



EXAMINING STAFF VIEWS ON CAMPUS DIVERSITY



Fostering a diverse and inclusive community, allowing for critical dialogues on discrimination to occur, has become a priority for many institutions. As we learn more about the experiences of Staff members, it is important to examine how they understand, acknowledge, and facilitate diverse and inclusive environments.

Staff members are generally satisfied with the diversity at their institution.



46% are satisfied with the racial and ethnic diversity of the staff.



49% are satisfied with the racial and ethnic diversity of the student body.



54% are satisfied with the institution's commitment to hiring women and minorities.



54% are satisfied with their institution's atmosphere for sexual orientation differences.

While staff members believe their institution encourages discussion of diverse issues...



65% agree that their institution encourages staff to have a public voice and share their ideas openly.

84% agree that their institution encourages students to have a public voice and share their ideas openly.

76% agree that their institution has campus administrators who regularly speak about the value of diversity.

...They have been less actively involved in these discussions.



48% have never participated in a coalition of different groups to address social justice issues.

23% have never attended events focused on diversity (e.g., presentations, performances, art exhibits, debates)

Furthermore, some staff members heard insensitive remarks or witnessed discrimination...

40% have heard insensitive racial remarks from students.

35% have heard insensitive racial remarks from staff.

51% have witnessed discrimination.



...Fewer are reporting or challenging these discriminatory acts.

22% of staff members who witnessed discrimination have never challenged others on issues of discrimination.

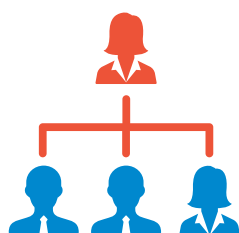
58% of staff members who witnessed discrimination have never reported an incident of discrimination to a campus authority.



Nonetheless, staff members believe their institution provides an environment to foster dialogues around diversity.



51% have attended diversity-related trainings or workshops in the last year.



88% agree that their supervisor demonstrates a commitment to diversity and inclusion.



82% believe their institution prioritizes enhancing diversity on campus.