

## **Johns Hopkins Diversity Climate Survey**

In 2006, the Diversity Leadership Council conducted the first Climate Survey for faculty and staff employees at Johns Hopkins. This spring, the Diversity Leadership Council again provided all Johns Hopkins faculty and staff employees an opportunity to complete the 2009 climate survey. Similar to 2006, separate surveys were developed for the Applied Physics Laboratory, The Johns Hopkins Health System, the School of Medicine and a fourth for all other JHU schools and divisions. The statements/questions for the JHHS, the SOM and the JHU surveys were similar, but not identical.

This year, the response rate for the JHHS and JHU surveys were up, the APL response rate was similar to 2006 and the SOM response rate was down for 2009. Over 12,000 employees completed a climate survey.

It appears that, at least for those who have completed a survey, the Johns Hopkins work climate has improved. The satisfaction percentages have increased overall and for many sub-groups (ethnic minorities and women). However, there still remain some disparities for African Americans and for women faculty.

The vice presidents and deans/directors have received their school/divisional data along with the participant's written comments. They were encouraged to organize focus groups to better understand, from the employee's perspective, the preliminary results of the survey. In addition, they will be asked to select the three to five issues/concerns that warrant attention and provide action plans to address these issues/concerns in their 2009 Diversity Plan.

Finally, next fall, the DLC will provide a Summary Report of the 2009 Climate Survey noting successes and problem areas.

# 2009 Johns Hopkins Climate Survey Results

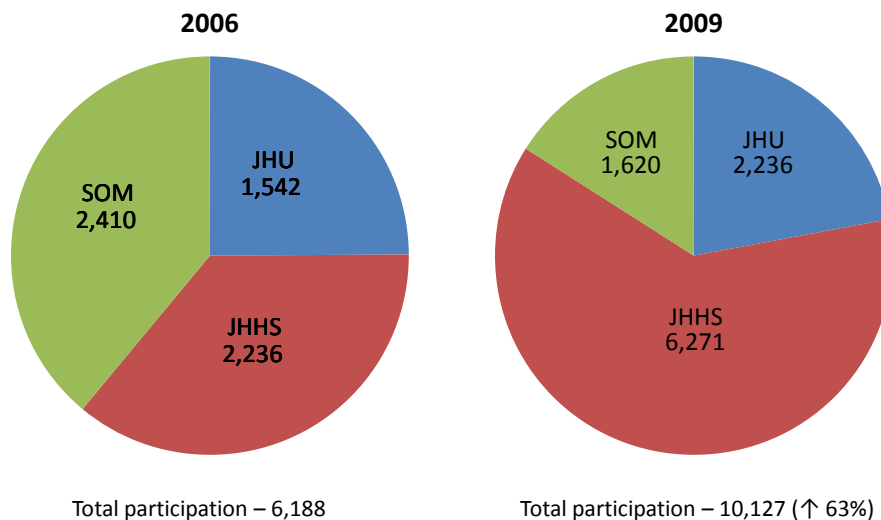
## *Workplace Climate Improves for Many, but Disparities Continue to Exist for Some*

In 2006, the Diversity Leadership Council conducted the first Climate Survey for faculty and staff employees at Johns Hopkins. The Climate Survey provides an opportunity for faculty and staff to share their perceptions, ideas, and opinions on the climate of diversity at Johns Hopkins. In turn, survey results provide a measurement by which improvement can be made to create a more positive, supportive, and meaningful workplace environment. In the Spring of 2009, a second climate survey was provided to all Johns Hopkins faculty and staff employees. Similar to 2006, separate surveys were developed for the Applied Physics Laboratory, the Johns Hopkins Health System, the School of Medicine and a fourth for all other JHU schools and divisions. The statements/questions for the JHHS, the SOM and the JHU surveys were similar, but not identical.

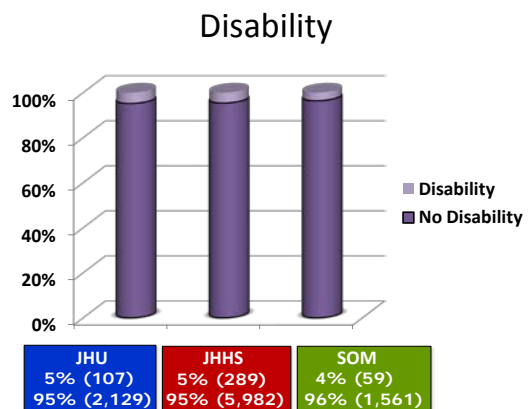
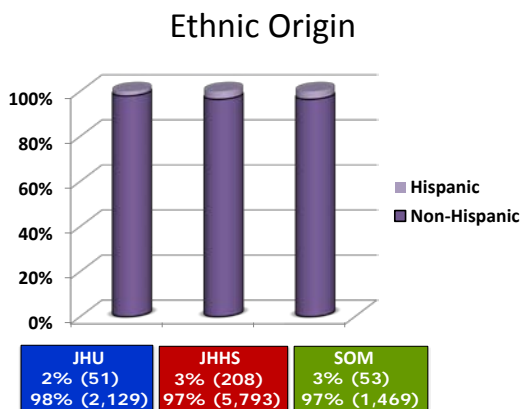
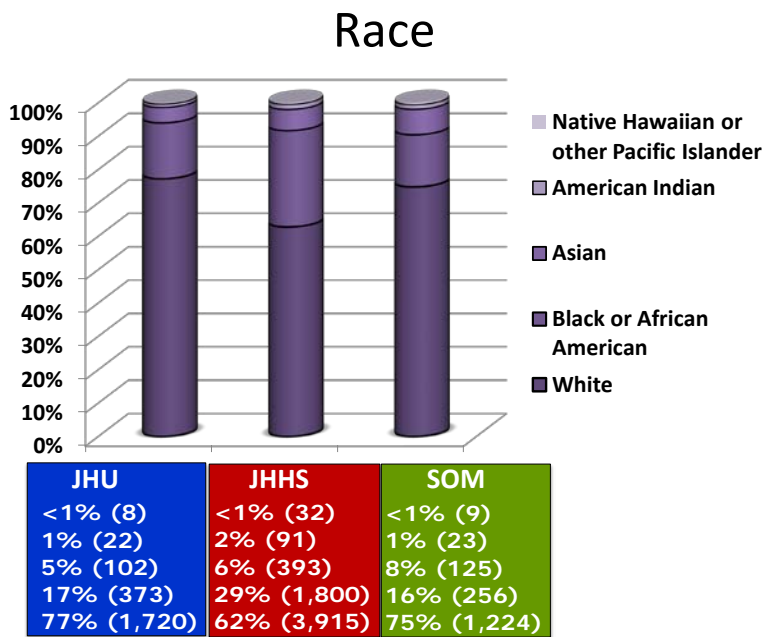
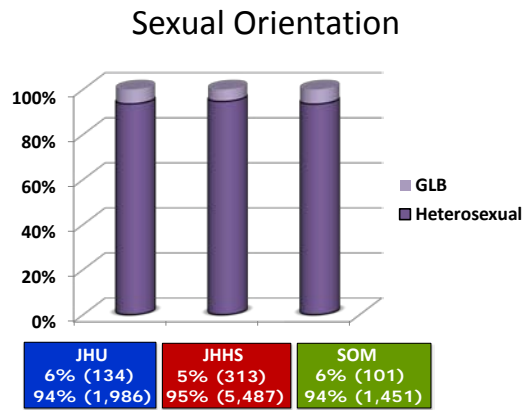
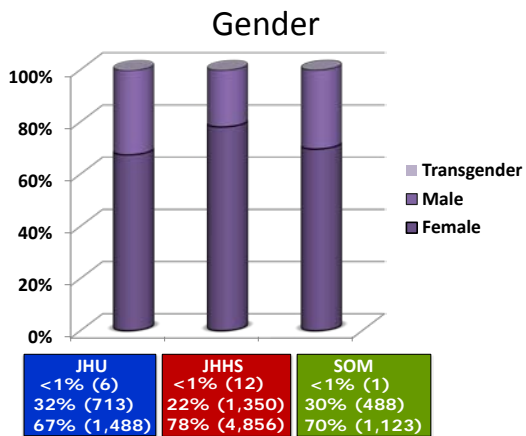
The participation level for 2009 for the JHHS and JHU surveys increased but the SOM participation level decreased. Over 10,000 employees completed one of three climate surveys. The survey for APL was separate and distinct and the results are not included in this analysis.

It appears that, at least for those who have completed a survey, the Johns Hopkins work climate has improved. The satisfaction percentages have increased overall and for many sub-groups (ethnic minorities and women). However, there still remain some disparities for African Americans, LGBT employees, employees with disabilities and women faculty members. The charts below provide more specific data regarding these improvements and lingering problems areas.

### *1. Participation Levels for Three Surveys:*



## 2. 2009 Climate Survey Demographics:



### 3. Comparison of Selected 2006 and 2009 Climate Survey Questions

When asked, “Overall how satisfied are you with your experience at Johns Hopkins?” the percentage of respondents who answered “satisfied” or “very satisfied”:

	JHU		SOM		JHHS	
	2006	2009	2006	2009	2006	2009
Overall	77%	82%	76%	83%	75%	83%
African American/Black	52%	78%	62%	83%	67%	77%
Asian/Pacific Islander	60%	82%	70%	73%	n/a	82%
Latino	78%	74%	93%	81%	n/a	79%
White	85%	82%	82%	84%	80%	86%
Male	79%	84%	77%	81%	75%	83%
Female	76%	80%	78%	83%	75%	83%

When asked, “Overall how satisfied are you with the climate with your school/division” (2006) or “Overall, I am satisfied with the climate in (JHU, SOM or JHHS)” (2009) the percentage of respondents who answered “satisfied” or “very satisfied”:

	JHU		SOM		JHHS	
	2006	2009	2006	2009	2006	2009
Overall	65%	82%	65%	71%	64%	74%
African American/Black	35%	78%	50%	62%	51%	66%
Asian/Pacific Islander	59%	82%	56%	63%	n/a	77%
Latino	72%	74%	71%	74%	n/a	72%
White	73%	82%	70%	74%	69%	78%
Male	70%	84%	71%	75%	67%	75%
Female	63%	80%	62%	69%	63%	74%

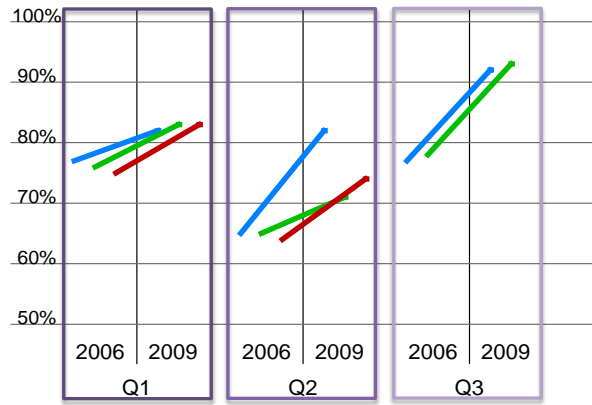
When presented with the statement “My colleagues treat me with civility” (2006), or “I am treated with civility by my colleagues” (2009), the percentage of respondents who answered “agreed” or “strongly agreed”:

	JHU		SOM	
	2006	2009	2006	2009
Overall	77%	92%	78%	93%
African American/Black	50%	82%	62%	84%
Asian/Pacific Islander	58%	98%	75%	92%
Latino	81%	90%	71%	96%
White	85%	94%	73%	95%
Male	79%	94%	82%	95%
Female	77%	93%	77%	92%

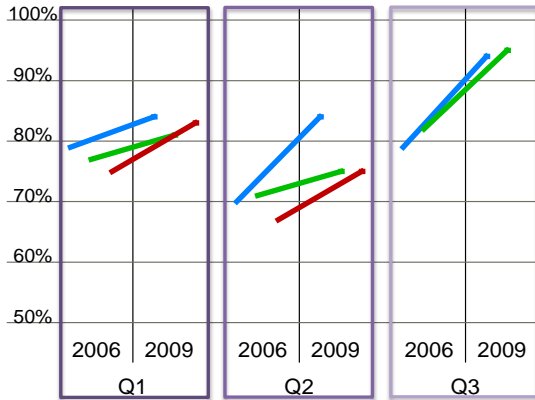
This is a graphical representation of the percentages shown in the tables on page 3. The graph to the right represents the top ("Overall") row of each table. Each outlined panel represents one of the tables – Q1 corresponds to the top table, Q2 to the middle table, and Q3 to the bottom table. Percentages for 2006 are shown on the left of the vertical line and 2009 on the right. Horizontal lines denote 50%, 60%, 70%, 80%, 90%, and 100% of respondents. The solid blue line corresponds to the change in percentage from 2006 to 2009 for the JHU survey, the solid green line the SOM survey, and the solid red line the JHHS survey.

The graphs below compare responses between men and women, corresponding to the bottom 2 rows of each table on page 3. The graphs in the next figure compare responses among the 4 racial categories listed in each table. The red triangles show 2009 percentages for Q1 and Q2 for the JHHS survey for Asian/Pacific Islanders and Latinos.

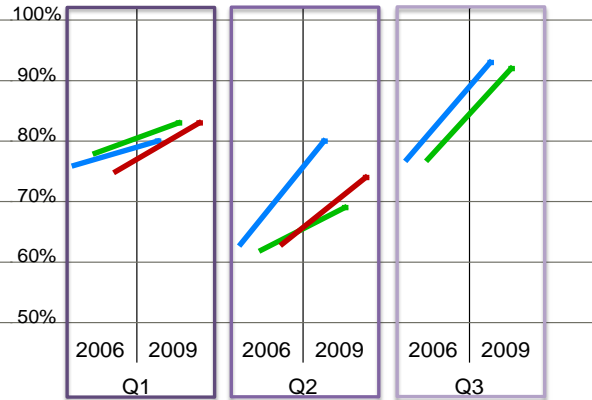
### ALL RESPONDENTS



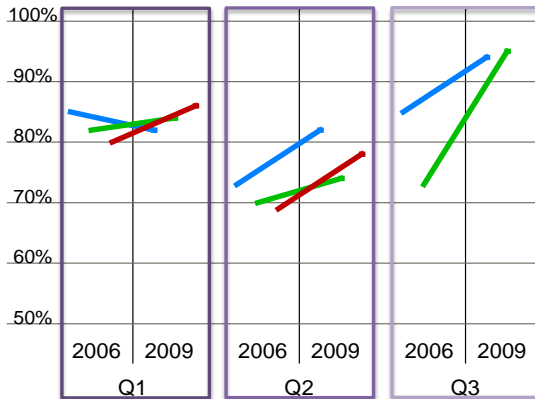
### MALE



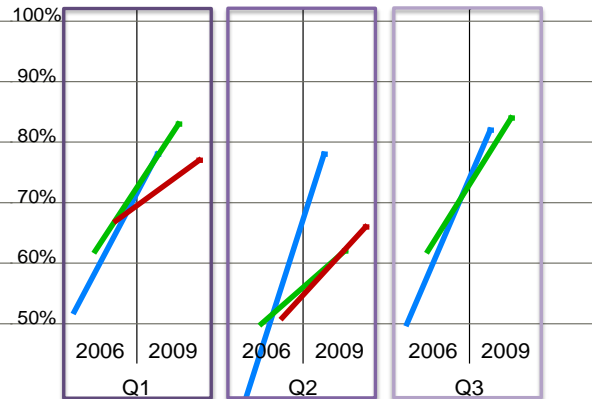
### FEMALE



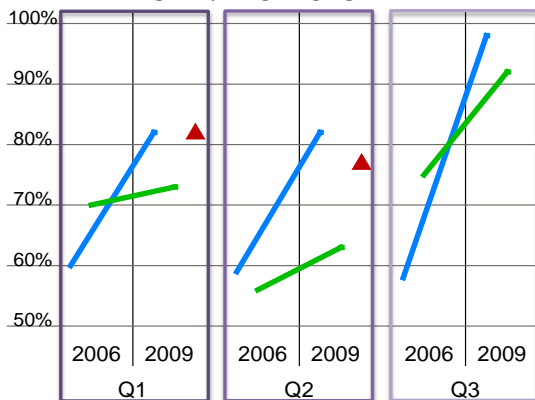
### WHITE



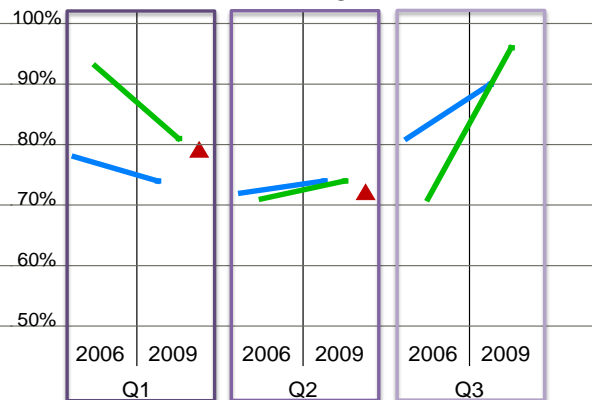
### AFRICAN AMERICAN/BLACK



### ASIAN/PACIFIC ISLANDER

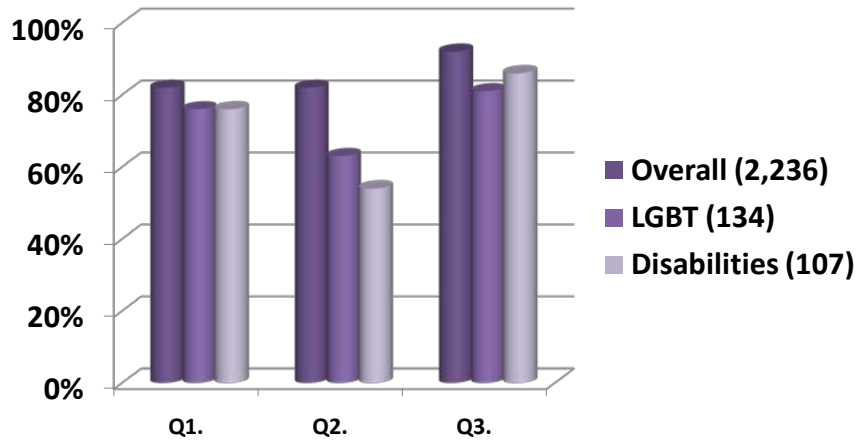


### LATINO



#### 4. Additional lingering areas of disparities

### Sexual Minorities and Employees with Disabilities (JHU 2009)



- Q1. Overall how satisfied are you with your experience at Johns Hopkins? Satisfied or very satisfied  
 Q2. Overall, I am satisfied with the climate in JHU? Satisfied or very satisfied  
 Q3. I am treated with civility by my colleagues? Agree or strongly agree

#### 5. Troubling Trends for Female Faculty Members

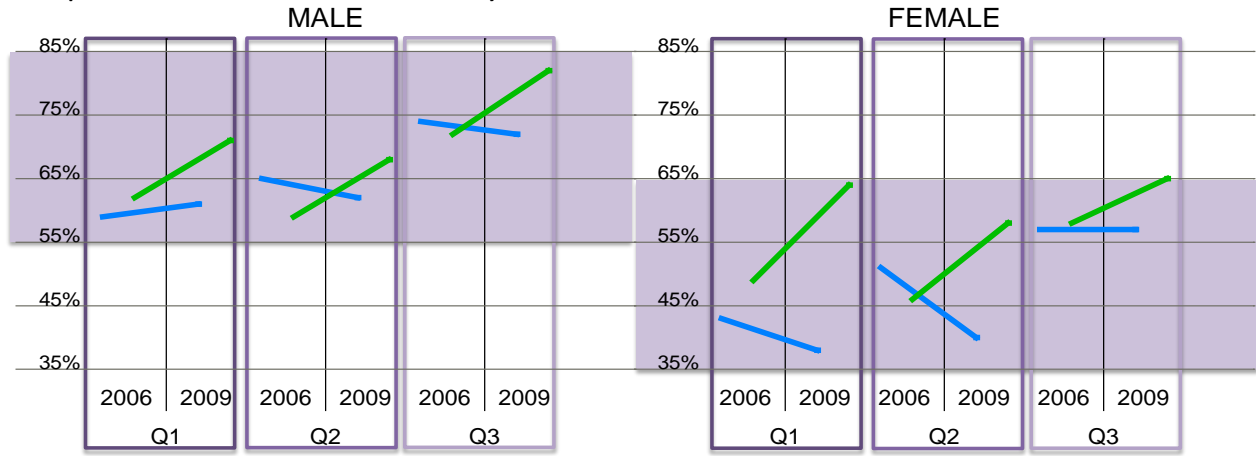
In the 2009 surveys, faculty represented 16% of the JHU respondents and 30% of the SOM respondents. Similar to the 2006 climate survey, the 2009 JHU survey was collected by school and SOM survey data was collected by department. Shown below are the comparative data by gender for selected JHU and SOM faculty statements. Data for men is shown on the left and for women on the right. Each outlined panel represents one of the statements below. Percentages correspond to the proportion of respondents who answered “agree” or “strongly agree” with percentages for 2006 on the left of the vertical line and for 2009 on the right. Horizontal lines denote 35%, 45%, 55%, 65%, 75%, and 85% of respondents. The solid blue line corresponds to the change in percentage from 2006 to 2009 for the JHU survey and the solid green line the SOM survey.

Q1. The criteria for promotion and/or tenure are clearly communicated and documented in advance of the decision making process.

Q2. Hiring, promotion, and/or tenure decisions are based on objective criteria such as a candidate’s experience, skills, and abilities in relationship to faculty requirements.

Q3. I am satisfied with opportunities to collaborate with faculty in my primary department/field.

Percentages for men range from 59% to 82% and for women from 38% to 65%. These data further demonstrate the disparities in the experience for the JHU and SOM female faculty members.



## ***6. Next Steps***

- Deans/directors at each school/division were requested to create an action plan to address particular issues
- This report will be made available on the DLC website, <http://web.jhu.edu/administration/dlc>
- The DLC will administer focus groups for populations with identified disparities
  - BFSA luncheons at East Baltimore & Homewood
  - Anonymous conference calls for LGBT employees and employees with disabilities
  - Women faculty members?
- The DLC will administer the next Climate Survey for Students in early 2010