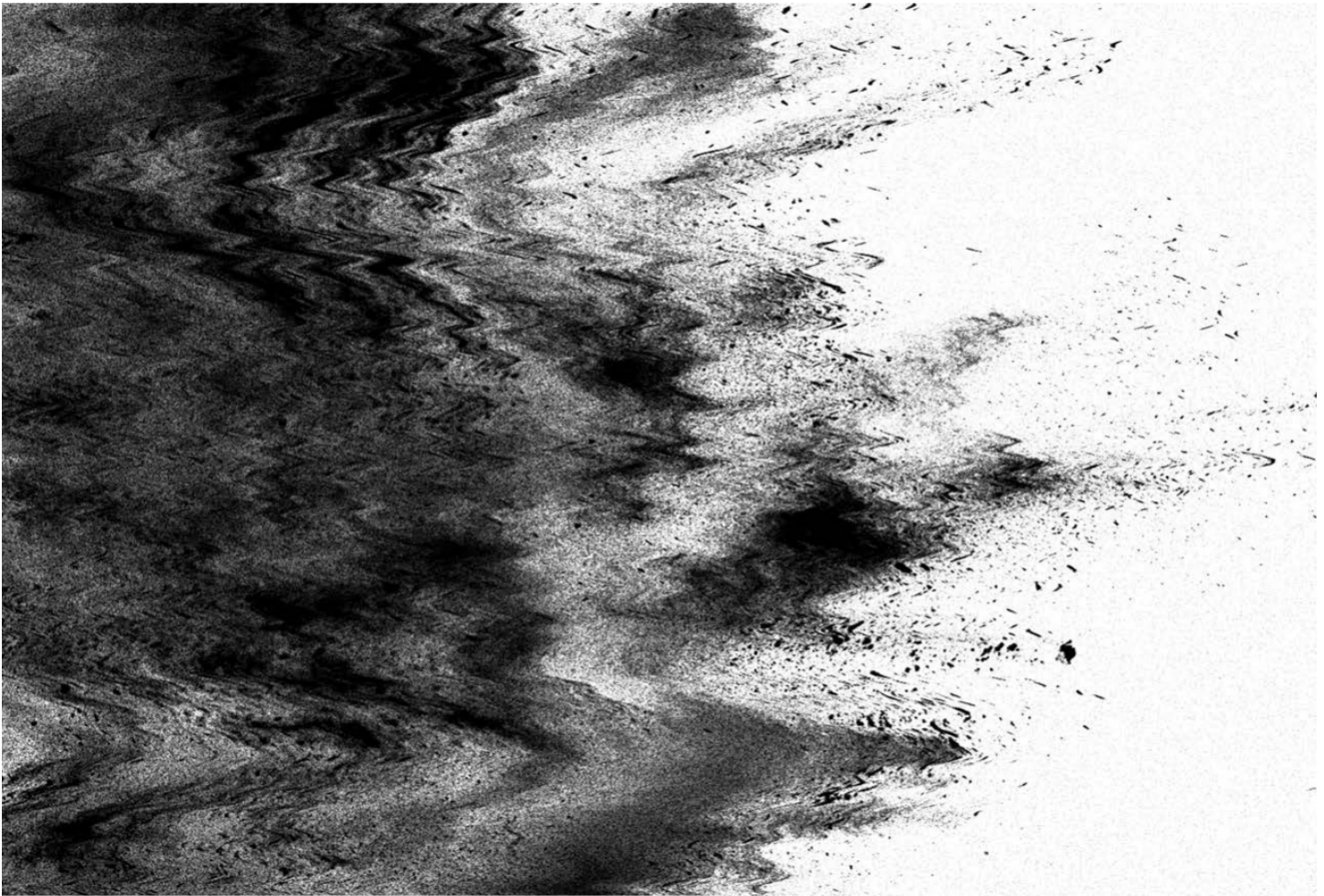


University of Denver Staff Survey on RAHR and the Pioneer Moniker Survey Outcome Overview



UNIVERSITY of
DENVER

STAFF ADVISORY COUNCIL

All advocacy is,
at its core,
an exercise
in empathy.

SAMANTHA POWER

This survey and report were the work of Staff
Advisory Council Representatives and members of the
SAC Communications Committee: Tali Thomason,
Jasmine Pulce, and Nathan Willers.



EXECUTIVE SUMMARY

In January 2021 the Staff Advisory Council, in the spirit of advocacy, reached out to DU Staff to find out if they would like SAC to make a statement in support of the RAHR demands, specifically the removal of the Pioneer Moniker. The email content and summary of RAHR's demands can be found in Appendix A.

We received responses from 34.2 percent of those who were asked to complete the survey. Out of the responses, 60.4% are in favor of removing the Pioneer moniker while 39.6% are in favor of keeping it.

We feel it is imperative to share our findings - both quantitative and qualitative feedback. In this report, you will find the At-A-Glance Results, themes from the responses, and the Appendices including the original survey email and the qualitative responses.

Our recommended next step is to talk with Interim Vice-Chancellor of HRIC, Jerron Lowe, to determine the best channels for sharing the findings and proceed to work through those channels.

- The University of Denver Staff Advisory Council

SURVEY RESULTS AT A GLANCE

The email went to a total of 1590 employees identified as Staff. SAC received survey submissions from 34.2% (543).

The primary question asked in the survey was:
"I would like the Staff Advisory Council to issue a statement in support of the RAHR demand to eliminate the Pioneer moniker."

328 (60.4%) are in favor of removing the Pioneer moniker while 215 (39.6%) are in favor of keeping it.



Emerging Themes from Qualitative Responses

- Maintaining the Pioneer name is contrary to our diversity, equity, and inclusion training
- Keeping a name that hurts anyone regardless of the intent and history is a bad choice
- We should do whatever the Chancellor and Board of Trustees say
- If we keep the name we must have a targeted and intentional campaign to reclaim the name as something positive
- The name is embarrassing and hurting our recruiting efforts for not only students but diverse faculty and staff