

Highlights of SOM Diversity Survey Findings

GENERAL DEMOGRAPHICS

The following are breakdowns of the total SOM respondents (2410) by position, gender, and race/ethnicity:

<i>Position/Title</i>	<i>Percentage of Total Respondents</i>
Administrative Officer	4%
Faculty	24%
Senior Staff	24%
Support Staff	48%
<i>Gender</i>	
Male	28%
Female	72%
<i>Primary Race/Ethnicity</i>	
African American	17%
Native American or Alaskan Native	0.1%
Asian or Pacific Islander	7%
Latino	2%
White	70%
Other	3%

OVERALL SOM RESPONSES IN COMPARISON TO RESPONSES BY RACE AND GENDER FOR A DOZEN SELECTED CLIMATE SURVEY STATEMENTS

- 1. When asked, “Overall how satisfied are you with your experience at Johns Hopkins?” 76% of the total SOM respondents to this question were satisfied or very satisfied.** African Americans responded 62%, Asians or Pacific Islanders 70%, Latinos 93%, Whites 82%. Males responded 77% and Females 78%.
- 2. 65% of the total SOM respondents to the question “Overall how satisfied are you with the climate in the SOM?” were satisfied or very satisfied.** African Americans responded 50%; Asians or Pacific Islanders 56%; Latinos 71%, and Whites 70%. Males responded 71% and Females 62%.
- 3. 68% of the total SOM survey participants agreed or strongly agreed with the statement “Diversity and Inclusion is very much a part of the SOM culture”.** The response varied by race: African Americans 50%, Asians or Pacific Islanders 67%, Latinos 67%, and Whites 73%. Males responded 71% and Females 66%.
- 4. 78% of SOM respondents agreed or strongly agreed with the statement “My colleagues treat me with civility”.** African Americans responded 62%; Asians or Pacific Islanders 75%; Latinos 71% and Whites 73%. Males responded (82%) and Females (77%).

5. **Of the total SOM respondents, 62% agreed or strongly agreed that they “Work in an environment of trust where [they are] free to offer different opinions.”** This compared to 42% for African Americans; 60% for Asians or Pacific Islanders; 63% for Latinos and 68% for Whites. Males were 69% compared to 60% for Females.
6. **Of the total SOM respondents, 44% stated that they always or almost always receive acknowledgement for work achievement.** This compared to 33% for African Americans, 40% for Asians or Pacific Islanders, 54% for Latinos, and 47% for Whites. Males were 43% and Females were 45%.
7. **Of the total SOM responses to the statement, “Workplace policies, practices, and procedures are applied consistently at the SOM.” 54% agreed or strongly agreed.** African Americans responded 41%; Asians or Pacific Islanders 56%; Latinos 72% and Whites 57%. Males responded 62% and Females 50%.
8. **Of the total SOM responses to the statement “In this department I have observed insensitive behavior or heard disparaging remarks targeted at someone due to..”**, the types mentioned the most by employees who answered the question were:

- Race and Ethnicity 693
- Gender 259
- Sexual orientation 300

(Note: Numbers are out of a total 767 employees who answered any part of the question. Individuals could have selected more than one category.)

9. **Agreement with the statement, “The SOM visibly addresses accessibility concerns for individuals with disabilities” was 48%.** 35% of the respondents answered this question “Don’t Know”.
10. **In response to the statement “It is usually easy for me to balance the demands of both work and home life in my current job”, 56% of all respondents stated either always or almost always.** African Americans responded 55%, Asians or Pacific Islanders 45%; Latinos 71%; and Whites 58%. The percentage for Males was 49% and for Females 60%.
11. **In response to the statement “The SOM takes sufficient action to retain underrepresented groups of (Academic Officers, Faculty, and Senior Staff)”,** more than 50% answered “Don’t Know”.
12. **In response to the question “Have you ever felt you were treated differently in this department because of the following...”,** The types mentioned the most by employees who answered the question were:

- Race and Ethnicity 349
- Gender 265

(Note: A total of 625 participants responded to this question; each respondent may have selected more than one response.)