

Total Respondents: 267

	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Agree	Disagree
	#	%	#	%	#	%	#	%	#	%	%	%
It is important for me to experience a sense of belonging/community at Wright State.	117	47.6	93	37.8	26	10.6	7	2.8	3	1.2	85.4	4
I experience a sense of belonging/community at Wright State.	55	22.3	114	46.2	48	19.4	20	8.1	10	4.0	68.5	12.1
I am generally satisfied with my experience as a student at Wright State.	64	25.8	121	48.8	28	11.3	20	8.1	15	6.0	74.6	14.1
I feel safe on campus.	90	36.4	120	48.6	25	10.1	8	3.2	4	1.6	85	4.8

Part One: Sense of Belonging***Part Two: Sense of Inclusivity***

I have experienced the following by a member of the campus community:

	Yes	No	Prefer not to answer	On campus	Off campus
	#	#	#	#	#
Discrimination	52 (19.5%)	176	6	50	4
Harassment	43 (16.1%)	187	3	43	4
Bullying	63 (23.6%)	167	5	63	4
Aggression	48 (18%)	180	6	44	4
Violence	1 (.4%)	226	4	1	0

I have heard students make insensitive or disparaging remarks about:

	Very often		Often		Sometimes		Rarely		Never		Very often-often	Rarely-Never
	#	%	#	%	#	%	#	%	#	%	%	%
Women	1	.4	7	3.0	61	26.1	58	24.8	107	45.7	3.4	70.5
Racial/ethnic minorities	1	.4	4	1.7	54	23.1	75	32.1	100	42.7	2.1	74.8
Gay, lesbian, bisexual, or transgendered persons	1	.4	8	3.4	46	19.7	68	29.2	110	47.2	3.8	76.4
Disabled persons	0	0	3	1.3	18	7.7	63	26.9	150	64.1	1.3	91
Non-native English speakers	4	1.7	19	8.2	65	27.9	64	27.5	81	34.8	9.9	62.3
Persons of religious backgrounds different from my own	4	1.7	5	2.1	47	20.0	61	26.0	118	50.2	3.8	76.2
Veterans	0	0	1	.4	6	2.6	27	11.6	199	85.4	.4	97
Older/non-traditional students	1	.4	2	.9	20	8.5	53	22.6	158	67.5	1.3	90.1
International students	6	2.6	11	4.7	51	21.8	65	27.8	101	43.2	7.3	71

I have heard campus staff, faculty, or administration make insensitive or disparaging remarks about:

	Very Often		Often		Sometimes		Rarely		Never		Very often-often	Rarely-never
	#	%	#	%	#	%	#	%	#	%	%	%
Women	1	.4	7	3.0	34	14.5	56	23.8	137	58.3	3.4	82.1
Racial/ethnic minorities	1	.4	8	3.4	27	11.5	63	26.8	136	57.9	3.8	84.7
Gay, lesbian, bisexual, or transgendered persons	0	0	1	.4	19	8.1	52	22.2	162	69.2	.4	91.4
Disabled persons	0	0	0	0	8	3.4	35	14.9	192	81.7	0	96.6
Non-native English speakers	2	.9	11	4.7	33	14.0	62	26.4	127	54.0	5.6	80.4
Persons of religious backgrounds different from my own	1	.4	9	3.8	12	5.1	50	21.3	163	69.4	4.2	90.7
Veterans	0	0	0	0	5	2.1	17	7.2	213	90.6	0	97.8
Older/non-traditional students	1	.4	3	1.3	11	4.7	38	16.2	182	77.4	1.7	93.6
International students	4	1.7	7	3.0	32	13.6	58	24.7	134	57.0	4.7	81.7

	Yes		No		Prefer not to answer	
	#	%	#	%	#	%
I am aware of the policies and related procedures for reporting harassment and discrimination.	179	76.8	51	21.9	3	1.3
I have reported discrimination, harassment and/or bullying to a university	39	16.9	185	80.1	7	3.0

representative.						
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	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Agree	Disagree
	#	%	#	%	#	%	#	%	#	%	%	%
I believe that Wright State is inclusive of diverse faculty and viewpoints.	66	28.2	108	46.2	31	13.2	20	8.5	9	3.8	74.4	12.3
I believe that Wright State creates a campus environment that values diverse students and viewpoints.	80	34.3	114	48.9	26	11.2	7	3.0	6	2.6	83.2	5.6
I believe that Wright State creates a campus environment that values diverse employees.	69	29.5	102	43.6	35	15.0	16	6.8	12	12	73.1	18.8
Students treat me with respect.	86	36.8	114	48.7	20	8.5	9	3.8	5	2.1	85.5	5.9
Faculty treat me with respect.	84	35.9	101	43.2	26	11.1	18	7.7	5	2.1	79.1	9.8
Staff treat me with respect.	95	40.4	113	48.1	15	6.4	8	3.4	4	1.7	88.5	5.1
My department chair treats me with respect.	118	51.3	64	27.8	24	10.4	9	3.9	15	6.5	79.1	10.4

I believe that faculty at WSU are treated with respect.	62	26.4	113	48.1	36	15.3	15	6.4	9	3.8	74.5	10.2
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	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Agree	Disagree
	#	%	#	%	#	%	#	%	#	%	%	%
I receive the support I need for professional development.	58	24.8	85	36.3	45	19.2	33	14.1	13	5.6	61.1	19.7
I believe that WSU takes appropriate action to address incidents of discrimination toward students.	50	21.4	83	35.5	78	33.3	15	6.4	8	3.4	56.9	9.8
I believe that WSU takes appropriate action to address incidents of discrimination toward employees.	47	20.1	69	29.5	82	35.0	22	9.4	14	6.0	49.6	15.4

Part Three: Sense of Multicultural Awareness

On campus, I often have contact with the people from the following groups:

	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Agree	Disagree
	#	%	#	%	#	%	#	%	#	%	%	%
Women	171	76.7	45	20.2	1	.4	2	.9	4	1.8	96.9	2.7
Racial/ethnic minorities	139	62.3	65	29.1	10	4.5	5	2.2	4	1.8	91.4	4
Gay, lesbian, bisexual, or transgender persons	80	36.2	69	31.2	59	26.7	9	4.1	4	1.8	67.4	5.9
Disabled persons	86	38.9	87	39.4	29	13.1	13	5.9	6	2.7	78.3	8.6
Non-native English speakers	108	48.4	71	31.8	27	12.1	12	5.4	5	2.2	80.2	7.6
Persons of religious backgrounds different from my own	122	54.7	68	30.5	27	12.1	1	.4	5	2.2	85.2	2.6
Veterans	87	39.0	89	39.9	30	13.5	9	4.0	8	3.6	78.9	7.6
Older/non-traditional students	105	47.1	90	40.4	18	8.1	6	2.7	4	1.8	87.5	4.5
International students	111	49.8	75	33.6	18	8.1	11	4.9	8	3.6	83.4	8.5

My current attitude towards the following is:

	Very Positive		Positive		Neutral		Negative		Very Negative		Positive	Negative
	#	%	#	%	#	%	#	%	#	%	%	%
Women	178	79.8	38	17.0	7	3.1	0	0	0	0	96.8	0
Racial/ethnic minorities	166	74.4	48	21.5	8	3.6	1	.4	0	0	95.9	0.4
Gay, lesbian, bisexual, or transgender persons	152	68.2	52	23.3	18	8.1	0	0	1	.4	91.5	0.4
Disabled persons	167	74.9	46	20.6	10	4.5	0	0	0	0	95.5	0
Non-native English speakers	153	68.6	58	26.0	11	4.9	1	.4	0	0	94.6	0.4
Persons of religious backgrounds different from my own	154	69.1	50	22.4	18	8.1	1	.4	0	0	91.5	0.4
Veterans	159	71.3	54	24.2	10	4.5	0	0	0	0	95.5	0
Older/non-traditional students	168	75.3	48	21.5	7	3.1	0	0	0	0	96.8	0
International students	149	67.1	59	26.6	12	5.4	2	.9	0	0	93.7	0.9

I have used resources or attended programs presented by (select all that apply):

	Yes		No		Not sure	
	#	%	#	%	#	%
Asian/Hispanic/ native American center	66	29.7	147	66.2	9	4.1
Bias response team	10	4.5	198	89.6	13	5.9
Bolinga black cultural resource center	91	40.8	122	54.7	10	4.5
Office of equity of inclusion	92	41.4	109	49.1	21	9.5
Office of disability services	141	63.5	77	34.7	4	1.8
Gay, lesbian, bisexual, transgender, questioning, ally (GLBTQA) resource room	42	18.9	169	76.1	11	5.0
Division of multicultural affairs and community engagement	93	41.5	112	50.0	19	8.5
University center for international education (UCIE)	101	45.1	115	51.3	8	3.6
Office of veterans' affairs/veteran & military center	48	21.8	159	72.3	13	5.9
Women's center	91	40.6	122	54.5	11	4.9

Part Four: Sense of Effort and Response

I believe that each of the following campus initiatives helps students to achieve a better understanding of diversity:

	Strongly agree		Agree		Neutral		Disagree		Strongly Disagree		Not sure		Agree	Disagree
	#	%	#	%	#	%	#	%	#	%	#	%	%	%
Training to enhance knowledge of ways to address discrimination and bias	63	31.7	83	41.7	20	10.1	10	5.0	5	2.5	18	9.0	73.4	7.5
Diversity awareness for students, faculty, staff, and administration	64	32.0	88	44.0	21	10.5	8	4.0	8	4.0	11	5.5	76	8
Courses that follow on diverse cultures and peoples	89	44.5	75	37.5	13	6.5	3	1.5	6	3.0	14	7.0	82	4.5
Art/music/cultural events that highlight diversity	76	38.0	75	37.5	24	12.0	1	.5	7	3.5	17	8.5	75.5	4
Financial aid for students from the under-represented groups	75	37.5	57	28.5	30	15.0	5	2.5	9	4.5	24	12.0	66	7
Strong leadership for diversity issues	83	41.7	62	31.2	31	15.6	4	2.0	8	4.0	11	5.5	72.9	6
Hiring faculty from under-represented groups	79	39.7	67	33.7	22	11.1	9	4.5	9	4.5	13	6.5	73.4	9
Merit pay for faculty and staff who work to establish and maintain the teaching and learning of diversity issues	52	26.1	39	19.6	48	24.1	22	11.1	21	10.6	17	8.5	45.7	21.7
Official recognition for	72	36.0	70	35.0	34	17.0	4	2.0	10	5.0	10	5.0	71	7

students/faculty/staff who help promote diversity issues														
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I believe that our engagement with the following initiative should be:

	Much More		More		Same		Less		Much Less		More	Less
	#	%	#	%	#	%	#	%	#	%	%	%
Training to enhance knowledge of ways to address discrimination and bias	21	10.7	83	42.1	85	43.1	4	2.0	4	2.0	52.8	4
Diversity awareness for students, faculty, staff, and administration	22	11.2	75	38.3	87	44.4	7	3.6	5	2.6	49.5	6.2
Courses that follow on diverse cultures and peoples	21	10.8	75	38.5	90	46.2	6	3.1	3	1.5	49.3	4.6
Art/music/cultural events that highlight diversity	24	12.3	73	37.4	90	46.2	5	2.6	3	1.5	49.7	4.1
Financial aid for students from the under-represented groups	31	15.9	74	37.9	80	41.0	4	2.1	6	3.1	53.8	5.2
Strong leadership for diversity issues	23	11.8	69	35.4	94	48.2	4	2.1	5	2.6	47.2	4.7
Hiring faculty from under-represented groups	41	21.2	58	30.1	80	41.5	10	5.2	4	2.1	51.3	7.3
Merit pay for faculty and staff who work to establish and maintain the teaching and learning of diversity issues	24	12.4	44	22.7	98	50.5	14	7.2	14	7.2	35.1	14.4
Official recognition for students/faculty/staff who help promote diversity issues	27	13.8	71	36.2	86	43.9	6	3.1	6	3.1	50	6.2

I believe that each of the following groups/offices currently provides help for me to gain a better understanding of multiculturalism:

	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Not Sure		Agree	Disagree
	#	%	#	%	#	%	#	%	#	%	#	%	%	%
Office of the president	34	16.9	56	27.9	46	22.9	13	6.5	14	7.0	38	18.9	44.8	13.5
Office of the provost	19	9.5	32	16.0	58	29.0	21	10.5	18	9.0	52	26.0	25.5	19.5
Administrative offices	19	9.5	41	20.4	62	30.8	18	9.0	18	9.0	43	21.4	29.9	18
Academic deans	26	13.0	45	22.5	59	29.5	18	9.0	20	10.0	32	16.0	35.5	19
Faculty	42	20.9	71	35.3	47	23.4	12	6.0	12	6.0	17	8.5	56.2	12
Staff	18	9.0	64	31.8	65	32.3	20	10.0	11	5.5	23	11.4	40.8	15.5
students	43	21.4	85	42.3	39	19.4	11	5.5	4	2.0	19	9.5	63.7	7.5
Community members	21	10.4	60	29.9	56	27.9	12	6.0	7	3.5	45	22.4	40.3	9.5
alumni	8	4.0	28	14.0	63	31.5	23	11.5	15	7.5	63	31.5	18	19

I believe that each of the groups/offices should provide this amount of help for me to gain a better sense of multiculturalism:

	Much More		More		Same		Less		Much Less		More	Less
	#	%	#	%	#	%	#	%	#	%	%	%
Office of the president	17	9.2	56	30.3	106	57.3	3	1.6	3	1.6	39.5	3.2
Office of the provost	21	11.4	62	33.5	96	51.9	3	1.6	3	1.6	44.9	3.2
Administrative offices	18	9.7	57	30.6	105	56.5	3	1.6	3	1.6	40.3	3.2
Academic deans	24	13.0	48	25.9	108	58.4	2	1.1	3	1.6	38.9	2.7
Faculty	19	10.3	43	23.4	119	64.7	1	.5	2	1.1	33.7	1.6
Staff	16	8.7	37	20.2	127	69.4	1	.5	2	1.1	28.9	1.6
students	13	7.1	41	22.5	125	68.7	1	.5	2	1.1	29.6	1.6
Community members	20	11.0	39	21.5	118	65.2	2	1.1	2	1.1	32.5	2.2
alumni	21	11.7	39	21.7	114	63.3	4	2.2	2	1.1	33.4	3.3

I would describe the general climate for the diversity at Wright State University as:

Ranging from:	Friendly				Neutral				Hostile		Generally friendly	Generally hostile
	#	%	#	%	#	%	#	%	#	%	%	%
	85	42.3	78	38.8	24	11.9	12	6	2	1	81.1	7
Ranging from:	Socially Inclusive				Neutral				Socially Exclusive		generally Socially Inclusive	generally Socially Exclusive
	#	%	#	%	#	%	#	%	#	%	%	%
	52	26.0	77	38.5	46	23.0	20	10	5	2.5	64.5	12.5
Ranging from:	Disrespectful				Neutral				Respectful		Generally disrespectful	Generally respectful
	#	%	#	%	#	%	#	%	#	%	%	%
	3	1.5	15	7.5	33	16.4	78	38.8	72	35.8	9	74.6
Ranging from:	Non-racist				Neutral				Racist		Generally non-racist	Generally racist
	#	%	#	%	#	%	#	%	#	%	%	%
	61	30.5	78	39.0	42	21	15	7.5	4	2	69.5	9.5
Ranging from:	Conservative				Neutral				Liberal		Generally conservative	Generally liberal
	#	%	#	%	#	%	#	%	#	%	%	%
	9	4.5	39	19.4	96	47.8	45	22.4	12	6	23.9	28.4
Ranging from:	Concerned				Neutral				Indifferent		Generally concerned	Generally indifferent
	#	%	#	%	#	%	#	%	#	%	%	%
	37	18.4	96	47.8	49	24.4	13	6.5	6	3	66.2	9.5
Ranging from:	GLBTQ friendly				Neutral				Anti GLBTQ		Generally GLBTQ friendly	Generally Anti GLBTQ
	#	%	#	%	#	%	#	%	#	%	%	%
	36	18.2	80	40.4	71	35.9	9	4.5	2	1	58.6	5.5
Ranging from:	Open				Neutral				Closed		Generally open	Generally closed
	#	%	#	%	#	%	#	%	#	%	%	%
	46	23.2	81	40.9	55	27.8	10	5.1	6	3	64.1	8.1
Ranging from:	Non-sexist				Neutral				Sexist		Generally non-sexist	Generally sexist
	#	%	#	%	#	%	#	%	#	%	%	%
	44	21.9	68	33.8	53	26.4	30	14.9	6	3	55.7	17.3
Ranging from:	Competitive				Neutral				Non-competitive		Generally competitive	Generally non-competitive
	#	%	#	%	#	%	#	%	#	%	%	%
	17	8.5	54	27.0	97	48.5	23	11.5	9	4.5	35.5	16
Ranging from:	Socially integrated				Neutral				Social isolated		Generally socially integrated	Generally socially isolated
	#	%	#	%	#	%	#	%	#	%	%	%
	32	15.9	61	30.3	68	33.8	30	14.9	10	5	46.2	19.9
Ranging from:	Improving				Neutral				Worsening		Generally	Generally

											improving	worsening
	#	%	#	%	#	%	#	%	#	%	%	%
	39	19.5	90	45.0	58	29	6	3	7	3.5	64.5	6.5

Within the past academic year, I had the following experiences with respect to the following (mark all that apply):

	Race/ethnicity	Gender	Sexual orientation
	#	#	#
Exposed to this dimension in my coursework	119	117	75
Participated in extracurricular activity/program about this topic	73	61	44
Discussed this topic with peers outside of class	127	121	100

	Yes		No		Not sure	
	#	%	#	%	#	%
I have attended a program or workshop related to diversity within the past year that was sponsored by Multicultural Affairs or Wright State University	72	36.5	95	48.2	30	15.2

The following programs or workshops would be helpful to me to gain a better understanding of multiculturalism:

	Yes		No		Not sure	
	#	%	#	%	#	%
Legal issues related to preventing discrimination and providing equal opportunity	92	46.7	60	30.5	45	22.8
Working effectively with others in a diverse workplace	100	50.8	55	27.9	42	21.3
Supervising a diverse workforce	72	36.5	79	40.1	46	23.4
Recruiting a diverse workforce	90	45.9	65	33.2	41	20.9
Integrating diversity into a course content	107	54.3	60	30.5	30	15.2
Effective pedagogy for a diverse classroom	127	64.5	41	20.8	29	14.7
Understanding cultural diversity in the U.S.	95	48.2	63	32.0	39	19.8
Strategies for promoting diversity and inclusion	121	61.4	45	22.8	31	15.7
Working effectively with international students	129	65.5	39	19.8	29	14.7
Cross cultural dialogues	118	60.8	42	21.6	34	17.5
Intercultural communication skills	127	64.5	40	20.3	30	15.2
Preventing sexual harassment	87	44.2	64	32.5	46	23.4
Other (please specify)	10	18.9	17	32.1	26	49.1

Demographics

I was born in... [Year of birth reported ranged from 1938-1989 (n=127), the median year was 1968.]

	Female		Male		transgender		Other (specify)	
	#	%	#	%	#	%	#	%
I am (choose 1)	104	52.3	95	47.7	0	0	0	0

	heterosexual		gay		lesbian		bisexual		asexual		Other (specify)	
	#	%	#	%	#	%	#	%	#	%	#	%
My sexual orientation is	184	92.9	4	2.0	3	1.5	3	1.5	1	.5	3	1.5

My race/ethnicity is (choose one):

	#	%
American Indian/Alaskan native	1	.5
Asian	16	8.0
Black/African American	8	4.0
White/European American	150	75.4
Hispanic	5	2.5
Native Hawaiian/pacific islander	0	0
Two or more races	7	3.5
Unknown	0	0
Prefer not to answer	12	6.0

	US citizen		Naturalized US citizen		Citizen of another nation		Dual citizenship		I'd rather not say	
	#	%	#	%	#	%	#	%	#	%
My U.S. citizen	178	88.6	2	1.0	17	8.5	0	0	4	2.0

status is										
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	Single		Married		Divorced		Widowed		Partnered	
	#	%	#	%	#	%	#	%	#	%
My marital status is	28	14.1	144	72.7	14	7.1	2	1.0	10	5.1

The number of children under the age of 18 living in my home is... [Number of children reported ranged from 0-7 (n=176), the median was 0.]

	Yes		No		Prefer not to answer	
	#	%	#	%	#	%
I have a disability which substantially impacts a major life activity	5	2.5	180	90.9	13	6.6

	Visual impairment	Hearing impairment	Speech impairment	Mobility impairment	Psychiatric impairment	Learning disability	other
If yes to question #43 (previous table), my disability is (mark all that apply)	0	2	0	3	0	0	0

I have been working at WSU for... [Years reported ranged from 0-42 (n=192), the median was 8.5.]

	Yes		No	
	#	%	#	%
I have family-related child care responsibilities	70	36.5	122	63.5

Percentage of child-care responsibility:

Self: Percentages reported ranged from 5%-100% (n = 70), the median was 50%.

Spouse: Percentages reported ranged from 0%-95% (n = 70), the median was 50%.

	Yes		No	
	#	%	#	%
I have family-related elder care responsibilities	37	19.0	158	81.0

Percentage of elder-care responsibility:

Self: Percentages reported ranged from 5%-100% (n=37), the median was 50%.

Spouse: Percentages reported for the spouse ranged from 0%-100% (n =37), the median was 50%.

	Both parents graduate from college		One of my parents graduated from college		Neither of my parents graduate from college		I'd rather not say	
	#	%	#	%	#	%	#	%
My parents' college education is (e.g., community college or a 4-year university)	61	30.7	57	28.6	78	39.2	3	1.5

	Yes		No	
	#	%	#	%
I am a VET of the US Armed forces	12	6.0	187	94.0

	Yes		No	
	#	%	#	%
I currently serve as a member of the US armed forces	1	.5	194	99.5

	Wright State Dayton Campus	Wright State Lake Campus	Other
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	#	%	#	%	#	%
My primary campus location is	183	92.0	8	4.0	8	4.0

	High school diploma or equivalency		Associate's degree		Bachelor's degree		Master's degree		Doctoral degree		Professional degree	
	#	%	#	%	#	%	#	%	#	%	#	%
The highest degree I have earned is	0	0	0	0	1	.5	40	20.1	151	75.9	7	3.5

	Non-tenure track		Tenure track		Tenured	
	#	%			#	%
I am	76	38.8	35	17.9	85	43.4

	Adjunct		Instructor		Lecturer		Assistant Professor		Associate Professor		Professor	
	#	%	#	%	#	%	#	%	#	%	#	%
I am a (an)	7	3.5	24	12.1	25	12.6	38	19.2	64	32.3	40	20.2