



CALLING ALL **EMPLOYEES**

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THE NATIONAL ASSESSMENT OF COLLEGIATE CAMPUS CLIMATES (NACCC) SURVEY IS BEING ADMINISTERED TO ALL EMPLOYEES.

THE SURVEY WILL ASSESS EMPLOYEE'S FEELINGS ABOUT **MATTERING, INCLUSION, AND RACIAL CLIMATE** IN THE WORKPLACE.



WHAT IS THE **NACCC?**

**A NATIONAL SURVEY ON CAMPUS RACIAL
CLIMATE SPECIFICALLY DESIGNED TO IDENTIFY
AND STRATEGICALLY ADDRESS RACIAL
PROBLEMS IN YOUR WORKPLACE.**

Background and FAQ

Goucher College is administering the National Assessment of Collegiate Campus Climate (NACCC) Survey to employees on our campus. We want to hear from you to get your feelings about mattering, inclusion, and the racial climate in your workplace. Check your inbox for the email from helpdesk@nacccsurvey.org!

NACCC Survey is a national quantitative survey on campus racial climate specifically designed for higher education settings. A 25-member panel of experts and professionals identified the areas and questions to support employees and their workplace racial climates.

What is Involved?

This study involves a short web survey asking questions about the racial climate in your college or university workplace. For example, there are questions in the survey about whether you feel you matter in your workplace, ways you may engage with colleagues of other races on your campus, the extent to which you think your institution cares about the racial campus climate and responds to racist incidents, your experiences with racial microaggressions in the workplace, your experiences with professional development programs related to racial learning and literacy, and your feelings of safety on campus and in the surrounding community. The survey will take about 20 minutes to complete.

Background and FAQ

Risks and Benefits of Participation

It is important to understand that taking part in this survey is entirely voluntary. Some of the questions may be upsetting to some people. You can skip any question that you do not want to answer. There is no penalty for skipping any question or any part of the survey. Your decision will not affect your relationship or status with your college or university. The risks to participating in this study are minimal and relate to data security. However, your information will be kept in secure and protected data files. There are no benefits to you for participating. Choosing whether or not to participate will not affect any employee benefits you may be receiving.

Confidentiality

USC NACCC will protect your confidentiality except as required by law. Your privacy and confidentiality are important to us. USC NACCC will use the information you provide for research purposes only, and will not disclose your individual survey responses combined with your identity to anyone outside of the project team.

Contacts and Questions

If you have any questions about the study, please contact the study team at naccsrv@usc.edu or the campus liaisons Shama Akhtar at Shama.Akhtar@goucher.edu or Nisha Thomas at Nisha.Thomas@goucher.edu.

Survey Content Areas

WORKPLACE MATTERING

NACCC staff respondents indicate their sense of mattering at their institutions and also to campus community groups. They consider how comfortable they feel engaging in their workplace, as well as report their personal sense of well-being (safety, welcomeness, inclusion) in their immediate work environment. In addition, staff members indicate how much support they receive from their supervisor/unit leader and how often they experience disrespectful behavior in the workplace.

RACIAL LEARNING AND LITERACY

NACCC staff respondents consider the ways in which they learn about race and racism in the workplace. They report the frequency of conversation around racial inequity and injustice with campus community groups, as well as how problematic certain current race-related political topics are from their perspective. They indicate their knowledge in terms of reporting workplace racist incidents. Additionally, they report their knowledge of workplace diversity, equity, and inclusion (DEI) practices and their experience with DEI-related training received from their institutions.

ENCOUNTERS WITH RACIAL STRESS

NACCC staff respondents identify campus encounters they have experienced as racist, ranging from microaggressions and racial stereotyping to more overt acts of racial harassment and violence. They also indicate the impact of these encounters on their personal well-being. They report how often they experience racism from campus community groups and non-institutional affiliated work correspondents. Additionally, they report the degree to which racism is a problem in their immediate work environment as well as the degree to which campus officials take reports of racist incidents seriously and fairly.

Survey Content Areas

WORKPLACE EQUITY

NACCC staff respondents indicate their personal experience with discrimination based on their demographic characteristics (e.g., race, gender, age, sexual orientation). They report their experience in terms of receiving support for career success and advancement. Additionally, they report how accessible and transparent their institutional policies are related to promotion and tenure.

APPRAISALS OF INSTITUTIONAL COMMITMENT

NACCC staff respondents evaluate their leaders' demonstrated commitments to race-related DEI initiatives at their institutions. They appraise the racial diversity of their institutions as well as the process in investigating workplace racist incidents. In addition, they rate their sense of confidence in their institution's long-term commitment to workplace diversity, equity, and inclusion.

IMPACT OF EXTERNAL ENVIRONMENTS

NACCC staff respondents reflect on their sense of well-being in the neighborhood surrounding their campuses, as well as their encounters with racism or racist incidents in those areas and in online and social environments. They also indicate the tendency of their unit leaders to address current race-related political topics. Additionally, they report the extent to which racial tension increases in the workplace due to current race-related political topics.