OFFICE OF DIVERSITY
EQUITY AND INCLUSION

EMPORIA STATE UNIVERSITY'S CAMPUS CLIMATE SURVEY RESULTS

YOUR VOICES
YOUR EXPERIENCES
YOUR CAMPUS
OUR COMMITTMENT

EMPORIA STATE
UNIVERSITY

PREPARED BY: Nyk Robertson, Senior Director of Diversity, Equity, and Inclusion

ABOUT THE CAMPUS CLIMATE SURVEY

Introduction

As Emporia State University continues to assess the experiences of our students, staff, and faculty in our endeavor of becoming a model for diversity, equity, and inclusion, we invited campus members to participate in our 2022 Campus Climate Survey. Capturing and acknowledging these experiences and perspectives is essential to unlocking strategies to tackle inequalities and cultivating a welcoming environment.

Over 1,200 responses were recorded through this climate survey. Staff, faculty, and students at the Emporia main campus, at distance sites such as ESUKC, Butler CC-El Dorado, or Butler CC-Andover, and online campus community members were all surveyed to understand the environments on all of these campuses.

These responses provided key insights to understanding climate, culture, and practices on campus. This survey helps provide a clear understanding of the experiences our community members . These results guide the Office of Diversity, Equity, and Inclusion (ODEI) and the institution in making necessary change to support our collective community.

EXECUTIVE SUMMARY

2%-7% improvement across campus

Every category of harassment decreased by at least 2% while every category of acceptance increased by at least 2%. Most significant changes include a 6.87% increase in acceptance of religious views across campus and a 4.03% decrease in racism. (Compared to 2018 Campus Climate Survey)

Deliberate Intergroup Dialogue

The most significant form of harassment and lack of acceptance reported was based on political beliefs. 64.8% of students reporting harm indicated it was done by a faculty member while 39.56% of staff and faculty fear that bringing up issues could affect their tenure or promotion. According to results, the campus community is not finding space to safely express their political views and find acceptance in doing so.

Recruitment and Retention

22.82% of students with disabilities have considered transferring due to harassment they've experienced. 33.58% of all staff and faculty have considered leaving ESU due to harassment they've experienced. 28% of LGBTQ+ staff and faculty would not recommend ESU to another individual due to harassment they've experienced.

Support for Disabilities

The most significant identity of students, staff, and faculty leaving ESU, not recommending ESU to other individuals, and lacking a sense of belonging and support is community members with disabilities* which makes up 70.54% of our campus community.

*Disabilities include anxiety, autism, depression, mobility challenges, learning disabilities, and other physical or mental conditions that limits a person's movements, senses, or activities

DEMOGRAPHICS OF SURVEY RESPONDENTS

Identity	All Respondents (n=1259)	Faculty & Staff (n=495)	Students (n=764)
Person of Color	27.21%	25.45%	29.27%
Asian, Pacific Islander, Desi	3.66%	1.43%	4.87%
Black/African American	3.32%	0.72%	5.12%
Hispanic/Latinx	7.50%	4.66%	9.51%
Mixed Race	3.03%	1.08%	4.39%
Native American	0.14%	0%	0.24%
White	72.29%	74.55%	70.73%
Women	59.48%	57.04%	61.22%
Men	26.34%	27.08%	25.85%
Other Genders	5.79%	2.16%	8.3%
Heterosexual	65.50%	71.94%	61.29%
LGBQ+	34.5%	12.59%	34.8%

*Note: percentages may not equal 100% as respondents were given the option to choose "prefer not to answer" to all questions

DEMOGRAPHICS OF SURVEY RESPONDENTS

Identity	All Respondents (n=1259)	Faculty & Staff (n=495)	Students (n=764)
Conservative	16.02%	14.70%	16.83%
Moderate	28.57%	30.82%	27.32%
Liberal	31.31%	31.90%	30.98%
Other political view	6.49%	5.73%	7.07%
Faith Tradition	43.56%	46.57%	41.46%
No Faith Tradition	34.73%	31.77%	36.59%
Person with a disability	70.54%	57.49%	76.62%
Person without a disability	29.46%	42.51%	23.38%
Anxiety	33.23%	18.52%	43.07%
ADD/ADHD	3.28%	1.48%	5.29%
Autism	4.32%	0.74%	6.80%
Depression	23.70%	11.01%	30.98%

*Note: percentages may not equal 100% as respondents were given the option to choose "prefer not to answer" to all questions

STUDENT EXPERIENCES

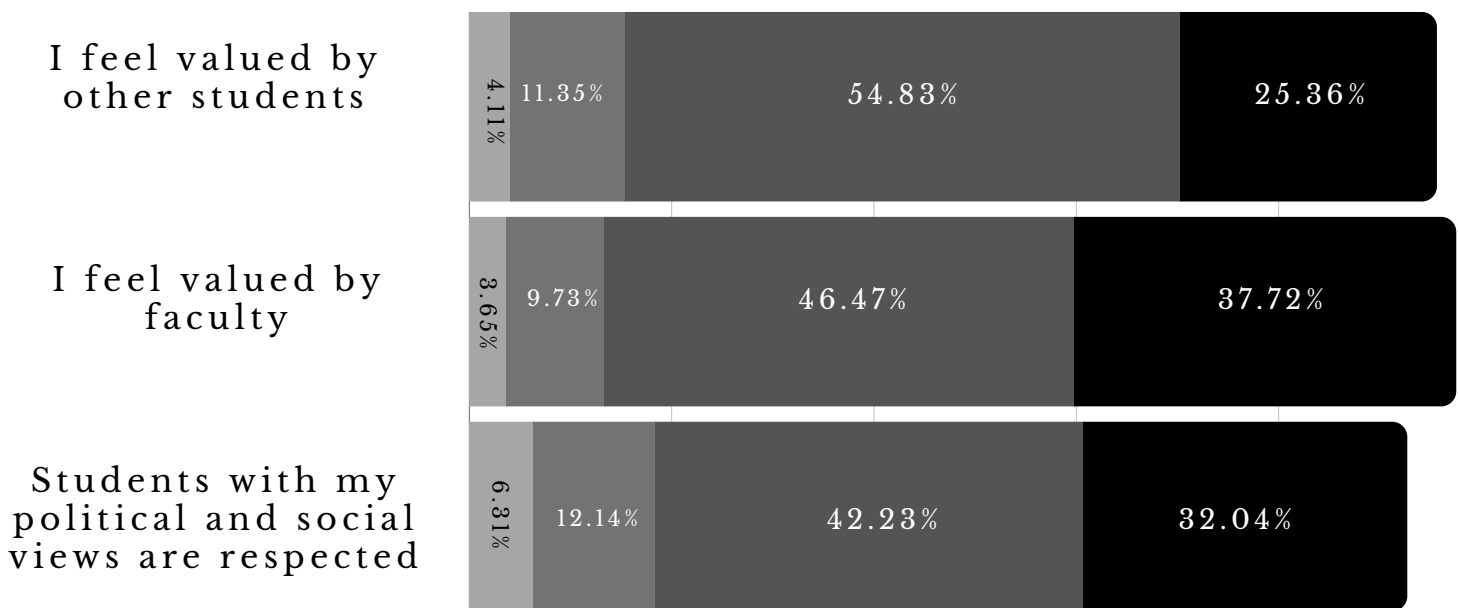## SUMMARY OF STUDENT RESPONSES TO THE CLIMATE SURVEY

The following summary shows results from students who completed the 2022 ESU climate survey. These results were gathered through questions specifically for students as well as questions for the overall campus community. Responses include students from the Emporia, ESUKC, Butler CC-El Dorado, Butler CC-Andover, campuses as well as online students.

RESPECT IN THE CLASSROOM AND OTHER LEARNING ENVIRONMENTS

Legend: Strongly Disagree · Disagree · Agree · Strongly Agree

I feel valued by other students
- 4.11%
- 11.35%
- 54.83%
- 25.36%

I feel valued by faculty
- 3.65%
- 9.73%
- 46.47%
- 37.72%

Students with my political and social views are respected
- 6.31%
- 12.14%
- 42.23%
- 32.04%

Percent of Students who Disagreed or Strongly Disagreed with the following statements:

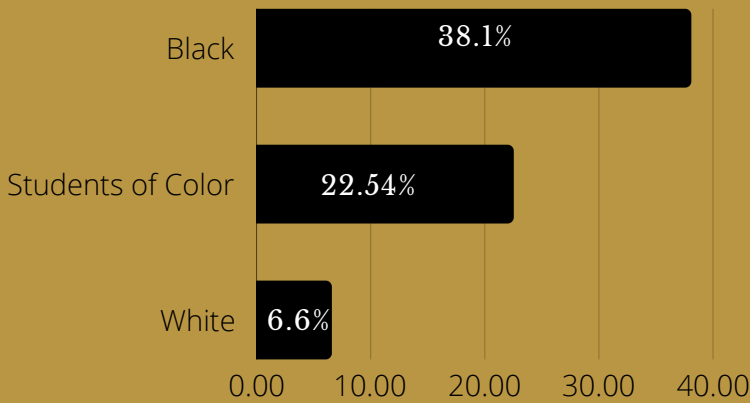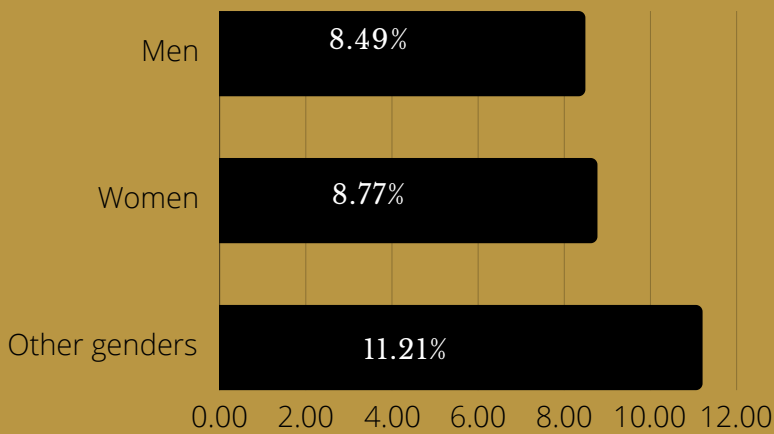|		
I can fulfill the requirements of my coursework without unduly repressing my own identity, background, or experiences.	17.79% of students with disabilities	10.64% of students without disabilities
Students of my racial/ethnic group are respected	21.57% of students of color	4.86% of white students
Students with my gender identity are respected	30% of transgender and nonbinary students	7.06% of cisgender students
Students with my sexual orientation are respected	15.65% of LGBQ+ Students	3.03% of Heterosexual students

DISPARITIES IN EXPERIENCES

A spotlight on disparities within student experiences based on identities
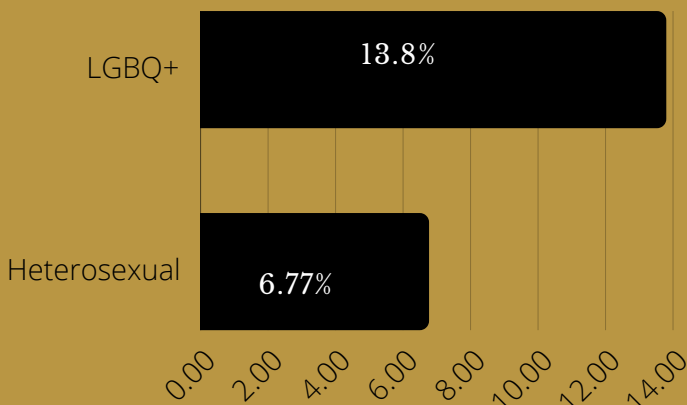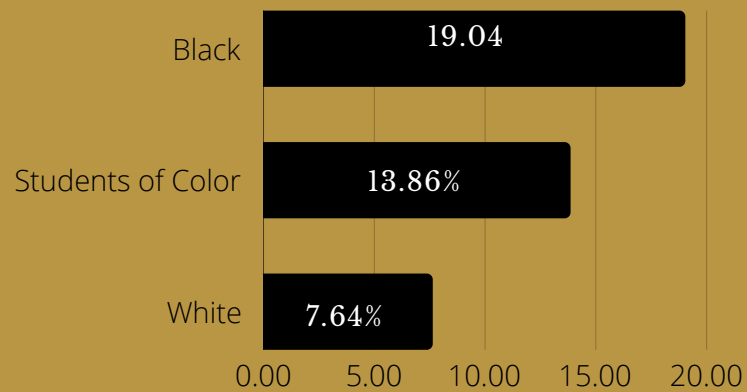
Overall Campus Climate

Racism

Black	38.1%
Students of Color	22.54%
White	6.6%

0.00 10.00 20.00 30.00 40.00

Sexism

Men	8.49%
Women	8.77%
Other genders	11.21%

0.00 2.00 4.00 6.00 8.00 10.00 12.00

Homophobia

LGBQ+	13.8%
Heterosexual	6.77%

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Students Experiences in the Classroom

Racism
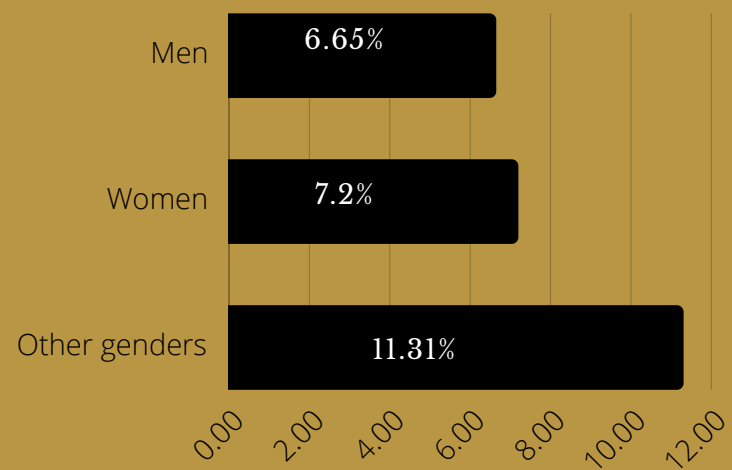
Black	19.04
Students of Color	13.86%
White	7.64%

0.00 5.00 10.00 15.00 20.00

Sexism

Men	6.65%
Women	7.2%
Other genders	11.31%

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Homophobia

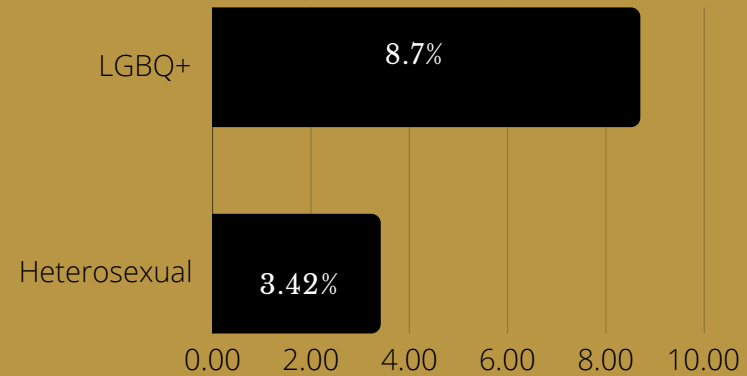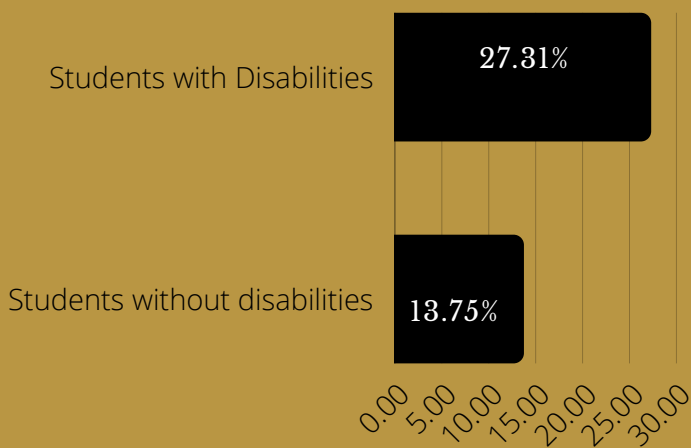|	
LGBQ+	8.7%
Heterosexual	3.42%

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DISPARITIES IN EXPERIENCES

A spotlight on disparities within student experiences around lack of acceptance based on identities

Overall Campus Climate
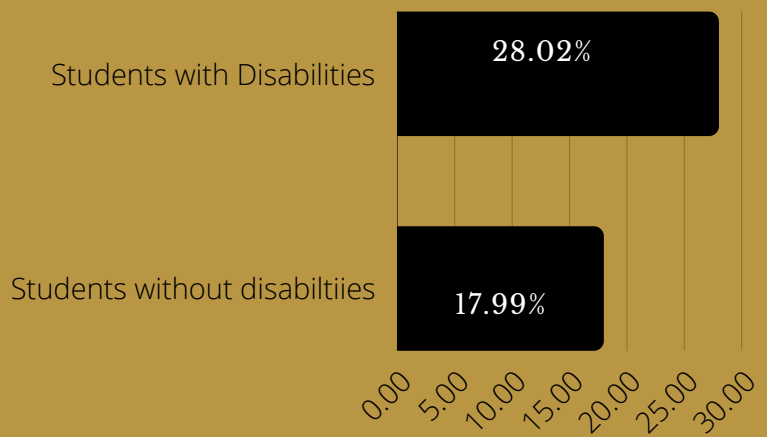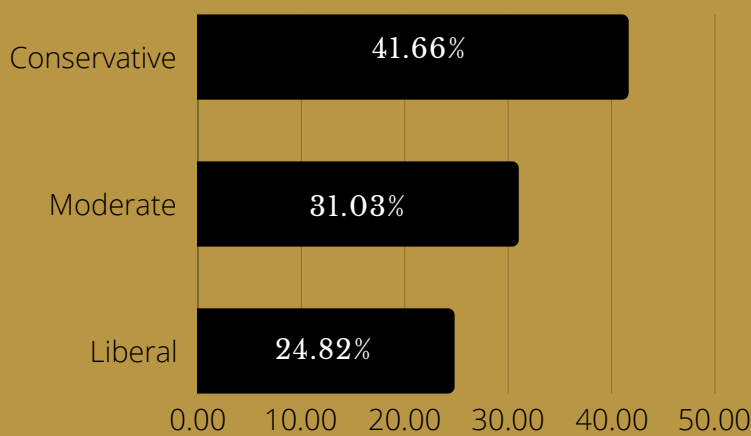
Disabilities

Students with Disabilities — 27.31%

Students without disabilities — 13.75%

(axis: 0.00, 5.00, 10.00, 15.00, 20.00, 25.00, 30.00)

Diverse Political Views

Conservative — 41.66%

Moderate — 31.03%

Liberal — 24.82%

(axis: 0.00, 10.00, 20.00, 30.00, 40.00, 50.00)

Students Experiences in the Classroom

Disabilities

Students with Disabilities — 28.02%

Students without disabiltiies — 17.99%

(axis: 0.00, 5.00, 10.00, 15.00, 20.00, 25.00, 30.00)

Diverse Political Views

Conservative — 41.66%

Moderate — 27.35%

Liberal — 21.01%

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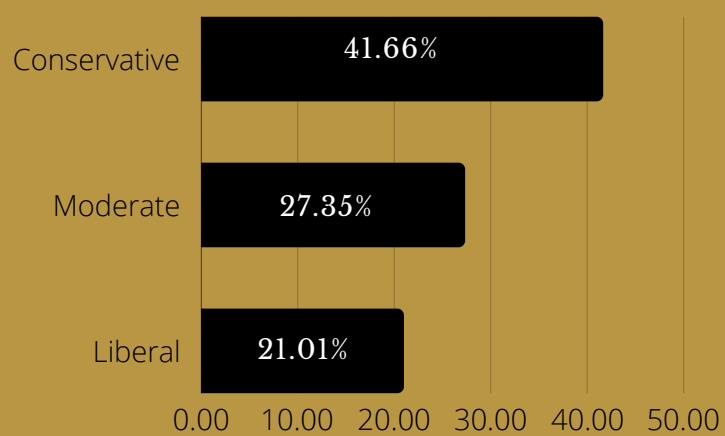
FACULTY AND STAFF EXPERIENCES

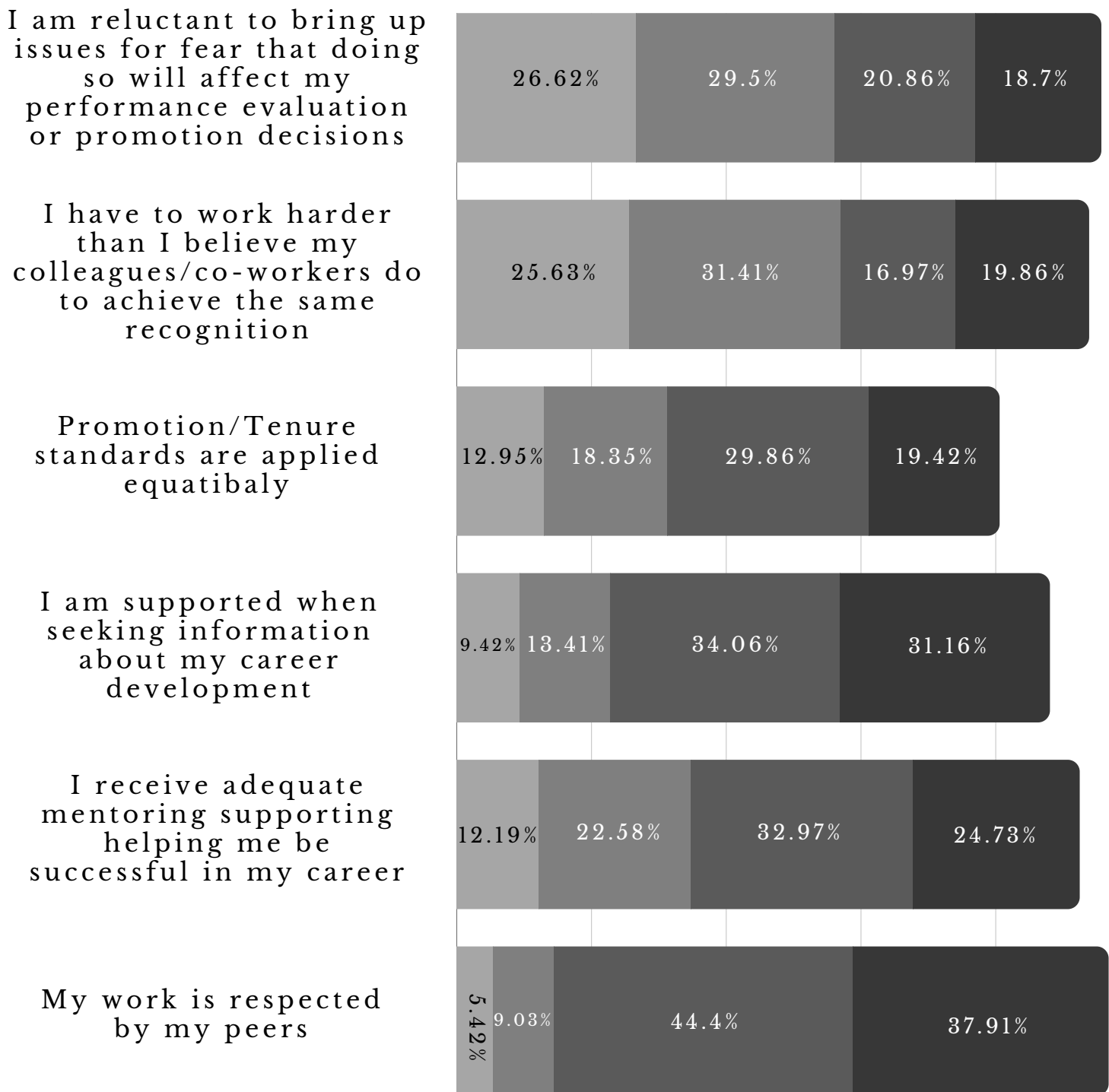## SUMMARY OF FACULTY AND STAFF RESPONSES TO THE CLIMATE SURVEY

The following summary shows results from staff and faculty who completed the 2022 ESU climate survey. These results were gathered through questions specifically for staff and faculty as well as questions for the overall campus community.

SUPPORT AND VALIDATION OF PERFORMANCE

Strongly Disagree   **Disagree**   **Agree**

Strongly Agree

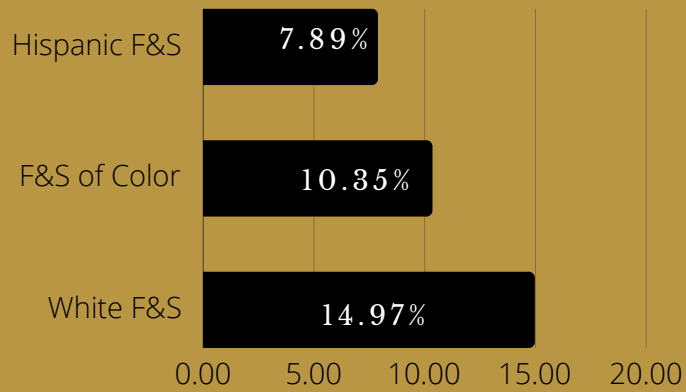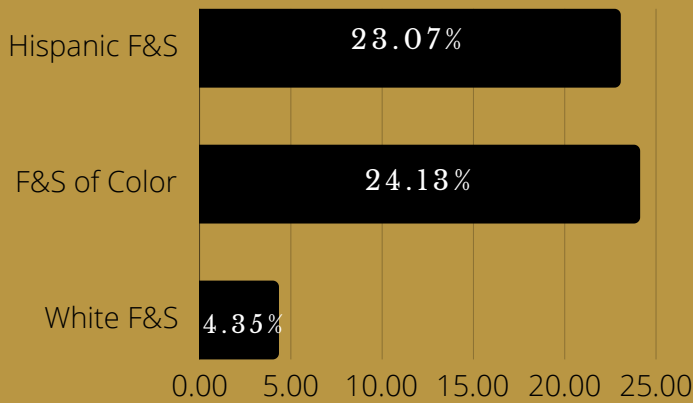| Statement	Strongly Disagree	Disagree	Agree	Strongly Agree
I am reluctant to bring up issues for fear that doing so will affect my performance evaluation or promotion decisions	26.62%	29.5%	20.86%	18.7%
I have to work harder than I believe my colleagues/co-workers do to achieve the same recognition	25.63%	31.41%	16.97%	19.86%
Promotion/Tenure standards are applied equatibaly	12.95%	18.35%	29.86%	19.42%
I am supported when seeking information about my career development	9.42%	13.41%	34.06%	31.16%
I receive adequate mentoring supporting helping me be successful in my career	12.19%	22.58%	32.97%	24.73%
My work is respected by my peers	5.42%	9.03%	44.4%	37.91%

DISPARITIES IN EXPERIENCES

A spotlight on disparities within faculty and staff (F&S) experiences based on identities

Overall Campus Climate

Racism

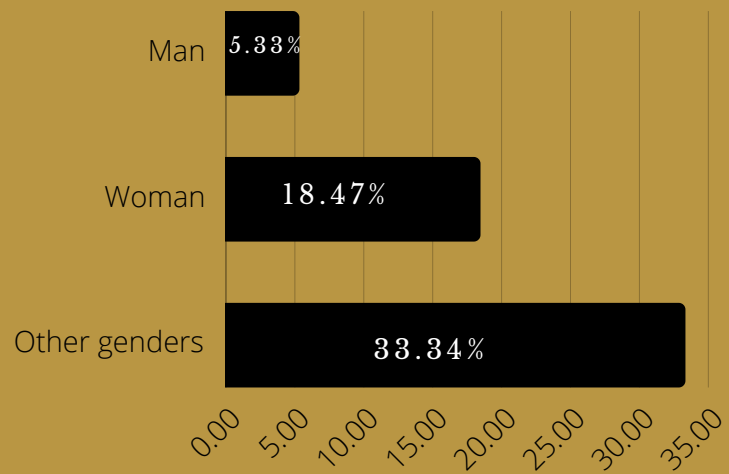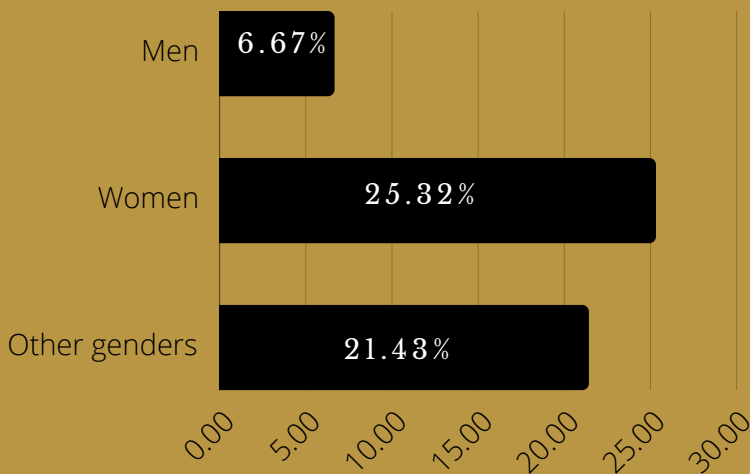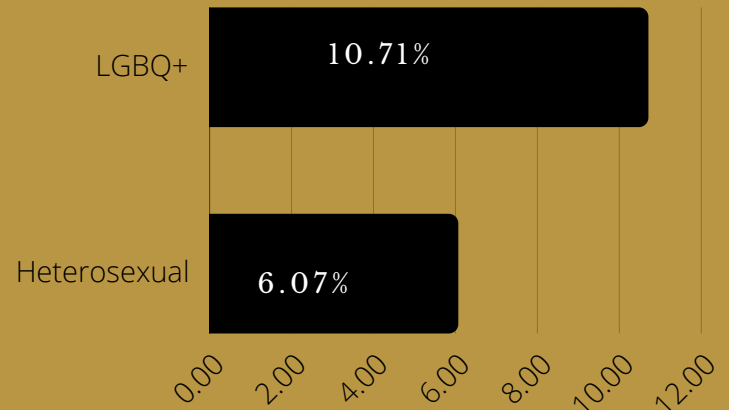|	
Hispanic F&S	23.07%
F&S of Color	24.13%
White F&S	4.35%

0.00 5.00 10.00 15.00 20.00 25.00

Sexism

Men	6.67%
Women	25.32%
Other genders	21.43%

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Homophobia

LGBQ+	28.47%
Heterosexual	12.64%

0.00 5.00 10.00 15.00 20.00 25.00 30.00

Climate in Your Department

Racism

Hispanic F&S	7.89%
F&S of Color	10.35%
White F&S	14.97%

0.00 5.00 10.00 15.00 20.00

Sexism

Man	5.33%
Woman	18.47%
Other genders	33.34%

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Homophobia

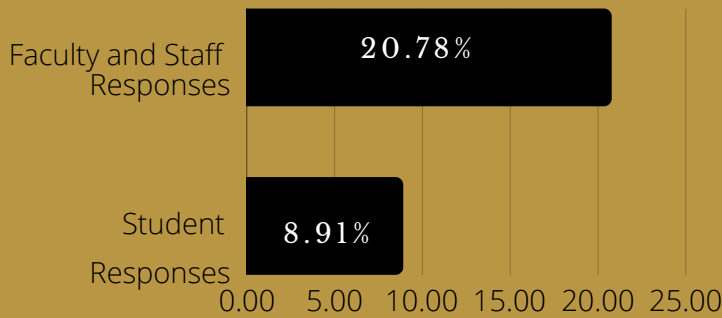|	
LGBQ+	10.71%
Heterosexual	6.07%

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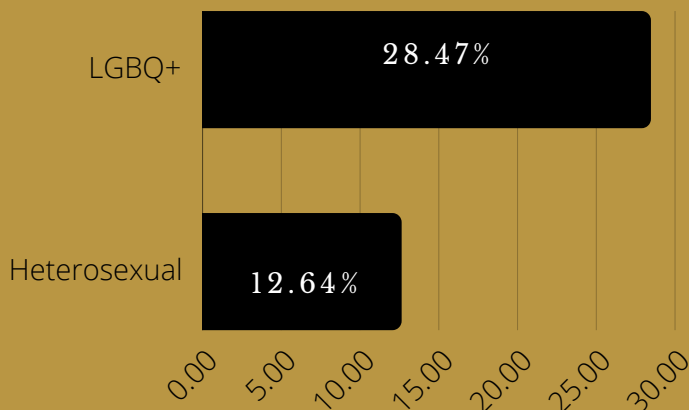
DISPARITIES IN EXPERIENCES

A spotlight on disparities based on identities

Overall Campus Climate

Ageism

Faculty and Staff Responses	20.78%
Student Responses	8.91%

0.00 — 5.00 — 10.00 — 15.00 — 20.00 — 25.00

Classism

Faculty and Staff Responses	25.71%
Student Responses	12.3%

0.00 — 5.00 — 10.00 — 15.00 — 20.00 — 25.00 — 30.00

Lack of Acceptance of Diverse Political Views

Conservative F&S	36.59%
Moderate F&S	40.69%
Liberal F&S	35.49%

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Climate in Your Department

Ageism
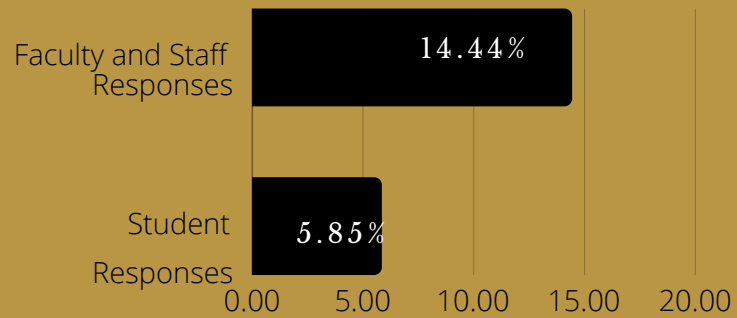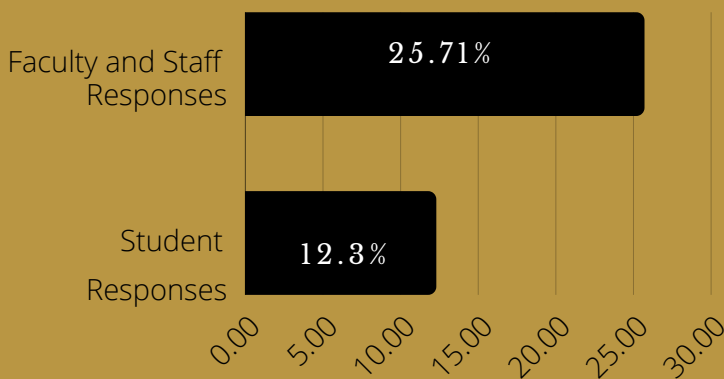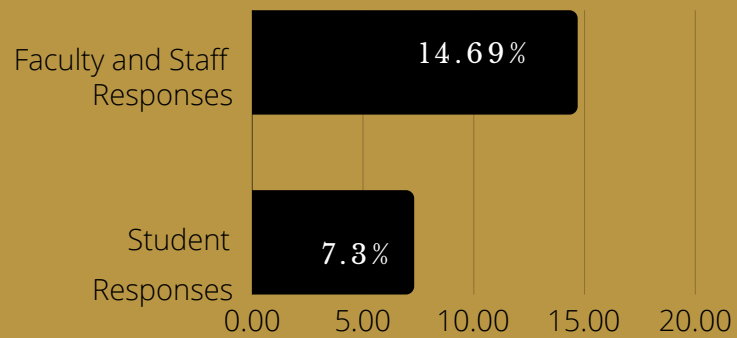
Faculty and Staff Responses	14.44%
Student Responses	5.85%

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Classism

Faculty and Staff Responses	14.69%
Student Responses	7.3%

0.00 — 5.00 — 10.00 — 15.00 — 20.00

Lack of Acceptance of Diverse Political Views

Conservative F&S	50.0%
Moderate F&S	23.26%
Liberal F&S	24.73%

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EXPERIENCES OF HARASSMENT

Legend: ▢ Sexual Orientation ▢ Gender ▢ Race ▮ Political Views

	Sexual Orientation	Gender	Race	Political Views
All Respondents	11.57%	15.29%	11.16%	26.45%
Faculty and Staff	10.31%	16.49%	6.19%	27.84%
Students	12.59%	13.99%	14.69%	24.48%
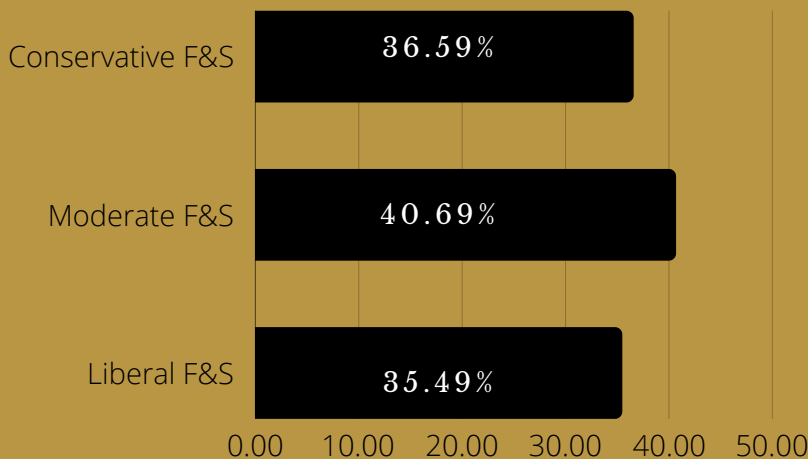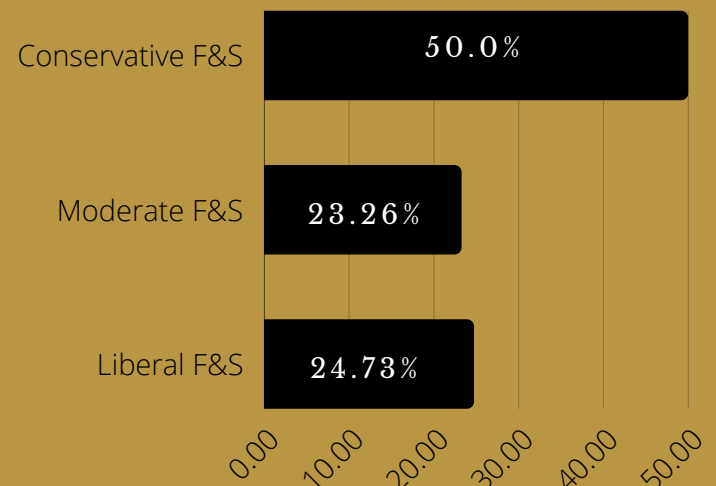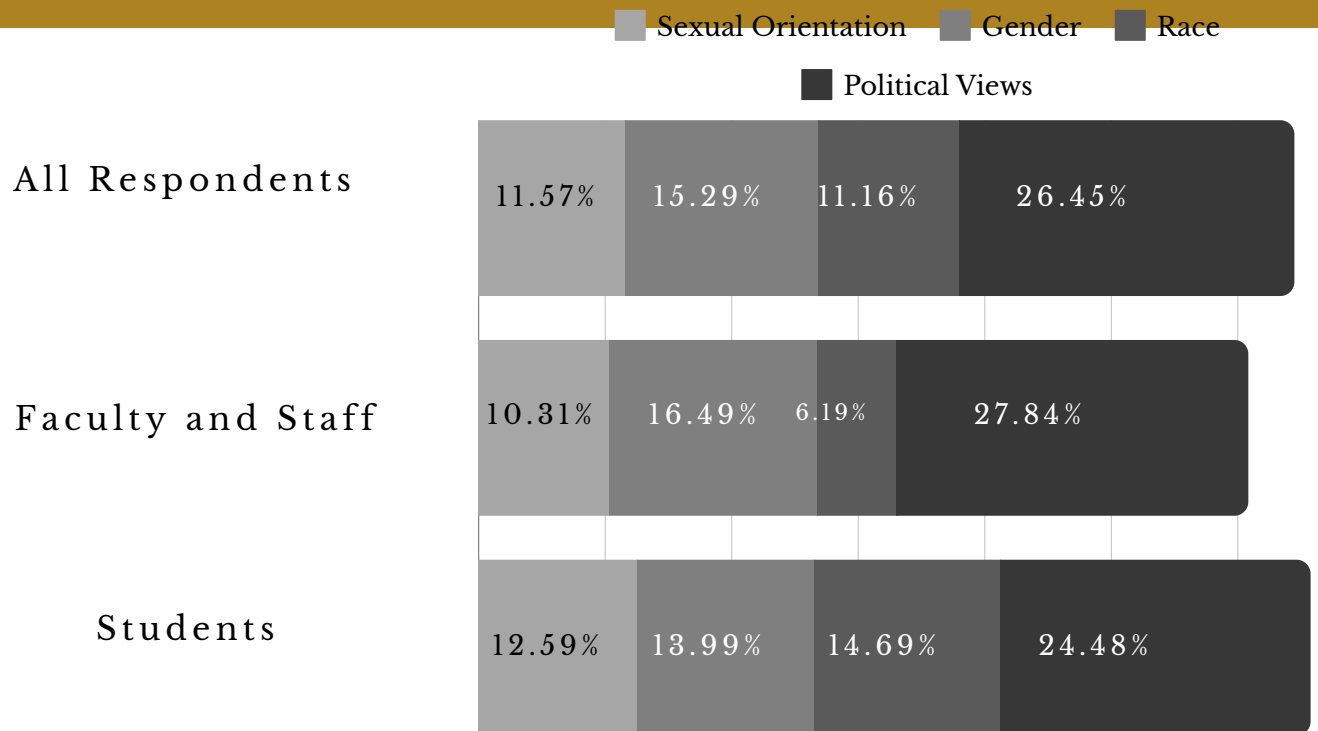
At the highest percentage of reasons for harassment, **26.45%** of all respondents reported being harassed based on political views. This is **2x** more than harassment based on gender and **2.5x** more than harassment based on race

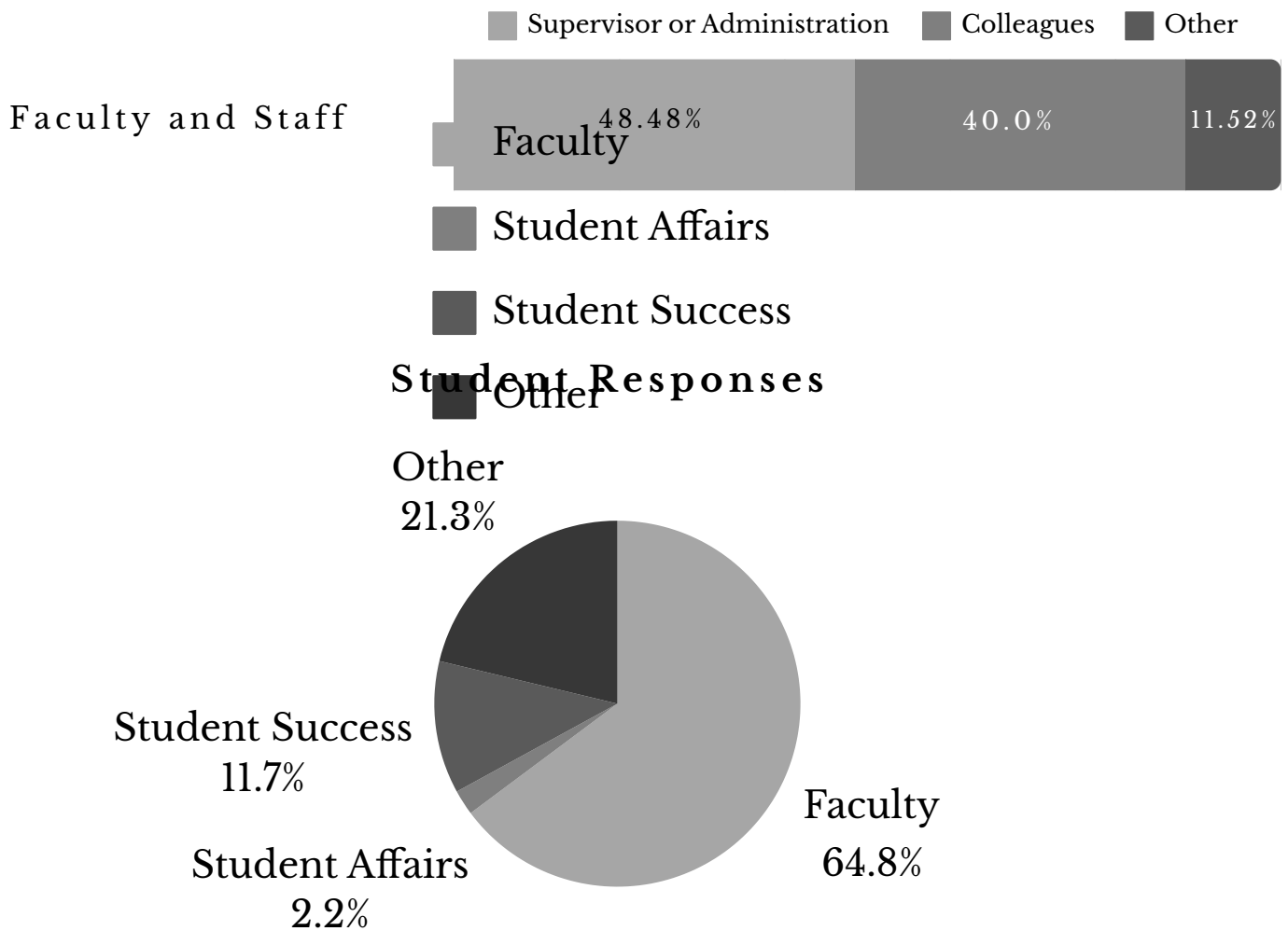Respondents of color were **5x** more likely to report harassment based on race than white respondents

Women, and other marginalized genders, were **8x** more likely to report harassment based on gender identity than men

11.34% of faculty and staff reported harassment based on age

1.36% of students reported harassment based on immigration status

EXPERIENCES OF HARASSMENT

Supervisor or Administration | Colleagues | Other

Faculty and Staff

Faculty 48.48% | 40.0% | 11.52%

Student Affairs

Student Success

Student Responses Other

Other
21.3%

Student Success
11.7%

Student Affairs
2.2%

Faculty
64.8%

The highest ranked reason for harassment from students was their beliefs at **22.35%**

10.6% of all students wrote comments about their accommodations being a reason for their harassment

INTERSECTING INEQUATIES

GAPS IN EXPERIENCES

Each member of our ESU community has their own unique experiences based on their identities, their lives, and their social networks. While the above data has represented specific identities and how those have affected campus experiences, it is important to note that the intersecting of identities greatly affects those experiences as well. The following results look at how intersecting identities can further contribute to experiences of harassment or experiences of lack of acceptance.

Image by stournsaeh

INTERSECTING INEQUITIES

Those who identify as women, or other marginalized genders, and a person of color were **2x** more likely to rate the level of Sexism on campus high compared to men on campus

Those who identify as women, or other marginalized genders, and a person of color were **2.5x** more likely to rate the level of Racism on campus high compared to men on campus

LGBQ+ folx with disabilities were **2.2x** more likely to rate the level of Homophobia on campus high compared to heterosexual respondents without disabilities

LGBQ+ folx with disabilities were **1.5x** more likely to rate the level of acceptance of disability accommodations on campus low compared to heterosexual respondents without disabilities

ANALYSIS

In the past four years, since our last campus climate survey, Emporia State University has grown it's diversity, equity, inclusion efforts through various avenues. A required diversity, equity, and inclusion training is given to all employees to help create a baseline of understanding. An education series has been created to address incidents of microaggressions and to broaden the campus communities understanding of implicit bias as well as offer specific ways the campus community can support historically excluded populations. The impact of these initiatives is evident in the data collected through the 2022 campus climate survey. While the discussion around diversity, equity, and inclusion has expanded, we must also continue to use those discussions, and the data gathered from this survey, to take meaningful steps towards change.

Part of creating change will need to include deliberate intergroup dialogue. While the campus climate survey has given us data on the experiences of staff, faculty, and students, it will be important to open up space to discuss those experiences in a nuanced way that moves beyond data points.

ACTION STEPS

Forward Thinking, Future Ready

- **Focus on Deliberate Intergroup Dialogue:** in the classroom, through student engagement, programming, and the co-curricular experience

- **Disability Advocacy:** moving beyond compliance to education around universal design, creating awareness and resources for how to be an advocate for people with disabilities, engaging in conversation with people with disabilities on how we can better serve them; this also includes increased support for mental health services

- **Critical Consciousness Raising:** in the classroom, through student engagement, programming, and the co-curricular experience creating space for our students from historically included populations to better understand and recognize the experiences of those from historically excluded populations

- **Building a sense of belonging:** creating a physical space, as well as programming and resources, to support historically excluded populations

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