

# 2015 Human Rights/Equity Survey Results

Thursday, December 10, 2015

Survey Dates : Monday, November 2, 2015 thru  
Tuesday, November 24, 2015

**494**

Total Distribution

**34**

Total Responses

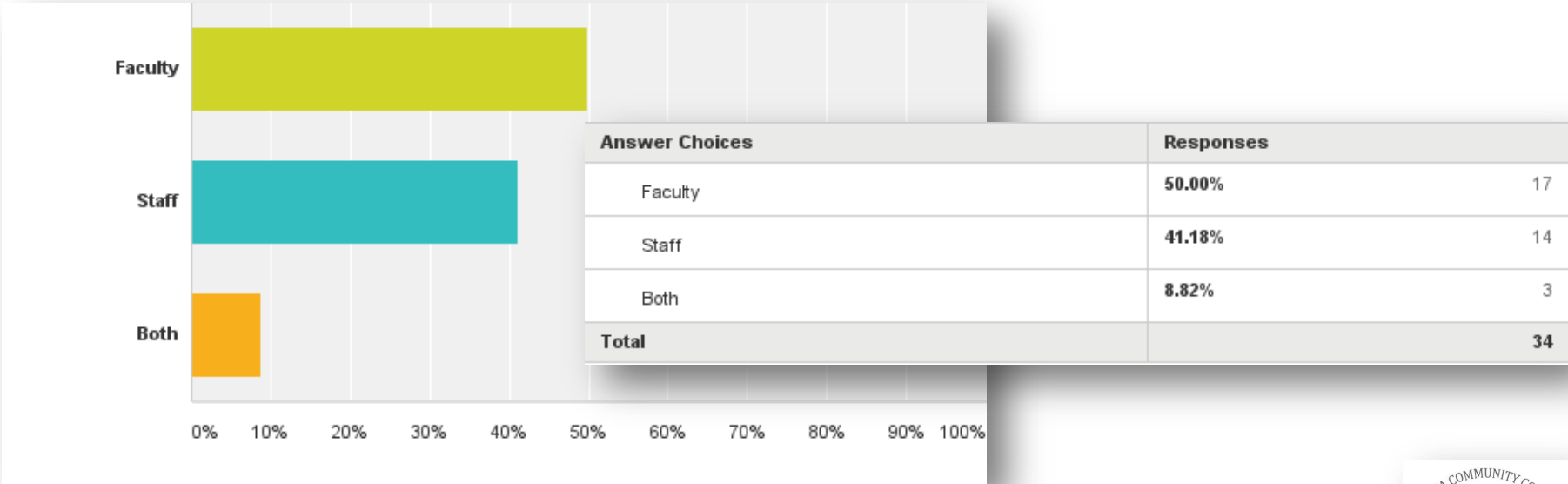
**6.88%**

Response Rate



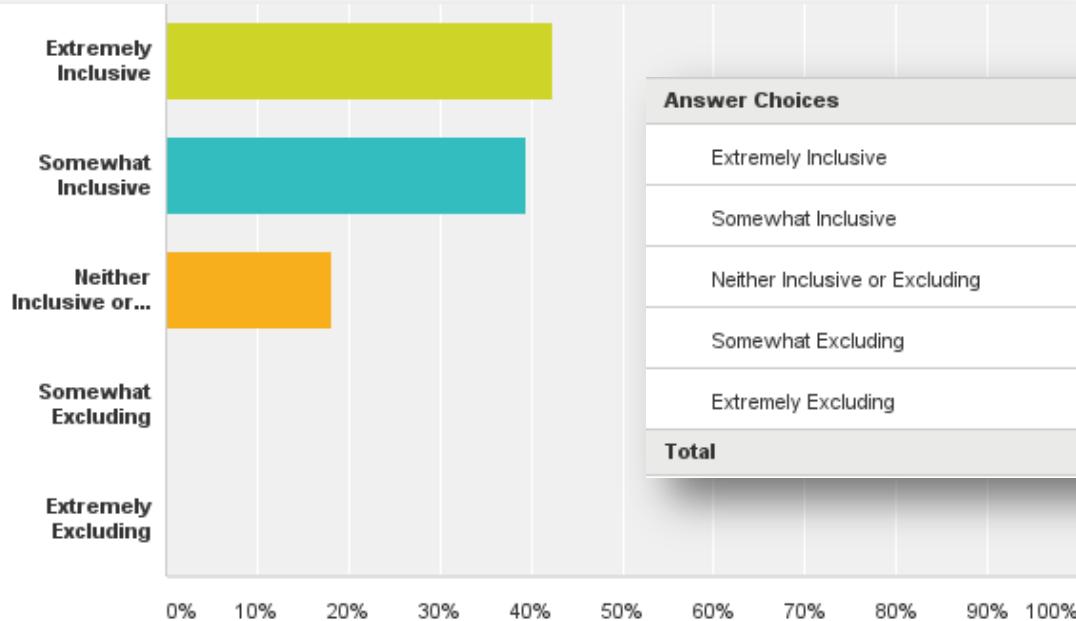
# Q1: Please select your current position(s)/role at NCC

Answered: 34 Skipped: 0

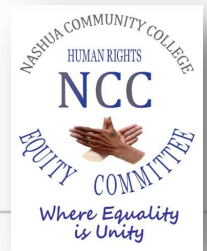


## Q2: How inclusive or excluding do you feel NCC is?

Answered: 33 Skipped: 1



Answer Choices	Responses
Extremely Inclusive	42.42% 14
Somewhat Inclusive	39.39% 13
Neither Inclusive or Excluding	18.18% 6
Somewhat Excluding	0.00% 0
Extremely Excluding	0.00% 0
<b>Total</b>	<b>33</b>



## Q2: How inclusive or excluding do you feel NCC is?

### Comments

Answered: 33 Skipped: 1

#### Showing 4 responses

I don't know how to answer this.

Since it is an open admissions college, to make it more inclusive would involve more active recruitment of minority students in a state which has been dominantly White.

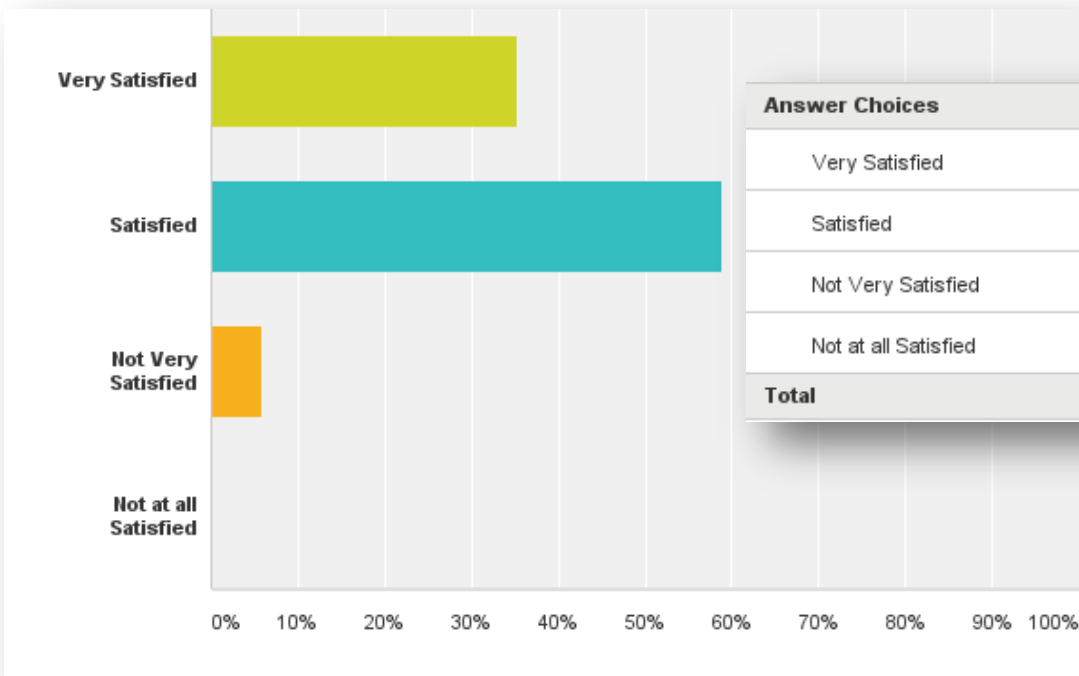
The College has gone overboard in some areas. For example, it has pushed so hard to include Hispanics that it almost ignores Caucasians. If one looks at the marketing photos, one gets the impressions that Caucasians and African-Americans do not attend NCC.

We need to come up with a way to identify and address students who are going through gender changes and would like to be known by a different name. For example, because Blackboard pulls from Banner, the name that always appears in online courses is their legal name. It should be easier to create aliases for students in these sensitive positions.



### Q3: Overall, how satisfied are you with the diversity of the students here at NCC?

Answered: 34 Skipped: 0



Answer Choices	Responses
Very Satisfied	35.29% 12
Satisfied	58.82% 20
Not Very Satisfied	5.88% 2
Not at all Satisfied	0.00% 0
<b>Total</b>	<b>34</b>



### Q3: Overall, how satisfied are you with the diversity of the students here at NCC?

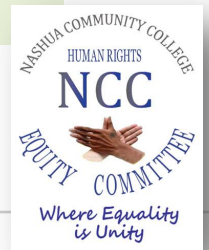
#### Comments

Answered: 34 Skipped: 0

#### Showing 2 responses

The influx of Black students when we had a basketball team seems to have vanished with the loss of that extra-curricular opportunity [which has historically been a path to upward mobility for Black athletes].

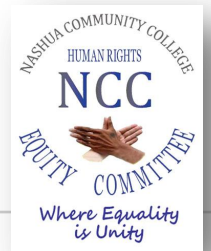
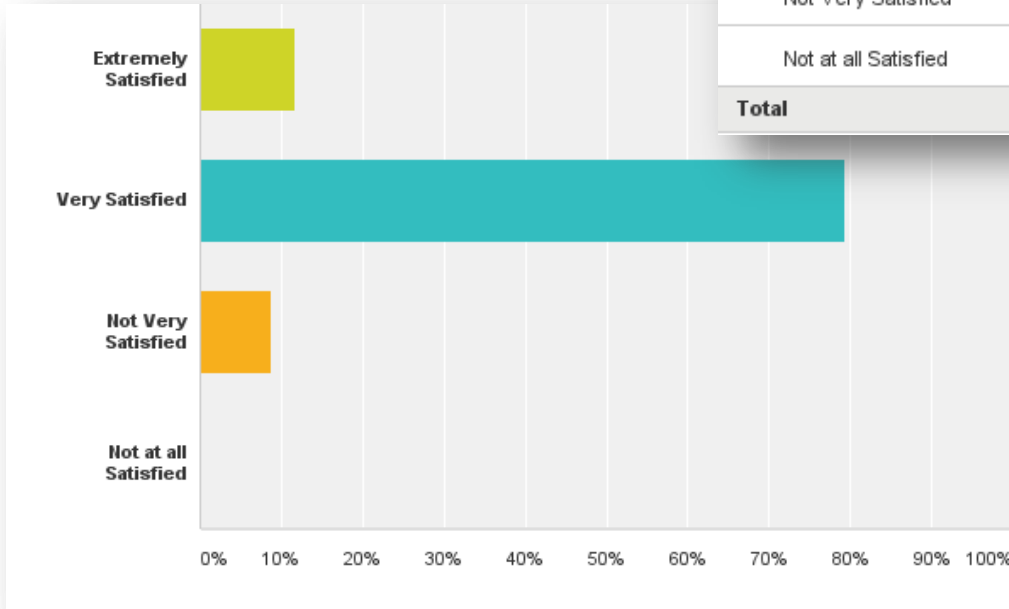
In reality, the diversity reflects the population of Nashua.



# Q4: Overall, how satisfied are you with the diversity of the faculty and staff here at NCC?

Answered: 34 Skipped: 0

Answer Choices	Responses
Extremely Satisfied	11.76% 4
Very Satisfied	79.41% 27
Not Very Satisfied	8.82% 3
Not at all Satisfied	0.00% 0
<b>Total</b>	<b>34</b>





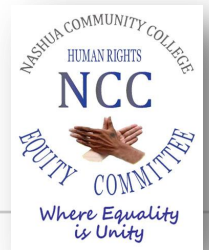
## Q4: Overall, how satisfied are you with the diversity of the faculty and staff here at NCC? Comments

Answered: 34 Skipped: 0

### Showing 2 responses

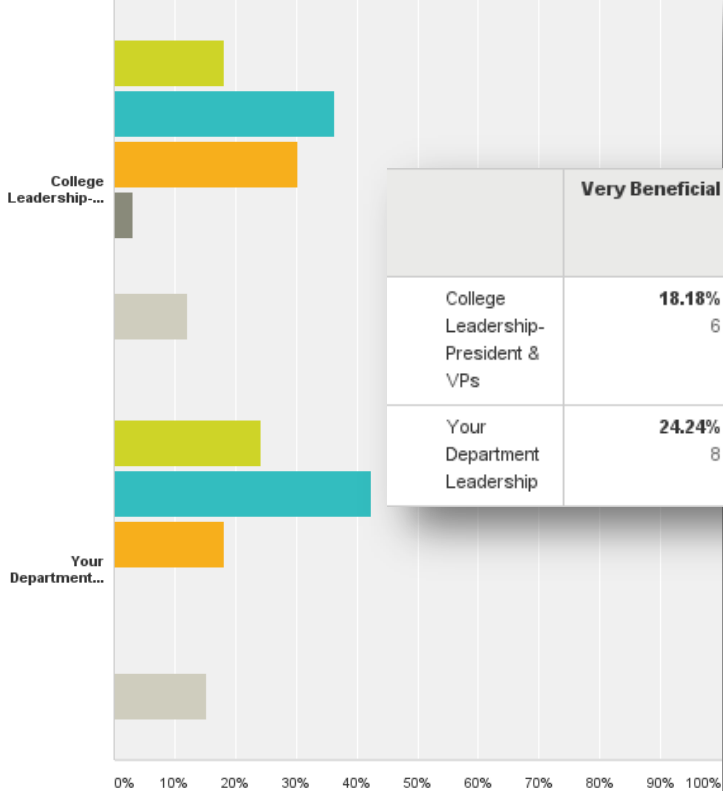
Overall satisfied. There was not a rating for being simply satisfied.

Could be more diverse



# Q5: How beneficial or detrimental are the actions of the following with respect to promoting diversity at NCC?

Answered: 33 Skipped: 1



	Very Beneficial	Beneficial	Neither Beneficial or Detrimental	Detrimental	Very Detrimental	N/A	Total
College Leadership- President & VPs	18.18% 6	36.36% 12	30.30% 10	3.03% 1	0.00% 0	12.12% 4	33
Your Department Leadership	24.24% 8	42.42% 14	18.18% 6	0.00% 0	0.00% 0	15.15% 5	33

■ Very Beneficial   
 ■ Beneficial   
 ■ Neither Beneficial or Detrimental   
 ■ Detrimental  
■ Very Detrimental   
 ■ N/A



## Q5: How beneficial or detrimental are the actions of the following with respect to promoting diversity at NCC?

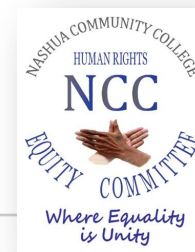
### Comments

Answered: 33 Skipped: 1

#### Showing 2 responses

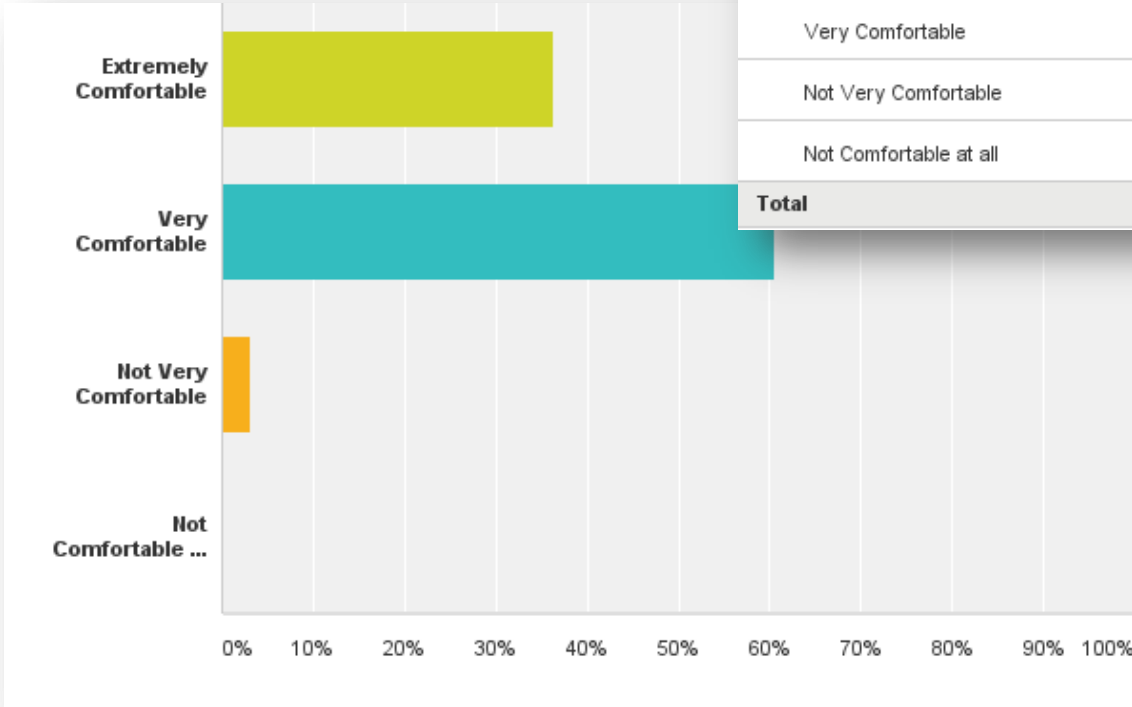
I am an adjunct

I don't know.

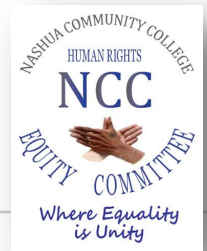


**Q6: How comfortable do you feel expressing your personal identity in your immediate work environment?(personal identity = race, sex, gender identity, gender expression, sexual orientation, age, height, weight, disability, color, religion and creed, national origin or ancestry, marital status, familial status, or veteran status)**

Answered: 33 Skipped: 1

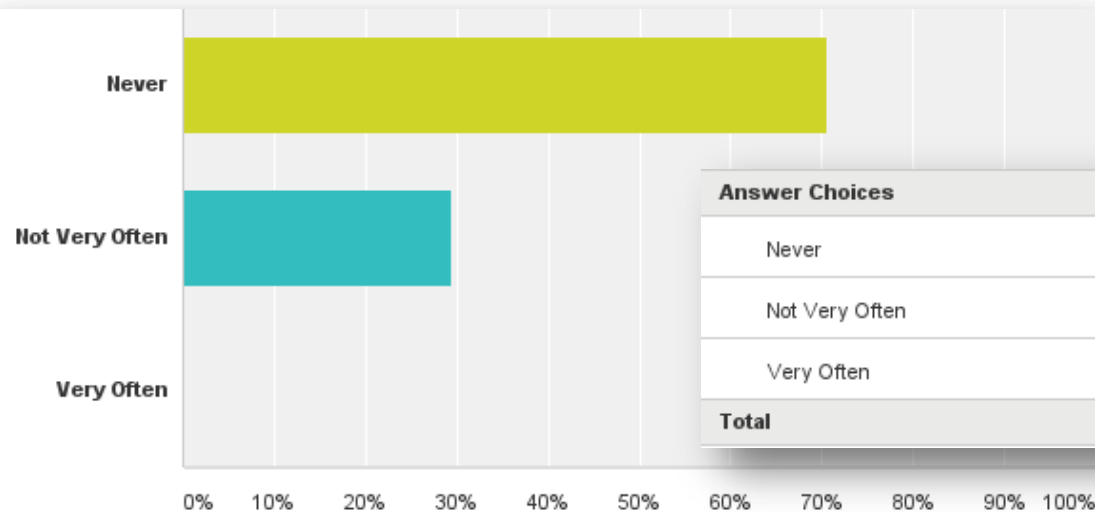


Answer Choices	Responses
Extremely Comfortable	36.36% 12
Very Comfortable	60.61% 20
Not Very Comfortable	3.03% 1
Not Comfortable at all	0.00% 0
<b>Total</b>	<b>33</b>



# Q7: In the past 12 months, how often have you personally experienced excluding, intimidating, offensive, and/or hostile conduct from members of this college?

Answered: 34 Skipped: 0



Answer Choices	Responses
Never	70.59% 24
Not Very Often	29.41% 10
Very Often	0.00% 0
<b>Total</b>	<b>34</b>



**Q7: In the past 12 months, how often have you personally experienced excluding, intimidating, offensive, and/or hostile conduct from members of this college?**

## Comments

Answered: 34 Skipped: 0

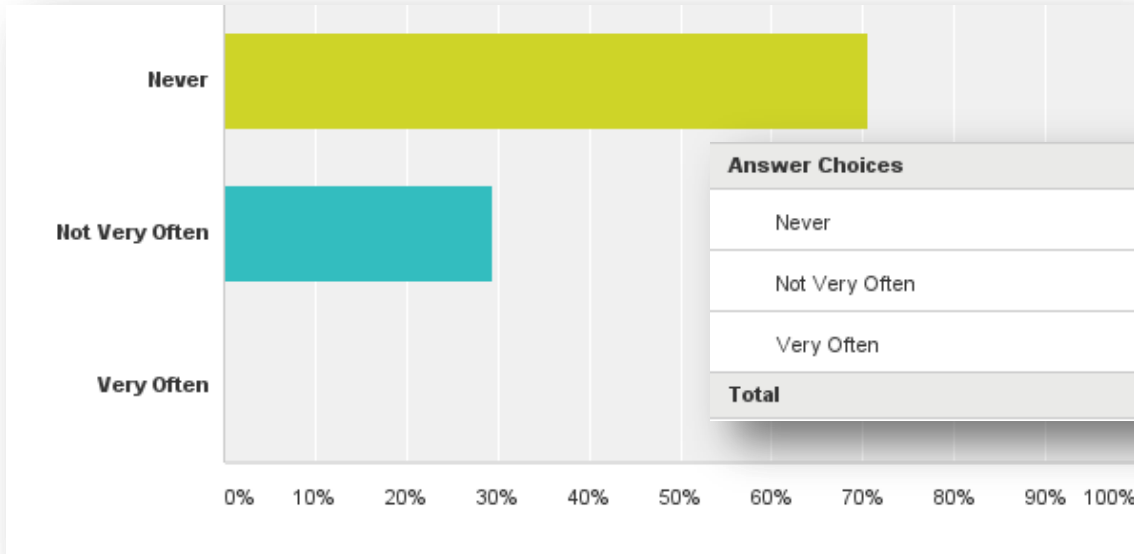
### Showing 2 responses

The holidays are very, very Christian oriented.

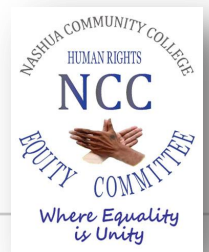
My age is a detriment because I am much younger than most of the other faculty.

## Q8: In the past 12 months, how often have you heard others at NCC make disparaging remarks about people because of their diversity?

Answered: 34 Skipped: 0



Answer Choices	Responses
Never	70.59% 24
Not Very Often	29.41% 10
Very Often	0.00% 0
<b>Total</b>	<b>34</b>



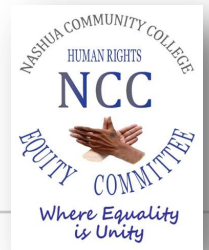
**Q8: In the past 12 months, how often have you heard others at NCC make disparaging remarks about people because of their diversity?**

**Comments**

Answered: 34 Skipped: 0

**Showing 1 response**

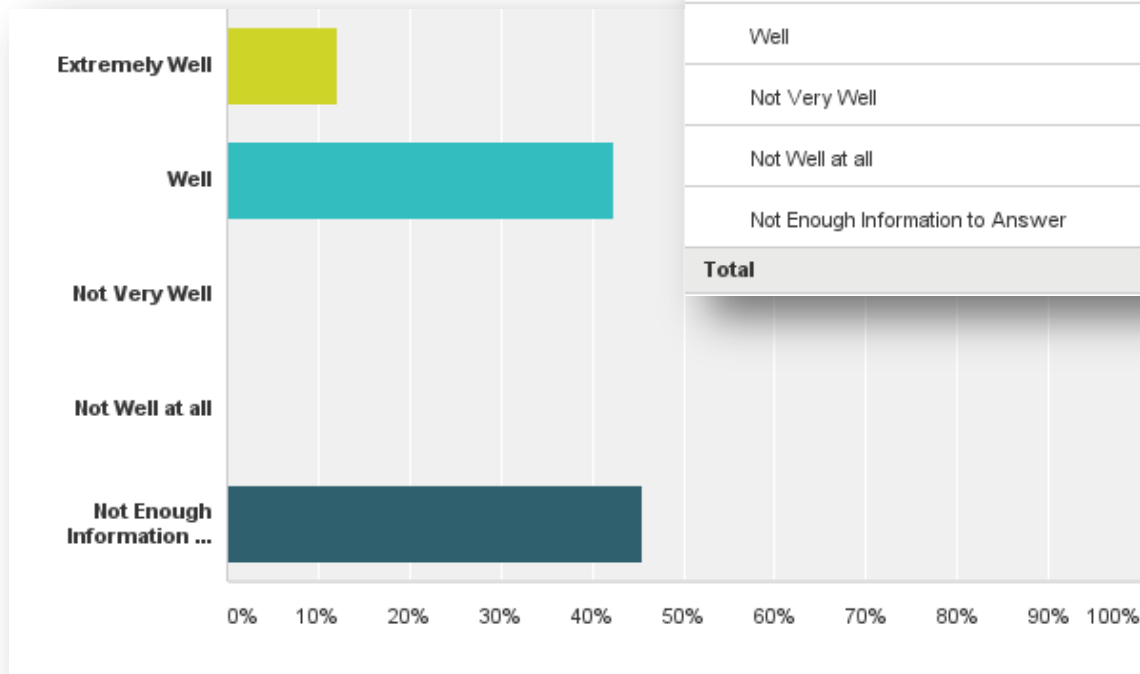
Only regarding my age - despite my qualifications, there do seem to be assumptions that I do not know what I am doing because I'm too young or idealistic.





# Q9: How well does NCC address issues of unfair or inequitable treatment of faculty/staff who express their diversity?

Answered: 33 Skipped: 1



Answer Choices	Responses
Extremely Well	12.12% 4
Well	42.42% 14
Not Very Well	0.00% 0
Not Well at all	0.00% 0
Not Enough Information to Answer	45.45% 15
<b>Total</b>	<b>33</b>



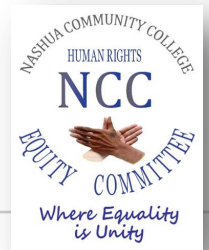
## Q9: How well does NCC address issues of unfair or inequitable treatment of faculty/staff who express their diversity?

### Comments

Answered: 33 Skipped: 1

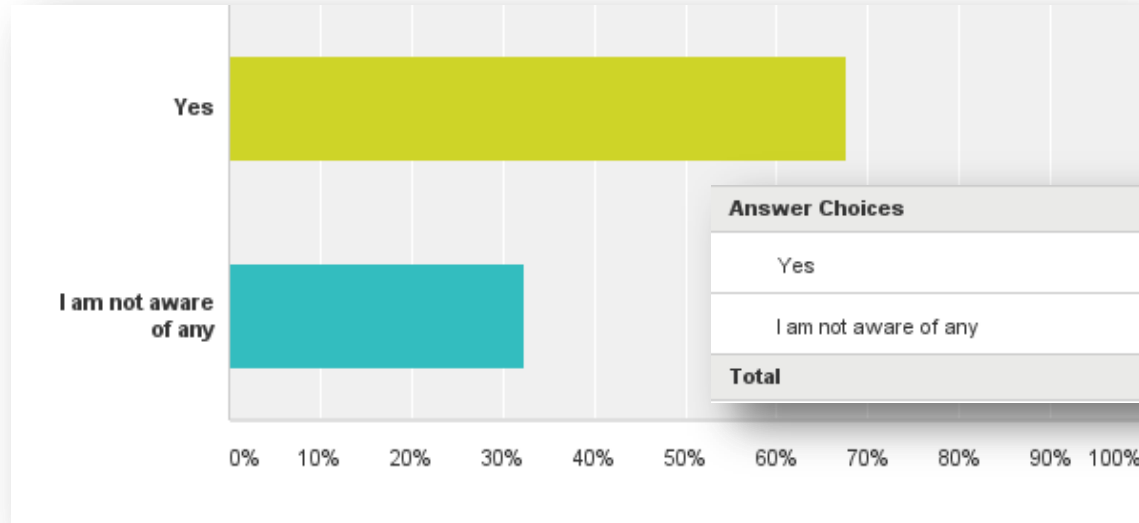
Showing 1 response

I don't know.

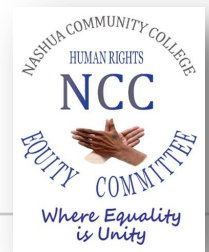


# Q10: To your knowledge, are there systems and/or policies in place to assist employees/students if they experience any treatment that is not fair or equitable?

Answered: 34 Skipped: 0

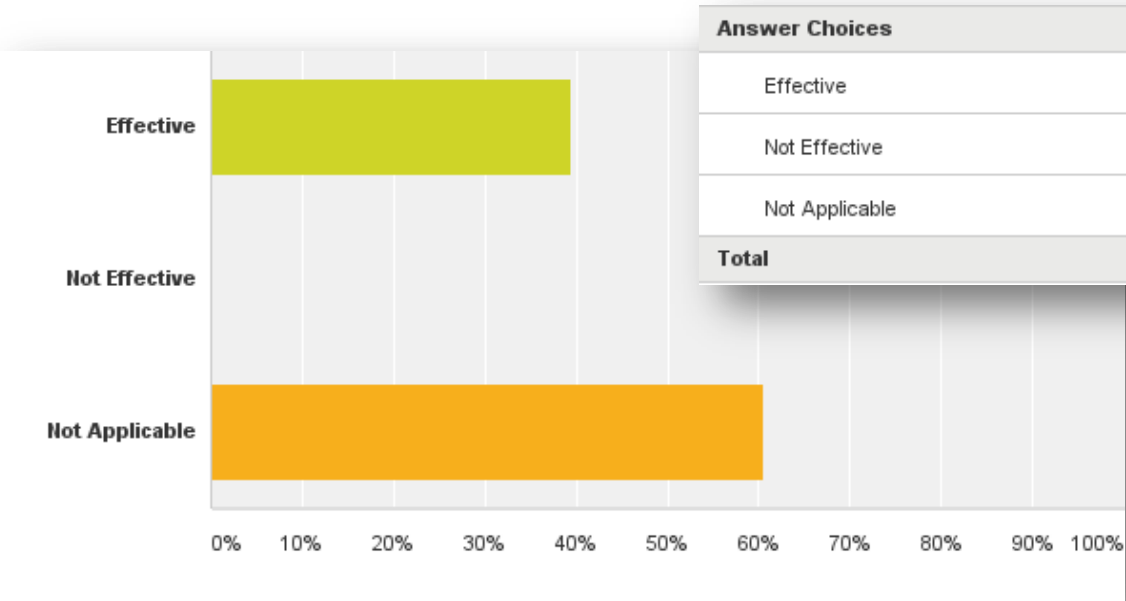


Answer Choices	Responses
Yes	67.65% 23
I am not aware of any	32.35% 11
<b>Total</b>	<b>34</b>



# Q11: How effective are these systems or policies in addressing issues of treatment that are not fair and equitable?

Answered: 33 Skipped: 1

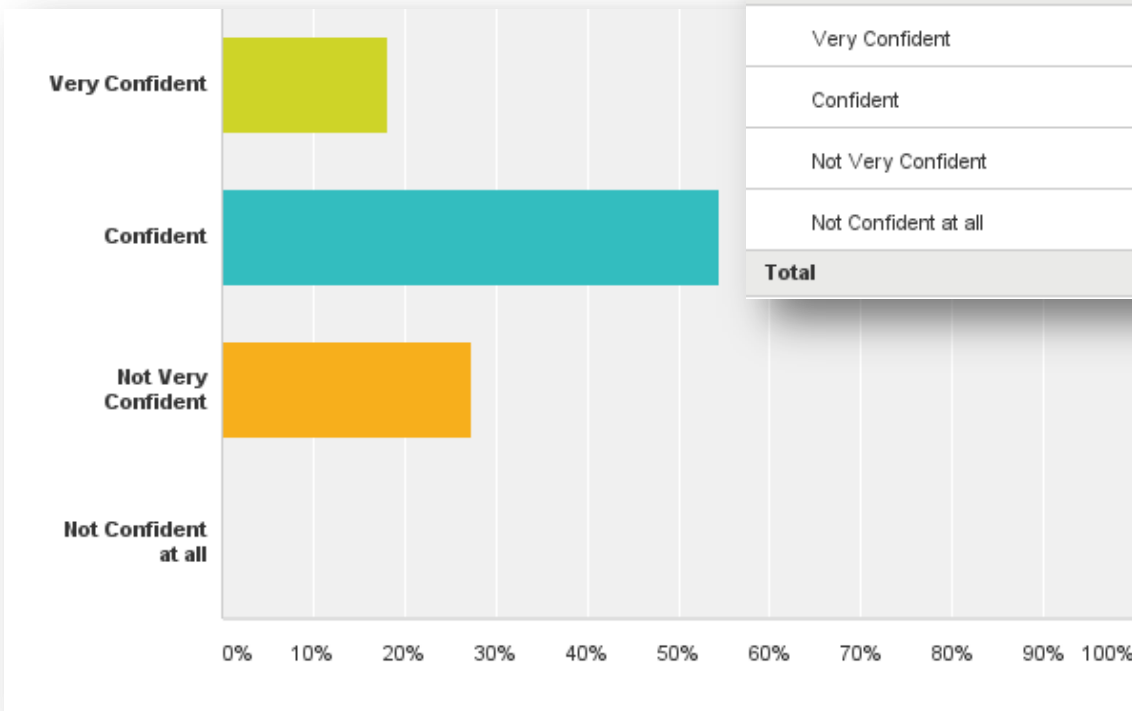


Answer Choices	Responses	Count
Effective	39.39%	13
Not Effective	0.00%	0
Not Applicable	60.61%	20
<b>Total</b>		<b>33</b>

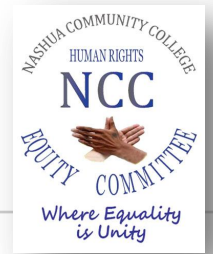


# Q12: If you experience treatment that is not fair or equitable, how confident are you that you can file a complaint or grievance without fear of negative consequences to you?

Answered: 33 Skipped: 1

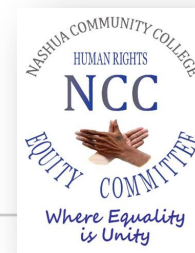
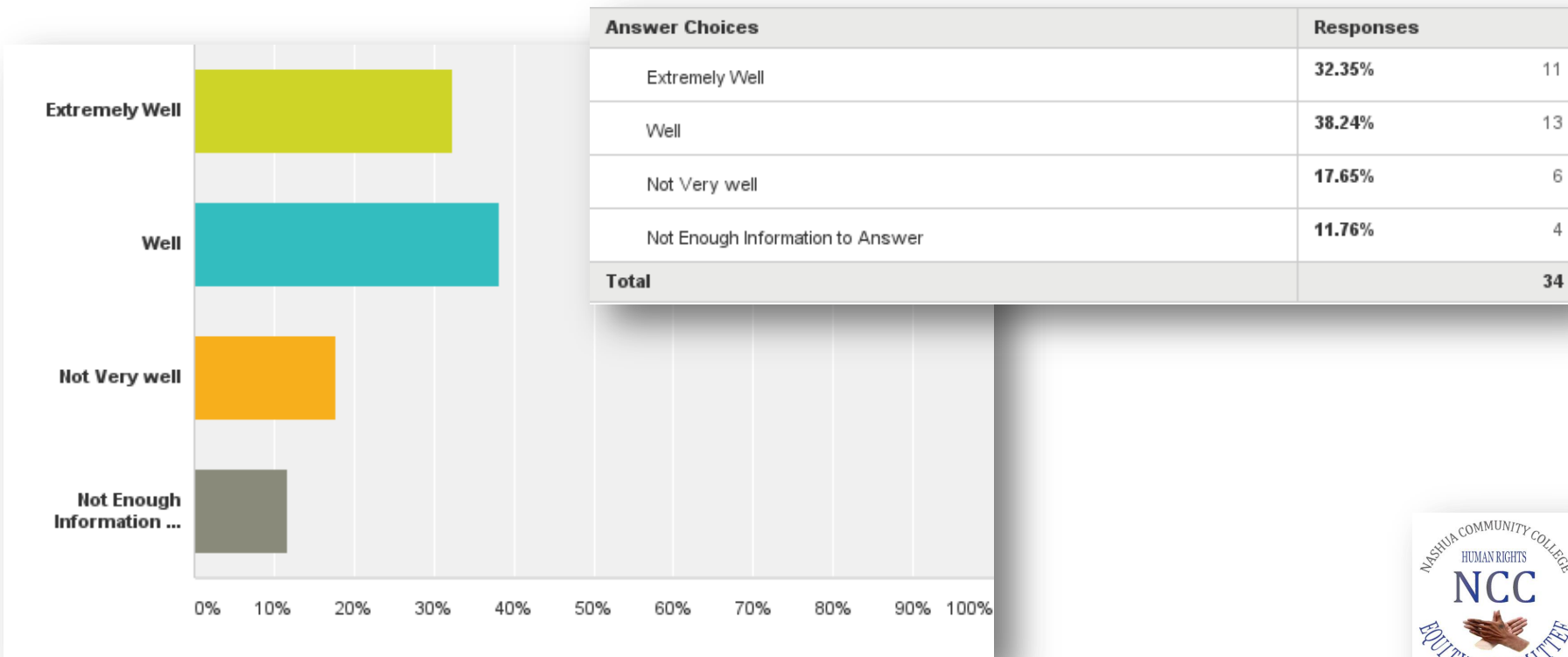


Answer Choices	Responses
Very Confident	18.18% 6
Confident	54.55% 18
Not Very Confident	27.27% 9
Not Confident at all	0.00% 0
<b>Total</b>	<b>33</b>



# Q13: Overall, how well does NCC meet the needs of those with disabilities?(disabilities= physical, learning, mental)

Answered: 34 Skipped: 0



## Q13: Overall, how well does NCC meet the needs of those with disabilities? (disabilities= physical, learning, mental)

### Comments

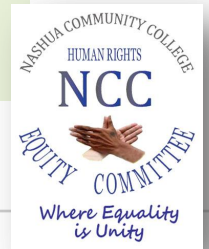
Answered: 34 Skipped: 0

#### Showing 3 responses

Some mental disabilities may by their very nature exclude some.

Accommodation plans are not an answer. Also, all advising of students with them should be done only by staff who have access to the plan and know the student's limitations.

Some disabilities are over-compensated, while others are ignored.



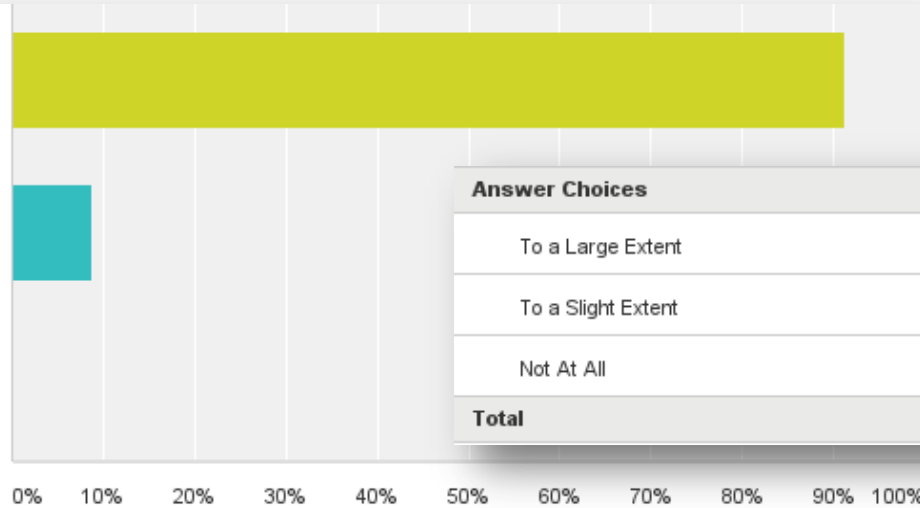
# Q14: To what extent do you feel your colleagues/coworkers treat you with respect?

Answered: 34 Skipped: 0

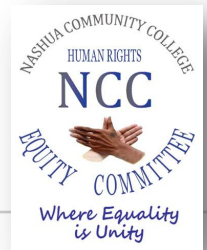
To a Large Extent

To a Slight Extent

Not At All



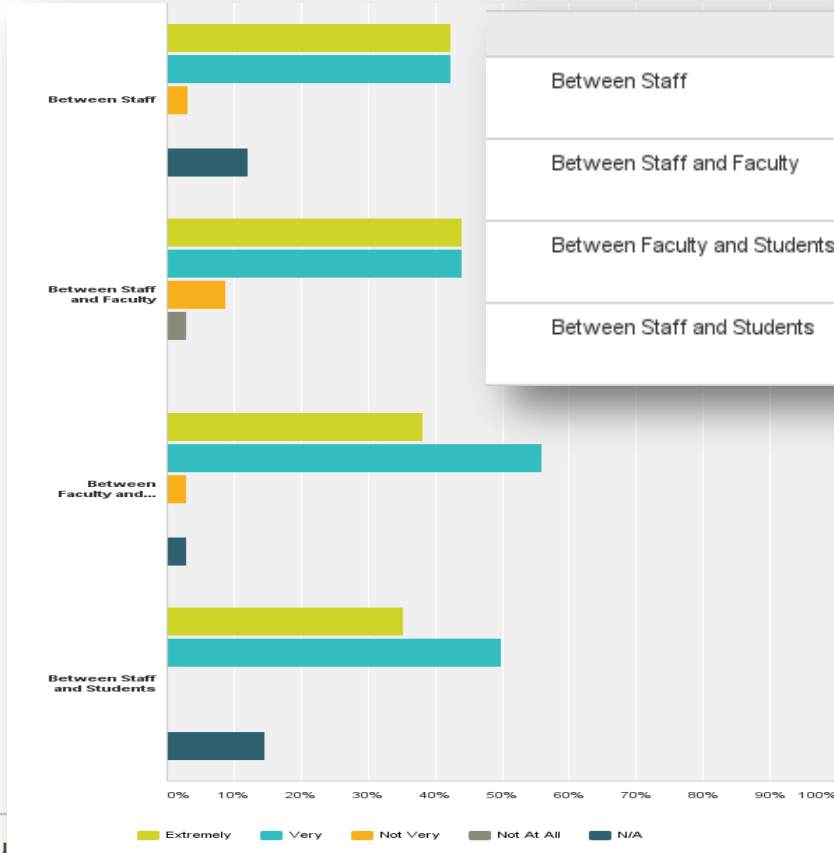
Answer Choices	Responses
To a Large Extent	91.18% 31
To a Slight Extent	8.82% 3
Not At All	0.00% 0
<b>Total</b>	<b>34</b>



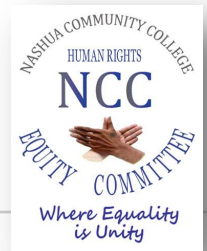


# Q15: Please rate the relationship between the following groups in terms of the degree to which they are both courteous and professional here at NCC.

Answered: 34 Skipped: 0

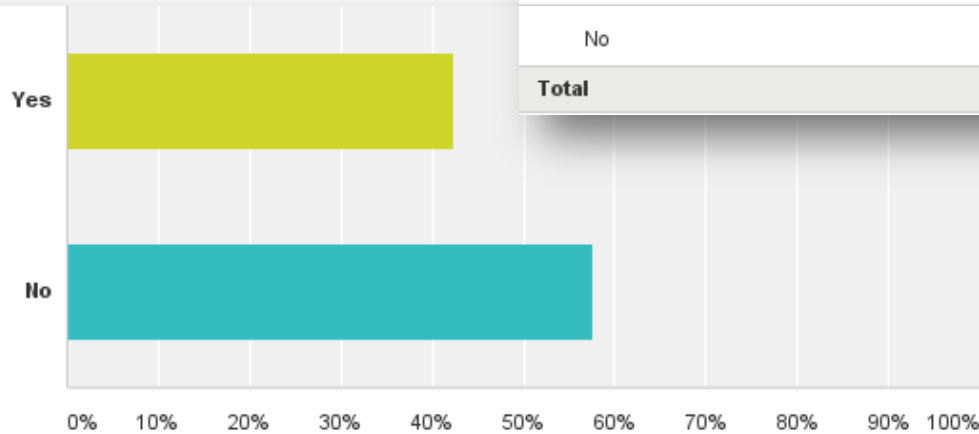


	Extremely	Very	Not Very	Not At All	N/A	Total
Between Staff	42.42% 14	42.42% 14	3.03% 1	0.00% 0	12.12% 4	33
Between Staff and Faculty	44.12% 15	44.12% 15	8.82% 3	2.94% 1	0.00% 0	34
Between Faculty and Students	38.24% 13	55.88% 19	2.94% 1	0.00% 0	2.94% 1	34
Between Staff and Students	35.29% 12	50.00% 17	0.00% 0	0.00% 0	14.71% 5	34

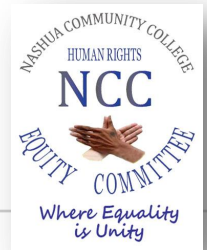


# Q16: Would you be interested in participating in diversity training?

Answered: 33 Skipped: 1



Answer Choices	Responses
Yes	42.42% 14
No	57.58% 19
<b>Total</b>	<b>33</b>



## Q17: Any additional comments you feel would be helpful to the NCC Human Rights/Equity Committee:

Answered: 2 Skipped: 31

### Showing 2 responses

When promulgating policies and procedures please make sure that they are applicable to all, not just certain favored groups.

NCC is a model school for Human Rights. I am 71 years old and have taught for over 40 years.

