

Claremont McKenna College
HEDS Diversity & Equity Campus Climate Survey
2022

Theme 1: CMC student, faculty, and staff survey respondents comprise a variety of demographic characteristics

Takeaways

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

Theme 2: CMC student, faculty, and staff survey respondents have varying perceptions and experiences with campus climate

Takeaways

- 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
- The majority of survey respondents are generally or very satisfied with their sense of belonging or community at CMC irrespective of role
- Survey respondents, irrespective of role, report feeling all community members' sense of belonging to be *lower* than what they reportedly experience themselves
- 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
- Survey respondents reporting the *highest* dissatisfaction with campus climate represent historically marginalized identities

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

Takeaways

- 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

- Survey respondents report hearing insensitive or disparaging remarks about political views more than any other category, followed by racial/ethnic identity
- Student survey respondents are more likely to report hearing insensitive or disparaging remarks in all categories relative to their staff and faculty counterparts
- Survey respondents who report hearing insensitive or disparaging remarks *more often* represent historically marginalized identities

Theme 4: There is a direct relationship between survey respondents self-reported experiences of harassment and discrimination and reported satisfaction with campus climate

Takeaways

- Survey respondents reporting *more* experiences of harassment and discrimination represent historically marginalized identities
- 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
- Reports of harassment and discrimination are more prevalent among student survey respondents relative to their faculty and staff counterparts
- 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
- 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

Theme 5: The level of understanding of and experience with institutional support for diversity and equity varies by survey respondent role

Takeaways

- Continue to work on retaining and recruiting more diverse faculty, staff, and students, particularly from historically marginalized identities
- Improve the effectiveness of diversity and equity programming, events, communication of goals, and progress
- Increased efforts to prevent and respond to incidents involving disparaging remarks, harassment, and discrimination