

High Rated Responses	Classified	
Engagement	%	N
I have professional goals and know how to achieve them	94%	64/68
I am focused on trying to achieve my professional goals	94%	63/67
I feel somebody at work wants and helps me to succeed in my professional goals	77%	51/66
I am actively engaged at work	99%	67/68
I feel connected and part of the community	90%	61/68
I feel valued and appreciated at work	87%	59/68
I feel safe being my authentic self at work	90%	60/67
Belonging		
I feel respected by other employees outside of my department	72%	50/69
Belonging within Area/Department		
I feel a sense of belonging within my area/department	75%	52/69
I feel respected by employees in my area/department	74%	51/69
There are opportunities for me to contribute to decisions made that affect my area/department	74%	50/68
Institutional Effectiveness		
Promoting student well-being	78%	45/58
Ensuring the principles of diversity, equity, inclusion, and accessibility are woven throughout the institution	74%	43/58
Shared Governance Leadership		
My constituency leaders center diversity, equity, inclusivity, and accessibility principles in their decisions	76%	42/55
My constituency leaders treat others with respect	76%	42/55
Area/Department Leadership		
The leaders in my department/division/area center diversity, equity, inclusive, and accessibility principles in their decisions	72%	41/57
The leaders in my department/division/area treat others with respect	72%	41/57
The leaders in my department/division/area prioritize the well-being of employees	70%	40/57
Decision Making Process		

I recognize the importance of these decision-making processes in shaping our direction and policies	76%	41/54
Experience Serving on Shared Governance		
I feel safe to express my opinions and perspectives	83%	10/12
I understand my role in the committee	83%	10/12
I understand how decisions are made in the committee I sit on	83%	10/12
Professional Development		
Participated in any professional development activities in the past year	96%	51/53
I have opportunities to attend external professional development events (e.g., conferences) that support my professional growth	81%	43/53
The DEIA offerings were relevant for my work	82%	28/34
The DEIA offerings helped me grow personally and professionally	76%	26/34
The DEIA offerings helped me better understand the importance of DEIA	71%	24/34
Campus Safety		
On campus when it is light out	94%	51/54
In the restrooms on campus	89%	47/53
In the parking lots on campus	81%	44/54
In my workspace/classroom	96%	52/54
Satisfaction		
My work is meaningful to me	85%	39/46
I'm contributing professionally in ways I value	80%	36/45
Employer of Choice		
I would recommend De Anza College as a good place to work	75%	33/44

Positive responses including: strongly agree/agree; very true/somewhat true; very effective/somewhat effective

High rated responses are those where 'Classified' positive responses were above 70%.

Rates with less than 10 responses are not displayed.

Low Rated Responses	Classified	
Belonging	%	N
There are opportunities for me to contribute to decisions made that affect the entire college/district at the college	48%	33/69
I feel that complaints and concerns are addressed promptly at the college	30%	21/69
I feel I can provide critical feedback without fear of retaliation at the college	42%	29/69
Belonging within Area/Department		
I feel that complaints and concerns are addressed promptly in my department	46%	32/69
Equal Opportunity		
Be considered for positions for institution-wide initiatives	43%	30/69
Participate in the program review budget process	35%	24/69
Be considered for job advancement opportunities	36%	25/69
Institutional Effectiveness		
Implementing equitable employee recruitment efforts	45%	26/58
Implementing equitable employee retention efforts	41%	24/58
Shared Governance Leadership		
My constituency leaders center students in their decisions	47%	26/55
Department Leadership		
The leaders in my department/division/area operate transparently	47%	27/57
The leaders in my department/division/area foster innovation and creativity	49%	28/57
Executive Leadership Team		
The executive leadership team members operate transparently	35%	19/55
The executive leadership team members provide effective communication on key issues, topics and decisions	45%	25/55
The executive leadership team members prioritize the well-being of their employees	42%	23/55
The executive leadership team members foster a culture of accountability and improvement	42%	23/55
The executive leadership team members provide timely responses to concerns and questions	38%	21/55
The executive leadership team members recognize the accomplishments of others	45%	25/55

The executive leadership team members value employees' input and perspectives	36%	20/55
The executive leadership team members are well-prepared to lead the college/district into the future	44%	24/54
Decision Making Process		
I am familiar with how decision-making processes (including collegial consultation) operate	39%	21/54
The administration genuinely considers the viewpoints of representatives in these processes	33%	18/54
I feel the institution is open and transparent about its decision-making processes	33%	18/54
Shared Governance Non-Participation (checked)		
I do not feel like my voice will be heard	38%	14/37
Professional Development		
The professional development topics and offerings are relevant to my specific role or job	49%	26/53
Professional Growth		
The employee evaluation process provides useful feedback to support my professional growth	40%	21/53
There are opportunities for career advancement	36%	19/53

Positive responses including: strongly agree/agree; very true/somewhat true; very effective/somewhat effective

Low rated responses are those where 'Classified' positive responses were below 50%.

Rates with less than 10 responses are not displayed.