



OKLAHOMA CITY

2021 OSU-OKC Diversity and Inclusion Climate Survey Comprehensive Report

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Introduction

In the spring semester of 2021, a Diversity and Inclusion Climate Survey about OSU-OKC was made available for a period of 12 days in late March and early April. The survey was made available to all OSU-OKC students, faculty, and staff, and was an instrument designed to measure and describe the diversity and inclusiveness of OSU-OKC's campus environment, in addition to identifying areas of opportunity for OSU-OKC to improve its culture of welcome and inclusion.

Survey Objectives

The goal of the survey was 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

A total of 80 respondents completed the survey, representing an overall 2% response rate.

- 44 students completed the survey (55% of respondents)
- 14 faculty completed the survey (18% of respondents)
- 20 staff completed the survey (25% of respondents)
- Two administration members completed the survey (3% of respondents)

Methodology

The survey was conducted using the 2021 OSU-OKC Diversity and Inclusion Climate Survey. This instrument was developed by the OSU-OKC Disability Services and Diversity Office, and two questions within this survey were reproduced with permission from the Association of Independent Colleges and Universities of Pennsylvania (AICUP).

The survey gathered information on four areas:

1. Background Information
2. Campus Experiences with Diversity and Inclusion
3. The Campus as a Welcoming Environment
4. Areas of Challenge and Opportunity for Diversity and Inclusion

The survey consisted of nine total questions and was composed of multiple checkboxes, Likert Scale questions, and open-ended questions. The average time for completion of the survey was two to three minutes. The survey was administered online through SurveyMonkey by the OSU-OKC Disability Services and Diversity Office and was sent to all campus students, faculty, and staff at their institutional email addresses. Results were gathered anonymously and respondents were allowed 12 days to complete the survey in late March and early April 2021.

Findings

Part One: Background Information

The majority of the respondents were students, as indicated by 55% of the respondents belonging to this category. 14 faculty and 20 staff completed the survey, along with two members of campus administration.

Part Two: Campus Experiences with Diversity and Inclusion

These questions asked respondents to rate their level of agreement with statements regarding experiences with diversity and inclusion at OSU-OKC.

I am satisfied with my experience/environment regarding diversity and inclusion at OSU-OKC:

Strongly agree = 29 (36%)
Agree = 32 (40%)
Neutral = 13 (16%)
Disagree = 4 (5%)
Strongly disagree = 2 (3%)

The environment at OSU-OKC encourages people to develop an appreciation for diversity and inclusion:

Strongly agree = 31 (40%)
Agree = 31 (40%)
Neutral = 10 (13%)
Disagree = 5 (6%)
Strongly disagree = 1 (1%)

The majority of respondents indicated they were satisfied with their experience/environment regarding diversity and inclusion at the University (76%) and that the environment at OSU-OKC encouraged people to develop an appreciation for diversity and inclusion (80%). These positive indicators of the satisfaction levels of the majority of 2021 respondents represent both a relatively stable metric and slight increase when compared with findings from matching questions in the 2019 OSU-OKC Diversity Climate Survey.

Quantitative data continues to show a mixed picture with a slight increases (an average of 6%) in the percentage of respondents who indicated unsatisfactory experiences with diversity and inclusion at OSU-OKC when compared with 2019. In response to the findings of the 2019 OSU-OKC Diversity Climate Survey, the Disability Services and Diversity Office has developed and implemented a standard diversity and inclusion program each semester that includes events, workshops, and other forms of campus engagement that has taken place for nearly two full calendar years at the time of this report and spotlights topics identified by the survey as an area for growth. Additionally,

the Student Engagement Office has implemented complementary programming that supports the University's mission of diversity and inclusion since the last survey.

Part Three: The Campus as a Welcoming Environment

These questions asked respondents to rate their level of agreement with statements regarding the University's campus as a welcoming and accepting environment.

I feel a sense of acceptance and belonging at OSU-OKC.

Strongly agree = 31 (39%)

Agree = 29 (37%)

Neutral = 13 (16%)

Disagree = 5 (6%)

Strongly disagree = 1 (1%)

The faculty (instructors) here are accepting of individuals of diverse backgrounds.

Strongly agree = 35 (44%)

Agree = 26 (33%)

Neutral = 15 (19%)

Disagree = 2 (3%)

Strongly disagree = 1 (1%)

The staff here are accepting of individuals of diverse backgrounds.

Strongly agree = 50 (48%)

Agree = 40 (38%)

Neutral = 12 (12%)

Disagree = 2 (2%)

Strongly disagree = 0

The students here are accepting of individuals of diverse backgrounds.

Strongly agree = 36 (47%)

Agree = 25 (32%)

Neutral = 16 (21%)

Disagree = 0

Strongly disagree = 0

The percentage of respondents who indicated they felt a sense of belonging and acceptance at OSU-OKC decreased from 84% in 2019 to 76% in 2021. However, the number of respondents who disagreed with this statement has remained the same at 7%, providing an ongoing mixed picture of quantitative data.

77% of respondents indicated that University faculty were accepting of individuals of diverse backgrounds. 86% of respondents reported the same experiences with University staff, and 79% of those surveyed had the same perceptions of University

students. Compared with the 2019 OSU-OKC Diversity Climate Survey, the metrics regarding feelings of acceptance from faculty increased by 1%, remained the same for feelings of acceptance from staff, and increased by 4% for feelings of acceptance from students. These findings indicate that the majority of respondents continue to feel that OSU-OKC's culture is accepting of those from diverse backgrounds, which may validate the University's recent efforts to improve the culture of diversity and inclusion at its campus.

Part Four: Areas of Challenge and Opportunity for Diversity and Inclusion

These questions addressed areas of challenge and improvement for the University to consider in its goal to create a culture of welcome and acceptance.

I feel OSU-OKC needs to improve their culture of acceptance for the following groups (select all that apply):

Individuals of diverse races, ethnicities, and cultures = 22 (35%)

Individuals of diverse ages = 21 (34%)

Individuals who do not identify as a specific gender or who are non-binary = 21 (34%)

Individuals from diverse socioeconomic backgrounds = 20 (32%)

Individuals with diverse political affiliations/views = 15 (24%)

Individuals with disabilities = 14 (23%)

Individuals who do not identify as heterosexual = 14 (23%)

Other (unspecified) = 12 (19%)

Females = 11 (18%)

Individuals of diverse religious beliefs = 11 (18%)

Males = 8 (13%)

How can OSU-OKC further improve our campus environment for individuals of diverse backgrounds?

Consistent with the quantitative data, qualitative data also provides a mixed picture of experiences with diversity and inclusion at OSU-OKC. The majority of qualitative data was either positive or neutral in tone, with many respondents reporting positive experiences or giving suggestions on how to improve in this area. The following comments capture these sentiments:

Maybe have more events in person and virtually for everyone. I think OSUOKC is doing a wonderful job. Thank you!

I think OSU tries very hard to be inclusive and welcoming to all people.

Sustained exposure to talk about privilege and power differences.

Offer more hands on events to celebrate different cultures

Work to dismantle the "boys club"

This is in no way a critique but I do think OSU-OKC and the greater OSU family of campuses can and should do more in terms of DEI and inclusivity in general; for the most part, I feel that the institution is "preforming" DEI rather than spearheading affective DEI campaigns across all campuses and facilities. Thank you!

Make sure teachers don't show bias towards political groups

Make sure staff have been trained each year in respecting the rights of people with disabilities. Specifically the right to privacy..

The issues of racism should be explored further as it relates to human relations.

Some respondents' feelings on weaving diversity and inclusion into daily life and mindfulness were also clear, viewing these principles as a way of perceiving the world compared with implementing targeted campus events or programs:

OSU-OKC can further their improve their campus environment for individuals of diverse backgrounds by not judging people for who they truly are.

Realize all have something to contribute to make OSU-OKC great.

Qualitative data also illustrates some of the frustrations regarding experiences with diversity and inclusion at the University.

Stop imbueing Marxist ideology on campus that seeks to further divide us on our race and cultures. i.e all other people vs white people.

Maybe not call campus security on IT people in headscarves? It was years ago but I think of it daily because it was gross. Also, administration should be a category to rate.

If we are going to be accepting to all, we need to talk about everyone, including males, whites, republicans, etc.). They seem to be talked about as always being the persecutor and never the victim.

Survey Limitations

The main limitation to the findings was the extremely small number of survey responses, which likely resulted in decreased statistical power and reduced confidence level of the results. The low response rate may be linked to the lower numbers of enrolled students due to the ongoing COVID-19 pandemic. It should be noted that this is the lowest number of survey responses ever received.

For future surveys, the University will continue administering a Diversity and Inclusion Climate Survey on a biennial schedule to minimize survey fatigue and increase the number of respondents.

Summary and Recommendations

Leveraging our Strengths

The majority of respondents indicated they were satisfied with their experience/environment regarding diversity and inclusion at OSU-OKC, felt a sense of belonging and acceptance at the University, and viewed University faculty, staff, and students as being accepting of individuals of diverse backgrounds.

This campus culture of acceptance is further reflected in the majority of the respondents affirming that the environment at OSU-OKC encourages people to develop an appreciation for diversity and inclusion.

Overall the data indicates OSU-OKC is a welcoming and accepting environment, with many clear areas of success for the University. This validates the efforts of our students, faculty, and staff to practice empathy, kindness, receptiveness, and cultural awareness.

Addressing our Biggest Challenges

While most of the campus community perceives OSU-OKC to be generally successful in cultivating an environment where diverse groups feel accepted, the survey suggests there are several areas in which the University can improve.

Survey data indicates that the following groups may benefit from an improved culture of acceptance at the University:

- 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

While OSU-OKC acknowledges the role that the current U.S. social, political, and economic climate may play in any negative experiences reported by the respondents, the University does not view this as lessening its responsibility to provide a diverse, welcoming and inclusive environment.

As such, the campus community will likely benefit from programs and initiatives focused on all of the diverse groups identified in this survey.

- 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"> ○ Identify and resolve barriers to opportunity faced by groups in the areas of challenge and opportunity as identified by the survey ○ Practicing empathy 	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