

**Total Respondents: 417*****Part One: Sense of Belonging***

	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Agree	Disagree
	#	%	#	%	#	%	#	%	#	%	%	%
It is important for me to experience a sense of belonging/community at Wright State.	127	32.5	206	52.7	46	11.8	4	1.0	8	2.0	85.2	3
I experience a sense of belonging/community at Wright State.	47	12.0	220	56.3	76	19.4	37	9.5	11	2.8	68.3	12.3
I am generally satisfied with my experience as an employee at Wright State.	52	13.3	229	58.7	53	13.6	40	10.3	16	4.1	72	14.4
I feel safe on campus.	90	23.0	243	62.1	41	10.5	12	3.1	5	1.3	85.1	4.4

***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	88 (21.1%)	264	16	83	9
Harassment	70 (16.8%)	285	8	67	6
Bullying	91 (21.8%)	261	10	86	7
Aggression	92 (22.1%)	270	3	85	6
Violence	6 (1.4%)	355	2	5	1

I have heard students make insensitive or disparaging remarks about:

	Very Often		Often		Sometimes		Rarely		Never		Very often-often	Rarely-Never
	#	%	#	%	#	%	#	%	#	%	%	%
Women	1	.3	12	3.3	71	19.7	110	30.5	167	46.3	3.6	76.8
Racial/ethnic minorities	3	.8	12	3.3	80	22.2	107	29.6	159	44.0	4.1	73.6
Gay, lesbian, bisexual, or transgendered persons	5	1.4	7	1.9	78	21.4	92	25.3	182	50.0	3.3	75.3
Disabled persons	1	.3	6	1.7	34	9.4	103	28.5	218	60.2	2	88.7
Non-native English speakers	7	1.9	23	6.3	88	24.2	98	27.0	147	40.5	8.2	67.5
Persons of religious backgrounds different from my own	5	1.4	11	3.0	51	14.1	100	27.7	194	53.7	4.4	81.4
Veterans	0	0	1	.3	7	1.9	56	15.5	298	82.3	.3	97.8
Older/non-traditional students	2	.6	5	1.4	34	9.4	91	25.1	231	63.6	2	88.7
International students	7	1.9	19	5.2	79	21.8	96	26.5	161	44.5	7.1	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	.3	8	2.2	62	17.1	98	27.0	194	53.4	2.5	80.4
Racial/ethnic minorities	2	.6	6	1.7	64	17.7	91	25.2	198	54.8	2.3	80
Gay, lesbian, bisexual, or transgendered persons	2	.6	1	.3	46	12.7	90	24.9	223	61.6	.9	86.5
Disabled persons	1	.3	1	.3	20	5.6	72	20.1	265	73.8	.6	93.9
Non-native English speakers	6	1.7	8	2.2	67	18.5	101	27.8	181	49.9	3.9	77.7
Persons of religious backgrounds different from my own	4	1.1	5	1.4	43	11.8	80	22.0	231	63.6	2.5	85.6
Veterans	0	0	0	0	7	2.0	48	13.4	303	84.6	0	98
Older/non-traditional students	1	.3	2	.6	22	6.1	70	19.4	266	73.7	.9	93.1
International students	4	1.1	15	4.2	67	18.6	100	27.7	175	48.5	5.3	76.2

	Yes		No		Prefer not to answer	
	#	%	#	%	#	%
I am aware of the policies and related procedures for reporting harassment and discrimination.	265	73.6	82	22.8	13	3.6
I have reported discrimination, harassment and/or bullying to a university representative.	50	13.9	289	80.5	20	5.6

	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Agree	Disagree
	#	%	#	%	#	%	#	%	#	%	%	%
I believe that Wright State is inclusive of diverse students and viewpoints.	84	22.8	212	57.6	41	11.1	27	7.3	4	1.1	80.4	8.4
I believe that Wright State creates a campus environment that values diverse staff and viewpoints.	72	19.6	179	48.8	55	15.0	48	13.1	13	3.5	68.4	16.6
I believe that WSU creates a campus environment that values diverse employees.	81	22.1	164	44.7	69	18.8	42	11.4	11	3.0	66.8	14.4
Students treat me with respect.	81	22.0	227	61.7	48	13.0	10	2.7	2	.5	83.7	3.2
Faculty treats me with respect.	52	14.1	181	49.2	86	23.4	36	9.8	13	3.5	63.3	13.3
Staff members treat me with respect.	79	21.5	210	57.2	51	13.9	23	6.3	4	1.1	78.7	7.4
My supervisor treats me with respect.	145	39.4	149	40.5	30	8.2	32	8.7	12	3.3	79.9	12
I believe that employees at WSU are treated with respect.	50	13.6	188	51.1	74	20.1	42	11.4	14	3.8	64.7	15.2
I receive the support I need for professional development.	69	18.8	152	41.4	76	20.7	50	13.6	20	5.4	60.2	19
I believe that WSU takes appropriate action to address incidents of discrimination toward students.	52	14.2	156	42.6	139	38.0	13	3.6	6	1.6	56.8	5.2
I believe that WSU takes appropriate action to address incidents of discrimination toward employees.	45	12.3	129	35.2	119	32.5	54	14.8	19	5.2	47.5	20

***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	221	63.1	113	32.3	9	2.6	2	.6	5	1.4	95.4	2
Racial/ethnic minorities	180	51.6	142	40.7	15	4.3	5	1.4	7	2.0	92.3	3.4
Gay, lesbian, bisexual, or transgender persons	136	39.2	108	31.1	75	21.6	18	5.2	10	2.9	70.3	8.1
Disabled persons	125	35.7	134	38.3	62	17.7	21	6.0	8	2.3	74	8.3
Non-native English speakers	138	39.5	133	38.1	53	15.2	19	5.4	6	1.7	77.6	7.1
Persons of religious backgrounds different from my own	154	44.1	137	39.3	42	12.0	10	2.9	6	1.7	83.4	4.6
Veterans	107	30.7	128	36.7	83	23.8	24	6.9	7	2.0	67.4	8.9
Older/non-traditional students	125	35.7	132	37.7	63	18.0	22	6.3	8	2.3	73.4	8.6
International students	149	42.6	132	37.7	47	13.4	16	4.6	6	1.7	80.3	6.3

My current attitude towards the following is:

	Very Positive		Positive		Neutral		Negative		Very Negative		Positive	Negative
	#	%	#	%	#	%	#	%	#	%	%	%
Women	207	59.5	117	33.6	23	6.6	1	.3	0	0	93.1	0.3
Racial/ethnic minorities	178	51.1	140	40.2	27	7.8	3	.9	0	0	91.3	0.9
Gay, lesbian, bisexual, or transgender persons	166	47.8	125	36.0	52	15.0	2	.6	2	.6	83.8	1.2
Disabled persons	186	53.4	132	37.9	30	8.6	0	0	0	0	91.3	0
Non-native English speakers	152	43.8	145	41.8	47	13.5	3	.9	0	0	85.6	0.9
Persons of religious backgrounds different from my own	161	46.4	143	41.2	41	11.8	1	.3	1	.3	87.6	0.6
Veterans	197	56.6	122	35.1	28	8.0	1	.3	0	0	91.7	0.3
Older/non-traditional students	193	55.5	125	35.9	30	8.6	0	0	0	0	91.4	0
International students	154	44.3	139	39.9	52	14.9	3	.9	0	0	84.2	0.9

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

	Yes		No		Not sure	
	#	%	#	%	#	%
Asian/Hispanic/ native American center	123	35.2	211	60.5	15	4.3
Bias response team	24	7.0	292	84.6	29	8.4
Bolinga black cultural resource center	113	32.5	217	62.4	18	5.2
Office of equity of inclusion	124	35.5	198	56.7	27	7.7
Office of disability services	126	36.2	204	58.6	18	5.2
Gay, lesbian, bisexual, transgender, questioning, ally (GLBTQA) resource room	91	26.2	236	68.0	20	5.8
Division of multicultural affairs and community engagement	146	42.0	179	51.4	23	6.6
University center for international education (UCIE)	129	37.0	201	57.6	19	5.4
Office of veterans' affairs/veteran & military center	79	22.9	247	71.6	19	5.5
Women's center	132	37.9	196	56.3	20	5.7

***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	72	23.5	151	49.3	40	13.1	12	3.9	4	1.3	27	8.8	72.8	5.2
Diversity awareness for students, faculty, staff, and administration	86	28.1	137	44.8	43	14.1	11	3.6	4	1.3	25	8.2	72.9	4.9
Courses that follow on diverse cultures and peoples	90	29.3	129	42.0	45	14.7	13	4.2	4	1.3	26	8.5	71.3	5.5
Art/music/cultural events that highlight diversity	98	32.0	132	43.1	45	14.7	9	2.9	4	1.3	18	5.9	75.1	4.2
Financial aid for students from the under-represented groups	68	22.2	93	30.4	66	21.6	37	12.1	7	2.3	35	11.4	52.6	14.4
Strong leadership for diversity issues	84	27.6	119	39.1	56	18.4	12	3.9	6	2.0	27	8.9	66.7	5.9
Hiring faculty from under-represented groups	69	22.6	91	29.8	72	23.6	35	11.5	10	3.3	28	9.2	52.4	14.8
Merit pay for faculty and staff who work to establish and maintain the teaching and learning of diversity issues	44	14.4	58	19.0	83	27.1	51	16.7	27	8.8	43	14.1	33.4	25.5
Official recognition for students/faculty/staff who help promote diversity issues	65	21.2	111	36.3	66	21.6	23	7.5	10	3.3	31	10.1	57.5	10.8

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	34	11.4	110	37.0	140	47.1	9	3.0	4	1.3	48.4	4.3
Diversity awareness for students, faculty, staff, and administration	38	12.8	100	33.8	140	47.3	14	4.7	4	1.4	46.6	6.1
Courses that follow on diverse cultures and peoples	31	10.4	96	32.3	150	50.5	15	5.1	5	1.7	42.7	6.8
Art/music/cultural events that highlight diversity	20	6.7	114	38.3	151	50.7	10	3.4	3	1.0	45	4.4
Financial aid for students from the under-represented groups	26	8.8	80	27.1	154	52.2	26	8.8	9	3.1	35.9	11.9
Strong leadership for diversity issues	32	10.8	100	33.7	148	49.8	10	3.4	7	2.4	44.5	5.8
Hiring faculty from under-represented groups	31	10.5	67	22.8	153	52.0	37	12.6	6	2.0	33.3	14.6
Merit pay for faculty and staff who work to establish and maintain the teaching and learning of diversity issues	23	7.8	73	24.7	134	45.4	37	12.5	28	9.5	32.5	22
Official recognition for students/faculty/staff who help promote diversity issues	29	9.8	93	31.5	145	49.2	20	6.8	8	2.7	41.3	9.5



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	42	13.9	89	29.4	88	29.0	17	5.6	8	2.6	59	19.5	43.3	8.2
Office of the provost	26	8.6	67	22.2	102	33.8	28	9.3	11	3.6	68	22.5	30.8	12.9
Administrative offices	27	8.9	68	22.5	104	34.4	24	7.9	10	3.3	69	22.8	31.4	11.2
Academic deans	15	5.0	52	17.2	121	40.1	33	10.9	11	3.6	70	23.2	22.2	14.5
Faculty	18	6.0	73	24.2	107	35.4	30	9.9	10	3.3	64	21.2	30.2	13.2
Staff	34	11.2	93	30.7	93	30.7	21	6.9	12	4.0	50	16.5	41.9	10.9
Students	44	14.5	94	31.0	92	30.4	15	5.0	3	1.0	55	18.2	45.5	6
Community Members	26	8.6	68	22.4	113	37.3	19	6.3	5	1.7	72	23.8	31	8
Alumni	13	4.3	29	9.6	127	42.1	31	10.3	7	2.3	95	31.5	13.9	12.6

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	23	8.2	80	28.4	169	59.9	4	1.4	6	2.1	36.6	3.5
Office of the provost	32	11.4	84	29.9	155	55.2	4	1.4	6	2.1	41.3	3.5
Administrative offices	20	7.2	90	32.3	157	56.3	6	2.2	6	2.2	39.5	4.4
Academic deans	29	10.4	93	33.2	148	52.9	4	1.4	6	2.1	43.6	3.5
Faculty	29	10.3	94	33.5	147	52.3	5	1.8	6	2.1	43.8	3.9
Staff	23	8.3	86	30.9	159	57.2	6	2.2	4	1.4	39.2	3.6
Students	17	6.1	83	29.7	170	60.9	5	1.8	4	1.4	35.8	3.2
Community Members	16	5.7	81	28.9	174	62.1	6	2.1	3	1.1	34.6	3.2
Alumni	18	6.4	74	26.4	175	62.5	8	2.9	5	1.8	32.8	4.7

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

Ranging from:	Friendly				Neutral				Hostile		Generally friendly	Generally hostile
	#	%	#	%	#	%	#	%	#	%	%	%
	116	38.4	124	41.1	49	16.2	8	2.6	5	1.7	79.5	4.3
Ranging from:	Socially Inclusive				Neutral				Socially Exclusive		generally Socially Inclusive	generally Socially Exclusive
	#	%	#	%	#	%	#	%	#	%	%	%
	80	26.4	123	40.6	56	18.5	32	10.6	12	4	67	14.6
Ranging from:	Disrespectful				Neutral				Respectful		Generally disrespectful	Generally respectful
	#	%	#	%	#	%	#	%	#	%	%	%
	10	3.3	29	9.6	47	15.6	113	37.5	102	33.9	12.9	71.4
Ranging from:	Non-racist				Neutral				Racist		Generally non-racist	Generally racist
	#	%	#	%	#	%	#	%	#	%	%	%
	85	28.3	120	40.0	59	19.7	30	10	6	2	68.3	12
Ranging from:	Conservative				Neutral				Liberal		Generally conservative	Generally liberal
	#	%	#	%	#	%	#	%	#	%	%	%
	12	4.0	24	8.0	138	46.2	83	27.8	42	14	12	41.8
Ranging from:	Concerned				Neutral				Indifferent		Generally concerned	Generally indifferent
	#	%	#	%	#	%	#	%	#	%	%	%
	77	25.7	104	34.7	73	24.3	33	11	13	4.3	60.4	15.3
Ranging from:	GLBTQ friendly				Neutral				Anti GLBTQ		Generally GLBTQ friendly	Generally Anti GLBTQ
	#	%	#	%	#	%	#	%	#	%	%	%
	77	25.6	120	39.9	95	31.6	8	2.7	1	.3	65.5	3
Ranging from:	Open				Neutral				Closed		Generally open	Generally closed
	#	%	#	%	#	%	#	%	#	%	%	%
	76	25.4	120	40.1	73	24.4	21	7	9	3	65.5	10
Ranging from:	Non-sexist				Neutral				Sexist		Generally non-sexist	Generally sexist
	#	%	#	%	#	%	#	%	#	%	%	%
	63	20.9	102	33.9	77	25.6	44	14.6	15	5	54.8	19.6
Ranging from:	Competitive				Neutral				Non-competitive		Generally competitive	Generally non-competitive
	#	%	#	%	#	%	#	%	#	%	%	%
	36	12.0	109	36.5	123	41.1	18	6	13	4.3	48.5	10.3
Ranging from:	Socially integrated				Neutral				Social isolated		Generally socially integrated	Generally socially isolated
	#	%	#	%	#	%	#	%	#	%	%	%
	49	16.3	110	36.7	99	33	30	10	12	4	53	14
Ranging from:	Improving				Neutral				Worsening		Generally improving	Generally worsening
	#	%	#	%	#	%	#	%	#	%	%	%
	53	17.7	115	38.3	106	35.3	18	6	8	2.7	56	8.7

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 students to this dimension in my coursework	53	44	36
Participated in a program(s) about this topic	83	62	67
Discussed this topic with peers	139	113	102

	Yes		No		Not sure	
	#	%	#	%	#	%
I have attended a program or workshop related to diversity within the past year that was sponsored by Multicultural Affairs of Wright State University	112	38.1	139	47.3	43	14.6

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	136	46.6	74	25.3	82	28.1
Working effectively with others in a diverse workplace	173	59.5	73	25.1	45	15.5
Supervising a diverse workforce	150	51.7	89	30.7	51	17.6
Recruiting a diverse workforce	123	42.1	108	37.0	61	20.9
Integrating diversity into a course content	88	30.2	132	45.4	71	24.4
Effective pedagogy for a diverse classroom	79	27.4	126	43.8	83	28.8
Understanding cultural diversity in the U.S.	162	55.5	80	27.4	50	17.1
Strategies for promoting diversity and inclusion	171	58.4	69	23.5	53	18.1
Working effectively with international students	187	63.8	58	19.8	48	16.4
Cross cultural dialogues	170	58.8	65	22.5	54	18.7
Intercultural communication skills	199	68.2	45	15.4	48	16.4
Preventing sexual harassment	132	45.1	103	35.2	58	19.8
Other (please specify)	13	14.3	31	34.1	47	51.6

**Demographics**

I was born in... [Year of birth reported ranged from 1946-1992 (n=189), the median year was 1966.]

	Female		Male		Transgender		Other (specify)	
	#	%	#	%	#	%	#	%
I am (choose 1)	197	65.9	100	33.4	0	0	2	.7

	Heterosexual		Gay		Lesbian		Bisexual		Asexual		Other (specify)	
	#	%	#	%	#	%	#	%	#	%	#	%
My sexual orientation is	266	90.8	6	2.0	4	1.4	7	2.4	3	1.0	7	2.4

My race/ethnicity is (choose one):

	#	%
American Indian/Alaskan native	1	.3
Asian	6	2.0
Black/African American	31	10.4
White/European American	221	74.2
Hispanic	0	0
Native Hawaiian/pacific islander	0	0
Two or more races	13	4.4
Unknown	0	0
Prefer not to answer	26	8.7

	US citizen		Naturalized US Citizen		Citizen of another nation		Dual Citizenship		I'd rather not say	
	#	%	#	%	#	%	#	%	#	%
My U.S. citizen status is	285	95.3	3	1.0	6	2.0	0	0	5	1.7

	Single		Married		Divorced		Widowed		Partnered	
	#	%	#	%	#	%	#	%	#	%
My marital status is	43	14.5	203	68.4	37	12.5	3	1.0	11	3.7

The number of children under the age of 18 living in my home is... [Number of children reported ranged from 0-4 (n=242), the median was 0.]

	Yes		No		Prefer not to answer	
	#	%	#	%	#	%
I have a disability which substantially impacts a major life activity	10	3.4	270	92.5	12	4.1

	Visual impairment	Hearing impairment	Speech impairment	Mobility impairment	Psychiatric impairment	Learning disability	Other
If yes to question #43 (previous table), my diagnosed disability is (mark all that apply)	1	1	1	6	1	0	0

I have been attending WSU for... [Years reported ranged from 0-41 (n=283), the median was 8 years.]

	Yes		No	
	#	%	#	%
I have family-related child care responsibilities	89	31.1	197	68.9

Percentage of child-care responsibility:

Self: Percentages reported ranged from 15%-100% (n = 89), the median was 50%.

Spouse: Percentages reported ranged from 0%-100% (n = 89), the median was 50%.

	Yes		No	
	#	%	#	%
I have family-related elder care responsibilities	60	20.5	233	79.5

Percentage of elder-care responsibility:

Self: Percentages reported ranged from 0%-100% (n=60), the median was 50%.

Spouse: Percentages reported for the spouse ranged from 0%-100% (n =60), the median was 49.5%.

	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)	56	19.0	85	28.8	142	48.1	12	4.1

	Yes		No	
	#	%	#	%
I am a VET of the US Armed forces	19	6.4	278	93.6

	Yes		No	
	#	%	#	%
I currently serve as a member of the US armed forces	0	0	295	100

	Wright State Dayton Campus		Wright State Lake Campus		Other	
	#	%	#	%	#	%
My primary campus location is	278	92.1	10	3.3	14	4.6

	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	48	16.1	30	10.1	92	30.9	112	37.6	12	4.0	4	1.3

	Classified (bargaining)		Classified (non-bargaining)		Unclassified		Unclassified hourly	
	#	%	#	%	#	%	#	%
My staff designation is	40	13.6	57	19.4	169	57.5	28	9.5