seem very disingenuous.
* DEI does not seem relatable or translatable to daily life. For example, one of the DEI presenters called out a participant for falling back on "white supremist" ideals. This is not a tactic that can be used outside of a diversity training (or done in anyway where I would feel safe to do so).
* Clark's overal climate is very surface level. The melanin content of skin plays a big role, especially when dealing with DEI staff with high melanin content. I get the impression from them that my experiences pale (pun intended) to theirs because even though I am a person of color, I'm not colored enough. Frequently when opinions or incidences of discrimination or microagressions are described, the incidences are downplayed.
* Clark's equity-centered strategic plan, the training and events offered by the \*\*\*, increase in accessibility training and culturally responsive teaching PD are all steps in the right direction. As an institution, we're moving the needle in the right direction. However, the systems and culture of white supremacy have a hold on us still and will take a long time to continue to break down. The people who are threatened by equity training are still emboldened to state their fears and opposition to acknowledging systems of power.
* Clark is very accepting and supportive of my demographics (Bi, trans)
* Clark is focusing on the needs of only certain people. Not the whole of faculty, staff or students.
* Clark has come a long way, but is not where it should be in terms of overall climate and culture. Some of that has to do with leadership, but I believe it can come from the employees too..
* Clark College's overall climate is good in terms of diversity, equity inclusion. There are clusters of employees who still make disparaging remarks from time to time, but I think \*\*\* leadership and other \*\*\* hired during have increased my confidence in having a diverse and accepting campus. With regards to workload, that's where I think we need work. With budget shortfalls continue and some key workers in departments rehiring, plus the elimination of a lot of part-time positions due to the new laws, I think everyone is doing more work than they're getting paid for, working longer hours than they're admitting, and everyone is stressed. Departments like \*\*\* especially, are getting gutted and it pains me to watch them struggle, as when someone is out sick, it really throws their coverage through a loop and gives them little backup options."
* Clark College's overall climate and culture is white, able body, and predominantly women. There is a severe lack of diversity and equity. I
* Clark College has come a long way in improving the climate/culture towards diversity, equity, and inclusion.
* Average
* Antagonistic...us vs them culture. WE are all Clark College.
* a work in progress.
* A work in progress
* Wonderful
* While I am a white cis woman in a heterosexual relationship, I have never felt excluded and feel that my teachers go to great lengths to make everyone feel included and heard. They often encourage students to reach out if they feel uncomfortable in anyway and try to take every aspect into account, especially things like physical/monetary barriers (for those who are struggling financially or have a physical disability) as well as mental health.
* Well, in my experience, we're all focused on learning that there's not that much of a problem with the rest. We are just a community of knowledge-hungry students.
* Well the teachers fear the students more than ever before and it’s saddening.
* Well done!
* welcoming
* Very open. I have seen more marginalized people here than I have anywhere else in my entire life.
* Very inclusive overall. People are discouraged from being hateful.
* Very inclusive and very accepting to different groups of people in different sexual, racial, and ethnic beliefs and or backgrounds.
* Very healthy and open community, professor smith specifically
* Very good
* Very against white people.
* Very accepting of most people
* Very accepting
* This is nonsense it shouldn’t matter. Everyone attending Clark is there for education to provide a better future for themselves and their family.
* The climate of Clark College has been inviting and accepting since I started off with a single class in 2021 - a far different experience from when I tried to enroll over 30 years ago. Seeking student employment has been the one of some may impactful experiences during my time at Clark which has led me to furthering my education and pusuing a bachelor's degree through Clark. It is an ideal place to learn and my goal in my student employment role is to encourage others to dive (a penguin plunge!) into a whole new world of possibilities here at Clark College.
* the climate is great overall. however sometimes I feel like there is a lot of focus on different groups and classes of individuals versus working together as a group and just treating everyone equally like humans.
* The climate could have a little effect although when its sunny everyone seem to be out and about minding their own business. Its just that its rarely been sunny.
* The administrative area is great
* Stop pushing DEI, unless you are truly ready to apply this equally to ALL races (including white people), genders (even those evil, toxic MEN), sexual orientations (even straight people) and religions (even Christians who believe homosexuality and pride are sins). It works great as a virtue signal, but ultimately, you are participating in a mechanism of division and ultimately, Marxism. We are witnessing and participating in a color revolution. This does NOT end well. Again I say, we need to focus on our commonalities...this obsession with race and sexuality will only keep us divided. We have nothing binding us together as a country, and this is largely due to the efforts of Marxists in influential positions. I know this all sounds hyperbolic, but it is the truth.
* so far, i have had people who not only understood my sensory issues in regard to autism, but actually wanted to work with them to help me succeed
* Seems okish
* Pretty solid.
* Pretty good, I haven't noticed anything negative.
* Pretty good
* Perfect place to be safe and interesting people around me to communicate and have friends again.
* Perfect
* Perfect
* Perfect
* Overall, the students and staff are very inclusive and polite. But as a trans student, I don't appreciate being called by my deadname every time I get an email from Clark. Especially because that's not the name I have in Canvas. Teachers never call me my deadname either. It's just emails. I feel like that's something that could be changed easily to make trans students feel more accepted.
* Overall climate is good so far
* Overall Clark College is doing a good job
* Opening and inviting.
* Open and free
* Open
* Nothing is outstandingly negative. Everyone around me just does their thing normally.
* Not especially inclusive
* non discriminatory
* Nice
* My experience has been that Clark College's climate and culture makes a strong effort to recognize and include all of the above.
* My classes do not put me on college grounds very often, so I may not be the best lens to look at them through. I've never felt out of place on campus, which I have to admit is different from what I'm used to. I'm not open about my gender identity, but it isn't exactly a well-kept secret either as I am not a ""passing"" man. I do not get treated like a freak here, which makes me appreciate Clark College all that much more.
* Most people understand how to treat each other its folks who dont want to hear your words or actions because you’re white that I’ve seen and witnessed.
* Its manufactured, the school ahould be an open and blank cavas for all so that natuarly student identy can flourish in a unitarian way.
* Its cool
* it’s okay?
* It’s great! I feel safe within the structures here, save for a few specific pockets that make me deeply uncomfortable.
* It’s a good environment until certain subjects are touched on and people don’t act as respectful
* It's been good so far, but it's not something I necessarily focus on
* It's been getting really warm outside
* It's a place for all people to study and get further along in life.
* It seems fine as far as I can tell. I can't always tell when something is wrong in a social setting unless someone specifically says there is.
* It is fine in my opinion. I’m new so I can’t give good input but I have felt no problems
* It is all good to me.
* It good
* It feels very welcoming as I have not witnessed any discrimination.
* It feels like a precarious stance where you don't know who will actually be understanding and empathetic, and if you let the wrong person know who/what you are, you'll be quietly punished with no concrete "wrongdoing".
* It does well by offering a lot to people in need, and it's very handicap accessible.
* Inclusive.
* Inclusive
* inclusive
* Inclusion is well stated within the classrooms and I believe it helps establish an equal playing field to people whom may feel at a disadvantage coming in.
* In the \*\*\* program I feel like it has been very welcoming. Same with the \*\*\*. Although some of my gen ed classes did not feel very welcoming.
* Im online so I really don't know.
* If I'm being honest, I have zero idea about any potential diverse culture on campus, most of my program is white and male with some age diversity. None of my fellow students actively talk about their socioeconomic backgrounds or political stances, most of us seem to be here to obtain our degrees and focus on that. While I can appreciate clark doing its best for inclusivicity, I hope it isn't being prioritized over students who genuinely want to learn and better themselves.
* I’ve always felt welcome and safe at Clark.
* I’d say it’s a very healthy and inclusive environment.
* I'm currently all online with my current classes but I often see the multicultural events posted in the news letter
* I would say everyone is on board with diversity, equity, and inclusion. I've never heard anything bad regarding these things from anybody I've spoken to while at Clark.
* I would say Clark is very welcoming toward people who share the same views with the students at the institution, but because I am a conservative I feel that a lot of the time students and staff look down on me in a way simply because I disagree with them on certain issues.
* I would describe it as highly clean and organized.
* I think that Clark has the best campus culture of any school I have ever been to. I’ve been to a few college campuses, some as a student and others just to visit, but none have made me feel as welcomed and comfortable as Clark College has, and I’m not even from Washington.
* I think overall climate /culture is pleasant and caring culture for students to study and complete the studies
* I think Clark does a great job of being diverse and equitable. I have not encountered any homophobia or sexism being here. I do know it exists on campus as it would anywhere else so I still have to be careful what I say. Overall, I would say Clark has a good climate.
* I think Clark colleges climate is great and I wouldn’t change anything
* I think CC is doing ok, and having the \*\*\* dept is a plus, but getting through to the \*\*\* dept, and or trying to schedule a time to meet w/someone, or getting assistance in actually finding a connection w/the dept and or anything they represent was not clear, helpful or understood. I emailed many times, called, and even had an apt. when I showed up, the person wasnt there, someone else just directed me to the day of finding out all of the groups avail at CC, I wasnt able to make it, sent another email but never heard back. I just dont think it is well organized or planned. I was really struggling and wanted to just quit the school, It was really stressful... and I received no connection, help or even a tiny bit of advice or an offer to chat, nothing.
* I think a lot of effort goes into making Clark an inclusive campus, and it shows. Offices are often filled with diverse people, and I don't feel like echo chambers are easily found here if there are any at all.
* I really liked, it’s so nice have the opportunity to get to know soooo different cultures
* I really feel safe for me I don't see lot's of people who look like me skin color wise and not just student staff , however I really love begin a student at Clark and love the staff and the school as a whole it's a warm feeling I get when I am on Campus.
* I have not felt discrimination at Clark College. I feel relatively good.
* I have no complaints. So far the climate at been very chill.
* I have experienced classes where the professor openly discriminated against white, Christian males verbally or written in their syllabus’s. I dropped one class immediately, another I stayed in to help a black veteran through the course, and participated as little as possible to pass a required class due to the mandatory weekly reading requirements. The class with the many reading requirements never had one with an opposing view point.
* I get the odd homophobe or transphobe committing microaggressions against me. I have also felt othered due to my political opinions.
* I feel that way too much emphasis is placed on diversity instead of building community. Some of the questions in this survey assume that I can read minds or that I know the reasons behind some people's behaviors. I don't and no one does, so it's best to teach people how to deal with and tolerate differing views as opposed to teaching students that everyone in their environment MUST think like them and fully accept them. It is not the way that the real world works and we are doing students a great disservice by not giving the tools and thought processes to get past the thinking and discrimination of uneducated, small-minded people. I personally do not want to know with what or how people prefer to have sex. I'm actually really tired of hearing about it, I'm here to learn.
* I feel that there is a lot of care put into left-leaning policies but many conservatives students, the few I have met feel silenced on campus.
* I feel safe to express myself in terms of my identity (queer, non-binary). Things like Queer luncheons and the Diversity Center Graduation really help me feel included and supported on campus
* I feel limeClark offers a pretty diverse invironment overall.
* "I feel like the general climate is left wing and isn’t very inclusive towards my identity. I’ve heard plenty of times that white males caused this or this problem and that even though this guy made these discoveries, he was a white male and he shouldn’t be recognized for it. I’ve also heard plenty of disparaging remarks against upper class students (if we’re talking about socio economic class). I also am married with kids and I definitely don’t feel comfortable sharing that with most people given my age. Generally I feel like at Clark College, it’s okay to have left leaning views but not so much center to right leaning views. I feel comfortable sharing my beliefs that are more left leaning but not so much the ones that aren’t left leaning. I think with trying to include certain people you end up excluding others because of opposing beliefs without much overlap. I’m not sure what to do about that since there is just a very big moral (as in, what is considered right and wrong) divide between different groups of thought."
* I feel like the environment is thoughtful of everyone’s identities but should remind everyone to respect people’s pronouns and preferred names.
* I feel like it is very liberally based so as I am more conservative, I feel like I try getting pushed down by everyone else because people always assume I’m going to say something hateful but I won’t.
* I feel like it is open space for everyone, I haven't personally experienced anything negative.
* I feel like Clark makes too big of a visible deal out of it. It feels as though they are looking for an inclusiveness award - rather than just being inclusive by its own volition.
* I feel like Clark College does a good job incorporating diversity.
* I feel it’s great right now I have not felt like I do not belong even though I’m older so that’s good everyone is welcoming and friendly
* I feel it is very diverse and welcoming. A Lot more supportive than highschool was for me.
* I feel fairly safe
* I feel as a student body diversity is good. I feel they type of instructors we have are not diverse or some seem not to care about diversity.
* I don’t know
* I don’t care
* I don't really know, nobody goes around telling me they're LGBT, a racial minority, etc. - we all just kinda exist here. I have yet to really run into anyone for longer than passing by them on the way to classes that is obviously significantly different from anyone else (not that I would really think about it, I care about my classes, not the differences of the people around me).
* I don't have a description
* I do not posses a lot of cross sections that place me in a systemically oppressed group. From my perspective, I feel welcomed and like I see diversity reflected in the staff, administration and student body at Clark College.
* I do not have a lot of experience on campus. I have only taken two classes on campus. I spend a lot of time in the commons of Hannah hall and have observed a wide variety of students young, old, all genders, Muslims, etc walk through.
* I do appreciate all the efforts Clark does to keep our campus safe and inclusive
* I am white and heterosexual. I am not part of the minority and do not experience discrimination with exception of my gender. However Clark College in my experience is very female forward and so there is less sexism than at other colleges I have attended.
* I am unsure for now. No Comment.
* I am online
* Hostile
* Honestly, everybody is very inclusive, for the most part. I had one political science professor who would always put down anyone one on the right side of the political spectrum. I forget his name. But that is really the only time I really see any form of not inclusiveness. I disagree with people on the right side too but you CANNOT just tell them their opinion is invalid 💀. They have valid points just as we do. And to basically say they and the people they support are evil and wrong is just not okay. I don't care who or what you support. I'm about loving everyone PERIOD. And that's not showing everyone love by no means.
* Great and safe
* Great
* Great
* good
* Good
* Good
* Good
* Good
* Generally, in many educational institutions like this one, they actively seek to promote a climate of diversity, equity, and inclusion. This is reflected in policies and programs that support students of all personal and social identities, offering resources and safe spaces to express themselves and be heard. In the case of Clark College, ideally, the culture would focus on being welcoming and open, continually working toward a community where every member feels valued and respected, regardless of race, ability, gender identity, immigration status, sexual orientation, socioeconomic status, and more.
* Generally very inclusive.
* From my experience, the climate and culture that is represented at Clark College is great.
* Friendly and very welcoming to everyone. Teacher makes great effort to build send of community.
* Fine
* fine
* Fine
* Fair, but far too overtly Marxist.
* Fair to all.
* End woke agenda
* Emphasis on equity
* Efforting
* Diverse. Any flaws that may or may not exist are beyond what I’ve experienced thusfar
* completely inclusive
* Compared to what? It's hard to describe the atmosphere when I don't have another to compare to.
* Comfortable.
* Clement good but expensive
* Clark's climate has been quite calm for me, I have not been discriminated against and I have not really seen anybody else be discriminated against.
* Clark's campus climate overall is relatively calm, I have noticed some tensions when it comes to political views and religion with students. This is particularly the case when it involves discussing abortions.
* Clark is a very diverse place, I've seen a lot of cultures and backgrounds within the campus, and I have yet to have the opportunity to involve myself very much with the place but until now it is a very safe place for people of all backgrounds.
* Clark has inclusive culture
* Clark does a great job with this and many resources available should it become an issue.
* Clark college's overall climate seems strong to me. I have never witnessed any discrimination or harassment here. And all classes teach about how all our differences create a positive learning environment.
* Clark College overall prioritizes creating an environment where individuals from various backgrounds feel respected, supported, and included.
* Clark College is open with diversity populations.
* Clark college is inclusive in all ways from what I’ve seen.
* Clark College is doing fine.
* Clark College is a liberal climate where conservatism is not tolerated.
* Clark College is a great place to learn and work. Everyone is friendly, helpful, and they do their part in every way.
* Clark College has gone overboard with DEI. It needs to back off pushing that agenda and focus its resources on good education.
* Clark college has always been fair to me as a English as a second language student.
* As for the LGBTQ community on campus, I have not really been involved or a part of the greater LGBTQ scene on campus so I have not heard from many other LGBTQ people on campus about their experiences, but I have seen that all of the instructors that I have had are accepting and make me feel welcome. I am autistic and all of my instructors and peers have been very patient with me and made sure that they communicated with me in a way that is effective. As for my race, I am mixed race but I am white passing so most people do not even perceive me as anything other than white unless I tell them that I am mixed. My cultural identity is somewhat obscure and slowly dying off so I am more vocal about it to educate others on it, and I have been met mostly with support about it from my professors and peers.
* All good
* Aggressively persistent in this messaging.
* actually I think there is too much attention focused on race, gender identity and/or expression, sexuality, and not enough on ability, and socioeconomic barriers. ,
* A very safe place
* 20 yrs ago, i left because there was a problem with racism. I come back and it looks like Clark is trying to shift, 20 yrs later?? Come on, this shouldn't be in WA..I try to understand why its taking so long and support that BIPOC communities have a voice finally
* Well mixed
* I think that Clark College is a great school but this question does not having anything to do with me.
* Yassss queen 💅💅
* They seem obsessed with climate and/or culture.
* These discussions focus primarily on one minority group of people, which does not relate to me. I belong top several minority groups but they are not discussed at PPI trainings and engaged with on my campus.
* There's an "in" group that is exclusive and communicates to the rest of the employees that they are the "out" group. It's exhausting. The irony is that the in-group excludes others with their omnipresent judgmental attitude that everyone else needs to be more inclusive. The irony is sad and embarrassing.
* There is little equity and inclusion. EVERYBODY is NOT included. I feel ignored and discounted with what I have to say.
* The only impactful DEI work Clark does is PPI trainings. Need more impactful DEI work--not just talk.
* The culture and structures still support embedded bias and racism. Limited opportunity to deepen into a culture of belonging and inclusion due to a focus on offering knowledge --which is important and essential, not the only needed approach to changing culture and inclusion.
* Take a beat. You folx are a bit overzealous. It makes the actions you undertake look contrived and insincere.
* so far, everyone minds their own business
* Resource limited - on library hours, on access to warm food M-F when college is open, on cost of classes.
* No comment.
* No body cares
* No
* Need to stop with the BS of DEI. It is the most racist, homophobic, transphobic and xenophobic thing there is.
* More should be done to explain the role of white people in DEI. “As the racial majority in most spaces, and the community most often centered in Western society, white folks must continually hold space and make space for marginalized communities, even if that means taking up less space themselves. True allyship and advocacy require the utilization of privilege and the yielding of power.” (https://www.forbes.com/sites/aparnarae/2023/10/04/the-essential-role-of-white-people-in-championing-diversity-equity-and-inclusion-in-the-workplace/?sh=75ddc92a94ae)
* I think there is definitely a strong and valid commitment to diversity, equity and inclusion to individual's race in terms of POC and gender relative to LGBTQ. I don't feel that there is a valid commitment to those that \*\*\* believes meet they identify as social identities.
* good
* Clark is doing a good job navigating DEI issues, may even be a leader in this.
* Be on board with what is covered in \*\*\* training. There is only one way to think/feel/believe. To ask questions or express desire to know "why" or share alternative ideas is actively discouraged,
* Already noted.