SBCTC AGENCY VOICES: DEI SURVEY THEMES 2020

Mandatory DEI Training Interest

- 56% of respondents agreed that there should be some level of required annual DEI training for the agency.
- 50% of respondents reported not attending Lunch & Learns due to their workload.
- Over 60% of respondents felt that the DEI Committee’s Lunch & Learn series helped them develop a better understanding of their role in advancing racial equity & social justice.

“There is a gap between statement and practice; it feels as if there are positive intentions but more training is needed to help people apply that positive intention in actual interactions.”

“State board staff should have the same opportunities for DEI related professional development as the colleges. It doesn’t make any sense to expect us to become leaders in this area, yet not bring resources to the office for all to take advantage of. I’m thinking specifically about the workshops that the State Board members, college presidents, and those at guided pathways events have gone through.”

Opportunities to Engage

- Over 65% of respondents reported having had a chance to actively engage in conversations related to DEI, an increase of 15% from 2018.
- 94% of respondents felt that the DEI Lunch and Learn series helped them understand concepts related to diversity, equity, and inclusion. One survey participant commented:

“This series is the heartbeat of the agency.”

- SBCTC employees are interested in DEI small group activities, as evidenced by the following quote:

“I’d like to see] more facilitated small group interaction, practical application of communication skills, opportunities for people to learn that accommodates that not everyone is starting from the same place.”

Gap Between Statement & Practice

- Over 60% of respondents reported feeling a sense of urgency for actively integrating the concepts of DEI into their daily work life - an increase of almost 20% since the 2018 survey.
- More than 80% of respondents reported that they felt a sense of urgency for integrating the concepts of DEI into their lives outside of work.
SBCTC AGENCY VOICES:
DEI SURVEY THEMES 2020

Closing Thoughts

- In the spirit of elevating all the voices of our agency, see Additional Feedback as collected by the DEI survey.

  Full URL: https://bit.ly/33SRbAj

- Contact Dylan Jilek or Monica Wilson with any questions regarding this report.