

**Experience with Racism, Discrimination, and Microaggression
Campus Climate Survey, Spring 2025**

Foothill Employees	All	Admin	Classified	F-T Faculty	P-T Faculty
Racial Tension					
I feel racial tension at my college	31% 27/87	18% 2/11	27% 9/33	54% 14/26	14% 2/14
Discrimination - personally experienced at the college based on...					
Physical or learning disability	4% 4/90	0% 0/12	3% 1/34	11% 3/27	0% 0/14
Age	14% 13/90	8% 1/12	15% 5/34	19% 5/27	14% 2/14
Ancestry	18% 16/90	0% 0/12	24% 8/34	22% 6/27	14% 2/14
National origin/citizen status	8% 7/90	0% 0/12	12% 4/34	11% 3/27	0% 0/14
Gender identity/gender expression	9% 8/90	8% 1/12	12% 4/34	11% 3/27	0% 0/14
Genetic information	2% 2/90	0% 0/12	0% 0/34	4% 1/27	7% 1/14
Immigration status	2% 2/90	0% 0/12	0% 0/34	7% 2/27	0% 0/14
Income status	6% 5/90	0% 0/12	3% 1/34	11% 3/27	7% 1/14
English language proficiency/accent	4% 4/90	0% 0/12	9% 3/34	4% 1/27	0% 0/14
Marital status	11% 10/90	0% 0/12	9% 3/34	22% 6/27	7% 1/14
Medical condition	3% 3/90	0% 0/12	3% 1/34	7% 2/27	0% 0/14
Military/veteran status	0% 0/90	0% 0/12	0% 0/34	0% 0/27	0% 0/14
Parental/guardian status	6% 5/90	0% 0/12	3% 1/34	15% 4/27	0% 0/14
Political orientation	17% 15/90	17% 2/12	12% 4/34	22% 6/27	21% 3/14
Race/ethnicity	22% 20/90	8% 1/12	29% 10/34	30% 8/27	7% 1/14
Religion	8% 7/90	0% 0/12	9% 3/34	11% 3/27	7% 1/14
Sexual orientation	6% 5/90	0% 0/12	3% 1/34	15% 4/27	0% 0/14
Discrimination - witnessed at the college based on...					
Physical or learning disability	17% 15/90	25% 3/12	18% 6/34	19% 5/27	7% 1/14
Age	11% 10/90	0% 0/12	12% 4/34	19% 5/27	7% 1/14
Ancestry	17% 15/90	17% 2/12	15% 5/34	22% 6/27	7% 1/14
National origin/citizen status	14% 13/90	0% 0/12	21% 7/34	15% 4/27	14% 2/14
Gender identity/gender expression	14% 13/90	0% 0/12	18% 6/34	26% 7/27	0% 0/14
Genetic information	3% 3/90	0% 0/12	6% 2/34	4% 1/27	0% 0/14
Immigration status	13% 12/90	8% 1/12	12% 4/34	22% 6/27	0% 0/14
Income status	11% 10/90	8% 1/12	6% 2/34	26% 7/27	0% 0/14
English language proficiency/accent	24% 22/90	17% 2/12	29% 10/34	30% 8/27	7% 1/14
Marital status	3% 3/90	0% 0/12	0% 0/34	11% 3/27	0% 0/14
Medical condition	9% 8/90	0% 0/12	9% 3/34	19% 5/27	0% 0/14
Military/veteran status	2% 2/90	0% 0/12	0% 0/34	4% 1/27	7% 1/14
Parental/guardian status	9% 8/90	0% 0/12	9% 3/34	15% 4/27	7% 1/14
Political orientation	23% 21/90	17% 2/12	35% 12/34	26% 7/27	0% 0/14
Race/ethnicity	31% 28/90	25% 3/12	32% 11/34	41% 11/27	14% 2/14
Religion	27% 24/90	17% 2/12	26% 9/34	44% 12/27	7% 1/14
Sexual orientation	20% 18/90	8% 1/12	24% 8/34	26% 7/27	7% 1/14
Discrimination - neither personally experienced or witnessed at the college based on...					
Physical or learning disability	74% 67/90	75% 9/12	76% 26/34	63% 17/27	93% 13/14
Age	69% 62/90	83% 10/12	71% 24/34	59% 16/27	71% 10/14
Ancestry	66% 59/90	83% 10/12	68% 23/34	48% 13/27	79% 11/14
National origin/citizen status	73% 66/90	92% 11/12	71% 24/34	63% 17/27	86% 12/14
Gender identity/gender expression	71% 64/90	83% 10/12	71% 24/34	52% 14/27	100% 14/14
Genetic information	86% 77/90	92% 11/12	88% 30/34	78% 21/27	93% 13/14
Immigration status	78% 70/90	83% 10/12	82% 28/34	63% 17/27	100% 14/14
Income status	77% 69/90	83% 10/12	88% 30/34	52% 14/27	93% 13/14
English language proficiency/accent	67% 60/90	75% 9/12	65% 22/34	56% 15/27	93% 13/14
Marital status	79% 71/90	92% 11/12	85% 29/34	59% 16/27	93% 13/14
Medical condition	79% 71/90	92% 11/12	82% 28/34	59% 16/27	100% 14/14
Military/veteran status	87% 78/90	92% 11/12	91% 31/34	78% 21/27	93% 13/14
Parental/guardian status	79% 71/90	92% 11/12	82% 28/34	63% 17/27	93% 13/14
Political orientation	58% 52/90	58% 7/12	59% 20/34	44% 12/27	79% 11/14
Race/ethnicity	52% 47/90	67% 8/12	53% 18/34	33% 9/27	79% 11/14
Religion	64% 58/90	75% 9/12	68% 23/34	44% 12/27	86% 12/14
Sexual orientation	68% 61/90	83% 10/12	71% 24/34	48% 13/27	93% 13/14

**Experience with Racism, Discrimination, and Microaggression
Campus Climate Survey, Spring 2025**

Microaggression - personally experienced at the college based on...											
Verbal or nonverbal attacks meant to hurt you or someone else	33%	30/90	42%	5/12	29%	10/34	41%	11/27	29%	4/14	
Communications that exclude, negate, or nullify your or someone else's thoughts, feelings, or reality	39%	35/90	33%	4/12	35%	12/34	48%	13/27	36%	5/14	
People assuming you or someone else would not be as intelligent based on your/their identity	26%	23/90	8%	1/12	24%	8/34	41%	11/27	14%	2/14	
People assuming you or someone else were dangerous, criminal, or deviant based on your/their identity	8%	7/90	8%	1/12	3%	1/34	19%	5/27	0%	0/14	
People assuming things about your or someone else's character based on your/their identity (see more)	31%	28/90	25%	3/12	35%	12/34	37%	10/27	21%	3/14	
Having a person be given preferential treatment over you or someone else because of your/their identity	36%	32/90	25%	3/12	35%	12/34	44%	12/27	36%	5/14	
Microaggression - witnessed at the college based on...											
Verbal or nonverbal attacks meant to hurt you or someone else	27%	24/90	8%	1/12	32%	11/34	30%	8/27	21%	3/14	
Communications that exclude, negate, or nullify your or someone else's thoughts, feelings, or reality	22%	20/90	8%	1/12	26%	9/34	33%	9/27	7%	1/14	
People assuming you or someone else would not be as intelligent based on your/their identity	27%	24/90	25%	3/12	35%	12/34	33%	9/27	0%	0/14	
People assuming you or someone else were dangerous, criminal, or deviant based on your/their identity	21%	19/90	25%	3/12	24%	8/34	26%	7/27	7%	1/14	
People assuming things about your or someone else's character based on your/their identity	24%	22/90	8%	1/12	32%	11/34	33%	9/27	7%	1/14	
Having a person be given preferential treatment over you or someone else because of your/their identity	23%	21/90	0%	0/12	32%	11/34	33%	9/27	7%	1/14	
Microaggression - neither personally experienced or witnessed at the college based on...											
Verbal or nonverbal attacks meant to hurt you or someone else	49%	44/90	58%	7/12	53%	18/34	30%	8/27	64%	9/14	
Communications that exclude, negate, or nullify your or someone else's thoughts, feelings, or reality	46%	41/90	58%	7/12	53%	18/34	26%	7/27	57%	8/14	
People assuming you or someone else would not be as intelligent based on your/their identity	52%	47/90	58%	7/12	56%	19/34	30%	8/27	86%	12/14	
People assuming you or someone else were dangerous, criminal, or deviant based on your/their identity	66%	59/90	67%	8/12	71%	24/34	44%	12/27	93%	13/14	
People assuming things about your or someone else's character based on your/their identity	50%	45/90	58%	7/12	50%	17/34	30%	8/27	79%	11/14	
Having a person be given preferential treatment over you or someone else because of your/their identity	49%	44/90	75%	9/12	44%	15/34	33%	9/27	64%	9/14	
Microaggression - basis (experienced or witnessed)											
Age	35%	20/57	25%	2/8	53%	10/19	24%	5/21	29%	2/7	
Ancestry	33%	19/57	25%	2/8	37%	7/19	33%	7/21	43%	3/7	
English language proficiency/accent	25%	14/57	0%	0/8	37%	7/19	33%	7/21	0%	0/7	
Immigration status	16%	9/57	13%	1/8	11%	2/19	29%	6/21	0%	0/7	
Gender identity/gender expression	44%	25/57	25%	2/8	58%	11/19	48%	10/21	14%	1/7	
Genetic information	4%	2/57	0%	0/8	5%	1/19	5%	1/21	0%	0/7	
Income status	11%	6/57	13%	1/8	11%	2/19	5%	1/21	14%	1/7	
Marital status	11%	6/57	0%	0/8	5%	1/19	24%	5/21	0%	0/7	
Medical condition	11%	6/57	13%	1/8	11%	2/19	14%	3/21	0%	0/7	
Military/veteran status	0%	0/57	0%	0/8	0%	0/19	0%	0/21	0%	0/7	
National origin/citizen status	18%	10/57	0%	0/8	16%	3/19	33%	7/21	0%	0/7	
Parental/guardian status	12%	7/57	0%	0/8	5%	1/19	29%	6/21	0%	0/7	
Physical or learning disability	16%	9/57	13%	1/8	21%	4/19	19%	4/21	0%	0/7	
Political orientation	44%	25/57	25%	2/8	42%	8/19	52%	11/21	57%	4/7	
Race/ethnicity	67%	38/57	50%	4/8	84%	16/19	71%	15/21	29%	2/7	
Religion	28%	16/57	13%	1/8	37%	7/19	29%	6/21	14%	1/7	
Sexual orientation	19%	11/57	13%	1/8	21%	4/19	29%	6/21	0%	0/7	

**Experience with Racism, Discrimination, and Microaggression
Campus Climate Survey, Spring 2025**

Discrimination and/or Microaggression - location (Mark all that apply)											
Physical classroom	11%	7/63	13%	1/8	0%	0/24	23%	5/22	14%	1/7	
Online classroom	6%	4/63	13%	1/8	0%	0/24	14%	3/22	0%	0/7	
Indoor common area (e.g., hallway, lounge, cafeteria, library, computer lab)	38%	24/63	0%	0/8	42%	10/24	50%	11/22	29%	2/7	
Outdoor common area or parking lot	21%	13/63	13%	1/8	21%	5/24	32%	7/22	0%	0/7	
Social media platform	6%	4/63	13%	1/8	0%	0/24	9%	2/22	14%	1/7	
Zoom or remote meeting space	32%	20/63	13%	1/8	42%	10/24	36%	8/22	14%	1/7	
Department/office	62%	39/63	50%	4/8	67%	16/24	68%	15/22	43%	3/7	
An area not listed above	25%	16/63	38%	3/8	17%	4/24	32%	7/22	29%	2/7	
Discrimination and/or Microaggression - perpetrator (Mark all that apply)											
An administrator	59%	37/63	25%	2/8	75%	18/24	59%	13/22	43%	3/7	
A classified professional employee	35%	22/63	25%	2/8	63%	15/24	23%	5/22	0%	0/7	
A faculty member	52%	33/63	63%	5/8	42%	10/24	73%	16/22	14%	1/7	
A counselor	13%	8/63	0%	0/8	13%	3/24	18%	4/22	14%	1/7	
A student	27%	17/63	25%	2/8	17%	4/24	36%	8/22	29%	2/7	
Not sure	3%	2/63	13%	1/8	0%	0/24	5%	1/22	0%	0/7	
A person not listed above	10%	6/63	13%	1/8	8%	2/24	9%	2/22	14%	1/7	
Discrimination and/or Microaggression - impact (Mark that all apply)											
Increased my personal motivation or activism to make change	33%	21/63	38%	3/8	42%	10/24	32%	7/22	14%	1/7	
Negatively affected my ability to conduct my job	35%	22/63	25%	2/8	17%	4/24	59%	13/22	43%	3/7	
Negatively affected my physical health	25%	16/63	38%	3/8	21%	5/24	27%	6/22	29%	2/7	
Negatively affected my emotional well-being	57%	36/63	50%	4/8	58%	14/24	59%	13/22	57%	4/7	
Created feelings of frustration and/or anger	71%	45/63	88%	7/8	71%	17/24	68%	15/22	57%	4/7	
Created feelings of loneliness, lack of belonging, and/or isolation	51%	32/63	38%	3/8	54%	13/24	55%	12/22	43%	3/7	
I did not experience any negative effects	3%	2/63	0%	0/8	0%	0/24	5%	1/22	14%	1/7	
Are you aware of the college's complaint process?											
Yes	67%	41/61	88%	7/8	59%	13/22	82%	18/22	43%	3/7	
Did you inform another employee(s) about any incident(s) you experienced or witnessed?											
Yes	59%	35/59	57%	4/7	64%	14/22	52%	11/21	57%	4/7	
Whom did you inform or what action did you take? (Mark all that apply)											
My manager/supervisor	51%	18/35			50%	7/14	55%	6/11			
An administrator	37%	13/35			21%	3/14	36%	4/11			
Another employee (not my manager and not an administrator)	54%	19/35			79%	11/14	55%	6/11			
A campus security/public safety officer	9%	3/35			7%	1/14	18%	2/11			
The designated Human Resource contact for complaints	23%	8/35			7%	1/14	64%	7/11			
Completed the institution's online complaint form	6%	2/35			14%	2/14	0%	0/11			
None of the above	6%	2/35			0%	0/14	0%	0/11			
How satisfied were you with the response(s) to your concern(s)?											
Very satisfied or Somewhat satisfied	50%	17/34			62%	8/13	36%	4/11			
Why did you not report the incident? (Mark all that apply)											
I did not think it would resolve anything/make a difference	75%	18/24			88%	7/8	80%	8/10			
I did not want to get someone in trouble	8%	2/24			25%	2/8	0%	0/10			
I did not know how (did not know the process for informing)	0%	0/24			0%	0/8	0%	0/10			
I feared the possibility of retaliation	29%	7/24			75%	6/8	10%	1/10			
The incident did not seem serious enough to report/discuss	25%	6/24			25%	2/8	20%	2/10			
I did not want to get involved	17%	4/24			50%	4/8	0%	0/10			
I did not have the time to get involved	17%	4/24			38%	3/8	10%	1/10			
I did not want anyone to know	0%	0/24			0%	0/8	0%	0/10			
None of the above	13%	3/24			0%	0/8	10%	1/10			

Questions with less than 5 responses are not displayed.

Percentages represent respondents that answered Strongly agree + Agree or whether the response option was checked.