

Diversity Campus Climate Survey Town Hall

Final Report by ATIXA(NCHERM)

In Consultation with the Council on Diversity, Equity, and Inclusion

Diversity Campus Climate Subcommittee

Campus Discussion: October 3, 2019

Welcome!

Diversity Campus Climate Survey Subcommittee

- Emily Monago, Chief Diversity Officer and Chair of the Council on Diversity, Equity, and Inclusion
- Evan Johnson, Assistant Professor, Kinesiology, Chair of the Diversity Campus Climate Survey for Survey Development and Implementation Subcommittee
- Cathy Connolly, Professor, School of Culture, Gender, and Social Justice and Chair of the Diversity Campus Climate Survey Analysis and Results Subcommittee
- Amanda O'Brien Busick, Director, Disability Support Service
- Christi Carter, Diversity Analyst, Office of Diversity, Equity, and Inclusion
- Dan Maxey, Special Assistant to the Provost for Strategic Initiatives, Office of the Provost (2019-2020)
- Jason McConnell, Assistant Professor, School of Politics, Public Affairs, and International Studies (2018-2019)
- Kaila Mills, Administrative Assistant, Office of Diversity, Equity, and Inclusion

Diversity Campus Climate Survey Town Hall Format

- Similar to the Great Colleges to Work For Town Hall Format
 - Presentation of Final Survey Report (~15 minutes)
 - Roundtable Discussion (~45 minutes)
 - Roundtable Discussion Report-Out (~25 minutes)
 - The presentation and report-out are on WyoCast and will be posted this afternoon
 - An opportunity to complete and submit an online recommendation form
 - Links to recording and forms can be found at: www.uwyo.edu/diversity. Click the button for the Diversity Town Hall to access links to the report, recording, and documents

Response Rate and Demographics

2,976 Responses Collected

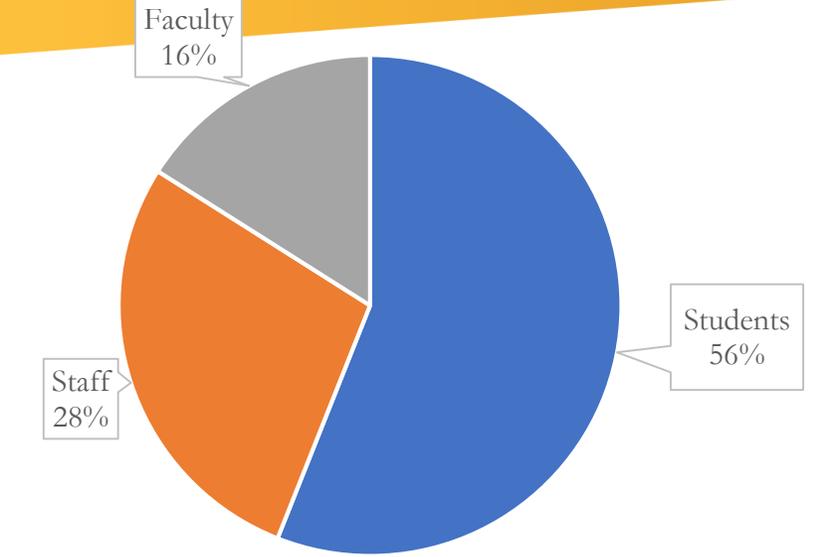
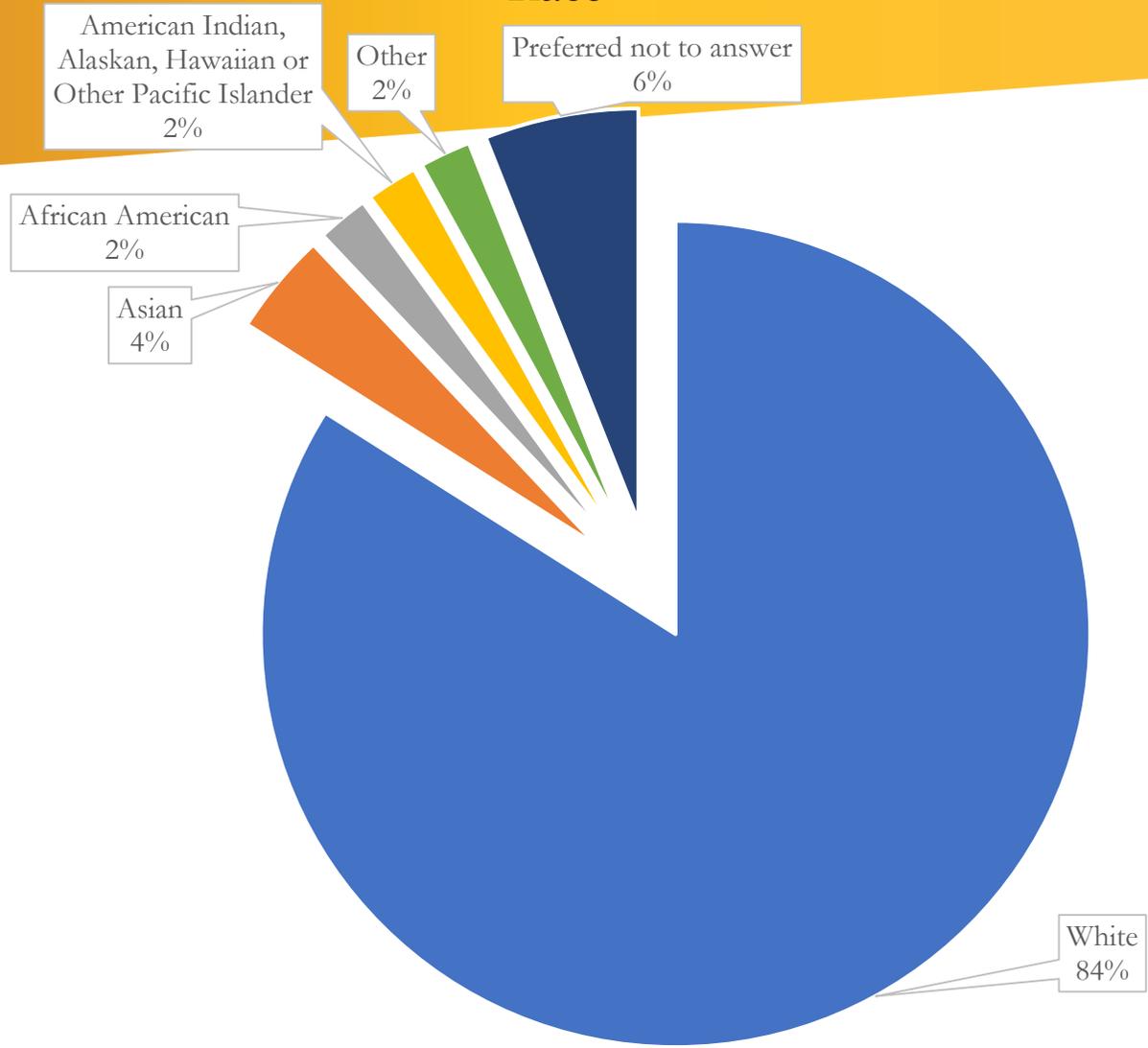
- Non-Benefitted Employees
 - 380 completed out of 472 surveys started
 - 80.5% completion rate, overall 9.5% completion rate
- Benefitted Employees
 - 968 completed out of 1,121 started
 - 86.4% completion rate, overall 34% completion rate (An extremely high completion rate.)
- Students
 - 1,032 completed out of 1,351 surveys started
 - 76.4% completion rate, overall 8.8% completion rate
- Considering the overall high completion rates, the survey should be considered a valid sample

Selected Demographics of Respondents

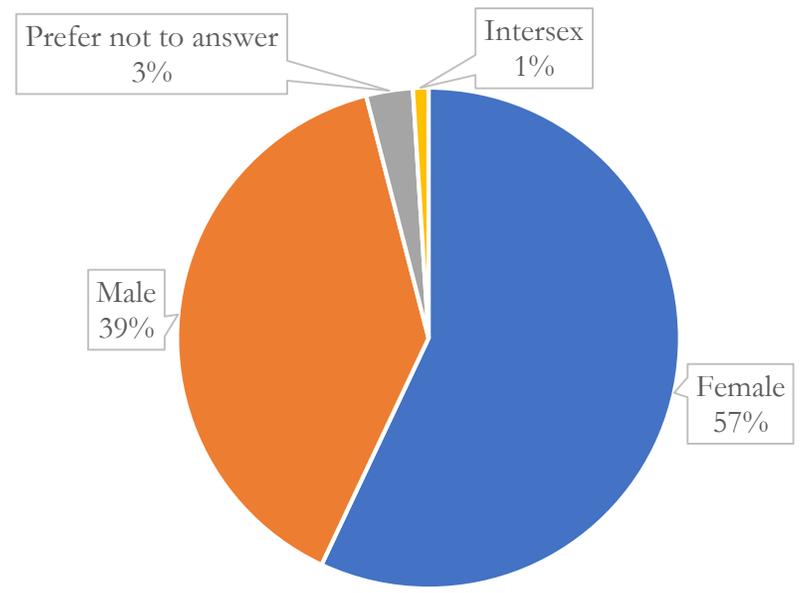
- Veterans = 5% for employees and students
- Student Athletes = 5%
- International Students = 8%
- Transfer Students = 27%
- Students in Fraternities/Sororities = 9%
- UW Laramie Campus = 94%
- Distance Learning = 5%
- UW Casper Campus = 1%
- Native Wyomingites = 42% for students and employees

UW Relationship of Respondents

Race



Sex



• Hispanic/Latinx = 6.64% across all racial demographics for employees and students

The Survey Report Organization

1. Overview
2. Basic Demographics
3. **Climate, Diversity, and Acceptance**
4. **Access to Services, Food, and Shelter**
5. **Physical Safety, Sexual Harassment, and Discrimination**
6. Consultant and Council on DEI Recommended Overall Next Steps

Climate, Diversity, and Acceptance

1. Inclusiveness and Welcoming

- 92-93% of the respondents feel comfortable working with someone from a different country, a different race, gender, religion, or veteran status
 - In a room of 100 people eight will not feel comfortable and only two need show their lack of acceptance explicitly or implicitly for a detrimental impact on marginalized groups
- Members of the UW campus community have not felt welcome and have considered leaving
 - 17% of the respondents staff have considered leaving because their children or a member of their household have not felt welcome or included in the local community
 - 9% of the respondents have considered leaving because their children have not felt welcome in the local schools

Climate, Diversity, and Acceptance

2. Diversity and Intervention

- One-quarter of faculty and staff are not comfortable discussing issues of diversity, equity, or inclusion in their department or office or classroom settings
 - In a group of 10 faculty and staff, at least two are not comfortable discussing or intervening on issues of bias, prejudice, racism, sexism, homophobia, ageism, etc.

3. Curriculum

- 50% of students and 67% of faculty agreed that courses that focus on diversity, equity, and inclusion should be required of all majors

4. International Students

- 34% of international students feel discrimination
- In a class of 30 students, six to eight students would not agree that UW is welcoming or supportive to international students

Climate, Diversity, and Acceptance

5. Retention

- 31% of students, 62% of faculty, and 53% of staff have considered leaving UW for the following reasons:
 - (20%) Not satisfied with academics, not happy, not for me, homesick, and personal
 - (12%) Lack of diversity, cultural issues, and campus climate
 - (11%) Not satisfied with geographic location and weather
 - (8%) Financial reasons due to tuition increases and issues with scholarships
 - (7%) Issues with staff and/or administration
 - (7%) Feeling discrimination
 - (6%) Lack of student support and poor advising
 - (5%) Physical safety
 - (4%) Poor campus life

Climate, Diversity, and Acceptance

6. Gender and Sexual Orientation, Part 1

- Only one-half of respondents find UW inclusive of individuals regardless of gender and only one-third of respondents see gender discrimination at UW as a problem.
- While 22% of men see gender based discrimination as a problem, 37% of women, and virtually all trans and genderqueer respondents indicated gender discrimination as an issue.

Climate, Diversity, and Acceptance

6. Gender and Sexual Orientation, Part 2

- Only half of straight respondents found UW accepting of all sexual orientations, and only one-third of those who are not straight find UW welcoming.
- Over one-quarter of respondents indicated they were not comfortable with a 'non-binary' identified individual, meaning that a non-binary student could be confronted with dozens of classmates and several faculty a year who are not comfortable in their presence.
- The narrative responses to these questions indicate a high level of anger by some respondents

Climate, Diversity, and Acceptance

7. Race Discrimination

- Over one-quarter of respondents have witnessed racial discrimination on campus
- Among all respondents, only 54% agree that UW is a welcoming place for individuals of all races.
- 7% of White respondents and 31% of Non-White respondents believe they have been treated differently because of their race
- One-quarter of faculty, staff, and students believe that individuals are treated differently because of their race
- Faculty experience and believe in racial disparities more than other student and employee groups

Consultant Recommendations for Area #3: Climate, Diversity, and Acceptance

1. Creation of forums and listening session to bring dialogue into the open and find meaningful and civil discussions, including classroom discussion, listening groups, and further surveys
 - a. *Ex: Restorative Justice Training, October 15 and 16, 2019 (Office of Diversity, Equity & Inclusion (ODEI) and the Social Justice Research Center (SJRC); MLK Days of Dialogue for approx. 18 years, Student Affairs (SA); Shepard Symposium on Social Justice for approx. 22 years, Academic Affairs (AA); Elbogen Center for Teaching and Learning (ECTL), etc.*
2. A focus on development of educational programming, passive marketing, bystander intervention, and social norming campaigns to address the trend identified by people who have not experienced racism, homophobia, or other forms of discrimination and hate speech to raise awareness that these acts are an important and harmful experience to those who do
 - a. *Ex: Bias Education and Engagement Team (BEET), soft launch Fall 2019 by ODEI in partnership with the Dean of Students (DOS); Bystander Intervention by Equal Opportunity Report and Response (EORR); Safe Zone Training by the Center for Student Involvement & Leadership (CSIL), Inclusive Leadership Curriculum launched by ODEI and Office of Graduate Education (OGE) in 2019, etc.*
3. Balance educational programming with talking sessions to find ways to develop dialogues across differences and build civility
4. Utilize the survey as a starting point to build consensus in addressing the campus culture, encouraging community support and bystander empowerment



Access to Services, Food, and Shelter

1. Disability Services

- For all respondents, 7% indicated they did not know how to register with Disability Services or notify Human Resources for a disability to receive accommodations with 25% unaware of how to find support for a disability
- Of particular concern is the perceived lack of support and services for those with mental illness and access to services for staff
- Nearly 50% of individuals with disabilities perceive UW as unsupportive; 60% unsupportive for students and 69% unsupportive for employees with mental health issues

2. Food and Housing Insecurity

- Within the last 12 months, 34% of respondents shared that they often or sometimes ran out of food and did not have money to obtain more
 - Students (21%), staff (9%), and faculty (4%)
- Within the last 12 months, 7% of students indicated that they had a few times of not knowing where they would be spending the night

Consultant Recommendations for Area #4: Access to Services, Food, and Shelter

1. Assess the paperwork process for seeking disability registration and accommodations and ensure it is user friendly
2. Increase advertising and awareness with particular focus to employees and mental health support
 - a. *Ex: During 2018-2019, Disability Support Service developed a resource guide to facilitate campus-wide resources coordination, etc.*
 - b. *Ex: In Summer 2018 the ODEI facilitated the development of the Support Group for Students of Color that was implemented by the Counseling Center and Multicultural Affairs in Spring 2019, etc.*
3. Address the concerns expressed related to why all respondents do not seek accommodations for their disability. This includes cost, stigma, lack of awareness, and shame associated with seeking help
 - a. *Ex: Disability Support Service is in progress of implementing assessments to address this concern, ODEI launched a self-ID campaign Fall 2019, etc.*
4. Identify community resources to offer support to students experiencing food insecurity, homelessness or other challenges meeting their basic needs while at school and then advertise to help students access these resources
 - a. *Ex: The Haub School Food Share Pantry, Laramie Soup Kitchen, Feeding Laramie Valley, Laramie Interfaith, etc.*



Physical Safety, Sexual Harassment, and Discrimination

1. Campus Safety

- Concerns were raised by women, transgender and genderqueer individuals especially at night on campus

2. Student Behavior and Disruption

- Most respondents had no opinion of those who did, faculty were rated highest for their ability to handle students that frequently interrupt the faculty member or other students

Physical Safety, Sexual Harassment, and Discrimination

3. Sexual Orientation Discrimination

- 32% of respondents think that sexual orientation discrimination is a problem at UW
- 53% of LGBTQ+ respondents think that sexual orientation discrimination is a problem at UW

4. Sexist and Objectifying Comments and Jokes

- Transgender (33%) and genderqueer (25%) individuals feel the most unsafe walking on campus at night when compared to women (16%) and men (4%)
- 62% of respondents have had some experience with sexist jokes or comments
- 59% have some experience with objectifying comments or jokes about someone's body or appearance

Physical Safety, Sexual Harassment, and Discrimination

5. Jokes or Comments about Religious Beliefs

- 40% of respondents have some experience or heard jokes or comments about religious beliefs with 36% witnessing them on campus
- 15% of students, 10% of faculty, and 7% of staff have been the target of these at UW
- 18% of students, 26% of faculty, and 16% of staff believe these jokes or comments are a problem at UW

6. Gender Harassment and Discrimination

- 100% transgender respondents, 58% genderqueer respondents, 37% women respondents, and 22% men respondents consider gender discrimination to be a problem at UW
- 100% transgender respondents, 63% genderqueer respondents, 35% women respondents, 23% men respondents have witnessed gender discrimination at UW

Consultant Recommendations for Area #5: Physical Safety, Sexual Harassment, and Discrimination

1. Conduct a safety audit of the lighting and ride-share/police assistance
 - a. *Ex: The Campus Master Plan has a component to review lighting on campus, etc.*
2. Provide a spectrum of educational interventions related to microaggressions, the impact of harmful language, bias, and the importance of treating UW students, faculty, and staff with respect and civility
 - a. *Ex: The Dr. Kathy Obear DEI Virtual Institutes, with workbooks and e-books available in the Employee LearnCenter (ODEI, SJRC & SA), Restorative Justice Facilitator Training (ODEI/SJRC), Programs in CSIL, the BEET (ODEI/DOS), ODEI Workshops, ECTL Workshops and Diversity Certification, Inclusive Leadership Curriculum (ODEI/OGE), Syllabus template from the School of Culture, Gender and Social Justice, Harassment & Discrimination Online Courses (EORR), LinkedIn Learning Courses (HR) etc.*
3. Offer or require a broad-based diversity class as part of the core educational requirements
4. A system level audit of departments that have frequent student contact and engagement in order to better understand how bias may be impacting decision making at the University

Consultant & CDEI Recommendations: Overall Next Steps

1. While the sample response rates were valid for this survey, for the next survey work on ways to increase participation
2. Review this document with accompanying raw data and discuss where it may be helpful to further develop areas of exploration and use the results to better inform your existing educational programming
3. Involve the consultants in providing more detailed discussions related to survey implications, comparison data to national trends and the development of educational and programming efforts to enlist change
4. It was recommended by the Council on Diversity, Equity, and Inclusion that funding for these initiatives is reviewed with an adequate increase to the Office of Diversity, Equity, and Inclusion to lead, coordinate, or partner for implementation of the recommendations

Strategies in Place and Future Plans

1. Recruitment pipeline development for diverse and underrepresented employees and students
 - a. *Ex: Wyoming Latina Youth Conference, Native American Summer Institute, ODEI and HR recruitment initiatives, College of Law Diversity Law Pipeline, etc.*
2. Recruitment and Retention initiatives for diverse and underrepresented employees and students
 - a. *Ex: Underrepresented Domestic Minority Programs, Employee Networks and URDM-specific programs, CSIL/ Counseling Center support groups, International Student Program, Enrollment Management initiatives, etc.*
3. Search committee support and role in the hiring process
 - a. *Ex: Enhancements added in 2017 with ongoing updates to the process, workshops and presentation to support searches, etc.*
4. Diversity education initiatives campus wide with more in development
 - a. *Ex: ECTL workshops and DEI Certification, Student Affairs initiatives, ODEI & OGE Inclusive Leadership Curriculum for graduate students, HR LinkedIn Learning, etc.*
5. Initiatives to address campus climate issues
 - a. *Ex: E-Nets, URDM programs, Student Affairs initiatives, etc.*
6. Diversity Campus Climate Survey Town Halls for campus community input and focus groups to dive deeper into issues of concern
7. Regular attention to issues of diversity, equity, and inclusion with goals and metrics for the University because we cannot thrive when members of our community feel unwelcome



Roundtable Discussion

Roundtable Discussion Prompts

- **PROMPT #1**

As a group, please come to consensus on the one recommendation that is the focus of your group discussion. *Circle one.*

- **PROMPT #2**

Review the recommendations in Prompt #1 and list what are we currently doing? Also list what should we be doing but to your knowledge, we currently are not. *Please number your recommendations. Recommendations should be both reasonable and actionable.*

- **PROMPT #3**

Which university division(s), office(s), group(s), or individual(s) are best suited to lead the effort to implement each of the recommendations you listed in response to Prompt #2?

Report Out

Thank you!