Diverse Learning Environments

CAMPUS PRESENTATION - DECEMBER 2, 2014
## 2014 Campus Climate Surveys at Oxy

<table>
<thead>
<tr>
<th>Respondents</th>
<th>Survey</th>
<th>Administered on</th>
<th>Target population</th>
<th>Response rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students</td>
<td>Diverse Learning Environments Survey (HERI)</td>
<td>Spring 2014</td>
<td>All students (except those abroad)</td>
<td>51.2%</td>
</tr>
<tr>
<td>Faculty</td>
<td>Faculty Survey (HERI)</td>
<td>Spring 2014</td>
<td>All full-time faculty</td>
<td>60%</td>
</tr>
<tr>
<td>Administration/Staff</td>
<td>Staff/Admin Diversity Survey (Oxy)</td>
<td>Fall 2014</td>
<td>All administrators and staff</td>
<td>49%</td>
</tr>
</tbody>
</table>

Note: Oxy regularly participates in the national surveys of the Higher Education Research Institute (HERI) at UCLA.
Diverse Learning Environments Survey

- Only national survey with comparison data
- Available TFS Data → Provides Longitudinal Data
- Repeat: Spring 2017
Students: Very Representative Sample

- Male: 36%  
- Female: 64%

- First year: 30%  
- Sophomore: 25%  
- Junior: 19%  
- Senior: 26%

n=986 (complete answers)  
N=1927  
response rate 51%
RACIAL BREAKDOWN

RESPONDENTS

- American Indian or Alaska Native: 0%
- Asian: 15%
- Black or African American: 4%
- Hawaiian or Other Pacific Islander: 0%
- Hispanic or Latino: 17%
- Two or More Races: 10%
- Unknown: 12%
- White: 42%

ENROLLED STUDENTS

- American Indian or Alaska Native: 0%
- Asian: 13%
- Black or African American: 5%
- Hispanic or Latino: 17%
- Two or More Races: 10%
- Native Hawaiian or Other Pacific Islander: 0%
- Unknown: 2%
- White: 53%
Campus Climate Modeling

Institutional Characteristics

Interactional Diversity

Structural Diversity

Campus Environment

Pike & Kuh, 2006
Institutional Characteristics

PERCEPTIONS OF THE CAMPUS’ COMMITMENT TO DIVERSITY
Promotes the appreciation of cultural differences***

<table>
<thead>
<tr>
<th></th>
<th>White</th>
<th>Not White</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>58.0%</td>
<td>53.6%</td>
</tr>
<tr>
<td>Agree</td>
<td>7.6%</td>
<td>14.0%</td>
</tr>
<tr>
<td>Disagree</td>
<td>5.5%</td>
<td>27.0%</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>0%</td>
<td>33.6%</td>
</tr>
</tbody>
</table>
Has a long-standing commitment to diversity***

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>1.5%</td>
<td>21.6%</td>
<td>53.3%</td>
<td>23.6%</td>
</tr>
<tr>
<td>Not White</td>
<td></td>
<td></td>
<td></td>
<td>15.7%</td>
</tr>
</tbody>
</table>

52.0% | 23.3% | 9.0%
Has campus administrators who regularly speak about the value of diversity***

- Strongly Disagree: 3.3% for White, 10.0% for Not White
- Disagree: 24.0% for White, 27.1% for Not White
- Agree: 46.2% for White, 46.2% for Not White
- Strongly Agree: 26.5% for White, 16.7% for Not White

*** Denotes significant difference by race.
Encourages students to have a public voice and share their ideas openly***

- **30.1%** Encourage students to have a public voice and share their ideas openly
- **19.9%** Strongly Encourage students to have a public voice and share their ideas openly

- **50.6%** Strongly Disagree
- **53.8%** Disagree
- **18.2%** Agree
- **8.1%** Strongly Agree
Has a lot of racial tension***

<table>
<thead>
<tr>
<th></th>
<th>White</th>
<th>Not White</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Disagree</td>
<td>14.2%</td>
<td>7.2%</td>
</tr>
<tr>
<td>Disagree</td>
<td>28.4%</td>
<td>32.1%</td>
</tr>
<tr>
<td>Agree</td>
<td>49.0%</td>
<td>47.1%</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>8.4%</td>
<td>13.6%</td>
</tr>
</tbody>
</table>

*Note: The categories are represented by the following colors:
- Strongly Disagree: Brown
- Disagree: Orange
- Agree: Gray
- Strongly Agree: Green*
I feel a sense of belonging on this campus**

White:
- Strongly Disagree: 3.0%
- Disagree: 12.9%
- Agree: 55.1%
- Strongly Agree: 29.0%

Asian:
- Strongly Disagree: .7%
- Disagree: 20.4%
- Agree: 59.9%
- Strongly Agree: 19.0%

URM:
- Strongly Disagree: 5.4%
- Disagree: 23.8%
- Agree: 49.5%
- Strongly Agree: 21.3%

Two or more races:
- Strongly Disagree: 2.2%
- Disagree: 19.6%
- Agree: 52.2%
- Strongly Agree: 26.1%
Interactional Diversity

INFORMAL INTERACTIONS
Frequency socialized or partied with a person of a different race

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Seldom</th>
<th>Sometimes</th>
<th>Often</th>
<th>Very Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>1.0%</td>
<td>4.2%</td>
<td>21.8%</td>
<td>27.8%</td>
<td>56.4%</td>
</tr>
<tr>
<td>Asian</td>
<td>12.7%</td>
<td>3.5%</td>
<td>21.8%</td>
<td>23.2%</td>
<td>47.2%</td>
</tr>
<tr>
<td>URM</td>
<td>8.9%</td>
<td>1.0%</td>
<td>21.9%</td>
<td>22.4%</td>
<td>45.8%</td>
</tr>
<tr>
<td>Two or more</td>
<td>4.5%</td>
<td>0.0%</td>
<td>12.5%</td>
<td>29.5%</td>
<td>53.4%</td>
</tr>
</tbody>
</table>
Frequency had intellectual discussions outside of class with a person of a different race

- **White**:
  - Never: 37.6%
  - Seldom: 35.8%
  - Sometimes: 21.9%
  - Often: 3.4%
  - Very Often: 1.3%

- **Asian**:
  - Never: 38.7%
  - Seldom: 36.6%
  - Sometimes: 20.4%
  - Often: 2.8%
  - Very Often: 1.5%

- **URM**:
  - Never: 44.3%
  - Seldom: 29.2%
  - Sometimes: 22.4%
  - Often: 3.6%
  - Very Often: 0.5%

- **Two or more races**:
  - Never: 42.0%
  - Seldom: 34.1%
  - Sometimes: 20.5%
  - Often: 3.4%
  - Very Often: 3.0%
Felt insulted or threatened because of your race/ethnicity***

<table>
<thead>
<tr>
<th></th>
<th>White</th>
<th>Asian</th>
<th>URM</th>
<th>Two or more races</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>59.6%</td>
<td>40.1%</td>
<td>31.3%</td>
<td>42.0%</td>
</tr>
<tr>
<td>Seldom</td>
<td>31.7%</td>
<td>16.2%</td>
<td>29.2%</td>
<td>23.9%</td>
</tr>
<tr>
<td>Sometimes</td>
<td>9.1%</td>
<td>6.3%</td>
<td>7.8%</td>
<td>2.3%</td>
</tr>
<tr>
<td>Often</td>
<td>3.6%</td>
<td>5.6%</td>
<td>9.9%</td>
<td>10.2%</td>
</tr>
<tr>
<td>Very Often</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>
I have been in situations where I was the only person of my race/ethnic group ***
Students here are willing to talk about equity, injustice, and group differences ***

- **White**:
  - Strongly disagree: 3.9%
  - Disagree: 8.2%
  - Agree: 50.9%
  - Strongly agree: 44.8%

- **Asian**:
  - Strongly disagree: 2.5%
  - Disagree: 2.8%
  - Agree: 58.2%
  - Strongly agree: 31.1%

- **URM**:
  - Strongly disagree: 2.8%
  - Disagree: 15.9%
  - Agree: 56.3%
  - Strongly agree: 25.0%

- **Two or more races**:
  - Strongly disagree: 6.4%
  - Disagree: 1.3%
  - Agree: 59.0%
  - Strongly agree: 33.3%
% of all Students Who Experienced Each Form Of Discrimination While at Oxy

- Socioeconomic status: 26.2%
- Sexual orientation: 10.1%
- Sex: 29.0%
- Religious/spiritual beliefs: 19.8%
- Race/ethnicity: 32.3%
- Political beliefs: 20.9%
- Citizenship status: 4.3%
- Age: 11.7%
- Ability/disability status: 8.7%
Interactional Diversity

CLASSROOM AND CO-CURRICULAR INTERACTIONS
Taken an Ethnic Studies Course**

- White: 67.0% Yes, 33.0% No
- Asian: 61.5% Yes, 38.5% No
- URM: 50.0% Yes, 50.0% No
- Two or more races: 60.3% Yes, 39.7% No
I feel comfortable sharing my own perspectives and experiences in class***

- **White**: 29.3% Strongly Agree, 61.0% Agree, 13.0% Disagree, 10.6% Strongly Disagree
- **Asian**: 13.1% Strongly Agree, 59.7% Agree, 22.0% Disagree, 4.1% Strongly Disagree
- **URM**: 19.2% Strongly Agree, 59.0% Agree, 21.0% Disagree, 6.3% Strongly Disagree
- **Two or more races**: 20.5% Strongly Agree, 19.2% Agree, 20.5% Disagree, 13.1% Strongly Disagree
I have been singled out in class because of my race/ethnicity, gender, sexual orientation, or religious affiliation***

- **Strongly Disagree**
- **Disagree**
- **Agree**
- **Strongly Agree**

- **White**: 2.4% (Strongly Disagree), 9.9% (Disagree), 41.6% (Agree), 46.1% (Strongly Agree)
- **Asian**: 5.7% (Strongly Disagree), 17.9% (Disagree), 42.3% (Agree), 34.1% (Strongly Agree)
- **URM**: 7.4% (Strongly Disagree), 24.0% (Disagree), 38.9% (Agree), 29.7% (Strongly Agree)
- **Two or more races**: 3.8% (Strongly Disagree), 16.7% (Disagree), 46.2% (Agree), 33.3% (Strongly Agree)
I feel I have to work harder than other students to be perceived as a good student ***

- **White**: 26.1% Strongly Disagree, 15.4% Disagree, 32.5% Agree, 50.0% Strongly Agree
- **Asian**: 17.1% Strongly Disagree, 35.0% Disagree, 22.7% Agree, 38.1% Strongly Agree
- **URM**: 7.8% Strongly Disagree, 9.7% Disagree, 29.5% Agree, 7.8% Strongly Agree
- **Two or more races**: 32.5% Strongly Disagree, 18.2% Disagree, 29.5% Agree, 51.9% Strongly Agree
In class, I have heard faculty express stereotypes based on race/ethnicity, gender, sexual orientation, or religious affiliation***

- **White**
  - Strongly Disagree: 3.0%
  - Disagree: 15.8%
  - Agree: 48.8%
  - Strongly Agree: 32.4%

- **Not White**
  - Strongly Disagree: 6.6%
  - Disagree: 24.5%
  - Agree: 43.1%
  - Strongly Agree: 25.8%
I don't feel comfortable contributing to class discussions***

- **White**
  - Strongly Disagree: 2.1%
  - Disagree: 10.3%
  - Strongly Agree: 48.9%
  - Agree: 38.7%

- **Asian**
  - Strongly Disagree: 5.7%
  - Disagree: 27.6%
  - Strongly Agree: 43.9%
  - Agree: 22.8%

- **URM**
  - Strongly Disagree: 8.5%
  - Disagree: 22.2%
  - Strongly Agree: 47.7%
  - Agree: 21.6%

- **Two or more races**
  - Strongly Disagree: 1.3%
  - Disagree: 23.1%
  - Strongly Agree: 61.5%
  - Agree: 14.1%
Instructors: Value individual differences in the classroom*

<table>
<thead>
<tr>
<th></th>
<th>White</th>
<th>Not White</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Few</td>
<td>6.1%</td>
<td>2.1%</td>
</tr>
<tr>
<td>Less than Half</td>
<td>55.5%</td>
<td>53.1%</td>
</tr>
<tr>
<td>Most, but not All</td>
<td>37.9%</td>
<td>33.3%</td>
</tr>
<tr>
<td>All</td>
<td>37.9%</td>
<td>33.3%</td>
</tr>
</tbody>
</table>
Instructors: Encourage students from diverse backgrounds to work together**

- **White**:
  - Very Few: 17.2%
  - Less than Half: 42.3%
  - Most, but not All: 33.1%
  - All: 7.4%

- **Not White**:
  - Very Few: 12.5%
  - Less than Half: 22.7%
  - Most, but not All: 39.7%
  - All: 25.1%
Instructors: Turn controversial topics into good discussions***

- White:
  - Very Few: 2.7%
  - Less than Half: 19.1%
  - Most, but not All: 54.1%
  - All: 24.0%

- Not White:
  - Very Few: 9.8%
  - Less than Half: 23.1%
  - Most, but not All: 47.3%
  - All: 19.7%
Instructors: Encourage students to contribute different perspectives in class **

- **White**
  - Very Few: 1.8%
  - Less than Half: 11.2%
  - Most, but not All: 53.5%
  - All: 33.4%

- **Not White**
  - Very Few: 6.4%
  - Less than Half: 16.2%
  - Most, but not All: 49.5%
  - All: 27.9%
Instructors: Treat all students in class as though they are capable learners***

- **White**: 55.0% treat all students as capable learners, 42.6% treat most, but not all, as capable learners.
- **Not White**: 46.9% treat all students as capable learners, 43.7% treat most, but not all, as capable learners.

Categories:
- Very Few
- Less than Half
- Most, but not All
- All
Instructors: Include diverse perspectives in class discussions/assignments ***

- **White**
  - Very Few: 1.2%
  - Less than Half: 24.8%
  - Most, but not All: 53.7%
  - All: 20.2%

- **Not White**
  - Very Few: 11.3%
  - Less than Half: 28.2%
  - Most, but not All: 45.8%
  - All: 14.7%
Instructors: Are passionate about what they teach**

<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Very Few</td>
<td>6.0%</td>
<td>6.9%</td>
</tr>
<tr>
<td>Less than Half</td>
<td>44.8%</td>
<td>46.8%</td>
</tr>
<tr>
<td>Most, but not All</td>
<td>53.0%</td>
<td>45.5%</td>
</tr>
<tr>
<td>All</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Frequency critically evaluated your own position on an issue

- **White**: 56.6% Not at All, 40.6% Occasionally, 2.8% Frequently
- **Asian**: 45.8% Not at All, 49.6% Occasionally, 4.6% Frequently
- **URM**: 61.6% Not at All, 37.3% Occasionally, 1.1% Frequently
- **Two or more races**: 48.8% Not at All, 47.7% Occasionally, 3.5% Frequently
Opportunities to study and serve communities in need (e.g., service learning)*

- White: 56.6% None, 16.6% One, 24.8% 2-4, 2.0% 5 or more
- Asian: 59.2% None, 26.2% One, 13.1% 2-4, 1.5% 5 or more
- URM: 40.1% None, 31.1% One, 27.7% 2-4, 1.1% 5 or more
- Two or more races: 51.3% None, 28.8% One, 17.5% 2-4, 2.5% 5 or more
Demonstrated for a cause (e.g., boycott, rally, protest)***

<table>
<thead>
<tr>
<th>Race</th>
<th>Never</th>
<th>Seldom</th>
<th>Sometimes</th>
<th>Often</th>
<th>Very Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>47.6%</td>
<td>22.9%</td>
<td>21.5%</td>
<td>1.5%</td>
<td>6.5%</td>
</tr>
<tr>
<td>Asian</td>
<td>62.7%</td>
<td>17.5%</td>
<td>11.1%</td>
<td>2.4%</td>
<td>2.6%</td>
</tr>
<tr>
<td>URM</td>
<td>35.0%</td>
<td>23.2%</td>
<td>27.1%</td>
<td>6.8%</td>
<td>7.7%</td>
</tr>
<tr>
<td>Two or more races</td>
<td>52.6%</td>
<td>26.9%</td>
<td>10.3%</td>
<td>2.6%</td>
<td>7.7%</td>
</tr>
</tbody>
</table>
Attended presentations, performances, or art exhibits on diversity**

<table>
<thead>
<tr>
<th>Race</th>
<th>Never</th>
<th>Seldom</th>
<th>Sometimes</th>
<th>Often</th>
<th>Very Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>15.3%</td>
<td>21.2%</td>
<td>33.6%</td>
<td>19.5%</td>
<td>10.3%</td>
</tr>
<tr>
<td>Asian</td>
<td>22.2%</td>
<td>24.6%</td>
<td>29.4%</td>
<td>15.9%</td>
<td>7.9%</td>
</tr>
<tr>
<td>URM</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>18.1%</td>
</tr>
<tr>
<td>Two or more races</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>11.5%</td>
</tr>
</tbody>
</table>
Overall Campus Climate

STUDENTS, FACULTY, STAFF/ADMIN
There is respect for the expression of diverse values and beliefs in this institution.

- **Students**: 40% Agree, 30% Strongly Agree
- **Faculty**: 60% Agree, 40% Strongly Agree
- **Admin and staff**: 80% Agree, 20% Strongly Agree
Institution has campus administrators who regularly speak about the value of diversity
Ever heard insensitive or disparaging racial remarks from:

- Remarks from students: 87% (Students), 72% (Faculty), 58% (Admin and staff)
- Remarks from faculty: 36% (Students), 54% (Faculty), 36% (Admin and staff)
- Remarks from admin and staff: 29% (Students), 38% (Faculty), 43% (Admin and staff)
"There's a lot of racial tension here."
How satisfied are you with the following aspects at this college:

<table>
<thead>
<tr>
<th>Aspect</th>
<th>Students</th>
<th>Faculty</th>
<th>Admin and staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall sense of community</td>
<td>58%</td>
<td>40%</td>
<td>43%</td>
</tr>
<tr>
<td>Racial/ethnic diversity of the faculty</td>
<td>31%</td>
<td>29%</td>
<td>35%</td>
</tr>
<tr>
<td>Racial/ethnic diversity of the student body</td>
<td>34%</td>
<td>32%</td>
<td>43%</td>
</tr>
<tr>
<td>Racial/ethnic diversity of the staff</td>
<td>36%</td>
<td>36%</td>
<td>43%</td>
</tr>
<tr>
<td>Interactions among different racial/ethnic groups</td>
<td>41%</td>
<td>20%</td>
<td>43%</td>
</tr>
</tbody>
</table>
Racial/ethnic diversity of the student body***

- **White**: 46.6% Satisfied, 32.0% Dissatisfied, 3.7% Very Dissatisfied, 17.8% Very Satisfied
- **Asian**: 38.6% Satisfied, 11.4% Dissatisfied, 11.4% Very Dissatisfied, 38.6% Very Satisfied
- **URM**: 41.0% Satisfied, 19.4% Dissatisfied, 4.5% Very Dissatisfied, 35.1% Very Satisfied
- **Two or more races**: 40.4% Satisfied, 34.6% Dissatisfied, 13.5% Very Dissatisfied, 11.5% Very Satisfied

Legend:
- Very Dissatisfied
- Dissatisfied
- Satisfied
- Very Satisfied
Racial/ethnic diversity of the faculty***

- **White**: 9.1% Very Dissatisfied, 32.7% Dissatisfied, 40.9% Satisfied, 17.3% Very Satisfied
- **Asian**: 13.9% Very Dissatisfied, 51.9% Dissatisfied, 17.2% Satisfied, 6.7% Very Satisfied
- **URM**: 9.1% Very Dissatisfied, 34.3% Dissatisfied, 41.8% Satisfied, 6.7% Very Satisfied
- **Two or more races**: 9.1% Very Dissatisfied, 47.7% Dissatisfied, 34.1% Satisfied, 9.1% Very Satisfied

Legend:
- Very Dissatisfied
- Dissatisfied
- Satisfied
- Very Satisfied
Racial/ethnic diversity of the staff ***

- **White**: 20.2% Very Dissatisfied, 14.3% Dissatisfied, 56.0% Satisfied, 21.2% Very Satisfied
- **Asian**: 17.5% Very Dissatisfied, 12.7% Dissatisfied, 55.6% Satisfied, 6.1% Very Satisfied
- **URM**: 22.8% Very Dissatisfied, 41.2% Dissatisfied, 29.8% Satisfied, 6.1% Very Satisfied
- **Two or more races**: 7.5% Very Dissatisfied, 27.5% Dissatisfied, 55.0% Satisfied, 10.0% Very Satisfied
Atmosphere of political differences
Atmosphere of religious differences
Atmosphere of differences in sexual orientation
Administrative response to incidents of discrimination
Administrative response to concerns about exclusion or marginality

% of “Very Satisfied” and “Satisfied”
### Administrative response to incidents of discrimination*

<table>
<thead>
<tr>
<th>Category</th>
<th>Very Dissatisfied</th>
<th>Dissatisfied</th>
<th>Satisfied</th>
<th>Very Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>28.2%</td>
<td>37.0%</td>
<td>27.3%</td>
<td>7.6%</td>
</tr>
<tr>
<td>Asian</td>
<td>26.3%</td>
<td>32.9%</td>
<td>32.9%</td>
<td>7.9%</td>
</tr>
<tr>
<td>URM</td>
<td>30.7%</td>
<td>49.6%</td>
<td>15.0%</td>
<td>4.7%</td>
</tr>
<tr>
<td>Two or more races</td>
<td>23.9%</td>
<td>43.5%</td>
<td>21.7%</td>
<td>10.9%</td>
</tr>
</tbody>
</table>

*Note: The categories are not mutually exclusive, and the percentages do not sum up to 100% due to the possibility of respondents choosing multiple responses.*
Summarize & Next Steps
<table>
<thead>
<tr>
<th>Factor</th>
<th>Not-White</th>
<th>White</th>
<th>Stat Sig</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sense of Belonging</td>
<td>48.83</td>
<td>51.18</td>
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<td>General Interpersonal Validation</td>
<td>48.81</td>
<td>51.04</td>
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<td>Academic Validation in the Classroom</td>
<td>47.94</td>
<td>51.15</td>
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<tr>
<td><strong>Institutional Commitment to Diversity</strong></td>
<td>45.34</td>
<td>49.31</td>
<td>**</td>
</tr>
<tr>
<td>Critical Consciousness and Action</td>
<td>51.63</td>
<td>50.95</td>
<td></td>
</tr>
<tr>
<td>Harassment</td>
<td>49.76</td>
<td>49.54</td>
<td></td>
</tr>
<tr>
<td><strong>Discrimination and Bias</strong></td>
<td>54.92</td>
<td>50.89</td>
<td>***</td>
</tr>
<tr>
<td>Positive Cross-Racial Interaction</td>
<td>54.72</td>
<td>54.09</td>
<td></td>
</tr>
<tr>
<td>Negative Cross-Racial Interaction</td>
<td>54.18</td>
<td>49.46</td>
<td></td>
</tr>
<tr>
<td><strong>Conversations Across Difference</strong></td>
<td>50.76</td>
<td>52.18</td>
<td>**</td>
</tr>
<tr>
<td>Curriculum of Inclusion</td>
<td>50.92</td>
<td>51.76</td>
<td></td>
</tr>
<tr>
<td>Co-Curricular Diversity</td>
<td>52.59</td>
<td>50.27</td>
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<tr>
<td>Integration of Learning</td>
<td>50.97</td>
<td>51.32</td>
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<tr>
<td><strong>Habits of Mind</strong></td>
<td>49.10</td>
<td>51.71</td>
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<tr>
<td>Pluralistic Orientation</td>
<td>50.07</td>
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<tr>
<td>Civic Engagement</td>
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<td>50.77</td>
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<tr>
<td>Social Agency</td>
<td>51.11</td>
<td>49.38</td>
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<tr>
<td>Academic Self-Concept</td>
<td>49.69</td>
<td>51.98</td>
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</tbody>
</table>

* p<0.05, ** p<0.01, *** p<0.001
# Analysis of Variance Results

<table>
<thead>
<tr>
<th>FACTOR</th>
<th>MINIMUM SCORE</th>
<th>MAXIMUM SCORE</th>
<th>Stat Sig</th>
</tr>
</thead>
<tbody>
<tr>
<td>Perceived Institutional Commitment to Diversity</td>
<td>URM</td>
<td>White</td>
<td>***</td>
</tr>
<tr>
<td>Discrimination and Bias</td>
<td>Unknown</td>
<td>URM</td>
<td>***</td>
</tr>
<tr>
<td>Negative Cross Racial</td>
<td>White</td>
<td>URM</td>
<td>***</td>
</tr>
<tr>
<td>Curriculum of Inclusion</td>
<td>Asian</td>
<td>URM</td>
<td>**</td>
</tr>
<tr>
<td>Co-Curricular Diversity Activities</td>
<td>Asian</td>
<td>Unknown</td>
<td>***</td>
</tr>
<tr>
<td>Integration of Learning</td>
<td>Asian</td>
<td>Unknown</td>
<td>*</td>
</tr>
<tr>
<td>Habits of Mind</td>
<td>URM</td>
<td>Unknown</td>
<td>***</td>
</tr>
<tr>
<td>Civic Engagement</td>
<td>Asian</td>
<td>Unknown</td>
<td>***</td>
</tr>
<tr>
<td>Social Agency</td>
<td>Asian &amp; 2 or More</td>
<td>URM</td>
<td>***</td>
</tr>
<tr>
<td>Academic Self-Concept</td>
<td>URM</td>
<td>White</td>
<td>**</td>
</tr>
</tbody>
</table>

*Note: URM (Hispanic, Hawaiian, Native American, African American)*  
* p<0.05, ** p<0.01, *** p<0.001
Where do we go from here?

* ✓ Baseline Data on issues of Diversity
* ✓ Begin discussion(s) about these data
* ✓ Search for Chief Diversity Officer

**TO DO:**

- ❑ Qualitative Data Collection – Focus Groups (Spring 2015)
- ❑ Triangulating Data and Report Findings
- ❑ Planning Diversity Efforts in all areas for all constituents
Questions/Comments/Reactions

THANK YOU!