



Barstow Community College Campus Climate Survey Results

Fall 2025



About The RP Group

Mission: The Research and Planning Group for California Community Colleges (The RP Group) is a leader that supports equitable outcomes for minoritized and marginalized students through race-conscious, equity-minded research, planning, and professional development. We uplift student voices and empower researchers and planners to improve institutional effectiveness by dismantling systemic barriers and injustices.

Services: Research, evaluation, planning, professional development, and technical assistance—designed and conducted by CCC practitioners

Organization: 501(c)3 with roots as membership organization



Barstow Community College

Employee Survey Results Fall 2025



Sample: 96 Employees

Employment Area

- 43% Academic/Instruction Services (n=38)
- 26% Student Support Services (n=23)
- 17% Administration Services (n=15)
- 14% Other (n=12)

Employee Classification

- 45% Classified Professional (n=40)
- 25% Instructional Faculty (n=22)
- 17% Administrator (n=15)
- 6% Non-instructional Faculty (n=5)
- 7% Other (n=6)

Employment Length

- 17% Less than 1 year (n=15)
- 26% 1-4 years (n=23)
- 26% 5-9 years (n=23)
- 15% 10-14 years (n=13)
- 17% 15+ years (n=15)

Employment Type

- 79% Full-time (n=225)
- 18% Part-time/Adjunct (n=52)
- 2% Temporary (n=7)

Sample: Employees

Employee Race/Ethnicity (51% reporting)

- 24% White (n=26)
- 17% Latine/Hispanic (n=19)
- 2% Asian (n=2)
- 5% African American/Black (n=5)
- 3% American Indian/Alaska Native (n=3)

Employee Gender Identity (47% reporting)

- 33% Woman (n=32)
- 12% Man (n=12)

Constructs Assessed

Empowerment and Agency

Student Support
(Re)defined Six
Success Factors

Diversity, Equity, Inclusion, and Accessibility

Inclusive practices
and experiences

Safety and Security

Psychological and
physical safety

Trust and Confidence

Fair and equal
treatment

Leadership
effectiveness

Constructs Assessed

Empowerment and Agency

Student Support
(Re)defined Six
Success Factors

Diversity, Equity, Inclusion, and Accessibility

Inclusive practices
and experiences

Safety and Security

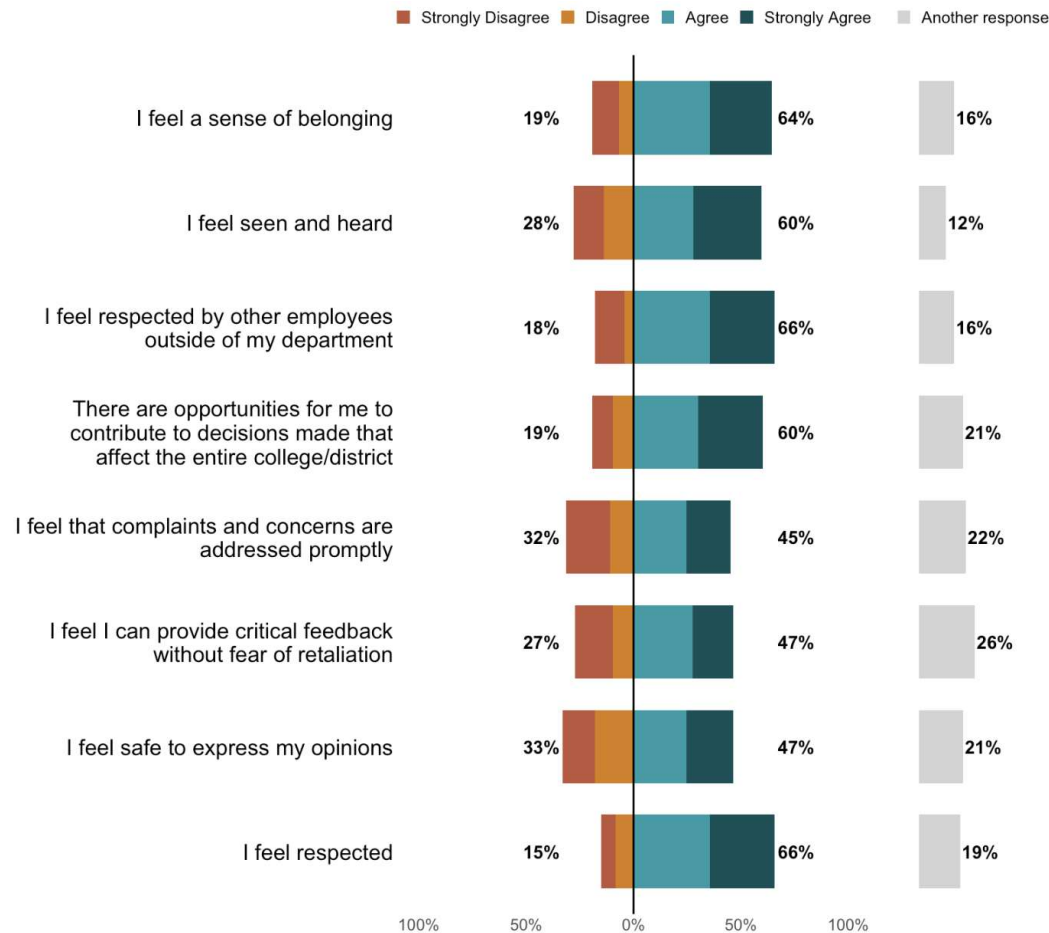
Psychological and
physical safety

Trust and Confidence

Fair and equal
treatment
Leadership
effectiveness

Sense of Belonging Overall

Employees

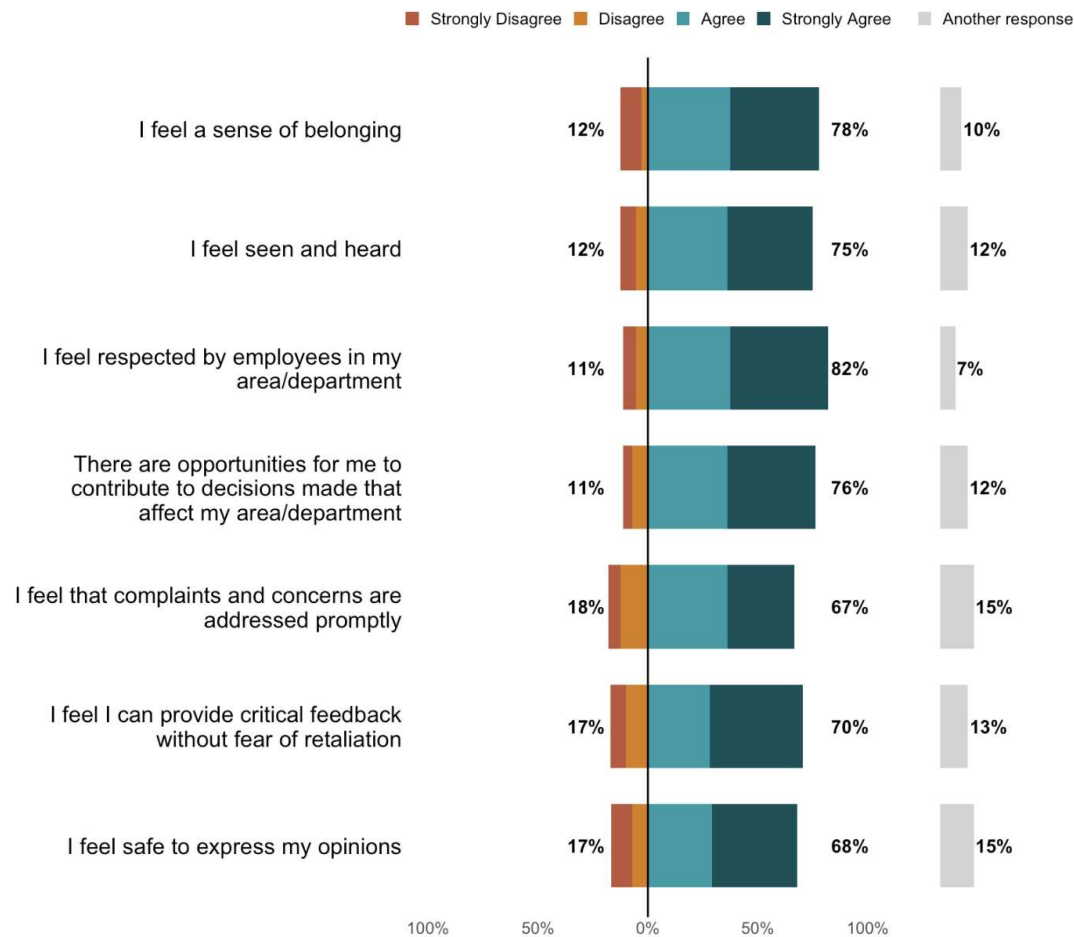


'Another response' includes 'Not Sure,' and 'Neither Agree nor Disagree'

**Empowerment
and
Agency**

Student Support
(Re)defined Six Success
Factors

Sense of Belonging in Department/Area *Employees*



Empowerment
and
Agency

Student Support
(Re)defined Six Success
Factors

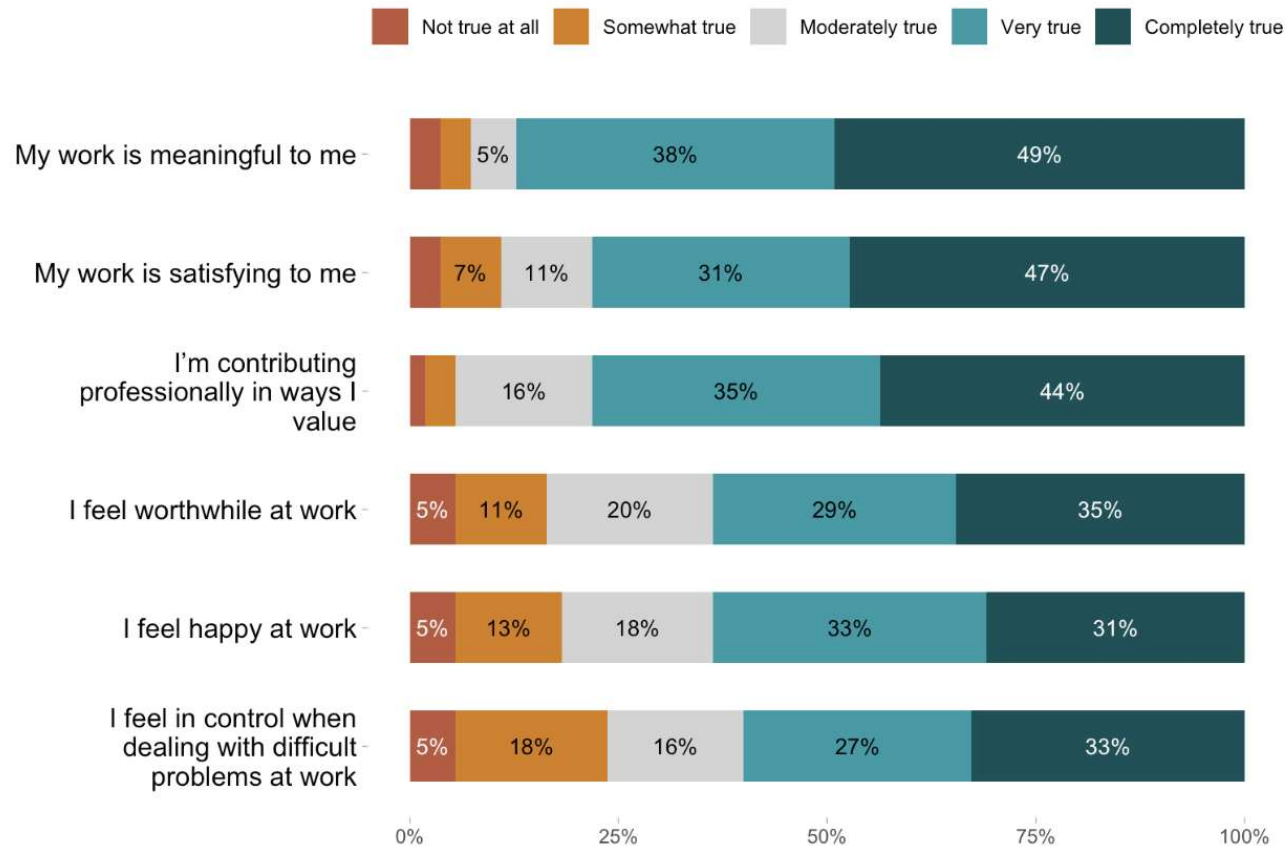
Satisfaction Scale

Employees

Reflecting on your time at the college, how true do you feel the following statements are about you at work?

**Empowerment
and
Agency**

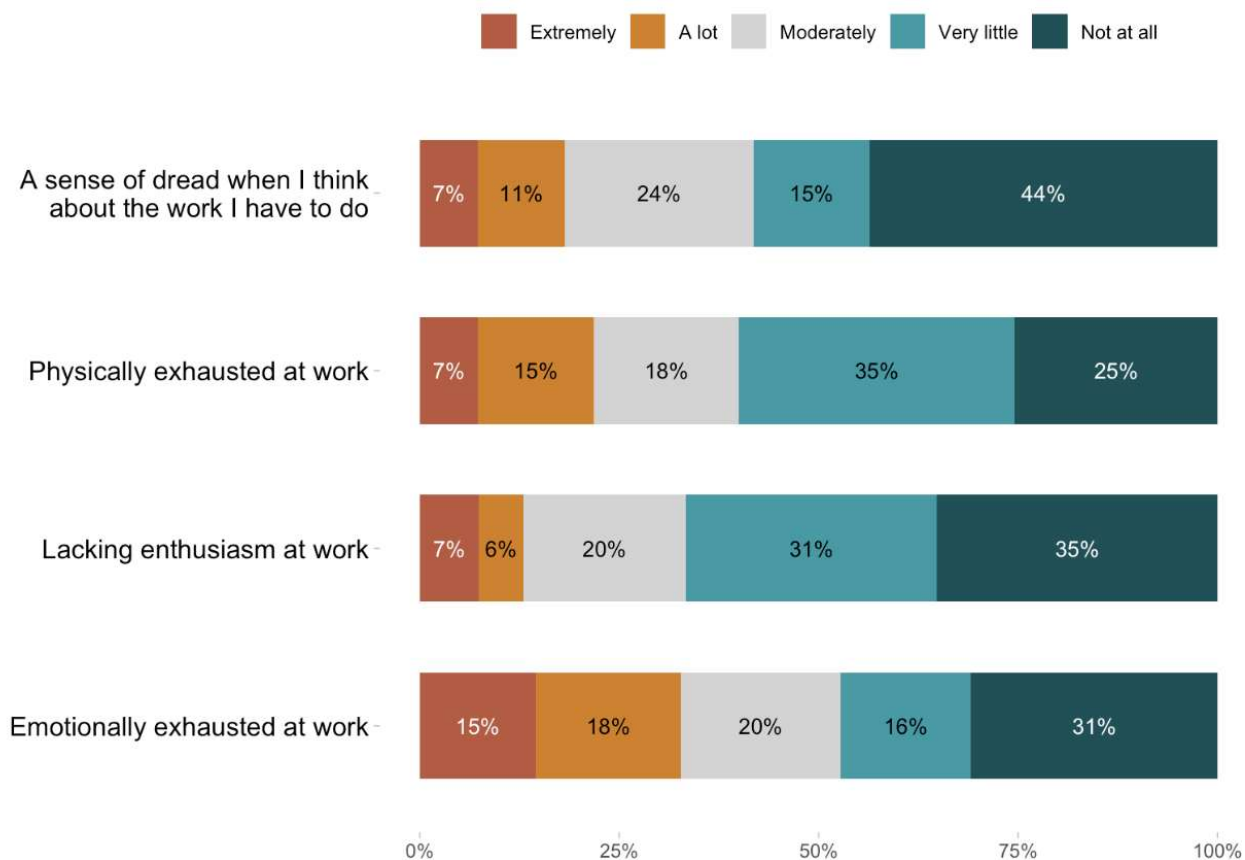
Student Support
(Re)defined Six Success
Factors



Burnout Scale

Employees

Reflecting on the past year, to what degree have you felt the following about your work?



**Empowerment
and
Agency**

Student Support
(Re)defined Six Success
Factors

Constructs Assessed

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Student Support
(Re)defined Six
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and experiences

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treatment

Leadership
effectiveness

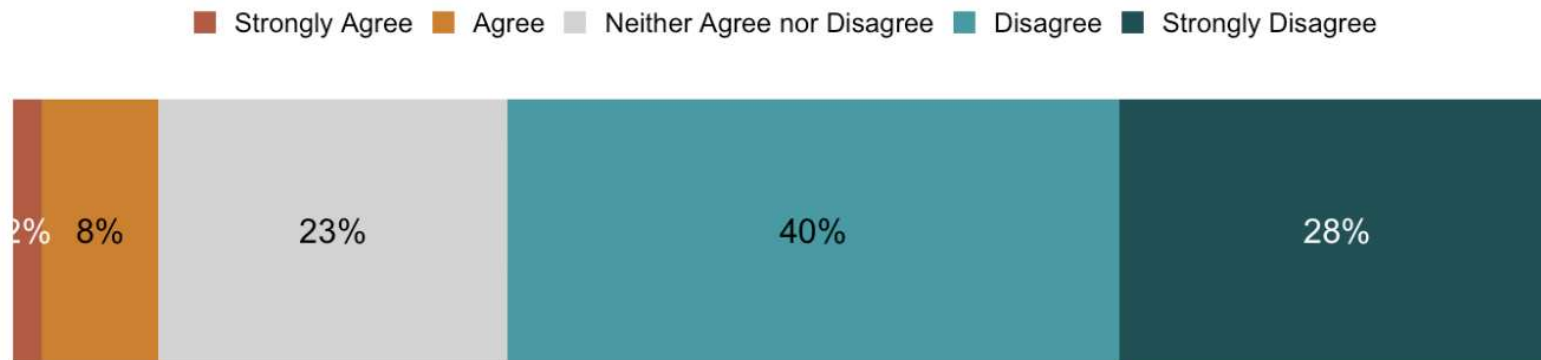
Racial Tension

Employees

Diversity, Equity,
Inclusion, and
Accessibility

Inclusive practices
and experiences

I feel racial tension at my college

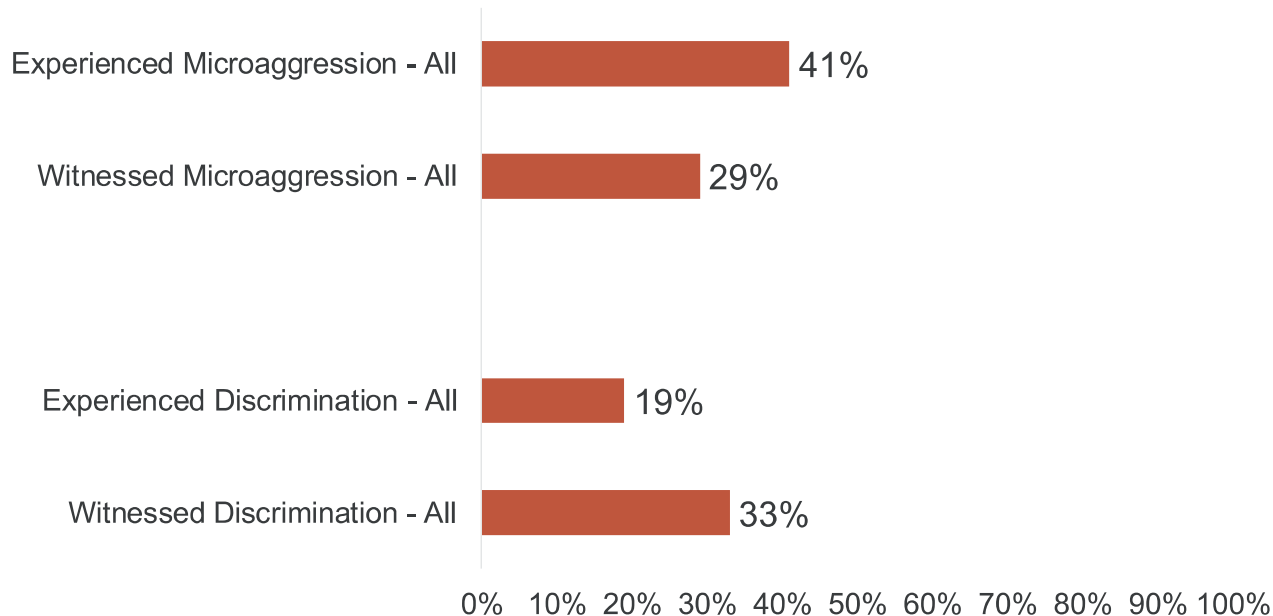


Discrimination and Microaggressions

Employees

Diversity, Equity,
Inclusion, and
Accessibility

Inclusive practices
and experiences



Microaggressions:

- Verbal or nonverbal attacks meant to hurt you or someone else
- Communications that exclude, negate, or nullify your or someone else's thoughts, feelings, or reality
- People assuming you or someone else would not be as intelligent based on your/their identity
- People assuming you or someone else was dangerous, criminal, or deviant based on your/their identity
- People assuming things about your or someone else's character based on identity
- Having a person be given preferential treatment over you or someone else because of identity

Constructs Assessed

Empowerment and Agency

Student Support
(Re)defined Six
Success Factors

Diversity, Equity, Inclusion and Accessibility

Inclusive practices
and experiences

Safety and Security

Psychological and
physical safety

Trust and Confidence

Fair and equal
treatment

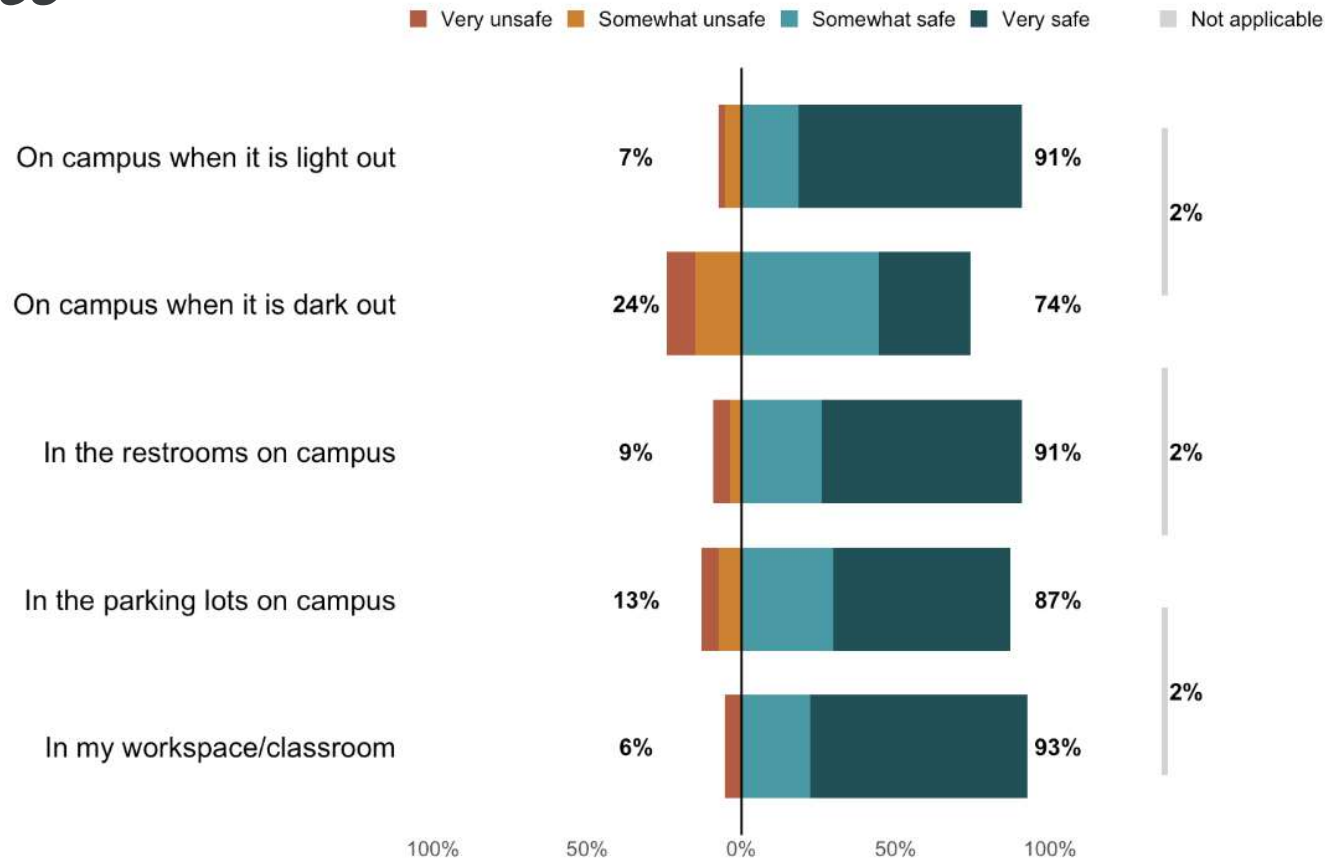
Leadership
effectiveness

Physical Safety

Employees

Safety and Security

Psychological and physical safety



Psychological Safety

Employees

Safety and
Security

Psychological and
physical safety

I feel safe being my authentic self at work (n=72)

Not at all true Somewhat true Very true

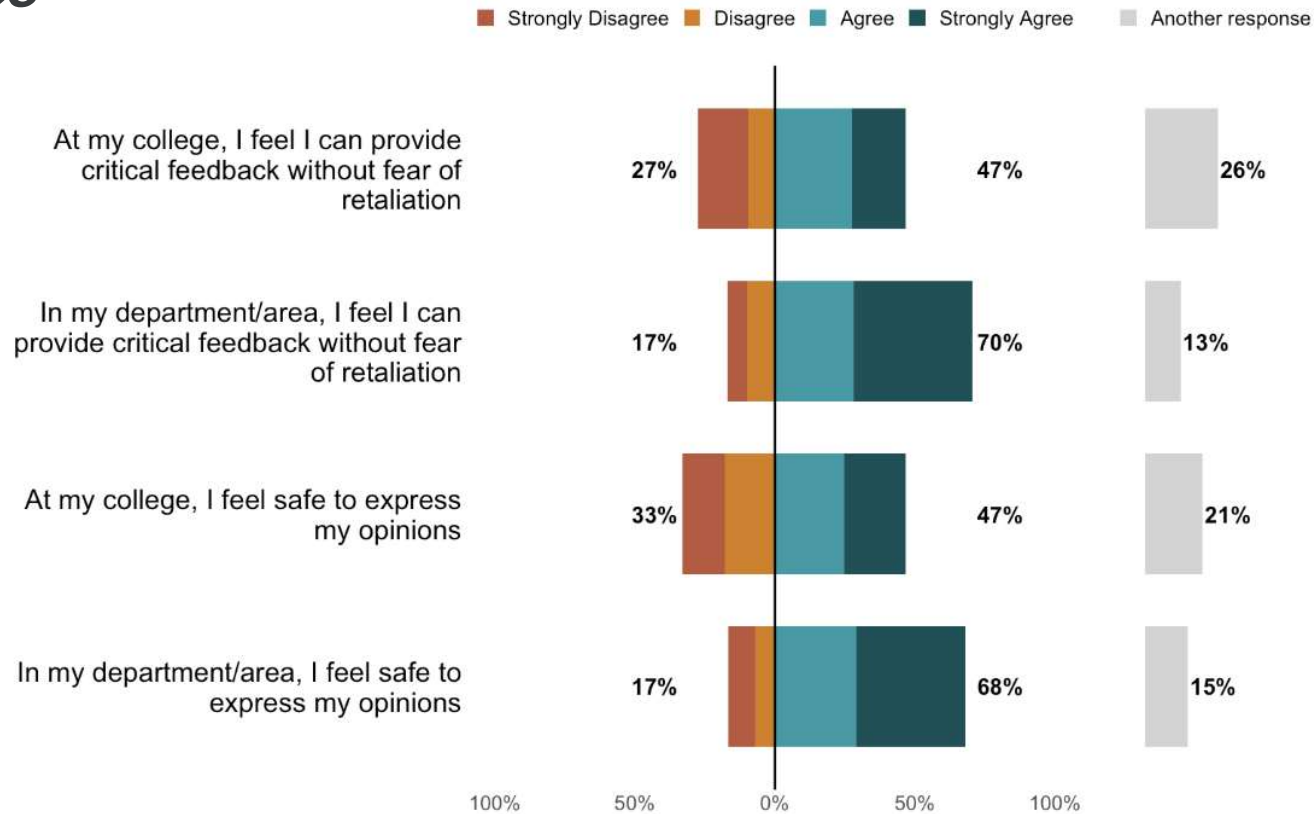


Psychological Safety

Employees

Safety and Security

Psychological and physical safety



Constructs Assessed

Empowerment and Agency

Student Support
(Re)defined Six
Success Factors

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treatment

Leadership
effectiveness

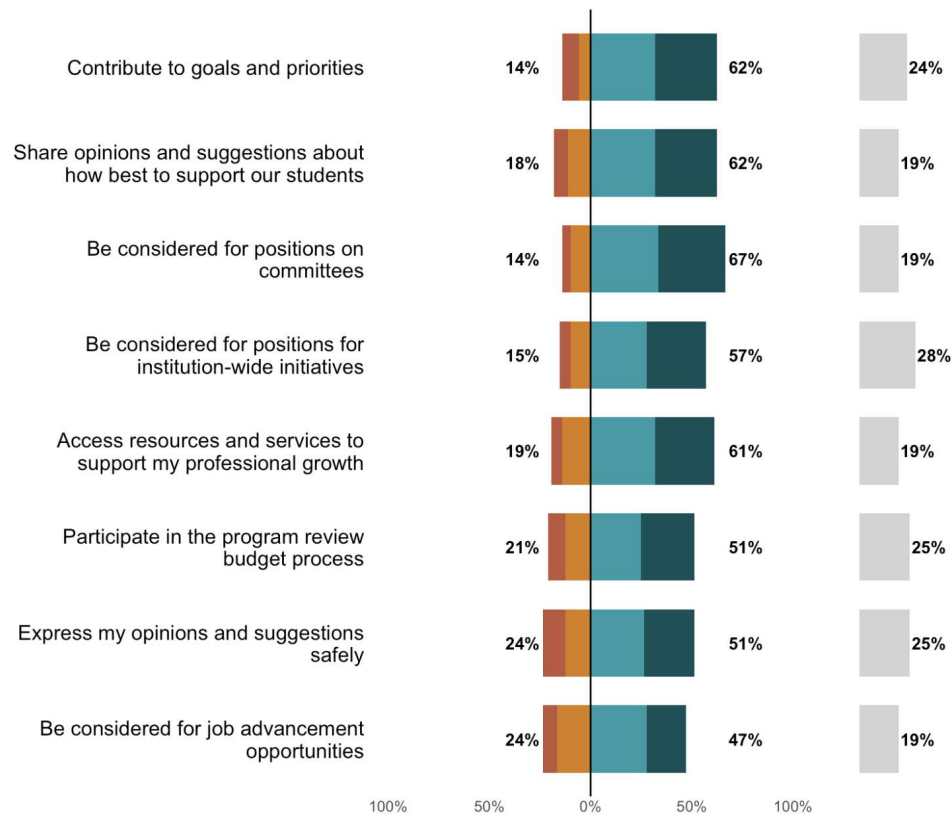
Fair and Equal Treatment

Employees

I feel that I have the same opportunity as any other employee at the college/district to...

n=72

Strongly Disagree Disagree Agree Strongly Agree Another response



'Another response' includes 'Not Sure,' and 'Neither Agree nor Disagree'

Trust and Confidence

Fair and equal treatment

Leadership effectiveness

Leadership Effectiveness

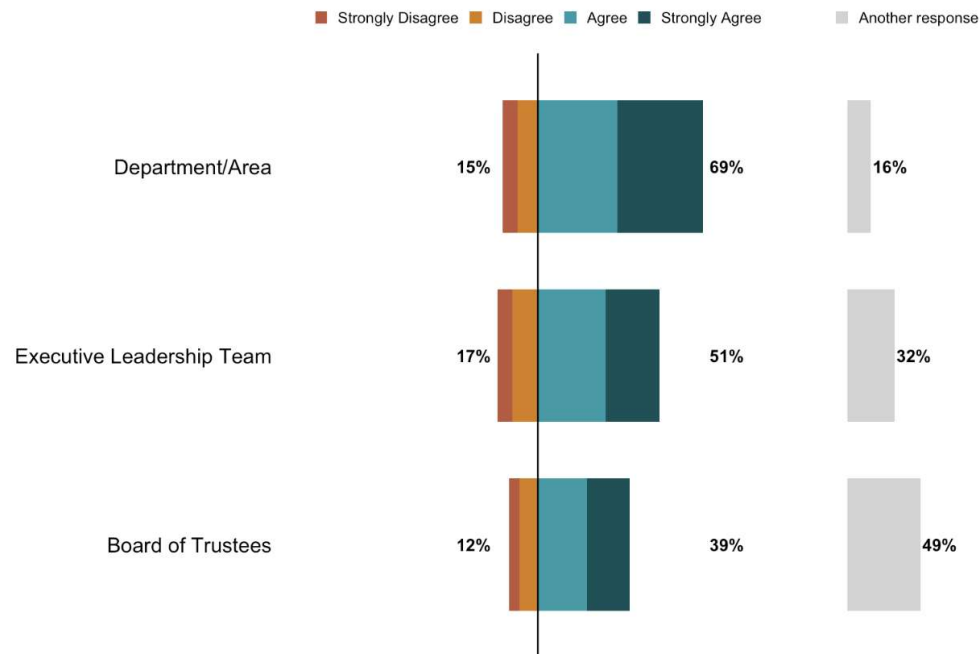
Employees

The graph below takes the aggregate agreement levels across all items in the survey bank asking about each of the following groups.

Trust and Confidence

Fair and equal
treatment

Leadership
effectiveness



Average agreement that each group:

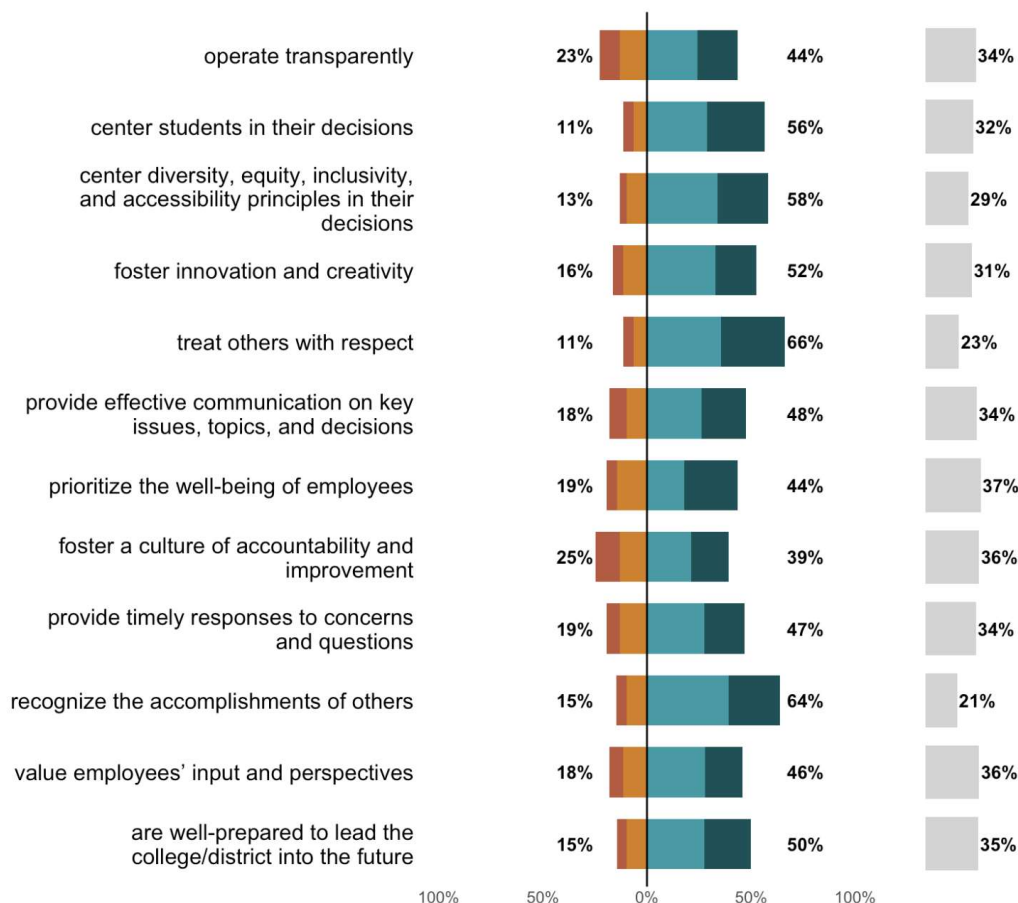
- operates transparently
- centers students in their decisions
- centers DEIA principles in their decisions
- fosters innovation and creativity
- treats others with respect
- provides effective communication on key issues, topics, and decisions
- prioritizes the well-being of employees
- fosters a culture of accountability and improvement
- provides timely responses to concerns and questions
- recognizes the accomplishments of others
- values employees' input and perspectives

Executive Leadership Effectiveness

Employees

Reflecting on your experience with the executive leadership team please rate your agreement level with the following statements:

Strongly Disagree Disagree Agree Strongly Agree Another response



'Another response' includes 'Not Sure,' and 'Neither Agree nor Disagree'



Trust and Confidence

Fair and equal treatment

Leadership effectiveness



Putting it all together *Employees*

Empowerment and Agency

Student Support
(Re)defined Six
Success Factors

Diversity, Equity, Inclusion and Accessibility

Inclusive practices
and experiences

Safety and Security

Psychological and
physical safety

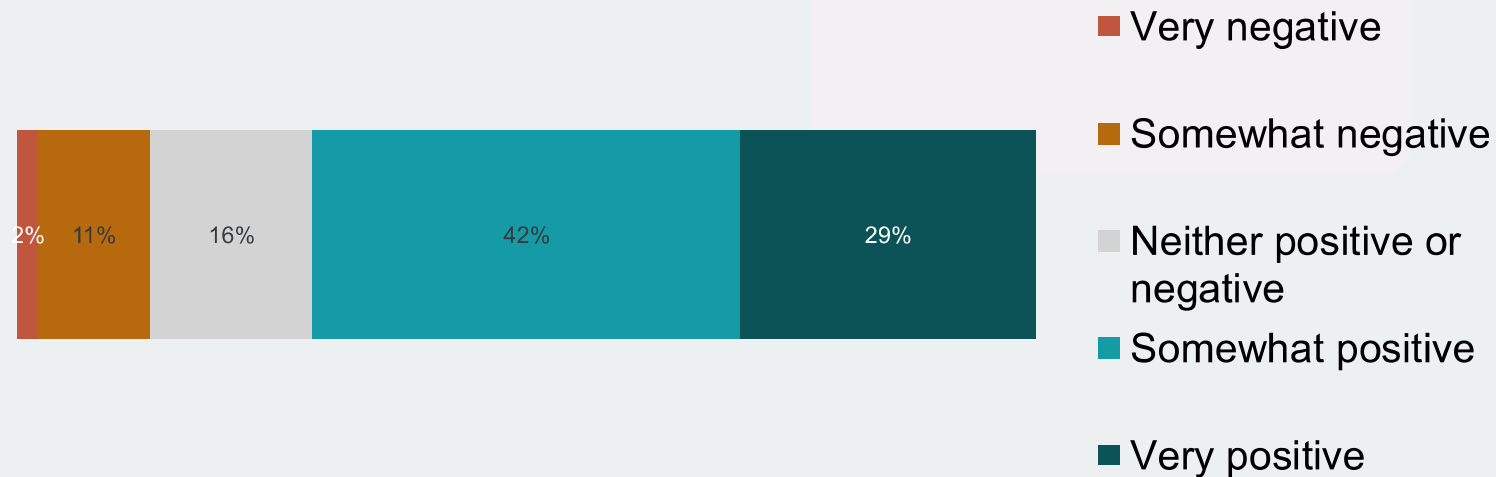
Trust and Confidence

Fair and equal
treatment
Leadership
effectiveness

Putting it all together

Employees

All in all, how would you rate the campus climate for employees?



Barstow Community College

**Student
Survey Results
Fall 2025**



Sample: 317 Students

Student Major

- 19% Business (n=42)
- 17% Social Science and Human Services (n=38)
- 14% Healthcare/Health Sciences (n=32)
- 13% Education (n=28)
- 8% Science, Math, and Engineering (n=18)
- 5% Undecided (n=11)
- 5% Arts and Humanities (n=12)
- 3% Computer and Information Technology (n=7)
- <1% Communications (n=1)
- 15% Other (n=34)

Student Enrollment

- 74% Full-time (n=165)
- 22% Part-time (n=49)
- 4% Non-credit only (n=8)

Student Employment

- 26% Yes, part time (n=58)
- 17% Yes, full time (n=38)
- 53% No, not employed (n=117)
- 4% Prefer not to disclose (n=8)

Financial Aid

- 13% No (n=30)
- 83% Yes (n=184)
- 4% Prefer not to disclose (n=9)

Sample: Students

Employee Race/Ethnicity (68% reporting)

- 34% Latine/Hispanic (n=109)
- 17% African American/Black (n=55)
- 22% White (n=70)
- 2% Asian (n=6)
- 2% American Indian/Alaska Native (n=6)
- 2% Native Hawaiian/Pacific Islander (n=5)
- 1% Middle Eastern/Arab/Arab American (n=3)
- 1% Not listed (n=4)

Employee Gender Identity (68% reporting)

- 54% Woman (n=171)
- 12% Man (n=39)
- 3% Nonbinary, demi gender, gender queer, or use a different term (n=9)

Constructs Assessed

Empowerment and Agency

Student Support
(Re)defined Six
Success Factors

Diversity, Equity, Inclusion, and Accessibility

Inclusive practices
and experiences

Safety and Security

Psychological and
physical safety

Trust and Confidence

Fair and equal
treatment
Leadership
effectiveness

Constructs Assessed

Empowerment and Agency

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Psychological and
physical safety

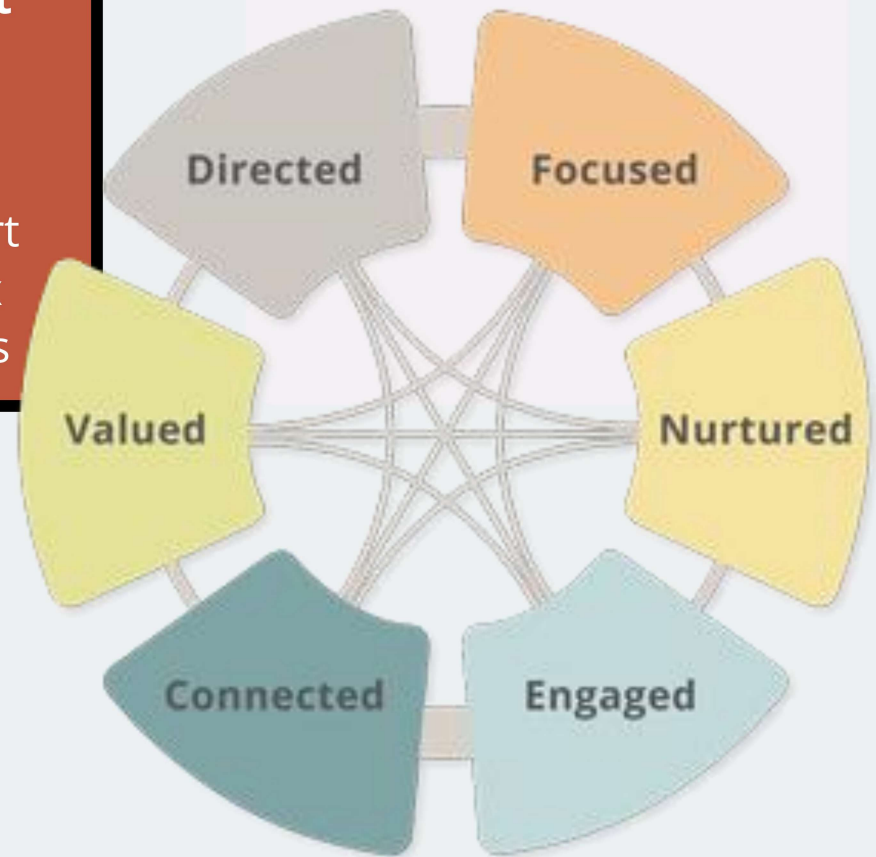
Trust and Confidence

Fair and equal
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Leadership
effectiveness

Constructs Assessed

Empowerment and Agency

Student Support
(Re)defined Six
Success Factors



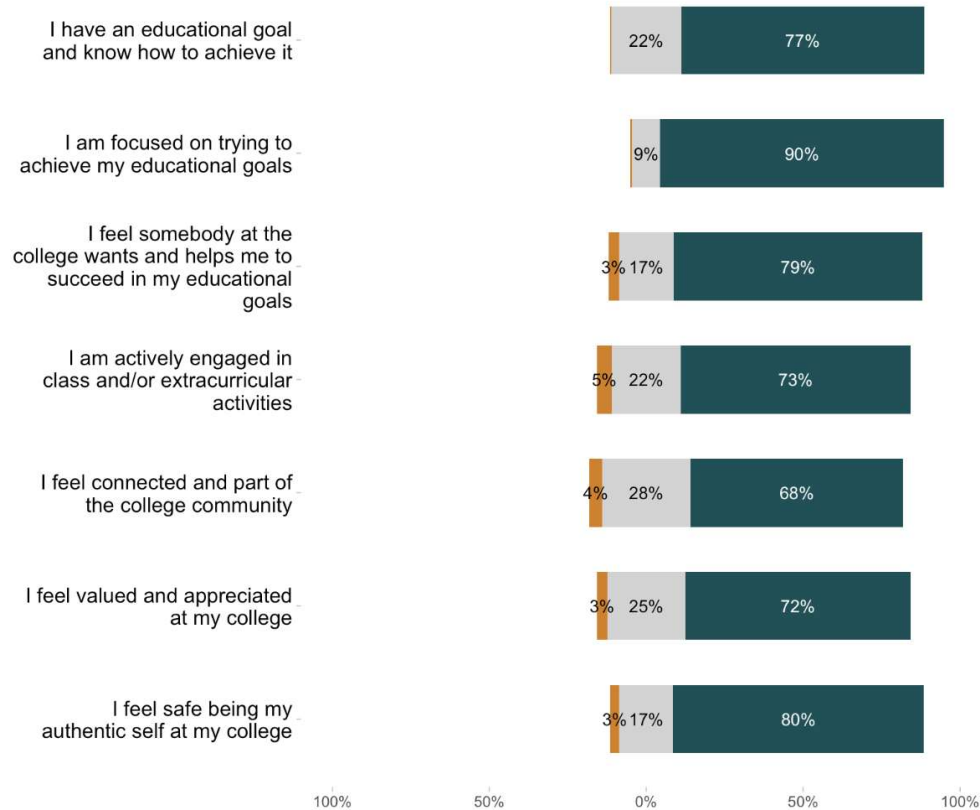
Six Success FactorsSM
theRPgroup

Six Student Success Factors

Students

When thinking specifically about your experience in the last year, how true are the following about your experiences?
n=270

Not at all true Somewhat true Very true



Empowerment
and
Agency

Student Support
(Re)defined Six Success
Factors

Sense of Belonging Students

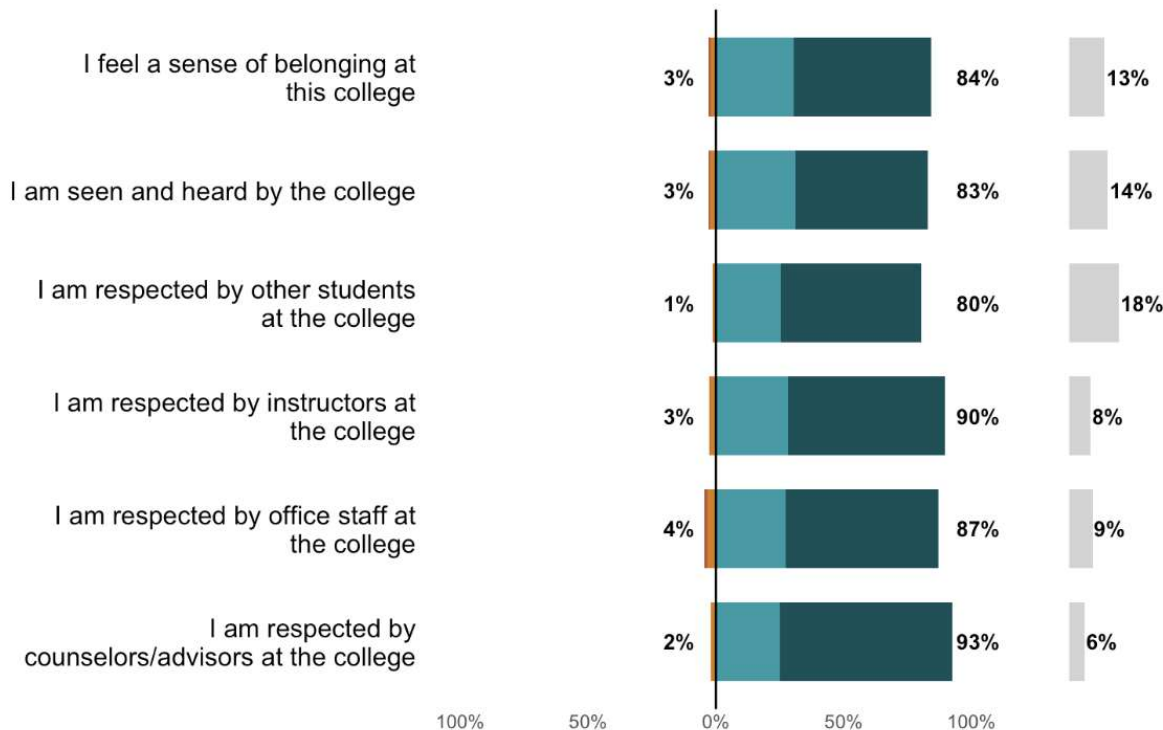
Empowerment
and
Agency

Student Support
(Re)defined Six Success
Factors

Please mark your agreement level with the following statements:

n=271

Strongly Disagree Disagree Agree Strongly Agree Another response



'Another response' includes 'Not Sure,' and 'Neither Agree nor Disagree'

Sense of Belonging

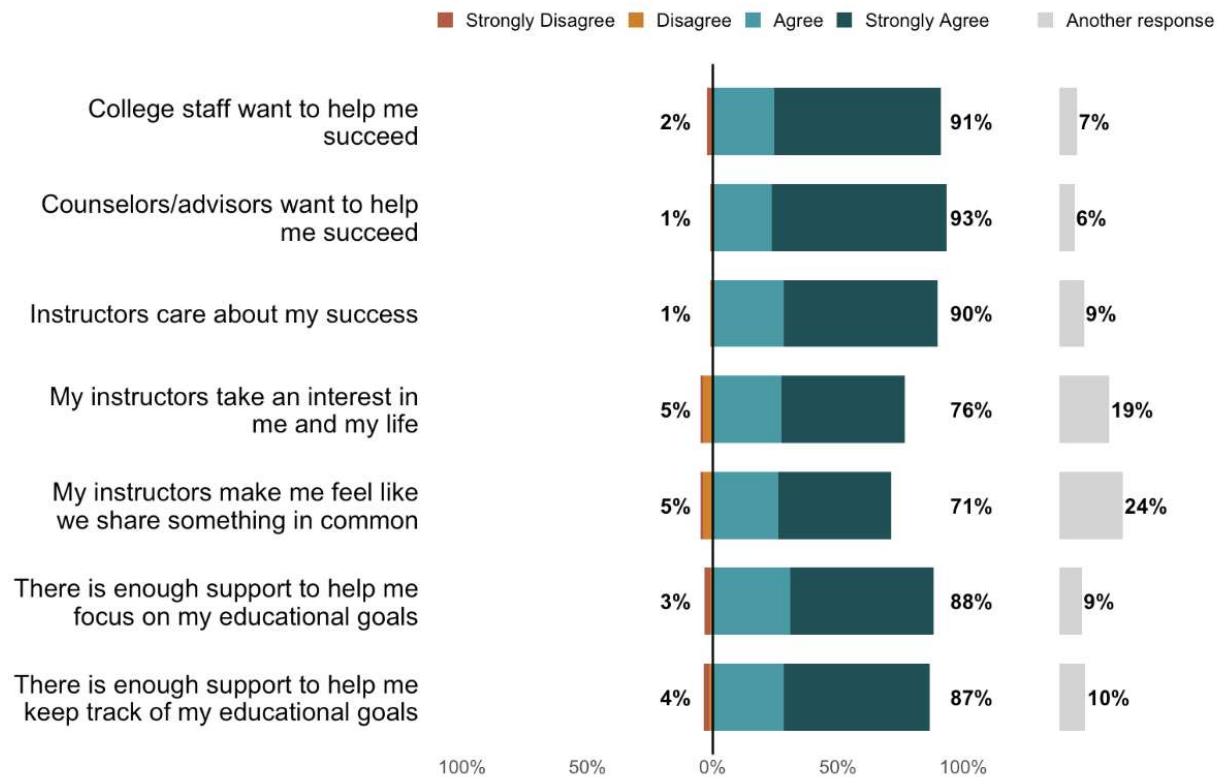
Students

Empowerment
and
Agency

Student Support
(Re)defined Six Success
Factors

Please mark your agreement level with the following statements:

n=270



'Another response' includes 'Not Sure,' and 'Neither Agree nor Disagree'



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Empowerment and Agency

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Success Factors

Diversity, Equity, Inclusion, and Accessibility

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Safety and Security

Psychological and
physical safety

Trust and Confidence

Fair and equal
treatment

Leadership
effectiveness

Racial Tension

Students

Diversity, Equity,
Inclusion, and
Accessibility

Inclusive practices
and experiences

I feel racial tension at my college.

n=238

Strongly Agree Agree Neither Agree nor Disagree Disagree Strongly Disagree

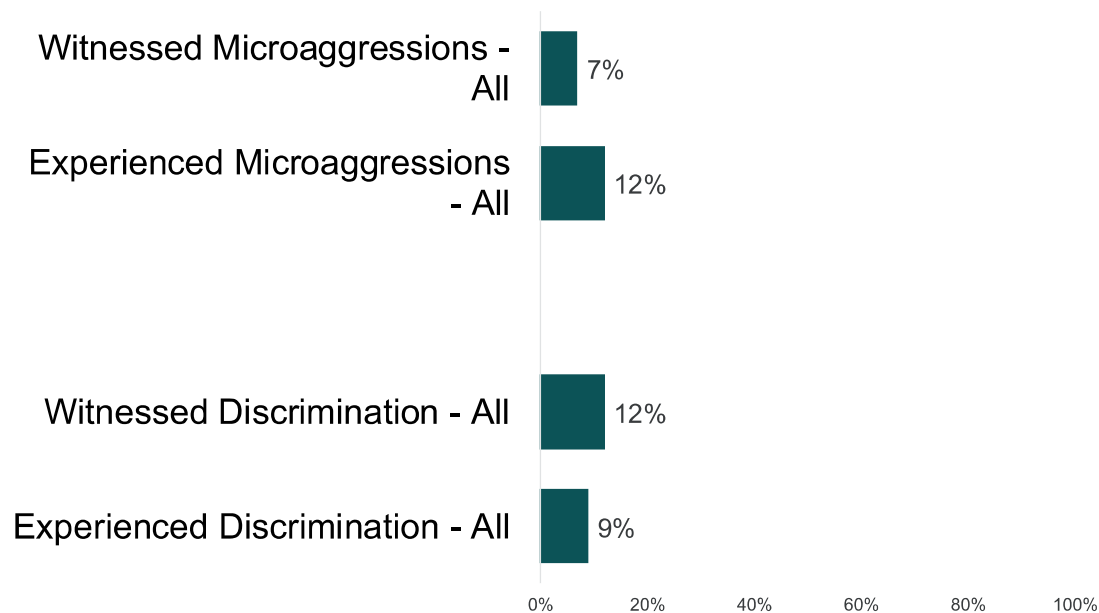


Discrimination and Microaggressions

Students

Diversity, Equity,
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Microaggressions:

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Leadership
effectiveness

Physical Safety

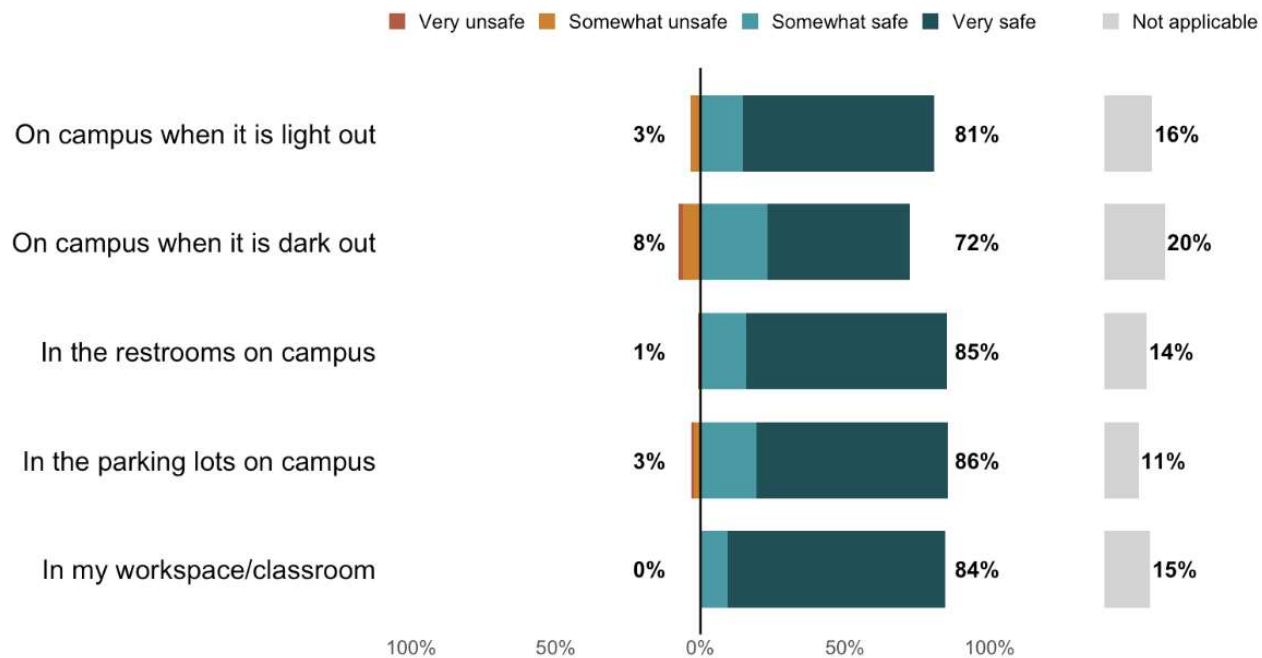
Students

Safety and
Security

Psychological and
physical safety

In general, how safe do you feel in the following locations?

n=265



Psychological Safety

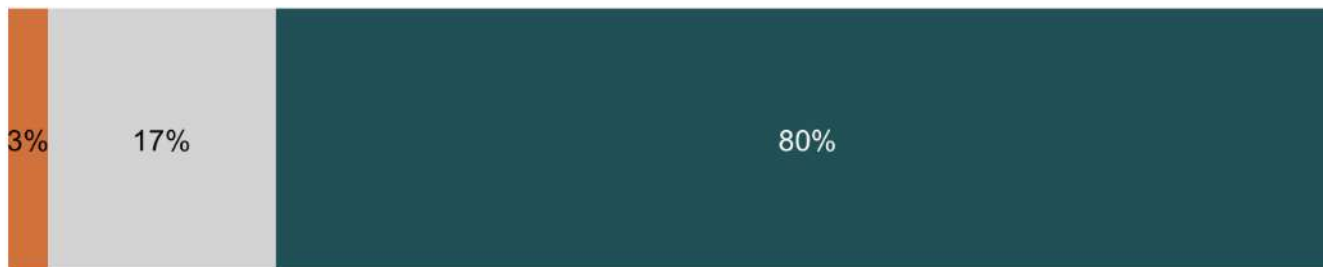
Students

Safety and
Security

Psychological and
physical safety

I feel safe being my authentic self at my college (n=269)

Not at all true Somewhat true Very true



Constructs Assessed

Empowerment and Agency

Student Support
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Inclusive practices
and experiences

Safety and Security

Psychological and
physical safety

Trust and Confidence

Fair and equal
treatment
Leadership
effectiveness

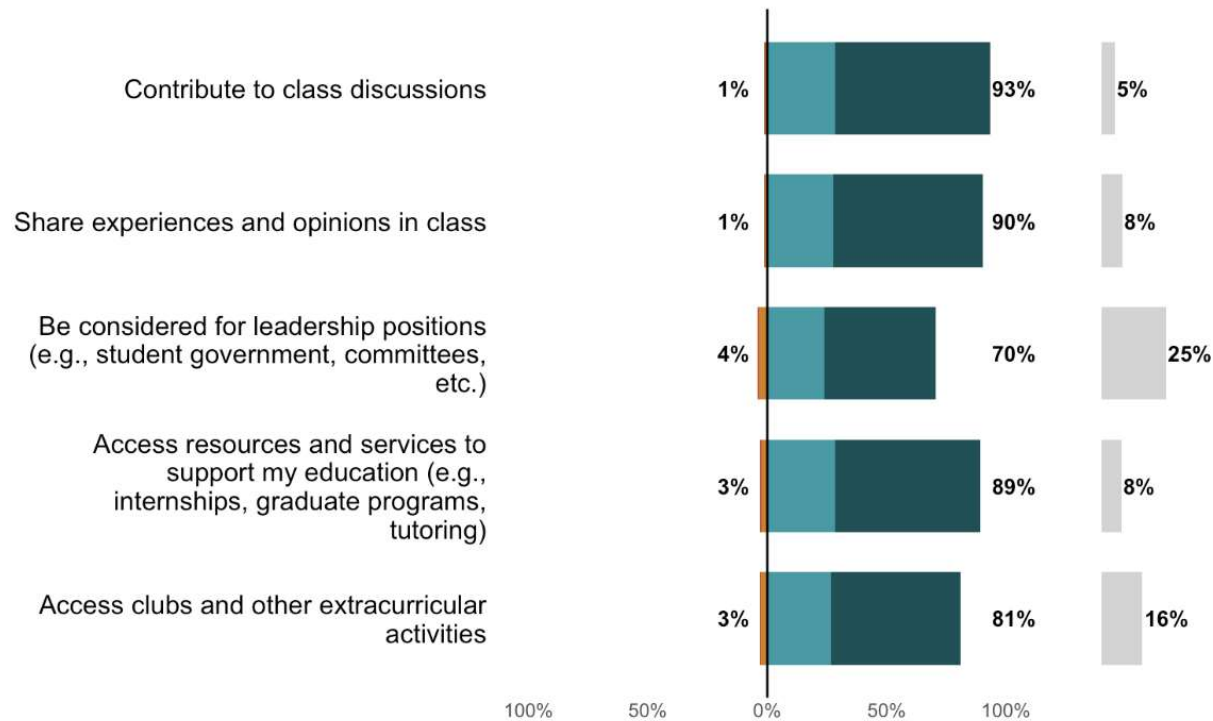
Fair and Equal Treatment

Students

I feel that I have the same opportunity as any other students at my college/district to...

n=268

Strongly Disagree Disagree Agree Strongly Agree Another response



'Another response' includes 'Not Sure,' and 'Neither Agree nor Disagree'

Trust and Confidence

Fair and equal treatment

Leadership effectiveness

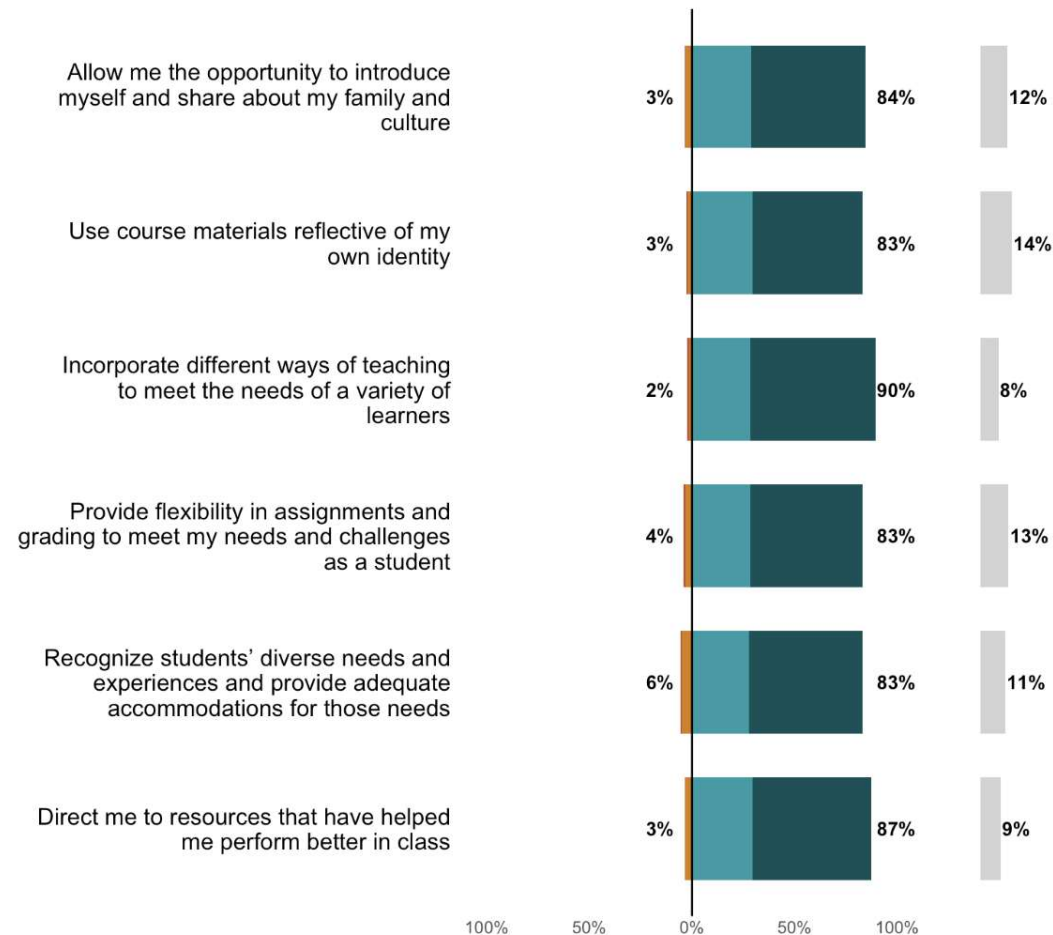
Fair and Equal Treatment

Students

In my classes, my instructors...

n=269

Strongly Disagree Disagree Agree Strongly Agree Another response



'Another response' includes 'Not Sure,' and 'Neither Agree nor Disagree'

Trust and Confidence

Fair and equal treatment

Leadership effectiveness

Putting it all together

Students

Empowerment and Agency

Student Support
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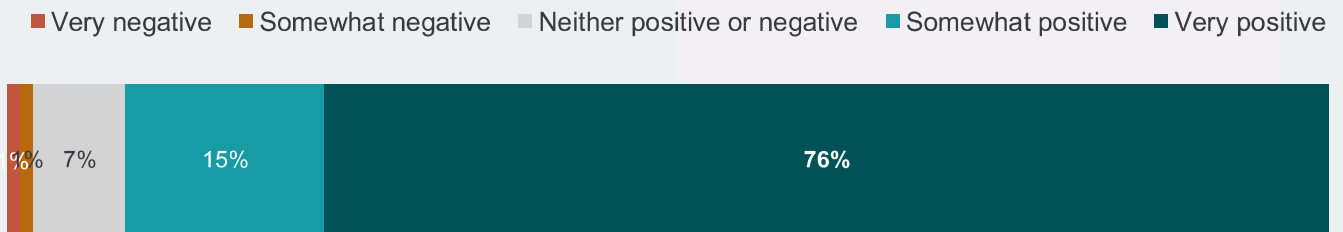
Trust and Confidence

Fair and equal
treatment
Leadership
effectiveness

Putting it all together

Students

All in all, how would you rate the campus climate for students?



Putting it all together

*Students
vs
Employees*

Empowerment and Agency

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Trust and Confidence

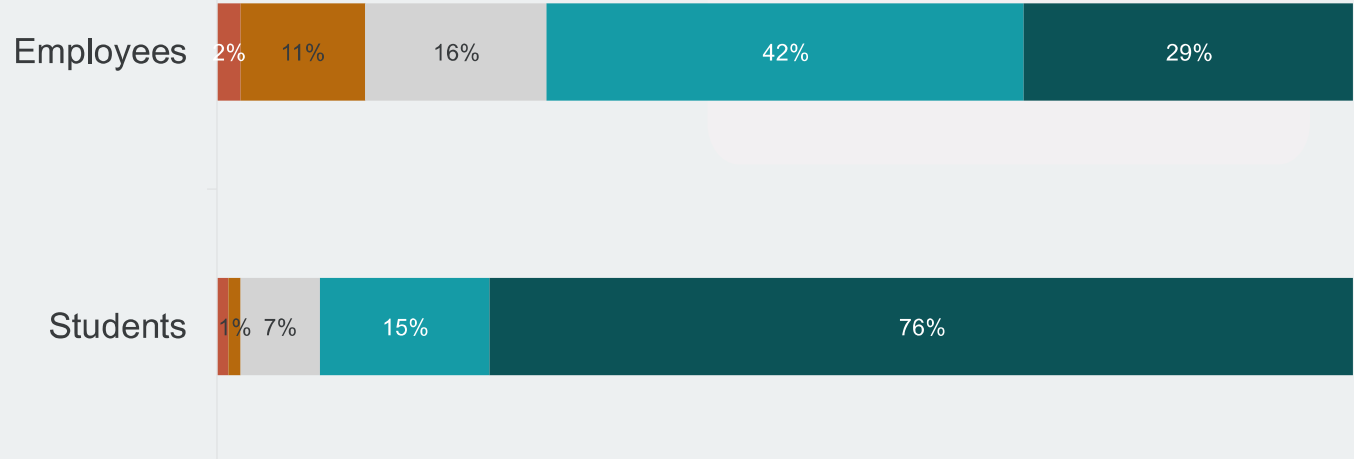
Fair and equal
treatment
Leadership
effectiveness

Putting it all together

*Students
vs
Employees*

All in all, how would you rate the campus climate?

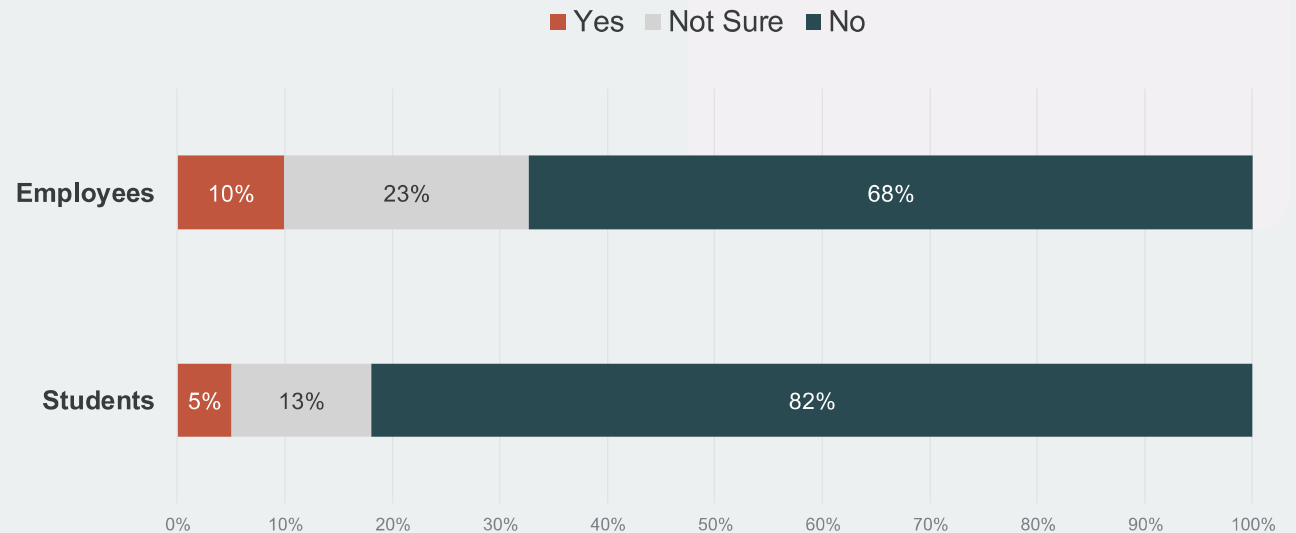
Very negative Somewhat negative Neither positive or negative Somewhat positive Very positive



Putting it all together

*Students
vs
Employees*

Have you felt racial tension at Barstow?



Putting it all together

*Students
vs
Employees*

97%

of students
said they
**would
recommend**
Barstow to a
prospective
student

85%

of employees
said they
**would
recommend**
Barstow as a
good place to
work

Questions?

Empowerment and Agency

Student Support
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and experiences

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Fair and equal
treatment
Leadership
effectiveness



TheRPGroup

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Thank You!

Feel free to reach out with questions, feedback, comments, suggestions, insights, proposals, resources, or collaboration ideas anytime.

    @TheRPGroup



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