



# **2021 OSU-OKC Diversity and Inclusion Climate Survey Executive Summary**

---

April 15, 2021

Emily T. Cheng, Director of Disability Services and Diversity

## Survey Objectives

- To assess and better understand how members of the OSU-OKC community perceive the current state of diversity and inclusion on our campus as part of the University's ongoing effort to weave these principles into all aspects of campus culture.

## Participants

- 80 respondents completed the survey (2% response rate)
- 55% of respondents were Students
- 25% of respondents were Staff
- 18% of respondents were Faculty
- 3% of respondents were Administration

## Methodology

- Completely anonymous responses
- Survey instrument was developed by the OSU-OKC Disability Services and Diversity Office
- Two questions in the survey instrument were reproduced with permission from Association of Independent Colleges and Universities of Pennsylvania (AICUP)
- Nine questions, online through SurveyMonkey
- Open for 12 days in spring 2021, March 29 – April 9

## Findings

- Strengths
  - 80% felt the students at OSU-OKC were accepting of individuals of diverse backgrounds (+6% from 2019)
  - 79% felt the staff at OSU-OKC were accepting of individuals of diverse backgrounds
  - 79% felt the environment at OSU-OKC encouraged people to develop an appreciation for diversity and inclusion
  - 77% felt the faculty at OSU-OKC were accepting of individuals of diverse backgrounds
  - 76% felt a sense of acceptance and belonging at OSU-OKC
  - 76% were satisfied with their experience/environment regarding diversity and inclusion at OSU-OKC
- Areas of challenge and opportunity as identified by the survey
  - Individuals of diverse races, ethnicities, and cultures
  - Individuals of diverse ages
  - Individuals who do not identify as a specific gender or who are non-binary
  - Individuals from diverse socioeconomic backgrounds

- Individuals with diverse political affiliations/views
- Individuals with disabilities
- Individuals who do not identify as heterosexual
- Other (unspecified)
- Females
- Individuals of diverse religious beliefs
- Males

### Limitations of the Survey Data

- Low response rate

### Recommendations

- High – the greatest potential for improved campus diversity and inclusion climate
- Medium – greater potential for improved campus diversity and inclusion climate
- Low – less potential for improved campus diversity and inclusion climate

	Recommendation	Impact
1	Recruit and retain a diverse group of students, faculty, and staff	High
2	Weave the following elements into academic curriculum, support programs, and daily operations/processes: <ul style="list-style-type: none"> <li>○ Identify and resolve barriers to opportunity faced by groups in the areas of challenge and opportunity as identified by the survey</li> <li>○ Practicing empathy</li> </ul>	High
3	Develop and implement data-driven Diversity and Inclusion programs and events each spring and fall semester	Medium
4	Develop and implement a campus Marketing and Communications plan that engages diverse individuals	Medium
5	Regularly administer a campus-wide survey to assess experiences with diversity and inclusion	Low