

# **2021 Campus Climate Higher Education Data Consortium Climate Survey for Diversity & Equity**

***Presented by GVSU on August 29, 2022***

High-level charts for the following categories:

- Campus Diversity
- Climate for Diversity and Equity
- Experiences with Discrimination or Harassment
- Experience with Negative Remarks
- Indicator Summary

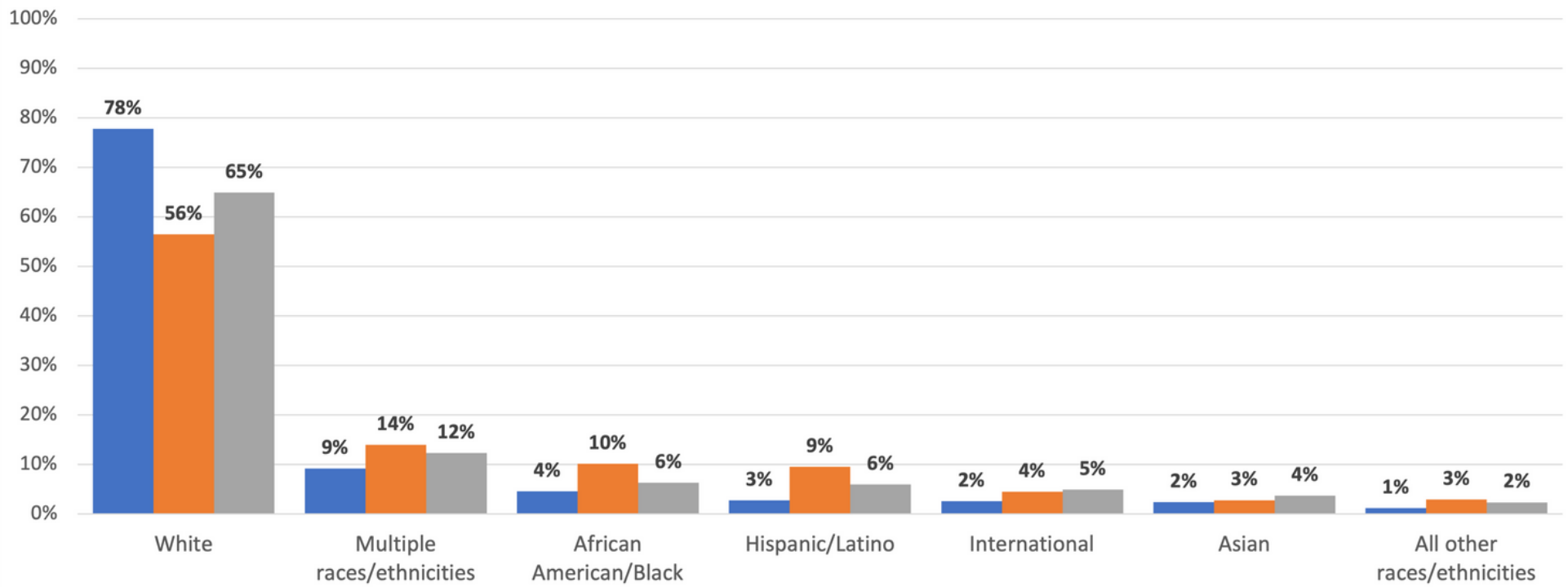
**More information is available at [www.gvsu.edu/mygvsu](http://www.gvsu.edu/mygvsu).**

# Campus Diversity

The next figures shows how the 4,564 respondents from GVSU described various aspects of their identity in the survey compared to respondents at other institutions.

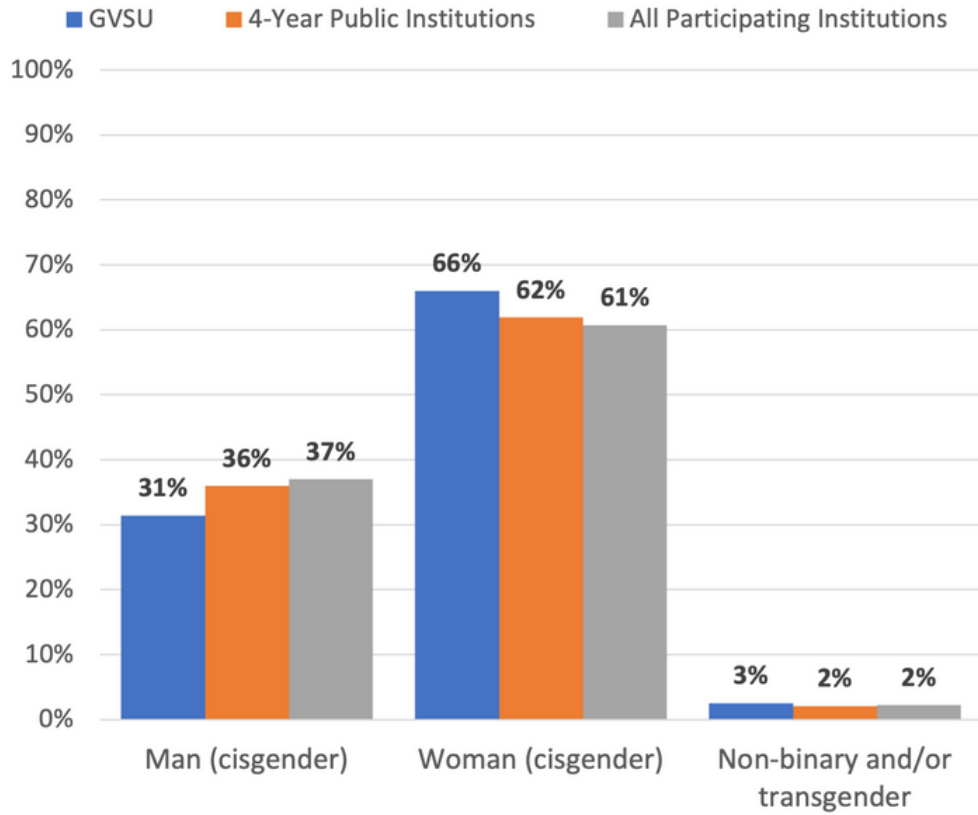
Figure 1. Respondents by Race/Ethnicity

GVSU 4-Year Public Institutions All Participating Institutions

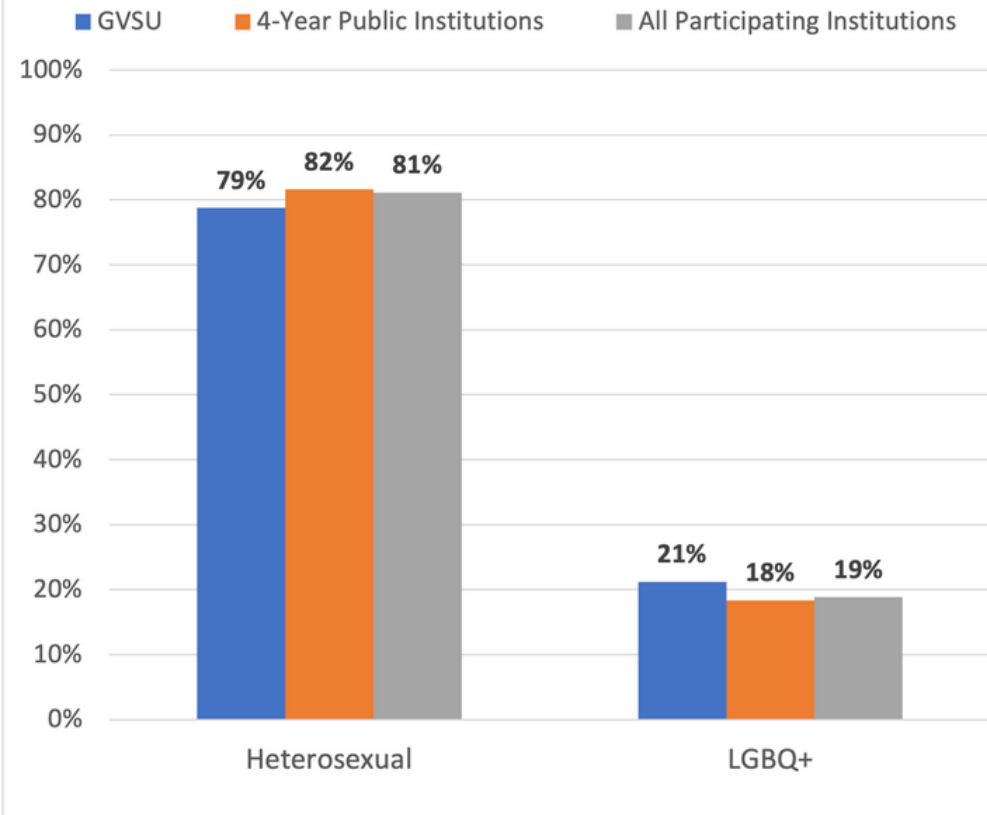


Campus Diversity

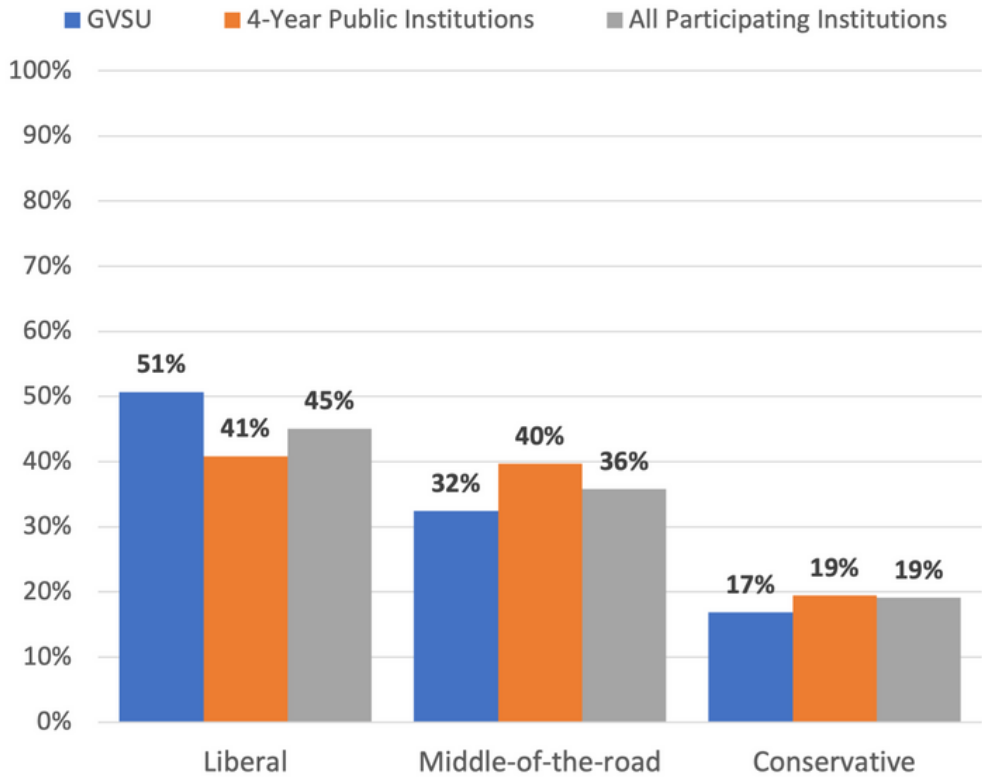
**Figure 2. Respondents by Gender Identity**



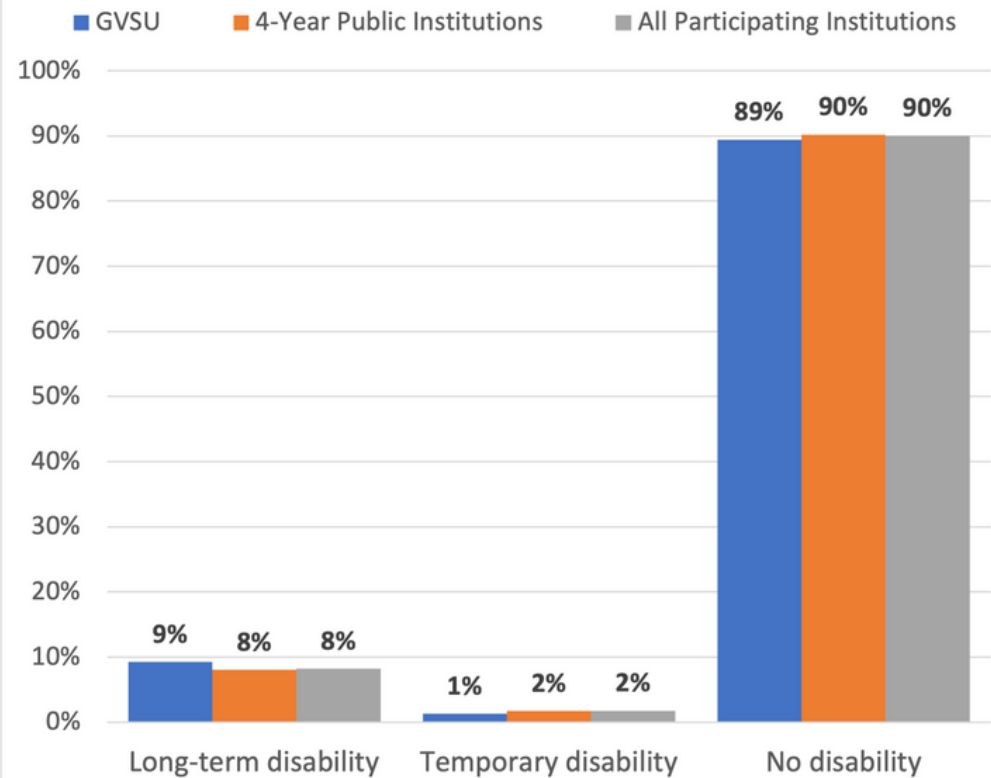
**Figure 3. Respondents by Sexual Orientation**



**Figure 4. Respondents by Political Views**



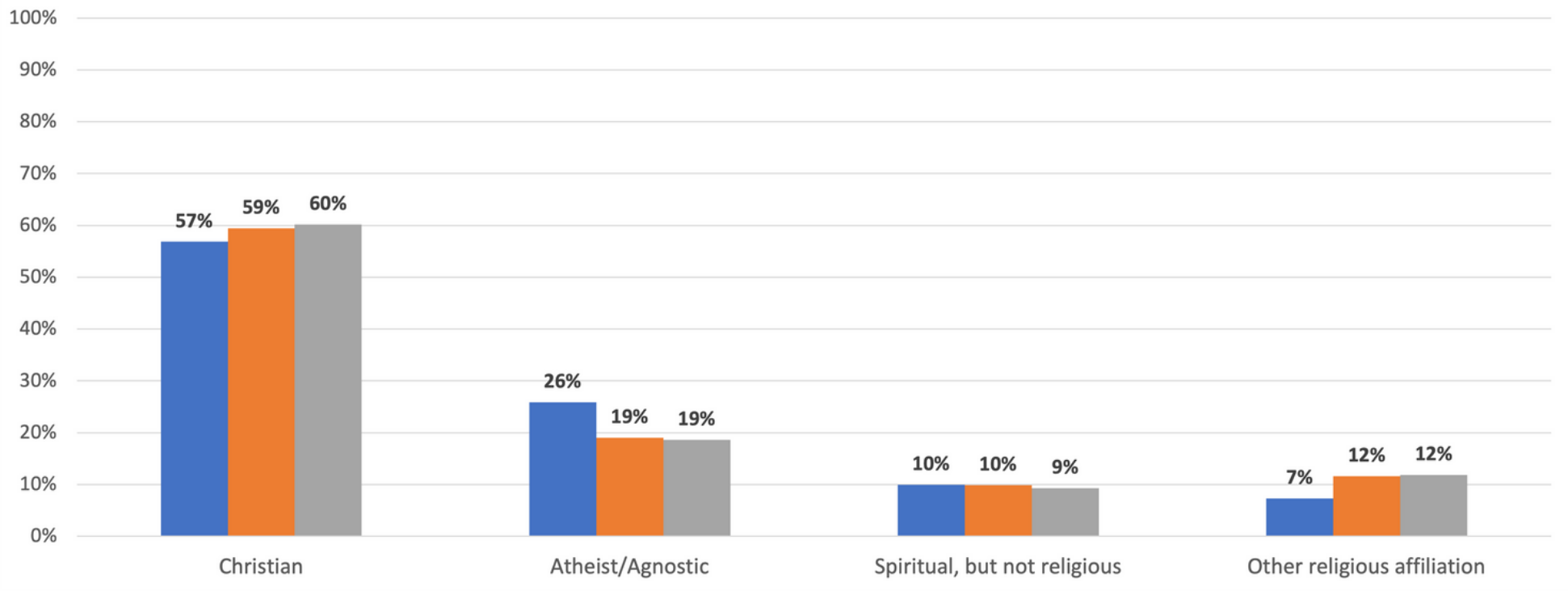
**Figure 5. Respondents by Disability Status**



Campus Diversity

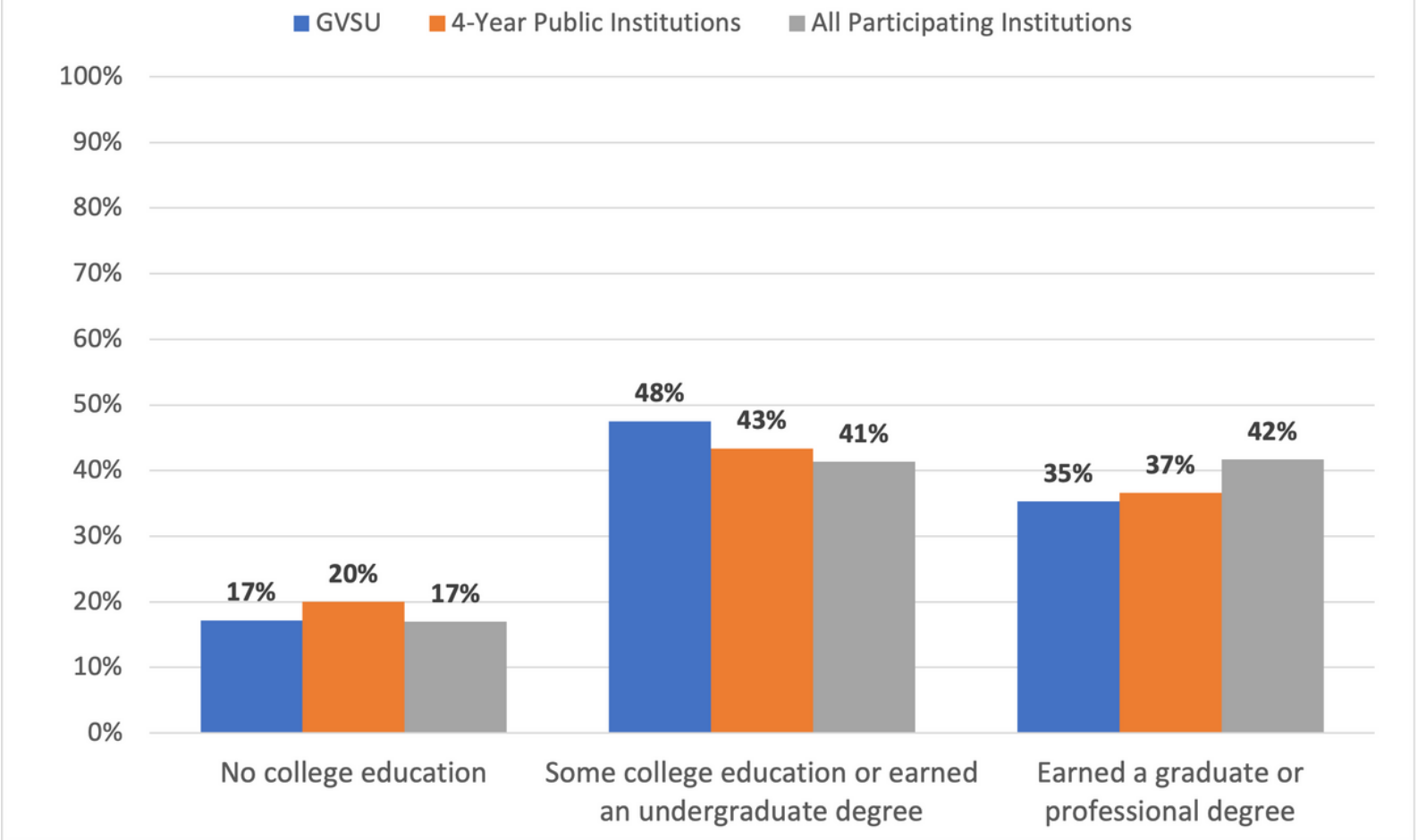
**Figure 6. Respondents by Religious Affiliation**

■ GVSU   ■ 4-Year Public Institutions   ■ All Participating Institutions



Campus Diversity

**Figure 7. Respondents by Parent(s) Education Level**



Campus Diversity

# Climate for Diversity and Equity

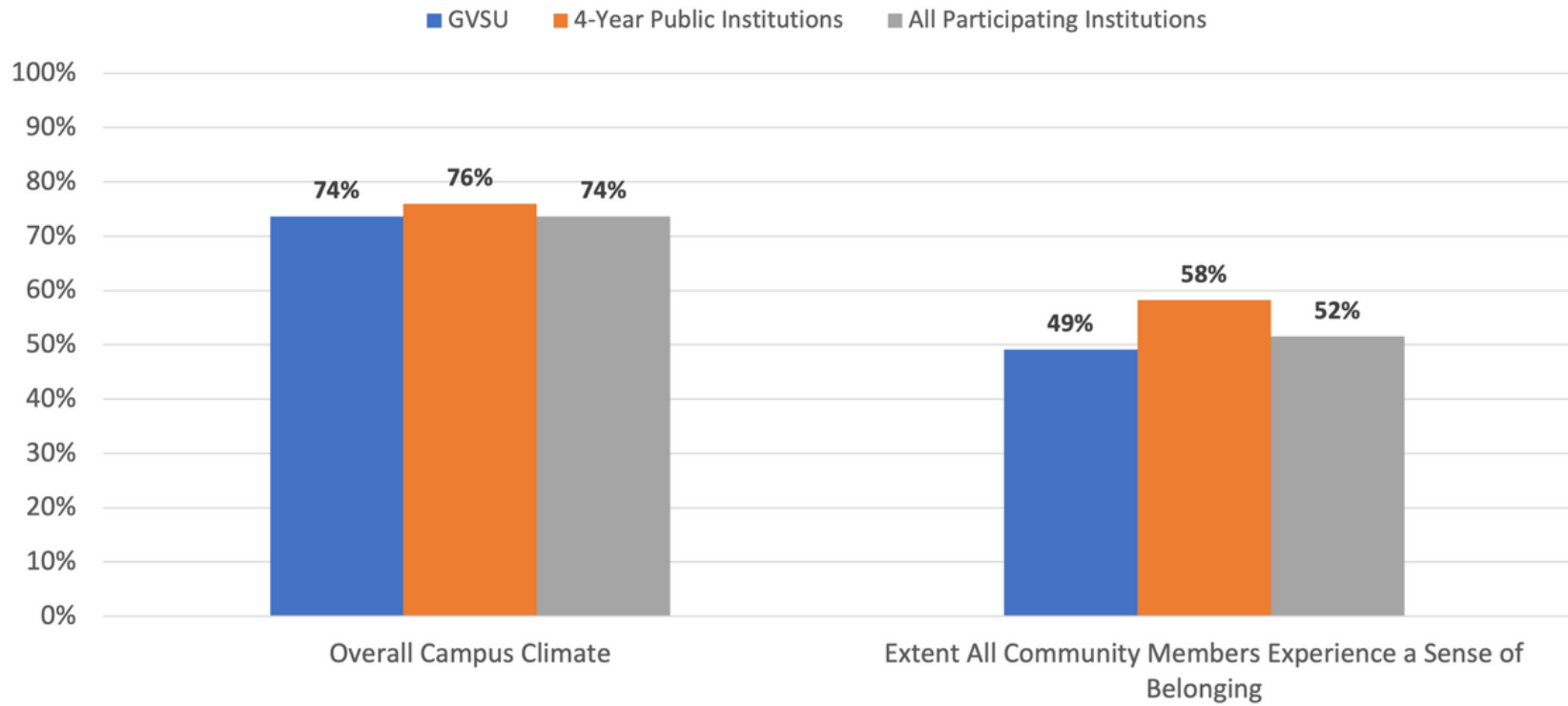
Next, GVSU's data is compared to data from other institutions on three key questions about campus climate for diversity and equity. Figure 1 highlights respondents' satisfaction with the overall campus climate and their personal sense of belonging to the community. The second figure shows respondents' level of agreement that the campus is free from tensions related to individual or group differences and that diversity on campus improves experiences and interactions on campus. In Figure 3, Question 6 is examined, "Overall, how comfortable would you be sharing your views on diversity and equity at Grand Valley State University?"

According to HEDs, their research has found that having negative experiences influences all of the measures of campus climate reviewed on this worksheet. Specifically, they have found the more often respondents (a) hear insensitive or disparaging remarks about people's identity or (b) experience discrimination or harassment:

- The more negative their views are on overall campus climate
- The less satisfied they are with how welcoming their institution is to all members of the community
- The more they believe that their campus has tensions related to individual or group identity
- The less likely they are to believe that diversity improves interactions and experiences on campus
- The less comfortable they are sharing their views on diversity and equity

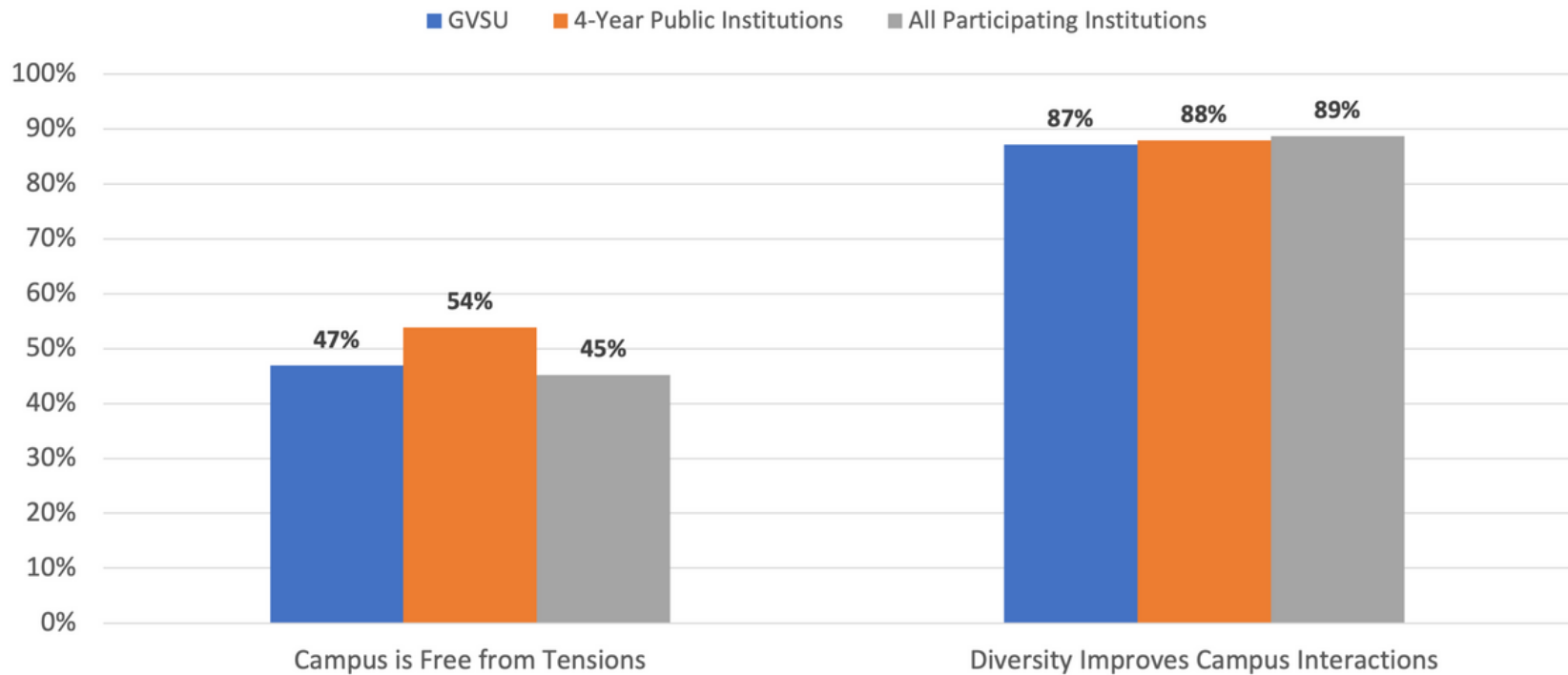


**Figure 1. Percent of Respondents who are Generally or Very Satisfied with Characteristics of the Campus Climate**

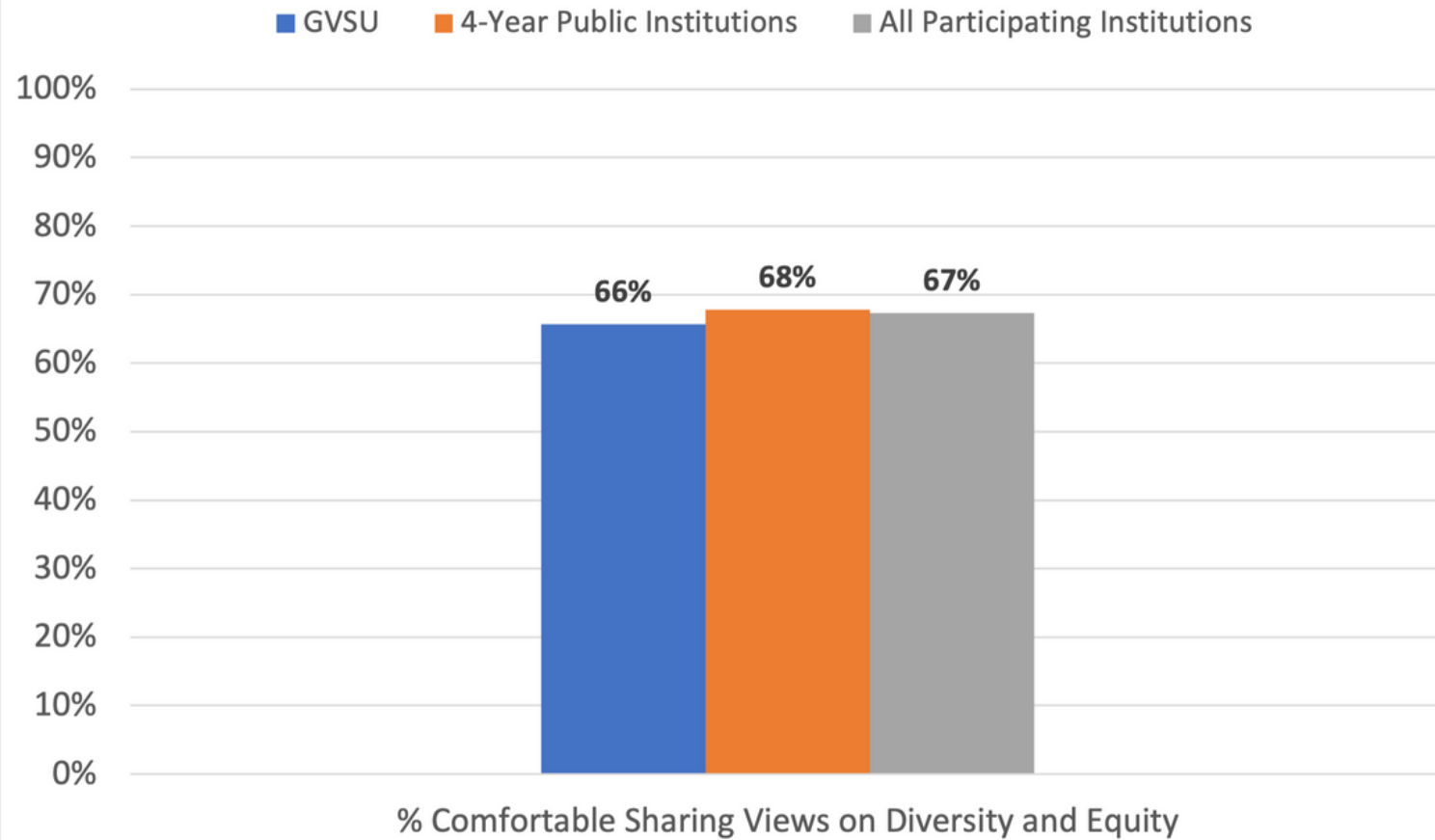


Climate for Diversity and Equity

**Figure 2. Percent of Respondents who Agree or Strongly Agree with Statements about Diversity on Campus**



**Figure 3. Percent of Respondents who are Somewhat or Very Comfortable with Sharing Views on Diversity and Equity**



Climate for Diversity and Equity

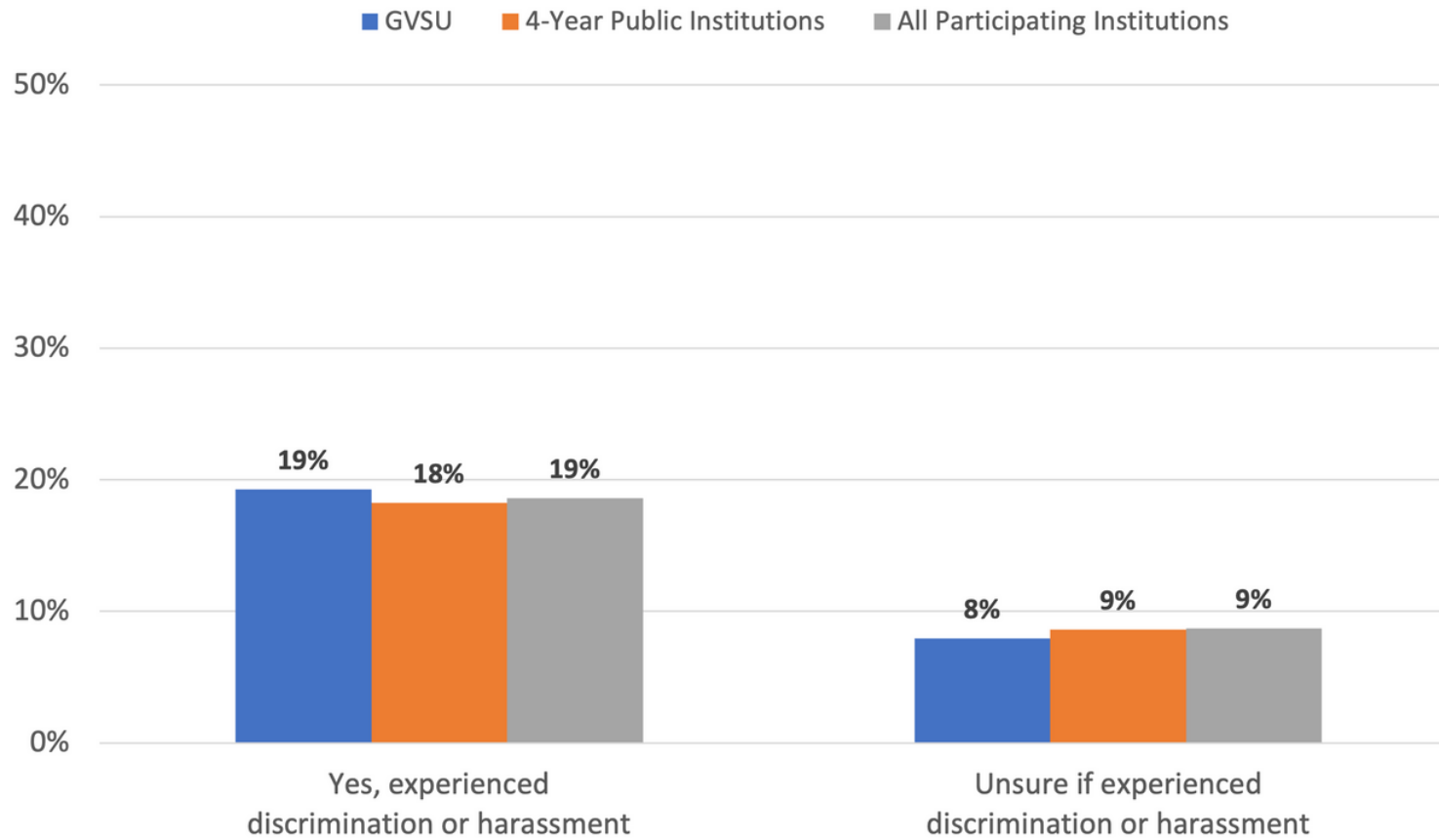
# Experiences with Discrimination or Harassment

The survey asked the 4,564 respondents at Grand Valley State University if they experienced discrimination or harassment in Question 13. The next figures present the experiences of the respondents who indicated they experienced discrimination or harassment, whether it occurred in the last year, and which group(s) were the source; then, these are compared with experiences of respondents at your institution to other institutions.

Before they answered questions about experiencing discrimination or harassment, respondents saw the following definitions:

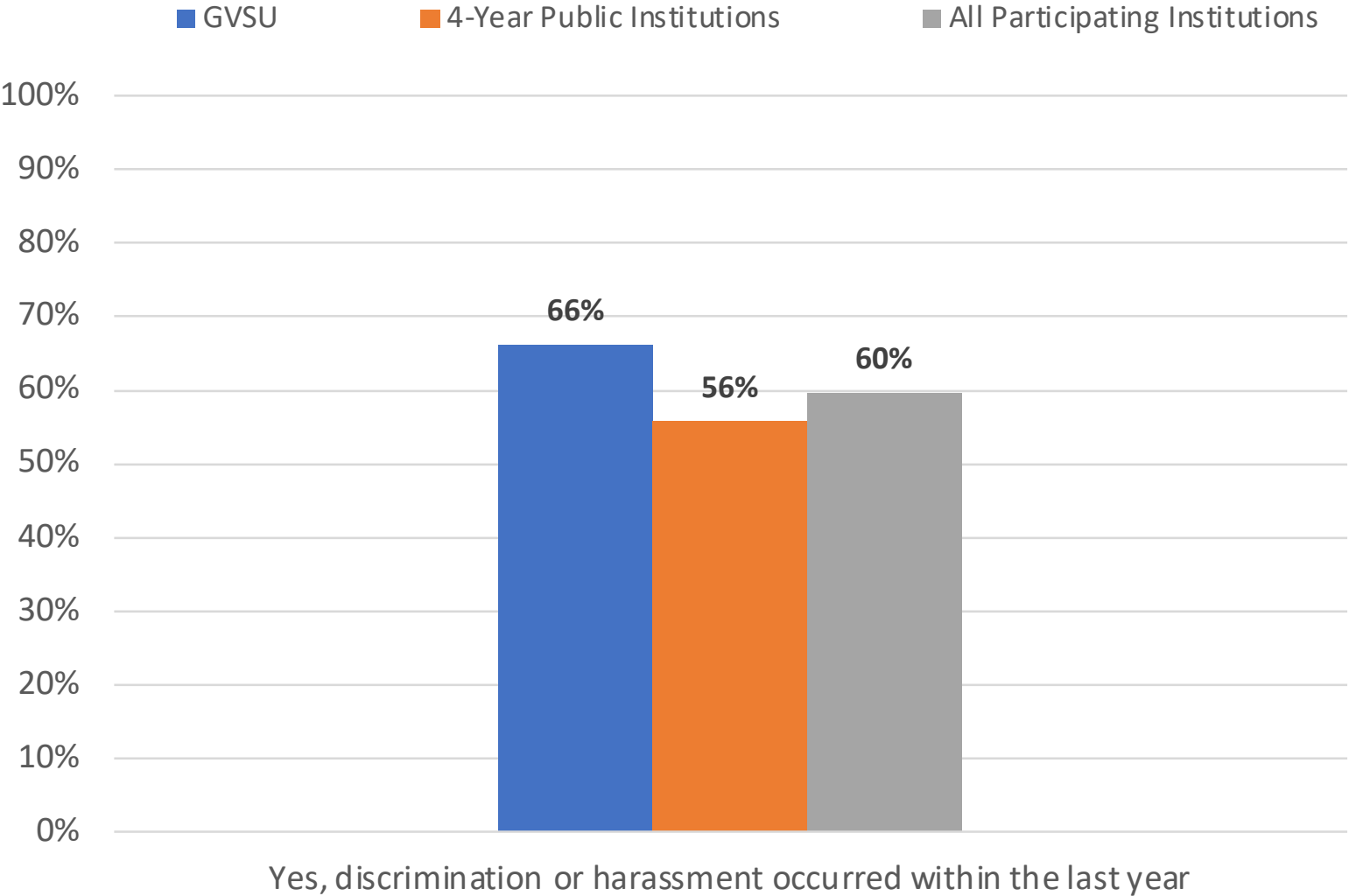
- **Discrimination:** the unfavorable treatment of a person based on that person's race, ethnicity, national origin, socioeconomic status, age, perceived or actual physical or mental disability, pregnancy, sex, sexual orientation, gender identity, marital status, creed, religion, or political beliefs.
- **Harassment:** a form of discrimination consisting of physical or verbal conduct that denigrates or shows hostility toward an individual because of their race, ethnicity, national origin, socioeconomic status, age, perceived or actual physical or mental disability, pregnancy, sex, sexual orientation, gender identity, marital status, creed, religion, or political beliefs. Harassment occurs when the conduct is sufficiently severe and/or pervasive that it alters the terms or conditions of employment or substantially limits the ability of a student to participate in or benefit from the college's educational and/or social programs.

**Figure 1. Percent of Respondents who Responded Yes or Unsure to Having Experienced Discrimination or Harassment**



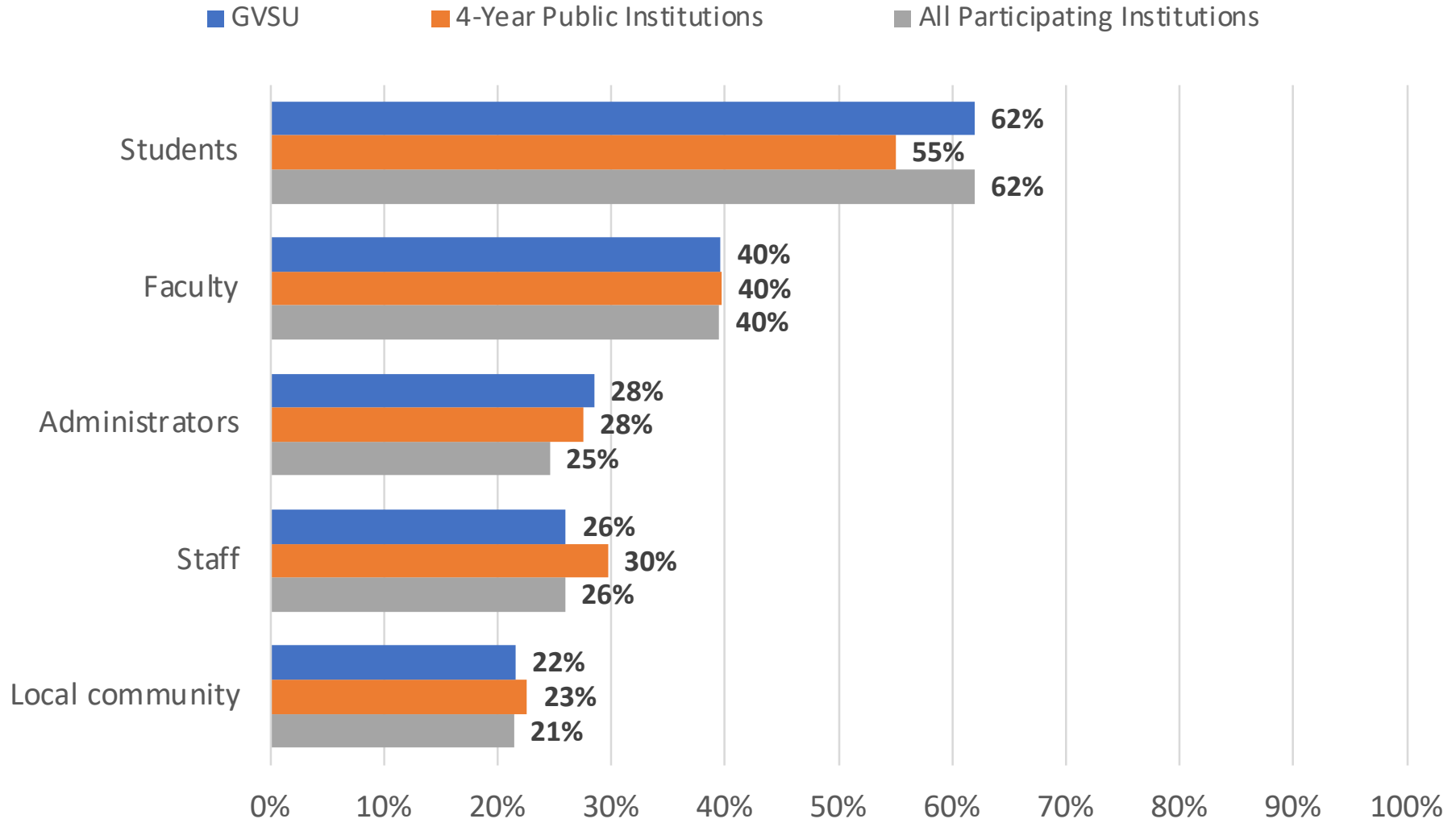
Experiences with Discrimination or Harassment

**Figure 2. Percent of those who Experienced Any Discrimination or Harassment who Indicated They'd Experienced it in the Past Year**



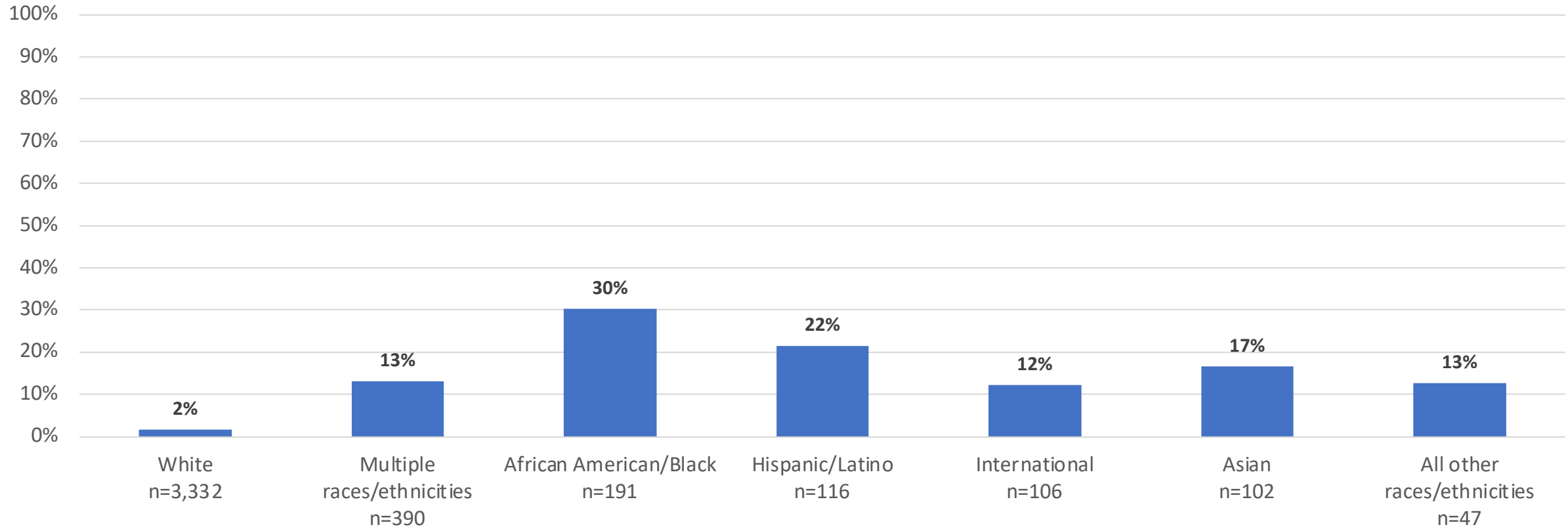
Experiences with Discrimination or Harassment

**Figure 3. Percent of those who Experienced Any Discrimination or Harassment who Identified These Groups as the Source(s)**



Experiences with Discrimination or Harassment

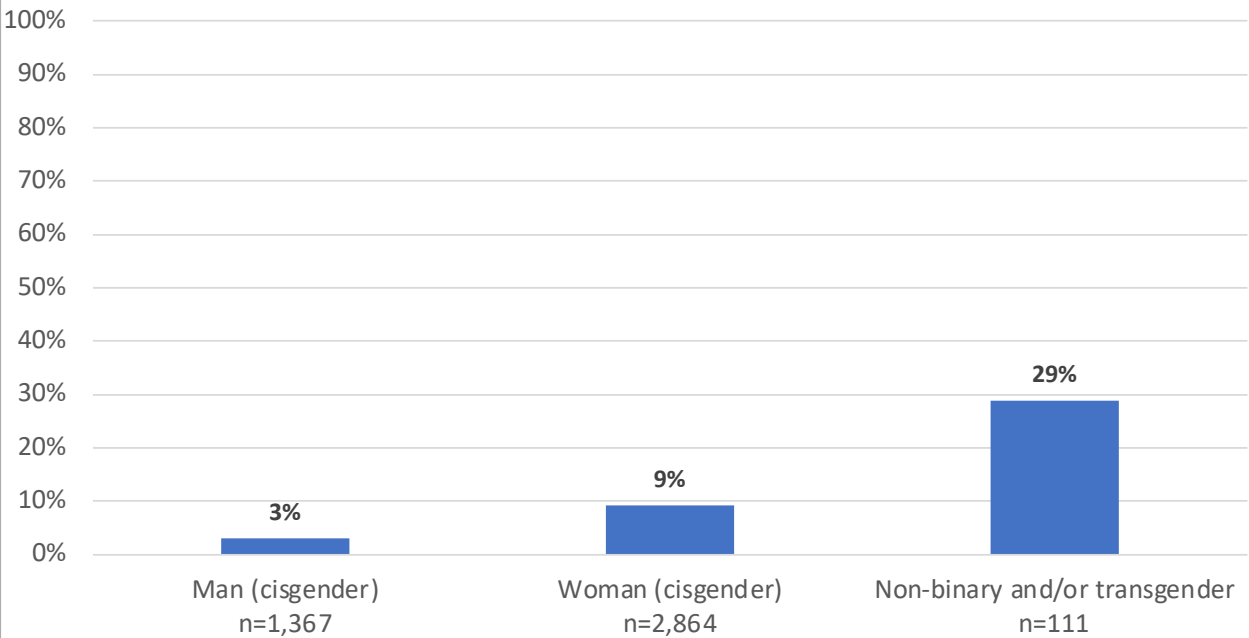
**Figure 4. Percent of those who Experienced Any Discrimination or Harassment, who Experienced it Directed at Their Racial/Ethnic Identity**



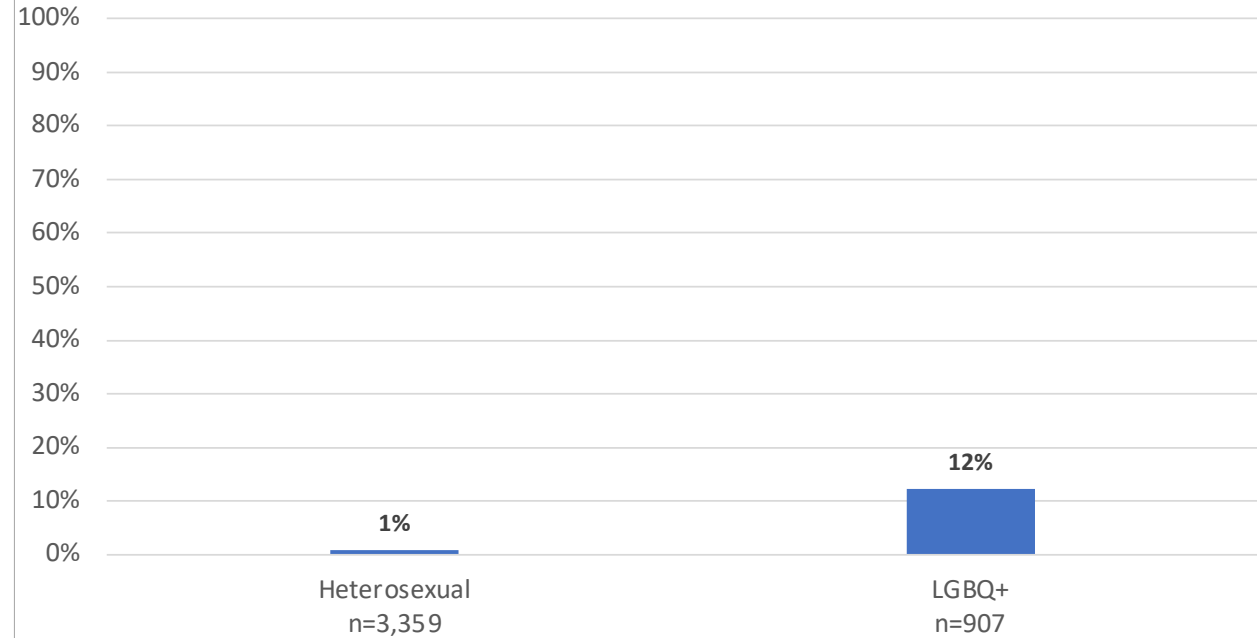
Experiences with Discrimination or Harassment



**Figure 5. Percent of those who Experienced Any Discrimination or Harassment, who Experienced it Directed at Their Gender Identity**

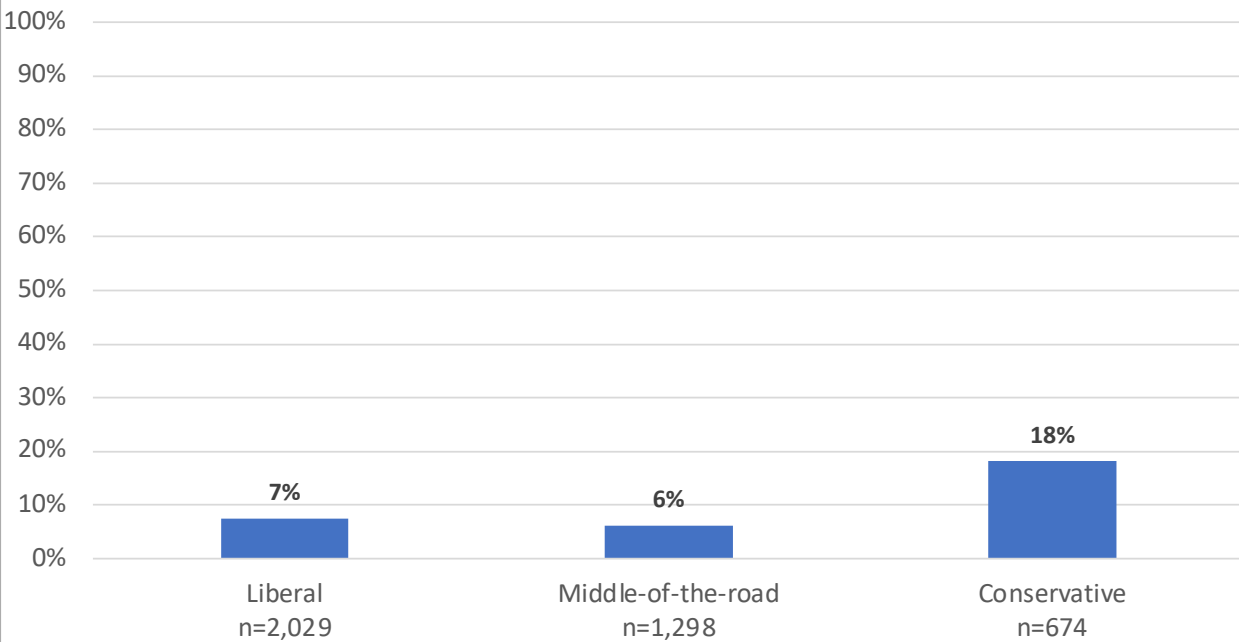


**Figure 6. Percent of those who Experienced Any Discrimination or Harassment, who Experienced it Directed at Their Sexual Orientation**

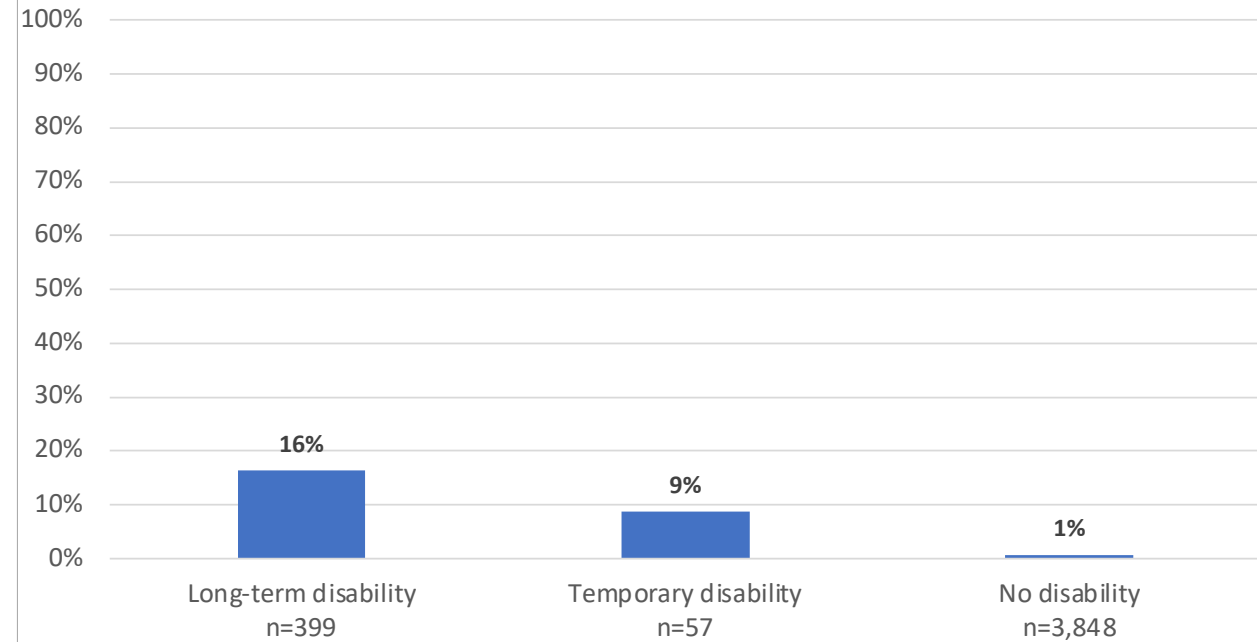


## Experiences with Discrimination or Harassment

**Figure 7. Percent of those who Experienced Any Discrimination or Harassment, who Experienced it Directed at Their Political Affiliation**

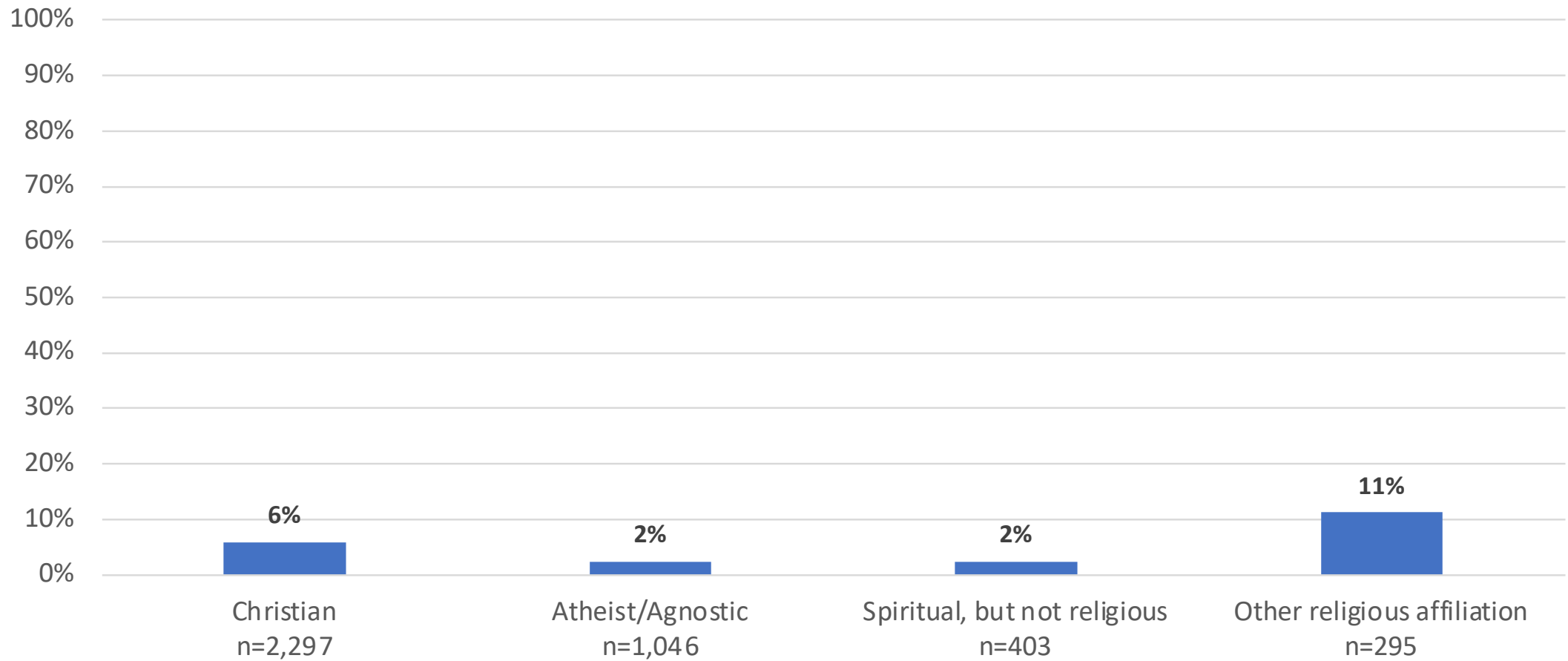


**Figure 8. Percent of those who Experienced Any Discrimination or Harassment, who Experienced it Directed at Their Disability**



## Experiences with Discrimination or Harassment

**Figure 9. Percent of those who Experienced Any Discrimination or Harassment, who Experienced it Directed at Their Religious Affiliation**



Experiences with Discrimination or Harassment

# Indicator Summary

The figures below examine how respondents with different identities experience Grand Valley State University across four indicators of the Diversity and Equity Campus Climate Survey: (1) Campus Climate for Diversity and Equity, (2) Institutional Support for Diversity and Equity, (3) Insensitive or Disparaging Remarks, and (4) Discrimination or Harassment.

The first two components gauge respondents' satisfaction with the campus climate for diversity and equity and the extent to which they believe that your institution supports diversity and equity. Each value is shown as positive in the figures because these indicators measure experiences and interactions that promote campus climate. Larger positive numbers indicate higher satisfaction with the campus climate or higher perceived institutional support.

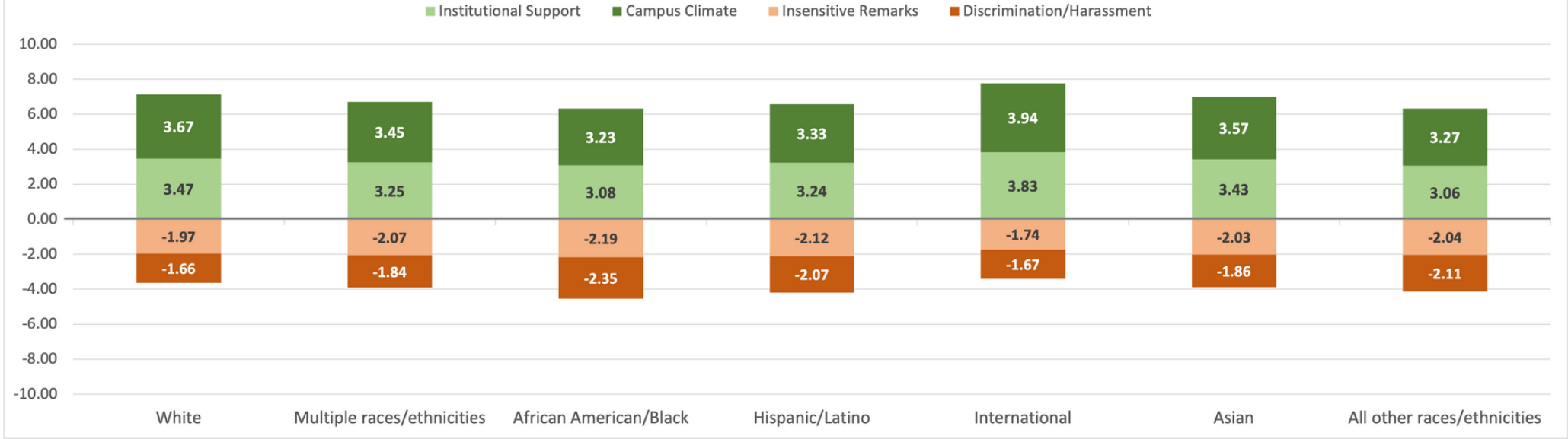
The second two components measure how often respondents heard insensitive or disparaging remarks aimed at people's identities and how often respondents experienced discrimination or harassment at your institution. These are shown as negative values because these indicators measure experiences and interactions that harm campus climate. Larger negative numbers indicate more frequent incidences of insensitive or disparaging remarks or discrimination or harassment.

HEDS calculated all of these indicators on a 5-point scale for easy comparison, and only calculated scores for groups with 5 or more respondents.

A key is provided to interpret the indicator scores.

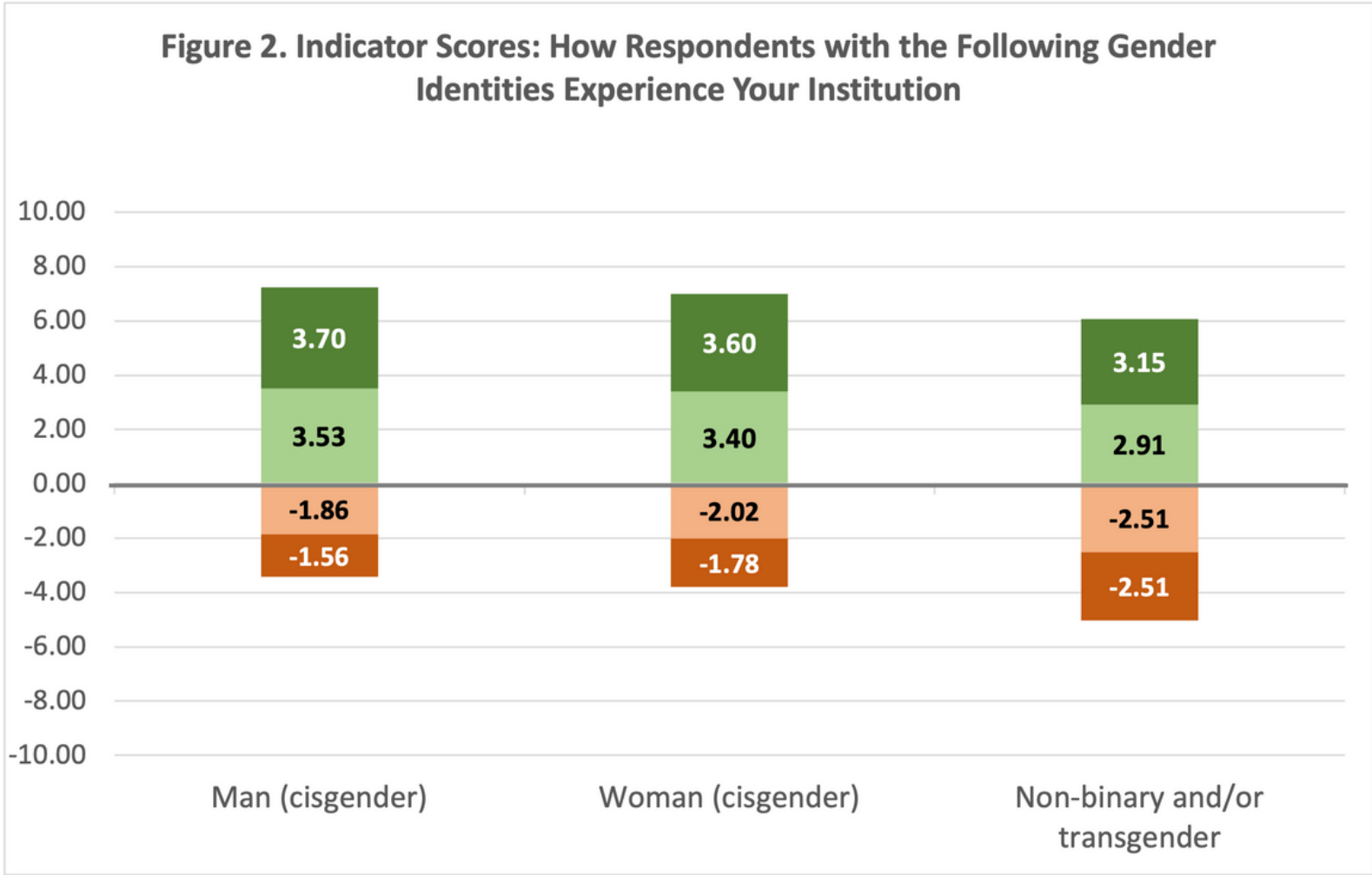
Climate & Support	Campus Climate for Diversity and Equity	1=Very dissatisfied; 2=Generally dissatisfied; 3=Neither satisfied nor dissatisfied; 4=Generally satisfied; 5=Very satisfied
	Institutional Support for Diversity and Equity	1=Strongly disagree; 2=Disagree; 3=Neither agree nor disagree; 4=Agree; 5=Strongly agree
Negative Experiences	Insensitive or Disparaging Remarks	1=Never; 2=Rarely; 3=Sometimes; 4=Often; 5=Very often (shown as a negative score on charts)
	Discrimination or Harassment	1=0% have experienced discrimination or harassment; 2=25%; 3=50%; 4=75%; 5=100% (shown as a negative score on charts)

Figure 1. Indicator Scores: How Respondents with the Following Races/Ethnicities Experience Your Institution



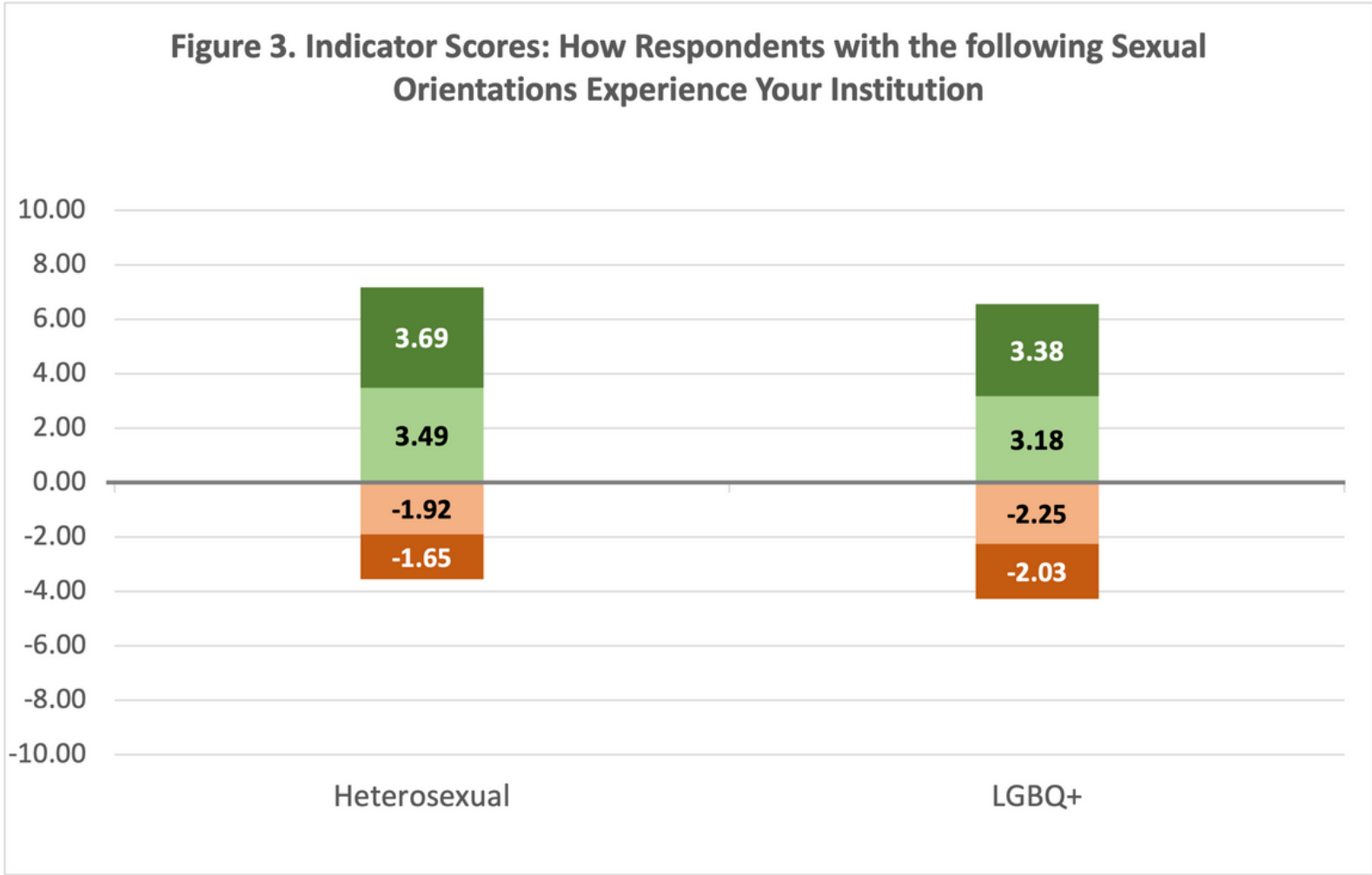
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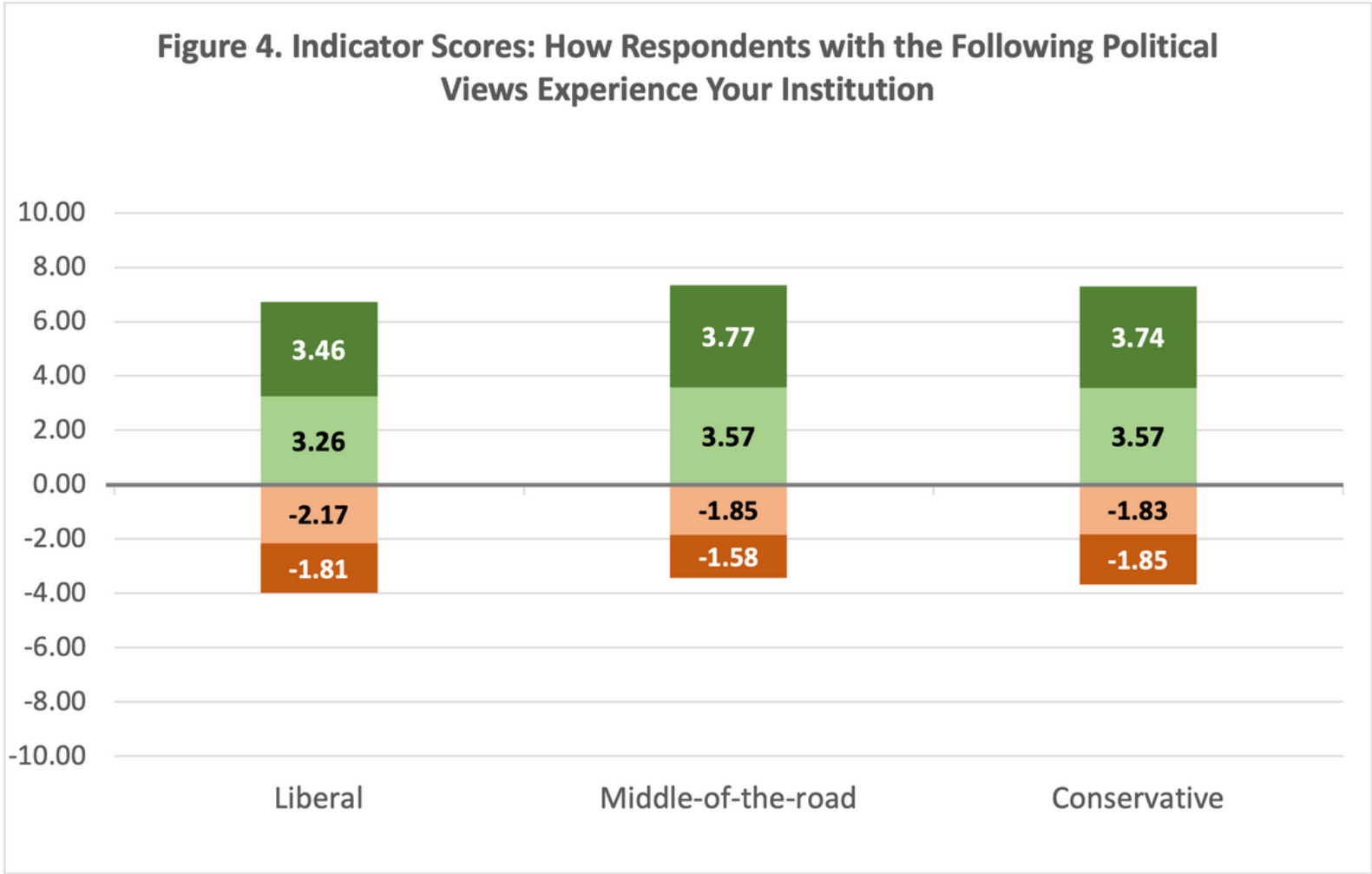
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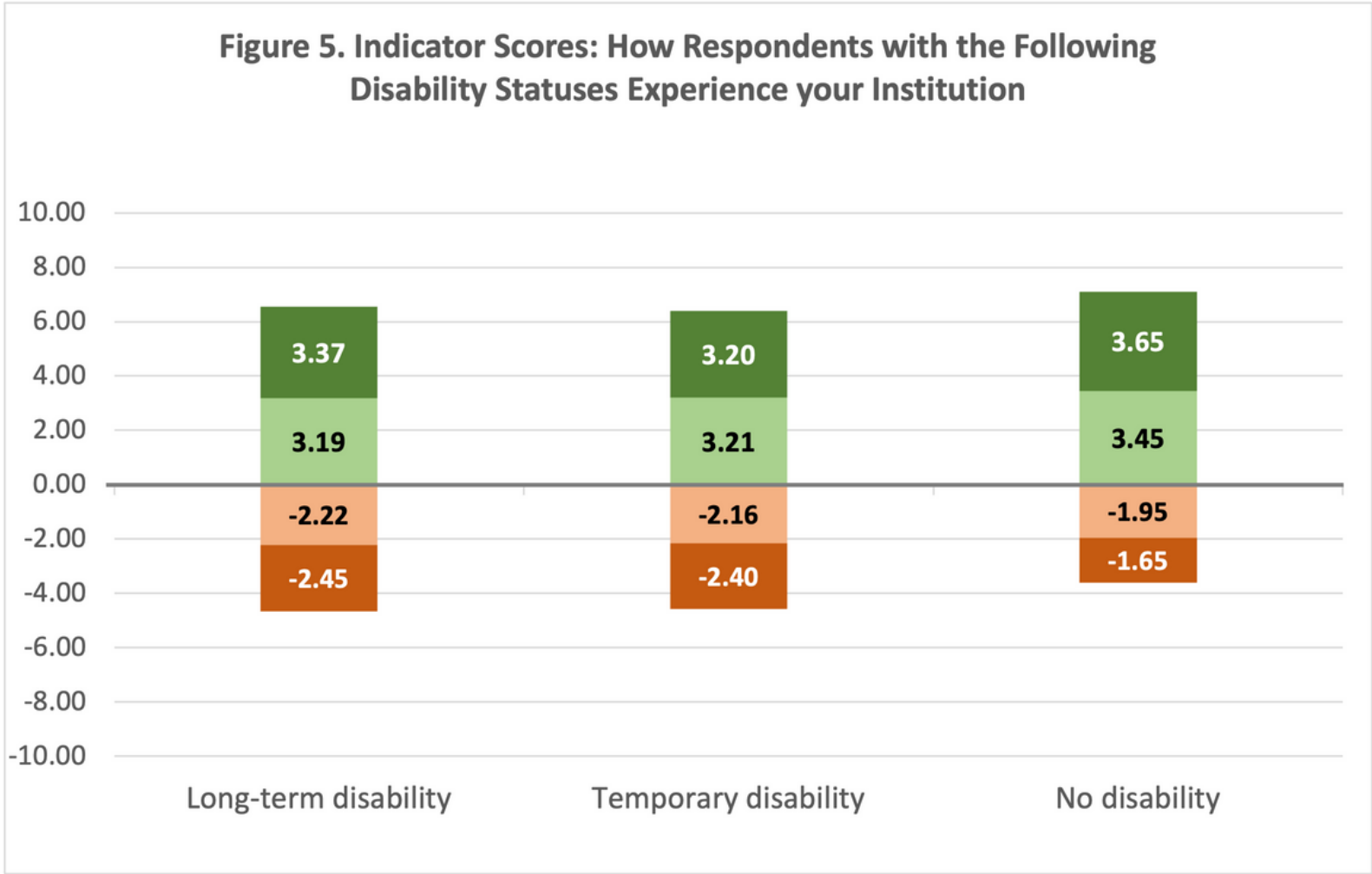
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# Indicator Summary



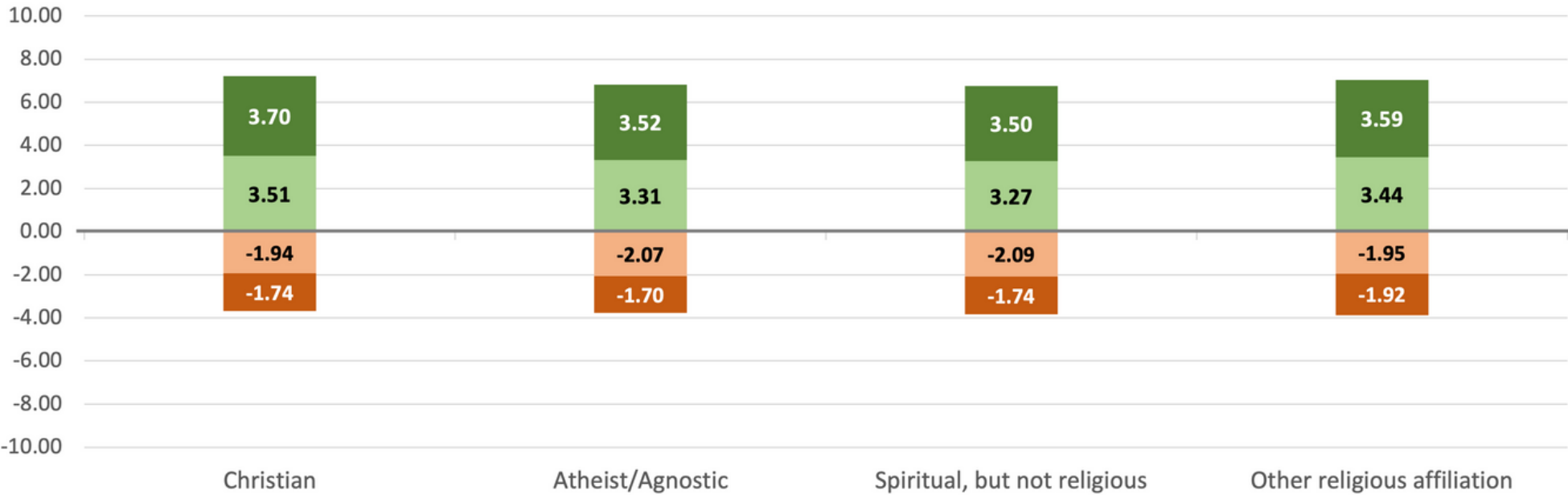
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Figure 6. Indicator Scores: How Respondents with the Following Religious Affiliations Experience Your Institution



# Indicator Summary