PRINCIPLES OF COMMUNITY SURVEY REPORT

Cal Poly Pomona
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Executive Summary

As part of its commitment to action in dismantling institutional racism at Cal Poly Pomona (CPP), campus leadership vowed to "Collaboratively develop a statement of Principles of Community for Cal Poly Pomona with input by students, faculty and staff to serve as an affirmation of the value of each member of the campus community and as a guide for our personal and collective behavior..." In fall 2023, the campus effort to develop Principles of Community was revived and led by the Office of Inclusive Excellence. The first step in the development process was a survey to gather campus input on the principles that Cal Poly Pomona would ideally uphold as a community,

Methodology

The formulation of the campus survey began by compiling a database comprising the principles of community established by various colleges and universities across the United States, encompassing both public and private institutions as well as those designated as minority-serving. Subsequently, 27 principles were distilled from this repository. A survey, designed to preserve respondent anonymity, was devised to gauge the perceived significance of each principle in shaping the ideal campus environment at Cal Poly Pomona. Participants were tasked with selecting and ranking the five principles they deemed most crucial. Demographic information was merged with responses to enable disaggregation based on parameters such as race, gender, major, college affiliation, and respondent type (student, faculty, staff). Incentives were offered to encourage survey participation, with the survey period spanning from January 26, 2024, to February 15, 2024.

Key Findings:

1. A total of 2607 individuals completed the survey.
2. The respondent sample closely mirrored the campus population across various demographics including respondent type, race/ethnicity, gender, college, and major.
3. The principles most frequently included in respondents' top 5 selections were: Mutual Respect, Academic Excellence, Personal Growth, Inclusivity, Freedom of Expression, Transparency, and Ethical Conduct.
4. While there were variations in the prioritization of these principles between students, faculty, and staff, there was substantial consensus on the core set of principles.

Creation of the Draft Statement of Principles of Community

The preliminary Principles of Community statement was crafted by synthesizing insights from both the survey data and the feedback gathered from the campus community during the preliminary review phase. This statement encapsulates key themes such as compassion and empathy that emerged from community discussions. Moreover, it serves to elucidate and define these principles, providing clarity on their significance and guiding the campus community on embodying them in their day-to-day interactions.

I. Background

On July 1, 2020 the Cal Poly Pomona leadership articulated its commitment to action in dismantling institutional racism at CPP. As part of its commitment to action, the leadership vowed to "Collaboratively develop a statement of Principles of Community for Cal Poly Pomona with input by students, faculty and staff to serve as an affirmation of the value of each member of the campus community and as a guide for our personal and collective behavior, part of which calls out racism as antithetical to our values and campus community." The initiative commenced in 2020 but encountered setbacks due to the pandemic and the departure of the Presidential Associate for Inclusion. However, with the appointment of a new Presidential Associate for Inclusion in December 2022, revitalizing the effort became a strategic focus for the Office of Inclusive Excellence. In November 2023, the initiative to establish Principles of Community was revived.

II. The Merits of Principles of Community

Principles of community are a set of guiding values, norms, and expectations that an organization, institution, or community establishes to foster a positive and inclusive environment. In the context of colleges and universities, principles of community articulate the shared values and expectations that members of the academic community are encouraged to uphold. These principles are designed to promote diversity, equity, inclusion, and respectful behavior among students, faculty, staff, and administrators.

College campuses thrive on diversity, bringing together individuals from varied backgrounds, cultures, and perspectives. The establishment of principles of community is pivotal in crafting an inclusive atmosphere, ensuring that every member feels esteemed and respected, regardless of their unique differences. These clearly defined principles not only set expectations for behavior and interactions but also cultivate a positive campus culture. Within this environment, students, faculty, and staff feel a sense of safety, support, and encouragement to freely express themselves and engage in constructive dialogue. Moreover, these principles serve as a robust framework for addressing conflicts and disputes. Shared values and guidelines make it easier to navigate disagreements and misunderstandings in a fair and respectful manner.

By articulating these principles, campuses proactively work towards preventing discrimination, harassment, and other forms of misconduct. Establishing behavioral expectations enables the campus community to collaboratively foster an environment free from discrimination and intolerance.

III. Developing the Principles for Cal Poly Pomona

The development of Cal Poly Pomona's Principles of Community was designed to be a collaborative and iterative process involving a wide range of stakeholders. By involving a broad range of stakeholders and fostering open communication, the goal was to create principles of community that reflect the shared values of the campus and contribute to a positive and inclusive environment.

A. Campus Survey Methodology

The formulation of the campus survey began by compiling a database comprising the principles of community established by various colleges and universities across the United States, encompassing both public and private institutions as well as those designated as minority-serving. Subsequently, 27 principles were distilled from this repository (see Table 1). Definitions for each of these principles is provided in Appendix C.

Table 1. Principles Included in Survey		
Academic excellence	Debate	Mutual respect
Academic freedom	Environmental stewardship	Openness
Academic integrity	Ethical conduct	Participative democracy
Civic engagement	Fairness	Personal growth
Civility	Freedom of expression	Professionalism
Collaboration	Good faith	Respectful dialogue
Compassion	Inclusivity	Shared governance
Cooperation	Inherent dignity of all people	Tolerance
Critical inquiry	Innovation	Transparency

A survey, designed to preserve respondent anonymity, was devised to gauge the perceived significance of each principle in shaping the ideal campus environment at Cal Poly Pomona. Participants were tasked with rating each of the 27 principles in terms of their importance and then selecting and ranking the five principles they deemed most crucial. See Appendix B for the full survey instrument.

Demographic information was merged with individual responses to enable disaggregation based on parameters such as race, gender, major, college affiliation, and respondent type (student, faculty, staff). The data output did not contain any individually identifying information and all responses remained anonymous.

Incentives were offered to encourage survey participation. The incentives included electronic accessories for students (AirPods and Apple Watch) and gift cards to the Bronco Bookstore in denominations ranging from $25 - $100 for staff and faculty. Winners of the incentive prizes were randomly selected at the end of the survey period.

The survey period was open from January 26, 2024 to February 15, 2024. This period coincided with the beginning of spring semester and fell after planned faculty strike activity on campus.

Individual emails were sent to 35,459 members of the Cal Poly Pomona community containing a personalized survey link. This distribution included faculty, staff, students, and administrators and included auxiliary employees. Periodic reminder emails were

sent to those who had not completed the survey throughout the survey window. A total of 2607 individuals completed the survey representing an 8% response rate. Ideally, the survey window would have been left open for a longer period to increase the response rate. However, the sample closely mirrored the demographics of the campus population and thus gave confidence to the generalizability of the results.
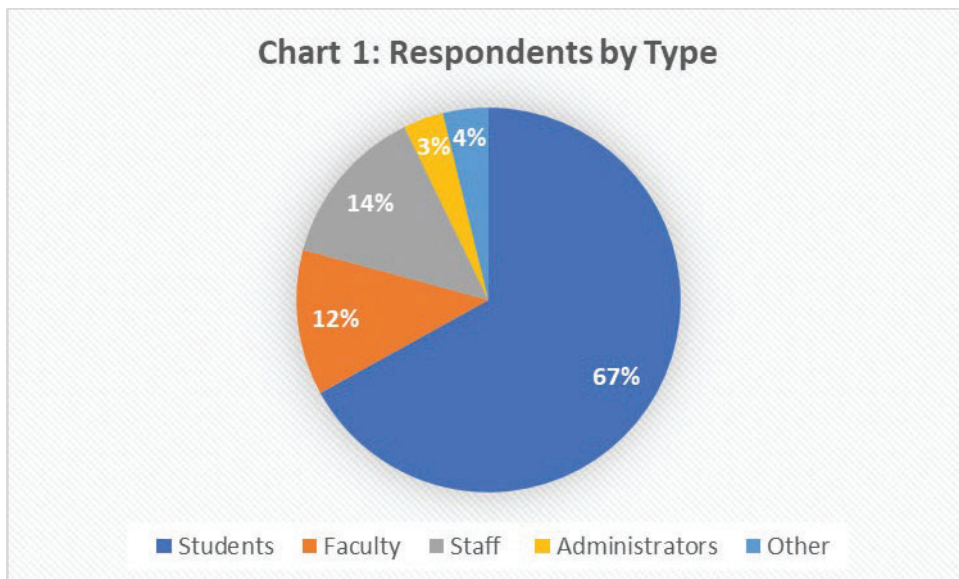
B. <u>Campus Survey Results</u>

Demographics

The first set of data analyses examined the gender and racial breakdown of the survey respondents. Tables 2 and 3 provide the percentage breakdown of the survey respondents by gender identity and race/ethnicity. Chart 1 presents the percentages of each type of survey respondent.

Table 2. Gender Identity	%
Male	55.0%
Female	40.4%
Non-Binary	0.3%

Table 3. Race/Ethnicity	%
American Indian/Alaskan Native	0.2%
Asian	20.3%
Black/African American	4.0%
Hispanic/Latino	42.3%
Native Hawaiian or Other Pacific Islander	0.2%
Two or More Races	3.1%
U.S. Nonresident	1.9%
Unknown	3.3%
White	20.5%

Chart 1: Respondents by Type

- Students 67%
- Faculty 12%
- Staff 14%
- Administrators 3%
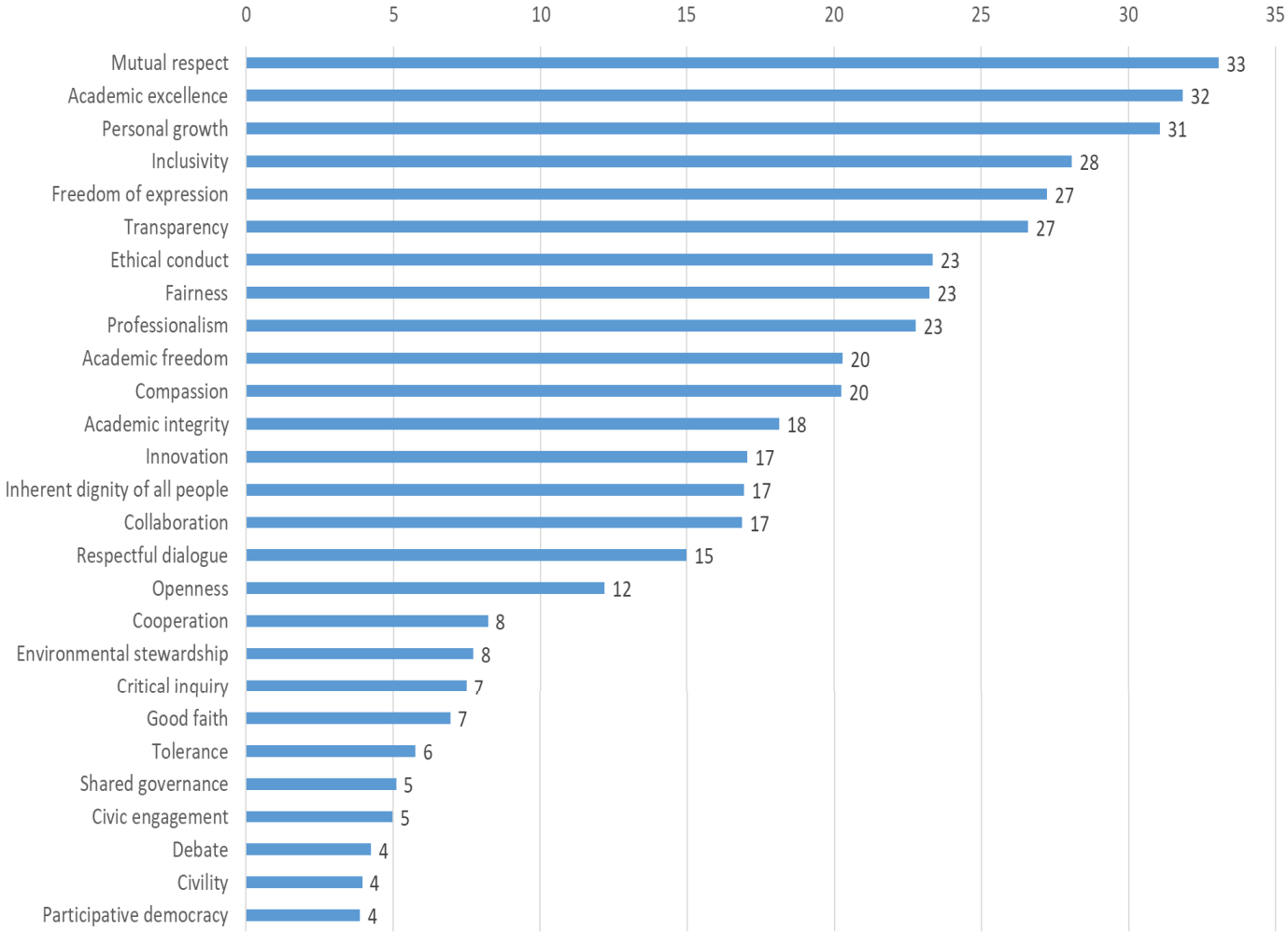- Other 4%

Ratings and Rankings

The next set of analyses examined respondents' ratings of the 27 principles. Respondents were specifically asked "How important are each of the following principles for creating the culture and behavior that you desire at Cal Poly Pomona?" on a rating scale anchored by 1 = not at all important and 5 = extremely important. Most of the principles received an average rating of at least 4 indicating that they were viewed as very important for creating a desired campus culture.

Chart 2. Ratings of Importance
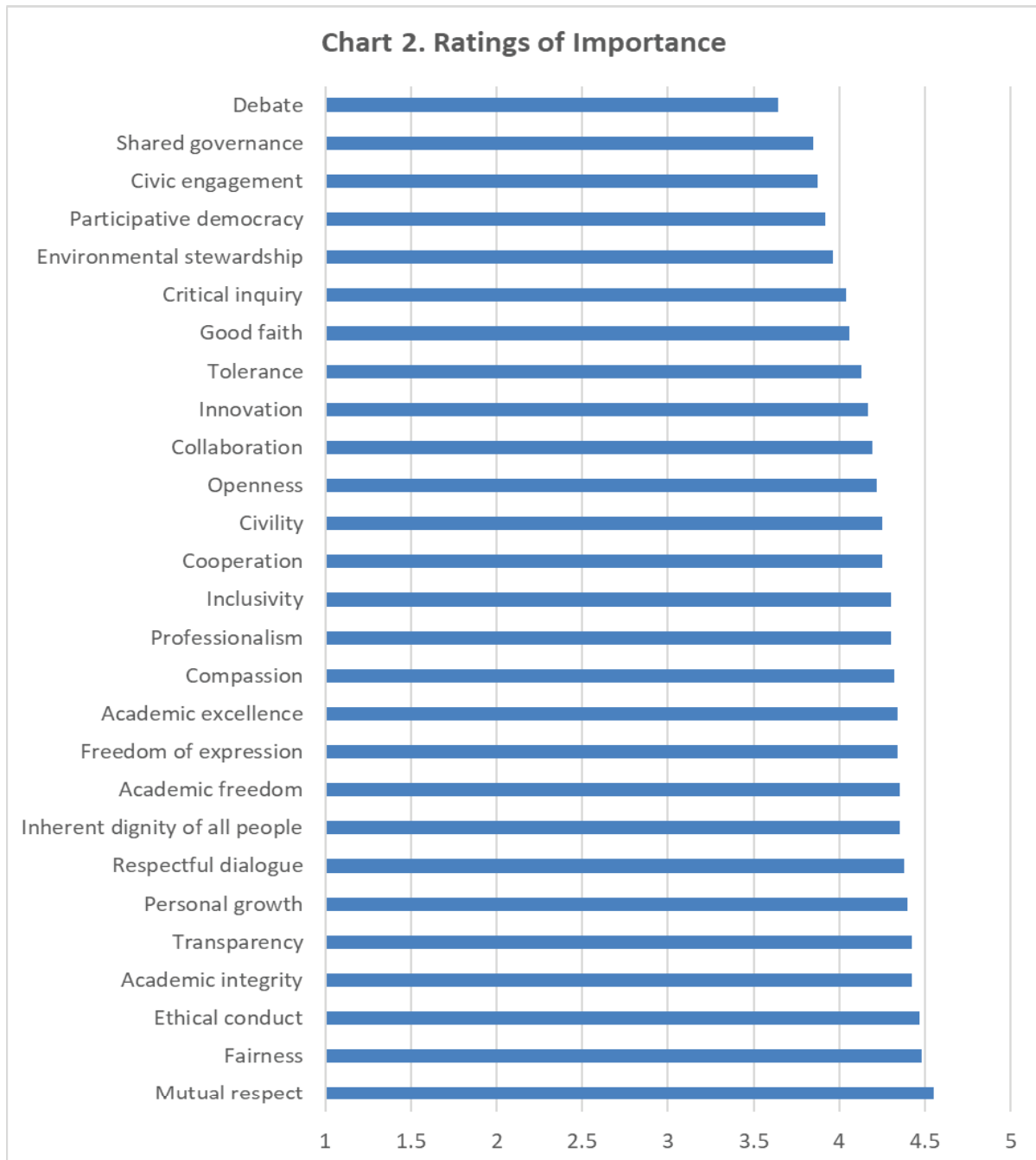
Following this survey item, respondents were asked the following question, "What do you see as the 5 most important principles for an ideal Cal Poly Pomona campus community? Select 5 options from the list below." In answering this question, respondents not only had to consider the importance of each principle but also the conceptual overlap between many of the principles. In many cases, respondents appeared to select 5 important yet distinct principles. Participants also had to weigh the principles against each other and think carefully to determine the ones that were most important.

Chart 3 below presented the frequency with which each principle appeared in respondents' Top 5 list.

Chart 3. Percentage of Respondents Who Selected Principle as one of their Top 5

Principle	Value
Mutual respect	33
Academic excellence	32
Personal growth	31
Inclusivity	28
Freedom of expression	27
Transparency	27
Ethical conduct	23
Fairness	23
Professionalism	23
Academic freedom	20
Compassion	20
Academic integrity	18
Innovation	17
Inherent dignity of all people	17
Collaboration	17
Respectful dialogue	15
Openness	12
Cooperation	8
Environmental stewardship	8
Critical inquiry	7
Good faith	7
Tolerance	6
Shared governance	5
Civic engagement	5
Debate	4
Civility	4
Participative democracy	4

As seen in Chart 3, the seven most popular principles among all respondents were:

- Mutual respect
- Academic excellence
- Personal growth
- Inclusivity
- Freedom of expression
- Transparency
- Ethical conduct

If one looks specifically at the principles that were selected as respondents #1 ranked principle, a very similar set of principles emerges. The principles that most frequently received a #1 ranking were as follows in descending order of popularity.

- Academic excellence
- Freedom of expression
- Inherent dignity of all people
- Personal growth
- Mutual respect
- Inclusivity
- Ethical conduct
- Transparency

Respondent Type

As shown in Table 4, there were variations in the prioritization of the various principles between students, faculty, and staff, but there was general agreement on the pool of principles.

Table 4. Most Frequently Selected Principles in Top 5 by Respondent Type

Students	Faculty	Staff
1.Personal growth	1.Academic excellence	1.Ethical conduct
2.Mutual respect	2.Academic freedom	2.Transparency
3.Freedom of expression	3.Transparency	3.Mutual respect
4.Academic excellence	4.Inherent dignity of all people	4.Inclusivity
5.Fairness	5.Mutual respect	5.Academic excellence
6.Inclusivity	6.Inclusivity	6.Professionalism
7.Transparency	7.Academic integrity	7.Personal growth

C. Creation of the Draft Statement of Principles of Community

The preliminary Principles of Community statement (see Appendix A) was crafted by synthesizing insights from both the survey data and the feedback gathered from the campus community during the preliminary review phase. This statement encapsulates key themes such as compassion and empathy that emerged from community discussions. Moreover, it serves to elucidate and define these principles, providing clarity on their significance and guiding the campus community on embodying them in their day-to-day interactions.

The upcoming phase of development represents a pivotal juncture in the iterative process of refining the Principles of Community. Central to this phase is the active solicitation of feedback from the diverse spectrum of voices within the campus community. Through open forums, email, and feedback forums, we seek to engage stakeholders at every level—students, faculty, staff, administrators, and alumni—in a collaborative dialogue aimed at enriching the draft statement.

Guided by principles of transparency and participatory governance, we aim to synthesize the diverse perspectives and aspirations of the campus community into a cohesive and resonant articulation of our shared values and aspirations. This iterative journey toward crafting the final statement represents a testament to our collective commitment to nurturing a campus culture rooted in equity, respect, and mutual understanding.

Appendix A:

Draft Statement of Principles of Community

At Cal Poly Pomona, we help anyone who dreams of success achieve it. In doing so, we firmly uphold a set of principles that define our collective ethos and guide our interactions within our diverse community. These principles are foundational to our mission of fostering a vibrant and supportive academic environment where all individuals can thrive. As members of this community, we commit ourselves to upholding the following values:

- **Mutual Respect**: We embrace the inherent dignity and worth of every individual and treat others with consideration, courtesy, and fairness, regardless of differences in backgrounds, beliefs, or perspectives. We cultivate an atmosphere of kindness, empathy, and compassion in all our interactions.

- **Academic Excellence**: We strive for the highest standards of intellectual inquiry, scholarly rigor, and creative expression. Through dedication to learning and innovation, we continuously pursue excellence in teaching, scholarship, and service to society.

- **Personal Growth**: We champion the holistic development of each member of our community, fostering opportunities for intellectual, emotional, and ethical growth. We support individuals in their journey of self-discovery, empowerment, and realization of their fullest potential.

- **Inclusivity:** We actively cultivate a culture of inclusivity where everyone feels valued, welcomed, and empowered to contribute. We reject all forms of discrimination, bias, and prejudice, working tirelessly to create a community that celebrates diversity and promotes equity and justice for all.

- **Freedom of Expression:** We uphold the fundamental right to freedom of thought, speech, and expression, recognizing that open discourse and intellectual exchange are essential to the pursuit of truth and the advancement of knowledge. We encourage respectful dialogue, debate, and dissent, fostering an environment where diverse viewpoints are heard and respected.

- **Ethical Conduct:** We adhere unwaveringly to the highest standards of ethical behavior, integrity, and responsibility in all aspects of academic, professional, and personal life. We uphold principles of honesty, transparency, and ethical conduct, maintaining the trust and respect of our community and the broader society.

By embracing these Principles of Community, we reaffirm our commitment to creating a supportive, inclusive, and intellectually vibrant environment where all members can flourish and contribute to the betterment of our world.

Appendix B:

Principles of Community Survey Instrument

Introduction

Principles of community are a set of guiding values, norms, and expectations that an organization, institution, or community establishes to foster a positive and inclusive environment. We are interested in what YOU think should be the principles of community that guide Cal Poly Pomona now and into the future.

Please answer this brief survey and let your voice be heard! And, remember, your responses are anonymous.

Demographic Questions

First, please tell us a little about yourself.

What is your race/ethnicity?

○ White
○ Hispanic/Latino
○ Black/African-American
○ Asian
○ Native Hawaiian or Other Pacific Islander
○ American Indian or Alaska Native
○ Two or more races
○ Other
○ Decline to state

What is your gender identity?

○ Cisgender Man

○ Cisgender Woman

○ Transgender Man

○ Transgender Woman

○ Non-binary

○ Gender non-conforming

○ Two Spirit

○ Questioning or unsure

○ Other

○ Decline to state

Evaluations

Please think about the type of campus culture that you would like to see at Cal Poly Pomona. How important are each of the principles below in shaping your ideal campus culture?

	Not at all important	Somewhat Important	Moderately Important	Very Important	Extremely Important
Civic engagement	○	○	○	○	○
Fairness	○	○	○	○	○
Shared governance	○	○	○	○	○
Transparency	○	○	○	○	○
Academic freedom	○	○	○	○	○
Debate	○	○	○	○	○
Professionalism	○	○	○	○	○
Tolerance	○	○	○	○	○
Critical inquiry	○	○	○	○	○
Compassion	○	○	○	○	○
Inherent dignity of all people	○	○	○	○	○
Academic integrity	○	○	○	○	○
Innovation	○	○	○	○	○
Academic excellence	○	○	○	○	○
Respectful dialogue	○	○	○	○	○

	Not at all important	Somewhat Important	Moderately Important	Very Important	Extremely Important
Inclusivity	○	○	○	○	○
Mutual respect	○	○	○	○	○
Participative democracy	○	○	○	○	○
Good faith	○	○	○	○	○
Ethical conduct	○	○	○	○	○
Openness	○	○	○	○	○
Personal growth	○	○	○	○	○
Cooperation	○	○	○	○	○
Environmental stewardship	○	○	○	○	○
Collaboration	○	○	○	○	○
Civility	○	○	○	○	○
Freedom of expression	○	○	○	○	○

What do you see as the 5 most important principles for an ideal Cal Poly Pomona campus community? Select 5 options from the list below.

☐ Freedom of expression   ☐ Debate   ☐ Openness

☐ Inherent dignity of all people   ☐ Critical inquiry   ☐ Academic freedom

☐ Mutual respect   ☐ Fairness   ☐ Compassion

☐ Ethical conduct   ☐ Cooperation   ☐ Respectful dialogue

☐ Academic integrity   ☐ Professionalism   ☐ Collaboration

☐ Tolerance   ☐ Civic engagement   ☐ Personal growth

☐ Civility   ☐ Environmental stewardship   ☐ Innovation

☐ Participative democracy   ☐ Good faith   ☐ Shared governance

☐ Transparency   ☐ Inclusivity   ☐ Academic excellence

Now, please rank the 5 principles that you selected, with 1 being the most important principle.

- » Freedom of expression

- » Inherent dignity of all people

- » Mutual respect

- » Ethical conduct

- » Academic integrity

- » Tolerance

- » Civility

- » Participative democracy

- » Transparency

- » Debate

- » Critical inquiry

- » Fairness

- » Cooperation

- » Professionalism

- » Civic engagement

- » Environmental stewardship

- » Good faith

- » Inclusivity

- » Openness

- » Academic freedom

- » Compassion

- » Respectful dialogue

- » Collaboration

- » Personal growth

- » Innovation

» Shared governance

» Academic excellence

Were there other principles that were not listed previously that you believe are important? If so, please enter them here:

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Would you like to enter the raffle to win a prize? Select "Yes" to be directed to another form where you can enter the raffle. Your responses to this survey will remain anonymous.

○ Yes
○ No

Appendix C:

Survey Principles Defined

Academic excellence: is the demonstrated ability to perform, achieve, and/or excel in scholastic activities.

Academic integrity: acting in a way that is honest, fair, respectful, and responsible in your studies and academic work.

Academic freedom: the freedom of teachers, students, and academic institutions to pursue knowledge wherever it may lead, without undue or unreasonable interference.

Civic engagement: individual and collective actions designed to identify and address issues of public concern.

Civility: formal politeness and courtesy in behavior or speech.

Collaboration: the action of working with someone to produce or create something.

Compassion: a social feeling that motivates people to go out of their way to relieve the physical, mental, or emotional pains of others and themselves.

Cooperation: an act or instance of working or acting together for a common purpose or benefit; joint action.

Critical inquiry: process of gathering and evaluating information, ideas, and assumptions from multiple perspectives to produce well-reasoned analysis and understanding, and leading to new ideas, applications, and questions.

Debate: a formal discussion on a particular topic in a public meeting or legislative assembly, in which opposing arguments are put forward.

Environmental stewardship: the responsible use and protection of the natural environment through active participation in conservation efforts and sustainable practices by individuals, small groups, nonprofit organizations, federal agencies, and other collective networks.

Ethical conduct: principles of fairness, good faith, and respect consistent with laws, regulations and University policies govern our conduct with others both inside and outside the community.

Fairness: the quality of making judgments that are free from discrimination.

Freedom of expression: the right to express one's thoughts and to communicate freely with others affirms the dignity and worth of each member of society and allows each individual to realize his or her full human potential.

Good faith: honesty or sincerity of intention.

Inclusivity: the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those having physical or intellectual disabilities or belonging to other minority groups.

Inherent dignity: the worth of every person. When the dignity of persons with disabilities is respected, their experiences and opinions are valued and are formed without fear of physical, psychological, or emotional harm.

Innovation: the introduction of something new.

Mutual respect: everyone being valued for who they are and what they bring to the table. It involves seeing people's unique contributions, recognizing, and understanding differences, and celebrating diversity – but also capitalizing on common ground.

Openness: the quality of being honest and not hiding information or feelings.

Participative democracy: a form of government in which citizens participate individually and directly in political decisions and policies that affect their lives, rather than through elected representatives.

Personal growth: a process of both understanding yourself and pushing yourself to reach your highest potential.

Professionalism: the conduct, aims, or qualities that characterize or mark a profession or a professional person.

Respectful dialogue: engagement in honest, thoughtful, and reflexive conversation with the goal of understanding one another.

Shared governance: refers to structures and processes through which faculty, professional staff, administration, governing boards and, sometimes, students and staff participate in the development of policies and in decision-making that affect the institution.

Tolerance: the ability or willingness to tolerate something, specifically, the existence of opinions or behavior that one does not necessarily agree with.

Transparency: the quality of being easy to perceive or detect.