



USI Survey Results - Presentation #2

The Experiences of People with Different Identities

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



# About us

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- **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

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- **Piloted in spring 2017, current version administered since spring 2018**
- **Given to everyone at an institution - undergraduate and graduate students, faculty, staff, and administrators**
- **In past 4 years, around 160,000 people at over 170 institutions have participated in the survey**
  - > We'll be comparing USI to 24,100 people at 25 public universities that participated between 2018 and 2021
    - *USI administered the survey in Spring 2020*
- **Three previous conversations with members of the USI community**
  - > September 2020 - USI Equity, Diversity and Inclusion Council
  - > March 2021 - Board of Trustees
  - > March 24, 2022 – First presentation to the campus



# Who took the survey?

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- **Respondents by their role at USI**
  - > 1,712 Undergraduate Students
  - > 62 Graduate Students
  - > 300 Faculty
  - > 428 Staff/Administrators
- **Compared to the other public universities that participated in the survey, USI's sample had a higher proportion of**
  - > U.S. White people
  - > Women
  - > Heterosexuals



## *Topics on the survey include*

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- **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



## Summary of March 24 presentation

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- **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 ratings comparable to people in those roles at other institutions*
  - > Higher ratings on institutional support for diversity and equity
    - *This too 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



# Today

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- **We'll review two measures on the survey**
  - > Satisfaction with Campus Climate for Diversity and Equity
  - > Experiences with discrimination and harassment
- **Focusing on three different aspects of people's identities**
  - > Gender
  - > Sexual orientation
  - > Race/ethnicity
- **We'll show that there are different patterns in the experiences of people with historically marginalized identities at USI**
- **We're showing just a slice of the data from this survey**



## *Focus on two indicators*

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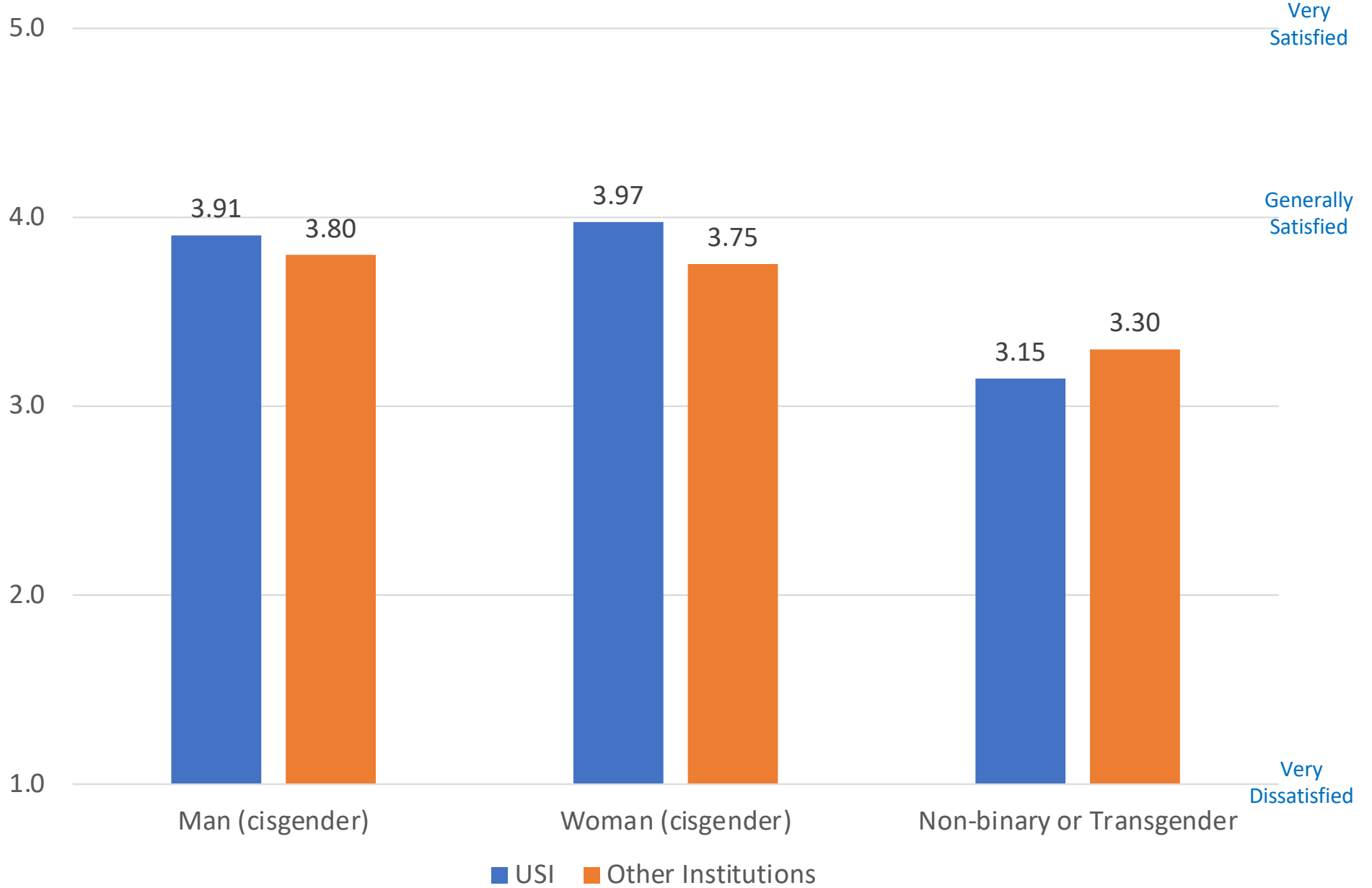
- **Campus Climate for Diversity and Equity (satisfaction with)**
  - > Overall campus climate
  - > The campus experience/environment regarding diversity at USI
  - > The extent to which you experience a sense of belonging or community at USI
  - > The extent to which you feel all community members experience a sense of belonging or community at USI
  
- **Have you ever been discriminated against or harassed on the USI campus, at an off-campus residence, or at an off-campus program/event affiliated with USI?**
  - > Percent who said “Yes” to this question broken down by Gender, Sexual Orientation, and Race/Ethnicity



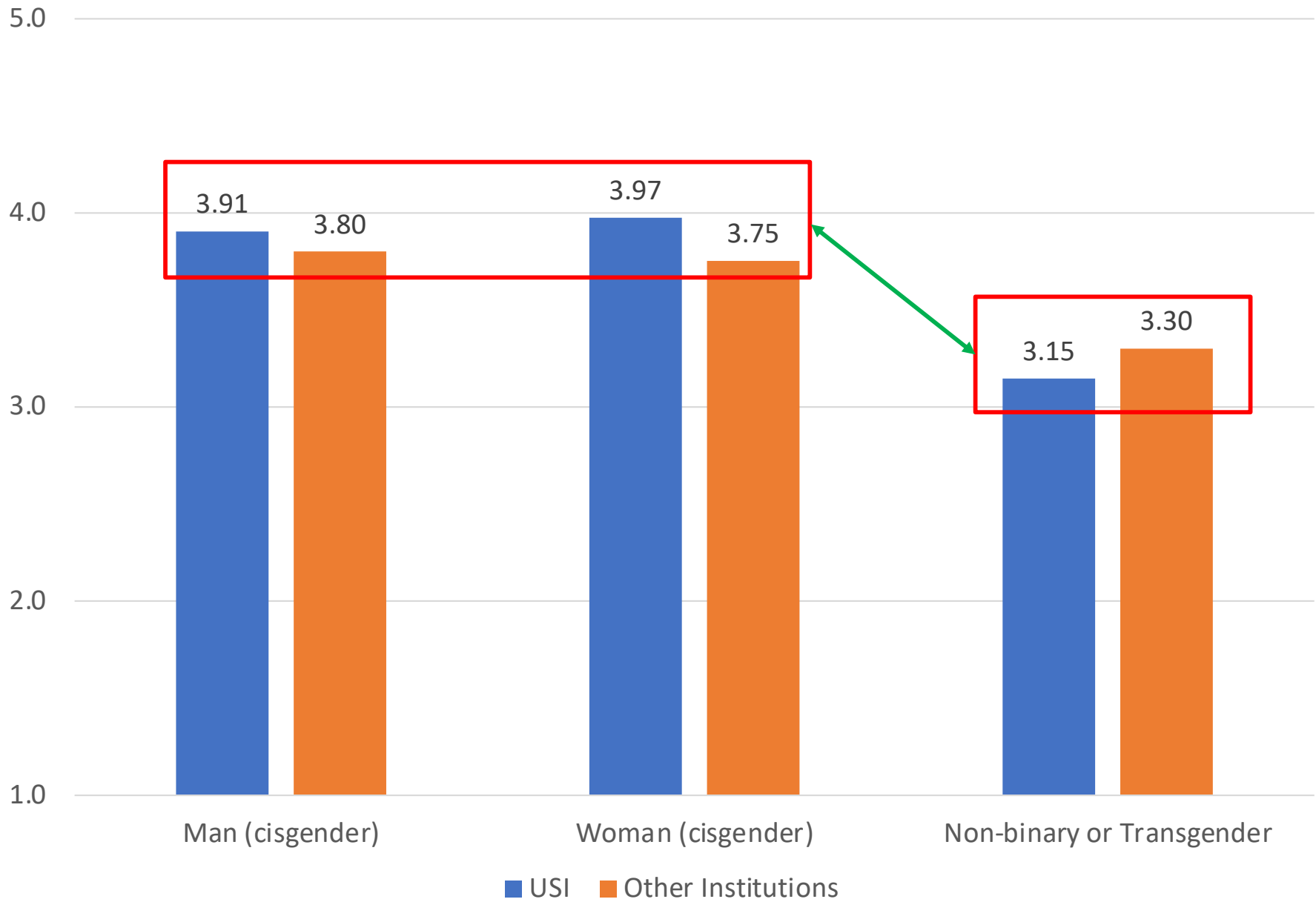


Gender

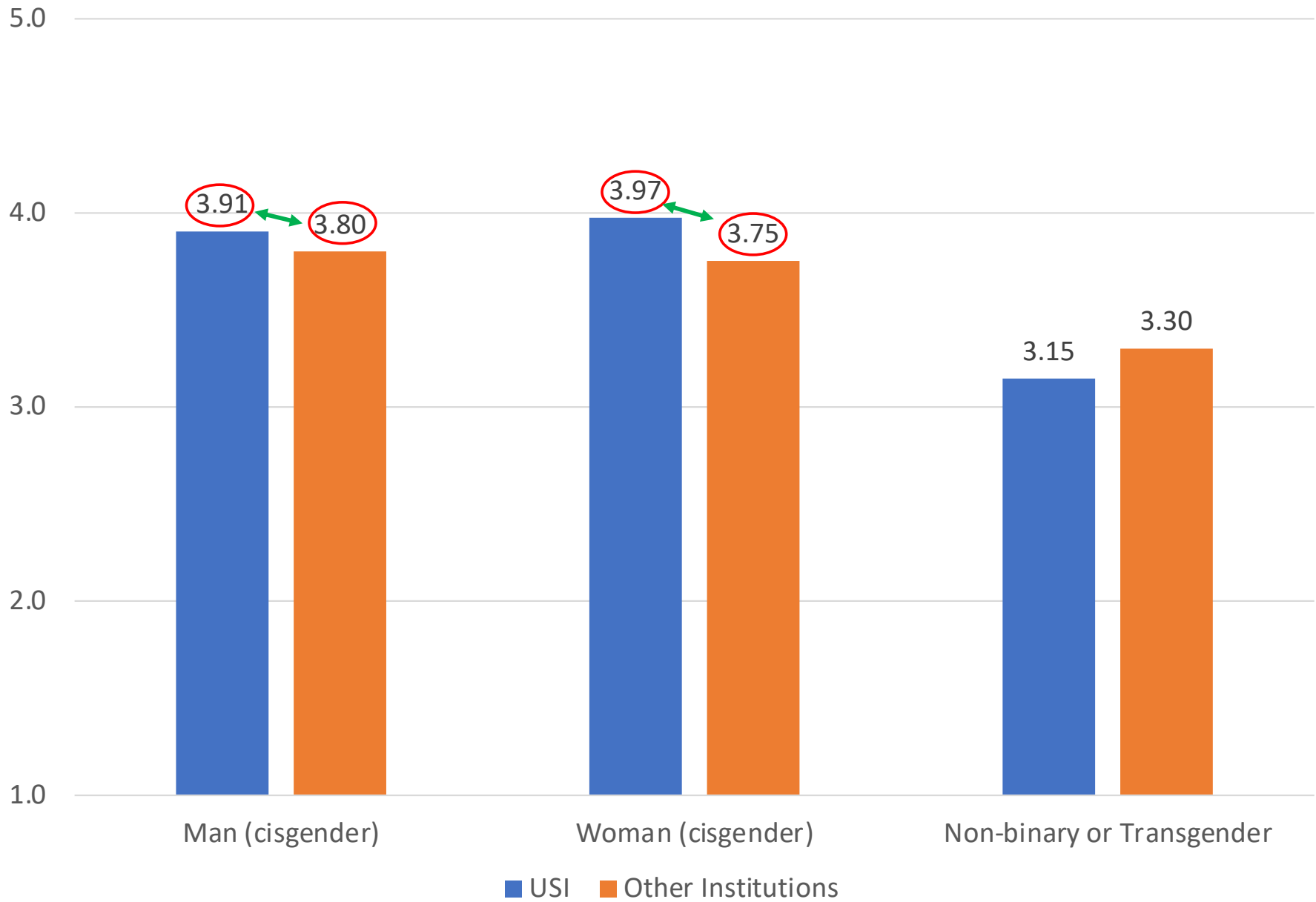
# Campus Climate for Diversity and Equity



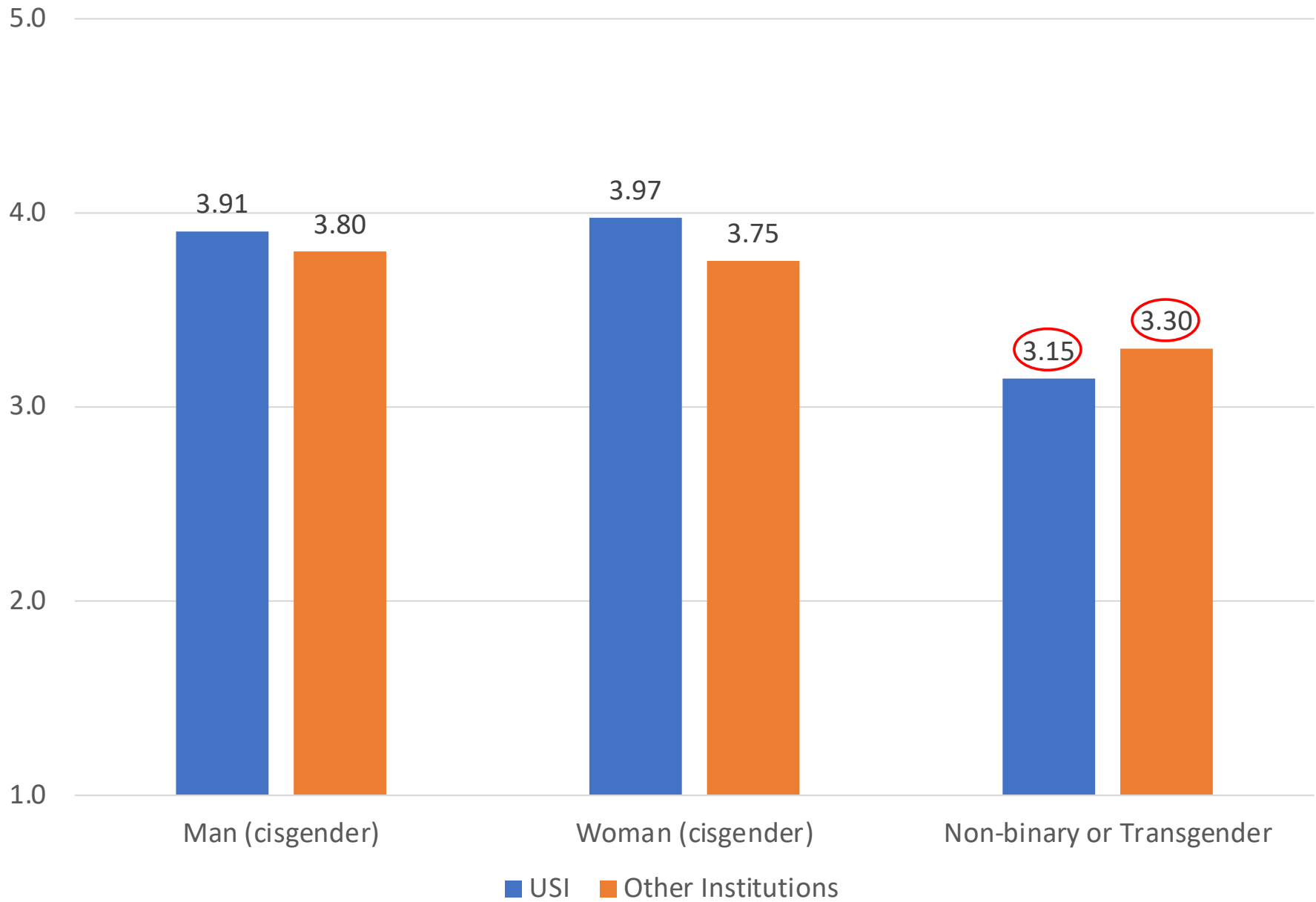
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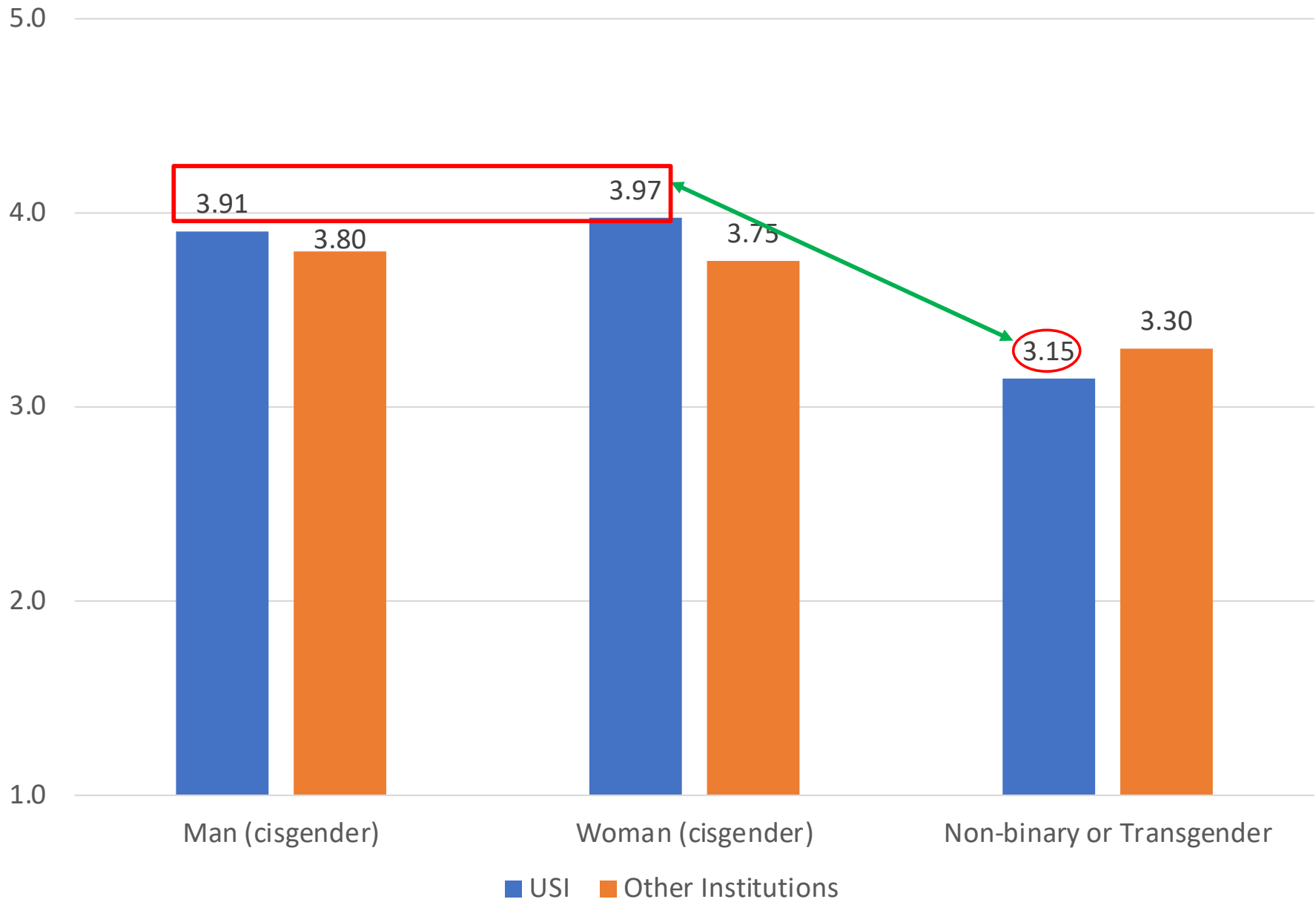
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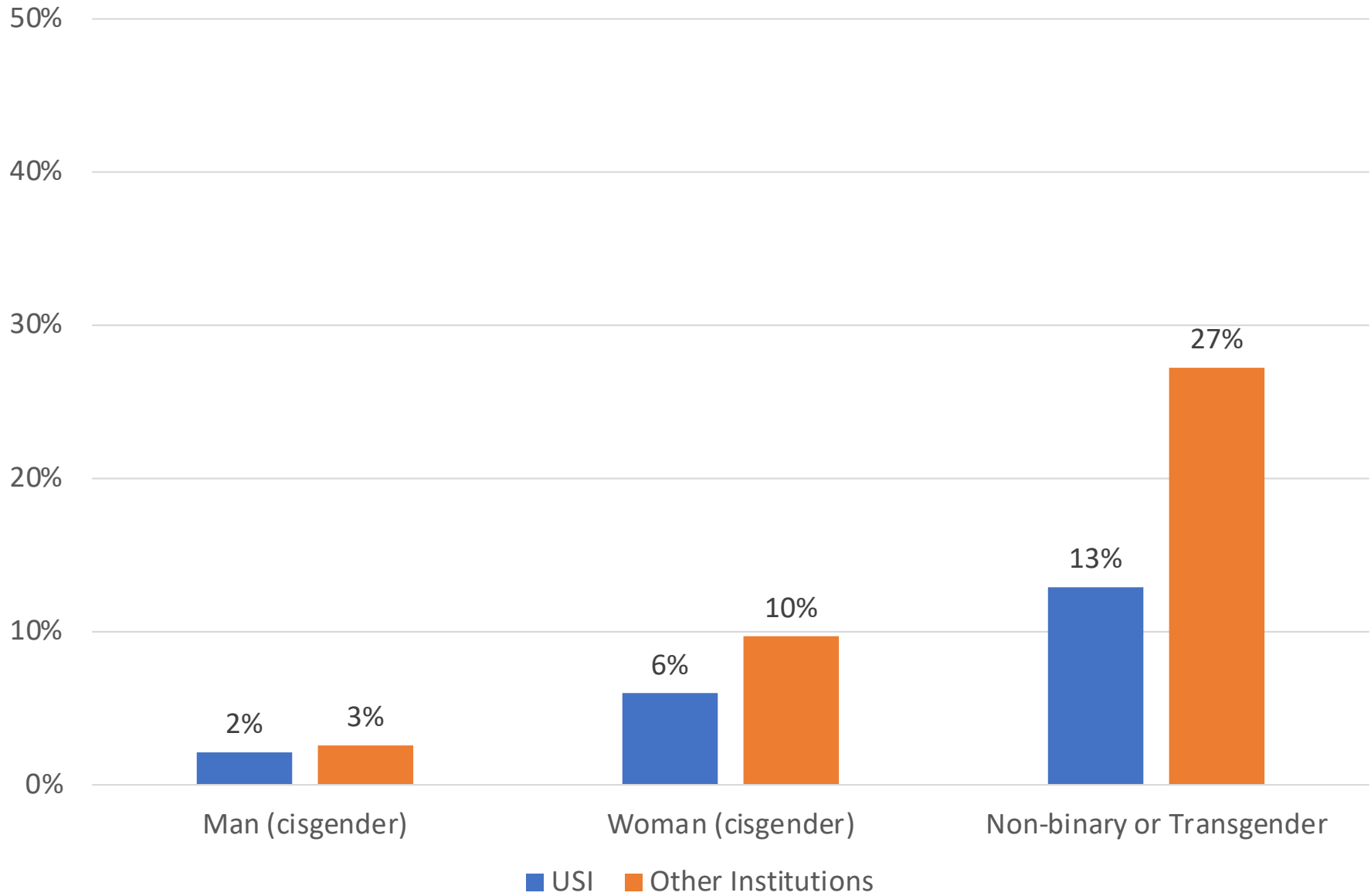


## Campus Climate for Diversity and Equity



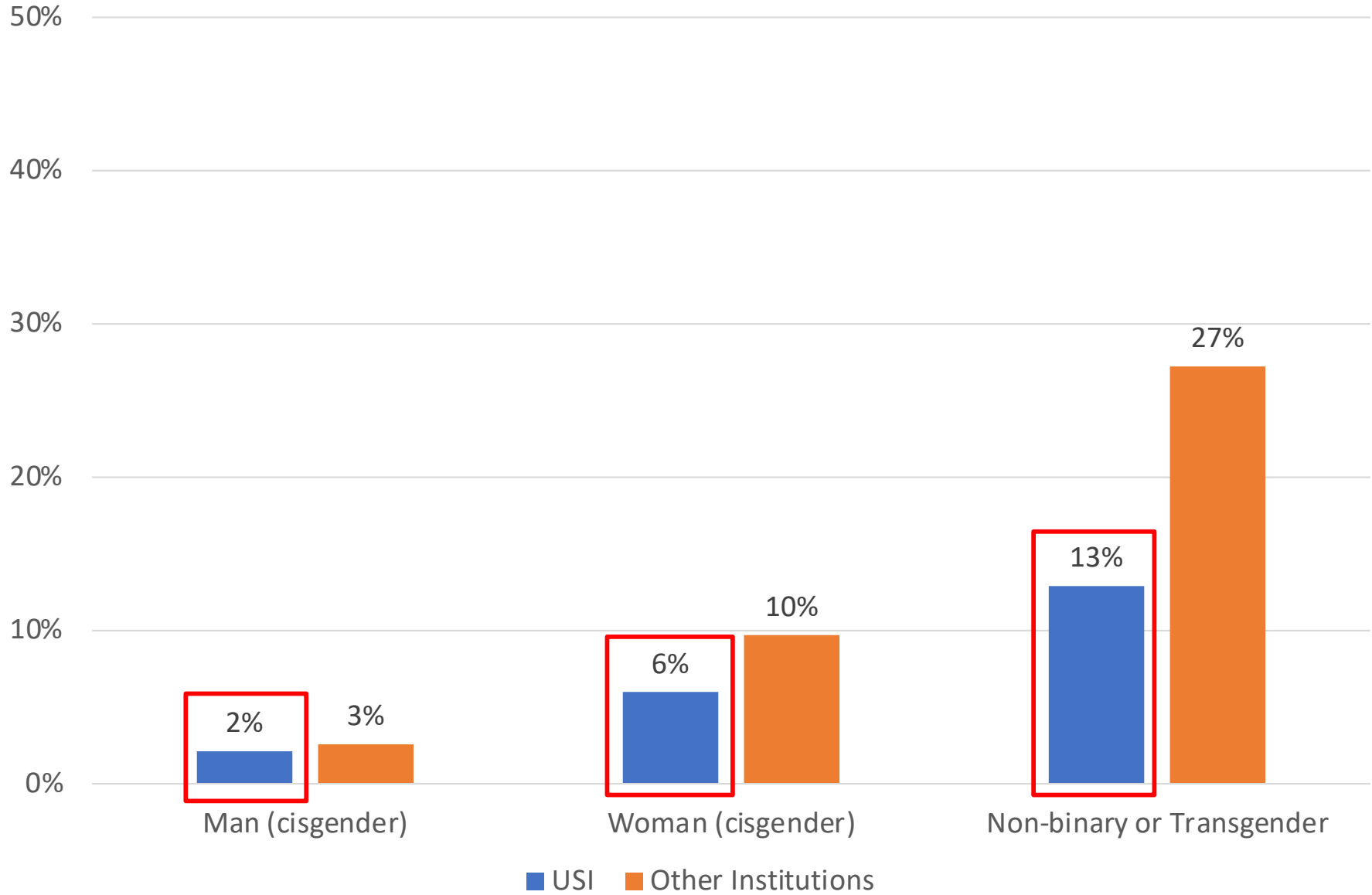
## % Experienced Discrimination or Harassment Because of Gender

*Sometimes, Often, Very often*



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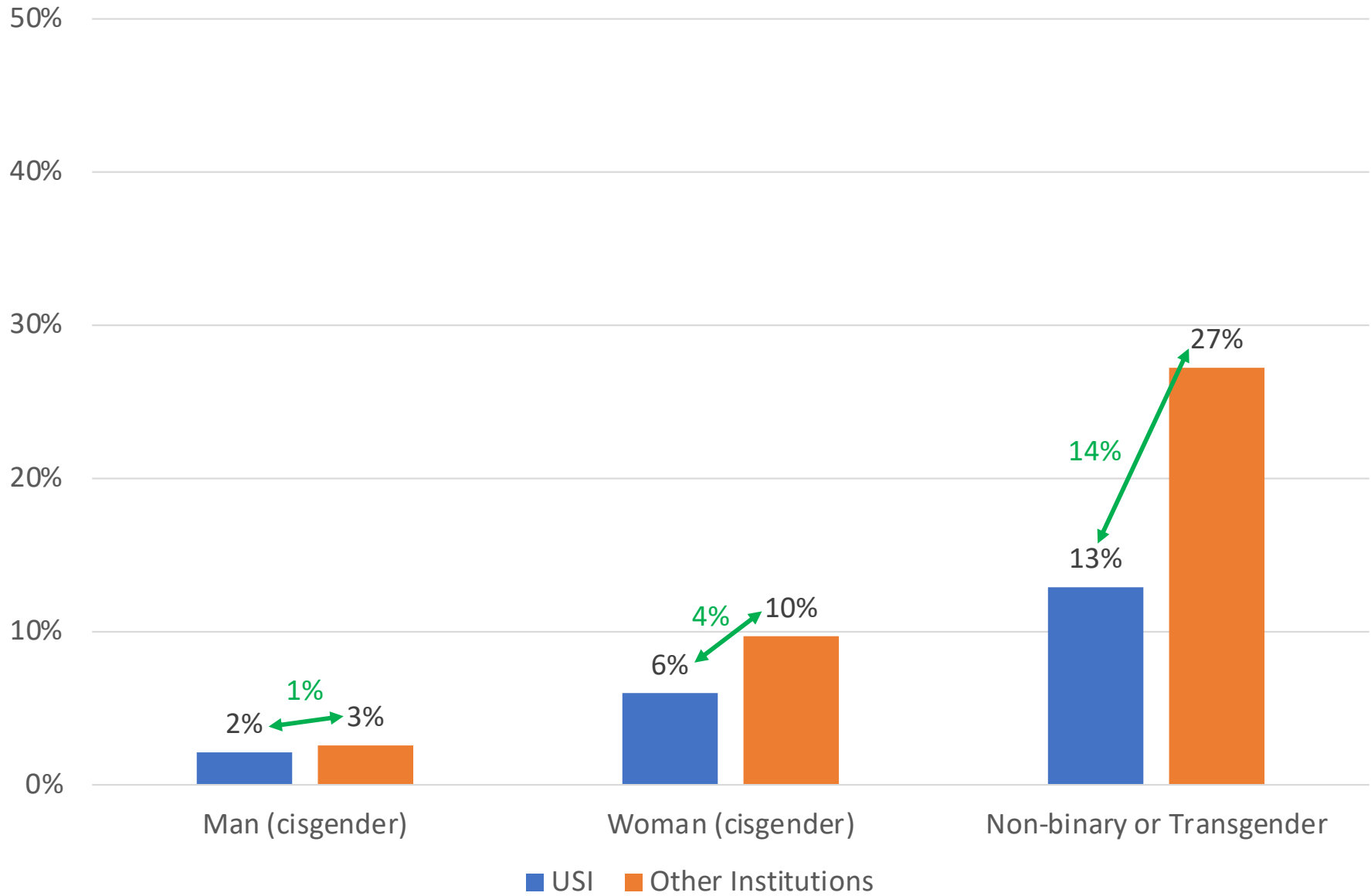
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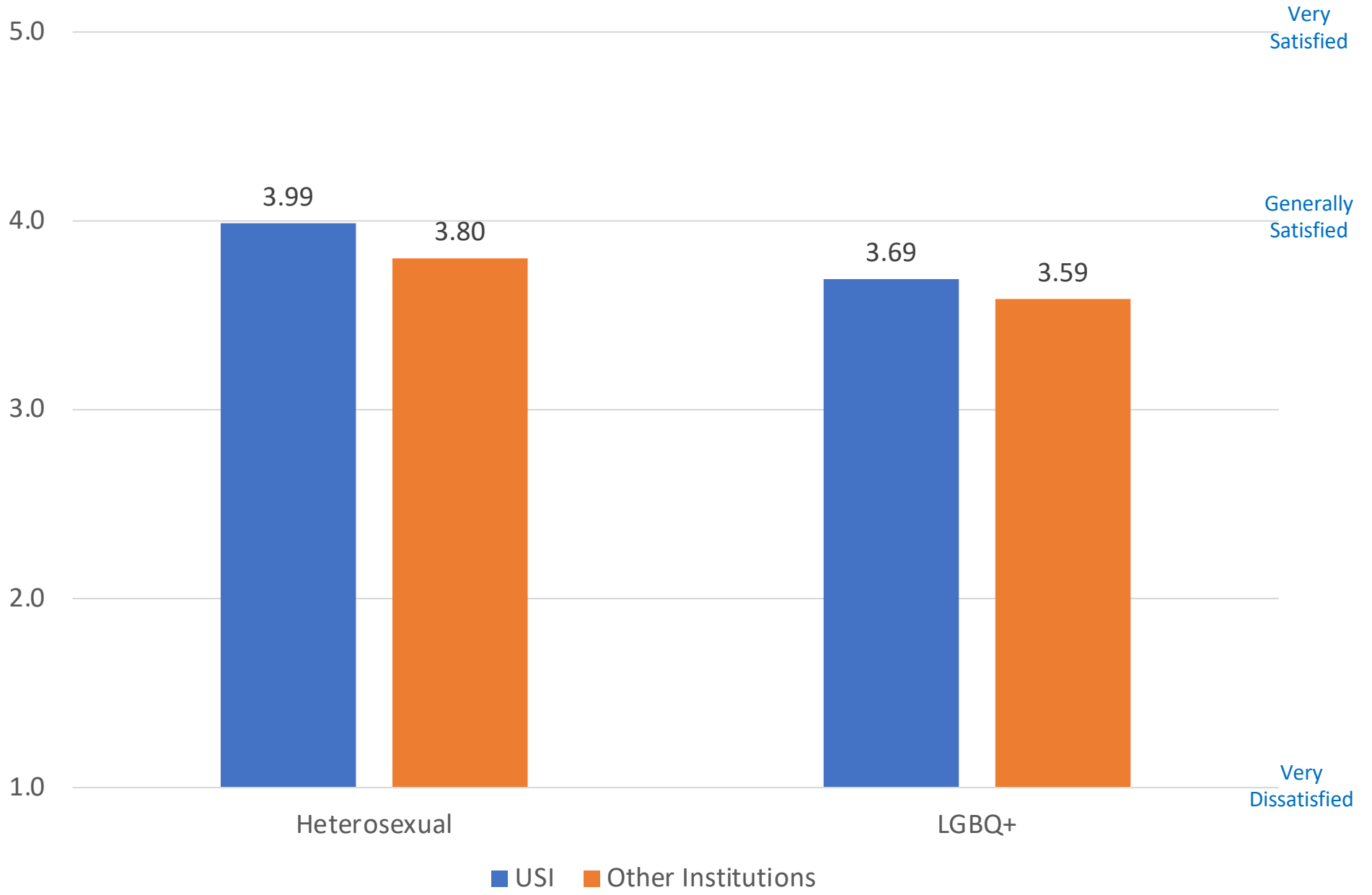
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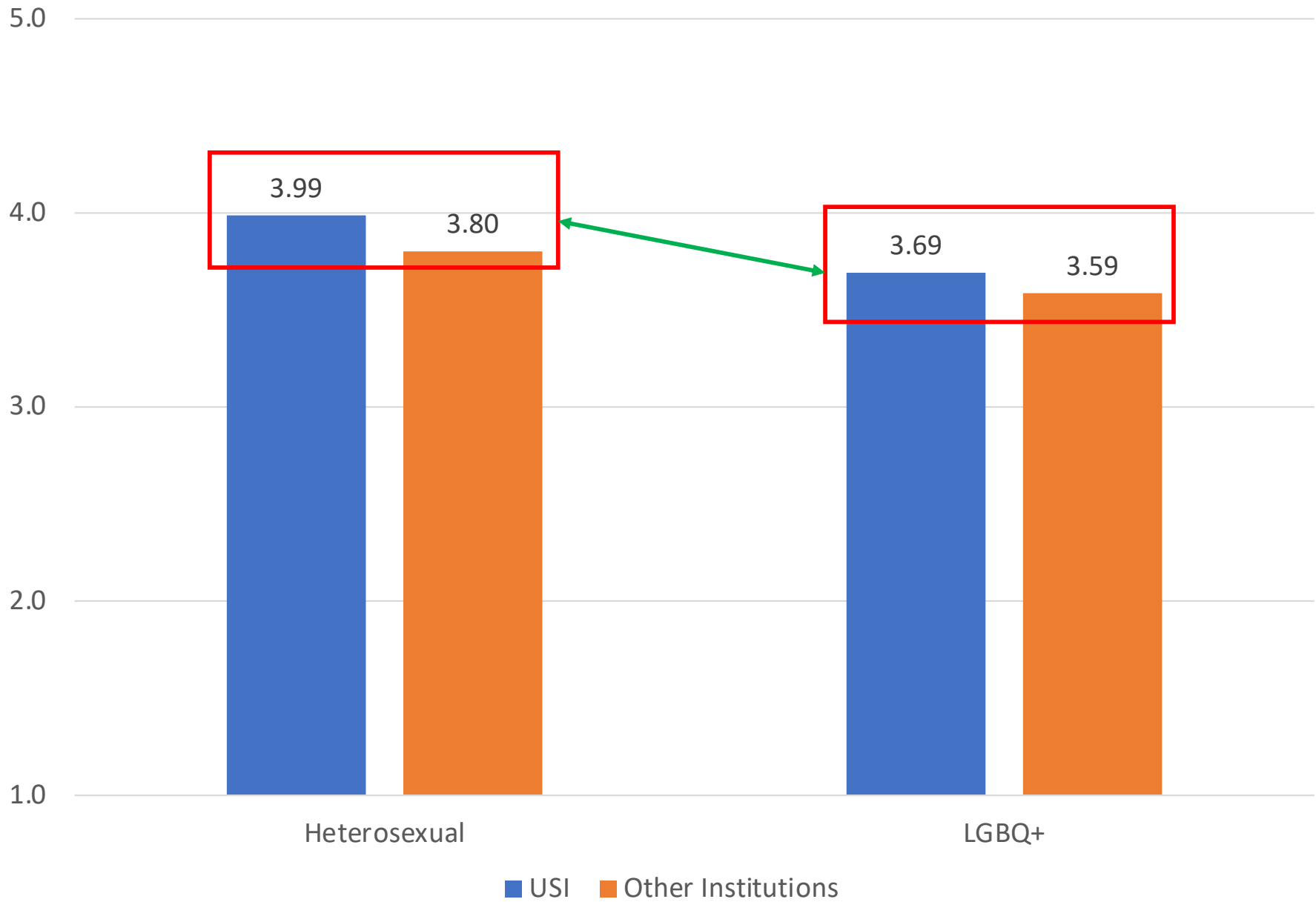


# Sexual Orientation

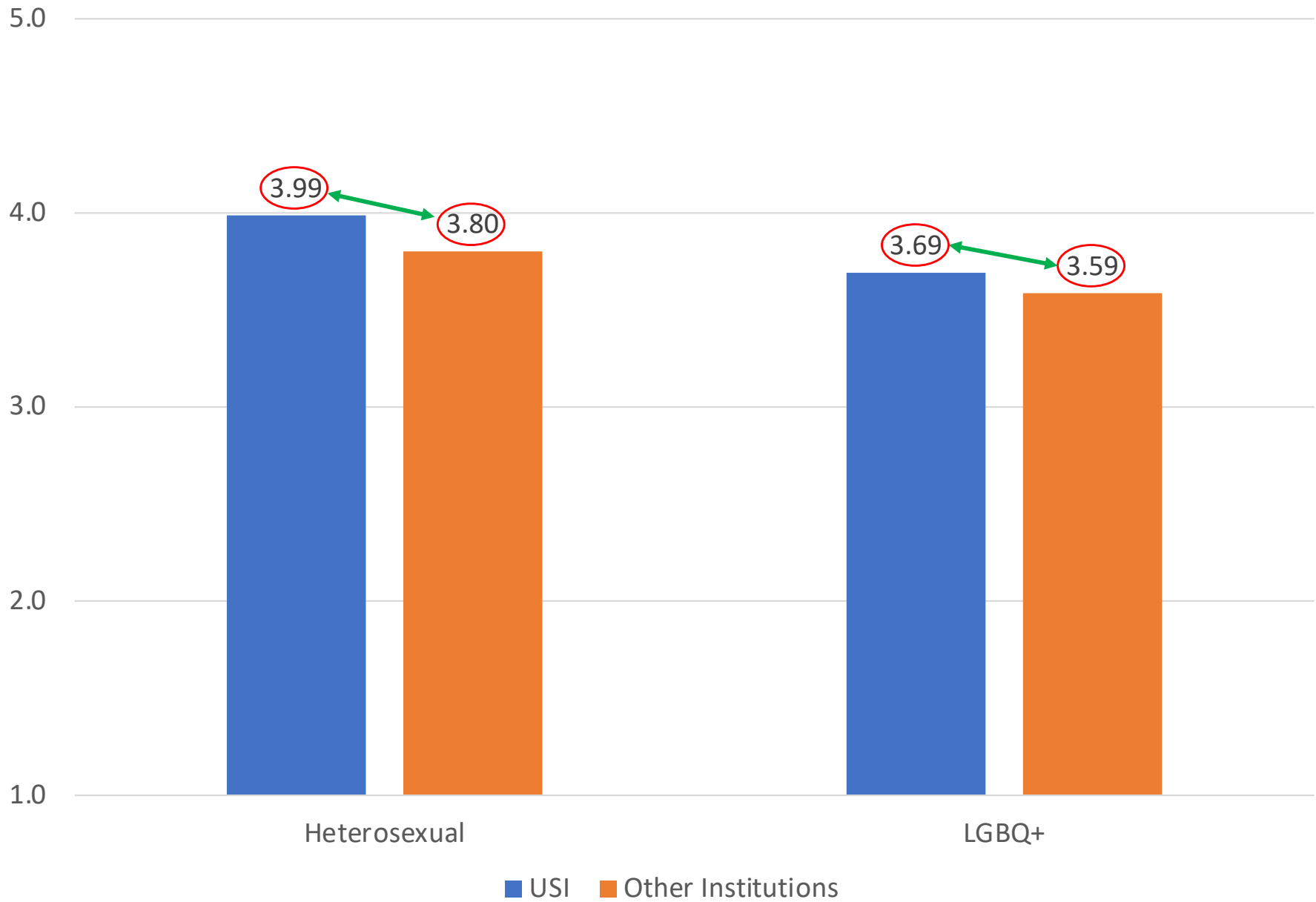
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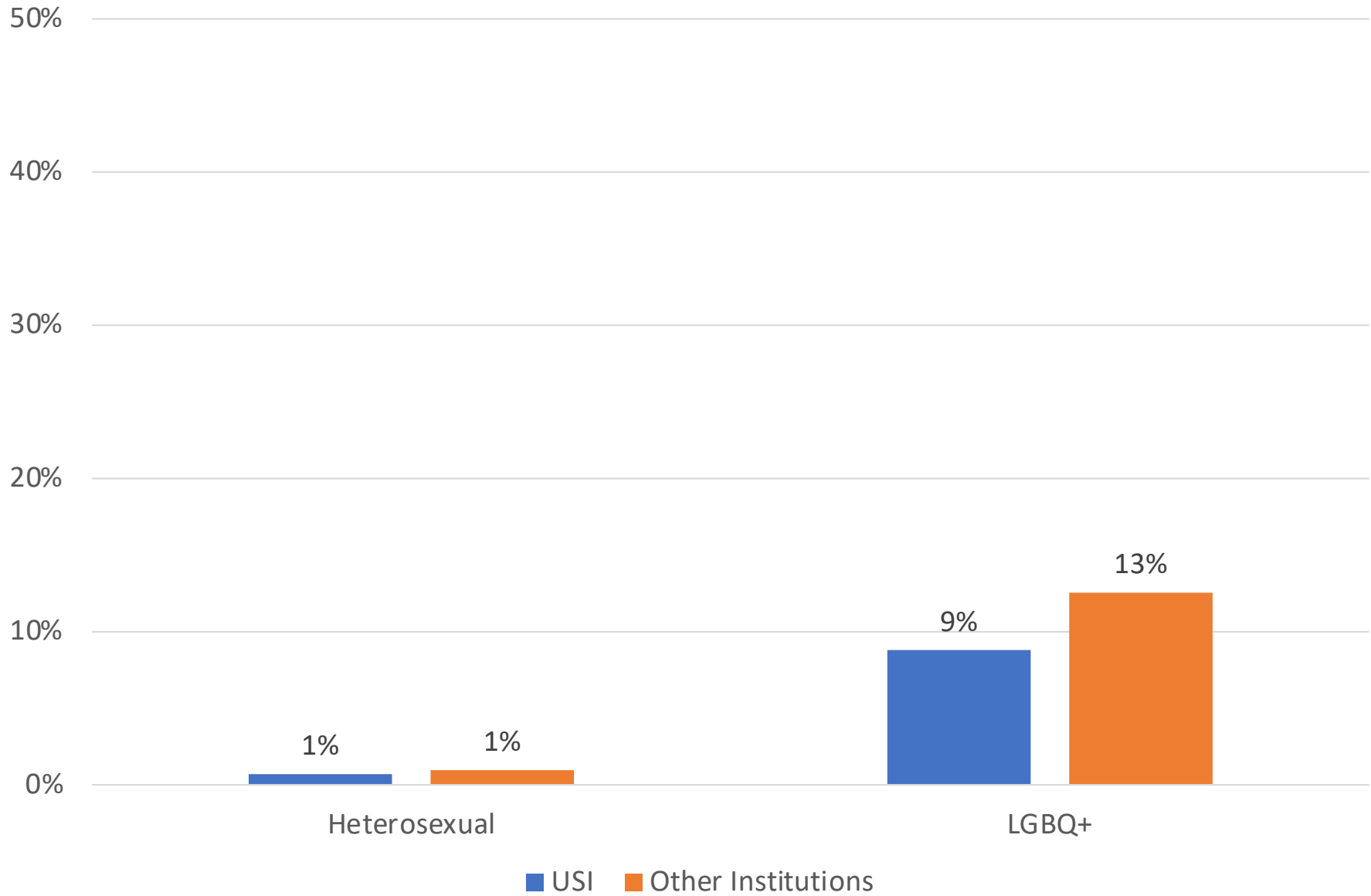


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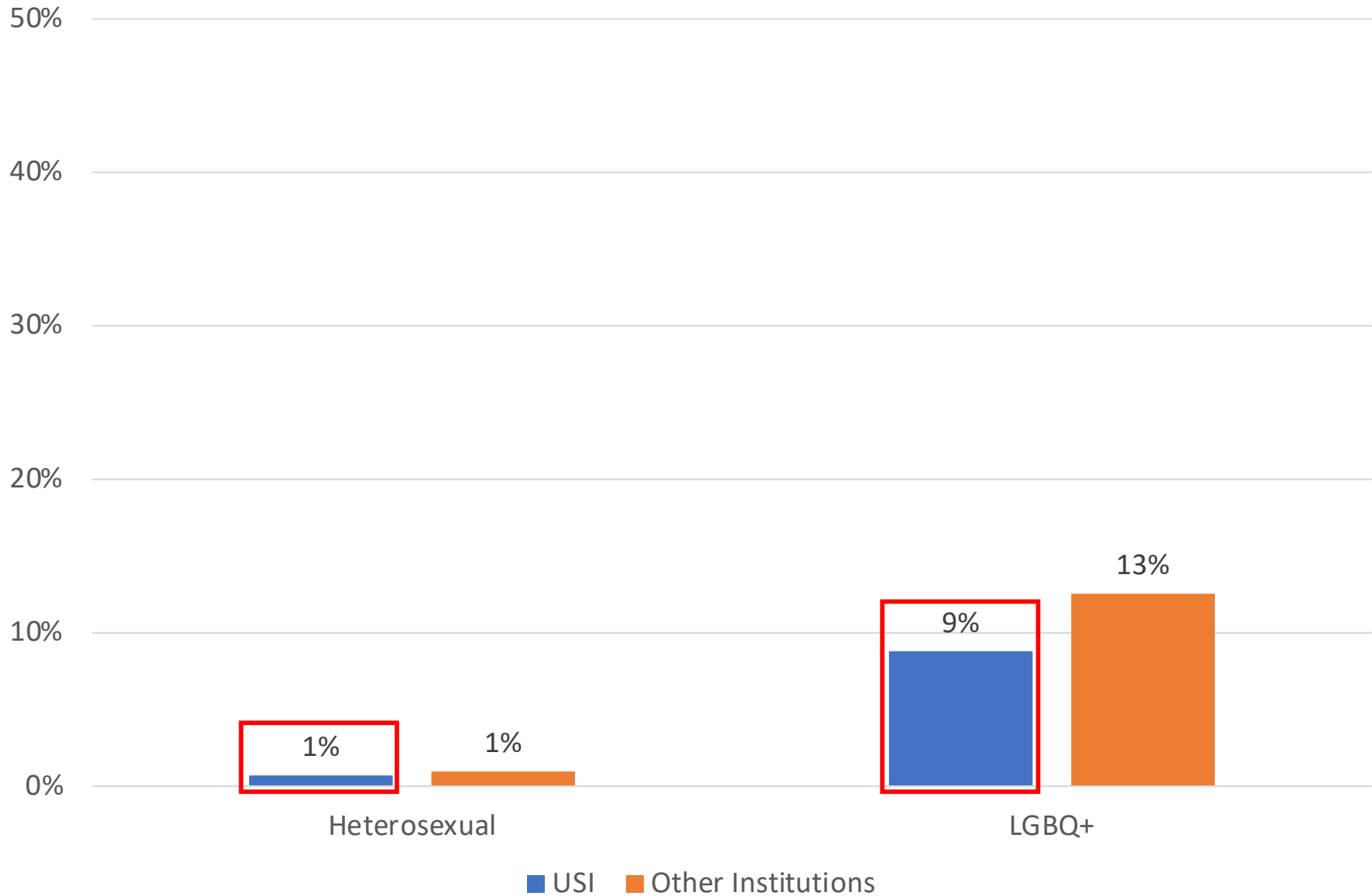
## % Experienced Discrimination/Harassment Because of Sexual Orientation

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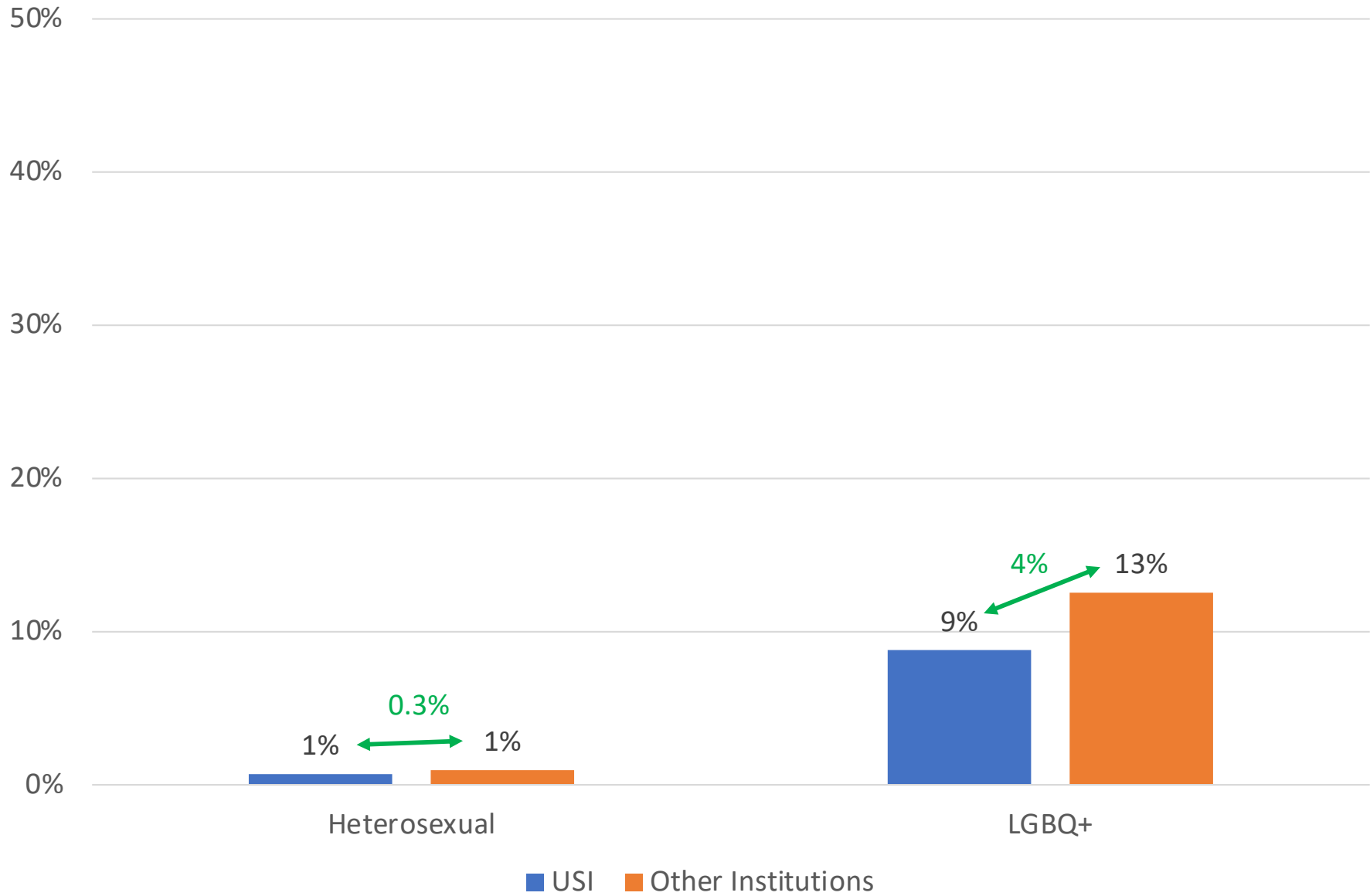
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Race/Ethnicity

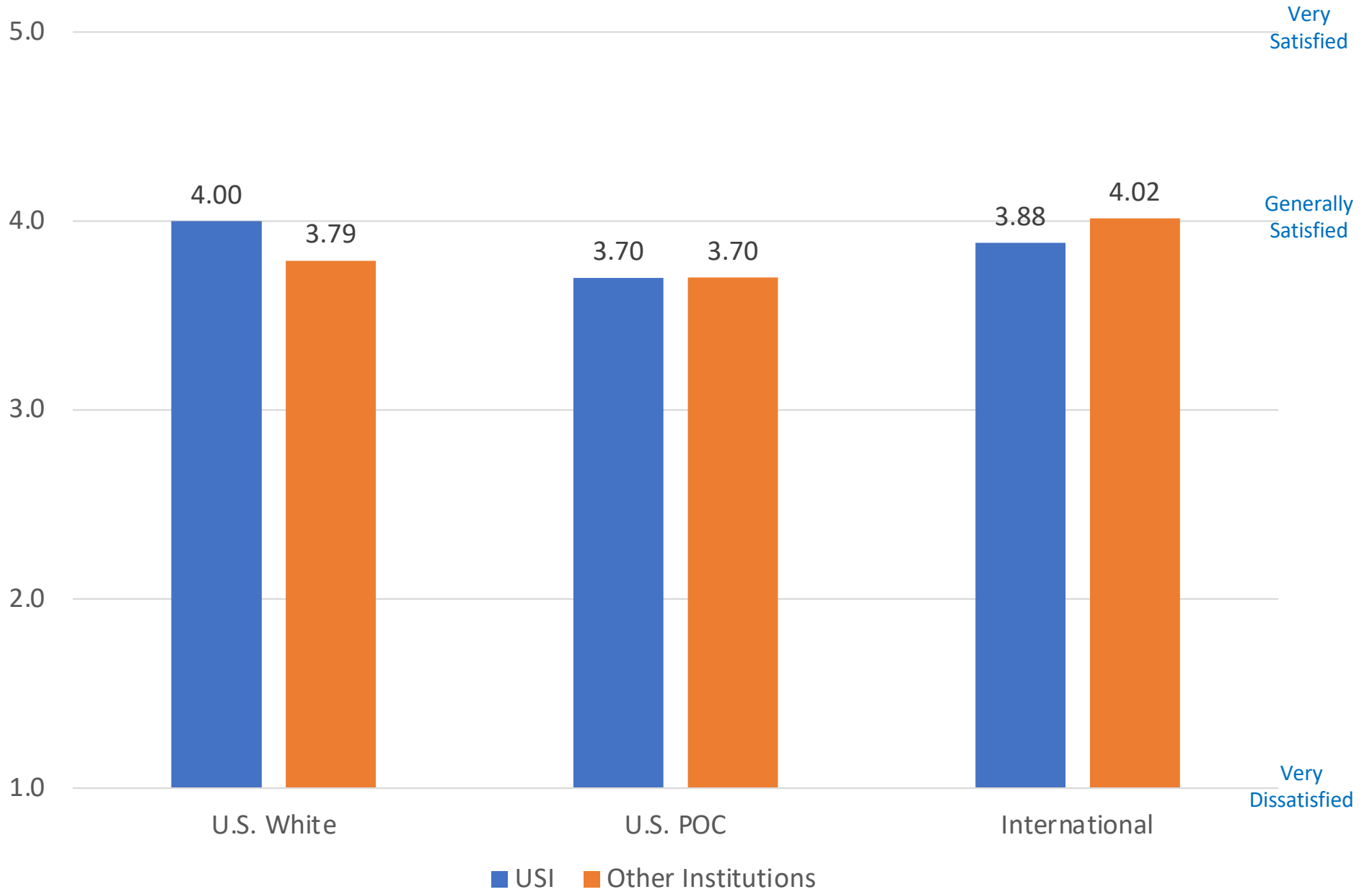
# *Three race/ethnicity categories*

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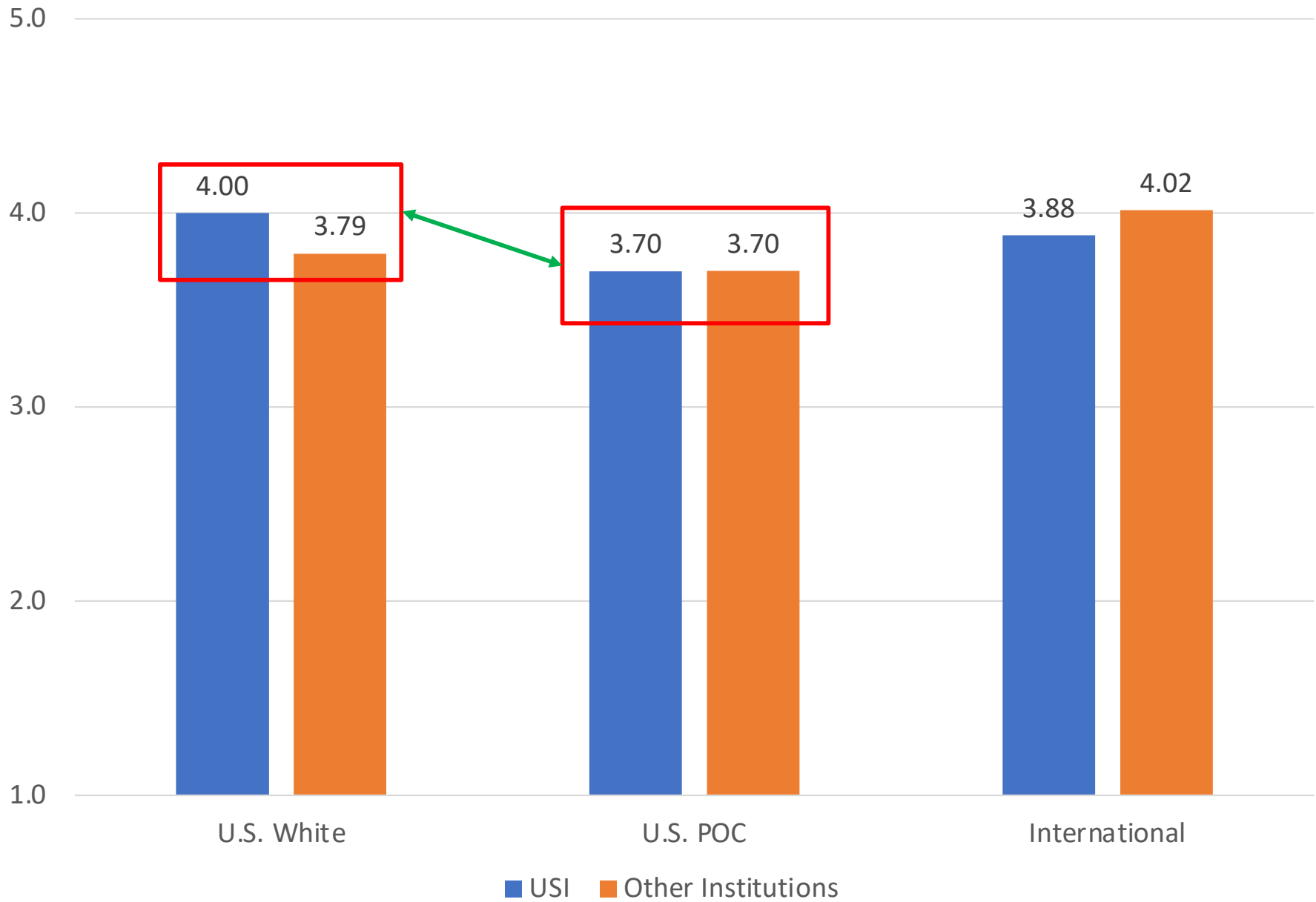
- **U.S. White**
- **U.S. People of Color (POC)**
  - > African
  - > African American/Black
  - > Asian
  - > Asian American
  - > Hispanic or Latino/Latina
  - > Latin American
  - > Middle Eastern
  - > Native American/American Indian
  - > Native Hawaiian or other Pacific Islander
  - > South Asian
  - > Multiple races/ethnicities
- **International**
  - > Not U.S. citizens or permanent residents



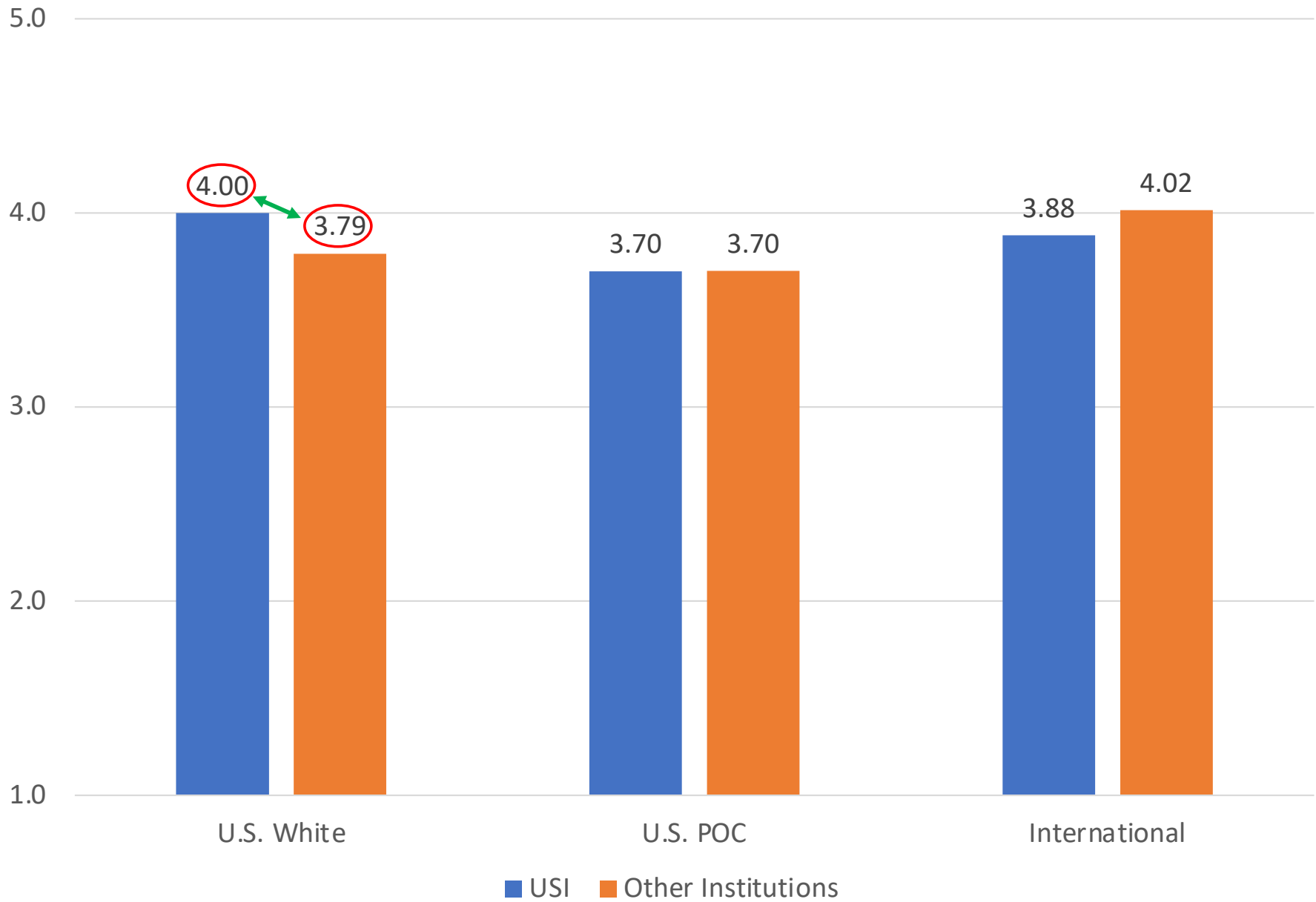
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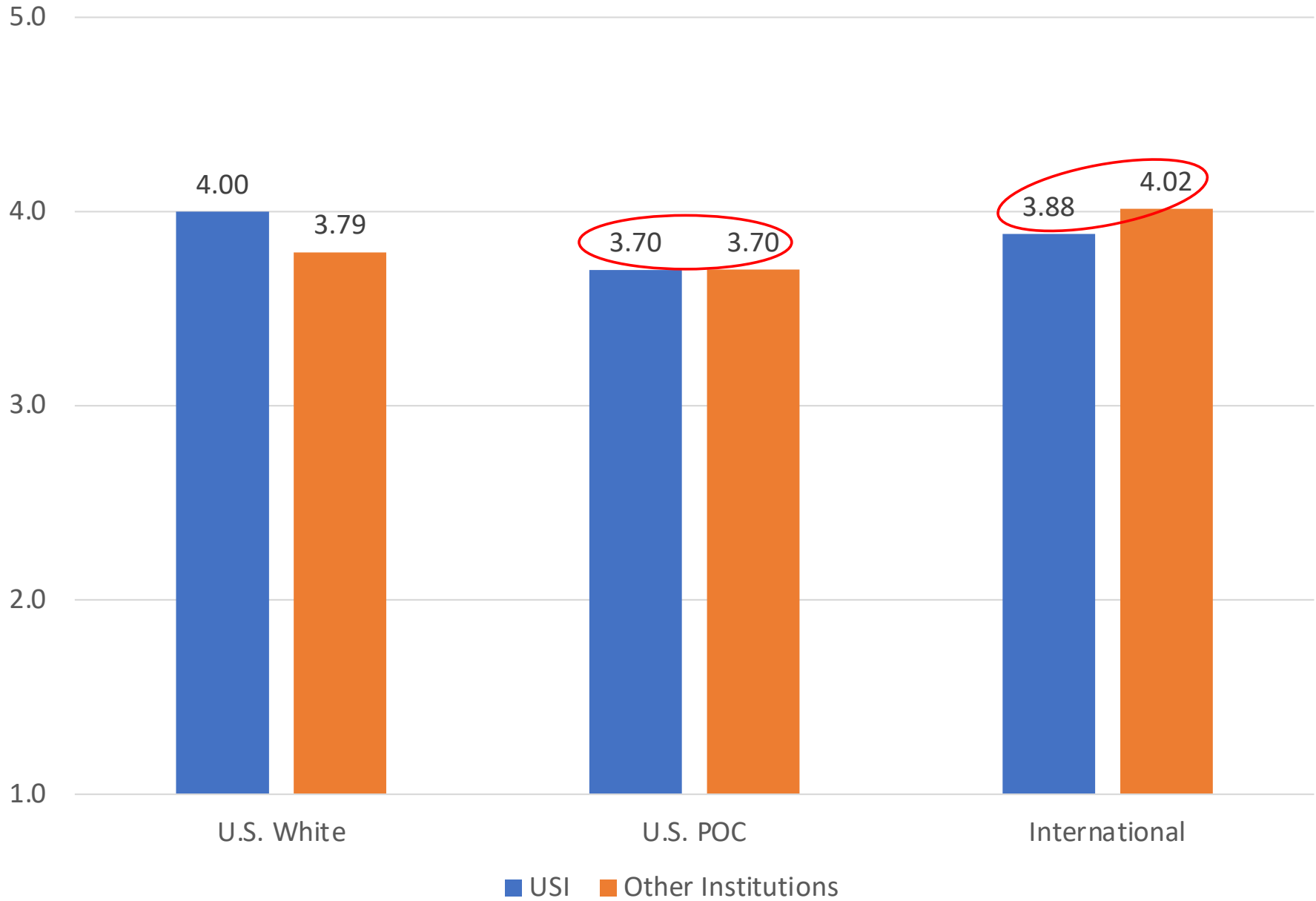
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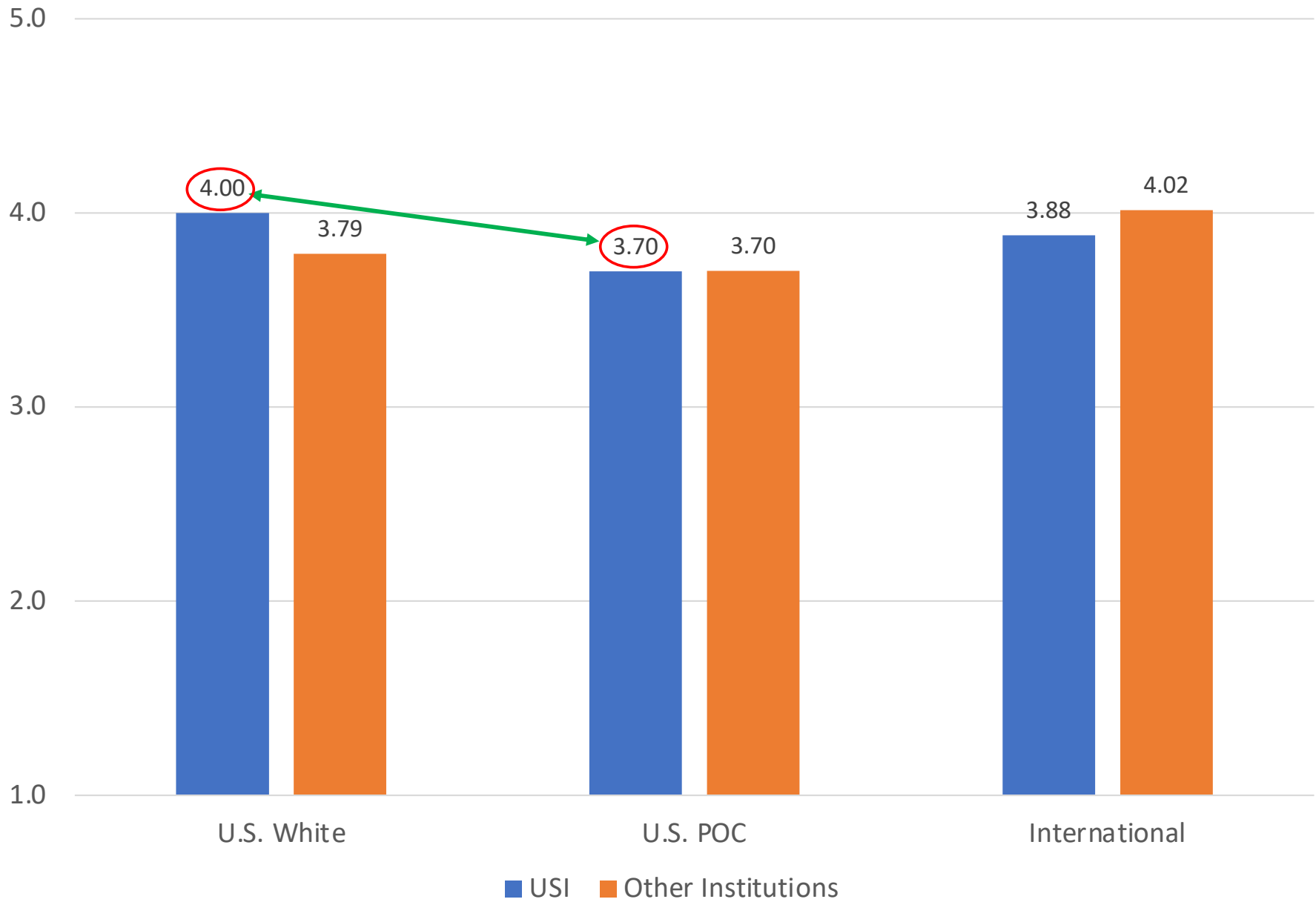
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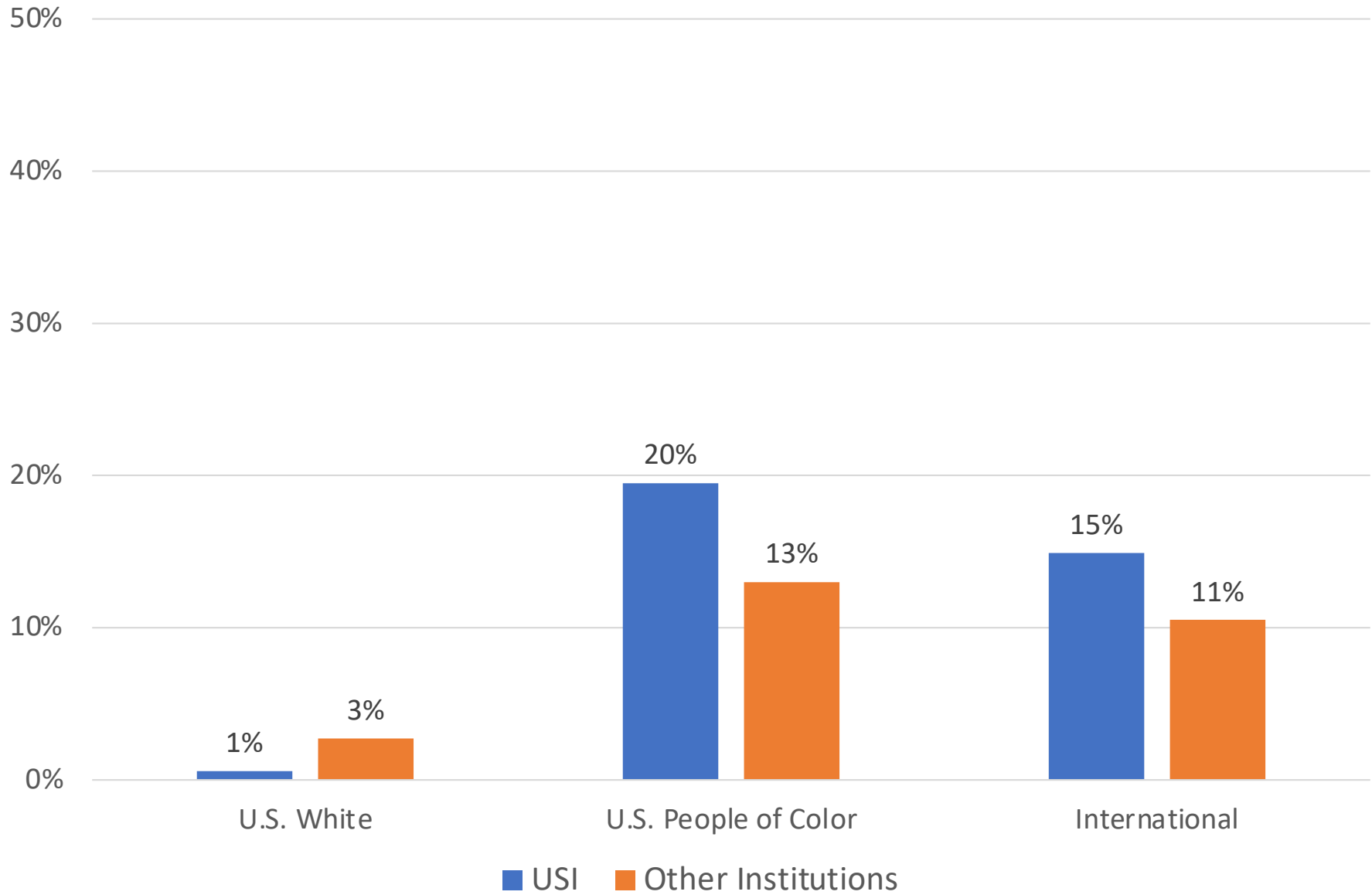


## Campus Climate for Diversity and Equity



## % Experienced Discrimination or Harassment Because of Race/Ethnicity

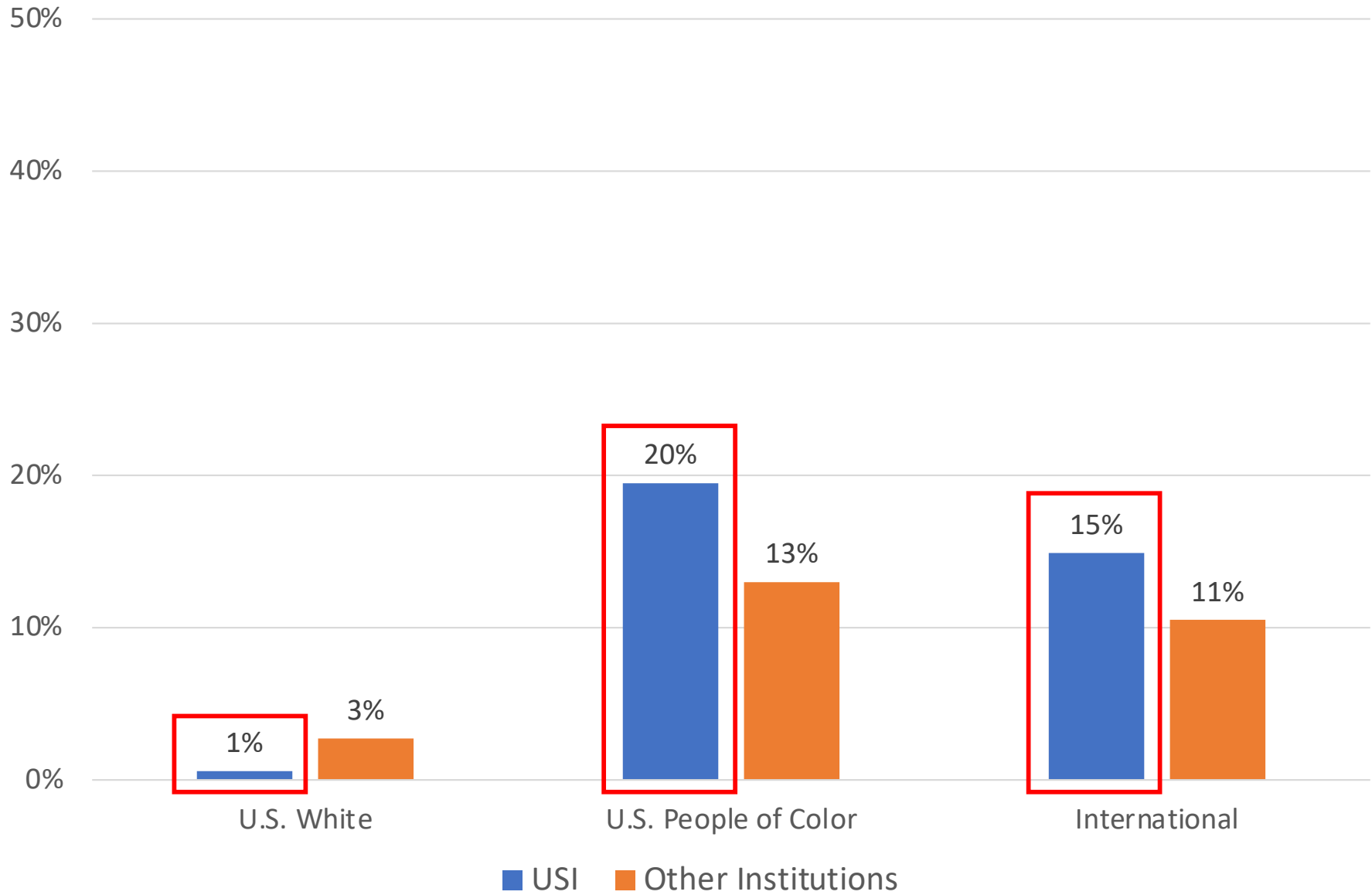
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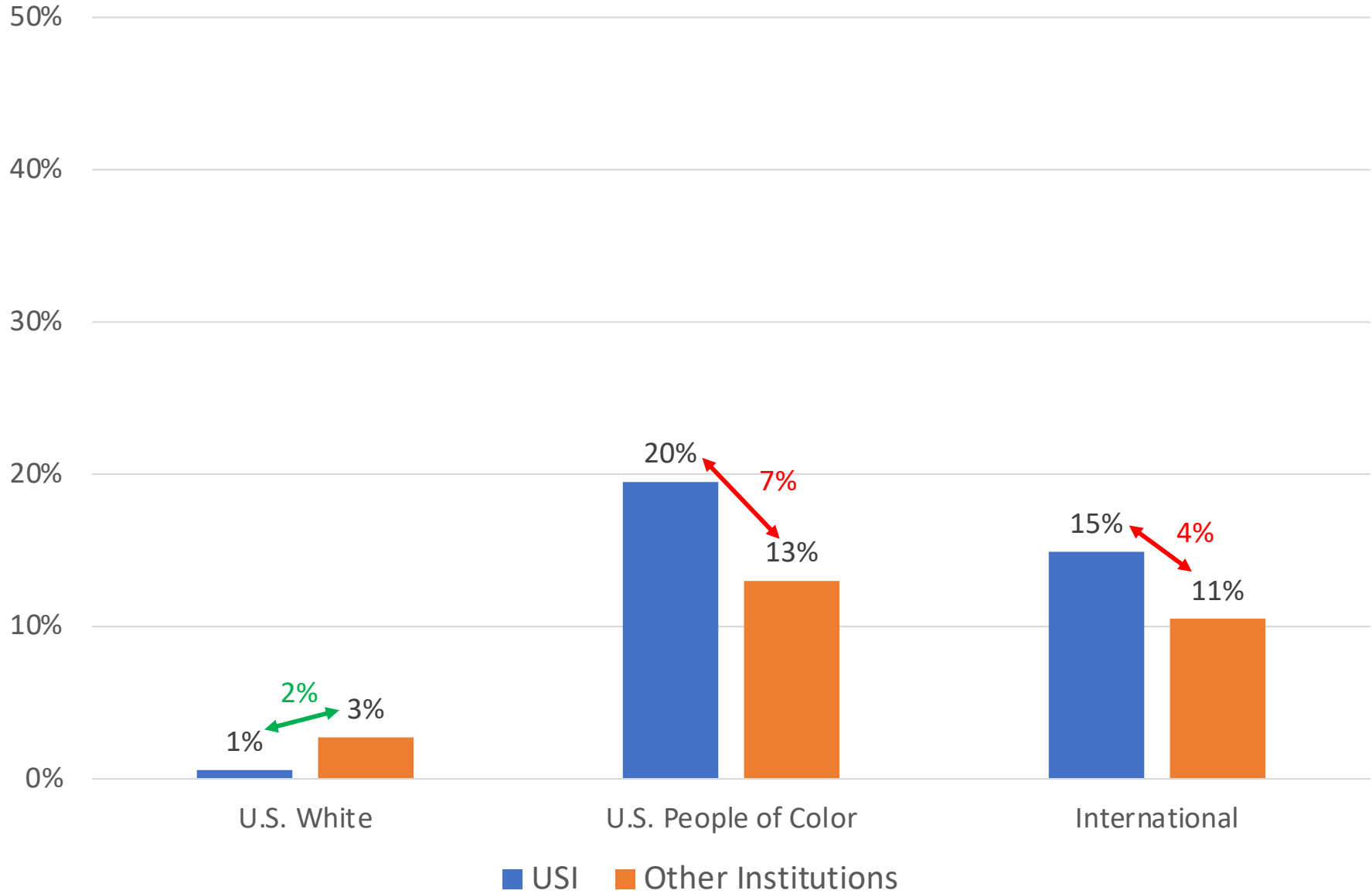
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# Summary

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## ■ Two stories

### > For Gender and Sexual Orientation

- *At all public universities, non-binary, transgender, and LGBTQ+ people are less satisfied with the climate at their institutions and more likely to experience discrimination and harassment*
- *However, non-binary, transgender, and LGBTQ+ people experience less discrimination and harassment at USI than at other public universities*

### > For Race/Ethnicity

- *At all public universities, U.S. People of Color are less satisfied with the climate at their institutions and more likely to experience discrimination and harassment*
- *However, U.S. People of Color experience more discrimination and harassment at USI than U.S. People of Color at other public universities*



## *Idea for next steps*

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- **Educate people with majority identities about the kinds of discrimination, harassment, and disparaging remarks that people from historically marginalized groups at USI experience**
  - > Use the open-ended comment report from the HEDS Survey
  - > Consider a shorter survey and/or focus groups in which you ask people to briefly describe their experiences with discrimination, harassment, and disparaging remarks
- **This is important at USI considering the very positive views about campus climate for diversity and equity that many white people, especially students, hold**
- **Remember the importance of being kind, generous, and caring**
  - > You never know what experiences the people you're interacting with are carrying



*Questions or comments?*

