



## IUPUI Climate Survey 2014



### **SURVEY RESEARCH OFFICE**

**PLANNING AND INSTITUTIONAL IMPROVEMENT**

Indiana University-Purdue University  
Indianapolis

# Methodology

- Contacted by Diversity, Equity, and Inclusion
- Purpose: to measure campus climate indicators in order to better understand faculty, staff, and students' experiences on the IUPUI campus for the purposes of planning
- Invitations sent to every...
  - Full-time faculty member
  - Full-time staff member
  - Student enrolled in Fall 2014
- Voluntary and anonymous

# Participant Characteristics

	Faculty	Staff	Undergraduate Students	Graduate Students
Men	52%	28%	37%	41%
Women	48%	72%	63%	59%
White	71%	78%	72%	59%
Black	6%	11%	9%	6%
Hispanic	5%	4%	7%	5%
Asian	13%	2%	5%	21%
Other	5%	5%	7%	9%
LGBT	8%	8%	14%	10%
Non-LGBT	92%	92%	86%	90%
With Disability	4%	5%	5%	4%
No Disability	96%	95%	95%	96%
Christian	51%	72%	61%	48%
Non-Christian Religious	11%	4%	7%	19%
No Religious Affiliation	38%	24%	33%	34%
Conservative	14%	25%	25%	17%
Moderate	33%	41%	45%	39%
Liberal	53%	34%	30%	44%
n	1052	1832	2535	972
Response rate	33%	44%	12%	16%

# Overall Campus Environment

Percentage who agree with...	Faculty	Staff	Undergraduate Students	Graduate Students
I feel free to be myself at IUPUI	81%	82%	95%	94%
At IUPUI I sometimes fear speaking up for what I think	39%	40%	27%	25%
I feel safe on campus	90%	91%	85%	83%
There are a lot of people like me on campus	74%	80%***	72%	73%
IUPUI has a commitment to diversity	90%	93%**	96%	92%***
IUPUI places too much emphasis on diversity	23%	29%***	28%	24%*
IUPUI has diverse faculty and staff	68%	82%***	90%	83%***
IUPUI has a diverse student population	84%	93%***	96%	90%***
IUPUI accurately reflects diversity in publications	79%	85%***	89%	84%***
IUPUI has a lot of tension around diversity issues	22%	22%	13%	13%
N	1052	1832	2532	972

\*\*\*p<.001; \*\*p<.01; \*p<.05

# Campus Environment

- Campus environment indicators differ by group
- Patterns hold for faculty/staff and students – although these differences are less pronounced for students

# Bias/Harassment/Discrimination

## **Faculty / Staff**

- 37% of women faculty (20% of women staff)
- 29% of faculty/staff of color (44% of black faculty/staff)
- 29% of LGBT faculty/staff
- 30% of faculty/staff reporting a disability

## **Students**

- 13% of women
- 18% of students of color
- 16% of sexual minorities / 29% transgender students
- 23% of students reporting a disability

# Bias/Harassment/Discrimination

- If you experienced bias/harassment/discrimination, please describe one incident without using names.
- 1,634 total responses
- Verbal comments are the most common means in which individuals experience bias regardless of status

# Bias/Harassment/Discrimination

- Gender
  - Sexual/street harassment
  - Assumptions regarding women's roles
- Race/ethnicity
  - Assumptions regarding quality of work
  - Access and representation
- Sexual orientation / Gender identity
  - Name-calling / Jokes / Misgendering
  - Backlash regarding inclusion
- Ability Status
  - Attitudes toward accessing services
  - Attitudes regarding quality of work
- Religion, Politics, Age, Citizenship, Language



# Conclusions

- Overall, IUPUI faculty, staff, and students rate the campus environment positively
  - They feel safe, feel free to be themselves, and agree that IUPUI has a commitment to diversity.
- Campus environment differs across groups
- How bias operates differs across groups
- Schools/units are unique