



# Survey Background

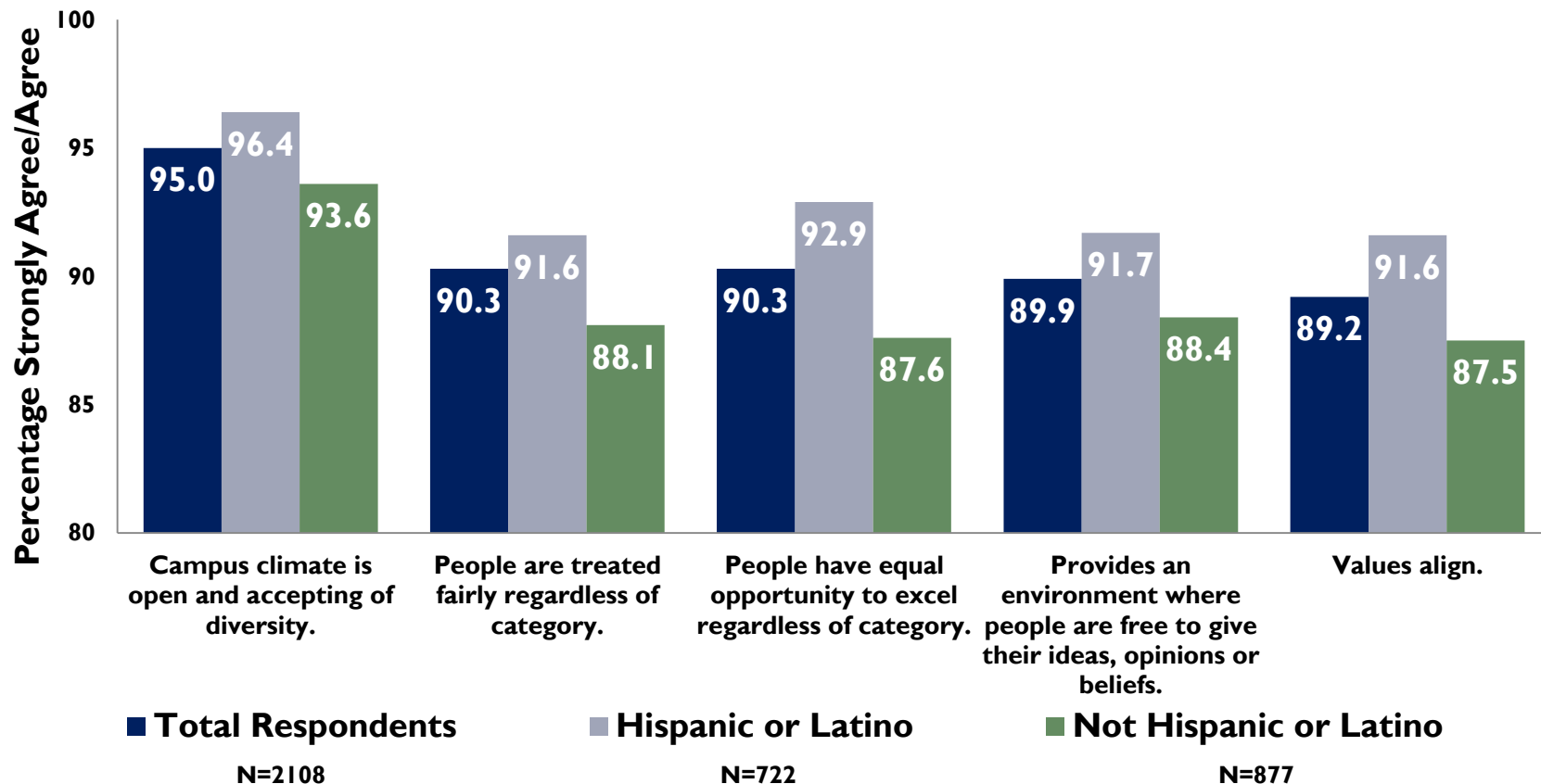


- ❖ April 19 – May 18, 2017
- ❖ Survey delivery: open link
- ❖ Who: undergraduates and graduates
- ❖ Question sections/themes:
  - college environment
  - stakeholder groups (faculty/staff/students)
  - classroom dynamics
- ❖ 2,108 total respondents
- ❖ 1,599 self-identified their demographic information

# The College Climate



On questions of general satisfaction with the diversity climate at the institution, respondents reported a high degree of satisfaction.





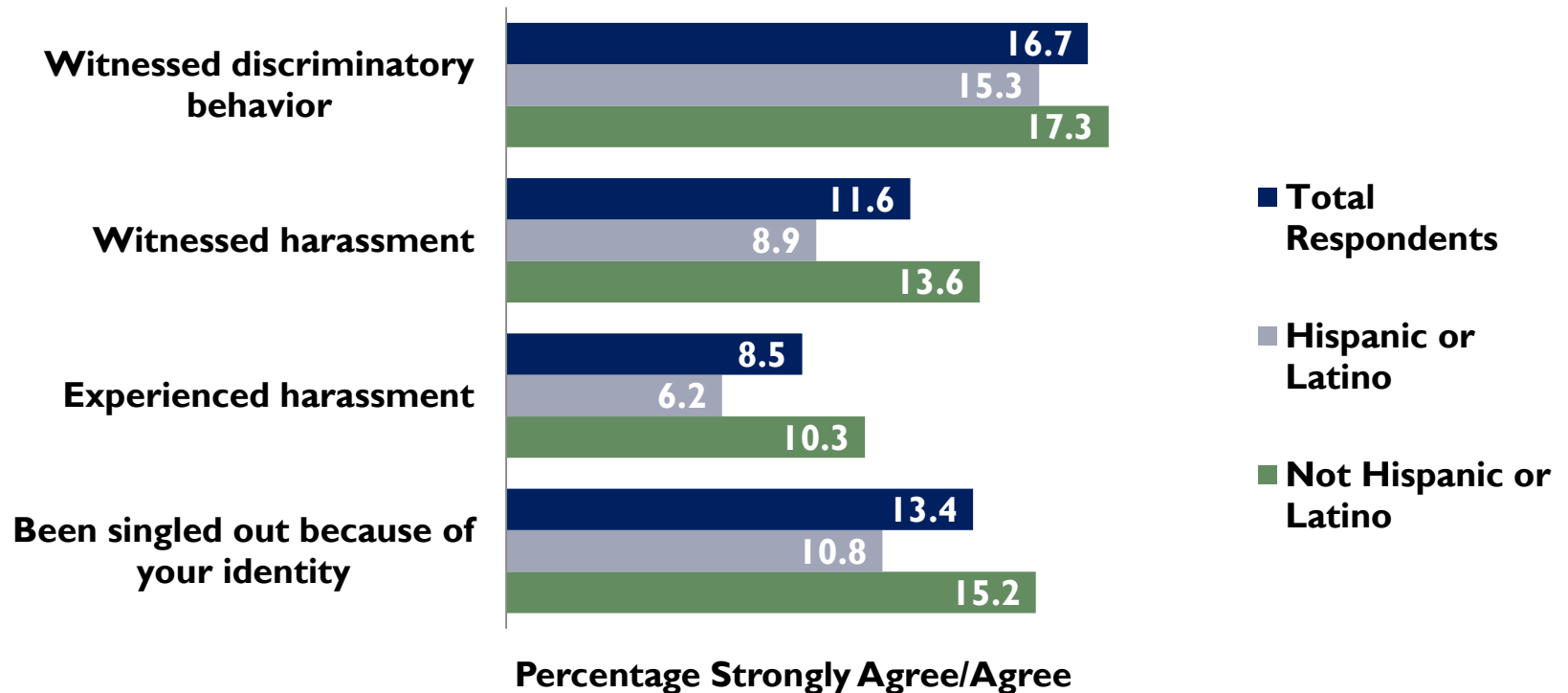
# Diversity by Stakeholder



Likert Scale Statements: Diversity Aspects	Strongly Agree/Agree		
	Faculty	Staff	Students
[ ] are supportive of people with different racial and ethnic backgrounds.	91.3	89.4	89.1
[ ] are supportive of a person's sexual orientation (i.e., lesbian, gay, bisexual, asexual, or straight).	85.4	84.0	88.0
[ ] are supportive of a person's gender identity/expression (i.e., female, male, transgender, or gender non-conforming, etc.)	85.0	84.0	n/a
[ ] are supportive of people with different religious backgrounds.	89.5	87.3	87.6
[ ] are accommodating to students with disabilities.	85.1	85.0	n/a

❖ *Context is important: frequency, nature and quality of interactions vary.*

# Discrimination and Harassment



**Top reasons cited for the discrimination of harassment witnessed/experienced:**

- Race
- Ethnicity
- Political views

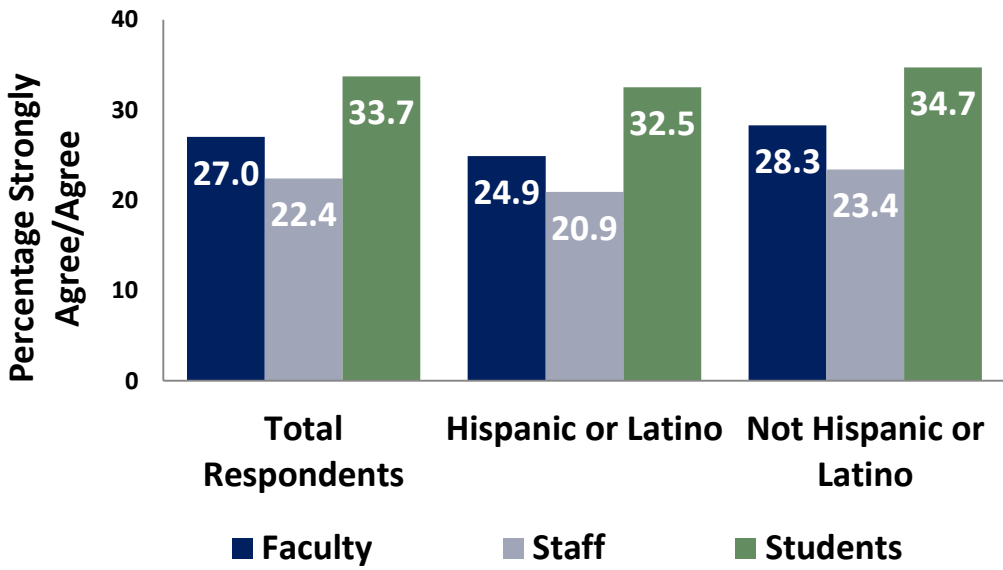
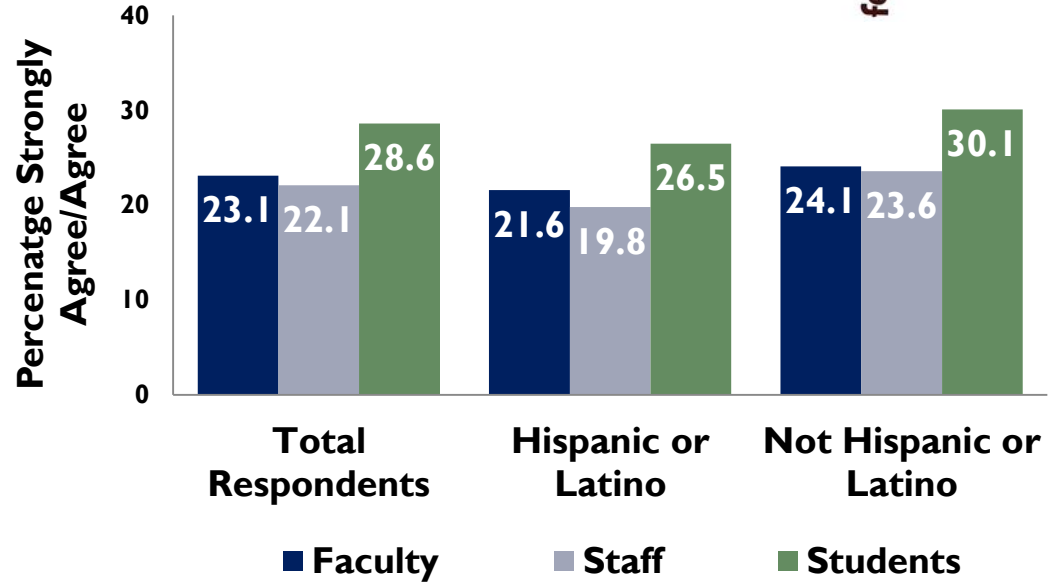
**Who singled you out?**

- Student (48%)
- Faculty (29%)

# Discrimination and Harassment



*[ ] respond to me based upon stereotypes they have about my group(s).*



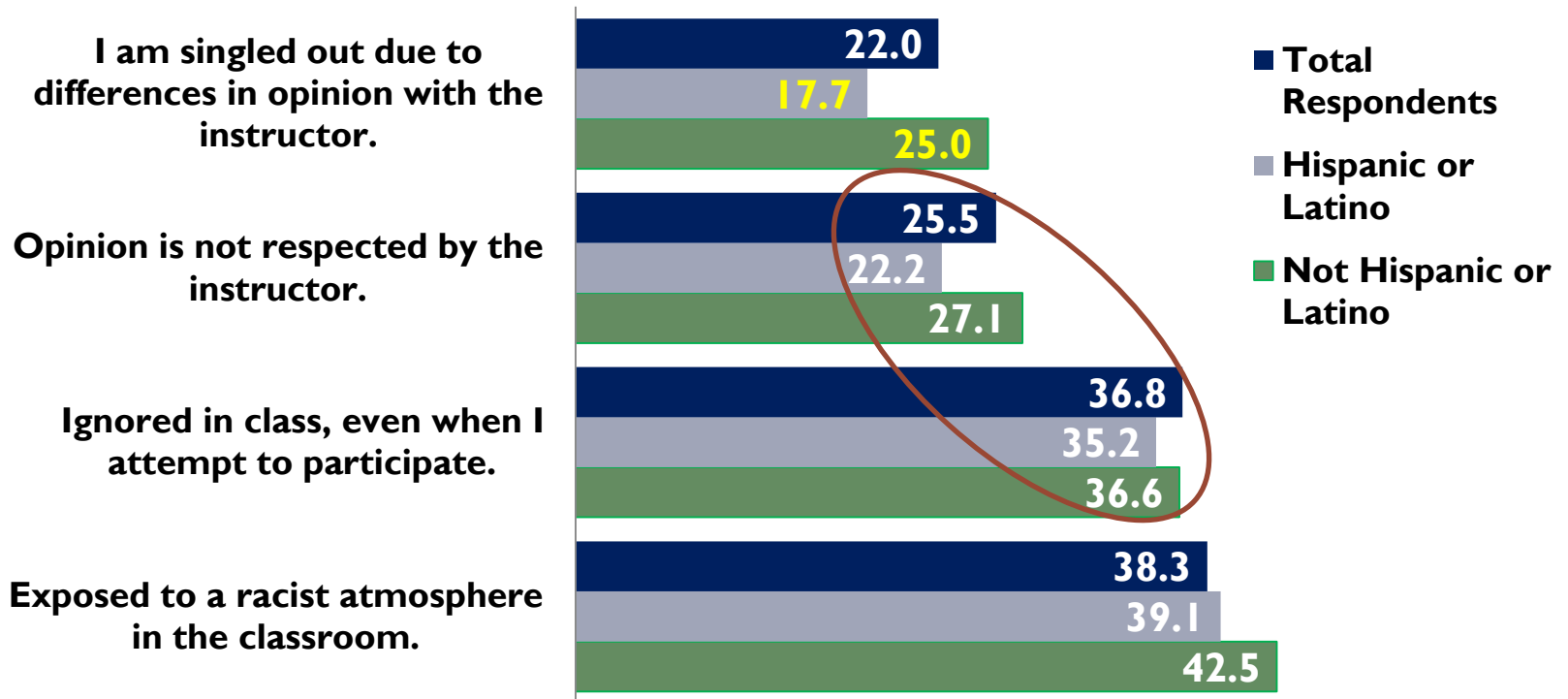
*I have had [ ] who made inappropriate jokes or comments about people who are different.*



# Classroom Dynamics



- ❖ **90%** of respondents stated that they strongly agreed/agreed that the atmosphere in their classes does **NOT** make them feel like they belong.
- ❖ **45%** expressed high agreement with the statement that they are expected to represent their race or ethnic group in discussions in the classroom.



Percentage of Respondents Expressing Agreement



# Race/Ethnicity



Likert Scale Statements: Diversity Aspects	Race/Ethnicity
At John Jay College, people have equal opportunity to excel at John Jay College regardless of [ ].	94.4
At John Jay College, people are treated fairly regardless of [ ].	93.6

Exposed to a racist atmosphere in the classroom.



Likert Scale Statements: Diversity Aspects	Faculty	Staff	Students
[ ] are supportive of people with different racial and ethnic backgrounds.	91.3	89.4	89.1

**Top 2 reasons cited for the discrimination or harassment witnessed/experienced: race and ethnicity**

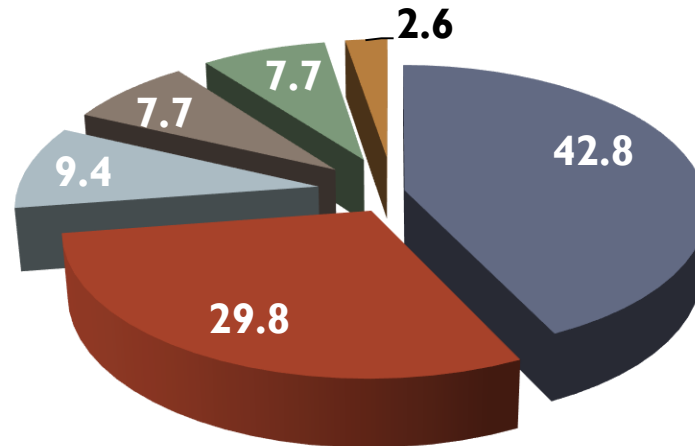
**43%-44%** believe that faculty are NOT responsive to reports of discrimination or harassment.

- ❖ I believe there is racial tension on campus: **19.8%**
- ❖ There are visible signs of support for racial and ethnic diversity on campus: **76.1%**
- ❖ John Jay College does a good job of addressing race issues: **75.9%**
- ❖ At the College, students are resentful of others whose race/ethnicity are different from their own: **18.5%**
- ❖ Faculty and Staff are resentful of others whose race/ethnicity are different from their own: **15.4%**

# Classroom Dynamics

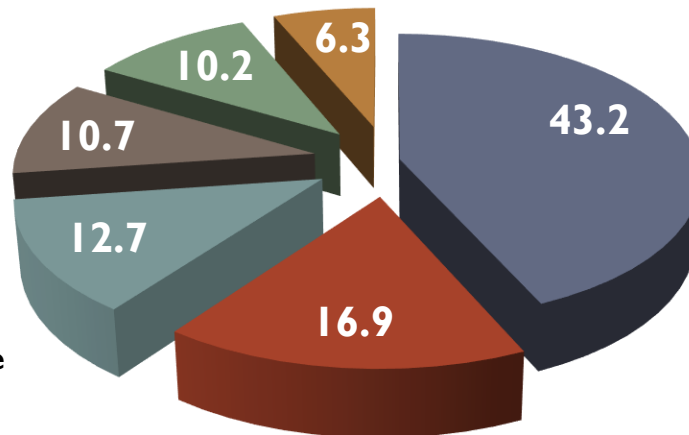


*Why do you think your opinion was not respected by the instructor?*



- Different Opinion/Perspective
- Faculty Bias/Personality/Reaction
- Contradictory Response
- Unsure
- Student Felt Blamed/Blame Self/Others
- Other

- Classroom Management
- Faculty Bias/Personality/Reaction
- Unsure
- Different Opinion/Perspective
- Student Felt Blamed/Blame Self/Others
- Other



*Why do you think your participation attempts were ignored in class?*

# Recruit & Retain



Survey Question Options	Recruit/Retain Faculty	Recruit/Retain Students
Hispanic/Latino/(a)	48.8	42.3
African American (Non-Hispanic)	47.7	43.0
LGBTQ	46.6	43.1
Women	46.5	41.3
Asian/Pacific islander	40.0	42.5
Foreign nationals	39.3	45.7
American Indian/Alaska Native	37.3	40.7
Men	23.7	30.5
White/Caucasian	22.0	29.4
None of the above	18.1	22.9
Other (please specify)	7.6	7.0

**Hispanic or Latino:** more Hispanic or Latino faculty and students

**Not Hispanic or Latino:** African American (Non-Hispanic) faculty, foreign national students

- Hispanic or Latino faculty and students were only slightly more desirable than White/Caucasian



Questions?