

Equity Survey Results

Fall 2018



White
Mountains
Community College

In December 2018, WMCC administered Equity Surveys for Students and for Faculty & Staff.

170 Students responded to the Student Equity Survey

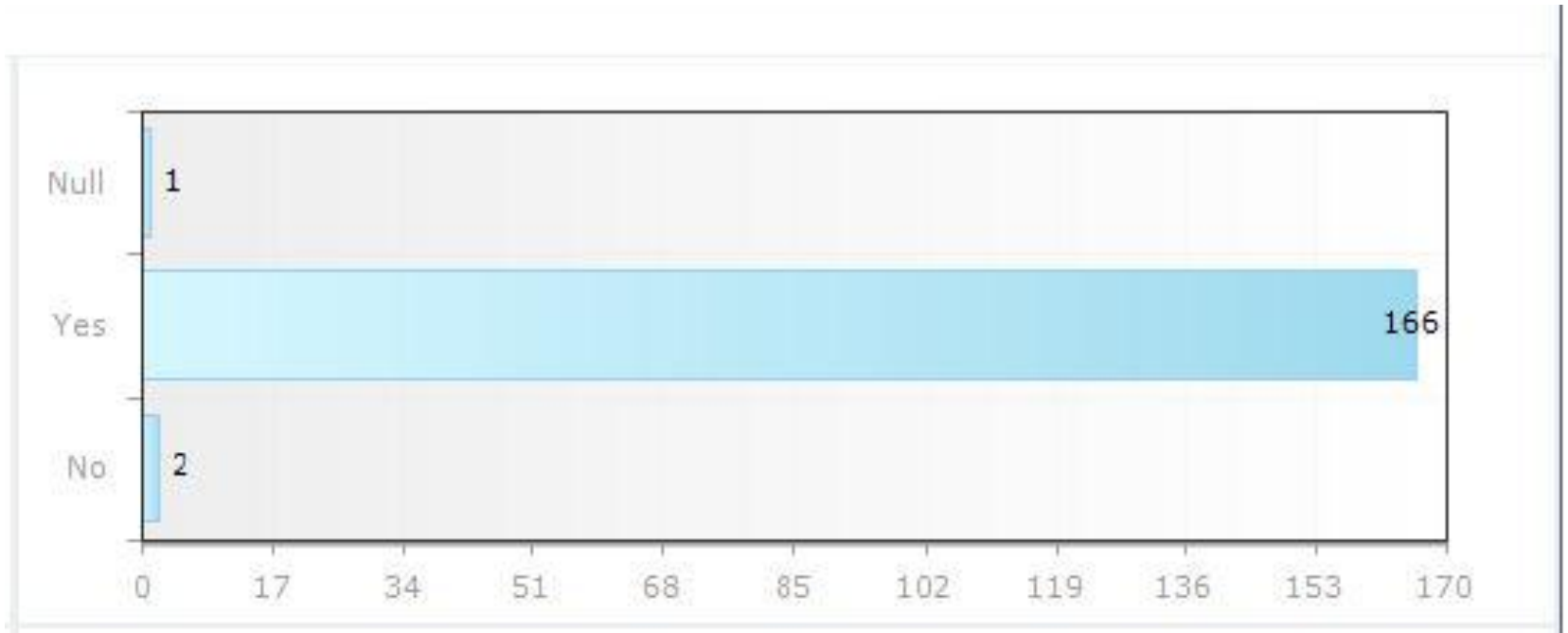
110 Faculty & Staff responded to the Fac/Staff Equity Survey

Student Equity Results

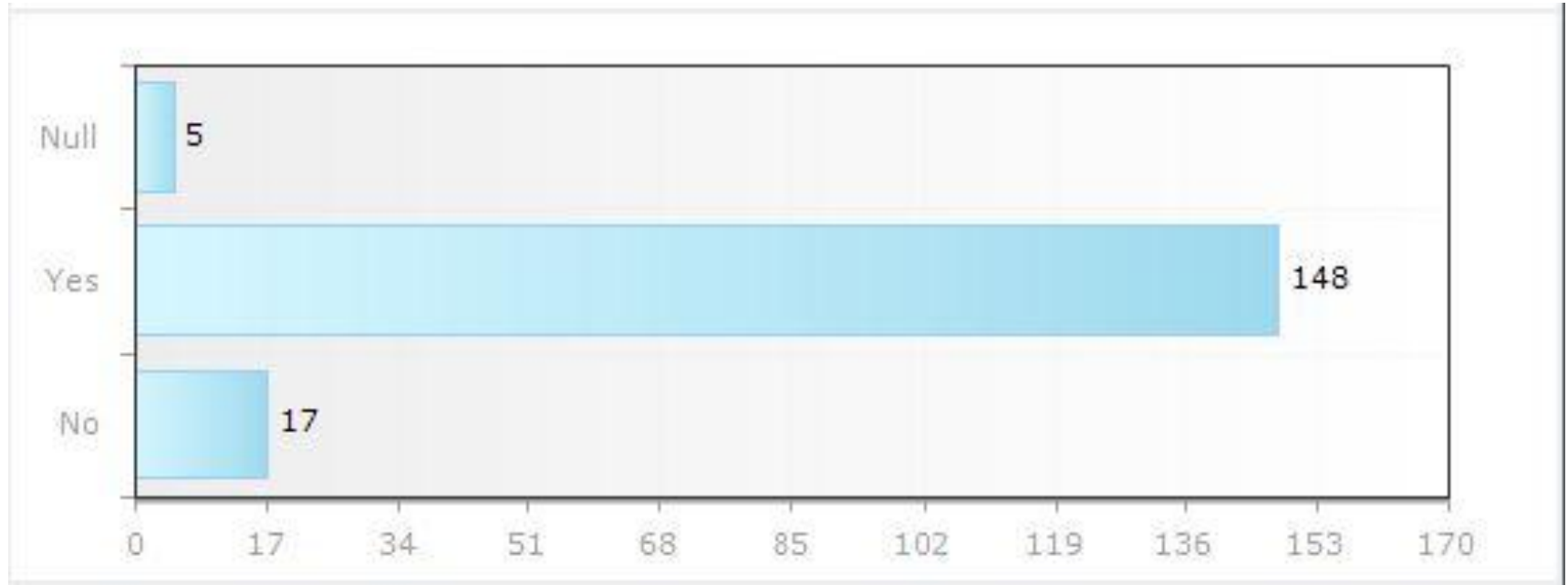
Fall 2018



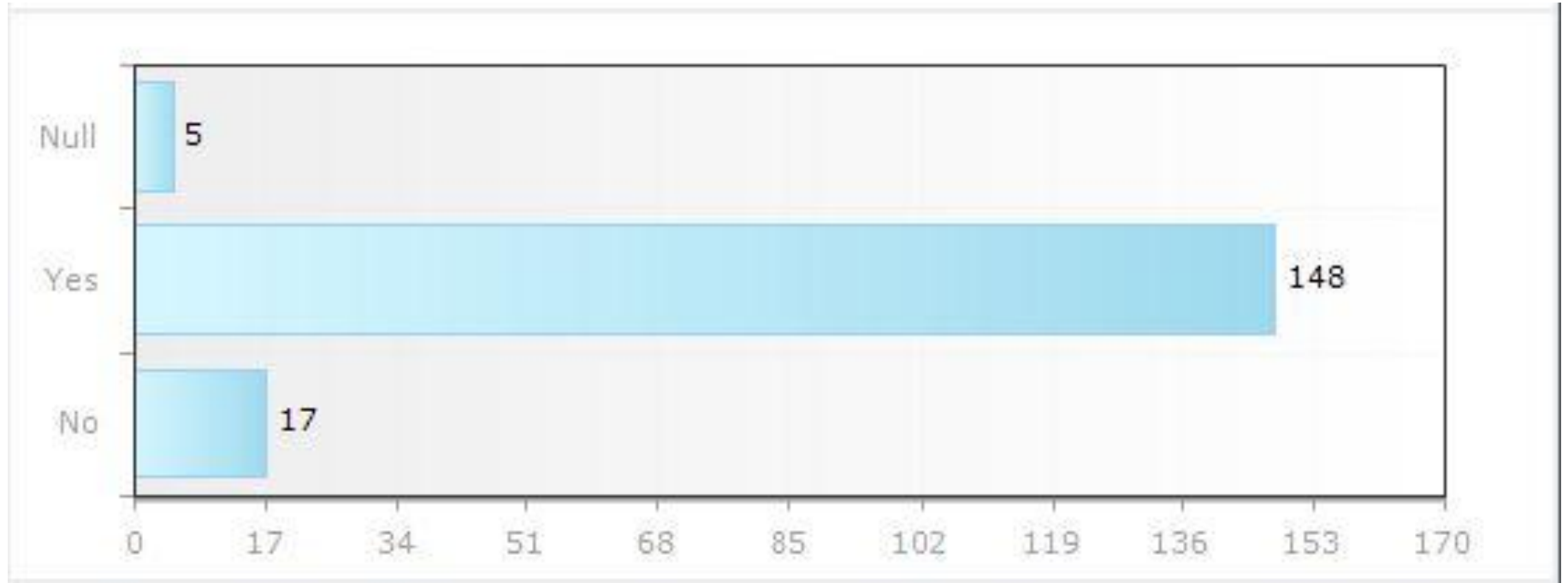
I am able to access Canvas to view college policies and student services.



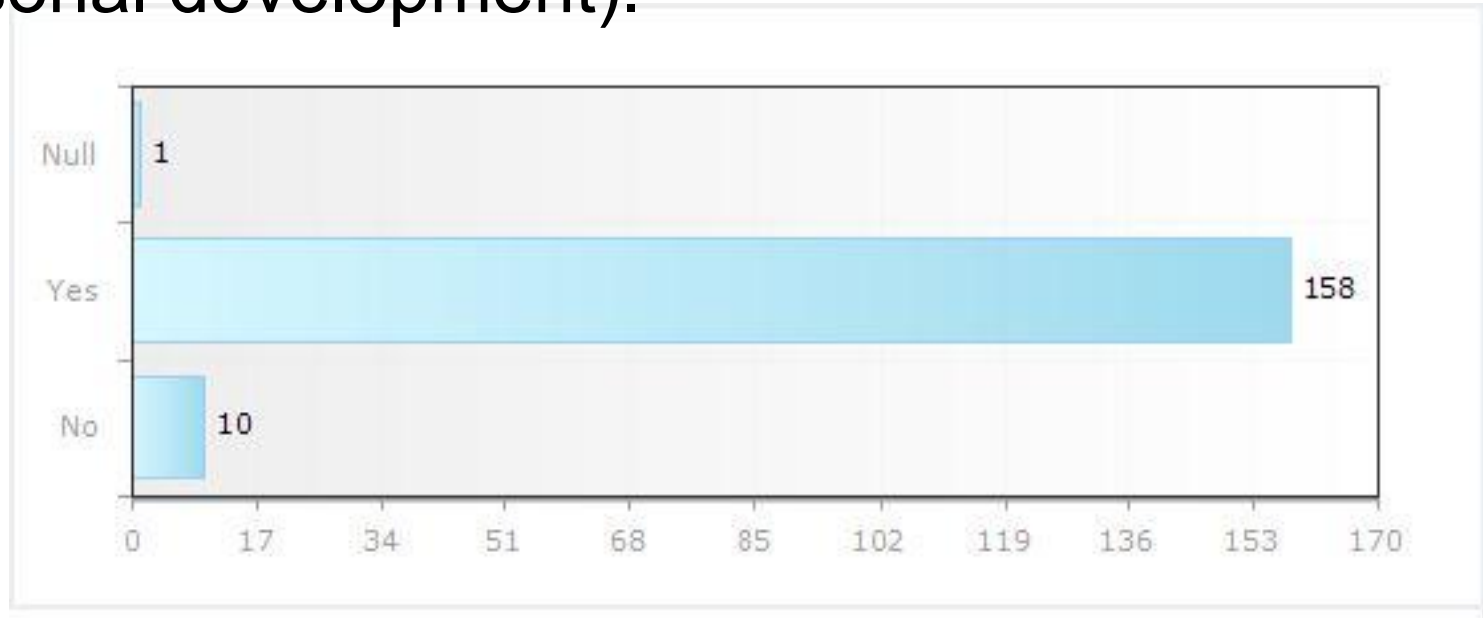
I either received a syllabus or course outline for each course or was able to access it on Canvas.



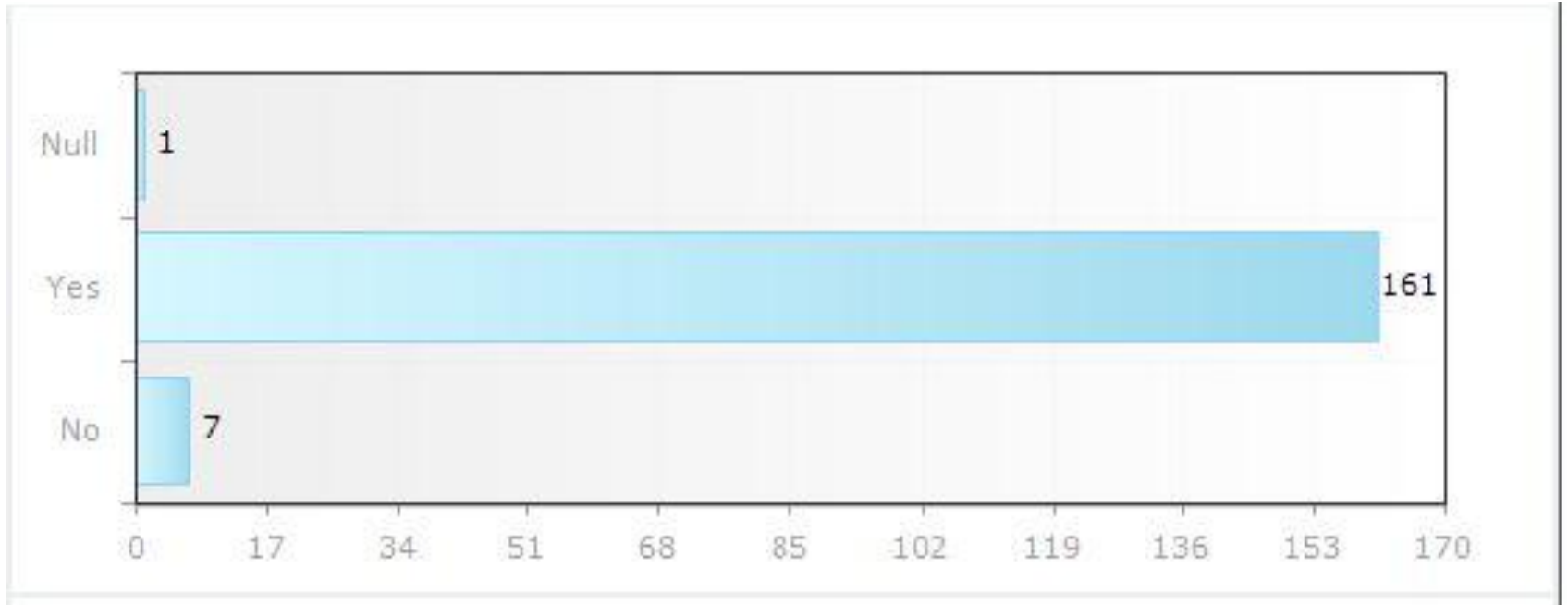
I can find the Student Handbook online.



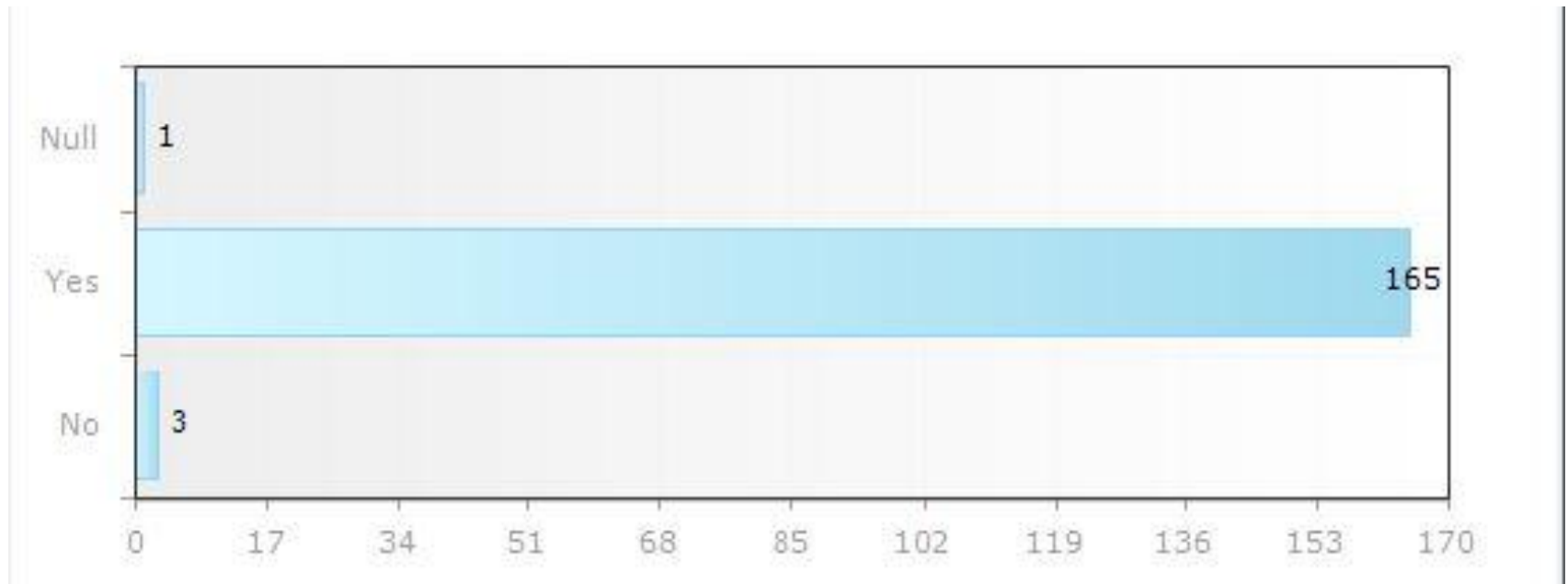
I am aware of the learning support services available in the Academic Success Center (tutoring, mentoring, career counseling, study skills, and personal development).



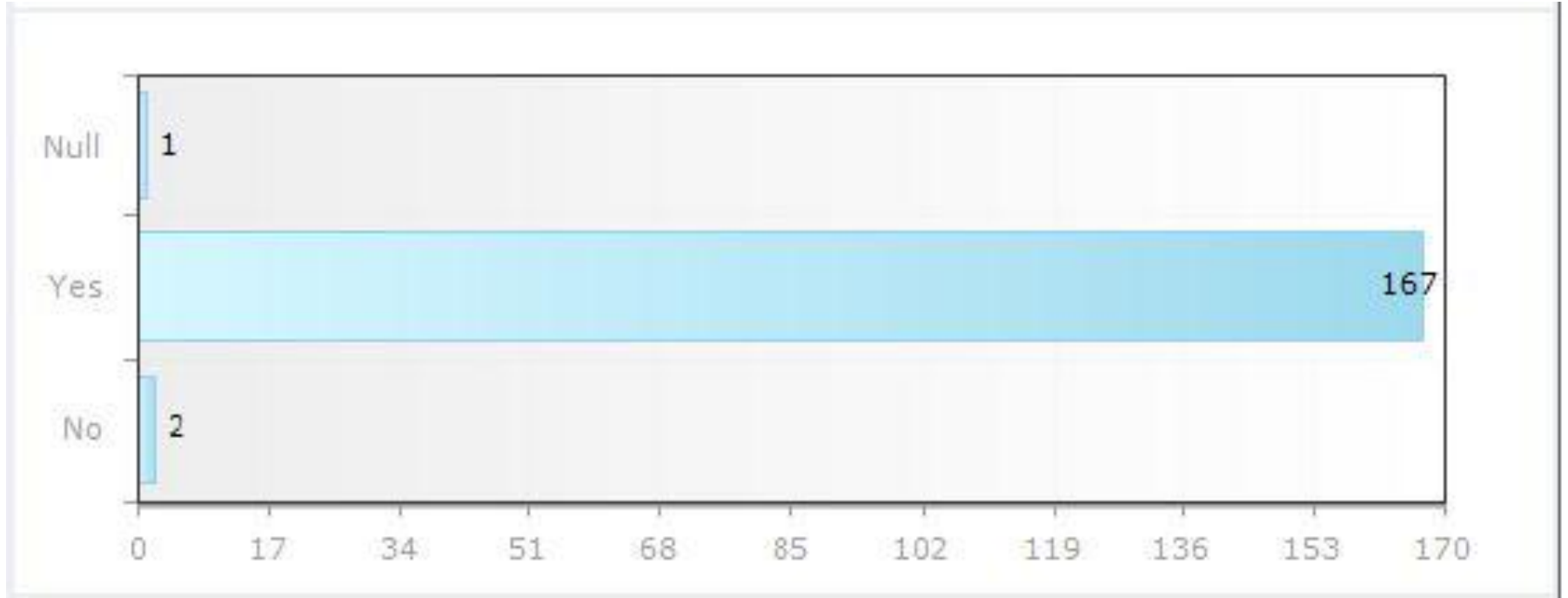
I am aware that there is someone on campus to support students with disabilities and special accessibility needs.



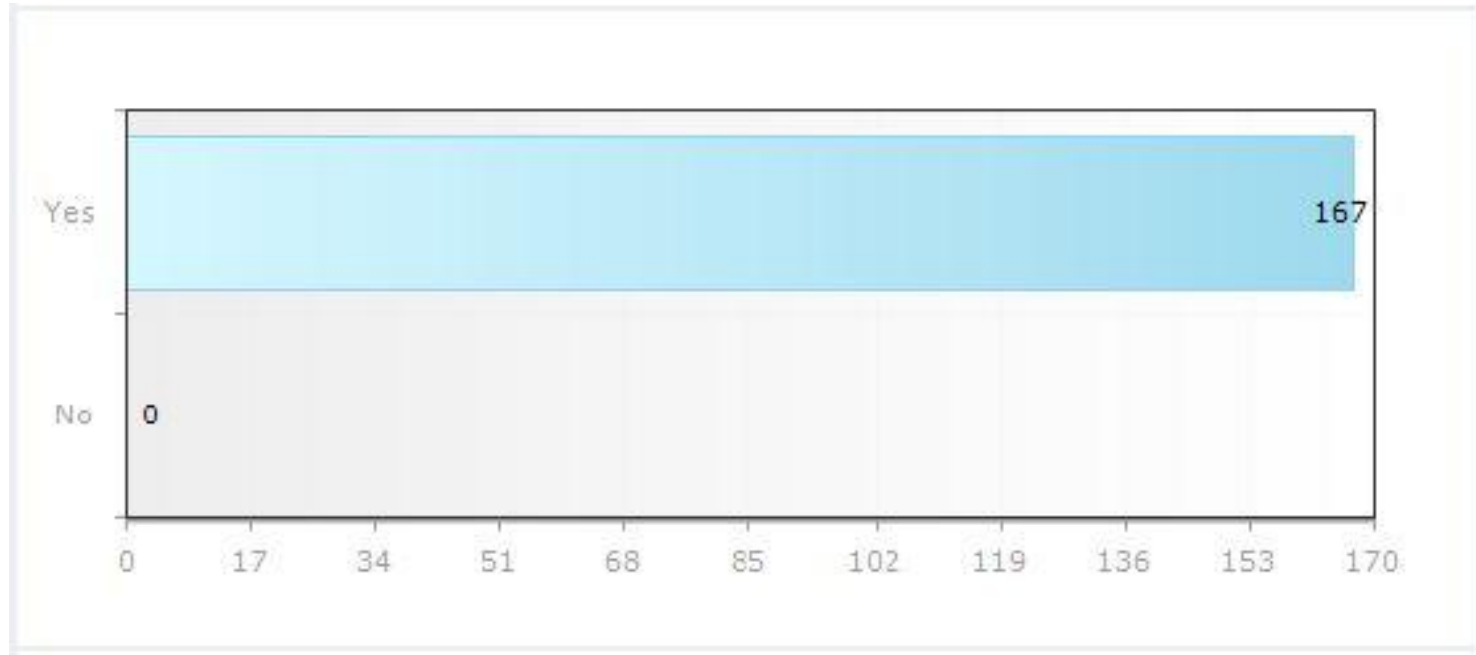
All textbooks and handouts used in my classes are free from discriminatory comments.



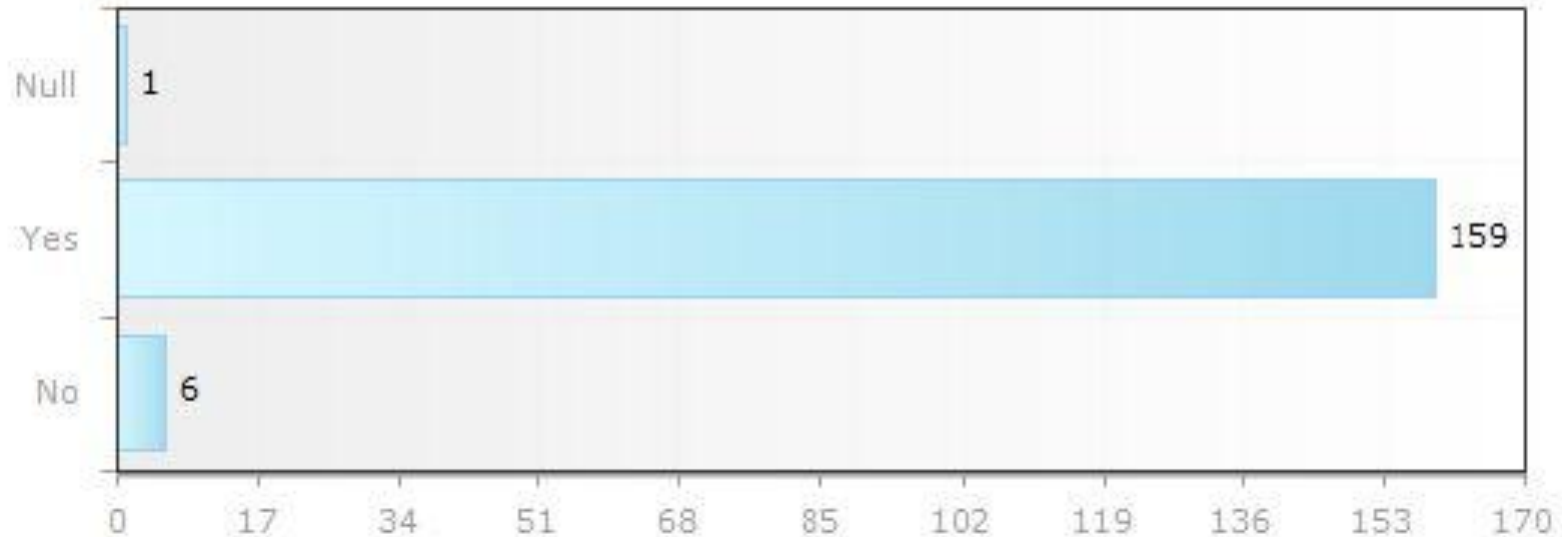
In my classes the instructors use language that is free from discriminatory comments.



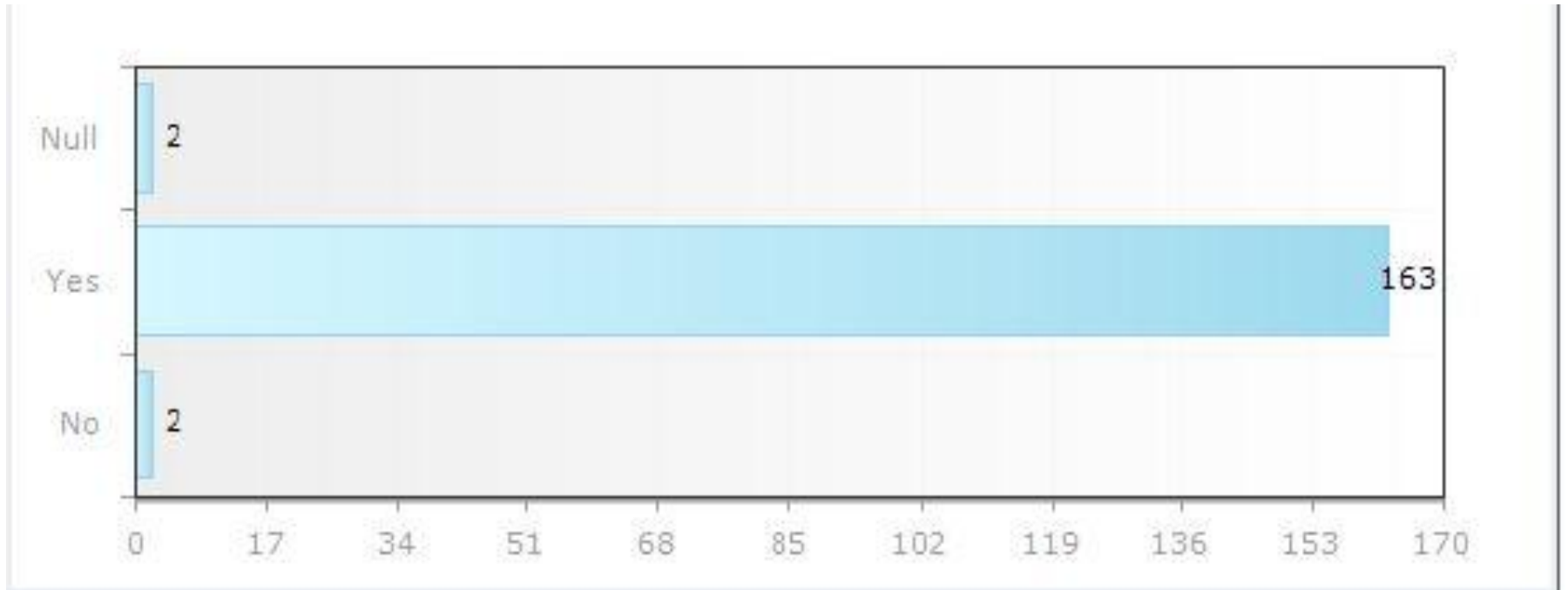
In my classes the instructors provide the same assignments to all students regardless of race, color, religion, national origin, age, sex, handicap, veteran status, sexual orientation, gender expression, marital status, and socioeconomic status.



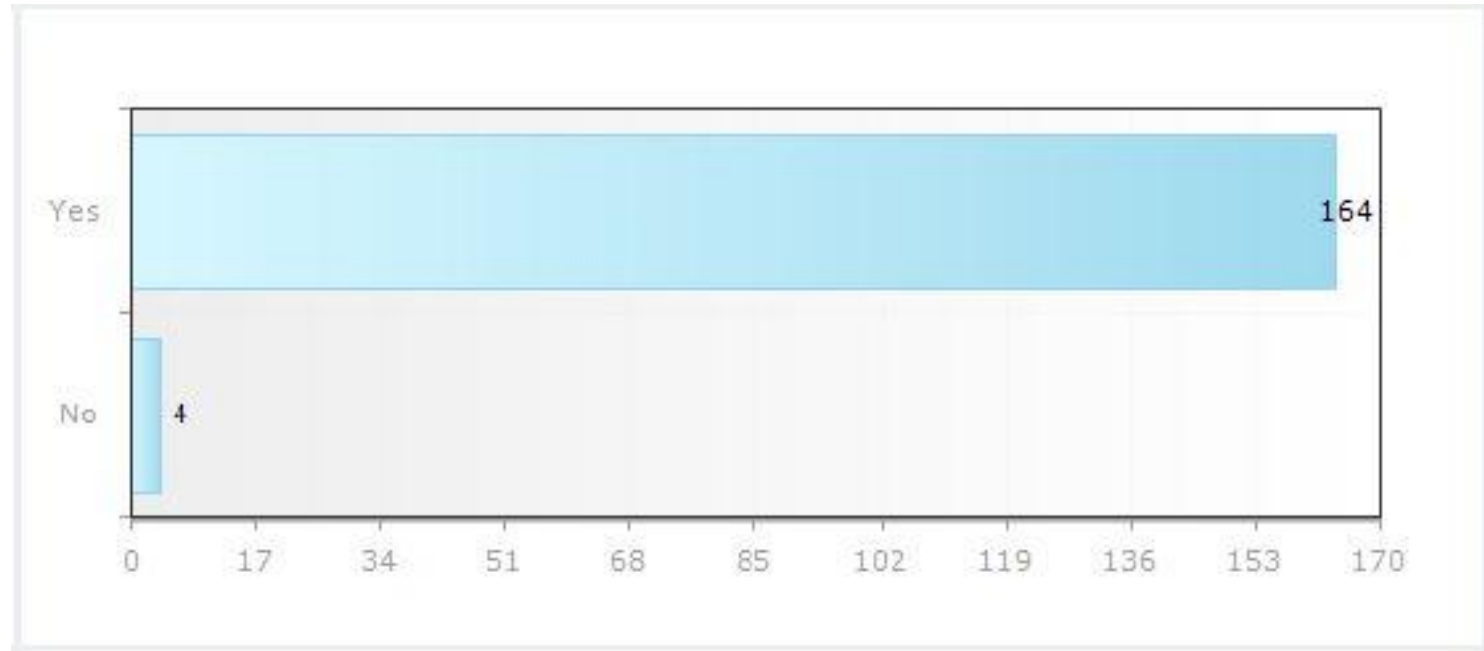
The instructors in my classes set the same standards of behavior for all students in the same class.



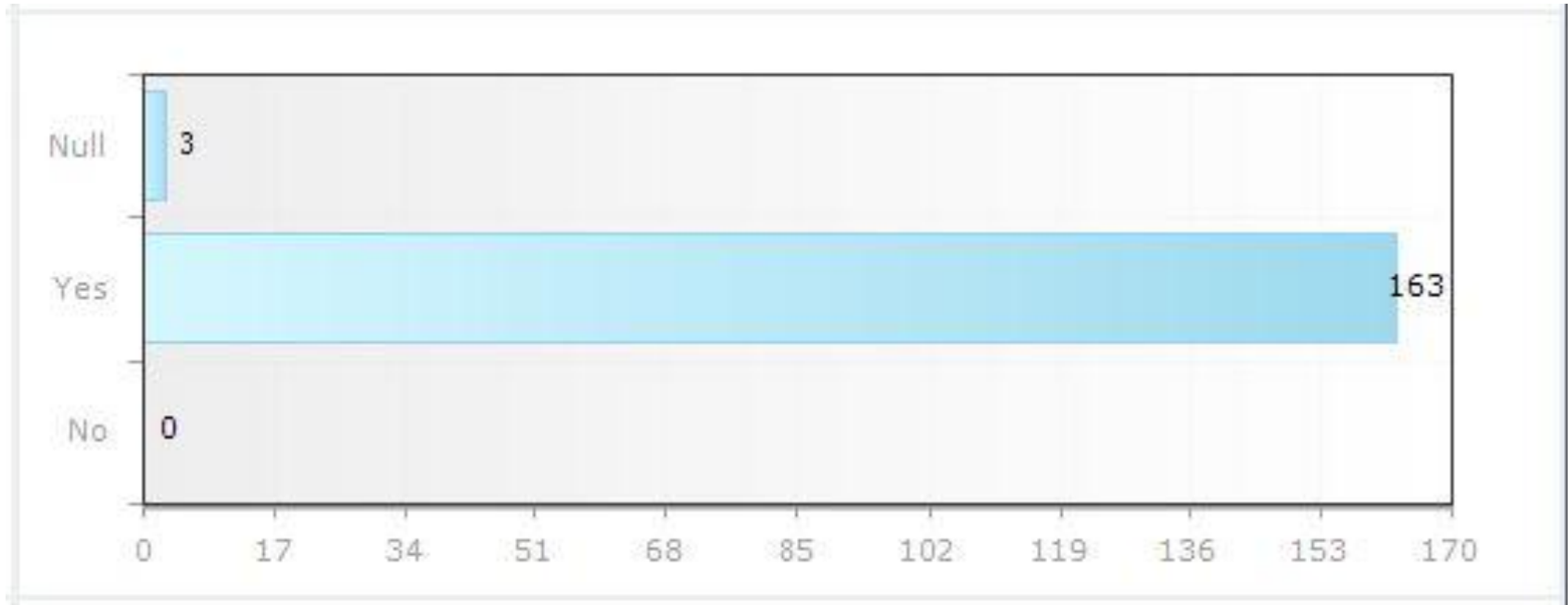
In classes where tools or equipment are used, the instructors allow all students equal access.



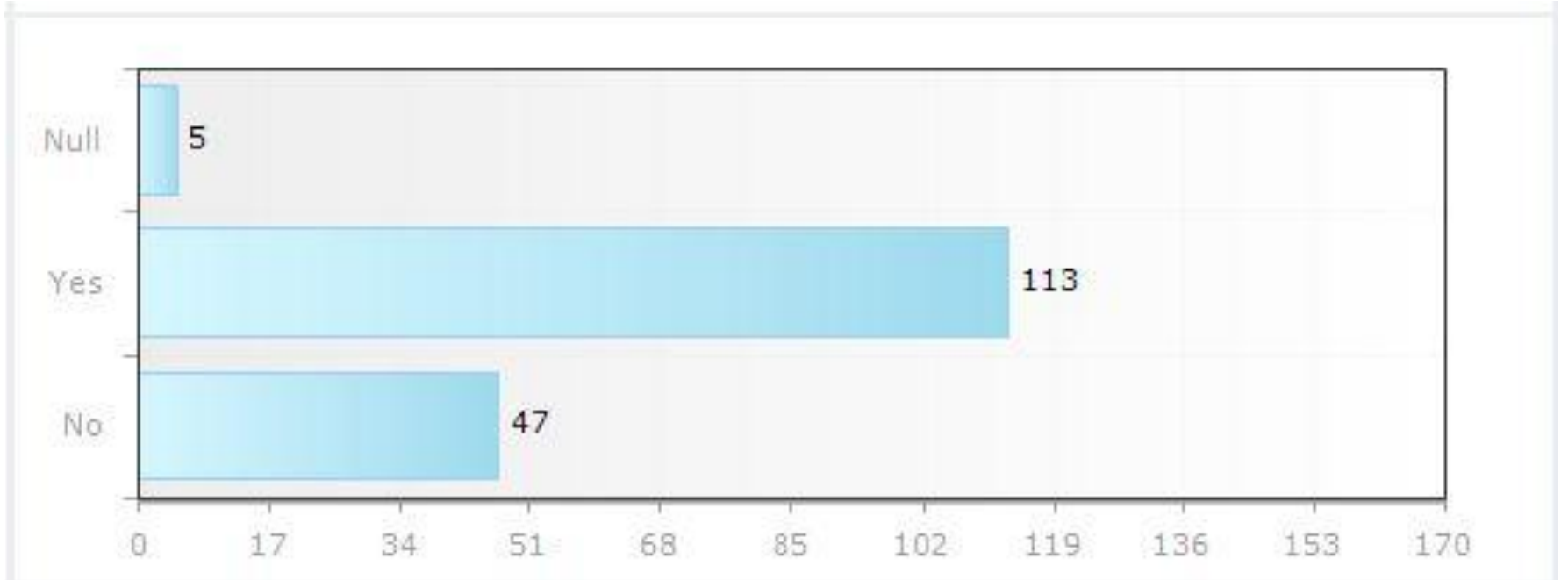
The instructors in all my classes refrain from stereotyping students based on race, color, religion, national origin, age, sex, handicap, veteran status, sexual orientation, gender expression, marital status, and socioeconomic status.



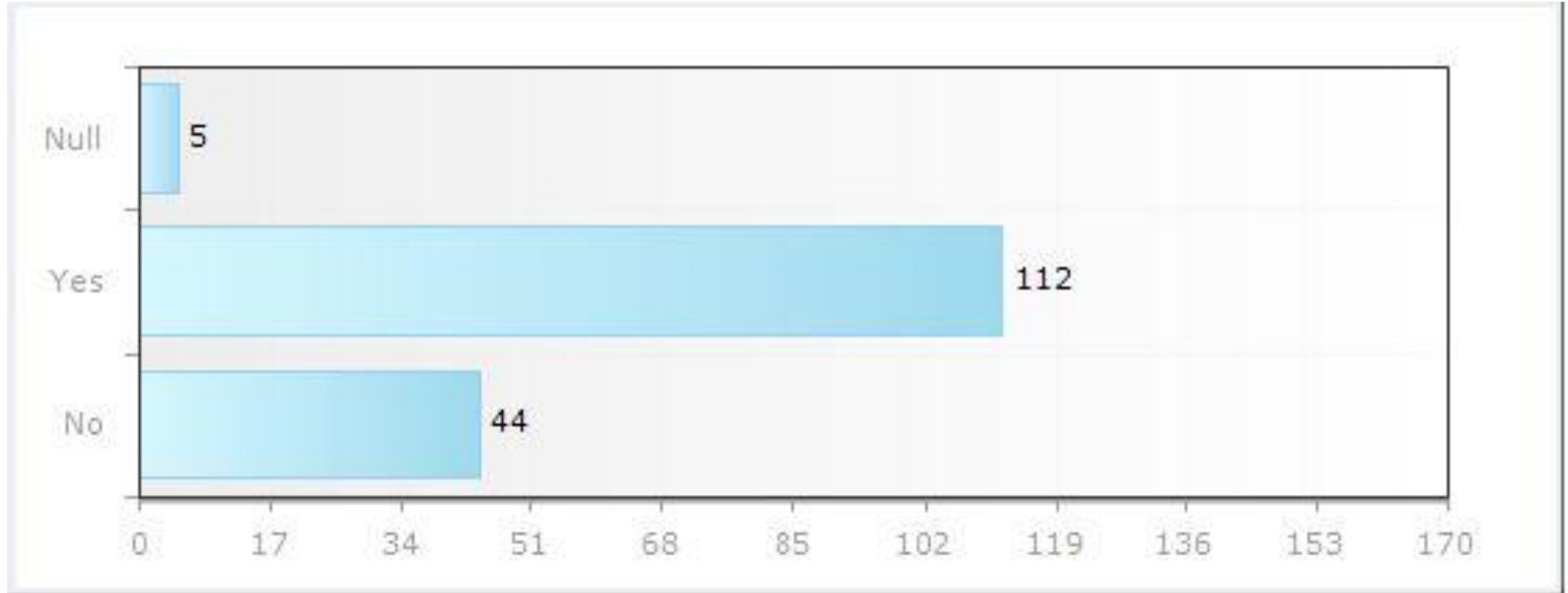
The non-teaching support staff uses language that is free from discriminatory comments.



Do you know who to contact in the event of discrimination?



Do you know where to find out what recourse you have in the event of discrimination?



Equity Results Then and Now

1 of 2

Survey Item	2012	2014	2016	2018
I am able to access Blackboard (2014-16) Canvas (2018) to view college policies and student services.	n/a	98.6	98.9	97.65
I either received a syllabus or course outline for each course or was able to access it on Blackboard (2014-16) Canvas (2018).	97.3	97.9	99.5	97.65
I was either offered or given access to a student handbook (2012) OR I can find the student Handbook online.	89.1	90.1	96.7	87.06
I am aware of learning support services available in the Academic Support Center (tutoring, mentoring, career counseling, study skills, and personal development) (2012-16) (2018)	96.3	97.2	95.6	93.49
All textbooks and handouts in my classes are free from discriminatory comments.	98.1	97.1	97.8	97.63
In my classes the instructors use language that is free from discriminatory comments.	97.2	99.3	97.8	98.24
In my classes the instructors set the same assignments to each all students regardless of race, color, religion, national origin, age, sex, handicap, veteran status, sexual orientation, marital status, and socioeconomic status.	99.1	100	98.3	100

Equity Results Then and Now

2 of 2

Survey Item	2012	2014	2016	2018
In my classes the instructors set the same standards of behavior for all students in the same class. Rules of conduct such as attention, quiet, conversation are consistent within each class.	97.3	92.9	95	95.78
In classes where tools or equipment are used, the instructors allow all students equal access.	99.1	100	99.5	97.6
The instructors in all my classes refrain from stereotyping students based on of race, color, religion, national origin, age, sex, handicap, veteran status, sexual orientation, marital status, and socioeconomic status.	98.1	97.1	96.6	97.62
The non-teaching support staff use language that is free from discriminatory comments.	100	99.3	98.3	98.19
This year, I have observed behavior which is discriminatory at this college.	13.6	9.2	5	7.8
This year, I have been discriminated against at this college.	4.6	0	2.8	3.63
Do you know what recourse you have in the event of discrimination? (2012-16)	70.1	63.6	71.4	69.57
Do you know where to find out what recourse you have in the event of discrimination?	74.5	66.7	74.4	68.48

Room for Improvement:

The number of students who were not given or unable to find syllabi has increased since 2016.

The number of students unable to find the Student Handbook has increased since 2016.

The percentage of student participants uncertain of whom to contact in the event of discrimination is over 30% .

The percentage of student participants uncertain of where to find information regarding recourse students may have in the event of discrimination is over 30%.

Summary of Comments

This college has an all-inclusive and welcoming school climate..I was never discriminated against.... friendly and welcoming atmosphere

Support staff as well as professors were extremely kind and accommodating ...

Untimely faculty response to emails

Word choice- discouraging feedback or students feeling dismissed when issues of accommodations for disabilities or school/life balance arise

If a student has been discriminated against on the basis of race, color, religion, national origin, age, sex, handicap, veteran status, sexual orientation, gender expression, marital status, and socioeconomic status, please contact:

Any member of the Equity Committee, who will then work with WMCC Human Resources and Human Resources and Legal Counsel at the system level (CCSNH), if necessary.

For more info, visit:

[The WMCC Equity Committee Webpage](#)

[The WMCC Notice of Non-Discrimination](#)

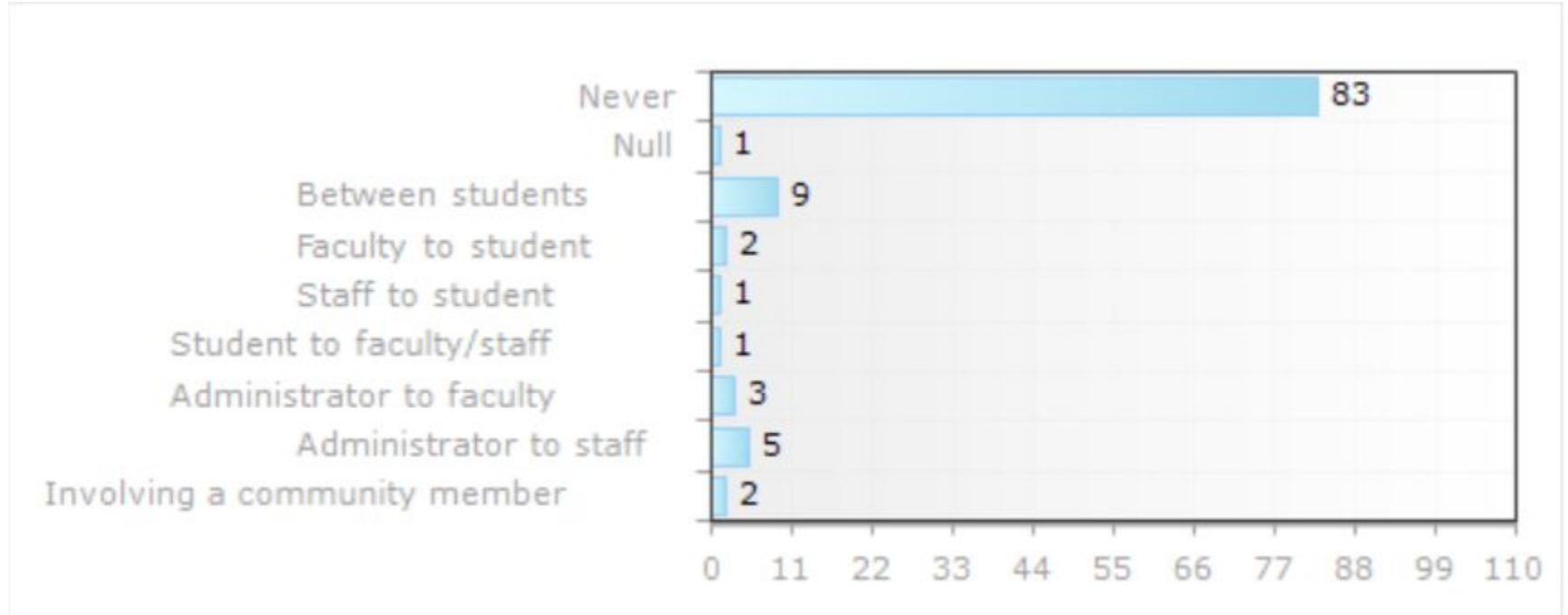
[The WMCC Student Handbook](#)

Faculty & Staff Equity Results

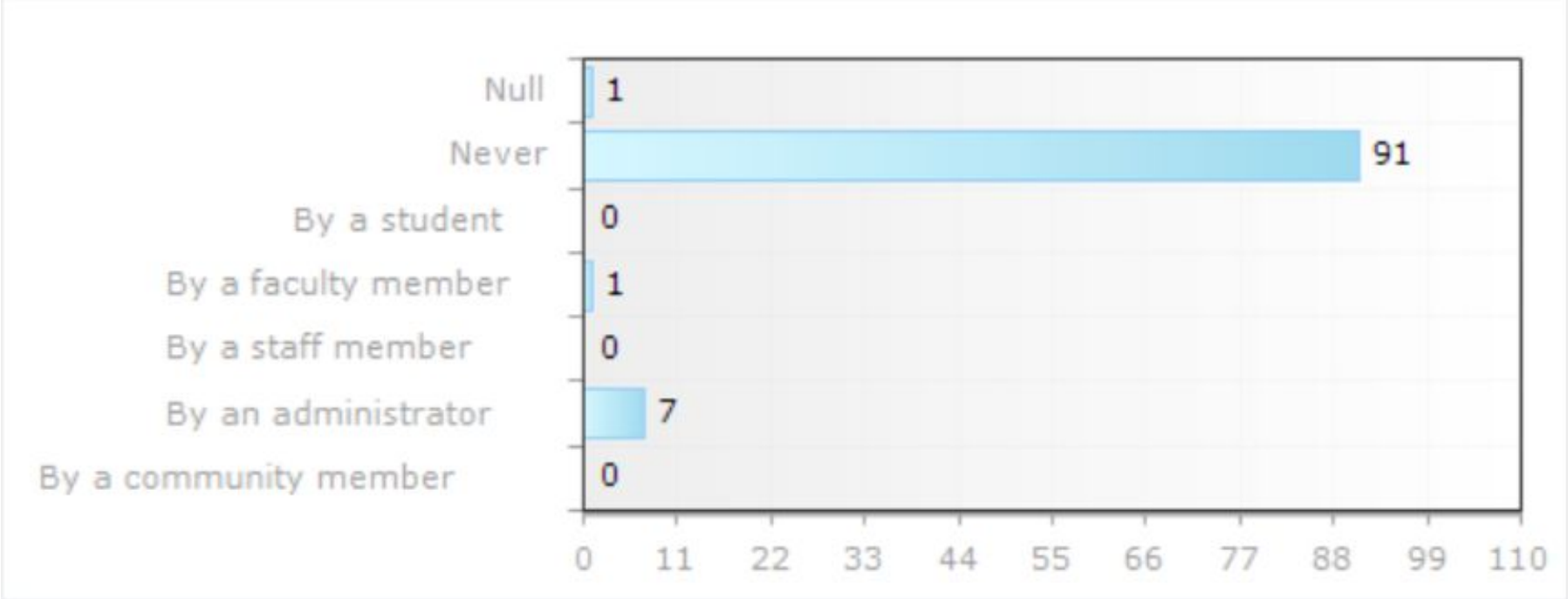
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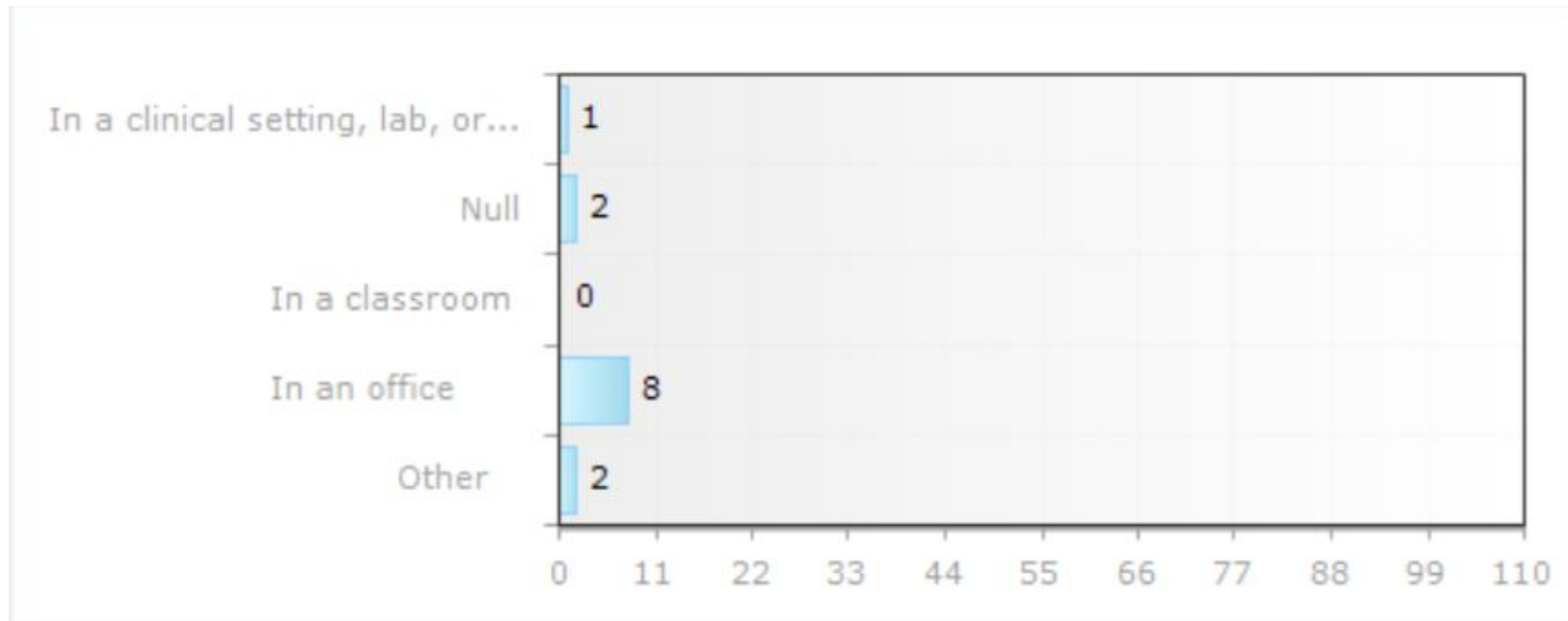
This year, I have observed behavior which I feel is discriminatory at this college.



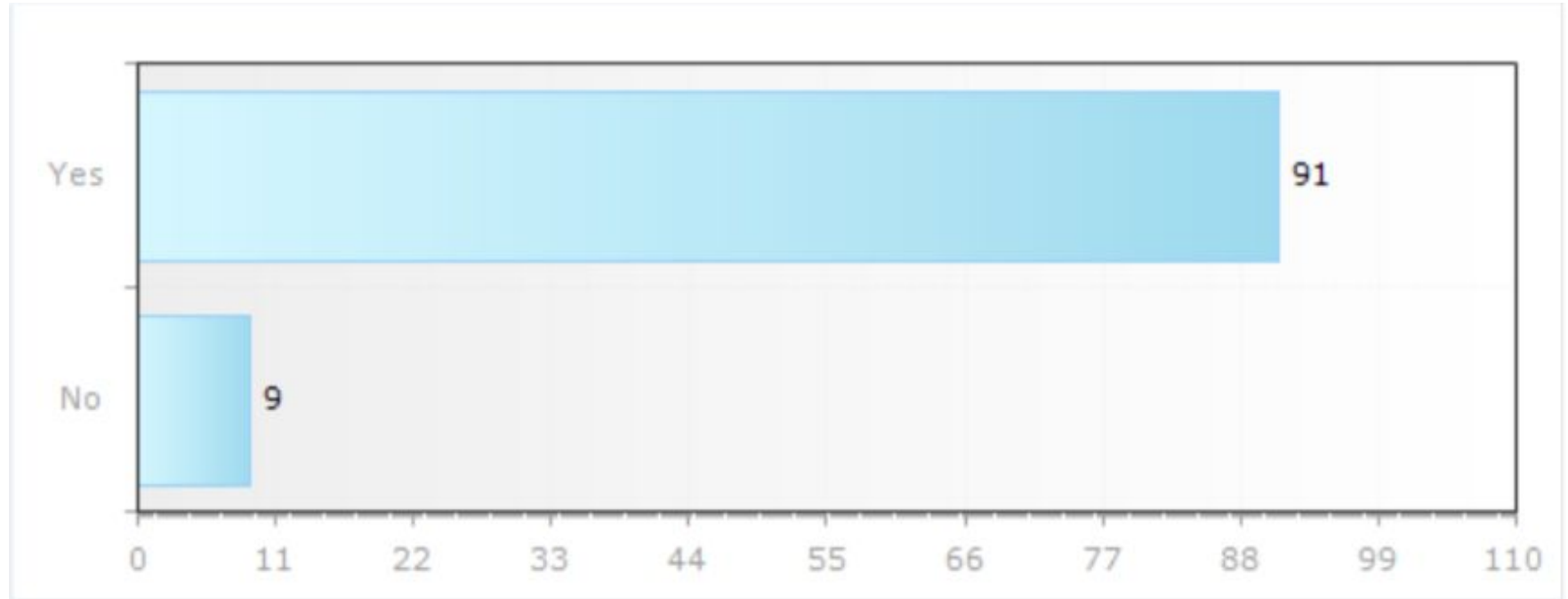
This year, I have been discriminated against at this college.



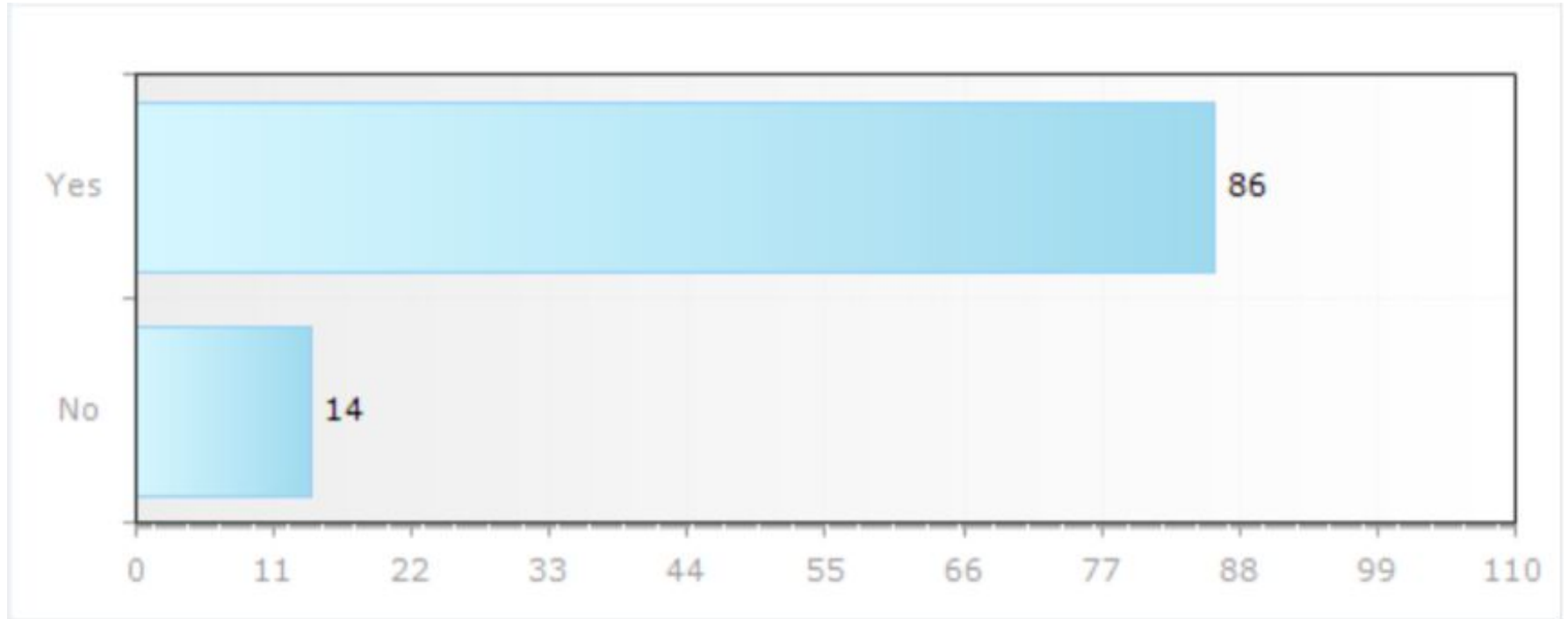
If you feel you have been discriminated against at this college, where did you encounter discriminatory behavior?



Do you know who to contact in the event of discrimination?



Do you know where to find out what recourse you have in the event of discrimination?



Summary of Results

Results indicated that confusion existed as to whom to contact in the event of discrimination and where to find out what recourse fac/staff have in the event of discrimination.

Summary of Comments

The majority of the feedback was positive. However, several participants pointed out that WMCC is too small of a community to speak out with anonymity, which may result in a fear of bringing forth a concern without retaliation.

If faculty or staff has been discriminated against on the basis of race, color, religion, national origin, age, sex, handicap, veteran status, sexual orientation, gender expression, marital status, and socioeconomic status, please contact:

Human Resources: Gretchen Tallion

OR

Any member of the Equity Committee, who will then work with HR and Legal Counsel at the system level (CCSNH)

OR

Contact Sara Sawyer (603) 230-3503

For more info, visit:

[CCSNH Human Resource System Policies](#) pg 14-17

[The WMCC Equity Committee Webpage](#)

[The WMCC Notice of Non-Discrimination](#)

Thank you.



White
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