

HEDS Diversity and Equity Campus Climate Survey

Spring 2020

Executive Summary

About the Survey

The HEDS Diversity and Equity Campus Climate Survey was administered to faculty, staff, and students during the spring 2020 semester. The survey was administered by the Higher Education Data Sharing Consortium (HEDS) for confidentiality and to gather comparative data.

The survey asks students, faculty, staff, and administrators about their:

- perceptions of their institution's climate,
- perceptions of how their institution supports diversity and equity, and
- experiences with discrimination and harassment at their institution.

The College plans to use information from this survey to develop a better understanding of the extent to which the campus climate supports diversity and equity, and to inform and improve support, policies, and practices related to diversity and equity, including those to prevent or respond to discrimination and harassment.

PC's overall response rate was 17%. A total of 915 PC community members responded to the survey resulting in 884 valid responses (386 of these responses came from undergraduate students, 292 from staff, 156 from faculty, and 50 from graduate students/other categories). The PC student response rate for the survey was 10%, while the employee (faculty & staff) response rate was 52%.

Twenty-six other institutions administered the survey during this timeframe. Across all institutions who participated, the average percentage of employees (faculty & staff) who completed the survey was 42%. The average percentage of students who completed the survey was 19%.

The College did not select the comparison institutions. All participating institutions opted to administer the survey during the spring 2020 semester. While they may not all be suitable peers, these comparative results are not without their own merit.

Within the Institution: How Groups at PC Compare to One Another

In the tables below, HEDS provides an overview of how the views and experiences of different groups on the PC campus compare to one another.

We looked for *medium* and *large* differences among the following groups to create the tables below:

Role:	undergraduate students, graduate students, faculty, staff/administrators
Gender:	men, women
Race/Ethnicity:	U.S. white individuals, U.S. persons of color
Sexual Orientation:	heterosexual individuals, LGB+ individuals
Political Affiliation:	liberal individuals, middle-of-the-road individuals, conservative individuals

Climate & Support at Providence College		
Campus Climate for Diversity and Equity		
faculty	← →	undergraduate students, graduate students, staff/administrators
U.S. persons of color	← have <i>less</i> positive views of campus climate than →	U.S. white individuals
LGB+ individuals	← →	heterosexual individuals
liberal individuals	← →	middle-of-the-road individuals, conservative individuals
middle-of-the-road individuals	← →	conservative individuals
Institutional Support for Diversity and Equity		
faculty	← →	staff/administrators
U.S. persons of color	← perceive <i>less</i> institutional support than →	U.S. white individuals
LGB+ individuals	← →	heterosexual individuals
liberal individuals	← →	middle-of-the-road individuals, conservative individuals
middle-of-the-road individuals	← →	conservative individuals

Negative Experiences at Providence College		
Insensitive or Disparaging Remarks		
undergraduate students	← →	graduate students, staff/administrators
faculty	← →	graduate students, staff/administrators
U.S. persons of color	← hear <i>more</i> insensitive or disparaging remarks than →	U.S. white individuals
LGB+ individuals	← →	heterosexual individuals
liberal individuals	← →	middle-of-the-road individuals, conservative individuals
middle-of-the-road individuals	← →	conservative individuals
Discrimination or Harassment		
undergraduate students	← →	graduate students
faculty	← experienced <i>more</i> discrimination or harassment than →	graduate students, staff/administrators
U.S. persons of color	← →	U.S. white individuals
LGB+ individuals	← →	heterosexual individuals

Note: Data are included when there are at least 10 people in each of the groups being compared. Medium and large differences refer to effect size which measures the magnitude of the difference between the means for the groups listed.

PC Versus Other Small Institutions

In the tables below, HEDS provides an overview of how the views and experiences of different groups on the PC campus compare to those of different groups on other campuses. These tables are meant to provide a high-level summary while focusing on medium and large differences in the views or experiences of different groups.

Role:	undergraduate students, graduate students, faculty, staff/administrators
Gender:	men, women
Race/Ethnicity:	U.S. white individuals, U.S. persons of color
Sexual Orientation:	heterosexual individuals, LGB+ individuals
Political Affiliation:	liberal individuals, middle-of-the-road individuals, conservative individuals

Climate & Support

Groups at PC that had <i>less positive views</i> than their counterparts at other small institutions		Groups at PC that had <i>more positive views</i> than their counterparts at other small institutions	
Campus Climate for Diversity and Equity	Institutional Support for Diversity and Equity	Campus Climate for Diversity and Equity	Institutional Support for Diversity and Equity
faculty liberal individuals	<i>no med/large differences</i>	conservative individuals	conservative individuals

Negative Experiences

Groups at PC that had <i>more negative experiences</i> than their counterparts at other small institutions		Groups at PC that had <i>fewer negative experiences</i> than their counterparts at other small institutions	
Insensitive or Disparaging Remarks	Discrimination or Harassment	Insensitive or Disparaging Remarks	Discrimination or Harassment
faculty	<i>no med/large differences</i>	<i>no med/large differences</i>	<i>no med/large differences</i>

Note: Data are included when there are at least 10 people in each of the groups being compared. Medium and large differences refer to effect size which measures the magnitude of the difference between the means for the groups listed.

Campus Climate

		PC Faculty	HEDS Faculty	PC Staff	HEDS Staff	PC Students	HEDS Students
Overall campus climate	Very dissatisfied	7%	3%	1%	2%	2%	3%
	Generally dissatisfied	17%	12%	7%	9%	11%	11%
	Neither satisfied nor dissatisfied	21%	18%	13%	17%	16%	17%
	Generally satisfied	37%	50%	57%	55%	42%	52%
	Very satisfied	19%	17%	22%	17%	29%	18%
The campus experience/environment regarding diversity at PC	Very dissatisfied	11%	4%	2%	2%	10%	5%
	Generally dissatisfied	32%	20%	17%	15%	33%	20%
	Neither satisfied nor dissatisfied	27%	25%	25%	25%	18%	23%
	Generally satisfied	16%	38%	43%	44%	23%	38%
	Very satisfied	13%	13%	13%	14%	16%	15%
The extent to which you experience a sense of belonging or community at PC	Very dissatisfied	5%	3%	1%	2%	4%	5%
	Generally dissatisfied	16%	11%	6%	10%	13%	12%
	Neither satisfied nor dissatisfied	14%	18%	13%	16%	13%	18%
	Generally satisfied	39%	43%	39%	45%	34%	40%
	Very satisfied	25%	26%	41%	27%	37%	25%
The extent to which you feel all community members experience a sense of belonging or community at PC	Very dissatisfied	18%	6%	4%	4%	12%	7%
	Generally dissatisfied	28%	24%	19%	20%	23%	21%
	Neither satisfied nor dissatisfied	22%	30%	29%	29%	16%	26%
	Generally satisfied	19%	31%	34%	37%	26%	34%
	Very satisfied	12%	10%	13%	11%	22%	13%

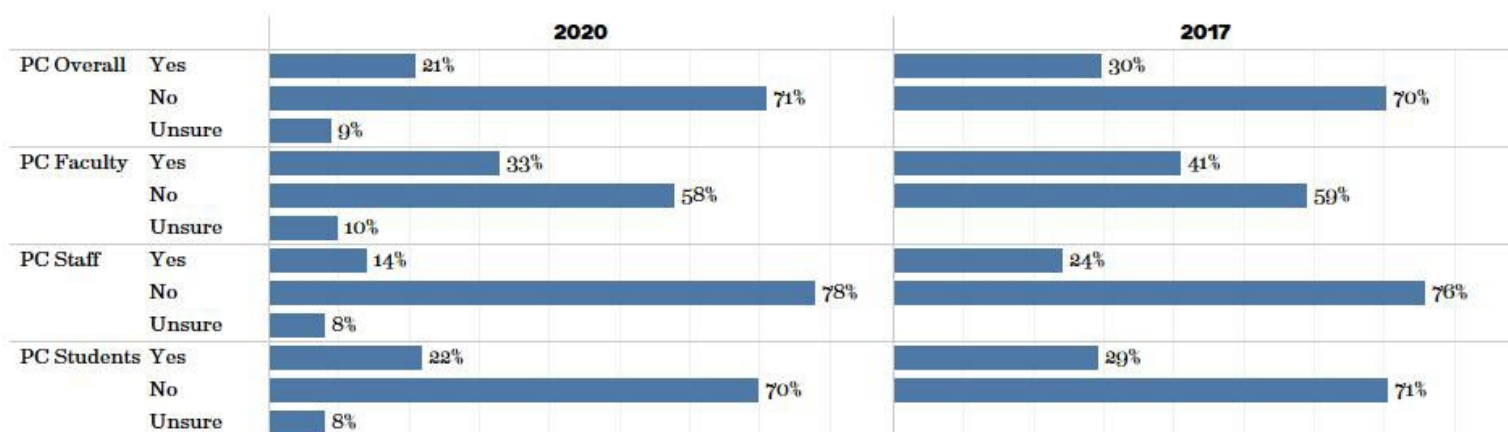
Note: The HEDS comparison group data is for other small institutions with an undergraduate enrollment of less than 4,000 (based on IPEDS) who administered the survey between 2018-2020.



Experiences

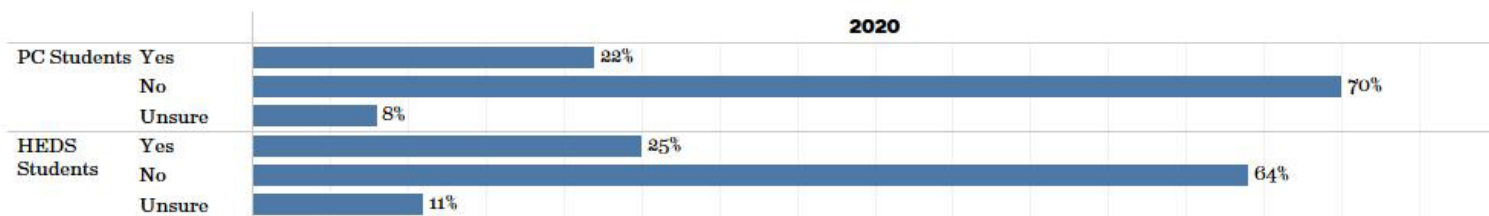
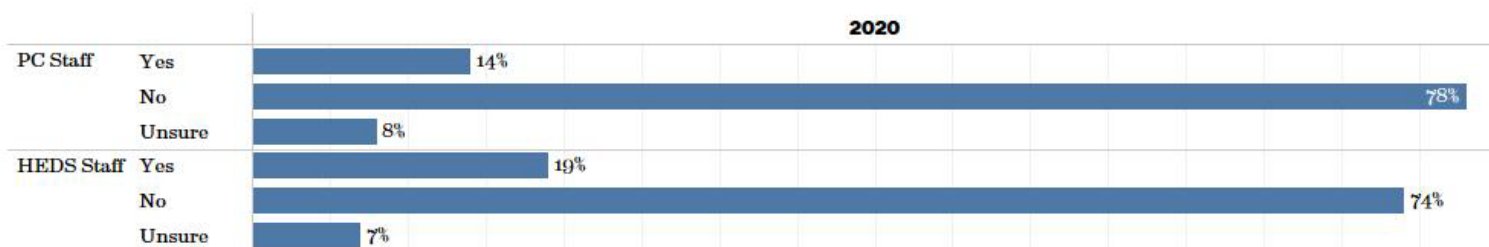
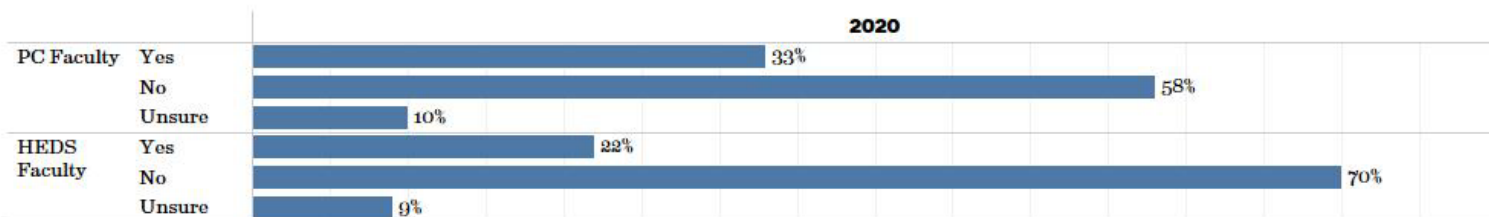
Respondents were asked if they ever felt discriminated against or harassed on the Providence College campus, at an off-campus residence, or at a program/event affiliated with Providence College.

Longitudinal glance (PC data only)



Respondents were asked if they ever felt discriminated against or harassed on the Providence College campus, at an off-campus residence, or at a program/event affiliated with Providence College.

Comparative glance



Note: The HEDS comparison group data is for other small institutions with an undergraduate enrollment of less than 4,000 (based on IPEDS) who administered the survey between 2018-2020.

Explanation of Reports

- An overall summary of the results by question was prepared. In addition, the following reports are also available:
 - Detailed summary of the results by question (PC Faculty)
 - Detailed summary of the results by question (PC Students)
 - Detailed summary of the results by question (PC Staff)
- The College chose to add custom, institution-specific questions to the survey. In consideration of the length of the full report, those data are detailed in Appendix A (only).
- Please note that the total number answering a specific question may be lower than the total number of respondents, as some may have chosen to not answer a particular question.
- Due to rounding, totals may not add to 100% in some areas.
- Along with other data and resources, these results can assist with identifying and prioritizing challenges and opportunities to improve the College's climate for diversity and inclusivity.
- Additional analyses are available upon request. Please contact Catherine Gagne, Director of Assessment, at caragao@providence.edu.