

## Executive Summary

### 2019 Climate Survey

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This is a guide to the 39-question Higher Education Data Sharing (HEDS) Diversity and Equity Campus Climate Survey administered in Spring 2019 to students, faculty, staff, and administrators. Missouri State's results are compared to a group of 52 large and small institutions of higher education ( $n=36,194$ ).

The 2,723 individuals who responded to the survey make up 9% of undergraduates, 18% of graduate students, 40% of faculty, and 37% of staff and administrators on the Springfield campus.

<b>Response Rates (<math>n=2,723</math>)</b>	
<b>Respondent Group</b>	<b>Number (<math>n</math>)</b>
Undergraduates	1,321
Graduate	264
Faculty	434
Staff/Administrators	704

### Overall Diversity and Equity: Above Comparison Institutions

The first two indicators gauge the respondents' satisfaction with the campus climate for diversity and equity (Table 1) and the extent to which they believe that

Missouri State University supports diversity and equity (Figures 1 and 2). Because these two indicators measure experiences and interactions that promote campus climate, we show each of these as positive scores on a 5-point scale in the graphs below.

- Missouri State respondents reported higher satisfaction on questions related to overall campus climate for diversity and equity (Table 1) than large and small comparison institutions (Figure 1).
- Missouri State respondents reported higher agreement on their belief that Missouri State supports diversity and equity compared to large and small institutions (Figure 2).
- Overall diversity and equity at Missouri State shows higher positive perceptions than comparison institutions. Within Missouri State, some demographic groups have less positive views and perceptions of campus and institutional support. Those groups are non-binary individuals, U.S. persons of color, LGB+ individuals, and liberal individuals. See the breakdown of responses by mean in Tables 2 and 3.
- People who took the survey reported that Diversity and Equity activities increased positive attitudes toward diversity and equity. Missouri State participation is higher than comparison groups; attitudes reported are more positive for all groups.
- Staff/administration reported participating more in “impactful diversity and equity activities” (community service, performances or art exhibits related to diversity, discussions, training, activities) than large and small comparison institutions.
- Undergraduate and Graduate students reported more community service participation than other groups at MSU and compared to large and small institutions.

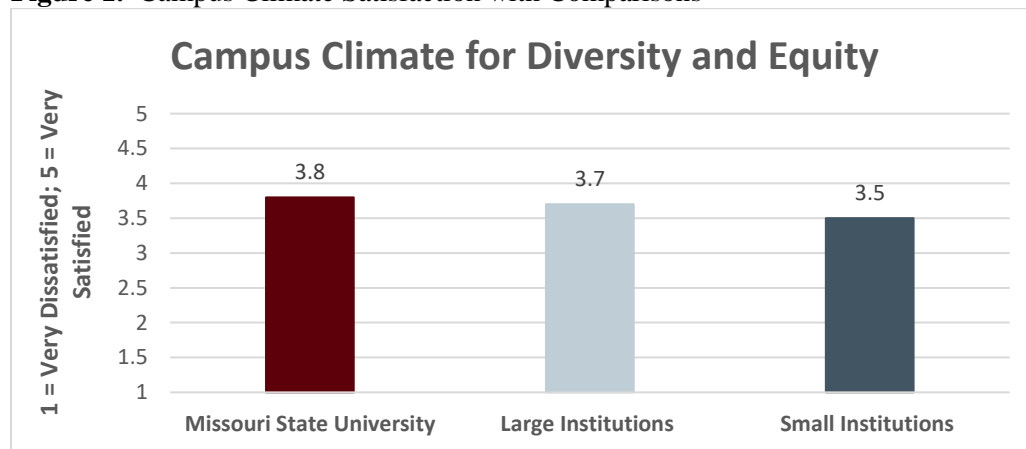
**Satisfaction with Campus Climate**

- When analyzed by race/ethnicity, U.S. white students, men and women, international individuals, heterosexual individuals, and conservative individuals have more positive views of campus climate (Tables 2 and 3).
- Non-binary individuals, U.S. persons of color, LGB+ individuals, and liberal individuals have less positive views of campus climate (Tables 2 and 3).
- Table 2 and Table 3 report broad groups: race/ethnicity and sexual orientation. The survey includes 16 options for race/ethnicity and 8 options for sexual orientation (data tables are available for breakdowns).

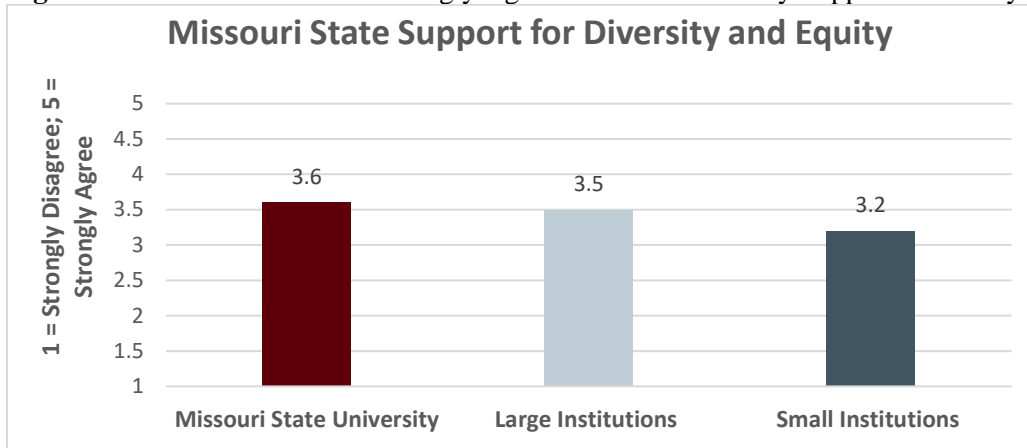
**Table 1.** Campus Climate Questions in Which Missouri State Performed Higher Than Comparison Institutions

Overall campus climate	Sense of belonging or community at MSU	Feel campus environment is free from tensions related to individual or group differences	Feel retention of historically marginalized students, faculty, and staff is an institutional priority
Campus experience/environment regarding diversity at MSU	Feel all community members experience a sense of belonging or community	Feel recruitment of historically marginalized students, faculty, and staff is an institutional priority	Feel senior leadership demonstrates a commitment to diversity and equity on this campus

**Figure 1.** Campus Climate Satisfaction with Comparisons



**Figure 2.** Missouri State More Strongly Agrees that the University Supports Diversity and Equity



**Table 2.** Campus climate satisfaction by Race and/or Ethnicity and Role

		MSU <i>n</i>	MSU Mean	Large Institutions Mean	Small Institutions Mean
All Students	U.S. White	1,080	3.90	3.81	3.59
	U.S. Persons of Color	336	3.44	3.70	3.27
	International	140	4.04	3.94	3.43
All Employees	U.S. White	897	3.87	3.64	3.60
	U.S. Persons of Color	187	3.61	3.48	3.37
	International	16	3.84	4.16	3.53

**Table 3.** Campus climate satisfaction by Gender, Sexual Orientation, and Role

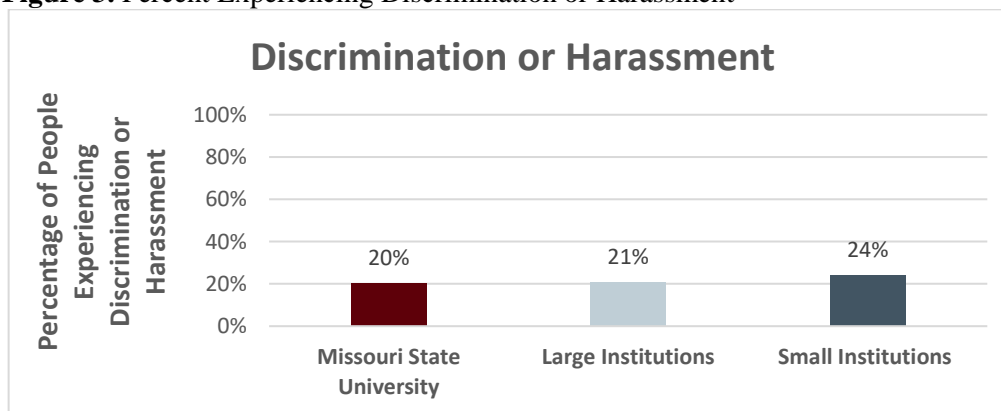
		MSU <i>n</i>	MSU Mean	Large Institutions Mean	Small Institutions Mean
<b>Role and Gender</b>					
All Students	Men	481	3.83	3.83	3.56
	Women	1,045	3.83	3.74	3.46
	Non-binary	37	3.36	3.47	3.09
All Employees	Men	429	3.80	3.69	3.65
	Women	673	3.86	3.54	3.50
	Non-binary	8	2.22	3.00	3.01
<b>Role and Sexual Orientation</b>					
All Students	Heterosexual	1,219	3.88	3.80	3.57
	LGB+	333	3.59	3.63	3.25
All Employees	Heterosexual	968	3.86	3.62	3.59
	LGB+	136	3.51	3.41	3.34

### "Have You Been Discriminated Against or Harassed?"

People at Missouri State reported experiencing less discrimination or harassment than large and small institutions (Figure 3).

- 545 of Missouri State students and employees (Table 4) reported having been discriminated against or harassed (Figure 3). Large institutions reported 21% and small institutions reported 24%.
- The 545 individuals who answered “yes” to the question were asked a follow-up question: “How often have you been discriminated against or harassed on the MSU campus, at an off-campus residence, or at an off-campus program/event affiliated with MSU for the following reasons.”
- The top items by count—whether they reported Rarely, Sometimes, Often, or Very Often, are as follows beginning with the highest count: political affiliation, physical appearance, gender or gender identity, age or generation, religious background, racial and/or ethnic identity, socioeconomic background (Table 5).

**Figure 3.** Percent Experiencing Discrimination or Harassment



**Table 4.** “Have you been discriminated against or harassed?”

	<b>Undergraduate</b>	<b>Graduate</b>	<b>Faculty</b>	<b>Staff/Administrators</b>	<b>Total</b>
<b>Yes</b>	261	56	91	137	<b>545</b>
<b>No</b>	933	183	301	501	<b>1918</b>
<b>Unsure</b>	122	23	38	61	<b>244</b>
<b>Total responses</b>	1316	262	430	699	<b>2707</b>

**Table 5.** “How often have you been discriminated and what were the reasons?”

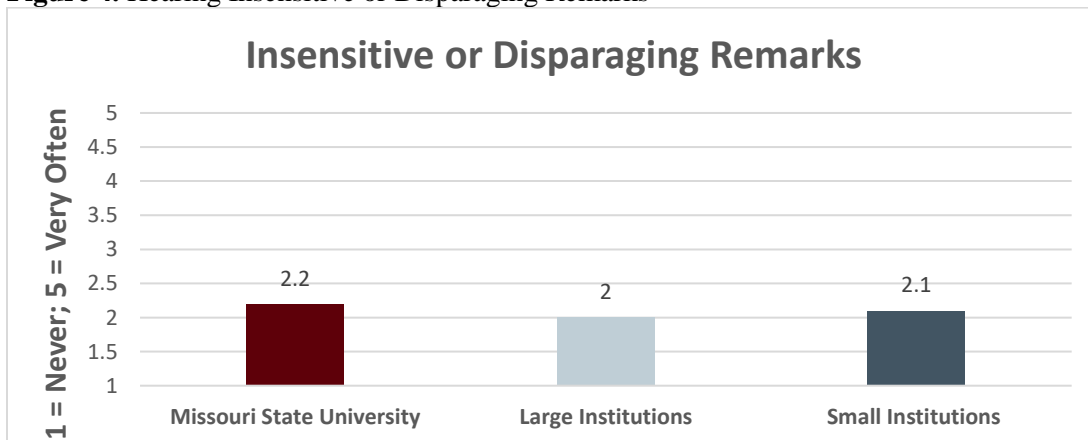
How often have you been discriminated against or harassed on the MSU campus, at an off-campus residence, or at an off-campus program/event affiliated with MSU for the following reasons:									
(Students <i>n</i> =317; Employees <i>n</i> =228)	Rarely		Sometimes		Often		Very Often		Totals
	<i>n</i>		<i>n</i>		<i>n</i>		<i>n</i>		
Because...	S	E	S	E	S	E	S	E	
Political affiliation/views	41	40	77	57	36	21	31	15	318
Physical appearance	60	33	75	60	34	9	24	12	307
Gender or gender identity	49	23	59	62	46	19	22	16	296
Age or generation	58	35	53	67	17	25	20	9	284
Religious background	48	41	50	36	25	10	14	11	235
Racial and/or ethnic identity	23	18	59	32	34	9	27	16	218
Socioeconomic background	45	37	43	25	11	10	9	5	185
Sexual Orientation	31	16	47	20	19	8	15	3	159
Some other aspect of my identity	14	11	11	22	9	11	9	10	97
Disability	23	13	19	16	6	3	7	5	92
I am an immigrant	15	4	16	9	6	3	5	6	64

Key: S=Students; E=Employees

**Insensitive or Disparaging Remarks Heard by Students and Employees**

- Heard discrimination/harassment slightly more (2.2) than small and large institutions on a scale of 1-5 with 1 being never and 5 being very often (Figure 4).
- 33% of the 40% who reported hearing insensitive or disparaging remarks heard the remarks in the local community. 7% of respondents at Large and Small institutions report the local community as the source.
- A follow-up item asked the target of the remarks. The top items by count—whether they reported Rarely, Sometimes, Often, or Very Often, are as follows beginning with the highest count: political affiliation, gender or gender identity, religious background, sexual orientation, age or generation, racial and/or ethnic identity (Table 6).

**Figure 4.** Hearing Insensitive or Disparaging Remarks



**Table 6.** Frequency and Type of Insensitive or Disparaging Remarks Heard

During your time at MSU, about how often have you heard someone make an insensitive or disparaging remark about the following:									
	Rarely <i>n</i>		Sometimes <i>n</i>		Often <i>n</i>		Very Often <i>n</i>		Totals
	S	E	S	E	S	E	S	E	
Political affiliation/views	331	251	417	361	323	212	199	107	1,870
Gender or gender identity	387	365	409	260	188	82	89	27	1,420
Religious background	445	381	411	279	157	69	56	27	1,380
Sexual Orientation	431	378	400	247	163	63	77	24	1,352
Age or generation	441	354	338	281	144	88	65	42	1,312
Racial and/or ethnic identity	459	371	382	242	136	61	76	27	1,295
Non-native English speaker	459	356	372	260	116	83	48	28	1,263
Immigrant Status	435	326	343	222	134	56	50	27	1,158
Socioeconomic background	494	381	292	190	96	54	51	19	1,083
Disability	462	344	236	156	71	29	33	12	881

Key: S=Students; E=Employees