CIGU HEDS Analysis Working Group

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What is HEDS?

The Higher Education Data Sharing Consortium (HEDS) is an organization of colleges and universities committed to sharing data, knowledge, and expertise to advance undergraduate liberal arts education, inclusive excellence, and student success at member institutions.
Why the “Campus Climate” survey?

• Survey engages all constituencies (students, staff and faculty);

• Gathering a clearer sense of the composition of campus;

• Understanding perceptions of the institution’s support of diversity and inclusion;

• Enabling College to better address and support policies and practices that relate to diversity, equity and inclusion.
Overview

- Survey was administered to all students, staff and faculty between Feb 4 - Mar 17, 2019;
- Over 200 hours has been devoted to reviewing data and findings;
- Presentation to CIGU, President's Cabinet and IPPC to gather feedback;
- Presentations to constituency groups.
Many members of the Skidmore community completed the survey, resulting in higher than average response rates.

<table>
<thead>
<tr>
<th>Role</th>
<th>Response Rate</th>
<th>National</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students</td>
<td>50%</td>
<td>19%</td>
</tr>
<tr>
<td>Staff</td>
<td>55%</td>
<td>43%</td>
</tr>
<tr>
<td>Faculty</td>
<td>74%</td>
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</tbody>
</table>

1,286 students, 401 staff, and 270 faculty = total of 1,957 responses of 3,673
What we will cover as we review the results

- Demographics
- Campus Climate
- Institutional support for diversity and equity
- Disparaging remarks
- Harassment and Discrimination
Theme #1

We are a diverse community and in many different aspects.
<table>
<thead>
<tr>
<th></th>
<th>Students</th>
<th>Staff</th>
<th>Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>67%</td>
<td>68%</td>
<td>53%</td>
</tr>
<tr>
<td>Men</td>
<td>29%</td>
<td>31%</td>
<td>46%</td>
</tr>
<tr>
<td>Non-binary</td>
<td>3%</td>
<td>1%</td>
<td>1%</td>
</tr>
</tbody>
</table>
RESPONDENTS IDENTIFYING AS TRANSGENDER

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students</td>
<td>2%</td>
</tr>
<tr>
<td>Staff</td>
<td>0%</td>
</tr>
<tr>
<td>Faculty</td>
<td>0%</td>
</tr>
</tbody>
</table>
STUDENTS: Which term best describes your sexual orientation?

- Straight (Heterosexual), 68%
- Other, 32%

Other categories:
- Bisexual, 13%
- Queer, 5%
- Gay, 3%
- Lesbian, 2%
- Asexual, 2%
- Questioning, 4%
- Pansexual, 2%
- Write In, 1%
- Other, 32%
Which term best describes your sexual orientation?
FACULTY: Which term best describes your sexual orientation?

- Straight (Heterosexual), 88%
- Bisexual, 1%
- Gay, 4%
- Lesbian, 2%
- Queer, 2%
- Pansexual, 2%
- Write In, 2%
- Asexual, 1%
- Other, 12%
- Other, 12%
How would you characterize your political views?

- **STUDENTS**
  - Liberal, 63%
  - Middle-of-the-road, 21%
  - Far Left, 13%

- **STAFF**
  - Liberal, 45%
  - Middle-of-the-road, 37%
  - Conservative, 13%
  - Far Left, 6%

- **FACULTY**
  - Liberal, 56%
  - Middle-of-the-road, 18%
  - Conservative, 3%
  - Far Left, 22%
STUDENTS: What is your religious affiliation?

- Jewish, 17%
- Catholic, 13%
- Write In, 7%
- Other Christian, 4%
- Nondenominational Christian, 3%
- Buddhist, 2%
- Episcopalian, 2%
- Muslim, 2%
- Orthodox Christian, 2%
- Presbyterian, 2%
- Hindu, 1%
- Methodist, 1%
- Atheist, 17%
- Agnostic, 16%
- Spiritual, but not religious, 12%
STAFF: What is your religious affiliation?

- Catholic, 29%
- Spiritual, but not religious, 18%
- Agnostic, 9%
- Atheist, 7%
- Nondenominational Christian, 6%
- Episcopalian, 5%
- Methodist, 5%
- Other Christian, 4%
- Presbyterian, 4%
- Jewish, 3%
- Baptist, 1%
- Buddhist, 1%
- Lutheran, 1%
- Write In, 7%
FACULTY: What is your religious affiliation?

- Agnostic, 19%
- Atheist, 18%
- Spiritual, but not religious, 13%
- Catholic, 13%
- Jewish, 6%
- Write In, 6%
- Episcopalian, 4%
- Nondenominational Christian, 4%
- Other Christian, 4%
- Buddhist, 3%
- Hindu, 2%
- Methodist, 2%
- Presbyterian, 2%
- Jehovah's Witness, 1%
- Lutheran, 1%
- Muslim, 1%
RESPONDENTS WHO SELF IDENTIFY AS A PERSON WITH A DISABILITY.

- **STUDENTS**
  - Yes, 10%
  - Temporary Disability, 2%
  - No, 88%

- **STAFF**
  - Yes, 4%
  - Temporary Disability, 1%
  - No, 94%

- **FACULTY**
  - Yes, 5%
  - Temporary Disability, 2%
  - No, 94%
Which of the following racial or ethnic categories applies to you?

**STUDENTS**
- African
- Asian
- Hispanic or Latino/a
- Native American/American Indian
- Southeast Asian

**STAFF**
- African American/Black
- Asian American
- Latin American
- Native Hawaiian or other Pacific Islander
- White

**FACULTY**
- Alaska Native
- Caribbean/West Indian
- Middle Eastern
- South Asian
- Some other race or ethnicity
What is your citizenship status?

- **Students**
  - U.S. citizen: 87%
  - U.S. permanent resident but not a U.S. citizen: 11%
  - Not a U.S. Citizen or permanent resident: 2%

- **Faculty**
  - U.S. citizen: 90%
  - U.S. permanent resident but not a U.S. citizen: 7%
  - Not a U.S. Citizen or permanent resident: 3%

- **Staff/Admin**
  - U.S. citizen: 99%
  - U.S. permanent resident but not a U.S. citizen: 1%
Within our community, there is a wide range of sexual orientations, religious affiliations and racial/ethnic categorizations.
Takeaway

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.
Campus Climate
Theme #2

Within our community, groups have varying perceptions and experiences with the campus environment.
To what extent do you agree that diversity improves the community?

<table>
<thead>
<tr>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>66%</td>
<td>24%</td>
<td>19%</td>
<td>0%</td>
<td>1%</td>
</tr>
<tr>
<td>65%</td>
<td>23%</td>
<td>10%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>77%</td>
<td>23%</td>
<td>8%</td>
<td>2%</td>
<td>1%</td>
</tr>
</tbody>
</table>

Students: 66% Strongly agree, 65% Agree, 19% Neither agree nor disagree, 2% Disagree, 1% Strongly disagree
Staff: 24% Strongly agree, 23% Agree, 10% Neither agree nor disagree, 1% Disagree, 1% Strongly disagree
Faculty: 19% Strongly agree, 8% Agree, 3% Neither agree nor disagree, 2% Disagree, 1% Strongly disagree
How comfortable are you sharing your views on diversity and equity?

- **Very comfortable**: Students: 31%, Staff: 30%, Faculty: 23%
- **Somewhat comfortable**: Students: 41%, Staff: 32%, Faculty: 31%
- **Neither comfortable nor uncomfortable**: Students: 16%, Staff: 24%, Faculty: 18%
- **Somewhat uncomfortable**: Students: 10%, Staff: 12%, Faculty: 13%
- **Very uncomfortable**: Students: 3%, Staff: 10%, Faculty: 7%
Please indicate your level of satisfaction with the overall campus climate

- Very Satisfied/Satisfied: 71%
- Generally Dissatisfied/Very Dissatisfied: 10%
- Neither: 19%

Students:
- Very Satisfied/Satisfied: 71%
- Generally Dissatisfied/Very Dissatisfied: 10%
- Neither: 19%

Staff:
- Very Satisfied/Satisfied: 69%
- Generally Dissatisfied/Very Dissatisfied: 11%
- Neither: 20%

Faculty:
- Very Satisfied/Satisfied: 62%
- Generally Dissatisfied/Very Dissatisfied: 17%
- Neither: 21%
Please indicate your level of satisfaction with the campus environment and experience related to diversity at Skidmore.

- **Students**
  - Very Satisfied/Satisfied: 42%
  - Generally Dissatisfied/Very Dissatisfied: 29%
  - Neither: 29%

- **Staff**
  - Very Satisfied/Satisfied: 57%
  - Generally Dissatisfied/Very Dissatisfied: 15%
  - Neither: 28%

- **Faculty**
  - Very Satisfied/Satisfied: 46%
  - Generally Dissatisfied/Very Dissatisfied: 29%
  - Neither: 25%
Please indicate your level of satisfaction with the extent to which you experience a sense of belonging or community at Skidmore:

- Very Satisfied/Satisfied, 67%
- Generally Dissatisfied/Very Dissatisfied, 15%
- Neither, 18%
- Very Satisfied/Satisfied, 67%
- Generally Dissatisfied/Very Dissatisfied, 13%
- Neither, 20%
- Very Satisfied/Satisfied, 57%
- Generally Dissatisfied/Very Dissatisfied, 20%
- Neither, 23%

Students

Staff

Faculty
Please indicate your level of satisfaction with the extent to which you feel all community members experience a sense of belonging.

- **Students**
  - Generally Dissatisfied/Very Dissatisfied: 33%
  - Neither: 31%
  - Very Satisfied/Satisfied: 36%

- **Staff**
  - Generally Dissatisfied/Very Dissatisfied: 28%
  - Neither: 31%
  - Very Satisfied/Satisfied: 41%

- **Faculty**
  - Generally Dissatisfied/Very Dissatisfied: 33%
  - Neither: 38%
  - Very Satisfied/Satisfied: 29%
RATINGS OF CAMPUS CLIMATE BY DEMOGRAPHIC

More Positive Perceptions
- Staff
- Men
- U.S. White
- Heterosexual
- Liberal/Middle of the Road

Less Positive Perceptions
- Faculty
- Non-Binary
- U.S. Persons of Color
- LGB+
- International Employees
- Conservative
How would you describe the sense of community you feel at Skidmore?

**POSITIVE PERCEPTION**

It’s not perfect but it is a welcoming community where individuals are encouraged to be themselves and develop a bond with each other.

**NEGATIVE PERCEPTION**

If there is a sense of community, not all feel they are a part of it and some feel looked down upon by others due to their job / role / status.
How would you describe the sense of community you feel at Skidmore?

**WE CAN DO BETTER**

There are some with privilege within the community who desire to address it with assistance from the College or other help / resources.

**MICRO-COMMUNITIES**

There are some who feel there are smaller communities — or "bubbles" — within the broader campus that do not necessarily intersect or align.
Takeaway

People report experiencing their own sense of community, but express concern that others do not have a positive sense of community.
Takeaway

Within our community, members of different groups, especially marginalized ones, report less positive perceptions of climate.
Institutional Support
Theme #3

There is a range in the understanding of and experience with institutional commitment to diversity and equity.
Campus is **free from tensions** related to individual or group differences

- **Students**: Strongly Agree/Agree, 28%; Neither, 21%; Disagree/Strongly Disagree, 51%
- **Staff**: Strongly Agree/Agree, 27%; Neither, 23%; Disagree/Strongly Disagree, 50%
- **Faculty**: Strongly Agree/Agree, 18%; Neither, 22%; Disagree/Strongly Disagree, 60%
Recruitment of historically marginalized students, staff and faculty is an institutional priority
Retention of historically marginalized students, staff and faculty is an institutional priority
Senior leadership demonstrates a commitment to diversity and equity on campus

- Students: 43% Strongly Agree/Agree, 37% Neither, 20% Disagree/Strongly Disagree
- Staff: 66% Strongly Agree/Agree, 23% Neither
- Faculty: 59% Strongly Agree/Agree, 28% Neither, 13% Disagree/Strongly Disagree
More Positive Perceptions

- Staff
- Male students
- Female employees
- International Persons
- Middle of the Road/Conservative
- U.S. White
- Heterosexual

Less Positive Perceptions

- Students
- Non-Binary Persons
- U.S. Persons of Color
- LGB+
- Liberal and Far Left

INSTITUTIONAL SUPPORT FOR DIVERSITY AND EQUITY
Do you feel that diversity and inclusion are currently primary values in the Skidmore community?

- **Students**: Strongly Agree/Agree, 58%; Neither, 24%; Disagree/Strongly Disagree, 18%
- **Staff**: Strongly Agree/Agree, 80%; Neither, 14%
- **Faculty**: Strongly Agree/Agree, 75%; Neither, 15%; Disagree/Strongly Disagree, 10%
Do you feel that diversity and inclusion are currently primary values in the Skidmore community? (Agree/Strongly Agree)
Do you feel that diversity and inclusion are currently primary values in the Skidmore community?

- In theory, not practice
- Some value but need more
- For some but not others
- Yes, it is a value.
- Include "Diversity of Thought"
- Excessive emphasis
- Not a priority
Takeaway

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.
Takeaway

Within our community, members of different groups, especially marginalized ones, report less positive perceptions of institutional support for diversity and equity.
Takeaway

Respondents report that institutional support for diversity and equity is not being actualized to its fullest potential.
Disparaging Remarks
Theme #4

Within our community, members of different groups, especially marginalized ones, are the focus of disparaging remarks.
How often have you **heard** insensitive or disparaging remarks about...

- **Disability**: 4% Very Often/Often, 14% Sometimes
- **Immigrant**: 6% Very Often/Often, 16% Sometimes
- **Religion**: 7% Very Often/Often, 20% Sometimes
- **English not native language**: 8% Very Often/Often, 18% Sometimes
- **Sexual Orientation**: 8% Very Often/Often, 20% Sometimes
- **Age/Generation**: 10% Very Often/Often, 23% Sometimes
- **Socioeconomic Background**: 11% Very Often/Often, 23% Sometimes
- **Gender Identity**: 11% Very Often/Often, 24% Sometimes
- **Race/Ethnic Identity**: 11% Very Often/Often, 21% Sometimes
- **Political Views**: 42% Very Often/Often, 28% Sometimes
If you heard someone make an insensitive or disparaging remark, how often was the source of that remark a member of the following group?

Percent = Sometimes / Often / Very Often

<table>
<thead>
<tr>
<th>Source</th>
<th>Students</th>
<th>Staff</th>
<th>Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students</td>
<td>78%</td>
<td>38%</td>
<td>54%</td>
</tr>
<tr>
<td>Staff</td>
<td>17%</td>
<td>40%</td>
<td>29%</td>
</tr>
<tr>
<td>Faculty</td>
<td>25%</td>
<td>34%</td>
<td>54%</td>
</tr>
<tr>
<td>Administration</td>
<td>11%</td>
<td>18%</td>
<td>18%</td>
</tr>
<tr>
<td>Local Community</td>
<td>50%</td>
<td>48%</td>
<td>56%</td>
</tr>
</tbody>
</table>
GROUPS WHICH HEAR INSENSITIVE OR DISPARAGING REMARKS

Hear more remarks
- Students
- Non-Binary Persons
- U.S. Persons of Color
- International Students
- LBG+

Hear fewer remarks
- Staff
- Men
- U.S. White
- Heterosexual
Takeaway

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.
Takeaway

For staff, the source of disparaging remarks is most often reported to be from the local community, followed by peers.
Takeaway

For faculty, the local community, students and peers are most often the sources of disparaging remarks.
Discrimination and Harassment
Members of our community who say they have experienced discrimination or harassment at Skidmore report significantly less satisfaction with campus climate.
Have you ever been discriminated against or harassed on the Skidmore campus, at an off-campus residence, or an off-campus event?
PERCENT REPORTING VERY/GENERALLY SATISFIED BY EXPERIENCING DISCRIMINATION/HARASSMENT

Overall campus climate: 48% Yes, 78% No

The campus experience/environment regarding diversity: 28% Yes, 54% No

The extent to which you experience a sense of belonging or community: 48% Yes, 73% No

The extent to which you feel all community members experience a sense of belonging or community: 21% Yes, 44% No
DISCRIMINATION OR HARASSMENT BY ROLE AND GENDER IDENTITY
Have you ever been discriminated against or harassed on the Skidmore campus, at an off-campus residence, or an off-campus event?

- **All Employees**
  - Men, 17%
  - Women, 25%
  - Non-binary, 29%

- **All Students**
  - Men, 18%
  - Women, 25%
  - Non-binary, 42%
DISCRIMINATION OR HARASSMENT BY ROLE AND RACE / ETHNICITY

Have you ever been discriminated against or harassed on the Skidmore campus, at an off-campus residence, or an off-campus event?

<table>
<thead>
<tr>
<th>Category</th>
<th>Group</th>
<th>Discrimination or Harassment</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Employees</td>
<td>U.S. Persons of Color</td>
<td>32%</td>
</tr>
<tr>
<td></td>
<td>U.S. White</td>
<td>19%</td>
</tr>
<tr>
<td></td>
<td>International</td>
<td>29%</td>
</tr>
<tr>
<td>All Students</td>
<td>U.S. Persons of Color</td>
<td>31%</td>
</tr>
<tr>
<td></td>
<td>U.S. White</td>
<td>19%</td>
</tr>
<tr>
<td></td>
<td>International</td>
<td>32%</td>
</tr>
</tbody>
</table>
DISCRIMINATION OR HARASSMENT BY ROLE AND SEXUAL ORIENTATION

Have you ever been discriminated against or harassed on the Skidmore campus, at an off-campus residence, or an off-campus event?

All Employees
- Heterosexual, 21%
- LGB+, 32%

All Students
- Heterosexual, 21%
- LGB+, 30%
How often have you been discriminated against or harassed for the following:

- Immigrant: 4% Very Often/Often, 4% Sometimes
- Disability: 2% Very Often/Often, 6% Sometimes
- Religion: 5% Very Often/Often, 10% Sometimes
- Sexual Orientation: 4% Very Often/Often, 12% Sometimes
- Other: 11% Very Often/Often, 10% Sometimes
- Age/Generation: 7% Very Often/Often, 16% Sometimes
- Socioeconomic Background: 10% Very Often/Often, 16% Sometimes
- Political Views: 13% Very Often/Often, 14% Sometimes
- Gender Identity: 19% Very Often/Often, 12% Sometimes
- Race/Ethnic Identity: 17% Very Often/Often, 19% Sometimes
- Physical Appearance: 12% Very Often/Often, 25% Sometimes
ALL FORMS OF DISCRIMINATION OR HARASSMENT

- Stared at
- Deliberately ignored, isolated, left out, or excluded
- Singled out as the "resident authority"
- Racial/ethnic profiling
- Graffiti or other forms of vandalism on campus
- Derogatory written comments
- Derogatory remarks
- Derogatory posts on social media
- Derogatory phone calls
- Derogatory/unsolicited e-mails

- Received a poor grade because of a hostile classroom environment
- Received a low performance evaluation
- Denied service or access to resources
- Intimidated/bullied
- Threatened with physical violence
- Feared for your physical safety
- Feared for your family’s safety
- Physical violence
- Sexual assault/harassment
- Other form of discrimination or harassment
FIVE MOST COMMON FORMS OF DISCRIMINATION OR HARASSMENT BY ROLE

- Deliberately ignored, isolated, left out, or excluded
  - Students: 53%
  - Staff: 62%
  - Faculty: 75%

- Derogatory remarks
  - Students: 53%
  - Staff: 62%
  - Faculty: 56%

- Intimidated/bullied
  - Students: 24%
  - Staff: 43%
  - Faculty: 44%

- Stared at
  - Students: 19%
  - Staff: 25%

- Racial/ethnic profiling
  - Students: 38%
  - Staff: 16%
  - Faculty: 25%
INCIDENT(S) OR HARASSMENT OCCURED IN THE FOLLOWING LOCATIONS

- In a classroom: 46% (Students), 22% (Faculty), 0% (Staff)
- In a departmental office or conference room: 59% (Students), 57% (Faculty), 0% (Staff)
- In an individual faculty or staff member's office: 6% (Students), 26% (Faculty), 24% (Staff)
- In on-campus housing/residences: 53% (Students), 38% (Faculty), 6% (Staff)
- At a house or residence off-campus: 0% (Students), 3% (Faculty), 0% (Staff)
- At a program/event affiliated with or sponsored by Skidmore: 19% (Students), 30% (Faculty), 20% (Staff)
- At a dining hall, recreational space, or athletic facility: 49% (Students), 8% (Faculty), 14% (Staff)
- Via the internet or social media: 20% (Students), 19% (Faculty), 9% (Staff)
- Other: 19% (Students), 19% (Faculty), 14% (Staff)
Was the **source** of the **discrimination/harassment** a member of the following groups?

<table>
<thead>
<tr>
<th>Source</th>
<th>Students (n=220)</th>
<th>Staff (n=37)</th>
<th>Faculty (n=37)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students</td>
<td>88%</td>
<td>14%</td>
<td>30%</td>
</tr>
<tr>
<td>Staff</td>
<td>16%</td>
<td>70%</td>
<td>22%</td>
</tr>
<tr>
<td>Faculty</td>
<td>32%</td>
<td>24%</td>
<td>86%</td>
</tr>
<tr>
<td>Administration</td>
<td>6%</td>
<td>30%</td>
<td>27%</td>
</tr>
<tr>
<td>Local Community</td>
<td>27%</td>
<td>3%</td>
<td>14%</td>
</tr>
</tbody>
</table>
GROUPS WHICH EXPERIENCE DISCRIMINATION OR HARASSMENT

More experiences
- Women
- Non-Binary Persons
- U.S. Persons of Color
- International Persons
- LBG+
- Conservative

Fewer experiences
- Men
- U.S. White
- Heterosexual
Did you report any incident(s) to campus officials?

- **Students**: Yes, 16% / No, 84%
- **Staff**: Yes, 27% / No, 73%
- **Faculty**: Yes, 30% / No, 70%
COMMON REASONS FOR NOT REPORTING INCIDENTS

- Nothing will happen
- It is commonplace
- Process unclear
- I can handle it on my own
- I didn't want to deal with the process
- I didn't trust the process
- I fear retaliation
- I wouldn't be taken seriously
- I feel helpless

Incident did not seem serious enough
If I experienced or observed an act of discrimination or harassment while at Skidmore, I know whom to contact to report the incident.
The process for reporting acts of discrimination or harassment at Skidmore is clear to me.
The process for investigating acts of discrimination or harassment at Skidmore is **clear** to me.
Takeaway

Members of our community, especially marginalized ones, report higher incidences of discrimination and harassment.
Takeaway

The source of discrimination and harassment is most often reported to be within peer groups or from the local community.
Takeaway

Members of our community indicate that the reporting mechanisms and investigative processes are unclear.
Takeaway

Student responses indicate less trust in the reporting and investigative process than faculty and staff.