Fall 2020 Campus Climate Data Report

Data collected on October 29, 2020

Report Introduction

Purpose of the EAB Campus Climate Survey

The EAB Campus Climate Survey helps higher education leaders understand students' experiences with diversity and inclusion and/or the scope and nature of sexual violence on campus. Survey data informs efforts to improve students' experiences and available support and resources on campus.

About the EAB Campus Climate Survey Report

XXXX

Survey Development

XXX

Survey Design

XXX

Survey Methods

University of North Texas Health Science Center Fall 2020 Administration

Student Sample and Response Rate	
Number of students invited to take the survey	~2,330
Total number of respondents	211
Number of survey completers (100% completion)	36
Number of partial survey completers (answered at least one question)	174
Number of disqualified respondents (did not consent to take the survey)	1*
Total response rate	9%

Abnormal Response Patterns	
Analytic sample size (total respondents – disqualified respondents	210

Survey Timeline	
Survey launch date (administrator invited students to take the survey and sent reminder emails)	October 1, 2020
Survey close date	October 15, 2020

Demographics

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Quick Takes

- The majority of respondents were women, white, and heterosexual.
- 47% of respondents lived in an off-campus apartment or house.
- Some additional characteristics of note:
  - 74% of respondents participated in at least one student group.
  - 18% of respondents had a mental disability.
  - 23% of respondents were first generation college students.

Gender Identity (N=189)

Woman	77%
Man	23%
Transgender	0%

Race (N=189)

White	52%
Asian	31%
Hispanic or Latino**	9%
Black or African American	4%
Other	2%
Native Hawaiian or Other Pacific Islander	1%

First Generation Status (N = 189)

Yes	23%
No	76%
I'm not sure	1%

Sexual Orientation (N=189)

Heterosexual	90%
LGBAQP*	10%

Residence

Off-campus apartment or house (living alone or with people who are not family members) — 47%

At home with family (living with partner, spouse, parents, kids, etc.) — 43%
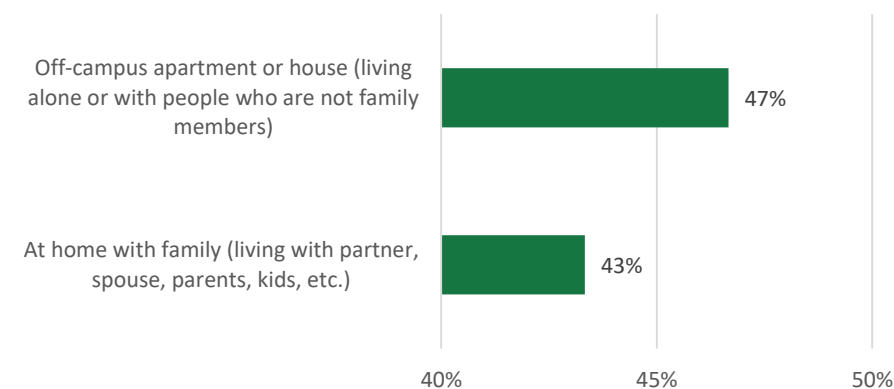
Demographics (Con't)

Quick Takes

Race	Survey Respondents	HSC Students**
White	52%	42%
Asian	31%	29.5%
Hispanic or Latino	9%	15.3%
Black or African American	4%	8.2%
Others	2%	4.9%*
Native Hawaiian or Other Pacific Islander	1%	0.1%

* = including other, unknown, multi-races, and Native American for HSC Student
** excluding number of international students

Survey Respondents vs. HSC Students

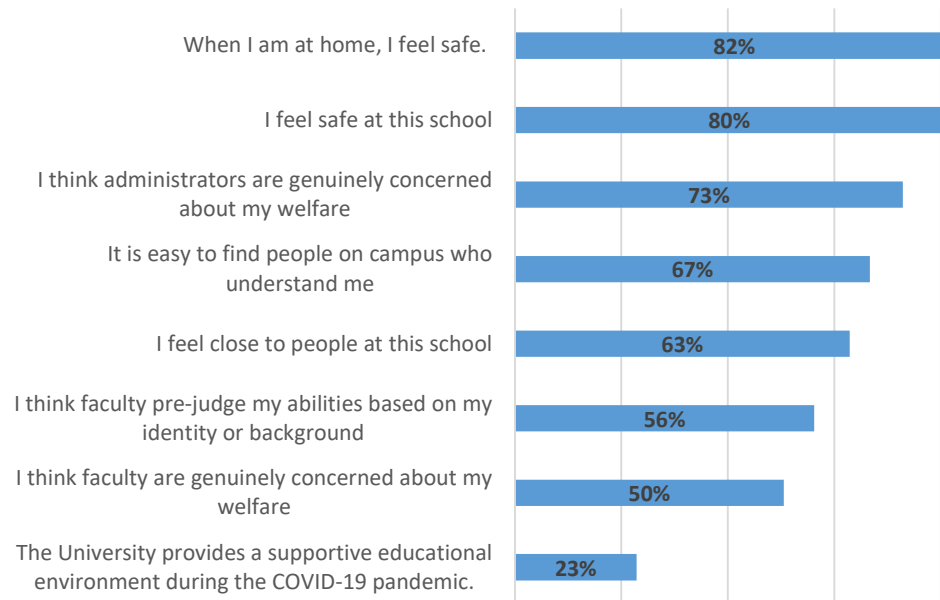|	Survey Respondents	HSC
White	52.4%	42.0%
Asian	31.2%	29.5%
Hispanic	9.0%	15.3%
Black or African American	3.7%	8.2%
Other: (write in)	3.2%	4.9%
Asian, Native Hawaiian or Other Pacific Islander	0.5%	0.1%

■ Survey Respondents ■ HSC
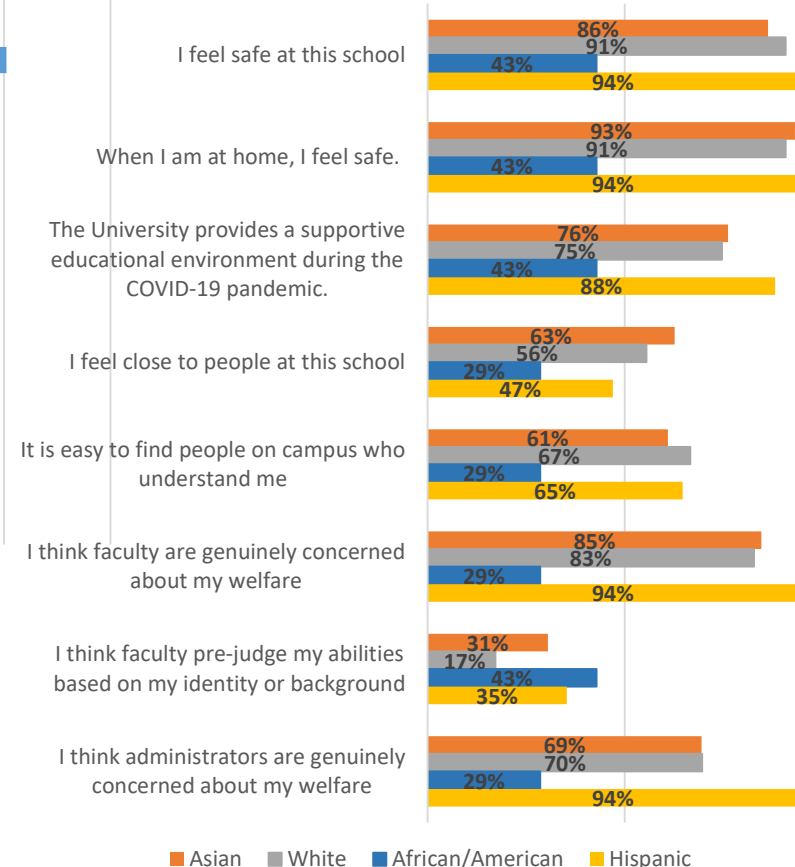
General Campus Climate

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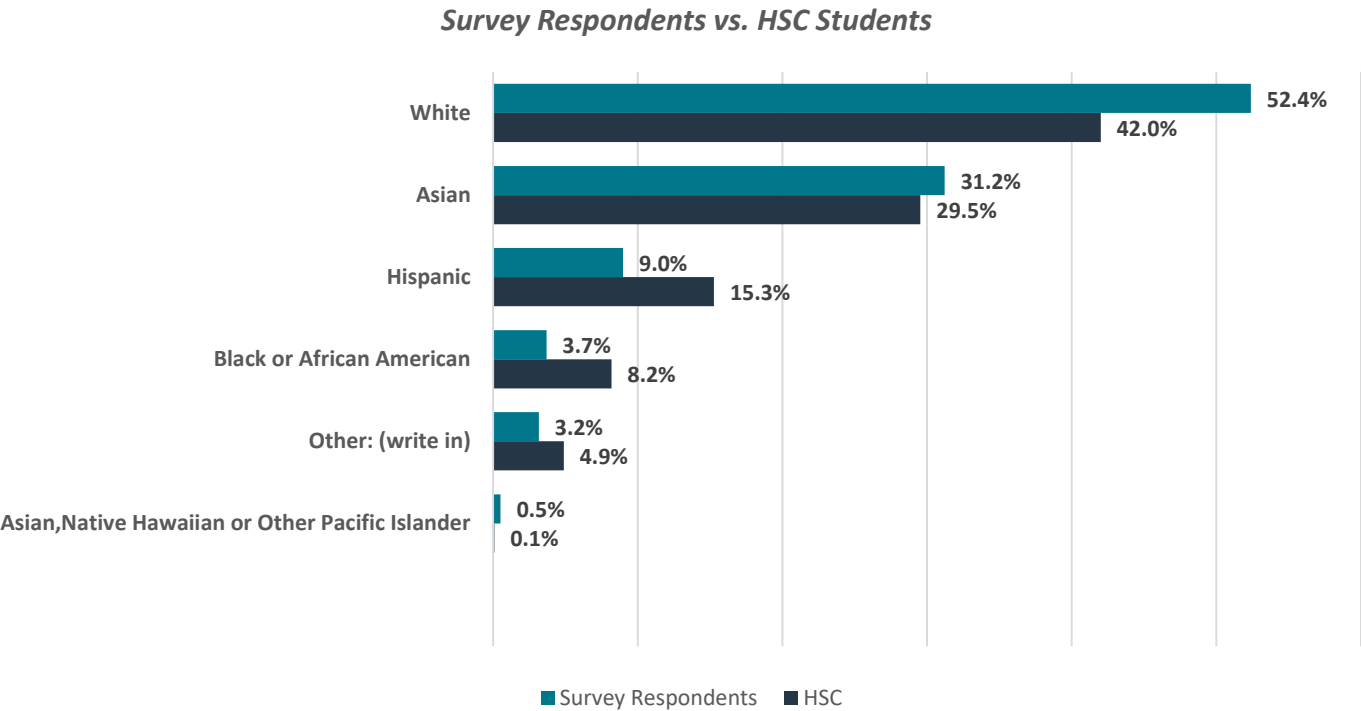
- While overall respondents agreed and strongly agreed that they feel safe at school, only 43% of African American students feel safe at school.
- Only 23% of respondents agreed/strong agreed that the university provides a supportive educational environment during the COVDI 19 which might contribute to them feeling safer at home (82%) than at school (80%).
- African American respondents think that they are pre-judged by faculty in their abilities based on their identity and background.
- Comparing to other races, African American students responded less than positive (desirable) in many areas such as concerns of their welfare, close relationship with people on campus, university's support for their education.

21% of the students seriously considered leaving school –
Respondents most commonly considered leaving because they struggled with mental health challenges or they didn't feel welcomed or supported at this school.

Percent of all respondents who agreed/strongly agreed with the following statements (N=210)

Statement	Percent
When I am at home, I feel safe.	82%
I feel safe at this school	80%
I think administrators are genuinely concerned about my welfare	73%
It is easy to find people on campus who understand me	67%
I feel close to people at this school	63%
I think faculty pre-judge my abilities based on my identity or background	56%
I think faculty are genuinely concerned about my welfare	50%
The University provides a supportive educational environment during the COVID-19 pandemic.	23%

Percent of respondents who agreed/strongly agreed with the following statements by race

Statement	Asian	White	African/American	Hispanic
I feel safe at this school	86%	91%	43%	94%
When I am at home, I feel safe.	93%	91%	43%	94%
The University provides a supportive educational environment during the COVID-19 pandemic.	76%	75%	43%	88%
I feel close to people at this school	63%	56%	29%	47%
It is easy to find people on campus who understand me	61%	67%	29%	65%
I think faculty are genuinely concerned about my welfare	85%	83%	29%	94%
I think faculty pre-judge my abilities based on my identity or background	31%	17%	43%	35%
I think administrators are genuinely concerned about my welfare	69%	70%	29%	94%

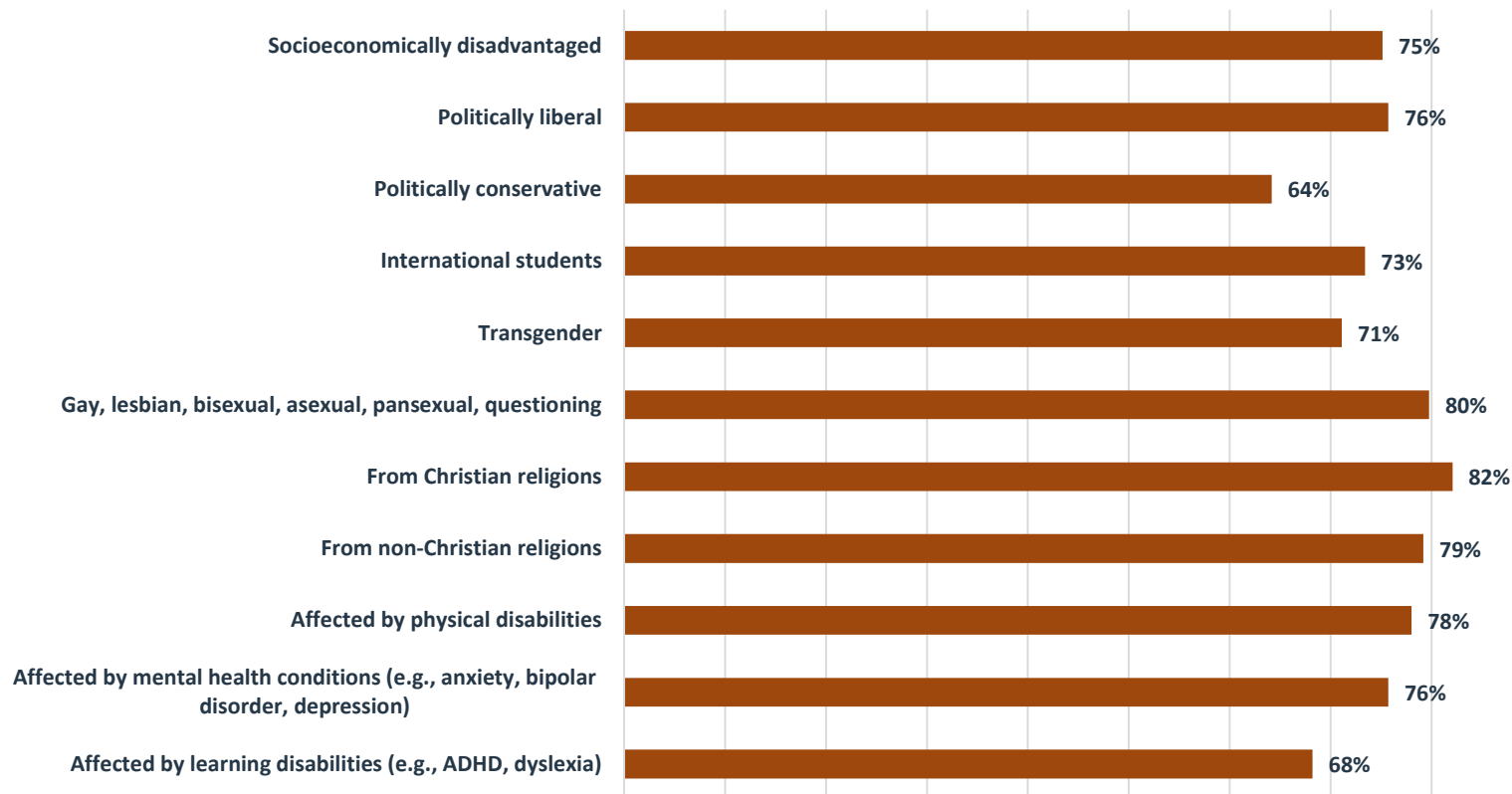Legend: ■ Asian ■ White ■ African/American ■ Hispanic

General Campus Climate – Respect

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Quick Takes

- Respondents felt that the politically conservative students and those affected by learning disabilities were given less respected than other groups around campus.

Respondents feel that the following people were given respect from others around the campus.

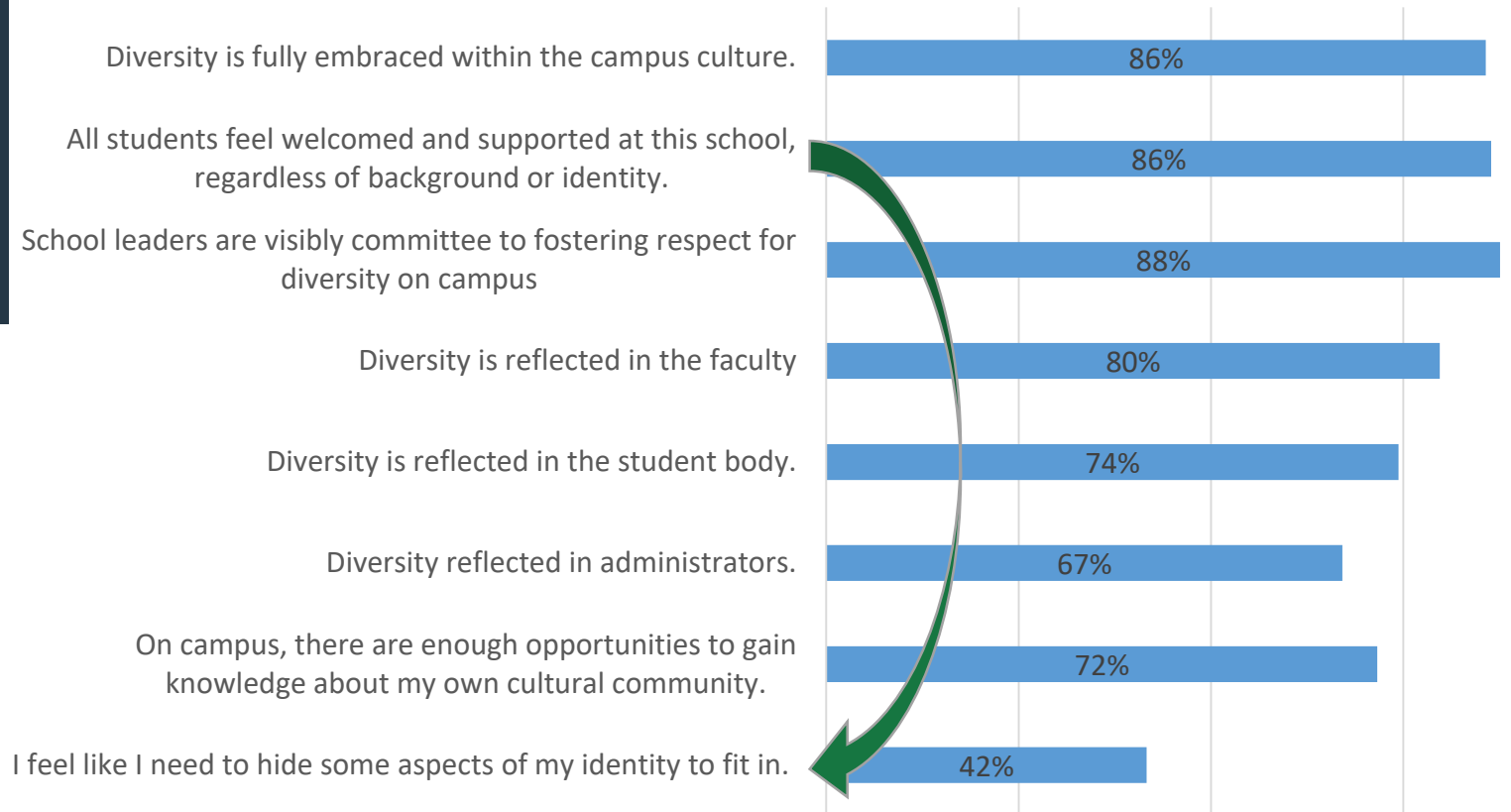| Group	Percentage
Socioeconomically disadvantaged	75%
Politically liberal	76%
Politically conservative	64%
International students	73%
Transgender	71%
Gay, lesbian, bisexual, asexual, pansexual, questioning	80%
From Christian religions	82%
From non-Christian religions	79%
Affected by physical disabilities	78%
Affected by mental health conditions (e.g., anxiety, bipolar disorder, depression)	76%
Affected by learning disabilities (e.g., ADHD, dyslexia)	68%

Perceptions of Diversity

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What diversity topics have you learned most about since coming to this school? (N=142)	
Race & Ethnicity	22%
Socioeconomic status and class	15%
Gender identity and Sexual orientation	14%

How have you primarily learned ab out or become more aware of diversity? (N=152)	
Talking with Friends	43%
In class	25%
Campus events and Others	11%

Percent of all respondents who agreed/strongly agreed with the following statements: (N=120)

Statement	Percent
Diversity is fully embraced within the campus culture.	86%
All students feel welcomed and supported at this school, regardless of background or identity.	86%
School leaders are visibly committee to fostering respect for diversity on campus	88%
Diversity is reflected in the faculty	80%
Diversity is reflected in the student body.	74%
Diversity reflected in administrators.	67%
On campus, there are enough opportunities to gain knowledge about my own cultural community.	72%
I feel like I need to hide some aspects of my identity to fit in.	42%

Perceptions of Diversity
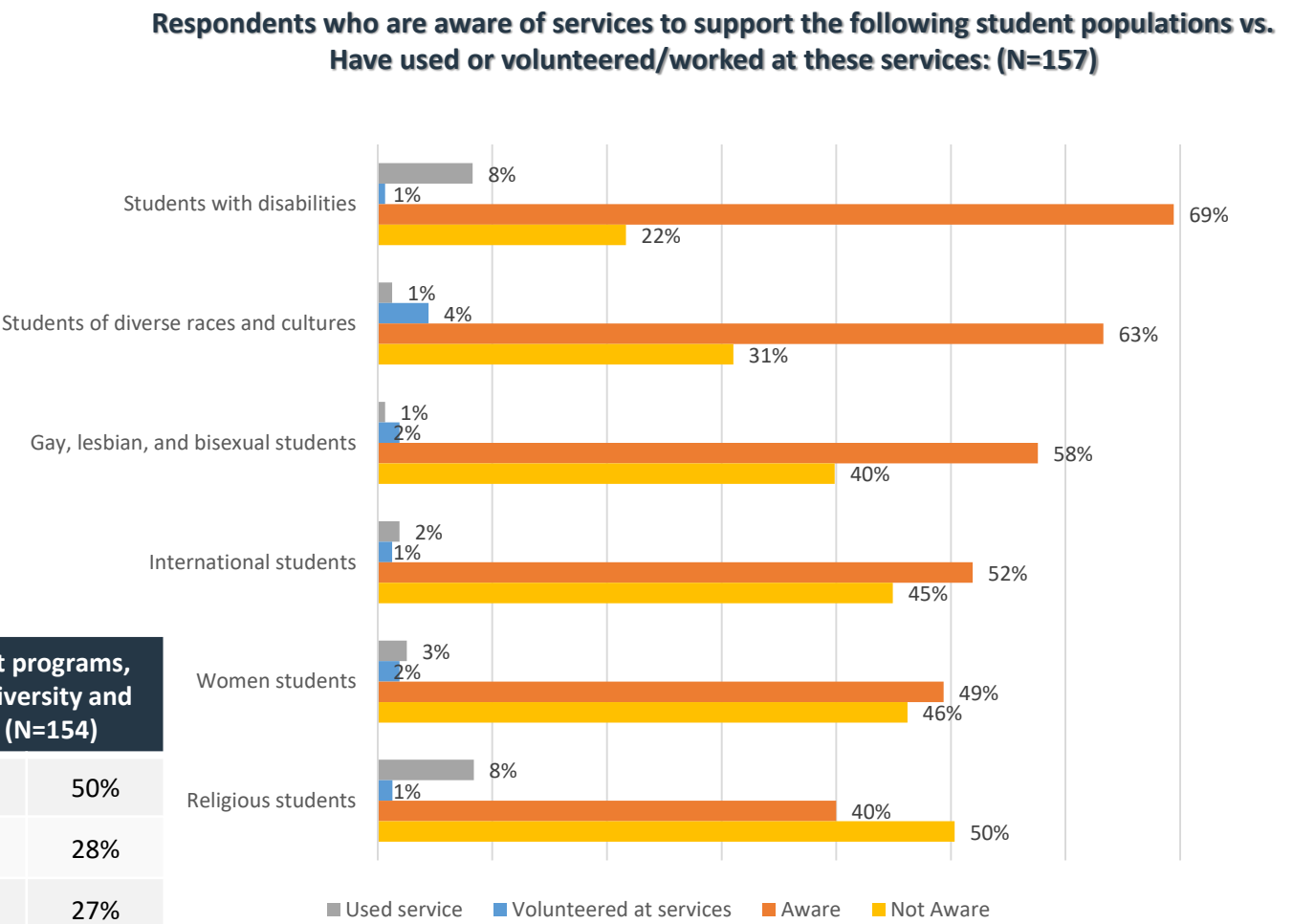
Services and Programs

Quick Takes
- 69% of respondents are most aware of services addresses the needs of student with disabilities but only 8% stated that they had used the service.
- Respondents are least aware of services supporting religious students but some used and/or volunteered/worked with services for those students.
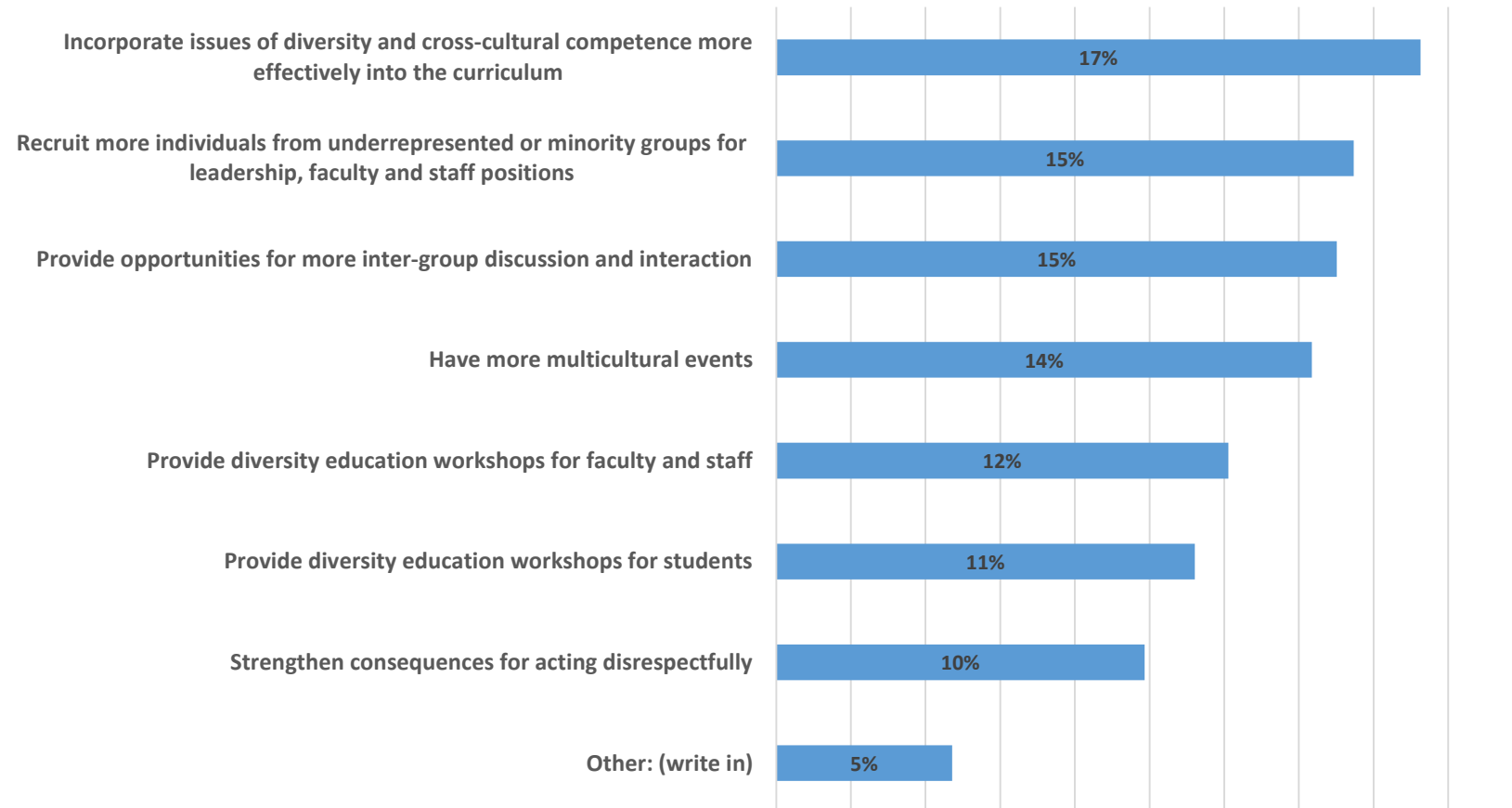
Respondents who are aware of services to support the following student populations vs. Have used or volunteered/worked at these services: (N=157)

Students with disabilities: Used service 8%, Volunteered at services 1%, Aware 69%, Not Aware 22%

Students of diverse races and cultures: Used service 1%, Volunteered at services 4%, Aware 63%, Not Aware 31%

Gay, lesbian, and bisexual students: Used service 1%, Volunteered at services 2%, Aware 58%, Not Aware 40%

International students: Used service 2%, Volunteered at services 1%, Aware 52%, Not Aware 45%

Women students: Used service 3%, Volunteered at services 2%, Aware 49%, Not Aware 46%

Religious students: Used service 8%, Volunteered at services 1%, Aware 40%, Not Aware 50%

Legend: Used service | Volunteered at services | Aware | Not Aware

About how often do you attend programs, activities, or events that promote diversity and inclusion happening on campus? (N=157)	
Frequently	10%
Sometimes	32%
Rarely	33%
Never	25%

About how often do you hear about programs, activities, or events that promote diversity and inclusion happening on campus? (N=154)	
Several times a semester	50%
Almost never	28%
Once or twice a semester	27%

Actions to improve campus climate –

Quick Takes
- Respondents would like to see diversity and cross-cultural competence incorporated into their curriculum more effectively.
- Many of the these improvements have already been incorporated into the HSC 2020 Strategic Roadmap – RISE, new Title IX coordinator, etc.

Incorporate issues of diversity and cross-cultural competence more effectively into the curriculum	17%
Recruit more individuals from underrepresented or minority groups for leadership, faculty and staff positions	15%
Provide opportunities for more inter-group discussion and interaction	15%
Have more multicultural events	14%
Provide diversity education workshops for faculty and staff	12%
Provide diversity education workshops for students	11%
Strengthen consequences for acting disrespectfully	10%
Other: (write in)	5%

Discrimination and Harassment

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Quick Takes
- 100% of respondents said they didn't formally report the incidents to the school compared to 84% from Spring 2019 survey.
- 16% of respondents reported that someone shunned, ignored, or intimidated you, or acted directly or indirectly toward you in an offensive or hostile manner that interfered with your ability to learn and work.
- A few respondents also mentioned that incidents happened during their clinical rotation by preceptor.
- 32% of the respondents stated that faculty members were the source of incidents.
- 82% of respondents reported that the sources of the incidents were the person affiliated with their college/university.

Most common reasons respondents did not share or report the incident: (N=62)	
Didn't think it was serious enough to report	19%
Feared that I would not be believed or taken seriously	16%
Feared others would harass me or react negatively toward me	13%

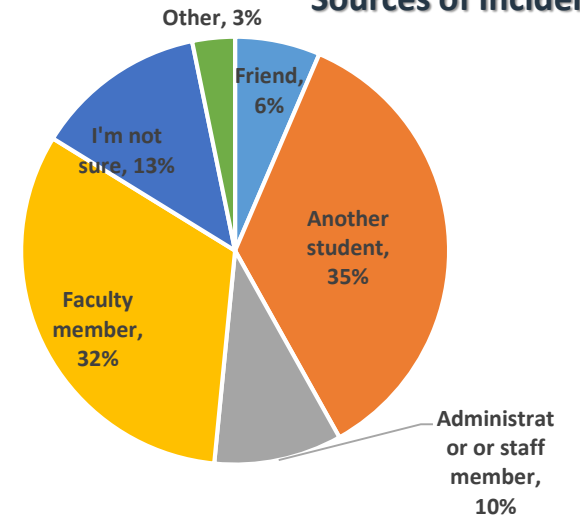| Respondents who experienced discrimination or harassment most commonly reported that:		Sp 19
I was deliberately ignored or excluded.	37%	45%
An instructor made verbal comments that were hostile or offensive to me.	18%	53%
I was the target of offensive humor.	16%	
I received hostile or threatening comments or gestures.	13%	24%

Most common locations of the incident (N=24)	
In class	25%
In off-campus housing	21%
Online	17%

Respondents who experienced discrimination or harassment most commonly believed the conduct to be based on: (N=24)	
My appearance or physical characteristics	17%
My race/My political views	14%
My religious or spiritual view	12%

Sources of Incidents

Pie chart — Sources of Incidents:
- Other, 3%
- Friend, 6%
- I'm not sure, 13%
- Faculty member, 32%
- Another student, 35%
- Administrator or staff member, 10%

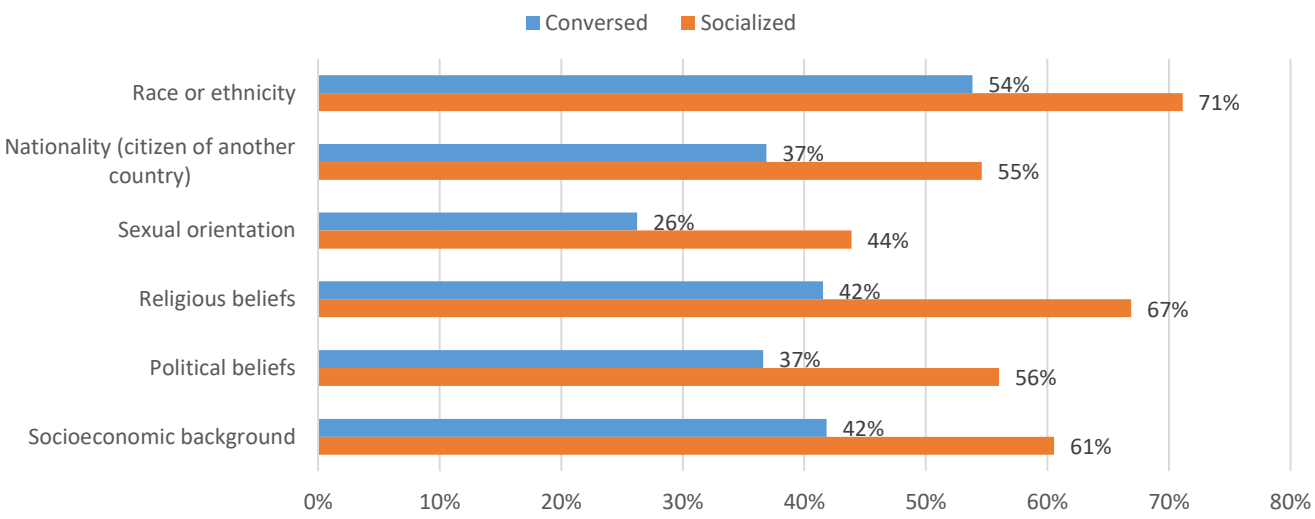| Respondents most commonly told: (N=39)	
Roommate, friend, or classmate	33%
Romantic partner	23%
Family member	20%
No one	10%
Faculty member	8%

Interactions with Diverse Peers

Quick Takes
- Respondents most commonly socialized and engaged in serious conversation with students who were different from them in religious belief.
- Respondents least commonly socialized and engaged in serious conversation with students who were different in sexual orientation.
- Respondents most commonly hesitate to engage with others because they're afraid that they may say something that could be perceived as offensive or uninformed.

Percent of respondents who often or very often socialized with students who were different from them vs Percent of respondents who often and very often engaged in serious conversations with students who were different from them.

Legend: Conversed (blue), Socialized (orange)

Category	Conversed	Socialized
Race or ethnicity	54%	71%
Nationality (citizen of another country)	37%	55%
Sexual orientation	26%	44%
Religious beliefs	42%	67%
Political beliefs	37%	56%
Socioeconomic background	42%	61%

Where do you primarily interact with students whose background and identities differ from you own? (N=142)	
In class	36%
At informal gatherings	27%
In a study group	13%

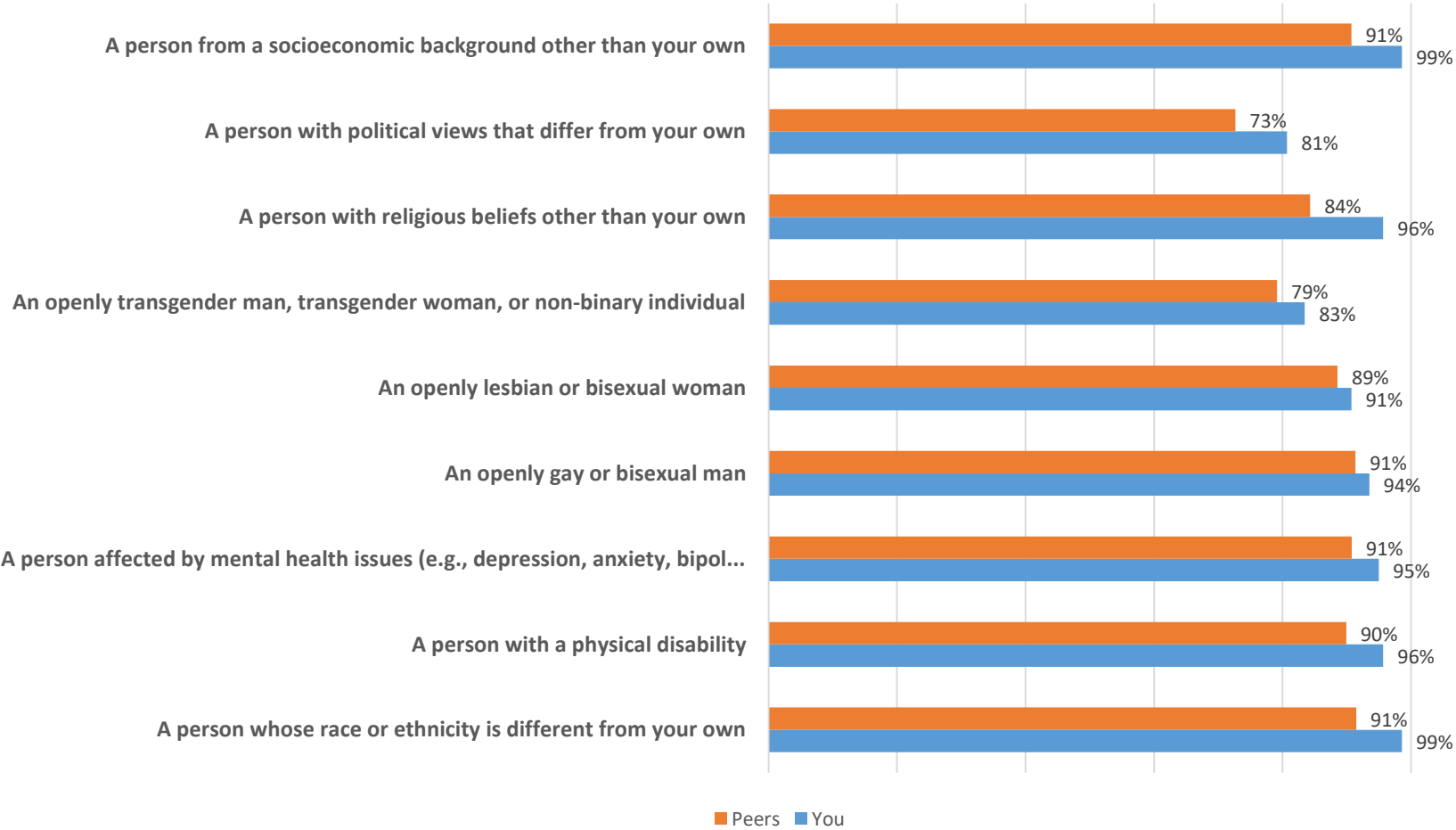| Most common reasons why respondents might hesitate to engage with others: (N=235)	
I'm afraid that I may say something that could be perceived to be offensive of uninformed.	31%
I don't feel any discomfort interacting with peers who are different from me.	17%
I don't know what to talk about.	13%

Interactions with Diverse Peers

Quick Takes
- The self evaluation and the perception of their pees are correlated for all statements. For example, 99% of respondents said they felt comfortable being close to a person from different socioeconomic background as well as evaluating their peers (91%) to also feel the same way. Evidently our students positively perceive that inclusivity occurs among student body.

Self vs. Peers feeling comfortable being close to the following people

Statement	Peers	You
A person from a socioeconomic background other than your own	91%	99%
A person with political views that differ from your own	73%	81%
A person with religious beliefs other than your own	84%	96%
An openly transgender man, transgender woman, or non-binary individual	79%	83%
An openly lesbian or bisexual woman	89%	91%
An openly gay or bisexual man	91%	94%
A person affected by mental health issues (e.g., depression, anxiety, bipol...	91%	95%
A person with a physical disability	90%	96%
A person whose race or ethnicity is different from your own	91%	99%

Peers You

Campus Inclusivity

Quick Takes
- Perception of inclusivity is positively viewed around campus.
- 86% of Respondents feel that the school's missions address diversity and inclusion.

Percent of respondents who feel that the communities they belong to are appropriately represented in the school's: N=135

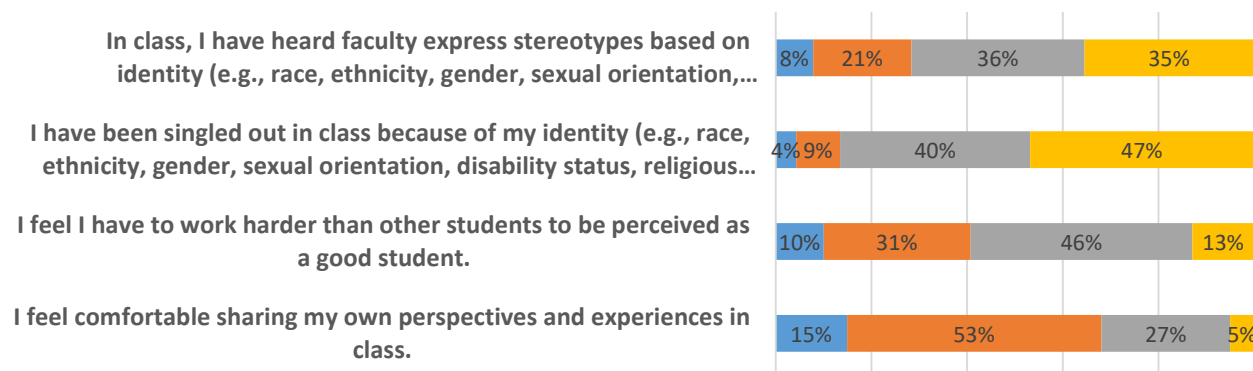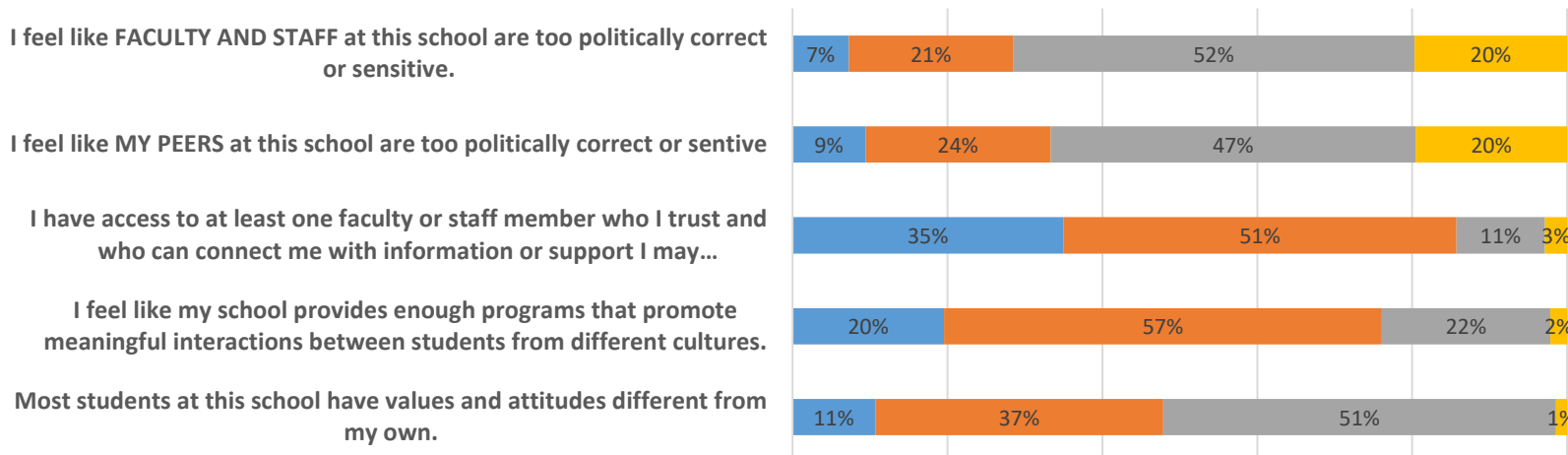|	
Student Organizations	85%
Student Body	83%
Faculty	81%
Communications	80%
Events	80%
Recruiting	81%
Staff	80%

Percent of respondents who feel that issues of diversity and inclusion are adequately addressed: N=135

In student organizations	89%
In the school mission	86%
By school leadership	79%
In school communication	78%

Campus Inclusivity

Respondents who strongly agreed/ agreed with the following statements: (N=138)

Legend: ■ Strongly agree ■ agree ■ Disagree ■ Strongly Disagree

Statement	Strongly agree	agree	Disagree	Strongly Disagree
I feel like FACULTY AND STAFF at this school are too politically correct or sensitive.	7%	21%	52%	20%
I feel like MY PEERS at this school are too politically correct or sentive	9%	24%	47%	20%
I have access to at least one faculty or staff member who I trust and who can connect me with information or support I may…	35%	51%	11%	3%
I feel like my school provides enough programs that promote meaningful interactions between students from different cultures.	20%	57%	22%	2%
Most students at this school have values and attitudes different from my own.	11%	37%	51%	1%

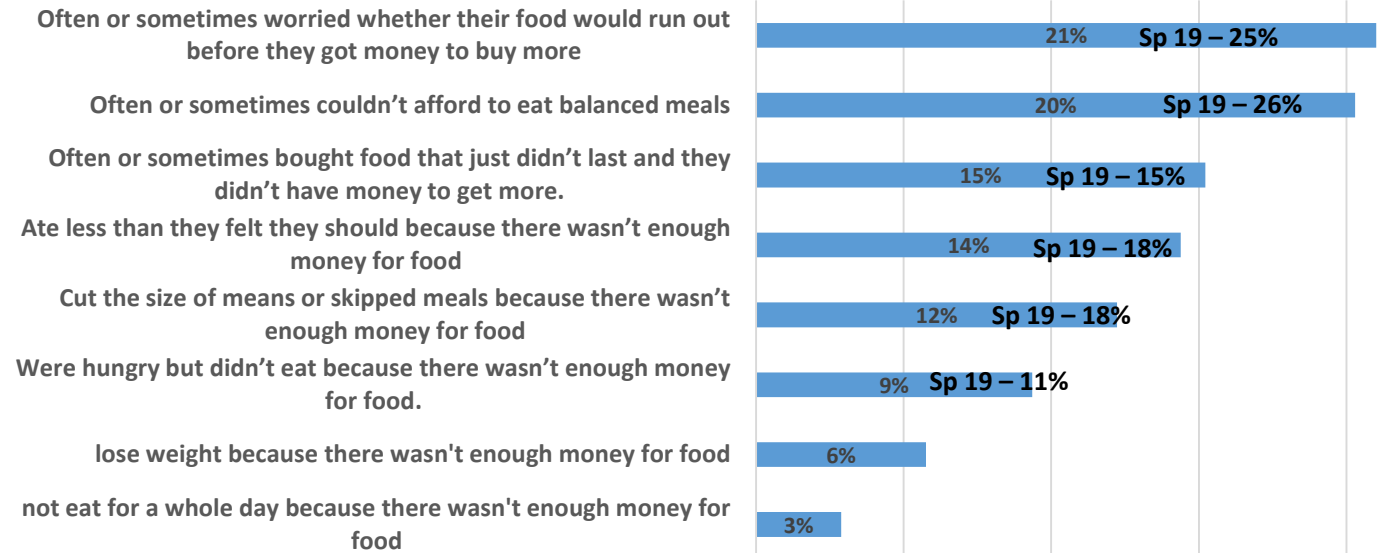| Statement	Strongly agree	agree	Disagree	Strongly Disagree
In class, I have heard faculty express stereotypes based on identity (e.g., race, ethnicity, gender, sexual orientation,…	8%	21%	36%	35%
I have been singled out in class because of my identity (e.g., race, ethnicity, gender, sexual orientation, disability status, religious…	4%	9%	40%	47%
I feel I have to work harder than other students to be perceived as a good student.	10%	31%	46%	13%
I feel comfortable sharing my own perspectives and experiences in class.	15%	53%	27%	5%

Quick Takes
- 86% of respondents have access to a faculty or staff member they trust.
- Less than 35% of respondents feel that faculty & staff are too politically correct or sensitive as well as their peers.

Basic Needs Insecurity –

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Quick Takes
- 10% of respondents reported experiencing some kind of housing insecurity since the beginning of the xx semester. Respondents most commonly:
  - Experience a rent or mortgage increase that made it difficult to pay
  - Move in with other people, even for a little while, because of financial problems
  - Live with others beyond the expected capacity of the house or apartment
- Only 3% of respondents experienced hunger because they didn't have enough money for food.
- Overall respondents' experience in food insecurity seems to be improved since the numbers have gone down from spring 2019.

Experience with Food Insecurity

Category	Value	Sp 19
Often or sometimes worried whether their food would run out before they got money to buy more	21%	Sp 19 – 25%
Often or sometimes couldn't afford to eat balanced meals	20%	Sp 19 – 26%
Often or sometimes bought food that just didn't last and they didn't have money to get more.	15%	Sp 19 – 15%
Ate less than they felt they should because there wasn't enough money for food	14%	Sp 19 – 18%
Cut the size of means or skipped meals because there wasn't enough money for food	12%	Sp 19 – 18%
Were hungry but didn't eat because there wasn't enough money for food.	9%	Sp 19 – 11%
lose weight because there wasn't enough money for food	6%	
not eat for a whole day because there wasn't enough money for food	3%	

Sexual Violence – Prevention Efforts

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Quick Takes

- 88% of all respondents received sexual violence prevention training or information.
- 39% said they received the information from the new student orientation.
- The respondents who received training, most thought it was useful in increasing their overall knowledge of reporting an incident, bystander intervention skills, and definition of sexual violence.

Respondents who received prevention training or information

8%
4%
88%
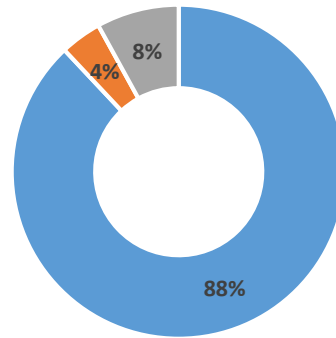
- Yes - No - I do not recall

Most common ways that respondents received information or training: N=224

New student orientation	39%
Online	30%
Student leadership training	11%
Campus-wide events	10%

Respondents who reported that training was very useful/useful in increasing their knowledge of:

The definition of sexual violence	**88%**
Reporting an incident of sexual violence	**90%**
The school's procedures for investigating an incident of sexual violence	81%
Sexual violence resources	87%
Sexual violence prevention strategies (e.g., asking for consent, responsible alcohol use)	87%
Bystander intervention skills	88%

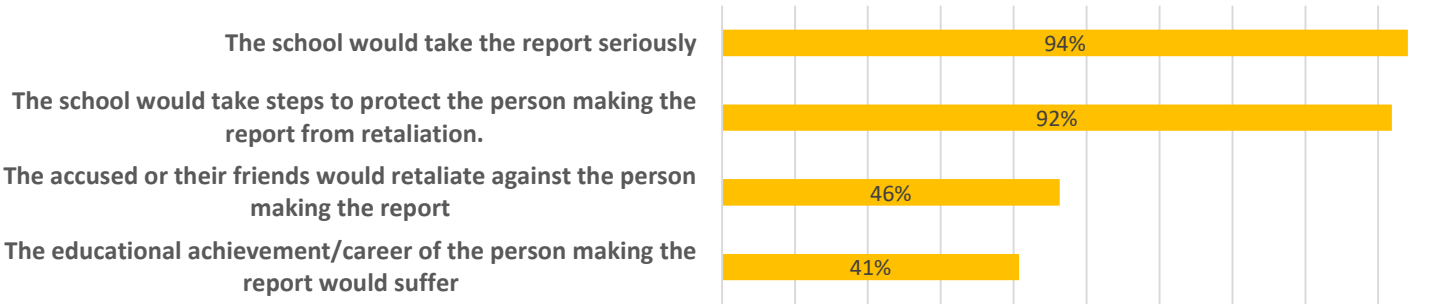# Knowledge and Perception of Campus Reporting Options

Quick Takes
- 80% of respondents are confident that their school would administer the formal procedures to fairly address reports of sexual violence, while 71 % understand the procedures.
- Though only 71% said they agree/strongly agreed to the statement that they understand the school's formal procedure, 84% of respondents also agreed/strongly agreed that they know how to report. Evidently most respondents know how to report the incident and where to get help regardless of their understanding of the formal procedures.
- 94% respondents believe that the school would take the report seriously; however, almost half of respondents believe that the accused or their friends would retaliate again the reporter (46%) and the reporter's career would suffer (41%).

Percent of respondents who agreed/strongly agreed with the following statements: (N=148)

Statement	Value
I know how to report an incident of harassment or discrimination to the school.	84%
If a friend or I experienced harassment or discrimination, I would know where to go to get help.	82% Sp 19 – 84%
I know where I can access my school's harassment and discrimination policy.	82%
I am confident my school would administer the formal procedures to fairly address reports of harassment or discrimination.	80% Sp 19 – 91%
I understand my school's formal procedures to address complaints of harassment or discrimination.	71%

Respondents who strongly agree/agree with the following statements: If someone reported an incident of sexual violence to a campus authority

| Statement	Value
The school would take the report seriously	94%
The school would take steps to protect the person making the report from retaliation.	92%
The accused or their friends would retaliate against the person making the report	46%
The educational achievement/career of the person making the report would suffer	41%

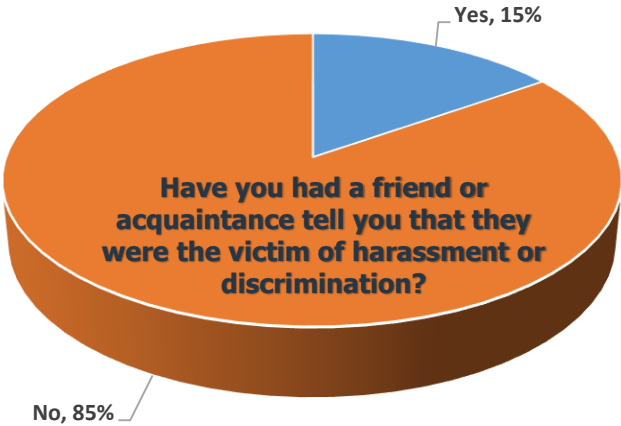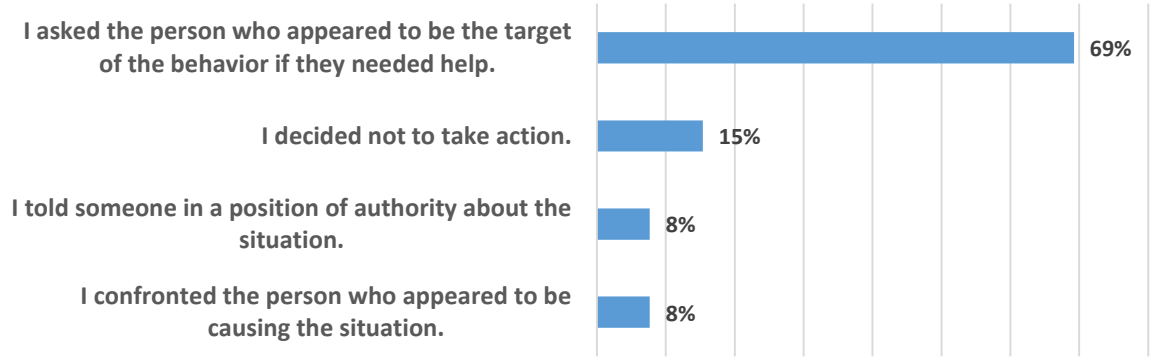# Knowledge and Perception of Campus Reporting Options

Quick Takes
- Most respondents neither observed someone on campus being shunned, ignored, or intimidated, or treated in an offensive, or hostile manner, nor had been told that their friend or acquaintance were the victim of harassment or discrimination.
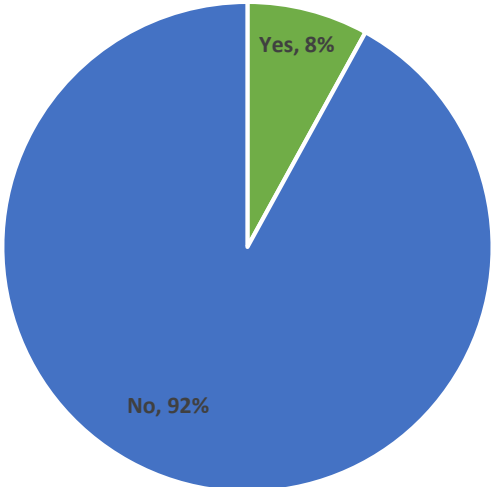
Yes, 8%

No, 92%

observed someone on campus being shunned, ignored, or intimidated, or treated in an offensive, or hostile manner

Your responses to the known incidents.

I asked the person who appeared to be the target of the behavior if they needed help. — 69%

I decided not to take action. — 15%

I told someone in a position of authority about the situation. — 8%

I confronted the person who appeared to be causing the situation. — 8%

Yes, 15%

Have you had a friend or acquaintance tell you that they were the victim of harassment or discrimination?
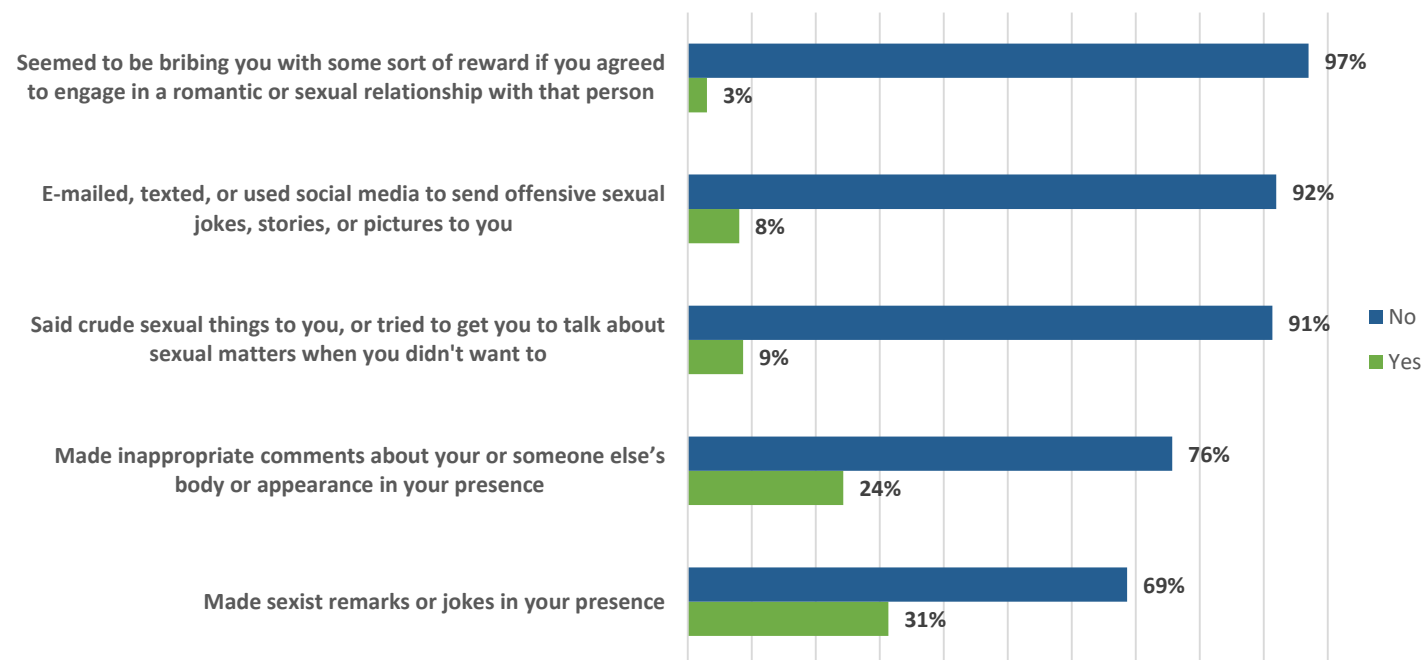
No, 85%

Experiences with Sexual Violence and Harassment

Percent of respondents who experienced with sexual harassment

Quick Takes
- 31% of respondents had someone make sexist remarks or jokes in their presence which is lower than spring 19 – 39%
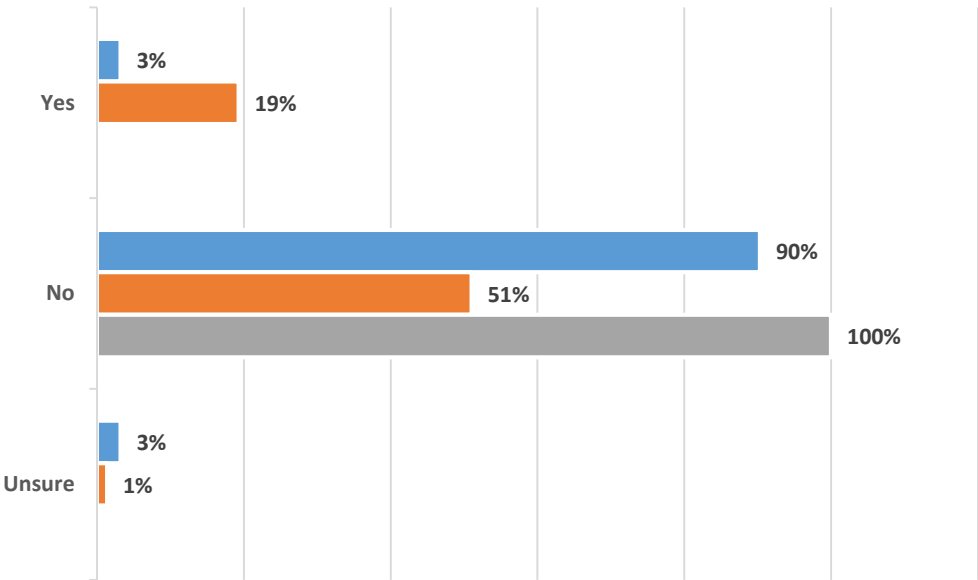- Only 3% of respondents had someone bribed them to engage in a romantic or sexual relationship.

Category	No	Yes
Seemed to be bribing you with some sort of reward if you agreed to engage in a romantic or sexual relationship with that person	97%	3%
E-mailed, texted, or used social media to send offensive sexual jokes, stories, or pictures to you	92%	8%
Said crude sexual things to you, or tried to get you to talk about sexual matters when you didn't want to	91%	9%
Made inappropriate comments about your or someone else's body or appearance in your presence	76%	24%
Made sexist remarks or jokes in your presence	69%	31%

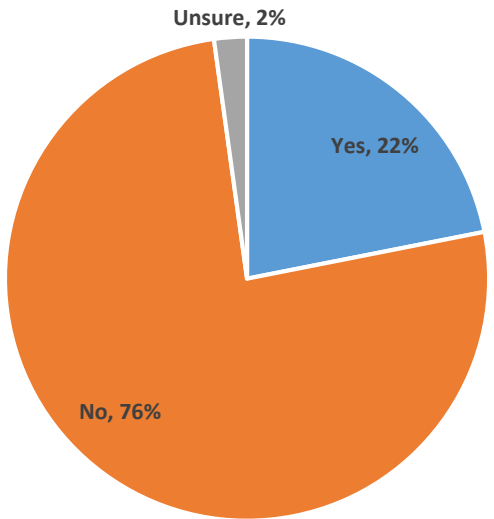# Prior Experiences with Unwanted Sexual Violence

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Quick Takes
- 22% of all respondents reported that someone had or attempted to have unwanted sexual contact with them prior to going to college and 19% of those were women.

Unwanted Sexual Contact -- Prior to College By Gender

Yes
- Man: 3%
- Woman: 19%

No
- Man: 90%
- Woman: 51%
- Other: 100%

Unsure
- Man: 3%
- Woman: 1%

Legend:
- ■ Man
- ■ Woman
- ■ Other

Unwanted Sexual Contact -- Prior to College
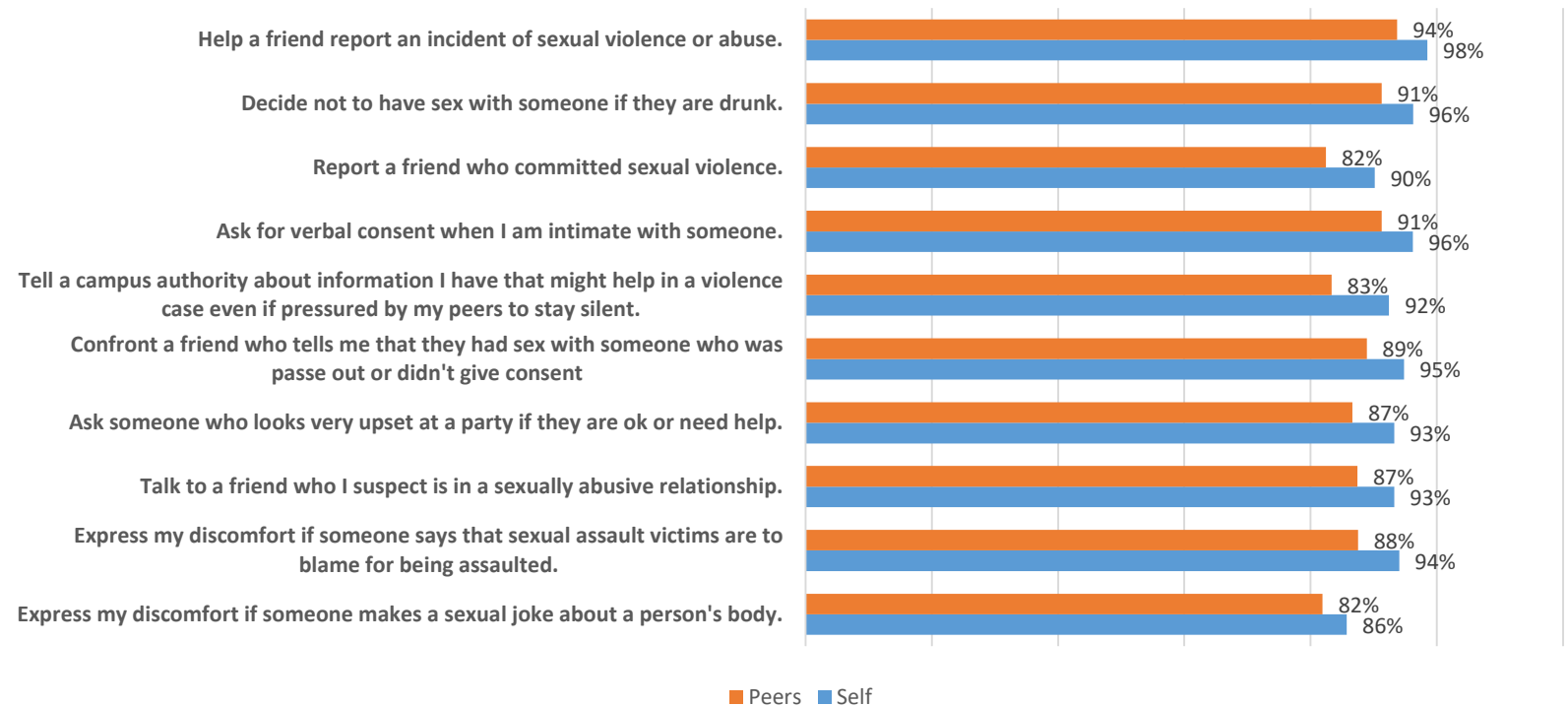
- Unsure, 2%
- Yes, 22%
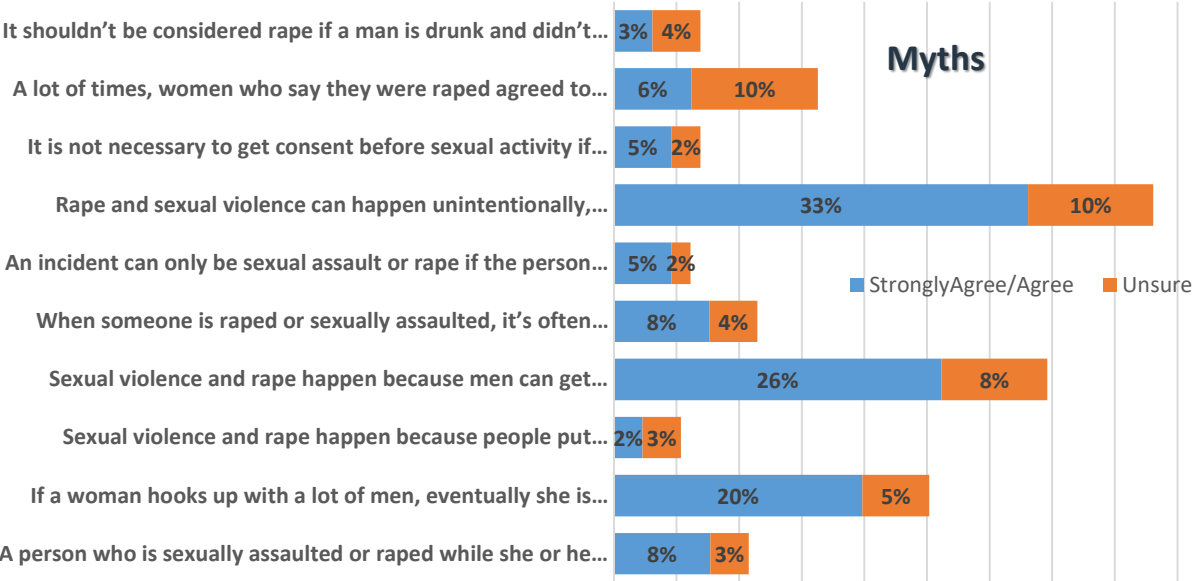- No, 76%

Community Behaviors

Quick Takes
- Less than 1% (0.73%) of respondents observed a situation that they believed was, or could have led to, a sexual assault.
- Respondents generally viewed themselves as more likely than their peers to engage in all the behaviors.
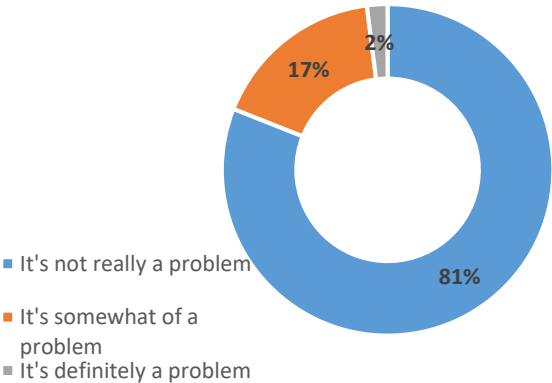
Percent of respondents that rated themselves and their peers as likely/very likely to engage in the following behaviors:

Behavior	Peers	Self
Help a friend report an incident of sexual violence or abuse.	94%	98%
Decide not to have sex with someone if they are drunk.	91%	96%
Report a friend who committed sexual violence.	82%	90%
Ask for verbal consent when I am intimate with someone.	91%	96%
Tell a campus authority about information I have that might help in a violence case even if pressured by my peers to stay silent.	83%	92%
Confront a friend who tells me that they had sex with someone who was passe out or didn't give consent	89%	95%
Ask someone who looks very upset at a party if they are ok or need help.	87%	93%
Talk to a friend who I suspect is in a sexually abusive relationship.	87%	93%
Express my discomfort if someone says that sexual assault victims are to blame for being assaulted.	88%	94%
Express my discomfort if someone makes a sexual joke about a person's body.	82%	86%

■ Peers ■ Self

Community Attitudes

Myths

Statement	StronglyAgree/Agree	Unsure
It shouldn't be considered rape if a man is drunk and didn't…	3%	4%
A lot of times, women who say they were raped agreed to…	6%	10%
It is not necessary to get consent before sexual activity if…	5%	2%
Rape and sexual violence can happen unintentionally,…	33%	10%
An incident can only be sexual assault or rape if the person…	5%	2%
When someone is raped or sexually assaulted, it's often…	8%	4%
Sexual violence and rape happen because men can get…	26%	8%
Sexual violence and rape happen because people put…	2%	3%
If a woman hooks up with a lot of men, eventually she is…	20%	5%
A person who is sexually assaulted or raped while she or he…	8%	3%

Is sexual violence a problem at your school?

- It's not really a problem — 81%
- It's somewhat of a problem — 17%
- It's definitely a problem — 2%

Woman/Man	Strongly agree/agree	Unsure	Strongly Agree/Agree	Unsure
A person who is sexually assaulted or raped while she or he is drunk is at least somewhat responsible for putting themselves in that position.	4%	0%	9%	9%
If a woman hooks up with a lot of men, eventually she is going to get into trouble.	12%	3%	16%	7%
Sexual violence and rape happen because people put themselves in bad situations	1%	0%	2%	7%
Sexual violence and rape happen because men can get carried away in sexual situations once they've started.	17%	5%	19%	23%
When someone is raped or sexually assaulted, it's often because the waythey said "no" was unclear or there was some miscommunication.	3%	2%	12%	5%
An incident can only be sexual assault or rape if the person says "no."	3%	1%	5%	2%
Rape and sexual violence can happen unintentionally, especially if alcohol is involved.	21%	6%	28%	9%
It is not necessary to get consent before sexual activity if you are in a relationship with that person.	2%	0%	7%	7%
A lot of times, women who say they were raped agreed to have sex and then regretted it afterward.	4%	4%	5%	14%
It shouldn't be considered rape if a man is drunk and didn't realize what he was doing.	1%	1%	5%	9%

Is sexual violence a problem at your school by gender	It's not really a problem	It's somewhat of a problem	It's definitely a problem
Man (N=43)	35%	5%	2%
Woman (N=145)	19%	5%	0%

Experiences with Intimate Partner Violence and Stalking and Harassment

Experiences with Intimate Partners (N=136)
*Respondents were asked if they had a casual, steady, or serious dating or intimate partner or spouse. Respondents who answered "**Yes**" answered the following questions about their relationship with their partners.*

- 14% of Experienced some form of non-violent behavior or harassment from an intimate partner –most commonly experienced their partner calling them a name and/or criticizing them, accusing them of paying too much attention to someone or something else, or putting down their family and friends.
- 1% of experienced some form of violent behavior form an intimate partner.

Stalking & Harassment (N=136)
- 13% of respondents felt frightened, concerned, angered, or annoyed by a stalking or harassing behavior

Respondents most commonly experienced:
- Exposing personal information or spreading rumors about you on the Internet, in a public place, or by word of mouth
- Sending unwanted e-mails or other forms of written correspondence or communication
- Posting offensive or abusive comments on your social media profile(s), blog, or other online space