Diversity Study - 2005 Overview of Results Pat Oldt and Donna VanIwaarden August 2005

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.....

Clir	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 gr	oups with <20 i	n each group	are combi	ned in thi	is 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	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%	

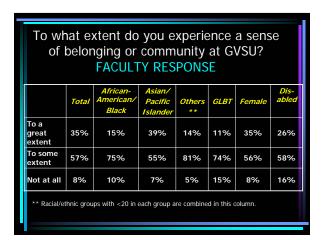
Climate is accepting of who you are STUDENT RESPONSES							
	Total	African- American/ Black	Asian/ Pacific Islander	Others **	GLBT	Female	Dis- abled
Strongly Agree	30%	12%	26%	23%	9%	30%	29%
Agree	54%	41%	45%	52%	44%	54%	50%
Neutral	12%	29%	23%	18%	26%	12%	16%
Disagree	4%	15%	5%	7%	20%	4%	5%
Strongly Disagree	0%	3%	0%	0%	1%	0%	1%
		wo largest race/ nn.	ethnic group	s; all other	race/ethr	nic groups an	re

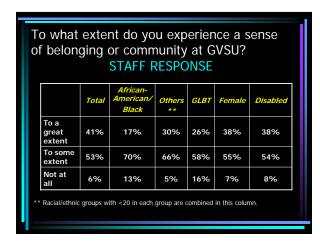
Climate of Acceptance and Sense of Community

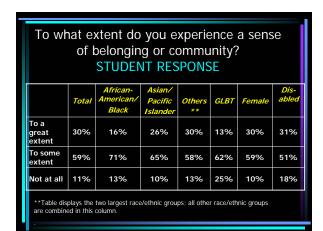
Feel a sense of belonging or community at GVSU:

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

There is variation by demographic groups...







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						
	Faculty	Staff	Students			
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							
	Faculty	Staff	Students				
Female	8%	4%	6%				
Male	2%	3%	4%				

Felt isolated or left out of work groups because of my race							
	Faculty	Staff	Students				
African-American/Black	25%	22%	46%				
Asian/Pacific Islander	16%	*	29%				
Others	11%	5%	15%				
White/Caucasian	0%	1%	1%				
White/Caucasian 0% 1% 1% * Asian/Pacific Islanders are included in the "others" category because there are <20 in the group.							

Someone assumed I was hired/admitted because of my race/ethnicity Faculty Staff Students African-American/Black 55% 33% 53% Asian/Pacific Islander 16% 50% Hispanic/Chicano/ 58% Latino 22% 21% 21% **Others** White/Caucasian 0% 1% 1% ** Responses are combined with "others" 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.

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

	Students
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						
Never 1-2 3 or more times times						
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

	Students
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%

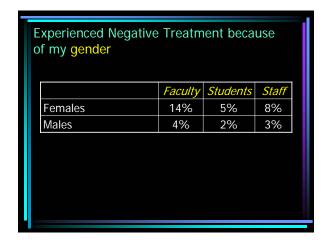
What staff have heard	Heard 3+ comments by students	Heard 3+ comments by faculty	Heard 3+ comments by staff
Political viewpoint	30%	17%	21%
Sexual orientation	22%	5%	12%
Race/ethnicity	11%	5%	11%
Gender	14%	5%	9%
English-speaking skill	19%	4%	8%
Religious beliefs	13%	8%	10%
Economic background	8%	3%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

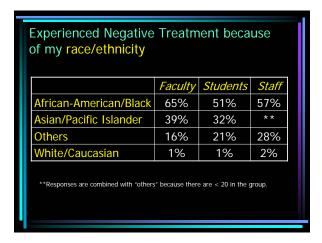
Negative Treatment/Experiences

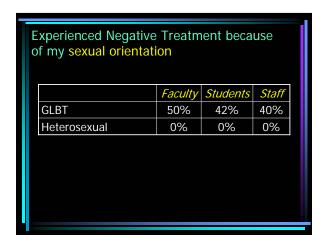
 The majority of faculty, staff, and students have not had a negative experience of being treated differently than others at GVSU in the past year.

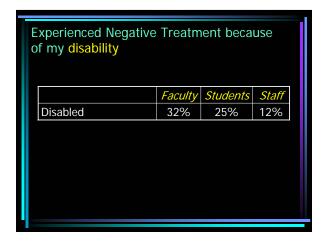
There is variation by demographic group...

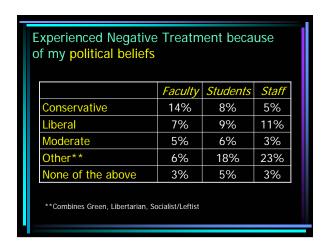
	Experienced Negative Treatment because of					
		Faculty	Students	Staff		
ı	Gender	9%	4%	6%		
ı	Race/ethnicity	8%	7%	7%		
ı	Political viewpoint	7%	8%	7%		
	Religious belief	6%	7%	4%		
	Age	4%	3%	7%		
	Sexual orientation	3%	2%	2%		
	Disability	1%	1%	1%		
	Economic background	1%	3%	3%		

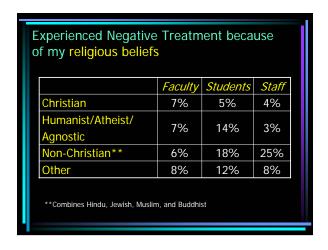












Experienced Negative Treatment because of my age Faculty Students Staff 18-29 years 2% 20% 30-39 years 4% 10% 4% 40-49 years 2% 16% 3% 50 or more 5% 9% 7% *<20 in the group

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						
	African American/ Black	Asian/ Pacific Isldr	Others **	Female	GLBT	Dis- abled
Race	25%	10%	11%			
Gender				10%		
Sexual Orientation					18%	
Disability						11%
** Racial/ethnic groups with <20 in each group are combined in this column						

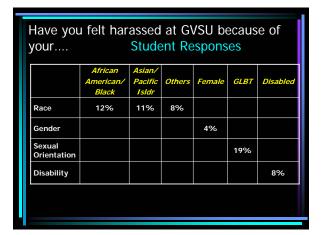
Staff Who Feel Harassed

- 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%)



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%)



 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.... Faculty Staff **Students** Political viewpoint 8% 6% 14% Religious belief 7% 7% 14% Race/ethnicity 7% 7% 10% Gender 4% 5% 8% Sexual orientation 4% 2% 3% 2% 5% 5% Age 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 Faculty Staff Students Conservative 15% 6% 14% 8% 18% 7% Liberal Moderate 7% 4% 11% Others** 25% 12% 10% 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 Students Faculty Staff African-American/Black 55% 57% 72% Asian/Pacific Islander 19% 39% Hispanic/Chicano/ 39% Latino 24% Others 27% 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 Faculty Staff Students 9% 7% 13% Christian Humanist/Atheist/ 5% 7% 21% Agnostic Non-Christian** 9% 13% 29% Other 5% 0% 19% **Combines Hindu, Jewish, Muslim, Buddhist

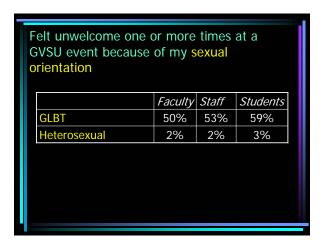
 Most faculty, staff, and students felt welcome at GVSU events in the past year. The reasons most often cited for not feeling welcome were based on political viewpoint and religious background....

Felt unwelcome one or more times at a GVSU event because of				
	Faculty	Staff	Students	
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 Faculty Staff Students Conservative 24% 12% 18% 25% 28% Liberal 27% Moderate 28% 17% 20% Others** 36% 33% 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 Students Faculty Staff Christian 18% 7% 14% Humanist/Atheist/ 25% 19% 30% Agnostic Non-Christian** 16% 31% 34% 14% 29% Other 16% **Combines Hindu, Jewish, Muslim, Buddhist

Felt unwelcome one or more times at a GVSU event because of my race/ethnicity Faculty Staff Students African-American/Black 42% 49% 58% Asian/Pacific Islander 21% 34% Hispanic/Chicano/ 45% Latino 17% 33% 31% **Others** White/Caucasian 4% 4% 10% ** Responses are combined with "others" because there are <20 in the group.



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)

