

## **DIVERSITY SURVEY RESULTS 2013**

The purpose of this survey is to assess the FSS employee' perceptions, experiences, and opinions regarding diversity. The survey was administered online as well as in hardcopy to 229 employees. Males represent the majority with 156 employees while females had 69 employees participate. 33 percent were Anglos while 55 percent were Hispanic. A majority of the employees have been employed at Texas State for 11+ years.

### **Highlights:**

Universally, FSS employees have voiced a strong desire of the importance of diversity and an aspiration to learn all that involves diversity regarding the workforce at Texas State,

Almost all report positive interactions with fellow employees.

Respondents believe that the FSS workforce values and respects individual's differences.

Being that the student population is widely diverse; respondents felt that the FSS has made major gains in the diversity when it comes to their employees.

Respondent's feedback indicated they are comfortable with other employees regardless of their disabilities, gender, age, or sexual orientation.

Employees believe that their input is fairly well respected and that they are given a chance to be heard.

The FSS has put in a lot of time and dedication to acknowledge and improve diversity seen in the workforce here at Texas State. The Finance and Support Services have made substantial gains in our diversity efforts over these past two years.

### **Employees' Perceptions of their Diversity Awareness**

When comparing the individual survey questions within the categories to the 2011 survey, we found that employees reported an overall decrease in the following two areas: "Do you hear employees make offensive remarks about individual differences," and "Do you hear problems in the division because of individual differences."

A majority of employees, 91 percent, feel that they are "comfortable working with employees who are different from me" and that it is "important to understand the differences in employees".

### **Finance and Support Services Culture of Diversity**

Overall females have higher percentages than males in all the categories of FSS division culture of diversity.

Employees' generally agree that FSS employees believe that employees at their workplace are treated fairly and with respect as related to their gender (75%), age (78%), and sexual orientation (72%).

Seventy-three percent of FSS employees, and increase of about 10 percent, agree that the FSS division provides opportunities for everyone to develop and grow.

### **Administrations Support of Diversity**

Seventy percent, which is a gain of twelve percent compared to the 2011 survey, of FSS employees believe that "Administration supports an environment that offers trust and teamwork."

The general view from the 2013 survey is that there has been an increase in the number of participants who believe that the FSS division is working each year to "value individual differences" as well as supporting "a division that provides opportunities for everyone to develop and grow"