2017-18 Climate Survey Results

Executive Summary

The 2017-18 Climate Survey was administered to students at Siena College in February, 2018. Approximately 29% (884) of the 3,058 students who were asked to participate completed the survey. The purpose of this document is to share the results of the Campus Climate Survey for those questions related to perceptions of the College; visibility; personal attitudes and behaviors; the co-curricular environment; student perceptions of their peers, faculty, staff, and administrators; College policies; campus safety; overall learning and satisfaction; and future intentions.

Overall, those questions that were related to students' personal attitudes and behaviors and their future intentions with respect to their academic plans had the highest levels of agreement among all student responders and among the various gender, race/ethnicity, and sexual orientation subgroups. The questions in the personal attitudes and behavior and future intentions sections also ranked high the last time the survey was administered.

Those questions related to students' perceptions of their peers and whether the college has students, faculty, and administrators from diverse backgrounds (the visibility questions) had the lowest percentage of students who agreed with the statements overall and among the subgroups. The questions about implementing administrative policies to prevent discrimination due to age and political ideology also scored low among some of the subgroups (age: diverse race/ethnicity and gay, lesbian, unsure/questioning, other students; political ideology: male, non-diverse race/ethnicity, and bisexual students). The questions related to visibility and the perceptions of peers question related to the open-mindedness of students also ranked low the last time the survey was administered.

In general females had a lower level of agreement compared to males with the questions on the survey, and racially/ethnically diverse students had lower levels of agreement compared to non-racially/ethnically diverse students. Students who identified with a sexual orientation of gay, lesbian, unsure/questioning, or other also had lower levels of agreement compared to heterosexual and bisexual students in general. These results are also consistent with the results of previous campus climate surveys.

Overall, 70% of all student responders (n=1,030 for the custom portion of the survey in which these questions were asked) agreed that the College is committed to building an inclusive community for all and to promoting the appreciation of cultural differences in accordance with the Siena College mission statement. Approximately 74% of the student responders indicated that they never hear insensitive or disparaging racial remarks from College faculty, administrators, or staff; and 26% of the student responders indicated that they never hear such remarks from students. The majority (51%) of students indicated that the frequency with which they hear insensitive or disparaging racial remarks from the students lies between sometimes and often. A majority of the students (86%) also indicated that they have not been singled out in class because of identity or heard stereotypes based on social identity in the classroom. These results cannot be broken down by subgroup because the demographic data was not provided by the vendor to ensure the anonymity of the sexual assault survey data which was provided in the same data set as the data for those questions related to bias, harassment, and discrimination.

When asked about their own experiences, 59% of the student responders did not select any areas in which they personally experienced bias, harassment, or discrimination. Out of the 41% of students who had a personal experience with bias, harassment, or discrimination, 45% reported experiencing harassment about politics; 40% gender; 29% race; 15% religion; 14% ability; 12% sexual orientation; and 6% citizenship. Approximately 35% of those who experienced bias, harassment, or discrimination indicated that they had experienced it in two or more of the above areas.

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Highest Percentage of Agreement *[Question (% of responders in agreed category)]*

Overall

Comfortable having friends from diverse backgrounds (90.1%)

Plans to graduate from College (88.0%)

Comfortable interacting with students from different backgrounds (87.2%)

Comfortable having roommates/neighbors from diverse backgrounds (86.6%)

Plans to return to College for next academic year (84.6%)

Females

Comfortable having friends from diverse backgrounds (91.1%)

Plans to graduate from College (88.9%)

Comfortable having roommates/neighbors from diverse backgrounds (88.1%)

Comfortable interacting with students from different backgrounds (87.1%)

Plans to return to College for next academic year (85.0%)

Males

Comfortable having friends from diverse backgrounds (88.2%)

Comfortable interacting with students from different backgrounds (87.2%)

Plans to graduate from College (86.6%)

Plans to return to College for next academic year (84.6%)

Comfortable having roommates/neighbors from diverse backgrounds (83.7%)

Diverse Race/Ethnicity

Comfortable having friends from diverse backgrounds (89.3%)

Comfortable having roommates/neighbors from diverse backgrounds (85.5%)

Comfortable interacting with students from different backgrounds (84.7%)

Comfortable having discussions with people whose ideas and values are different from my own (81.4%)

Plans to graduate from College (79.4%)

Not Diverse Race/Ethnicity

Comfortable having friends from diverse backgrounds (90.3%)

Plans to graduate from College (90.2%)

Comfortable interacting with students from different backgrounds (87.8%)

Plans to return to College for next academic year (87.6%)

Comfortable having roommates/neighbors from diverse backgrounds (86.9%)

Heterosexual

Comfortable having friends from diverse backgrounds (90.0%)

Plans to graduate from College (87.7%)

Comfortable interacting with students from different backgrounds (86.9%)

Comfortable having roommates/neighbors from diverse backgrounds (86.6%)

Plans to return to College for next academic year (84.5%)

Bisexual

Comfortable having friends from diverse backgrounds (94.7%)

Comfortable interacting with students from different backgrounds (94.6%)

Plans to graduate from College (94.1%)

Comfortable having roommates/neighbors from diverse backgrounds (89.2%)

As a result of my experiences, I can communicate effectively with people who are different from myself (87.2%)

Gay, Lesbian, Unsure/Questioning, Other

Plans to graduate from College (94.1%)

Comfortable having friends from diverse backgrounds (91.7%)

Plans to return to College for next academic year (89.7%)

Comfortable interacting with students from different backgrounds (88.9%)

Comfortable having roommates/neighbors from diverse backgrounds (88.2%)

2017-18 Climate Survey Results

<u>Lowest Percentage of Agreement</u> *[Question (% of responders in agreed category)]*

Overall

The College has senior leadership from diverse backgrounds (35.1%)

The College has students from diverse backgrounds (37.2%)

Students are open-minded when it comes to sharing different ideas and beliefs (43.2%)

Students encourage free and open discussions about difficult topics (46.0%)

Students are willing to talk about group differences (46.4%)

Females

The College has senior leadership from diverse backgrounds (30.0%)

The College has students from diverse backgrounds (33.3%)

Students are open-minded when it comes to sharing different ideas and beliefs (43.7%)

The College has faculty from diverse backgrounds (44.5%)

Students are willing to talk about group differences (46.9%)

Males

Students are open-minded when it comes to sharing different ideas and beliefs (42.9%)

Students encourage free and open discussions about difficult topics (45.0%)

The College has senior leadership from diverse backgrounds (45.1%)

The College has students from diverse backgrounds (45.1%)

The administration proactively implements policies to prevent discrimination related to political ideology (45.3%)

Diverse Race/Ethnicity

The College has senior leadership from diverse backgrounds (21.1%)

The College has students from diverse backgrounds (23.2%)

Students are open-minded when it comes to sharing different ideas and beliefs (32.6%)

Students are willing to talk about group differences (32.8%)

The administration proactively implements policies to prevent discrimination related to age (34.5%)

Not Diverse Race/Ethnicity

The administration proactively implements policies to prevent discrimination related to political ideology (35.7%)

The College has senior leadership from diverse backgrounds (38.8%)

The College has students from diverse backgrounds (40.8%)

Students are open-minded when it comes to sharing different ideas and beliefs (46.0%)

Students encourage free and open discussions about difficult topics (48.9%)

Heterosexual

The College has senior leadership from diverse backgrounds (36.6%)

The College has students from diverse backgrounds (38.1%)

Students are open-minded when it comes to sharing different ideas and beliefs (44.2%)

Students encourage free and open discussions about difficult topics (46.7%)

Students are willing to talk about group differences (46.9%)

Bisexual

The College has senior leadership from diverse backgrounds (20.6%)

The College has students from diverse backgrounds (26.3%)

The administration proactively implements policies to prevent discrimination related to political ideology (32.4%)

The College has faculty from diverse backgrounds (34.2%)

Students are open-minded when it comes to sharing different ideas and beliefs (38.5%)

Students are willing to talk about group differences (38.5%)

Gay, Lesbian, Unsure/Questioning, Other

The College has senior leadership from diverse backgrounds (14.3%)

The College has students from diverse backgrounds (20.0%)

The College has faculty from diverse backgrounds (25.0%)

The administration proactively implements policies to prevent discrimination related to age (29.4%)

Students are open-minded when it comes to sharing different ideas and beliefs (30.3%)

2017-18 Climate Survey Results

The questions in the personal attitudes and behavior and future intentions sections also ranked high the last time the survey was administered. The questions related to visibility and the perceptions of peers question related to the open-mindedness of students also ranked low the last time the survey was administered.

Questions with Biggest Differences in Levels of Agreement by Subgroup

The questions listed below are those questions on the 2017-18 Climate Survey that had the largest difference in the percentage of agreement by student responders in each of the demographic subgroups that were analyzed for this report. The group with the highest level of agreement is shown in bold font and the difference between the groups is represented by the symbol delta, Δ. For the sexual orientation subgroup, the delta has a subscript showing which two sexual orientation groups had the largest difference in the percentage of agreement.

Gender [Male (M) versus (vs) Female (F)]

The College has senior leadership from diverse backgrounds (**M:45.1%** vs F:30.0%; Δ = 15.1%)

The College has faculty from diverse backgrounds (**M:59.3%** vs F:44.5%%; Δ = 14.8%)

The College has adequate outdoor lighting (**M:71.2%** vs F:56.4%%; Δ = 14.8%)

As a result of my experiences at this College, I have recognized biases that affect my thinking (M:55.3% vs**. F:69.1%**%; Δ = 13.8%)

The College has students from diverse backgrounds (**M:45.1%** vs F:33.3%%; Δ = 11.8%)

As a result of my experiences at this College, I have felt challenged to think more broadly about diverse issues (M:54.7% vs**. F:66.5%**%; Δ = 11.8%)

Race/Ethnicity [Not Diverse (ND) vs Diverse (D)]

The administration proactively implements policies to prevent discrimination related to race (**ND:67.0%** vs D:38.1%; Δ = 28.9%)

The administration proactively implements policies to prevent discrimination related to abilities/ disabilities (**ND:66.1%** vs D:40.1%; Δ = 26.0%)

Students are treated fairly regardless of race (**ND:74.7%** vs D:50.6%; Δ = 24.1%)

The administration proactively implements policies to prevent discrimination related to gender (**ND:65.5%** vs D:41.5%; Δ = 24.0%)

The administration proactively implements policies to prevent discrimination related to age (**ND:58.4%** vs D:34.5%; Δ = 23.9%)

Sexual Orientation [Heterosexual (H) vs Bisexual (B) vs Gay, Lesbian, Unsure/Questioning, Other (GLQ)]

Students are treated fairly regardless of socioeconomic status (**H:67.3%** vs B:56.4% vs GLQ:36.1%; Δ_{HvsGLQ} = 31.2%)

Students organizations are welcoming (**H:70.9%** vs B:53.8% vs GLQ:42.9%; Δ_{HvsGLQ} = 28.0%)

The administration proactively implements policies to prevent discrimination related to age (**H:54.9%** vs B:45.7% vs GLQ:29.4%; Δ_{HvsGLQ} = 25.5%)

The College has senior leadership from diverse backgrounds (**H:36.6%** vs B:20.6% vs GLQ:14.3%; Δ_{HvsGLQ} = 22.3%)

Administrators regularly speak about the value of diversity (H:56.8% vs **B:61.5%** vs GLQ:39.4%; Δ_{BvsGLQ} = 22.1%)