



CHABOT



Classified Senate
November 21, 2025
Alex Karan and Na Liu
ORPIE

Disaggregating Employee Satisfaction Survey



- In Spring 2025, we analyzed data 2 ways:
 - Overall satisfaction for employees
 - Disaggregated by job classification (classified, FT/PT faculty, etc.)
- We have new disaggregations by
 - Race/Ethnicity, Gender Identity, and Sexual Orientation
- We also analyzed open-ended responses to:
 - Discrimination experiences and dissatisfaction with benefits
- We hope this gives further context and nuance to figuring out steps to improve satisfaction for our employees across characteristics.
 - What can we do as Classified Senate?
 - What do we need help doing and who do we ask for help?

When interpreting this data, please keep in mind...

- Data are not representative of all employees within that group
 - Significant differences between groups of survey respondents are not representative of every individual's survey response within that group (e.g., if heterosexual respondents have a significantly higher satisfaction rate on a response compared to queer respondents, that does not mean every heterosexual respondent is more satisfied than every queer respondent with that survey item).
 - This was not a randomized sample and response rates with demographic information are low – this means that significant differences between survey *respondents* are also **not** representative of all *employees* within that group (e.g., if White survey *respondents* are not satisfied on a survey item, it does **not** necessarily mean that White *employees* are not satisfied).
- Many respondents chose to not state their demographics, so this is a subset of respondents (often on the smaller side between 20-40 per group)
 - Analyses for significance of differences takes into account these small group sizes → relatively large group differences need to exist for differences between small groups' responses to be significant.

Interpreting Superscripts

- Superscripts denote which group there is a significant difference with.

Based on your overall experience at Chabot over the past year, <u>how satisfied</u> are you with:	Percentage who were satisfied or very satisfied							
	Overall (n = 231)	Gender Identity				Sexual Orientation		
		Men (n = 40)	Women (n = 109)	Nonbinary/ Prefer not to state (n = 38)		Hetero- sexual (n = 111)	Queer Groups (n = 23)	Prefer not to state (n = 48)
Overall employment at Chabot College	73%	75%	74%	63%		74%	78% ^P	63% ^Q

- There is a significant difference between queer respondents, Q, and respondents that preferred not to state their orientation, P.

Key Themes Arising from Quantitative Data

- Resources/Procedures/Duties
 - Budget, hiring, fair pay, job responsibilities
- Belongingness
 - Employee suggestions/planning, treated with respect, authenticity
- Discrimination
 - On the basis of various demographic factors



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A photograph of two students, a man and a woman, looking at a laptop. The man is wearing a red hoodie and the woman is wearing a purple cardigan. They are both smiling and appear to be engaged in a collaborative learning activity. The background is slightly blurred, showing a classroom or office setting.

Key Theme: Resources/Procedures/Duties

Resources/Procedures/Duties – Race/Ethnicity



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% of respondents that are satisfied with or agree with the statements:	Overall (n = 231)	Black (n = 20)	Asian/ Filipinx (n = 21)	Latinx (n = 32)	Other Groups (n = 12)	White (n = 52)
The Chabot College administration is transparent about decisions concerning funding for hiring.	22%	21%	19%	16% ^W	8% ^W	31% ^{L,O}
This institution makes sufficient employee resources (e.g., staffing) available to achieve important objectives.	23%	25%	43% ^L	19% ^A	17%	22%
This institution makes sufficient budgetary resources available to achieve important objectives.	34%	25% ^{A,W}	57% ^{B,O}	35%	25% ^A	46% ^B
This institution has written procedures that clearly define who is responsible for each operation and service.	33%	22% ^{L,W}	26%	45% ^B	27%	43% ^B
Work responsibilities are within my job description.	57%	65% ^O	67% ^O	47% ^W	25% ^{B,A,W}	69% ^{L,O}
I am paid fairly for the work I do.	51%	30% ^W	38% ^W	50%	50%	67% ^{B,A}

Resources/Procedures/Duties – Gender

% of respondents that are satisfied with or agree with the statements:	Overall (n = 231)	Men (n = 40)	Women (n = 109)	Nonbinary/ Prefer not to state (n = 38)
The Chabot College administration is transparent about decisions concerning funding for hiring	22%	31%	21%	16%
This institution makes sufficient employee resources (e.g., staffing) available to achieve important objectives.	23%	25%	22%	14%
This institution makes sufficient budgetary resources available to achieve important objectives.	34%	40%	37%	24%
This institution has written procedures that clearly define who is responsible for each operation and service.	33%	28%	35%	30%
Work responsibilities are within my job description.	57%	65%	56%	50%
I am paid fairly for the work I do.	51%	48%	54%	47%

Resources/Procedures/Duties – Orientation

% of respondents that are satisfied with or agree with the statements:	Overall (n = 231)	Hetero- sexual (n = 111)	Queer Groups (n = 23)	Prefer not to state (n = 48)
The Chabot College administration is transparent about decisions concerning funding for hiring	22%	17% ^Q	43% ^{H,P}	17% ^Q
This institution makes sufficient employee resources (e.g., staffing) available to achieve important objectives.	23%	18% ^Q	36% ^{H,P}	13% ^Q
This institution makes sufficient budgetary resources available to achieve important objectives.	34%	38%	36% ^P	21% ^Q
This institution has written procedures that clearly define who is responsible for each operation and service.	33%	31%	32%	31%
Work responsibilities are within my job description.	57%	59%	59%	48%
I am paid fairly for the work I do.	51%	53%	39%	46%



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A young man and woman are looking at a laptop screen together. The woman is sitting and leaning her chin on her hand, while the man is standing and leaning over her. They are both smiling and looking at the screen. The woman is wearing a purple cardigan over a white top, and the man is wearing a red sweater. The background is a blurred office or classroom setting.

Key Theme:
Belongingness

Belongingness – Race/Ethnicity



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% of respondents that agree with the following statements:	Overall (n = 231)	Black (n = 20)	Asian/ Filipinx (n = 21)	Latinx (n = 32)	Other Groups (n = 12)	White (n = 52)
This institution involves its employees in planning for the future.	46%	37% ^A	76% ^{B,L,W}	41% ^A	50%	50% ^A
I am treated w/ respect by instructors, administrators, & other staff	59%	60% ^A	86% ^{B,L}	41% ^{A,O,W}	83% ^L	69% ^L
I feel like I can be myself/be authentic.	52%	30% ^{L,W}	48%	59% ^B	50%	65% ^B
I believe Chabot leadership is committed to taking action to increase everyone's sense of belonging on campus.	48%	40% ^{A,W}	67% ^{B,L}	34% ^{A,W}	50%	65% ^{B,L}
This institution's leadership creates an environment that promotes trust and respect.	41%	40%	57%	38%	33%	55%

Belongingness – Gender

% of respondents that agree with the following statements:	Overall (n = 231)	Men (n = 40)	Women (n = 109)	Nonbinary / Prefer not to state (n = 38)
This institution involves its employees in planning for the future.	46%	40%	52% ^N	32% ^W
I am treated w/ respect by instructors, administrators, & other staff	59%	58%	64% ^N	47% ^W
I feel like I can be myself/be authentic.	52%	58% ^N	56% ^N	34% ^{M,W}
I believe Chabot leadership is committed to taking action to increase everyone's sense of belonging on campus.	48%	55%	50%	37%
This institution's leadership creates an environment that promotes trust and respect.	41%	43%	44% ^N	29% ^W

Belongingness – Orientation

% of respondents that agree with the following statements:	Overall (n = 231)	Hetero- sexual (n = 111)	Queer Groups (n = 23)	Prefer not to state (n = 48)
This institution involves its employees in planning for the future.	46%	18% ^Q	45% ^H	33%
I am treated w/ respect by instructors, administrators, & other staff	59%	63%	57%	48%
I feel like I can be myself/be authentic.	52%	55%	59% ^P	38% ^Q
I believe Chabot leadership is committed to taking action to increase everyone's sense of belonging on campus.	48%	50%	52%	40%
This institution's leadership creates an environment that promotes trust and respect.	41%	43%	45% ^P	27% ^Q



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A young man and woman are looking at a laptop screen. The woman is sitting and resting her chin on her hand, while the man is leaning over her shoulder, pointing at the screen. They both appear to be smiling and engaged in their work.

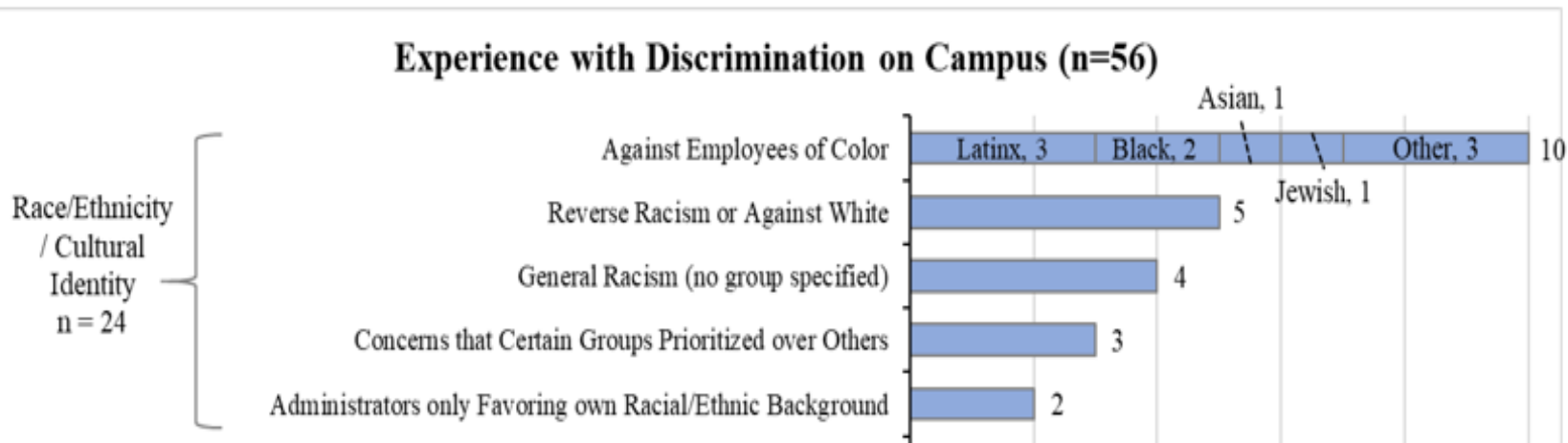
Key Theme: Discrimination

Discrimination – Race/Ethnicity

Experienced some or a lot of discrimination based on:	Overall (n = 231)	Black (n = 20)	Asian/ Filipinx (n = 21)	Latinx (n = 32)	Other Groups (n = 12)	White (n = 52)
Ethnicity or Race	29%	60% ^{A,L,W}	29% ^{B,W}	29% ^{B,W}	45% ^W	10% ^{B,A,L, O}
Gender	22%	30% ^W	19%	19%	25%	8% ^B
Job Classification (administrator, faculty, classified professional)	35%	55% ^{O,W}	38%	35%	17% ^B	20% ^B
Socio-economic Status	10%	20% ^L	14%	3% ^B	8%	6%
I have experienced discrimination at Chabot before this past year based on any of the characteristics above.	50%	72% ^W	47%	55%	58%	39% ^B

Age, citizenship, disability, educational level, language, religious beliefs, sexual orientation did not have significant differences across groups.

Discrimination – Race/Ethnicity (open-ended responses)



- **Against employees of color (n=10)**
 - “People of color have to prove themselves more to gain the recognition and respect of others.”
 - “I often feel like my voice as [a] Latinx employee does not matter.”
 - “I have witnessed and experienced antiblackness over the last year...it’s shown up in the form of microaggression and exclusion.”
 - “...despite a rising rate of anti-Semitism ... our administration often expresses support for other marginalized groups, [but has never] expressed or declared support for Jewish members of our community.”
 - Our institution is designated as HSI and ANNAPISI...How did (the leadership) amplify the importance of these designations?

Discussion/Decision Items: Employee Satisfaction Survey

- **Reverse racism (n=5)**
 - “This campus strongly supports individuals of color, however, white students regularly communicate that they do not feel welcome here or included.”

Discrimination – Gender

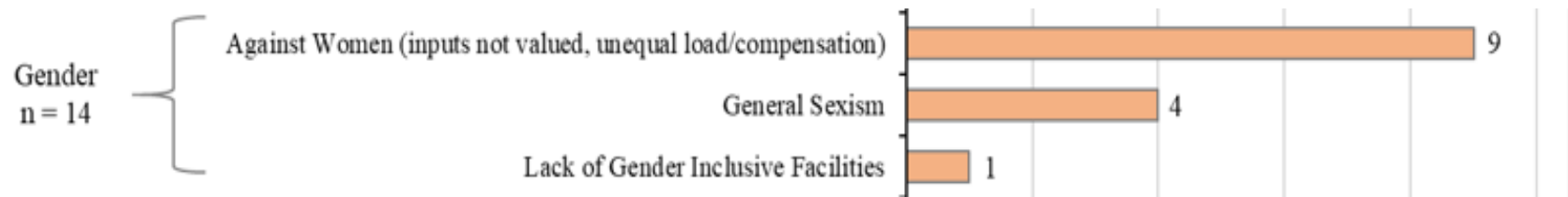


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Experienced some or a lot of discrimination based on:	Overall (n = 231)	Men (n = 40)	Women (n = 109)	Nonbinary/ Prefer not to state (n = 38)
Age	16%	13% ^N	13% ^N	30% ^{M,W}
Disability	7%	5%	4% ^N	16% ^W
Educational Level	15%	10% ^N	13%	24% ^M
Ethnicity or Race	29%	20% ^N	25% ^N	51% ^{M,W}
Gender	22%	10% ^{W,N}	21% ^M	35% ^M
Job Classification (administrator, faculty, classified professional)	35%	33%	33%	42%
Sexual Orientation	7%	5% ^N	3% ^N	19% ^{M,W}
Socio-economic Status	10%	11%	8%	16%
I have experienced discrimination at Chabot before this past year based on any of the characteristics above.	50%	49%	49% ^N	65% ^W

Discrimination – Gender (open-ended responses)

Experience with Discrimination on Campus (n=56)



- Gender (n=14)
 - Against women (n=9)
 - Many responses noted women were “responsible for finding information for [men], taking notes/reminding [men] of details or other information, and handling social events.”
 - “...women’s opinions are not given as much weight...”

Discrimination – Orientation



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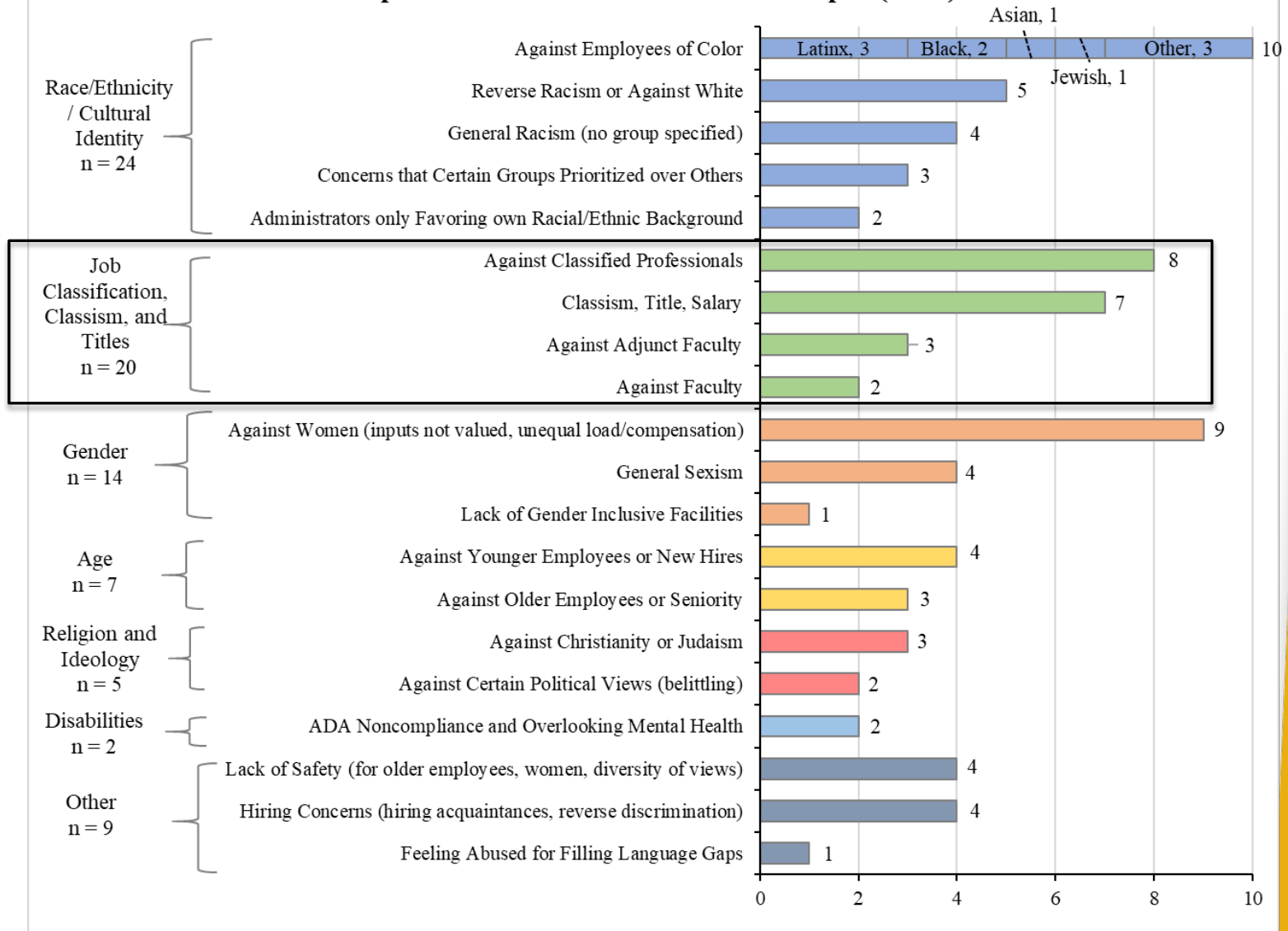
Experienced some or a lot of discrimination based on:	Overall (n = 231)	Hetero- sexual (n = 111)	Queer Groups (n = 23)	Prefer not to state (n = 48)
Age	16%	11% ^{Q,P}	23% ^H	28% ^H
Disability	7%	4%	9%	13%
Educational Level	15%	11% ^Q	23% ^H	21%
Ethnicity or Race	29%	24% ^P	27% ^P	47% ^{H,Q}
Gender	22%	19%	23%	30%
Job Classification (administrator, faculty, classified professional)	35%	32%	41%	41%
Sexual Orientation	7%	3% ^Q	14% ^H	13%
Socio-economic Status	10%	8% ^Q	24% ^{H,P}	11% ^Q
I have experienced discrimination at Chabot before this past year based on any of the characteristics above.	50%	46% ^Q	73% ^{H,P}	53% ^Q

Discussion/Decision Items: Employee Satisfaction Survey

How often, if ever, have you experienced discrimination at Chabot over the past year based on the following characteristics?	Percentage who stated sometimes to very often				
	Overall (n = 231)	Classified (n = 78)	Full-Time Faculty (n = 55)	Part-Time Faculty (n = 30)	Other (n = 68)
Age	16%	18%	15%	11%	17%
Citizenship Status	4%	5% ^P	2%	0% ^{C,O}	8% ^P
Disability	7%	9% ^P	5% ^P	0% ^{C,F,O}	9% ^P
Educational Level	15%	22% ^{F,P}	9% ^C	7% ^C	14%
Ethnicity or Race	29%	34% ^P	33% ^P	7% ^{C,F,O}	31% ^P
Gender	22%	21%	29% ^P	11% ^F	20%
Job Classification (administrator, faculty, classified professional)	35%	53% ^{F,P,O}	20% ^C	26% ^C	25% ^C
Language	10%	13% ^{F,P}	4% ^{C,O}	4% ^{C,O}	17% ^{F,P}
Religious Beliefs	11%	13% ^P	13%	4% ^C	9%
Sexual Orientation	7%	8% ^P	7% ^P	0% ^{C,F,O}	9% ^P
Socioeconomic Status	10%	17% ^{F,P}	7% ^{C,P}	0% ^{C,F,O}	9% ^P
Other	17%	17%	15%	11% ^O	25% ^P

Discussion/Decision Items: Employee Satisfaction Survey

Experience with Discrimination on Campus (n=56)



Discussion/Decision Items: Employee Satisfaction Survey

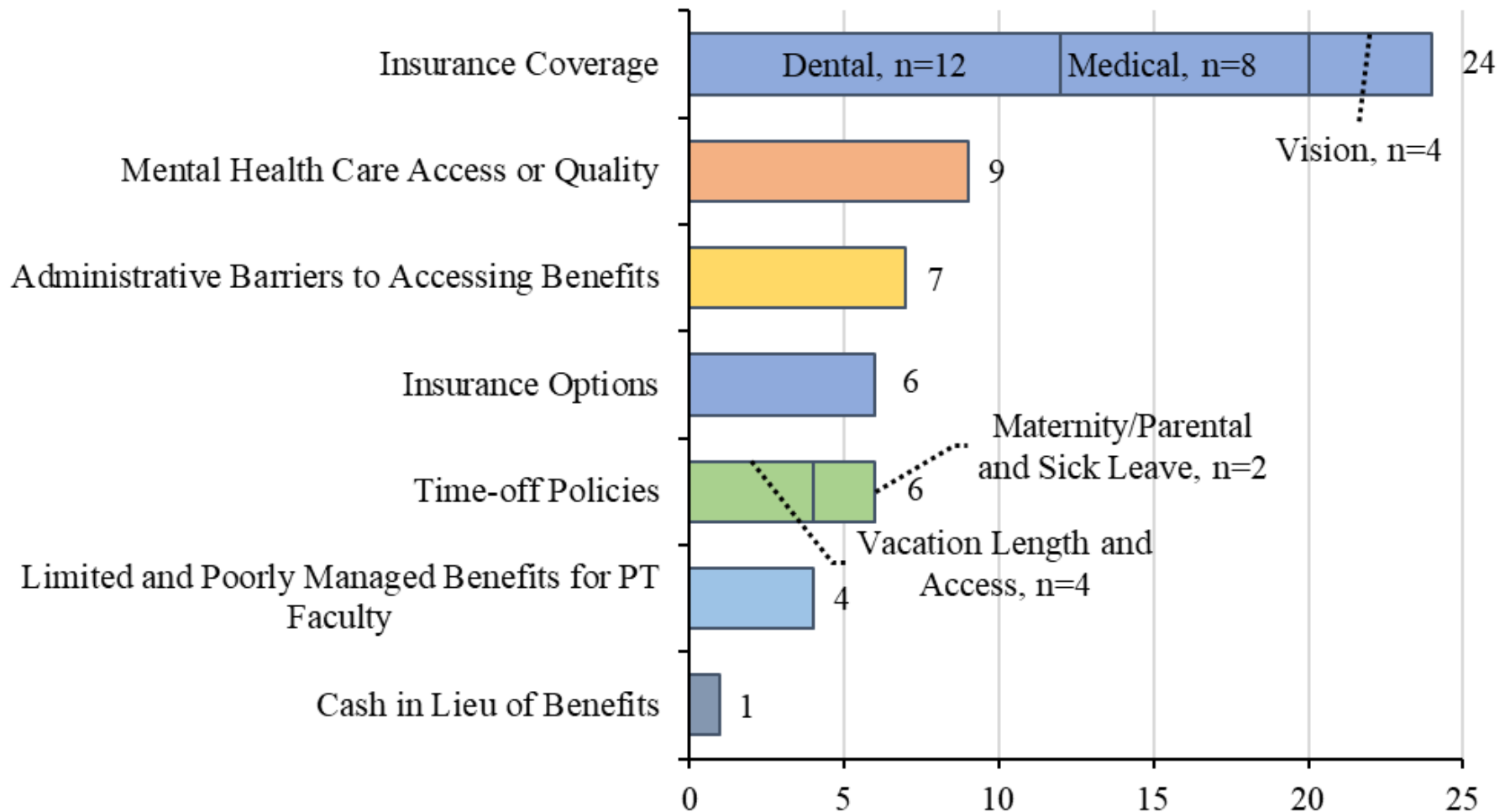
- Job Classification, Classism, and Titles (n=20)
 - Against classified professionals (n=8)
 - “Often feel like colleagues disregard me because I am classified professional [and I am ...] often not included in decision making, only expected to be told what to do and not have an opinion on any procedures that might affect my job.”
 - Classism and Titles (n=7)
 - “...everyone at this college seems fixated on titles and classifications. If you don’t hold a certain title ..., your voice doesn’t carry as much weight...”

Discussion/Decision Items: Employee Satisfaction Survey

- Age (n=7)
 - Against younger employees or new hires (n=4)
 - “...many of [the younger, newer professionals] can get dismissed, not included in conversations...”
 - Against older employees or seniority (n=3)
 - “Older instructors are given schedules that do not work for them, especially if they cannot drive at night or don’t feel safe working evening hours.”

Discussion/Decision Items: Employee Satisfaction Survey

Comments on Dissatisfaction with Employee Benefits (n=45)



Discussion/Decision Items: Employee Satisfaction Survey

- Delta Dental (n=12)
 - "Dentists are increasingly dropping Delta Dental. ... Everyone I contacted in 2024 from Delta Dental's website either wasn't accepting new patients or said they were planning on dropping Delta Dental for 2025"
 - "Delta Dental, pays very little to their providers"
 - Not enough coverage for orthodontics.
- Mental Healthcare Access of Quality (n=9)
 - "I feel like we do not have substantial benefits to mental health and seeing a therapist."
 - "Mental health coverage is poor and/or poorly advertised."
 - "The medical and mental health insurance SAY the benefits exist, but when you actually try to access them, the wait times for appointment are unacceptable, or you need a referral and the referral process is complicated to follow."

Discussion/Decision Items: Employee Satisfaction Survey

- Medical Insurance Coverage (n=8)
 - Complaints about specific procedures not being covered.
 - Complaints about paying up front and having to wait for reimbursements.

- Administrative Barriers to Accessing Benefits (n=7)
 - Difficulties figuring out what procedures are covered --
 - "I never know what is covered and what is not ... "
 - Difficulties encountered when getting claims approved.

Summary

- Respondents as a whole is generally less satisfied (~50% or less satisfaction rate) for items concerning transparency, clear job duties/responsibilities, and fair pay.
 - This seems especially true for Black and Latinx respondents, nonbinary or respondents that preferred to not state their gender, heterosexual and respondents that preferred to not state their orientation.
- Respondents generally also are not satisfied with their belongingness on campus (e.g., not feeling included in planning conversations, feeling respected, or that leadership is taking action to increase belongingness)
 - This is especially true for Black and Latinx respondents, nonbinary/prefer not to state gender respondents, and prefer not to state orientation respondents.

Summary

- Respondents have faced discrimination on the basis of many characteristics. This has been especially true for Black respondents based on race/ethnicity, gender, job classification, and socioeconomic status.
 - Queer respondents and nonbinary/prefer not to state gender respondents have primarily faced discrimination on the basis of age, educational level, gender, and sexual orientation
 - 65%-73% faced discrimination within the past year.
- Respondents of color, classified professionals, and women reported experiencing discrimination more often.
- Dissatisfaction with Delta Dental and access to/quality of mental healthcare services.

What can we do as Classified Senate?

Key Theme	Suggestion/ Action 1	Suggestion/ Action 2	Suggestion/ Action 3
Resources/ Procedures/ Duties			
Belongingness			
Discrimination			

What do we need help with and who can help us?

Key Theme	What do we need help with and who? 1	What do we need help with and who? 2	What do we need help with and who? 3
Resources/ Procedures/ Duties			
Belongingness			
Discrimination			