

CLIMATE SURVEY TASK FORCE RECOMMENDATIONS

The charge of the task force was to foster a dialogue around the results from the 2019 KCCD College Employee Climate Survey, identify specific areas for improvement, and develop recommendations that will inform efforts to improve our campus climate moving forward. The task force began its work a year ago by reviewing the results of the 2019 KCCD College Employee Climate Survey. Based upon this review the task force conducted a follow-up survey, and received 138 responses, providing a framework for discussion by task force members for a set of recommendations. After regular meetings over the past semester, we present the following recommendations to College Council for consideration.

1. Develop a framework around communication and scope of participation in college decision-making processes
 - a. Establish clear guidelines on the process of collecting and responding to feedback
 - i. Participatory Governance Model Task Force 2022-2023
 - b. President to lead efforts to support and encourage participation on campus councils and committees
 - c. Virtual suggestion box
2. Establish a schedule of events to promote community building
 - a. Create a cross-functional work group to develop and promote quarterly social events
 - b. Annual college employee convocation/assembly/summit and employee recognition (e.g. Fire Mountain Summit)
 - c. No less than one townhall / open forum per semester
3. Monthly Communications / Revamp of the Howler
 - a. Department/committee updates and/or introductions and highlights
 - b. Employee recognitions
4. Ensure site equity with regard to events, and establish expectations with regard to campus visitations
5. Annual Professional Development
 - a. Communication Protocols
 - b. Trust-building
 - c. Management and Supervision

We anticipate a 2022 KCCD College Employee Survey to be distributed in the fall and will use those results as a baseline from which to compare results from the 2025 KCCD College Employee Survey in order to assess the impact of those recommendations which were acted upon.

Respectfully submitted on behalf of the Climate Survey Task force.

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