

Southern Illinois University Edwardsville

University Diversity Council

2016 SIUE Staff Climate Survey Executive Summary

Overview

As part of SIUE's commitment to diversity and inclusion, the SIUE Diversity Council Campus Climate Subcommittee developed a campus climate survey in collaboration with all diversity council members and staff senate for staff, as outlined in the SIUE Diversity Plan. SIUE Staff Senate President initiated an email requesting all staff to complete the survey obtaining quantitative and qualitative data electronically about their opinions on the climate of the university. The anonymous survey was launched through Qualtrics on August 18, 2016 and available until September 2, 2016.

Demographics (Quantitative Brief Summary)

The survey was completed by 448 SIUE staff members from all campuses. 61% of the survey participants identified as female; 78% identified as heterosexual; 68.5% identified as white/Caucasian, 11.4% as black/African American and 19% preferred not to identify their race; 78.3% identified as persons without disabilities, 7.4% with disabilities and 14.3% preferred not to identify.

Universities that promote diversity and inclusion will have a competitive edge.	4.21/5
Universities that promote diversity programs are motivated primarily by a desire to comply with regulations and avoid costly lawsuits.	3.15/5
Diversity programs help companies and universities project a positive public image.	4.15/5
Diversity promotes the acceptance of less qualified individuals.	2.52/5
Diversity should be actively promoted within SIUE.	4.27/5
SIUE has achieved a positive climate for diversity.	3.48/5
I feel welcome at SIUE.	3.93/5
I feel the need to change personal characteristics in order to assimilate with the majority at SIUE (e.g., language, dress...)	2.42/5
I do have equal opportunities to programs and services provided at SIUE.	3.58/5
My opinions and views are respected at SIUE.	3.45/5
I am willing to participate in diversity and inclusion training.	3.90/5
I have considered leaving SIUE because of a lack of diversity.	2.03/5
I would like to see more effort being made in the recruitment of diverse staff	3.55/5
I would like to see more effort at retaining diverse staff	3.66/5
I would like to see SIUE have an infrastructure geared toward making new diverse staff feel welcome and accepted	3.70/5
I feel that the current diversity efforts at SIUE are effective	3.26/5

1=Strongly Disagree, 2=Disagree, 3=Neither Agree or Disagree, 4=Agree, 5=Strongly Agree

Qualitative Summary with Common themes and Actual Quotes

- 1) Education about cross-cultural groups (discuss challenges they face and allow learning from each other):
 - a. "Engage non-diverse persons in conversations about diversity"
 - b. "More opportunities for whites to mix with minority ethnic groups. As a white individual I often feel siloed and don't have many opportunities to interact with people from minority ethnic groups."
 - c. "Provide more educational opportunities for faculty and staff to learn about different cultures, ethnicities, races, religions, sexual identities, etc. I feel like we do a good job of educating students but not faculty and staff."
 - d. "Help inform staff especially of the real benefits of diversity in faculty, staff, and student populations."
 - e. "More opportunities to increase comfort, learn about one another so we can learn to appreciate one another."
- 2) Hiring practices
 - a. "Provide training to hiring committees and supervisors on recruiting and working with a diverse workforce, the benefits of a diverse workforce, etc. Further explanation that diversity programs DO NOT mean that you have to hire a less qualified candidate just because of their ethnicity, sex, etc."
 - b. "more active recruitment of diverse candidates"
 - c. "Actively recruit and HIRE a diverse administration"
 - d. "Not only recruit diverse faculty, staff and students, but also retain them through support, equity, pay, etc"
 - e. "Ensure that all hiring panels/committees are diverse and STOP letting directors override the decision of the committee. Hiring committees are designed to make the best decision based on a variety of views. How many people of color have not received promotions or positions simply because the director decided to hire their friend or someone white even when the resounding vote was for the person of color???"
 - f. "Increase recruitment of students and hiring of qualified, diverse individuals. Seek them out and offer them opportunities and advancements."
 - g. "I have witnessed illegal hiring practices to exclude diverse candidates in the Office of Admissions."
- 3) ESTL support
 - a. "the disconnect between the main and estl campus is a sight for sore eyes"
 - b. "black staff who do make it into the system, by and large, come through the "back door" of the East St. Louis campus"
- 4) Monetary support of hiring diverse faculty and staff
 - a. "The number of White men in power at this University is very high, we also have very few faculty or staff in positions of power who are ethnically diverse"

- b. "Hire more managers that are minorities and train the ones that are managers now in diversity"
- 5) Expand the Office of Diversity and Inclusion
 - a. "Having only one person over all of diversity and inclusion is not realistic, she (Dr. Brown) needs help"
 - b. "We could also start to lean on the expertise that Dr. Venessa Brown provides to her position by providing her staff to do work in the Multicultural Center and not just "GA" roles"
 - c. "Expand information contained in the newsletters"
- 6) Address all types of diversity on campus and inclusion
 - a. "Include religious groups and other minorities in the diversity effort. Not focus primarily on the black/white issues. Other issues are equally if not more important in today's climate."
 - b. "I also feel diversity on campus is geared more to blacks, and not all races and cultures. The reason groups are considered minorities is because they exclude themselves from mutual activities, and form their own."
 - c. "Provide training and discussion on different diversity topics in a consistent and visible manner- not just in a reaction to national events"
 - d. "respect for conservative political views"
- 7) Discrimination issues
 - a. "Stop discrimination and retaliation on campus especially with hiring."
 - b. "Stop retaliating against staff who report discrimination."
 - c. "Better train supervisors in their interactions and conversations toward employees. This is where I feel the most discrimination occurs at SIUE."
 - d. "Microaggression and institutional racism are commonplace. People of color have been fired, reassigned and moved for non-performance reasons."
 - e. "Once black staff are here, they are regulated, boxed in, tolerated for the most part. Only a very few number of black staff are picked out and advanced to give the University a "respectability" view of promoting fairness. Pathways and mentoring are not laid out for black staff to travel into new and greener career pastures. Mentoring in the white community is automatic. It is common for a people group to pull along their own, because they feel they have a vested interest. We are not given the same opportunities to advance, learn, develop and grow. The culture here is one of silent oppression. Many blacks have left after being looked over, beaten down, forced to retire."