GCCCD Safety Survey: Employee Responses

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Cuyamaca College's Institutional Effectiveness, Success, and Equity Office
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Survey background

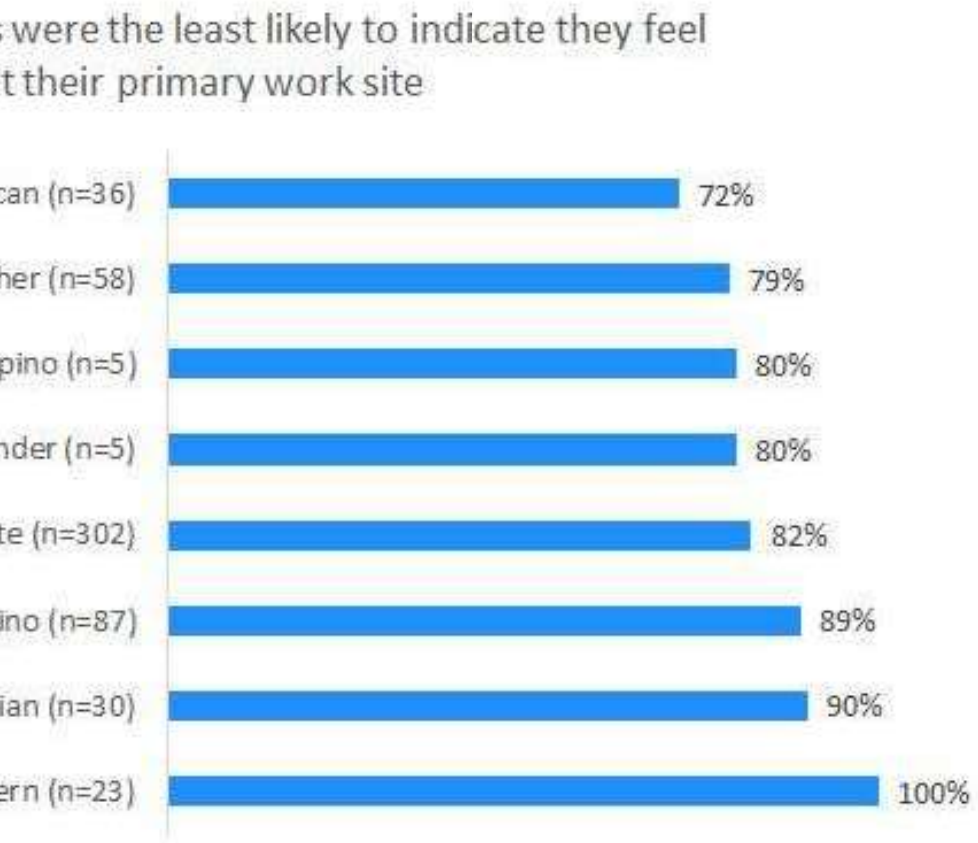
- District-wide survey of employees to assess their
  - **perceptions of safety on campus**, and
  - **suggestions** about law enforcement presence
- Administered via SurveyMonkey in November and December 2020
- **657** valid responses
- Note: Responses may not be representative of the larger population of employees

Most employees* feel safe at GCCCD

The majority of respondents either feel **safe (45%)** or **very safe (37%)** at their primary work site

**Among those who responded to the survey*

Black employees were the least likely to feel safe at GCCCD, compared to other employee groups



Employees’ biggest safety concerns

Employees who felt **unsafe** or **very unsafe** explained that this was **due to concerns about the following:**

- Lack of door locks
- Open-access campus
- Potential active shooter
- No comprehensive emergency plan
- Lack of regular training and emergency drills
- Confusion about who or how to call to get help

Employees’ biggest safety concerns

Employees who felt **unsafe** or **very unsafe** explained that this was **due to concerns about the following:**

- Lack of security cameras
- No one around, especially early and late in the day
- Night
- Car break-ins/theft
- Inadequate security coverage, slow response time, and inadequate response to incidents
- Officers are not adequately trained to handle mental health emergencies
- Officers only intervene if a law is violated and do not "keep the peace"
- No panic/emergency buttons to alert officers

Employees' biggest safety concerns

Employees who felt **unsafe** or **very unsafe** explained that this was **due to concerns about the following:**

- Concerns about student attitudes towards instructors
- Concerns about police/911 being called for minor incidents
- Concerns about protecting students from other students
- Safety solutions are not accessible for individuals who are Deaf or Hard-of-Hearing

Most employees had used CAPS services

Most respondents (79%) have used specific CAPS services.

The most common CAPS services respondents used include:

- **Classroom unlocks**
- **Lost and found**
- **Parking issues/concerns**
- **Alarms**
- **Vehicle unlocks**
- **Safety escorts**

Most employees were satisfied with CAPS

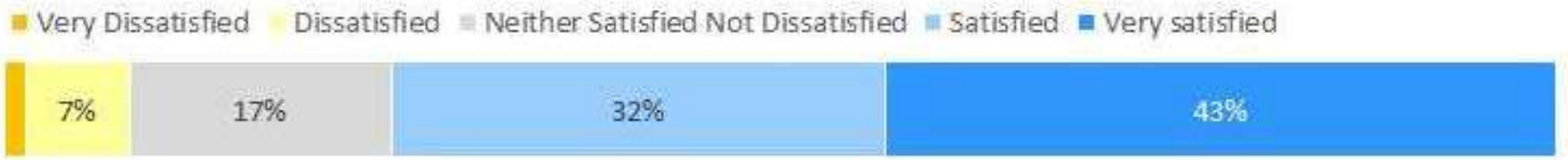
Most respondents who used or were familiar with CAPS were either **satisfied (38%)** or **very satisfied (44%)** with those services

Most employees had some familiarity with campus law enforcement

Approximately 92% of respondents indicated they were **slightly**, **moderately**, or **very familiar** with campus law enforcement

Most employees were satisfied with law enforcement services

The majority of respondents who used or were familiar with law enforcement services were either **satisfied (32%)** or **very satisfied (43%)** with those services



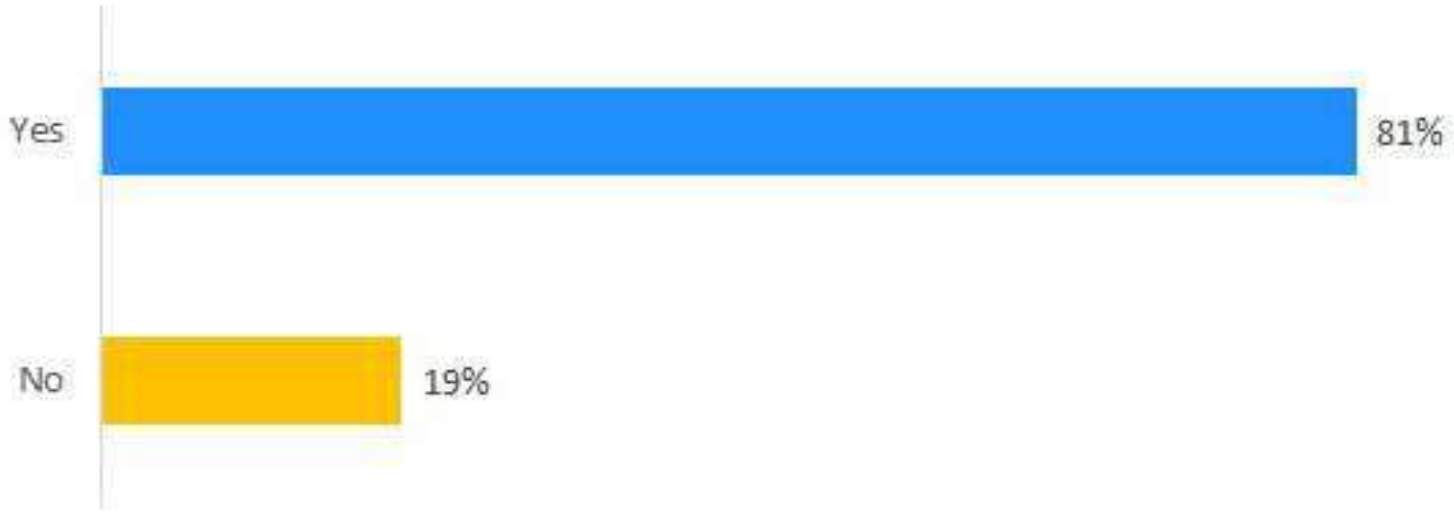
Employees who were dissatisfied with law enforcement services explained why

Some of the employees who were **dissatisfied** or **very dissatisfied** with law enforcement provided the following explanations:

- Law enforcement presence is **intimidating**, they are **rude and harrassing**, **should not be armed**, and **are dismissive** by not taking reports seriously
- Law enforcement presence is **inadequate**, the **contract is costly**, they are **not available** when needed, and **do not follow up or follow through**
- Law enforcement are **not trained to handle behavioral or mental health emergencies,** and have **mishandled potentially dangerous situations**
- Compared to previous campus police, current officers are **not as familiar with or connected to the campus, students, and employees**

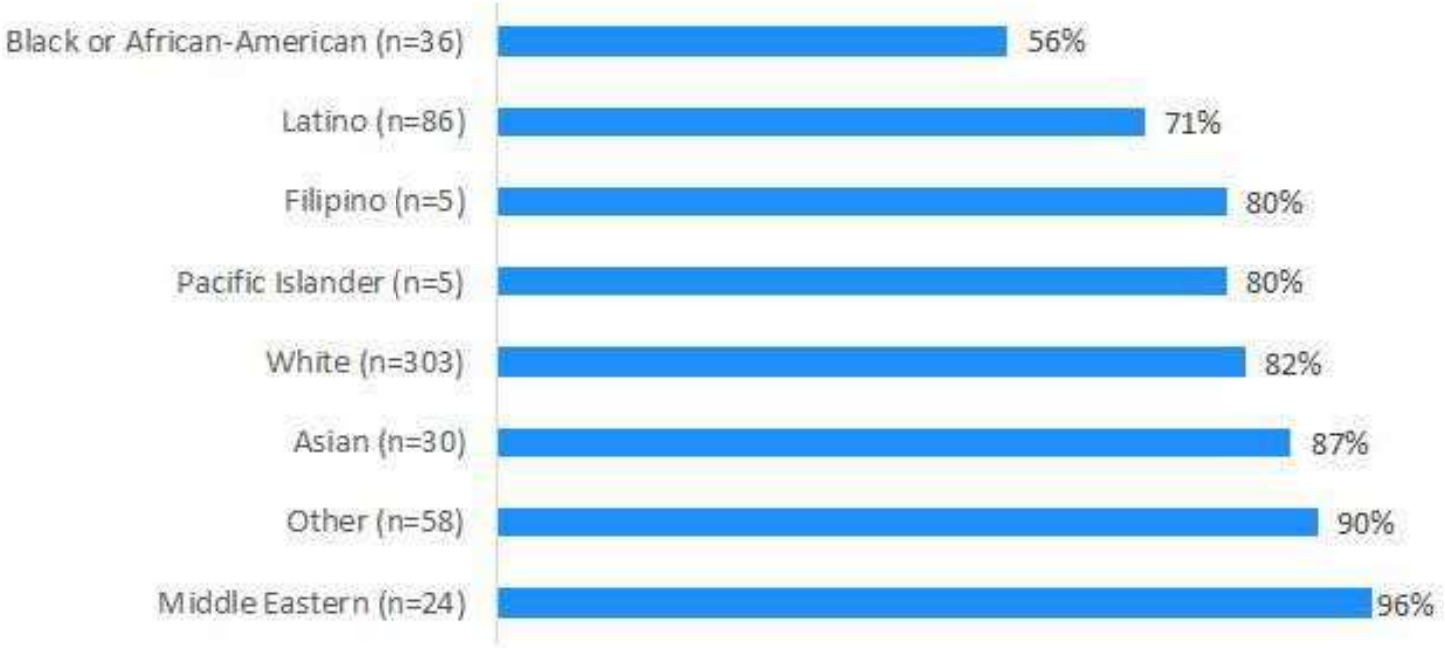
Most employees believe GCCCD should maintain law enforcement presence on campus

The majority of respondents (81%) believe the District **should maintain a law enforcement presence** on campus.



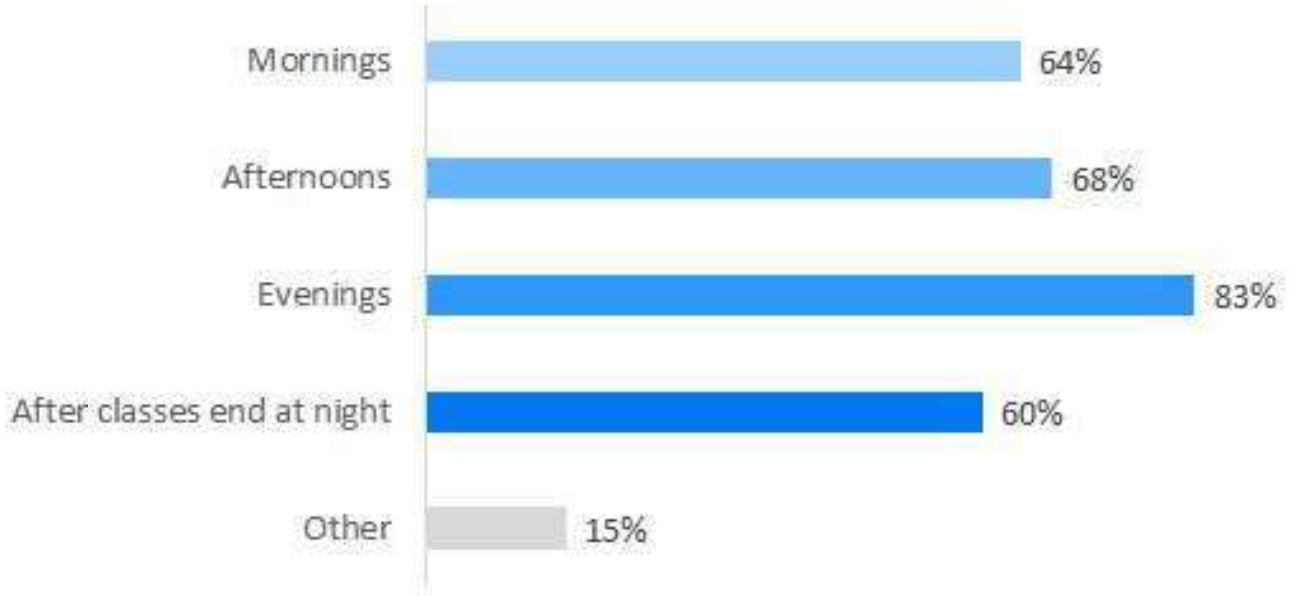
Black and Latino employees were less likely to endorse maintaining a law enforcement presence on campus

Black and Latino respondents were less likely to endorse **maintaining a law enforcement presence** on campus than others who identify with another race or ethnicity



The vast majority of employees in favor of a law enforcement presence suggest this should be in the evenings

The vast majority of respondents who believe the District should maintain a law enforcement presence indicated this presence should be in **the evenings (83%).**



Employees' feelings about replacing law enforcement with CAPS varied

Out of 579 open-ended responses, some employees **were in favor** of replacing law enforcement with CAPS, some **were in favor but only conditionally**, some **were not in favor** of this, and some **did not have enough information** about this proposal.

"Yes. I think most safety issues can be handled by a trained team of CAPS representatives, and if a situation is dangerous, there's still the option to call 911."

"I would support this only if the county sheriff would be be able to respond to emergencies very quickly. I don't think that CAPS in its current form is capable of handling any real emergencies."

"I would not support this as with events in the past in the US such as school shootings and violence, police presence is vital at our campuses"

"I would need to know more facts about how this would work before deciding if I would support the changes or not."

Employees' feelings about replacing law enforcement with CSOs varied

Out of 565 open-ended responses, some employees **were in favor** of replacing law enforcement with CSOs, some **were in favor but only conditionally**, some **were not in favor** of this, and some **did not have enough information** about this proposal.

"Yes, we should look at ways to assist our students and community rather than heighten the situation with armed police"

"No, I feel that anything can happen at a community college and we need the law enforcement."

"Maybe, it depends on their level of training, enforcement, and responsiveness."

"I am not sure what that entails"

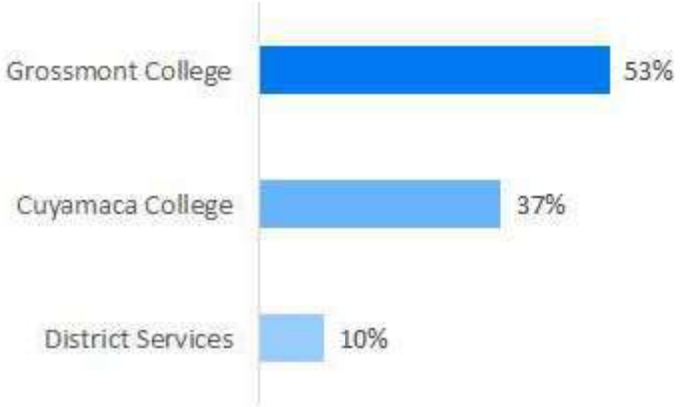
Employees had many suggestions to improve safety on campus

Out of 461 open-ended responses, **employees' suggestions to improve safety on campus** reflected the following common themes:

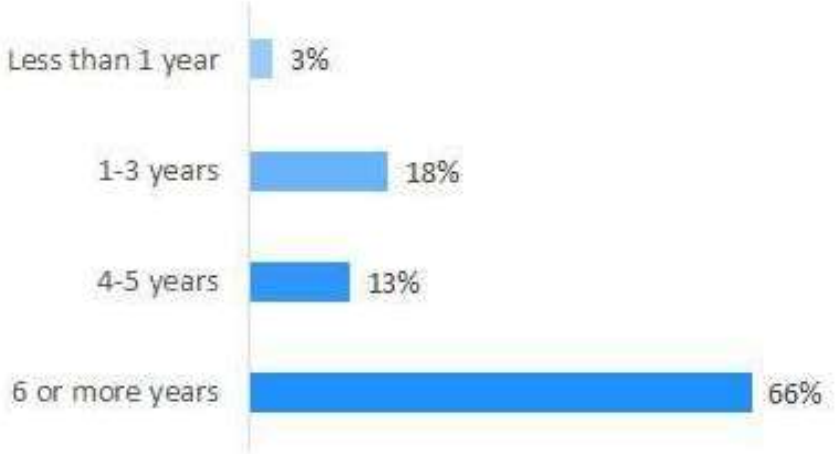
- **Add security cameras across campus**
- **Add interior locks to classroom and office doors**
- **Improve lighting across campus**
- **Maintain or increase security presence**
- **Replace current law enforcement with previous Campus Police officers**
- **Add call buttons across campus**
- **Provide training about our emergency plans, including active shooter drills**
- **Improve communication and training about who to call in different situations**
- **Increase connections among campus to create a stronger sense of community**
- **Improve mental health support for students**

Employees: Respondent Characteristics

The majority of respondents primarily work at **Grossmont College**.



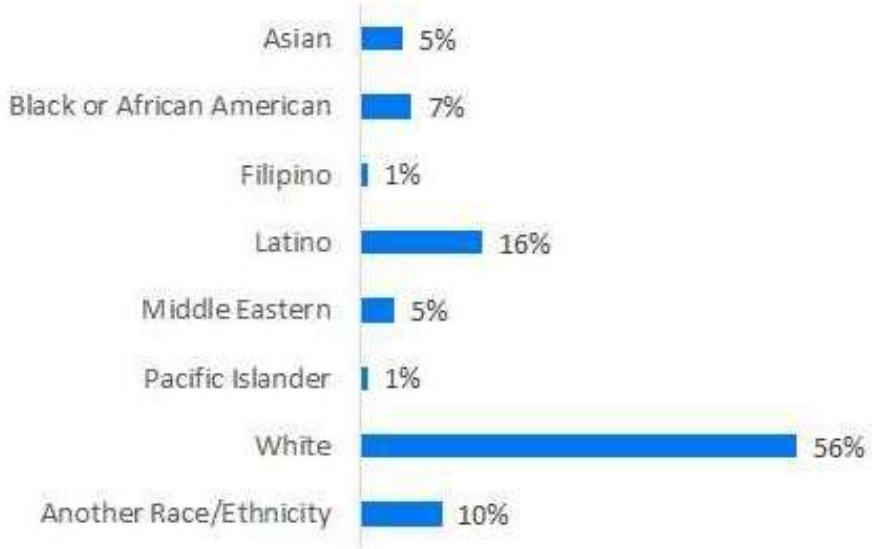
The majority of respondents have worked at GCCCD for **6 or more years.**



Employees: Respondent Characteristics

2018-19 GCCCD Employees (n=2,104)

Fall 2020 Employee Survey Respondents (n=553)



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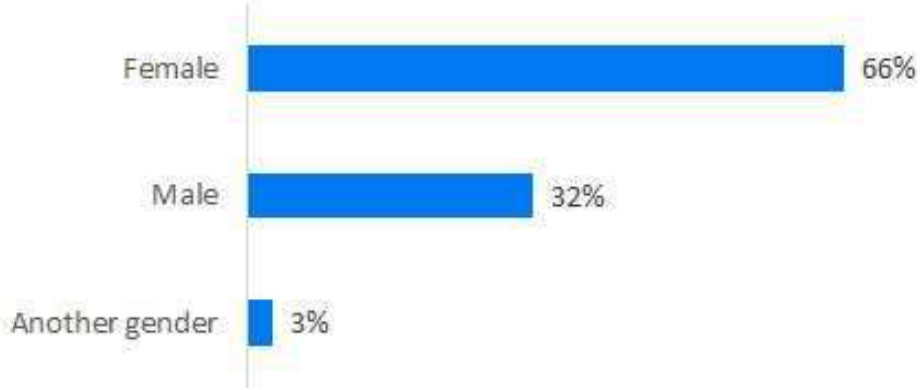
Fall 2020 Employee Survey Respondents (n=574)