

Diversity Study - 2005

Overview of Results

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Purpose of the study was to assess the...

- Climate of Acceptance and Sense of Community
- Prevalence of Disparaging or Insensitive Remarks
- Experience of Negative Treatment Because of Personal Traits or Beliefs
- Perception of GVSU's Commitment to Diversity

Responses

	Number of Responses	Response Rate
Faculty	451	50%
Staff	678	47%
Students	3,937	19%

Climate of Acceptance and Sense of Community

Feel accepted in the classroom/work environment:

- 81% faculty
- 86% staff
- 83% students

There is variation by demographic groups.....

Climate is accepting of who you are...

FACULTY RESPONSES

	Total	African-American/Black	Asian/Pacific Islander	Others **	GLBT	Female	Dis-abled
Strongly Agree	41%	10%	26%	33%	11%	32%	16%
Agree	41%	45%	58%	39%	37%	48%	42%
Neutral	11%	35%	10%	11%	22%	10%	5%
Disagree	7%	5%	7%	17%	22%	9%	32%
Strongly Disagree	1%	5%	0%	0%	7%	2%	5%

** Racial/ethnic groups with <20 in each group are combined in this column

Climate is accepting of who you are...

STAFF RESPONSES

	Total	African-American/Black	Others **	GLBT	Female	Disabled
Strongly Agree	42%	20%	18%	19%	40%	33%
Agree	44%	51%	59%	48%	46%	58%
Neutral	9%	18%	16%	19%	9%	8%
Disagree	4%	11%	5%	7%	4%	0%
Strongly Disagree	1%	0%	2%	7%	1%	0%

** Racial/ethnic groups with <20 in each group are combined in this column

Climate is accepting of who you are...

STUDENT RESPONSES

	Total	African-American/Black	Asian/Pacific Islander	Others **	GLBT	Female	Dis-abled
Strongly Agree	30%	12%	26%	23%	9%	30%	29%
Agree	54%	41%	45%	52%	44%	54%	50%
Neutral	12%	29%	23%	18%	26%	12%	16%
Disagree	4%	15%	5%	7%	20%	4%	5%
Strongly Disagree	0%	3%	0%	0%	1%	0%	1%

** Table displays the two largest race/ethnic groups; all other race/ethnic groups are combined in this column.

Climate of Acceptance and Sense of Community

Feel a sense of belonging or community at GVSU:

- 92% faculty
- 94% staff
- 89% students

There is variation by demographic groups...

To what extent do you experience a sense of belonging or community at GVSU?

FACULTY RESPONSE

	Total	African-American/Black	Asian/Pacific Islander	Others **	GLBT	Female	Dis-abled
To a great extent	35%	15%	39%	14%	11%	35%	26%
To some extent	57%	75%	55%	81%	74%	56%	58%
Not at all	8%	10%	7%	5%	15%	8%	16%

** Racial/ethnic groups with <20 in each group are combined in this column.

To what extent do you experience a sense of belonging or community at GVSU?

STAFF RESPONSE

	Total	African-American/Black	Others **	GLBT	Female	Disabled
To a great extent	41%	17%	30%	26%	38%	38%
To some extent	53%	70%	66%	58%	55%	54%
Not at all	6%	13%	5%	16%	7%	8%

** Racial/ethnic groups with <20 in each group are combined in this column.

To what extent do you experience a sense of belonging or community?

STUDENT RESPONSE

	Total	African-American/Black	Asian/Pacific Islander	Others **	GLBT	Female	Dis-abled
To a great extent	30%	16%	26%	30%	13%	30%	31%
To some extent	59%	71%	65%	58%	62%	59%	51%
Not at all	11%	13%	10%	13%	25%	10%	18%

** Table displays the two largest race/ethnic groups; all other race/ethnic groups are combined in this column.

Climate of Acceptance and Sense of Community

- In the past year, most students, staff, and faculty have not felt isolated or left out when work was required in groups.

Felt isolated or left out of work groups because of....

	<i>Faculty</i>	<i>Staff</i>	<i>Students</i>
Gender	5%	4%	5%
Race/ethnicity	4%	2%	6%
Political Viewpoint	3%	2%	5%
Religious Belief	2%	2%	4%
Age	2%	5%	5%
Sexual Orientation	1%	1%	1%
Disability	1%	0%	1%
Economic Background	1%	1%	2%

Felt isolated or left out of work groups because of my gender

	<i>Faculty</i>	<i>Staff</i>	<i>Students</i>
Female	8%	4%	6%
Male	2%	3%	4%

Felt isolated or left out of work groups because of my race

	<i>Faculty</i>	<i>Staff</i>	<i>Students</i>
African-American/Black	25%	22%	46%
Asian/Pacific Islander	16%	*	29%
Others	11%	5%	15%
White/Caucasian	0%	1%	1%

* Asian/Pacific Islanders are included in the "others" category because there are <20 in the group.

Climate of Acceptance and Sense of Community

- 7% of faculty and 7% of staff have had someone assume they were hired because of some personal characteristic such as race or gender.
- 10% of students have had someone assume they were admitted because of some personal characteristic such as race or gender.

Someone assumed I was hired/admitted because of my race/ethnicity

	<i>Faculty</i>	<i>Staff</i>	<i>Students</i>
African-American/Black	55%	33%	53%
Asian/Pacific Islander	16%	**	50%
Hispanic/Chicano/Latino	**	**	58%
Others	22%	21%	21%
White/Caucasian	0%	1%	1%

** Responses are combined with "others" because there are <20 in the group.

Climate of Acceptance and Sense of Community – Faculty and Staff Only

- 89% of faculty and 87% of staff have colleagues with whom they can discuss work-related problems
- 57% of faculty and 53% of staff believe there are enough colleagues willing to serve as mentors to newer faculty and staff

Climate of Acceptance and Sense of Community – Students Only

- 72% of students feel comfortable expressing their opinion in class (20% neutral, and 8% not comfortable)
- Students of color are more likely than white students to report not feeling comfortable expressing their opinion in class.

% Students who do not feel comfortable expressing an opinion in class

	<i>Students</i>
African-American/Black	11%
American Indian/Alaskan Native/Aleut	17%
Arab/Arab-American/Middle Eastern	11%
Asian/Pacific Islander	12%
Hispanic/Chicano/Latino	10%
Multi-Racial	14%
Other	2%
White/Caucasian	8 %

Climate of Acceptance and Sense of Community – Students Only

- 64% have attended at least one multicultural event at GVSU in the past year.
- A larger proportion of students of color participate in multicultural events than white students.

Student Attendance at Multicultural Events on Campus in the past year

	<i>Never</i>	<i>1-2 times</i>	<i>3 or more times</i>
African-American/Black	15%	23%	62%
American Indian	33%	25%	42%
Arab/Arab-American/Middle Eastern	21%	47%	32%
Asian/Pacific Islander	30%	28%	42%
Hispanic/Chicano/Latino	18%	32%	51%
Multi-Racial	21%	35%	44%
Other	37%	31%	33%
White/Caucasian	39%	41%	19%

Climate of Acceptance and Sense of Community – Students Only

- 51% of students were involved in one or more student organization on campus in the past year.
- African-American students were involved in student organizations at a higher rate than other racial/ethnic groups.

% students involved in at least one student organization on campus in the past year

	<i>Students</i>
African-American/Black	70%
American Indian/Alaskan Native/Aleut	50%
Arab/Arab-American/Middle Eastern	61%
Asian/Pacific Islander	64%
Hispanic/Chicano/Latino	63%
Multi-Racial	57%
Other	48%
White/Caucasian	48%

Disparaging or Insensitive Remarks

-most likely to be made by students
-in informal conversation or in the classroom
-most likely to be about a person's political viewpoint

What faculty have heard	Heard 3+ comments by students	Heard 3+ comments by faculty	Heard 3+ comments by staff
Political viewpoint	41%	30%	12%
English-speaking skill	24%	6%	5%
Sexual orientation	24%	9%	6%
Religious beliefs	22%	15%	7%
Gender	17%	10%	4%
Race/ethnicity	14%	7%	4%
Economic background	11%	3%	2%
Age	10%	5%	3%
Disability	5%	2%	2%

What students have heard	Heard 3+ comments by students	Heard 3+ comments by faculty	Heard 3+ comments by staff
Political viewpoint	50%	12%	6%
Sexual orientation	38%	2%	2%
Race/ethnicity	25%	2%	2%
Gender	23%	3%	2%
English-speaking skill	23%	2%	2%
Religious beliefs	21%	5%	2%
Economic background	12%	2%	1%
Disability	11%	1%	1%
Age	10%	2%	1%

What staff have heard	Heard 3+ comments by students	Heard 3+ comments by faculty	Heard 3+ comments by staff
Political viewpoint	30%	17%	21%
Sexual orientation	22%	5%	12%
Race/ethnicity	11%	5%	11%
Gender	14%	5%	9%
English-speaking skill	19%	4%	8%
Religious beliefs	13%	8%	10%
Economic background	8%	3%	4%
Disability	4%	1%	3%
Age	7%	3%	4%

Negative Treatment/Experiences

- The majority of faculty, staff, and students have not had a negative experience of being treated differently than others at GVSU in the past year.

There is variation by demographic group...

Experienced Negative Treatment because of

	Faculty	Students	Staff
Gender	9%	4%	6%
Race/ethnicity	8%	7%	7%
Political viewpoint	7%	8%	7%
Religious belief	6%	7%	4%
Age	4%	3%	7%
Sexual orientation	3%	2%	2%
Disability	1%	1%	1%
Economic background	1%	3%	3%

Experienced Negative Treatment because of my **gender**

	<i>Faculty</i>	<i>Students</i>	<i>Staff</i>
Females	14%	5%	8%
Males	4%	2%	3%

Experienced Negative Treatment because of my **race/ethnicity**

	<i>Faculty</i>	<i>Students</i>	<i>Staff</i>
African-American/Black	65%	51%	57%
Asian/Pacific Islander	39%	32%	**
Others	16%	21%	28%
White/Caucasian	1%	1%	2%

**Responses are combined with "others" because there are < 20 in the group.

Experienced Negative Treatment because of my **sexual orientation**

	<i>Faculty</i>	<i>Students</i>	<i>Staff</i>
GLBT	50%	42%	40%
Heterosexual	0%	0%	0%

Experienced Negative Treatment because of my **disability**

	<i>Faculty</i>	<i>Students</i>	<i>Staff</i>
Disabled	32%	25%	12%

Experienced Negative Treatment because of my **political beliefs**

	<i>Faculty</i>	<i>Students</i>	<i>Staff</i>
Conservative	14%	8%	5%
Liberal	7%	9%	11%
Moderate	5%	6%	3%
Other**	6%	18%	23%
None of the above	3%	5%	3%

**Combines Green, Libertarian, Socialist/Leftist

Experienced Negative Treatment because of my **religious beliefs**

	<i>Faculty</i>	<i>Students</i>	<i>Staff</i>
Christian	7%	5%	4%
Humanist/Atheist/Agnostic	7%	14%	3%
Non-Christian**	6%	18%	25%
Other	8%	12%	8%

**Combines Hindu, Jewish, Muslim, and Buddhist

Experienced Negative Treatment because of my age

	<i>Faculty</i>	<i>Students</i>	<i>Staff</i>
18-29 years	*	2%	20%
30-39 years	4%	10%	4%
40-49 years	2%	16%	3%
50 or more	5%	9%	7%

* <20 in the group

Faculty Who Feel Harassed

- 16% have felt harassed at GVSU in the past year, primarily because of...
 - Gender (5%)
 - Race/ethnicity (4%)
 - “Other” reasons (7%)
- Expressed as...
 - Verbal comments (12%)
 - Nonverbal signs (7%)
 - Being ignored (8%)
- Occurred in a university office
- Done by another faculty member

Have you felt harassed at GVSU because of your....

Faculty Responses

	<i>African American/ Black</i>	<i>Asian/ Pacific Islr</i>	<i>Others **</i>	<i>Female</i>	<i>GLBT</i>	<i>Dis-abled</i>
Race	25%	10%	11%			
Gender				10%		
Sexual Orientation					18%	
Disability						11%

** Racial/ethnic groups with <20 in each group are combined in this column

Staff Who Feel Harassed

- 13% have felt harassed at GVSU in the past year, primarily because of...
 - Gender (4%)
 - Race/ethnicity (3%)
 - “Other” reasons (5%)
- Expressed as...
 - Verbal comments (12%)
 - Nonverbal signs (6%)
 - Being ignored (4%)
- Occurred in a university office
- Done by faculty (5%), staff (5%), executive leadership (5%)

Have you felt harassed at GVSU because of your....

Staff Responses

	<i>African American/ Black</i>	<i>Others **</i>	<i>Female</i>	<i>GLBT</i>	<i>Disabled</i>
Race	13%	16%			
Gender			5%		
Sexual Orientation				14%	
Disability					8%

** Racial/ethnic groups with <20 in each group are combined in this column

Students Who Feel Harassed

- 10% have felt harassed at GVSU in the past year, primarily because of...
 - Gender (3%)
 - Race/ethnicity (2%)
 - Political views (3%)
 - Religion (2%)
- Expressed as...
 - Verbal comments (8%)
 - Nonverbal signs (5%)
 - Being ignored (3%)
- Occurred in a classroom
- Done by students (8%), faculty (2%)

Have you felt harassed at GVSU because of your....

Student Responses

	<i>African American/Black</i>	<i>Asian/Pacific Islr</i>	<i>Others</i>	<i>Female</i>	<i>GLBT</i>	<i>Disabled</i>
Race	12%	11%	8%			
Gender				4%		
Sexual Orientation					19%	
Disability						8%

- 22% of faculty, 21% of staff, and 11% of students have felt that they were expected to present a viewpoint that is different from the majority because of a personal trait.

Expected to present a viewpoint different from the majority because of...

	<i>Faculty</i>	<i>Staff</i>	<i>Students</i>
Political viewpoint	8%	6%	14%
Religious belief	7%	7%	14%
Race/ethnicity	7%	7%	10%
Gender	4%	5%	8%
Sexual orientation	4%	2%	3%
Age	2%	5%	5%
Economic background	1%	1%	4%
Disability	0%	0%	0%

Expected to present a viewpoint that is different from the majority because of your political viewpoint

	<i>Faculty</i>	<i>Staff</i>	<i>Students</i>
Conservative	15%	6%	14%
Liberal	7%	8%	18%
Moderate	7%	4%	11%
Others**	12%	10%	25%
None of the above	7%	3%	7%

**Combines Green, Libertarian, Socialist/Leftist

Expected to present a viewpoint that is different from the majority because of your race/ethnicity

	<i>Faculty</i>	<i>Staff</i>	<i>Students</i>
African-American/Black	55%	57%	72%
Asian/Pacific Islander	19%	**	39%
Hispanic/Chicano/Latino	**	**	39%
Others	27%	24%	28%
White/Caucasian	1%	1%	2%

** Responses are combined with "others" because there are <20 in the group.

Expected to present a viewpoint that is different from the majority because of your religious beliefs

	<i>Faculty</i>	<i>Staff</i>	<i>Students</i>
Christian	9%	7%	13%
Humanist/Atheist/Agnostic	5%	7%	21%
Non-Christian**	9%	13%	29%
Other	5%	0%	19%

**Combines Hindu, Jewish, Muslim, Buddhist

- Most faculty, staff, and students felt welcome at GVSU events in the past year. The reasons most often cited for not feeling welcome were based on political viewpoint and religious background....

Felt unwelcome one or more times at a GVSU event because of....

	<i>Faculty</i>	<i>Staff</i>	<i>Students</i>
Political Viewpoint	27%	19%	22%
Religious Belief	20%	9%	18%
Gender	9%	8%	10%
Race/ethnicity	8%	9%	16%
Age	8%	12%	11%
Sexual Orientation	5%	4%	5%
Disability	2%	1%	2%
Economic Background	5%	9%	9%

Felt unwelcome one or more times at a GVSU event because of my political viewpoint

	<i>Faculty</i>	<i>Staff</i>	<i>Students</i>
Conservative	24%	12%	18%
Liberal	27%	25%	28%
Moderate	28%	17%	20%
Others**	33%	36%	34%
None of the above	15%	16%	14%

**Combines Green, Libertarian, Socialist/Leftist

Felt unwelcome one or more times at a GVSU event because of my religious background

	<i>Faculty</i>	<i>Staff</i>	<i>Students</i>
Christian	18%	7%	14%
Humanist/Atheist/ Agnostic	25%	19%	30%
Non-Christian**	16%	31%	34%
Other	16%	14%	29%

**Combines Hindu, Jewish, Muslim, Buddhist

Felt unwelcome one or more times at a GVSU event because of my race/ethnicity

	<i>Faculty</i>	<i>Staff</i>	<i>Students</i>
African-American/Black	42%	49%	58%
Asian/Pacific Islander	21%	**	34%
Hispanic/Chicano/ Latino	**	**	45%
Others	17%	33%	31%
White/Caucasian	4%	4%	10%

** Responses are combined with "others" because there are <20 in the group.

Felt unwelcome one or more times at a GVSU event because of my gender

	<i>Faculty</i>	<i>Staff</i>	<i>Students</i>
Females	11%	8%	10%
Males	7%	7%	10%

Felt unwelcome one or more times at a GVSU event because of my **sexual orientation**

	Faculty	Staff	Students
GLBT	50%	53%	59%
Heterosexual	2%	2%	3%

GVSU's Commitment to Diversity

- 63% of faculty agree (22% neutral and 15% disagree)
- 66% of staff agree (21% neutral and 12% disagree)
- 61% of students agree (27% neutral and 12% disagree)

GVSU is committed to diversity-Faculty

	White	African-American/Black	GLBT	Heterosexual
Strongly Agree	13%	0%	0%	14%
Agree	52%	32%	14%	54%
Neutral	21%	42%	32%	21%
Disagree	11%	11%	32%	9%
Strongly Disagree	3%	16%	21%	3%

GVSU is committed to diversity-Staff

	White	African-American/Black	GLBT	Heterosexual
Strongly Agree	24%	4%	0%	23%
Agree	46%	19%	23%	46%
Neutral	19%	49%	19%	21%
Disagree	8%	21%	36%	8%
Strongly Disagree	3%	6%	23%	2%

GVSU is committed to diversity-Students

	White	African-American/Black	GLBT	Heterosexual
Strongly Agree	14%	9%	1%	14%
Agree	50%	30%	31%	48%
Neutral	26%	38%	33%	27%
Disagree	8%	17%	27%	9%
Strongly Disagree	2%	6%	8%	2%

Thank you