

**Southern Illinois University Edwardsville**  
**University Diversity Council**  
**2016 SIUE Student 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 for students, as outlined in the SIUE Diversity Plan. The survey was initially piloted among a select group of Schools at SIUE (Schools of Pharmacy, Dental Medicine and Business) in Fall 2015. Based on the pilot results and comments, the anonymous survey was edited appropriately and re- launched to the entire university student body through Qualtrics on November 3, 2016. The Campus Climate Subcommittee initiated individualized email through ITS requesting all students complete the survey obtaining quantitative and qualitative data electronically about their perceptions on the climate of the university. The survey was made available until November 18, 2016.

**Demographics (Quantitative Brief Summary)**

The survey was completed by 563 SIUE students from all campuses. 40% of the survey participants are enrolled in the College of Arts and Sciences, 19% in the School of Education, Health and Human Behavior, 15% in the School of Engineering, 14% in the School of Business, 7% in the School of Nursing, 4% in the School of Pharmacy, 1% in the School of Dental Medicine; 62% of the survey participants identified as female; 79% identified as heterosexual; 94% identified as a permanent citizen of the US, 4% identified as an international student and 2% preferred not to identify; 80% identified as white/Caucasian, 12.3% as black/African American, 6.3% as Asian, 4% as American Indian, 1% Pacific Islander and 5% preferred not to identify their race (students were able to select multiple race options); 13% identified as Freshman, 15% identified as Sophomores, 23% identified as Juniors, 26% identified as Seniors, 23% identified as Graduate or Professional; 89% identified as persons without disabilities, 6% with disabilities and 5% preferred not to identify; 72% reside off campus/at home, 15% in the Residence Halls, 12% in Cougar Village and 1% other.

Universities that promote diversity will have a competitive edge	3.98/5
Diversity promotes favoritism for minorities	2.62/5
Diversity should be actively promoted within the University	4.04/5
SIUE has achieved a positive climate for diversity and inclusion	3.70/5
My school has achieved a positive climate for diversity and inclusion	3.72/5

Non-academic staff (e.g, MUC staff, ITS, Food Service, etc.) at the University are helpful and treat me with respect.	4.9/5
The Counseling Services staff are helpful and are concerned about me as an individual.	3.97/5
The Residential Hall staff are welcoming and have made me feel like I am a part of the University community.	3.83/5
University-level Administrators (not in my School) are approachable and have made me feel welcome on campus.	3.79/5
Academic advisors in my School are concerned about my success as an individual.	4.01/5
My academic advisor in my School helps me set achievable goals.	4.04/5
Academic support services at the University (e.g., Advising, Writing Center, Student Success Center, etc.) adequately meet the needs of students.	3.95/5
I feel comfortable in the classroom in my School.	4.21/5
The fact that I had friends who are like me at SIUE greatly influenced my decision to come here.	2.94/5
Before coming to SIUE, I perceived it as having more diversity than it really does.	2.82/5
I feel welcomed at SIUE.	4.04/5
I had not been exposed to a diverse and inclusive culture before coming to SIUE.	2.52/5
I have learned a lot about diversity and inclusion since attending SIUE.	3.21/5
My professors promote discussions about diversity and inclusion during class.	3.47/5
My professors have challenged me and/or other students to talk openly about diversity and inclusion issues during class.	3.36/5
I feel comfortable taking part in open dialogue about diversity and inclusion with my professors during class.	3.61/5
To fit in at SIUE, I often feel the need to change some of my personal characteristics (e.g., language, dress).	2.48/5
I have equal opportunities to programs and services provided by my School.	3.83/5
My opinions and views are respected in my School.	3.71/5
I have considered leaving SIUE because of a lack of diversity	1.78/5
To what extent are diversity issues a current priority at the University	3.22/5
At my school	3.19/5

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

### Qualitative Summary with Common themes and Actual Quotes

- 1) Diversity efforts are good.
  - a. The campus already seems to promote diversity effectively
  - b. I think the University is on the right track.
  - c. They need to continue to keep on the track they are going, and everything will be just fine.
  - d. Keep up the great work.

- e. I think the University does a good job of promoting diversity
  - f. I think that the university has done the best job a secular institution can do when it comes to pursuing racial reconciliation. These Black Lives Matter conferences are awesome, but I do think there should be more, and at times that are more accessible to students.
  - g. Honestly I do believe that the diversity on campus is fine the way it is.
  - h. I feel as though, it has been made abundantly clear that this university celebrates diversity. I hear it in lectures and see it in the events that are scheduled. I don't believe I've ever been at a place that finds and utilizes diversity like SIUE does.
  - i. Dr. Venessa Brown's Department is doing a fantastic job in working with helping people to open up and discuss uncomfortable topics, situations, etc.
- 2) Lack of diversity of professors (limited minority faculty)
- a. Hire more diverse professors and adjuncts, encourage minorities to also go into the arts
  - b. The psychology department use to have one African American professor and we have lost her. When you look at the professors teaching on the campus it does not show nothing diverse.
  - c. Professors should be more diverse. And one group shouldn't be singled out, such as how Soar does with minorities;
  - d. We NEED more racially diverse administration, it is ignorant to continue to spiel of diversity when everybody looks the same (racially) in offices that make change.
- 3) Diversity training for faculty
- a. Professors teach about being open minded but some of them are not themselves. So I think that teaching the Professors to be open minded and how to facilitate discussion without hostility can help.
  - b. Being sure that teachers do not outwardly express their political beliefs. As this has lead to discomfort in the classroom, and lead me to feel as though I was being graded on my opinion.
  - c. Faculty members should undergo routine diversity and inclusion training, especially professors who talk about sensitive subjects in class, so that they can be aware of their own biases and how to have a discussion about sensitive subjects with students without taking sides (particularly without taking the side in favor of exclusion or oppression).
  - d. I also would like to see professors give PowerPoint presentations that represent the demographics of the class instead of just showing one race.
  - e. Although I am cisgender female, I've noticed that professors don't really know how to react to nonbinary/transgender students.
- 4) Lack of mandatory diversity general education courses
- a. Talk about it more in every classroom whether it deals with the curriculum or not. Set a precedent.
  - b. require diversity classes
  - c. Make a required class/classes on inclusion and diversity in general studies (include High School) driving home how it makes the victim feel, weakens their academic performance, and cognitive resources to the point of possible suicide or psychopathology

- d. MANDATORY education about diverse gender identity (outside the gender binary) & sex/biology as well as education about racism & ethnocentrism (include accurate histories of those specific oppression). MANDATORY rape culture education for men as well as women on campus AS OPPOSED TO putting so much pressure on women alone.
  - e. require students to take a diversity course or heavy incorporate diversity into required foundation courses
  - f. Require everyone to take a multiculturalism course on tolerance and acceptance as a part of gen eds.
  - g. There have been many events centered on celebrating diversity, and although having a Taste of "whatever country," I feel like there needs to be programs to teach about diversity. It would be great if it were something mandatory, like the sexual harassment and alcohol programs we have to do every. Being inclusive of all races, genders, sexual orientations, religions, and political backgrounds is important, especially for when we graduate and become part of the real world.
  - h. Ensure that everyone is aware of all diversity and inclusion information. Email may not be enough. Have this discussed in every class each semester to reach you audience
- 5) Inclusion for all (address all types of diversity on campus, more focus on other diverse groups instead of primarily racial minorities)
- a. Spread equality for ALL "classifications" (race, religion, gender, political views) through funding, different events and programs, and overall general actions.
  - b. Equality for all no matter what race. Make efforts to include things from all cultures at different gathering.
  - c. I think by focusing just on "diversity" and how different everyone is, a separation is being created. Instead, I think INCLUSION is the term that should be pounded at us. Because at this point, even white people that 110% understand the validity of diversity, we also know it means for the most part not us. Diversity is EVERYONE, and we should focus on our similarities, rather than how different we are from each other, creating a divide. I think we would come together as a campus much as a campus much easier if we saw how we related to those who are different from us.
  - d. Do not only include the minorities. If you only include the minorities, they are not so minor anymore, are they?
  - e. Start treating everyone the same. NO ONE IS SPECIAL! Expect all students to be respectful of one another. By catering to age, race, gender, or sexual preference you are teaching and encouraging all students to see other as different.
  - f. Promoting political diversity
  - g. Quit persecuting white Christian Conservative Males and instead have a TRULY inclusive environment where ALL opinions are valued and able to be expressed without prejudice from the left leaning universities!
  - h. Minorities should not get special treatment because they are minorities. When people get special treatment, it makes a diversity. If everyone was treated the same, there would not be any hard feelings toward anyone and people would not have a reason to feel uncomfortable. People, like myself, who are in the majority get the short end of the stick because professors treat people in the minority differently. Treat everyone the same.

- i. Display more types of diversity in promotional materials rather than just racial and gender diversity (not that those aren't important, too)
  - j. Add more Christian based activities. SIUE is so focused on including gays/lesbians and racial minorities, Christians are being discriminated against very badly and receive no support.
  - k. Diversity must be more than black and white, but the diversity approaches the University does take focuses almost solely on that question. Take for example the We Are One summit. The only group that has engaged in formalized and University-conducted conversations are the BLM conferences. Otherwise, the information (from the e-mail itself) says the information has come from surveys. No other group -- majority or minoring -- has had any real input into the process. Services that are ostensibly for all groups, or intended for certain University populations (i.e., SOAR for under-represented and first-generation) are in practice and by admission focused on solely one group. The University has a problem in that its diversity efforts are not themselves diverse.
  - l. Make sure all campus events are diverse and inclusive to everyone. Try to make sure that hosts of these events are not allowed to deny the admission of anyway based on discriminatory preferences.
  - m. The climate of diversity may be improved by focusing more on other minorities aside from African American. Based on what I have seen the past four years, they are the ONLY MINORITY that has had the most attention on campus. They get classes developed on Black History, events, history month (with the most attention paid towards) etc. I am an Pacific Island and I feel very underrepresented here at my University. I also find that the other ethnicities are very underrepresented in forms compared to African Americans. We get a sign put in the corner of the MUC each month saying its "Native American Month," "Asian/Pacific Islander Month," They are just signs posted in place and that's it.
  - n. Emphasize inclusion, not just having your token groups and saying, "See, we're diverse!"
  - o. Make sure everyone matters. Not just people of minority groups. The stress from feeling guilt for being white, which I can change no more than someone else, made me so stressed I ended up in counseling.
- 6) Initiation of more cultural education opportunities for students to be exposed to students with varying cultural backgrounds
- a. Host events that try to include people and have people become more willing to talk to one another. Try to connect the groups of people that normally wouldn't talk.
  - b. It would be super cool to have monthly panels where students can anonymously submit questions about a specific identity (ex. Men, women, Muslims, christians, lgbt+ students, etc.). Then a panel of students who identity as a part of that group (not necessarily a minority group - I'd like to know about what guys think or do and ive never had a safe space to ask) can answer the questions students submitted ahead of time. It would be really helpful to get an opportunity to ask questions and get to better know about the uniqueness that makes up our campus.
  - c. Offer more events that express our differences.
  - d. Be open minded and provide both space and opportunities for students, faculty, and staff to safely have discourse on matters of diversity.

- e. They could do more programs to get students more involved or educated about diversity at the university.
- f. Make a few cultural activities mandatory
- g. Have more events that include all ethnicities in one event.
- h. Culture weeks would be cool to see in early spring and early fall. To have a broad understanding of all different types of cultures.
- i. Host Q&A events with students of different cultures to better educate to entire student body on common misconceptions of other cultures.
- j. Organize events were one can learn more about other backgrounds on the basis of diversity
- k. More activities that allowed us to interact with different cultures, where the people of that culture didn't have to be "Americanized" they could just be themselves.

## 7) Discrimination issues

- a. Students currently feel they have a right to victimize peers due to the political climate within our country. Thus creating a negative environment. I fear persecution because of my political beliefs. The university should tackle this and ensure safety by eliminating hateful slander, and acts by taking charge of the situations. Also educating students what is and isn't okay. There is a misunderstanding between freedom of speech/expression and bullying.
- b. The university needs to address the acts of discrimination and harassment that have become more prominent since the election so that students who are being victimized can feel safe about reporting these incidents
- c. If you are a person who falls into what the university population would class as a majority demographic, you are more likely to experience discrimination based on your race (white), religion (christian), sexual orientation (heterosexual), or political orientation (more conservative/libertarian) than if you fit into a non-mainstream demographic.
- d. When I first came to SIUe for orientation, I was asked if I have ever been so much as ridiculed on the basis of race, ethnicity, gender, age, weight, or sexual orientation, which I have not. However, I have been ridiculed for my faith. I feel like my experience was devalued for having not been addressed. Also, I cannot confidently say whether or not the university would respond to a case of religious persecution, especially if the victim identified as Christian. The way the culture is going, Christians are very much becoming an "other." As such, if the student government was ever to stop recognizing Christian ministries on campus as student organizations for whatever reason (if that's even possible), I doubt the university would do much to respond.
- e. after the election there's been lots of discrimination against political beliefs.
- f. As a conservative I have been made uncomfortable. As teachers and students alike have looked down upon my views as a conservative. And in a minimal way I feel it has a bit to do with my race (Caucasian) and religious beliefs (Christian). But I have often felt that I needed to keep my political beliefs and ideas to myself because they do not align with those of my teachers and classmates. I respect everyone and try not to step on anyone's feelings, but I have also been made to feel that if I were to share my beliefs I would be

exiled by both teachers and classmates. I also feel that I have been graded unfairly in some opinion based classes due to my difference in beliefs.

- g. In very recent years it has become more arduous to attend public events as a white male. Problems I face are overlooked because the focus is only on minorities or women. Women do better in college statistically and graduate much more often than men. On the minority note, a white male cannot even show up to a group to support other ethnicities or cultures without being greeted by chastising students.
- h. I had a professor in the marketing department who showed very obvious favoritism to the male students in the classroom by not calling on the females during discussion time. The females had to blurt out answers out of turn because he would not call on us. He would frequently reply with snarky comebacks to our questions
- i. More conservative students are openly mocked by professors, making it harder to succeed. Especially in theory classes, where personal opinion is a large part of how the teachings are interpreted. I've experienced this often.