In the following report, Hanover Research analyzes a survey assessing the social climate at Wichita State University (WSU). The survey was designed to gather feedback from students, faculty, staff, and administrators about perceptions of safety, satisfaction, and comfort with the current climate at WSU. The survey also asked about possible incidents of bias or harassment and sought suggestions about how WSU can improve. Results from the survey will inform WSU’s ongoing efforts to foster a safe and supportive learning environment.
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EXECUTIVE SUMMARY AND KEY FINDINGS

INTRODUCTION

In October 2016, current students, faculty members, staff members, and administrators at Wichita State University (WSU) participated in a survey about the climate on campus. The survey was designed to help WSU better understand how stakeholders perceive the current state of diversity at the University and to improve the climate at WSU. In total, 1559 current students and 703 faculty/staff completed the survey, an overall response rate of 14 percent. Figure ES.1, below, presents validity and reliability statistics for this study.

This report presents broad-level key findings supported by visualizations of all survey questions. Comprehensive results segmented by various population subsets are available via online interactive tools, including a Tableau dashboard for charting results in greater detail. Note that, due to the large sample sizes, using a 95 percent confidence interval produces unacceptably many false-positive statistical test results. Therefore, where applicable this report analyzes differences among groups using a 99.9 percent confidence interval, focusing on results that are both technically and practically significant.

KEY FINDINGS

- **WSU students and faculty/staff feel well-connected to the University and satisfied with the campus climate overall.** Respondents tend to agree that WSU offers an inclusive, welcoming atmosphere, and they feel respected, valued, and included at WSU. Large majorities of current students (82%) and faculty/staff (73%) indicate being at least somewhat satisfied with their experience overall.
  - Students give slightly higher ratings to the climate than faculty/staff, but faculty/staff are more likely to feel connected.

- **Students report feeling safe and comfortable in classrooms, during on-campus events, and in most locations/situations.** Believing faculty and staff to be welcoming and supportive, most (86%) feel comfortable seeking help when they have a question.

---

1 Populations are defined as all valid email addresses to which WSU sent a survey invitation.
2 Only respondents who completed the survey were included in the sample.
3 Response rate equals sample size divided by population size.
4 Margin-of-error describes an interval within which estimates may fluctuate due to sampling variability.
Students broadly agree that faculty members are respectful and seek to connect students to a variety of cultures/races, religions, and genders.

- **WSU has been broadly effective in addressing diversity-related issues.** In aggregate, two-thirds think the University has addressed these issues somewhat or very effectively. Most faculty and staff are somewhat or very satisfied with inclusiveness/diversity and the culture/atmosphere at WSU. Roughly half agree or strongly agree that recruitment efforts reflect a commitment to achieving and maintaining diversity among students and employees.
  - Among faculty/staff, benefits, professional development, and salary are the only areas where more than 25 percent report being dissatisfied to any degree.

- **WSU is accessible for people with disabilities.** Of respondents who have an opinion about the accessibility of the University for disabled people, half or more rate WSU as good or very good. Parking is the only area rated as poor or very poor by more than 15 percent.

- **Few respondents have personally experienced, witnessed, or heard about incidents of discrimination/harassment at WSU.** At most, 12 percent report harassment of themselves pertaining to any topic, with verbal comments about sex or gender expression/identity being the most common.
  - Very few respondents report witnessing faculty/staff members make any type of insensitive or offensive remarks.
  - Students witnessing or experiencing other students making negative comments about women or non-native English speakers is not uncommon.
  - Verbal comments make up the bulk of experienced or witnessed incidents of harassment/discrimination; most regard them as not worth reporting.

- **Violent harassment/discrimination (physical harm, threats, property damage) is extremely rare at WSU.** More than three-quarters have never witnessed or heard about such incidents. Only insensitive verbal comments occur with any frequency.
  - Although most who experienced or witnessed harassment did not think it was worth reporting, those who reported such incidents had varying levels of satisfaction with WSU’s response.
  - Faculty/Staff are more knowledgeable than students about how to report harassment or discrimination.
  - The proportion of students unsure of how to report such incidents is more than twice that of faculty/staff, who would typically take their concerns to Human Resources first, should any arise.

- **Most consider diversity training to be an important method of changing/improving the WSU climate.** Opinions are split concerning the inclusion of diversity issues in courses and co-curricular programs, with students tending to favor integration of such concerns topically in the classroom, and faculty/staff preferring to increase diversity among employees and students.
DATA VISUALIZATIONS

KEY INDICATORS

Figure 1: How connected do you feel to WSU?

<table>
<thead>
<tr>
<th>Connection Level</th>
<th>Current Students (n=1559)</th>
<th>Faculty/Staff (n=703)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Connected*</td>
<td>19%</td>
<td>36%</td>
</tr>
<tr>
<td>Moderately Connected</td>
<td>37%</td>
<td>37%</td>
</tr>
<tr>
<td>Slightly Connected*</td>
<td>43%</td>
<td>34%</td>
</tr>
<tr>
<td>Not at All Connected*</td>
<td>3%</td>
<td>9%</td>
</tr>
</tbody>
</table>

An asterisk (*) indicates a statistically significant difference at the 99.9 percent confidence level (z-test, p<0.001).

Figure 2: Please rate your overall level of satisfaction with your experience at WSU.

<table>
<thead>
<tr>
<th>Satisfaction Level</th>
<th>Current Students (n=1559)</th>
<th>Faculty/Staff (n=703)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Satisfied*</td>
<td>47%</td>
<td>35%</td>
</tr>
<tr>
<td>Somewhat Satisfied</td>
<td>36%</td>
<td>38%</td>
</tr>
<tr>
<td>Neither Satisfied nor Dissatisfied</td>
<td>9%</td>
<td>13%</td>
</tr>
<tr>
<td>Somewhat Dissatisfied*</td>
<td>6%</td>
<td>11%</td>
</tr>
<tr>
<td>Very Dissatisfied</td>
<td>3%</td>
<td>3%</td>
</tr>
</tbody>
</table>

An asterisk (*) indicates a statistically significant difference at the 99.9 percent confidence level (z-test, p<0.001).
Figure 3: Overall, how comfortable are you with the climate ____?

![Bar chart](chart1.png)

(Total n=2262; Students n=1559; Faculty/Staff n=703)

Figure 4: Overall, how comfortable are you with the climate ____?

*(By Population) % Comfortable + Very Comfortable*

![Bar chart](chart2.png)

Difference is statistically significant difference at the 99.9 percent confidence level (z-test, p<0.001).
Figure 5: Based on your experiences and perceptions, how effectively has WSU addressed diversity-related issues?

![Bar Chart]

(n=2262)

OVERALL PERCEPTIONS

Figure 6: Please indicate your level of agreement with the following statements.

![Bar Chart]

(n=2262)
Figure 7: Please indicate your level of agreement with the following statements.

(By Population) % Agree + Strongly Agree

- WSU offers an atmosphere that is welcoming to all students regardless of their identities or backgrounds.
  - Current Students (n=1559): 87%
  - Faculty/Staff (n=703): 69%

- I feel my cultural/ethnic background is respected at WSU.
  - Current Students (n=1559): 83%
  - Faculty/Staff (n=703): 74%

- Overall, I feel included at WSU.
  - Current Students (n=1559): 79%
  - Faculty/Staff (n=703): 71%

- Overall, I feel valued at WSU.
  - Current Students (n=1559): 58%
  - Faculty/Staff (n=703): 70%

Difference is statistically significant difference at the 99.9 percent confidence level (z-test, p<0.001).

CURRENT STUDENT PERSPECTIVE

Figure 8: Please indicate your level of agreement with the following statements.

- I feel comfortable seeking help when I have a question at WSU.
  - Strongly agree: 41%
  - Agree: 45%
  - Neither agree nor disagree: 8%

- Staff members are supportive and make me feel welcome.
  - Strongly agree: 31%
  - Agree: 51%
  - Neither agree nor disagree: 13%

- Faculty members are supportive and make me feel welcome.
  - Strongly agree: 30%
  - Agree: 52%
  - Neither agree nor disagree: 13%

- My advisors are supportive and make me feel welcome.
  - Strongly agree: 39%
  - Agree: 42%
  - Neither agree nor disagree: 12%

- I feel connected to my instructors/faculty at WSU.
  - Strongly agree: 23%
  - Agree: 47%
  - Neither agree nor disagree: 19%
  - Don't know/No opinion: 9%

- I feel connected to my peers at WSU.
  - Strongly agree: 23%
  - Agree: 43%
  - Neither agree nor disagree: 21%
  - Don't know/No opinion: 10%

This question was answered by students only (n=1559).
Figure 9: As a person of your background or identity, how comfortable do you feel in each of the following locations or situations?5

This question was answered by students only (n=1559).

5 Respondents who indicated being at all uncomfortable were offered the opportunity to elaborate on their response. Hanover Research can provide detailed analysis of these responses as an addendum to this project.
Figure 10: Please indicate your level of agreement with the following statements:

**IN THE CLASSROOM...**

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Don't know/No opinion</th>
</tr>
</thead>
<tbody>
<tr>
<td>...I am comfortable with interacting with students regardless of their identities or backgrounds.</td>
<td>49%</td>
<td>43%</td>
<td>3%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>...faculty members show respect to all students regardless of their identities or background.</td>
<td>39%</td>
<td>49%</td>
<td>7%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>...the curriculum reflects a wide range of identities and backgrounds.</td>
<td>25%</td>
<td>46%</td>
<td>17%</td>
<td></td>
<td></td>
<td>7%</td>
</tr>
<tr>
<td>...faculty members use teaching styles that seek to connect to a variety of cultures/races, religions, and genders.</td>
<td>24%</td>
<td>47%</td>
<td>18%</td>
<td></td>
<td></td>
<td>7%</td>
</tr>
<tr>
<td>...students are respectful of each other.</td>
<td>30%</td>
<td>60%</td>
<td>7%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

This question was answered by students only (n=1559).

**DURING ON-CAMPUS EVENTS...**

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Don't know/No opinion</th>
</tr>
</thead>
<tbody>
<tr>
<td>...I am comfortable interacting with other students regardless of their identities and...</td>
<td>45%</td>
<td>44%</td>
<td>5%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>...staff members show respect to all identities and backgrounds.</td>
<td>36%</td>
<td>48%</td>
<td>7%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>...activities reflect a wide range of identities and backgrounds.</td>
<td>32%</td>
<td>47%</td>
<td>9%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>...students are respectful of each other.</td>
<td>29%</td>
<td>55%</td>
<td>8%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

This question was answered by students only (n=1559).
**Figure 11: Please indicate your level of agreement with the following statements:**

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Don't know/No opinion</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have a positive working relationship with my colleagues.</td>
<td>49%</td>
<td>39%</td>
<td>8%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My supervisor is supportive and makes me feel welcome.</td>
<td>53%</td>
<td>30%</td>
<td>8%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I feel comfortable approaching my supervisor in any situation.</td>
<td>51%</td>
<td>28%</td>
<td>8%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Performance expectations for my position are fair.</td>
<td>32%</td>
<td>43%</td>
<td>14%</td>
<td>7%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>My role(s) and responsibilities are clearly defined.</td>
<td>28%</td>
<td>44%</td>
<td>14%</td>
<td>11%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>The performance evaluation process is fair.</td>
<td>25%</td>
<td>36%</td>
<td>21%</td>
<td>3%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have the resources I need to do my job well.</td>
<td>23%</td>
<td>36%</td>
<td>16%</td>
<td>19%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have the support I need from WSU to do my job well.</td>
<td>19%</td>
<td>37%</td>
<td>19%</td>
<td>18%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**The recruitment efforts at WSU...**

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Don't know/No opinion</th>
</tr>
</thead>
<tbody>
<tr>
<td>...reflect a commitment to achieving and maintaining a diverse student body.</td>
<td>23%</td>
<td>39%</td>
<td>17%</td>
<td>6%</td>
<td>11%</td>
<td></td>
</tr>
<tr>
<td>...reflect a commitment to achieving and maintaining a diverse staff.</td>
<td>16%</td>
<td>35%</td>
<td>24%</td>
<td>9%</td>
<td>12%</td>
<td></td>
</tr>
<tr>
<td>...reflect a commitment to achieving and maintaining a diverse faculty.</td>
<td>15%</td>
<td>32%</td>
<td>21%</td>
<td>11%</td>
<td>16%</td>
<td></td>
</tr>
</tbody>
</table>

This question was answered by faculty/staff only (n=703).
Figure 12: Please indicate the degree to which you are satisfied with each of the following.

- **Inclusiveness and appreciation of diversity at WSU**
  - Very satisfied: 31%
  - Somewhat satisfied: 31%
  - Neither satisfied nor dissatisfied: 18%
  - Somewhat dissatisfied: 11%
  - Very dissatisfied: 6%
  - Don't know/no opinion: 6%

- **Culture/atmosphere of WSU**
  - Very satisfied: 24%
  - Somewhat satisfied: 35%
  - Neither satisfied nor dissatisfied: 18%
  - Somewhat dissatisfied: 16%
  - Very dissatisfied: 7%
  - Don't know/no opinion: 5%

- **Benefits package**
  - Very satisfied: 26%
  - Somewhat satisfied: 31%
  - Neither satisfied nor dissatisfied: 14%
  - Somewhat dissatisfied: 20%
  - Very dissatisfied: 5%
  - Don't know/no opinion: 3%

- **Professional development opportunities**
  - Very satisfied: 22%
  - Somewhat satisfied: 28%
  - Neither satisfied nor dissatisfied: 22%
  - Somewhat dissatisfied: 20%
  - Very dissatisfied: 6%
  - Don't know/no opinion: 3%

- **Salary**
  - Very satisfied: 11%
  - Somewhat satisfied: 25%
  - Neither satisfied nor dissatisfied: 9%
  - Somewhat dissatisfied: 36%
  - Very dissatisfied: 18%
  - Don't know/no opinion: 0%

This question was seen by faculty/staff only (n=703).
**ACCESSIBILITY FOR THE DISABLED**

Figure 13: Please indicate how you would rate the accessibility of the following areas for a person with a disability.

![Accessibility Ratings Chart]

- **Buildings**: 19% Very good, 35% Good, 23% Fair, 5% Poor, 16% Very poor, 6% Don't know
- **Restrooms**: 21% Very good, 33% Good, 23% Fair, 6% Poor, 17% Very poor, 11% Don't know
- **Library**: 21% Very good, 31% Good, 15% Fair, 31% Poor, 6% Don't know
- **Student services**: 20% Very good, 27% Good, 12% Fair, 38% Poor, 13% Don't know
- **Classrooms**: 16% Very good, 30% Good, 23% Fair, 7% Poor, 22% Very poor, 14% Don't know
- **Transportation**: 17% Very good, 26% Good, 19% Fair, 6% Poor, 31% Very poor, 10% Don't know
- **Grounds**: 15% Very good, 25% Good, 19% Fair, 8% Poor, 29% Very poor, 6% Don't know
- **Parking**: 17% Very good, 23% Good, 21% Fair, 12% Poor, 9% Very poor, 20% Don't know
- **Residence halls**: 15% Very good, 19% Good, 9% Fair, 54% Poor, 5% Don't know
- **Athletic facilities**: 14% Very good, 20% Good, 14% Fair, 47% Poor, 3% Don't know
- **Recreational sports facilities**: 13% Very good, 20% Good, 13% Fair, 50% Poor, 4% Don't know
- **Information in alternate formats**: 11% Very good, 17% Good, 15% Fair, 8% Poor, 44% Don't know
Figure 14: Please indicate how you would rate the accessibility of the following areas for a person with a disability. (By Population)

% Good + Very Good

Chart shows only differences that are statistically significant at the 99.9 percent confidence level (z-test, p<0.001).
## DISCRIMINATION INCIDENTS

**Personally Experienced**

Figure 15: Please indicate how often you have personally experienced the following forms of bias/harassment/discrimination while at WSU.

% Sometimes + Often

<table>
<thead>
<tr>
<th>PERTAINING TO YOUR...</th>
<th>VERBAL COMMENTS</th>
<th>WRITTEN COMMENTS</th>
<th>EXCLUSION</th>
<th>OFFENSIVE VISUAL IMAGES</th>
<th>THREATS OF PHYSICAL HARM</th>
<th>PHYSICAL HARM</th>
<th>DAMAGE TO PERSONAL PROPERTY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sex, gender expression, or gender identity</td>
<td>12%</td>
<td>5%</td>
<td>9%</td>
<td>5%</td>
<td>2%</td>
<td>1%</td>
<td>2%</td>
</tr>
<tr>
<td>Age</td>
<td>10%</td>
<td>3%</td>
<td>6%</td>
<td>2%</td>
<td>1%</td>
<td>1%</td>
<td>2%</td>
</tr>
<tr>
<td>Ability/Disability status</td>
<td>4%</td>
<td>2%</td>
<td>3%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Race/Ethnicity</td>
<td>7%</td>
<td>3%</td>
<td>7%</td>
<td>2%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Religion/Ideology</td>
<td>11%</td>
<td>4%</td>
<td>5%</td>
<td>4%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Nation of origin or citizenship status</td>
<td>4%</td>
<td>2%</td>
<td>3%</td>
<td>2%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Sexual orientation</td>
<td>4%</td>
<td>2%</td>
<td>2%</td>
<td>2%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Class/Socioeconomic status</td>
<td>6%</td>
<td>3%</td>
<td>5%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
</tr>
</tbody>
</table>

(Total n=2262; Students n=1559; Faculty/Staff n=703) Green shades indicate lower percentages, red shades higher percentages.
Figure 16: Have you ever reported a personal experience of bias/harassment/discrimination?

I have not experienced an instance of bias/harassment/discrimination

- Current Students (n=1559)
- Faculty/Staff (n=703)

- Yes: 3% (Current Students) vs. 72% (Faculty/Staff), p<0.001
- No: 77% (Current Students) vs. 28% (Faculty/Staff)

Difference are statistically significant difference at the 99.9 percent confidence level (z-test, p<0.001).

Figure 17: Why did you decide not to report?

- Did not think it was worth reporting
- Unsure of how/where to report such incidents*
- Not comfortable with the reporting process
- Afraid of retaliation*
- Other

- Current Students (n=381)
- Faculty/Staff (n=230)

- Did not think it was worth reporting: 60% (Current Students) vs. 73% (Faculty/Staff), p<0.001
- Unsure of how/where to report such incidents*: 12% (Current Students) vs. 27% (Faculty/Staff)
- Not comfortable with the reporting process: 20% (Current Students) vs. 18% (Faculty/Staff)
- Afraid of retaliation*: 12% (Current Students) vs. 27% (Faculty/Staff)
- Other: 14% (Current Students) vs. 19% (Faculty/Staff)

An asterisk (*) indicates a statistically significant difference at the 99.9 percent confidence level (z-test, p<0.001).
Figure 18: Who did you speak with to report an instance of bias/harassment/discrimination?

(n=103) A † indicates an option only seen by Faculty/Staff (n=51).

Figure 19: How satisfied were you with how your report was handled?

(n=103)
**WITNESSED OR HEARD ABOUT**

Figure 20: How often have you heard a WSU ___ make an offensive or insensitive remark about ___?

% Sometimes + Often

<table>
<thead>
<tr>
<th></th>
<th>STUDENT</th>
<th>STAFF/ADMIN&lt;sup&gt;6&lt;/sup&gt;</th>
<th>FACULTY</th>
<th>STAFF</th>
<th>ADMIN&lt;sup&gt;7&lt;/sup&gt;</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>25%</td>
<td>5%</td>
<td>6%</td>
<td>14%</td>
<td>7%</td>
</tr>
<tr>
<td>Veterans</td>
<td>5%</td>
<td>2%</td>
<td>2%</td>
<td>3%</td>
<td>1%</td>
</tr>
<tr>
<td>Non-native English</td>
<td>26%</td>
<td>4%</td>
<td>5%</td>
<td>16%</td>
<td>6%</td>
</tr>
<tr>
<td>speaking person</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Persons of particular</td>
<td>14%</td>
<td>3%</td>
<td>4%</td>
<td>10%</td>
<td>4%</td>
</tr>
<tr>
<td>socioeconomic backgrounds</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Persons of particular</td>
<td>21%</td>
<td>4%</td>
<td>5%</td>
<td>13%</td>
<td>5%</td>
</tr>
<tr>
<td>religious backgrounds</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Persons with a disability</td>
<td>8%</td>
<td>2%</td>
<td>3%</td>
<td>5%</td>
<td>3%</td>
</tr>
<tr>
<td>Persons of a particular</td>
<td>20%</td>
<td>3%</td>
<td>5%</td>
<td>13%</td>
<td>6%</td>
</tr>
<tr>
<td>racial/ethnic background</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gay, lesbian, or</td>
<td>18%</td>
<td>3%</td>
<td>3%</td>
<td>9%</td>
<td>3%</td>
</tr>
<tr>
<td>bisexual persons</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trans-identified or</td>
<td>17%</td>
<td>3%</td>
<td>3%</td>
<td>9%</td>
<td>3%</td>
</tr>
<tr>
<td>gender nonconforming</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>persons</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(Total n=2262; Students n=1559; Faculty/Staff n=703) Green shades indicate lower percentages, red shades higher percentages.

---

<sup>6</sup> Students were asked to rate staff and administrators together.

<sup>7</sup> Faculty/Staff were asked to rate staff and administrators separately.
Figure 21: How often have you witnessed or heard about the following forms of bias/harassment/discrimination at WSU?

- **Threats of physical harm**: 83% Never, 11% N/A, 1% Rarely, 1% Sometimes, 1% Often
- **Physical harm**: 86% Never, 8% N/A, 0% Rarely, 0% Sometimes, 0% Often
- **Damage to personal property**: 84% Never, 10% N/A, 2% Rarely, 0% Sometimes, 1% Often
- **Offensive visual images**: 78% Never, 14% N/A, 3% Rarely, 0% Sometimes, 0% Often
- **Written comments (text, email, writing)**: 72% Never, 17% N/A, 5% Rarely, 0% Sometimes, 0% Often
- **Exclusion (from gatherings, events)**: 73% Never, 15% N/A, 3% Rarely, 0% Sometimes, 0% Often
- **Verbal comments**: 50% Never, 29% N/A, 16% Rarely, 4% Sometimes, 1% Often

(n=2262)
Figure 22: Have you ever reported an incident of bias/harassment/discrimination that you witnessed?

Differences are statistically significant difference at the 99.9 percent confidence level (z-test, p<0.001).

Figure 23: Why did you decide not to report what you witnessed?

An asterisk (*) indicates a statistically significant difference at the 99.9 percent confidence level (z-test, p<0.001).
Figure 24: Who did you speak with to report the instance of bias/harassment/discrimination you witnessed or heard about?

- Human resources†: 39%
- University Police: 23%
- Office of Equal Opportunity and Title IX: 19%
- College Dean's Office: 19%
- Department Chair: 18%
- Office of Std Conduct/Community Standards: 17%
- Office of Academic Affairs: 10%
- Advisor/counselor: 10%
- Professor/faculty: 8%
- Dean of students: 4%
- Student advocate: 4%
- Other Police: 0%
- Department Chair: 8%
- College Dean's Office: 3%
- Office of Equal Opportunity and Title IX: 10%
- Office of Std Conduct/Community Standards: 4%
- Other: 19%

(n=77) A (†) indicates an option only seen by Faculty/Staff (n=38).

Figure 25: How satisfied were you with how your report of what you witnessed was handled?

- Very satisfied: 16%
- Satisfied: 30%
- Neither satisfied nor dissatisfied: 21%
- Dissatisfied: 10%
- Very dissatisfied: 23%

(n=77)
WAYS TO IMPROVE

Figure 26: How important to changing the environment at WSU is each of the following?

<table>
<thead>
<tr>
<th>Option</th>
<th>Very important</th>
<th>Somewhat important</th>
<th>Not important</th>
</tr>
</thead>
<tbody>
<tr>
<td>Requiring diversity training for faculty and staff</td>
<td>45%</td>
<td>40%</td>
<td>16%</td>
</tr>
<tr>
<td>Providing equity and diversity training to faculty promotion and tenure committees (Faculty/Staff only)</td>
<td>39%</td>
<td>41%</td>
<td>20%</td>
</tr>
<tr>
<td>Expecting that diversity issues are included in courses and co-curricular programs</td>
<td>41%</td>
<td>39%</td>
<td>21%</td>
</tr>
<tr>
<td>Providing equity and diversity training to search committees (Faculty/Staff only)</td>
<td>36%</td>
<td>43%</td>
<td>21%</td>
</tr>
<tr>
<td>Increasing the diversity of the administration</td>
<td>39%</td>
<td>37%</td>
<td>24%</td>
</tr>
<tr>
<td>Increasing the diversity of the faculty</td>
<td>37%</td>
<td>39%</td>
<td>24%</td>
</tr>
<tr>
<td>Increasing the diversity of the student body</td>
<td>37%</td>
<td>37%</td>
<td>25%</td>
</tr>
<tr>
<td>Increasing the diversity of the staff</td>
<td>36%</td>
<td>39%</td>
<td>25%</td>
</tr>
<tr>
<td>Including diversity-related professional experiences as one of the criteria for hiring of staff/faculty</td>
<td>29%</td>
<td>41%</td>
<td>30%</td>
</tr>
<tr>
<td>Requiring all students to take a diversity course in order to graduate from WSU</td>
<td>29%</td>
<td>33%</td>
<td>38%</td>
</tr>
</tbody>
</table>

(n=2262)

Respondents were offered the opportunity to give suggestions concerning how to improve the climate at WSU. Hanover Research can provide a detailed analysis of these open-ended responses as an addendum to this project.
Figure 27: How important to changing the environment at WSU is each of the following?
(By Population) % Important + Very Important

<table>
<thead>
<tr>
<th>Issue</th>
<th>Faculty/Staff (n=703)</th>
<th>Current Students (n=1559)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expecting that diversity issues are included in courses and co-curricular programs</td>
<td>75% 81%</td>
<td>72%</td>
</tr>
<tr>
<td>Increasing the diversity of the administration</td>
<td>83% 73%</td>
<td>81%</td>
</tr>
<tr>
<td>Increasing the diversity of the faculty</td>
<td>82% 73%</td>
<td>81%</td>
</tr>
<tr>
<td>Increasing the diversity of the student body</td>
<td>81% 72%</td>
<td>81%</td>
</tr>
<tr>
<td>Increasing the diversity of the staff</td>
<td>80% 72%</td>
<td>81%</td>
</tr>
</tbody>
</table>

Chart shows only differences that are statistically significant at the 99.9 percent confidence level (z-test, p<0.001).

Figure 28: How important to changing the environment at WSU is each of the following?

<table>
<thead>
<tr>
<th>Issue</th>
<th>Very important</th>
<th>Somewhat important</th>
<th>Not important</th>
</tr>
</thead>
<tbody>
<tr>
<td>Providing a clear and fair process to resolve conflicts</td>
<td>81%</td>
<td>17%</td>
<td></td>
</tr>
<tr>
<td>Providing access to counseling</td>
<td>68%</td>
<td>28%</td>
<td></td>
</tr>
<tr>
<td>Providing mentorship to new faculty/staff</td>
<td>55%</td>
<td>37%</td>
<td>8%</td>
</tr>
<tr>
<td>Providing career span development opportunities for faculty and staff at all ranks or positions</td>
<td>50%</td>
<td>38%</td>
<td>12%</td>
</tr>
<tr>
<td>Providing opportunities for more faculty/staff social interactions</td>
<td>37%</td>
<td>46%</td>
<td>18%</td>
</tr>
<tr>
<td>Providing equity and diversity training to search and tenure and promotion committees</td>
<td>34%</td>
<td>39%</td>
<td>27%</td>
</tr>
<tr>
<td>Incentivizing diversity related activities in tenure/promotion and/or annual reviews</td>
<td>23%</td>
<td>37%</td>
<td>40%</td>
</tr>
</tbody>
</table>

This question was seen by faculty/staff only (n=703).
Figure 29: Which of the following best describes you?

**CURRENT STUDENTS (n=1559)**

- Undergraduate student: 77%
- Graduate student: 21%
- Non-degree seeking student: 1%

**FACULTY/STAFF (n=703)**

- Administrator: 6%
- Faculty member: 30%
- Staff member: 62%

Figure 30: What is your gender identity?

- Woman: 61%
- Man: 38%
- Trans woman: <1%
- Trans man: <1%
- Gender non-conforming, genderqueer, non-binary: <1%
- Other: <1%

(n=2252)
**Figure 31: Which best describes your sexual orientation?**

- Heterosexual/straight: 89%
- Bisexual: 5%
- Gay: 2%
- Lesbian: 1%
- Queer/Questioning: <1%
- Other: 3%

(n=2246)

**Figure 32: What is your race, ethnicity, or international origin?**

- White: 70%
- Asian/Asian American: 12%
- Hispanic, Latino/a, Chicano/a: 9%
- Black/African American: 5%
- Multiracial: 4%
- American Indian/Alaska Native: 4%
- Native Hawaiian/Pacific Islander: <1%
- International: 6%
- Other: 2%

(n=2250)
Figure 33: Which best describes your international origin?

- United States: 73%
- Europe and Russia: 7%
- India: 4%
- East and Southeast Asia: 4%
- South Asia: 2%
- Africa: 2%
- Middle East: 2%
- Central America: 2%
- South America: 1%
- China: <1%
- Canada and Greenland: <1%
- Pacific Islands and Australia: <1%
- Other: 2%

(n=2245)
Figure 34: Which best describes your citizenship status?

- U.S. Citizen - naturalized: 88%
- Non-U.S. resident on visa: 8%
- Permanent resident: 2%
- Undocumented immigrant: <1%
- Other: 1%

(n=2244)

Figure 35: What best describes your religious/ideology identity?

- Christian: 57%
- No religious affiliation: 15%
- Atheist: 7%
- Agnostic: 7%
- Hindu: 4%
- Buddhist: 3%
- Muslim: 3%
- Jewish: <1%
- Other: 5%

(n=2249)
Figure 36: What best describes your military status?

- No military affiliation: 90%
- Military dependent: 4%
- Veteran: 3%
- Military reserves: 1%
- Active military: <1%
- Other: 2%

(n=2254)

Figure 37: Do you have a disability that substantially limits a major life activity?

- No: 95%
- Yes: 5%

(n=2172)
Figure 38: Please specify your disability.

- Mobility impairment: 35%
- Learning disability: 25%
- Hearing impairment: 20%
- Visual impairment: 15%
- Coordination impairment: 6%
- Other: 24%

(n=110)
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