



Campus Inclusion Climate Survey: Key Findings for Health and Public Services (HPS)

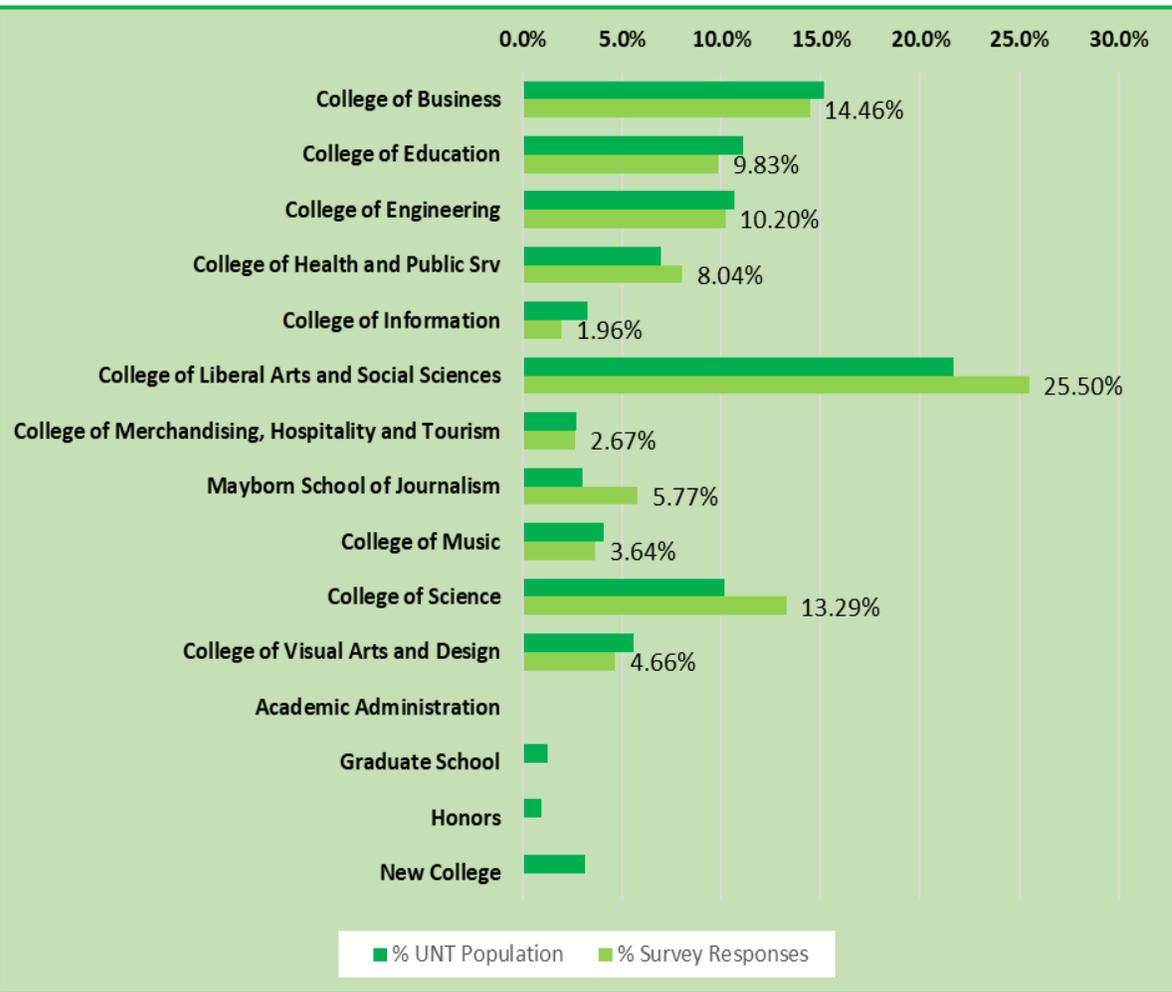
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Overview

- Survey distributed in late 2018 to students, faculty staff, and administrators
- Disaggregated by race, gender/gender identity, division and college
- Faculty still being analyzed, released by of August
- Executive summaries and full data at <https://ied.unt.edu/climatesurvey>





Student Group	Total	Responses	Percentage of Responses	Percentage of UNT Population	95% Confidence Interval
African American	5438	580	19.6 %	14.2 %	+/- 3.85 pts
American Indian	541	20	0.68 %	1.4 %	+/- 21.52 pts*
Hispanic/Latino	9245	678	22.8 %	24.2 %	+/- 3.62 pts
Asian & Pacific Islander	2822	203	6.8 %	7.4 %	+/- 6.63 pts*
International	2423	242	8.1 %	6.36 %	+/- 5.98 pts*
White	17351	1247	42.0 %	46.2 %	+/- 2.67 pts
TOTAL	37820	2970			

Student Demographics Overall

Of the student respondents, **19% identified as lesbian, gay or bisexual; 7% identified as genderqueer**, i.e. neither cisgender man or cisgender woman whose gender identity matches their sex assigned at birth.

Among **religious/spiritual/worldview** identities, the next highest identity after Protestant Christians (20%) and Roman Catholics (16%) were **Agnostic (13%), Atheist (8%), and Spiritual, not religious (8%)**.

Students **disagreed** with the following statements:

- Our university is **inclusive**, but **not diverse**
- Our university is **diverse**, but **not inclusive**
- Our university puts too much emphasis on diversity
- I have taken courses that require me to believe or conform to behaviors outside of my personal convictions

Students reported that UNT is **LEAST welcoming** to **undocumented students** and **non-Christians**.

- **Men** feel significantly less strongly there should be required diversity training.
- **Men** believe UNT is less welcoming to Christians.
- **Women students** believe UNT is more welcoming to Caucasians/Whites than men and all other gender identities.
- **Caucasian/White students** and **Hispanic/Latinx students** believe UNT is more welcoming to all groups overall.
- **Asian American students** believe UNT is less welcoming to Asian Americans and international employees and students.



A little over half of students have **not experienced** any incident of discrimination, bias, or harassment; almost half of students **have experienced** at least one incident.

Most of the instances of discrimination, bias, and harassment have come from **other students**.

Most students who experienced discrimination, bias, or harassment **did not report it**, and those who did reported it to a **friend or faculty member**.

The primary reason for **not reporting** is that they thought it **wasn't important enough or didn't feel anything would happen**. However, of the students who filed complaints, most indicated it was taken seriously.

Instances of Discrimination

Highest rate of experienced discrimination is based on **race/ethnicity.**

Native American and Caucasian/White students reported the highest incidence of perceived or reported incidents of discrimination **by political affiliation.**

Native Hawaiian/Pacific Islander students reported the highest instance of perceived or reported **religion/worldview/spiritual affiliation discrimination.**

Multiracial and Caucasian/White students reported the highest instance of perceived or reported **discrimination by gender.**

Hispanic/Latinx

- students perceived or reported experiences of **bullying** were **lower than those of other UNT students completing the survey**.
- students had the highest number of perceived or reported experiences of **sexual assault** than other UNT students completing the survey, though the perceived or reported instances for all students are relatively low.

Multiracial and Caucasian/White

- students experienced the highest perceived or reported instances of **lack of English language proficiency discrimination** than other UNT students completing the survey.

Hispanic/Latinx and Asian American

- students reported the **highest number of experiences of age discrimination** overall of those students completing the survey.

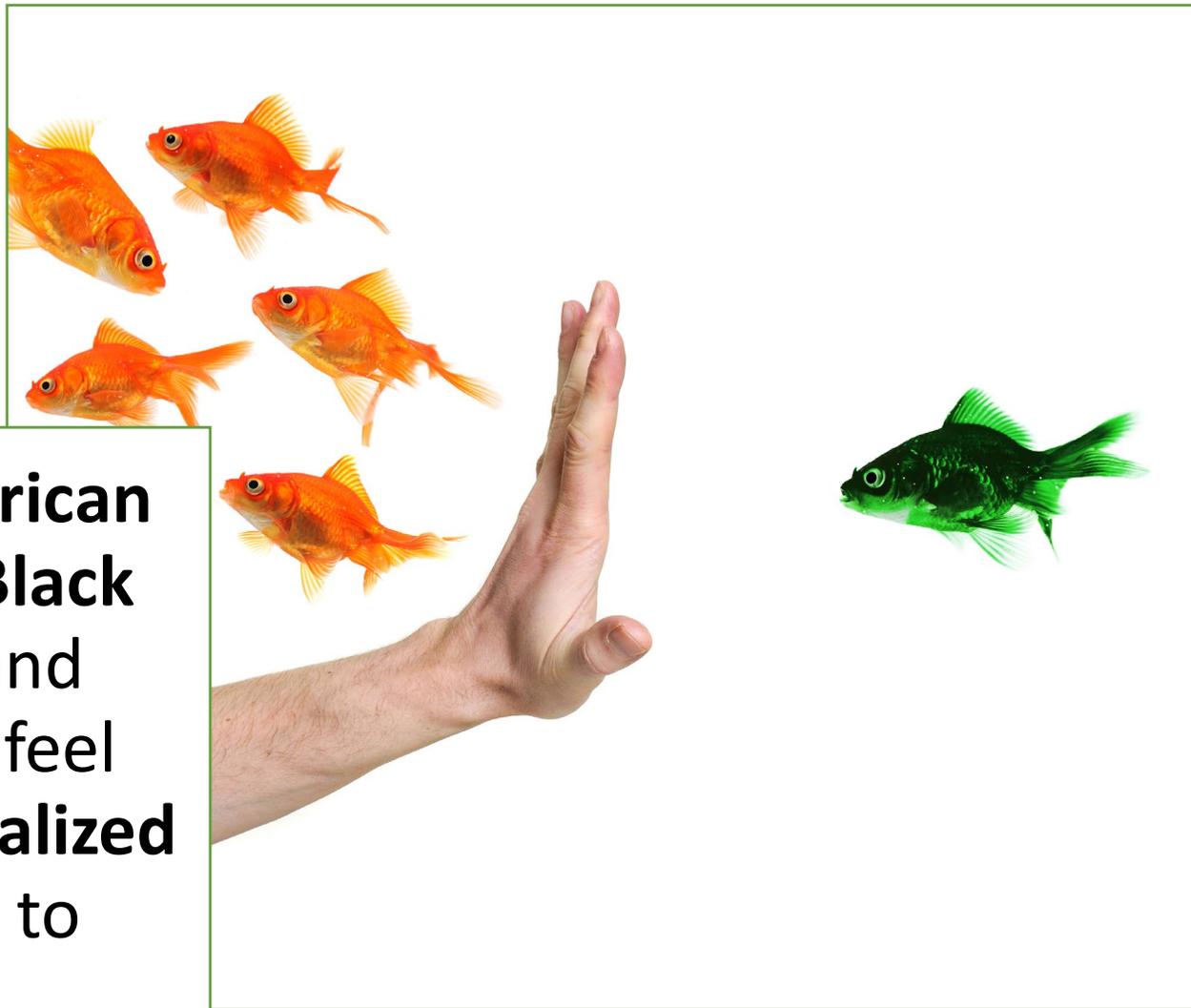
Native American

- students had the highest reported or perceived instances of **discrimination by socioeconomic status** overall, followed by **Hispanic/Latinx and African American/Black, respectively.**

Native Hawaiian/Pacific Islander

- students had a much higher instance of perceived or reported **sexual identity and gender identity discrimination** than other UNT students completing the survey.

Headline: **African American/Black** students and employees feel **more marginalized** compared to overall.



Student	Employee
<p>Overall, African American/Black students report lower rates of belonging via social and academic integration, and higher rates of support for diversity and inclusion efforts.</p>	<p>Overall, African American/Black and Multiracial staff report lower rates of feeling respected and valued, psychological safety and involvement and higher rates of support for diversity and inclusion efforts.</p>
<p>African American/Black students agree less overall with the statements, “diversity is a core value of UNT’s mission,” “inclusion is a core value of UNT’s mission,” and “courses I have taken actively foster an appreciation for diversity and inclusion.”</p>	<p>African American/Black staff less strongly agree with the statement “I am satisfied overall with my interactions with other employees,” “UNT puts too much emphasis on diversity,” and “inclusion is a core value of UNT’s mission” compared to Caucasian/White and Hispanic/Latinx staff. African American/Black staff more strongly agreed with the statement “our university is diverse, but not inclusive” compared to Caucasian/White staff</p>
<p>African American/Black students reported the highest incidence of racial discrimination.</p>	<p>Highest rate of discrimination indicated by African American/Black is based on race/ethnicity, followed by age, gender and bullying and retaliation.</p>

Common Themes: Race/Ethnicity

Student	Employee
<p>African American/Black students rated the resources and services to serve the diversity of our university as less adequate than Asian American, Caucasian/White, and Hispanic/Latinx students.</p>	<p>African American/Black and Native American staff rated the adequacy of resources and services to serve the diversity of our university as less adequate than other races.</p>
<p>African American/Black students believe UNT is less welcoming to all groups overall (non-Christian, people with disabilities, undocumented students, etc.).</p>	<p>Overall, African American/Black staff perceived UNT to be less welcoming to all identity groups than all other races.</p>
<p>African American/Black students reported lower levels of interaction among student racial groups than overall.</p>	<p>African American/Black staff perceive lower levels of racial and ethnic interaction in all areas compared to all other racial and ethnic groups.</p>

- African American/Black students reported being **significantly less satisfied with need-based scholarships, available staff and faculty mentors, and available identity-based mentors** than students overall.
- African American/Black students have **experienced more microaggressions on campus** than Caucasian/White and Hispanic/Latinx students. They are also the **least satisfied with faculty**.
- African American/Black and Asian American students **want to leave this university** more than Caucasian/White students.
- **Asian American students** agree more strongly there are **too many expectations on them**.

How students in HPS responded...

- Students in College of Health and Public Service **agree more strongly overall** for faculty, staff, students and administrators participating in **mandatory diversity training**.
- Students in College of Health and Public Service **significantly more strongly agreed** on “**Classroom experiences expand my perspectives**” compared to all colleges.
- Students in College of Health and Public Service **significantly more strongly agreed** on “Our university **engages with external communities** to understand their interests and respond to their needs” compared to all colleges.
- Students in College of Health and Public Service **significantly more strongly agreed** on “My **school/life balance** is perfect” compared to all colleges.

Opportunities for Improvement

HPS students ranked **highest overall** among incidents of perceived or reported **race/ethnicity discrimination**

HPS students ranked **highest overall** among incidents of **perceived or reported bullying**

HPS students **significantly more strongly agreed** on “I have experienced microaggressions on campus” compared to all colleges.

Opportunities for Improvement

HPS ranked **second highest overall** among incidents of perceived or reported **political affiliation discrimination**

Among **highest** (top five) of **religion/worldview/spiritual affiliation** discrimination

Among **highest** (top five) of **gender** discrimination



As African American students and staff report the least satisfaction with the campus climate as compared to other racial and ethnic groups, what policies, programs and practices should be changed to appropriately serve the students of color who are now a critical mass of the UNT student population, and employees of color who are needed to support students?



Why does the College of **Health and Public Service** have the highest instances of **discrimination by race and ethnicity, bullying, and microaggressions?**

Next Steps

- Focus groups
- Diversity and Inclusion Councils
- Action plans



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Thank you for your time!

**Please complete your evaluation via the Qualtrics link
in your participant guide.**