



HEDS Diversity and Equity Campus Climate Survey 2023–2024 Comparison Report Daemen University

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In this report, we review and compare the responses of students, faculty, staff, and administrators at Daemen who took the HEDS Diversity and Equity Campus Climate Survey in 2023-2024 to the responses of those same groups at other institutions.

We compare Daemen's results to two different comparison groups from institutions that administered the survey in the last three years:

- 1) Other Doctoral Universities
- 2) All Other Institutions

This report consists of a series of worksheets in which we summarize the data from different perspectives and with varying levels of detail. Worksheets 1–4 provide an overview of the survey results; we suggest looking at these worksheets to get a sense of overall trends. Worksheets 5–8 provide more detail on the four key indicators—two that focus on campus climate and two that focus on negative experiences. Worksheets 9–11 summarize respondents' experiences with different groups and activities. Throughout the report, we highlight comparisons by respondent's role on campus and the following demographic categories: race/ethnicity, gender identity, sexual orientation, political views, disability status, and religious affiliation.

You can find more information about whom we included in each group on the Technical Information worksheet. You can use the Table of Contents and accompanying worksheet descriptions below to navigate this report.

Click on the underlined names below to jump to the worksheet you would like to view.

<p><u>1. Campus Diversity</u> Summary of the range of identities of respondents at your institution compared to respondents at other institutions.</p>
<p><u>2. Campus Climate for Diversity and Equity</u> Summary of responses to key questions about your institution's campus climate for diversity and equity compared to responses to these questions at other institutions.</p>
<p><u>3. Experiences with Negative Remarks</u> Summary of respondents' experiences with insensitive or disparaging remarks at your institution compared to respondents' experiences at other institutions.</p>
<p><u>4. Experiences with Discrimination and Harassment</u> Summary of respondents' experiences with discrimination or harassment at your institution compared to the experiences of respondents at other institutions.</p>
<p>Worksheets 5–8 include more detail about each of the four indicators, including comparisons between your institution and other institutions.</p>
<p><u>5. Campus Climate for Diversity and Equity Indicator</u></p>
<p><u>6. Institutional Support for Diversity and Equity Indicator</u></p>
<p><u>7. Insensitive or Disparaging Remarks Indicator</u></p>
<p><u>8. Experiences of Discrimination and Harassment Indicator</u></p>
<p>Worksheets 9–11 include details about each of the three topics listed below—Impact, Interactions, and Comfort—with different groups and activities at your institution.</p>
<p><u>9. Impact of Different Activities on Support for Diversity and Equity</u></p>
<p><u>10. Interactions with Different Groups</u></p>
<p><u>11. Comfort Interacting with Different Groups</u></p>
<p><u>12. Information About Respondents</u></p>

Detailed demographic information about the people who took this survey at your institution compared to respondents at other participating institutions.

[13. Technical Information](#)

Information about the response rate for the survey and details about how we calculated the indicators and other variables in this report.

[14. Participating Institutions](#)

A list of the institutions included in this report.

[15. Data Sharing Practices](#)

Information about how you may share this report.



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Campus Climate for Diversity and Equity

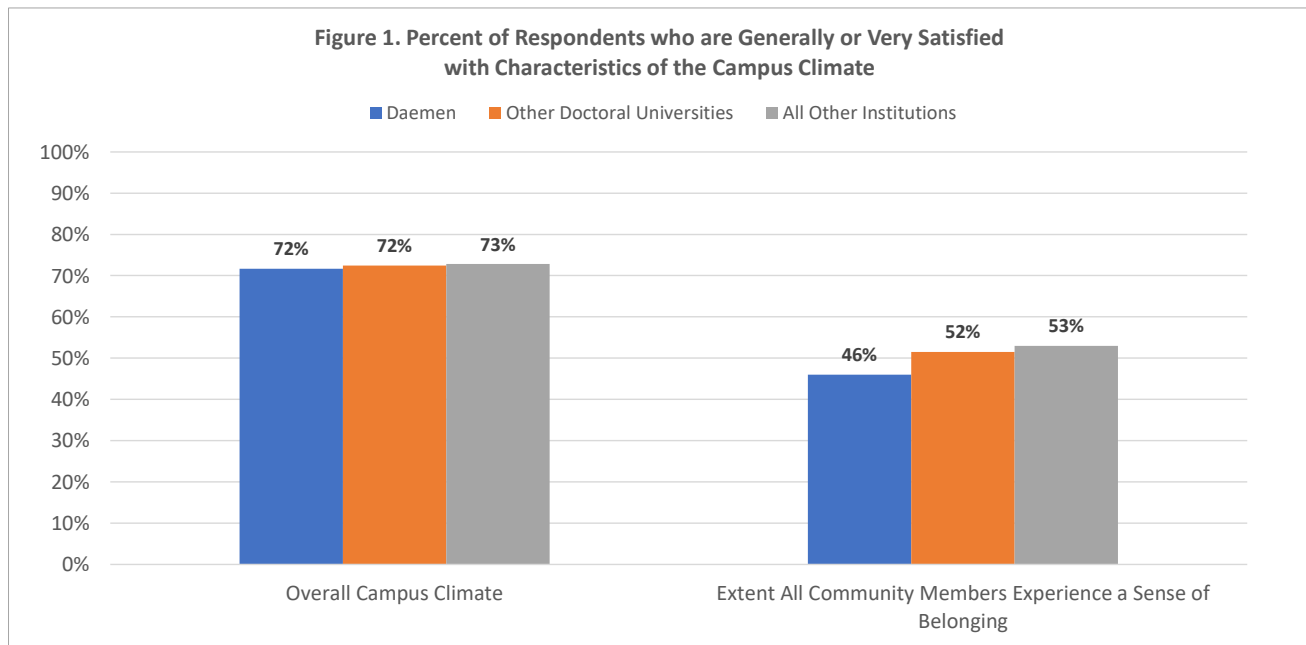
Below, we compare your institution's overall data to data from other institutions on three key questions about campus climate for diversity and equity. In Figure 1, we highlight respondents' satisfaction with the overall campus climate and their sense of belonging to the community. In the second figure, we look at whether respondents agree that the campus is free from tensions related to individual or group differences and that diversity on campus improves experiences and interactions. In Figure 3, we examine Question 6, "Overall, how comfortable would you be sharing your views on diversity and equity at Daemen?"

Please note, these graphs show your institution's overall data, not data representing different communities or identities at your institution. You'll find more detailed information about the experiences of people with different identities at your institution in Worksheets 3-11 of this report.

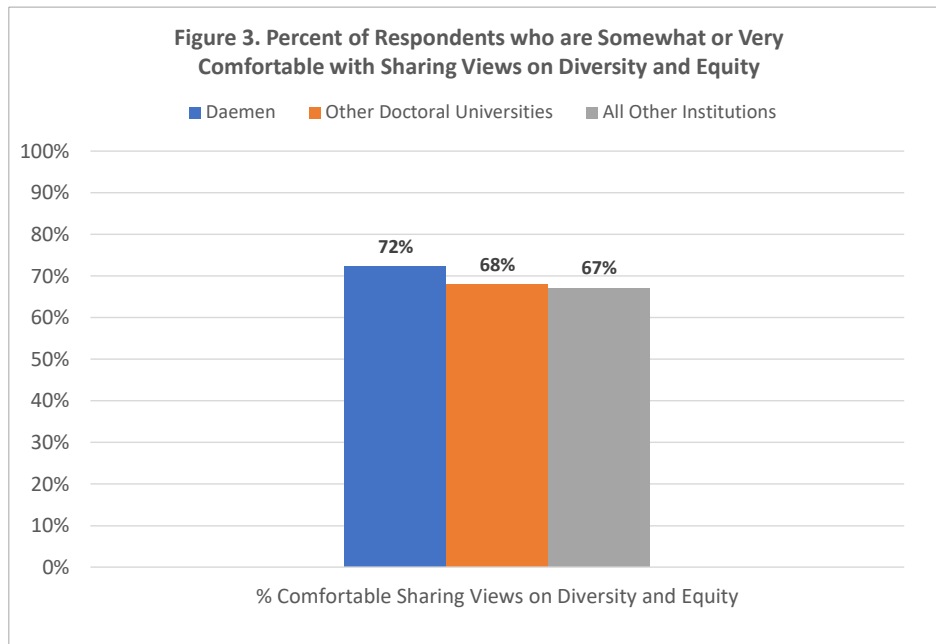
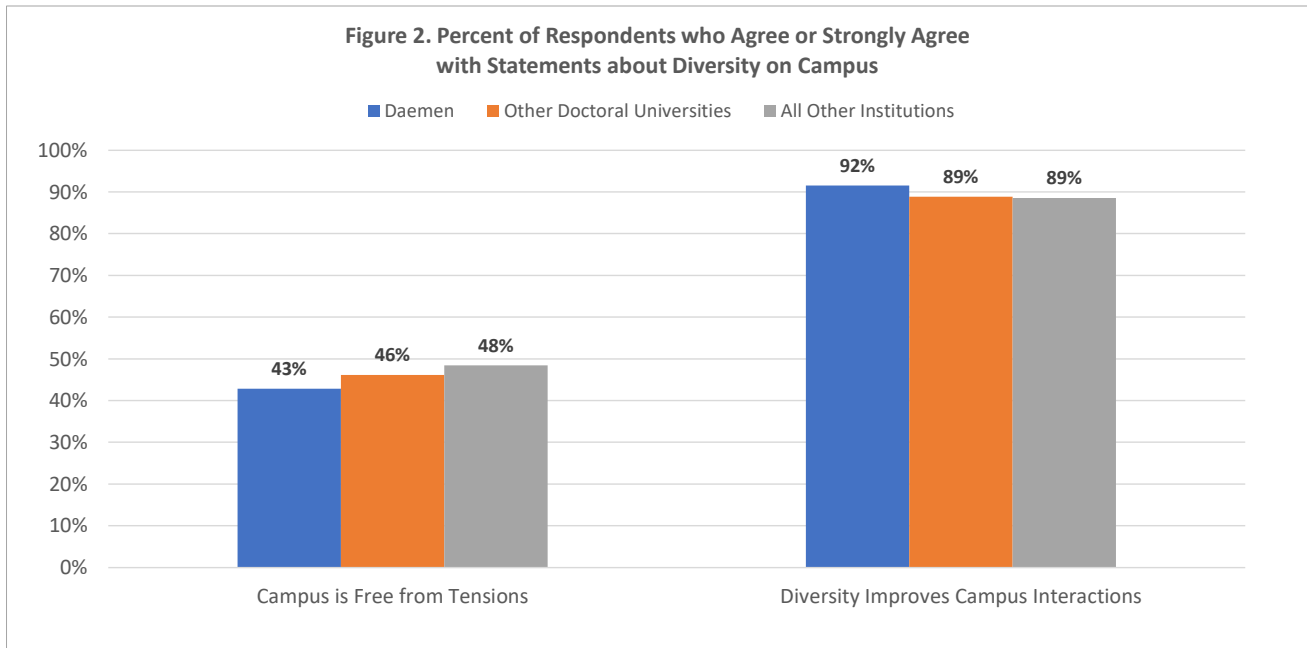
We've found that having negative experiences influences all of the measures of campus climate we review on this worksheet. Specifically, we've found the more often respondents (a) hear insensitive or disparaging remarks about people's identity or (b) experience discrimination or harassment:

- The more negative their views are on overall campus climate
- The less satisfied they are with how welcoming their institution is to all members of the community
- The more they believe that their campus has tensions related to individual or group identity
- The less likely they are to believe that diversity improves interactions and experiences on campus
- The less comfortable they are sharing their views on diversity and equity

We summarize and compare the experiences of people in your community with these types of negative experiences on the next two worksheets.



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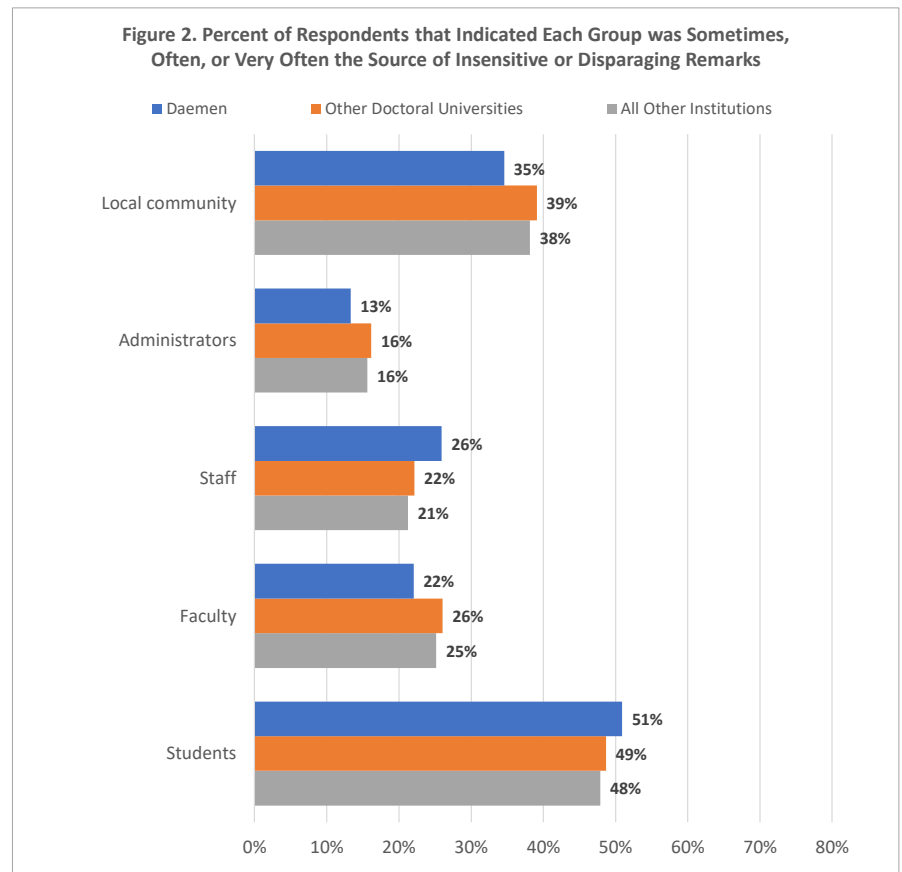
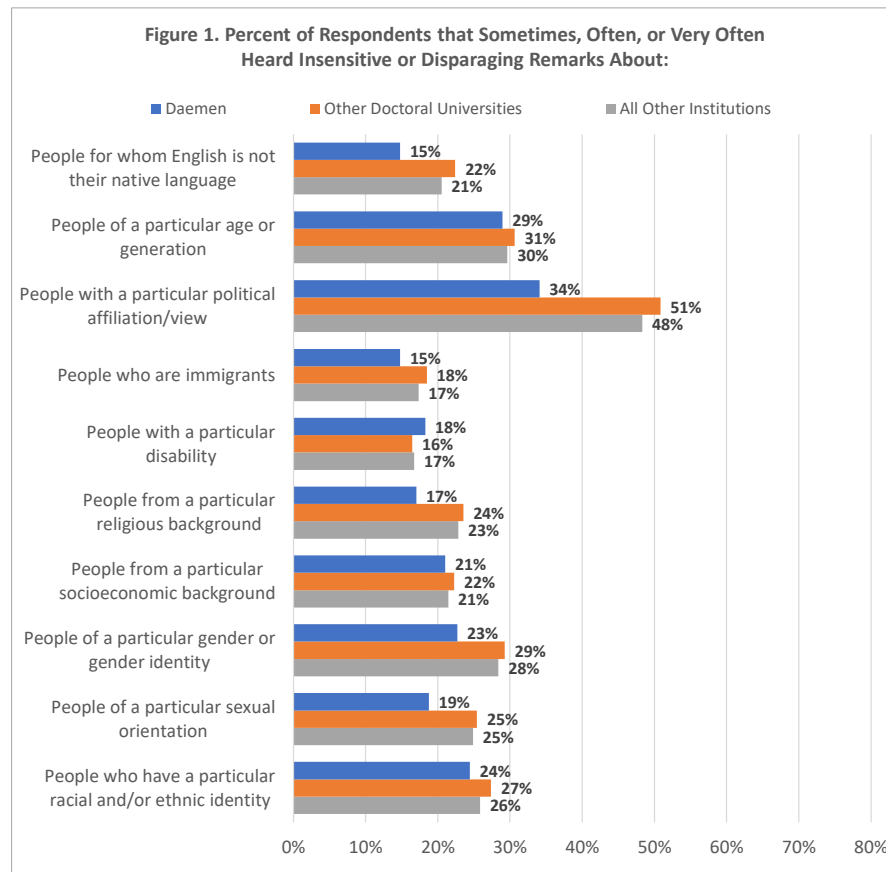


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Experiences with Negative Remarks

Below we show data on how often respondents heard insensitive or disparaging remarks about themselves or others. In the first two figures, we look at the groups at Daemen that were most frequently the subject of negative remarks and the groups that were most often the source of these remarks compared to those at other institutions. Further down this worksheet, we examine how often different groups of people at your institution heard negative remarks aimed at aspects of individual identity.

We provide more detail about the extent to which people with different identities experienced negative remarks in Worksheet 7-Disparaging Remarks.



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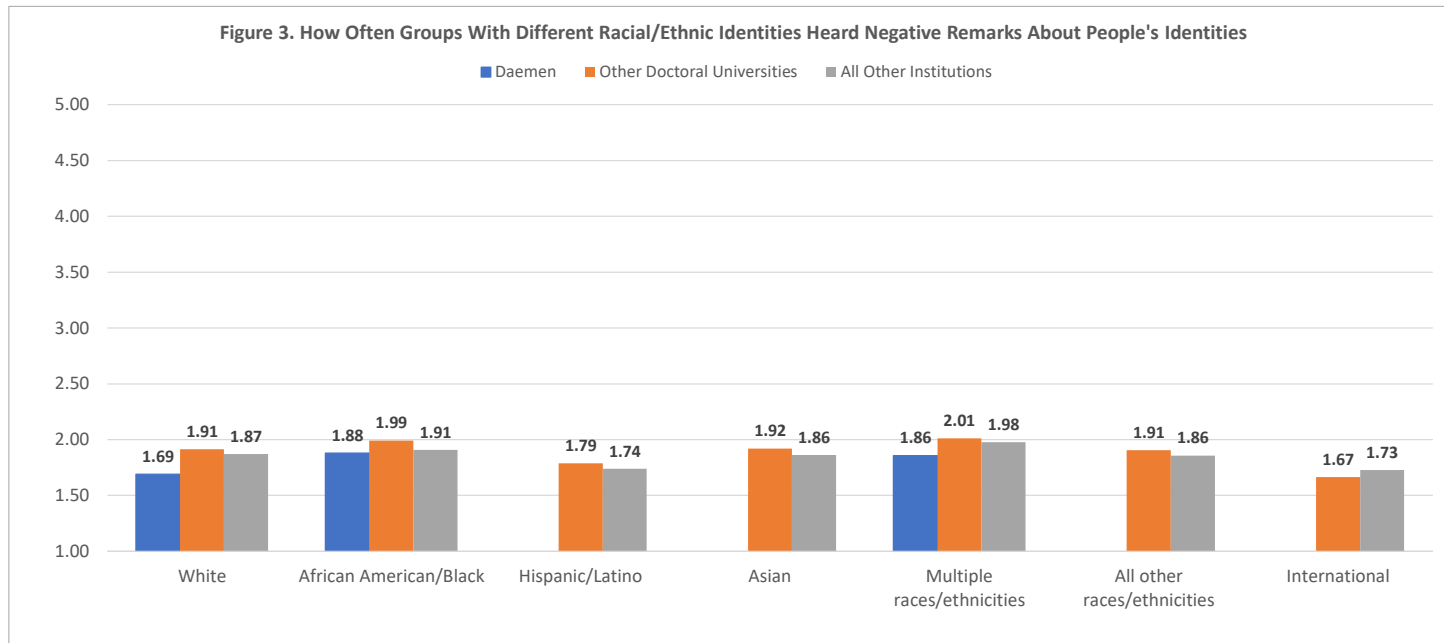
How Often Different Groups at Daemen Heard Insensitive or Disparaging Remarks About Themselves and/or Others

In the figures below, we show how often different groups at your institution, on average, heard insensitive or disparaging remarks. Higher means indicate that people with these identities heard negative remarks more often.

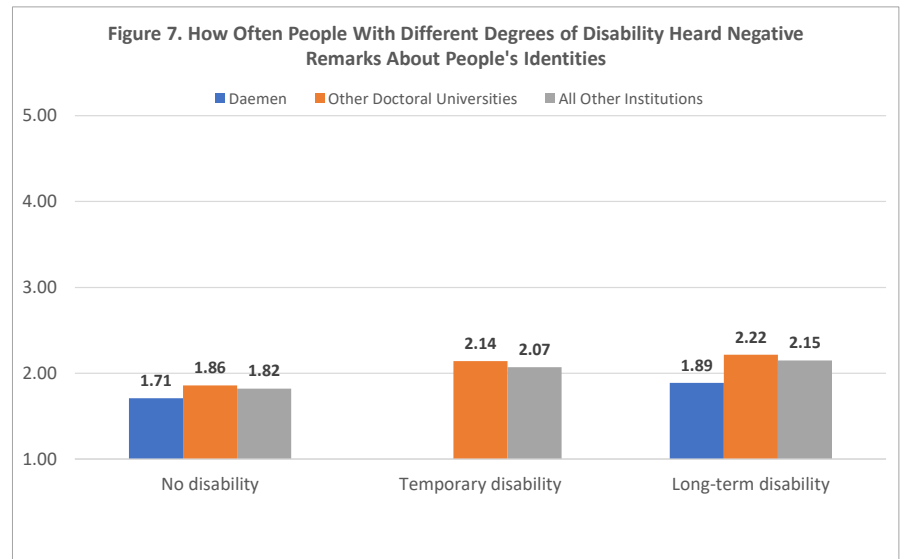
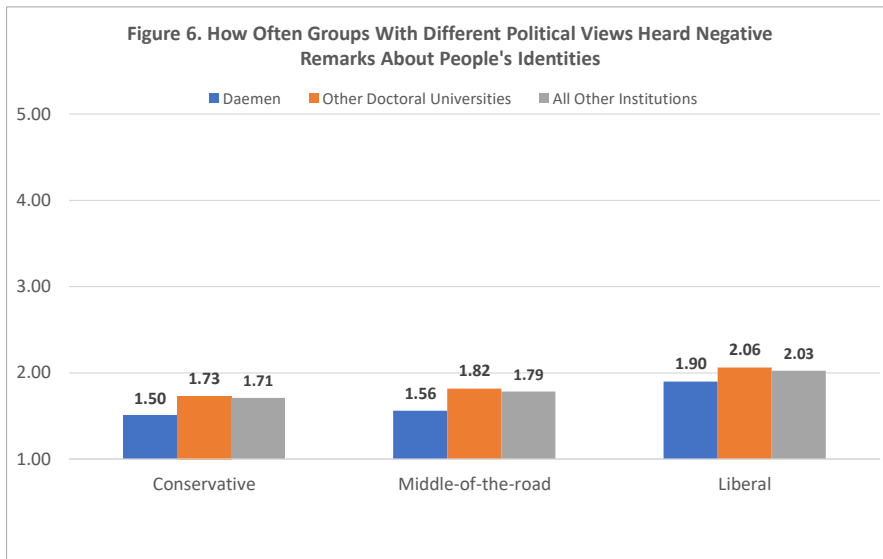
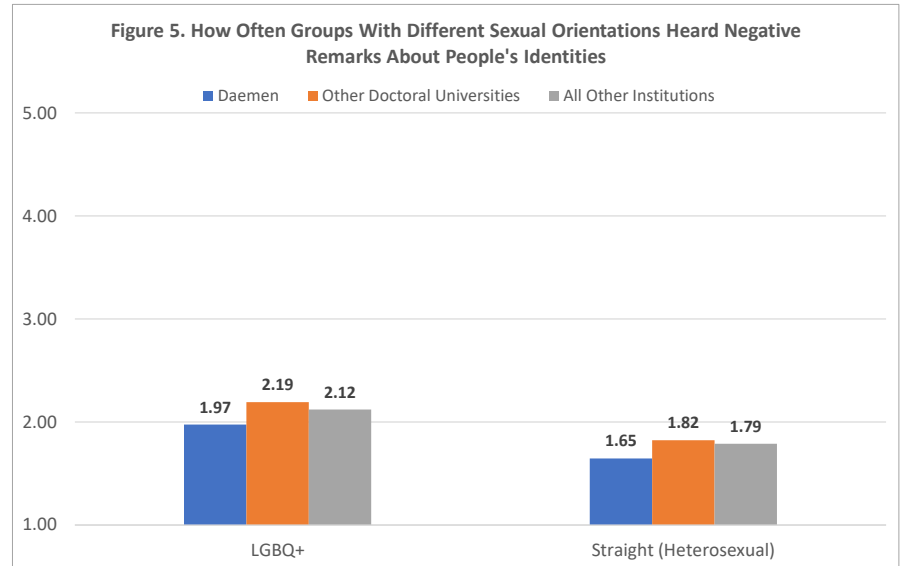
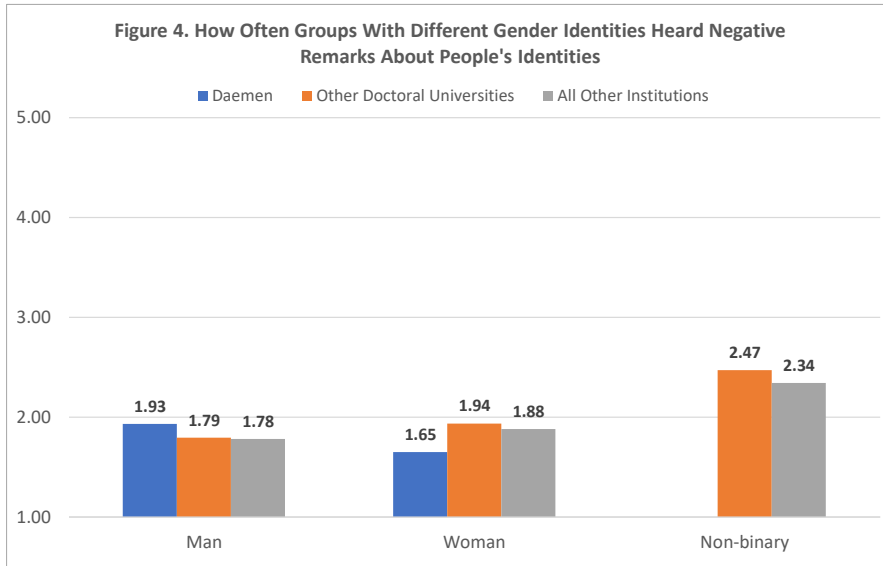
We calculate the means using the following 5-point scale:

- 1 = Never heard insensitive or disparaging remarks
- 2 = Rarely heard insensitive or disparaging remarks
- 3 = Sometimes heard insensitive or disparaging remarks
- 4 = Often heard insensitive or disparaging remarks
- 5 = Very often heard insensitive or disparaging remarks

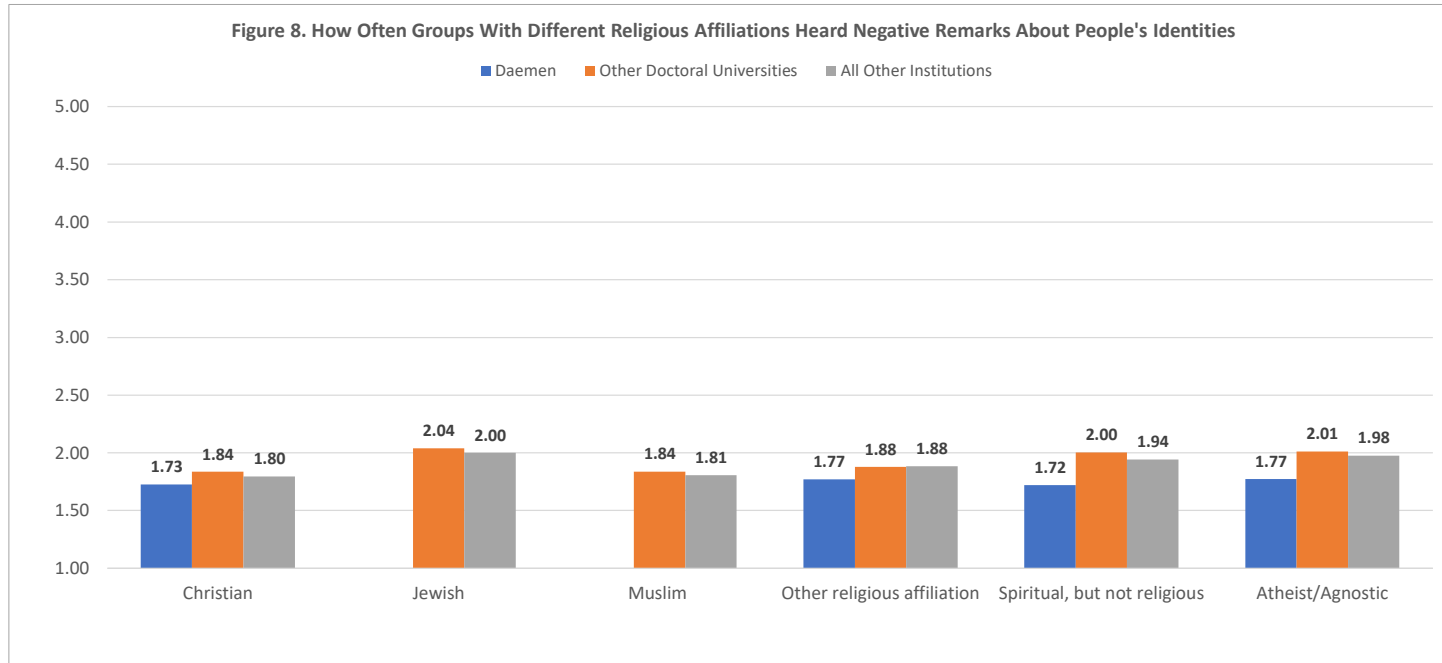
For example, a mean of 3.1 indicates that, overall, people reported sometimes hearing insensitive or disparaging remarks, while a mean of 4.6 would indicate that they heard such remarks frequently. Please note, we do not show data in the graphs below when a group has fewer than 5 people.



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Experiences with Discrimination or Harassment

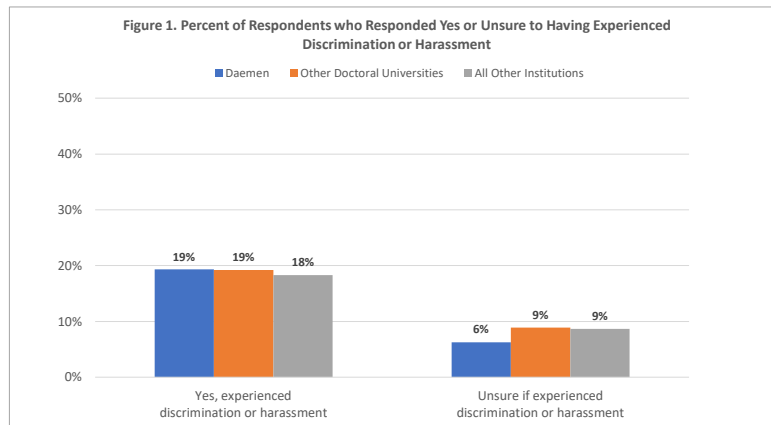
We asked the 177 respondents at Daemen if they experienced discrimination or harassment in Question 13. On this worksheet, we first look at the experiences of respondents who indicated they experienced discrimination or harassment, whether it occurred in the last year, and which group(s) were the source. We also compare the experiences of people at your institution to those of people at other institutions.

Before they answered questions about experiencing discrimination or harassment, respondents saw the following definitions:

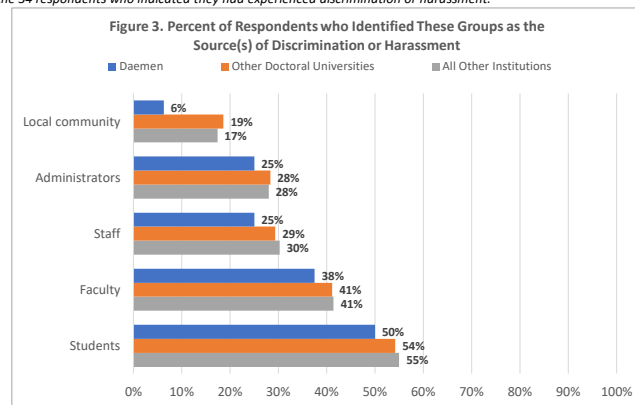
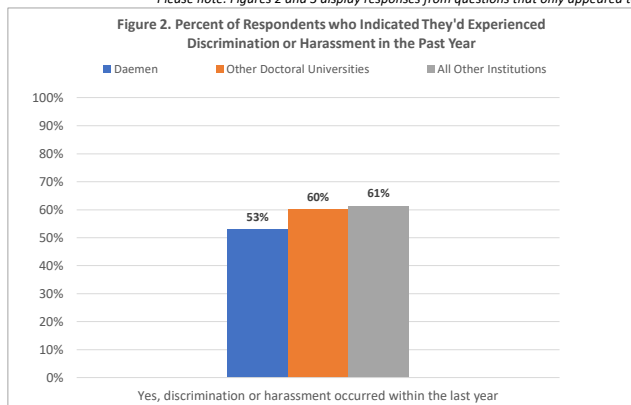
- Discrimination:** the unfavorable treatment of a person based on that person's race, ethnicity, national origin, socioeconomic status, age, perceived or actual physical or mental disability, pregnancy, sex, sexual orientation, gender identity, marital status, creed, religion, or political beliefs.
- Harassment:** a form of discrimination consisting of physical or verbal conduct that denigrates or shows hostility toward an individual because of their race, ethnicity, national origin, socioeconomic status, age, perceived or actual physical or mental disability, pregnancy, sex, sexual orientation, gender identity, marital status, creed, religion, or political beliefs. Harassment occurs when the conduct is sufficiently severe and/or pervasive that it alters the terms or conditions of employment or substantially limits the ability of a student to participate in or benefit from the college's educational and/or social programs.

Please note, we provide more detail about the extent to which people with different identities experienced discrimination or harassment in Worksheet 8-Discrimination Harassment.

In Figures 1 and 2 below, we show overall data on how many respondents experienced discrimination or harassment aimed at *any* aspect of their identity.



Please note: Figures 2 and 3 display responses from questions that only appeared to the 34 respondents who indicated they had experienced discrimination or harassment.

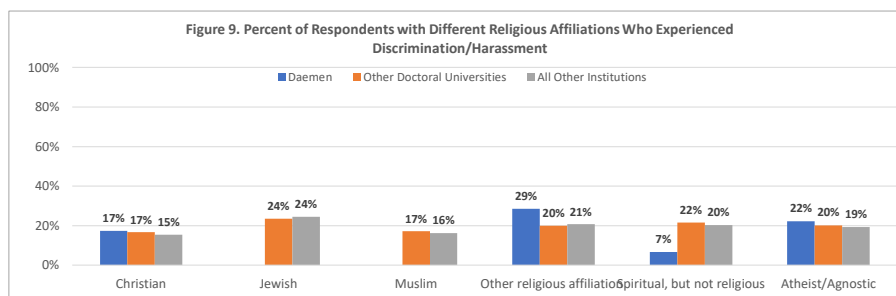
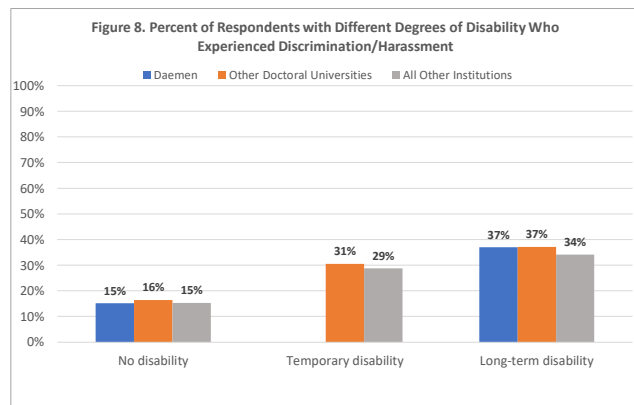
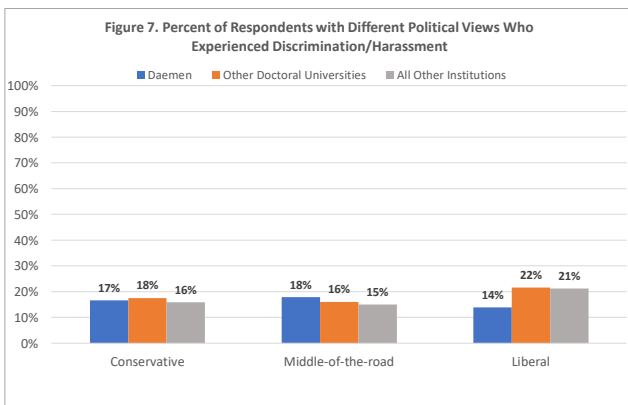
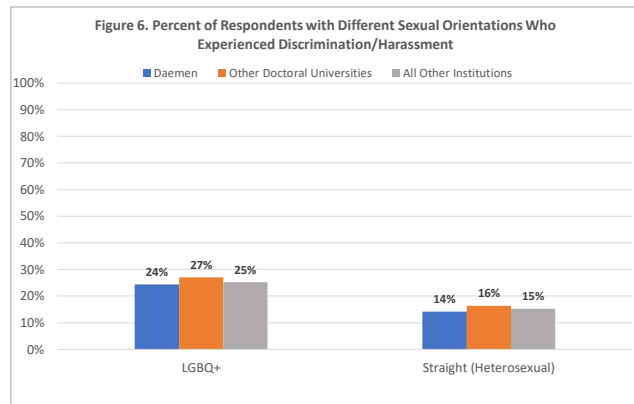
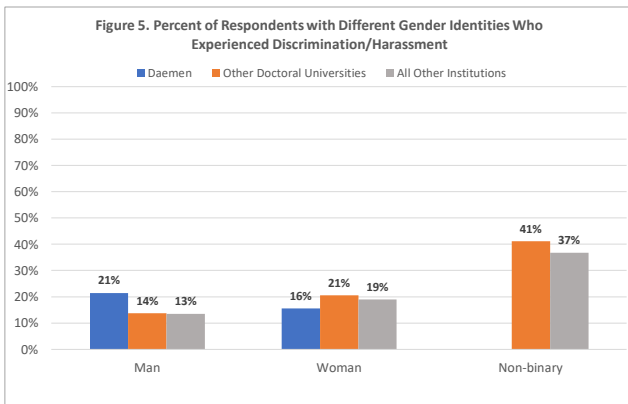
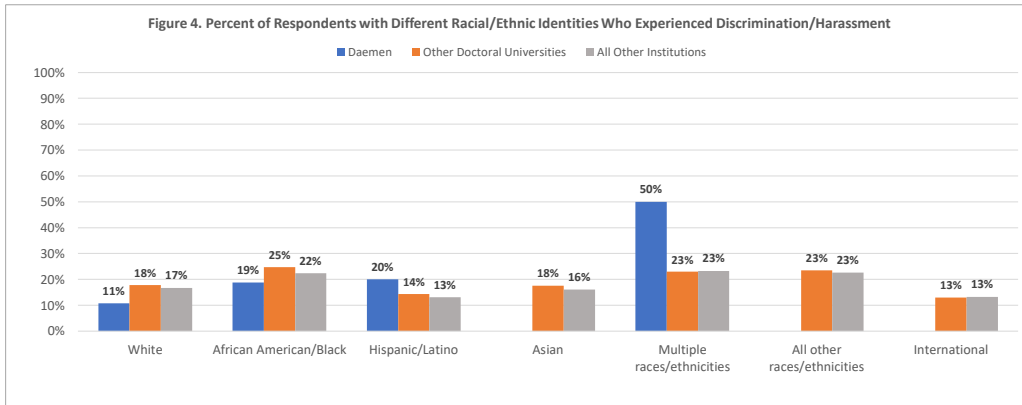


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To What Extent Do Different Groups at Daemen Experience Discrimination or Harassment?

In the figures below, we highlight how often people at your institution experienced discrimination or harassment aimed at any aspect of their identity.

Please note, we do not show data in the graphs below when a group has fewer than 5 people.



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Campus Climate for Diversity and Equity Indicator

We include data on the *Campus Climate for Diversity and Equity* Indicator in the tables below. We compute this by averaging the level of satisfaction that a person has with each of the following elements from Question 1:

Please indicate your level of satisfaction with the following at Daemen. (Q1)

Response options: 1=Very dissatisfied; 2=Generally dissatisfied; 3=Neither satisfied nor dissatisfied; 4=Generally satisfied; 5=Very satisfied

Overall campus climate

The campus experience/environment regarding diversity at Daemen

The extent to which you experience a sense of belonging or community at Daemen

The extent to which you feel all community members experience a sense of belonging or community at Daemen

Table 1 shows the average level of satisfaction different groups at your institution had with the overall campus climate for diversity and equity. Higher means indicate higher satisfaction. We show comparisons between these groups at your institution and their counterparts at other institutions using arrows. Arrows pointing down indicate members of a group at your institution, on average, are less satisfied than their counterparts at other institutions; arrows pointing up indicate higher levels of satisfaction. An “=” sign indicates that the groups are roughly the same. (For more details on means and effect sizes, see notes below Table 1 and/or the Technical Information tab.)

Table 2 provides more detail on the level of satisfaction for each of the four elements of *Campus Climate for Diversity and Equity*. Finally, Table 3 includes information from two survey questions regarding the positive impact of diversity on campus and people’s comfort with sharing their views on diversity.

Table 1: Campus Climate for Diversity and Equity by Demographic Categories											
	Daemen University				Other Doctoral Universities		All Other Institutions				
	n	Mean ¹	Effect Size ²		n	Mean	n	Mean			
			vs. Other Doctoral Universities	vs. All Other Institutions							
Overall Results	Daemen Campus Climate Indicator				173	3.57	↓ ↓	76,813	3.66	190,870	3.69
Results by Role											
	Undergraduate Students	46	3.49	↓	↓↓	27,014	3.72		81,821	3.79	
	Graduate Students	7	3.00			12,934	3.74		19,418	3.79	
	Faculty	34	3.50	≡	≡	12,286	3.55		30,456	3.55	
	Staff/Administrators	66	3.82	↑	↑	20,607	3.67		46,496	3.66	
Results by Role and Race/Ethnicity											
All Students	White	28	3.48	↓	↓↓	19,151	3.72		51,156	3.79	
	African American/Black	7	3.00			2,536	3.47		6,944	3.66	
	Hispanic/Latino	5	3.85			3,458	3.93		9,468	3.98	
	Asian	2				2,990	3.67		6,700	3.75	
	Multiple races/ethnicities	7	3.39			5,024	3.61		11,847	3.64	
	All other races/ethnicities	1				968	3.61		2,590	3.73	
All Employees	International	0				4,160	4.03		8,054	4.01	
	White	74	3.72	≡	≡	21,497	3.66		52,352	3.66	
	African American/Black	8	3.31			2,266	3.33		4,524	3.38	
	Hispanic/Latino	0				1,732	3.83		3,571	3.74	
	Asian	1				1,612	3.68		3,213	3.66	
	Multiple races/ethnicities	6	3.42			2,289	3.55		4,891	3.51	
Results by Role and Gender Identity	All other races/ethnicities	2				796	3.58		1,852	3.54	
	International	0				639	3.96		1,332	3.91	
	All Students	Man	16	3.39	↓↓	↓↓↓	13,149	3.85		32,072	3.87
		Woman	31	3.48	↓	↓↓	23,767	3.71		61,201	3.80
		Non-binary	4				1,529	3.09		4,709	3.26
	All Employees	Man	23	3.75	≡	≡	11,977	3.74		27,260	3.73
Woman		74	3.75	↑	↑	19,003	3.58		45,459	3.59	
Non-binary		0				382	2.96		1,012	3.02	
All Students	Cisgender	48	3.51	↓	↓↓	35,069	3.76		91,817	3.82	
	Unsure	0				692	3.13		1,894	3.26	
	Transgender	1				348	3.13		1,950	3.33	
All Employees	Cisgender	98	3.73	↑	↑	27,477	3.63		69,181	3.63	
	Unsure	0				119	3.00		285	3.06	
	Transgender	0				75	2.94		339	3.09	
Results by Role and Sexual Orientation											
All Students	LGBQ+	22	3.42	≡	↓	10,436	3.45		28,566	3.54	
	Straight (Heterosexual)	27	3.51	↓↓	↓↓	26,594	3.84		65,889	3.90	
All Employees	LGBQ+	16	3.38	≡	≡	4,169	3.39		10,680	3.40	
	Straight (Heterosexual)	76	3.80	↑	↑	25,962	3.68		60,234	3.68	
Results by Role and Political Views											
All Students	Conservative	4				4,831	3.93		12,490	3.96	
	Middle-of-the-road	15	3.62	↓	↓↓	10,899	3.88		27,162	3.92	
	Liberal	20	3.24	↓	↓↓	16,963	3.51		39,628	3.56	
All Employees	Conservative	6	4.58			3,577	3.91		8,239	3.90	
	Middle-of-the-road	35	3.97	↑	↑	9,478	3.76		21,438	3.76	
	Liberal	48	3.40	≡	≡	15,257	3.47		36,773	3.47	
Results by Role and Disability Status											
All Students	No disability	34	3.58	↓	↓	33,392	3.79		82,197	3.85	
	Temporary disability	1				512	3.49		1,441	3.63	
	Long-term disability	14	3.27	≡	↓	4,069	3.35		12,043	3.49	
All Employees	No disability	87	3.76	≡	≡	28,751	3.67		66,629	3.66	
	Temporary disability	0				521	3.39		1,219	3.41	
	Long-term disability	9	3.42			2,159	3.32		5,502	3.32	
Results by Role and Religious Affiliation											
All Students	Christian	25	3.30	↓↓↓	↓↓↓	17,747	3.85		45,575	3.92	
	Jewish	0				1,422	3.61		2,584	3.58	
	Muslim	0				1,219	3.77		2,946	3.89	
	Other religious affiliation	3				3,234	3.83		7,615	3.81	
	Spiritual, but not religious	5	3.65			3,215	3.57		9,514	3.67	
	Atheist/Agnostic	12	3.83	↑↑	↑	9,218	3.53		21,990	3.58	
All Employees	Christian	53	3.88	↑	↑	16,489	3.73		37,686	3.76	
	Jewish	3				1,113	3.58		2,164	3.55	
	Muslim	1				359	3.71		772	3.75	
	Other religious affiliation	3				1,713	3.59		4,063	3.55	
	Spiritual, but not religious	7	3.43			2,812	3.52		7,385	3.51	
	Atheist/Agnostic	23	3.50	≡	≡	7,169	3.48		16,834	3.47	

¹We only show means for groups of five (5) or more people.

²“Effect size” measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean at your institution includes 10 or more people.**

↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference = No difference

↓↓↓ Large negative difference ↓ Medium negative difference ↓ Small negative difference

Table 2: Satisfaction with the Four Elements of Campus Climate for Diversity and Equity

		Table 2: Satisfaction with the Four Elements of Campus Climate for Diversity and Equity																							
		Daemen University								Other Doctoral Universities								All Other Institutions							
		Undergraduate Students		Graduate Students		Faculty		Staff/Administrators		Undergraduate Students		Graduate Students		Faculty		Staff/Administrators		Undergraduate Students		Graduate Students		Faculty		Staff/Administrators	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Please indicate your level of satisfaction with the following at Daemen. (Q1)																									
Overall campus climate	Very satisfied	10	22%	0	0%	5	15%	15	23%	6,695	25%	3,871	30%	2,494	20%	4,201	20%	22,954	28%	6,178	31%	6,243	20%	9,325	20%
	Generally satisfied	21	46%	3	43%	19	56%	41	62%	13,962	51%	5,807	44%	5,923	48%	10,940	53%	40,621	49%	8,521	43%	14,418	47%	24,746	53%
	Neither satisfied nor dissatisfied	10	22%	2	29%	4	12%	7	11%	4,086	15%	2,130	16%	2,264	18%	3,579	17%	12,199	15%	3,182	16%	5,470	18%	7,916	17%
	Generally dissatisfied	4	9%	2	29%	5	15%	3	5%	1,993	7%	924	7%	1,395	11%	1,723	8%	5,441	7%	1,302	7%	3,704	12%	4,148	9%
	Very dissatisfied	1	2%	0	0%	1	3%	0	0%	470	2%	323	2%	370	3%	354	2%	1,309	2%	444	2%	1,015	3%	843	2%
	Total	46	100%	7	100%	34	100%	66	100%	27,206	100%	13,055	100%	12,446	100%	20,797	100%	82,524	100%	19,627	100%	30,850	100%	46,978	100%
The campus experience/environment regarding diversity at Daemen	Very satisfied	7	15%	2	29%	7	20%	16	24%	6,816	25%	3,795	29%	2,370	19%	4,030	19%	23,506	28%	6,036	31%	5,901	19%	8,823	19%
	Generally satisfied	20	43%	1	14%	14	40%	33	50%	11,054	40%	4,814	37%	4,911	39%	9,344	45%	32,492	39%	7,220	37%	12,126	39%	21,292	45%
	Neither satisfied nor dissatisfied	13	28%	1	14%	8	23%	15	23%	5,241	19%	2,436	19%	2,815	23%	4,531	22%	15,565	19%	3,626	18%	6,970	23%	10,268	22%
	Generally dissatisfied	6	13%	3	43%	5	14%	2	3%	3,425	13%	1,532	12%	1,909	15%	2,495	12%	8,930	11%	2,097	11%	4,786	16%	5,718	12%
	Very dissatisfied	1	2%	0	0%	1	3%	0	0%	782	3%	495	4%	441	4%	418	2%	2,235	3%	668	3%	1,058	3%	935	2%
	Total	47	100%	7	100%	35	100%	66	100%	27,318	100%	13,072	100%	12,446	100%	20,818	100%	82,728	100%	19,647	100%	30,841	100%	47,036	100%
The extent to which you experience a sense of belonging or community at Daemen	Very satisfied	7	15%	0	0%	7	20%	23	35%	7,174	26%	3,766	29%	2,976	24%	5,210	25%	24,223	29%	5,892	30%	7,771	25%	12,199	26%
	Generally satisfied	18	38%	2	29%	17	49%	25	38%	10,816	39%	4,758	36%	5,029	40%	9,099	43%	31,967	39%	7,124	36%	12,478	40%	20,653	44%
	Neither satisfied nor dissatisfied	8	17%	2	29%	4	11%	6	9%	5,432	20%	2,493	19%	2,391	19%	3,985	19%	15,913	19%	3,799	19%	5,596	18%	8,484	18%
	Generally dissatisfied	9	19%	2	29%	5	14%	10	15%	2,892	11%	1,472	11%	1,529	12%	2,079	10%	7,847	9%	2,018	10%	3,742	12%	4,639	10%
	Very dissatisfied	5	11%	1	14%	2	6%	2	3%	1,078	4%	632	5%	590	5%	555	3%	3,026	4%	877	4%	1,446	5%	1,291	3%
	Total	47	100%	7	100%	35	100%	66	100%	27,392	100%	13,121	100%	12,515	100%	20,928	100%	82,976	100%	19,710	100%	31,033	100%	47,266	100%
The extent to which you feel all community members experience a sense of belonging or community at Daemen	Very satisfied	4	9%	0	0%	4	11%	10	15%	5,233	19%	3,059	23%	1,624	13%	2,921	14%	18,605	22%	4,856	25%	4,090	13%	6,365	13%
	Generally satisfied	17	36%	2	29%	12	34%	26	39%	9,846	36%	4,391	34%	3,901	31%	7,445	36%	29,722	36%	6,680	34%	9,665	31%	16,897	36%
	Neither satisfied nor dissatisfied	15	32%	3	43%	7	20%	16	24%	7,105	26%	3,284	25%	3,793	30%	6,231	30%	20,639	25%	4,913	25%	9,084	29%	14,027	30%
	Generally dissatisfied	9	19%	1	14%	10	29%	12	18%	3,954	14%	1,711	13%	2,467	20%	3,563	17%	10,585	13%	2,338	12%	6,368	21%	8,240	17%
	Very dissatisfied	2	4%	1	14%	2	6%	3	4%	1,232	5%	659	5%	688	6%	743	4%	3,320	4%	899	5%	1,756	6%	1,680	4%
	Total	47	100%	7	100%	35	100%	67	100%	27,370	100%	13,104	100%	12,473	100%	20,903	100%	82,871	100%	19,686	100%	30,963	100%	47,209	100%

Table 3: Responses to Additional Questions About Campus Climate for Diversity and Equity

		Table 3: Responses to Additional Questions About Campus Climate for Diversity and Equity																							
		Daemen University								Other Doctoral Universities								All Other Institutions							
		Undergraduate Students		Graduate Students		Faculty		Staff/Administrators		Undergraduate Students		Graduate Students		Faculty		Staff/Administrators		Undergraduate Students		Graduate Students		Faculty		Staff/Administrators	
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
To what extent do you agree that diversity on campus improves experiences and interactions within the classroom, the workplace, and the overall community? (Q5)																									
Strongly agree	Strongly agree	29	62%	3	43%	30	86%	57	84%	15,713	57%	8,775	67%	9,162	73%	14,423	69%	47,372	57%	12,964	66%	22,745	73%	32,750	69%
	Agree	11	23%	0	0%	4	11%	10	15%	8,116	30%	2,973	23%	2,396	19%	4,733	23%	24,665	30%	4,678	24%	6,000	19%	10,701	23%
	Neither agree nor disagree	4	9%	2	29%	0	0%	1	1%	2,529	9%	998	8%	731	6%	1,480	7%	8,110	10%	1,584	8%	1,767	6%	3,223	7%
	Disagree	3	6%	2	29%	0	0%	0	0%	679	2%	244	2%	150	1%	214	1%	1,878	2%	325	2%	348	1%	477	1%
	Strongly disagree	0	0%	0	0%	1	3%	0	0%	411	1%	156	1%	103	1%	113	1%	1,104	1%	222	1%	242	1%	223	0%
	Total	47	100%	7	100%	35	100%	68	100%	27,448	100%	13,146	100%	12,542	100%	20,963	100%	83,129	100%	19,773	100%	31,102	100%	47,374	100%
Overall, how comfortable would you be sharing your views on diversity and equity at Daemen? (Q6)																									
Very comfortable	Very comfortable	12	26%	3	43%	10	29%	26	38%	8,997	33%	5,510	42%	5,038	40%	6,661	32%	28,394	34%	8,307	42%	12,338	40%	15,041	32%
	Somewhat comfortable	22	47%	2	29%	19	54%	23	34%	9,741	36%	4,213	32%	3,888	31%	6,902	33%	27,528	33%	6,225	32%	9,710	31%	15,837	33%
	Neither comfortable nor uncomfortable	3	6%	1	14%	1	3%	12	18%	5,332	19%	2,001	15%	1,736	14%	4,276	20%	16,975	20%	3,162	16%	4,356	14%	9,226	20%
	Somewhat uncomfortable	6	13%	1	14%	3	9%	5	7%	2,315	8%	897	7%	1,195	10%	2,060	10%	6,909	8%	1,308	7%	2,929	9%	4,780	10%
	Very uncomfortable	4	9%	0	0%	2	6%	2	3%	1,052	4%	515	4%	658	5%	1,030	5%	3,282	4%	748	4%	1,703	5%	2,397	5%
	Total	47	100%	7	100%	35	100%	68	100%	27,437	100%	13,136	100%	12,515	100%	20,929	100%	83,088	100%	19,750	100%	31,036	100%	47,281	100%



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Daemen University**

Institutional Support for Diversity and Equity Indicator

Here we summarize data on the *Institutional Support for Diversity and Equity* Indicator. We compute the overall sense of institutional support for diversity and equity by averaging the level of agreement that a person has with each of the following four elements:

- Please indicate your level of agreement with each of the following statements about Daemen. (Q2)**
Response options: 1=Strongly disagree; 2=Disagree; 3=Neither agree nor disagree; 4=Agree; 5=Strongly agree
- The campus environment is free from tensions related to individual or group differences.
 - Recruitment of historically marginalized students, faculty, and staff is an institutional priority.
 - Retention of historically marginalized students, faculty, and staff is an institutional priority.
 - Senior leadership demonstrates a commitment to diversity and equity on this campus.

Table 1 shows the overall sense of institutional support for diversity and equity of different groups at your institution. Higher means indicate a higher sense of support. We show comparisons between these groups at your institution and their counterparts at other institutions using arrows. Arrows pointing down indicate that members of a group at your institution, on average, feel less institutional support for diversity and equity than their counterparts at other institutions; arrows pointing up indicate a higher sense of support. An “≈” sign indicates that the groups are roughly the same. (For more details on means and effect sizes, see notes below Table 1 and/or the Technical Information tab)

Table 2 provides detail on how participants answered each of the four questions in this indicator.

Table 1: Institutional Support for Diversity and Equity by Demographic Categories									
	Daemen University				Other Doctoral Universities		All Other Institutions		
	Effect Size ²				n	Mean	n	Mean	
	n	Mean ¹	vs. Other Doctoral Universities	vs. All Other Institutions					
Overall Results									
	Daemen Institutional Support Indicator	172	3.37	≈	↓	77,532	3.45	192,461	3.50
Results by Role									
	Undergraduate Students	47	3.43	≈	↓	27,298	3.51	82,500	3.60
	Graduate Students	7	2.89			13,043	3.53	19,592	3.58
	Faculty	35	3.24	↓	↓	12,438	3.35	30,840	3.37
	Staff/Administrators	65	3.53	↑	↑	20,804	3.41	47,020	3.43
Results by Role and Race/Ethnicity									
All Students	White	28	3.58	↑	≈	19,339	3.47	51,582	3.57
	African American/Black	7	3.14			2,582	3.29	7,016	3.50
	Hispanic/Latino	5	3.15			3,500	3.76	9,589	3.82
	Asian	2				3,022	3.50	6,760	3.60
	Multiple races/ethnicities	8	3.06			5,074	3.40	11,942	3.44
	All other races/ethnicities	1				984	3.43	2,620	3.57
	International	0				4,177	3.88	8,104	3.85
All Employees	White	74	3.48	≈	≈	21,741	3.43	52,965	3.46
	African American/Black	8	2.72			2,282	2.96	4,570	3.04
	Hispanic/Latino	0				1,757	3.52	3,637	3.44
	Asian	1				1,614	3.43	3,229	3.43
	Multiple races/ethnicities	6	3.08			2,320	3.28	4,967	3.26
	All other races/ethnicities	2				811	3.40	1,880	3.37
	International	0				642	3.78	1,340	3.63
Results by Role and Gender Identity									
All Students	Man	16	3.28	↓↓	↓↓	13,242	3.69	32,270	3.72
	Woman	32	3.41	≈	↓	24,028	3.48	61,784	3.59
	Non-binary	4				1,554	2.79	4,765	2.98
All Employees	Man	22	3.36	↓	↓	12,077	3.56	27,506	3.56
	Woman	75	3.49	↑	↑	19,239	3.31	46,079	3.34
	Non-binary	0				389	2.65	1,024	2.73
All Students	Cisgender	49	3.44	↓	↓	35,416	3.56	92,600	3.63
	Unsure	0				700	2.81	1,905	2.97
	Transgender	1				351	2.80	1,967	3.07
All Employees	Cisgender	98	3.44	≈	≈	27,783	3.39	70,024	3.42
	Unsure	0				119	2.70	285	2.80
	Transgender	0				76	2.65	337	2.86

Results by Role and Sexual Orientation										
All Students	LGBQ+	22	3.44	↑	↑	10,567	3.19	28,845	3.31	
	Straight (Heterosexual)	27	3.44	↓	↓↓	26,821	3.65	66,428	3.72	
All Employees	LGBQ+	16	3.05	≡	≡	4,226	3.08	10,828	3.12	
	Straight (Heterosexual)	76	3.53	≡	≡	26,249	3.45	60,931	3.47	
Results by Role and Political Views										
All Students	Conservative	4				4,878	3.76	12,605	3.81	
	Middle-of-the-road	15	3.62	≡	↓	11,005	3.70	27,411	3.75	
	Liberal	20	3.23	≡	≡	17,169	3.24	40,047	3.32	
All Employees	Conservative	5	4.00			3,611	3.80	8,299	3.80	
	Middle-of-the-road	36	3.70	↑	↑	9,568	3.56	21,673	3.58	
	Liberal	48	3.11	≡	↓	15,451	3.17	37,284	3.21	
Results by Role and Disability Status										
All Students	No disability	34	3.54	≡	↓	33,728	3.58	82,914	3.66	
	Temporary disability	1				519	3.33	1,455	3.49	
	Long-term disability	15	3.15	≡	↓	4,115	3.12	12,152	3.28	
All Employees	No disability	87	3.44	≡	≡	29,059	3.42	67,418	3.44	
	Temporary disability	0				526	3.21	1,237	3.23	
	Long-term disability	9	3.33			2,189	3.12	5,577	3.14	
Results by Role and Religious Affiliation										
All Students	Christian	25	3.29	↓↓	↓↓	17,904	3.64	45,955	3.73	
	Jewish	0				1,436	3.28	2,607	3.29	
	Muslim	0				1,233	3.67	2,972	3.76	
	Other religious affiliation	3				3,252	3.67	7,669	3.65	
	Spiritual, but not religious	5	3.45			3,248	3.35	9,610	3.47	
	Atheist/Agnostic	13	3.52	↑	↑	9,336	3.28	22,208	3.36	
All Employees	Christian	52	3.59	≡	≡	16,650	3.51	38,075	3.55	
	Jewish	3				1,132	3.35	2,207	3.35	
	Muslim	1				358	3.44	776	3.49	
	Other religious affiliation	4				1,733	3.35	4,112	3.32	
	Spiritual, but not religious	7	2.79			2,851	3.26	7,489	3.26	
	Atheist/Agnostic	23	3.26	≡	≡	7,249	3.21	17,052	3.24	

¹We only show means for groups of five (5) or more people.

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean at your institution includes 10 or more people.**

↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference = No difference
 ↓↓↓ Large negative difference ↓↓ Medium negative difference ↓ Small negative difference

Table 2: Level of Agreement with the Four Elements of Institutional Support for Diversity and Equity

		Daemen University												Other Doctoral Universities								All Other Institutions											
		Undergraduate Students				Graduate Students				Faculty				Staff/Administrators				Undergraduate Students				Graduate Students				Faculty				Staff/Administrators			
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%				
Please indicate your level of agreement with each of the following statements about Daemen. (Q2)																																	
The campus environment is free from tensions related to individual or group differences.	Strongly agree	10	21%	0	0%	6	17%	7	11%	5,470	20%	3,108	24%	1,475	12%	2,157	10%	19,812	24%	5,049	26%	3,748	12%	4,716	10%								
	Agree	15	32%	2	29%	7	20%	22	33%	9,065	33%	4,118	31%	3,259	26%	5,821	28%	28,163	34%	6,285	32%	7,939	26%	13,209	28%								
	Neither agree nor disagree	4	9%	3	43%	8	23%	21	32%	5,218	19%	2,652	20%	2,911	23%	5,370	26%	15,107	18%	4,008	20%	6,796	22%	11,711	25%								
	Disagree	13	28%	2	29%	10	29%	15	23%	5,865	21%	2,398	18%	3,845	31%	6,263	30%	15,291	18%	3,242	16%	9,778	32%	14,591	31%								
	Strongly disagree	5	11%	0	0%	4	11%	1	2%	1,826	7%	869	7%	1,022	8%	1,305	6%	4,776	6%	1,177	6%	2,768	9%	3,045	6%								
	Total	47	100%	7	100%	35	100%	66	100%	27,444	100%	13,145	100%	12,512	100%	20,916	100%	83,149	100%	19,761	100%	31,029	100%	47,272	100%								
Recruitment of historically marginalized students, faculty, and staff is an institutional priority.	Strongly agree	10	21%	1	14%	3	9%	13	20%	5,440	20%	2,980	23%	2,512	20%	3,958	19%	18,284	22%	4,642	24%	6,377	21%	9,189	19%								
	Agree	10	21%	2	29%	18	51%	26	40%	9,427	34%	4,097	31%	4,710	38%	8,225	39%	28,798	35%	6,294	32%	11,731	38%	19,027	40%								
	Neither agree nor disagree	21	45%	2	29%	6	17%	17	26%	8,540	31%	3,775	29%	2,691	22%	5,373	26%	25,261	30%	5,694	29%	6,871	22%	11,881	25%								
	Disagree	5	11%	0	0%	6	17%	7	11%	2,912	11%	1,527	12%	1,847	15%	2,564	12%	7,740	9%	2,116	11%	4,356	14%	5,455	12%								
	Strongly disagree	1	2%	2	29%	2	6%	2	3%	1,089	4%	739	6%	751	6%	775	4%	2,905	4%	976	5%	1,680	5%	1,667	4%								
	Total	47	100%	7	100%	35	100%	65	100%	27,408	100%	13,118	100%	12,511	100%	20,895	100%	82,988	100%	19,722	100%	31,015	100%	47,219	100%								
Retention of historically marginalized students, faculty, and staff is an institutional priority.	Strongly agree	6	13%	0	0%	4	11%	15	23%	5,137	19%	2,797	21%	2,146	17%	3,413	16%	17,220	21%	4,380	22%	5,536	18%	7,994	17%								
	Agree	17	36%	3	43%	16	46%	22	34%	8,926	33%	3,811	29%	3,908	31%	6,979	33%	27,155	33%	5,853	30%	9,912	32%	16,321	35%								
	Neither agree nor disagree	16	34%	2	29%	5	14%	19	29%	9,213	34%	4,087	31%	3,214	26%	6,260	30%	27,211	33%	6,205	32%	7,811	25%	13,543	29%								
	Disagree	5	11%	0	0%	7	20%	7	11%	2,852	10%	1,513	12%	2,185	17%	3,100	15%	7,749	9%	2,083	11%	5,291	17%	6,846	15%								
	Strongly disagree	3	6%	2	29%	3	9%	2	3%	1,251	5%	890	7%	1,048	8%	1,112	5%	3,496	4%	1,163	6%	2,440	8%	2,451	5%								
	Total	47	100%	7	100%	35	100%	65	100%	27,379	100%	13,098	100%	12,501	100%	20,864	100%	82,831	100%	19,684	100%	30,990	100%	47,155	100%								
Senior leadership demonstrates a commitment to diversity and equity on this campus.	Strongly agree	5	11%	0	0%	7	20%	14	21%	5,791	21%	3,398	26%	2,850	23%	4,602	22%	19,947	24%	5,331	27%	7,338	24%	10,955	23%								
	Agree	25	53%	2	29%	8	23%	25	38%	10,122	37%	4,499	34%	4,389	35%	8,214	39%	30,631	37%	6,844	35%	11,040	36%	18,579	39%								
	Neither agree nor disagree	11	23%	2	29%	9	26%	18	27%	7,704	28%	3,077	23%	2,820	23%	4,688	22%	22,288	27%	4,664	24%	6,814	22%	10,399	22%								
	Disagree	4	9%	2	29%	8	23%	7	11%	2,588	9%	1,295	10%	1,563	12%	2,392	11%	6,836	8%	1,786	9%	3,697	12%	5,111	11%								
	Strongly disagree	2	4%	1	14%	3	9%	2	3%	1,170	4%	826	6%	887	7%	1,022	5%	3,086	4%	1,052	5%	2,114	7%	2,218	5%								
	Total	47	100%	7	100%	35	100%	66	100%	27,375	100%	13,095	100%	12,509	100%	20,918	100%	82,788	100%	19,677	100%	31,003	100%	47,262	100%								

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InSENSITIVE or DisPARAGING Remarks Indicator

Below we summarize data on the *InSENSITIVE or DisPARAGING Remarks* Indicator. We compute how often people hear insensitive or disparaging remarks by averaging their responses to the following ten statements:

During your time at Daemen, about how often have you heard someone make an insensitive or disparaging remark about: (Q10)

Response options: 1=Never; 2=Rarely; 3=Sometimes; 4=Often; 5=Very often

- | | |
|--|--|
| People who have a particular racial and/or ethnic identity | People with a particular disability |
| People of a particular sexual orientation | People who are immigrants |
| People of a particular gender or gender identity | People with a particular political affiliation/view |
| People from a particular socioeconomic background | People of a particular age or generation |
| People from a particular religious background | People for whom English is not their native language |

Table 1 shows how often different groups at your institution heard insensitive or disparaging remarks. Higher means indicate a higher frequency of negative remarks. We show comparisons between these groups at your institution and their counterparts at other institutions using arrows. Arrows pointing down indicate that members of a group at your institution, on average, heard insensitive or disparaging remarks less often than their counterparts at other institutions; arrows pointing up indicate hearing negative remarks more often. An "s" sign indicates that the groups are roughly the same. (For more details on means and effect sizes, see notes below Table 1 and/or the Technical Information tab.)

Table 2 provides more detail on how often people heard insensitive or disparaging remarks about each aspect of a person's identity. Finally, Table 3 provides frequencies for a follow-up question about the source of those remarks.

Table 1: InSENSITIVE or DisPARAGING Remarks by Demographic Categories									
	Daemen University				Other Doctoral Universities		All Other Institutions		
	Effect Size ²				n	Mean	n	Mean	
	vs. Other Doctoral Universities		vs. All Other Institutions						
	n	Mean ¹							
Overall Results									
Daemen InSENSITIVE/DisPARAGING Remarks Indicator	175	1.73	↓	↓	75,936	1.91	187,906	1.87	
Results by Role									
Undergraduate Students	46	1.94	↓	⇌	26,849	2.03	80,968	1.92	
Graduate Students	7	2.09			12,719	1.78	19,059	1.73	
Faculty	34	1.78	⇌	⇌	12,282	1.86	30,406	1.86	
Staff/Administrators	68	1.51	↓↓	↓↓	20,526	1.84	46,429	1.83	
Results by Role and Race/Ethnicity									
All Students	White	28	1.84	↓	↓	19,109	2.01	50,899	1.93
	African American/Black	7	2.16			2,506	1.98	6,801	1.88
	Hispanic/Latino	4				3,416	1.78	9,376	1.71
	Asian	2				2,951	1.97	6,579	1.88
	Multiple races/ethnicities	8	2.13			4,997	2.04	11,735	1.99
	All other races/ethnicities	1				969	1.93	2,538	1.85
International	0				4,050	1.69	7,861	1.74	
All Employees	White	76	1.63	↓	↓	21,524	1.83	52,414	1.82
	African American/Black	8	1.51			2,232	1.99	4,461	1.96
	Hispanic/Latino	0				1,726	1.81	3,583	1.81
	Asian	1				1,592	1.83	3,178	1.84
	Multiple races/ethnicities	6	1.38			2,289	1.95	4,903	1.95
	All other races/ethnicities	2				800	1.87	1,852	1.88
International	0				629	1.57	1,325	1.71	
Results by Role and Gender Identity									
All Students	Man	16	2.08	↑↑	↑↑	12,986	1.82	31,610	1.79
	Woman	32	1.84	↓	⇌	23,621	1.98	60,642	1.90
	Non-binary	3				1,521	2.49	4,692	2.34
All Employees	Man	24	1.78	⇌	⇌	11,938	1.77	27,162	1.77
	Woman	75	1.53	↓↓	↓↓	18,992	1.88	45,508	1.86
	Non-binary	0				386	2.42	1,015	2.38
All Students	Cisgender	48	1.90	⇌	⇌	34,785	1.92	90,842	1.86
	Unsure	0				689	2.47	1,872	2.32
	Transgender	1				341	2.43	1,932	2.31
All Employees	Cisgender	100	1.59	↓↓	↓	27,450	1.84	69,164	1.83
	Unsure	0				115	2.45	278	2.36
	Transgender	0				74	2.50	331	2.44
Results by Role and Sexual Orientation									
All Students	LGBQ+	21	1.99	↓	↓	10,394	2.23	28,340	2.14
	Straight (Heterosexual)	27	1.94	↑	↑	26,339	1.83	65,164	1.78
All Employees	LGBQ+	16	1.96	↓	↓	4,160	2.09	10,679	2.08
	Straight (Heterosexual)	78	1.52	↓↓	↓↓	25,942	1.80	60,190	1.79
Results by Role and Political Views									
All Students	Conservative	4				4,790	1.79	12,388	1.76
	Middle-of-the-road	15	1.84	⇌	⇌	10,818	1.85	26,882	1.80
	Liberal	19	2.25	↑	↑	16,921	2.15	39,423	2.10
All Employees	Conservative	7	1.36			3,584	1.65	8,211	1.64
	Middle-of-the-road	37	1.41	↓↓	↓↓	9,474	1.78	21,441	1.76
	Liberal	47	1.80	↓	↓	15,259	1.96	36,850	1.95
Results by Role and Disability Status									
All Students	No disability	34	1.87	⇌	⇌	33,137	1.90	81,332	1.84
	Temporary disability	1				510	2.21	1,436	2.07
	Long-term disability	14	2.17	↓	⇌	4,035	2.27	11,932	2.15
All Employees	No disability	88	1.62	↓	↓	28,719	1.81	66,607	1.80
	Temporary disability	1				518	2.07	1,221	2.06
	Long-term disability	9	1.51			2,163	2.11	5,512	2.13
Results by Role and Religious Affiliation									
All Students	Christian	25	2.07	↑	↑↑	17,614	1.88	45,073	1.82
	Jewish	0				1,410	2.18	2,555	2.12
	Muslim	0				1,194	1.86	2,861	1.81
	Other religious affiliation	3				3,142	1.85	7,443	1.86
	Spiritual, but not religious	5	1.76			3,179	2.05	9,439	1.95
	Atheist/Agnostic	12	1.95	↓	⇌	9,224	2.09	21,910	2.03
All Employees	Christian	54	1.53	↓↓	↓	16,479	1.80	37,629	1.78
	Jewish	3				1,119	1.86	2,167	1.86
	Muslim	1				349	1.79	751	1.81
	Other religious affiliation	4				1,710	1.91	4,055	1.92
	Spiritual, but not religious	7	1.81			2,804	1.94	7,400	1.93
	Atheist/Agnostic	22	1.70	↓	↓	7,184	1.91	16,902	1.91

¹We only show means for groups of five (5) or more people.

²Effect size² measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean at your institution includes 10 or more people.**

↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference ⇌ No difference
 ↓↓↓ Large negative difference ↓↓ Medium negative difference ↓ Small negative difference

Table 2: How Often People Hear Insensitive or Disparaging Remarks Based on Certain Aspects of a Person's Identity																									
	Daemen University				Other Doctoral Universities				All Other Institutions																
	Undergraduate Students		Graduate Students		Faculty		Staff/Administrators		Undergraduate Students		Graduate Students		Faculty		Staff/Administrators										
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%									
During your time at Daemen, about how often have you heard someone make an insensitive or disparaging remark about: (Q10)																									
People who have a particular racial and/or ethnic identity	Never	17	30%	2	29%	17	50%	44	65%	11,477	42%	6,957	54%	3,751	46%	10,064	48%	39,618	48%	11,025	57%	14,623	47%	22,850	49%
	Rarely	14	30%	2	29%	9	26%	14	21%	6,906	25%	2,730	21%	3,727	30%	5,873	28%	18,929	23%	3,889	20%	9,171	30%	13,488	29%
	Sometimes	12	26%	2	29%	6	18%	9	13%	5,536	20%	2,117	16%	2,221	18%	3,641	17%	14,979	18%	2,952	15%	5,274	17%	8,007	17%
	Often	3	6%	1	14%	1	3%	1	1%	2,089	8%	719	6%	502	4%	889	4%	5,635	7%	1,004	5%	1,237	4%	1,959	4%
	Very often	1	2%	0	0%	1	3%	0	0%	1,240	5%	456	4%	337	2%	377	2%	6,34	3%	541	3%	541	2%	787	2%
Total	47	100%	7	100%	34	100%	68	100%	27,248	100%	12,979	100%	12,438	100%	20,844	100%	82,467	100%	19,504	100%	30,846	100%	47,091	100%	
People of a particular sexual orientation	Never	16	34%	2	29%	18	53%	48	71%	10,702	39%	7,603	59%	6,602	53%	10,751	52%	37,515	46%	11,805	61%	16,294	53%	24,201	51%
	Rarely	13	28%	3	43%	10	29%	16	24%	6,854	25%	2,716	21%	3,617	29%	5,899	28%	18,877	23%	3,858	20%	8,857	29%	13,511	29%
	Sometimes	14	30%	1	14%	5	15%	4	6%	5,990	22%	1,805	14%	1,722	14%	3,116	15%	16,180	20%	2,553	13%	4,443	14%	7,137	15%
	Often	3	6%	1	14%	1	3%	0	0%	2,268	9%	529	4%	342	3%	747	4%	6,343	8%	802	4%	880	3%	1,572	3%
	Very often	1	2%	0	0%	0	0%	0	0%	1,332	5%	333	2%	156	1%	316	2%	3,535	4%	475	2%	365	1%	628	1%
Total	47	100%	7	100%	34	100%	68	100%	27,246	100%	12,976	100%	12,439	100%	20,829	100%	82,450	100%	19,493	100%	30,839	100%	47,068	100%	
People of a particular gender or gender identity	Never	18	38%	2	29%	20	59%	43	63%	10,378	38%	7,238	56%	5,870	47%	9,762	47%	36,128	44%	11,313	58%	14,494	47%	21,520	47%
	Rarely	11	23%	2	29%	7	21%	17	25%	6,510	24%	2,644	20%	3,603	29%	5,908	28%	18,253	22%	3,604	20%	8,942	29%	13,709	29%
	Sometimes	12	26%	2	29%	5	15%	8	12%	6,210	23%	2,025	16%	2,805	18%	3,789	18%	18,825	20%	2,825	14%	5,564	18%	8,505	18%
	Often	5	11%	1	14%	1	3%	0	0%	2,661	10%	660	5%	528	4%	987	5%	7,250	9%	965	5%	1,297	4%	2,130	5%
	Very often	1	2%	0	0%	1	3%	0	0%	1,481	5%	406	3%	231	2%	384	2%	3,962	5%	582	3%	525	2%	816	2%
Total	47	100%	7	100%	34	100%	68	100%	27,240	100%	12,973	100%	12,437	100%	20,830	100%	82,448	100%	19,489	100%	30,822	100%	47,080	100%	
People from a particular socioeconomic background	Never	21	45%	3	43%	15	44%	48	71%	12,268	49%	7,529	58%	6,599	53%	11,109	53%	44,487	54%	11,761	60%	16,175	53%	24,868	53%
	Rarely	14	30%	1	14%	11	32%	11	16%	6,889	25%	2,734	21%	3,479	28%	5,602	27%	18,794	23%	3,951	20%	6,694	28%	12,818	27%
	Sometimes	8	17%	2	29%	8	24%	8	12%	4,559	17%	1,829	14%	1,801	14%	3,071	15%	12,669	15%	2,558	13%	4,562	15%	7,072	15%
	Often	3	6%	1	14%	0	0%	1	1%	1,649	6%	545	4%	400	3%	750	4%	4,230	5%	771	4%	1,014	3%	1,668	4%
	Very often	1	2%	0	0%	0	0%	0	0%	864	3%	347	3%	148	1%	251	1%	2,248	3%	457	2%	364	1%	641	1%
Total	47	100%	7	100%	34	100%	68	100%	27,229	100%	12,979	100%	12,427	100%	20,823	100%	82,428	100%	19,498	100%	30,809	100%	47,067	100%	
People from a particular religious background	Never	22	47%	4	57%	23	68%	47	69%	12,165	45%	7,386	57%	6,315	51%	11,060	53%	41,413	50%	11,518	59%	15,550	50%	25,082	53%
	Rarely	8	18%	0	0%	6	18%	13	19%	7,120	26%	2,793	22%	3,565	29%	5,874	28%	19,546	24%	3,994	20%	8,719	28%	13,778	28%
	Sometimes	13	28%	3	43%	4	12%	8	12%	5,244	19%	1,928	15%	1,952	16%	2,985	14%	14,109	17%	2,725	14%	4,968	16%	6,737	14%
	Often	3	6%	0	0%	0	0%	0	0%	1,807	7%	536	4%	403	3%	637	3%	6,817	8%	1,081	6%	1,397	4%	1,397	3%
	Very often	1	2%	0	0%	1	3%	0	0%	914	3%	335	3%	200	2%	270	1%	2,503	3%	472	2%	510	2%	606	1%
Total	47	100%	7	100%	34	100%	68	100%	27,250	100%	12,978	100%	12,435	100%	20,826	100%	82,441	100%	19,496	100%	30,828	100%	47,080	100%	
People with a particular disability	Never	17	37%	3	43%	21	62%	49	72%	14,416	53%	8,710	67%	7,693	62%	13,302	64%	46,836	57%	13,329	68%	18,551	60%	29,713	63%
	Rarely	16	35%	1	14%	6	18%	15	22%	6,710	25%	2,429	19%	3,152	25%	5,033	24%	18,301	22%	3,495	18%	8,088	26%	11,611	25%
	Sometimes	10	22%	3	43%	6	18%	4	6%	4,168	15%	1,285	10%	1,918	16%	3,918	19%	11,827	14%	1,847	9%	3,843	11%	4,472	10%
	Often	3	7%	0	0%	1	3%	0	0%	1,298	5%	343	3%	223	2%	390	2%	3,578	4%	510	3%	580	2%	888	2%
	Very often	0	0%	0	0%	0	0%	0	0%	647	2%	210	2%	76	1%	179	1%	1,881	2%	310	2%	231	1%	385	1%
Total	46	100%	7	100%	34	100%	68	100%	27,239	100%	12,977	100%	12,433	100%	20,822	100%	82,423	100%	19,491	100%	30,833	100%	47,069	100%	
People who are immigrants	Never	26	55%	4	57%	20	59%	54	79%	11,029	55%	8,006	62%	6,977	56%	12,084	58%	49,571	60%	12,536	64%	17,477	57%	27,539	59%
	Rarely	11	23%	0	0%	7	21%	11	16%	6,648	24%	2,579	20%	3,303	27%	5,380	26%	17,887	22%	3,664	19%	8,106	26%	12,176	26%
	Sometimes	8	17%	3	43%	6	18%	3	4%	3,792	14%	1,653	13%	1,650	13%	2,569	12%	10,193	12%	2,252	12%	4,038	13%	5,678	12%
	Often	2	4%	0	0%	0	0%	0	0%	1,142	4%	460	4%	346	3%	549	3%	3,046	4%	651	3%	842	3%	1,161	2%
	Very often	0	0%	0	0%	1	3%	0	0%	585	2%	279	2%	145	1%	236	1%	1,664	2%	397	2%	344	1%	477	1%
Total	47	100%	7	100%	34	100%	68	100%	27,196	100%	12,977	100%	12,421	100%	20,808	100%	82,361	100%	19,500	100%	30,807	100%	47,031	100%	
People with a particular political affiliation/view	Never	17	36%	2	29%	13	38%	26	38%	7,451	27%	5,319	41%	2,960	24%	5,515	26%	28,286	34%	8,599	44%	7,434	24%	12,503	27%
	Rarely	16	34%	3	43%	7	21%	19	28%	4,982	18%	2,396	18%	2,736	22%	4,822	23%	15,026	18%	3,516	18%	6,569	21%	11,068	24%
	Sometimes	7	15%	2	29%	11	32%	17	25%	7,070	26%	2,772	21%	3,964	32%	6,376	31%	19,572	24%	4,034	21%	10,051	33%	14,508	31%
	Often	7	15%	1	14%	1	3%	0	0%	4,687	17%	1,535	12%	1,918	15%	2,841	14%	12,063	15%	2,073	11%	4,692	15%	6,288	13%
	Very often	0	0%	0	0%	2	6%	0	0%	3,057	11%	955	7%	855	7%	1,276	6%	7,501	9%	1,265	6%	2,092	7%	2,710	6%
Total	47	100%	7	100%	34	100%	68	100%	27,247	100%	12,977	100%	12,443	100%	20,830	100%	82,438	100%	19,487	100%	30,838	100%	47,077	100%	
People of a particular age or generation	Never	19	40%	3	43%	14	41%	32	47%	12,405	46%	6,910	53%	4,851	39%	7,990	38%	40,873	50%	10,773	55%	11,903	39%	18,129	38%
	Rarely	15	32%	1	14%	7	21%	20	29%	6,786	25%	2,821	22%	3,479	28%	5,880	28%	19,020	23%	4,098	21%	8,542	28%	13,472	29%
	Sometimes	8	17%	2	29%	9	26%	13	19%	5,282	19%	2,132	16%	2,896	23%	4,864	23%	17,901	18%	3,060	16%	7,851	24%	10,908	23%
	Often	2	4%	0	0%	4	12%	3	4%	1,956	7%	775	6%	907	7%	1,554	7%	5,317	6%	1,086	6%	2,278	7%	3,397	7%
	Very often	3	6%	1	14%	0	0%	0	0%	808	3%	334	3%	300	2%	567	3%	2,281	3%	471	2%	752	2%	1,194	3%
Total	47	100%	7	100%	34	100%	68	100%	27,237	100%	12,972	100%	12,433	100%	20,835	100%	82,451	100%	19,488	100%	30,826	100%	47,100	100%	
People for whom English is not their native language	Never	33	70%	4	57%	20	59%	46	68%	11,058															



**HEDS Diversity and Equity Campus Climate Survey
2023-2024 Comparison Report
Daemen University**

Experiences of Discrimination or Harassment Indicator

We asked respondents the following question:

Have you ever been discriminated against or harassed on the Daemen campus, at an off-campus residence, or at an off-campus program/event affiliated with Daemen? (Q13)

Response options: Yes; No; Unsure

Table 1 shows the percentage of people within different groups at your institution who experienced discrimination or harassment. We show comparisons between these groups at your institution and their counterparts at other institutions using arrows. Arrows pointing down indicate that members of a group at your institution, on average, experienced less discrimination or harassment than their counterparts at other institutions; arrows pointing up indicate that group has experienced more discrimination or harassment. An “≈” sign indicates that the groups are roughly the same. (For more details on effect sizes, see notes below Table 1 and/or the Technical Information tab.)

Table 2 provides more detail on experiences of discrimination or harassment, including frequencies for follow-up questions answered by those who indicated they had experienced discrimination or harassment.

Table 1: Experiences of Discrimination or Harassment by Demographic Categories									
	Daemen University				Other Doctoral Universities		All Other Institutions		
	Effect Size ²				n	% Yes	n	% Yes	
	n	% Yes ¹	vs. Other Doctoral Universities	vs. All Other Institutions					
Overall Results									
Daemen Discrimination/Harassment Indicator	176	19%	≈	≈	77,655	19%	191,341	18%	
Results by Role									
Undergraduate Students	47	34%	↑↑	↑↑	27,406	18%	82,392	16%	
Graduate Students	7	14%			13,106	16%	19,613	15%	
Faculty	34	18%	↓	↓	12,533	23%	30,891	23%	
Staff/Administrators	68	7%	↓↓	↓↓	20,919	19%	47,051	18%	
Results by Role and Race/Ethnicity									
All Students	White	28	21%	↑	↑	19,409	17%	51,409	15%
	African American/Black	7	14%			2,597	20%	7,030	18%
	Hispanic/Latino	5	20%			3,512	12%	9,640	11%
	Asian	2				3,031	16%	6,782	14%
	Multiple races/ethnicities	8	75%			5,103	21%	11,973	21%
	All other races/ethnicities	1				991	20%	2,632	18%
All Employees	International	0				4,213	13%	8,102	13%
	White	76	8%	↓↓	↓	21,869	18%	52,969	18%
	African American/Black	8	13%			2,300	29%	4,571	28%
	Hispanic/Latino	0				1,767	18%	3,662	19%
	Asian	1				1,629	20%	3,235	20%
	Multiple races/ethnicities	6	17%			2,329	26%	4,972	27%
All other races/ethnicities	2				819	27%	1,898	28%	
International	0				647	11%	1,351	14%	
Results by Role and Gender Identity									
All Students	Man	16	31%	↑↑	↑↑	13,314	13%	32,296	12%
	Woman	32	28%	↑	↑	24,156	18%	61,768	16%
	Non-binary	4				1,557	41%	4,764	36%
All Employees	Man	24	8%	↓	↓	12,169	14%	27,533	14%
	Woman	75	11%	↓↓	↓↓	19,348	23%	46,145	22%
	Non-binary	0				388	44%	1,022	42%
All Students	Cisgender	49	29%	↑↑	↑↑	35,604	16%	92,590	15%
	Unsure	0				701	41%	1,900	35%
	Transgender	1				351	43%	1,977	38%
All Employees	Cisgender	100	11%	↓	↓	27,957	20%	70,088	19%
	Unsure	0				118	49%	283	44%
	Transgender	0				76	49%	342	50%
Results by Role and Sexual Orientation									
All Students	LGBQ+	22	32%	↑	↑	10,599	26%	28,815	24%
	Straight (Heterosexual)	27	26%	↑↑	↑↑	26,965	13%	66,372	12%
All Employees	LGBQ+	16	19%	↓	↓	4,248	28%	10,820	27%
	Straight (Heterosexual)	78	8%	↓↓	↓↓	26,405	19%	61,008	18%
Results by Role and Political Views									
All Students	Conservative	4				4,908	16%	12,551	14%
	Middle-of-the-road	15	27%	↑↑	↑↑	11,047	14%	27,331	13%
	Liberal	20	25%	≈	↑	17,209	21%	40,015	21%

All Employees	Conservative	7	0%			3,641	19%	8,308	17%
	Middle-of-the-road	37	14%	↓	↓	9,642	18%	21,661	17%
	Liberal	47	11%	↓↓	↓	15,520	22%	37,311	21%
Results by Role and Disability Status									
All Students	No disability	34	21%	↑	↑	33,888	14%	82,863	13%
	Temporary disability	1				523	28%	1,458	26%
	Long-term disability	15	53%	↑↑	↑↑	4,129	36%	12,158	32%
All Employees	No disability	88	10%	↓	↓	29,255	18%	67,510	18%
	Temporary disability	1				528	33%	1,246	32%
	Long-term disability	9	22%			2,204	38%	5,585	37%
Results by Role and Religious Affiliation									
All Students	Christian	25	24%	↑	↑	18,008	14%	45,907	13%
	Jewish	0				1,436	25%	2,615	26%
	Muslim	0				1,248	16%	3,007	15%
	Other religious affiliation	3				3,273	17%	7,695	18%
	Spiritual, but not religious	5	20%			3,252	22%	9,564	19%
	Atheist/Agnostic	13	31%	↑	↑	9,348	20%	22,164	19%
All Employees	Christian	54	11%	↓	↓	16,772	19%	38,095	17%
	Jewish	3				1,142	21%	2,217	23%
	Muslim	1				361	22%	782	23%
	Other religious affiliation	4				1,747	25%	4,126	26%
	Spiritual, but not religious	7	0%			2,860	22%	7,490	21%
	Atheist/Agnostic	22	18%	↔	↔	7,276	20%	17,078	20%

¹We only show percentages for groups of five (5) or more people.

²"Effect size" measures the magnitude of the difference between the percentage for your students and employees and the percentage for students and employees at all other institutions. **We only calculate effect size when the percentage at your institution includes 10 or more people.**

↑↑↑ Large positive difference ↑↑ Medium positive difference ↑ Small positive difference = No difference

↓↓↓ Large negative difference ↓↓ Medium negative difference ↓ Small negative difference

Table 2: Responses to Questions About Experiences of Discrimination or Harassment																								
	Daemen University								Other Doctoral Universities								All Other Institutions							
	Undergraduate Students		Graduate Students		Faculty		Staff/Administrators		Undergraduate Students		Graduate Students		Faculty		Staff/Administrators		Undergraduate Students		Graduate Students		Faculty		Staff/Administrators	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Please indicate your level of agreement with the following items. (Q12)																								
If experienced or observed an act of discrimination or harassment while at Daemen, I know whom to contact to report the incident.	13	28%	2	29%	11	33%	30	45%	7,006	26%	3,529	27%	4,150	33%	8,125	39%	23,603	29%	5,362	27%	10,869	35%	19,629	42%
Strongly agree	20	43%	0	0%	12	36%	23	34%	8,940	33%	4,279	33%	5,188	42%	8,499	41%	27,102	33%	6,345	32%	12,695	41%	18,700	40%
Agree	7	15%	1	14%	6	18%	3	4%	4,028	15%	1,814	14%	1,359	11%	1,823	9%	11,922	14%	2,856	15%	3,159	10%	3,839	9%
Neither agree nor disagree	4	9%	2	29%	2	6%	9	13%	4,987	18%	2,294	18%	1,286	10%	1,772	8%	13,342	16%	3,378	17%	3,024	10%	3,614	8%
Disagree	3	6%	2	29%	2	6%	2	3%	2,335	9%	1,106	8%	501	4%	680	3%	6,690	8%	1,652	8%	1,205	4%	1,429	3%
Strongly disagree	47	100%	7	100%	33	100%	67	100%	27,296	100%	13,022	100%	12,484	100%	20,899	100%	82,659	100%	19,593	100%	30,952	100%	47,211	100%
Total																								
The process for reporting acts of discrimination or harassment at Daemen is clear to me.	12	26%	2	29%	11	33%	26	39%	6,452	24%	3,148	24%	3,510	28%	7,112	34%	21,911	27%	4,862	25%	9,202	30%	16,873	36%
Strongly agree	17	36%	0	0%	7	21%	21	31%	7,447	27%	3,490	27%	4,416	35%	7,465	36%	22,704	27%	5,279	27%	10,885	35%	16,596	35%
Agree	7	15%	1	14%	9	27%	5	7%	4,858	18%	2,435	19%	2,092	17%	2,964	14%	14,701	18%	3,661	19%	4,907	16%	6,463	14%
Neither agree nor disagree	7	15%	2	29%	5	15%	13	19%	6,012	23%	2,690	21%	1,829	15%	2,563	12%	16,080	19%	3,996	20%	4,430	14%	5,555	12%
Disagree	4	9%	2	29%	1	3%	2	3%	2,509	9%	1,242	10%	634	5%	783	4%	7,175	9%	1,772	9%	1,507	5%	1,708	4%
Strongly disagree	47	100%	7	100%	33	100%	67	100%	27,278	100%	13,005	100%	12,481	100%	20,887	100%	82,571	100%	19,570	100%	30,931	100%	47,195	100%
Total																								
The process for investigating acts of discrimination or harassment at Daemen is clear to me.	9	19%	2	29%	11	33%	21	31%	5,942	22%	2,851	22%	2,754	22%	5,740	28%	20,183	24%	4,425	23%	7,216	23%	13,647	29%
Strongly agree	15	32%	0	0%	7	21%	18	27%	6,214	23%	2,900	22%	3,368	27%	6,218	30%	19,321	23%	4,472	23%	8,496	27%	13,836	29%
Agree	11	23%	1	14%	6	18%	8	12%	5,008	18%	2,555	20%	2,645	21%	3,919	19%	15,314	19%	3,887	20%	6,219	20%	8,748	19%
Neither agree nor disagree	8	17%	2	29%	7	21%	17	25%	6,553	24%	3,049	23%	2,542	20%	3,652	17%	17,739	22%	4,458	23%	6,203	20%	7,989	17%
Disagree	4	9%	2	29%	2	6%	3	4%	3,545	13%	1,636	13%	1,164	9%	1,340	6%	9,894	12%	2,291	12%	2,771	9%	2,937	6%
Strongly disagree	47	100%	7	100%	33	100%	67	100%	27,991	100%	12,991	100%	12,473	100%	20,869	100%	82,451	100%	19,533	100%	30,905	100%	47,157	100%
Total																								
Have you ever been discriminated against or harassed on the Daemen campus, at an off-campus residence, or at an off-campus program/event affiliated with Daemen? (Q13)																								
No	26	55%	3	40%	27	79%	61	90%	20,083	73%	9,935	76%	8,538	68%	15,207	73%	61,885	75%	15,333	77%	21,251	69%	34,870	74%
Unsure	5	11%	1	14%	1	3%	2	3%	2,406	9%	1,133	9%	1,128	9%	1,680	8%	7,132	9%	1,611	8%	2,605	8%	3,642	8%
Yes	16	34%	1	14%	6	18%	5	7%	4,917	18%	2,038	16%	2,867	23%	4,032	19%	13,375	16%	2,869	15%	7,035	23%	8,539	18%
Total	47	100%	7	100%	34	100%	68	100%	27,406	100%	13,106	100%	12,533	100%	20,919	100%	82,392	100%	19,613	100%	30,891	100%	47,051	100%
How often have you been discriminated against or harassed on the Daemen campus, at an off-campus residence, or at an off-campus program/event affiliated with Daemen for the following reasons? (Q14)																								
<i>Respondents who selected "Yes" for Q13 saw Q14.</i>																								
Because of my racial and/or ethnic identity	9	56%	0	0%	6	100%	2	40%	2,489	51%	891	44%	1,591	57%	2,248	57%	6,831	52%	1,271	45%	3,986	58%	4,829	57%
Never	3	19%	0	0%	0	0%	1	20%	496	10%	199	10%	308	11%	498	13%	1,396	11%	296	10%	766	11%	997	12%
Rarely	3	19%	0	0%	0	0%	1	20%	915	19%	465	23%	520	19%	748	19%	2,453	19%	600	23%	1,447	18%	1,594	19%
Sometimes	1	6%	1	100%	0	0%	1	20%	620	13%	239	12%	322	12%	465	13%	1,431	11%	318	11%	618	8%	518	7%
Often	0	0%	0	0%	0	0%	0	0%	421	9%	211	11%	136	5%	170	4%	1,119	8%	288	10%	349	5%	364	4%
Very often	16	100%	1	100%	6	100%	5	100%	4,869	100%	2,005	100%	2,805	100%	3,972	100%	13,230	100%	2,823	100%	6,882	100%	8,402	100%
Total																								
Because of my sexual orientation	12	75%	1	100%	6	100%	5	100%	2,938	60%	1,431	72%	2,350	84%	3,216	81%	7,950	60%	1,963	70%	5,569	81%	6,758	81%
Never	0	0%	0	0%	0	0%	0	0%	590	12%	175	9%	179	6%	284	7%	1,610	12%	271	10%	521	8%	651	8%
Rarely	4	25%	0	0%	0	0%	0	0%	785	16%	222	11%	167	6%	312	8%	2,058	16%	331	12%	506	7%	682	8%
Sometimes	0	0%	0	0%	0	0%	0	0%	331	7%	94	5%	54	2%	87	2%	948	7%	143	5%	153	2%	174	2%
Often	0	0%	0	0%	0	0%	0	0%	427	9%	200	10%	174	6%	241	6%	1,316	10%	289	10%	463	7%	565	7%
Very often	16	100%	1	100%	6	100%	5	100%	4,866	100%	1,991	100%	2,784	100%	3,948	100%	13,226	100%	2,803	100%	6,841	100%	8,362	100%
Total																								
Because of my gender or gender identity	9	56%	1	100%	3	50%	2	40%	2,081	43%	1,039	52%	1,103	39%	1,763	44%	5,906	45%	1,454	52%	2,692	39%	3,750	45%
Never	2	13%	0	0%	0	0%	1	20%	617	13%	212	11%	308	11%	538	14%	1,663	13%	319	11%	894	13%	1,163	14%
Rarely	3	19%	0	0%	2	33%	1	20%	1,114	23%	418	21%	837	30%	1,059	27%	2,860	22%	504	20%	2,054	30%	2,334	27%
Sometimes	1	6%	0	0%	1	17%	1	20%	624	13%	179	9%	363	13%	402	10%	1,657	13%	273	10%	826	12%	840	10%
Often	1	6%	0	0%	0	0%	0	0%	433	9%	157	8%	203	7%	202	5%	1,147	9%	215	8%	442	6%	394	5%
Very often	16	100%	1	100%	6	100%	5	100%	4,869	100%	2,005	100%	2,814	100%	3,964	100%	13,233	100%	2,815	100%	6,908	100%	8,401	100%
Total																								
Because of my socioeconomic background	13	81%	1	100%	6	100%	4	80%	2,992	61%	1,249	62%	2,119	76%	2,731	69%	8,010	61%	1,711	61%	5,157	75%	5,748	69%
Never	0	0%	0	0%	0	0%	0	0%	731	15%	265	13%	325	12%	515	13%	1,944	15%	377	13%	790	12%	1,102	13%
Rarely	3	19%	0	0%	0	0%	1	20%	725	15%	319	16%	251	9%	493	13%	2,046	15%	462	16%	672	10%	1,098	13%
Sometimes	0	0%	0	0%	0	0%	0	0%	251	5%	102	5%	58	2%	122	3%	738	6%	146	5%	136	2%	263	3%
Often	0	0%	0	0%	0	0%	0	0%	171	4%	84	4%	39	1%	81	2%	484	4%	120	4%	103	2%	158	2%
Very often	16	100%	1	100%	6	100%	5	100%	4,870	100%	2,003	100%	2,792	100%	3,942	100%	13,222	100%	2,816	100%	6,858	100%	8,369	100%
Total																								
Because of my religious background	13	81%	1	100%	5	83%	5	100%	3,174	65%	1,380	69%	1,987	71%	2,976	75%	8,763	66%	1,897	68%	4,862	71%	6,274	75%
Never	1	6%	0	0%	1	17%	0	0%	620	13%	237	12%	322	12%	465	13%	1,409	12%	315	11%	782	11%	968	12%
Rarely	1	6%	0	0%	0	0%	0																	

Total	12	100%	0	0%	6	100%	4	100%	3,619	100%	1,523	100%	2,080	100%	3,135	100%	9,888	100%	2,181	100%	5,039	100%	6,570	100%
You indicated that you have experienced discrimination or harassment during your time at Daemen. Did any of these incidents of discrimination or harassment at Daemen occur in the last year? (Q15)																								
<i>Respondents who selected "Yes" for Q15 saw Q15.</i>																								
No	8	50%	0	0%	3	50%	2	40%	1,217	25%	666	33%	1,516	53%	2,154	54%	3,413	26%	931	33%	3,655	52%	4,362	51%
Yes	8	50%	1	100%	3	50%	3	60%	3,686	75%	1,366	67%	1,343	47%	1,868	46%	9,931	74%	1,930	67%	3,354	48%	4,152	49%
Total	16	100%	1	100%	6	100%	5	100%	4,903	100%	2,032	100%	2,859	100%	4,022	100%	13,344	100%	2,861	100%	7,009	100%	8,514	100%
Please indicate which of the following forms of discrimination or harassment you have experienced in the past year. (Check all that apply) (Q16)																								
<i>Respondents who selected "Yes" for Q15 saw Q16.</i>																								
Stared at	3	38%	0	0%	0	0%	1	33%	2,042	56%	512	38%	223	17%	417	23%	5,323	54%	720	38%	588	18%	1,015	25%
Deliberately ignored, isolated, left out, or excluded	5	63%	0	0%	1	33%	2	67%	1,877	51%	741	55%	792	60%	1,109	60%	5,105	52%	1,021	53%	1,962	59%	2,445	60%
Singled out as the "resident authority"	1	13%	0	0%	0	0%	0	0%	473	13%	253	19%	251	19%	295	16%	1,349	14%	367	19%	588	18%	751	18%
Racial/ethnic profiling	0	0%	1	100%	0	0%	1	33%	1,124	31%	413	31%	281	21%	356	19%	2,934	30%	573	30%	681	20%	875	21%
Graffiti or other forms of vandalism on campus	1	13%	0	0%	0	0%	0	0%	134	4%	34	3%	20	2%	47	3%	460	5%	72	4%	65	2%	112	3%
Derogatory written comments	1	13%	0	0%	0	0%	0	0%	462	13%	154	11%	291	22%	208	11%	1,325	13%	215	11%	736	22%	480	12%
Derogatory remarks	5	63%	1	100%	0	0%	1	33%	2,317	63%	700	52%	690	52%	900	53%	6,091	62%	980	51%	1,763	53%	2,228	54%
Derogatory posts on social media	1	13%	0	0%	0	0%	0	0%	419	11%	101	7%	84	6%	91	5%	1,185	12%	141	7%	226	7%	215	5%
Derogatory phone calls	0	0%	0	0%	0	0%	0	0%	99	3%	39	3%	43	3%	86	5%	291	3%	63	3%	112	3%	197	5%
Derogatory/unsolicited e-mails	1	13%	0	0%	0	0%	0	0%	128	4%	95	7%	144	11%	151	8%	385	4%	124	6%	429	13%	366	9%
Received a poor grade because of a hostile classroom environment	0	0%	0	0%	0	0%	0	0%	492	13%	199	15%	19	1%	23	1%	1,495	15%	306	16%	33	1%	44	1%
Received a low performance evaluation	0	0%	0	0%	1	33%	0	0%	261	7%	193	14%	294	22%	233	13%	873	9%	265	14%	666	20%	464	11%
Denied service or access to resources	0	0%	0	0%	1	33%	0	0%	470	13%	229	17%	262	20%	237	13%	1,354	14%	328	17%	593	18%	509	12%
Intimidated/bullied	2	25%	0	0%	3	100%	2	67%	1,031	28%	425	32%	533	40%	710	38%	3,015	31%	613	32%	1,399	42%	1,616	39%
Threatened with physical violence	0	0%	0	0%	0	0%	0	0%	315	9%	53	4%	20	2%	44	2%	867	9%	84	4%	57	2%	106	3%
Fearred for your physical safety	1	13%	0	0%	0	0%	0	0%	869	24%	173	13%	103	8%	139	8%	2,310	23%	254	13%	284	9%	327	8%
Fearred for your family's safety	0	0%	0	0%	0	0%	0	0%	83	2%	30	2%	50	4%	39	2%	231	2%	47	2%	116	3%	98	2%
Physical violence	0	0%	0	0%	0	0%	0	0%	131	4%	14	1%	5	0%	18	1%	337	3%	23	1%	19	1%	36	1%
Sexual assault/harassment	3	38%	0	0%	0	0%	0	0%	918	25%	138	10%	74	6%	123	7%	2,277	23%	198	10%	165	5%	245	6%
Other form of discrimination or harassment	0	0%	0	0%	1	33%	0	0%	462	13%	272	20%	388	29%	470	25%	1,405	14%	387	20%	857	26%	1,006	25%
Number of respondents who answered this question	8		1		3		3		3,651		1,347		1,331		1,853		9,842		1,909		3,324		4,102	
Did any of these incidents of discrimination or harassment occur in the following locations? (Check all that apply) (Q17)																								
<i>Respondents who selected "Yes" for Q15 saw Q17.</i>																								
In a classroom	1	13%	0	0%	0	0%	0	0%	1,478	41%	675	51%	272	22%	83	5%	4,307	44%	986	53%	729	23%	191	5%
In a departmental office or conference room	0	0%	0	0%	2	100%	1	33%	227	6%	266	20%	731	58%	1,111	63%	690	7%	367	20%	1,737	55%	2,508	64%
In an individual faculty or staff member's office	2	25%	0	0%	0	0%	1	33%	230	6%	222	17%	425	34%	632	36%	808	8%	297	16%	1,038	33%	1,436	36%
In on-campus housing/residences	3	38%	0	0%	0	0%	0	0%	1,452	40%	86	7%	5	0%	42	2%	4,065	42%	168	9%	16	1%	130	3%
At a house or residence off-campus	0	0%	0	0%	0	0%	0	0%	966	27%	178	14%	22	2%	46	3%	2,042	21%	247	13%	70	2%	102	3%
At a program/event affiliated with or sponsored by Daemen	1	13%	0	0%	0	0%	0	0%	737	20%	277	21%	218	17%	290	16%	1,942	20%	367	20%	598	19%	708	18%
At a dining hall, recreational space, or athletic facility	1	13%	0	0%	0	0%	1	33%	1,149	32%	156	12%	39	3%	105	6%	3,242	33%	249	13%	123	4%	289	7%
Via the internet or social media	5	63%	0	0%	0	0%	0	0%	878	24%	276	21%	252	20%	208	12%	2,284	24%	365	20%	628	20%	481	12%
During a virtual meeting or class via Zoom, Microsoft Teams, Google Meet, etc.	0	0%	1	100%	0	0%	0	0%	104	3%	149	11%	202	16%	237	13%	399	4%	222	12%	656	21%	603	15%
Other location	0	0%	0	0%	0	0%	2	67%	601	17%	281	21%	304	24%	362	20%	1,545	16%	386	21%	691	22%	732	19%
Number of respondents who answered this question	8		1		2		3		3,605		1,318		1,262		1,776		9,700		1,870		3,173		3,937	
Was the source of the discrimination/harassment a member of the following groups? (Check all that apply) (Q18)																								
<i>Respondents who selected "Yes" for Q15 saw Q18.</i>																								
Students	6	75%	0	0%	0	0%	0	0%	3,016	83%	835	63%	359	27%	302	17%	7,992	82%	1,174	62%	963	29%	708	18%
Faculty	2	25%	1	100%	1	33%	1	50%	1,088	30%	687	52%	942	72%	541	30%	3,209	33%	965	51%	2,282	70%	1,228	30%
Staff	1	13%	0	0%	1	33%	1	50%	619	17%	292	22%	248	19%	1,146	63%	1,847	19%	432	23%	667	20%	1,574	64%
Administration	1	13%	0	0%	1	33%	2	100%	402	11%	264	20%	651	50%	833	46%	1,111	11%	367	19%	1,515	46%	1,875	46%
Local Community	0	0%	0	0%	0	0%	1	50%	917	25%	260	20%	116	9%	240	13%	2,186	22%	358	19%	294	9%	532	13%
Number of respondents who answered this question	8		1		3		2		3,616		1,333		1,314		1,810		9,739		1,888		3,279		4,041	
Did you report any incident(s) to campus officials? (Q19)																								
<i>Respondents who selected "Yes" for Q15 saw Q19.</i>																								
No	6	75%	1	100%	1	33%	2	67%	2,937	80%	1,030	76%	907	68%	1,326	71%	7,373	75%	1,386	72%	2,253	68%	2,814	68%
Yes	2	25%	0	0%	2	67%	1	33%	740	20%	333	24%	423	32%	531	29%	2,520	25%	540	28%	1,076	32%	1,305	32%
Total	8	100%	1	100%	3	100%	3	100%	3,677	100%	1,363	100%	1,330	100%	1,857	100%	9,893	100%	1,926	100%	3,329	100%	4,119	100%



**HEDS Diversity and Equity Campus Climate Survey
2023-2024 Comparison Report
Daemen University**

Impact of Different Activities on Support for Diversity and Equity

Below we summarize data about how each of the activities below impacted respondents' support for diversity and equity. We asked respondents:

How have the following activities influenced your support for diversity and equity? (Q7)

Response options: *Have not engaged in this activity; Greatly decreased my support; Somewhat decreased my support; Somewhat increased my support; Greatly increased my support*

- | | |
|---|---|
| Performed community service | Participated in discussions, training, or activities on sexual orientation issues |
| Engaged in discussions or activities concerning political issues | Participated in discussions, training, or activities on socioeconomic status issues |
| Attended presentations, performances, or art exhibits related to diversity | Participated in discussions, training, or activities on religious diversity issues |
| Participated in discussions, training, or activities on racial/ethnic issues | Participated in discussions, training, or activities on disability issues |
| Participated in discussions, training, or activities on gender issues and/or gender identity issues | Participated in discussions, training, or activities on immigration issues |

In Table 1, the first column of data indicates how many people responded to any statement in Question 7. The following columns show the percentage of those individuals that indicated the listed activity greatly increased their support for diversity and equity.

Table 2 provides more detail on the impact of each activity. We've highlighted the percentage of respondents who selected "Greatly increased my support" at Daemen when it is at least 5% greater or less than the percentage for Other Doctoral Universities. We use bold, green font to identify percentages that are at least 5% greater than the comparison group. We use bold, red font to identify percentages that are at least 5% less than the comparison group.

Table 1: Percent of Respondents Reporting that Participation in Activities "Greatly Increased" Their Support of Diversity and Equity												
	Number of people who responded to the question ¹	Performed community service	Engaged in discussions or activities concerning political issues	Attended presentations, performances, or art exhibits related to diversity	Participated in discussions, training, or activities on racial/ethnic issues	Participated in discussions, training, or activities on gender issues and/or gender identity issues	Participated in discussions, training, or activities on sexual orientation issues	Participated in discussions, training, or activities on socioeconomic status issues	Participated in discussions, training, or activities on religious diversity issues	Participated in discussions, training, or activities on disability issues	Participated in discussions, training, or activities on immigration issues	
Overall Results												
Daemen Overall	177	64%	47%	56%	68%	56%	53%	51%	44%	64%	39%	
Results by Role												
Undergraduate Students	47	70%	54%	53%	70%	60%	59%	47%	51%	60%	36%	
Graduate Students	7	57%	43%	29%	29%	29%	43%	43%	29%	43%	57%	
Faculty	35	60%	68%	62%	82%	71%	57%	71%	50%	77%	53%	
Staff/Administrators	68	60%	34%	60%	63%	51%	49%	43%	40%	59%	32%	
Results by Role and Race/Ethnicity												
All Students	White	28	61%	50%	43%	57%	39%	52%	32%	32%	50%	29%
	African American/Black	7	86%	57%	71%	86%	86%	57%	86%	86%	71%	57%
	Hispanic/Latino	5	100%	80%	80%	100%	100%	80%	80%	80%	80%	80%
	Asian	2										
	Multiple races/ethnicities	8	63%	43%	38%	63%	63%	63%	38%	50%	63%	25%
	All other races/ethnicities	1										
All Employees	White	77	60%	44%	60%	73%	60%	55%	52%	42%	66%	36%
	African American/Black	8	63%	25%	63%	63%	50%	50%	50%	38%	50%	38%
	Hispanic/Latino	0										
	Asian	1										
	Multiple races/ethnicities	6	50%	40%	80%	60%	67%	17%	33%	40%	67%	40%
	All other races/ethnicities	2										
Results by Role and Gender Identity												
All Students	Man	16	81%	53%	56%	75%	63%	75%	63%	69%	69%	56%
	Woman	32	63%	53%	47%	59%	50%	48%	41%	38%	56%	31%
	Non-binary	4										
All Employees	Man	24	54%	46%	63%	63%	58%	54%	54%	50%	63%	33%
	Woman	76	62%	44%	60%	72%	58%	50%	51%	40%	64%	40%
	Non-binary	0										
All Students	Cisgender	49	71%	56%	53%	65%	55%	56%	51%	49%	61%	43%
	Unsure	0										
	Transgender	1										
All Employees	Cisgender	101	59%	44%	60%	69%	57%	50%	51%	42%	64%	38%
	Unsure	0										
	Transgender	0										
Results by Role and Sexual Orientation												
All Students	LGBQ+	22	73%	73%	64%	73%	64%	67%	45%	45%	55%	41%
	Straight (Heterosexual)	27	70%	46%	48%	70%	59%	59%	52%	59%	70%	44%
All Employees	LGBQ+	16	56%	44%	69%	75%	56%	56%	63%	44%	63%	31%
	Straight (Heterosexual)	79	59%	42%	58%	67%	56%	47%	47%	38%	62%	37%
Results by Role and Political Views												
All Students	Conservative	4										
	Middle-of-the-road	15	53%	53%	40%	53%	40%	47%	40%	47%	53%	33%
	Liberal	20	70%	70%	55%	80%	70%	70%	50%	55%	65%	50%
All Employees	Conservative	7	57%	0%	29%	43%	29%	14%	14%	14%	57%	14%
	Middle-of-the-road	37	62%	38%	57%	68%	51%	54%	54%	41%	54%	27%
	Liberal	48	58%	51%	64%	74%	67%	50%	54%	47%	73%	45%
Results by Role and Disability Status												
All Students	No disability	34	74%	61%	59%	71%	56%	62%	59%	59%	62%	50%
	Temporary disability	1										
	Long-term disability	15	67%	40%	33%	53%	53%	50%	27%	27%	53%	20%
All Employees	No disability	89	62%	48%	60%	75%	62%	55%	55%	44%	64%	42%
	Temporary disability	1										
	Long-term disability	9	56%	22%	67%	33%	33%	33%	33%	44%	67%	11%
Results by Role and Religious Affiliation												
All Students	Christian	25	72%	50%	36%	60%	56%	52%	56%	56%	60%	44%
	Jewish	0										
	Muslim	0										
	Other religious affiliation	3										
	Spiritual, but not religious	5	60%	40%	80%	80%	60%	50%	20%	40%	60%	20%
	Atheist/Agnostic	13	69%	62%	69%	77%	62%	69%	46%	38%	62%	38%

All Employees	Christian	54	61%	44%	50%	65%	52%	50%	48%	37%	59%	41%
	Jewish	3										
	Muslim	1										
	Other religious affiliation	4										
	Spiritual, but not religious	7	71%	14%	57%	100%	86%	57%	71%	29%	86%	14%
	Atheist/Agnostic	23	52%	48%	70%	78%	70%	52%	57%	52%	61%	35%

¹Counts include those who responded to at least one statement from this question. We only show percentages for groups of five (5) or more people.

Table 2: Impact of Activities on Support for Diversity and Equity

	Table 2: Impact of Activities on Support for Diversity and Equity																								
	Daemen University								Other Doctoral Universities								All Other Institutions								
	Undergraduate Students		Graduate Students		Faculty		Staff/Administrators		Undergraduate Students		Graduate Students		Faculty		Staff/Administrators		Undergraduate Students		Graduate Students		Faculty		Staff/Administrators		
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	
How have the following activities influenced your support for diversity and equity? (Q7)																									
Performed community service	Greatly increased my support	18	38%	4	57%	11	31%	30	44%	10,143	37%	4,415	34%	3,682	30%	5,617	27%	29,012	35%	6,664	34%	9,224	30%	12,982	28%
	Somewhat increased my support	15	32%	0	0%	10	29%	11	16%	8,323	31%	3,443	27%	4,062	33%	6,025	29%	23,683	29%	5,134	26%	9,917	33%	13,796	30%
	Somewhat decreased my support	1	2%	1	14%	0	0%	0	0%	649	2%	276	2%	229	2%	333	2%	1,935	2%	463	2%	600	2%	759	2%
	Greatly decreased my support	0	0%	0	0%	0	0%	0	0%	202	1%	101	1%	82	1%	82	0%	575	1%	163	1%	177	1%	179	0%
	Have not engaged in this activity	13	28%	2	2%	14	40%	27	40%	7,879	29%	4,720	36%	4,164	34%	8,564	42%	27,064	33%	7,063	36%	10,350	34%	18,823	40%
Total	47	100%	7	100%	35	100%	68	100%	27,196	100%	12,955	100%	12,206	100%	20,621	100%	82,259	100%	19,487	100%	30,268	100%	46,539	100%	
Engaged in discussions or activities concerning political issues	Greatly increased my support	12	26%	1	14%	10	29%	12	18%	7,506	28%	3,421	26%	2,119	17%	3,442	17%	22,175	27%	5,071	26%	5,416	18%	7,850	17%
	Somewhat increased my support	13	28%	2	29%	13	38%	11	16%	8,164	30%	3,581	28%	3,701	30%	5,457	26%	23,490	29%	5,291	27%	9,238	30%	12,624	27%
	Somewhat decreased my support	1	2%	1	14%	0	0%	0	0%	1,474	5%	678	5%	740	6%	1,067	5%	4,337	5%	1,053	5%	1,793	6%	2,353	5%
	Greatly decreased my support	1	2%	0	0%	0	0%	0	0%	688	3%	328	3%	332	3%	436	2%	1,912	2%	489	3%	767	3%	942	2%
	Have not engaged in this activity	19	41%	3	43%	11	32%	45	66%	9,395	35%	4,958	38%	5,332	44%	10,220	50%	30,417	37%	7,605	39%	13,095	43%	22,834	49%
Total	46	100%	7	100%	34	100%	68	100%	27,227	100%	12,956	100%	12,224	100%	20,622	100%	82,331	100%	19,509	100%	30,309	100%	46,603	100%	
Attended presentations, performances, or art exhibits related to diversity	Greatly increased my support	16	34%	2	29%	11	32%	25	37%	8,305	30%	4,020	31%	3,298	27%	5,452	28%	25,016	30%	5,996	31%	8,648	28%	12,681	27%
	Somewhat increased my support	9	19%	0	0%	10	29%	16	24%	7,478	27%	3,411	26%	4,392	36%	6,603	32%	21,878	27%	5,109	26%	10,812	36%	15,477	33%
	Somewhat decreased my support	1	2%	1	14%	1	3%	2	3%	750	3%	327	3%	363	3%	410	2%	2,271	3%	530	3%	912	3%	978	2%
	Greatly decreased my support	0	0%	0	0%	0	0%	0	0%	406	1%	195	2%	159	1%	160	1%	1,104	1%	295	2%	392	1%	326	1%
	Have not engaged in this activity	21	45%	4	57%	12	35%	25	37%	10,302	38%	5,015	39%	4,035	33%	8,001	39%	32,104	39%	7,579	39%	9,612	32%	17,169	37%
Total	47	100%	7	100%	34	100%	68	100%	27,242	100%	12,968	100%	12,247	100%	20,636	100%	82,373	100%	19,509	100%	30,376	100%	46,631	100%	
Participated in discussions, training, or activities on racial/ethnic issues	Greatly increased my support	20	43%	2	29%	14	41%	30	45%	10,145	37%	4,973	38%	4,102	33%	7,331	36%	30,208	37%	7,425	38%	10,428	34%	16,618	36%
	Somewhat increased my support	13	28%	0	0%	14	41%	13	19%	7,875	29%	3,730	29%	4,924	40%	7,513	36%	22,904	28%	5,551	28%	11,950	39%	17,061	37%
	Somewhat decreased my support	2	4%	1	14%	1	3%	1	1%	894	3%	463	4%	566	5%	628	3%	2,634	3%	714	4%	1,434	5%	1,444	3%
	Greatly decreased my support	1	2%	0	0%	0	0%	0	0%	523	2%	254	2%	307	3%	263	1%	1,375	2%	369	2%	745	2%	572	1%
	Have not engaged in this activity	11	23%	4	57%	5	15%	24	35%	7,797	29%	3,539	27%	2,349	19%	4,914	24%	25,249	31%	5,446	28%	5,806	19%	10,958	23%
Total	47	100%	7	100%	34	100%	68	100%	27,234	100%	12,959	100%	12,248	100%	20,649	100%	82,370	100%	19,505	100%	30,363	100%	46,653	100%	
Participated in discussions, training, or activities on gender issues and/or gender identity issues	Greatly increased my support	15	32%	2	29%	13	37%	21	31%	9,087	33%	4,367	34%	3,516	29%	6,295	30%	27,081	33%	6,562	34%	9,075	30%	14,427	31%
	Somewhat increased my support	13	28%	0	0%	12	34%	14	21%	7,291	27%	3,503	27%	4,553	37%	6,804	33%	21,327	26%	5,218	27%	11,082	36%	15,460	33%
	Somewhat decreased my support	0	0%	1	14%	1	3%	1	1%	1,070	4%	459	4%	474	4%	658	3%	3,133	4%	731	4%	1,258	4%	1,481	3%
	Greatly decreased my support	2	4%	0	0%	0	0%	0	0%	709	3%	322	2%	300	2%	323	2%	2,038	2%	483	2%	728	2%	687	1%
	Have not engaged in this activity	17	36%	4	57%	9	26%	31	46%	9,075	33%	4,325	33%	3,399	28%	6,577	32%	28,778	35%	6,529	33%	8,237	27%	14,599	31%
Total	47	100%	7	100%	35	100%	68	100%	27,232	100%	12,976	100%	12,242	100%	20,657	100%	82,357	100%	19,523	100%	30,380	100%	46,654	100%	
Participated in discussions, training, or activities on socioeconomic status issues	Greatly increased my support	15	33%	2	29%	12	34%	21	31%	8,680	32%	4,126	32%	3,258	27%	5,993	29%	25,993	32%	6,217	32%	8,448	28%	13,733	29%
	Somewhat increased my support	12	26%	1	14%	8	23%	12	18%	7,324	27%	3,421	26%	4,256	35%	6,748	33%	21,003	26%	5,122	26%	10,491	35%	15,374	33%
	Somewhat decreased my support	2	4%	1	14%	0	0%	0	0%	1,018	4%	421	3%	455	4%	568	3%	3,021	4%	670	3%	1,174	4%	1,320	3%
	Greatly decreased my support	0	0%	0	0%	0	0%	1	1%	611	2%	272	2%	252	2%	289	1%	1,787	2%	417	2%	609	2%	587	1%
	Have not engaged in this activity	17	37%	3	43%	15	43%	34	50%	9,587	35%	4,731	36%	4,033	33%	7,057	34%	30,552	37%	7,089	36%	9,645	32%	15,631	34%
Total	46	100%	7	100%	35	100%	68	100%	27,220	100%	12,971	100%	12,254	100%	20,655	100%	82,356	100%	19,515	100%	30,367	100%	46,645	100%	
Participated in discussions, training, or activities on religious diversity issues	Greatly increased my support	10	21%	3	43%	14	40%	17	25%	8,130	30%	4,143	32%	2,858	23%	4,838	23%	24,302	30%	6,290	32%	7,440	24%	11,493	25%
	Somewhat increased my support	12	26%	0	0%	11	31%	12	18%	7,303	27%	3,453	27%	3,752	31%	5,671	27%	21,355	26%	5,256	27%	9,459	31%	13,184	28%
	Somewhat decreased my support	0	0%	1	14%	0	0%	0	0%	775	3%	349	3%	270	2%	373	2%	2,370	3%	560	3%	727	2%	875	2%
	Greatly decreased my support	0	0%	0	0%	0	0%	0	0%	345	1%	168	1%	143	1%	145	1%	967	1%	255	1%	341	1%	297	1%
	Have not engaged in this activity	25	53%	3	43%	10	29%	39	57%	10,673	39%	4,830	37%	5,246	43%	9,626	47%	33,339	40%	7,132	37%	12,424	41%	20,792	45%
Total	47	100%	7	100%	35	100%	68	100%	27,226	100%	12,943	100%	12,269	100%	20,653	100%	82,333	100%	19,493	100%	30,391	100%	46,641	100%	
Participated in discussions, training, or activities on immigration issues	Greatly increased my support	14	30%	2	29%	10	29%	16	24%	6,972	26%	3,330	26%	2,164	18%	4,135	20%	21,032	26%	5,179	27%	5,660	19%	9,277	20%
	Somewhat increased my support	10	21%	0	0%	7	21%	11	16%	7,283	27%	3,233	25%	3,258	27%	5,290	26%	20,908	25%	4,831	25%	8,023	26%	12,172	26%
	Somewhat decreased my support	0	0%	1	14%	0	0%	0	0%	886	3%	393	3%	361	3%	449	2%	2,724	3%	618	3%	932	3%	1,030	2%
	Greatly decreased my support	1	2%	0	0%	0	0%	0	0%	393	1%	182	1%	170	1%	189	1%	1,101	1%	282	1%	392	1%	381	1%
	Have not engaged in this activity	22	47%	4	57%	17	50%	41	60%	11,708	43%	5,818	45%	6,295	51%	10,605	51%	36,601	44%	8,589	44%	15,375	51%	23,811	51%
Total	47	100%	7	100%	34	100%	68	100%	27,242	100%	12,956	100%	12,248	100%	20,668	100%	82,366	100%	19,499	100%	30,382	100%</			



**HEDS Diversity and Equity Campus Climate Survey
2023-2024 Comparison Report
Daemen University**

Interactions with Different Groups

Here we summarize how often different groups on campus interact. We asked respondents:

In the last year, about how often have you interacted with the following people while at Daemen? (Q3)

Response options: Not at all/not that I'm aware of; A few times; Monthly; Weekly; Daily

- People who have a racial and/or ethnic identity other than your own
- People from a socioeconomic background other than your own
- People who have a sexual orientation other than your own
- People whose gender differs from yours
- People for whom English is not their native language
- People from a religious background other than your own

- People with a disability
- People who are undocumented immigrants
- People from a country other than your own
- People who hold a political affiliation, philosophy, or view that differs from yours
- People who are significantly older or younger than you

In Table 1, the first column of data indicates how many people responded to any statement in Question 3. The following columns show the percentage of those individuals that indicated they had "Daily" or "Weekly" interactions with the above groups.

Table 2 provides more detail on the frequency of interactions with each identity group.

Table 1: Percent of Respondents Reporting "Daily" or "Weekly" Interactions with Different Groups of People at Daemen University													
	Number of people who responded to the question ¹	People who have a racial and/or ethnic identity other than your own	People from a socioeconomic background other than your own	People who have a sexual orientation other than your own	People whose gender differs from yours	People for whom English is not their native language	People from a religious background other than your own	People with a disability	People who are undocumented immigrants	People from a country other than your own	People who hold a political affiliation, philosophy, or view that differs from yours	People who are significantly older or younger than you	
Overall Results													
Daemen Overall	176	91%	81%	76%	95%	45%	78%	56%	7%	61%	67%	86%	
Results by Role													
Undergraduate Students	47	87%	77%	83%	89%	36%	77%	54%	11%	60%	66%	72%	
Graduate Students	7	86%	71%	29%	86%	29%	71%	43%	0%	43%	71%	14%	
Faculty	35	97%	89%	83%	97%	71%	86%	69%	6%	83%	66%	100%	
Staff/Administrators	67	93%	82%	72%	100%	39%	82%	51%	6%	55%	72%	96%	
Results by Role and Race/Ethnicity													
All Students	White	28	93%	79%	82%	89%	36%	82%	52%	0%	54%	71%	64%
	African American/Black	7	71%	86%	71%	100%	29%	57%	43%	14%	57%	57%	57%
	Hispanic/Latino	5	80%	80%	80%	100%	40%	80%	40%	40%	80%	40%	60%
	Asian	2											
	Multiple races/ethnicities	8	100%	63%	88%	88%	38%	75%	75%	13%	63%	75%	88%
	All other races/ethnicities	1											
All Employees	International	0											
	White	76	93%	83%	74%	99%	47%	80%	53%	3%	63%	68%	97%
	African American/Black	8	100%	75%	88%	100%	38%	88%	38%	25%	75%	75%	88%
	Hispanic/Latino	0											
	Asian	1											
	Multiple races/ethnicities	6	83%	100%	50%	100%	17%	83%	83%	17%	33%	50%	100%
All other races/ethnicities	2												
International	0												
Results by Role and Gender Identity													
All Students	Man	16	88%	69%	75%	81%	44%	88%	47%	25%	88%	75%	69%
	Woman	32	88%	78%	75%	94%	31%	72%	59%	3%	47%	69%	69%
	Non-binary	4											
All Employees	Man	23	100%	87%	96%	100%	70%	91%	61%	4%	87%	86%	100%
	Woman	76	93%	83%	71%	99%	45%	82%	55%	7%	59%	66%	96%
	Non-binary	0											
All Students	Cisgender	49	86%	78%	80%	92%	37%	80%	56%	10%	61%	69%	69%
	Transgender	1											
	Unsure	0											
All Employees	Cisgender	100	94%	84%	76%	99%	50%	83%	57%	6%	65%	70%	97%
	Transgender	0											
	Unsure	0											
Results by Role and Sexual Orientation													
All Students	LGBQ+	22	95%	91%	95%	95%	41%	86%	68%	5%	50%	77%	73%
	Straight (Heterosexual)	27	78%	67%	63%	85%	33%	70%	42%	15%	70%	59%	56%
All Employees	LGBQ+	16	94%	100%	69%	100%	44%	88%	44%	0%	63%	69%	94%
	Straight (Heterosexual)	78	95%	81%	78%	99%	49%	84%	56%	5%	65%	70%	97%
Results by Role and Political Views													
All Students	Conservative	4											
	Middle-of-the-road	15	87%	80%	73%	93%	40%	80%	60%	0%	60%	80%	73%
	Liberal	20	90%	85%	85%	90%	35%	90%	50%	5%	60%	65%	55%
All Employees	Conservative	7	71%	43%	71%	100%	29%	33%	71%	0%	29%	50%	100%
	Middle-of-the-road	36	92%	81%	75%	100%	47%	86%	53%	3%	61%	67%	100%
	Liberal	48	98%	94%	75%	98%	50%	88%	54%	6%	75%	71%	96%
Results by Role and Disability Status													
All Students	No disability	34	85%	82%	85%	91%	41%	85%	59%	15%	65%	79%	68%
	Temporary disability	1											
	Long-term disability	15	87%	60%	60%	87%	27%	53%	50%	0%	53%	53%	60%
All Employees	No disability	88	97%	85%	77%	99%	49%	83%	55%	6%	66%	69%	98%
	Temporary disability	1											
	Long-term disability	9	78%	89%	67%	100%	67%	89%	89%	11%	67%	78%	100%
Results by Role and Religious Affiliation													
All Students	Christian	25	80%	64%	60%	92%	32%	64%	46%	4%	60%	64%	56%
	Jewish	0											
	Muslim	0											
	Other religious affiliation	3											
	Spiritual, but not religious	5	100%	100%	100%	100%	20%	100%	40%	20%	60%	60%	80%
All Employees	Atheist/Agnostic	13	92%	92%	100%	100%	46%	85%	77%	0%	69%	77%	77%
	Christian	54	94%	80%	76%	100%	46%	77%	54%	6%	63%	68%	98%
	Jewish	3											
	Muslim	1											
	Other religious affiliation	4											
All Employees	Spiritual, but not religious	7	100%	100%	71%	100%	86%	100%	57%	14%	86%	71%	100%
	Atheist/Agnostic	23	96%	87%	70%	96%	43%	83%	57%	0%	61%	65%	96%

¹Counts include those who responded to at least one statement from this question. We only show percentages for groups of five (5) or more people.

Table 2: How Often People Interact with Different Groups on Campus

	Daemen University																Other Doctoral Universities								All Other Institutions							
	Undergraduate Students				Graduate Students				Faculty				Staff/Administrators				Undergraduate Students				Graduate Students				Faculty				Staff/Administrators			
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
In the last year, about how often have you interacted with the following people while at Daemen? (Q3)																																
People who have a racial and/or ethnic identity other than your own	Daily	34	72%	3	43%	27	77%	46	69%	19,018	69%	7,314	56%	8,271	66%	15,066	72%	54,450	66%	10,255	52%	20,553	66%	33,242	70%							
	Weekly	7	15%	3	43%	7	20%	16	24%	5,117	19%	3,599	27%	3,274	26%	3,762	18%	16,522	20%	5,659	29%	8,102	26%	9,000	19%							
	Monthly	2	4%	0	0%	0	0%	1	1%	894	3%	649	5%	403	3%	804	4%	2,666	3%	982	5%	892	3%	1,938	4%							
	A few times	3	6%	1	14%	1	3%	3	4%	1,541	6%	916	7%	414	3%	880	4%	5,694	7%	1,583	8%	1,060	3%	2,208	5%							
	Not at all/not that I'm aware of	1	2%	0	0%	0	0%	1	1%	820	3%	152	1%	405	3%	3,590	4%	1,203	6%	419	1%	1,203	6%	419	1%							
Total	47	100%	7	100%	35	100%	67	100%	27,390	100%	13,095	100%	12,514	100%	20,917	100%	82,922	100%	19,682	100%	31,026	100%	47,260	100%								
People from a socioeconomic background other than your own	Daily	31	66%	2	29%	23	66%	44	66%	15,871	58%	6,009	46%	7,085	57%	12,288	59%	44,992	54%	8,490	43%	18,478	60%	28,426	60%							
	Weekly	5	11%	3	43%	8	23%	11	16%	5,471	20%	3,452	26%	3,383	27%	4,055	19%	16,879	20%	5,333	27%	8,015	26%	9,423	20%							
	Monthly	2	4%	0	0%	1	3%	2	3%	1,233	5%	703	5%	476	4%	1,034	5%	3,488	4%	1,116	6%	981	3%	2,144	5%							
	A few times	5	11%	2	29%	2	6%	1	1%	1,947	7%	1,187	9%	628	5%	1,349	6%	6,681	8%	1,863	9%	1,390	4%	2,875	6%							
	Not at all/not that I'm aware of	4	9%	0	0%	1	3%	9	13%	2,861	10%	1,721	13%	899	7%	2,115	10%	10,758	13%	2,846	14%	2,065	7%	4,209	9%							
Total	47	100%	7	100%	35	100%	67	100%	27,262	100%	13,072	100%	12,471	100%	20,841	100%	82,798	100%	19,648	100%	30,929	100%	47,077	100%								
People who have a sexual orientation other than your own	Daily	32	68%	1	14%	19	54%	34	51%	14,891	54%	5,007	38%	5,541	44%	10,052	48%	44,111	53%	7,176	36%	15,070	49%	23,424	50%							
	Weekly	7	15%	1	14%	10	29%	14	21%	5,522	20%	3,293	25%	3,719	30%	4,562	22%	16,046	19%	4,941	25%	8,824	29%	10,641	23%							
	Monthly	1	2%	0	0%	1	3%	8	12%	1,365	5%	832	6%	753	6%	1,528	7%	3,551	4%	1,217	6%	1,571	5%	3,382	7%							
	A few times	5	11%	4	57%	2	6%	1	1%	2,532	9%	1,352	10%	882	7%	1,985	10%	7,699	9%	2,111	11%	1,948	6%	4,290	9%							
	Not at all/not that I'm aware of	2	4%	1	14%	3	9%	10	15%	3,085	11%	2,593	20%	1,560	13%	2,750	13%	11,442	14%	4,217	21%	3,480	11%	5,381	11%							
Total	47	100%	7	100%	35	100%	67	100%	27,395	100%	13,077	100%	12,455	100%	20,877	100%	82,849	100%	19,662	100%	30,893	100%	47,118	100%								
People whose gender differs from yours	Daily	38	80%	4	57%	27	77%	58	87%	21,607	79%	8,327	64%	9,849	79%	17,688	83%	61,101	74%	11,742	60%	24,933	78%	33,887	81%							
	Weekly	4	9%	2	29%	7	20%	9	13%	3,147	11%	2,929	22%	2,047	16%	1,812	9%	11,428	14%	4,770	24%	5,176	17%	4,216	9%							
	Monthly	1	2%	0	0%	1	3%	0	0%	574	2%	489	4%	162	1%	310	1%	1,791	2%	783	4%	440	1%	711	2%							
	A few times	4	9%	1	14%	0	0%	0	0%	1,217	4%	743	6%	243	2%	621	3%	4,748	6%	1,284	7%	652	2%	1,407	3%							
	Not at all/not that I'm aware of	0	0%	0	0%	0	0%	0	0%	855	3%	589	5%	212	2%	498	2%	3,863	5%	1,102	6%	563	2%	1,034	2%							
Total	47	100%	7	100%	35	100%	67	100%	27,400	100%	13,087	100%	12,513	100%	20,926	100%	82,931	100%	19,681	100%	31,024	100%	47,255	100%								
People for whom English is not their native language	Daily	7	15%	1	14%	9	26%	11	16%	8,339	30%	4,914	38%	5,677	45%	7,574	36%	25,892	31%	6,808	35%	13,651	44%	16,080	34%							
	Weekly	0	0%	1	14%	4	11%	15	22%	3,882	14%	3,882	30%	4,155	33%	5,253	25%	22,522	27%	5,273	29%	10,390	33%									
	Monthly	3	6%	0	0%	6	17%	16	24%	2,593	9%	969	7%	927	7%	2,503	12%	6,755	8%	1,467	7%	2,218	7%	8,858	12%							
	A few times	18	38%	1	14%	3	9%	16	24%	4,890	18%	1,745	13%	1,131	9%	3,408	16%	14,813	18%	2,862	15%	2,988	10%	8,031	17%							
	Not at all/not that I'm aware of	9	19%	4	57%	1	3%	9	13%	3,736	14%	1,585	12%	625	5%	1,894	9%	12,941	16%	2,869	15%	1,769	6%	4,261	9%							
Total	47	100%	7	100%	35	100%	67	100%	27,402	100%	13,095	100%	12,515	100%	20,924	100%	82,923	100%	19,679	100%	31,016	100%	47,233	100%								
People from a religious background other than your own	Daily	30	64%	2	29%	20	57%	40	61%	15,801	58%	6,350	49%	7,479	60%	12,719	61%	44,971	54%	8,951	45%	18,573	60%	28,530	61%							
	Weekly	6	13%	3	43%	10	29%	14	21%	5,289	19%	3,390	26%	3,024	24%	3,627	17%	16,480	20%	5,268	27%	7,349	24%	8,246	18%							
	Monthly	4	9%	0	0%	1	3%	1	2%	1,257	5%	672	5%	404	3%	897	4%	3,554	4%	1,006	5%	927	3%	2,088	4%							
	A few times	4	9%	2	29%	2	6%	2	3%	2,361	9%	1,082	8%	555	4%	1,356	6%	7,749	9%	1,796	9%	1,380	4%	3,057	6%							
	Not at all/not that I'm aware of	3	6%	0	0%	2	6%	9	14%	2,685	10%	1,596	12%	1,002	8%	2,276	11%	10,128	12%	2,653	13%	2,676	9%	5,162	11%							
Total	47	100%	7	100%	35	100%	66	100%	27,393	100%	13,090	100%	12,464	100%	20,875	100%	82,882	100%	19,674	100%	30,905	100%	47,083	100%								
People with a disability	Daily	18	39%	1	14%	10	29%	18	27%	4,992	18%	1,849	14%	2,966	24%	3,952	19%	17,037	21%	2,806	14%	8,815	28%	9,919	21%							
	Weekly	7	15%	2	29%	14	40%	16	24%	6,569	24%	2,503	19%	3,984	32%	4,414	21%	19,642	24%	3,699	19%	10,233	33%	11,147	24%							
	Monthly	4	9%	0	0%	4	11%	9	13%	3,043	11%	1,221	9%	1,376	11%	2,706	13%	7,947	10%	1,726	9%	3,020	10%	6,198	13%							
	A few times	15	33%	3	43%	5	14%	17	25%	6,677	24%	2,995	23%	2,417	19%	5,008	24%	18,850	23%	4,339	22%	5,144	17%	10,887	23%							
	Not at all/not that I'm aware of	2	4%	1	14%	2	6%	7	10%	6,092	22%	2,515	19%	1,751	14%	4,793	23%	19,371	23%	7,087	36%	3,750	12%	8,972	19%							
Total	46	100%	7	100%	35	100%	67	100%	27,373	100%	13,083	100%	12,494	100%	20,873	100%	82,847	100%	19,657	100%	30,962	100%	47,123	100%								
People who are undocumented immigrants	Daily	4	9%	0	0%	2	6%	1	1%	1,409	5%	585	4%	435	4%	675	3%	5,139	6%	922	5%	1,837	6%	2,092	4%							
	Weekly	1	2%	0	0%	0	0%	3	4%	1,421	5%	698	5%	806	7%	866	4%	4,758	6%	1,066	5%	2,525	8%	2,883	6%							
	Monthly	0	0%	0	0%	1	3%	3	4%	889	3%	371	3%	478	4%	775	4%	2,446	3%	575	3%	1,158	4%	2,333	5%							
	A few times	2	4%	0	0%	2	6%	4	6%	1,972	7%	807	6%	952	8%	1,806	9%	5,972	7%	1,269	6%	2,264	7%	4,641	10%							
	Not at all/not that I'm aware of	47	100%	7	100%	30	86%	56	84%	21,668	79%	10,582	81%	9,726	78%	16,671	80%	64,416	78%	15,780	80%	22,885	75%	34,976	75%							
Total	47	100%	7	100%	35	100%	67	100%	27,359	100%	13,047	100%	12,397	100%	20,793	100%	82,731	100%	19,612	100%	30,860	100%	46,925	100%								
People from a country other than your own	Daily	16	34%	0	0%	11	31%	14	21%	9,997	36%	5,583	43%	6,527	52%																	



**HEDS Diversity and Equity Campus Climate Survey
2023-2024 Comparison Report
Daemen University**

Comfort Interacting with Different Groups

On this worksheet, we summarize how comfortable different groups on campus are interacting with one another. We asked respondents:

How comfortable are you interacting with the following people? (Q4)

Response options: Very uncomfortable; Somewhat uncomfortable; Neither comfortable nor uncomfortable; Somewhat comfortable; Very comfortable

- | | |
|---|--|
| People who have a racial and/or ethnic identity other than your own | People with a disability |
| People from a socioeconomic background other than your own | People who are undocumented immigrants |
| People who have a sexual orientation other than your own | People from a country other than your own |
| People whose gender differs from yours | People who hold a political affiliation, philosophy, or view that differs from yours |
| People for whom English is not their native language | People who are significantly older or younger than you |
| People from a religious background other than your own | |

In Table 1, the first column of data indicates how many people responded to any statement in Question 4. The following columns show the percentage of those individuals that indicated they were "Very comfortable" interacting with the above groups.

Table 2 provides more detail about respondents' comfort level when interacting with each identity group. To help draw comparisons, we've highlighted the percentage of respondents who selected "Very comfortable" at Daemen when it is at least 5% greater or less than the percentage for Other Doctoral Universities. We use bold, green font to identify percentages that are at least 5% greater than the comparison group. We use bold, red font to identify percentages that are at least 5% less than the comparison group.

Table 1: Percent of Respondents Indicating They're "Very Comfortable" Interacting with Different Groups of People at Daemen University

	Number of people who responded to the question ¹	People who have a racial and/or ethnic identity other than your own	People from a socioeconomic background other than your own	People who have a sexual orientation other than your own	People whose gender differs from yours	People for whom English is not their native language	People from a religious background other than your own	People with a disability	People who are undocumented immigrants	People from a country other than your own	People who hold a political affiliation, philosophy, or view that differs from yours	People who are significantly older or younger than you	
Overall Results													
Daemen Overall	176	94%	93%	93%	95%	89%	93%	93%	79%	93%	81%	91%	
Results by Role													
Undergraduate Students	46	93%	87%	93%	93%	80%	87%	91%	80%	89%	67%	85%	
Graduate Students	7	100%	100%	100%	100%	86%	100%	100%	83%	100%	100%	100%	
Faculty	35	100%	100%	100%	100%	100%	100%	97%	86%	100%	94%	100%	
Staff/Administrators	68	93%	94%	94%	97%	91%	96%	93%	78%	93%	84%	93%	
Results by Role and Race/Ethnicity													
All Students	White	28	93%	89%	96%	96%	82%	89%	89%	75%	96%	75%	86%
	African American/Black	7	100%	100%	100%	100%	100%	100%	100%	100%	100%	86%	100%
	Hispanic/Latino	4											
	Asian	2											
	Multiple races/ethnicities	8	88%	88%	86%	75%	63%	88%	100%	71%	75%	50%	75%
	All other races/ethnicities	1											
All Employees	White	77	94%	95%	95%	97%	92%	96%	94%	79%	94%	87%	95%
	African American/Black	8	100%	100%	100%	100%	100%	100%	100%	75%	100%	88%	100%
	Hispanic/Latino	0											
	Asian	1											
	Multiple races/ethnicities	6	100%	100%	100%	100%	100%	100%	83%	100%	100%	67%	83%
	All other races/ethnicities	2											
Results by Role and Gender Identity													
All Students	Man	15	93%	93%	93%	100%	73%	87%	87%	71%	93%	73%	80%
	Woman	32	94%	94%	94%	91%	88%	94%	97%	84%	91%	75%	91%
	Non-binary	4											
All Employees	Man	24	92%	100%	96%	100%	92%	100%	92%	75%	96%	88%	92%
	Woman	76	96%	95%	96%	97%	95%	96%	95%	82%	95%	87%	96%
	Non-binary	0											
All Students	Cisgender	48	94%	92%	94%	94%	83%	92%	94%	80%	92%	75%	88%
	Unsure	0											
	Transgender	1											
All Employees	Cisgender	101	95%	96%	96%	98%	94%	97%	94%	80%	95%	87%	95%
	Unsure	0											
	Transgender	0											
Results by Role and Sexual Orientation													
All Students	LGBQ+	22	95%	77%	95%	95%	76%	86%	91%	82%	91%	68%	86%
	Straight (Heterosexual)	26	96%	96%	92%	92%	85%	88%	92%	80%	88%	81%	85%
All Employees	LGBQ+	16	94%	100%	100%	100%	94%	100%	88%	94%	100%	81%	94%
	Straight (Heterosexual)	79	95%	95%	95%	97%	94%	96%	95%	76%	94%	89%	95%
Results by Role and Political Views													
All Students	Conservative	4											
	Middle-of-the-road	14	86%	86%	86%	86%	86%	93%	93%	92%	86%	86%	86%
	Liberal	20	100%	85%	95%	95%	74%	80%	85%	74%	90%	55%	80%
All Employees	Conservative	7	57%	57%	57%	71%	57%	57%	71%	14%	57%	57%	71%
	Middle-of-the-road	37	97%	97%	97%	100%	97%	100%	97%	76%	95%	97%	95%
	Liberal	48	98%	100%	100%	100%	96%	100%	94%	92%	100%	81%	98%
Results by Role and Disability Status													
All Students	No disability	34	94%	91%	94%	97%	82%	91%	91%	84%	94%	85%	91%
	Temporary disability	1											
	Long-term disability	14	93%	86%	93%	86%	77%	86%	100%	71%	79%	50%	79%
All Employees	No disability	89	96%	98%	97%	99%	94%	98%	94%	82%	97%	87%	96%
	Temporary disability	1											
	Long-term disability	9	100%	89%	100%	100%	100%	100%	100%	78%	89%	100%	100%
Results by Role and Religious Affiliation													
All Students	Christian	24	88%	92%	87%	92%	75%	92%	92%	74%	88%	75%	83%
	Jewish	0											
	Muslim	0											
	Other religious affiliation	3											
	Spiritual, but not religious	5	100%	80%	100%	100%	80%	80%	80%	60%	100%	60%	80%
	Atheist/Agnostic	13	100%	85%	100%	92%	83%	85%	100%	92%	85%	62%	92%
All Employees	Christian	54	93%	93%	93%	96%	93%	94%	94%	74%	91%	94%	94%
	Jewish	3											
	Muslim	1											
	Other religious affiliation	4											
	Spiritual, but not religious	7	86%	100%	100%	100%	86%	100%	86%	86%	100%	71%	100%
	Atheist/Agnostic	23	100%	100%	100%	100%	100%	100%	96%	96%	100%	74%	96%

¹Counts include those who responded to at least one statement from this question. We only show percentages for groups of five (5) or more people.

Table 2: How Comfortable People Are Interacting with Different Groups on Campus

	Table 2: How Comfortable People Are Interacting with Different Groups on Campus																								
	Daemen University				Other Doctoral Universities				All Other Institutions																
	Undergraduate Students		Graduate Students		Faculty		Staff/Administrators		Undergraduate Students		Graduate Students		Faculty		Staff/Administrators		Undergraduate Students		Graduate Students		Faculty		Staff/Administrators		
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	
How comfortable are you interacting with the following people? (Q4)																									
People who have a racial and/or ethnic identity other than your own	Very comfortable	37	80%	7	100%	30	86%	56	82%	22,570	82%	10,684	82%	10,897	87%	18,182	87%	67,440	81%	15,865	81%	26,994	87%	40,611	86%
	Somewhat comfortable	6	13%	0	0%	5	14%	7	10%	3,179	12%	1,638	13%	1,286	10%	1,986	9%	9,792	12%	2,514	13%	3,234	10%	4,868	10%
	Neither comfortable nor uncomfortable	1	2%	0	0%	0	0%	3	4%	1,276	5%	594	5%	249	2%	626	3%	4,515	5%	1,018	5%	566	2%	1,492	3%
	Somewhat uncomfortable	1	2%	0	0%	0	0%	1	1%	221	1%	89	1%	37	0%	64	0%	664	1%	150	1%	112	0%	155	0%
	Very uncomfortable	1	2%	0	0%	0	0%	1	1%	135	0%	94	1%	32	0%	84	0%	449	1%	153	1%	84	0%	178	0%
Total	46	100%	7	100%	35	100%	68	100%	27,381	100%	13,099	100%	12,501	100%	20,942	100%	82,860	100%	19,700	100%	30,990	100%	47,304	100%	
People from a socioeconomic background other than your own	Very comfortable	34	74%	7	100%	27	77%	54	79%	20,638	75%	10,037	77%	10,377	83%	17,023	81%	61,318	74%	14,936	76%	25,228	84%	38,397	81%
	Somewhat comfortable	6	13%	0	0%	8	23%	10	15%	4,287	16%	2,016	15%	1,639	13%	2,687	13%	13,192	16%	3,058	16%	3,890	13%	6,144	13%
	Neither comfortable nor uncomfortable	3	7%	0	0%	0	0%	2	3%	1,884	7%	789	6%	399	3%	960	5%	6,671	8%	1,286	7%	907	3%	2,147	5%
	Somewhat uncomfortable	2	4%	0	0%	0	0%	1	1%	436	2%	166	1%	70	1%	179	1%	1,202	1%	270	1%	207	1%	398	1%
	Very uncomfortable	1	2%	0	0%	0	0%	1	1%	131	0%	79	0%	25	0%	80	0%	455	1%	152	1%	76	0%	186	0%
Total	46	100%	7	100%	35	100%	68	100%	27,376	100%	13,087	100%	12,510	100%	20,929	100%	82,838	100%	19,683	100%	31,008	100%	47,272	100%	
People who have a sexual orientation other than your own	Very comfortable	34	76%	6	86%	34	97%	63	93%	20,688	76%	10,136	78%	10,335	85%	17,579	84%	61,907	75%	15,013	76%	26,605	86%	39,560	84%
	Somewhat comfortable	8	18%	1	14%	1	3%	1	1%	3,798	14%	1,639	13%	1,240	10%	2,069	10%	11,292	14%	2,529	13%	2,970	10%	4,790	10%
	Neither comfortable nor uncomfortable	2	4%	0	0%	0	0%	2	3%	2,019	7%	978	7%	468	4%	964	5%	6,838	8%	1,579	8%	1,066	3%	2,217	5%
	Somewhat uncomfortable	1	2%	0	0%	0	0%	1	1%	554	2%	182	1%	103	1%	201	1%	1,742	2%	322	2%	234	1%	465	1%
	Very uncomfortable	0	0%	0	0%	0	0%	1	1%	299	1%	143	1%	52	0%	106	1%	1,028	1%	228	1%	123	0%	228	0%
Total	45	100%	7	100%	35	100%	68	100%	27,358	100%	13,078	100%	12,498	100%	20,919	100%	82,807	100%	19,671	100%	30,998	100%	47,260	100%	
People whose gender differs from yours	Very comfortable	31	67%	7	100%	34	97%	64	94%	20,915	76%	10,702	82%	11,377	91%	18,546	89%	62,919	76%	15,891	81%	28,813	91%	41,777	88%
	Somewhat comfortable	12	26%	0	0%	1	3%	2	3%	4,247	16%	1,559	12%	802	6%	1,532	7%	12,628	15%	2,401	12%	2,004	6%	3,570	8%
	Neither comfortable nor uncomfortable	1	2%	0	0%	0	0%	1	1%	1,570	6%	620	5%	277	2%	653	3%	5,340	6%	1,052	5%	641	2%	1,527	3%
	Somewhat uncomfortable	2	4%	0	0%	0	0%	0	0%	437	2%	127	1%	31	0%	100	0%	1,330	2%	208	1%	109	0%	214	0%
	Very uncomfortable	0	0%	0	0%	0	0%	1	1%	184	1%	81	1%	28	0%	92	0%	618	1%	136	1%	81	0%	194	0%
Total	46	100%	7	100%	35	100%	68	100%	27,353	100%	13,089	100%	12,515	100%	20,923	100%	82,835	100%	19,688	100%	31,018	100%	47,282	100%	
People for whom English is not their native language	Very comfortable	27	60%	6	86%	29	83%	45	66%	18,661	68%	9,683	74%	9,976	80%	14,746	70%	56,703	68%	14,260	72%	24,546	79%	32,728	69%
	Somewhat comfortable	6	13%	0	0%	6	17%	17	25%	6,113	22%	2,531	19%	2,110	17%	4,741	23%	17,021	20%	3,861	20%	5,312	17%	8,113	24%
	Neither comfortable nor uncomfortable	6	13%	0	0%	0	0%	3	4%	1,991	7%	673	5%	328	3%	1,059	5%	6,427	8%	1,174	6%	851	3%	2,492	5%
	Somewhat uncomfortable	3	7%	1	14%	0	0%	2	3%	484	2%	130	1%	79	1%	300	1%	1,343	2%	262	1%	239	1%	759	2%
	Very uncomfortable	0	0%	0	0%	0	0%	1	1%	128	0%	77	1%	25	0%	78	0%	444	1%	126	1%	70	0%	188	0%
Total	45	100%	7	100%	35	100%	68	100%	27,377	100%	13,094	100%	12,518	100%	20,924	100%	82,838	100%	19,683	100%	31,028	100%	47,280	100%	
People from a religious background other than your own	Very comfortable	32	70%	7	100%	28	80%	57	84%	19,553	71%	9,853	75%	10,378	83%	17,130	82%	58,502	71%	14,686	75%	25,549	82%	38,154	81%
	Somewhat comfortable	8	17%	0	0%	7	20%	8	12%	5,100	19%	2,159	16%	1,501	12%	2,513	12%	15,296	18%	3,257	17%	3,890	13%	6,111	13%
	Neither comfortable nor uncomfortable	4	9%	0	0%	0	0%	1	1%	2,035	7%	820	6%	500	4%	1,004	5%	6,947	8%	1,330	7%	1,200	4%	2,386	5%
	Somewhat uncomfortable	2	4%	0	0%	0	0%	1	1%	535	2%	176	1%	97	1%	189	1%	1,583	2%	276	1%	1,583	2%	276	1%
	Very uncomfortable	0	0%	0	0%	0	0%	1	1%	156	1%	84	1%	37	0%	80	0%	525	1%	143	1%	96	0%	191	0%
Total	46	100%	7	100%	35	100%	68	100%	27,379	100%	13,092	100%	12,513	100%	20,916	100%	82,853	100%	19,692	100%	31,013	100%	47,278	100%	
People with a disability	Very comfortable	34	74%	7	100%	28	80%	45	66%	19,621	72%	9,851	75%	9,576	77%	16,025	77%	60,408	73%	14,750	75%	24,102	78%	36,011	76%
	Somewhat comfortable	8	17%	0	0%	6	17%	18	26%	5,364	20%	2,239	17%	2,387	19%	3,819	18%	14,950	18%	3,323	17%	5,703	18%	8,834	19%
	Neither comfortable nor uncomfortable	4	9%	0	0%	0	0%	4	6%	1,906	7%	795	6%	430	3%	839	4%	6,100	7%	1,268	6%	910	3%	1,890	4%
	Somewhat uncomfortable	0	0%	0	0%	0	0%	0	0%	366	1%	101	1%	79	1%	176	1%	953	1%	184	1%	223	1%	384	1%
	Very uncomfortable	0	0%	0	0%	0	0%	1	1%	113	0%	75	1%	30	0%	73	0%	412	0%	125	1%	67	0%	160	0%
Total	46	100%	7	100%	35	100%	68	100%	27,370	100%	13,062	100%	12,502	100%	20,932	100%	82,823	100%	19,650	100%	31,003	100%	47,279	100%	
People who are undocumented immigrants	Very comfortable	31	69%	5	83%	25	71%	39	57%	18,674	68%	9,105	70%	9,015	73%	14,319	69%	56,462	68%	13,532	69%	23,038	75%	32,994	70%
	Somewhat comfortable	5	11%	0	0%	5	14%	14	21%	3,743	14%	1,629	12%	1,520	12%	2,449	12%	10,947	13%	2,551	13%	3,583	12%	5,823	12%
	Neither comfortable nor uncomfortable	6	13%	1	17%	5	14%	10	15%	3,897	14%	1,815	14%	1,568	13%	3,390	16%	12,137	15%	2,750	14%	3,492	11%	6,903	15%
	Somewhat uncomfortable	2	4%	0	0%	0	0%	3	4%	637	2%	280	2%	198	2%	418	2%	1,835	2%	437	2%	451	1%	834	2%
	Very uncomfortable	1	2%	0	0%	0	0%	2	3%	407	1%	216	2%	111	1%	239	1%	1,173	2%	352	2%	246	1%	468	1%
Total	45	100%	6	100%	35	100%	68	100%	27,358	100%	13,045	100%	12,412	100%	20,815	100%	82,754	100%	19,632	100%	30,812	100%	47,042	100%	
People from a country other than your own	Very comfortable	36	78%	6	86%	33	94%	56	82%	22,102	81%	10,797	82%	11,215	90%	17,929	86%	66,091	80%	16,027	81%	27,761	89%	40,062	85%
	Somewhat comfortable	5	11%	1	14%	2	6%	7	10%	3,665	1														



**HEDS Diversity and Equity Campus Climate Survey
2023-2024 Comparison Report
Daemen University**

Information About Respondents

On this worksheet, we provide more detail on the demographics of respondents. In Table 1 below, we include the responses to the demographic section of our survey along with any HEDS calculated variables. We've listed the calculated variables below the questions we used to derive those calculations. For more information about how we calculate these variables, see the Technical Information tab. In Table 2, we show the number of respondents who selected "Prefer not to respond" for each question.

Table 1: Responses to the Demographic Section of the Survey and HEDS Calculated Demographic Variables																								
	Daemen University				Other Doctoral Universities				All Other Institutions															
	Undergraduate Students		Graduate Students		Faculty		Staff/Administrators		Undergraduate Students		Graduate Students		Faculty		Staff/Administrators									
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%								
What is your gender? (Q21)																								
Man	14	30%	2	33%	9	26%	15	23%	8,754	33%	4,596	36%	5,629	47%	6,568	33%	25,955	32%	6,630	35%	12,940	44%	14,823	32%
Woman	28	61%	4	67%	26	74%	50	77%	16,499	62%	7,733	61%	6,159	52%	13,283	66%	50,463	63%	11,992	63%	16,286	55%	30,272	66%
Non-binary	4	9%	0	0%	0	0%	0	0%	1,203	5%	357	3%	105	1%	286	1%	4,264	5%	525	3%	362	1%	670	1%
Total	46	100%	6	100%	35	100%	65	100%	26,456	100%	12,686	100%	11,893	100%	20,137	100%	80,682	100%	19,147	100%	29,588	100%	45,765	100%
Are you transgender? (Q22)																								
No (classified as "cisgender" in this report)	43	98%	6	100%	35	100%	66	100%	24,069	97%	11,642	98%	10,552	100%	17,510	99%	75,588	96%	17,980	98%	28,003	99%	42,705	99%
Unsure	0	0%	0	0%	0	0%	0	0%	568	2%	134	1%	30	0%	90	1%	1,732	2%	181	1%	88	0%	200	0%
Yes (classified as "transgender" in this report)	1	2%	0	0%	0	0%	0	0%	275	1%	78	1%	12	0%	64	0%	1,809	2%	172	1%	111	0%	234	1%
Total	44	100%	6	100%	35	100%	66	100%	24,912	100%	11,854	100%	10,594	100%	17,664	100%	79,129	100%	18,333	100%	28,202	100%	43,139	100%
What is your current age? (Q23)																								
Younger than 25	46	100%	3	50%	0	0%	3	5%	25,086	92%	4,089	32%	30	0%	593	3%	69,453	84%	6,078	31%	106	0%	1,426	3%
25-34	0	0%	2	33%	2	7%	18	27%	1,378	5%	5,970	46%	911	8%	4,196	21%	6,968	8%	8,391	43%	2,311	8%	9,185	20%
35-44	0	0%	1	17%	8	27%	11	17%	489	2%	1,695	13%	3,077	26%	4,939	24%	3,486	4%	2,884	15%	7,397	25%	10,968	24%
45-54	0	0%	0	0%	10	33%	16	24%	268	1%	859	7%	3,342	28%	5,032	25%	1,864	2%	1,510	8%	8,365	29%	11,413	25%
55-64	0	0%	0	0%	8	27%	15	23%	92	0%	291	2%	2,784	23%	4,470	22%	674	1%	531	3%	7,079	24%	10,176	22%
65 or older	0	0%	0	0%	2	7%	3	5%	24	0%	58	0%	1,708	14%	1,068	5%	213	0%	98	1%	3,850	13%	2,417	5%
Total	46	100%	6	100%	30	100%	66	100%	27,337	100%	12,962	100%	11,852	100%	20,298	100%	82,658	100%	19,492	100%	29,108	100%	45,585	100%
Which term best describes your sexual orientation? (Select one) (Q24)																								
Asexual	1	2%	0	0%	0	0%	1	2%	849	3%	417	3%	167	1%	452	2%	2,913	4%	661	4%	477	2%	1,079	2%
Bisexual	12	28%	0	0%	1	3%	6	9%	3,205	13%	1,081	9%	383	3%	807	4%	9,858	13%	1,501	8%	1,080	4%	1,935	4%
Gay	1	2%	1	17%	2	6%	1	2%	548	2%	334	3%	335	3%	553	3%	1,718	2%	453	2%	864	3%	1,192	3%
Lesbian	2	5%	1	17%	0	0%	1	2%	654	3%	226	2%	164	1%	320	2%	2,141	3%	363	2%	512	2%	774	2%
Pansexual	1	2%	0	0%	0	0%	1	2%	673	3%	210	2%	72	1%	202	1%	2,509	3%	350	2%	260	1%	540	1%
Queer	0	0%	0	0%	0	0%	0	0%	870	3%	352	3%	176	2%	326	2%	2,726	3%	530	3%	559	2%	806	2%
Questioning	1	2%	0	0%	0	0%	0	0%	604	2%	127	1%	30	0%	71	0%	1,590	2%	188	1%	92	0%	187	0%
Straight (Heterosexual)	23	53%	4	67%	28	90%	51	80%	17,865	70%	9,198	76%	9,986	88%	16,515	85%	53,144	68%	14,000	77%	24,228	86%	37,285	85%
Prefer to self describe	2	5%	0	0%	0	0%	3	5%	340	1%	135	1%	83	1%	119	1%	1,352	2%	209	1%	244	1%	313	1%
Total	43	100%	6	100%	31	100%	64	100%	25,608	100%	12,080	100%	11,396	100%	19,365	100%	77,951	100%	18,255	100%	28,316	100%	44,111	100%
Sexual Orientation (Calculated from Q24)																								
LGBQ+	20	47%	2	33%	3	10%	13	20%	7,743	30%	2,882	24%	1,410	12%	2,850	15%	24,807	32%	4,255	23%	4,088	14%	6,826	15%
Straight (Heterosexual)	23	53%	4	67%	28	90%	51	80%	17,865	70%	9,198	76%	9,986	88%	16,515	85%	53,144	68%	14,000	77%	24,228	86%	37,285	85%
Total	43	100%	6	100%	31	100%	64	100%	25,608	100%	12,080	100%	11,396	100%	19,365	100%	77,951	100%	18,255	100%	28,316	100%	44,111	100%
What is your religious affiliation? (Select one) (Q25)																								
Agnostic	4	10%	0	0%	6	19%	11	18%	3,786	15%	1,655	14%	1,808	16%	2,378	12%	10,643	14%	2,252	13%	4,494	16%	5,424	13%
Atheist	9	23%	0	0%	3	10%	3	5%	2,699	11%	1,237	10%	1,525	14%	1,587	8%	7,801	11%	1,649	9%	3,759	14%	3,495	8%
Baptist	0	0%	1	17%	0	0%	1	2%	756	3%	369	3%	277	2%	998	5%	2,444	3%	593	3%	712	3%	2,092	5%
Buddhist	0	0%	0	0%	0	0%	0	0%	333	1%	225	2%	175	2%	137	1%	1,054	1%	375	2%	449	2%	409	1%
Catholic	5	13%	4	67%	10	32%	16	26%	5,879	24%	2,190	18%	2,081	19%	4,874	26%	16,520	22%	3,413	19%	4,750	17%	10,063	23%
The Church of Jesus Christ of Latter-day Saints	0	0%	0	0%	0	0%	0	0%	97	0%	78	1%	63	1%	50	0%	502	1%	140	1%	206	1%	278	1%
Episcopalian	0	0%	0	0%	2	6%	1	2%	187	1%	106	1%	291	3%	354	2%	499	1%	140	1%	655	2%	765	2%
Hindu	1	3%	0	0%	0	0%	0	0%	351	1%	882	7%	186	2%	155	1%	881	1%	1,213	7%	318	1%	225	1%
Jehovah's Witness	0	0%	0	0%	0	0%	0	0%	46	0%	16	0%	2	0%	56	0%	231	0%	32	0%	21	0%	114	0%
Jewish	0	0%	0	0%	1	3%	2	3%	1,111	4%	335	3%	618	6%	530	3%	2,151	3%	484	3%	1,249	5%	984	2%

Lutheran	1	3%	0	0%	3	10%	3	5%	567	2%	209	2%	259	2%	505	3%	2,381	3%	409	2%	1,043	4%	1,660	4%
Methodist	1	3%	0	0%	0	0%	2	3%	386	2%	168	1%	329	3%	661	3%	1,198	2%	263	1%	830	3%	1,467	3%
Muslim	0	0%	0	0%	1	3%	0	0%	634	3%	621	5%	218	2%	145	1%	2,089	3%	945	5%	456	2%	333	1%
Nondenominational Christian	5	13%	1	17%	1	3%	8	13%	2,673	11%	1,140	10%	993	9%	2,534	13%	7,218	10%	1,730	10%	2,478	9%	5,525	13%
Orthodox Christian	0	0%	0	0%	0	0%	1	2%	414	2%	186	2%	121	1%	157	1%	1,185	2%	285	2%	300	1%	381	1%
Other Christian	5	13%	0	0%	2	6%	2	3%	1,523	6%	637	5%	468	4%	954	5%	5,238	7%	1,021	6%	1,250	5%	2,242	5%
Presbyterian	2	5%	0	0%	0	0%	2	3%	275	1%	167	1%	330	3%	480	3%	797	1%	226	1%	702	3%	947	2%
Spiritual, but not religious	5	13%	0	0%	1	3%	6	10%	2,141	9%	1,122	9%	961	9%	1,903	10%	7,855	11%	1,814	10%	2,685	10%	4,855	11%
Other religion	2	5%	0	0%	1	3%	3	5%	974	4%	520	4%	463	4%	641	3%	3,451	5%	797	4%	1,156	4%	1,607	4%
Total	40	100%	6	100%	31	100%	61	100%	24,832	100%	11,863	100%	11,168	100%	19,099	100%	74,138	100%	17,781	100%	27,513	100%	42,866	100%
Religious Affiliation (Calculated from Q25)																								
Christian	19	48%	6	100%	18	58%	36	59%	12,803	52%	5,266	44%	5,214	47%	11,623	61%	38,213	52%	8,252	46%	12,947	47%	25,534	60%
Jewish	0	0%	0	0%	1	3%	2	3%	1,111	4%	335	3%	618	6%	530	3%	2,151	3%	484	3%	1,249	5%	984	2%
Muslim	0	0%	0	0%	1	3%	0	0%	634	3%	621	5%	218	2%	145	1%	2,089	3%	945	5%	456	2%	333	1%
Other religious affiliation	3	8%	0	0%	1	3%	3	5%	1,658	7%	1,627	14%	824	7%	933	5%	5,386	7%	2,385	13%	1,923	7%	2,241	5%
Spiritual, but not religious	5	13%	0	0%	1	3%	6	10%	2,141	9%	1,122	9%	961	9%	1,903	10%	7,855	11%	1,814	10%	2,685	10%	4,855	11%
Atheist/Agnostic	13	33%	0	0%	9	29%	14	23%	6,485	26%	2,892	24%	3,333	30%	3,965	21%	18,444	25%	3,901	22%	8,253	30%	8,919	21%
Total	40	100%	6	100%	31	100%	61	100%	24,832	100%	11,863	100%	11,168	100%	19,099	100%	74,138	100%	17,781	100%	27,513	100%	42,866	100%
How would you characterize your political views? (Q26)																								
Far right	0	0%	0	0%	0	0%	0	0%	337	1%	84	1%	26	0%	98	1%	1,155	2%	161	1%	80	0%	232	1%
Conservative	3	9%	1	17%	0	0%	7	11%	3,353	15%	1,156	11%	1,046	9%	2,485	14%	9,561	15%	1,871	12%	2,619	10%	5,479	14%
Middle-of-the-road	13	39%	2	33%	11	35%	26	43%	7,540	33%	3,539	34%	3,240	29%	6,428	36%	22,283	34%	5,349	34%	7,598	28%	14,275	35%
Liberal	9	27%	3	50%	15	48%	23	38%	8,476	37%	4,354	41%	5,538	50%	7,425	42%	23,222	36%	6,250	40%	13,795	50%	17,087	42%
Far left	8	24%	0	0%	5	16%	5	8%	3,014	13%	1,425	13%	1,184	11%	1,413	8%	8,911	14%	1,950	13%	3,272	12%	3,395	8%
Total	33	100%	6	100%	31	100%	61	100%	22,720	100%	10,558	100%	11,034	100%	17,849	100%	65,132	100%	15,581	100%	27,364	100%	40,468	100%
Political Views (Calculated from Q26)																								
Conservative	3	9%	1	17%	0	0%	7	11%	3,690	16%	1,240	12%	1,072	10%	2,583	14%	10,716	16%	2,032	13%	2,699	10%	5,711	14%
Middle-of-the-road	13	39%	2	33%	11	35%	26	43%	7,540	33%	3,539	34%	3,240	29%	6,428	36%	22,283	34%	5,349	34%	7,598	28%	14,275	35%
Liberal	17	52%	3	50%	20	65%	28	46%	11,490	51%	5,779	55%	6,722	61%	8,838	50%	32,133	49%	8,200	53%	17,067	62%	20,482	51%
Total	33	100%	6	100%	31	100%	61	100%	22,720	100%	10,558	100%	11,034	100%	17,849	100%	65,132	100%	15,581	100%	27,364	100%	40,468	100%
Are you now or have you ever served with the U.S. Armed Forces? (Q27)																								
No	47	100%	6	100%	34	97%	65	97%	11,614	98%	6,474	97%	5,917	97%	10,364	97%	47,448	98%	10,305	96%	17,551	96%	27,551	97%
Yes	0	0%	0	0%	1	3%	2	3%	200	2%	208	3%	181	3%	299	3%	1,212	2%	415	4%	722	4%	993	3%
Total	47	100%	6	100%	35	100%	67	100%	11,814	100%	6,682	100%	6,098	100%	10,663	100%	48,660	100%	10,720	100%	18,273	100%	28,544	100%
Do you currently have a physical or mental impairment that substantially limits one or more major life activities such as seeing, hearing, learning, interacting with others, walking, etc.? (Q28)																								
No (classified as "no disability" in this report)	30	68%	4	67%	32	91%	57	89%	22,748	87%	11,242	90%	10,914	91%	18,445	92%	66,809	85%	16,924	90%	26,754	90%	41,331	91%
Temporary disability	1	2%	0	0%	0	0%	1	2%	375	1%	150	1%	249	2%	282	1%	1,230	2%	244	1%	596	2%	659	1%
Yes (classified as "long-term disability" in this report)	13	30%	2	33%	3	9%	6	9%	2,990	11%	1,148	9%	828	7%	1,380	7%	10,549	13%	1,706	9%	2,259	8%	3,375	7%
Total	44	100%	6	100%	35	100%	64	100%	26,113	100%	12,540	100%	11,991	100%	20,107	100%	78,588	100%	18,874	100%	29,609	100%	45,365	100%
What is your citizenship status? (Q29)																								
Not a U.S. citizen or permanent resident	0	0%	0	0%	0	0%	0	0%	1,242	5%	2,986	23%	347	3%	302	1%	4,214	5%	3,997	21%	700	2%	658	1%
U.S. permanent resident but not a U.S. citizen	1	2%	0	0%	1	3%	1	1%	593	2%	311	2%	669	5%	317	2%	2,285	3%	490	3%	1,179	4%	642	1%
U.S. citizen	44	98%	6	100%	34	97%	66	99%	25,274	93%	9,547	74%	11,213	92%	20,137	97%	75,373	92%	14,800	77%	28,458	94%	45,578	97%
Total	45	100%	6	100%	35	100%	67	100%	27,109	100%	12,844	100%	12,229	100%	20,756	100%	81,872	100%	19,287	100%	30,337	100%	46,878	100%
Which of the following racial or ethnic categories applies to your identity? (Check all that apply) (Q30)																								
African	2	4%	1	17%	0	0%	0	0%	533	2%	515	4%	123	1%	159	1%	2,139	3%	726	4%	308	1%	358	1%
African American/Black	8	18%	1	17%	2	7%	6	9%	2,538	10%	1,185	9%	632	5%	2,075	10%	7,858	10%	1,787	9%	1,380	5%	4,066	9%
Alaska Native	0	0%	0	0%	0	0%	0	0%	59	0%	18	0%	9	0%	27	0%	143	0%	45	0%	28	0%	60	0%
Asian	3	7%	0	0%	0	0%	1	2%	2,487	9%	2,228	18%	780	7%	735	4%	6,714	8%	3,136	17%	1,487	5%	1,450	3%
Asian American	3	7%	0	0%	0	0%	1	2%	1,216	5%	445	4%	330	3%	407	2%	3,003	4%	662	3%	720	3%	859	2%
Caribbean/West Indian	2	4%	0	0%	0	0%	1	2%	822	3%	340	3%	131	1%	315	2%	1,642	2%	451	2%	267	1%	546	1%
Hispanic or Latino/a	10	22%	0	0%	0	0%	3	5%	4,707	18%	1,607	13%	772	7%	2,030	10%	13,466	17%	2,432	13%	1,725	6%	3,929	9%
Latin American	2	4%	0	0%	0	0%	1	2%	1,052	4%	486	4%	281	2%	390	2%	2,796	3%	667	4%	553	2%	713	2%
Middle Eastern	1	2%	0	0%	1	3%	0	0%	565	2%	437	3%	275	2%	159	1%	1,662	2%	695	4%	660	2%	537	1%
Native American/American Indian	1	2%	0	0%	0	0%	1	2%	444	2%	208	2%	156	1%	312	2%	1,869	2%	383	2%	433	2%	834	2%
Native Hawaiian or other Pacific Islander	0	0%	0	0%	0	0%	0	0%	185	1%	62	0%	20	0%	74	0%	676	1%	114	1%	68	0%	222	0%
South Asian	2	4%	1	17%	0	0%	0	0%	630	2%	713	6%	225	2%	149	1%	1,502	2%	969	5%	426	1%	253	1%
Southeast Asian	1	2%	0	0%	1	3%	0	0%	493	2%	281	2%	92	1%	123	1%	1,346	2%	395	2%	177	1%	293	1%
White	33	73%	3	50%	27	90%	55	85%	17,500	66%	6,401	51%	8,833	76%	15,186	76%	52,668	65%	9,836	52%	22,724	79%	35,197	78%
Some other race or ethnicity	1	2%	0	0%	1	3%	1	2%	446	2%	264	2%	306	3%	319	2%	1,489	2%	412	2%	752	3%	752	2%
Number of Respondents	45		6		30		65		26,707		12,634		11,622		20,054		80,717		18,968		28,660		45,112	
Race and/or Ethnicity (Calculated from Q29 and Q30)																								

Please see the "Technical Information" worksheet for details on how we calculated these categories.

White	25	56%	3	50%	25	83%	52	81%	14,199	54%	5,276	42%	8,047	70%	13,897	70%	43,840	55%	8,173	44%	20,964	74%	32,483	72%
African American/Black	5	11%	2	33%	2	7%	6	9%	1,697	6%	907	7%	563	5%	1,748	9%	5,745	7%	1,392	7%	1,231	4%	3,390	8%
Hispanic/Latino	5	11%	0	0%	0	0%	0	0%	2,615	10%	911	7%	472	4%	1,298	7%	8,250	10%	1,433	8%	1,069	4%	2,604	6%
Asian	1	2%	1	17%	0	0%	1	2%	2,202	8%	839	7%	896	8%	740	4%	5,545	7%	1,282	7%	1,711	6%	1,550	3%
Multiple races/ethnicities	8	18%	0	0%	2	7%	4	6%	3,920	15%	1,189	10%	790	7%	1,547	8%	10,233	13%	1,806	10%	1,791	6%	3,215	7%
All other races/ethnicities	1	2%	0	0%	1	3%	1	2%	606	2%	388	3%	405	4%	419	2%	2,014	3%	636	3%	945	3%	969	2%
International	0	0%	0	0%	0	0%	0	0%	1,242	5%	2,986	24%	347	3%	302	2%	4,214	5%	3,997	21%	700	2%	658	1%
Total	45	100%	6	100%	30	100%	64	100%	26,481	100%	12,496	100%	11,520	100%	19,951	100%	79,841	100%	18,719	100%	28,411	100%	44,869	100%

What is the highest level of education completed by either of your parents (or those who raised you)? (Q31)

Did not finish high school	2	5%	0	0%	1	3%	0	0%	878	3%	608	5%	177	1%	359	2%	3,624	5%	948	5%	500	2%	906	2%
High school diploma or G.E.D.	9	20%	0	0%	3	9%	10	15%	4,824	18%	1,448	11%	711	6%	2,194	11%	17,645	22%	2,372	12%	1,981	7%	5,089	11%
Attended college but did not complete degree	7	16%	1	17%	1	3%	4	6%	2,540	10%	689	5%	298	2%	1,709	8%	9,507	12%	1,150	6%	888	3%	3,874	8%
Associate's degree (A.A., A.S., etc.)	4	9%	1	17%	1	3%	5	8%	2,444	9%	700	5%	232	2%	1,269	6%	8,032	10%	1,240	6%	736	2%	3,309	7%
Bachelor's degree (B. A., B. S., etc.)	10	23%	3	50%	4	12%	12	18%	7,427	28%	4,077	32%	1,101	9%	5,871	29%	20,504	26%	6,174	32%	3,081	10%	13,533	29%
Master's degree (M.A., M.B.A., M.S., etc.)	11	25%	1	17%	7	21%	30	45%	5,925	22%	3,545	28%	2,418	20%	6,762	33%	15,015	19%	5,084	26%	7,945	26%	14,975	32%
Doctoral or professional degree (Ph.D., J.D., M.D., etc.)	1	2%	0	0%	16	48%	5	8%	2,578	10%	1,737	14%	7,357	60%	2,328	11%	5,842	7%	2,250	12%	15,218	50%	4,528	10%
Total	44	100%	6	100%	33	100%	66	100%	26,616	100%	12,804	100%	12,294	100%	20,492	100%	80,169	100%	19,218	100%	30,349	100%	46,214	100%

What is your primary role at Daemen? (Q32)

Undergraduate Student	47	100%							27,500	100%							83,346	100%						
Graduate Student (Masters/Doctoral/Professional)			7	100%							13,187	100%						19,840	100%					
Faculty					35	100%							12,585	100%							31,200	100%		
Staff							37	54%							18,123	86%							40,143	85%
Administrator							31	46%							2,901	14%							7,354	15%
Other role																								
Total	47	100%	7	100%	35	100%	68	100%	27,500	100%	13,187	100%	12,585	100%	21,024	100%	83,346	100%	19,840	100%	31,200	100%	47,497	100%

Role (Calculated from Q32)

Please note, respondents who selected "Other role" or "Prefer not to respond" in Q32 and respondents who did not answer Q32 are not included in this role calculation.

Undergraduate Students	47	100%							27,500	100%							83,346	100%						
Graduate Students			7	100%							13,187	100%						19,840	100%					
Faculty					35	100%							12,585	100%							31,200	100%		
Staff/Administrators							68	100%							21,024	100%							47,497	100%
Total	47	100%	7	100%	35	100%	68	100%	27,500	100%	13,187	100%	12,585	100%	21,024	100%	83,346	100%	19,840	100%	31,200	100%	47,497	100%

Condensed Role (Calculated from Q32)

Please note, respondents who selected "Other role" or "Prefer not to respond" in Q32 and respondents who did not answer Q32 are not included in this role calculation.

Students	47	100%	7	100%					27,500	100%	13,187	100%					83,346	100%	19,840	100%			31,200	100%
Employees					35	100%	68	100%					12,585	100%	21,024	100%							47,497	100%
Total	47	100%	7	100%	35	100%	68	100%	27,500	100%	13,187	100%	12,585	100%	21,024	100%	83,346	100%	19,840	100%	31,200	100%	47,497	100%

How do you attend classes at Daemen? (Q33)

Respondents who selected "Undergraduate Student" or "Graduate Student" for Q32 saw Q33.

Primarily or entirely online	0	0%	0	0%					1,522	6%	2,319	18%					7,486	9%	4,080	21%				
Split between on campus and online	3	6%	2	33%					4,294	16%	3,165	25%					15,026	18%	5,168	27%				
Primarily or entirely on campus	44	94%	4	67%					21,501	79%	7,413	57%					59,835	73%	10,062	52%				
Total	47	100%	6	100%					27,317	100%	12,897	100%					82,347	100%	19,310	100%				

Which of the following best describes where you are currently living? (Q34)

Respondents who selected "Undergraduate Student" or "Graduate Student" for Q32 saw Q34.

Dormitory or other campus housing (not a fraternity or sorority house)	34	76%	2	29%					11,369	42%	645	5%					32,390	40%	1,068	6%				
Fraternity or sorority house (including college-owned housing)	0	0%	0	0%					337	1%	41	0%					894	1%	101	1%				
Residence (house, apartment, etc.) within walking distance to the institution	2	4%	0	0%					5,881	22%	3,075	24%					12,205	15%	3,912	21%				
Residence (house, apartment, etc.) farther than walking distance to the institution	8	18%	5	71%					8,633	32%	8,301	65%					32,950	41%	12,890	68%				
None of the above	1	2%	0	0%					708	3%	660	5%					2,288	3%	1,096	6%				
Total	45	100%	7	100%					26,928	100%	12,722	100%					80,727	100%	19,067	100%				

What is your current academic classification? (Q35)

Respondents from four-year institutions who selected "Undergraduate Student" in Q32 saw Q35.

Freshman/First Year	13	28%							6,670	25%							16,911	27%						
Sophomore	12	26%							5,663	22%							13,862	22%						
Junior	13	28%							6,752	26%							15,954	25%						
Senior	7	15%							6,843	26%							16,135	25%						
Other academic classification	1	2%							353	1%							869	1%						

Total	46	100%				26,281	100%				63,731	100%					
How many credits did you enroll in at the beginning of this semester? (Q36)																	
<i>Respondents from two-year institutions who selected "Undergraduate Student" in Q32 saw Q36.</i>																	
Less than 12											6,607	45%					
12 or more											8,031	55%					
Total											14,638	100%					
How many total academic terms have you been enrolled at Daemen? (Q37)																	
<i>Students from two-year institutions who selected "Undergraduate Student" in Q32 saw Q37.</i>																	
This is my first academic term											3,687	25%					
This is my second academic term											3,354	23%					
This is my third or fourth academic term											4,325	29%					
This is my fifth or sixth academic term											1,801	12%					
I have been enrolled more than six academic terms											1,519	10%					
Total											14,686	100%					
How often did you have a drink containing alcohol in the past year? (Q38)																	
<i>Respondents who selected "Undergraduate Student" in Q32 saw Q38.</i>																	
Never	16	38%				4,126	37%				19,148	42%					
Monthly or less	14	33%				2,575	23%				12,264	27%					
2-4 times a month	11	26%				2,534	23%				9,320	20%					
2-3 times a week	0	0%				1,581	14%				4,298	9%					
4 or more times a week	1	2%				282	3%				873	2%					
Total	42	100%				11,098	100%				45,903	100%					
A typical alcohol drink size is 12 ounces of beer, 8-9 ounces of malt liquor, 5 ounces of wine, or 1.5 ounces of hard liquor. How many drinks did you have on a typical day when you were drinking in the past year? (Q39)																	
<i>Respondents who selected "Monthly or less", "2-4 times a month", "2-3 times a week", or "4 or more times a week" in Q38 saw Q39.</i>																	
1 or 2	18	69%				3,318	48%				14,730	56%					
3 or 4	7	27%				2,384	34%				7,749	29%					
5 or 6	1	4%				864	12%				2,770	10%					
7 to 9	0	0%				279	4%				847	3%					
10 or more	0	0%				81	1%				444	2%					
Total	26	100%				6,926	100%				26,540	100%					
How often did you have five or more drinks on one occasion in the past year? (Q40)																	
<i>Respondents who selected "Monthly or less", "2-4 times a month", "2-3 times a week", or "4 or more times a week" in Q38 saw Q40.</i>																	
Never	14	54%				2,373	34%				10,550	40%					
Less than monthly	11	42%				2,741	39%				10,381	39%					
Monthly	1	4%				1,184	17%				3,823	14%					
Weekly	0	0%				629	9%				1,763	7%					
Daily or almost daily	0	0%				23	0%				130	0%					
Total	26	100%				6,950	100%				26,647	100%					
How do you work at Daemen? (Q41)																	
<i>Respondents who selected "Faculty," "Staff," or "Administrator" in Q32 saw Q41.</i>																	
Primarily or entirely remotely			0	0%	1	1%			809	7%	1,693	8%		2,282	8%	2,848	6%
Split between on campus and remotely			7	20%	2	3%			3,650	30%	5,728	28%		8,201	27%	10,710	23%
Primarily or entirely on campus			28	80%	64	96%			7,757	63%	13,129	64%		19,660	65%	32,600	71%
Total			35	100%	67	100%			12,216	100%	20,550	100%		30,143	100%	46,158	100%
How long have you worked at Daemen? (Q42)																	
<i>Respondents who selected "Faculty," "Staff," or "Administrator" in Q32 saw Q42.</i>																	
Less than 1 year			3	9%	13	20%			910	8%	2,513	12%		2,318	8%	6,294	14%
1-4 years			5	15%	24	36%			2,360	20%	5,548	27%		5,772	19%	13,035	28%
5-9 years			7	21%	18	27%			2,597	22%	4,549	22%		6,503	22%	10,209	22%
10 or more years			19	56%	11	17%			6,181	51%	7,963	39%		15,071	51%	16,540	36%
Total			34	100%	66	100%			12,048	100%	20,573	100%		29,664	100%	46,078	100%
Are you a part-time or full-time employee at Daemen? (Q43)																	
<i>Respondents who selected "Faculty," "Staff," or "Administrator" in Q32 saw Q43.</i>																	
Part-time			3	9%	2	3%			1,725	14%	712	3%		5,866	19%	2,503	5%
Full-time			32	91%	65	97%			10,541	86%	19,878	97%		24,240	81%	44,007	95%
Total			35	100%	67	100%			12,266	100%	20,590	100%		30,106	100%	46,510	100%
Which of the following best describes your academic rank? (Q44)																	
<i>Respondents who selected "Faculty" in Q32 saw Q44.</i>																	
Lecturer/Instructor/Adjunct			3	10%					2,616	24%				7,395	29%		
Assistant Professor			11	38%					2,562	23%				5,247	20%		
Associate Professor			12	41%					2,789	25%				5,982	23%		
Professor			3	10%					3,049	28%				7,262	28%		

Total			29	100%				11,016	100%			25,886	100%
Which of the following best describes your primary area of teaching? (Q45)													
<i>Respondents who selected "Faculty" in Q32 saw Q45.</i>													
Biological Sciences			3	13%				774	7%			1,621	7%
Business and Management			4	17%				866	8%			1,754	7%
Communications			0	0%				256	2%			728	3%
Education			2	8%				715	7%			1,590	7%
Engineering			0	0%				595	6%			931	4%
Fine and Performing Arts			0	0%				620	6%			1,906	8%
Health Sciences			4	17%				1,862	18%			3,394	14%
Humanities			3	13%				1,395	13%			3,803	16%
Physical Sciences, Mathematics, and Computer Science			2	8%				1,047	10%			2,738	11%
Social Sciences			4	17%				1,358	13%			3,263	13%
Other academic areas			2	8%				1,146	11%			2,731	11%
Total			24	100%				10,634	100%			24,459	100%
Which category best describes your primary role? (Q46)													
<i>Respondents who selected "Staff" or "Administrator" in Q32 saw Q46.</i>													
Hourly (non-exempt)												5,237	26%
Salaried (exempt)												13,259	29%
Total												20,368	100%

Table 2: Number of Respondents who Selected Prefer Not to Respond						
	Daemen University		Other Doctoral Universities		All Other Institutions	
	n	%	n	%	n	%
What is your gender? (Q21)						
Selected a Gender	163	94%	74,454	96%	183,390	95%
Selected "Prefer not to respond"	11	6%	3,082	4%	8,685	5%
Are you transgender? (Q22)						
Selected a Response	164	94%	67,181	97%	176,203	96%
Selected "Prefer not to respond"	11	6%	2,372	3%	6,943	4%
What is your current age? (Q23)						
Selected an Age Range	158	90%	74,550	96%	183,392	95%
Selected "Prefer not to respond"	18	10%	3,063	4%	8,952	5%
Which term best describes your sexual orientation? (Select one) (Q24)						
Selected a Sexual Orientation	155	88%	70,501	94%	175,093	93%
Selected "Prefer not to respond"	21	12%	4,834	6%	13,557	7%
What is your religious affiliation? (Select one) (Q25)						
Selected a Religious Affiliation	149	86%	68,917	90%	168,309	88%
Selected "Prefer not to respond"	24	14%	8,043	10%	22,260	12%
How would you characterize your political views? (Q26)						
Selected a Political View	141	81%	63,876	83%	153,877	81%
Selected "Prefer not to respond"	34	19%	12,902	17%	36,175	19%
Are you now or have you ever served with the U.S. Armed Forces? (Q27)						
Selected a Military Service status	168	95%	36,536	98%	111,236	97%
Selected "Prefer not to respond"	8	5%	871	2%	3,044	3%
Do you currently have a physical or mental impairment that substantially limits one or more major life activities such as seeing, hearing, learning, interacting with others, walking, etc.? (Q28)						
Selected a Disability Status	162	92%	73,010	94%	179,688	94%
Selected "Prefer not to respond"	14	8%	4,363	6%	12,031	6%
What is your citizenship status? (Q29)						
Selected a Citizenship Status	167	95%	75,340	97%	186,204	97%
Selected "Prefer not to respond"	9	5%	2,129	3%	5,676	3%
Which of the following racial or ethnic categories applies to your identity? (Check all that apply) (Q30)						
Selected One or More Races and/or Ethnicities	158	90%	72,880	94%	179,369	94%
Selected "Prefer not to respond"	17	10%	4,434	6%	12,095	6%
What is the highest level of education completed by either of your parents (or those who raised you)? (Q31)						
Selected an Education Level	160	91%	74,191	96%	182,096	95%

Selected "Prefer not to respond"	16	9%	3,309	4%	9,744	5%
What is your primary role at Daemen? (Q32)						
Selected a Role	158	91%	74,651	97%	182,800	96%
Selected "Prefer not to respond"	15	9%	2,418	3%	7,783	4%
How do you attend classes at Daemen? (Q33)						
Selected a Class Format	53	98%	40,214	99%	101,657	99%
Selected "Prefer not to respond"	1	2%	357	1%	837	1%
Which of the following best describes where you are currently living? (Q34)						
Selected a Living Situation	52	96%	39,650	98%	99,794	98%
Selected "Prefer not to respond"	2	4%	634	2%	1,887	2%
What is your current academic classification? (Q35)						
Selected an Academic Classification	46	98%	26,281	99%	63,731	99%
Selected "Prefer not to respond"	1	2%	338	1%	924	1%
How many credits did you enroll in at the beginning of this semester? (Q36)						
Selected a Credit Range					14,782	92%
Selected "Prefer not to respond"					1,239	8%
How many total academic terms have you been enrolled at Daemen? (Q37)						
Selected a Number of Terms					14,771	92%
Selected "Prefer not to respond"					1,231	8%
How often did you have a drink containing alcohol in the past year? (Q38)						
Selected a Frequency	42	91%	11,098	93%	45,903	93%
Selected "Prefer not to respond"	4	9%	790	7%	3,419	7%
How do you work at Daemen? (Q41)						
Selected a Work Format	102	99%	32,766	98%	76,301	98%
Selected "Prefer not to respond"	1	1%	692	2%	1,752	2%
How long have you worked at Daemen? (Q42)						
Selected a Range of Years	100	97%	32,621	98%	75,742	97%
Selected "Prefer not to respond"	3	3%	782	2%	2,456	3%
Are you a part-time or full-time employee at Daemen? (Q43)						
Selected an Employment Status	102	99%	32,856	99%	76,616	98%
Selected "Prefer not to respond"	1	1%	361	1%	1,286	2%
Which of the following best describes your academic rank? (Q44)						
Selected an Academic Rank	29	85%	11,016	89%	25,902	88%
Selected "Prefer not to respond"	5	15%	1,393	11%	3,395	12%
Which of the following best describes your primary area of teaching? (Q45)						
Selected a Subject Area	24	69%	10,634	87%	24,459	84%
Selected "Prefer not to respond"	11	31%	1,597	13%	4,592	16%
Which category best describes your primary role? (Q46)						
Selected an Employment Type	63	93%	20,368	97%	45,228	96%
Selected "Prefer not to respond"	5	7%	546	3%	1,805	4%



**HEDS Diversity and Equity Campus Climate Survey
2023-2024 Comparison Report
Daemen University**

Technical Information

The report summarizes data for more than 103,240 students and more than 78,800 employees at 295 institutions that administered the HEDS Diversity and Equity Campus Climate Survey in the 2021-2022, 2022-2023, and/or 2023-2024 academic years. [Back to Table of Contents](#)

	Daemen University		All Fall 2021 – Spring 2024 Institutions	
	n	Response Rate	n	Response Rate
All Respondents	177	7%	195,494	Average institutional response rate is 18% with a range of 1-66%.

Notes about response rate data in the above table:

- Respondents include everyone who submitted a survey.
- We calculate the response rate by dividing the number of respondents by the number of invited participants. We can't calculate response rates for institutions that used a general link for their survey administrations because we don't know how many people were invited to take the survey. Therefore, we can only calculate response rates when institutions use email or authentication administration methods.
- The n value in the "All Fall 2021 – Spring 2024 Institutions" section of the table reflects the total number of respondents across all institutions (see the Participating Institutions worksheet).

Best File Format for Viewing This Report

In order to see the effect size symbols in this report correctly formatted, please save this file as an .xlsx document rather than an .xls document.

Comparison Groups

For data comparisons in this report, we assigned institutions to one of the following groups based on their Carnegie Classification:

- Associate's Colleges
- Baccalaureate Colleges
- Baccalaureate/Associate's Colleges
- Doctoral Universities
- Master's Colleges and Universities
- Special Focus Institutions

Other Doctoral Universities Includes:

- Other participating institutions with the same Carnegie Classification as your institution from administration years 2021-2022, 2022-2023, and 2023-2024.
- Your institution's historical data, if you participated in 2021-2022 and/or 2022-2023.

Other Participating Institutions Includes:

- Other participating institutions from administration years 2021-2022, 2022-2023, and 2023-2024.
- Your institution's historical data, if you participated in 2021-2022 and/or 2022-2023.

Neither comparison group above includes your institution's 2023-2024 data.

Go to the "Participating Institution" worksheet to see which institutions are in each comparison group.

N Rules Used Throughout This Report

We only show means and percentages in tables for groups of 5 or more people.

We only calculate effect size when the group in the comparison from your institution includes 10 or more people.

We only show data in graphs when a group has 5 or more people.

Demographic Calculations Used Throughout This Report

Role and Condensed Role

This information comes from Question 32, "What is your primary role at [Institution Name]. We include two levels for role in this report:

- 1) "Undergraduate Students," "Graduate Students," "Faculty," and "Staff/Administrators." The "Staff/Administrators" category includes anyone who selected "Staff" or "Administrator" for Question 32.
- 2) "All Students" and "All Employees." The "All Students" category includes anyone who selected "Undergraduate Student" or "Graduate Student (Masters/Doctoral/Professional)" for Question 32. The "All Employees" category includes anyone who selected "Faculty," "Staff," or "Administrator" for Question 32.

Please note, we do not include respondents who skipped the role question or selected "Other" for Question 32 in either of the role classifications in this report.

Race and/or Ethnicity

We used the U.S. Office of Management and Budget's 2024 Statistical Policy Directive No. 15: Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity as our guide in assigning people to different race and/or ethnicity categories.

We assigned race and/or ethnicity categories to respondents based on their answers to two questions on the survey:

- Question 29, "What is your citizenship status?"
- Question 30, "Which of the following racial or ethnic categories applies to your identity?"

We labeled respondents as "International" if they chose the response option "Not a U.S. citizen or permanent resident" for Question 29 regardless of their response to Question 30.

When respondents reported that they were a "U.S. citizen" or "U.S. permanent resident but not a U.S. citizen" in Question 29 and choose at least one racial/ethnic identity in Question 30, we assigned them to one of the following six race and/or ethnicity categories:

- "White" if respondents selected only "White"
- "African American/Black" if respondents selected "African" and/or "African American/Black," and no other races/ethnicities
- "Hispanic/Latino" if respondents selected "Hispanic or Latino/a" and/or "Latin American," and no other races/ethnicities
- "Asian" if respondents selected one or any combination of "Asian," "Asian American," "South Asian," or "Southeast Asian," and no other races/ethnicities
- "All other races/ethnicities" if respondents selected only one of the following racial/ethnic identities:
 - "Alaska Native" and/or "Native American/American Indian"
 - "Caribbean/West Indian"
 - "Middle Eastern"
 - "Native Hawaiian or other Pacific Islander"
 - "Some other race or ethnicity: (fill in)"
- "Two or more races" if respondents selected two or more races and/or ethnicities.

We did not assign one of the six race and/or ethnicity categories we listed above to respondents who did not answer or selected "Prefer not to respond" for Question 30.

Sexual Orientation

This information comes from Question 24, "Which term best describes your sexual orientation? (Select one)." The "LGBQ+" category in this report includes respondents who selected one of the following response options: Asexual, Bisexual, Gay, Lesbian, Pansexual, Queer, Questioning, or Prefer to self describe: (fill in). Please note that we use "LGBQ+" and not "LGBTQ+" as the label for this group as we do not factor in whether respondents identified as transgender in Question 22. We do not include respondents who selected "Prefer not to respond" in this calculation.

Religious Affiliation

This information comes from Question 25, "What is your religious affiliation? (Select one)." We've labeled respondents as "Christian" if they selected "Baptist," "Catholic," "The Church of Jesus Christ of Latter-day Saints," "Episcopalian," "Jehovah's Witness," "Lutheran," "Methodist," "Nondenominational Christian," "Orthodox Christian," "Other Christian," or "Presbyterian." We labeled respondents as "Atheist/Agnostic" if they selected either religious affiliation. We labeled respondents as "Spiritual, but not religious" if they selected that affiliation, "Jewish" if they selected that affiliation, and "Muslim" if they selected that affiliation. Finally, we labeled respondents who selected "Buddhist," "Hindu," or "Other religion: (fill in)" as "Other religious affiliation." We do not include respondents who selected "Prefer not to respond" in this calculation.

Political Views

This information comes from Question 26, "How would you characterize your political views?" We combined the "Far left" and "Liberal" response options into "Liberal" and "Conservative" and "Far right" into "Conservative" for this report. We labeled respondents as "Middle-of-the-road" if they selected that option. We do not include respondents who selected "Prefer not to respond" in this calculation.

Disability Status

This information comes from Question 28, "Do you currently have a physical or mental impairment that substantially limits one or more major life activities such as seeing, hearing, learning, interacting with others, walking, etc.?" We labeled respondents who selected "Yes" as "Long-term disability" and respondents who selected "No" as "No disability." We labeled respondents as "Temporary Disability" if they selected that option. We do not include respondents who selected "Prefer not to respond" in this calculation.

Questions Displayed Throughout the Figures in this Report

1. Campus Diversity

- Figure 1. Question 29, "What is your citizenship status?" and Question 30, "Which of the following racial or ethnic categories applies to your identity?"
- Figure 2. Question 21, "What is your gender?"
- Figure 3. Question 24, "Which term best describes your sexual orientation?"
- Figure 4. Question 26, "How would you characterize your political views?"
- Figure 5. Question 28, "Do you currently have a physical or mental impairment that substantially limits one or more major life activities such as seeing, hearing, learning, interacting with others, walking, etc.?"
- Figure 6. Question 25, "What is your religious affiliation?"

2. Campus Climate for Diversity and Equity

- Figure 1. Question 1, "Please indicate your level of satisfaction with the following at [Institution Name]." Items 1, "Overall campus climate" and 4, "The extent to which you feel all community members experience a sense of belonging or community at this institution"
- Figure 2. Question 2, "Please indicate your level of agreement with each of the following statements about this institution." Item 1, "The campus environment is free from tensions related to individual or group differences." and Question 5, "To what extent do you agree that diversity on campus improves experiences and interactions within the classroom, the workplace, and the overall community?"
- Figure 3. Question 6, "Overall, how comfortable would you be sharing your views on diversity and equity at [Institution Name]?"

3. Experiences with Negative Remarks

- Figure 1. and Figures 3-8. Question 10, "During your time at [Institution Name], about how often have you heard someone make an insensitive or disparaging remark about." Includes all items.
- Figure 2. Question 11, "If you heard someone make an insensitive or disparaging remark, about how often was the source of that remark a member of the following groups?"

4. Experiences with Discrimination or Harassment

- Figure 1. Question 13, "Have you ever been discriminated against or harassed on the [Institution Name] campus, at an off-campus residence, or at an off-campus program/event affiliated with [Institution Name]?"
- Figure 2. Question 15, "You indicated that you have experienced discrimination or harassment during your time at [Institution Name]. Did any of these incidents of discrimination or harassment at this institution occur in the last year?"
- Figure 3. Question 18, "Was the source of the discrimination/harassment a member of the following groups?"
- Figures 4-9. Question 14, "How often have you been discriminated against or harassed on [Institution Name] campus, at an off-campus residence, or at an off-campus program/event affiliated with [Institution Name]?" Includes all items.

Reliability and Effect Sizes

Indicator Reliability

This file contains information on four key components of campus climate that we call indicators. Three indicators are composed of multiple statements; the reliabilities for these are:

- Campus Climate for Diversity and Equity Indicator – 4 statements, Cronbach's $\alpha = 0.90$
- Institutional Support for Diversity and Equity Indicator – 4 statements, Cronbach's $\alpha = 0.86$
- Insensitive or Disparaging Remarks Indicator – 10 statements, Cronbach's $\alpha = 0.93$

We only calculate indicator scores for a respondent when they answered every question in the indicator.

Effect Size Calculations

Effect size measures the magnitude of the difference between the results for one group and the results for another group. We calculated effect sizes for key comparisons rather than using tests of statistical significance. We have so many comparisons that using a test of significance for each comparison would increase the likelihood of a Type I error should the null hypothesis be correct in any of the comparisons. Unfortunately, correcting this would dramatically reduce the power of our comparisons, thereby increasing the chance of Type II errors if the differences result from more than random influences. So, we have calculated effect sizes to guide assessing the magnitude of the differences between groups. When we compared the mean of two groups, we used Cohen's d . When we compared two percentages, we used Cohen's h , which uses an arcsine transformation to derive the effect size. (See Cohen, 1988, *Statistical Power Analyses for the Behavioral Sciences*, page 180.) We only calculated Cohen's d and h when $n \geq 10$ in each cell in the comparison.

Following the practice of the National Survey of Student Engagement (see http://www.rpajournal.com/dev/wp-content/uploads/2019/02/RPA_Summer_Fall_Issue_2018_AZ.pdf), we used the following thresholds for small, medium, and large effect sizes for both Cohen's d and h :

- Large: ≥ 0.5 or ≤ -0.5
- Medium: ≥ 0.3 and < 0.5 OR ≤ -0.3 and > -0.5
- Small: ≥ 0.1 and < 0.3 OR ≤ -0.1 and > -0.3
- No difference: > -0.1 and < 0.1

Results that Do Not Include Data from All Administration Years

Please note that the response options for the questions below were modified for the 2022-2023 survey, and the comparison frequencies we show for these items contain two years of data only.

Q22, "We added the response option, "Unsure"

Q27, "Are you now or have you ever served with the U.S. Armed Forces?"

Q38, "How often did you have a drink containing alcohol in the past year?"

Q39, "A typical alcohol drink size is 12 ounces of beer, 8-9 ounces of malt liquor, 5 ounces of wine, or 1.5 ounces of hard

Q40, "How often did you have five or more drinks on one occasion in the past year?"

You can view the full survey instrument here:

[2023-2024 HEDS Diversity and Equity Campus Climate Survey Instrument](#)



**HEDS Diversity and Equity Campus Climate Survey
2023-2024 Comparison Report
Daemen University**

Below we provide a list of the institutions that administered the HEDS Diversity and Equity Campus Climate Survey in 2021-2022, 2022-2023, and/or 2023-2024 and are included in this report.

Participating Institutions	Comparison Group
Albertus Magnus College	Master's Colleges and Universities
Alvernia University	Doctoral Universities
Amarillo College	Associate's Colleges
Anoka Ramsey Community College	Associate's Colleges
Anoka Technical College	Associate's Colleges
Arcadia University	Master's Colleges and Universities
Arkansas State University - Newport	Associate's Colleges
Art Academy of Cincinnati	Special Focus Institutions
Atlantic Cape Community College	Associate's Colleges
Augustana College	Baccalaureate Colleges
Avila University	Master's Colleges and Universities
Azusa Pacific University	Doctoral Universities
Baldwin Wallace University	Master's Colleges and Universities
Ball State University	Doctoral Universities
Beaufort County Community College	Associate's Colleges
Bellevue College	Baccalaureate/Associate's Colleges
Belmont University - The Jack C. Massey College of Business	Doctoral Universities
Bemidji State University	Master's Colleges and Universities
Bennington College	Baccalaureate Colleges
Berkshire Community College	Associate's Colleges
Biola University	Doctoral Universities
Blackhawk Technical College	Associate's Colleges
Bon Secours Memorial College of Nursing	Special Focus Institutions
Bon Secours St. Mary's Hospital School of Medical Imaging	Special Focus Institutions
Boston College - Masters of Applied Economics Program	Doctoral Universities
Boston College - Woods College of Advancing Studies	Doctoral Universities
Brandeis University	Doctoral Universities
Bryant University	Master's Colleges and Universities
Buena Vista University	Master's Colleges and Universities
Butler University	Master's Colleges and Universities
Cabarrus College of Health Sciences	Special Focus Institutions
Cabrillo College	Associate's Colleges
California College of the Arts	Special Focus Institutions
Camden County College	Associate's Colleges
Carroll College	Baccalaureate Colleges
Cascadia College	Baccalaureate/Associate's Colleges
Castleton University	Master's Colleges and Universities
Cazenovia College	Baccalaureate Colleges
Cedar Crest College	Master's Colleges and Universities
Central College	Baccalaureate Colleges
Central Lakes College	Associate's Colleges
Central Ohio Technical College	Associate's Colleges
Chippewa Valley Technical College	Associate's Colleges
Claremont McKenna College	Baccalaureate Colleges
Clark College	Baccalaureate/Associate's Colleges
Clark University	Doctoral Universities
Clover Park Technical College	Baccalaureate/Associate's Colleges
College for Creative Studies	Special Focus Institutions
College of Lake County	Associate's Colleges
College of Saint Benedict and Saint John's University	Baccalaureate Colleges
Columbia Gorge Community College	Associate's Colleges
Columbus College of Art and Design	Special Focus Institutions
Columbus State Community College	Associate's Colleges
Community College of Allegheny County	Associate's Colleges
Community College of Aurora	Associate's Colleges
Concordia University Texas	Master's Colleges and Universities
Cottey College	Baccalaureate/Associate's Colleges
County College of Morris	Associate's Colleges
CUNY Queens College	Master's Colleges and Universities
Cuyahoga Community College District	Associate's Colleges
Daemen University	Doctoral Universities
Dakota County Technical College	Associate's Colleges
Dominican University of California	Master's Colleges and Universities
Drexel University	Doctoral Universities
Drury University	Master's Colleges and Universities
Earlham College	Baccalaureate Colleges
Eastern International College - Jersey City	Special Focus Institutions
Eastern Michigan University	Doctoral Universities
Eastern Oregon University	Master's Colleges and Universities

Eastern Washington University	Master's Colleges and Universities
Eckerd College	Baccalaureate Colleges
Elgin Community College	Associate's Colleges
Elizabethtown College	Master's Colleges and Universities
Elon University	Doctoral Universities
Everett Community College	Associate's Colleges
Felician University	Master's Colleges and Universities
Florida Gulf Coast University	Doctoral Universities
Florida International University	Doctoral Universities
Florida State University	Doctoral Universities
Fort Lewis College	Baccalaureate Colleges
Franklin and Marshall College	Baccalaureate Colleges
Fresno Pacific University	Master's Colleges and Universities
Furman University	Baccalaureate Colleges
Gateway Community College	Associate's Colleges
Gateway Technical College	Associate's Colleges
Glen Oaks Community College	Associate's Colleges
Goshen College	Baccalaureate Colleges
Governors State University	Master's Colleges and Universities
Grand Valley State University	Doctoral Universities
Green River College	Baccalaureate/Associate's Colleges
Gustavus Adolphus College	Baccalaureate Colleges
Hampden-Sydney College	Baccalaureate Colleges
Hanover College	Baccalaureate Colleges
Hastings College	Baccalaureate Colleges
Hawai'i Pacific University	Master's Colleges and Universities
Heidelberg University	Master's Colleges and Universities
Hiram College	Baccalaureate Colleges
Hollins University	Baccalaureate Colleges
Hood College	Master's Colleges and Universities
Illinois College	Baccalaureate Colleges
Illinois Wesleyan University	Baccalaureate Colleges
Inver Hills Community College	Associate's Colleges
Irvine Valley College	Associate's Colleges
John A Logan College	Associate's Colleges
John Carroll University	Master's Colleges and Universities
Juniata College	Baccalaureate Colleges
Kansas City Art Institute	Special Focus Institutions
Keck Graduate Institute	Master's Colleges and Universities
Kenyon College	Baccalaureate Colleges
Keuka College	Master's Colleges and Universities
Kilgore College	Associate's Colleges
Kirkwood Community College	Associate's Colleges
La Salle University	Doctoral Universities
Lake Superior College	Associate's Colleges
Lakeland University	Master's Colleges and Universities
Lakeshore Technical College	Associate's Colleges
Lamar State College - Orange	Associate's Colleges
Lawrence Technological University	Master's Colleges and Universities
Lawrence University	Baccalaureate Colleges
Lebanese American University	Not classified, not in classification universe
Lehigh University	Doctoral Universities
Lindenwood University	Master's Colleges and Universities
Lower Columbia College	Associate's Colleges
Macalester College	Baccalaureate Colleges
Maine College of Art & Design	Special Focus Institutions
Manchester University	Master's Colleges and Universities
Manhattanville College	Master's Colleges and Universities
Marian University	Doctoral Universities
Marymount University	Doctoral Universities
Marywood University	Master's Colleges and Universities
Massachusetts Maritime Academy	Master's Colleges and Universities
McDaniel College	Master's Colleges and Universities
Middlesex College	Associate's Colleges
Millsaps College	Baccalaureate Colleges
Milwaukee School of Engineering	Master's Colleges and Universities
Minneapolis Community and Technical College	Associate's Colleges
Minnesota State College Southeast	Associate's Colleges
Minnesota State Community and Technical College	Associate's Colleges
Minnesota State University Moorhead	Master's Colleges and Universities
Minnesota State University-Mankato	Master's Colleges and Universities
Minnesota West Community and Technical College	Associate's Colleges
Misericordia University	Doctoral Universities
Molloy University	Master's Colleges and Universities
Montserrat College of Art	Baccalaureate Colleges
Moore College of Art and Design	Special Focus Institutions
Morningside University	Master's Colleges and Universities
Mount Mary University	Master's Colleges and Universities
Mountwest Community & Technical College	Associate's Colleges
Naropa University	Master's Colleges and Universities

Nazareth College	Master's Colleges and Universities
Neumann University	Doctoral Universities
New Mexico Institute of Mining and Technology	Master's Colleges and Universities
New York Institute of Technology	Master's Colleges and Universities
New York School of Interior Design	Special Focus Institutions
Newberry College	Baccalaureate Colleges
Nicolet Area Technical College	Associate's Colleges
North Hennepin Community College	Associate's Colleges
North Shore Community College	Associate's Colleges
Northland Community and Technical College	Associate's Colleges
Northwest Technical College	Associate's Colleges
Northwestern University - IT	Doctoral Universities
Oglethorpe University	Baccalaureate Colleges
Ohio Wesleyan University	Baccalaureate Colleges
Olivet College	Baccalaureate Colleges
Olympic College	Baccalaureate/Associate's Colleges
Otis College of Art and Design	Special Focus Institutions
Our Lady of the Lake University	Doctoral Universities
Pacific Union College	Baccalaureate Colleges
Pacific University	Doctoral Universities
Peninsula College	Baccalaureate/Associate's Colleges
Pennsylvania College of Art and Design	Special Focus Institutions
Plymouth State University	Master's Colleges and Universities
Point Park University	Doctoral Universities
Ponce Health Sciences University - Public Health Program	Special Focus Institutions
Pratt Institute-Main	Special Focus Institutions
Prince George's Community College	Associate's Colleges
Providence College	Master's Colleges and Universities
Purdue University - Weldon School of Biomedical Engineering	Doctoral Universities
Queens University of Charlotte	Master's Colleges and Universities
Randolph-Macon College	Baccalaureate Colleges
Raritan Valley Community College	Associate's Colleges
Reed College	Baccalaureate Colleges
Regis University	Doctoral Universities
Renton Technical College	Baccalaureate/Associate's Colleges
Rhodes College	Baccalaureate Colleges
Rider University	Master's Colleges and Universities
Ridgewater College	Associate's Colleges
Ringling College of Art and Design	Special Focus Institutions
Rio Hondo College	Baccalaureate/Associate's Colleges
Roanoke College	Baccalaureate Colleges
Rochester Community and Technical College	Associate's Colleges
Rochester Institute of Technology	Doctoral Universities
Rockford University	Master's Colleges and Universities
Saddleback College	Associate's Colleges
Saint Anselm College	Baccalaureate Colleges
Saint Edward's University	Master's Colleges and Universities
Saint John Fisher University	Doctoral Universities
Saint Louis Community College	Associate's Colleges
Saint Mary's University of Minnesota	Doctoral Universities
Saint Peter's University	Master's Colleges and Universities
Salem College	Baccalaureate Colleges
Salem Community College	Associate's Colleges
Sam Houston State University	Doctoral Universities
Samuel Merritt University	Special Focus Institutions
Seattle Pacific University	Doctoral Universities
Siena Heights University	Master's Colleges and Universities
Skagit Valley College	Baccalaureate/Associate's Colleges
Soka University of America	Baccalaureate Colleges
South Central College	Associate's Colleges
South Orange County Community College District	Associate's Colleges
Southside College of Health Sciences	Special Focus Institutions
Southwest Minnesota State University	Master's Colleges and Universities
Spokane Falls Community College	Baccalaureate/Associate's Colleges
Springfield College	Doctoral Universities
St Cloud Technical & Community College	Associate's Colleges
St Lawrence University	Baccalaureate Colleges
St. Cloud State University	Master's Colleges and Universities
St. Cloud Technical and Community College	Associate's Colleges
St. John Fisher University	Doctoral Universities
St. John's University-New York	Doctoral Universities
St. Mary's College of Maryland	Baccalaureate Colleges
Stony Brook University	Doctoral Universities
SUNY Brockport	Master's Colleges and Universities
SUNY Oneonta	Master's Colleges and Universities
Susquehanna University	Baccalaureate Colleges
Tacoma Community College	Baccalaureate/Associate's Colleges
Teachers College of San Joaquin	Special Focus Institutions
Technical College of the Lowcountry	Associate's Colleges
The College of New Jersey	Master's Colleges and Universities

The College of Saint Rose	Master's Colleges and Universities
The University of Findlay	Doctoral Universities
The University of Tampa	Master's Colleges and Universities
The University of the Arts	Special Focus Institutions
Trent University	Master's Colleges and Universities
Trinity College	Baccalaureate Colleges
Trinity University	Baccalaureate Colleges
Tulane University of Louisiana	Doctoral Universities
UCLA - Microbiology, Immunology, and Molecular Genetics	Doctoral Universities
Union College	Baccalaureate Colleges
University of Alaska Fairbanks	Doctoral Universities
University of Arkansas at Monticello	Master's Colleges and Universities
University of Evansville	Master's Colleges and Universities
University of Findlay	Doctoral Universities
University of Florida - Physics Department	Doctoral Universities
University of La Verne	Doctoral Universities
University of Maine	Doctoral Universities
University of Maine - School of Law	Doctoral Universities
University of Maine at Augusta	Baccalaureate Colleges
University of Maine at Farmington	Baccalaureate Colleges
University of Maine at Fort Kent	Baccalaureate Colleges
University of Maine at Presque Isle	Baccalaureate Colleges
University of Maine Machias	Baccalaureate Colleges
University of Montevallo	Master's Colleges and Universities
University of Mount Union	Master's Colleges and Universities
University of North Carolina at Asheville	Baccalaureate Colleges
University of North Carolina at Charlotte - Belk College of Business	Doctoral Universities
University of Pittsburgh - Pittsburgh Campus	Doctoral Universities
University of Portland	Master's Colleges and Universities
University of Puget Sound	Baccalaureate Colleges
University of Scranton	Master's Colleges and Universities
University of South Carolina - Upstate	Baccalaureate Colleges
University of Southern Indiana	Master's Colleges and Universities
University of Southern Maine	Master's Colleges and Universities
University of St Thomas	Doctoral Universities
University of the Pacific	Doctoral Universities
University of Toledo	Doctoral Universities
University of Washington - Institute for Stem Cell and Regenerative Medicine	Doctoral Universities
University of Wyoming	Doctoral Universities
University of Florida - Herbert Wertheim College of Engineering	Doctoral Universities
University of Florida - Levin College of Law	Doctoral Universities
Ursinus College	Baccalaureate Colleges
Utah Tech University	Baccalaureate Colleges
Utica University	Master's Colleges and Universities
Viterbo University	Master's Colleges and Universities
Walla Walla Community College	Baccalaureate/Associate's Colleges
Washington & Jefferson College	Baccalaureate Colleges
Wells College	Baccalaureate Colleges
Wentworth Institute of Technology	Master's Colleges and Universities
West Kentucky Community and Technical College	Associate's Colleges
Western Colorado University	Master's Colleges and Universities
Western Technical College	Associate's Colleges
Western Washington University	Master's Colleges and Universities
Westminster University	Master's Colleges and Universities
Whatcom Community College	Baccalaureate/Associate's Colleges
Whitman College	Baccalaureate Colleges
Whittier College	Baccalaureate Colleges
Wichita State University - Campus of Applied Sciences and Technology	Associate's Colleges
Widener University	Doctoral Universities
Willamette University	Baccalaureate Colleges
William & Mary - School of Education	Doctoral Universities
William Paterson University of New Jersey	Master's Colleges and Universities
Williams College	Baccalaureate Colleges
Winona State University	Master's Colleges and Universities
Wittenberg University	Baccalaureate Colleges
Woodbury University	Master's Colleges and Universities



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2023-2024 Comparison Report
Understandings Regarding the Use of Information Gathered**

Data Sharing Practices

You can share this report without any restrictions. The report aggregates data from institutions but does not identify data from other individual institutions.

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