USI Survey Results - Presentation #1
Overall and By Role

Charlie Blaich and Kathy Wise - Higher Education Data Sharing Consortium (HEDS)

Overview

- Today's presentation
  - We'll start by providing some information about the survey
  - We'll move to discussing overall results, comparing USI to other institutions
  - Then we'll dig in and focus on the experiences of people who have different roles at USI
- April 7 presentation
  - We'll focus on the experiences of people who have different identities

Who we are

- We lead the Higher Education Data Sharing Consortium (HEDS)
  - Located at Wabash College in Indiana
  - Non-profit organization
- Our mission: improve undergraduate liberal arts education, inclusive excellence, and student success
  - We work with 4-year and 2-year colleges and universities across the country
  - Focus on using evidence, working with people at institutions
- Our work includes
  - Quantitative and qualitative research
  - Grant and program evaluations; workshops with faculty, staff, and students; assessment support; faculty development
  - Providing surveys

Diversity & Equity Campus Climate Survey

- Piloted in spring 2017, current version administered since spring 2018

- Given to everyone at an institution - undergraduate and graduate students, faculty, staff, and administrators

- Usually takes less than 15 minutes to complete

- In past 4 years, around 160,000 people at over 170 institutions have participated in the survey

  - Two-year publics, Four-year privates, Four-year publics, Baccalaureate Liberal Arts Colleges

  - We'll be comparing USI to 24,100 people at 25 public universities that participated between 2018 and 2021

    ▸ *This is a better comparison group than we've focused on in previous conversations about USI's data*

    ▸ *USI administered the survey in Spring 2020*

- Two previous conversations with members of the USI community

  - September 2020 - USI Equity, Diversity and Inclusion Council

  - March 2021 - Board of Trustees

Topics on the survey include

- Perceptions of USI's campus climate

- Perceptions of USI's support for diversity and equity

- Interactions with people from diverse backgrounds

  – Frequency of and comfort with

- Activities that have influenced support for diversity and equity

  – Community service, presentations, performances, art exhibits, discussions, training, etc.

- Insensitive and disparaging remarks

  – Frequency of, who remarks were directed at, source of remarks

- Knowledge of campus processes for reporting and investigating discrimination and harassment

- Experiences with discrimination and harassment

  – Basis of, form it took, location, source of, if reported to campus officials

Who took the survey at USI?
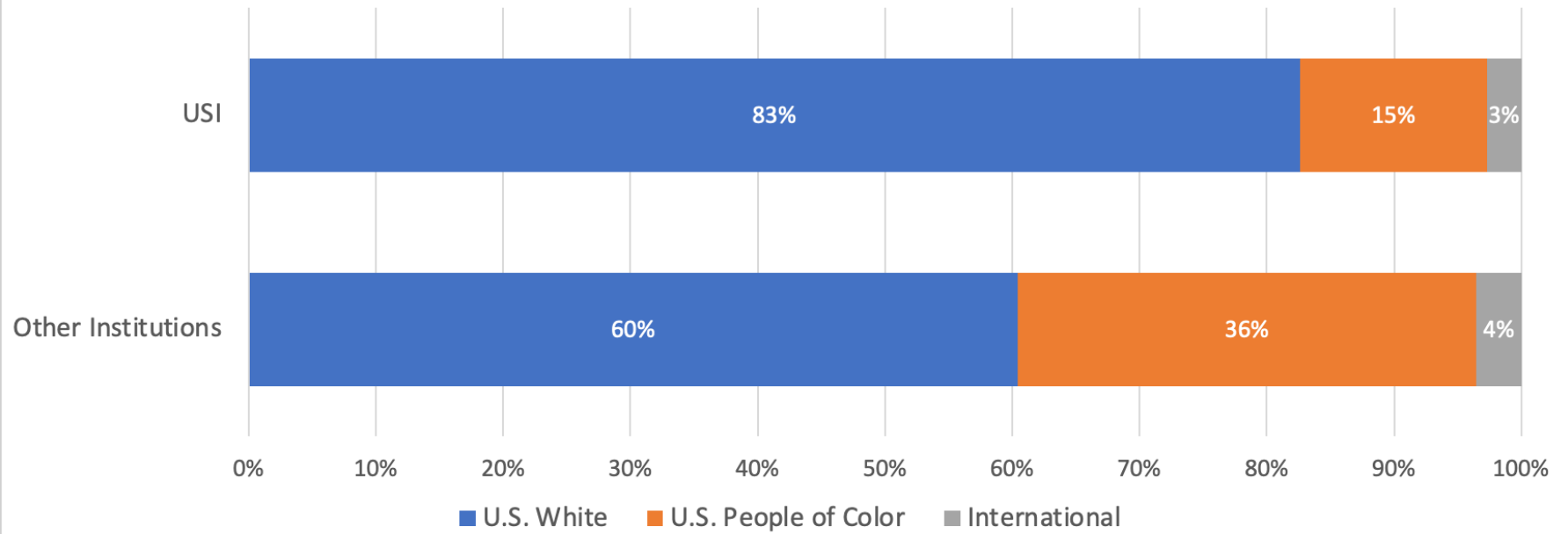
1,712 Undergraduate Students
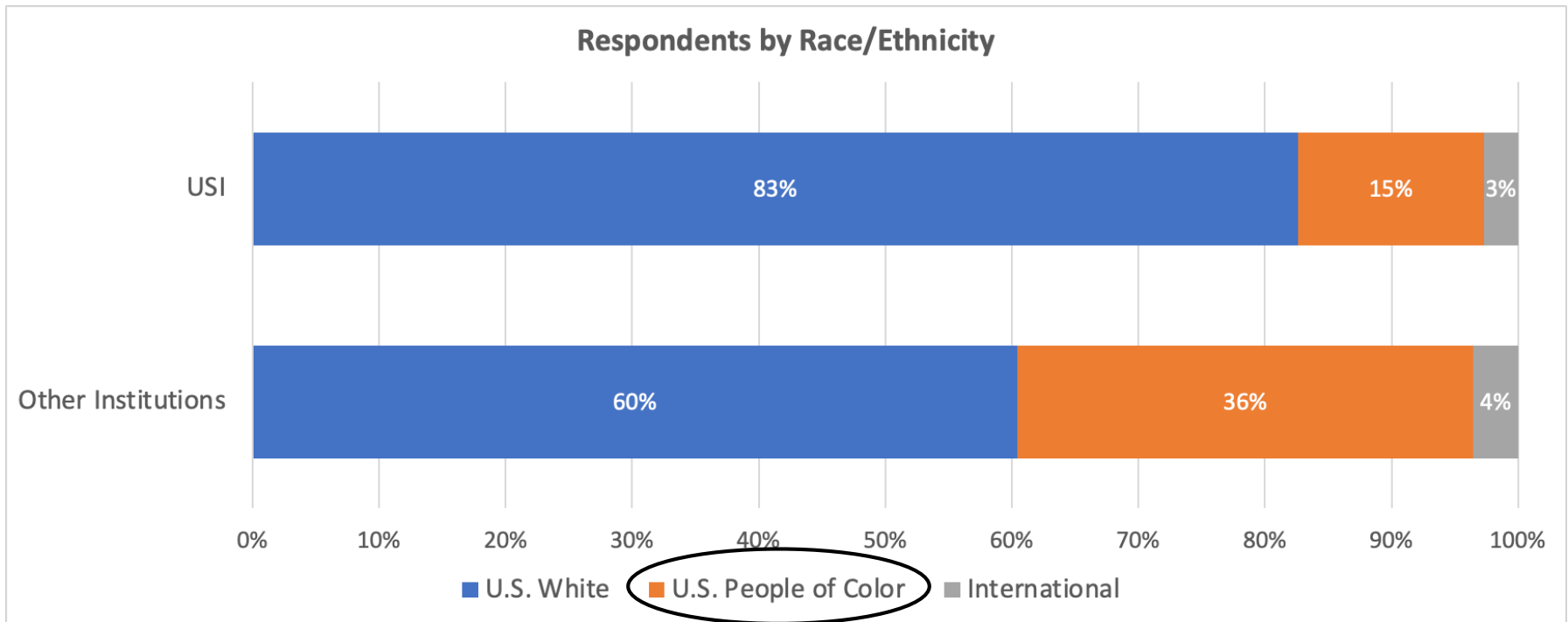
62 Graduate Students

300 Faculty

428 Staff/Administrators

Respondents by Race/Ethnicity

	U.S. White	U.S. People of Color	International
USI	83%	15%	3%
Other Institutions	60%	36%	4%

Respondents by Race/Ethnicity

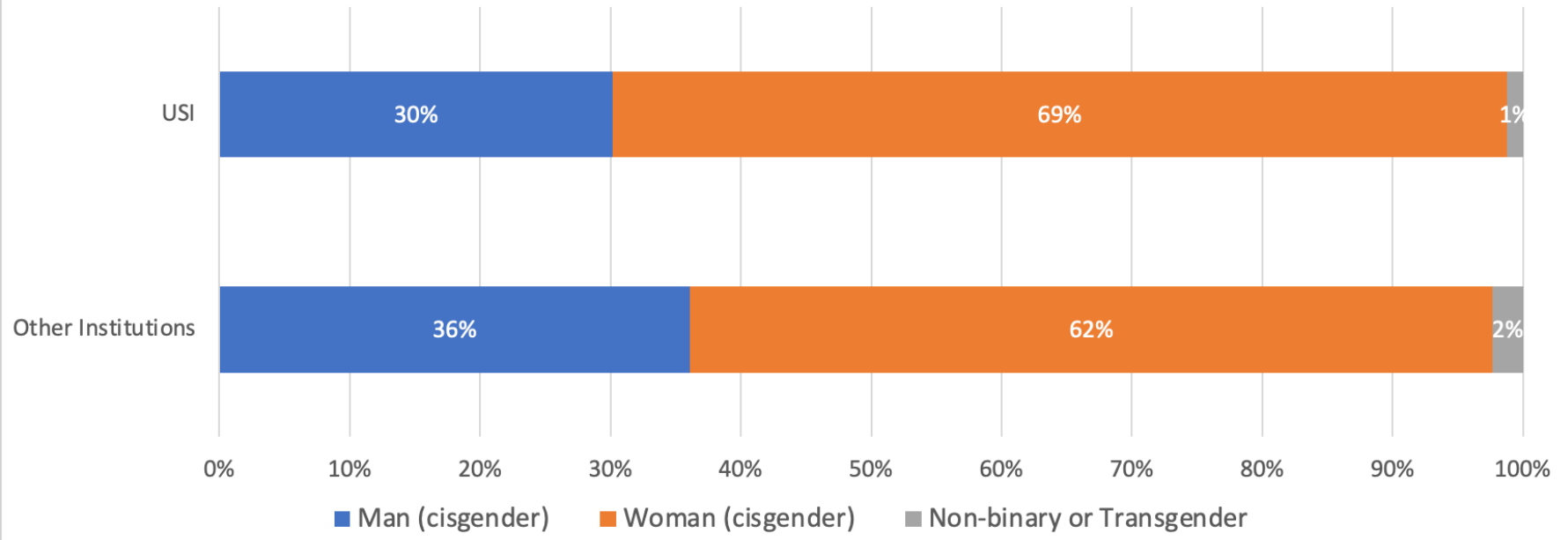|	U.S. White	U.S. People of Color	International
USI	83%	15%	3%
Other Institutions	60%	36%	4%

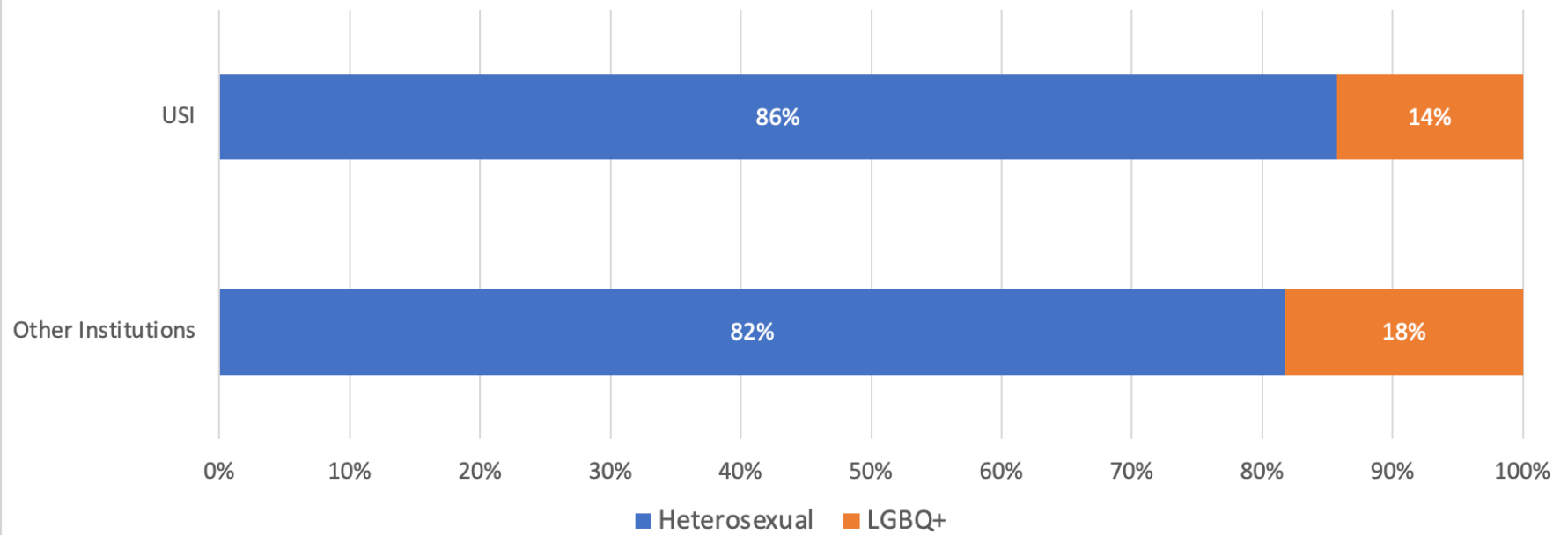Includes people at USI who identify as:
- African
- African American/Black
- Asian
- Asian American
- Hispanic or Latino/Latina
- Latin American
- Middle Eastern
- Native American/American Indian
- Native Hawaiian or other Pacific Islander
- South Asian
- Multiple races/ethnicities

Respondents by Gender

	Man (cisgender)	Woman (cisgender)	Non-binary or Transgender
USI	30%	69%	1%
Other Institutions	36%	62%	2%

Respondents by Sexual Orientation

	Heterosexual	LGBQ+
USI	86%	14%
Other Institutions	82%	18%

Respondents by Religion

	Protestant	Catholic	Other Christian	Atheist/Agnostic	Spiritual	Other (Buddhist, Hindu, Jewish, Muslim, Fill in)
USI	37%	20%	12%	16%	8%	7%
Other Institutions	29%	17%	13%	18%	10%	12%

Legend:
- Protestant
- Catholic
- Other Christian
- Atheist/Agnostic
- Spiritual
- Other (Buddhist, Hindu, Jewish, Muslim, Fill in)
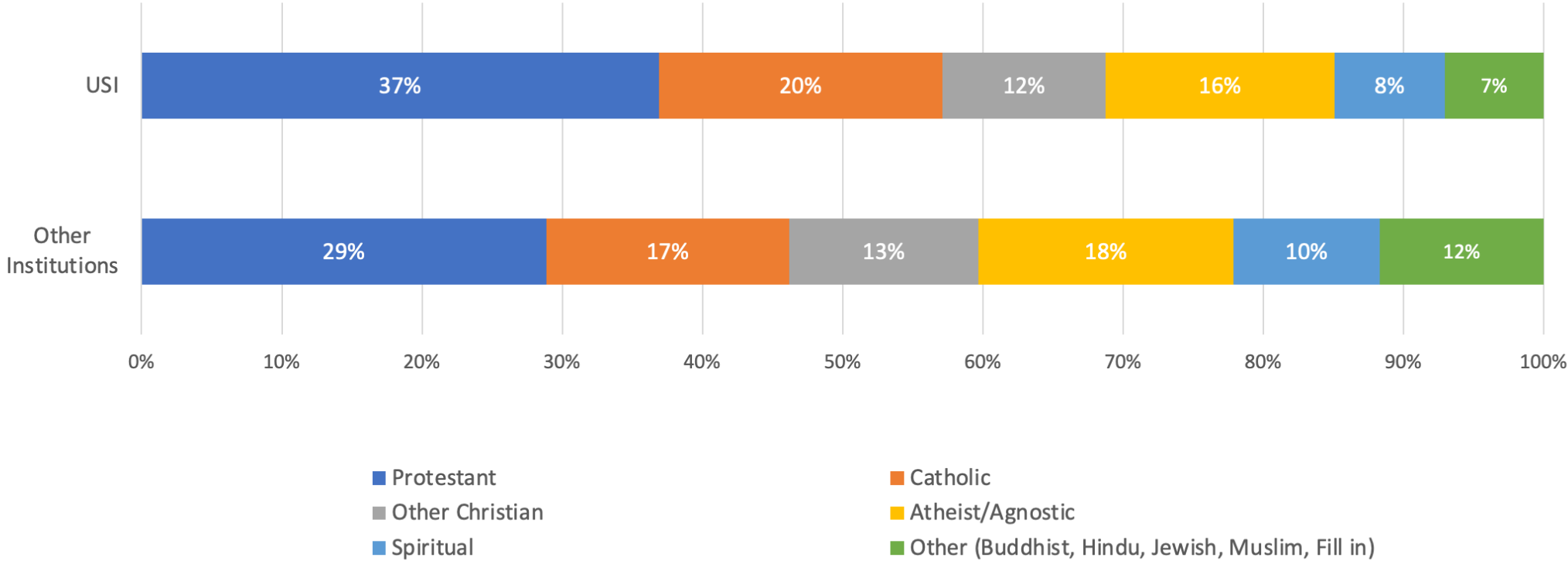
Overall, how does USI compare to other institutions on indicators of campus climate and institutional support for diversity and equity?
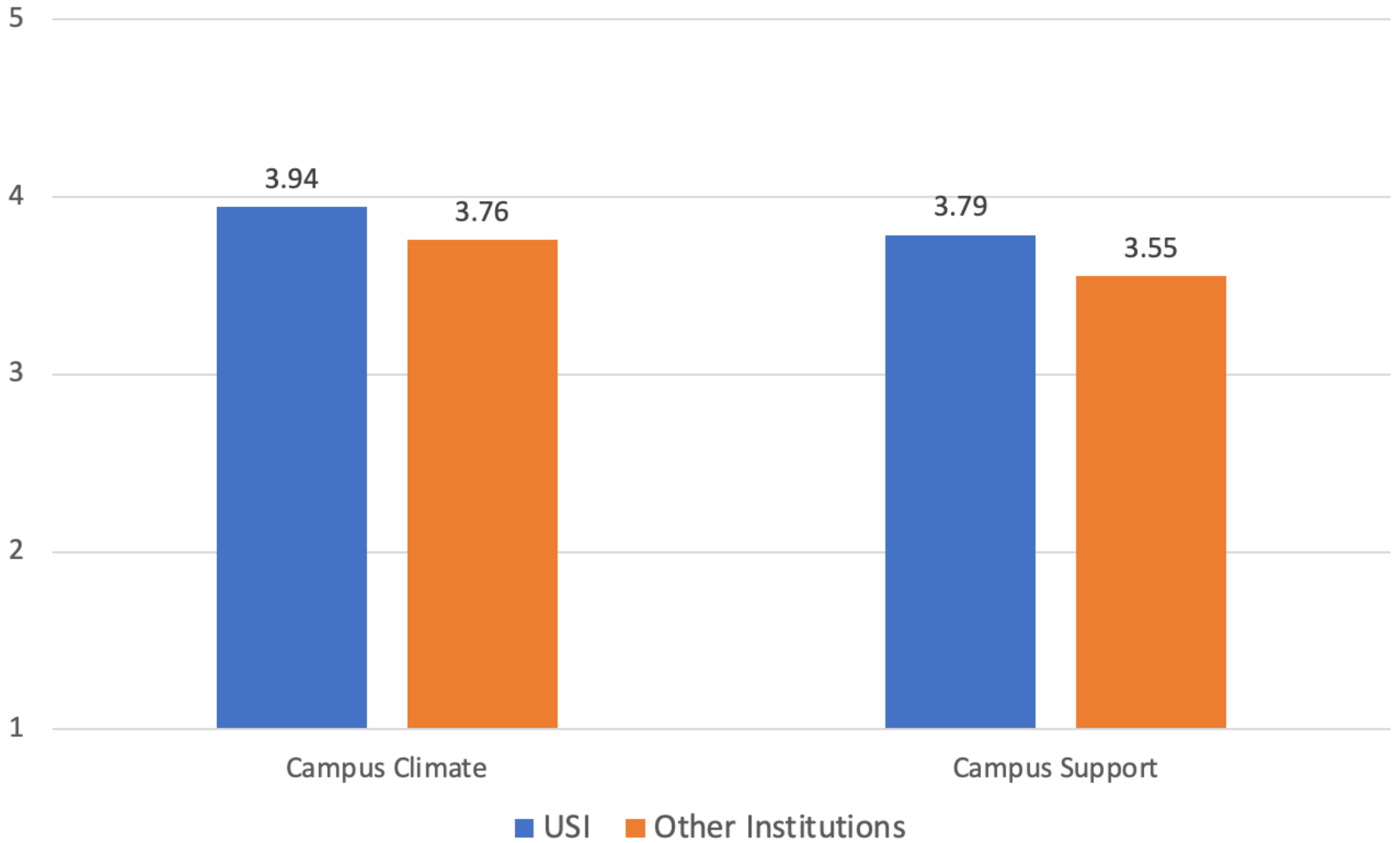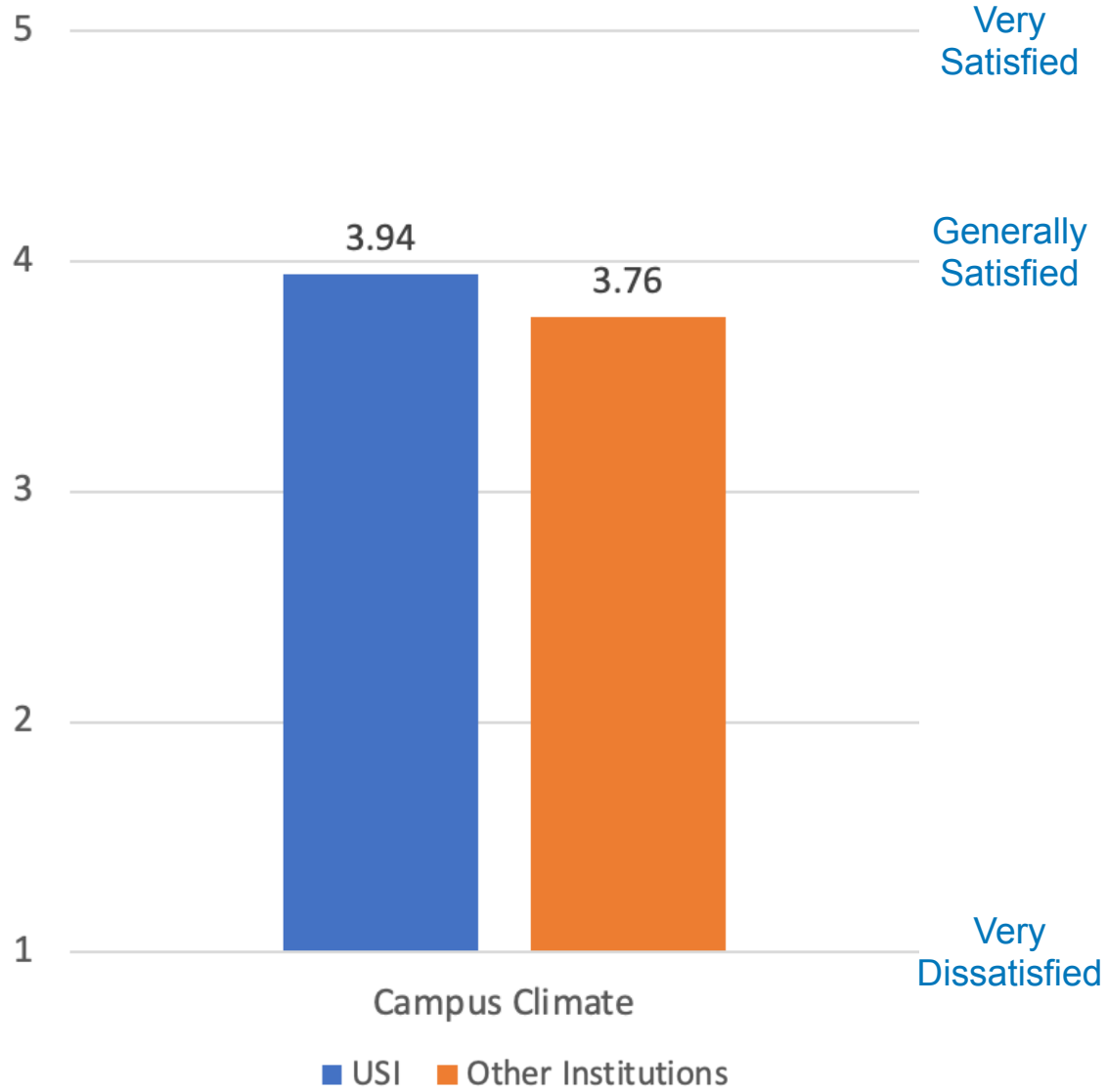
Two indicators

- **Campus Climate for Diversity and Equity** *(satisfaction with)*
  - Overall campus climate
  - The campus experience/environment regarding diversity at USI
  - The extent to which you experience a sense of belonging or community at USI
  - The extent to which you feel all community members experience a sense of belonging or community at USI

- **Institutional Support for Diversity and Equity** *(agreement with)*
  - The campus environment is free from tensions related to individual or group differences
  - Recruitment of historically marginalized students, faculty, and staff is an institutional priority
  - Retention of historically marginalized students, faculty, and staff is an institutional priority
  - Senior leadership demonstrates a commitment to diversity and equity on this campus
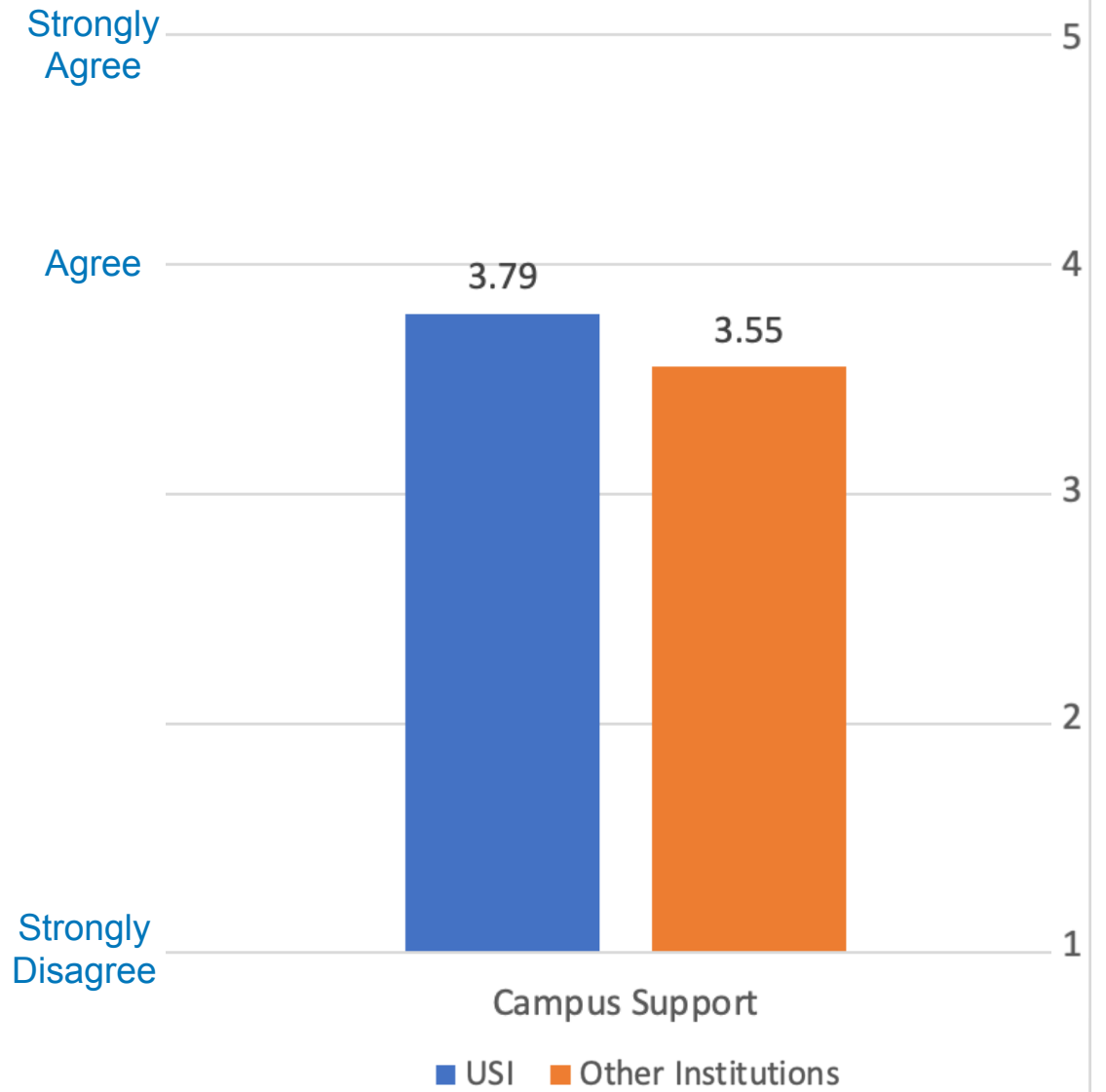
Climate and Support Indicators

	Campus Climate	Campus Support
USI	3.94	3.79
Other Institutions	3.76	3.55

■ USI ■ Other Institutions

Climate and Support Indicators

Bar chart showing "Climate and Support Indicators" for Campus Support. Y-axis ranges from 1 (Strongly Disagree) to 5 (Strongly Agree), with Agree at 4. USI = 3.79, Other Institutions = 3.55.

What affects scores on these indicators?
1. How often people hear insensitive or disparaging remarks
2. Whether people experience discrimination or harassment

Overall, how does USI compare to other institutions on disparaging remarks and discrimination?
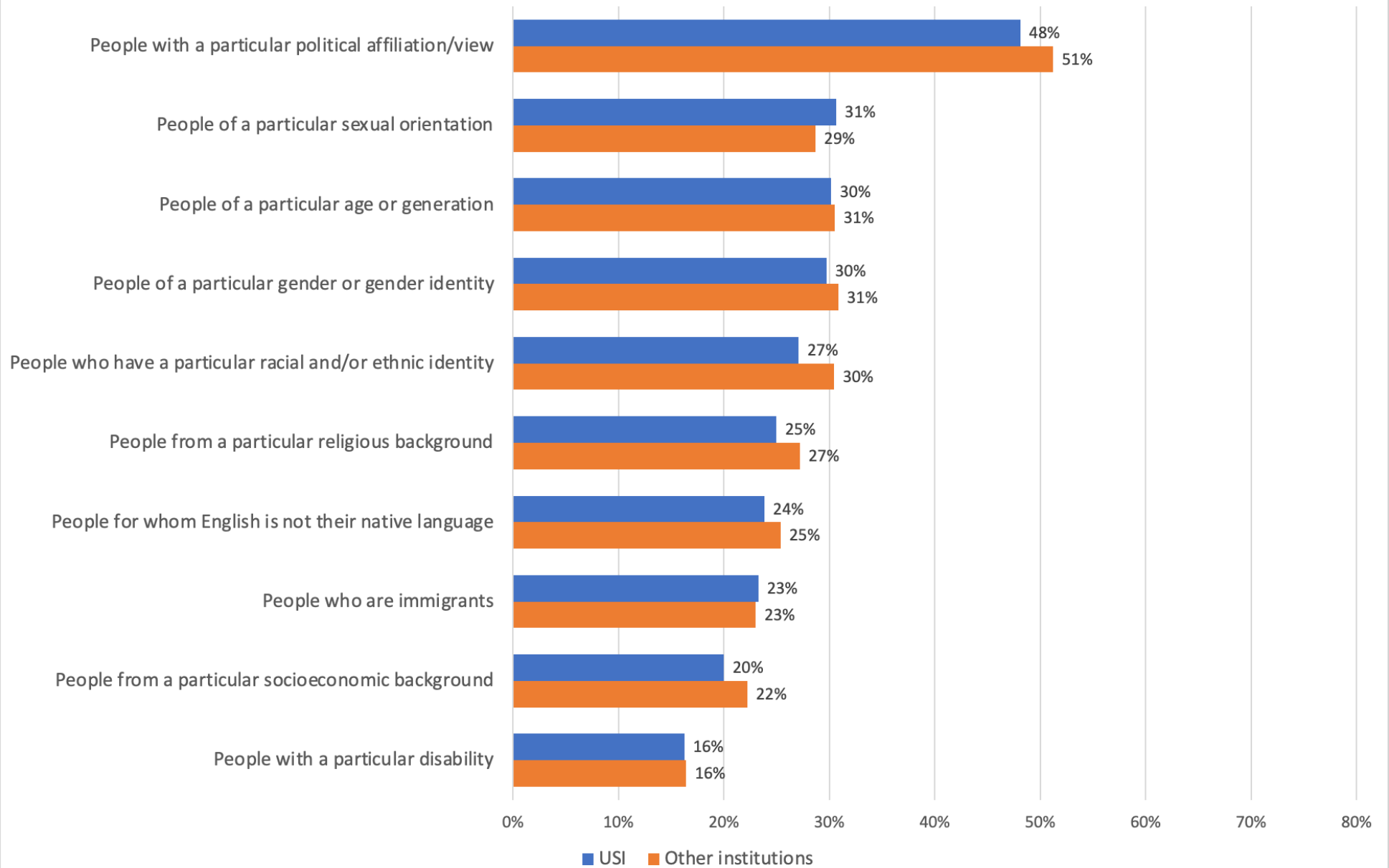
Insensitive or disparaging remarks

- During your time at USI, how often have you heard someone make an insensitive or disparaging remark about

  - People who have a particular racial and/or ethnic identity

  - People with a particular disability

  - People of a particular sexual orientation

  - People who are immigrants

  - People of a particular gender or gender identity

  - People with a particular political affiliation/view

  - People from a particular socioeconomic background

  - People of a particular age or generation

  - People from a particular religious background

  - People for whom English is not their native language

How often have you heard insensitive or disparaging remarks about:
% Sometimes, Often, or Very Often

| Category	USI	Other institutions
People with a particular political affiliation/view	48%	51%
People of a particular sexual orientation	31%	29%
People of a particular age or generation	30%	31%
People of a particular gender or gender identity	30%	31%
People who have a particular racial and/or ethnic identity	27%	30%
People from a particular religious background	25%	27%
People for whom English is not their native language	24%	25%
People who are immigrants	23%	23%
People from a particular socioeconomic background	20%	22%
People with a particular disability	16%	16%

■ USI ■ Other institutions

Definitions provided in the survey

- <u>Discrimination</u> is the unfavorable treatment of a person based on that person's race, ethnicity, national origin, socioeconomic status, age, perceived or actual physical or mental disability, pregnancy, sex, sexual orientation, gender identity, marital status, creed, religion, or political beliefs.

- <u>Harassment</u> is a form of discrimination consisting of physical or verbal conduct that denigrates or shows hostility toward an individual because of their race, ethnicity, national origin, socioeconomic status, age, perceived or actual physical or mental disability, pregnancy, sex, sexual orientation, gender identity, marital status, creed, religion, or political beliefs. *Harassment occurs when the conduct is sufficiently severe and/or pervasive that it alters the terms or conditions of employment or substantially limits the ability of a student to participate in or benefit from the college's educational and/or social programs.*

Have you ever been discriminated against or harassed on this campus, at an off-campus residence, or at an off-campus program/event affiliated with this institution?

Legend: ■ USI ■ Other Institutions

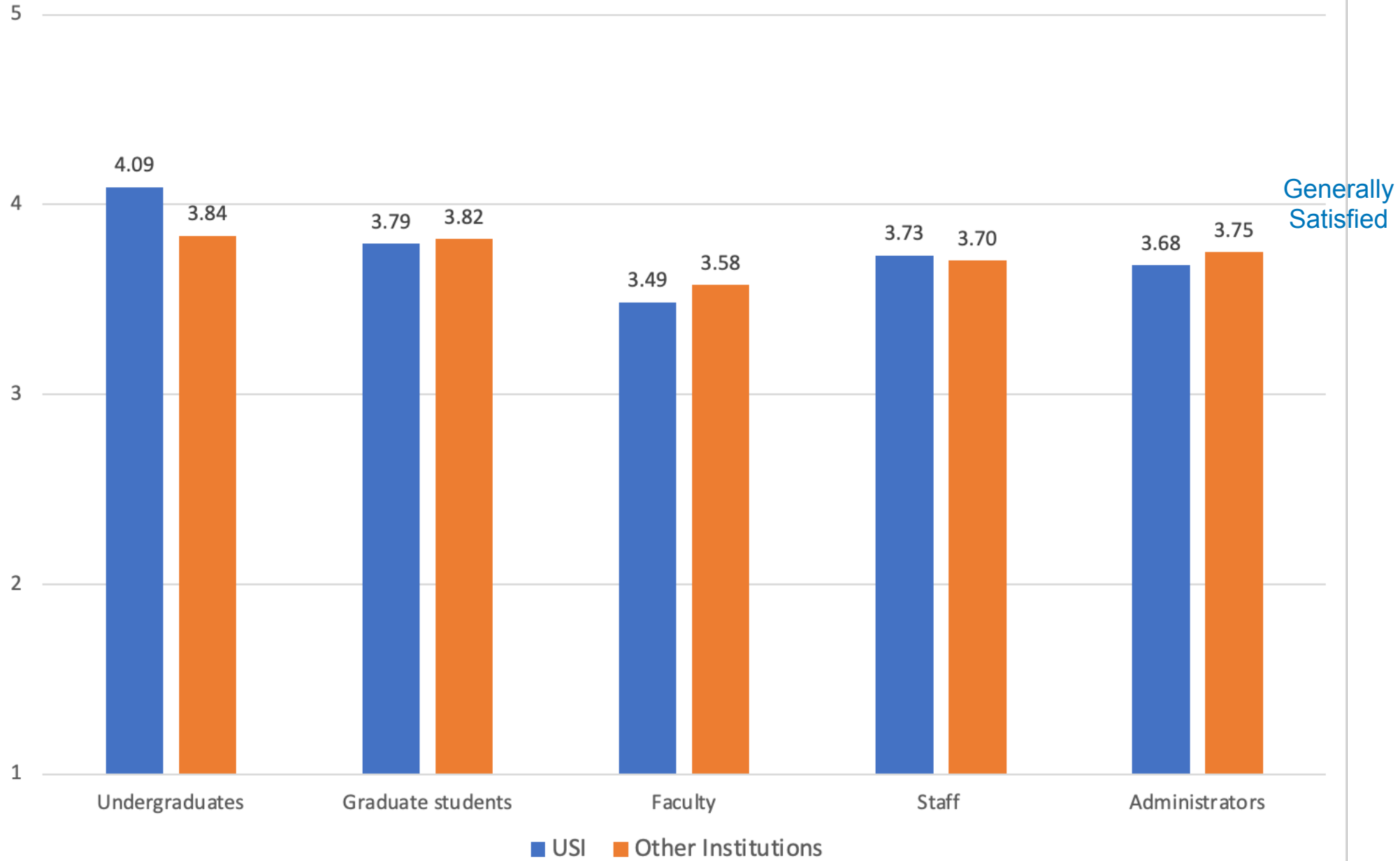| Category	USI	Other Institutions
Yes	13%	19%
No/Unsure	87%	81%
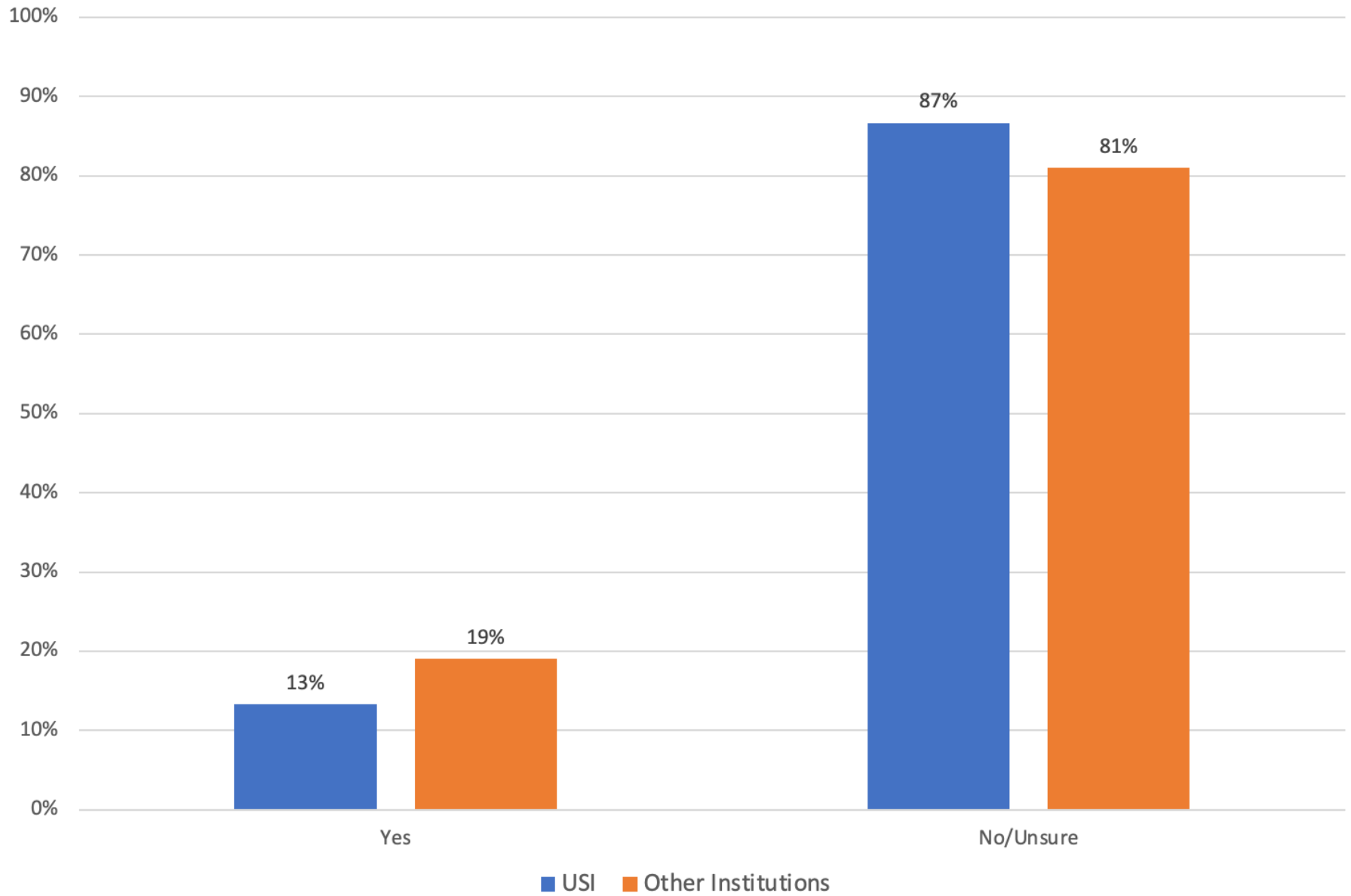
Did any of these incidents of discrimination or harassment at this institution occur in the last year?
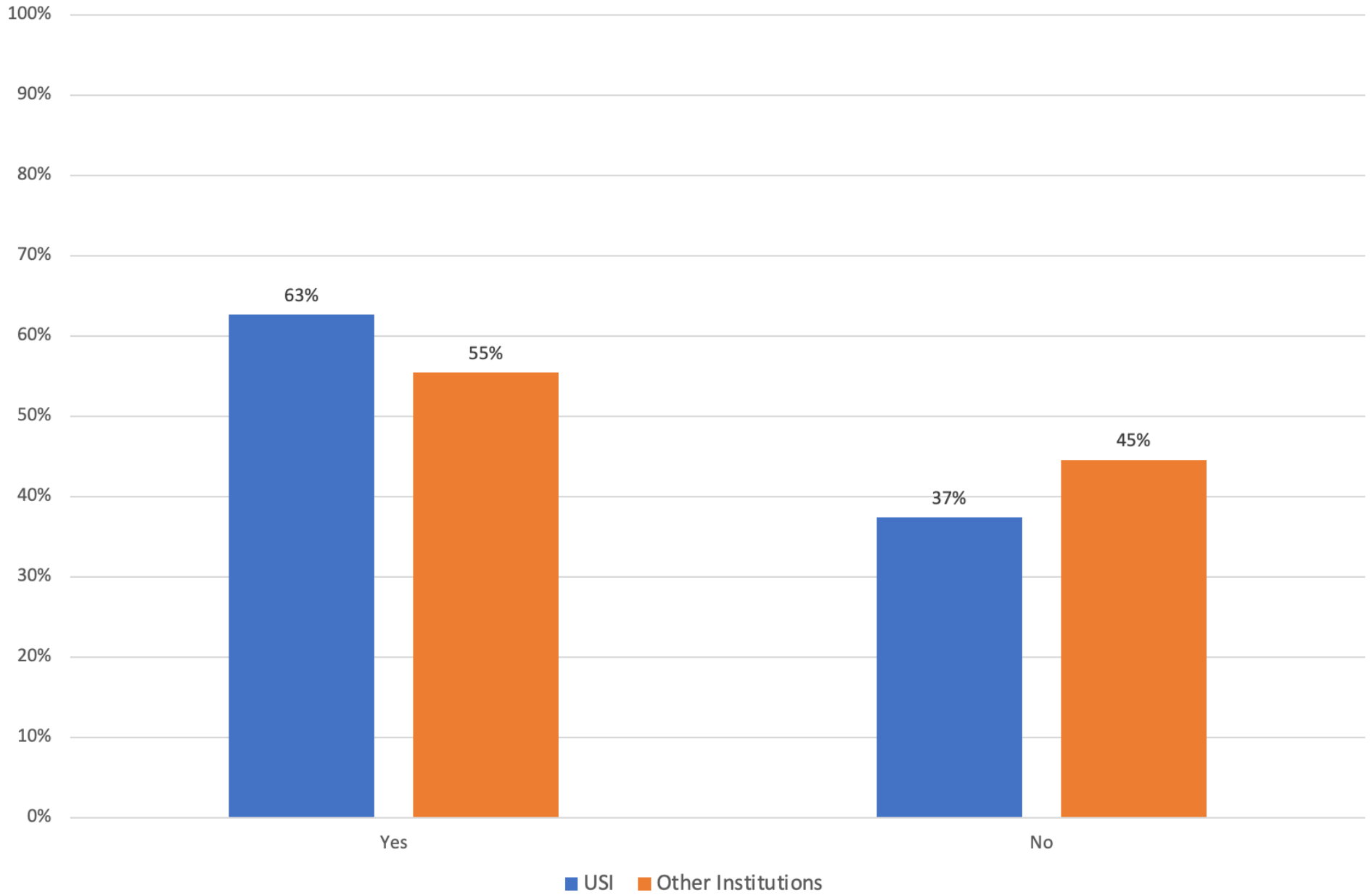
Do people in different roles at USI experience these aspects of diversity and equity differently?
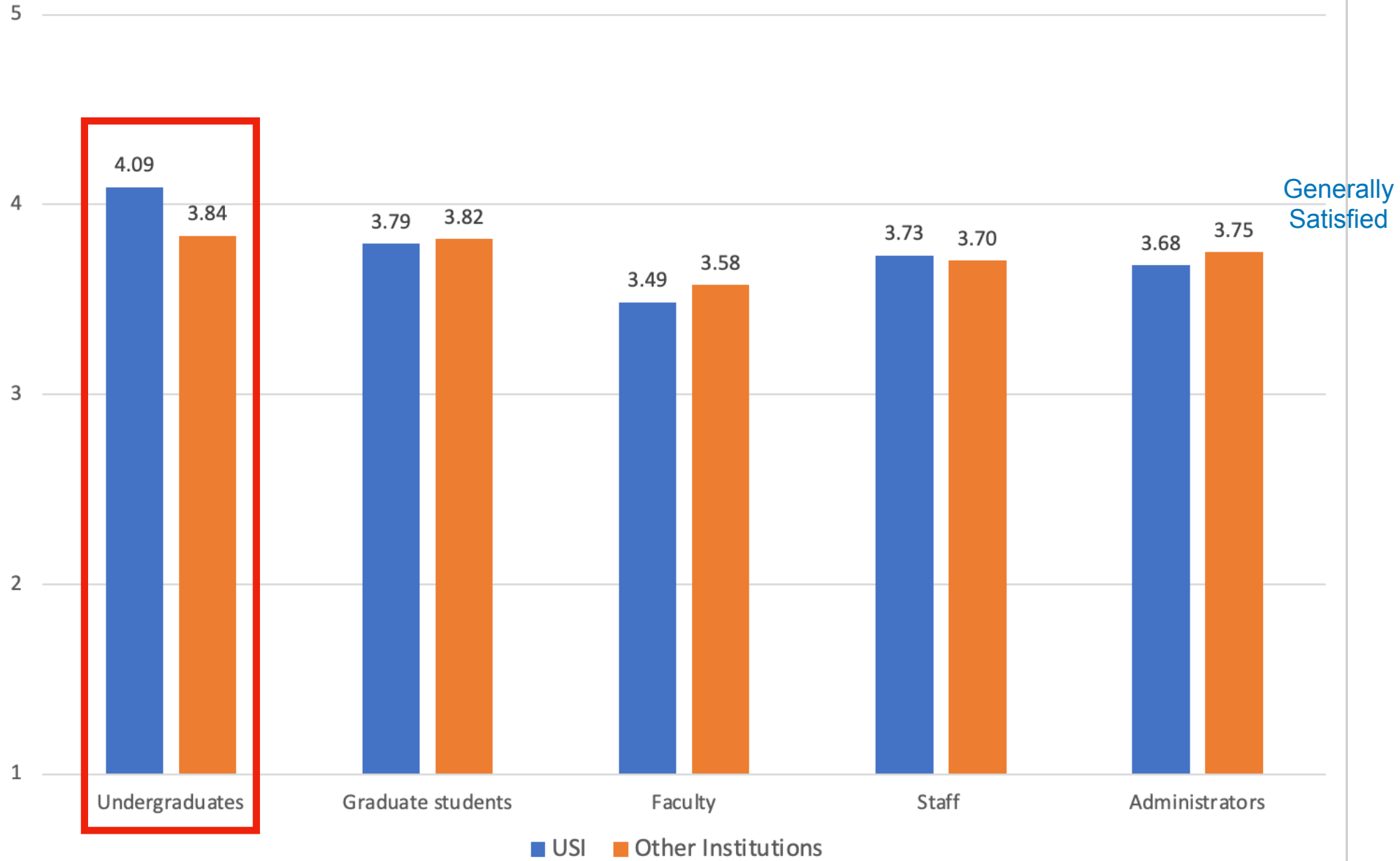
Campus Climate for Diversity and Equity

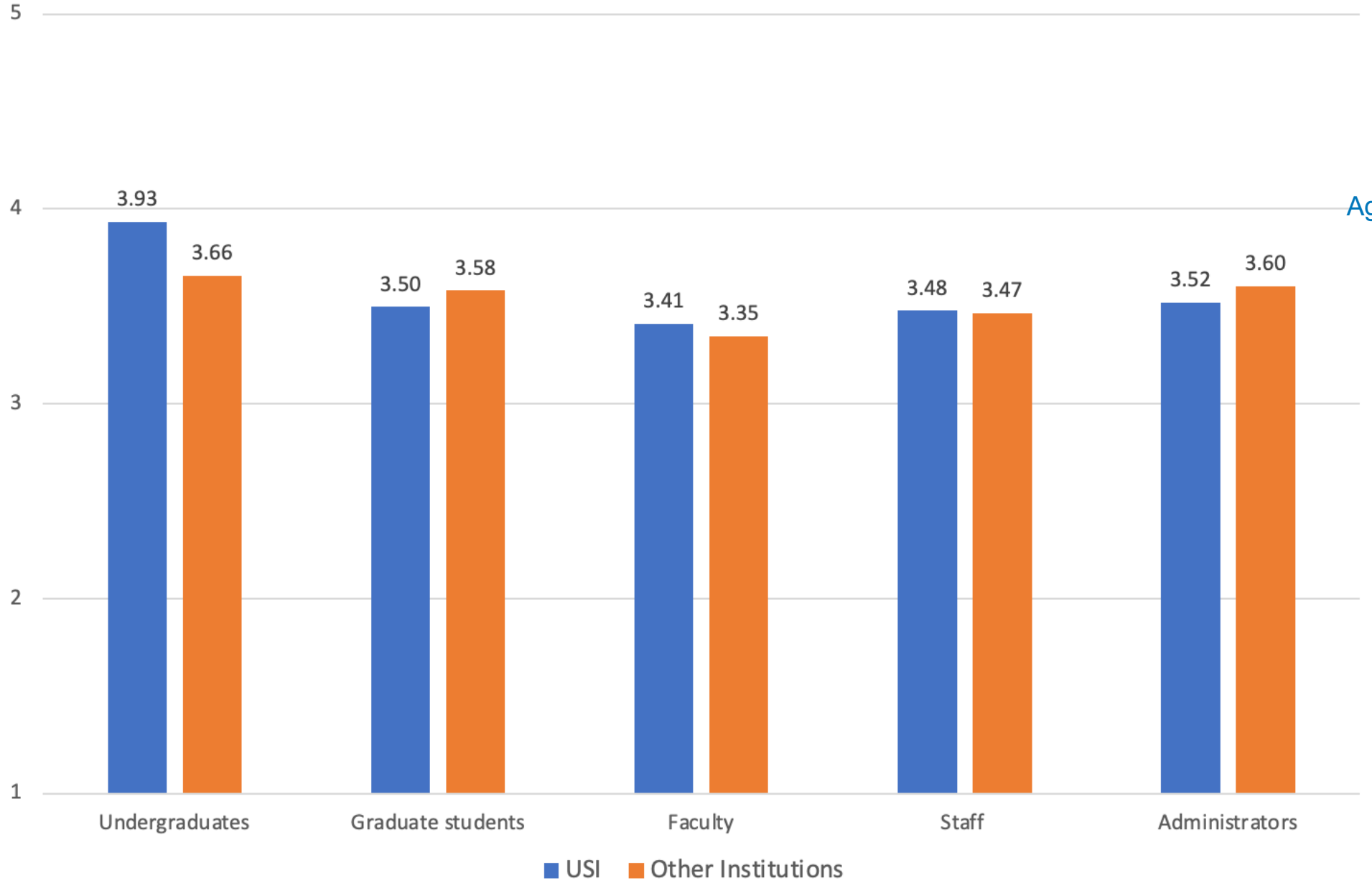Generally Satisfied

Group	USI	Other Institutions
Undergraduates	4.09	3.84
Graduate students	3.79	3.82
Faculty	3.49	3.58
Staff	3.73	3.70
Administrators	3.68	3.75

■ USI ■ Other Institutions

Campus Climate for Diversity and Equity

Generally Satisfied

	Undergraduates	Graduate students	Faculty	Staff	Administrators
USI	4.09	3.79	3.49	3.73	3.68
Other Institutions	3.84	3.82	3.58	3.70	3.75

Institutional Support for Diversity and Equity

Group	USI	Other Institutions
Undergraduates	3.93	3.66
Graduate students	3.50	3.58
Faculty	3.41	3.35
Staff	3.48	3.47
Administrators	3.52	3.60

Agree

Institutional Support for Diversity and Equity

Agree

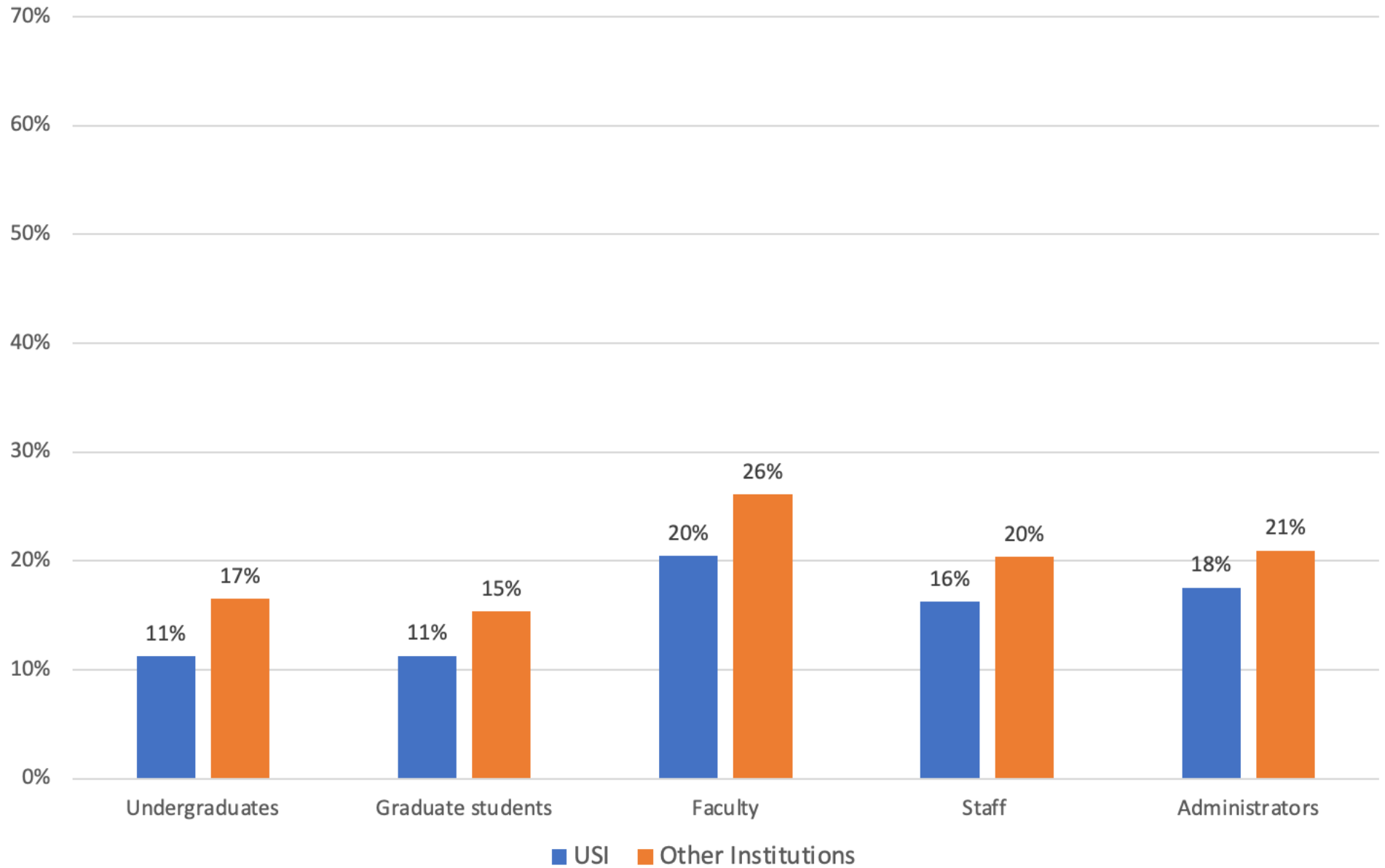|	USI	Other Institutions
Undergraduates	3.93	3.66
Graduate students	3.50	3.58
Faculty	3.41	3.35
Staff	3.48	3.47
Administrators	3.52	3.60
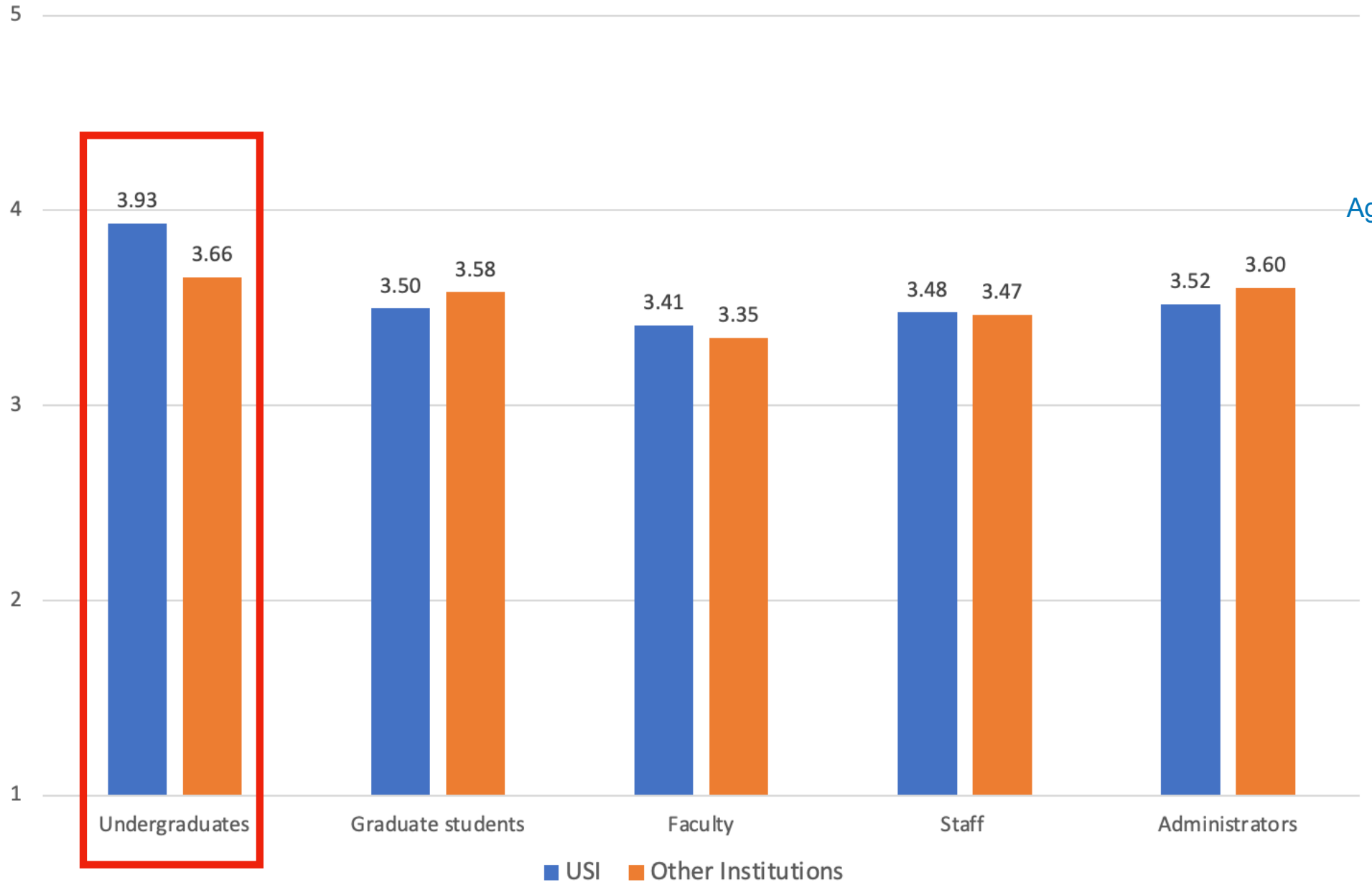
How often have you heard insensitive or disparaging remarks
about a group of people?
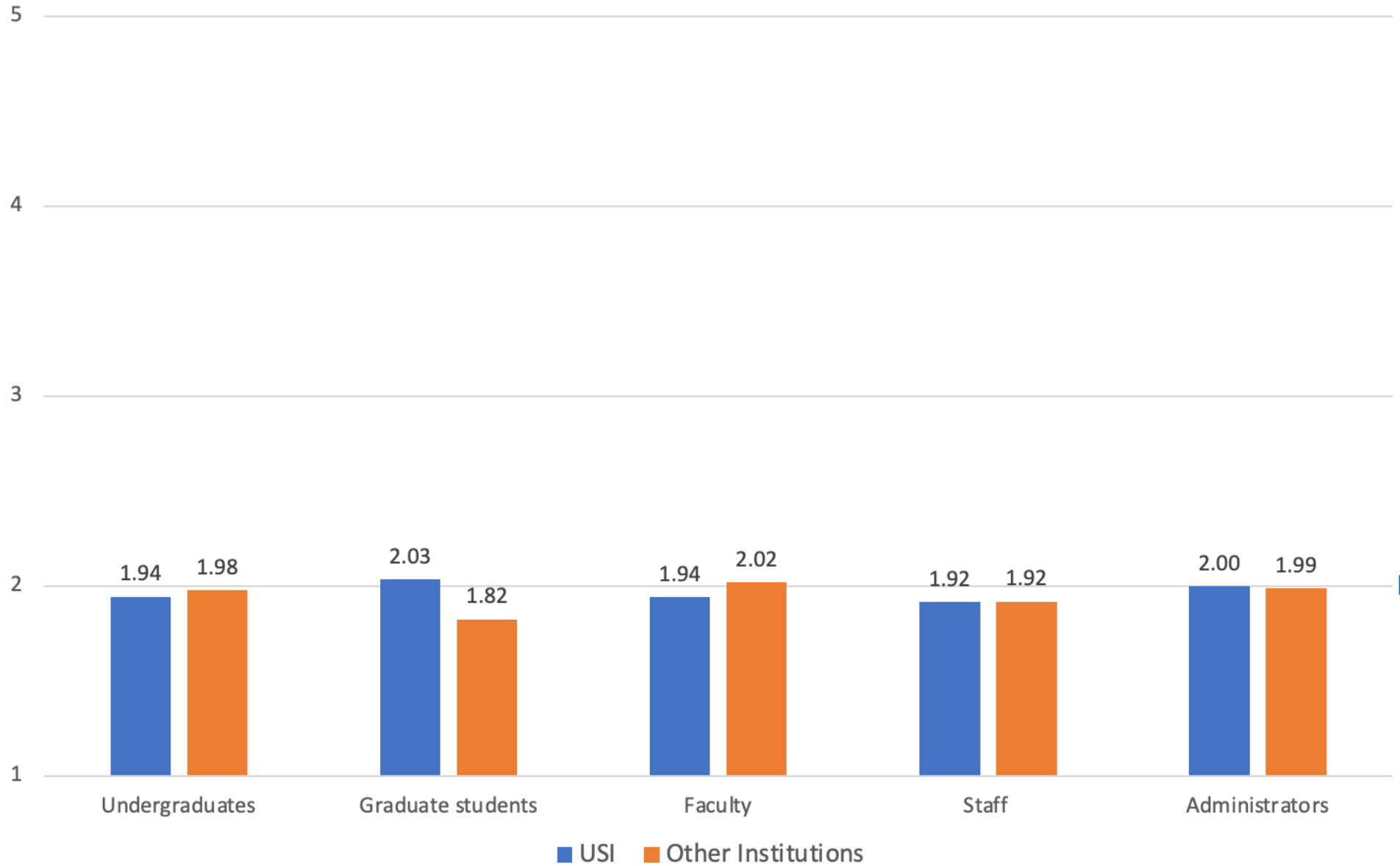
% discriminated against or harassed on this campus, at an off-campus residence, or at an off-campus program/event affiliated with this institution

	Undergraduates	Graduate students	Faculty	Staff	Administrators
USI	11%	11%	20%	16%	18%
Other Institutions	17%	15%	26%	20%	21%

Summary of today's presentation

- Compared to other public institutions, USI has

  - Higher ratings on institutional climate for diversity and equity

    - *This was driven by undergraduate students' ratings; people in other roles gave roughly comparable ratings*

  - Higher ratings on institutional support for diversity and equity

    - *This also was driven by undergraduate students' ratings; people in other roles gave roughly comparable ratings*

  - Roughly similar levels of hearing insensitive or disparaging remarks across all roles

  - Lower levels of experiencing discrimination or harassment across all roles

- In our next session, we will move from focusing on role to focusing on identity

  - Race/ethnicity, gender, sexual orientation, religion

  - These results will be a little more complicated

Questions or comments?