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Diversity Climate Survey Results: Changing Institutional Culture

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DIVERSITY CLIMATE SURVEY RESULTS: CHANGING INSTITUTIONAL CULTURE

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Purpose:

To gather and analyze data at two points in time on perceptions of institutional values connected to a wide range of diversity issues. This study gauges student, faculty, and staff views on institutional support of diversity with results guiding future inclusion and training efforts within the organization.

I believe each department is different when it comes to valuing diversity. Some are very fair and accepting, others are not. But as time has gone by, I see that UMass is growing in that area as a whole. (URM Female)

Methods:

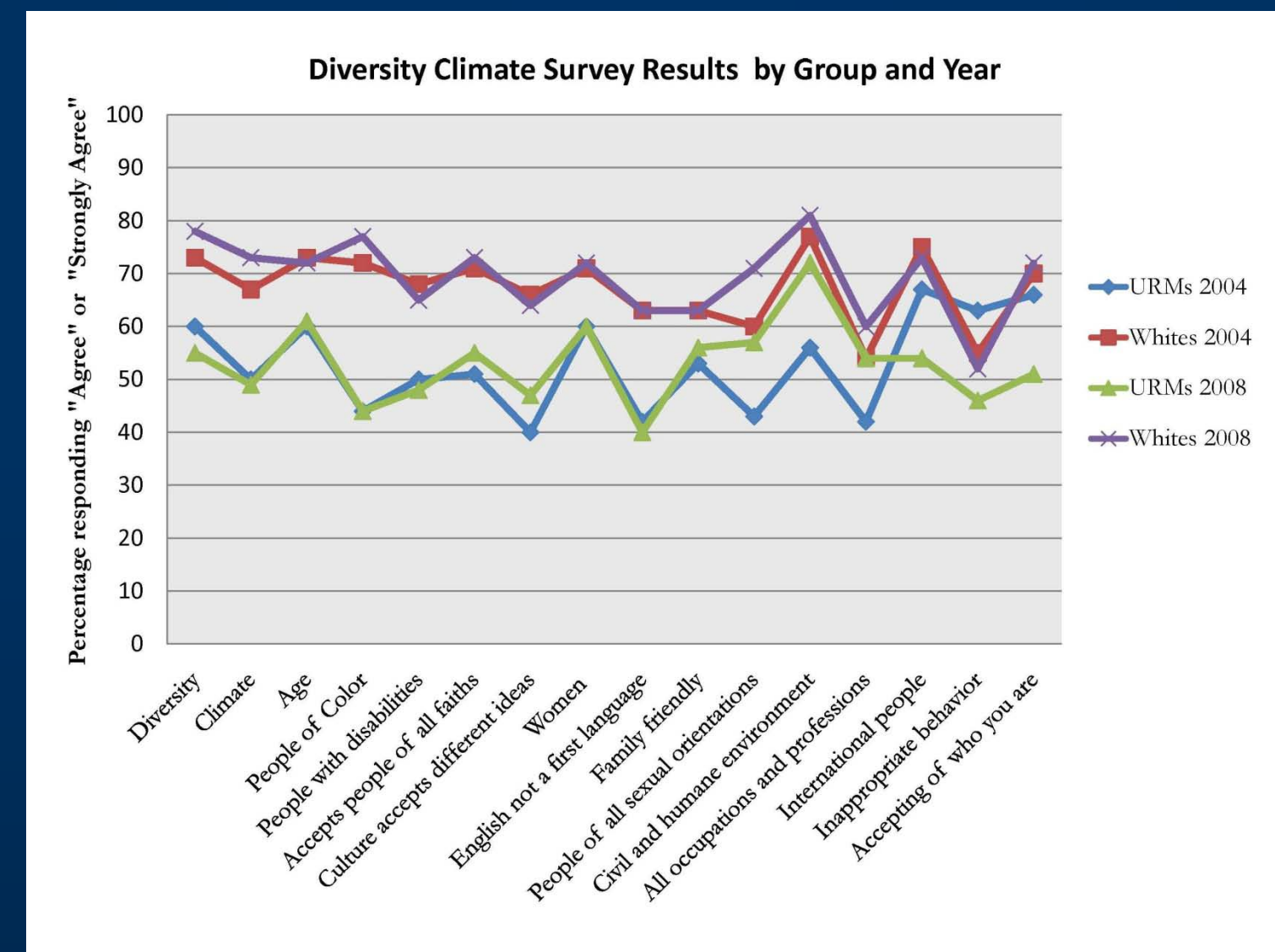
An online survey comprised of 16 items on a 5-point agreement scale and four open-ended items was disseminated in 2004 and 2008. Responses were stratified into two groups: Whites (2004 n=599; 2008 n=953) and underrepresented minorities (URMs: Blacks, Native Americans, Hispanics) (2004 n=52; 2008 n=93). Quantitative analyses were conducted where upper and lower ends of agreement scale were collapsed and compared across groups and years using the approximation of the binomial distribution. Researchers also performed qualitative analysis independent of quantitative results.

% Strongly Disagree/Disagree						% Strongly Agree/Agree					
URMs			Whites			URMs			Whites		
2004	2008	Sig. p<.05	2004	2008	Sig. p<.05	2004	2008	Sig. p<.05	2004	2008	Sig. p<.05
10%	18%		6%	3%	✓	60%	55%		73%	78%	
(n=52)	(n=93)		(n=596)	(n=948)		(n=52)	(n=93)		(n=596)	(n=948)	
UMass values the diversity of the organization											
17%	18%		10%	8%		50%	49%		67%	73%	✓
(n=52)	(n=90)		(n=592)	(n=945)		(n=52)	(n=90)		(n=592)	(n=945)	
The climate at UMass is inclusive											
12%	12%		11%	9%		60%	61%		73%	72%	
(n=50)	(n=93)		(n=596)	(n=953)		(n=50)	(n=93)		(n=596)	(n=953)	
People of different ages are valued at UMass											
23%	23%		4%	3%		44%	44%		72%	77%	✓
(n=52)	(n=93)		(n=594)	(n=947)		(n=52)	(n=93)		(n=594)	(n=947)	
People of Color are valued at UMass											
8%	14%		6%	6%		50%	48%		68%	65%	
(n=50)	(n=93)		(n=591)	(n=946)		(n=50)	(n=93)		(n=591)	(n=946)	
People with disabilities are visible and/or treated fairly at UMass											
4%	7%		2%	3%		51%	55%		71%	73%	
(n=51)	(n=93)		(n=588)	(n=948)		(n=51)	(n=93)		(n=588)	(n=948)	
People of all faiths are included at UMass											
17%	16%		10%	11%		40%	47%		66%	64%	
(n=52)	(n=93)		(n=595)	(n=953)		(n=52)	(n=93)		(n=595)	(n=953)	
The culture of UMass is accepting of people with different ideas											
12%	9%		10%	9%		60%	60%		71%	72%	
(n=52)	(n=93)		(n=597)	(n=947)		(n=52)	(n=93)		(n=597)	(n=947)	
Women are valued at UMass											
19%	23%		7%	5%		42%	40%		63%	63%	
(n=52)	(n=93)		(n=589)	(n=951)		(n=52)	(n=93)		(n=589)	(n=951)	
People for whom English is not their first language are heard and/or treated fairly at UMass											
20%	13%		12%	11%		53%	56%		63%	63%	
(n=51)	(n=93)		(n=595)	(n=951)		(n=51)	(n=93)		(n=595)	(n=951)	
UMass is a family-friendly environment											
8%	3%		4%	3%		43%	57%		60%	71%	✓
(n=49)	(n=93)		(n=588)	(n=944)		(n=49)	(n=93)		(n=588)	(n=944)	
People of all sexual orientations are valued at UMass											
8%	7%		7%	6%		56%	72%		77%	81%	
(n=48)	(n=92)		(n=595)	(n=947)		(n=48)	(n=92)		(n=595)	(n=947)	
UMass encourages a civil and humane environment											
27%	16%		22%	17%	✓	42%	54%		54%	60%	✓
(n=52)	(n=93)		(n=591)	(n=947)		(n=52)	(n=93)		(n=591)	(n=947)	
People of all occupations/professions are valued at UMass											
8%	9%		2%	4%		67%	54%		75%	73%	
(n=52)	(n=92)		(n=587)	(n=943)		(n=52)	(n=92)		(n=587)	(n=943)	
UMass is welcoming to people who are international (have been in the U.S. ten years or less)											
8%	13%		12%	12%		63%	46%		55%	52%	
(n=51)	(n=92)		(n=584)	(n=935)		(n=51)	(n=92)		(n=584)	(n=935)	
UMass responds fairly to inappropriate behavior and/or harassment											
14%	17%		7%	7%		66%	51%		70%	72%	
(n=50)	(n=91)		(n=596)	(n=947)		(n=50)	(n=91)		(n=596)	(n=947)	
The culture of UMass is accepting of who you are											

Results:

Baseline results in 2004 indicated statistically significant differences between Whites and URMs at upper end of the agreement scale on nine items (p<.05) and three at the lower end (p<.05). Overall, Whites rated level of institutional support for diversity higher than their URM counterparts. The item with the greatest difference was “People of Color are valued at medical school” where 72.1% of Whites rated “strongly agree/agree” compared to 44.2% of URMs. Initial qualitative results suggested more opportunities for professional development, worklife balance, and increasing recruitment of women and People of Color into faculty and leadership positions was warranted. Institutional action is illustrated in the timeline below. Subsequent comparative analyses were conducted; results by group across years indicated there were six statistically significant differences found for Whites only (p<.05). Four items reflected an upward shift in ratings of “strongly agree/agree” and two items reflected a downward shift in ratings of “strongly disagree/disagree”(see table).

The staff in our department are from a number of different countries as well as US. Not clear if that reflects availability or value! (White Female)



Conclusion:

Overall, Whites and URMs have varying perceptions of diversity; therefore, several diverse constituent groups and institutional initiatives have been and continue to be developed to address these findings.

