

## Johns Hopkins Diversity Climate Survey

“The Johns Hopkins Institutions Diversity Leadership Council (DLC) in carrying out its charter and responsibilities worked collaboratively with a broad constituency of the Johns Hopkins community to develop the first Johns Hopkins Diversity Climate Survey. These concerted efforts culminated in a major announcement by President Brody in March 2006 when he invited all Johns Hopkins employees to participate in a Diversity Climate Survey. In announcing two of the surveys Dr. Brody stated, “Recognizing that our excellence is dependent upon the quality of the work environment we provide and the strength of the community we build, we are conducting two Diversity Climate surveys—one specific to the School of Medicine, the second for all other University divisions.”

The DLC, in its survey development steps and implementation stages, was openly sensitive to supporting the needs expressed by leadership parties in specific Johns Hopkins units. While the Applied Physics Laboratory (APL) survey was different in format and questions, the remaining three had similar questions and format, but were modified to meet the specific needs of the University, the School of Medicine (SOM), and the Johns Hopkins Health System.

The information below is based on an analysis of the JHU and the SOM climate surveys. The questions in these surveys were similar, but additional questions were added to the SOM survey. In addition, the JHU data were collected by division/school, while the SOM data were collected by department.

Below are the demographic data for the respondents to the JHU and SOM surveys, and comparative data for all employees in those categories. A majority of Johns Hopkins employees are women and the female response rates for both surveys were slightly higher than their presence in the workforce. Response rates from ethnic minority employees were fairly consistent with their presence in the workplace.

*The following are breakdowns of the percentage of total respondents from JHU (1542) and SOM (2410) by position, gender, and race/ethnicity, who responded to the survey. The overall percentage of employees in those demographics categories are noted in **bold**.*

	<b>JHU</b>		<b>SOM</b>	
<b>Position</b>				
Administrative Officer	5%	<b>1%</b>	4%	<b>0.2%</b>
Faculty	25%	<b>20%</b>	24%	<b>24%</b>
Senior Staff	32%	<b>34%</b>	24%	<b>33%</b>
Support Staff	38%	<b>45%</b>	48%	<b>42%</b>
<b>Gender</b>				
Male	37%	<b>42%</b>	28%	<b>40%</b>
Female	63%	<b>58%</b>	72%	<b>60%</b>
<b>Primary Race/ Ethnicity</b>				
African American/Black	17%	<b>19%</b>	17%	<b>16%</b>
Native American/Alaskan Native	0.3%	<b>0.6%</b>	0.1%	<b>0.1%</b>
Asian/Pacific Islander	4%	<b>6%</b>	7%	<b>9%</b>
Latino	3%	<b>2%</b>	2%	<b>1%</b>
White	73%	<b>67%</b>	70%	<b>62%</b>
Other	3%	<b>6%</b>	3%	<b>12%</b>

### **Presentation of Selected Survey Response**

There were a total of 40 items on the JHU survey and 50 items on the SOM survey. The DLC Climate Committee selected twelve statements and questions to get a snapshot of the Johns Hopkins climate for employees. This summary provides the responses for five of those twelve to highlight some similarities in the experience and perception of JH employees, and the disparities in the experience and perception of African Americans and women. Please go to [www.jhuuaa.org/dlc](http://www.jhuuaa.org/dlc) to review all twelve statements.

For analysis purposes, we used the two most positive responses ('very satisfied' or 'satisfied'; and 'strongly agree' or 'agree') to arrive at a percentage. The overall percentages (all JHU respondents and all SOM respondents) are compared to the responses by race/ethnicity and gender. Differences across racial/ethnic and gender categories reported here were found to be statistically significant with 95% confidence or higher except where indicated (†).

These data suggest that African Americans are much less satisfied with their JHU experience than whites or other ethnic minorities. While the satisfaction percentages for African Americans in the SOM were higher than those for African Americans in JHU, it should be noted that almost one quarter of the SOM African American employees chose not to respond to the statements regarding experience, climate, and civility. In the JHU survey, about one in six African American employees chose not to answer these questions.

Women appear to have similar satisfaction percentages to men. However, a closer review of the responses shows that a higher percentage of men selected ‘very satisfied’ or ‘strongly agreed’, whereas a higher percentage of women selected ‘satisfied’ or ‘agreed’.

Lastly, the responses to the last two statements below suggest that the majority of the respondents to the survey believe that they are not recognized for work achievements. Similarly, many of the JHU and SOM respondents do not believe that policies, practices, and procedures are applied consistently.

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

	<b>JHU</b>	<b>SOM</b>
Overall	77%	76%
African American/Black	52%	62%
Asian/Pacific Islander	60%	70%
Latino	78%	93%
White	85%	82%
Male	79% <sup>†</sup>	77%
Female	76% <sup>†</sup>	78%

*When presented with the statement “My colleagues treat me with civility”, the percentage of respondents who ‘agreed’ or ‘strongly agreed’:*

	<b>JHU</b>	<b>SOM</b>
Overall	77%	78%
African American/Black	50%	62%
Asian/Pacific Islander	58%	75%
Latino	81%	71%
White	85%	73%
Male	79%	82%
Female	77%	77%

*When asked, "Overall how satisfied are you with the climate with your school/division? (JHU or SOM)" the percentage of respondents who answered 'satisfied' or 'very satisfied':*

	<b>JHU</b>	<b>SOM</b>
Overall	65%	65%
African American/Black	35%	50%
Asian/Pacific Islander	59%	56%
Latino	72%	71%
White	73%	70%
Male	70%	71%
Female	63%	62%

*In response to the statement, 'I received acknowledgement/recognition for work achievement, the percentage of respondents who answered 'always' or 'almost always':*

	<b>JHU</b>	<b>SOM</b>
Overall	44%	44%
African American/Black	26%	33%
Asian/Pacific Islander	33%	40%
Latino	33%	54%
White	50%	47%
Male	46% <sup>†</sup>	43%
Female	44% <sup>†</sup>	45%

*In response to the statement "Workplace policies, practices and procedures are applied consistently at JHU or SOM", the percentage of respondents who answered 'agreed' or 'strongly agreed':*

	<b>JHU</b>	<b>SOM</b>
Overall	45%	54%
African American/Black	31%	41%
Asian/Pacific Islander	24%	56%
Latino	28%	72%
White	49%	57%
Male	52%	62%
Female	41%	50%

## Presentation of Selections Faculty Responses

While the surveys were developed for all employees, the JHU and SOM surveys included questions specific to the experiences and perceptions of faculty members. These data further highlight some disparities in the experiences and perceptions of African American and female faculty members. Listed below are the responses for five of the faculty statements. Please go to [www.jhuuaa.org/dlc](http://www.jhuuaa.org/dlc) to review responses for all eight questions. In analyzing these data, one should also consider the following: 1) Faculty represented 25% of the JHU survey respondents and 24% of the SOM survey respondents; 2) The JHU survey collected data by **school/division** and the SOM survey collected data by **department**; 3) A higher percentage of SOM faculty than the JHU faculty chose **not** to respond to the faculty questions. Listed below are the responses of JHU and SOM faculty by ethnicity and gender.

### Faculty Statements<sup>1</sup>

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

Overall	AA/Black	Asian	Latino	White	Men	Women
JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM
52% / 55%	36% / 35%	67% / 53%	44% / 38%	53% / 60%	59% / 62%	43% / 49%

*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.*

Overall	AA/Black	Asian	Latino	White	Men	Women
JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM
59% / 57%	39% / 30%	57% / 57%	38% / 63%	61% / 60%	65% / 59%	51% / 46%

*My colleagues value my research/scholarship.*

Overall	AA/Black	Asian	Latino	White	Men	Women
JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM
66% / 64%	42% / 23%	66% / 66%	66% / 100%	67% / 67%	75% / 70%	59% / 56%

*I am satisfied with opportunities to collaborate with faculty in my primary department.*

Overall	AA/Black	Asian	Latino	White	Men	Women
JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM
66% / 65%	46% / 37%	60% / 63%	55% / 88%	68% / 68%	74% / 72%	57% / 58%

*My department is a place where individual faculty may comfortably raise personal and/or family issues when scheduling departmental responsibilities.*

Overall	AA/Black	Asian	Latino	White	Men	Women
JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM	JHU / SOM

<sup>1</sup> None of these differences by race/ethnicity were found to be statistically significant ( $\alpha = .05$ ), though all differences by gender were found to be statistically significant.

65% / 55%	55% / 36%	43% / 35%	63% / 76%	66% / 58%	68% / 59%	60% / 52%
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