

2018 Diversity Campus Climate Survey

Summary

The 2017-18 Campus Climate survey, deployed on April 13<sup>th</sup>, sought to identify what if any changes in attitude, belief and behavior have transpired since our last climate survey in September 2016. We recognize that a student's perceptions of climate as it relates to diversity, equity and inclusion is guided by their own life experience, interaction with faculty, staff and peers as well as the confluence of improvement efforts across campus. In the second full year, we sought to build better relationships with students and establish the Office of Diversity and Multicultural Affairs as the "go-to" place for resources, connections and guidance. I believe that we were successful in many ways, however there is still tremendous amount of work to do, as noted in the survey.

This year's survey saw a decrease of 100 students who started the survey, however completion percentage increased by 4 percentage points (46.7 to 50.6). While the sample sizes are small, there has been a positive upward trend in regards to minority student perceptions of being welcome on campus. Conversely, white students have shown decreases as it relates to campus climate.

This survey also saw significantly less engagement from URM students, however those that did participate answered in the affirmative more strongly than the previous survey. This, I believe had a dramatic effect on some question where there was a large percentage change.\*

I think it is also important to note that the last survey was administered just a few months prior to the 2016 U.S presidential election. The national climate going into that survey is significantly different than what is today and may have had influence on the perceptions of our students.

*Note: Highlighted boxes are meant to denote an increase or decrease, not a positive or negative change. Depending on the nature of the questions, decreases maybe indicators of improvement.*

**Demographics:**

	<b>17-18</b>	<b>16-17</b>
<b>Surveys Started</b>	221	321
<b>Surveys Completed</b>	112	150
<b>Completion rate</b>	50.6%	46.7%

<b>Race/Ethnicity</b>	<b>17-18</b>	<b>16-17</b>
<b>Asian/PI</b>	6.1%	5.8%
<b>Black/AA</b>	10.5%	15.5%
<b>Latinx/Hispanic</b>	7%	12.3%
<b>Native American</b>	1.8%	1.9%
<b>White</b>	78.1%	75.5%
<b>Not listed/Declined to answer</b>	5.3%	3.2%

<b>Gender</b>	<b>17-18</b>	<b>16-17</b>
<b>Male</b>	13.2%	17.9%
<b>Female</b>	82.5%	76.9%
<b>Transgender, Genderqueer</b>	>1%	2.6%
<b>Not Listed, Declined to answer</b>	3.5%	2.6%

**Other Stats**

- 15.7% Transfers
- 44.3% Residential
- 93% Age 24 and under
- Political preferences
  - 44.7% “liberal”
  - 18.5% “conservative”
  - 24.6% Unsure
  - 13.2% Decline to answer

**Question highlights:**

“I feel like an included member of the Daemen community...” (Somewhat agree, agree or strongly agree)

	<b>17-18</b>	<b>16-17</b>	<b><u>Percent Change</u></b>
<b>Overall</b>	71.1%	79.3%	-8.24%
<b>URM</b>	79.0%	58.0%	+21%*
<b>White</b>	76.1%	82.8%	-6.63%

Compared to 2016, there was a downward shift in the overall response to the question with a decrease in individuals who *somewhat agree, agree or strongly agree* with the statement (79.3% to 71%). However, after sorting by race/ethnicity, we can see that there were improvements amongst student of color who somewhat agree, agree or strongly agree with the statement. White students overall felt less included.

**“I feel as sense of connection/community with the following groups...”**

Students (*somewhat agree, agree or strongly agree*)

	<b>17-18</b>	<b>16-17</b>	<b><u>Percent Change</u></b>
<b>Overall</b>	77.3%	80.0%	-2.7%
<b>URM</b>	69.0%	55.0%	+14.0%*
<b>White</b>	82.1%	81.3%	+0.08%

Faculty (*somewhat agree, agree or strongly agree*)

	<b>17-18</b>	<b>16-17</b>	<b><u>Percent Change</u></b>
<b>Overall</b>	81.3%	78.0%	+3.3%
<b>URM</b>	81.0%	59.0%	+22.0%*
<b>White</b>	83.3%	78.6%	+4.7%

Staff/Administrators (*somewhat agree, agree or strongly agree*)

	<b>17-18</b>	<b>16-17</b>	<b><u>Percent Change</u></b>
<b>Overall</b>	53.3%	63.1%	-9.8%
<b>URM</b>	54.0%	59.0%	-5.0%
<b>White</b>	52.4%	61.6%	-9.2%

**“I am comfortable with the climate...”**

Inside of the classroom (*somewhat agree, agree or strongly agree*)

	<b>17-18</b>	<b>16-17</b>	<b><u>Percent Change</u></b>
<b>Overall</b>	80.3%	83.3%	-3.0%
<b>URM</b>	65.0%	60.0%	+5.0%
<b>White</b>	88.2%	85.2%	+3.0%

Outside of the classroom (*somewhat agree, agree or strongly agree*)

	<b>17-18</b>	<b>16-17</b>	<b><u>Percent Change</u></b>
<b>Overall</b>	70.0%	79.6%	-9.6%
<b>URM</b>	62.0%	60.0%	+2.0%
<b>White</b>	74.1%	82.6%	-8.49%

I feel like I can have difficult conversations with other students in a respectful manner...

(*Somewhat agree, agree or strongly agree*)

	<b>17-18</b>	<b>16-17</b>	<b><u>Percent Change</u></b>
<b>Overall</b>	65.9%	70.7%	-4.8%
<b>URM</b>	69.0%	49.0%	+20.0%*
<b>White</b>	70.5%	70.4%	+1.1%

**On Daemen’s Campus, I feel:**

Physically comfortable (*somewhat agree, agree or strongly agree*)

	<b>17-18</b>	<b>16-17</b>	<b><u>Percent Change</u></b>
<b>Overall</b>	90.3%	91.8%	-1.5%
<b>URM</b>	88.0%	65.0%	+23.0%*
<b>White</b>	88.9%	93.8%	-4.9%

Emotionally comfortable (*somewhat agree, agree or strongly agree*)

	<b>17-18</b>	<b>16-17</b>	<b><u>Percent Change</u></b>
<b>Overall</b>	75.8%	83.7%	-7.9%
<b>URM</b>	63.0%	57.0%	+6.0%
<b>White</b>	76.6%	86.6%	-10.0%

**In general, my cultural community is valued on campus. (Somewhat agree, agree or strongly agree)**

	<b><u>17-18</u></b>	<b><u>16-17</u></b>	<b><u>Percent Change</u></b>
<b>Overall</b>	52.7%	60.8%	-8.1%
<b>URM</b>	52.0%	48.0%	+4.0%
<b>White</b>	64.6%	64.4%	+2%

**While at Daemen, about how often have you had discussions with people from the following groups?**

People of a race or ethnicity other than your own...

	<b><u>17-18</u></b>	<b><u>16-17</u></b>	<b><u>Percent Change</u></b>
<b>Very Often</b>	42%	36%	+6.0%
<b>Often</b>	25%	31%	-6.0%
<b>Sometimes</b>	35%	30%	+5.0%
<b>Never</b>	> 1%	4%	-3.0%

People from a socio-economic background other than your own...

	<b><u>17-18</u></b>	<b><u>16-17</u></b>	<b><u>Percent Change</u></b>
<b>Very Often</b>	30%	30%	None
<b>Often</b>	36%	32%	+4.0%
<b>Sometimes</b>	32%	29%	+3.0%
<b>Never/Declined</b>	> 2%	9%	-7.0%

People with religious beliefs other than your own...

	<b><u>17-18</u></b>	<b><u>16-17</u></b>	<b><u>Percent Change</u></b>
<b>Very Often</b>	40%	25%	+15.0%
<b>Often</b>	24%	31%	-7.0%
<b>Sometimes</b>	35%	30	+5.0%
<b>Never/Declined</b>	>5%	13%	-8.0%

People with a political view other than your own...

	<b><u>17-18</u></b>	<b><u>16-17</u></b>	<b><u>Percent Change</u></b>
<b>Very Often</b>	27%	33%	-6.0%
<b>Often</b>	30%	31%	-1.0%
<b>Sometime</b>	36%	27%	+9.0%
<b>Never</b>	6%	9%	-3.0%

### **Additional feedback**

Is there a place on campus where you feel welcome and enjoy spending time?

	<b><u>17-18</u></b>	<b><u>16-17</u></b>	<b><u>Percent Change</u></b>
<b>Yes</b>	68.4%	71.5%	-3.1%
<b>No</b>	12.0%	11.5%	-.5%
<b>Unsure</b>	14.5%	17.0%	+2.5%
<b>Decline to Answer</b>	4.3%	0	+4.3

- RIC/Library
- Veterans Lounge
- Academic Department
- Anywhere
- VPAC
- Dining Hall
- AWC

Is there place on campus where you do not feel welcomed or comfortable?

	<b><u>17-18</u></b>	<b><u>16-17</u></b>	<b><u>Percent Change</u></b>
<b>Yes</b>	22.2%	18.8%	+3.1%
<b>No</b>	59.9%	61.2%	-2.2%
<b>Unsure</b>	14.5%	17.0%	-2.5%
<b>Decline to Answer</b>	4.3%	3.0%	+1.3

- “At work, people talk to others, but I feel excluded like no one wants to get to know you. Conversations seem to be very superficial. Counselor is the only place where I can really be myself and express my hardships and problems.”
- “I do not feel comfortable in a majority of my classes when politics are brought up. As a conservative female, I am judged when I express my opinion, so I do not feel comfortable in those situations.”



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- “The new game room (Egames). When I walked in there and there are Egamers they looked at us and judge us for checking out the room.”

### What, if any, diversity related programs and/or initiative would you like to see take place on campus?

- “Create an environment for conservative students to feel welcome and comfortable to share their opinions in class”
- More LGBTQ+ representation/programs
- PTSD for Training for Faculty
- “Not basing lectures off of the traditional, white family for everything we do.”
- More programs related to the inclusion of people with disabilities
- More student to student interaction
- “A multicultural festival with free food from different places. Everyone loves free food and it would be a fun way to interact and talk about new cultures we are unfamiliar with.”
- More student to student interaction. A lot of the minority students are seen as tokens. We are constantly target for stupid offenses and a lot of the students look down on us. I feel that there is a sense of separation and we are usually ignored
- The events that are planned are great in just there is no commingling between everyone when there is a large diverse event.

### Additional thoughts (open-ended):

- Please start the multicultural festival, it would be lots of fun.
- I find it concerning that the campus was not notified by the firing of the hall director for inappropriate relations was not spread to the campus. The hall director lives in a building with some students as young as 17 years old. I used to trust the administration to report things of this nature, but after realizing this it makes me wonder what else the campus is hiding.
- I think our campus safety is a joke... I feel like some of the people we hire look twelve and wouldn't be able to keep me safe anymore than I can keep myself safe. It's not like they carry anything on them to protect me.
- Daemen fosters an environment that teaches their students to label other races, I would never recommend a person of color to come to this school. I am sorry that I came here.
- I really wish there were more sports teams
- The majority of students at Daemen seem to be White and Christian; the population is far less diverse than the population at University at Buffalo where I obtained my



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undergraduate degree. That being said, I have never witnessed any negative interactions between people of different backgrounds at Daemen. Students, faculty, and staff all seem to be very accepting.

- It is hard to feel the diversity of Daemen. I feel like people are less welcoming
- More mental health awareness
- Campus library should be cleaned more. Severely stained furniture should be replaced, more group study rooms added.
- For safety I disagree on because there were two times this semester when campus safety was actually needed and the response time was atrocious. The first time was when someone passed out and had a seizure, a student in my class called campus safety several times and no one picked up the phone. Another student had to run to their office and get someone. The second time was when a gruesome, loud fight was occurring in the apartment and building which the led to outside and campus safety took 15/20 min to respond even though they are very close to the apartments on campus.
- I feel as though professors need to be more understanding of students' personal lives. Many students have experienced hardships and also work hard to attend here. Also, buildings should be handicap accessible for students with disabilities, because some of the original buildings on campus are not.
- Most colleges have a liberal views and so do most of their staff. I do not mind that; however, I do not appreciate faculty and staff imposing their beliefs within their class. The only exceptions I can make are the political science professors, but I still don't feel that they should try to sway their students. I have only experienced this 2 or 3 times, but it should not happen at all.
- I do not think that Daemen is very supportive of older students who can only take classes in the evenings or online. There is not much offered then. Also, faculty office hours are impossible to utilize if you working during the day. Daemen seems to only cater to full time, traditional students.
- There is very little to do on campus. There are a few clubs most of which seem to be for people who are not Caucasian. I attended the multicultural association's interest meeting and I was getting dirty looks the entire time. I did not go to any further meetings.
- I think we need new chairs in the classrooms. The old desks are very uncomfortable and bad for our bodies (posture)
- There are some things that are very good at Daemen and that you get a sense that people genuinely want to be the best possible. However at the end of the day it's about





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money and unfortunately very often people get "fake" bills or large bills that they don't really owe the school yet and it causes a panic every time that it happens and if you don't have the money right away to pay you are treated very badly so obviously there is room for improvement

- It's somewhat inevitable, however in the classroom setting it can be challenging to speak your mind when you have a different opinion than your professor. This is mostly (in my experience) in relation to political opinions. I find a few professors who feel very strongly about their political views demonize those who think differently. I have only experienced this from professors who are strongly left leaning. While I understand everyone has different views and this may result in clashing opinions occasionally, at times I feel if I spoke against their opinions if it came up in class discussion my grade would suffer as a result.
- I Hate Daemen
- I am very happy that I chose to receive my education at Daemen.
- Being an international student, it is hard to find people like me. I feel like people have nothing to talk of than Daemen itself. There are more things to talk about to get to know someone than superficial stuff.
- As a senior at Daemen, I can say that I have not been able to express my opinions freely. Between faculty members and other students I would be scrutinized considering I am a female conservative. I had professors cry during lecture when Trump was elected president. I find this extremely unprofessional and quite honestly, a waste of the thousands of dollars I am paying for this school. I have had to change my opinions in papers just so I would pass the class. I had a professor put me in front of the class as an example of "white privilege." Had this been the other way around there would have been a huge issue. I am not paying money to have professors give me their political opinions ESPECIALLY since I am a science major. If the school is going to encourage politics, both sides need to be accommodated.
- In most classes teachers are extremely political, I am not paying to listen to their political views.
- Daemen is a wonderful place and hope to see more diversity within Daemen while I'm here.
- I never felt included as a disabled veteran, older/independent student or as someone who has experienced domestic trauma. My entire two-years I have felt like I returned to secondary school.