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Dear Campus Community,

As many of you may recall, the CWRU Office of Inclusion, Diversity and Equal Opportunity in collaboration with the Office of Planning and Institutional Research, administered the University's first campus-wide climate survey during the fall of 2010. The survey provided an opportunity for us to learn how faculty, students, and staff feel about the campus climate, especially as it relates to issues of diversity and inclusion.

The results of the survey are now available on the OIDEO website (www.case.edu/diversity). These data provide a kind of baseline of information for creating a more welcoming environment for everyone on campus, especially those from underrepresented groups. We encourage you to read the survey and share your ideas and suggestions about what steps we can take to enhance the climate and to create the kind of welcoming environment for all the members of our campus community.

The data from the climate survey will not only inform the forthcoming dialogues on the development of the Diversity Strategic Action Plan (DSAP), but it will also assist the OIDEO and other champions of diversity and inclusion with research, education, and programming that will advance inclusive excellence at CWRU.

We thank those of you who participated in the survey and look forward to the rich dialogue this information will engender on our campus.

Sincerely,

A handwritten signature in cursive script that reads "Marilyn S. Mobley".

Marilyn Sanders Mobley, PhD

Vice President for Inclusion, Diversity and Equal Opportunity

2010-2011 Climate Survey: Results on Common Questions

Case Western Reserve University

Introduction

The CWRU Climate Survey was administered in the fall of 2010 to students, faculty, and staff as a way to assess the campus environment. The survey examines a number of issues related to climate, such as how comfortable the university is for participants, participants’ experiences of discrimination, and participant interactions with their peers. Taken together, results of this survey can help the campus community better understand and address climate issues specific to the workplace and classroom.

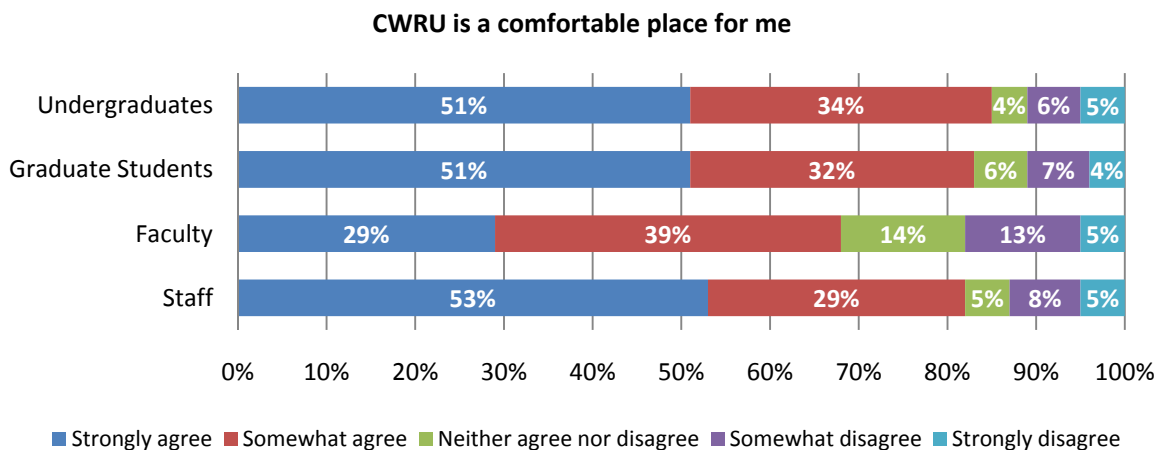
A total of 3,045 undergraduate students, 3,787 graduate and professional students, 2,678 faculty members, and 3,220 staff members were surveyed. Responses were collected from 911 undergraduates (30%), 720 graduate students (19%), 631 faculty members (24%), and 1,387 staff members (43%).

Common Questions

Ten questions were asked of all faculty, staff, and students. In addition, six questions about diversity in classes and programs were asked of all faculty and students. Results from these questions allow comparison of how different campus constituencies perceive the environment for inclusion and diversity. This report highlights interesting differences among the four constituencies surveyed as well as differences both among and within groups by gender, race/ethnicity, and international status.¹ Detailed results for each survey question begin on page 7.

Comfort with the Campus Environment

As shown in the chart below, large majorities agreed with the statement that “CWRU is a comfortable place for me.” Among undergraduates, graduate students, and staff, more than half of respondents “strongly” agreed with the statement. However, faculty were significantly less likely than were other groups on campus to feel that CWRU is a comfortable place for them; 68% of faculty strongly or somewhat agreed that they felt comfortable at CWRU, compared to 85% of undergraduate students, 83% of graduate and professional students, and 82% of staff.



¹ For those interested in more information about how we conducted the analysis, see page 5.

Experiences of Discrimination

Overall, only small percentages of respondents strongly agreed that they felt discriminated against at CWRU, whether on the basis of age, gender, ethnicity, or other factors.

Percent who “strongly agree” they have felt discriminated against at CWRU because of:

| | Faculty | Staff | Undergraduate Students | Graduate Students |
|--|---------|-------|------------------------|-------------------|
| Gender | 4% | 5% | 2% | 3% |
| Age | 3% | 3% | 1% | 3% |
| Racial, cultural, or ethnic background | 3% | 5% | 4% | 3% |
| Disability | 1% | 2% | 1% | 2% |
| Religious affiliation | 1% | 2% | 3% | 2% |
| Sexual orientation | <1% | 2% | 1% | 2% |
| Socioeconomic status | 1% | 3% | 4% | 3% |

Staff members were the most likely to report having felt discrimination. Specifically, staff were significantly more likely than at least one other group to agree that they had felt discrimination based on their age; racial, cultural, or ethnic background; disability; sexual orientation; or gender.

Perhaps not surprising, women were significantly more likely than men to say that they have felt discriminated against because of their gender. The most striking gender difference on this item was among faculty, where over a third of women (35%) either “strongly” or “somewhat” agreed that they felt discriminated against based on gender, compared to only 6% of men. In contrast, graduate students were the group with the smallest difference by gender on this item. Only 12% of female graduate students agreed that they felt discrimination based on gender, compared to 5% of male graduate students.

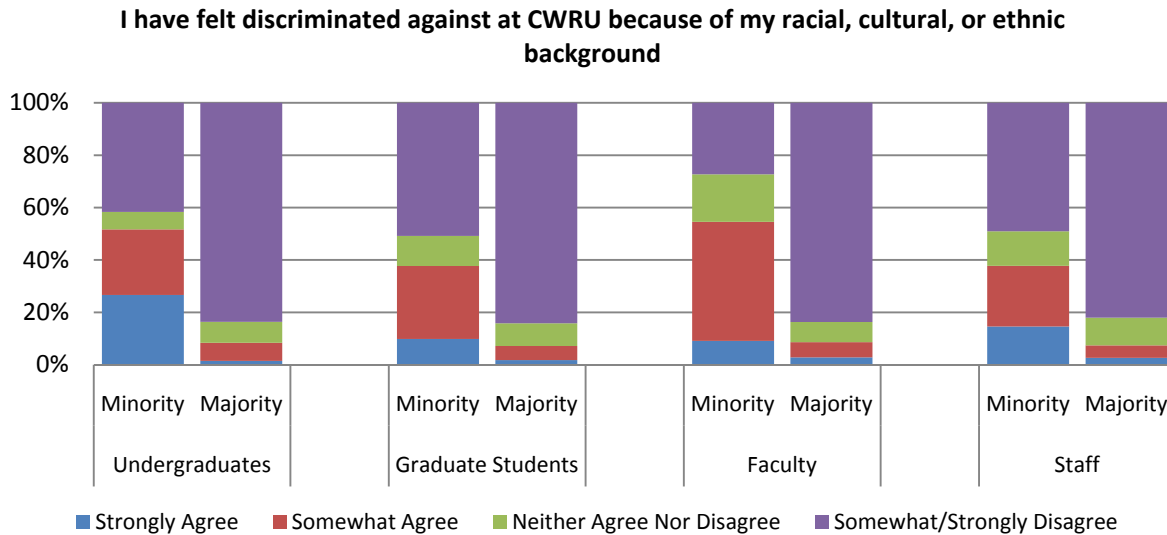
Women were also significantly more likely to agree that they had felt discriminated against because of their age. This difference held in each of the four groups analyzed, with women being twice as likely as men to agree that they felt age discrimination at least somewhat (14% of women surveyed, compared to 7% of men).

It should be noted that, regardless of these gender differences, women and men did not differ significantly in the extent to which they agreed that CWRU is a comfortable place for them.

Undergraduate students were the group most likely to agree that they had felt discrimination based on their religious affiliation (11% “somewhat” or “strongly”), an effect that was especially pronounced among undergraduate minority² students (20%). As a whole, undergraduate students were also significantly more likely than graduate students and faculty to say they felt discrimination based on their socioeconomic status.

² For purposes of this report, “minority” includes U.S. citizens and permanent residents self-identified as African American, Latino, or American Indian. “Majority” includes those identified as White or Asian American.

Minority participants were significantly more likely than majority participants to agree that they had felt discriminated against because of their racial, cultural, or ethnic background. This finding held across all four groups but was especially evident among undergraduate and faculty participants, where over half of minority respondents at least somewhat agreed that they had felt discrimination based on their racial, cultural or ethnic background (52% and 55%, respectively), as shown in the following chart.



Minority participants were more likely to agree that they felt discrimination based on their socioeconomic status, a difference that was especially pronounced among undergraduate minority students.

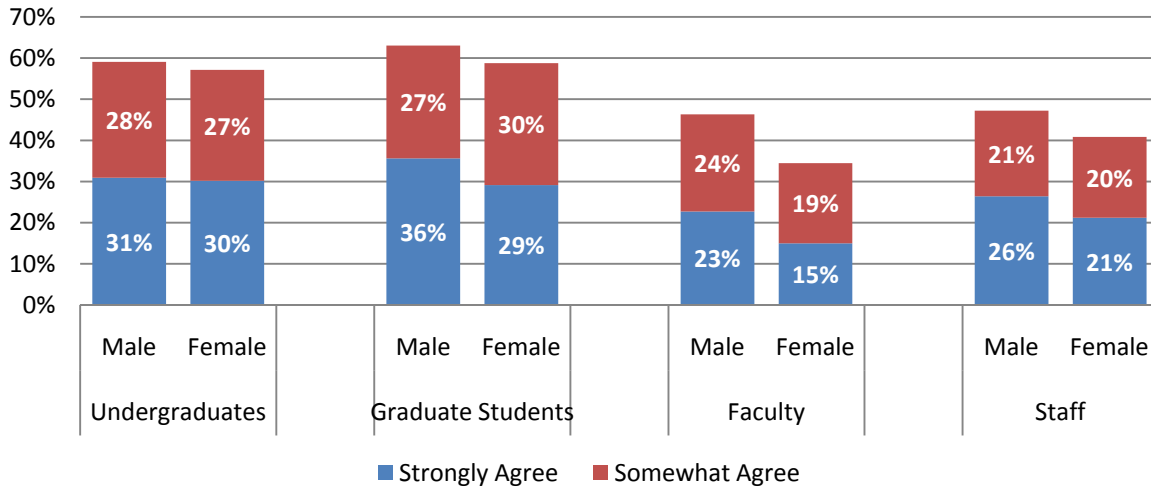
Campus Environment and Diversity

More than half of faculty and students strongly agreed with the statement that **“a diversity of students enriches the CWRU environment.”**³ Among students, female participants were significantly more likely than their male peers to agree. A significant overall difference by ethnicity was found for this item: specifically, minority participants were significantly *less* likely than their majority peers to feel that a diversity of students enriches the CWRU environment. However, follow-up analyses revealed that this difference held for graduate students only; no significant difference by ethnicity was found among the undergraduate or faculty samples.

Faculty and staff were significantly less likely than were undergraduate and graduate students to agree that they were satisfied with the **gender ratio among faculty** members. Specifically, more than half of the students surveyed (59%) agreed that they were satisfied with the ratio of women and men faculty members, compared to only 41% of faculty and 43% of staff.

³ Staff members were not asked this question.

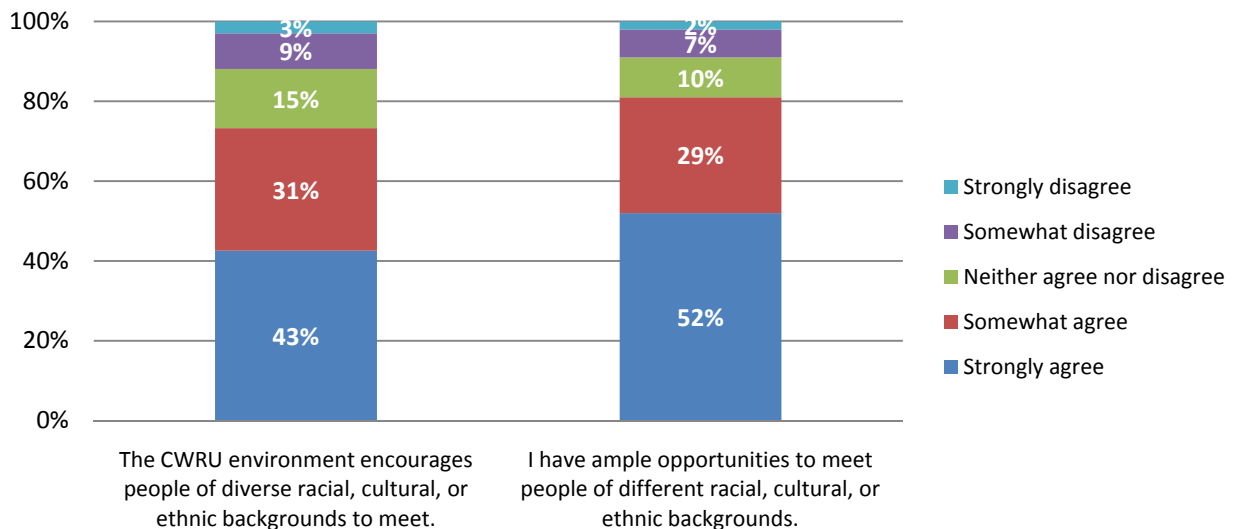
I am satisfied with the ratio of women to men faculty members
 (% "somewhat agree" or "strongly agree")



As the chart above indicates, women are less likely than men to be satisfied with the ratio of women and men faculty members. This difference held across all four of the groups surveyed, but was most pronounced among faculty, where only 34% of women agreed that they were satisfied with the ratio, compared to 46% of men.

More than 70% of respondents agreed somewhat or strongly that **“the CWRU environment encourages people of diverse racial, cultural, or ethnic backgrounds to meet,”** and more than 80% agreed that **“I have ample opportunities to meet people of different racial, cultural, or ethnic backgrounds.”** Compared to majority participants, minority participants were significantly less likely to feel that that the CWRU environment encourages people of diverse backgrounds to meet, although a majority (61%) agreed with the statement. Likewise, minority participants were less likely to feel that they have ample opportunities to meet people of different racial, cultural or ethnic backgrounds.

Campus Environment and Diversity
 All Respondents



International Students

Due to the small number of international faculty and staff who responded to the survey, we were only able to examine differences between domestic and international participants within the student populations. Results revealed that overall the vast majority of international students (81%) felt that CWRU was a comfortable place for them. However, international students were less likely than their domestic peers to agree, particularly among the undergraduate international population. It should be noted that only a small number of international undergraduates responded to the survey.

International undergraduate and graduate students were significantly more likely than their domestic peers to say they have felt discriminated against at CWRU because of their racial, cultural, or ethnic background. In the undergraduate population, 25% of international students agreed that they had felt discrimination at least somewhat; 30% of graduate international students agreed.

International undergraduates were also significantly less likely than their domestic peers to feel that CWRU offers ample ethnic/cultural programs as special events. Whereas nearly all of the domestic undergraduates agreed that CWRU offers ample ethnic/cultural programs (87%), only two-thirds of international undergraduates agreed (67%).

Reading the Detailed Results Tables

There are two tables with results for each item on the survey. The first table simply indicates the number and percentage of participants within each constituency who answered the question with a given response. Since not every participant answered every question, numbers in the tables differ slightly by question.

The second table indicates, in boldface type, where there are significant differences within groups ($p < .05$) based on the results of a t-test analysis. Specifically, the Office of Institutional Research conducted a series of t-tests to determine whether responses to each item differed significantly by gender and ethnicity within each of the four groups surveyed (undergraduate students, graduate students, faculty, and staff). Due to the small international populations among faculty and staff, we were only able to examine differences between native and international participants within the graduate and undergraduate populations.

Significance Testing:

When we speak of “statistical significance” at the $p < .05$ level, we are essentially saying that we have at least 95% confidence that the differences between the groups are real, and did not occur by chance. Please note that the statistical techniques that were used take mean values, sample sizes, and standard deviations into account and are not based simply on the magnitude of the difference between groups. Because of this, differences that “look” small may, in fact, be significant whereas differences that “look” large are not.

We also tested for differences among the four groups studied. For these results, we conducted a one-way analysis of variance (ANOVA) for each of the dependent variables.⁴ There were a number of items where the two student groups did not differ from each other, and the faculty did not differ from the staff, but students differed from faculty and staff.

⁴ For those interested in statistics: Using the Bonferroni method for controlling Type I error rates for multiple comparisons, each ANOVA was tested at the .0125 level.

CWRU is a comfortable place for me.

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|----------------------------|------------------------|------|-------------------|------|---------|------|-------|------|------------------|------|
| | n | % | n | % | n | % | n | % | n | % |
| Strongly disagree | 39 | 5% | 28 | 4% | 25 | 5% | 66 | 5% | 158 | 5% |
| Somewhat disagree | 54 | 6% | 48 | 7% | 66 | 13% | 104 | 8% | 272 | 8% |
| Neither agree nor disagree | 33 | 4% | 38 | 6% | 69 | 14% | 64 | 5% | 204 | 6% |
| Somewhat agree | 288 | 34% | 218 | 32% | 198 | 39% | 369 | 29% | 1,073 | 32% |
| Strongly agree | 431 | 51% | 345 | 51% | 149 | 29% | 688 | 53% | 1,613 | 49% |
| Total | 845 | 100% | 677 | 100% | 507 | 100% | 1,291 | 100% | 3,320 | 100% |

Percent of respondents who “somewhat” or “strongly” agree, by gender, race/ethnicity, and international status

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|---------------|------------------------|------------|-------------------|------------|---------|-----|-------|-----|------------------|------------|
| | n | % | n | % | n | % | n | % | n | % |
| Male | 436 | 86% | 307 | 85% | 288 | 69% | 410 | 84% | 1,441 | 82% |
| Female | 408 | 85% | 368 | 82% | 219 | 68% | 881 | 81% | 1,876 | 80% |
| Minority | 53 | 74% | 63 | 73% | 25 | 56% | 223 | 80% | 364 | 76% |
| Majority | 650 | 85% | 451 | 86% | 474 | 70% | 973 | 82% | 2,548 | 81% |
| Domestic | 825 | 85% | 551 | 84% | | | | | 1,376 | 85% |
| International | 20 | 80% | 126 | 81% | | | | | 146 | 81% |

- Results of a series of t-tests revealed **no significant differences by gender** in any of the above groupings.
- Further analysis revealed a significant difference overall by race/ethnicity among participants. Specifically, majority participants were significantly more likely than minority participants to agree that CWRU is a comfortable place for them. This significant difference was driven largely by students. Among both undergraduate and graduate students, **majority students were significantly more likely than their minority peers to agree** that CWRU was a comfortable place for them. Responses did not differ significantly by ethnic background among faculty and staff.
- A **significant overall difference** was found between domestic and international students. Specifically, international students were less likely than their domestic peers to agree that CWRU is a comfortable place for them. This significant difference held among undergraduate students but not among graduate students.
- When examining differences between the four groups, we found that **faculty were significantly less likely than students and staff to agree** that CWRU is a comfortable place for them.

I have felt discriminated against at CWRU because of my age.

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|----------------------------|------------------------|------|-------------------|------|---------|------|-------|------|------------------|------|
| | n | % | N | % | n | % | n | % | n | % |
| Strongly disagree | 630 | 72% | 476 | 71% | 393 | 67% | 753 | 62% | 2,252 | 67% |
| Somewhat disagree | 115 | 13% | 74 | 11% | 50 | 9% | 139 | 11% | 378 | 11% |
| Neither agree nor disagree | 66 | 8% | 63 | 9% | 75 | 13% | 143 | 12% | 347 | 10% |
| Somewhat agree | 55 | 6% | 38 | 6% | 50 | 9% | 141 | 12% | 284 | 8% |
| Strongly agree | 8 | 1% | 19 | 3% | 17 | 3% | 38 | 3% | 82 | 2% |
| Total | 874 | 100% | 670 | 100% | 585 | 100% | 1,214 | 100% | 3,343 | 100% |

Percent of respondents who “somewhat” or “strongly” agree, by gender, race/ethnicity, and international status

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|---------------|------------------------|-----------|-------------------|------------|---------|------------|-------|------------|------------------|------------|
| | n | % | N | % | n | % | n | % | n | % |
| Male | 443 | 6% | 300 | 6% | 327 | 9% | 388 | 9% | 1,458 | 7% |
| Female | 430 | 9% | 368 | 11% | 258 | 15% | 826 | 17% | 1,882 | 14% |
| Minority | 58 | 9% | 60 | 15% | 30 | 20% | 198 | 13% | 346 | 13% |
| Majority | 667 | 7% | 450 | 8% | 544 | 11% | 939 | 16% | 2,600 | 11% |
| Domestic | 855 | 7% | 552 | 9% | | | | | 1,407 | 8% |
| International | 19 | 5% | 118 | 7% | | | | | 137 | 7% |

- Results of a t-test revealed a **significant difference among all participants by gender**. Specifically, women were significantly more likely than men to agree that they had felt discriminated against at CWRU because of their age. Follow-up analyses showed that this significant difference held in each of the four groups analyzed, with women being more likely than men to agree that they had felt discrimination, regardless of their status.
- An **overall significant difference by ethnicity** was also revealed, with minority participants being more likely than their majority peers to say they felt discriminated against because of their age. Follow-up analyses showed that this difference held for graduate students and for faculty, but that there was no significant difference by ethnicity among undergraduate students and staff on this item.
- **No significant differences** were found between domestic and international students in any of the above groupings.
- When examining differences between the four groups, we found that faculty and staff were significantly more likely than undergraduate or graduate students to agree that they felt discriminated against because of their age.

I have felt discriminated against at CWRU because of my racial, cultural, or ethnic background.

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|----------------------------|------------------------|------|-------------------|------|---------|------|-------|------|------------------|------|
| | n | % | n | % | n | % | n | % | N | % |
| Strongly disagree | 586 | 67% | 429 | 64% | 428 | 74% | 786 | 66% | 2,229 | 67% |
| Somewhat disagree | 122 | 14% | 74 | 11% | 33 | 6% | 118 | 10% | 347 | 10% |
| Neither agree nor disagree | 74 | 8% | 68 | 10% | 49 | 8% | 128 | 11% | 319 | 10% |
| Somewhat agree | 66 | 7% | 78 | 12% | 49 | 8% | 110 | 9% | 303 | 9% |
| Strongly agree | 33 | 4% | 20 | 3% | 18 | 3% | 57 | 5% | 128 | 4% |
| Total | 881 | 100% | 669 | 100% | 577 | 100% | 1,199 | 100% | 3,326 | 100% |

Percent of respondents who “somewhat” or “strongly” agree, by gender, race/ethnicity, and international status

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|---------------|------------------------|------------|-------------------|------------|---------|------------|-------|------------|------------------|------------|
| | n | % | n | % | n | % | n | % | N | % |
| Male | 448 | 9% | 301 | 12% | 320 | 13% | 388 | 12% | 1,457 | 11% |
| Female | 432 | 13% | 366 | 17% | 257 | 10% | 811 | 15% | 1,866 | 14% |
| Minority | 60 | 52% | 61 | 38% | 33 | 55% | 212 | 38% | 366 | 42% |
| Majority | 671 | 8% | 449 | 7% | 534 | 9% | 908 | 7% | 2,562 | 8% |
| Domestic | 861 | 11% | 552 | 11% | | | | | 1,413 | 11% |
| International | 20 | 25% | 117 | 30% | | | | | 137 | 29% |

- Results of a t-test revealed a **significant difference overall by gender**. Specifically, women were significantly more likely than men to agree that they had felt discriminated against at CWRU because of their racial, cultural or ethnic background. Follow-up analyses showed that this difference held for undergraduate and graduate students, but that there was no significant difference by gender among faculty and staff on this item.
- An **overall significant difference by ethnicity** was also revealed, with minority participants being more likely than their majority peers to say they felt discriminated against because of their racial, cultural, or ethnic background. Follow-up analyses showed that this difference held for all participants, regardless of their status at the university.
- An **overall significant difference was found** between domestic and international students. Specifically, international students were significantly more likely than their domestic peers to say that they have felt discriminated against based on their racial, cultural, or ethnic background. Follow-up analyses reveal that this significant difference held among both undergraduate and graduate student samples.
- When examining differences between groups, we found that **staff were significantly more likely than faculty to agree** that they felt discriminated against because of their racial, cultural, or ethnic background. There were no other group differences on this item.

I have felt discriminated against at CWRU because of my disability.

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|----------------------------|------------------------|-------------|-------------------|-------------|------------|-------------|------------|-------------|------------------|-------------|
| | n | % | n | % | n | % | n | % | n | % |
| Strongly disagree | 574 | 83% | 430 | 82% | 367 | 84% | 707 | 78% | 2,078 | 81% |
| Somewhat disagree | 49 | 7% | 31 | 6% | 16 | 4% | 49 | 5% | 145 | 6% |
| Neither agree nor disagree | 47 | 7% | 49 | 9% | 43 | 10% | 115 | 13% | 254 | 10% |
| Somewhat agree | 13 | 2% | 8 | 2% | 6 | 1% | 25 | 3% | 52 | 2% |
| Strongly agree | 8 | 1% | 8 | 2% | 4 | 1% | 16 | 2% | 36 | 1% |
| Total | 691 | 100% | 526 | 100% | 436 | 100% | 912 | 100% | 2,565 | 100% |

Percent of respondents who “somewhat” or “strongly” agree, by gender, race/ethnicity, and international status

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|---------------|------------------------|-----|-------------------|----|---------|----|-------|----|------------------|----|
| | n | % | n | % | n | % | n | % | n | % |
| Male | 363 | 4% | 241 | 2% | 247 | 2% | 312 | 4% | 1,163 | 3% |
| Female | 327 | 2% | 283 | 4% | 189 | 3% | 600 | 5% | 1,399 | 4% |
| Minority | 39 | 10% | 41 | 2% | 14 | 0% | 138 | 4% | 232 | 4% |
| Majority | 535 | 2% | 372 | 3% | 419 | 2% | 720 | 5% | 2,046 | 3% |
| Domestic | 677 | 3% | 445 | 3% | | | | | 1,122 | 3% |
| International | 14 | 0% | 81 | 4% | | | | | 95 | 3% |

- Results of a t-test revealed a **significant difference overall by gender**. Specifically, women were significantly more likely than men to agree that they had felt discriminated against at CWRU because of their disability. Follow-up analyses showed that the only significant difference on this item by gender among various constituencies at the university was among faculty members.
- An **overall significant difference by ethnicity** was also revealed, with minority participants being more likely than their majority peers to say they felt discriminated against because of their disability. Follow-up analyses showed that undergraduate minority students were significantly more likely than their peers to feel discriminated against based on their disability; however, in the graduate student and faculty samples, majority participants were significantly more likely than their peers to feel discriminated against based on their disability. There was no significant difference by ethnicity on this item in the staff sample.
- **No significant differences** were found between domestic and international students in any of the above groupings.
- When examining differences between groups, we found that staff were significantly more likely than undergraduate students and faculty to agree that they felt discriminated against because of their disability.

I have felt discriminated against at CWRU because of my gender.

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|----------------------------|------------------------|------|-------------------|------|---------|------|-------|------|------------------|------|
| | n | % | n | % | n | % | n | % | n | % |
| Strongly disagree | 552 | 63% | 474 | 71% | 355 | 61% | 745 | 63% | 2,126 | 64% |
| Somewhat disagree | 127 | 14% | 72 | 11% | 48 | 8% | 103 | 9% | 350 | 11% |
| Neither agree nor disagree | 85 | 10% | 62 | 9% | 67 | 12% | 139 | 12% | 353 | 11% |
| Somewhat agree | 96 | 11% | 43 | 6% | 85 | 15% | 146 | 12% | 370 | 11% |
| Strongly agree | 21 | 2% | 18 | 3% | 24 | 4% | 58 | 5% | 121 | 4% |
| Total | 881 | 100% | 669 | 100% | 579 | 100% | 1,191 | 100% | 3,320 | 100% |

Percent of respondents who “somewhat” or “strongly” agree, by gender, race/ethnicity, and international status

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|---------------|------------------------|------------|-------------------|------------|---------|------------|-------|------------|------------------|------------|
| | n | % | n | % | n | % | n | % | n | % |
| Male | 445 | 6% | 303 | 5% | 317 | 6% | 379 | 8% | 1,444 | 6% |
| Female | 435 | 21% | 364 | 12% | 262 | 35% | 812 | 21% | 1,873 | 21% |
| Minority | 58 | 19% | 59 | 8% | 28 | 32% | 191 | 18% | 336 | 18% |
| Majority | 674 | 13% | 451 | 8% | 541 | 18% | 926 | 18% | 2,592 | 15% |
| Domestic | 861 | 13% | 552 | 10% | | | | | 1,413 | 12% |
| International | 20 | 5% | 117 | 7% | | | | | 137 | 7% |

- Results of a t-test revealed a **significant difference by gender** among all participants. Specifically, women were significantly more likely than men to agree that they had felt discriminated against at CWRU because of their gender. Follow-up analyses showed that this difference held for all participants, regardless of their status at the university.
- An **overall significant difference by ethnicity** was also revealed, with minority participants being more likely than their majority peers to say they felt discriminated against because of their gender. Follow-up analyses showed that minority participants among undergraduates and faculty were more likely to say they had experienced discrimination by gender than were their majority peers. There was no significant difference by ethnicity on this item in the graduate student or staff samples.
- **No significant differences** were found between domestic and international students in any of the above groupings.
- When examining differences between groups, we found that graduate students were significantly less likely than all other groups to agree that they felt discriminated against because of their gender.

I have felt discriminated against at CWRU because of my religious affiliation.

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|----------------------------|------------------------|-------------|-------------------|-------------|------------|-------------|--------------|-------------|------------------|-------------|
| | n | % | n | % | n | % | n | % | N | % |
| Strongly disagree | 572 | 66% | 473 | 73% | 453 | 82% | 853 | 76% | 2,351 | 74% |
| Somewhat disagree | 102 | 12% | 62 | 10% | 22 | 4% | 60 | 5% | 246 | 8% |
| Neither agree nor disagree | 92 | 11% | 67 | 10% | 61 | 11% | 146 | 13% | 366 | 11% |
| Somewhat agree | 72 | 8% | 34 | 5% | 10 | 2% | 51 | 5% | 167 | 5% |
| Strongly agree | 25 | 3% | 14 | 2% | 4 | 1% | 18 | 2% | 61 | 2% |
| Total | 863 | 100% | 650 | 100% | 550 | 100% | 1,128 | 100% | 3,191 | 100% |

Percent of respondents who “somewhat” or “strongly” agree, by gender, race/ethnicity, and international status

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|---------------|------------------------|-----|-------------------|----|---------|----|-------|----|------------------|-----------|
| | n | % | n | % | n | % | n | % | N | % |
| Male | 442 | 10% | 298 | 7% | 312 | 4% | 371 | 7% | 1,423 | 7% |
| Female | 420 | 12% | 350 | 8% | 238 | 1% | 757 | 6% | 1,765 | 7% |
| Minority | 56 | 20% | 56 | 9% | 27 | 4% | 183 | 5% | 322 | 8% |
| Majority | 661 | 11% | 440 | 8% | 514 | 3% | 876 | 6% | 2,491 | 7% |
| Domestic | 843 | 11% | 535 | 8% | | | | | 1,378 | 10% |
| International | 20 | 15% | 115 | 4% | | | | | 135 | 6% |

- Results of a t-test revealed **no significant difference by gender** among all participants. Similarly, follow-up analyses failed to show significant differences on this item among any of the samples examined.
- An **overall significant difference by ethnicity** was revealed on this item, with minority participants being more likely than their majority peers to say they felt discriminated against because of their religious affiliation. That being said, follow-up analyses failed to show any significant difference by ethnicity in the individual samples examined.
- **No significant differences** were found between domestic and international students in any of the above groupings.
- When examining differences between groups, we found that **undergraduate students were significantly more likely than all other groups to agree** that they felt discriminated against because of their religious affiliation.

I have felt discriminated against at CWRU because of my sexual orientation.

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|----------------------------|------------------------|------|-------------------|------|---------|------|-------|------|------------------|------|
| | n | % | n | % | n | % | n | % | n | % |
| Strongly disagree | 692 | 81% | 500 | 79% | 442 | 84% | 861 | 79% | 2,495 | 81% |
| Somewhat disagree | 54 | 6% | 43 | 7% | 18 | 3% | 55 | 5% | 170 | 5% |
| Neither agree nor disagree | 75 | 9% | 67 | 11% | 59 | 11% | 135 | 12% | 336 | 11% |
| Somewhat agree | 20 | 2% | 10 | 2% | 3 | 1% | 21 | 2% | 54 | 2% |
| Strongly agree | 11 | 1% | 10 | 2% | 2 | 0% | 17 | 2% | 40 | 1% |
| Total | 852 | 100% | 630 | 100% | 524 | 100% | 1,089 | 100% | 3,095 | 100% |

Percent of respondents who “somewhat” or “strongly” agree, by gender, race/ethnicity, and international status

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|---------------|------------------------|----|-------------------|----|---------|----|-------|----|------------------|----|
| | n | % | n | % | n | % | n | % | n | % |
| Male | 440 | 5% | 289 | 4% | 294 | 1% | 366 | 4% | 1,389 | 4% |
| Female | 411 | 2% | 339 | 2% | 230 | 1% | 723 | 3% | 1,703 | 2% |
| Minority | 52 | 6% | 52 | 6% | 25 | 0% | 166 | 2% | 295 | 3% |
| Majority | 654 | 3% | 437 | 2% | 490 | 1% | 858 | 4% | 2,439 | 3% |
| Domestic | 835 | 4% | 528 | 3% | | | | | 1,363 | 3% |
| International | 17 | 6% | 102 | 4% | | | | | 119 | 4% |

- Results of a t-test revealed **no significant difference by gender** among all participants. Similarly, follow-up analyses failed to show significant differences on this item among any of the samples examined.
- An **overall significant difference by ethnicity** was revealed on this item, with minority participants being more likely than their majority peers to say they felt discriminated against because of their sexual orientation. That being said, follow-up analyses failed to show any significant difference by ethnicity in the individual samples examined.
- **No significant differences** were found between domestic and international students in any of the above groupings.
- When examining differences between groups, we found that staff were significantly more likely than faculty to agree that they felt discriminated against because of their sexual orientation.

I have felt discriminated against at CWRU because of my socioeconomic status.

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|----------------------------|------------------------|------|-------------------|------|---------|------|-------|------|------------------|------|
| | n | % | n | % | n | % | n | % | n | % |
| Strongly disagree | 545 | 62% | 456 | 68% | 439 | 79% | 784 | 67% | 2,224 | 68% |
| Somewhat disagree | 113 | 13% | 68 | 10% | 31 | 6% | 100 | 9% | 312 | 10% |
| Neither agree nor disagree | 91 | 10% | 79 | 12% | 66 | 12% | 162 | 14% | 398 | 12% |
| Somewhat agree | 96 | 11% | 46 | 7% | 16 | 3% | 83 | 7% | 241 | 7% |
| Strongly agree | 35 | 4% | 19 | 3% | 3 | 1% | 39 | 3% | 96 | 3% |
| Total | 880 | 100% | 668 | 100% | 555 | 100% | 1,168 | 100% | 3,271 | 100% |

Percent of respondents who “somewhat” or “strongly” agree, by gender, race/ethnicity, and international status

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|---------------|------------------------|------------|-------------------|------------|---------|----|-------|------------|------------------|------------|
| | n | % | n | % | n | % | n | % | n | % |
| Male | 449 | 11% | 299 | 8% | 311 | 4% | 379 | 5% | 1,438 | 7% |
| Female | 430 | 19% | 367 | 11% | 244 | 3% | 789 | 13% | 1,830 | 13% |
| Minority | 58 | 43% | 60 | 22% | 26 | 0% | 189 | 14% | 333 | 20% |
| Majority | 676 | 14% | 452 | 8% | 519 | 3% | 903 | 10% | 2,550 | 9% |
| Domestic | 863 | 15% | 554 | 10% | | | | | 1,417 | 13% |
| International | 17 | 6% | 114 | 7% | | | | | 131 | 7% |

- Results of a t-test revealed a **significant difference by gender** among all participants surveyed. Specifically, women were significantly more likely to agree that they felt discriminated against because of their socioeconomic status. Results of a series of follow-up analyses revealed that women undergraduates and staff were significantly more likely to feel discriminated against based on socioeconomic status than were men. There were no gender differences on this item among the graduate student and faculty samples.
- An **overall significant difference by ethnicity** was revealed on this item, with minority participants being more likely than their majority peers to say they felt discriminated against because of their socioeconomic status. However, follow-up analyses failed to show any significant difference by ethnicity in the individual samples examined.
- **No significant differences** were found between domestic and international students in any of the above groupings.
- When examining differences between groups, we found that undergraduate students were significantly more likely than graduate students and faculty to say that they felt discriminated against because of their socioeconomic status.

I know how to seek help if I am discriminated against.

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|----------------------------|------------------------|------|-------------------|------|---------|------|-------|------|------------------|------|
| | n | % | n | % | n | % | n | % | n | % |
| Strongly disagree | 70 | 8% | 62 | 9% | 38 | 7% | 61 | 5% | 231 | 7% |
| Somewhat disagree | 217 | 25% | 122 | 18% | 50 | 9% | 131 | 10% | 520 | 15% |
| Neither agree nor disagree | 155 | 18% | 122 | 18% | 94 | 16% | 132 | 10% | 503 | 14% |
| Somewhat agree | 196 | 23% | 177 | 26% | 175 | 30% | 457 | 34% | 1,005 | 29% |
| Strongly agree | 227 | 26% | 204 | 30% | 225 | 39% | 566 | 42% | 1,222 | 35% |
| Total | 865 | 100% | 687 | 100% | 582 | 100% | 1,347 | 100% | 3,481 | 100% |

Percent of respondents who “somewhat” or “strongly” agree, by gender, race/ethnicity, and international status

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|---------------|------------------------|-----|-------------------|------------|---------|-----|-------|------------|------------------|------------|
| | n | % | n | % | n | % | n | % | n | % |
| Male | 426 | 52% | 302 | 53% | 327 | 68% | 423 | 72% | 1,478 | 61% |
| Female | 438 | 46% | 383 | 58% | 255 | 69% | 924 | 78% | 2,000 | 66% |
| Minority | 58 | 47% | 67 | 49% | 31 | 71% | 237 | 80% | 393 | 69% |
| Majority | 656 | 50% | 456 | 57% | 540 | 69% | 1,018 | 76% | 2,670 | 65% |
| Domestic | 845 | 49% | 564 | 56% | | | | | 1,409 | 52% |
| International | 20 | 35% | 123 | 52% | | | | | 143 | 50% |

- Results of a t-test revealed a significant difference by gender among all participants surveyed. Specifically, women were significantly more likely to say that they know how to seek help if they are discriminated against. Follow-up analyses revealed **a significant gender difference on this item among staff**, but no significant gender differences on this item within the undergraduate, graduate, or faculty samples.
- Likewise, an overall significant difference by ethnicity was revealed; specifically, minority participants were significantly more likely to say that they know how to seek help if they are discriminated against. Again, follow-up analyses revealed that **this significant difference held true only for the staff** sample.
- Although there was no overall difference between domestic and international students, **international graduate students were significantly less likely** than their domestic peers to say they knew how to seek help if they are discriminated against. This difference did not exist among undergraduate students.
- When examining differences between groups, we found that graduate and undergraduate students were significantly less likely than faculty and staff to agree that they knew how to seek help if they are discriminated against.

The CWRU environment encourages people of diverse racial, cultural, or ethnic backgrounds to meet.

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|----------------------------|------------------------|------|-------------------|------|---------|------|-------|------|------------------|------|
| | n | % | n | % | n | % | n | % | n | % |
| Strongly disagree | 30 | 3% | 22 | 3% | 15 | 2% | 33 | 2% | 100 | 3% |
| Somewhat disagree | 89 | 10% | 64 | 9% | 50 | 8% | 100 | 7% | 303 | 9% |
| Neither agree nor disagree | 102 | 11% | 106 | 15% | 135 | 22% | 184 | 14% | 527 | 15% |
| Somewhat agree | 267 | 30% | 199 | 28% | 218 | 36% | 415 | 31% | 1,099 | 31% |
| Strongly agree | 412 | 46% | 313 | 44% | 186 | 31% | 614 | 46% | 1,525 | 43% |
| Total | 900 | 100% | 704 | 100% | 604 | 100% | 1,346 | 100% | 3,554 | 100% |

Percent of respondents who “somewhat” or “strongly” agree, by gender, race/ethnicity, and international status

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|---------------|------------------------|------------|-------------------|------------|---------|------------|-------|------------|------------------|------------|
| | n | % | n | % | N | % | n | % | n | % |
| Male | 451 | 74% | 316 | 70% | 343 | 69% | 424 | 79% | 1,534 | 73% |
| Female | 448 | 77% | 386 | 75% | 261 | 64% | 922 | 75% | 2,017 | 74% |
| Minority | 59 | 58% | 67 | 55% | 33 | 55% | 234 | 64% | 393 | 61% |
| Majority | 688 | 77% | 469 | 75% | 560 | 68% | 1,012 | 79% | 2,729 | 76% |
| Domestic | 879 | 76% | 578 | 72% | | | | | 1,457 | 74% |
| International | 21 | 71% | 126 | 78% | | | | | 147 | 77% |

- Results of a t-test revealed no significant difference by gender among all participants. That said, follow-up analyses revealed that **female staff members were significantly less likely** to say that the CWRU environment encourages people of diverse racial, cultural, or ethnic backgrounds to meet. There were no significant gender differences on this item in the undergraduate, graduate or faculty samples.
- Likewise, an **overall significant difference by ethnicity** was revealed; specifically, minority participants were significantly less likely to say that the CWRU environment encourages people of diverse racial, cultural, or ethnic backgrounds to meet. Follow-up analyses revealed that this significant difference held true for all of the groups examined.
- **No significant differences** were found between domestic and international students in any of the above groupings.
- When examining differences between groups, we found that **faculty were significantly less likely than all other groups to agree** that the CWRU environment encourages people of diverse racial, cultural, or ethnic backgrounds to meet.

CWRU offers ample ethnic/cultural programs as special events.

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|----------------------------|------------------------|------|-------------------|------|---------|------|-------|------|------------------|------|
| | n | % | n | % | n | % | n | % | n | % |
| Strongly disagree | 11 | 1% | 21 | 3% | 12 | 2% | 24 | 2% | 68 | 2% |
| Somewhat disagree | 22 | 2% | 35 | 5% | 52 | 9% | 79 | 6% | 188 | 5% |
| Neither agree nor disagree | 86 | 10% | 142 | 21% | 183 | 31% | 263 | 20% | 674 | 19% |
| Somewhat agree | 245 | 27% | 195 | 29% | 185 | 32% | 395 | 30% | 1,020 | 29% |
| Strongly agree | 531 | 59% | 283 | 42% | 155 | 26% | 567 | 43% | 1,536 | 44% |
| Total | 895 | 100% | 676 | 100% | 587 | 100% | 1,328 | 100% | 3,486 | 100% |

Percent of respondents who “somewhat” or “strongly” agree, by gender, race/ethnicity, and international status

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|---------------|------------------------|------------|-------------------|------------|---------|-----|-------|------------|------------------|------------|
| | n | % | n | % | n | % | n | % | n | % |
| Male | 446 | 86% | 303 | 71% | 332 | 56% | 420 | 73% | 1,501 | 73% |
| Female | 448 | 87% | 371 | 70% | 255 | 60% | 908 | 72% | 1,982 | 74% |
| Minority | 60 | 75% | 64 | 56% | 33 | 48% | 229 | 66% | 386 | 64% |
| Majority | 680 | 89% | 456 | 73% | 545 | 59% | 1,004 | 74% | 2,685 | 75% |
| Domestic | 874 | 87% | 559 | 70% | | | | | 1,433 | 81% |
| International | 21 | 67% | 117 | 74% | | | | | 138 | 72% |

- Results of a t-test revealed **no significant difference by gender** among all participants. Similarly, follow-up analyses failed to show significant differences on this item among any of the samples examined.
- An **overall significant difference by ethnicity** was revealed; specifically, minority participants were significantly less likely than their majority peers to say that CWRU offers ample ethnic/cultural programs as special events. Follow-up analyses revealed that this significant difference held true among undergraduate and graduate students as well as staff. There was no significant difference by ethnicity on this item in the faculty sample.
- An overall significant difference was found on this item between domestic and international students. Specifically, **international students were significantly less likely than their domestic peers to agree** that CWRU offers ample ethnic/cultural programs as special events. Follow-up analyses revealed that this difference held among undergraduate students but was not present among graduate student participants.
- When examining differences between groups, we found that faculty were significantly less likely than all other groups to agree that CWRU offers ample ethnic/cultural programs as special events.

No one at CWRU harasses me.

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|----------------------------|------------------------|-------------|-------------------|-------------|------------|-------------|--------------|-------------|------------------|-------------|
| | n | % | n | % | n | % | n | % | n | % |
| Strongly disagree | 25 | 3% | 12 | 2% | 36 | 6% | 61 | 5% | 134 | 4% |
| Somewhat disagree | 79 | 9% | 33 | 5% | 54 | 9% | 106 | 8% | 272 | 8% |
| Neither agree nor disagree | 89 | 10% | 38 | 5% | 50 | 8% | 121 | 9% | 298 | 8% |
| Somewhat agree | 184 | 21% | 107 | 15% | 79 | 13% | 162 | 12% | 532 | 15% |
| Strongly agree | 510 | 57% | 507 | 73% | 392 | 64% | 889 | 66% | 2,298 | 65% |
| Total | 887 | 100% | 697 | 100% | 611 | 100% | 1,339 | 100% | 3,534 | 100% |

Percent of respondents who “somewhat” or “strongly” agree, by gender, race/ethnicity, and international status

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|---------------|------------------------|------------|-------------------|-----|---------|------------|-------|------------|------------------|------------|
| | n | % | n | % | n | % | n | % | n | % |
| Male | 447 | 81% | 314 | 89% | 345 | 79% | 428 | 82% | 1,534 | 82% |
| Female | 440 | 76% | 381 | 87% | 266 | 74% | 911 | 77% | 1,998 | 78% |
| Minority | 58 | 60% | 61 | 82% | 33 | 73% | 225 | 70% | 377 | 71% |
| Majority | 681 | 79% | 473 | 88% | 567 | 78% | 1,017 | 80% | 2,738 | 81% |
| Domestic | 868 | 78% | 573 | 87% | | | | | 1,441 | 82% |
| International | 19 | 84% | 124 | 91% | | | | | 143 | 90% |

- Results of a t-test revealed an overall significant difference by gender. Specifically, women were significantly less likely than their male peers to say that no one at CWRU harasses them. Follow-up analyses revealed **significant differences by gender among the faculty** sample. No significant differences by gender were found on this item in the undergraduate, graduate or staff samples.
- An overall significant difference by ethnicity was revealed; specifically, minority participants were significantly less likely than their majority peers to say that no one at CWRU harasses them. Follow-up analyses revealed **a significant difference on this item by ethnicity in the undergraduate and staff** samples. No significant differences by ethnicity were found on this item in the graduate or faculty samples.
- **No significant differences** were found between domestic and international students in any of the above groupings.
- When comparing differences between groups, we found that graduate students were significantly more likely than all other groups to agree that no one at CWRU harasses them.

CWRU helps students understand the detrimental effects of discrimination.

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|----------------------------|------------------------|------|-------------------|------|---------|------|-------|---|------------------|------|
| | n | % | n | % | n | % | n | % | n | % |
| Strongly disagree | 39 | 4% | 26 | 4% | 9 | 2% | | | 74 | 3% |
| Somewhat disagree | 142 | 16% | 85 | 12% | 32 | 6% | | | 259 | 12% |
| Neither agree nor disagree | 230 | 26% | 211 | 31% | 197 | 35% | | | 638 | 30% |
| Somewhat agree | 263 | 29% | 189 | 27% | 183 | 33% | | | 635 | 30% |
| Strongly agree | 220 | 25% | 179 | 26% | 136 | 24% | | | 535 | 25% |
| Total | 894 | 100% | 690 | 100% | 557 | 100% | | | 2,141 | 100% |

Percent of respondents who “somewhat” or “strongly” agree, by gender, race/ethnicity, and international status

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|---------------|------------------------|------------|-------------------|------------|---------|------------|-------|---|------------------|------------|
| | n | % | n | % | n | % | n | % | n | % |
| Male | 449 | 56% | 308 | 56% | 316 | 59% | | | 1,073 | 57% |
| Female | 444 | 52% | 380 | 51% | 241 | 54% | | | 1,065 | 52% |
| Minority | 60 | 35% | 67 | 39% | 29 | 48% | | | 156 | 39% |
| Majority | 681 | 55% | 463 | 56% | 518 | 58% | | | 1,662 | 56% |
| Domestic | 873 | 54% | 571 | 53% | | | | | 1,444 | 54% |
| International | 21 | 57% | 119 | 55% | | | | | 140 | 56% |

- Results of a t-test revealed an overall significant difference by gender. Specifically, women were significantly less likely than their male peers to say that CWRU helps students understand the detrimental effects of discrimination. Follow-up analyses revealed **significant differences by gender among the faculty** sample. No significant differences by gender were found on this item in the undergraduate or graduate samples. Staff members were not asked this question.
- An overall significant difference by ethnicity was revealed; specifically, minority participants were significantly less likely than their majority peers to say that CWRU helps students understand the detrimental effects of discrimination. Follow-up analyses revealed **a significant difference on this item by ethnicity in the undergraduate and graduate student** samples. No significant differences by ethnicity were found on this item in faculty sample. Staff members were not asked this question.
- **No significant differences** were found between domestic and international students in any of the above groupings.
- When comparing differences between groups, we found that undergraduate students were significantly less likely than faculty to agree that CWRU helps students understand the detrimental effects of discrimination.

Classes/programs in my field of study adequately discuss cultural diversity.

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|----------------------------|------------------------|------|-------------------|------|---------|------|-------|---|------------------|------|
| | n | % | n | % | n | % | n | % | n | % |
| Strongly disagree | 85 | 10% | 53 | 8% | 31 | 6% | | | 169 | 9% |
| Somewhat disagree | 152 | 18% | 88 | 14% | 71 | 14% | | | 311 | 16% |
| Neither agree nor disagree | 156 | 19% | 99 | 15% | 135 | 26% | | | 390 | 20% |
| Somewhat agree | 206 | 25% | 187 | 29% | 132 | 25% | | | 525 | 26% |
| Strongly agree | 225 | 27% | 212 | 33% | 152 | 29% | | | 589 | 30% |
| Total | 824 | 100% | 639 | 100% | 521 | 100% | | | 1,984 | 100% |

Percent of respondents who “somewhat” or “strongly” agree, by gender, race/ethnicity, and international status

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|---------------|------------------------|------------|-------------------|------------|---------|-----|-------|---|------------------|-----|
| | n | % | n | % | n | % | n | % | n | % |
| Male | 398 | 46% | 266 | 61% | 285 | 52% | | | 949 | 52% |
| Female | 425 | 59% | 371 | 64% | 236 | 58% | | | 1,032 | 60% |
| Minority | 59 | 49% | 63 | 57% | 30 | 53% | | | 152 | 53% |
| Majority | 623 | 53% | 431 | 67% | 483 | 55% | | | 1,537 | 57% |
| Domestic | 805 | 52% | 528 | 65% | | | | | 1,333 | 57% |
| International | 19 | 74% | 111 | 51% | | | | | 130 | 55% |

- Results of a t-test revealed no overall significant difference by gender. That said, follow-up analyses revealed that **female undergraduate students were significantly more likely than their male peers** to say that classes/programs in their field of study adequately discuss cultural diversity. Differences did not exist by gender in the graduate or faculty samples. Staff members were not asked this question.
- No overall significant difference by ethnicity was revealed. Follow-up analyses revealed that, **in the undergraduate and graduate student samples, minority students were significantly less likely** than were their majority peers to say that classes/programs in their field adequately discuss cultural diversity. No significant difference by ethnicity exists in the faculty population. Staff members were not asked this question.
- No overall significant difference was revealed between domestic and international students. That said, **international graduate students were significantly less likely than their domestic peers to agree** that classes/programs in their field of study adequately discuss cultural diversity. That difference did not hold among undergraduate students.
- When comparing differences between groups, we found that undergraduate students were significantly less likely than graduate students or faculty to agree that classes/programs in their field of study adequately discuss cultural diversity.

Classes/programs in my field of study adequately discuss women’s and men’s issues.

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|----------------------------|------------------------|------|-------------------|------|---------|------|-------|---|------------------|------|
| | n | % | n | % | n | % | n | % | n | % |
| Strongly disagree | 98 | 12% | 56 | 9% | 35 | 7% | | | 189 | 10% |
| Somewhat disagree | 171 | 21% | 101 | 16% | 68 | 13% | | | 340 | 17% |
| Neither agree nor disagree | 167 | 20% | 110 | 17% | 137 | 27% | | | 414 | 21% |
| Somewhat agree | 187 | 23% | 167 | 26% | 137 | 27% | | | 491 | 25% |
| Strongly agree | 195 | 24% | 198 | 31% | 138 | 27% | | | 531 | 27% |
| Total | 818 | 100% | 632 | 100% | 515 | 100% | | | 1,965 | 100% |

Percent of respondents who “somewhat” or “strongly” agree, by gender, race/ethnicity, and international status

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|---------------|------------------------|-----|-------------------|------------|---------|-----|-------|---|------------------|-----|
| | n | % | n | % | n | % | n | % | n | % |
| Male | 395 | 43% | 259 | 55% | 280 | 51% | | | 934 | 49% |
| Female | 422 | 51% | 371 | 60% | 235 | 56% | | | 1,028 | 55% |
| Minority | 59 | 47% | 63 | 56% | 32 | 56% | | | 154 | 53% |
| Majority | 620 | 46% | 430 | 63% | 476 | 54% | | | 1,526 | 53% |
| Domestic | 800 | 47% | 528 | 61% | | | | | 1,328 | 52% |
| International | 18 | 44% | 104 | 40% | | | | | 122 | 41% |

- Results of a series of t-tests revealed **no significant differences by gender** in any of the above groupings.
- No overall significant difference by ethnicity was revealed. Follow-up analyses revealed that, **in the graduate student sample, minority students were significantly less likely** than were their majority peers to say that classes/programs in their field adequately discuss women’s and men’s issues. No significant difference by ethnicity exists in the undergraduate or faculty population. Staff members were not asked this question.
- No overall significant difference was revealed between domestic and international students. That said, **international graduate students were significantly less likely than their domestic peers to agree** that classes/programs in their field of study adequately discuss women’s and men’s issues. That difference did not hold among undergraduate students.
- When comparing differences between groups, we found that undergraduate students were significantly less likely than graduate students or faculty to agree that classes/programs in their field of study adequately discuss women’s and men’s issues.

CWRU does a good job of making the campus accessible for individuals with physical disabilities.

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|----------------------------|------------------------|------|-------------------|------|---------|------|-------|------|------------------|------|
| | n | % | n | % | n | % | n | % | n | % |
| Strongly disagree | 26 | 3% | 18 | 3% | 23 | 4% | 50 | 4% | 117 | 4% |
| Somewhat disagree | 76 | 10% | 50 | 9% | 67 | 12% | 126 | 10% | 319 | 10% |
| Neither agree nor disagree | 140 | 18% | 122 | 21% | 159 | 28% | 227 | 19% | 648 | 21% |
| Somewhat agree | 290 | 38% | 180 | 32% | 175 | 31% | 411 | 34% | 1,056 | 34% |
| Strongly agree | 225 | 30% | 200 | 35% | 140 | 25% | 395 | 33% | 960 | 31% |
| Total | 757 | 100% | 570 | 100% | 564 | 100% | 1,209 | 100% | 3,100 | 100% |

Percent of respondents who “somewhat” or “strongly” agree, by gender, race/ethnicity, and international status

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|---------------|------------------------|------------|-------------------|------------|---------|------------|-------|------------|------------------|------------|
| | n | % | n | % | n | % | n | % | n | % |
| Male | 379 | 77% | 271 | 72% | 322 | 60% | 382 | 73% | 1,354 | 71% |
| Female | 377 | 59% | 298 | 61% | 242 | 50% | 827 | 64% | 1,744 | 60% |
| Minority | 46 | 65% | 48 | 54% | 29 | 66% | 215 | 69% | 338 | 66% |
| Majority | 580 | 69% | 394 | 67% | 525 | 56% | 913 | 65% | 2,412 | 64% |
| Domestic | 739 | 68% | 476 | 64% | | | | | 1,215 | 67% |
| International | 18 | 61% | 94 | 79% | | | | | 112 | 76% |

- Results of a series of t-tests revealed a **significant difference by gender**. Specifically, female participants were significantly less likely than their male peers to agree that CWRU does a good job of making the campus accessible for individuals with physical disabilities. Follow-up analyses revealed that this difference held across all groups surveyed.
- There were **no significant differences by ethnicity** in any of the above groupings.
- No overall significant difference was revealed between domestic and international students. That said, **international graduate students were significantly more likely** than their domestic peers to say that CWRU does a good job of making the campus accessible for individuals with disabilities. That difference did not hold among undergraduate students.
- When examining differences between groups, we found that faculty were significantly less likely than all other groups to agree that CWRU does a good job of making the campus accessible for individuals with physical disabilities.

A diversity of students enriches the CWRU environment.

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|----------------------------|------------------------|------|-------------------|------|---------|------|-------|---|------------------|------|
| | n | % | n | % | n | % | n | % | n | % |
| Strongly disagree | 23 | 3% | 16 | 2% | 5 | 1% | | | 44 | 2% |
| Somewhat disagree | 59 | 7% | 29 | 4% | 20 | 3% | | | 108 | 5% |
| Neither agree nor disagree | 92 | 10% | 53 | 8% | 71 | 12% | | | 216 | 10% |
| Somewhat agree | 266 | 30% | 172 | 25% | 118 | 19% | | | 556 | 25% |
| Strongly agree | 452 | 51% | 423 | 61% | 395 | 65% | | | 1,270 | 58% |
| Total | 892 | 100% | 693 | 100% | 609 | 100% | | | 2,194 | 100% |

Percent of respondents who “somewhat” or “strongly” agree, by gender, race/ethnicity, and international status

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|---------------|------------------------|------------|-------------------|------------|---------|-----|-------|---|------------------|------------|
| | n | % | n | % | n | % | n | % | n | % |
| Male | 451 | 76% | 308 | 82% | 345 | 83% | | | 1,104 | 80% |
| Female | 440 | 85% | 383 | 89% | 264 | 85% | | | 1,087 | 86% |
| Minority | 60 | 83% | 65 | 75% | 32 | 88% | | | 157 | 81% |
| Majority | 683 | 80% | 465 | 88% | 566 | 85% | | | 1,714 | 84% |
| Domestic | 872 | 81% | 570 | 86% | | | | | 1,442 | 83% |
| International | 20 | 75% | 123 | 86% | | | | | 143 | 85% |

- Results of a series of t-tests revealed a **significant difference by gender**. Specifically, female participants were significantly more likely than their male peers to agree that a diversity of students enriches the CWRU environment. Follow-up analyses revealed that this difference held for undergraduate and graduate students but not for faculty. Staff were not asked this question.
- A **significant overall difference by ethnicity** was found for this item. Specifically, minority participants were significantly less likely than their majority peers to feel that a diversity of students enriches the CWRU environment. Follow-up analyses revealed that this difference held for graduate students only. No significant difference by ethnicity was found among the undergraduate or faculty samples. Staff were not asked this question.
- **No significant differences** were found between domestic and international students in any of the above groupings.
- When comparing differences between groups, we found that undergraduate students were significantly less likely than graduate students or faculty to agree that a diversity of students enriches the CWRU environment.

I see the value of having students from different racial, cultural, or ethnic backgrounds in classes.

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|----------------------------|------------------------|------|-------------------|------|---------|------|-------|---|------------------|------|
| | n | % | n | % | n | % | n | % | n | % |
| Strongly disagree | 16 | 2% | 9 | 1% | 3 | 0% | | | 28 | 1% |
| Somewhat disagree | 34 | 4% | 7 | 1% | 7 | 1% | | | 48 | 2% |
| Neither agree nor disagree | 66 | 7% | 36 | 5% | 30 | 5% | | | 132 | 6% |
| Somewhat agree | 187 | 21% | 102 | 15% | 87 | 14% | | | 376 | 17% |
| Strongly agree | 593 | 66% | 540 | 78% | 476 | 79% | | | 1,609 | 73% |
| Total | 896 | 100% | 694 | 100% | 603 | 100% | | | 2,193 | 100% |

Percent of respondents who “somewhat” or “strongly” agree, by gender, race/ethnicity, and international status

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|---------------|------------------------|------------|-------------------|------------|---------|-------------|-------|---|------------------|------------|
| | n | % | n | % | n | % | n | % | n | % |
| Male | 449 | 81% | 307 | 88% | 343 | 92% | | | 1,099 | 86% |
| Female | 446 | 94% | 385 | 96% | 260 | 95% | | | 1,091 | 95% |
| Minority | 59 | 95% | 64 | 94% | 31 | 100% | | | 154 | 95% |
| Majority | 684 | 86% | 464 | 93% | 561 | 93% | | | 1,709 | 90% |
| Domestic | 875 | 87% | 569 | 93% | | | | | 1,444 | 90% |
| International | 21 | 76% | 125 | 90% | | | | | 146 | 88% |

- Results of a series of t-tests revealed a **significant difference by gender**. Specifically, female participants were significantly more likely than their male peers to agree that they value having students from different racial, cultural or ethnic backgrounds in their classes. Follow-up analyses revealed that this difference held for undergraduate and graduate students, as well as for faculty. Staff were not asked this question.
- A **significant overall difference by ethnicity** was found for this item. Minority participants were significantly more likely than their majority peers to say they see the value of having students from different racial, cultural, or ethnic backgrounds in classes. Follow-up analyses indicated that this difference held true among undergraduate students and faculty, but not among graduate students.
- A **significant overall difference was found between domestic and international students**. Specifically, international students were significantly less likely than their peers to agree that they see the value of having students from different racial, cultural or ethnic backgrounds in classes. Follow-up analyses revealed that this difference held among graduate international and domestic students, but that there was no significant difference between the two groups in the undergraduate student sample.
- When comparing differences between groups, we found that undergraduate students were significantly less likely than graduate students or faculty to agree that they see the value of having students from different racial, cultural, or ethnic backgrounds in classes.

I am satisfied with the ratio of women and men faculty members.

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|----------------------------|------------------------|------|-------------------|------|---------|------|-------|------|------------------|------|
| | n | % | n | % | n | % | n | % | n | % |
| Strongly disagree | 24 | 3% | 45 | 6% | 76 | 13% | 110 | 9% | 255 | 8% |
| Somewhat disagree | 84 | 10% | 89 | 13% | 135 | 22% | 223 | 18% | 531 | 16% |
| Neither agree nor disagree | 259 | 30% | 139 | 20% | 146 | 24% | 359 | 30% | 903 | 27% |
| Somewhat agree | 241 | 28% | 198 | 29% | 132 | 22% | 242 | 20% | 813 | 24% |
| Strongly agree | 267 | 31% | 222 | 32% | 117 | 19% | 276 | 23% | 882 | 26% |
| Total | 875 | 100% | 693 | 100% | 606 | 100% | 1,210 | 100% | 3,384 | 100% |

Percent of respondents who “somewhat” or “strongly” agree, by gender, race/ethnicity, and international status

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|---------------|------------------------|------------|-------------------|------------|---------|------------|-------|------------|------------------|------------|
| | n | % | n | % | n | % | n | % | n | % |
| Male | 440 | 59% | 303 | 63% | 339 | 46% | 375 | 47% | 1,457 | 54% |
| Female | 434 | 57% | 388 | 59% | 267 | 34% | 835 | 41% | 1,924 | 47% |
| Minority | 57 | 51% | 64 | 47% | 32 | 47% | 214 | 37% | 367 | 42% |
| Majority | 667 | 58% | 463 | 64% | 563 | 41% | 909 | 41% | 2,602 | 50% |
| Domestic | 854 | 58% | 568 | 60% | | | | | 1,422 | 59% |
| International | 21 | 57% | 125 | 64% | | | | | 146 | 63% |

- Results of a series of t-tests revealed a **significant difference by gender**. Female participants were significantly less likely than their male peers to agree that they were satisfied with the ratio of women to men faculty members. This significant difference held across all groups surveyed.
- A **significant overall difference by ethnicity** was found for this item. Specifically, minority participants were significantly less likely than their majority peers to agree that they were satisfied with the ratio of women to men faculty members. Follow-up analyses indicated that **this difference held true among graduate students** but that there was no significant difference by ethnicity on this item among undergraduate students, faculty, or staff.
- **No significant differences** were found between domestic and international students in any of the above groupings.
- When examining differences between groups, we found that faculty and staff were significantly less likely than were graduate and undergraduate students to agree that they were satisfied with the ratio of women and men faculty members.

I am satisfied with the ratio of women and men staff members.

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|----------------------------|------------------------|------|-------------------|------|---------|------|-------|------|------------------|------|
| | n | % | n | % | n | % | n | % | n | % |
| Strongly disagree | 17 | 2% | 18 | 3% | 35 | 6% | 88 | 7% | 158 | 4% |
| Somewhat disagree | 39 | 5% | 54 | 8% | 68 | 11% | 176 | 13% | 337 | 10% |
| Neither agree nor disagree | 293 | 34% | 178 | 26% | 219 | 37% | 381 | 29% | 1,071 | 31% |
| Somewhat agree | 228 | 27% | 196 | 29% | 153 | 26% | 325 | 24% | 902 | 26% |
| Strongly agree | 281 | 33% | 239 | 35% | 118 | 20% | 363 | 27% | 1,001 | 29% |
| Total | 858 | 100% | 685 | 100% | 593 | 100% | 1,333 | 100% | 3,469 | 100% |

Percent of respondents who “somewhat” or “strongly” agree, by gender, race/ethnicity, and international status

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|---------------|------------------------|------------|-------------------|------------|---------|------------|-------|------------|------------------|------------|
| | n | % | n | % | n | % | n | % | n | % |
| Male | 429 | 59% | 302 | 65% | 336 | 50% | 419 | 53% | 1,486 | 57% |
| Female | 428 | 60% | 381 | 62% | 257 | 40% | 914 | 51% | 1,980 | 54% |
| Minority | 56 | 50% | 64 | 50% | 31 | 52% | 233 | 42% | 384 | 45% |
| Majority | 654 | 60% | 458 | 66% | 551 | 46% | 1,009 | 52% | 2,672 | 55% |
| Domestic | 837 | 59% | 563 | 63% | | | | | 1,400 | 61% |
| International | 21 | 57% | 122 | 68% | | | | | 143 | 66% |

- Results of a series of t-tests revealed a **significant difference by gender**. Specifically, female participants were significantly less likely than their male peers to agree that they were satisfied with the ratio of women to men staff members. This **significant difference held for faculty and staff**; however, there was no significant difference by gender on this item for undergraduate and graduate students.
- A **significant overall difference by ethnicity** was found for this item. Minority participants were significantly less likely than their majority peers to agree that they were satisfied with the ratio of women to men staff members. Follow-up analyses indicated that this **difference held true among undergraduate and graduate students and staff**. There was no significant difference by ethnicity on this item among faculty.
- **No significant differences** were found between domestic and international students in any of the above groupings.
- When examining differences between groups, we found that faculty and staff were significantly less likely than were graduate and undergraduate students to agree that they were satisfied with the ratio of women and men staff members.

I have ample opportunities to meet people of different racial, cultural, or ethnic backgrounds.

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|----------------------------|------------------------|------|-------------------|------|---------|------|-------|------|------------------|------|
| | n | % | n | % | n | % | n | % | n | % |
| Strongly disagree | 16 | 2% | 17 | 2% | 16 | 3% | 32 | 2% | 81 | 2% |
| Somewhat disagree | 44 | 5% | 56 | 8% | 56 | 9% | 94 | 7% | 250 | 7% |
| Neither agree nor disagree | 61 | 7% | 59 | 8% | 101 | 17% | 117 | 9% | 338 | 10% |
| Somewhat agree | 271 | 30% | 201 | 29% | 176 | 29% | 376 | 28% | 1,024 | 29% |
| Strongly agree | 497 | 56% | 363 | 52% | 259 | 43% | 738 | 54% | 1,857 | 52% |
| Total | 889 | 100% | 696 | 100% | 608 | 100% | 1,357 | 100% | 3,550 | 100% |

Percent of respondents who “somewhat” or “strongly” agree, by gender, race/ethnicity, and international status

| Responses | Undergraduate Students | | Graduate Students | | Faculty | | Staff | | All Participants | |
|---------------|------------------------|------------|-------------------|------------|---------|------------|-------|------------|------------------|------------|
| | N | % | n | % | n | % | n | % | n | % |
| Male | 447 | 88% | 310 | 79% | 342 | 72% | 427 | 84% | 1,526 | 82% |
| Female | 441 | 85% | 384 | 83% | 266 | 71% | 930 | 81% | 2,021 | 81% |
| Minority | 59 | 69% | 63 | 57% | 33 | 58% | 234 | 76% | 389 | 70% |
| Majority | 677 | 89% | 466 | 86% | 564 | 72% | 1,026 | 83% | 2,733 | 83% |
| Domestic | 868 | 87% | 571 | 82% | | | | | 1,439 | 85% |
| International | 21 | 76% | 125 | 78% | | | | | 146 | 78% |

- Results of a series of t-tests revealed **no significant differences by gender** in any of the above groupings.
- A **significant overall difference by ethnicity** was found for this item. Specifically, minority participants were significantly less likely than their majority peers to agree that they have ample opportunities to meet people of different racial, cultural, or ethnic backgrounds. Follow-up analyses revealed that this difference held across all groups surveyed.
- A **significant overall difference was found on this item between domestic and international students**. Specifically, international students were significantly less likely to agree that they have ample opportunities to meet people of different racial, cultural, or ethnic backgrounds. Follow-up analyses revealed that there was no significant difference between domestic and international students when undergraduate and graduate students were examined separately from each other.
- When examining differences between groups, we found that **faculty were significantly less likely than all other groups to agree** that they have ample opportunities to meet people of different racial, cultural, or ethnic backgrounds.