



South Puget Sound
COMMUNITY COLLEGE

SUCCESS —
AMPLIFIED

2025 Campus Climate Assessment



spsc.edu

Olympia Campus
2011 Mottman Rd SW
Olympia, WA 98512
360-596-5200

Lacey Campus
4220 6th Ave SE
Lacey, WA 98503
360-709-2000

South Puget Sound Community College Introduction

Recognized as the number two community college in the U.S. by the Aspen Institute College Excellence Program, SPSCC serves around 5,000 students each year. We serve people from all backgrounds and meet them where they are, connecting them to Pathways and classes to reach their goals. Whether that's landing a new job, learning a new skill, earning a degree, or transferring to a university, SPSCC is dedicated to helping students on their journey toward an amplified future.

SPSCC's mission is to support student success in postsecondary academic transfer and workforce education that responds to the needs of the South Puget Sound region. SPSCC supports student success and builds prosperity by collaborating with the community and our partners to offer innovative, accessible, and affordable learning experiences.

Commitment to Diversity

SPSCC is a learning community that embodies social justice, equity, and inclusion. The college seeks to empower students, faculty, and staff to fully participate in a society of increasingly diverse identities and experiences. SPSCC actively works to eliminate all forms of discrimination and provide an education that reflects the diversity of our community and a deeper understanding of the dynamics of power and privilege that perpetuate inequity and inequality.

Principles and Values

South Puget Sound Community College celebrates and embraces diversity of all kinds, including race, age, sex, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make individuals unique. We are dedicated to promoting for all students, staff, faculty, and our local and global communities an accessible, inclusive, and safe environment that fosters:

- Cultural humility
- Respectful communication
- Collaboration
- Educational equity and social justice

SPSCC commits to institutional and individual transformation that recognizes, understands, and challenges patterns of social inequity and systemic disparities within our ever-changing world. As part of this commitment, we strive to strengthen practices involving program design, cultural enrichment, diversity education, curricular design, and employee development.

South Puget Sound Community College's commitment to diversity is consistently reflected in its policies, procedures, and faculty/staff professional development efforts.

Equity Guiding Principles

- We center the people we serve and meet them where they are.
- We continually identify barriers to academic and professional success and strive to remove them.
- We involve those most impacted when seeking solutions or making decisions.

2025 Campus Climate Results

Executive Summary

South Puget Sound Community College (SPSCC) reaffirms its strong commitment to equity, inclusion, and student success. In alignment with our mission to support academic transfer and workforce education tailored to the South Puget Sound region, the 2025 Campus Climate Survey provides valuable insights into the experiences of students, faculty, and staff. The survey examines perceptions of campus climate, diversity, belonging, student services, and barriers to academic and career advancement.

This report highlights key strengths and identifies areas for growth based on the survey results. Findings will inform targeted strategies to improve inclusion, belonging, and equity in services, communication, and campus culture.

Methods

To reduce barriers to participation, an anonymous online survey was administered by Hanover Research in April and May 2025 using the Qualtrics platform. A total of 198 responses were obtained and analyzed after data cleaning. Respondents included current students, faculty, and staff. Sample sizes vary by question, and statistically significant differences (95% confidence level) are noted where applicable. Per Washington RCW 28B.10.147, student respondents were given compensation in the form of gift cards through Hanover Research.

Key Findings

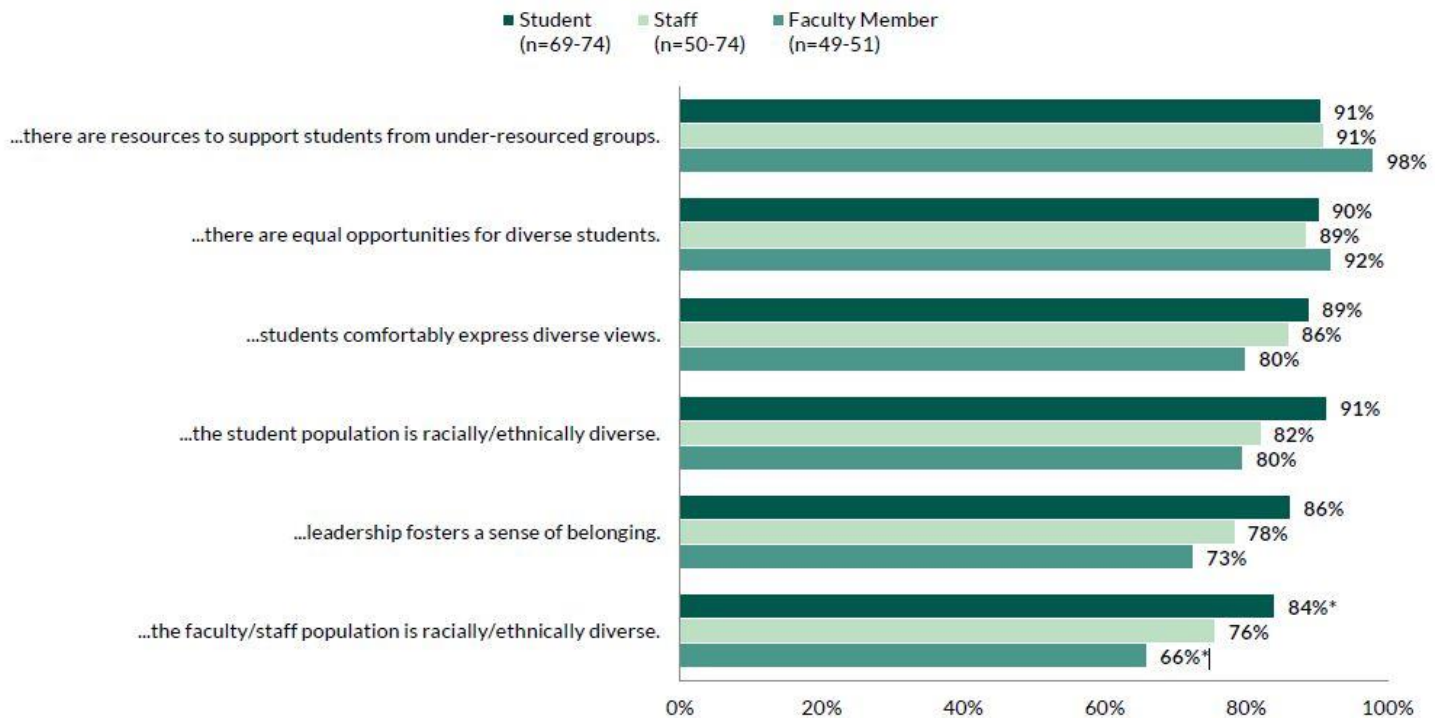
Overview

The Campus Climate Survey presents a snapshot of how students, staff, and faculty perceive diversity and inclusion at SPSCC. Overall, the data reflects a broadly positive view, with high levels of agreement across several key indicators:

- **Resources and Opportunities:**
 - 91% of respondents agree that SPSCC provides resources to support students from under-resourced groups.
 - 90% believe there are equal opportunities for diverse students.
 - 89% agree that students comfortably express diverse views.
- **Racial/Ethnic Diversity:**
 - 80% agree the student population is racially/ethnically diverse.
 - 76% agree the faculty/staff population is racially/ethnically diverse.
- **Leadership and Belonging:**
 - 78% of respondents feel that leadership fosters a sense of belonging, indicating a generally supportive institutional climate.

While overall sentiment is positive, statistically significant differences—particularly in perceptions of faculty and staff diversity—underscore areas where SPSCC can enhance its efforts. Strengthening visibility, representation, and engagement across all roles will be essential to building deeper trust and a more inclusive campus culture.

Please indicate the extent to which you disagree or agree with the following statements. If you lack experience with one, select "Don't Know or Not Applicable". At SPSCC...
(% Somewhat or Strongly Agree)

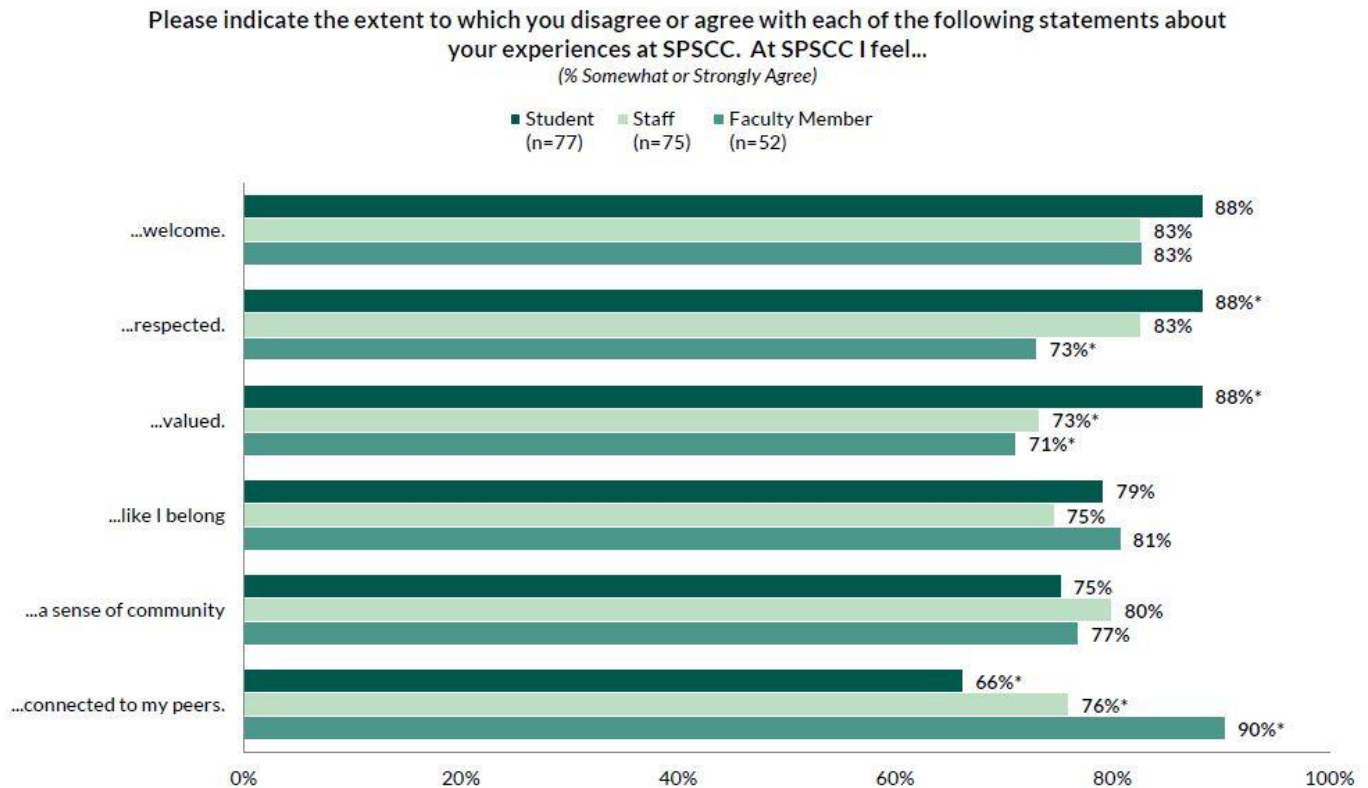


The survey also explored how students, staff, and faculty at South Puget Sound Community College feel about their sense of connection, belonging, and respect on campus.

- **High Levels of Welcome and Respect:**
 - A strong majority of all groups report feeling welcome (88%) and respected (88%) at SPSCC, indicating a generally inclusive environment.
- **Feeling Valued:**
 - Students report feeling valued (88%) more than staff (75%) and faculty (73%), suggesting that while students feel appreciated, faculty and staff may feel less recognized or supported.

These findings suggest that although SPSCC fosters a broadly respectful and welcoming environment, there are differences in how community members experience connection and

belonging. The data reveals disparities in sentiment and perceived value among groups. Addressing these gaps will be essential to strengthening campus cohesion and inclusion.



Institutional Strengths by Group

The key institutional strengths by group, reflect SPSCC's strong foundation in fostering an inclusive, respectful, and supportive campus climate. While strengths vary slightly by group, the consistent emphasis on diversity, equity, and student success is evident across the board.

Students

1. Supportive Environment:

96% of students feel SPSCC is very or completely supportive of fostering a culture of diversity, equity, and inclusion.

2. Respect and Value:

Students report high levels of feeling respected (88%) and valued (88%) on campus, more than faculty and staff.

3. **Academic and Career Services:**

Students strongly agree that SPSCC provides adequate academic support (92%), career services (91%), and help registering for courses (91%).

Faculty

1. **Commitment to DEI:**

86% of faculty agree SPSCC supports equity and diversity practices, and 84% say the college offers quality equity-focused professional development.

2. **Inclusive Instruction:**

Faculty are recognized for engaging students in meaningful conversations about diversity (89%) and using course materials from diverse perspectives (88%).

3. **Sense of Community:**

Faculty report the highest levels of peer connection (90%) and sense of belonging (83%) among all groups.

Staff

1. **Access and Inclusion:**

83% of staff agree SPSCC provides access to resources regardless of role, and 84% say the college works to eliminate biases and discrimination.

2. **Supportive Culture:**

Staff report strong agreement that SPSCC fosters a welcoming (88%) and respectful (88%) environment.

3. **Professional Development:**

Staff value the availability of equity-focused professional development (71%) and support for mental health resources (66%).

Areas of Opportunity by Group

Building on these strengths, the survey also highlights valuable opportunities for SPSCC to grow and enhance its impact.

Students

1. **Peer Connection and Belonging**

66% of students feel connected to their peers, significantly lower than faculty (90%). The

outcome is likely attributable, at least in part, to the substantial increase in enrollment in online and hybrid courses.

2. Participation in Diversity and Multicultural Activities

44% of students reported participating in DEI-related events, compared to 83% of faculty and staff. This indicates an engagement gap that may limit the visibility and impact of SPSCC's equity, inclusion, and belonging efforts.

3. Transfer and Career Pathway Clarity

Students of color report less clarity about their post-program pathways (55% vs. 74% for White students), highlighting a need for more culturally responsive advising and clearer communication around academic and career planning.

Faculty

1. Perceptions of Institutional Respect and Value

Faculty report lower levels of feeling respected (73%) and valued (71%) compared to students.

2. Perceived Diversity Among Colleagues

66% of faculty agree that faculty and staff are racially/ethnically diverse, compared to 84% of students—indicating a perception gap.

3. Equity in Promotion and Support

Faculty of color express less agreement that SPSCC ensures equity in promotion and provides adequate support, pointing to a need for more transparent advancement practices.

Staff

1. Sense of Inclusion and Peer Connection

While 76% of staff feel connected to peers, this is still lower than faculty and suggests room for improvement in fostering cross-role community and inclusion.

2. Perceptions of Fair Treatment and Advancement

Staff of color report lower agreement that SPSCC treats all staff with respect (59%)

3. Communication and Access to Support Structure

Staff report higher rates of feeling singled out based on identity—especially by other staff or faculty—indicating a need for stronger and more inclusive workplace culture.

Summary

The 2025 Campus Climate Assessment affirms South Puget Sound Community College's strong and ongoing commitment to fostering a welcoming, inclusive, and equitable environment for all. Across students, faculty, and staff, the results reflect high levels of satisfaction with access to resources, student support services, and respectful campus culture. Notably, 91% of respondents agree that SPSCC provides resources to support students from under-resourced groups, and 88% report feeling welcome and respected on campus.

While these results highlight the college's strengths, they also offer valuable insights into areas where SPSCC can grow. Differences in how various groups experience belonging and recognition—particularly among staff and faculty—underscore the importance of continued efforts to ensure that every member of the SPSCC community feels valued and supported, regardless of identity or role. Looking ahead, SPSCC is dedicated to building on this foundation by implementing inclusive strategies that reflect the voices and needs of its diverse community. Through collaboration and care, SPSCC will continue working to cultivate a campus climate where everyone can thrive.

General Information

Department: Office of Diversity and Equity
Report Prepared by: Amanda Ybarra, Executive Diversity Officer
Contact Email: amybarra@spscc.edu