

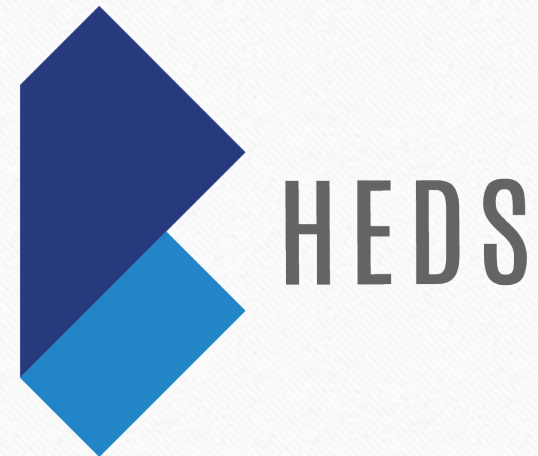
Claremont McKenna College
HEDS Diversity & Equity
Campus Climate Survey
2022

CMC HEDS Survey Working Group

- Nyree Gray, Vice President of Human Relations & Chief Diversity Officer
- Sue Layden, Senior Associate Dean of Students for Student Success
- Muriel Poston, Vice President for Strategic Initiatives
- Anna Wenzel, Chair Diversity Committee
- Colleen Wynn, Assistant Vice President of Institutional Research

What is HEDS?

HEDS is a community of colleges and universities committed to sharing data, knowledge, and expertise to advance undergraduate liberal arts education, inclusive excellence, and student success



Why the HEDS Diversity and Equity Campus Climate Survey?

- It is a comprehensive survey instrument that engages students, faculty, and staff
- Allows us to gain an improved understanding of perceptions of campus climate and experiences at CMC
- Allows us to identify forward looking pathways for how CMC can better address and support diversity, equity and inclusion policies and practices
- Provides opportunities to engage with other institutions using the same instrument or conducting similar work*

*Special thanks to Skidmore; for more details on their survey administration, see: <https://www.skidmore.edu/heds/>

Survey Timeline

- Survey was administered to all students, faculty and staff from February 18, 2022 – March 11, 2022
- Data reviewed by working group since August 2022
- Presented to President's Executive Cabinet
- Presented to Diversity Committee
- Website, Community Forums

Survey Response Rates

Role	CMC Invitations	CMC Responses	CMC Response Rates	HEDS Liberal Arts B.A. Rates
Students	1373	664	48%	23%
Faculty	247	144	58%	50%
Staff or Administrator	425	226	53%	43%
Other or no response		53		
Overall	2045	1087	53%	

Survey Limitations

- Administration method – individual email links
 - Current, accurate lists for faculty and staff
- Anonymity concerns
 - Variable suppression
- Representativeness
 - Gender in survey sample generally consistent with CMC population irrespective of role
 - Race/ethnicity in student sample generally consistent with CMC student population
- Potential nonresponse bias

Roadmap to Survey Results

1. Demographics
2. Campus Climate
3. Diversity and Equity Interactions
4. Harassment and Discrimination
5. Institutional Experience

Part 1

Demographics

Theme #1

**CMC student, faculty, and staff survey
respondents comprise a variety
of demographic characteristics**

Survey Respondents' Gender by Role

Q: What is your gender?

Students	
56%	Women
42%	Men
2%	Non-binary/ Transgender
(n=644)	

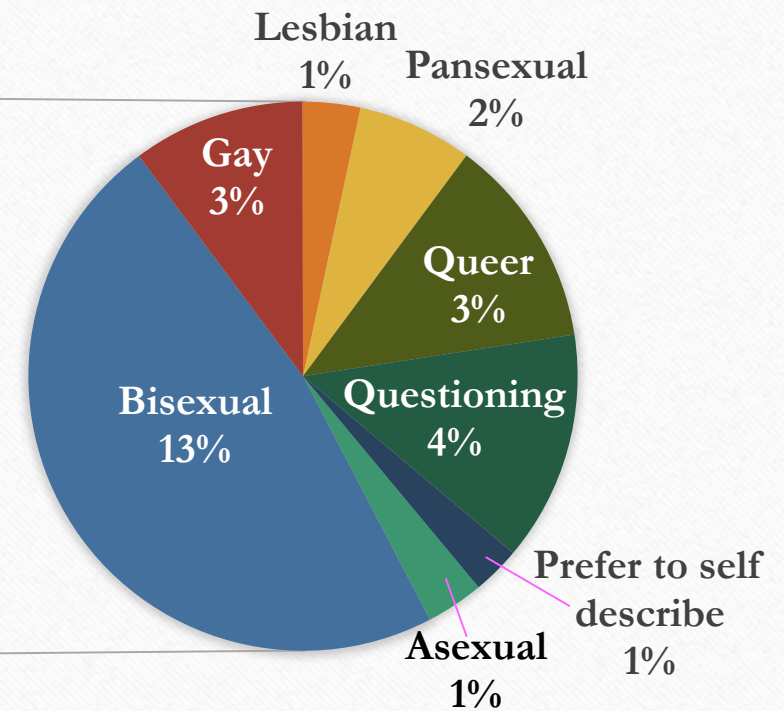
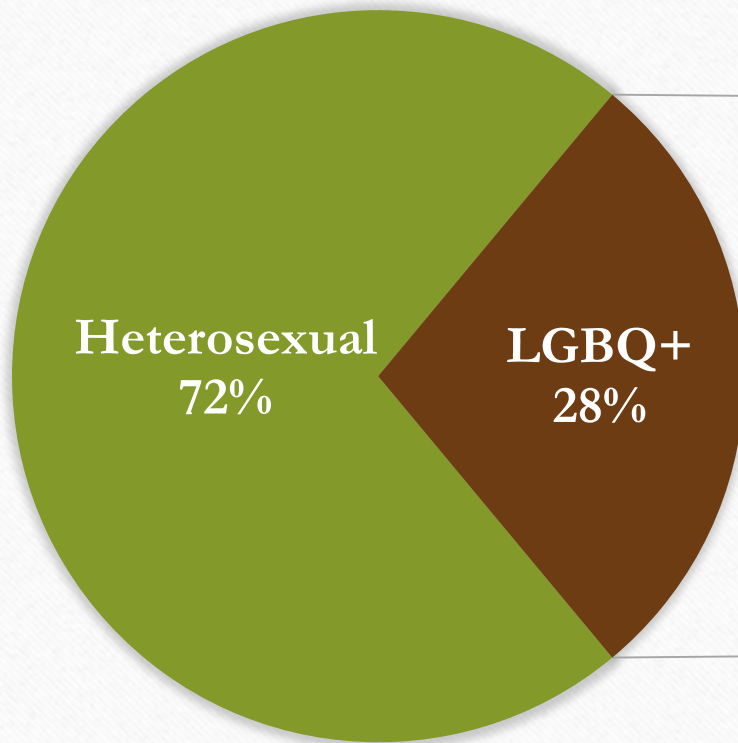
Faculty	
41%	Women
58%	Men
1%	Non-binary/ Transgender
(n=128)	

Staff	
62%	Women
37%	Men
1%	Non-binary/ Transgender
(n=213)	

Student Survey Respondents' Sexual Orientation

Q: Which term best describes your sexual orientation?

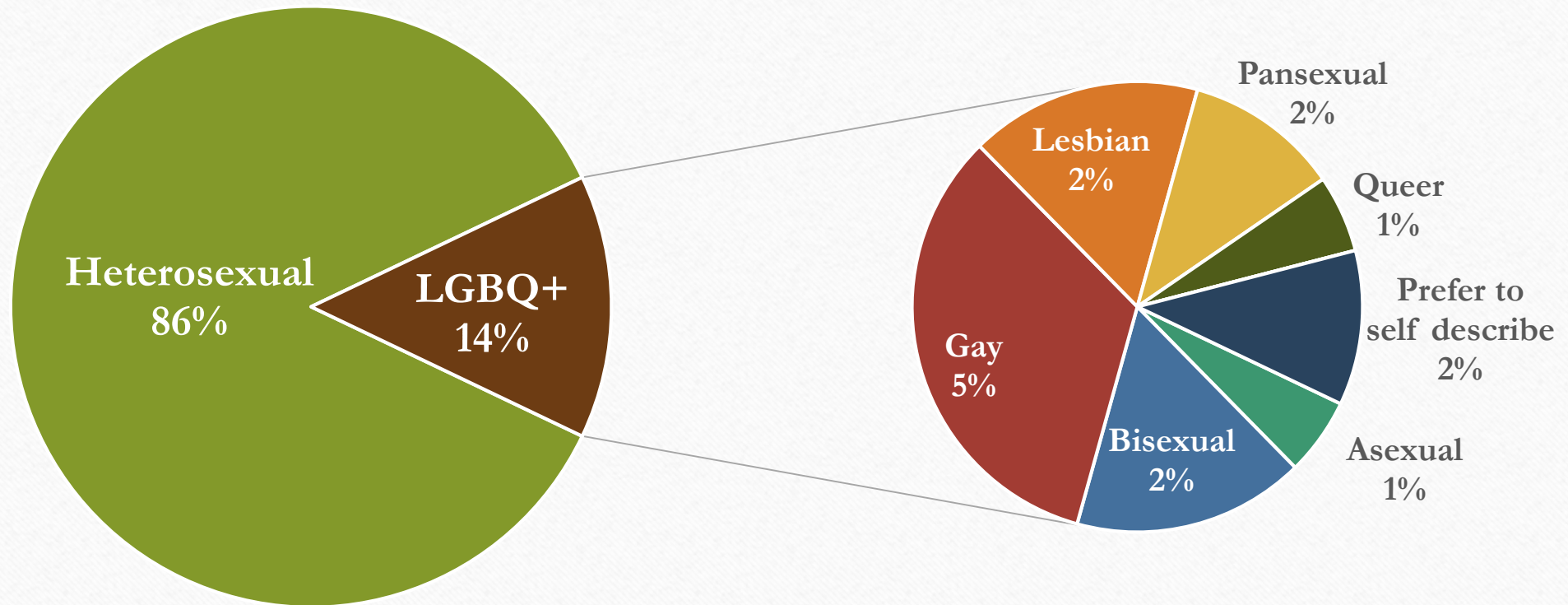
(n=634)



Faculty Survey Respondents' Sexual Orientation

Q: Which term best describes your sexual orientation?

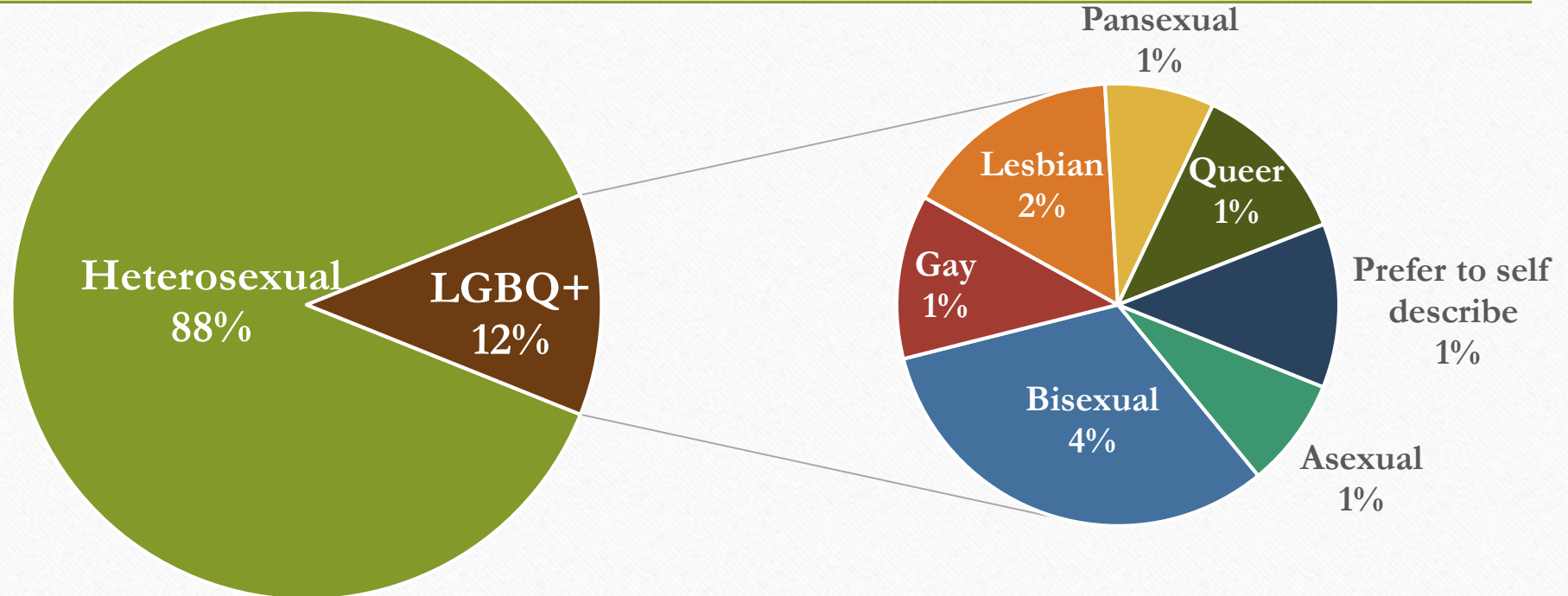
(n=127)



Staff Survey Respondents' Sexual Orientation

Q: Which term best describes your sexual orientation?

(n=206)



Survey Respondents' Political Affiliation by Role

Q: How would you characterize your political views?

Students	
65%	Liberal
30%	Middle-of-the-road
5%	Conservative
(n=623)	

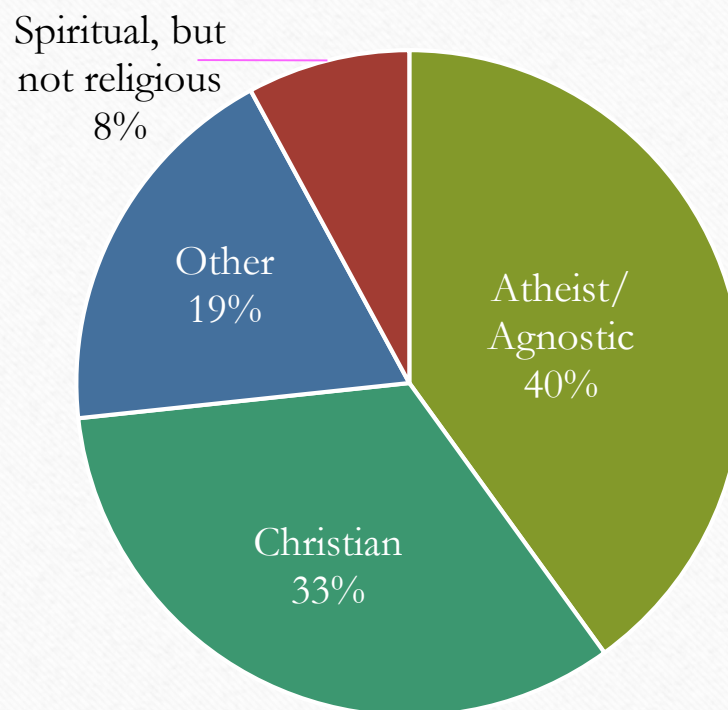
Faculty	
61%	Liberal
33%	Middle-of-the-road
6%	Conservative
(n=126)	

Staff	
52%	Liberal
34%	Middle-of-the-road
14%	Conservative
(n=182)	

Student Survey Respondents' Religious Affiliation

Q: What is your religious affiliation?

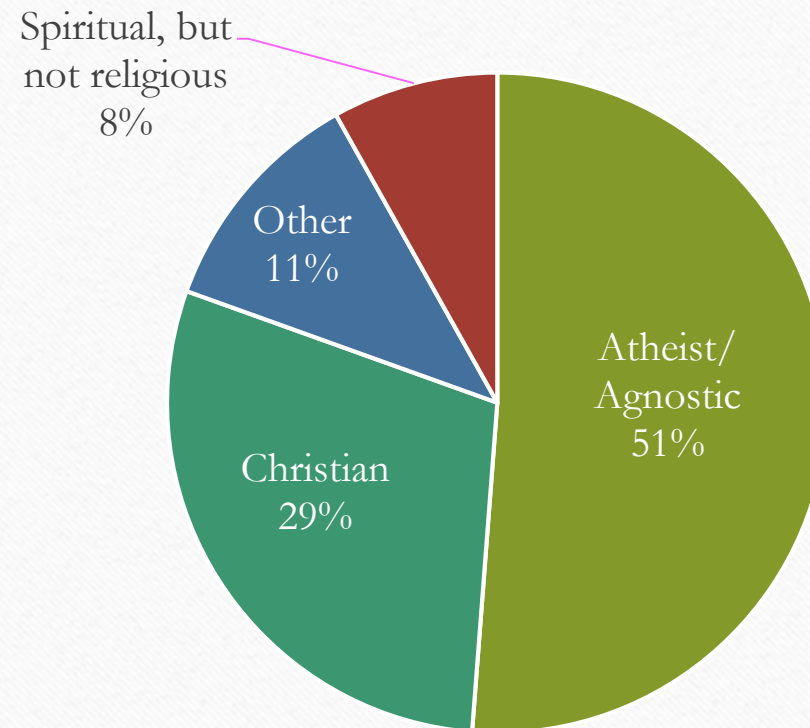
(n=607)



Faculty Survey Respondents' Religious Affiliation

Q: What is your religious affiliation?

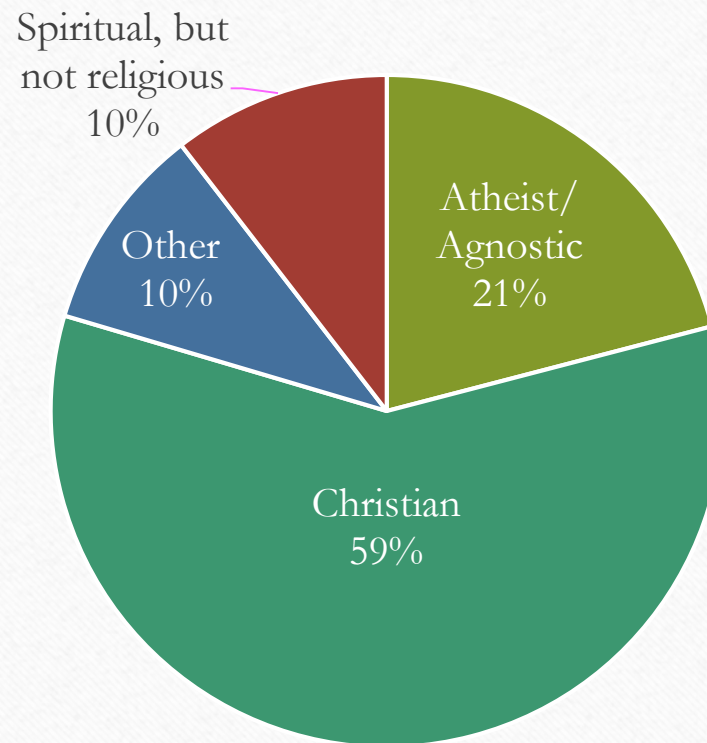
(n=123)



Staff Survey Respondents' Religious Affiliation

Q: What is your religious affiliation?

(n=191)



Survey Respondents' Ability Status by Role

Q: Do you currently have a physical or mental impairment that substantially limits one or more major life activities?

Students	
89%	No
9%	Yes
2%	Temporary Disability
(n=637)	

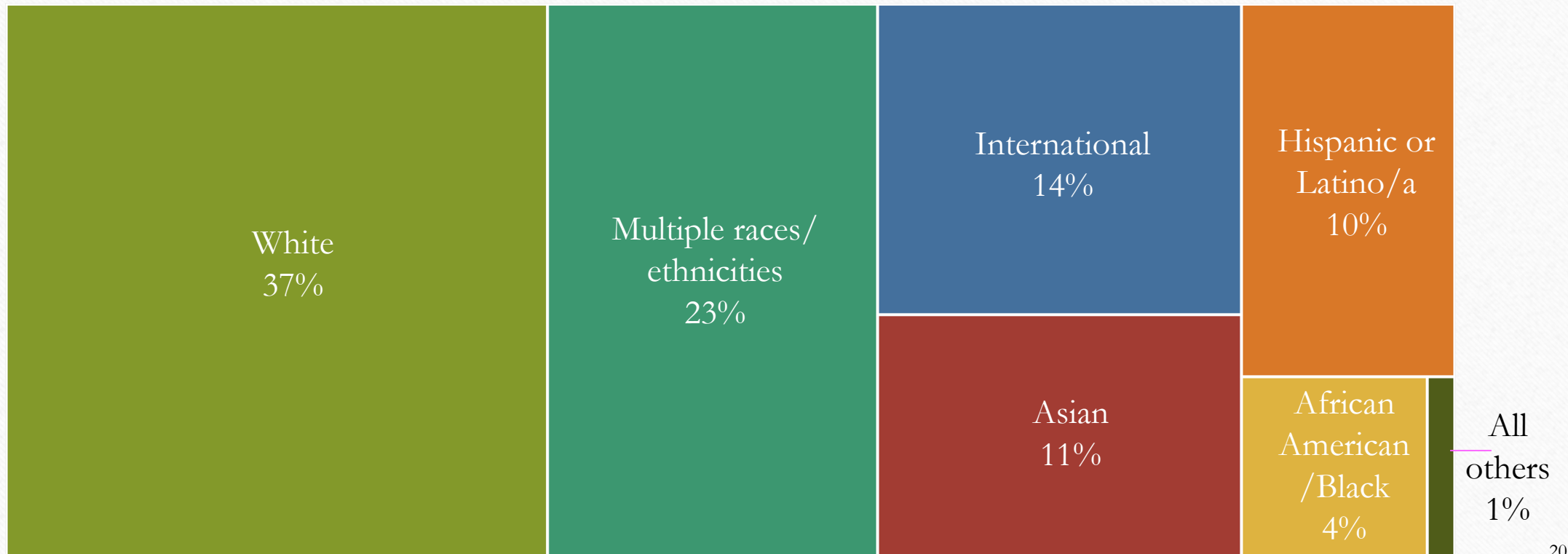
Faculty	
95%	No
5%	Yes
0%	Temporary Disability
(n=132)	

Staff	
95%	No
4%	Yes
1%	Temporary Disability
(n=212)	

Student Survey Respondents' Race/Ethnicity

Q: Which of the following racial or ethnic categories applies to you?

(n=645)



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Faculty Survey Respondents' Race/Ethnicity

Q: Which of the following racial or ethnic categories applies to you?

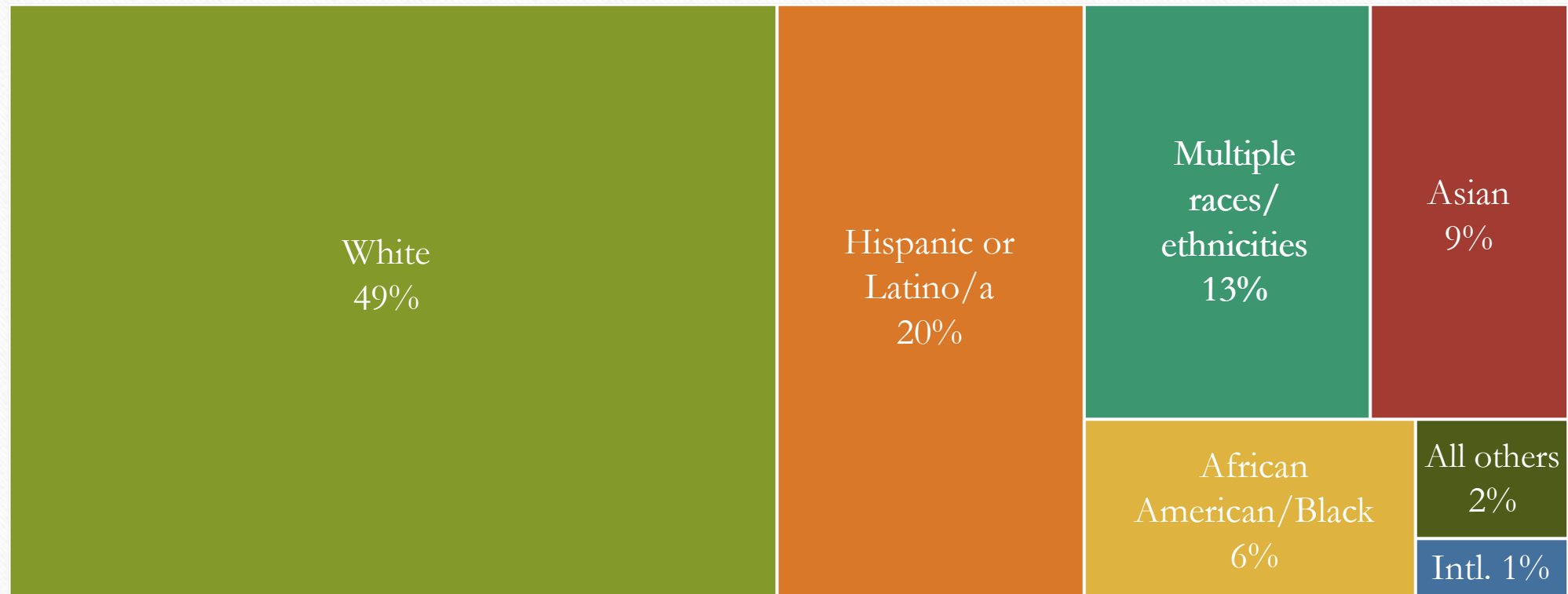
(n=121)



Staff Survey Respondents' Race/Ethnicity

Q: Which of the following racial or ethnic categories applies to you?

(n=203)



CMC Takeaway

Student, faculty, and staff survey respondents are diverse across broad demographic characteristics (i.e., gender, race/ethnicity, sexual orientation, political affiliation, religious affiliation)

CMC Takeaway

Student survey respondents are generally more diverse on broad demographic characteristics relative to faculty and staff survey respondents

Part 2

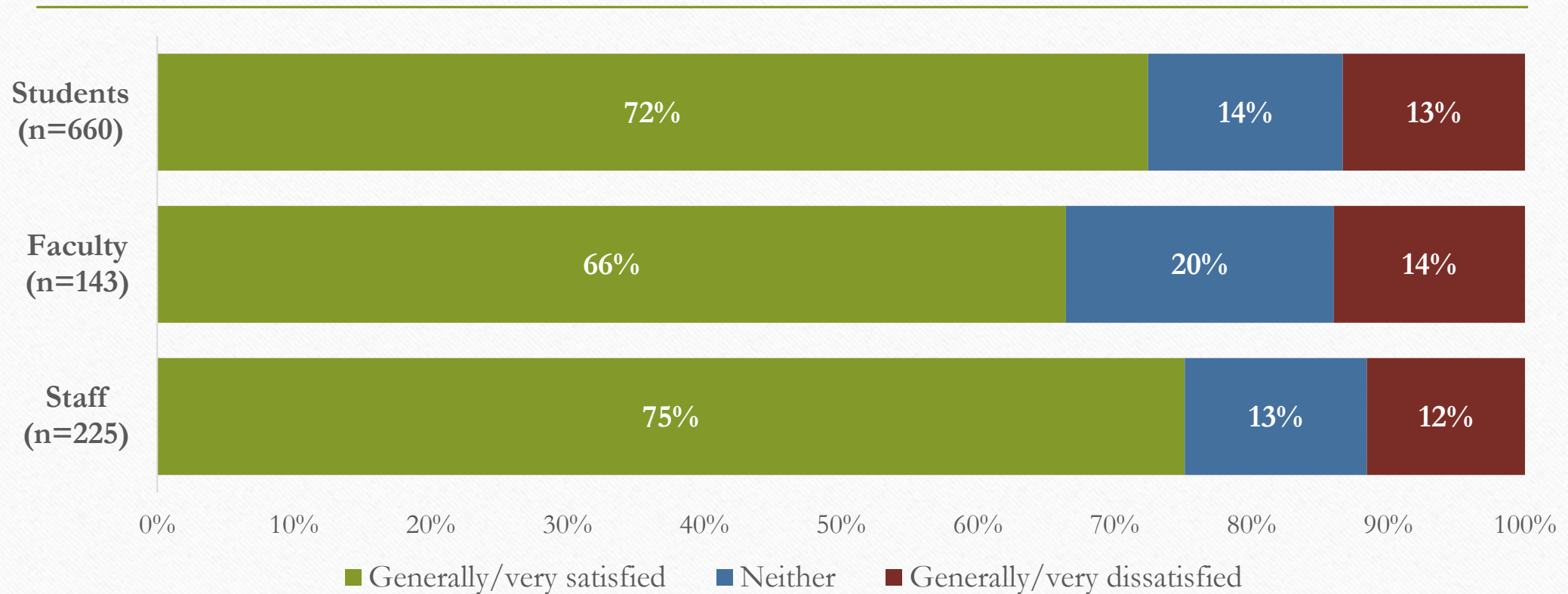
Campus Climate

Theme #2

CMC student, faculty, and staff survey respondents have varying perceptions and experiences with campus climate

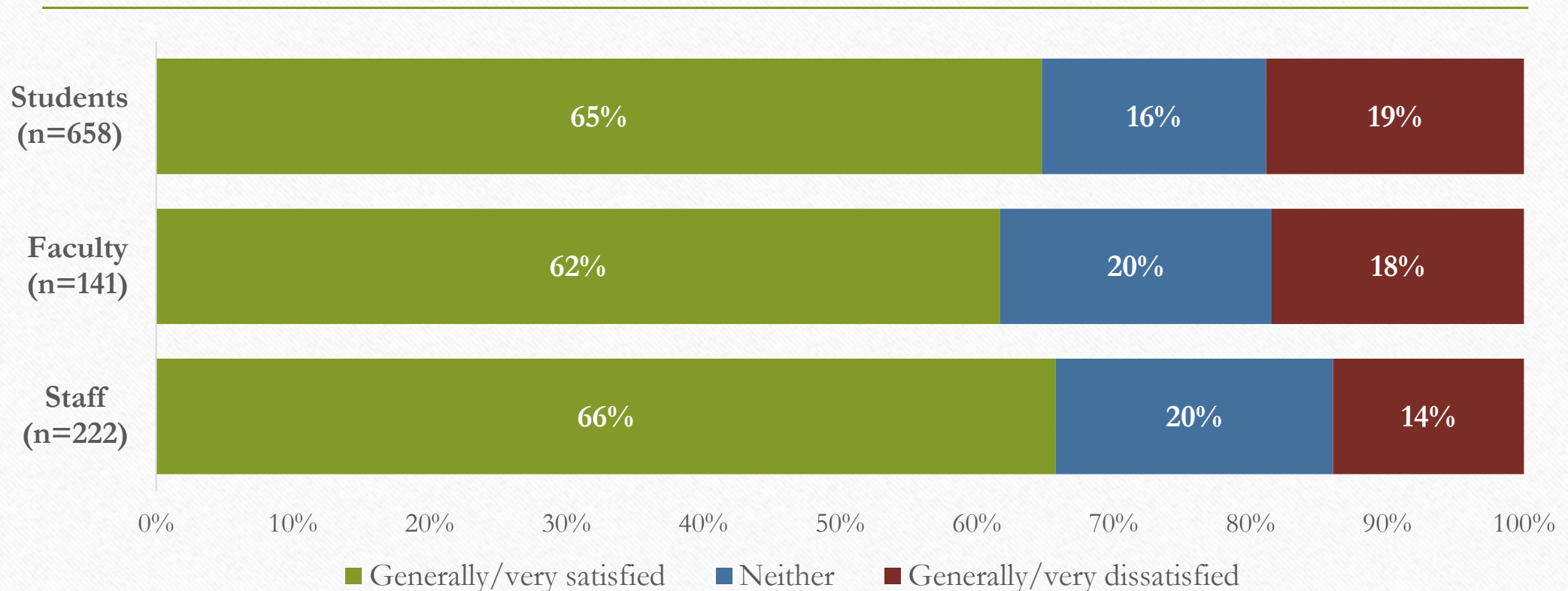
Survey Respondents' Satisfaction with Campus Climate by Role

Q: Please indicate your level of satisfaction with overall campus climate at CMC.



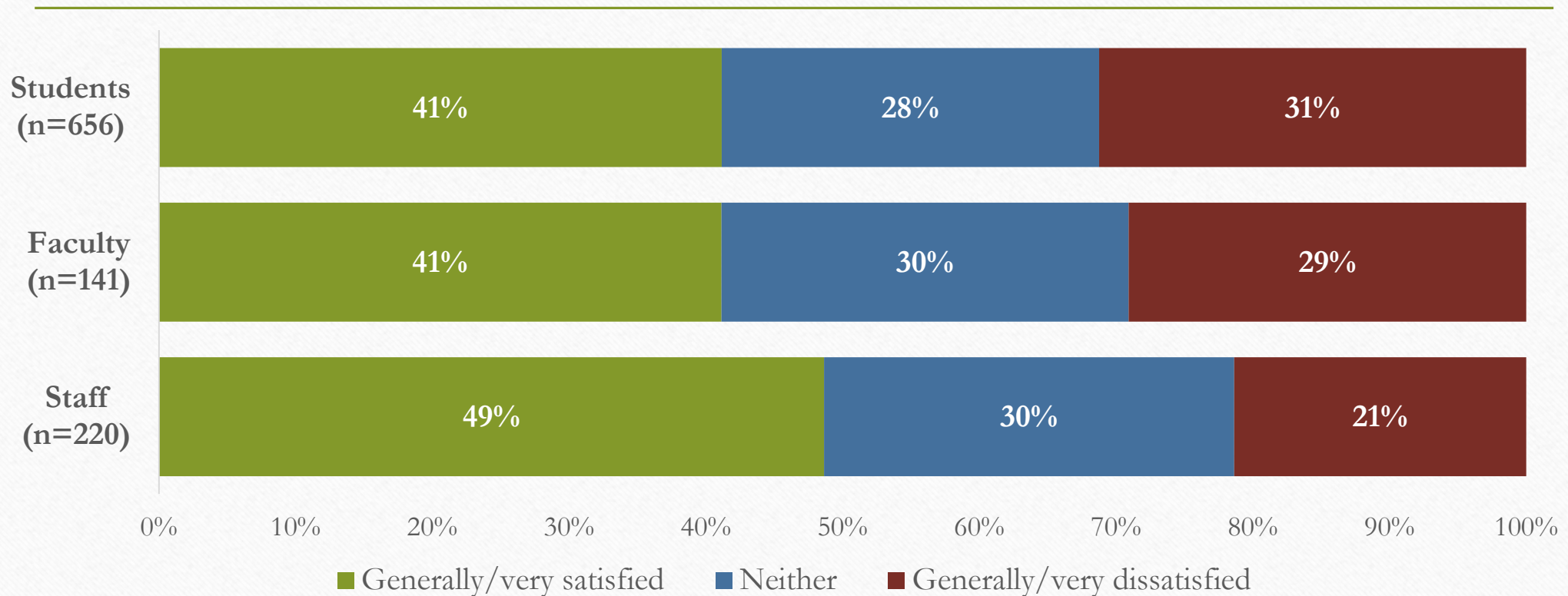
Survey Respondents' Satisfaction with Belonging by Role

Q: Please indicate your level of satisfaction with the extent to which **you** experience a sense of belonging or community at CMC.



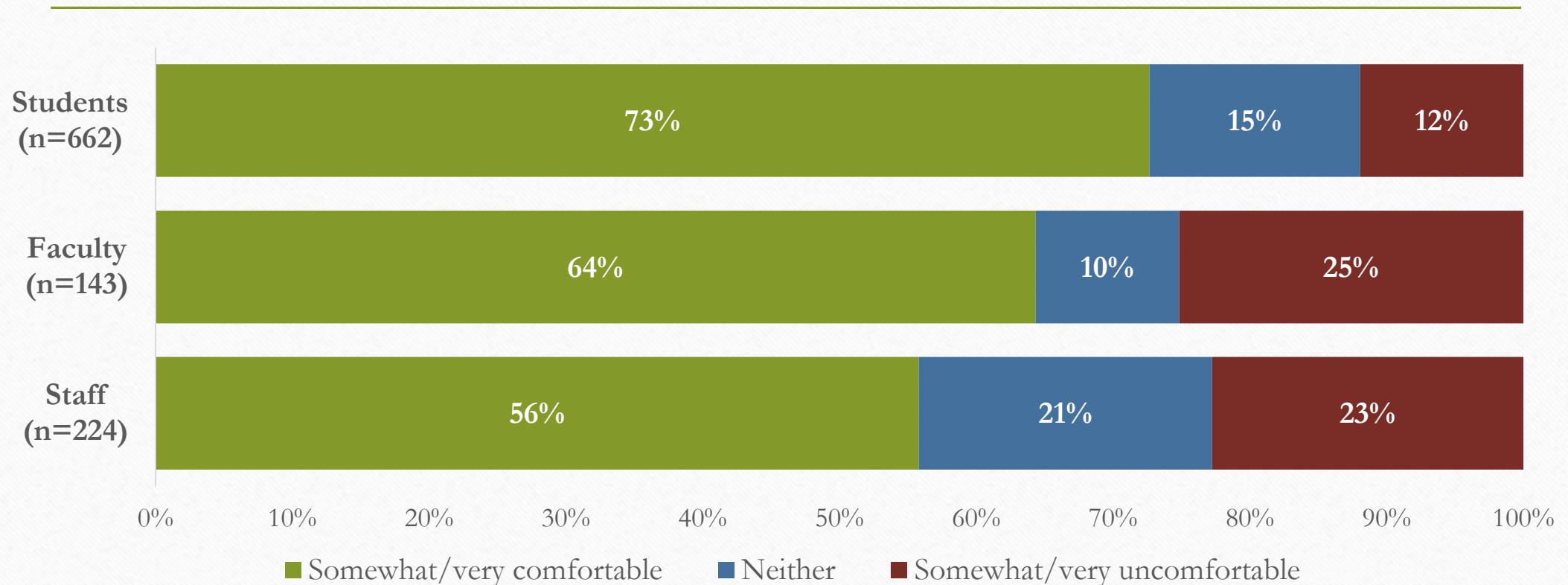
Survey Respondents' Satisfaction with Belonging by Role

Q: Please indicate your level of satisfaction with the extent to which you feel **all** community members experience a sense of belonging or community at CMC.



Survey Respondents' Comfort Sharing DE Views by Role

Q: Overall how comfortable would you be sharing your views on diversity and equity at CMC?



Ratings of Campus Climate By Survey Respondent Identity

Q: Please indicate your level of satisfaction with overall campus climate at CMC.

(Percent reporting Very/Generally Dissatisfied* in rank order)

Non-binary/transgender 44%	LGBQ+ 22%	Hispanic/Latino 17%	Spiritual, but not religious 15%	Student 13%	No disability 12%	Staff 12%	International 11%
	Disability 19%	Liberal 16%	Women 15%	Atheist/Agnostic 13%	Christian 11%	Heterosexual 10%	Asian 10%
African American/Black 35%		Multiple races/ethnicities 16%	Faculty 14%	Other religious affiliation 13%	Conservative 11%	Men 9%	White 8%
							Middle -of- the- road 6%

*Response options very satisfied, generally satisfied, neither satisfied nor dissatisfied, generally dissatisfied, and very dissatisfied

CMC Takeaway

The majority of survey respondents are generally or very satisfied with the overall campus climate irrespective of role, although this is more pronounced for student and staff survey respondents

CMC Takeaway

The majority of survey respondents are generally or very satisfied with their sense of belonging or community at CMC irrespective of role

CMC Takeaway

Survey respondents, irrespective of role, report feeling all community members' sense of belonging to be *lower* than what they reportedly experience themselves

CMC Takeaway

The majority of survey respondents are somewhat or very comfortable sharing their views on diversity and equity at CMC irrespective of role, although this is more pronounced for student survey respondents

CMC Takeaway

Survey respondents reporting the *highest* dissatisfaction with campus climate represent historically marginalized identities

Part 3

Diversity and Equity Interactions

Theme #3

The diversity and equity interactions among survey respondents within the CMC community, particularly with regard to hearing disparaging remarks, varies by demographic group

Survey Respondents' Comfort Interacting with Other Racial/Ethnic Groups by Role

Q: How comfortable are you interacting with people who have a racial and/or ethnic identity other than your own?

Students	
96%	Somewhat/Very Comfortable
2%	Neutral
2%	Somewhat/Very Uncomfortable
(n=660)	

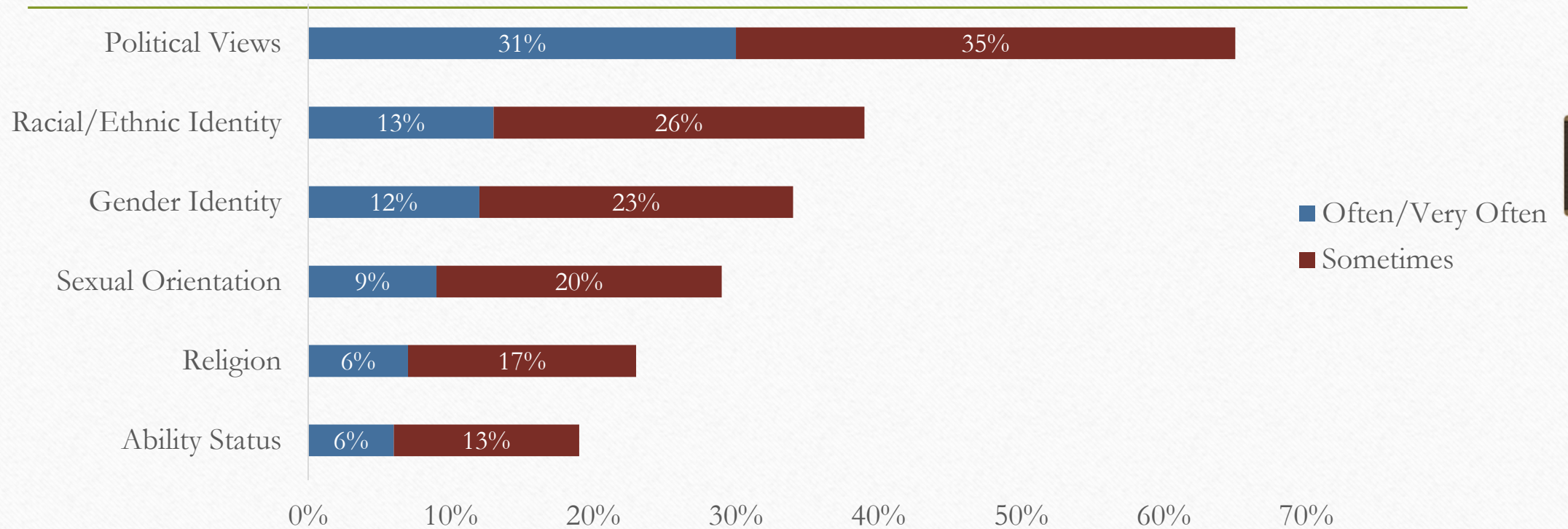
Faculty	
98%	Somewhat/Very Comfortable
2%	Neutral
0%	Somewhat/Very Uncomfortable
(n=144)	

Staff	
95%	Somewhat/Very Comfortable
5%	Neutral
0%	Somewhat/Very Uncomfortable
(n=221)	

Survey Respondents' Reports of Hearing Insensitive Remarks

Q: During your time at CMC, about how often have you heard someone make an insensitive or disparaging remark about...?*

(n=1027-1029)



* Out of 10 randomized options, categories listed align with demographic section

Survey Respondents' Reports of Hearing Insensitive Remarks by Role

Q: During your time at CMC, about how often have you heard someone make an insensitive or disparaging remark about...?
(Often/Very Often)

Students		Faculty		Staff	
37%	Political View	24%	Political View	17%	Political View
16%	Racial/Ethnic Identity	9%	Racial/Ethnic Identity	7%	Racial/Ethnic Identity
16%	Gender Identity	7%	Gender Identity	4%	Gender Identity
12%	Sexual Orientation	1%	Sexual Orientation	2%	Sexual Orientation
(n=657-658)		(n=140-141)		(n=224)	

Reports of Insensitive Remarks by Survey Respondent Identity

Q: During your time at CMC, about how often have you heard someone make an insensitive or disparaging remark about?

(Percent reporting Sometimes/Often/Very Often across 10 randomized options, in rank order)

Non-binary/transgender 54%	Disability 44%	Liberal 38%	Multiple races/ethnicities 36%	Other religious affiliation 35%	No disability 30%	Christian 30%	Heterosexual 29%
		International 38%	Asian 36%	Spiritual, but not religious 32%	Hispanic/Latino 27%	Men 26%	Faculty 25%
		Student 37%	Women 35%	Atheist/Agnostic 32%	White 27%	Conservative 23%	Middle-of-the-road 23%
African American/Black 50%	LBGQ+ 42%						Staff 21%

CMC Takeaway

Almost all survey respondents are somewhat or very comfortable interacting with people who have a different racial/ethnic identity than their own, irrespective of role

CMC Takeaway

Survey respondents report hearing insensitive or disparaging remarks about political views more than any other category, followed by racial/ethnic identity

CMC Takeaway

Student survey respondents are more likely to report hearing insensitive or disparaging remarks in all categories relative to their staff and faculty counterparts

CMC Takeaway

Survey respondents who report hearing insensitive or disparaging remarks *more often* represent historically marginalized identities

Part 4

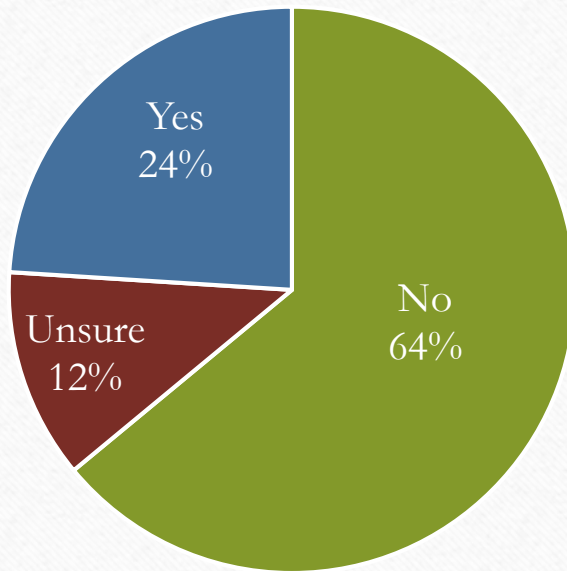
Harassment and Discrimination

Theme #4

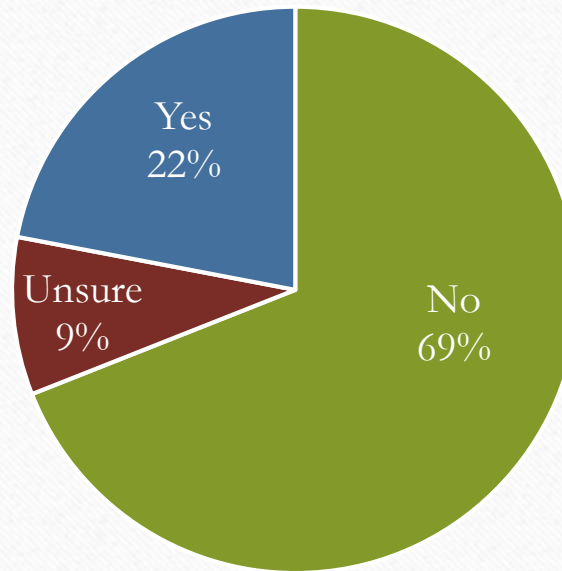
There is a direct relationship between survey respondents self-reported experiences of harassment and discrimination and reported satisfaction with campus climate

Survey Respondents' Reports of Discrimination/ Harassment by Role

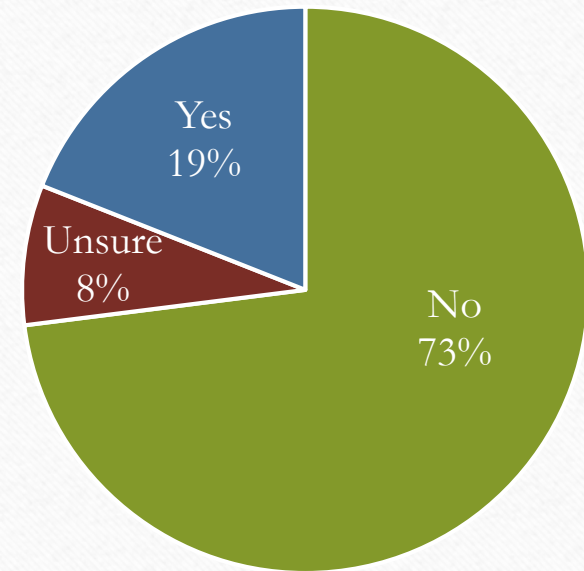
Q: Have you ever been discriminated against or harassed on the CMC campus, at an off-campus residence, or at an off-campus program/event affiliated with CMC?



Students
(n=659)

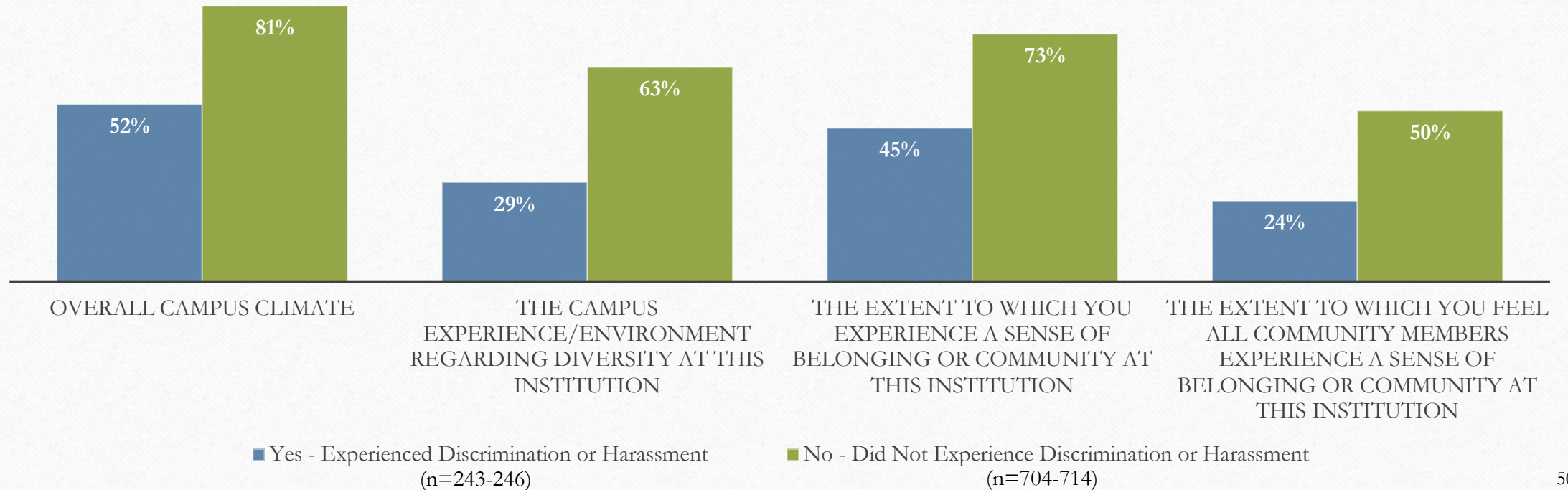


Faculty
(n=144)



Staff
(n=226)

Survey Respondents' Reporting Very/Generally Satisfied with Campus Climate by Experiencing Discrimination or Harassment



Survey Respondents' Reports of Discrimination/ Harassment by Role and Reason

Q: During your time at CMC, about how often have you been discriminated against or harassed because of my...?* (Often/Very Often)

Students	
26%	Racial/Ethnic Identity
19%	Gender Identity
9%	Political View
6%	Sexual Orientation
(n=159)	

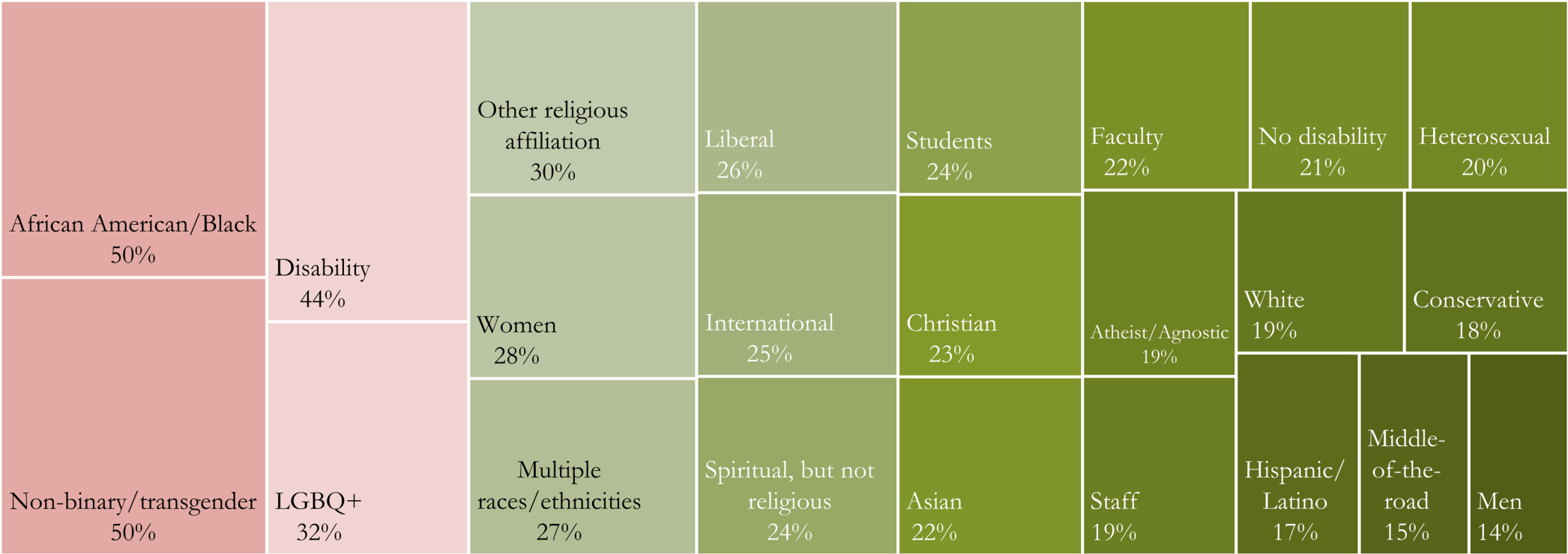
Faculty	
3%	Racial/Ethnic Identity
16%	Gender Identity
3%	Political View
3%	Sexual Orientation
(n=30-31)	

Staff	
24%	Racial/Ethnic Identity
19%	Gender Identity
3%	Political View
0%	Sexual Orientation
(n=36-37)	

* Out of 11 randomized options, categories listed align with demographic section

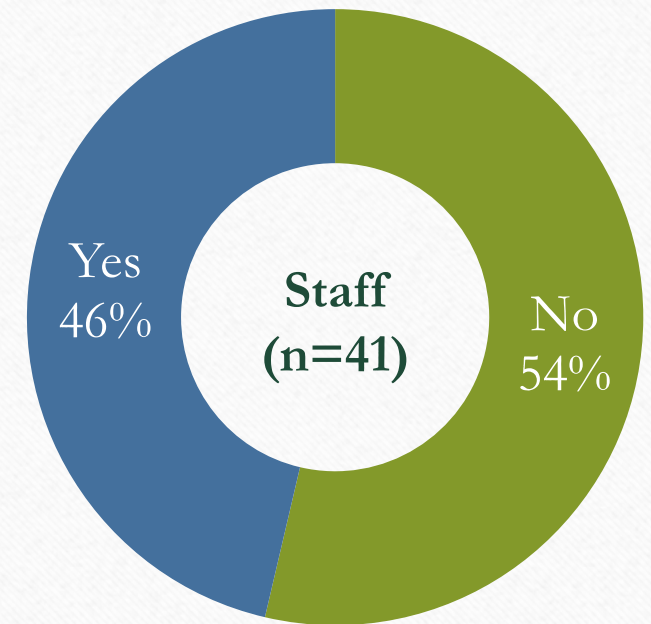
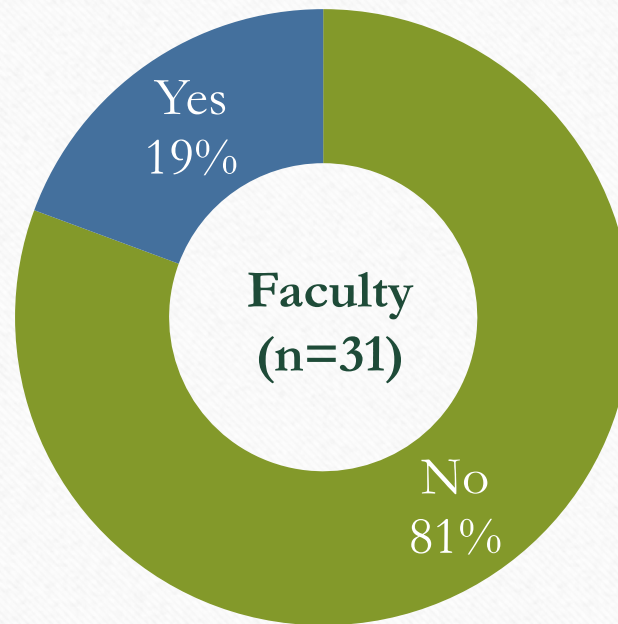
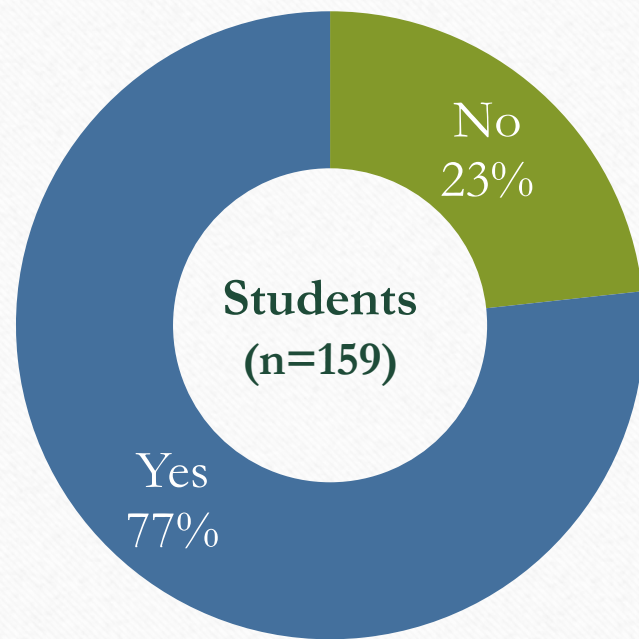
Reports of Discrimination/Harassment by Survey Respondent Identity

Q: Have you ever been discriminated against or harassed on the CMC campus, at an off-campus residence, or at an off-campus program/event affiliated with CMC?
(Percent reporting Yes, in rank order)



Survey Respondents' Reports of Discrimination/ Harassment within the Last Year by Role

Q: You indicated that you have experienced discrimination or harassment during your time at CMC. Did any of these incidents occur in the last year?



Survey Respondents' Experienced Forms of Discrimination/ Harassment by Role, Most Frequent Responses*

Q: Please indicate which of the following forms of discrimination or harassment you have experienced in the last year. (check all that apply)

Students (n=121)	Faculty (n=6)	Staff (n=17)
Deliberately ignored, isolated, left out, or excluded	Deliberately ignored, isolated, left out, or excluded	Racial/ethnic profiling
Derogatory remarks	Intimidated/bullied	Derogatory remarks
Stared at	Other form of discrimination or harassment	Stared at
Racial/ethnic profiling		Deliberately ignored, isolated, left out, or excluded
Sexual assault/harassment		Intimidated/bullied

*survey respondents could choose from 20 forms of discrimination/harassment, listed in rank order

Survey Respondents' Reported Location of Discrimination/ Harassment Incidents by Role, Most Frequent Responses*

Q: Did any of these incidents of discrimination or harassment occur in the following locations in the last year? (check all that apply)

Students (n=119)

- In an on-campus housing/residence
- In a classroom
- At a dining hall, recreational space, or athletic facility
- At a program/event affiliated with or sponsored by CMC

Faculty (n=5) & Staff (n=17)

- In a departmental office or conference room
- In an individual faculty or staff office

*In rank order

Survey Respondents' Reports of Source of Discrimination/ Harassment Incidents by Role

Q: Was the source of the discrimination or harassment a member of the following groups in the last year? (check all that apply)

	Student Respondent (n=120)	Faculty Respondent (n=6)	Staff Respondent (n=18)
Student Source	93%	-	17%
Faculty Source	28%	83%	33%
Staff Source	11%	-	72%
Local Community Source	9%	-	6%

- indicates cell size too small to report

Survey Respondents' Official Campus Reports of Discrimination/Harassment by Role

Q: Did you report any incident(s) to campus officials in the last year?

Selected 'Yes'

- 12% Students (n=121)
- - Faculty
- 37% Staff (n=19)

- indicates cell size too small to report

Selected 'No'—Reasons for 'not' reporting (in rank order)

- Not a big deal
- Lack of faith in action
- Concern for consequences/retaliation
- Addressed it myself
- Unsure of reporting process
- Happens frequently

CMC Takeaway

Survey respondents reporting *more experiences* of harassment and discrimination represent historically marginalized identities

CMC Takeaway

Survey respondent reports of harassment and discrimination due to racial/ethnic identity is more prevalent for students and staff than any other category, followed by gender identity

CMC Takeaway

Reports of harassment and discrimination are more prevalent among student survey respondents relative to their faculty and staff counterparts

CMC Takeaway

Survey respondents' self-reported source of harassment and discrimination are predominantly within peer group, although student and staff survey respondents also self-reported faculty as a non-trivial source of harassment and discrimination

CMC Takeaway

Low proportions of student and staff survey respondents reporting harassment and discrimination in the last year went on to report incidents to campus officials, this is particularly pronounced for student survey respondents

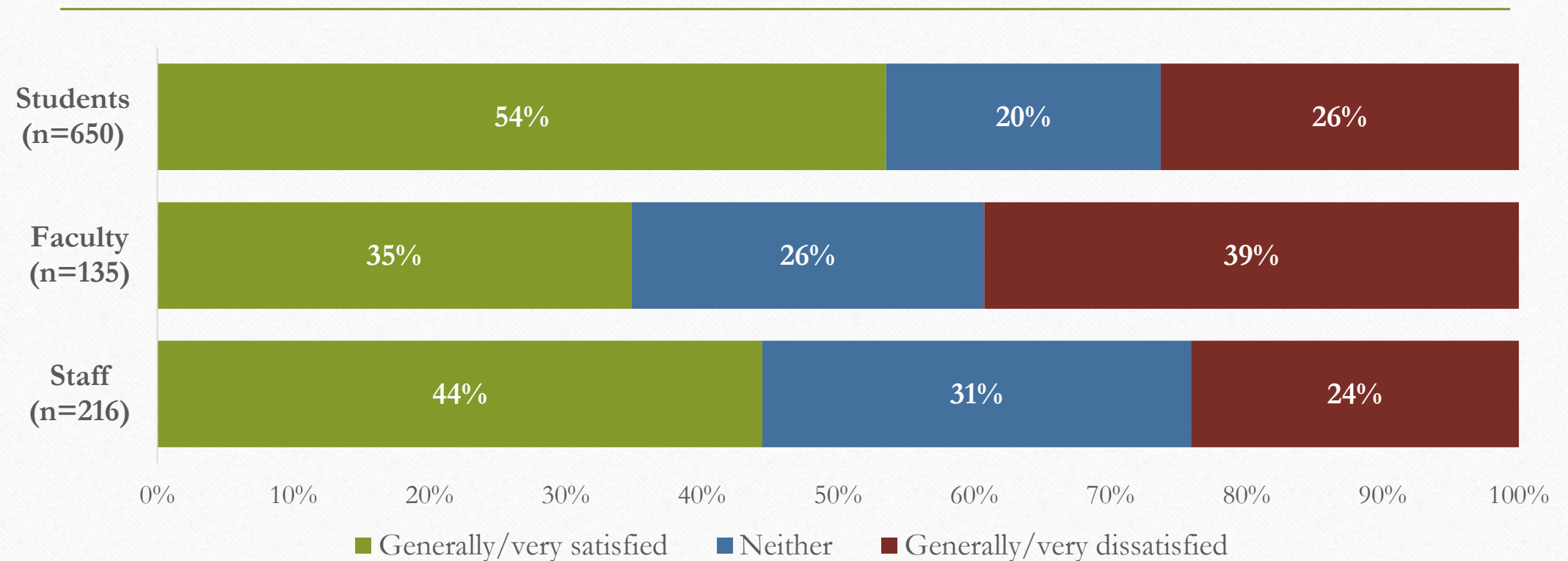
Part 5

Institutional Experience

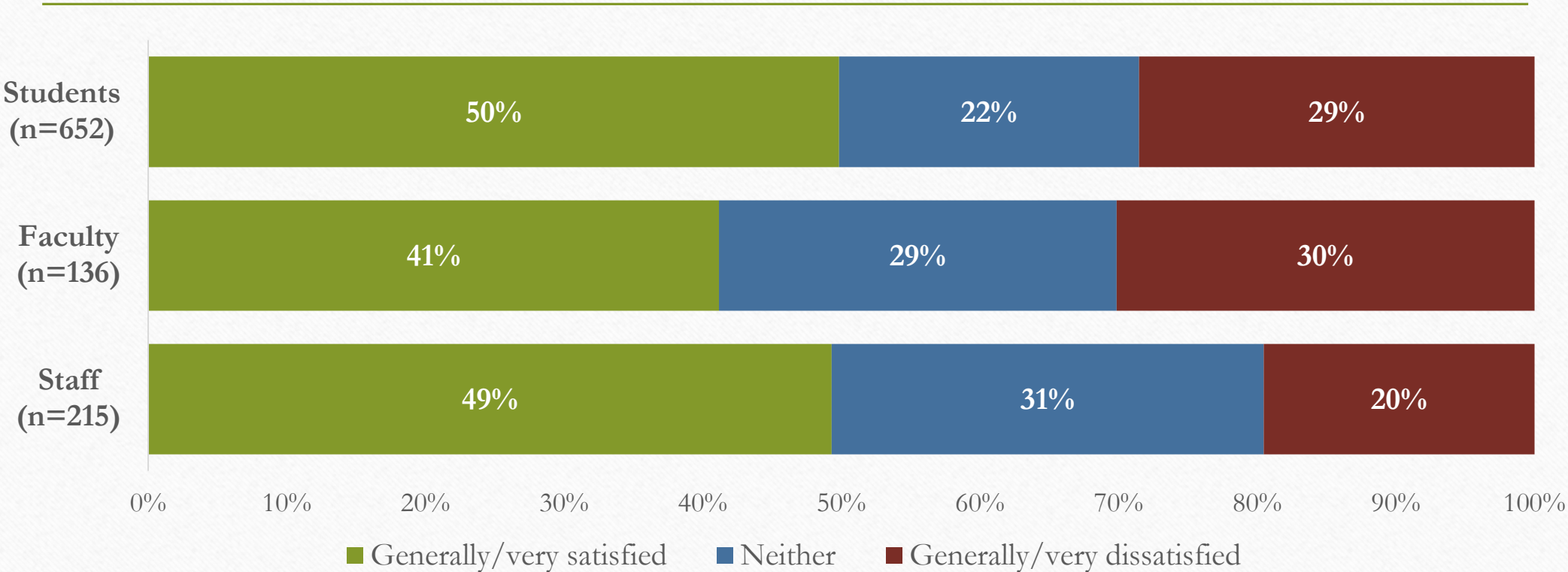
Theme #5

The level of understanding of and experience with institutional support for diversity and equity varies by survey respondent role

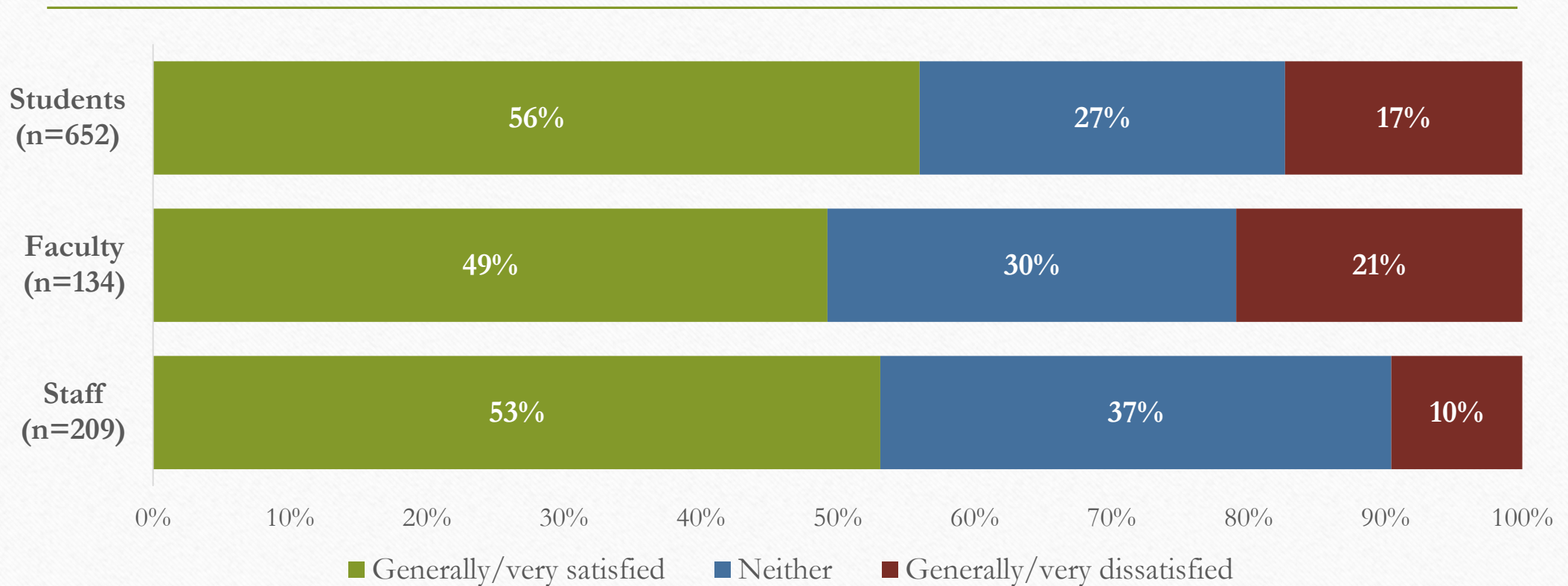
Survey Respondents' Level of Satisfaction with the Following at CMC by Role:
Hiring and Retention of Diverse Faculty and Staff



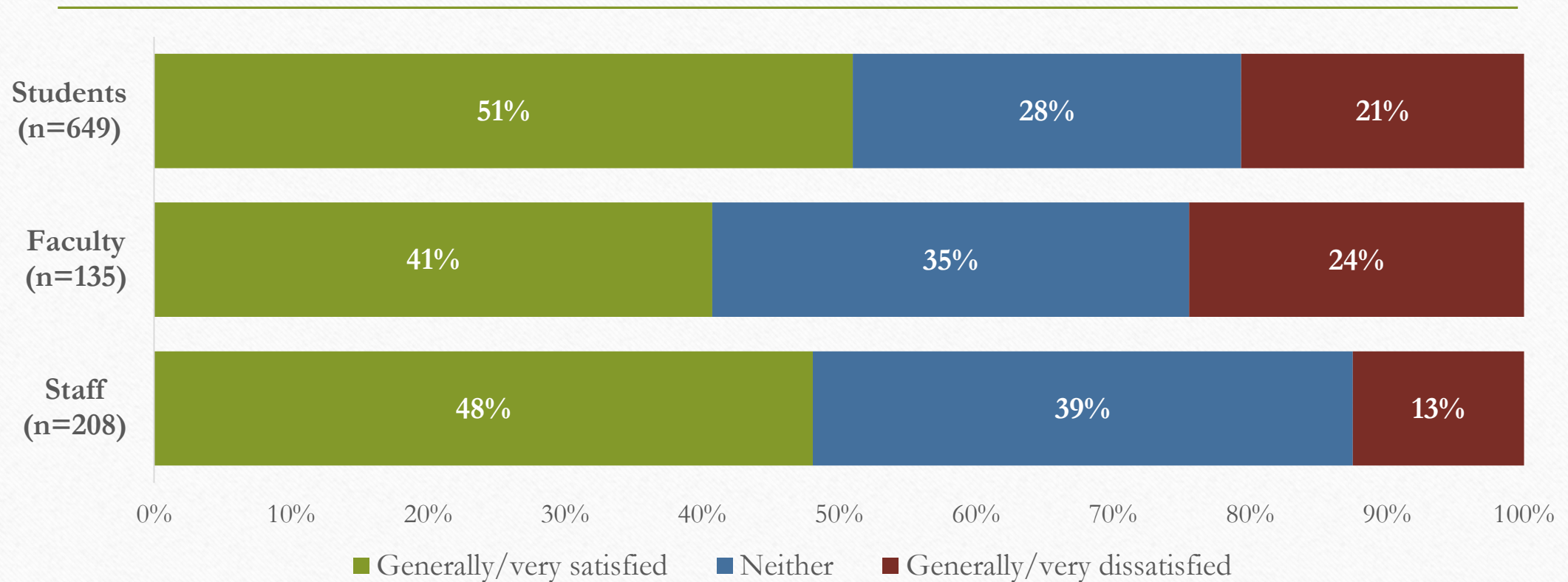
Survey Respondents' Level of Satisfaction with the Following at CMC by Role: **Student Body Diversity**



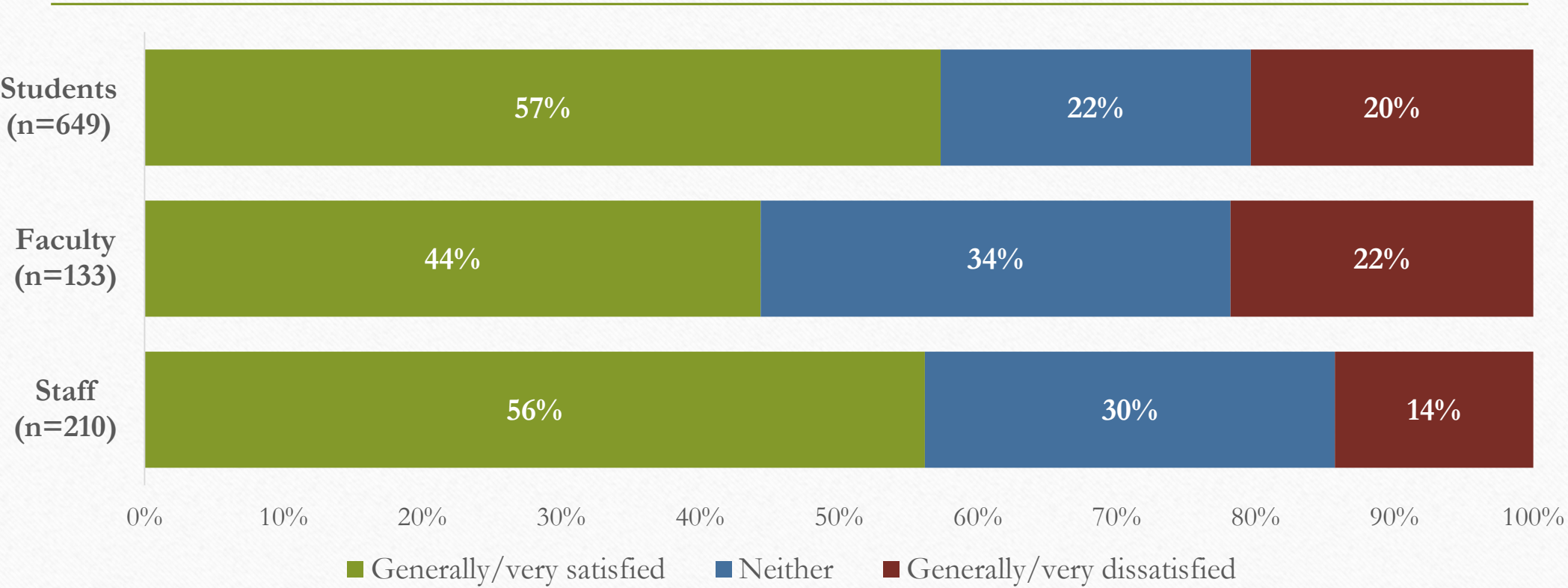
Survey Respondents' Level of Satisfaction with the Following at CMC by Role: **Opportunities to be Heard when Discussing Diversity and Equity**



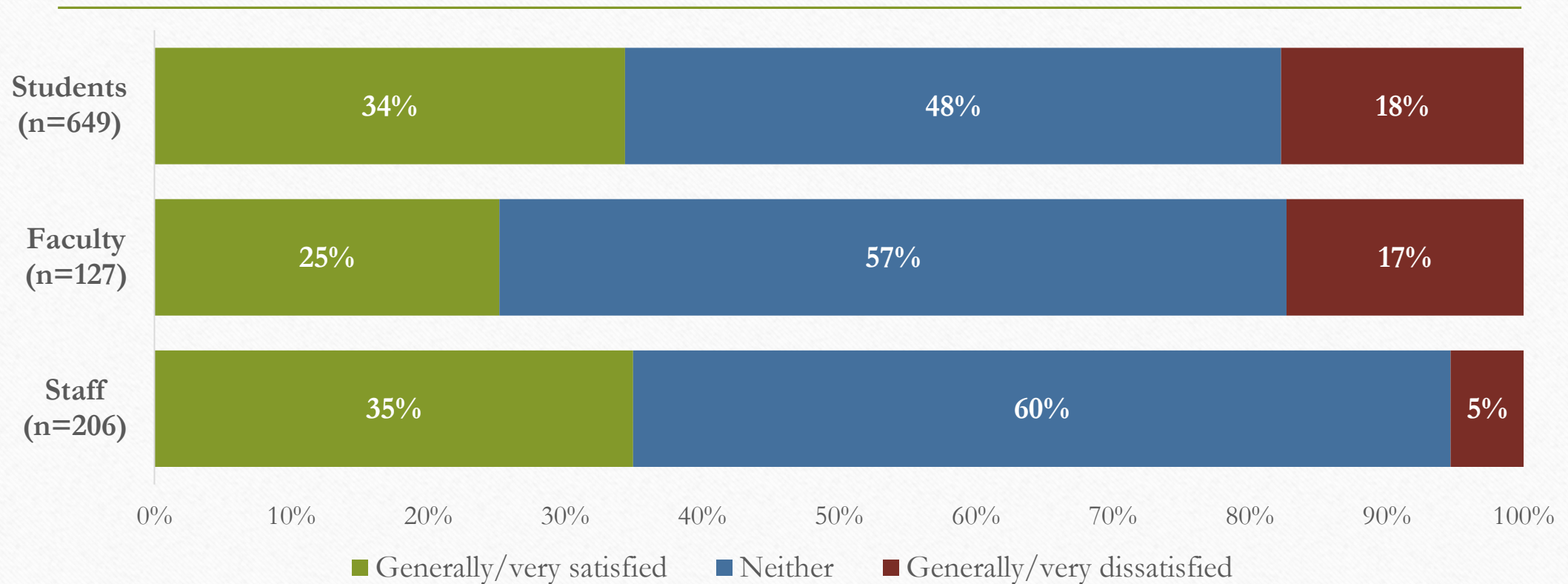
Survey Respondents' Level of Satisfaction with the Following at CMC by Role: **Effectiveness of Diversity and Equity Programming and Events**



Survey Respondents' Level of Satisfaction with the Following at CMC by Role:
Communication of Diversity and Equity Goals and Progress

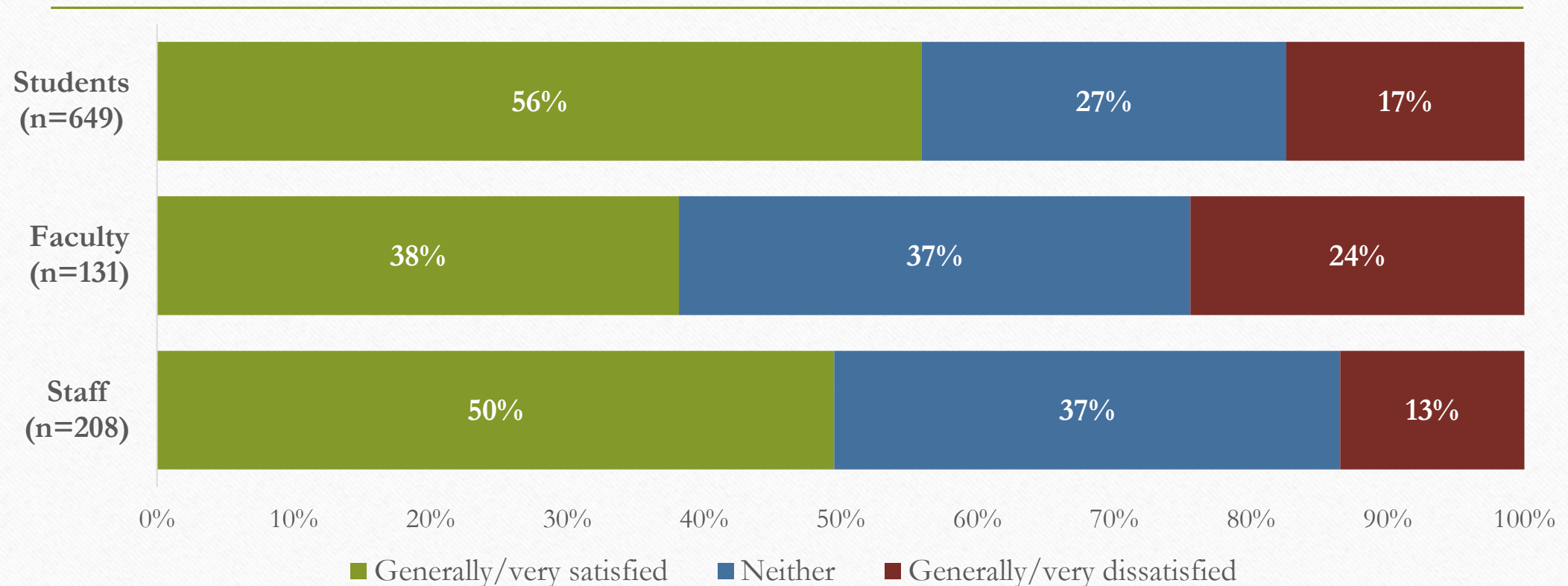


Survey Respondents' Level of Satisfaction with the Following at CMC by Role: **Effectiveness of *CMCListens* as an Anonymous Reporting Instrument**



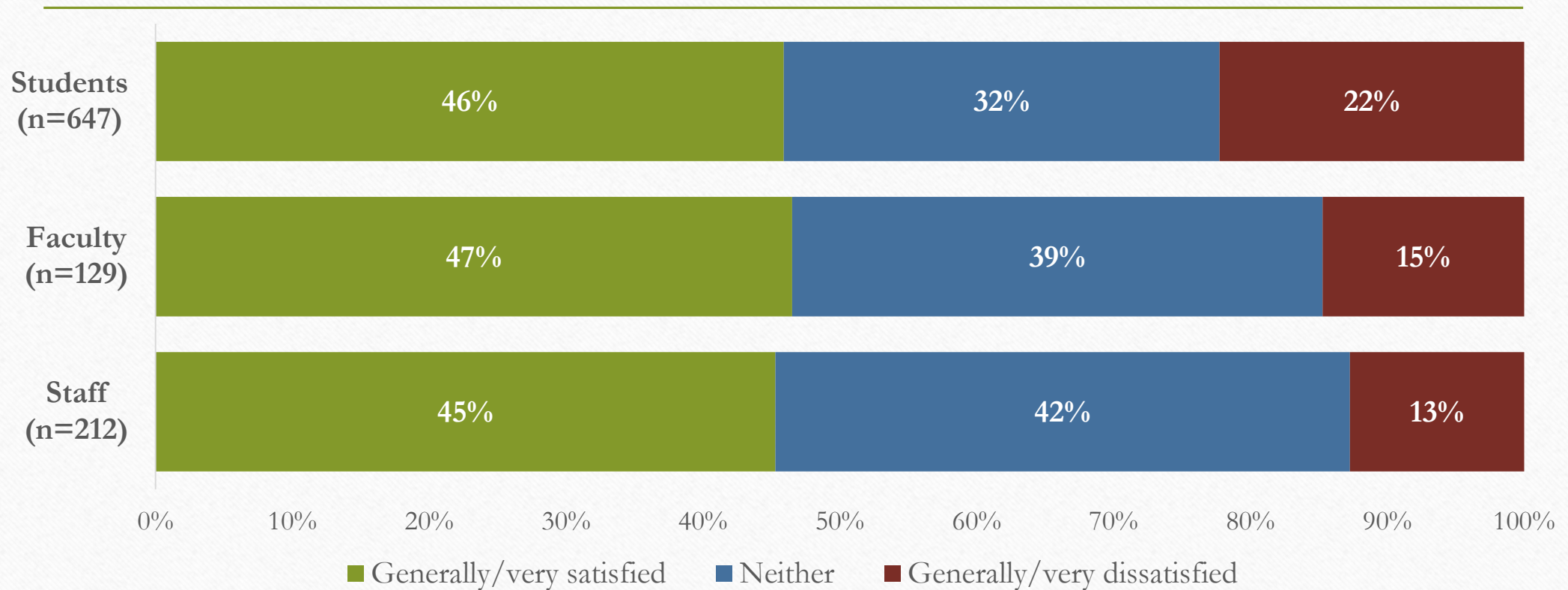
Survey Respondents' Level of Satisfaction with the Following at CMC by Role:

**Policies and Practices that Support Diversity and Equity
(Admission, Financial Aid, Academic)**



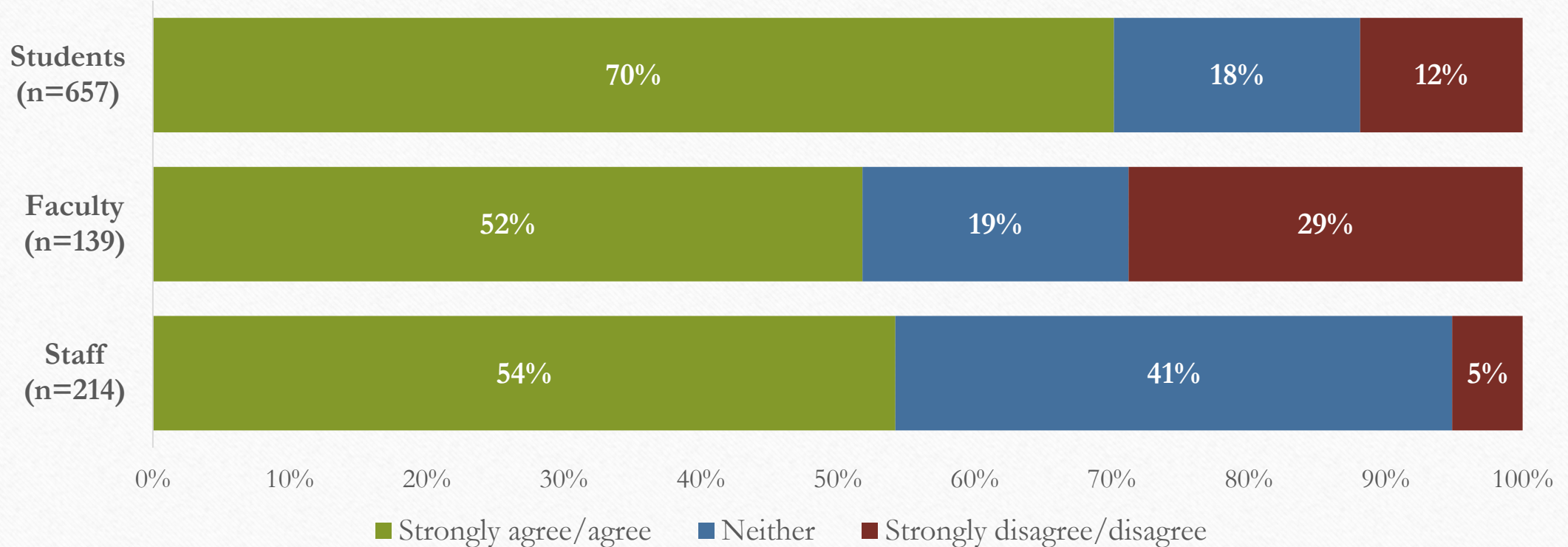
Survey Respondents' Level of Satisfaction with the following at CMC by Role:

**Responsiveness to insensitive or disparaging remarks,
harassment or discrimination**



Survey Respondents' Level of Agreement with the following at CMC by Role:

The CMC General Education Curriculum could be Improved with Deeper Study of Historically Marginalized Racial and/or Ethnic Identities



CMC Takeaway

Continue to work on retaining and recruiting more diverse faculty, staff, and students, particularly from historically marginalized identities

CMC Takeaway

Improve the effectiveness of diversity and equity programming, events, communication of goals, and progress

CMC Takeaway

Increased efforts to prevent and respond to incidents involving disparaging remarks, harassment, and discrimination

CMC Institutional Actions to Date

- Advance the President's Initiative on Anti-Racism and the Black Experience in America
 - Integrate the Presidential Initiative into the College-wide CMC Strategy
 - Expand current fellow projects into broader, collective efforts
 - Issue new calls for fellows projects and for course development grants
 - Develop dashboard of assessment metrics
- Increased focus on diversity and equity in faculty and staff recruitment
 - Develop capabilities of faculty and staff search committee efforts toward diversity and inclusion
 - Implement faculty approved faculty hiring guidelines
- Support curriculum committee efforts to build on current, promising approaches to race and other forms of social division throughout the curriculum

CMC Next Steps

1. Communicate HEDS survey results to the CMC community
2. Facilitate community engagement and solicit feedback through various channels, including Community Forums
3. Conduct focus groups facilitated by HEDS consultants
4. Determine CMC Institutional Response to the HEDS Survey Results, Qualitative Survey Results, and Focus Group Results, in consultation with the CMC Diversity Committee