

Total Respondents: 44***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.	17	38.6	24	54.5	0	0	1	2.3	2	4.5	93.1	6.8
I experience a sense of belonging/community at Wright State.	10	22.7	27	61.4	3	6.8	3	6.8	1	2.3	84.1	9.1
I am generally satisfied with my experience as an employee at Wright State.	10	22.7	25	56.8	5	11.4	3	6.8	1	2.3	79.5	9.1
I feel safe on campus.	22	50.0	19	43.2	2	4.5	0	0	1	2.3	93.2	2.3

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	6 (13.6%)	36	2	6	0
Harassment	5 (11.4%)	37	2	5	0
Bullying	6 (13.6%)	35	3	6	1
Aggression	7 (15.9%)	35	2	6	0
Violence	1 (2.3%)	40	2	1	0

I have heard students make insensitive or disparaging remarks about:

	Very Often		Often		Sometimes		Rarely		Never		Very often-often	Rarely-Never
	#	%	#	%	#	%	#	%	#	%	%	%
Women	0	0	2	4.7	4	9.3	16	37.2	21	48.8	4.7	86
Racial/ethnic minorities	1	2.3	1	2.3	5	11.6	17	39.5	19	44.2	4.6	83.7
Gay, lesbian, bisexual, or transgendered persons	1	2.3	1	2.3	6	14.0	12	27.9	23	53.5	4.6	81.4
Disabled persons	1	2.3	0	0	2	4.7	8	18.6	32	74.4	2.3	93
Non-native English speakers	1	2.3	2	4.7	10	23.3	11	25.6	19	44.2	7	69.8
Persons of religious backgrounds different from my own	1	2.3	1	2.3	4	9.3	12	27.9	25	58.1	4.6	86
Veterans	0	0	0	0	1	2.3	4	9.3	38	88.4	0	97.7
Older/non-traditional students	0	0	1	2.4	2	4.8	4	9.5	35	83.3	2.4	92.8
International students	1	2.3	2	4.7	12	27.9	9	20.9	19	44.2	7	65.1

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	0	0	1	2.3	5	11.6	13	30.2	24	55.8	2.3	86
Racial/ethnic minorities	0	0	1	2.3	3	7.0	13	30.2	26	60.5	2.3	90.7
Gay, lesbian, bisexual, or transgendered persons	0	0	2	4.7	1	2.3	9	20.9	31	72.1	4.7	93
Disabled persons	0	0	0	0	2	4.7	7	16.3	34	79.1	0	95.4
Non-native English speakers	0	0	0	0	10	23.8	10	23.8	22	52.4	0	76.2
Persons of religious backgrounds different from my own	0	0	0	0	4	9.3	10	23.3	29	67.4	0	90.7
Veterans	0	0	0	0	0	0	7	16.7	35	83.3	0	100
Older/non-traditional students	0	0	0	0	1	2.3	7	16.3	35	81.4	0	97.7
International students	0	0	2	4.7	8	18.6	14	32.6	19	44.2	4.7	76.8

	Yes		No		Prefer not to answer	
	#	%	#	%	#	%
I am aware of the policies and related procedures for reporting harassment and discrimination.	38	88.4	3	7.0	2	4.7
I have reported discrimination, harassment and/or bullying to a university representative.	11	25.6	30	69.8	2	4.7

	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Agree	Disagree
	#	%	#	%	#	%	#	%	#	%	%	%
I believe that Wright State is inclusive of diverse students and viewpoints.	13	30.2	26	60.5	1	2.3	2	4.7	1	2.3	90.7	7
I believe that Wright State is inclusive of diverse staff and faculty viewpoints.	12	27.9	18	41.9	4	9.3	7	16.3	2	4.7	69.8	21
I believe that WSU creates a campus environment that values diverse employees.	11	25.6	21	48.8	5	11.6	4	9.3	2	4.7	74.4	14
Students treat me with respect.	18	41.9	23	53.5	1	2.3	0	0	1	2.3	95.4	2.3
Faculty treats me with respect.	11	25.6	23	53.5	6	14	2	4.7	1	2.3	79.1	7
Staff members treat me with respect.	20	46.5	17	39.5	4	9.3	1	2.3	1	2.3	86	4.6
Administrators treat me with respect.	15	34.9	20	46.5	5	11.6	2	4.7	1	2.3	81.4	7
I believe that employees at WSU are treated with respect.	9	21.4	21	50.0	7	16.7	4	9.5	1	2.4	71.4	11.9
I receive the support I need for professional development.	19	45.2	16	38.1	5	11.9	1	2.4	1	2.4	83.3	4.8
I believe that WSU takes appropriate action to address incidents of discrimination toward students.	15	34.9	16	37.2	7	16.3	4	9.3	1	2.3	72.1	11.6
I believe that WSU takes appropriate action to address incidents of discrimination toward employees.	11	25.6	13	30.2	13	30.2	5	11.6	1	2.3	55.8	13.9

Part Three: Sense of Multicultural Awareness

	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Agree	Disagree
	#	%	#	%	#	%	#	%	#	%	%	%
Women	36	83.7	5	11.6	1	2.3	0	0	1	2.3	95.3	2.3
Racial/ethnic minorities	30	69.8	11	25.6	1	2.3	0	0	1	2.3	95.4	2.3
Gay, lesbian, bisexual, or transgender persons	20	46.5	17	39.5	5	11.6	0	0	1	2.3	86	2.3
Disabled persons	20	46.5	18	41.9	3	7.0	1	2.3	1	2.3	88.4	4.6
Non-native English speakers	19	44.2	16	37.2	3	7.0	4	9.3	1	2.3	81.4	11.6
Persons of religious backgrounds different from my own	21	48.8	17	39.5	4	9.3	0	0	1	2.3	88.3	2.3
Veterans	19	44.2	15	34.9	7	16.3	1	2.3	1	2.3	79.1	4.6
Older/non-traditional students	23	53.5	12	27.9	4	9.3	3	7.0	1	2.3	81.4	9.3
International students	19	44.2	16	37.2	3	7.0	4	9.3	1	2.3	81.4	11.6

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

My current attitude towards the following is:

	Very Positive		Positive		Neutral		Negative		Very Negative		Positive	Negative
	#	%	#	%	#	%	#	%	#	%	%	%
Women	29	69.0	12	28.6	1	2.4	0	0	0	0	97.6	0
Racial/ethnic minorities	27	64.3	13	31.0	2	4.8	0	0	0	0	95.3	0
Gay, lesbian, bisexual, or transgender persons	27	64.3	12	28.6	3	7.1	0	0	0	0	92.9	0
Disabled persons	28	65.1	13	30.2	2	4.7	0	0	0	0	95.3	0
Non-native English speakers	26	60.5	14	32.6	3	7.0	0	0	0	0	93.1	0
Persons of religious backgrounds different from my own	27	62.8	11	25.6	5	11.6	0	0	0	0	88.4	0
Veterans	27	62.8	13	30.2	3	7.0	0	0	0	0	93	0
Older/non-traditional students	27	62.8	13	30.2	3	7.0	0	0	0	0	93	0

International students	23	53.5	15	34.9	5	11.6	0	0	0	0	88.4	0
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I have used resources or attended programs presented by (select all that apply):

	Yes		No		Not sure	
	#	%	#	%	#	%
Asian/Hispanic/ native American center	22	52.4	18	42.9	2	4.8
Bias response team	5	12.2	31	75.6	5	12.2
Bolinga black cultural resource center	27	64.3	13	31.0	2	4.8
Office of equity of inclusion	33	78.6	7	16.7	2	4.8
Office of disability services	28	66.7	11	26.2	3	7.1
Gay, lesbian, bisexual, transgender, questioning, ally (GLBTQA) resource room	13	31.0	27	64.3	2	4.8
Division of multicultural affairs and community engagement	31	73.8	8	19.0	3	7.1
University center for international education (UCIE)	26	61.9	14	33.3	2	4.8
Office of veterans' affairs/veteran & military center	12	28.6	29	69.0	1	2.4
Women's center	27	64.3	13	31.0	2	4.8

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	15	38.5	16	41.0	4	10.3	1	2.6	1	2.6	2	5.1	79.5	5.2
Diversity awareness for students, faculty, staff, and administration	14	35.9	15	38.5	7	17.9	1	2.6	1	2.6	1	2.6	74.4	5.2
Courses that follow on diverse cultures and peoples	16	41.0	19	48.7	2	5.1	2	5.1	0	0	0	0	89.7	5.1
Art/music/cultural events that highlight diversity	19	48.7	13	33.3	5	12.8	2	5.1	0	0	0	0	82	5.1
Financial aid for students from the under-represented groups	11	28.2	15	38.5	3	7.7	7	17.9	1	2.6	2	5.1	66.7	20.5
Strong leadership for diversity issues	17	43.6	16	41.0	4	10.3	1	2.6	1	2.6	0	0	84.6	5.2
Hiring faculty from under-represented groups	17	43.6	14	35.9	3	7.7	3	7.7	1	2.6	1	2.6	79.5	10.3
Merit pay for faculty and staff who work to establish and maintain the teaching and learning of diversity issues	5	12.8	11	28.2	10	25.6	6	15.4	5	12.8	2	5.1	41	28.2
Official recognition for students/faculty/staff who help promote diversity issues	13	33.3	19	48.7	5	12.8	1	2.6	1	2.6	0	0	82	5.2

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	2	5.3	19	50.0	14	36.8	3	7.9	0	0	55.3	7.9
Diversity awareness for students, faculty, staff, and administration	3	7.9	14	36.8	17	44.7	4	10.5	0	0	44.7	10.5
Courses that follow on diverse cultures and peoples	4	10.5	13	34.2	20	52.6	1	2.6	0	0	44.7	2.6
Art/music/cultural events that highlight diversity	4	10.5	19	50.0	14	36.8	1	2.6	0	0	60.5	2.6
Financial aid for students from the under-represented groups	7	17.9	11	28.2	19	48.7	2	5.1	0	0	46.1	5.1
Strong leadership for diversity issues	5	13.9	10	27.8	20	55.6	1	2.8	0	0	41.7	2.8
Hiring faculty from under-represented groups	11	28.2	9	23.1	18	46.2	1	2.6	0	0	51.3	2.6
Merit pay for faculty and staff who work to establish and maintain the teaching and learning of diversity issues	3	7.7	8	20.5	22	56.4	5	12.8	1	2.6	28.2	15.4
Official recognition for students/faculty/staff who help promote diversity issues	3	7.7	16	41.0	18	46.2	2	5.1	0	0	48.7	5.1

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	13	33.3	11	28.2	11	28.2	2	5.1	1	2.6	1	2.6	61.5	7.7
Office of the provost	9	23.1	10	25.6	11	28.2	6	15.4	2	5.1	1	2.6	48.7	20.5
Administrative offices	7	18.4	16	42.1	9	23.7	3	7.9	1	2.6	2	5.3	60.5	10.5
Academic deans	10	26.3	14	36.8	9	23.7	4	10.5	1	2.6	0	0	63.1	13.1
Faculty	2	5.3	15	39.5	12	31.6	6	15.8	2	5.3	1	2.6	44.8	21.1
Staff	3	8.1	17	45.9	11	29.7	4	10.8	0	0	2	5.4	54	10.8
Students	7	18.4	19	50.0	7	18.4	4	10.5	0	0	1	2.6	68.4	10.5
Community Members	7	18.4	16	42.1	7	18.4	5	13.2	1	2.6	2	5.3	60.5	15.8
Alumni	3	7.9	12	31.6	12	31.6	7	18.4	1	2.6	3	7.9	39.5	21

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	1	2.7	9	24.3	27	73.0	0	0	0	0	27	0
Office of the provost	4	10.8	11	29.7	22	59.5	0	0	0	0	40.5	0
Administrative offices	3	8.3	9	25.0	23	63.9	1	2.8	0	0	33.3	2.8
Academic deans	2	5.6	10	27.8	23	63.9	1	2.8	0	0	33.4	2.8
Faculty	3	8.3	13	36.1	18	50.0	2	5.6	0	0	44.4	5.6
Staff	2	5.6	9	25.0	25	69.4	0	0	0	0	30.6	0
Students	2	5.6	5	13.9	29	80.6	0	0	0	0	19.5	0
Community Members	1	2.9	11	31.4	23	65.7	0	0	0	0	34.3	0
Alumni	1	2.8	13	36.1	22	61.1	0	0	0	0	38.9	0

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

Ranging from:	Friendly				Neutral				Hostile		Generally friendly	Generally hostile
	#	%	#	%	#	%	#	%	#	%	%	%
	19	47.5	16	40.0	2	5	2	5	1	2.5	87.5	7.5
Ranging from:	Socially Inclusive				Neutral				Socially Exclusive		generally Socially Inclusive	generally Socially Exclusive
	#	%	#	%	#	%	#	%	#	%	%	%
	13	32.5	18	45.0	5	12.5	4	10	0	0	77.5	10
Ranging from:	Disrespectful				Neutral				Respectful		Generally disrespectful	Generally respectful
	#	%	#	%	#	%	#	%	#	%	%	%
	0	0	5	12.5	4	10	17	42.5	14	35	12.5	77.5
Ranging from:	Non-racist				Neutral				Racist		Generally non-racist	Generally racist
	#	%	#	%	#	%	#	%	#	%	%	%
	11	27.5	19	47.5	6	15	4	10	0	0	75	10
Ranging from:	Conservative				Neutral				Liberal		Generally conservative	Generally liberal
	#	%	#	%	#	%	#	%	#	%	%	%
	1	2.5	8	20.0	12	30	19	47.5	0	0	22.5	47.5
Ranging from:	Concerned				Neutral				Indifferent		Generally concerned	Generally indifferent
	#	%	#	%	#	%	#	%	#	%	%	%
	13	32.5	20	50.0	3	7.5	4	10	0	0	82.5	10
Ranging from:	GLBTQ friendly				Neutral				Anti GLBTQ		Generally GLBTQ friendly	Generally Anti GLBTQ
	#	%	#	%	#	%	#	%	#	%	%	%
	14	35.0	16	40.0	10	25	0	0	0	0	75	0
Ranging from:	Open				Neutral				Closed		Generally open	Generally closed
	#	%	#	%	#	%	#	%	#	%	%	%
	14	35.0	16	40.0	9	22.5	1	2.5	0	0	75	2.5
Ranging from:	Non-sexist				Neutral				Sexist		Generally non-sexist	Generally sexist
	#	%	#	%	#	%	#	%	#	%	%	%
	9	22.5	19	47.5	7	17.5	5	15.2	0	0	70	15.2
Ranging from:	Competitive				Neutral				Non-competitive		Generally competitive	Generally non-competitive
	#	%	#	%	#	%	#	%	#	%	%	%
	3	7.5	11	27.5	22	55	1	2.5	3	7.5	35	10
Ranging from:	Socially integrated				Neutral				Social isolated		Generally socially integrated	Generally socially isolated
	#	%	#	%	#	%	#	%	#	%	%	%
	4	10.0	17	42.5	14	35	5	12.5	0	0	52.5	12.5
Ranging from:	Improving				Neutral				Worsening		Generally improving	Generally worsening

	#	%	#	%	#	%	#	%	#	%	%	%
	6	15.0	21	52.5	9	22.5	3	7.5	1	2.5	67.5	10

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

	Race/ Ethnicity	Gender	Sexual Orientation
	#	#	#
Participated in a program(s) about this topic	27	18	19
Discussed this topic with peers	32	27	22

	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	28	71.8	7	17.9	4	10.3

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	20	52.6	11	28.9	7	18.4
Working effectively with others in a diverse workplace	25	64.1	11	28.2	3	7.7
Supervising a diverse workforce	25	64.1	10	25.6	4	10.3
Recruiting a diverse workforce	25	64.1	12	30.8	2	5.1
Integrating diversity into a course content	11	28.2	20	51.3	8	20.5
Effective pedagogy for a diverse classroom	18	46.2	17	43.6	4	10.3
Understanding cultural diversity in the U.S.	25	64.1	11	28.2	3	7.7
Strategies for promoting diversity and inclusion	27	69.2	10	25.6	2	5.1
Working effectively with international students	23	59.0	11	28.2	5	12.8
Cross cultural dialogues	24	61.5	13	33.3	2	5.1
Intercultural communication skills	25	64.1	13	33.3	1	2.6
Preventing sexual harassment	25	64.1	12	30.8	2	5.1
Other (please specify)	2	25.0	3	37.5	3	37.5

Demographics

I was born in... [Year of birth reported ranged from 1942-1982 (n=23), the median year was 1959.]

	Female		Male		Transgender		Other (specify)	
	#	%	#	%	#	%	#	%
I am (choose 1)	24	61.5	15	38.5	0	0	0	0

	Heterosexual		Gay		Lesbian		Bisexual		Asexual		Other (specify)	
	#	%	#	%	#	%	#	%	#	%	#	%
My sexual orientation is	37	97.4	1	2.6	0	0	0	0	0	0	0	0

My race/ethnicity is (choose one):

	#	%
American Indian/Alaskan native	0	0
Asian	2	5.3
Black/African American	5	13.2
White/European American	25	65.8
Hispanic	0	0
Native Hawaiian/pacific islander	0	0
Two or more races	1	2.6
Unknown	0	0
Prefer not to answer	5	13.2

	US citizen		Naturalized US Citizen		Citizen of another nation		Dual Citizenship		I'd rather not say	
	#	%	#	%	#	%	#	%	#	%
My U.S. citizen status is	38	97.4	0	0	0	0	1	2.6	0	0

	Single		Married		Divorced		Widowed		Partnered	
	#	%	#	%	#	%	#	%	#	%
My marital status is	2	5.3	28	73.7	6	15.8	1	2.6	1	2.6

The number of children under the age of 18 living in my home is... [Number of children reported ranged from 0-3 (n=35), the median was 0.]

	Yes		No		Prefer not to answer	
	#	%	#	%	#	%
I have a disability which substantially impacts a major life activity	1	2.6	34	87.2	4	10.3

	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)	0	0	0	0	0	0	1

	Yes		No	
	#	%	#	%
I have family-related child care responsibilities	14	37.8	23	62.2

Percentage of child-care responsibility:

Self: Percentages reported ranged from 20%-75% (n = 14), the median was 50%.

Spouse: Percentages reported ranged from 25%-80% (n = 14), the median was 50%.

	Yes		No	
	#	%	#	%
I have family-related elder care responsibilities	10	25.6	29	74.4

Percentage of elder-care responsibility:

Self: Percentages reported ranged from 8%-100% (n=10), the median was 50%.

Spouse: Percentages reported for the spouse ranged from 0%-100% (n =10), the median was 40%.

	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)	7	18.4	10	26.3	19	50.0	2	5.3

	Yes		No	
	#	%	#	%
I am a VET of the US Armed forces	3	7.7	36	92.3

	Yes		No	
	#	%	#	%
I currently serve as a member of the US armed forces	1	2.7	36	97.3

	Wright State Dayton Campus		Wright State Lake Campus		Other	
	#	%	#	%	#	%
My primary campus location is	38	97.4	1	2.6	0	0

I have been working at WSU for... [Years reported ranged from 0-40 (n=36), the median was 10.]

	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	1	2.6	0	0	0	0	14	35.9	19	48.7	5	12.8