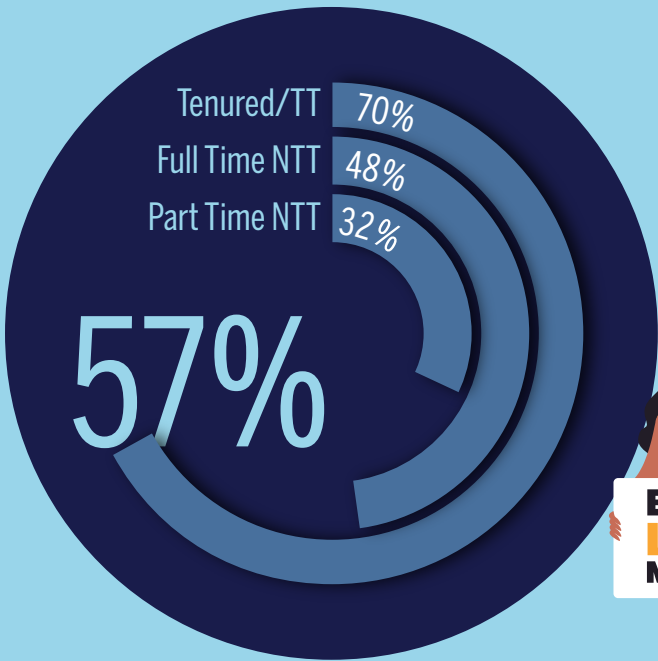


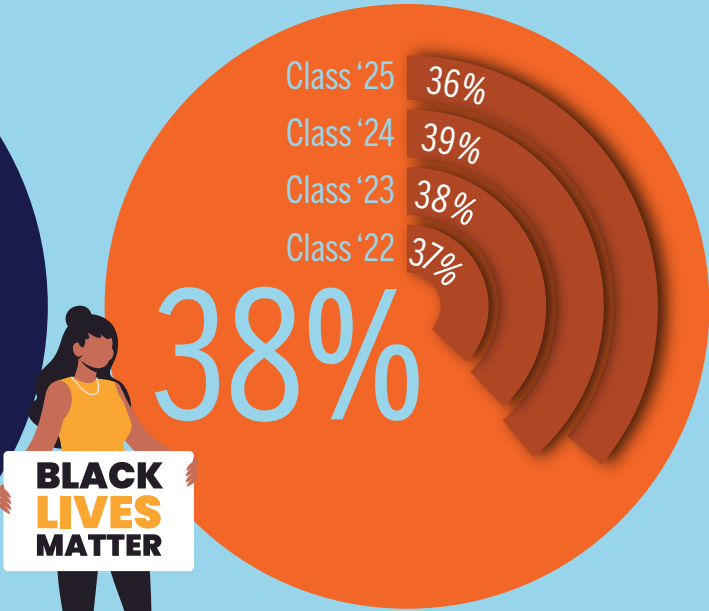
OXY SPEAKS!

THANK YOU FOR MAKING
YOUR VOICE HEARD...

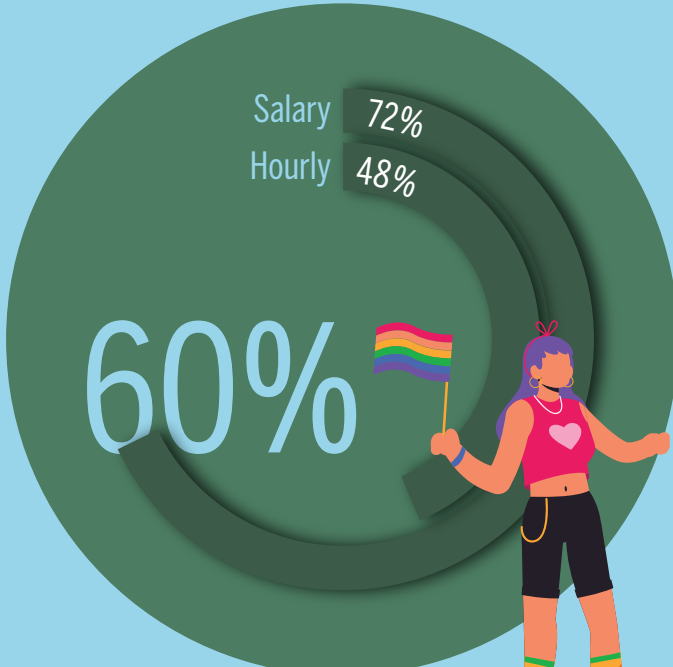
Participation Rates



FACULTY

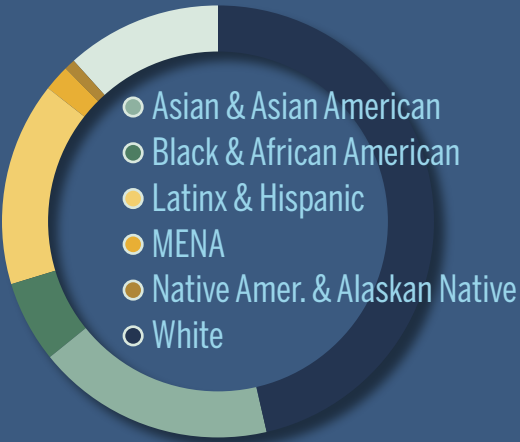


STUDENTS

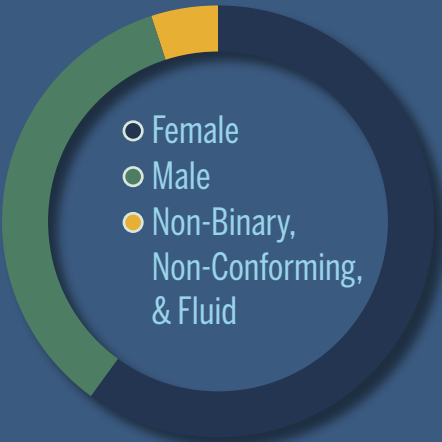


STAFF

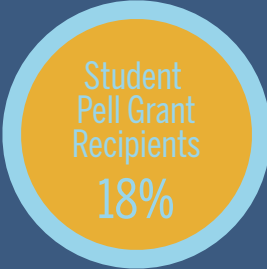
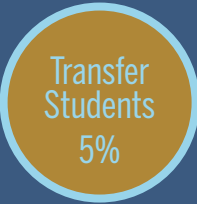
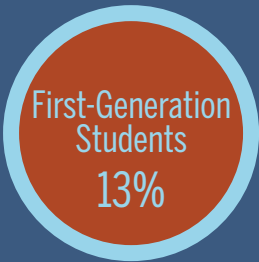
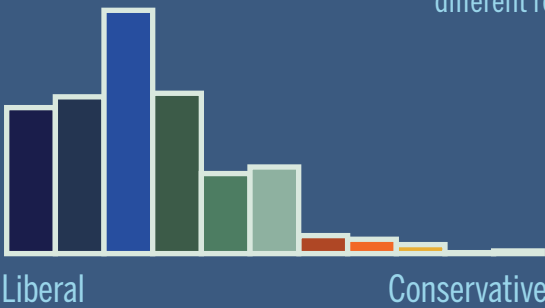
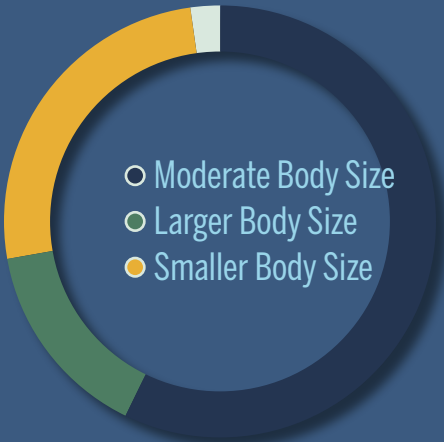
Demographic Distributions of Respondents



Respondents identified with over 120 specific ethno-racial groups



Respondents identified with over 20 different religious/spiritual groups



Some distribution percentages are approximate since respondents could choose more than one option for certain demographic questions

- Spring 2022: we are processing the data and preparing a top-line overview of the results to share with leaders in each operational division at Oxy
- Summer 2022: we will create detailed data packets, disaggregated across a variety of demographic groups, which we will share with various committees and departments across campus, including the Council on Equity & Justice and the Integrated Strategic Planning Working Groups



Next steps...

- Fall 2022 (and beyond): we will share the results of the survey with the Oxy community, and we will use the data to identify and address inequities between groups, and to help support the satisfaction, belonging, and thriving of everyone in our community
- Spring 2025: we will implement the community-wide, deep-dive version of Oxy Speaks! again to help track progress on key metrics and to continue to improve the experience of **everyone at Oxy**