

USI HEDS Diversity and Equity Survey Results

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Charlie Blaich & Kathy Wise

Higher Education Data Sharing Consortium (HEDS)

- **Located at Wabash College in Indiana**
 - Non-profit organization
- **Our mission: Use evidence to improve undergraduate liberal arts education, inclusive excellence, and student success**
- **We work with hundreds of 4-year and 2-year colleges and universities**
 - Research on student learning
 - Grant and program evaluations
 - Assessment support
 - Faculty development
 - Facilitating workshops with faculty, staff, and students
 - Conducting interviews and focus groups
 - Designing and administering surveys

Agenda

- Brief overview of the survey
- Highlight overall results
 - Comparing USI to other institutions
 - Looking at experiences of different groups within USI
- Thoughts on next steps

Diversity & Equity Campus Climate Survey

- Around 100,000 people at 100 institutions have completed the survey
- Given to everyone at an institution - undergraduate and graduate students, faculty, staff, and administrators
- Today we'll highlight findings on
 - Perceptions of USI's campus climate
 - Perceptions of USI's support for diversity and equity
 - Extent to which people hear insensitive and disparaging remarks
 - Experiences with discrimination and harassment

Who took the survey at USI?

1,774 Students

300 Faculty

428 Staff/Administrators

29% Students

54% Employees

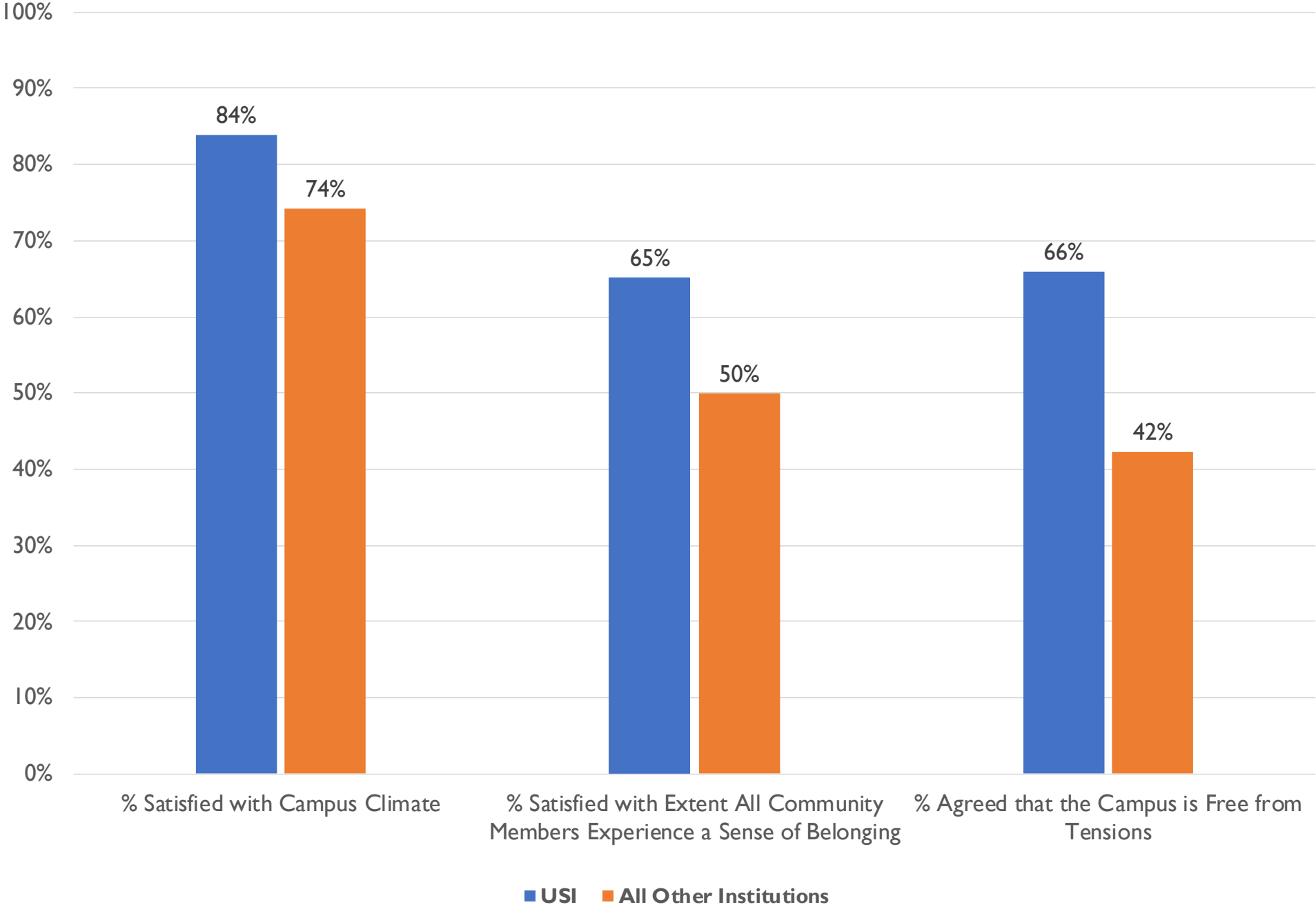
USI had a great response rate!

How does USI compare to other institutions on indicators of campus climate and views on diversity?

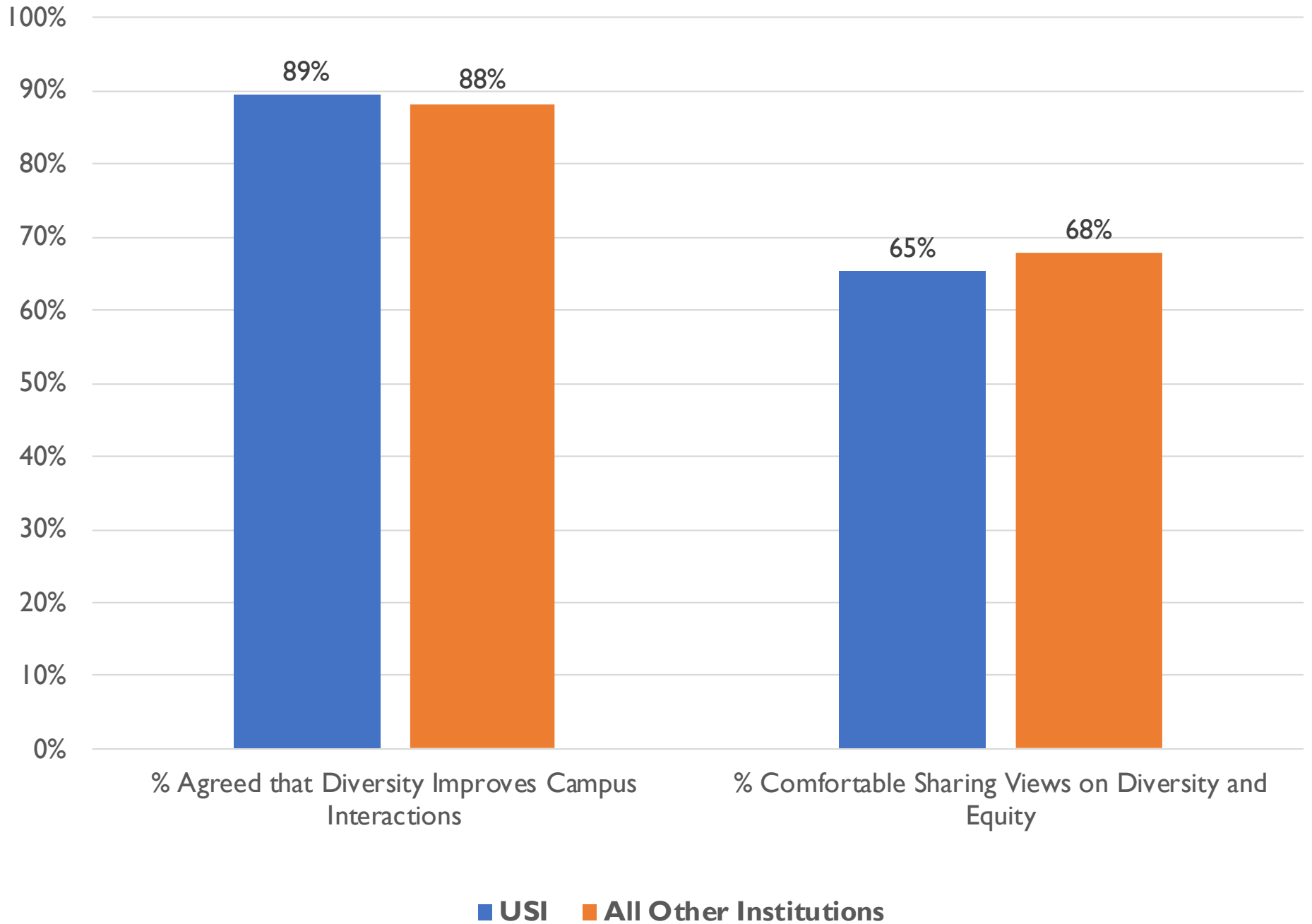
Five key questions

1. To what extent are you satisfied with the overall campus climate at USI?
2. To what extent are you satisfied that all community members experience a sense of belonging or community at USI?
3. Do you agree that the campus environment is free from tensions related to individual or group differences?
4. Does diversity on campus improve experiences and interactions within the classroom, the workplace, and the overall community?
5. How comfortable would you be sharing your views on diversity and equity at USI?

Campus Climate for Diversity and Equity



Views on Diversity and Equity



The factors that have the biggest influence on these indicators are:

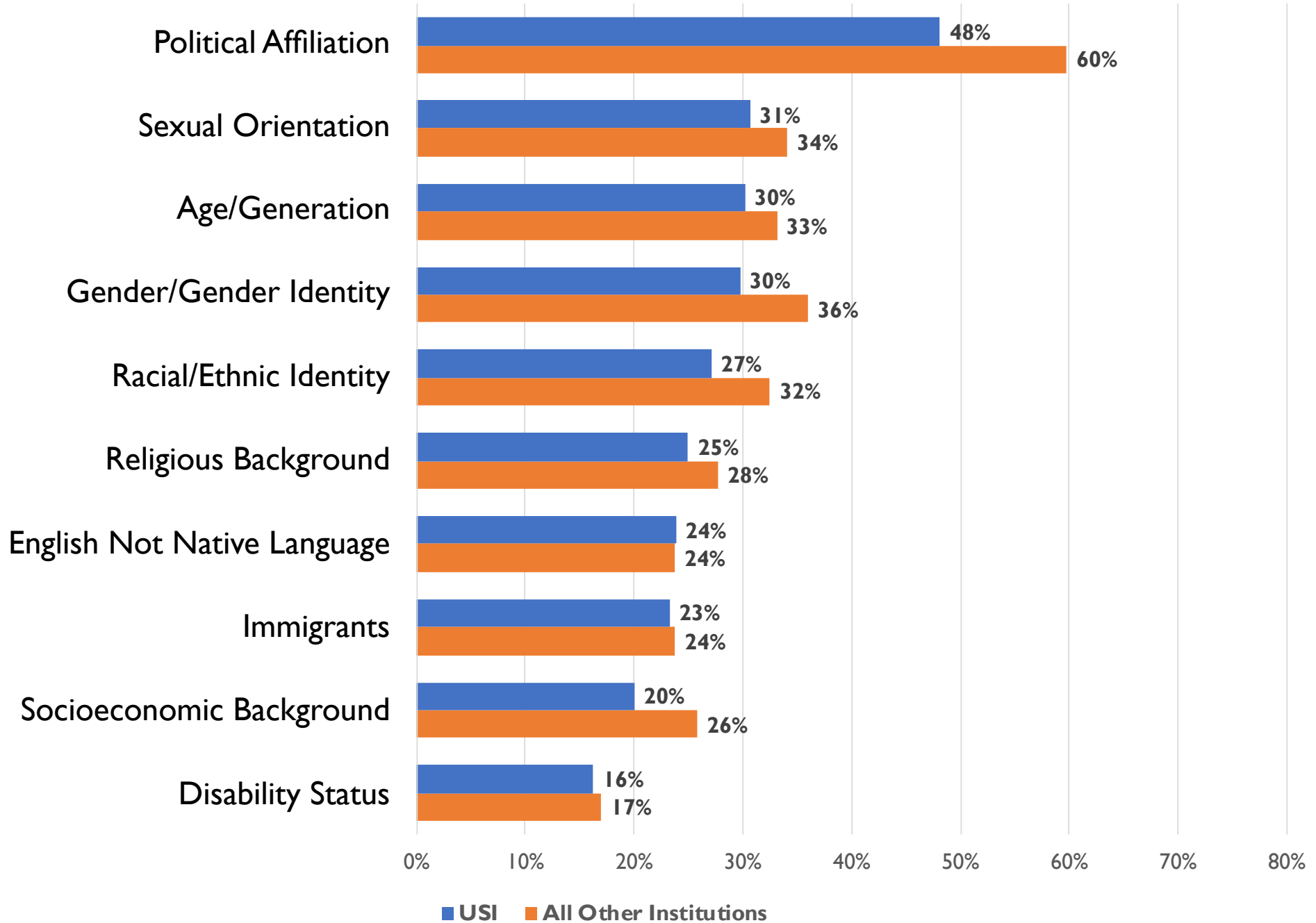
1. How often people hear insensitive or disparaging remarks
2. Whether people experience discrimination or harassment

Insensitive and disparaging remarks

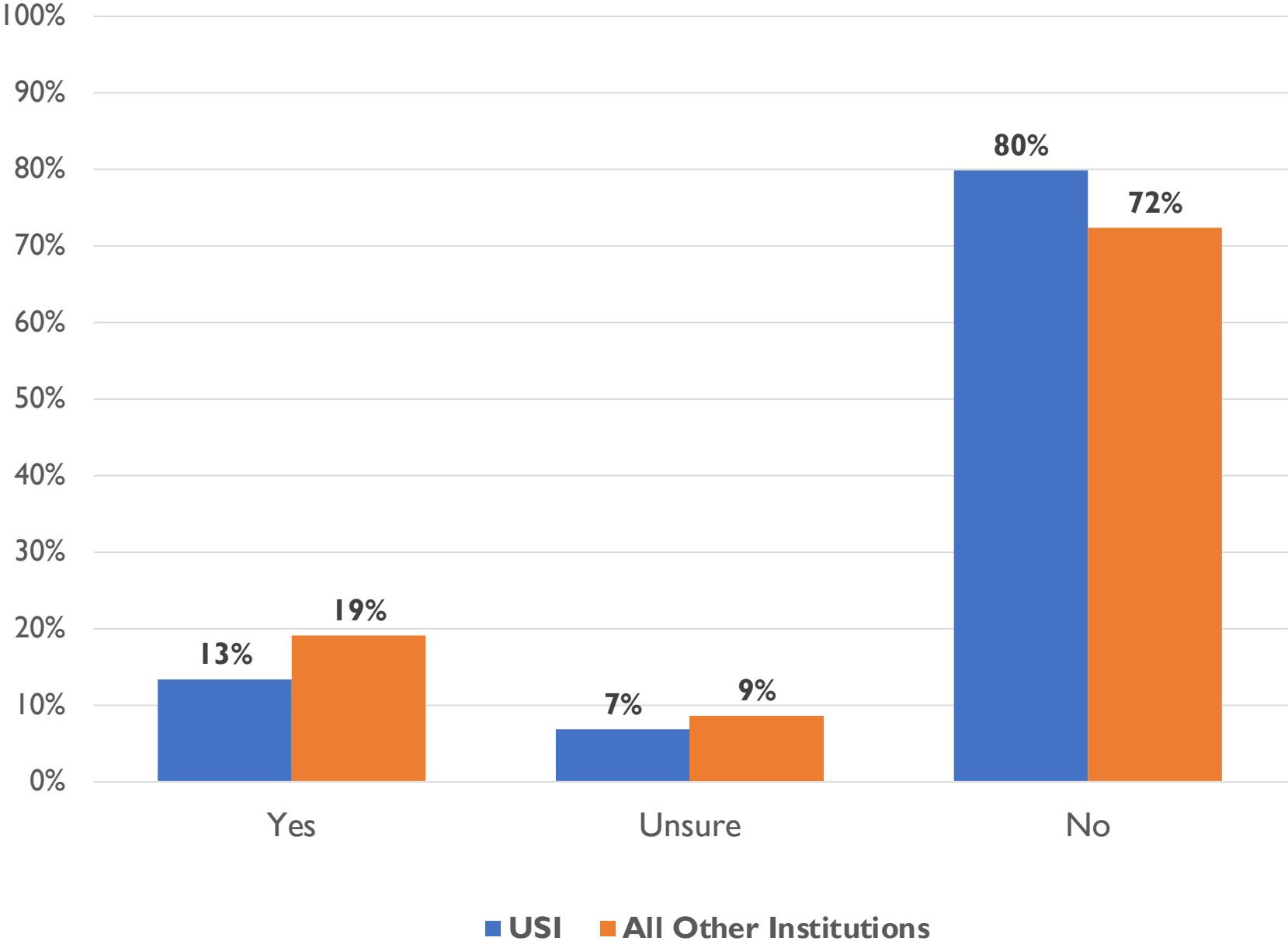
- **During your time at USI, how often have you heard someone make an insensitive or disparaging remark about**
 - People who have a particular racial and/or ethnic identity
 - People with a particular disability
 - People of a particular sexual orientation
 - People who are immigrants
 - People of a 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

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

(% Sometimes, Often, or Very often)



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?

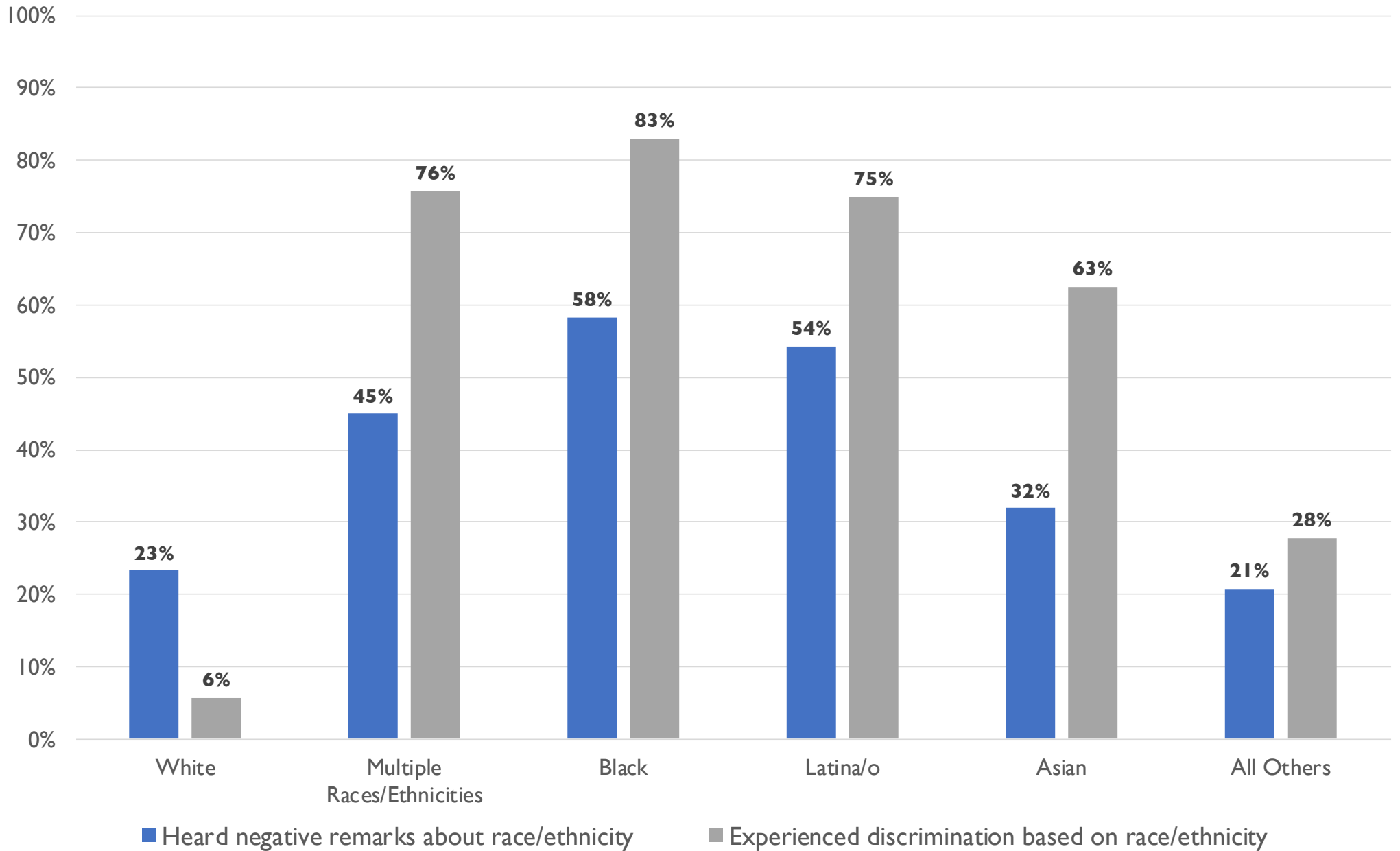


How often do people at USI with different identities experience:

1. Insensitive and/or disparaging remarks
2. Discrimination or harassment

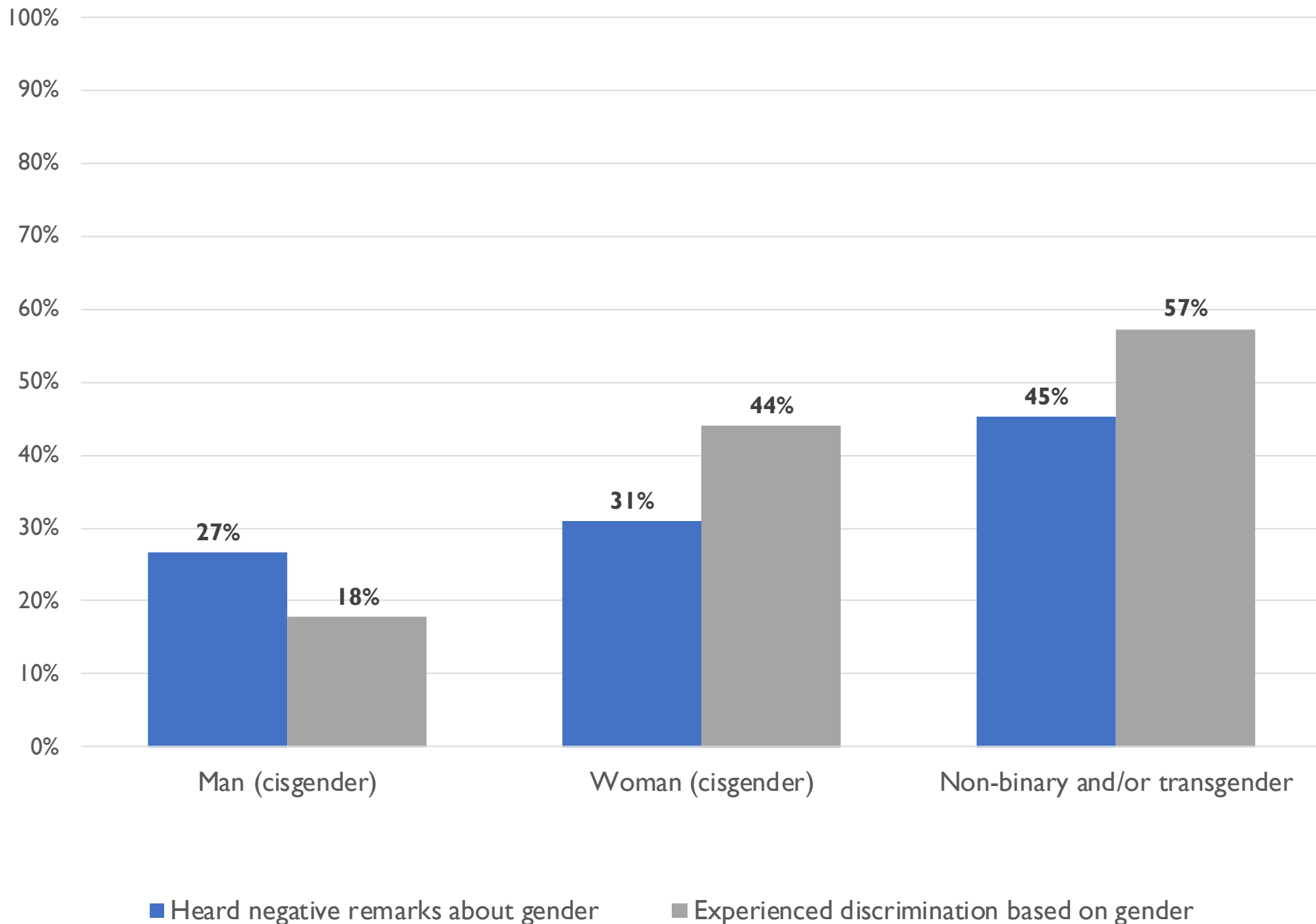
% Experiencing Negative Remarks & Discrimination on the Basis of Racial/Ethnic Identity

% Sometimes, Often, or Very Often



% Experiencing Negative Remarks & Discrimination on the Basis of Gender

% Sometimes, Often, or Very Often



**Based on what we've seen so far,
what do we suggest for USI?**

Possible next steps

- **Have conversations about the survey data across campus communities**
 - Ask community members to make sense of the data rather than telling them about the data
- **Hold focus group conversations to gather more detailed information**
 - Hearing from students, staff, and faculty will fill in and contextualize survey data and help keep the conversation going
- **Build a plan**
 - Build trust and capacity for fruitful conversations through shared work
 - ▶ *We know from research that when people from different backgrounds do real work towards common goals it brings them together, breaks stereotypes, and helps them to see that regardless of their differences, they are united by common goals*
 - ▶ *Celebrate diversity AND unity; E pluribus unum: Out of many, one*
 - Where will you be in 3 months, 6 months, 12 months, 2 years, ...?
 - Communicate honestly with the community about the plan, your progress on the plan, the challenges, and how you adapt the plan

Things to consider

- **What is USI's Social and Civic Contract?**
 - What do we owe one another in terms of how we treat each other?
- **How can we model the best of human qualities?**
 - Kindness, empathy, assuming the best in other people, being supportive, listening carefully, resisting the temptation to express anger, etc.
 - Regardless of whether the people you're interacting with are members of your group
- **Reducing how often people a) hear disparaging or insensitive remarks aimed at people who share a particular identity or b) experience harassment or discrimination based on their identity (or identities) is an essential ingredient of success**
- **Note, our focus is on modeling and changing behaviors, not “forcing” people to change the way they think**
 - Based on the idea that behavioral changes lead to changes in thinking

Final points

- Other levers

- Reinforce and model elements of USI's mission and core values
 - ▶ *From the mission: "We exist to provide an educated citizenry that can engage in a civil manner within a community with divergent ideas and cultural differences."*
 - ▶ *Core values*
 - "Inclusive and Diverse Community - We believe in the value of human diversity. We continue/strive to foster respect and care for one another and welcome everyone to be a part of our institution."
 - "Integrity - We act with a consistency of character and are accountable for our actions. It manifests in perseverance and grit, principles and kindness, and in our stewardship of resources."
- Improving teaching quality positively impacts views on diversity and equity
 - ▶ *Good teaching, regardless of the content or discipline, matters*
 - Faculty show interest in teaching, students, and student development
 - ▶ *Challenge*
 - Students are challenged to do their best work
 - Students are required to integrate, think critically, reflect, and engage in other higher-order work
- Beware of quick fixes
 - ▶ *Limited evidence on effectiveness of short-term anti-bias training/workshops, etc.*
 - ▶ *If you're considering something, check for evidence of its efficacy*

Questions,
comments,
thoughts?