Understanding Diversity at the University of Rochester

2016 Diversity Engagement Survey

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Background
The Diversity Engagement Survey (DES) is a climate survey that measures and describes the inclusiveness of an academic environment. The 22 standard survey questions are mapped to eight “inclusion” factors. UR completed the survey in 2016.

Markers of Diversity
The DES specifically captures those dimensions of diversity that have been determined to present opportunities and challenges in the work environment. Primary dimensions contribute to one’s core of identity—such as age, ethnicity, gender, race, mental/physical abilities, and sexual orientation. Secondary dimensions contribute to the core but do not fundamentally change the essence of who we are. Examples include education, income, religion, work experience, and family status.

Inclusion Factors– Agreement by Position

Opportunities for Improvement (Largest Differences)

Qualitative Findings (1,882 comments)

Overarching Themes
Doing well… but…
More Diversity needed
Leadership
Faculty
Other Markers of Diversity need attention
Again
Ability
Religion
Bias against women

Individual Experiences
Resistance
Widening of time
Disability
Interracial Racism
Microaggressions
Overt
Reversal Racism
Implicit Bias

Institutional Level
Institution
Lack of Action
Institutional Racism
Climate
Racial/cultural bias
Negative
Fear of Speaking
Being Silenced

School or Department Level
Leadership
Not taking responsibility for action
Lack of support for diversity and inclusion

Diversity and Inclusion
Not a priority
Consequences lacking
Lack of follow-up
Unprofessional Behavior

Interpersonal Relationships
Leadership
Not taking responsibility for action
Lack of support for diversity and inclusion

Diversity and Inclusion
Not a priority
Consequences lacking
Lack of follow-up
Unprofessional Behavior

Education and training needed
Mandated
Implicit Bias

At the Unit Level
Institution
Lack of Action
Institutional Racism
Climate
Racial/cultural bias
Negative
Fear of Speaking
Being Silenced

Qualitative Conclusions:
• Institutional and School/Department level factors affect interpersonal relationships and individual experiences especially around culture and race.
• UR is doing well, but there are common concerns of inaction and lack of accountability.
• Education and training needed especially about implicit bias.

Future Steps
• Utilize 2016 survey as baseline data
• Action Plans based on further analysis by School/Unit
• Use data to support Presidential Diversity Council initiatives and policy changes

Comprehensive Report
Please see the comprehensive report published in February 2017 at http://www.rochester.edu/diversity/survey/

Participant Quotes
I applaud the efforts made so far, especially the annual conference, but there is more to do. There is not one answer, but we need to continue with a multi-pronged approach at all levels.

We need to be even more diverse in our diversity and inclusive in our inclusion. Issues of race and ethnicity tend to be front and center. It would be great if some of our other underrepresented populations received similar attention, e.g., our deaf community, our LGBTQ community, our veterans.

Summary
Areas of Strength
• Strongly committed to the mission and vision
• General perceptions of feeling respected and appreciated.
However…
Significant differences in perceived climate based on race, ethnicity, disability or LGBTQ status

Areas of Focus for Improvement include:
• Cultural Competence
• Respect
• Trust
• Equitable Reward and Recognition

Participating Schools:

Institution

Central admin and MAG
Arts & Sciences
Hajim School of Engineering
Eastman School of Music
Simon School of Business
Warner School of Education
School of Medicine and Dentistry
EIOH, Health Sciences, & MFG
Strong Memorial Hospital
School of Nursing

Demographic

Central Admin & MAG
Men
30.1%
Arts & Sciences
Women
66.8%
Hajim School of Engineering
White
73.8%
Eastman School of Music
Black
8.8%
Simon School of Business
Hispanic
3.1%
Warner School of Education
Asian
5.8%
School of Medicine and Dentistry
Other and 2+ Races
5.3%
EIOH, Health Sciences, & MFG
Unknown Race/Ethnicity
3.2%
Strong Memorial Hospital
Hetero/cisgender
83.2%
School of Nursing
LGBT
6.3%
Total (48% Response)
12,080

Note: Students in AAE and Eastman utilized a HERI survey and did not participate in this survey.