Highlights of SOM Diversity Survey Findings

GENERAL DEMOGRAPHICS

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

<table>
<thead>
<tr>
<th>Position/Title</th>
<th>Percentage of Total Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Officer</td>
<td>4%</td>
</tr>
<tr>
<td>Faculty</td>
<td>24%</td>
</tr>
<tr>
<td>Senior Staff</td>
<td>24%</td>
</tr>
<tr>
<td>Support Staff</td>
<td>48%</td>
</tr>
</tbody>
</table>

Gender

- Male: 28%
- Female: 72%

Primary Race/Ethnicity

- 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.)