



**2015 Employee Diversity Survey
Executive Summary**

**Diversity Committee
May 2015**

EXECUTIVE SUMMARY

ABOUT THE SURVEY

The Diversity Committee selected the AICUP Campus Diversity Survey (copyright 2008) as the survey instrument, and it was used with permission of the Association of Independent Colleges and Universities of Pennsylvania (AICUP). A few very minor changes in content were incorporated into the survey instrument (e.g. adding a question about first generation college students, rephrasing sexual orientation terms into more current terminology). The survey consists of the following components:

- Background information (demographics)
- Campus experience with diversity
- Negative experience
- Attitudes and actions relating to diversity
- Experience as a member of a specific group
- Overall impression

INTRODUCTION

In April 2015 the EOU Diversity Committee administered the Campus Diversity Survey on to on-campus students and to employees. Such a survey had not been conducted previously at EOU and the intent of the EOU Diversity Committee was to obtain a snapshot of the current situation, provide a baseline with which to compare progress in future years, and use the results to inform the ongoing EOU Diversity Strategic Plan. Based on the results of the survey, the Diversity Committee will present a list of recommendations to the EOU President and University Council before June 12 2015, and it will also be distributed on Infoline.

The Diversity Committee currently welcomes suggestions on how to implement improvements in the campus climate from all members of the EOU community via the comment form on our page: <https://www.eou.edu/diversity/2015-diversity-survey/> During fall quarter 2015 the Diversity Committee will actively solicit suggestions from the campus community in a systematic manner.

METHODOLOGY

The survey of the students occurred during the third week of the quarter (April 13-17, 2015). The student version was administered on paper in order to obtain a high response rate. An almost identical online employee version of the survey was administered via Google Forms. In order to avoid contaminating the process, the Diversity Committee invited all employees to participate in the online survey before the tabulation of the student survey was completed. On April 25 2015 an email message encouraging all employees to participate was sent out on the Infoline and Teaching Faculty lists and was also forwarded by a classified employee union steward to the classified employee list. (See Appendix A).

Except for student workers, all individuals currently employed at EOU in any capacity were encouraged to respond (staff, faculty, administrators, full time, part time, temporary). The message contained an embedded link to the survey; respondents were informed that they could start answering the questionnaire by clicking on the link. The emails also stated that despite the required EOU email login, there was to be no tracking or identification of respondents. Employees who had already done the survey as students in class were asked not to do it again. A

reminder email was sent on May 4, and the survey was closed on May 5, 2005.

Ultimately, one hundred eighteen employees completed the survey, a response rate of 34% of all EOU employees.

KEY FINDINGS

1. Demographics of Respondents

- 53.4% have been employed at EOU for more than six years
- 22% are administrators, 42.5% are faculty, and 32.2% are staff
- 68.4% are female, 31.6% are male
- 53.9% spent most of their lives in rural areas or towns before coming to EOU

2. Campus Experience with Diversity

- 53.8% had never heard a student make disparaging comments about gay, lesbian or bisexual persons
- 85.3% had never heard a faculty member make disparaging comments about gay, lesbian or bisexual persons
- 53% had never heard a student make disparaging comments about persons of particular racial/ethnic backgrounds
- 73.5% had never heard a faculty member make disparaging comments about persons of particular racial/ethnic backgrounds
- 56% had never heard another (i.e. non-faculty) EOU employee make disparaging comments about persons of particular racial/ethnic backgrounds

3. Negative Experience

- 39.7% have felt discriminated against or harassed on campus

4. Attitudes and Actions Relating to Diversity

- 29% agree or strongly agree that this university adequately addresses issues on campus related to sexism
- 44.5% agree or strongly agree that this university adequately addresses issues on campus related to sexual orientation or homophobia
- 45.6% agree or strongly agree that this university adequately addresses issues on campus related to racism
- 32.7% agree or strongly agree that they need to hide some characteristics of their religion in order to fit in here
- 94.9% are very likely or somewhat likely to get to know people from different cultures and groups as individuals

5. Experience as a Member of a Specific Group

- 2.9% persons of color have feared for their physical safety on campus because of their race/ethnicity
- 3% persons of color have been a victim of hate crime on campus because of race/ethnicity
- 20% of non-heterosexual persons have feared for their physical safety on campus because of sexual orientation
- 0% of non-heterosexual persons have been a victim of hate crime on campus because of sexual orientation
- 0% of persons with a disability have been victims of hate crime on campus due to their disability

6. Overall Impression

- 83.6% agree or strongly agree that they feel a sense of acceptance and belonging at this university
- 89.1% agree or strongly agree that the faculty are respectful of people of different races and cultures
- 82% agree or strongly agree that other EOU employees are respectful of people of different races and cultures
- 86% agree or strongly agree that students here are respectful of people of different races and cultures
- 80.2% agree or strongly agree that people of different races and cultures are accepted socially here
- 72.3% agree or strongly agree that people of different sexual orientations are accepted socially here

EXPLANATION OF TABLES

- All summary sheets and tables analyzing responses to individual questions are available as a PDF at the Diversity Committee website <https://www.eou.edu/diversity/2015-diversity-survey/>
- Please note that the total number answering a specific question may be lower than the total number of respondents, as some may chosen to not answer that question.

Appendix A: Email Invitation to participate in Survey

The EOU Diversity Committee has received support from President Kenton, the University Council, and the Faculty Senate to administer a campus climate survey to the entire campus community. The purpose is to assess students' and employees' attitudes, behaviors and experiences regarding inclusion and multiculturalism, with the goal of understanding where improvements can be implemented. The administration of the survey to a large sample of on campus students was completed last week and results are being tabulated.

Except for student workers, all individuals currently employed at EOU in any capacity are encouraged to respond (staff, faculty, administrators, full time, part time, temporary, casual, etc). This survey requires logging in with an EOU email as a security measure only. All responses are completely anonymous, and respondents' email information is **not** collected.

You should complete this survey only once. If you have already submitted the recent paper survey as a student, please do not do it again.

The survey questionnaire is a version of the AICUP survey, which has been administered at numerous colleges and universities in the United States. The employee version is almost identical to the student version.

You may choose to avoid answering individual questions, and you may choose to withdraw your participation at any time before submission. The submission of your answers is regarded as your consent to participate in the survey. When the results have been tabulated they will be made available to the campus community.

This is a valuable opportunity to submit your opinions and concerns in a confidential manner. Please answer as openly as possible. We value and appreciate whatever input you can provide.

With many thanks for your participation in this important project.

The survey may be accessed at:
<http://goo.gl/forms/CNfdPefxCR>

Theresa Gillis
Chair, Diversity Committee