When looking at the individual survey questions within this category, we found statistically that a large percentage of males and females agree that ‘It is important to understand the differences in employees,’ ‘They are comfortable working with employees who are different from them,’ and ‘They socialize with employees who are different from them.’ It is important to be friendly and to cooperate with one another in the working environment.

In questions 9, 10, and 16, male responses have a higher percentage in agreeing that there are problems with “individual differences” within the division than do female respondents. Many people can indicate that this may be a matter of personality differences, rather than a larger diversity issue.

On question 17 both males and females reveal that they are not tired of hearing, reading, and learning about diversity.

A high percentage of males and females agree that the Finance and Support Services division communicates the value of individual differences. Both also agree that they are expected to interact with associates who are different from them. From these two questions, it can be concluded that FSS employees think it is important to communicate with one another in the workforce.

42% of FSS employees believe that Texas State Administration treat all employees fair regardless of individual differences while 53% feel Administration supports an environmental of trust and teamwork.

The majority of males and females agree that a workforce that values individual differences improves creativity and innovation.

Over 70% of FSS employees agree that the Finance and Support Services environment allows a diversity of employees to fully contribute to the Texas State’s success and valuing individual differences is part of the division’s culture.

62% of FSS employees agree that the Finance and Support Services division has a strong culture or fairness, respect, and provides opportunities for everyone to grow.

In questions 18 through 22 females have a slightly higher percentage than male in which they agree that most of the employees in their worksite are treated fairly and with respect as related to their gender, age, ethnicity/race, sexual orientation, and disabilities.