



OKLAHOMA CITY

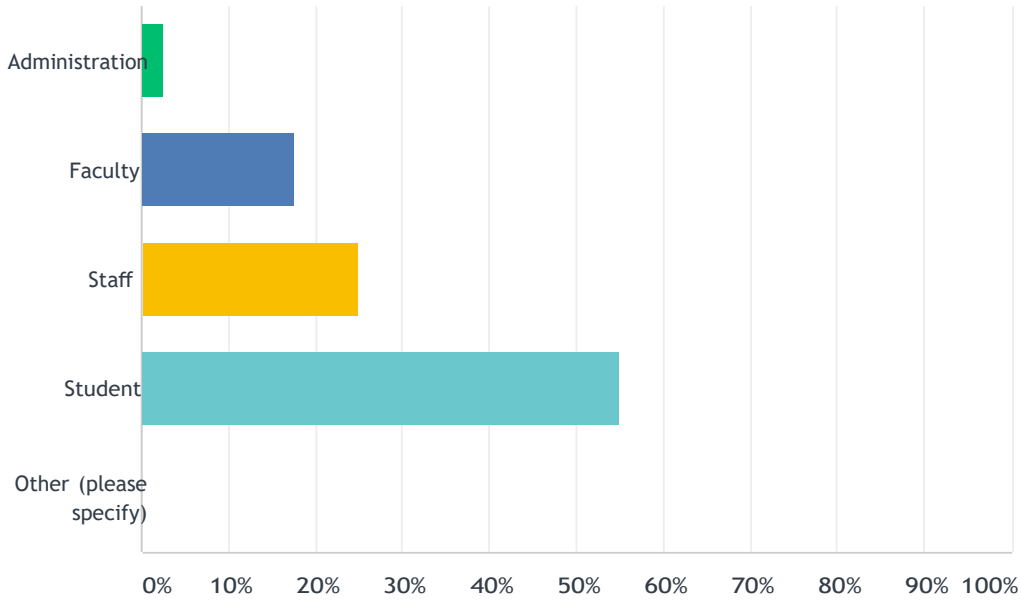
2021 OSU-OKC Diversity and Inclusion Climate Survey Results

April 15, 2021

Emily T. Cheng, Director of Disability Services and Diversity

Q1 What is your primary role on campus?

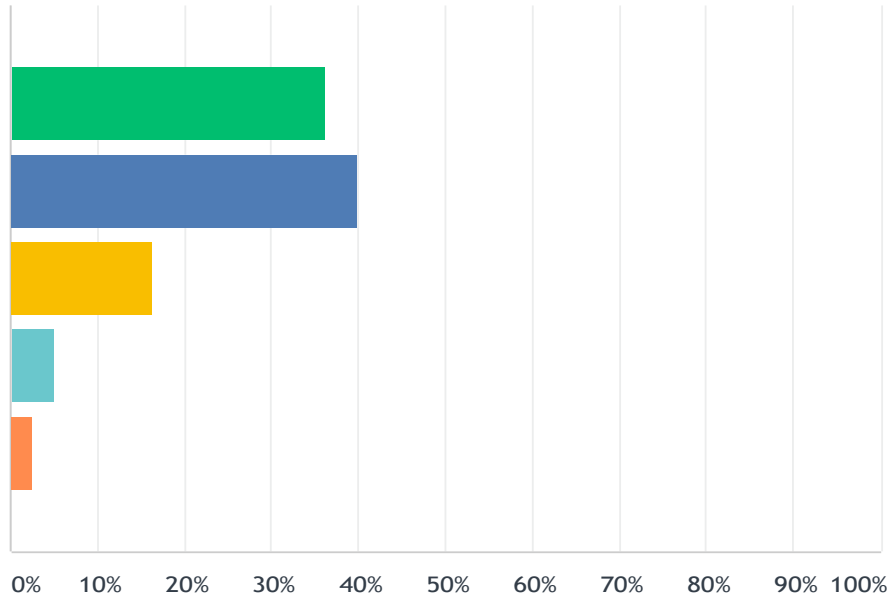
Answered: 80 Skipped: 0



ANSWER CHOICES	RESPONSES	
Administration	2.50%	2
Faculty	17.50%	14
Staff	25.00%	20
Student	55.00%	44
Other (please specify)	0.00%	0
TOTAL		80

Q2 I am satisfied with my experience/environment regarding diversity and inclusion at OSU-OKC.

Answered: 80 Skipped: 0

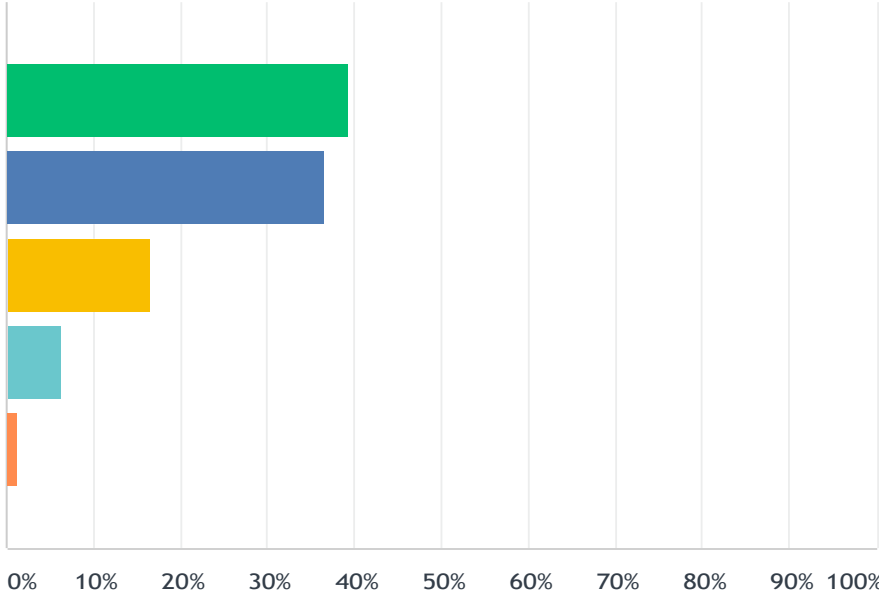


■ Strongly Agree
 ■ Agree
 ■ Neutral
 ■ Disagree
 ■ Strongly Disagree

STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
36.25%	40.00%	16.25%	5.00%	2.50%	80	4.03
29	32	13	4	2		

Q3 I feel a sense of acceptance and belonging at OSU-OKC.

Answered: 79 Skipped: 1

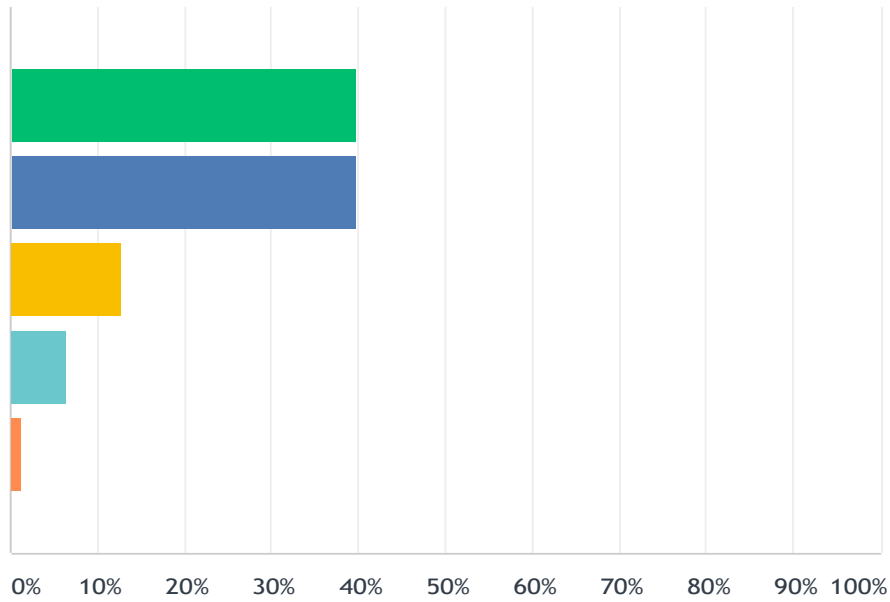


■ Strongly Agree
 ■ Agree
 ■ Neutral
 ■ Disagree
 ■ Strongly Disagree

STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
39.24%	36.71%	16.46%	6.33%	1.27%	79	4.06
31	29	13	5	1		

Q4 The environment at OSU-OKC encourages people to develop an appreciation for diversity and inclusion.

Answered: 78 Skipped: 2

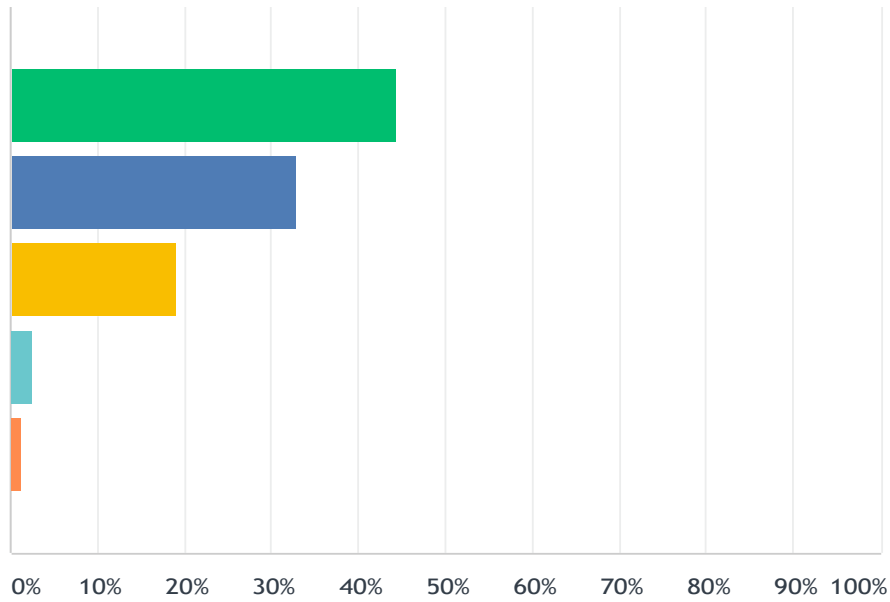


■ Strongly Agree
 ■ Agree
 ■ Neutral
 ■ Disagree
 ■ Strongly Disagree

STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
39.74%	39.74%	12.82%	6.41%	1.28%	78	4.10
31	31	10	5	1		

Q5 The faculty (instructors) here are accepting of individuals of diverse backgrounds.

Answered: 79 Skipped: 1

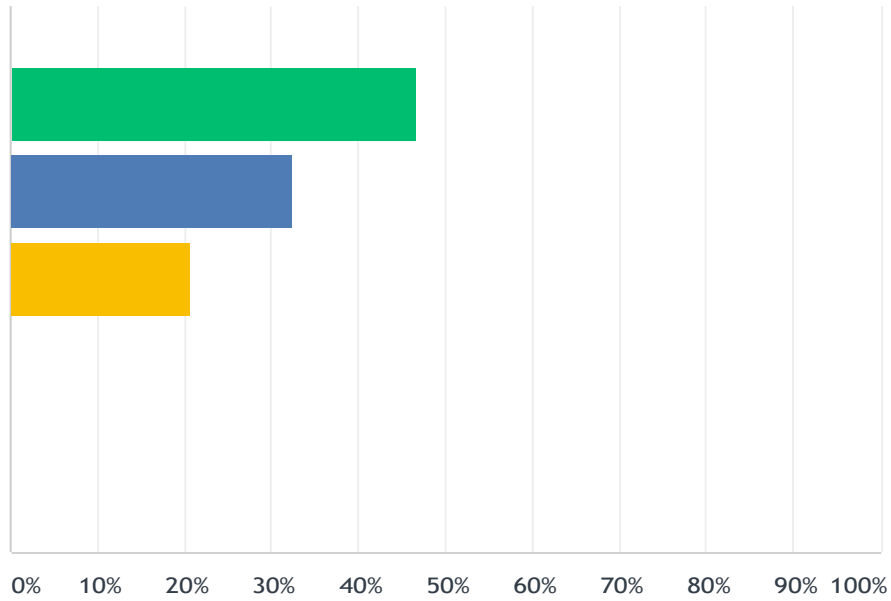


■ Strongly Agree
 ■ Agree
 ■ Neutral
 ■ Disagree
 ■ Strongly Disagree

STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
44.30%	32.91%	18.99%	2.53%	1.27%	79	4.16
35	26	15	2	1		

Q6 The staff here are accepting of individuals of diverse backgrounds.

Answered: 77 Skipped: 3

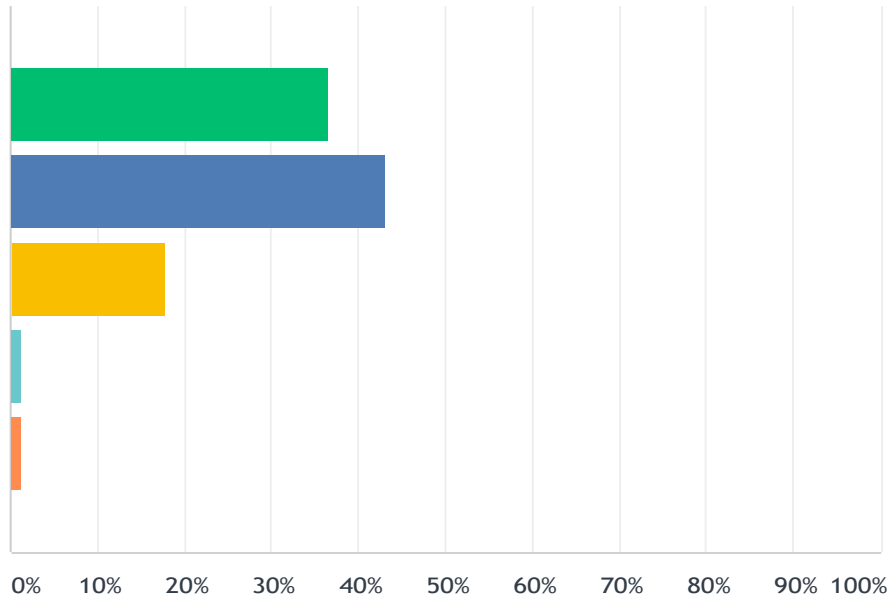


■ Strongly Agree
 ■ Agree
 ■ Neutral
 ■ Disagree
 ■ Strongly Disagree

STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
46.75%	32.47%	20.78%	0.00%	0.00%	77	4.26
36	25	16	0	0		

Q7 The students here are accepting of individuals of diverse backgrounds.

Answered: 79 Skipped: 1

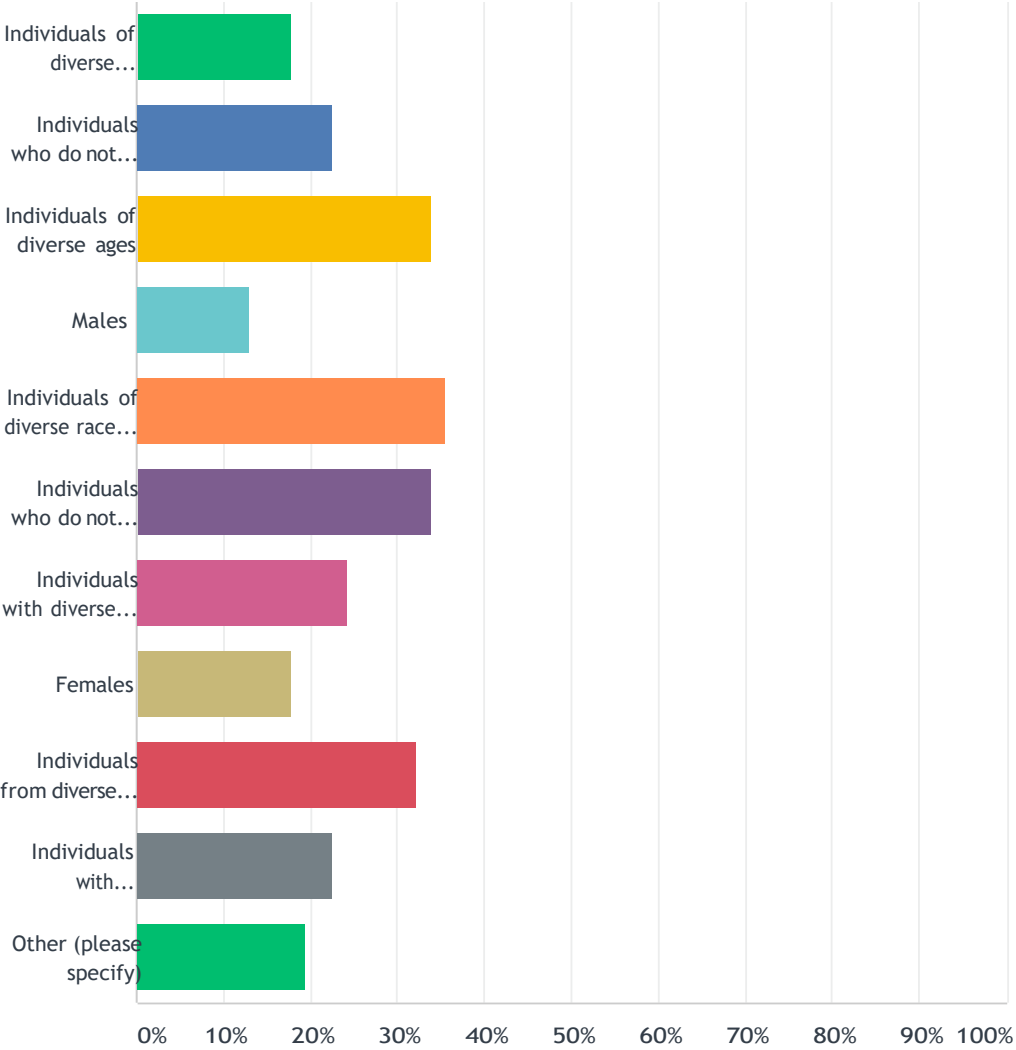


■ Strongly Agree
 ■ Agree
 ■ Neutral
 ■ Disagree
 ■ Strongly Disagree

STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
36.71%	43.04%	17.72%	1.27%	1.27%	79	4.13
29	34	14	1	1		

Q8 I feel OSU-OKC needs to improve their culture of acceptance for the following groups (select all that apply):

Answered: 62 Skipped: 18



Q8 I feel OSU-OKC needs to improve their culture of acceptance for the following groups (select all that apply):

ANSWER CHOICES	RESPONSES	
Individuals of diverse religious beliefs	17.74%	11
Individuals who do not identify as heterosexual	22.58%	14
Individuals of diverse ages	33.87%	21
Males	12.90%	8
Individuals of diverse races, ethnicities, and cultures	35.48%	22
Individuals who do not identify as a specific gender or who are non-binary	33.87%	21
Individuals with diverse political affiliations/views	24.19%	15
Females	17.74%	11
Individuals from diverse socioeconomic backgrounds	32.26%	20
Individuals with disabilities	22.58%	14
Other (please specify)	19.35%	12
Total Respondents: 62		

Q9 How can OSU-OKC further improve our campus environment for individuals of diverse backgrounds?

Answered: 46 Skipped: 34

RESPONSES

Inclusion

N/A

Please listen to staff and students who say diversity is an issue - place value in their opinions and take action on them! This means a lot! Seeing some BIPOC in the administration would be awesome, too.

OSU-OKC can continue to implement and structure policies that foster students of all backgrounds.

Reiterating that all of us are just trying to improve our lives by working on our degrees.

I am not sure.

Na

I have not spent enough time on campus due to the pandemic to know exactly what needs to be improved. But with the time I spent on campus, I thought that it was more people of diverse backgrounds than on other campuses.

N/A

I've seen no evidence in prior on-campus semesters that would indicate an environment that did not support diversity. At the same time, the limits of on-campus activity due to the current pandemic doesn't allow me to offer any beneficial opinion on this matter.

we have to know more about it

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

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

It's getting better as more and more people are speaking out and asking for what they need. It's a work in progress and we will continue to do more.

I think considering our current online environment, it would be helpful to have a policy developed about harmful language in the online classroom. It is important for students to feel free to share their opinions, but it is also important for others to feel safe in online discussion.

Occomidians

Create an environment where everyone is equal, no one is considered a minority or majority. Give praise to those who earn it academically, not to people just so the school looks good. Quit creating separation create unity.

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.

By continuing how they currently are

I do not know

By providing more information

Can't be done.

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 "performing" DEI rather than spearheading affective DEI campaigns across all campuses and facilities. Thank you!

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

Right now, the majority of advertising and images are of Hispanic/Latinx students. This is not reflected in our staff or even faculty makeup. If that is the demographic we are after, great. When they get on campus, they will find that their faculty and support staff do not look like them. This likely needs to be a focus of personnel recruitment as well. That is one ethnic group, what about all of the others?

Make sure teachers don't show bias towards political groups

With covid 19 it's hard to have in person meetings but this is what I would increase in

We can improve by including multi-cultural events and staffing. Also, more diverse roles pertaining to gender.

I don't know.

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

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

Work to dismantle the "boys club"

Continue allowing equal opportunity and education.

Educating all factions on and off campus.

Organize more events

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

Offer more hands on events to celebrate different cultures

They could make a whole building devoted to furrries. I also think a whole building devoted to LARPer would be nice. Also a whole other school devoted to trans people would be nice. Maybe just a whole other campus devoted to trans people. Also a Dungeons and dragons school would be cool too. Also maybe allow kids to do anything they want so they don't feel like whatever they want to do is not acceptable.

I think it will be important, as we move back to a more 'in person' environment from a remote one, that we be cognizant of some of the over-arching issues we've seen. conservative vs. progressive, anti-asian (Covid related), gender-based questions, especially towards non-binary or transgender individuals. A lot seems to have come to the surface over the last year or so. Though I think OSU-OKC has generally offered a welcoming environment, I'm wondering how comfortable some students may feel as they re-engage with the campus community. Something to think about, I guess.

Na

Ethics training should be a once a year requiring for all employees as well as a look at the hiring process. Why are depts. not diverse?

n/a

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.

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.

Sustained exposure to talk about privilege and power differences.
