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

Shani Barrax Moore
Director, Diversity and Inclusion
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 end of August
• Executive summaries and full data at https://ied.unt.edu/climatesurvey
<table>
<thead>
<tr>
<th>Student Group</th>
<th>Total</th>
<th>Responses</th>
<th>Percentage of Responses</th>
<th>Percentage of UNT Population</th>
<th>95% Confidence Interval</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>5438</td>
<td>580</td>
<td>19.6%</td>
<td>14.2%</td>
<td>+/- 3.85 pts</td>
</tr>
<tr>
<td>American Indian</td>
<td>541</td>
<td>20</td>
<td>0.68%</td>
<td>1.4%</td>
<td>+/- 21.52 pts*</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>9245</td>
<td>678</td>
<td>22.8%</td>
<td>24.2%</td>
<td>+/- 3.62 pts*</td>
</tr>
<tr>
<td>Asian &amp; Pacific Islander</td>
<td>2822</td>
<td>203</td>
<td>6.8%</td>
<td>7.4%</td>
<td>+/- 6.63 pts*</td>
</tr>
<tr>
<td>International</td>
<td>2423</td>
<td>242</td>
<td>8.1%</td>
<td>6.36%</td>
<td>+/- 5.98 pts*</td>
</tr>
<tr>
<td>White</td>
<td>17351</td>
<td>1247</td>
<td>42.0%</td>
<td>46.2%</td>
<td>+/- 2.67 pts</td>
</tr>
<tr>
<td>TOTAL</td>
<td>37820</td>
<td>2970</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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 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.
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.

Instances of Discrimination
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.

**Hispanic/Latinx**

**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.
instances of age discrimination overall of those students completing the survey.

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

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

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

Key Findings: Health and Public Service
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.

Key Findings: Health and Public Service
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

Key Findings: Health and Public Service
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
Thank you for your time!
Please complete your evaluation via the Qualtrics link in your participant guide.