Campus and Workplace Culture Survey

Goal:

• To create and maintain an inclusive environment where everyone feels respected, supported, and valued.

• Launched survey wanting to listen to and understand people’s experiences of their CU community.

Action Planning:

• Campuses will bring together individuals from across their campus to plan for the response to the survey and develop action steps.

• Survey results will provide a baseline for each campus. Progress will be evaluated through metrics and assessment.
Survey Administration and Protected Classes

- Campus and Workplace Culture (CWC) Survey was administered in October and November 2021 to all students, faculty, and staff at the request of the Board of Regents.
- Each CU campus administered their survey independently and owns their campus data security and storage, analysis, and action planning.
- Protected Classes: As outlined in Article 8, Part A: Nondiscrimination of Regent Laws, CU recognizes the following protected class groups:
  - Race
  - Color
  - National origin
  - Sex
  - Age
  - Disability
  - Creed
  - Religion
  - Sexual orientation
  - Gender identity
  - Gender expression
  - Veteran status
  - Political affiliation
  - Political philosophy
CWC Regent Reporting Timeline

• **Fall 2021**: Campus and Workplace Culture (CWC) Survey was administered in October and November 2021 to all students, faculty, and staff

• **February 2022**: Presentation to BOR on five (5) strategic plan aligned questions (Acceptance/culture, harassment, discrimination, incivilities, and wellness)

• **April 2022**: Update on campus level results

• **July 2022**: Update on campus action planning activities
Today’s Presentation

Highlights

• Campus level initial findings from ongoing survey analyses for each of the four populations:
  • Faculty
  • Staff
  • Undergraduate Students
  • Graduate Students

Action Planning

• Update on action planning and next steps
CWC Survey Sections
(~73 Questions)

- Belonging (~8 Questions)
- Dept Culture (~24 Questions)
- Norms (~4 Questions)
- Identity (~8 Questions)
- Incivility (~1 Question)
- Sexual Harassment (~1 Question)
- Discrimination (~1 Question)
- Outcomes/Policy (~4 Questions)
- Mental Health (~22 Questions)

~Number of questions per survey administration may vary by staff/student surveys and possible campus customizations to survey instrument. Approximate count doesn’t include follow up questions.
Interpreting Survey Results

Likert Scale Responses

- *Average Response* is calculated using the following 1-6 scale:

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Somewhat Disagree</th>
<th>Somewhat Agree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Scale=1)</td>
<td>(2)</td>
<td>(3)</td>
<td>(4)</td>
<td>(5)</td>
<td>(6)</td>
</tr>
</tbody>
</table>
Survey Highlights – System Administration

- **Belonging**: strong overall sense of belonging and community and that their work is valued (5.0).

- **Identity**: highest average score (5.1) with approximately 10% of respondents indicating concerns around negative opinions, stereotypes, and behaviors around protected class identities.

- **Department Culture**: average score (4.8) indicating strong levels of respect, with concerns around transparent allocation of resources, career advancement opportunities and lack of mentoring.

- **Outcomes**: 41% of staff considered leaving CU in the past 12 months.

- **Incivility**: 39% of staff reporting at least one negative behavior including non-responsiveness to email (23%), condescension or dismissive remarks (16%), and constant interruption (12%)

- **Discrimination** (12%) and **Sexual Harassment** (0.4%) reflect limited overall reported behaviors.

- Additional demographic and department analysis to be completed.

Note: Average score based on a 1-6 scale whereas 1=Strong Disagreement and 6=Strong Agreement
Action Planning Update & Next Steps – System Administration

• Survey Response Team recommends two System Administration areas of focus
  • Focus areas inform the development of action steps to be taken at the System Administration-level as well as individual department specific action plans
  • System Administration average scores will provide a benchmark for individual departments

• Expected Timeline:
  • April: Presentation of System Administration-level results
  • May & June: Presentation to departments with department specific results
  • Summer 2022: Development of action plans
  • Fall 2022: Begin to implement action steps
Survey Highlights – CU Denver Faculty

**Belonging**

<table>
<thead>
<tr>
<th>High points</th>
<th>Growth Opportunities</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>5.1</strong> and <strong>5.0</strong> respectively: “Faculty are treated with respect by staff and grad students”</td>
<td><strong>3.8</strong>: “Senior faculty effectively address problematic behaviors that undermine the work environment”</td>
</tr>
<tr>
<td><strong>4.9</strong>: “I am proud to work in my department”</td>
<td><strong>3.8</strong>: “I receive adequate support/mentoring to advance my career/professional development”</td>
</tr>
</tbody>
</table>

**Sexual Harassment**

1.6% (7/448) indicated being sexually harassed in the past year.

- 4 reported offensive remarks being made about their appearance, body, or sexual activities
- 2 reported offensive sexualized remarks about themselves/others via text, email, or social media
- 2 reported sexual rumors being spread via text, email, or social media

**Discrimination**

20.3% (91/448) indicated experiencing discrimination in the past year.

- 56% were unsure how or if related to identity (51/91)
- 25% discrimination based on reported sex/gender expression (23/91)
- 12% discrimination based on reported race/ethnicity (11/91)
- 9% discrimination based on reported age (8/91)

Population R/E-based discrimination: BIPOC: 8% (7/90); white: 0.6% (2/332)
Population gender-based discrimination: Women: 8% (19/238); Men: 2% (4/208)

*Note:* for both the harassment and discrimination sections, respondents could select multiple options, so they may be counted in more than one category.
# Survey Highlights – CU Denver Staff

## Belonging

<table>
<thead>
<tr>
<th>High points</th>
<th>Growth Opportunities</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>5.2:</strong> “Faculty are treated with respect by staff”</td>
<td><strong>3.6:</strong> “I am provided opportunities to advance in my career”</td>
</tr>
<tr>
<td><strong>4.9:</strong> “Supervisors are treated with respect by their employees”</td>
<td><strong>3.8:</strong> “I receive adequate support/mentoring to advance my career/professional development”</td>
</tr>
</tbody>
</table>

## Sexual Harassment

<table>
<thead>
<tr>
<th>0.8% (4/508) indicated being sexually harassed in the past year</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 reported offensive remarks being made about their appearance, body, or sexual activities</td>
</tr>
<tr>
<td>1 reported offensive sexualized remarks about themselves/others via text, email, or social media</td>
</tr>
<tr>
<td>1 reported being repeatedly told sexual stores or jokes that were offensive to them</td>
</tr>
</tbody>
</table>

## Discrimination

<table>
<thead>
<tr>
<th>20.4% (105/509) indicated experiencing discrimination in the past year. Of those…</th>
</tr>
</thead>
<tbody>
<tr>
<td>51% were unsure how or if related to identity (54/105)</td>
</tr>
<tr>
<td>25% discrimination based on reported sex/gender expression (26/105)</td>
</tr>
<tr>
<td>19% discrimination based on reported age (20/105)</td>
</tr>
<tr>
<td>14% discrimination based on reported race/ethnicity (15/105)</td>
</tr>
</tbody>
</table>

Population R/E-based discrimination: BIPOC: 7% (12/169); white: 0.9% (3/326)
Population gender-based discrimination: Women: 6% (21/355); Men: 3% (5/154)

**Note:** for both the harassment and discrimination sections, respondents could select multiple options, so they may be counted in more than one category.
## Survey Highlights – CU Denver Undergraduate Students

### Belonging

<table>
<thead>
<tr>
<th>High points</th>
<th>Growth Opportunities</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>5.2:</strong> “Faculty don’t act as if they think I don’t belong at CU due to my identity”</td>
<td><strong>3.8:</strong> “I have a sense of community”</td>
</tr>
<tr>
<td><strong>5.2:</strong> “In most of my courses, course instructors do not tolerate the use of stereotypes, prejudicial comments, or ethnic, racial, or sexual slurs or jokes”</td>
<td><strong>4.0:</strong> “I have made friends here”</td>
</tr>
</tbody>
</table>

*rephrasing of negatively worded question

### Sexual Harassment

- **4.0%** (55/1,381) indicated being sexually harassed in the past year
- 25 reported offensive remarks being made about their appearance, body, or sexual activities
- 20 reported that others continued to ask them out for dates, drinks, dinner, etc., even though they said “No”
- 16 reported that others made offensive sexualized remarks to them (or about themselves to others) by text, email, or social media

### Discrimination

- **16.1%** (221/1,371) indicated experiencing discrimination in the past year. Of those...
  - 39% were unsure how or if related to identity (86/221)
  - 28% discrimination based on reported sex/gender expression (61/221)
  - 24% discrimination based on reported race/ethnicity (52/221)
  - 15% discrimination based on reported disability (34/221)

Population R/E-based discrimination: BIPOC: 4% (31/695); white: 3% (17/663)
Population gender-based discrimination: Women: 4% (30/820); Men: 3% (13/433)
Non-Binary: 14% (10/72)

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**Note:** for both the harassment and discrimination sections, respondents could select multiple options, so they may be counted in more than one category.
### Survey Highlights – CU Denver Graduate Students

#### Belonging

<table>
<thead>
<tr>
<th>High points</th>
<th>Growth Opportunities</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>5.2:</strong> “I have not considered leaving CU due to negative experiences tied to my identity”</td>
<td><strong>3.9:</strong> “I have a sense of community”</td>
</tr>
<tr>
<td><strong>5.2:</strong> “Others in similar roles to myself are treated with respect by department colleagues”</td>
<td><strong>4.0:</strong> “Department resources are allocated transparently”</td>
</tr>
</tbody>
</table>

*rephrasing of negatively worded question*

#### Sexual Harassment

- **2.0%** (18/880) indicated being sexually harassed in the past year
  - 8 reported offensive remarks being made about their appearance, body, or sexual activities
  - 4 reported being repeatedly told sexual stores or jokes that were offensive to them
  - 3 reported that others continued to ask them out for dates, drinks, dinner, etc., even though they said “No”

#### Discrimination

- **13.0%** (114/878) indicated experiencing discrimination in the past year. Of those...
  - 34% were unsure how or if related to identity (39/114)
  - 26% reported discrimination based on sex/gender expression (30/114)
  - 25% reported discrimination based on race/ethnicity (28/114)
  - 22% reported discrimination based on political affiliation or philosophy (25/114)

Population R/E-based discrimination: BIPOC: 6% (17/301); white: 1% (7/551)
Population gender-based discrimination: Women: 3% (14/522); Men: 3% (10/302); Non-Binary: 16% (5/32)

*Note: for both the harassment and discrimination sections, respondents could select multiple options, so they may be counted in more than one category*
Action Planning Update & Next Steps – CU Denver

- **Strategy**: The CWC process fits into broader strategic work being developed for our Equity-Serving Institution and Best Place to Work Strategic Plan goals. This is an opportunity to build on the work being done in these areas.

- **Accountability**: Created an accountability structure that includes cabinet leaders and shared governance groups to measure and track progress in key areas of focus tied to driving positive climate and culture.

- **Timeline**:
  - April 2022: Release of data dashboards to campus community.
  - Summer 2022: Create unit/school/college plans.
  - September 2022: Share plans with campus community.
## Survey Highlights – CU Anschutz Faculty

### Belonging

<table>
<thead>
<tr>
<th>High points</th>
<th>Growth Opportunities</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>5.4:</strong> “The work that I do is important”</td>
<td><strong>3.7:</strong> “Department resources are allocated transparently”</td>
</tr>
<tr>
<td><strong>5.3:</strong> <em>Others in my department do not</em> treat me poorly due to my identity</td>
<td><strong>4.1:</strong> “The flow of communication within my department clearly defines expectations so I know how to effectively do my job”</td>
</tr>
</tbody>
</table>

*rephrasing of negatively worded question*

### Sexual Harassment

<table>
<thead>
<tr>
<th>1.1% (12/1,128) indicated being sexually harassed in the past year</th>
<th>16.9% (190/1,125) indicated experiencing discrimination in the past year. Of those...</th>
</tr>
</thead>
<tbody>
<tr>
<td>8 reported offensive remarks being made about their appearance, body, or sexual activities</td>
<td>53% were unsure how or if related to identity (101/190)</td>
</tr>
<tr>
<td>3 reported repeatedly being told sexual stories or jokes that were offensive to them</td>
<td>30% reported discrimination based on sex/gender expression (57/190)</td>
</tr>
<tr>
<td>2 reported being retaliated against for not being sexually cooperative (such as a poor performance review, work reassignment, spreading rumors at work, etc.)</td>
<td>13% reported discrimination based on race/ethnicity (25/190)</td>
</tr>
<tr>
<td></td>
<td>7% reported discrimination based on age (14/190)</td>
</tr>
</tbody>
</table>

### Discrimination

Population gender-based discrimination: Women: 6% (49/756); Men: 2% (8/368)
Population R/E-based discrimination: BIPOC: 5% (10/204); white: 0.5% (4/873)

**Note:** for both the harassment and discrimination sections, respondents could select multiple options, so they may be counted in more than one category.
Survey Highlights – CU Anschutz Staff

### Belonging

<table>
<thead>
<tr>
<th>High points</th>
<th>Growth Opportunities</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>5.2:</strong> “The work that I do is important”</td>
<td><strong>3.9:</strong> “Department resources are allocated transparently”</td>
</tr>
<tr>
<td><strong>5.2:</strong> <em>Others in my department do not</em> treat me poorly due to my identity</td>
<td><strong>4.1:</strong> “I am provided opportunities to advance in my career”</td>
</tr>
</tbody>
</table>

*rephrasing of negatively worded question*

### Sexual Harassment

- **1.6%** (30/1,907) indicated being sexually harassed in the past year
  - 13 reported offensive remarks being made about their appearance, body, or sexual activities
  - 12 reported being repeatedly told sexual stories or jokes that were offensive to them
  - 5 reported being retaliated against for not being sexually cooperative (such as a poor performance review, work reassignment, spreading rumors at work, etc.)

### Discrimination

- **16.0%** (304/1,902) indicated experiencing discrimination in the past year. Of those...
  - 53% were unsure how or if related to identity (160/304)
  - 22% reported discrimination based on sex/gender expression (67/304)
  - 15% reported discrimination based on age (47/304)
  - 13% reported discrimination based on race/ethnicity (38/304)

Population gender-based discrimination: Women: 4% (57/1,445); Men: 2% (10/456)
Population R/E-based discrimination: BIPOC: 6% (29/470); white: 0.6% (8/1,352)

Note: for both the harassment and discrimination sections, respondents could select multiple options, so they may be counted in more than one category.
### Survey Highlights – CU Anschutz Undergraduate Students

#### Belonging

<table>
<thead>
<tr>
<th>High points</th>
<th>Growth Opportunities</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>5.2:</strong> “Others in my department do not treat me poorly due to my identity (5.2)”</td>
<td><strong>3.8:</strong> “I have a sense of community”</td>
</tr>
<tr>
<td><strong>5.0:</strong> “In most of my courses, course instructors do not tolerate the use of stereotypes, prejudicial comments, or ethnic, racial, or sexual slurs or jokes.”</td>
<td><strong>4.0:</strong> “In most of my courses, offensive comment have been challenged by course instructors in class discussions”</td>
</tr>
</tbody>
</table>

*rephrasing of negatively worded question*

#### Sexual Harassment

<table>
<thead>
<tr>
<th>0% (0/84) indicated being sexually harassed in the past year</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
</tbody>
</table>

#### Discrimination

16.7% (14/84) indicated experiencing discrimination in the past year. Of those...

- 64% were unsure how or if related to identity (9/14)
- 14% reported discrimination based on sex/gender expression (2/14)
- 14% reported discrimination based on race/ethnicity (2/14)
- 14% reported discrimination based on disability (2/14)

Population gender-based discrimination: Women: 3% (2/69); Men: 0% (0/12)
Population R/E-based discrimination: BIPOC: 7% (2/28); white: 0% (0/56)

**Note:** for both the harassment and discrimination sections, respondents could select multiple options, so they may be counted in more than one category.
# Survey Highlights – CU Anschutz Graduate Students

## Belonging

<table>
<thead>
<tr>
<th>High points</th>
<th>Growth Opportunities</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>5.3:</strong> <em>I have not</em> considered leaving CU because of negative experiences related to my identity</td>
<td><strong>3.9:</strong> “Departmental resources are allocated transparently”</td>
</tr>
<tr>
<td><strong>5.1:</strong> “Faculty and staff in my department are treated respectfully”</td>
<td><strong>3.9:</strong> “In most of my courses, offensive comments have been challenged by course instructors in class discussions”</td>
</tr>
</tbody>
</table>

*rephrasing of negatively worded question

## Sexual Harassment

<table>
<thead>
<tr>
<th>2.6% (24/908) indicated being sexually harassed in the past year</th>
</tr>
</thead>
<tbody>
<tr>
<td>12 reported offensive remarks being made about their appearance, body, or sexual activities</td>
</tr>
<tr>
<td>8 reported being repeatedly told sexual stories or jokes that were offensive to them</td>
</tr>
<tr>
<td>7 reported that others made sexualized gestures or used sexualized body language that embarrassed or offended them</td>
</tr>
</tbody>
</table>

## Discrimination

<table>
<thead>
<tr>
<th>11.9% (108/907) indicated experiencing discrimination in the past year. Of those...</th>
</tr>
</thead>
<tbody>
<tr>
<td>49% were unsure how or if related to identity (53/108)</td>
</tr>
<tr>
<td>19% reported discrimination based on race/ethnicity (21/108)</td>
</tr>
<tr>
<td>16% reported discrimination based on sex/gender expression (17/108)</td>
</tr>
<tr>
<td>15% reported discrimination based on political affiliation or philosophy (15/108)</td>
</tr>
</tbody>
</table>

Population gender-based discrimination: Women: 2% (11/617); Men: 2% (4/253); Non-Binary: 7% (1/14)

Population R/E-based discrimination BIPOC: 5% (15/307); white: 0.5% (3/576)

*Note: for both the harassment and discrimination sections, respondents could select multiple options, so they may be counted in more than one category*
Action Planning Update & Next Steps – CU Anschutz

We are currently mapping the CWC Survey Results to the campus-wide strategic initiatives that align with the CU Anschutz Office of Diversity Equity Inclusion and Community Engagement

- (BELONGING) Investing in our People – Staff Initiative
  - Enhance support for continuous professional development of schools/college staff, identifying and providing avenues for career advancement.
  - Working with Central HR to create and communicate clearer trajectories for career mobility within staff positions

- (BELONGING) Investing in our People – Faculty Initiative
  - Evaluate campus promotion and tenure processes to identify opportunities to reward achievements in areas such as DEI, innovation, collaboration, and service.

- (BELONGING) – Enhancing the Student Experience
  - Increase student support systems
  - Expand Pipeline Programs

- (DISCRIMINATION AND SEXUAL HARASSMENT) – Continue with data analysis disaggregated by schools/colleges in this area, disseminate reports to deans and work collaboratively on solutions and systems of accountability to reduce incidences reported across populations (i.e. students, staff, faculty, trainees)
GOAL: Community Building – CU Boulder Faculty

I have a sense of community at CU (faculty, proportion disagree)

- All: 28%
- International: 31%
- American Indian or Alaska Native: 39%
- Asian or Asian American: 24%
- Black or African American: 50%
- Hispanic, Latino, or Latinx: 34%
- Middle Eastern or North African: 23%
- White: 27%

US Citizen or Permanent Resident Faculty
GOAL: Community Building – CU Boulder Staff

My work is valued by my department (staff, proportion disagree)

- All: 16%
- Man-identified: 16%
- Woman-identified: 16%
- American Indian or Alaskan Native: 29%
- Asian or Asian American: 9%
- Black or African American: 37%
- Hispanic, Latino, or Latinx: 22%
- Middle Eastern or North African: 19%
- White: 15%

Woman-Identified Staff
GOAL: Community Building – CU Boulder Undergraduate Students

I have a sense of community at CU
(undergraduate students, proportion disagree)

Undergraduate Students who are First-Generation College Students
GOAL: Community Building – CU Boulder Graduate Students

I have a sense of community at CU (graduate students, proportion disagree)

- All: 22%
- With a disability: 32%
- American Indian or Alaskan Native: 50%
- Asian or Asian American: 31%
- Black or African American: 39%
- Hispanic, Latino, or Latinx: 38%
- Middle Eastern or North African: 22%
- White: 31%
2021 Culture Survey Results and Action Planning

Demographics

• Summary of population demographics from the survey not available in employee and student records appear in appendices.

Reviewing and using survey results

• Campus DEI-focused goals (inspired by the IDEA Plan) will help to prioritize and organize our efforts.
• Survey results will be used to inform the creation of outcomes.

Action planning

• After establishing goals with outcomes, action planning will identify activities and expectations for unit(s).
• Assessment plans will evaluate progress and impact.

By role, we will provide a walkthrough here to give insight into how units will use survey results.
Action Planning Update and Next Steps – CU Boulder

• Campus data released early April
• Unit level: DEI experts working with campus units to
  • Prioritize, choose, and develop goal(s)
  • Review evidence (e.g., unit data, survey results, research)
  • Identify desired outcomes
  • Create action plans and design assessment plans
• Campus level:
  • Align efforts with IDEA Plan recommendations, Buff Undergraduate Success initiatives
  • Synthesize units’ efforts and connect similar ideas
  • Use assessment plans to craft and communicate campus narrative and evaluate efforts
Survey Highlights – UCCS Faculty

• **Belonging:**
  • 67% agree/strongly agree that they are proud to work at UCCS
  • 62% agree/strongly agree that they are treated like they belong at UCCS
  • 46% agree/strongly agree that they have a sense of community at UCCS (growth area)

• **Department Culture:**
  • 66% agree/strongly agree that their work is respected by the people they work with
  • 60% agree/strongly agree that the workplace culture is positive
  • 37% agree/strongly agree that they received adequate mentoring (growth area)
Survey Highlights – UCCS Staff

• **Belonging:**
  - 68% agree/strongly agree that they are proud to work at UCCS
  - 65% agree/strongly agree that they are treated like they belong
  - 48% agree/strongly agree that their work is valued (growth area)

• **Department Culture:**
  - 70% agree/strongly agree that work is respected by colleagues
  - 69% agree/strongly agree that staff are treated with respect by supervisors and coworkers
  - 39% agree/strongly agree that they are provided with opportunities to advance (growth area)
Survey Highlights – UCCS Undergraduate Students

• **Belonging:**
  - 71% agree/strongly agree that they are treated like they belong at UCCS
  - 65% agree/strongly agree that they are proud to be a student at UCCS
  - 47% agree/strongly agree that they have a sense of community at UCCS (growth area)

• **Department (Courses) Culture:**
  - 80% agree/strongly agree that respectful treatment is the norm in most courses
  - 73% agree/strongly agree that they are treated with respect by instructors and other students
  - 56% agree/strongly agree that they are comfortable expressing ideas or opinions in class without fear it will affect how people in class treat them (growth area)
Survey Highlights – UCCS Graduate Students

• **Belonging:**
  - 77% agree/strongly agree that they are treated like they belong at UCCS
  - 76% agree/strongly agree that faculty are invested in their success
  - 51% agree/strongly agree that they have a sense of community at UCCS (growth area)

• **Department Culture:**
  - 77% agree/strongly agree that overall the intellectual climate of their graduate program is positive
  - 70% agree/strongly agree that they are treated with respect by advisors, instructors and other students
  - 66% agree/strongly agree that they receive adequate support and mentoring (growth area)
Action Planning Update & Next Steps – UCCS

• **Phase 1: Mission and Values**
  - CU System Strategic Plan 2026 / UCCS Strategic Plan 2030
  - Establish Office of the Vice Chancellor for Diversity, Equity and Inclusion (VCDEI)

• **Phase 2: Data and Assessment**
  - CWC survey, community dialogues, and listening sessions

• **Phase 3: DEI Strategic Framework**
  - Council on Inclusive Belonging (CIB)
    - Division/School Inclusion partners and representatives

• **Phase 4: Inclusive Excellence and Belonging (IEB) Action Plan**
  - Development of division/school implementation plans (evidence-based strategies)
Additional Resources

Survey Background: https://www.cu.edu/campus-and-workplace-culture-survey

CU Anschutz: https://www.cuanschutz.edu/offices/diversity-equity-inclusion-community/cwcsurvey

CU Boulder: www.colorado.edu/dei (will go live after April 7)

CU Denver: https://www.ucdenver.edu/offices/diversity-and-inclusion/cwcsurvey

UCCS: https://ir.uccs.edu/campus-workplace-climate-survey

System Administration: https://www.cu.edu/cwc-system