Campus Climate Survey Results

2017-2018

Wesleyan University

Student ------ Faculty ------ Staff

Presented by:
Office for Equity & Inclusion in partnership with students, faculty, and staff from Institutional Research, Academic Affairs, Human Resources and Student Affairs

Monday, October 22 - Friday, October 26, 2018
Agenda

• Overview of the process and project

• Survey results
  • Students
  • Faculty & Staff

• Open discussion

• Next steps
Low participation rates limit the ability to draw conclusions from the quantitative results alone; therefore supplemental qualitative information is key to understanding individual and collective experience.
During the past 12 months, how satisfied have you been with the following? Your sense of belonging?

Group significantly differs ($p < .05$)
During the past 12 months, how often have you heard others at Wesleyan make disparaging remarks about people because of their:

<table>
<thead>
<tr>
<th>Category</th>
<th>Never</th>
<th>Occasionally</th>
<th>Frequently</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender Identity</td>
<td>72</td>
<td>25</td>
<td>2</td>
</tr>
<tr>
<td>Mental Health Issues</td>
<td>68</td>
<td>29</td>
<td>3</td>
</tr>
<tr>
<td>Race and Ethnicity</td>
<td>61</td>
<td>32</td>
<td>7</td>
</tr>
<tr>
<td>Religious Beliefs</td>
<td>59</td>
<td>34</td>
<td>6</td>
</tr>
<tr>
<td>Socioeconomic Status</td>
<td>57</td>
<td>34</td>
<td>9</td>
</tr>
<tr>
<td>Political Beliefs</td>
<td>19</td>
<td>45</td>
<td>36</td>
</tr>
</tbody>
</table>
During the past 12 months, how often have you heard others at Wesleyan make disparaging remarks about people because of their:

**Race and Ethnicity**

- All Respondents: 61% never, 32% occasionally, 7% frequently
- Students of Color: 52% never, 36% occasionally, 11% frequently

**Gender Identity**

- All Respondents: 72% never, 25% occasionally, 2% frequently
- Male: 76% never, 23% occasionally, 1% frequently
- Female: 72% never, 25% occasionally, 3% frequently
- Trans/GQ/GNC/Other: 57% never, 29% occasionally, 14% frequently
All respondents:
I know how to officially report...

Sexual assault or sexual harassment: 76%
Racist, sexist, homophobic, religiously insensitive or other offensive behaviors: 55%

Percent responding yes
In the past 12 months, how often have you experienced the following behaviors while interacting with members of the Wesleyan community? In person unwanted brief contact such as grabbing you, rubbing sexually against you, pinching you, or engaging in any other brief inappropriate or unwelcome touching of your body.

**Frequency of Unwanted Brief Contact**

<table>
<thead>
<tr>
<th>Category</th>
<th>Never</th>
<th>Occasionally</th>
<th>Frequently</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Respondents (418)</td>
<td>76</td>
<td>21</td>
<td>3</td>
</tr>
<tr>
<td>Male (153)</td>
<td>87</td>
<td>10</td>
<td>3</td>
</tr>
<tr>
<td>Female (237)</td>
<td>69</td>
<td>27</td>
<td>3</td>
</tr>
<tr>
<td>Trans/GQ/GNC/Other (22)</td>
<td>64</td>
<td>32</td>
<td>5</td>
</tr>
</tbody>
</table>

**Sexual Assault**

<table>
<thead>
<tr>
<th>Category</th>
<th>Yes</th>
<th>I suspect, but I am not certain</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>All respondents (418)</td>
<td>5</td>
<td>5</td>
<td>91</td>
</tr>
<tr>
<td>Trans/GQ/GNC/Other (22)</td>
<td>14</td>
<td>14</td>
<td>73</td>
</tr>
<tr>
<td>Female (237)</td>
<td>6</td>
<td>6</td>
<td>89</td>
</tr>
<tr>
<td>Male (153)</td>
<td>21</td>
<td></td>
<td>97</td>
</tr>
</tbody>
</table>

In the past 12 months, have you been sexually assaulted? Sexual assault is defined here as sexual contact for which consent was not given, including non-consensual sexual touching such as grabbing, groping, and/or touching private parts, non-consensual oral sex, and non-consensual sexual penetration with a body part or object.
I have had the opportunity to experience personal growth

- All Respondents (471) 97%
- Low income (77) 97%
- Moderate or high income (322) 98%
- Student of color (160) 98%
- Not student of color (251) 98%
- Trans/GQ/GNC/Other (21) 100%
- Male (155) 98%
- Female (239) 97%

Percent responding yes
Faculty and Staff Survey

Low participation rates limit the ability to draw conclusions from the quantitative results alone; therefore supplemental qualitative information is key to understanding individual and collective experience.
Working at a diverse college is important to me 95
I am proud to tell others I work for Wesleyan 93
My work is meaningful 92
I feel welcomed at Wesleyan 92
I would recommend Wesleyan to potential employees. 91
Wesleyan’s benefits meet my needs 90
I am treated with respect in my department 90
My job makes good use of my skills and abilities 89
Wesleyan offers flexibility to meet my work/life needs 88
I am satisfied with my job at Wesleyan 86
I have the opportunity to develop my skills at Wesleyan 81
Wesleyan’s benefits are a factor in my retention 81
Wes places sufficient emphasis on having diverse [my employee type] 80
I feel supported in having a work-life balance 79
I am appropriately recognized for my contributions 77
I am provided the resources I need to be effective in my job 76
I feel valued at Wesleyan 76
I rec've adequate feedback & advice from my supervisor/ chair/ mentor 74
My work is stressful 73
I am paid fairly for my work 72
Wesleyan’s review process accurately measures my job performance 69
I have discussed my prof. development with chair/ supervisor, past yr 67
People support each other regardless of their job category, title or role 66
Decisions that affect my work are communicated to me 65
Wesleyan values faculty/staff opinions 63
My department has adequate resources to achieve our goals 59
Wesleyan’s review process rewards strong job performance 56
I feel that if I offered feedback it would influence decisions at Wesleyan 53
I am likely to look for employment outside of Wes within the next year 29
<table>
<thead>
<tr>
<th>Behavior</th>
<th>Never</th>
<th>Occasionally</th>
<th>Frequently</th>
</tr>
</thead>
<tbody>
<tr>
<td>Touching themselves sexually in front of you</td>
<td>99.6</td>
<td>0.4</td>
<td>0.0</td>
</tr>
<tr>
<td>Unwanted nonverbal communication - such as someone sending you</td>
<td>99.3</td>
<td>0.8</td>
<td>0.0</td>
</tr>
<tr>
<td>sexual emails, texts, or...</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Posting sexual comments about you on blogs or social media</td>
<td>99.2</td>
<td>0.6</td>
<td>0.2</td>
</tr>
<tr>
<td>Unwanted brief contact (groping you, rubbing)</td>
<td>99.1</td>
<td>0.8</td>
<td>0.2</td>
</tr>
<tr>
<td>Showing you sexually offensive pictures or objects, leering at you</td>
<td>99.1</td>
<td>0.9</td>
<td>0.0</td>
</tr>
<tr>
<td>or making lewd gestures...</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Making unwelcome sexual advances, propositions, or suggestions to you</td>
<td>97.9</td>
<td>1.7</td>
<td>0.4</td>
</tr>
<tr>
<td>Unwanted verbal behaviors such as someone making sexual comments about</td>
<td>95.1</td>
<td>4.5</td>
<td>0.4</td>
</tr>
<tr>
<td>your body</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Telling you sexually offensive jokes or kidding about your sex or</td>
<td>88.7</td>
<td>10.7</td>
<td>0.6</td>
</tr>
<tr>
<td>gender specific traits</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

□ Never    □ Occasionally    ▬ Frequently
Largest Differences by Person of Color Status (POC)

I have to work harder than I believe my colleagues/co-workers do to achieve the same recognition

25% agree or strongly agree
46% who feel Wes has responded well or very well

Wes response to reported issues of discrim/harass: Race or ethnicity

68% agree or strongly agree
84% who feel Wes has responded well or very well

I am likely to look for employment outside of Wesleyan within the next year

26% agree or strongly agree
41% who feel Wes has responded well or very well

My work is stressful

59% agree or strongly agree
74% who feel Wes has responded well or very well

Wesleyan’s benefits meet my needs

81% agree or strongly agree
92% who feel Wes has responded well or very well

Not POC  POC
<table>
<thead>
<tr>
<th>Measure</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Comfortable going to discuss discrim/harass: Vice president of my reporting line</td>
<td>46</td>
<td>67</td>
</tr>
<tr>
<td>Wes response to reported issues of discrim/harass: Sexual harassment</td>
<td>59</td>
<td>78</td>
</tr>
<tr>
<td>Wes response to reported issues of discrim/harass: Mental health</td>
<td>77</td>
<td>96</td>
</tr>
<tr>
<td>At Wesleyan, people support each other regardless of their job category, title or role</td>
<td>60</td>
<td>78</td>
</tr>
<tr>
<td>Wes response to reported issues of discrim/harass: Sexual assault</td>
<td>67</td>
<td>84</td>
</tr>
<tr>
<td>Wes response to reported issues of discrim/harass: Socio-economic status</td>
<td>74</td>
<td>90</td>
</tr>
</tbody>
</table>
### Largest Differences by Gender

<table>
<thead>
<tr>
<th>Event</th>
<th>Percent Occasionally</th>
<th>Percent Frequently</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heard others at Wes make disparaging remarks about: Mental health</td>
<td>12%</td>
<td>25%</td>
</tr>
<tr>
<td>Heard others at Wes make disparaging remarks about: Gender identity</td>
<td>7%</td>
<td>19%</td>
</tr>
<tr>
<td>Experienced sexually offensive jokes/kidding about your sex/gender traits</td>
<td>5%</td>
<td>15%</td>
</tr>
<tr>
<td>Heard others at Wes make disparaging remarks about: Disability</td>
<td>4%</td>
<td>13%</td>
</tr>
<tr>
<td>Heard others at Wes make disparaging remarks about: Race or ethnicity</td>
<td>11%</td>
<td>20%</td>
</tr>
</tbody>
</table>

**Male** [ ] **Female** [ ]
Largest Differences: Faculty > Staff

Wesleyan’s review process rewards strong job performance (agree or strongly agree)  
Percent  
45  
73

Comfortable disclosing political beliefs (yes) 
Percent  
62  
80

Wesleyan values faculty/staff opinions (agree) 
Percent  
57  
73

Observed unfair employment discipline or action (yes) 
Percent  
15  
29

I feel valued at Wesleyan (agree or strongly agree) 
Percent  
71  
84

I have the opportunity to develop my skills at Wesleyan… (agree) 
Percent  
76  
89

If I offered feedback it would influence decisions at Wesleyan (agree or strongly agree) 
Percent  
48  
60

I am paid fairly for my work (agree or strongly agree) 
Percent  
68  
79

Faculty  ○ Staff
### Largest Differences: Staff > Faculty

<table>
<thead>
<tr>
<th>Category</th>
<th>Percent Staff</th>
<th>Percent Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reported sexual assault: Wesleyan has responded well or very well</td>
<td>47</td>
<td>74</td>
</tr>
<tr>
<td>Reported sexual harassment: Wesleyan has responded well or very well</td>
<td>53</td>
<td>82</td>
</tr>
<tr>
<td>Wesleyan places sufficient emphasis on having diverse faculty/staff (agree or strongly agree)</td>
<td>70</td>
<td>86</td>
</tr>
<tr>
<td>Reported discrimination/harassment related to mental health issues: Wesleyan has responded well or very well</td>
<td>73</td>
<td>89</td>
</tr>
<tr>
<td>Comfortable going to discuss discrimination/harassment: Office for Equity &amp; Inclusion (somewhat or very comfortable)</td>
<td>62</td>
<td>78</td>
</tr>
<tr>
<td>Comfortable going to discuss discrimination/harassment: Title IX staff (somewhat or very comfortable)</td>
<td>63</td>
<td>77</td>
</tr>
<tr>
<td>Comfortable going to discuss discrimination/harassment: Human Resources (somewhat or very comfortable)</td>
<td>55</td>
<td>69</td>
</tr>
</tbody>
</table>
Discussion

• Reaction to results
• Thoughts / insight into results
• What are we missing / what do you want us to know?
What’s next?