

**HEDS Diversity and Equity Campus Climate Survey (2019)**  
Themes and Takeaways

**Theme 1: We are a diverse community and in many different aspects.**

- Within our community, there is a wide range of sexual orientations, religious affiliations and racial/ethnic categorizations.
- There are differences between the composition of campus in the following ways:
  1. Students represent a wider range of sexual orientations than faculty and staff.
  2. Students and faculty represent a wider range of religious affiliations than staff.
  3. Students represent the widest range of racial / ethnic identities, then faculty and then staff.
  4. Staff have greater representation across political views than faculty and students.
  5. Faculty and students identify as having more liberal political views than staff.

**Theme 2: Within our community, groups have varying perceptions and experiences with the campus environment.**

- People report experiencing their own sense of community, but express concern that others do not have a positive sense of community.
- Within our community, members of different groups, especially marginalized ones, report less positive perceptions of climate.

**Theme 3: There is a range in the understanding of and experience with institutional commitment to diversity and equity.**

- Students perceive less institutional commitment to diversity and equity than staff or faculty.
- As opposed to recruitment, faculty and staff are less confident that retention of marginalized populations is an institutional priority.
- Within our community, members of different groups, especially marginalized ones, report less positive perceptions of institutional support for diversity and equity.
- Respondents report that institutional support for diversity and equity is not being actualized to its fullest potential.

**Theme 4: Within our community, members of different groups, especially marginalized ones, are the focus of disparaging remarks.**

- Members of our community report hearing disparaging remarks about political views more frequently than any other category.
- For students, the source of disparaging remarks is most often reported to be from peers, followed by the local community.
- For staff, the source of disparaging remarks is most often reported to be from the local community, followed by peers.

- For faculty, the local community, students and peers are most often the sources of disparaging remarks.

**Theme 5: Members of our community who say they have experienced discrimination or harassment at Skidmore report significantly less satisfaction with campus climate.**

- Members of our community, especially marginalized ones, report higher incidences of discrimination and harassment.
- The source of discrimination and harassment is most often reported to be within peer groups or from the local community.
- Members of our community indicate that the reporting mechanisms and investigative processes are unclear.
- Student responses indicate less trust in the reporting and investigative process than faculty and staff.