

College of Natural Science (NatSci)
Organizational Climate Survey Data Summary
Full report completed by MSU Office of Survey Research

**Prepared by the NatSci Diversity, Equity, and Inclusion Advisory Council
(DEIAC) Climate Survey Subcommittee:**
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The purpose of the NatSci Organizational Climate Survey was to assist the Michigan State University (MSU) College of Natural Science in assessing the current climate and learning environment for employees and students in the college. MSU's Office for Survey Research (OSR) conducted the survey of current faculty, staff, specialists, post-docs, and students evaluating factors such as inclusion, diversity, fairness, and the prevalence of harmful, inappropriate, or uncivil behaviors. Electronic invitations were sent to a total of 13,682 members of the NatSci community, of whom 2,342 eligible participants completed the survey (1897 respondents completed the full survey, 434 surveys were included as partials) for a response rate of 17.1 percent.

Survey questions were derived and adapted from the 2016 MSU campus climate survey, past surveys conducted by OSR, [similar surveys conducted by Rankin and Associates for the University of California schools](#) (i.e. UC Berkeley), the [James Madison College racial climate survey](#), and the [University of Michigan campus climate surveys](#).

OSR administered the survey from February 20, 2019 to March 22, 2019. There were [five versions of the survey](#), administered to the following groups:

- NatSci faculty (professors, instructors, and teaching specialists)
- NatSci staff, specialists (advising, outreach, and curriculum) and postdocs
- NatSci graduate students
- NatSci undergraduates
- Other undergraduates (Lyman Briggs coordinate majors and a random sample of students who took at least one NatSci course in spring or fall 2018, oversampling students with minority ethnic codes according to the university's official records)

In this summary, the DEIAC Climate Survey Subcommittee has compiled a subset of the tables from the [full climate survey report](#). These tables highlight the types of issues/challenges that exist and areas where there is great room for improvement in the climate of our college. Data is presented on demographics, general assessments of NatSci satisfaction and comfort, sense of belonging, assessment of diversity levels for employees and students, fair treatment, climate for diverse groups, uncivil behavior, respectful treatment, sexual harassment, and bias incidents. It is essential that every unit in the college review the full climate report, paying particular attention to their unit's data. The answers to the free response questions on the climate survey will be reviewed and analyzed during summer/fall 2020.

All table numbers in this summary correspond to table numbers in the full report. Graphs were created by the subcommittee to highlight data from some tables in this summary.

Table M-1. Response Rate, by Respondent Type

Group	Number Invited	Number Completed	Response Rate
Faculty	632	305	48.3%
Specialists and Staff	937	375	40.0%
Graduate Students	961	282	29.3%
NatSci Undergraduates	5535	835	15.1%
Other Undergraduates (includes Lyman Briggs)	5617	545	9.7%
TOTAL	13682	2342	17.1%

"Completed" includes partials, defined as respondents having progressed through at least the first section of substantive items about the College of Natural Science.

Graph 1: Survey Response Rate

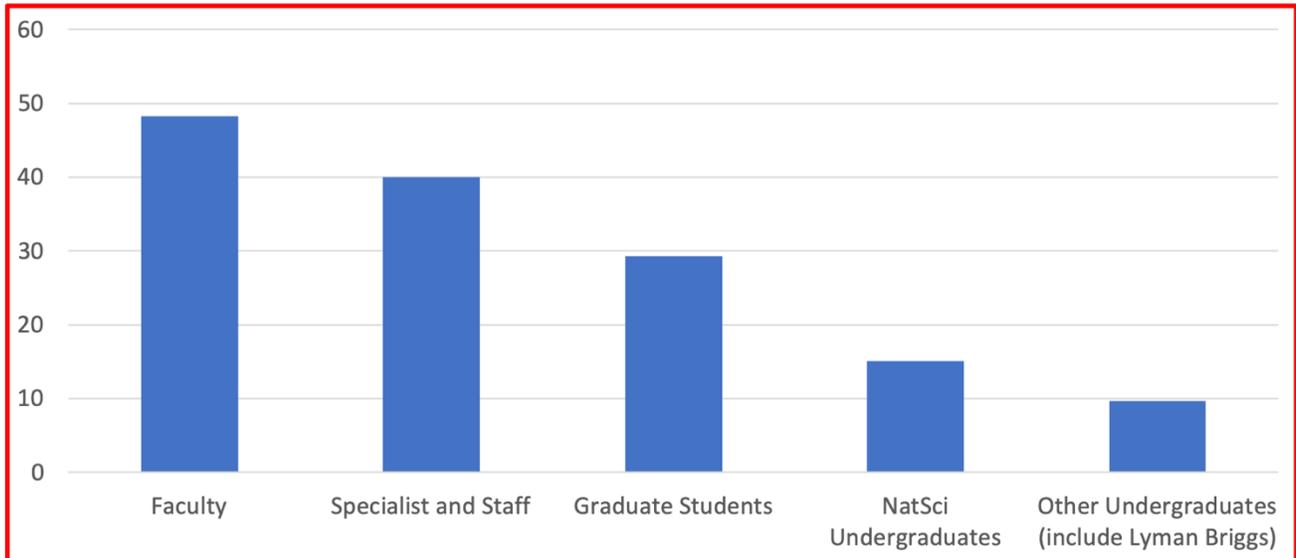


Table M-1 and **Graph 1** show the response rates for each group.

Table 1. Profile of Respondents by Gender Identity, Sexual Orientation, and Race / Ethnicity

Demographics	Faculty		Staff / Specialists		Graduate Students		NatSci Undergrads		Other Undergrads		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Gender Identity												
Male	168	65%	116	37%	113	47%	209	33%	132	33%	738	40%
Female	91	35%	196	63%	120	50%	408	65%	267	66%	1082	59%
Another identity	1	<1%	1	<1%	6	3%	7	1%	7	2%	22	1%
<i>Decline / No answer</i>	45		62		43		211		139		500	
Sexual Orientation												
Heterosexual / Straight	247	96%	289	93%	189	81%	522	85%	339	85%	1586	87%
Bisexual	1	<1%	7	2%	25	11%	61	10%	27	7%	121	7%
Gay / Lesbian	5	2%	8	3%	10	4%	15	2%	14	3%	52	3%
Another orientation	4	2%	7	2%	8	3%	19	3%	21	5%	59	3%
<i>Decline / No answer</i>	48		64		50		218		144		524	52%
Race / Ethnicity^a												
White / Caucasian	200	82%	246	79%	153	65%	465	75%	271	67%	1335	73%
Asian	30	12%	38	12%	55	23%	93	15%	88	22%	304	17%
Black / African American	4	2%	12	4%	12	5%	64	10%	35	9%	127	7%
Hispanic / Latinx	11	5%	25	8%	16	7%	38	6%	31	8%	121	7%
Middle Eastern / North African	4	2%	5	2%	4	2%	15	2%	4	1%	32	2%
American Indian / Alaska Native	1	<1%	0	0%	3	1%	12	2%	9	2%	25	1%
Another Identity	3	1%	4	1%	2	1%	5	1%	4	1%	18	1%
Native Hawaiian / Pacific Islander	0	0%	1	<1%	0	0%	5	1%	3	1%	9	1%
<i>Decline / No answer</i>	61		62		47		213		142		525	
<i>Multiple Races / Ethnicities</i>	37	15%	51	16%	63	27%	134	22%	115	29%	400	22%
TOTAL RESPONDENTS	305		375		282		835		545		2342	

^a Because respondents could select multiple categories, the percentages for racial and ethnic categories will not sum to 100.

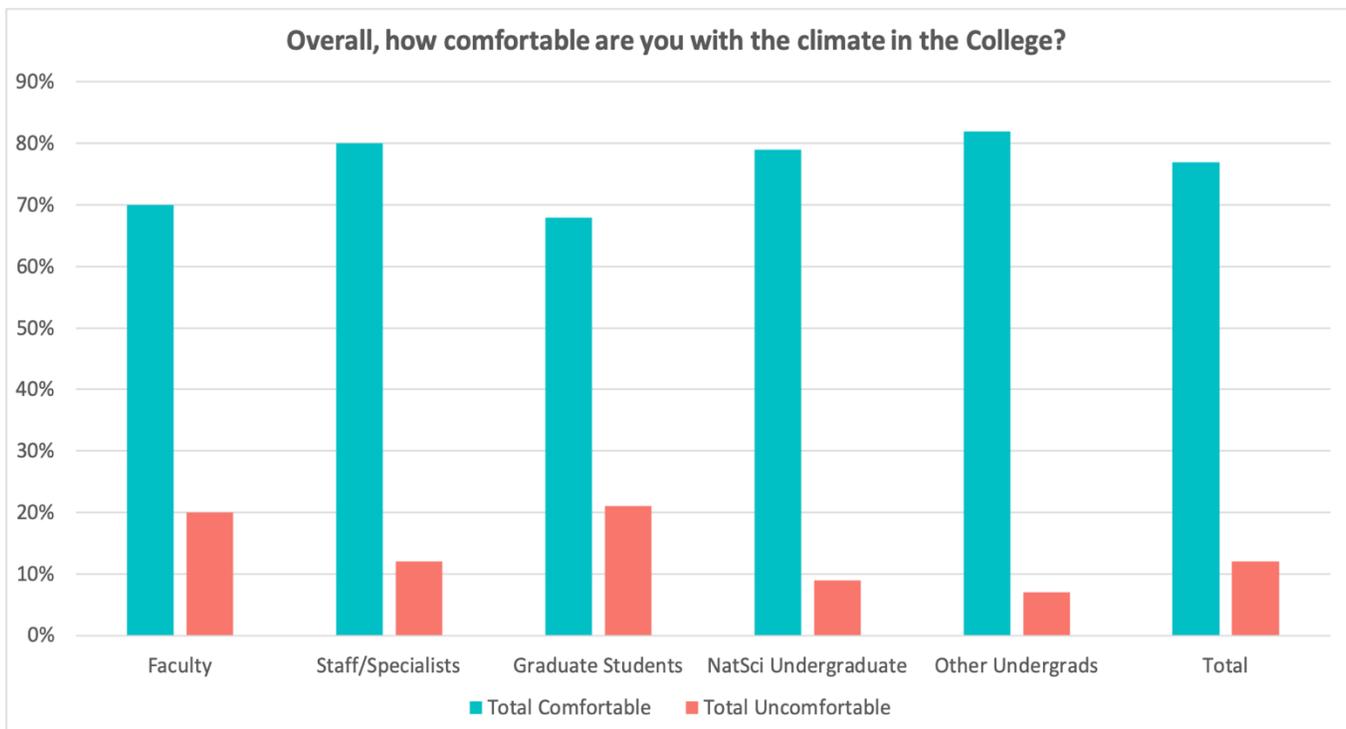
Table 1 shows how respondents in each group are described in terms of distribution of gender, sexual orientation, and race/ethnicity – each as self-identified by the respondents themselves. In subsequent tables when results are presented by race/ethnicity, there were not enough respondents in groups other than White, Asian/Pacific Islander, Black/African American, and Hispanic/Latinx to complete separate analyses for these groups. Thus, these groups’ responses are combined into Other Identities.

Table 4. Satisfaction and Comfort Level, by Respondent Type

Items	Faculty	Staff / Specialists	Graduate Students	NatSci Undergrads	Other Undergrads	Total
Satisfaction						
Total Satisfaction ^a	78%	79%	79%	85%	77%	80%
Total Dissatisfaction ^b	15%	11%	14%	7%	9%	10%
Mean Score ^c	3.92	4.02	3.87	4.10	3.95	4.00
Comfort						
Total Comfortable ^a	70%	80%	68%	79%	82%	77%
Total Uncomfortable ^b	20%	12%	21%	9%	7%	12%
Mean Score ^c	3.75	4.09	3.69	4.03	4.17	3.99
<i>Number of responses</i>	302	371	279	826	536	2314

^a Total Satisfaction and Total Comfortable refer to the percentage of respondents who answered EITHER "Somewhat Satisfied / Comfortable" OR "Very Satisfied / Comfortable." Higher percentages correspond to *more* favorable attitudes.
^b Total Dissatisfaction and Total Uncomfortable refer to the percentage of respondents who answered EITHER "Somewhat Dissatisfied / Uncomfortable" OR "Very Dissatisfied / Uncomfortable." Higher percentages correspond to *less* favorable attitudes.
^c Mean scores are calculated on a five-point scale where 1 = "Very Dissatisfied / Uncomfortable" and 5 = "Very Satisfied / Comfortable." Higher scores correspond to *more* favorable attitudes.

Graph 4a: Comfort Level in NatSci



Graph 4b: Satisfaction Level in NatSci

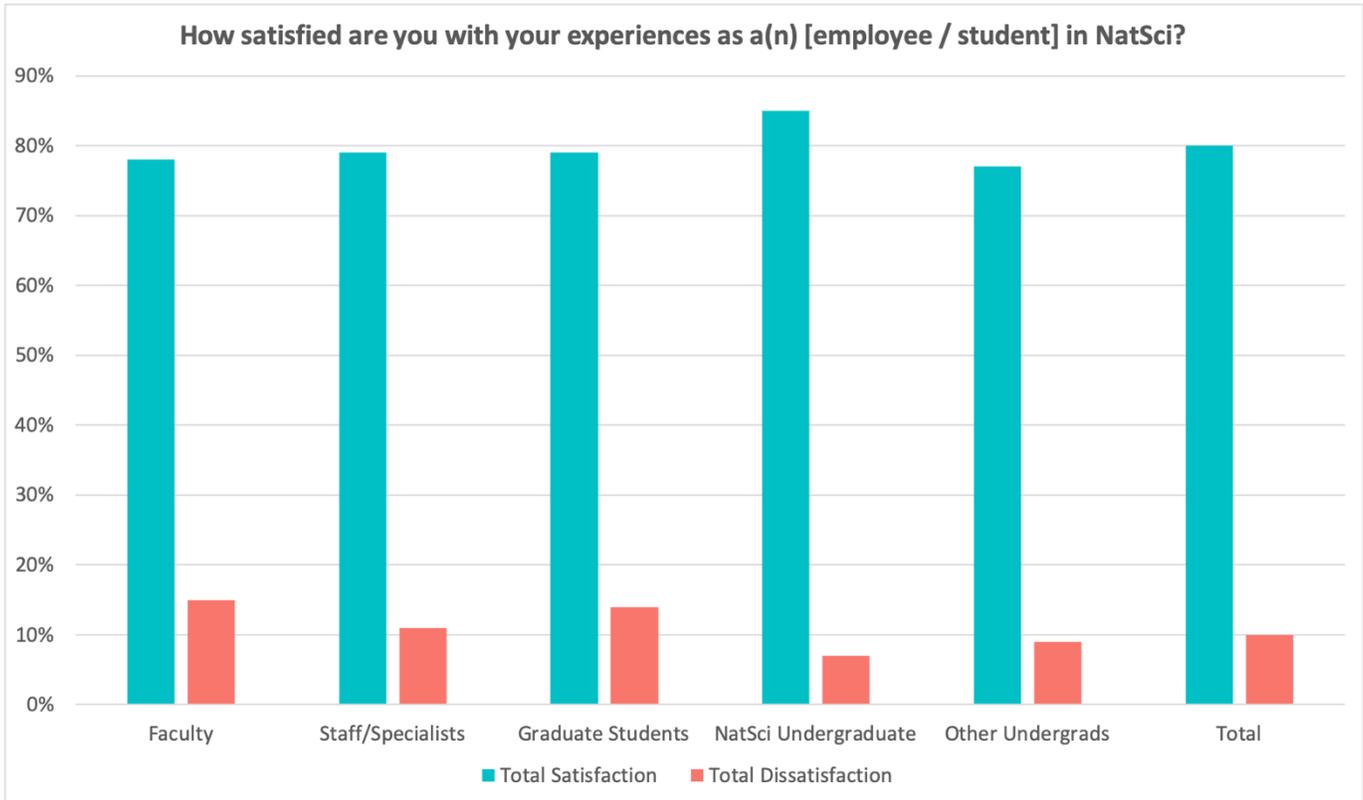


Table 4 introduces the concepts of satisfaction and comfort within the climate of NatSci, where climate is defined by meaning ‘current attitudes, behaviors, and standards of employees and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential’. Faculty, staff/specialists, graduate students, NatSci undergrads, and other undergraduate students are included in this set of questions using a five-point scale. An overall positive level of comfort and satisfaction was observed from the data, with 80% of respondents reporting being satisfied with their experience in NatSci, and 77% responding as being comfortable with the climate. Faculty and graduate students reported the lowest comfort of the groups surveyed and overall 10% of respondents reported being dissatisfied and 12% reported being uncomfortable.

Table 5. Satisfaction and Comfort Level, by Race or Ethnicity and Gender Identity

Items	Race / Ethnicity					Gender Identity		LGBT	
	White	Asian / Paci. Island	Black / African American	Hispanic / Latinx	Other Identities	Male	Female	Non-LGBT	LGBT
Satisfaction									
Total Satisfaction ^a	83%	79%	74%	75%	85%	83%	81%	81%	79%
Total Dissatisfaction ^b	9%	7%	15%	12%	12%	9%	11%	10%	12%
Mean Score ^c	4.07	4.02	3.81	3.93	4.00	4.10	3.98	4.01	3.95
Comfort									
Total Comfortable ^a	81%	78%	67%	73%	72%	81%	78%	78%	72%
Total Uncomfortable ^b	11%	9%	20%	18%	20%	10%	13%	12%	16%
Mean Score ^c	4.07	4.00	3.78	3.93	3.81	4.12	3.97	4.01	3.82
<i>Number of responses</i>	1325	305	122	120	74	730	1073	2082	232

^a Total Satisfaction and Total Comfortable refer to the percentage of respondents who answered EITHER "Somewhat Satisfied / Comfortable" OR "Very Satisfied / Comfortable." Higher percentages correspond to *more* favorable attitudes.

^b Total Dissatisfaction and Total Uncomfortable refer to the percentage of respondents who answered EITHER "Somewhat Dissatisfied / Uncomfortable" OR "Very Dissatisfied / Uncomfortable." Higher percentages correspond to *less* favorable attitudes.

^c Mean scores are calculated on a five-point scale where 1 = "Very Dissatisfied / Uncomfortable" and 5 = "Very Satisfied / Comfortable." Higher scores correspond to *more* favorable attitudes.

Tables 5 shows Satisfaction and Comfort Level data by race/ethnicity, gender and membership in the LGBT community.

1 = Strongly Disagree - 7 = Strongly Agree

* Asked only of students

Table 14. Mean Response to Agree-Disagree Sense of Belonging Items, by Race and Gender

Items	Race / Ethnicity						Gender Identity		LGBT	
	White	Asian / Paci. Island	Black / African	Hispanic / Latinx	Other Identities	Male	Female	Non-LGBT	LGBT	
* Advisors are concerned about my welfare	5.60	5.39	5.11	5.82	5.67	5.71	5.42	5.50	5.60	
I have similar opportunities for success as others	5.59	5.41	4.73	5.02	5.11	5.59	5.35	5.41	5.49	
* Faculty negatively prejudge me (<i>reverse coded</i>)	5.38	5.02	4.78	4.81	5.23	5.30	5.16	5.17	5.23	
* Faculty are concerned about my welfare	5.12	5.11	4.63	5.09	5.27	5.28	4.95	5.08	5.06	
* I have faculty role models	5.22	5.02	4.30	5.11	5.15	5.13	5.07	5.03	5.21	
My personal identities are valued	5.14	5.18	4.32	4.71	4.69	5.19	4.99	5.04	4.75	
There are enough faculty / staff I identify with	5.12	4.77	3.04	4.19	4.20	5.80	4.71	4.92	4.36	
<i>AVERAGE</i>	<i>5.31</i>	<i>5.13</i>	<i>4.42</i>	<i>4.96</i>	<i>5.05</i>	<i>5.43</i>	<i>5.09</i>	<i>5.16</i>	<i>5.10</i>	
<i>Number of responses</i>	<i>1296</i>	<i>291</i>	<i>120</i>	<i>113</i>	<i>71</i>	<i>713</i>	<i>1044</i>	<i>1763</i>	<i>228</i>	

^a Mean scores are calculated on a seven-point scale where higher scores correspond to more favorable attitudes. For most items, 1= "Strongly Disagree" and 7 = "Strongly Agree." However, for the reverse coded item ("Faculty negatively prejudge me"), 1 = "Strongly Agree" and 7 = "Strongly Disagree" because the statement expresses an unfavorable view.

Graph 14: Mean Score to Agree-Disagree Questions by Race/Ethnicity

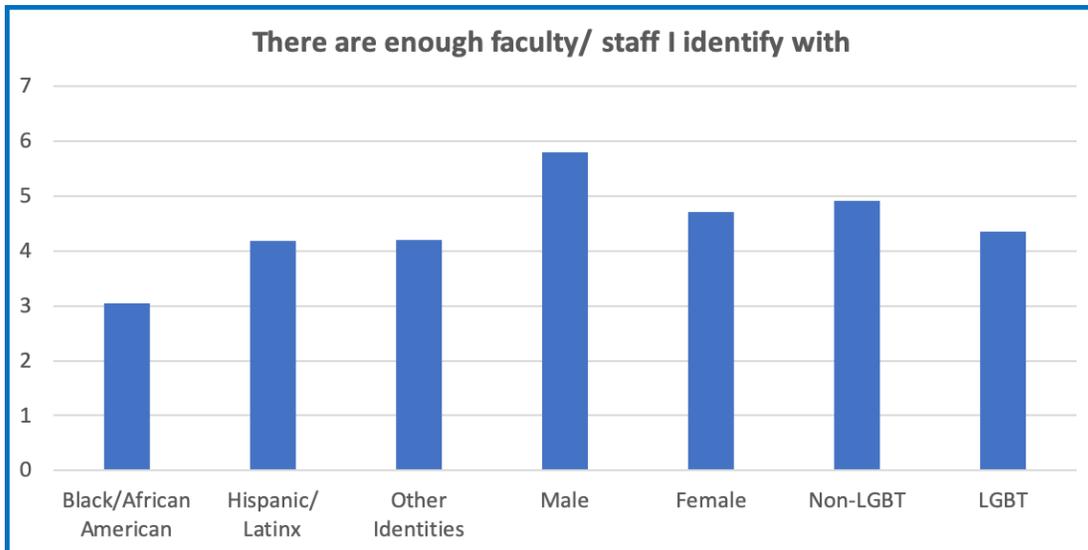


Table 14 breaks down a set of questions related to sense of belonging by race, gender identity, and LGBT status of the respondents using a seven-point scale. A main finding when examining race, is a disparity between White and Black/African American respondents, with White respondents expressing the most favorable attitudes and Black/African Americans responding with the least favorable attitudes. This pattern was also seen with males and females, with-male-identifying respondents giving more favorable answers to the questions. The imbalance was additionally found in LGBT and non-LGBT-identifying respondents, where on all seven of the questions, LGBT-respondents had the least favorable answers. Overall, Black/African American respondents expressed the least favorable attitudes to these questions.

Table 17. Summary of Responses to Sense of Belonging Frequency Items

Items	"Always" or "Very Often"	"Rarely" or "Never"	Mean Score ^a
Safe within the NatSci	83%	3%	4.29
Valued by your faculty mentor and committee members (*)	72%	9%	3.97
You belong in NatSci	66%	10%	3.88
Valued by advisors in NatSci (only undergraduates)	62%	12%	3.82
Valued by other employees in NatSci (only employees)	63%	7%	3.74
Valued by other students in the classroom	60%	9%	3.68
Valued by instructors in the classroom (all students)	57%	11%	3.66
Others value your opinions in NatSci	52%	12%	3.54
Valued as an individual in NatSci	52%	17%	3.51
<i>AVERAGE</i>	<i>63%</i>	<i>10%</i>	<i>3.79</i>

^a Mean scores are calculated on a five-point scale where higher scores correspond to more favorable attitudes. Specifically, 1= "Never" and 5 = "Always."

(*) Only post docs and graduate students

Graph 17: Always and Very Often Responses to Sense of Belonging

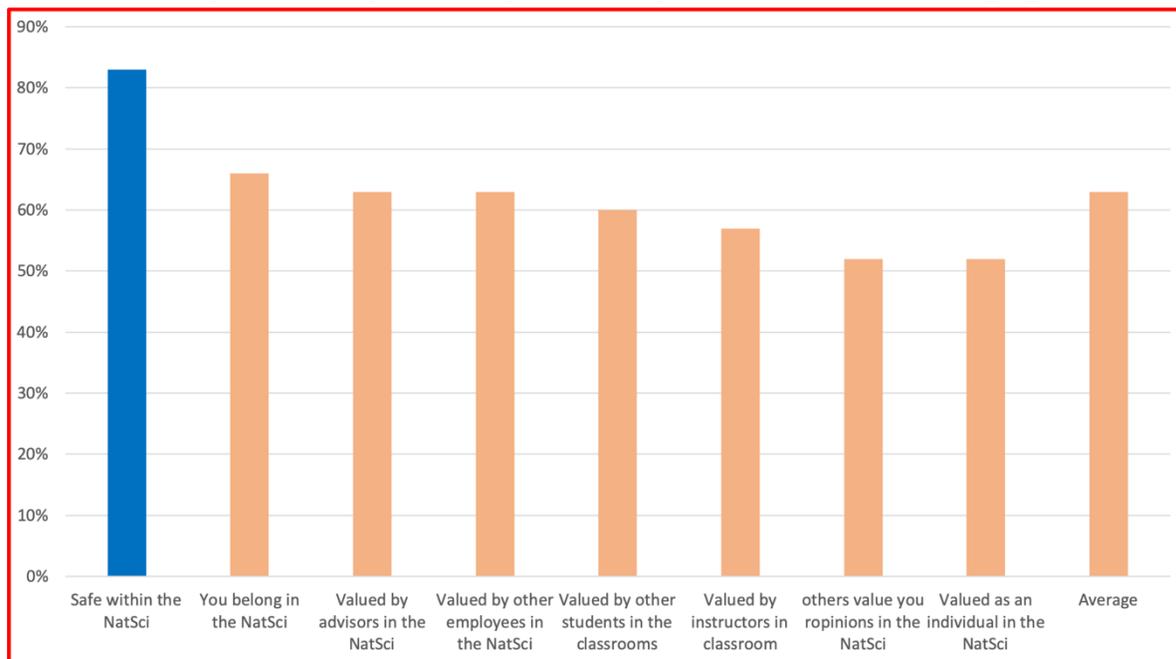


Table 17 is a metric for a sense of belonging within NatSci. The results are considered generally favorable as over 50% of respondents indicated favorable attitudes by responding "always" or "very often" to the nine items in the battery. The highest-ranking item was feeling safe within NatSci with 83% of respondents indicating this as their attitudes. At 52% respectively, the lowest favorable attitudes were for responses concerning feeling valued as an individual and others valuing your opinion.

Table 25. Perceptions of Faculty Diversity, by Race or Ethnicity and Gender Identity

Items	Race / Ethnicity					Gender Identity		LGBT	
	White	Asian / Paci. Island	Black / African American	Hispanic / Latinx	Other Identities	Male	Female	Non-LGBT	LGBT
The college has demonstrated a commitment to hiring diverse faculty									
Total Agreement ^a	71%	78%	49%	60%	69%	76%	66%	72%	52%
Total Disagreement ^b	18%	11%	44%	23%	27%	13%	23%	17%	35%
Mean Score ^c	5.05	5.43	4.17	4.75	4.90	5.26	4.88	5.11	4.41
Within the college there is an acceptable amount of faculty diversity									
Total Agreement ^a	56%	74%	44%	55%	61%	61%	56%	61%	47%
Total Disagreement ^b	35%	17%	47%	35%	35%	28%	35%	30%	44%
Mean Score ^c	4.49	5.15	3.78	4.29	4.65	4.70	4.44	4.68	3.98
Areas of Insufficient Diversity (% out of respondents who rated diversity unacceptable)									
Race / Ethnicity	93%	94%	100%	97%	95%	94%	93%	92%	96%
Gender	67%	62%	41%	45%	74%	59%	64%	61%	63%
People with Disabilities	60%	59%	43%	62%	53%	42%	66%	54%	71%
Sexual Orientation	46%	44%	35%	55%	37%	30%	50%	41%	63%
Nationality	29%	53%	27%	52%	53%	22%	38%	32%	37%
Religion	18%	29%	24%	21%	37%	14%	22%	18%	25%
Age	15%	32%	19%	21%	11%	11%	18%	16%	25%
<i>Number of respondents</i>	<i>933</i>	<i>177</i>	<i>82</i>	<i>77</i>	<i>51</i>	<i>536</i>	<i>695</i>	<i>2105</i>	<i>237</i>

^a Total Agreement refers to the percentage of respondents who answered EITHER "Somewhat Agree", "Agree," OR "Strongly Agree." Higher percentages correspond to *more* favorable attitudes.

^b Total Disagreement refers to the percentage of respondents who answered EITHER "Somewhat Disagree", "Disagree," OR "Strongly Disagree." Higher percentages correspond to *less* favorable attitudes.

^c Mean scores are calculated on a seven-point scale where 1 = "Strongly Disagree" and 7 = "Strongly Agree." Higher scores correspond to *more* favorable attitudes.

Table 25 represents the perceptions held by different NatSci groups, differentiated by race/ethnicity, gender identity, and LGBT status, relative to A) the level of commitment on the part of NatSci to hiring diverse faculty; B) whether there is an acceptable level of faculty diversity in NatSci; and C) identified areas of faculty diversity in which NatSci is lacking. Relative to points A and B, it is important to note the significantly distinct responses for Black/African Americans, Hispanic/Latinx, female, and LGBT respondents, each group indicating far lower levels of "agreement". This indicates that those groups perceive a poor commitment to diversity and an insufficient representation of diverse faculty within NatSci. In this regard, of all groups, Black/African Americans are shown to have the lowest agreement to these statements. Relative to point B, there is clear consistency across all groups that there is some degree of concern with the lack of faculty diversity. Likewise for point C, there is a consistent and high level of concern across all groups, indicating that there is insufficient faculty diversity in NatSci relative to race/ethnicity.

Only asked of employees

Table 29. Perceptions of Staff Diversity, by Race or Ethnicity and Gender Identity

Items	Race / Ethnicity					Gender Identity		LGBT	
	White	Asian / Paci. Island	Black / African American	Hispanic / Latinx	Other Identities	Male	Female	Non-LGBT	LGBT
The college has demonstrated a commitment to hiring diverse staff faculty									
Total Agreement ^a	64%	71%	38%	58%	27%	69%	56%	63%	43%
Total Disagreement ^b	9%	7%	38%	13%	33%	9%	12%	10%	25%
Mean Score ^c	5.03	5.31	4.15	4.74	4.00	5.16	4.83	5.02	4.25
Within the college there is an acceptable amount of staff diversity									
Total Agreement ^a	49%	64%	36%	56%	25%	53%	48%	51%	48%
Total Disagreement ^b	22%	8%	43%	24%	44%	20%	21%	20%	35%
Mean Score ^c	4.52	5.19	4.07	4.62	3.81	4.69	4.51	4.64	3.97
Areas of Insufficient Diversity (% out of respondents who rated diversity unacceptable)									
Race / Ethnicity	94%	88%	100%	90%	100%	90%	96%	94%	93%
Gender	66%	71%	0%	44%	38%	54%	65%	61%	50%
People with Disabilities	59%	29%	67%	73%	75%	47%	74%	62%	69%
Sexual Orientation	40%	29%	17%	56%	38%	31%	45%	38%	69%
Nationality	34%	50%	43%	56%	75%	30%	46%	39%	50%
Religion	18%	17%	17%	25%	43%	19%	19%	21%	17%
Age	19%	17%	17%	30%	29%	20%	20%	20%	38%
<i>Number of respondents</i>	<i>398</i>	<i>55</i>	<i>14</i>	<i>31</i>	<i>16</i>	<i>237</i>	<i>234</i>	<i>2105</i>	<i>237</i>
^a Total Agreement refers to the percentage of respondents who answered EITHER "Somewhat Agree," "Agree," OR "Strongly Agree." Higher percentages correspond to <i>more</i> favorable attitudes. ^b Total Disagreement refers to the percentage of respondents who answered EITHER "Somewhat Disagree," "Disagree," OR "Strongly Disagree." Higher percentages correspond to <i>less</i> favorable attitudes. ^c Mean scores are calculated on a seven-point scale where 1 = "Strongly Disagree" and 7 = "Strongly Agree." Higher scores correspond to <i>more</i> favorable attitudes.									

Table 29 represents the perceptions held by different NatSci groups, differentiated by race/ethnicity, gender identity, and LGBT status, relative to A) the level of commitment on the part of NatSci to hiring diverse staff; B) whether there is an acceptable level of Staff diversity in NatSci; and C) identified areas of staff diversity in which NatSci is lacking. Relative to points A and B, it is important to note the significantly distinct responses for Black/African Americans, Hispanic/Latinx, female, and LGBT respondents, each group indicating far lower levels of "agreement", indicating that those groups perceive a poor commitment to diversity and an insufficient representation of diverse staff within NatSci. In this regard, of all groups, Black/African Americans are shown to have the lowest agreement to these statements. Relative to point B, there is clear consistency across all groups that there is some degree of concern with the lack of staff diversity. Likewise for point C, there is a consistent and high level of concern across all groups, indicating that there is insufficient staff diversity in NatSci relative to race/ethnicity.

Table 33. Perceptions of Student Diversity, by Race or Ethnicity and Gender Identity

Items	Race / Ethnicity					Gender Identity		LGBT	
	White	Asian / Paci. Island	Black / African American	Hispanic / Latinx	Other Identities	Male	Female	Non-LGBT	LGBT
The college has demonstrated a commitment to recruiting diverse students									
Total Agreement ^a	78%	85%	64%	68%	81%	81%	76%	79%	70%
Total Disagreement ^b	6%	3%	15%	11%	15%	4%	8%	6%	11%
Mean Score ^c	5.49	5.81	4.99	5.25	5.37	5.62	5.39	5.54	5.13
Within the college there is an acceptable amount of student diversity									
Total Agreement ^a	68%	83%	57%	59%	75%	69%	70%	72%	61%
Total Disagreement ^b	12%	3%	24%	17%	22%	10%	13%	10%	16%
Mean Score ^c	5.17	5.71	4.58	4.83	5.24	5.27	5.17	5.31	4.88
Areas of Insufficient Diversity (% out of respondents who rated diversity unacceptable)									
Race / Ethnicity	98%	88%	96%	96%	100%	96%	99%	97%	100%
Gender	59%	43%	35%	24%	42%	55%	46%	51%	63%
People with Disabilities	72%	88%	43%	74%	77%	58%	75%	66%	84%
Sexual Orientation	54%	29%	18%	53%	54%	38%	52%	43%	74%
Nationality	55%	81%	43%	81%	77%	46%	64%	57%	71%
Religion	33%	44%	27%	20%	58%	20%	39%	34%	37%
Age	39%	67%	5%	44%	8%	27%	38%	34%	52%
<i>Number of respondents</i>	<i>928</i>	<i>210</i>	<i>85</i>	<i>85</i>	<i>52</i>	<i>539</i>	<i>716</i>	<i>2105</i>	<i>237</i>

^a Total Agreement refers to the percentage of respondents who answered EITHER "Somewhat Agree," "Agree," OR "Strongly Agree." Higher percentages correspond to *more* favorable attitudes.
^b Total Disagreement refers to the percentage of respondents who answered EITHER "Somewhat Disagree," "Disagree," OR "Strongly Disagree." Higher percentages correspond to *less* favorable attitudes.
^c Mean scores are calculated on a seven-point scale where 1 = "Strongly Disagree" and 7 = "Strongly Agree." Higher scores correspond to *more* favorable attitudes.

Table 33 represents the perceptions held by different NatSci groups, differentiated by race/ethnicity, gender identity, and LGBT status, relative to A) the level of commitment on the part of NatSci to recruiting diverse students; B) whether there is an acceptable level of Student diversity in NatSci; and C) identified areas of student diversity in which NatSci is lacking. Relative to points A and B, it is important to note the significantly distinct responses for Black/African Americans, Hispanic/Latinx, female, and LGBT respondents, each group indicating far lower levels of “agreement”, indicating that those groups perceive a poor commitment to diversity and an insufficient representation of diverse students within NatSci. In this regard, of all groups, Black/African Americans are shown to have the lowest agreement to these statements. Relative to point B, across all groups there is some degree of concern with the lack of student diversity. Likewise for point C, there is a consistent and high level of concern across all groups, indicating that there is insufficient student diversity in NatSci relative to race/ethnicity.

Only asked of employees

Table 38. Mean Response to Fair Treatment Items, by Race or Ethnicity and Gender Identity

Items	Race / Ethnicity					Gender Identity		LGBT	
	White	Asian / Paci. Island	Black / African American	Hispanic / Latinx	Other Identities	Male	Female	Non-LGBT	LGBT
Employees in my unit are given feedback and evaluated fairly	5.54	5.68	5.57	4.90	4.73	5.68	5.33	5.50	4.52
Assignments are given based on a person's skills and abilities	5.40	5.52	5.50	4.74	5.13	5.58	5.17	5.34	5.24
My unit has a track record of hiring and promoting employees objectively	5.35	5.67	5.08	4.74	5.00	5.63	5.02	5.30	4.96
I have been treated fairly in the tenure / promotion process	5.25	5.43	5.30	4.56	4.88	5.42	5.05	5.16	5.17
I feel I have been treated differently in my unit (<i>reverse coded</i>)	5.22	5.25	5.46	4.51	3.77	5.51	4.78	5.08	4.67
I have been treated fairly with respect to decisions about merit raises	4.96	5.24	4.75	4.63	3.71	4.96	4.88	4.81	4.82
Burdened by university service responsibilities beyond those of my colleagues (<i>reverse coded</i>)	4.68	4.50	4.92	4.32	4.73	4.63	4.68	4.65	4.45
My diversity-related contributions have been / will be valued for promotion or tenure	4.10	4.18	4.57	3.89	3.33	4.15	4.03	4.08	4.26
I perform more work to help students and colleagues than my colleagues (<i>reverse coded</i>)	3.77	3.41	4.14	3.52	3.13	3.72	3.68	3.68	3.48
AVERAGE	4.92	4.99	5.03	4.42	4.27	5.03	4.74	4.84	4.62
Number of Responses	404	63	14	31	15	262	257	563	29

^a Mean scores are calculated on a seven-point scale where higher scores correspond to more favorable attitudes. For most items, 1 = "Strongly Disagree" and 7 = "Strongly Agree." However, for the reverse coded items, 1 = "Strongly Agree" and 7 = "Strongly Disagree" because the statement expresses an unfavorable view.

Table 38 indicates the mean responses from all NatSci employees (broken down by race/ethnicity and gender identity) to questions related to fair treatment within their units. Interestingly, all individuals, across all group categories believe that they perform more work to help students and colleagues than the rest of their colleagues. On average, male and non-LGBT respondents feel more positive about receiving fair treatment than female and LGBT respondents, respectively. Finally, based on race/ethnicity, Black/African American employees gave more favorable responses than other minorities. On the other hand, the responses of Hispanic/Latinx and employees grouped within Other Identities were on average less favorable.

Table 42. Mean Response to Climate for Diverse Groups Items, by Respondent Type

Groups	Faculty	Staff / Specialists	Graduate Students	NatSci Undergrads	Other Undergrads
White	5.89	5.99	6.31	6.13	6.11
Male	5.83	5.97	6.21	6.09	6.15
Tenure-stream	5.80	-	-	-	-
Served / serving in the military	5.24	5.22	5.26	5.89	5.88
Female	4.85	5.23	5.19	5.88	5.85
Physical disability	5.13	5.08	4.97	5.67	5.66
Gay, lesbian, or bisexual	5.12	5.39	5.20	5.67	5.63
From Christian religious affiliations	5.08	5.26	5.23	5.63	5.56
International	5.20	5.41	5.08	5.57	5.38
Immigrants	5.18	5.33	4.95	5.54	5.54
People of Color	4.78	5.08	4.80	5.69	5.70
From religious affiliations other than Christian	4.90	5.11	5.04	5.59	5.54
Providing care for adults who are disabled and / or elderly	4.83	5.17	4.66	5.61	5.55
Parents / guardians of dependent children	5.02	5.36	4.42	5.44	5.44
Learning disabilities	4.75	4.80	4.50	5.46	5.41
Transgender	4.59	4.79	4.36	5.38	5.37
Non-native English speakers	4.68	5.04	4.56	5.20	5.02
Psychological or mental health issues	4.37	4.52	3.99	5.14	5.17
Fixed-term	4.26	-	-	-	-
<i>AVERAGE (17 common items)</i>	<i>5.03</i>	<i>5.22</i>	<i>4.98</i>	<i>5.62</i>	<i>4.59</i>
<i>Number of responses</i>	<i>270</i>	<i>304</i>	<i>241</i>	<i>704</i>	<i>446</i>

^a Mean scores are calculated on a seven-point scale where higher scores correspond to more favorable attitudes. For most items, 1= "Very Negative" and 7 = "Very Positive."

Table 42 provides a measure of how NatSci community members perceive the organizational climate to be for various groups. The survey instrument presented each respondent a list of groups and asked respondents to rate on a seven-point scale how positive or negative the climate is for each group. It is important to note that faculty rated the climate significantly more negatively for fixed-term vs. tenure-stream faculty. In addition, all groups rated the college climate the most unfavorable for people with psychological or mental health issues, particularly graduate students.

Table 48. Mean Response to Respectful Treatment Items, by Race or Ethnicity and Gender Identity

Items	Race / Ethnicity					Gender Identity		LGBT	
	White	Asian / Paci. Island	Black / African	Hispanic / Latinx	Other Identities	Male	Female	Non-LGBT	LGBT
Treated with respect by advisors (UG)	4.53	4.51	4.34	4.66	4.68	4.57	4.50	4.50	4.57
Treated with respect by staff	4.43	4.45	4.37	4.27	4.36	4.49	4.34	4.38	4.44
Treated with respect by your unit head or chair (not UG)	4.34	4.32	4.64	4.27	3.96	4.36	4.27	4.30	4.09
Treated with respect by faculty	4.20	4.38	4.19	4.23	4.18	4.31	4.16	4.22	4.16
Treated with respect by students	4.22	4.24	4.02	4.16	4.16	4.26	4.17	4.21	4.07
Treated with respect within NatSci	4.18	4.30	4.22	4.23	4.02	4.22	4.15	4.15	4.19
You trust your coworkers *	4.13	4.39	4.40	4.06	4.06	4.26	4.05	4.10	4.09
Your contributions to your unit are recognized and valued *	3.76	4.08	4.31	3.62	3.18	3.89	3.67	3.74	3.67
People in your unit care about your general satisfaction *	3.71	4.09	4.07	3.64	3.25	3.76	3.68	3.66	3.50
<i>AVERAGE</i>	<i>4.17</i>	<i>4.31</i>	<i>4.28</i>	<i>4.13</i>	<i>3.98</i>	<i>4.24</i>	<i>4.11</i>	<i>4.14</i>	<i>4.09</i>

^a Mean scores are calculated on a five-point scale where higher scores correspond to more favorable attitudes. Specifically, 1= "Never" and 5 = "Always."

* Employees only

Table 48 presents the responses of the NatSci community regarding items related to Respectful Treatment. There are consistently lower positive responses of female and LGBT respondents as compared to the corresponding male and non-LGBT ones. On average, when it comes to race/ethnicity, people who were grouped into Other Identities also responded that they were treated with less respect, especially by the unit director/chair. Across the board, on average, the questions that elicited the least positive feedback from all races/ethnicities were the ones related to being recognized for contributions to their unit and being cared about by the people in their unit.

Table 49. Mean Response to Respectful Treatment Items, by Employee Role and Time in Position

Items	Employee Role						Time in Current Position			
	Faculty (Tenure)	Faculty (Fixed)	Specialist (Continuin	Specialist (Fixed)	Staff	Post-Doc	< 4 Years	4 – 10 Years	11-20 Years	> 20 Years
You are treated with respect by staff	4.41	4.33	4.40	4.38	4.31	4.44	4.36	4.30	4.37	4.50
You are treated with respect by your unit head or chair	4.15	4.38	4.54	4.48	4.41	4.42	4.38	4.34	4.14	4.40
You are treated with respect by faculty	4.03	3.94	3.83	3.90	4.12	4.29	4.14	3.87	4.10	4.26
You are treated with respect by students	4.13	4.21	4.24	4.24	4.38	4.45	4.34	4.11	4.32	4.38
You are treated with respect within NatSci	3.83	4.04	3.90	3.85	4.21	4.25	4.12	3.99	4.00	4.08
You trust your coworkers	3.94	4.12	4.05	4.19	4.16	4.34	4.14	3.99	4.09	4.25
Your contributions are recognized and valued	3.56	3.83	3.80	3.75	3.80	3.90	3.81	3.68	3.71	3.81
People in unit care about your satisfaction	3.32	3.79	3.66	3.75	3.90	3.85	3.79	3.63	3.51	3.72
<i>AVERAGE</i>	<i>3.92</i>	<i>4.08</i>	<i>4.05</i>	<i>4.07</i>	<i>4.16</i>	<i>4.24</i>	<i>4.14</i>	<i>3.99</i>	<i>4.03</i>	<i>4.18</i>

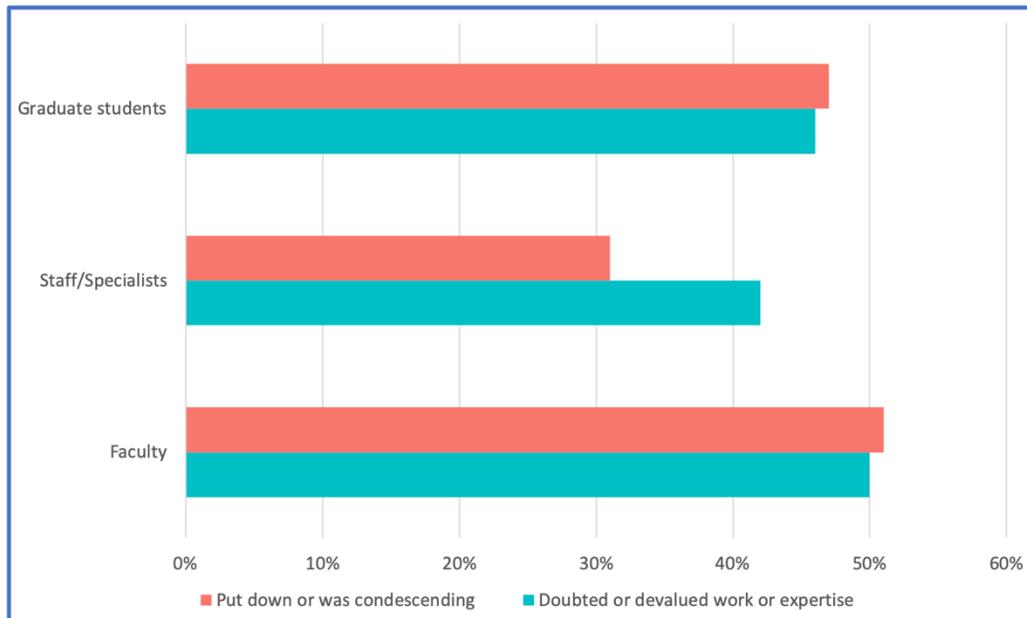
^a Mean scores are calculated on a five-point scale where higher scores correspond to more favorable attitudes. Specifically, 1= "Never" and 5 = "Always."

Table 49 measures the extent to which employees feel respected and cared for in NatSci. The survey instrument presented respondents with a list of items asking them to indicate on a five-point scale how often they feel a particular way. For employees in different roles, the questions that elicited the least positive responses were the ones referring to being treated with respect within NatSci and people caring for their overall satisfaction.

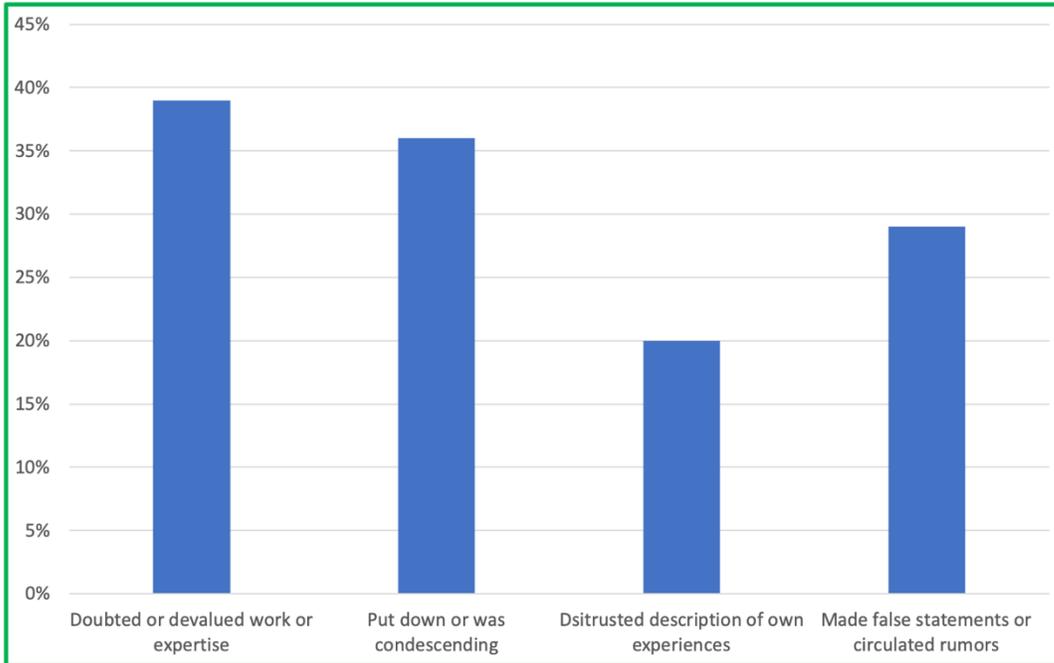
Table 52. Percent who Reported Experiencing Uncivil Behaviors, by Respondent Type

Items	Type of Respondent			
	Faculty	Staff / Specialists	Graduate Students	NatSci Undergrads
Treatment from Faculty				
Doubted or devalued work or expertise	50%	42%	46%	23%
Put down or was condescending	51%	31%	47%	22%
Distrusted description of own experiences	32%	24%	35%	14%
Made false statements or circulated rumors	29%	14%	19%	6%
Treatment from Staff				
Doubted or devalued work or expertise	20%	28%	12%	11%
Put down or was condescending	21%	25%	14%	8%
Distrusted description of own experiences	16%	18%	12%	8%
Made false statements or circulated rumors	15%	16%	8%	3%
Treatment from Graduate Students				
Doubted or devalued work or expertise	36%	24%	43%	29%
Put down or was condescending	26%	16%	38%	25%
Distrusted description of own experiences	18%	15%	31%	16%
Made false statements or circulated rumors	22%	8%	18%	5%
Treatment from Undergraduates				
Doubted or devalued work or expertise	39%	18%	31%	37%
Put down or was condescending	36%	12%	21%	30%
Distrusted description of own experiences	20%	6%	15%	21%
Made false statements or circulated rumors	29%	7%	12%	13%
<i>% Experienced at least one of these Behaviors:</i>				
Committed by Faculty	61%	49%	63%	30%
Committed by Staff	30%	36%	22%	14%
Committed by Graduate Students	45%	30%	53%	39%
Committed by Undergraduates	52%	21%	36%	48%
Committed by anyone	80%	67%	76%	61%

Graph 52a: Percent of Uncivil Behaviors Experienced from Faculty, by Respondent Type



Graph 52b: Percent of Uncivil Behaviors Experienced by Faculty from Undergraduates



Graph 52c: Percent of Group Experiencing at Least One Type of Uncivil Behavior, by respondent type

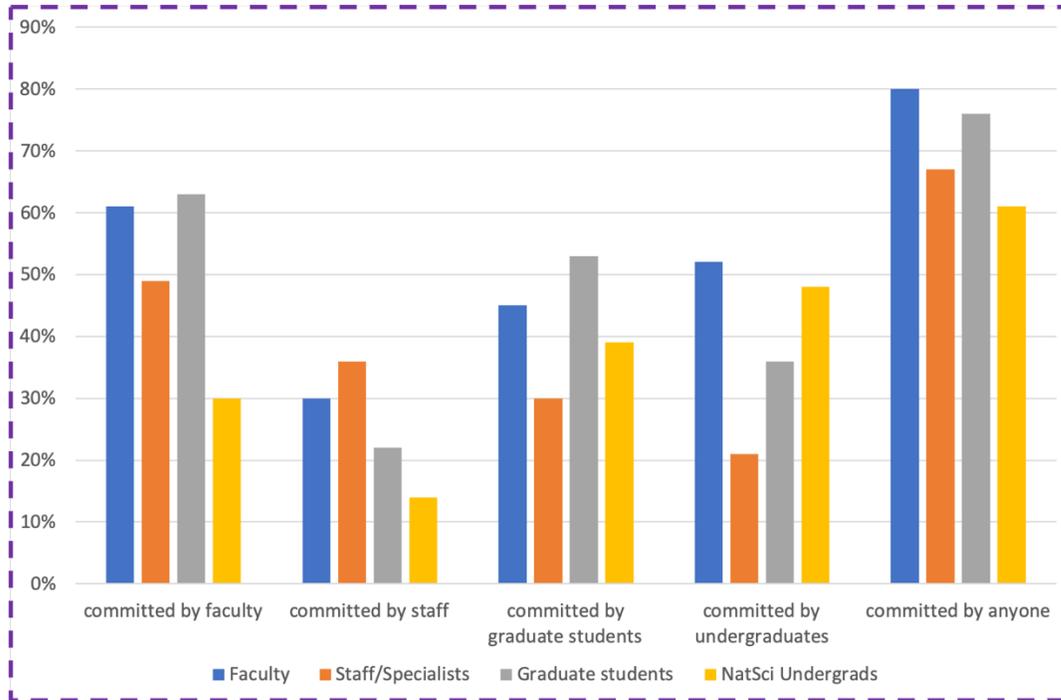


Table 52 shows how often (if at all) respondents had experienced four types of uncivil behaviors within NatSci. Respondents answered separately based on whether these behaviors were committed by faculty, staff, graduate students, or undergraduates. Each type of respondent was more likely to report experiencing uncivil behavior committed by people in their same group, which may be influenced by the amount of time group members spend with others in their role. In addition, the most common instances of uncivil behaviors reported were committed by faculty members targeting either other faculty members or graduate students. At the same time, faculty members reported elevated levels of uncivil behaviors from undergraduate students. Overall, the staff were reported to commit the least number of uncivil behaviors within NatSci.

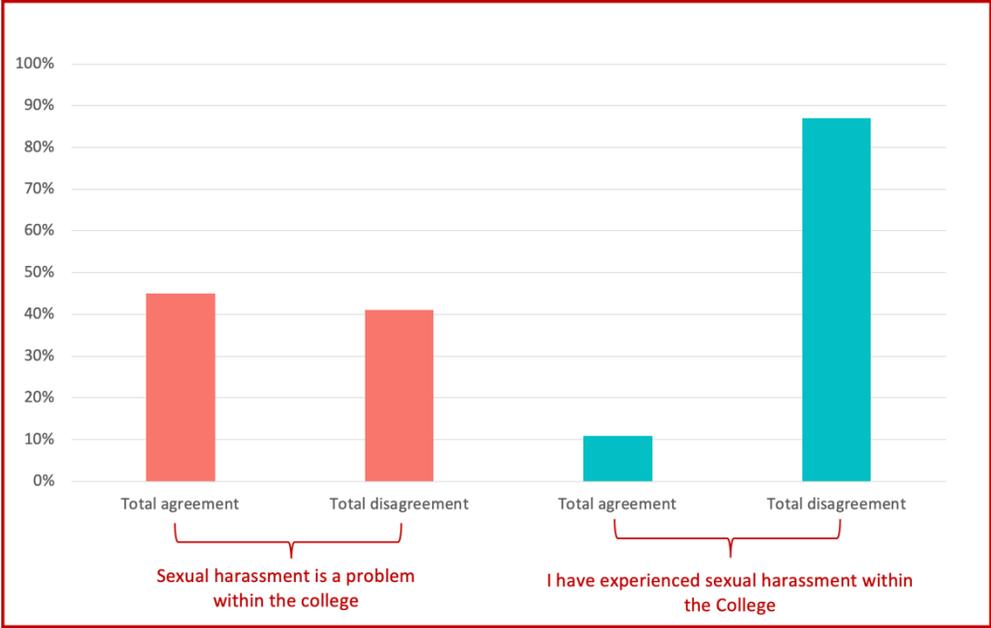
Table 56. Summary of Responses to Sexual Harassment Items, by Respondent Type

Items	Faculty	Staff / Specialists	Graduate Students	NatSci Undergrads	Other Undergrads	Total
Sexual harassment is a problem within the College (reverse coded)						
Total Agreement	38%	26%	45%	29%	22%	31%
Total Disagreement	45%	55%	41%	54%	59%	52%
Mean Score ^a	4.26	4.77	4.01	4.70	4.91	4.60
I know the steps to take if a person comes to me with a problem						
Total Agreement	98%	90%	88%	86%	84%	88%
Total Disagreement	1%	7%	9%	10%	11%	9%
Mean Score ^a	6.21	5.80	5.70	5.68	5.54	5.76
Sexual harassment is taken seriously within the College						
Total Agreement	82%	77%	68%	81%	83%	79%
Total Disagreement	11%	13%	24%	10%	7%	12%
Mean Score ^a	5.63	5.52	4.99	5.73	5.82	5.60
I have experienced sexual harassment within the College (reverse coded)						
Total Agreement	7%	5%	11%	5%	5%	6%
Total Disagreement	89%	92%	87%	93%	91%	91%
Mean Score ^a	6.22	6.31	6.15	6.47	6.42	6.35
<i>Number of responses</i>	281	324	237	614	402	1858

^a Mean scores are calculated on a seven-point scale where higher scores correspond to more favorable attitudes. For most items, 1 = "Strongly Disagree" and 7 = "Strongly Agree." However, for the reverse coded items, 1 = "Strongly Agree" and 7 = "Strongly Disagree" because the statement expresses an unfavorable view.

- **Table 56** summarizes responses indicating the extent to which respondents agreed or disagreed with four statements about sexual harassment within NatSci; including whether they had ever experienced it themselves. Results show that 31% of respondents indicated that sexual harassment is a problem within NatSci and 12% disagreed that it is taken seriously within the college. At least 5% of faculty, staff/specialists, graduate students, NatSci undergraduates and other undergraduates have experienced sexual harassment within NatSci.

Graph 56: Graduate Students Responses to Subset of Sexual Harassment Questions



Graph 56: It is important to note that when focusing on graduate student responses, 45% indicated that sexual harassment is a problem, 24% indicated that it was not taken seriously, and 11% indicated that they have experienced sexual harassment.

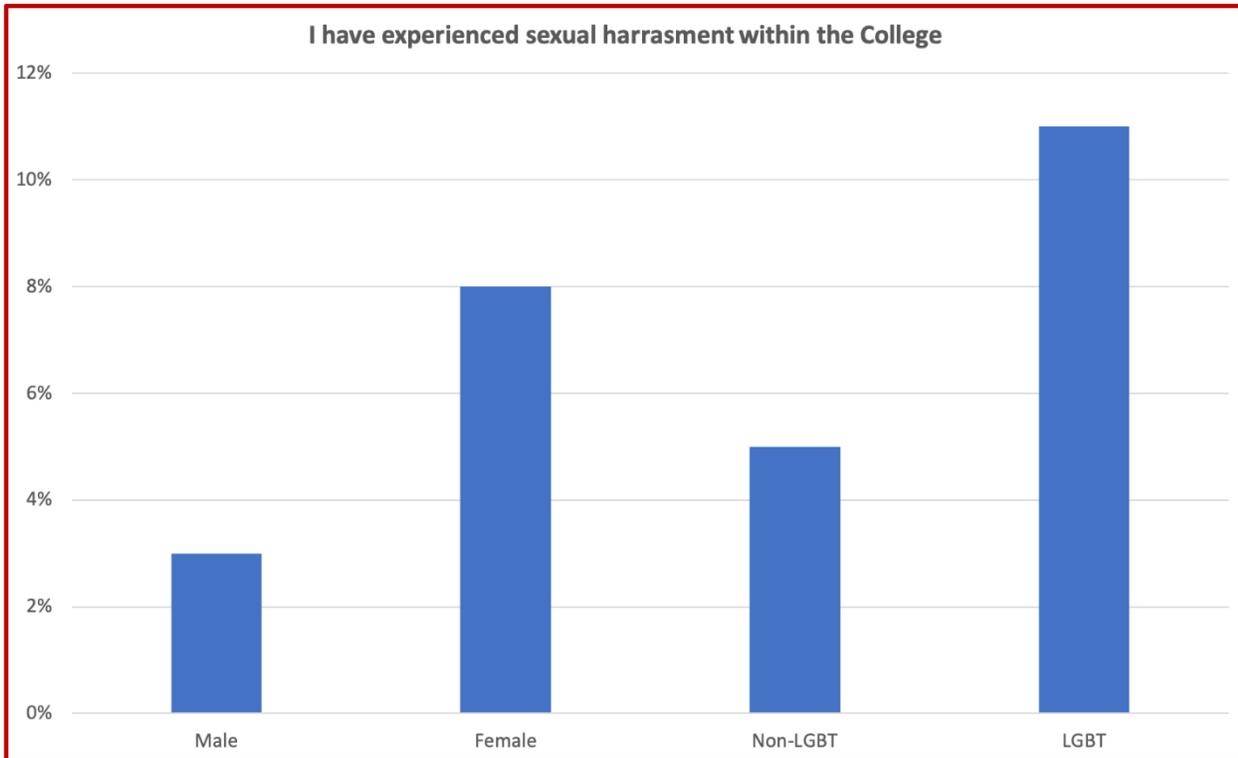
Table 57. Response to Sexual Harassment Items, by Race or Ethnicity and Gender Identity

Items	Race / Ethnicity						Gender Identity		LGBT	
	White	Asian / Paci. Island	Black / African American	Hispanic / Latinx	Other Identities	Male	Female	Non- LGBT	LGBT	
Sexual harassment is a problem within the College (reverse coded)										
Total Agreement	30%	34%	28%	30%	29%	28%	32%	30%	38%	
Total Disagreement	54%	46%	47%	50%	52%	55%	51%	53%	44%	
Mean Score ^a	4.65	4.33	4.60	4.56	4.67	4.72	4.54	4.65	4.21	
I know the steps to take if a person comes to me with a problem										
Total Agreement	88%	89%	90%	85%	90%	91%	86%	89%	82%	
Total Disagreement	10%	5%	8%	9%	7%	5%	11%	7%	16%	
Mean Score ^a	5.72	5.78	6.10	5.60	5.86	5.89	5.67	5.80	5.46	
Sexual harassment is taken seriously within the College										
Total Agreement	79%	82%	77%	71%	75%	87%	75%	81%	70%	
Total Disagreement	13%	11%	14%	15%	13%	6%	16%	11%	20%	
Mean Score ^a	5.55	5.72	5.68	5.33	5.68	5.90	5.42	5.66	5.14	
I have experienced sexual harassment within the College (reverse coded)										
Total Agreement	6%	6%	8%	6%	7%	3%	8%	5%	11%	
Total Disagreement	92%	90%	91%	89%	92%	95%	89%	92%	86%	
Mean Score ^a	6.37	6.32	6.30	6.25	6.32	6.60	6.22	6.40	6.03	
<i>Number of responses</i>	1302	305	120	119	72	715	1048	2105	237	

^a Mean scores are calculated on a seven-point scale where higher scores correspond to more favorable attitudes. For most items, 1= "Strongly Disagree" and 7 = "Strongly Agree." However, for the reverse coded items, 1 = "Strongly Agree" and 7 = "Strongly Disagree" because the statement expresses an unfavorable view.

Table 57 shows the breakdown of responses to the sexual harassment statements by race/ethnicity, gender identity, and LGBT status. Results to all statements were largely similar across racial and ethnic groups. Female-identifying respondents were over twice as likely as males to indicate they had experienced sexual harassment and that it is not taken seriously within the college. Similarly, LGBT-identifying respondents were approximately twice as likely as non-LGBT respondents to indicate they had experienced sexual harassment and that it is not taken seriously within NatSci.

Graph 57: Percent Experiencing Sexual Harassment, by Gender Identity and LGBT status



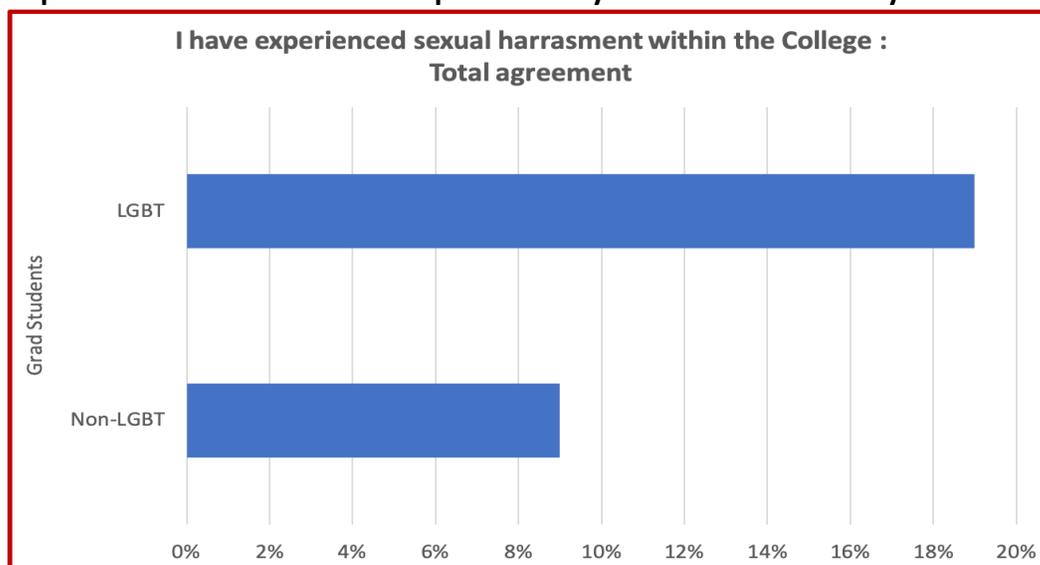
Graph 57 shows that LGBT-identifying (11%) and female-identifying (8%) respondents indicated that they experienced greater incidence of sexual harassment than non-LGBT (5%) or males (3%) within NatSci.

Table 120. Sexual Harassment Items, by Respondent Type and LGBT Status

Items	Employees		Grad Students		Undergrad Students	
	Non-LGBT	LGBT	Non-LGBT	LGBT	Non-LGBT	LGBT
Sexual harassment is a problem within the College (reverse coded)						
Total Agreement	31%	57%	44%	50%	26%	30%
Total Disagreement	51%	35%	42%	34%	57%	49%
Mean Score ^a	4.57	3.78	4.09	3.66	4.84	4.47
I know the steps to take if a person comes to me with a problem						
Total Agreement	94%	84%	91%	73%	85%	84%
Total Disagreement	4%	16%	5%	27%	10%	13%
Mean Score ^a	6.01	5.59	5.85	5.02	5.64	5.56
Sexual harassment is taken seriously within the College						
Total Agreement	80%	73%	73%	50%	83%	77%
Total Disagreement	12%	19%	19%	45%	9%	11%
Mean Score ^a	5.58	5.31	5.18	4.21	5.82	5.43
I have experienced sexual harassment within the College (reverse coded)						
Total Agreement	6%	9%	9%	19%	4%	9%
Total Disagreement	90%	88%	89%	79%	93%	87%
Mean Score ^a	6.28	6.00	6.26	5.64	6.51	6.14
<i>AVERAGE</i>	<i>5.61</i>	<i>5.17</i>	<i>5.35</i>	<i>4.63</i>	<i>5.70</i>	<i>5.40</i>
<i>Number of respondents</i>	<i>647</i>	<i>33</i>	<i>238</i>	<i>44</i>	<i>1220</i>	<i>160</i>

^a Mean scores are calculated on a seven-point scale where higher scores correspond to more favorable attitudes. For most items, 1= "Strongly Disagree" and 7 = "Strongly Agree." However, for the reverse coded items, 1 = "Strongly Agree" and 7 = "Strongly Disagree" because the statement expresses an unfavorable view.

Graph 120: Sexual Harassment Experienced by Graduate Students by LGBT Status



Appendix Table 120 shows the breakdown of responses to the sexual harassment statements by respondent type (employees, graduate student and undergraduate students) and LGBT status. Most striking results show that nearly 20% of graduate students who identify as LGBT experienced sexual harassment as compared to 9% for non-LGBT identifying graduate students (**Graph 120**).

Table 60. Summary of Responses to Bias Incident Items

Items	Faculty	Staff / Specialists	Graduate Students	NatSci Undergrads	Other Undergrads	Total
I know how to report bias incidents if they occurred within the college						
Total Agreement	78%	70%	50%	56%	56%	61%
Total Disagreement	18%	25%	42%	38%	35%	33%
Mean Score ^a	5.32	4.88	4.17	4.37	4.41	4.59
I can report bias incidents I encounter without fear of retaliation						
Total Agreement	70%	70%	56%	75%	69%	70%
Total Disagreement	21%	20%	31%	14%	18%	19%
Mean Score ^a	5.13	5.11	4.47	5.37	5.07	5.11
If bias incidents are reported, I believe leadership will take appropriate actions to address them						
Total Agreement	64%	68%	53%	75%	74%	69%
Total Disagreement	27%	18%	36%	17%	17%	21%
Mean Score ^a	4.74	5.01	4.23	5.21	5.12	4.96
<i>Number of responses</i>	244	290	208	560	369	1671

^a Mean scores are calculated on a seven-point scale where higher scores correspond to more favorable attitudes. For most items, 1= "Strongly Disagree" and 7 = "Strongly Agree." However, for the reverse coded items, 1 = "Strongly Agree" and 7 = "Strongly Disagree" because the statement expresses an unfavorable view.

Graph 60: Level of Agreement by Graduate Students to Aspects of Reporting of Incidents of Bias

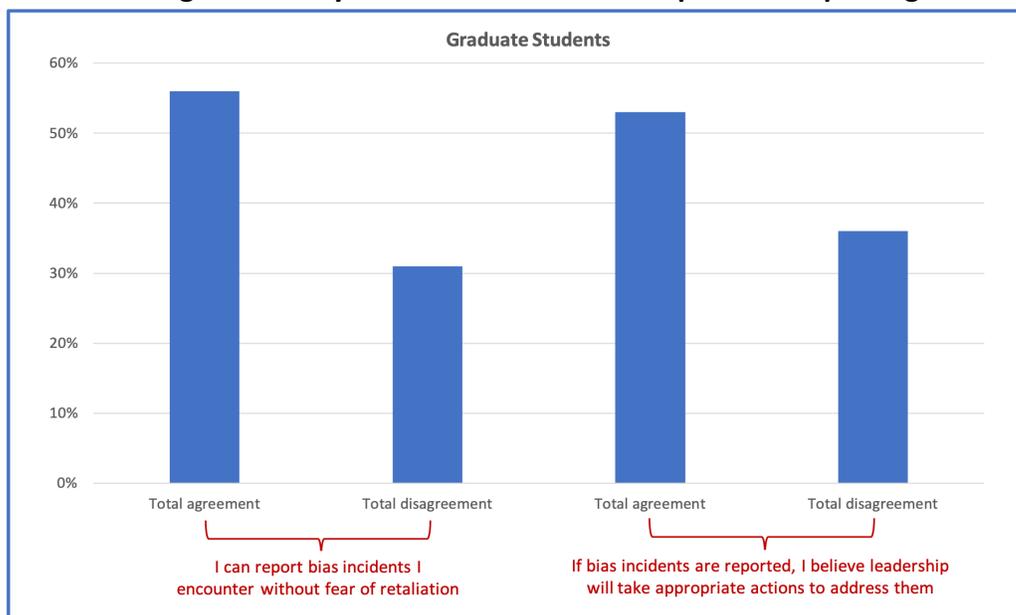


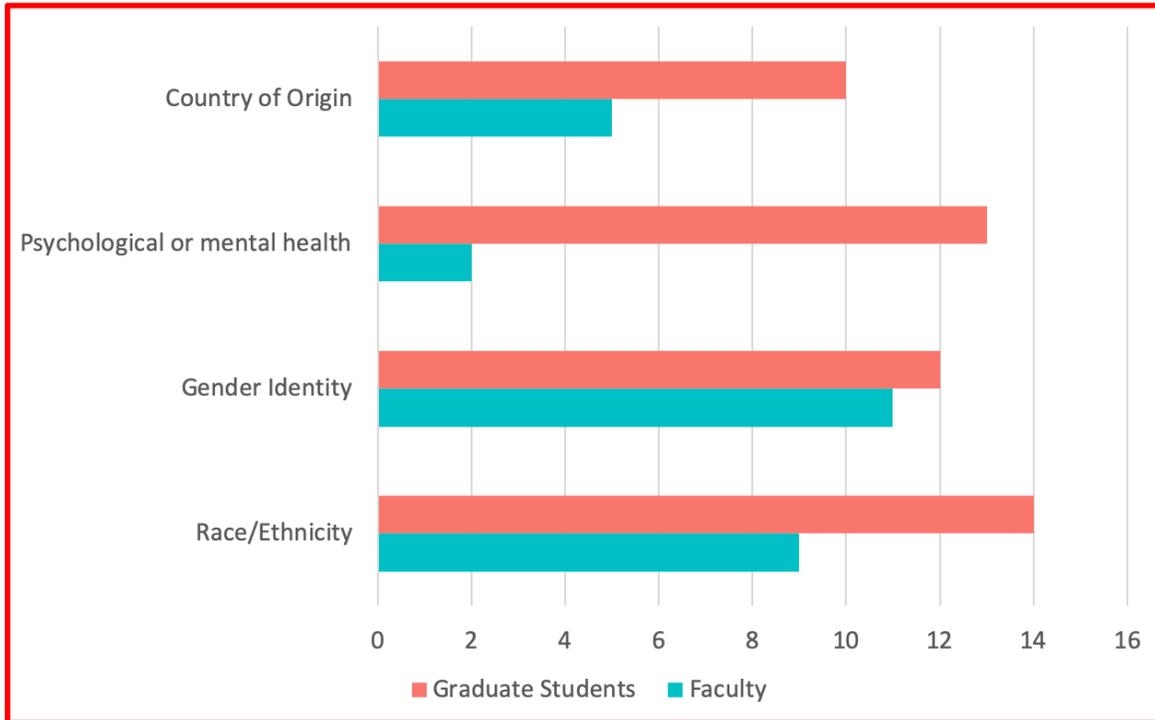
Table 60 indicates how different groups in NatSci feel about various aspects of reporting bias. It is important to note that across all groups, only 61% “Agree” that they know how to report incidents of bias when they occur, which is concerning. Also, of perhaps greater importance, there is evidence that graduate students feel the least able to report incidents of bias due to fear of retaliation. Additionally, graduate students feel the least confident that leadership will take appropriate actions to address incidents of bias that are reported (see Graph 60).

Table 65. Prevalence of Bias Incidents, by Respondent Type

Items	Faculty	Staff / Specialists	Graduate Students	NatSci Undergrads	Other Undergrads
% Experienced					
Race / ethnicity	9%	5%	14%	8%	7%
Gender identity	11%	6%	12%	5%	5%
Psychological or mental health issue	2%	2%	13%	4%	4%
Age	8%	5%	4%	4%	3%
Country of origin	5%	2%	10%	2%	4%
Socioeconomic status	2%	4%	5%	4%	3%
Gender expression	6%	2%	6%	2%	3%
Religious background	3%	2%	4%	3%	3%
Sexual orientation	2%	2%	4%	2%	3%
Physical health issue	2%	2%	3%	1%	2%
Physical disability	1%	2%	<1%	1%	1%
% Witnessed					
Race / ethnicity	15%	10%	28%	14%	13%
Gender identity	20%	8%	18%	7%	8%
Psychological or mental health issue	5%	5%	21%	4%	6%
Age	10%	7%	9%	4%	4%
Country of origin	11%	7%	22%	8%	8%
Socioeconomic status	2%	6%	9%	5%	4%
Gender expression	8%	4%	8%	5%	4%
Religious background	6%	4%	7%	4%	4%
Sexual orientation	6%	3%	9%	7%	4%
Physical health issue	1%	4%	6%	2%	3%
Physical disability	2%	3%	3%	2%	3%
<i>% Experienced at least one bias incident:</i>	32%	19%	34%	18%	22%
<i>% Witnessed at least one bias incident:</i>	42%	27%	51%	27%	32%

Table 65 indicates the prevalence of bias incidents experienced and/or witnessed, differentiated by respondent type. Across all groups, there is a striking frequency of having either experienced or witnessed at least one bias incident. It is important to note that for faculty, there is a higher frequency of “experienced incidents of bias related to gender identity” than any other form. Even more alarming is that graduate students reported experiencing the highest frequency of bias incidents, particularly pertaining to race/ethnicity, gender identity, psychological or mental health issues, and country of origin. Relative to having witnessed bias incidents, all groups across NatSci indicated an elevated frequency of witnessing bias incidents related to race/ethnicity. Faculty also reported witnessing an elevated prevalence of bias incidents related to gender identity. As a group, graduate students reported the highest frequencies for having witnessed bias incidents related to race/ethnicity, gender identity, psychological or mental health issues, and country of origin.

Graph 65a: Percent of Faculty and Graduate Students Experiencing Bias based on Different Identities



Graph 65b: Percent of Respondents Experiencing and Witnessing Bias Incidents, by Respondent Type

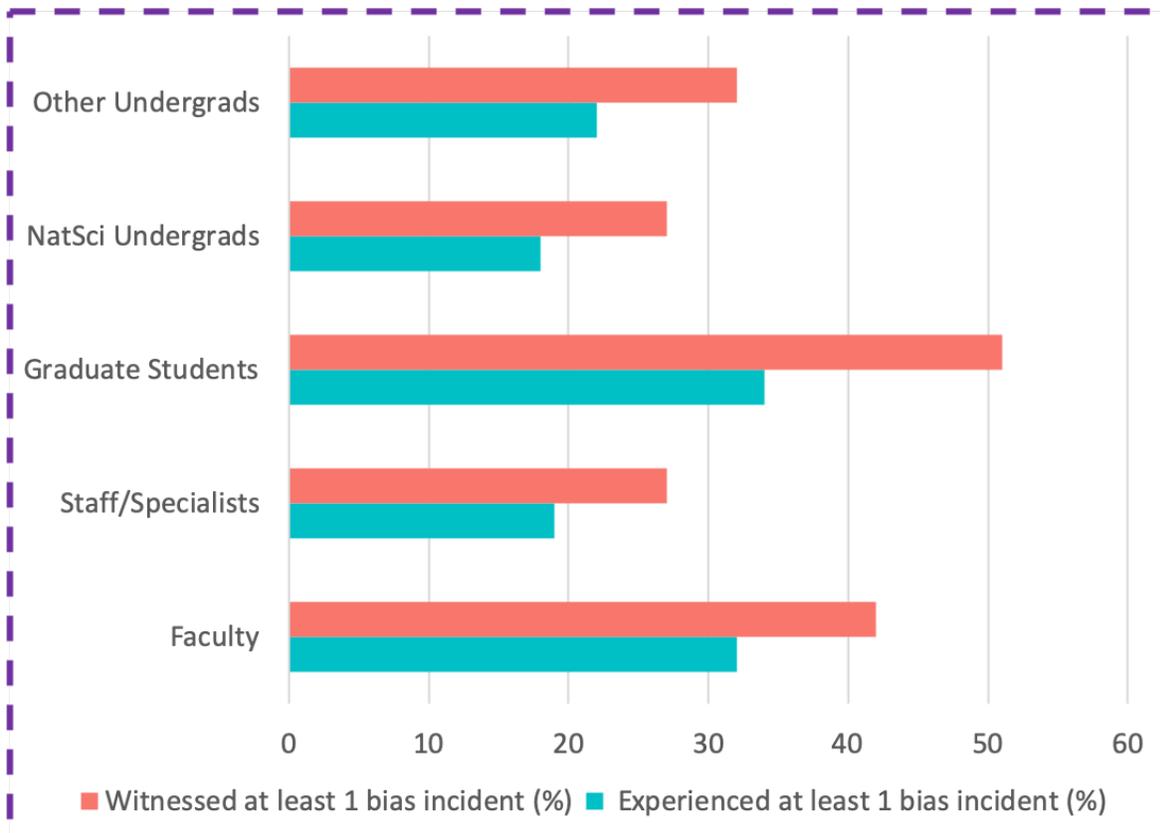


Table 66. Prevalence of Bias Incidents, by Race or Ethnicity and Gender Identity

Items	Race / Ethnicity					Gender Identity		LGBT	
	White	Asian / Paci. Island	Black / African American	Hispanic / Latinx	Other Identities	Male	Female	Non-LGBT	LGBT
% Experienced									
Race / ethnicity	4%	13%	31%	21%	24%	9%	8%	8%	6%
Gender identity	7%	4%	11%	4%	8%	1%	10%	6%	13%
Psych. / mental health issue	5%	5%	5%	5%	3%	2%	6%	3%	13%
Age	4%	5%	5%	5%	3%	4%	5%	4%	5%
Country of origin	2%	9%	7%	8%	11%	5%	4%	4%	2%
Socioeconomic status	3%	3%	5%	8%	3%	2%	4%	3%	6%
Gender expression	3%	2%	3%	3%	2%	1%	4%	2%	8%
Religious background	2%	4%	3%	6%	10%	2%	3%	3%	4%
Sexual orientation	2%	2%	3%	2%	0%	2%	3%	2%	8%
Physical health issue	2%	2%	3%	4%	2%	1%	2%	2%	3%
Physical disability	1%	1%	1%	1%	0%	<1%	1%	1%	1%
% Witnessed									
Race / ethnicity	13%	18%	23%	15%	27%	13%	16%	14%	22%
Gender identity	12%	5%	12%	7%	17%	8%	12%	10%	18%
Psych. / mental health issue	8%	7%	6%	7%	8%	5%	8%	6%	15%
Age	6%	4%	5%	6%	8%	6%	6%	5%	9%
Country of origin	9%	15%	9%	8%	12%	10%	10%	9%	13%
Socioeconomic status	5%	5%	6%	6%	7%	4%	5%	5%	7%
Gender expression	6%	3%	10%	5%	2%	4%	6%	5%	10%
Religious background	4%	5%	6%	6%	7%	4%	5%	4%	9%
Sexual orientation	6%	4%	6%	9%	5%	4%	7%	5%	11%
Physical health issue	3%	2%	3%	4%	2%	2%	4%	2%	7%
Physical disability	3%	2%	3%	5%	0%	2%	3%	2%	5%
<i>% Experienced ≥ one incident:</i>	20%	22%	36%	30%	37%	17%	26%	22%	29%
<i>% Witnessed ≥ one incident:</i>	32%	30%	34%	31%	39%	28%	36%	32%	41%

Table 66 indicates the prevalence of bias incidents experienced and/or witnessed, differentiated by race/ethnicity and gender identity. Across all groups, there is a striking frequency of having either experienced or witnessed at least one bias incident. Across all non-white race/ethnicity groups, there is an elevated experience of race/ethnicity bias incidents, with 31% of Black/African Americans having experienced incidents. Similarly, across all groups, there are higher rates of witnessing incidents of bias related to race/ethnicity. LGBT survey respondents indicated among the highest frequencies of witnessing bias incidents related to race/ethnicity, gender identity, and psych. / mental health issues.

Graph 66: Prevalence of Experiencing/Witnessing Bias Incidents by Race/Ethnicity

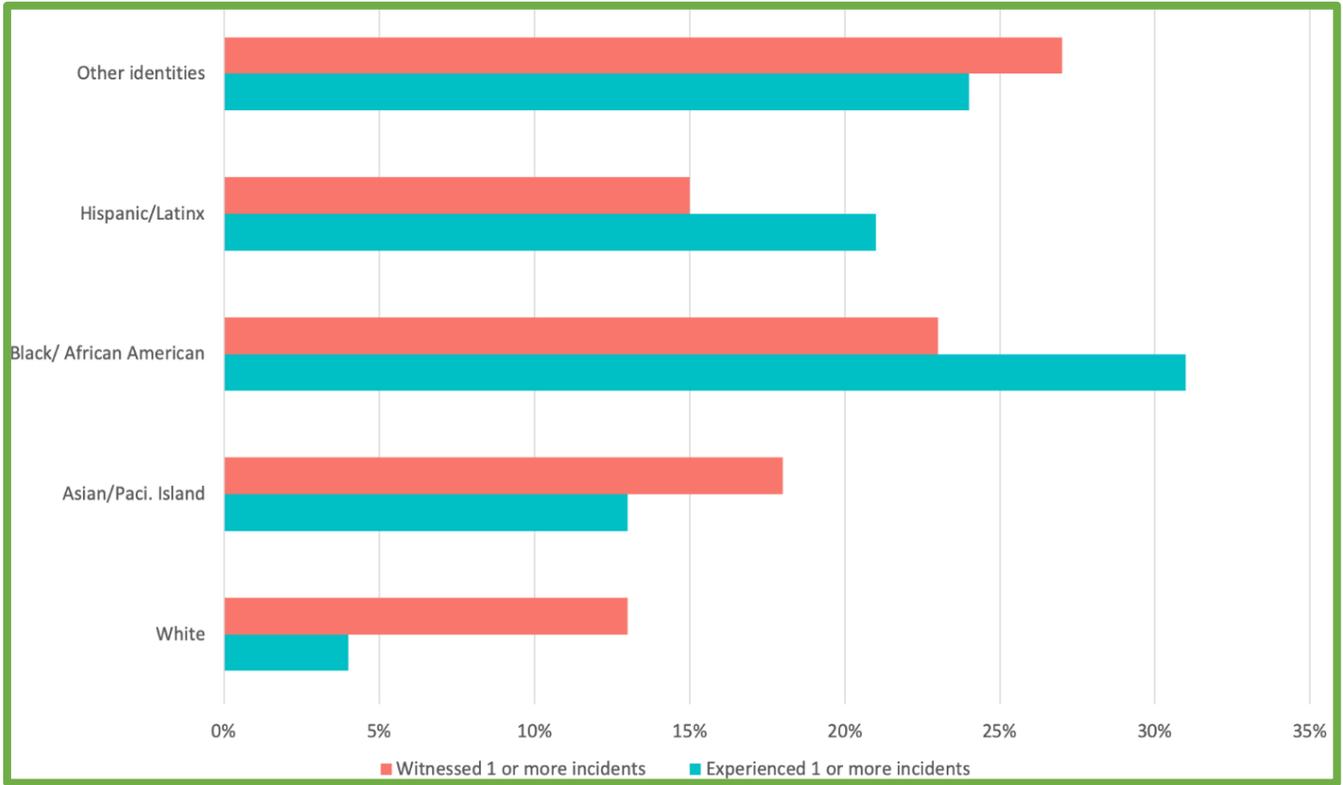


Table 70. Type of Person Who Committed Act of Bias / Discrimination

Items	Respondent Type						Total
	Faculty	Staff / Specialists	Graduate Students	NatSci Undergrads	Other Undergrads		
% of Incidents Committed By							
Faculty member(s)	79%	69%	75%	53%	47%		64%
Undergraduate student(s)	27%	13%	30%	81%	65%		49%
Graduate student(s) / Teaching assistant(s)	27%	23%	52%	38%	31%		35%
Staff member(s)	29%	44%	30%	12%	19%		25%
Department / unit head	41%	23%	27%	7%	10%		21%
Faculty advisor(s) / mentor(s)	8%	29%	40%	13%	10%		19%
Academic Advisor(s)	5%	11%	35%	19%	18%		18%
Campus visitor(s)	5%	9%	20%	15%	14%		13%
Dean / Assoc Dean / Asst Dean	29%	20%	7%	5%	0%		11%
Postdoctoral scholar(s)	10%	26%	15%	3%	5%		10%
	<i>Number of respondents</i>	90	55	77	128	94	444

Table 70 indicates the groups of people whom respondents reported to be committing acts of bias/discrimination. Across all respondent types, faculty members are generally reported as the most frequent group committing acts of bias and discrimination. Undergraduates report experiencing the highest rates of acts of bias/discrimination from other undergraduates.

Tables 72 and 73 show the results of a series of multivariate analyses that were conducted to help identify which attitudes and traits are most important in determining who is most satisfied and comfortable within the college, and who has considered leaving due to the climate.

Table 72. Significant Predictors of Key Outcomes, among Employees

DV: Satisfaction (Ordered Logit)		DV: Comfort (Ordered Logit)		DV: Considered Leaving (Logistic Regression)	
Significant Predictors	Typical Effect^a	Significant Predictors	Typical Effect^a	Significant Predictors	Typical Effect^a
NatSci is supportive	+20.5%	NatSci is respectful	+15.8%	NatSci is respectful	-23.2%
Belong in NatSci	+15.4%	Personal identities are valued	+11.0%	Similar opportunities for success	-7.8%
NatSci is respectful	+9.6%	NatSci is welcoming	+8.2%		
Treated fairly with merit raise decisions	+7.8%	NatSci is non-sexist	+6.7%		

Table 72 indicates that the most important factors affecting employees feeling satisfied/comfortable are:

- Believing that NatSci is supportive, respectful, welcoming, and non-sexist
- Feeling that one belongs in NatSci and that one’s personal identities are valued
- Having similar opportunities for success as other people
- Believing that one has been treated fairly with respect to merit raise decisions

Table 73. Significant Predictors of Key Outcomes, among Students

DV: Satisfaction (Ordered Logit)		DV: Comfort (Ordered Logit)		DV: Considered Leaving (Logistic Regression)	
Significant Predictors	Typical Effect^a	Significant Predictors	Typical Effect^a	Significant Predictors	Typical Effect^a
Belong in NatSci	+10.9%	Safe within NatSci	+9.3%	NatSci is welcoming	-3.5%
NatSci is supportive	+9.4%	NatSci is non-racist	+6.0%	Safe within NatSci	-2.1%
NatSci is improving	+5.5%	NatSci is supportive	+5.5%	Personal identities valued	-2.0%
Treated with respect by faculty	+4.8%	NatSci is welcoming	+5.2%	Witnessed bias incident	+3.8%
Similar opportunities for success	+4.4%	NatSci is respectful	+5.1%		
Experienced bias incident	-4.3%	NatSci is improving	+4.8%		
		Similar opportunities for success	+4.5%		
		NatSci is non-homophobic	-6.0%		

Table 73 indicates that the most important factors affecting students feeling satisfied/comfortable are:

- Feeling safe and a sense of belonging within NatSci
- Believing that NatSci is supportive, improving, non-racist, welcoming, and respectful
- Minimizing the extent to which they experience or witness incidents of bias or discrimination

The results suggest that employees prioritize an equitable professional environment (i.e., characterized by mutual respect, equal opportunities, and fair treatment) whereas students prioritize a warm educational community (i.e., where they feel safe, welcome, and a strong sense of belonging).

Note: The NatSci DEIAC Climate Survey subcommittee recommends that every NatSci member reviews the [full climate report](#), paying particular attention to their unit's data.

In conclusion, this is an important moment in the trajectory of culture change within NatSci, both collectively and within individual units. People have provided their voices, experiences, and perspectives so that lasting and meaningful change can be made. This assessment is an essential step toward cultivating an inclusive, equitable and diverse environment within the college, aligning with NatSci's mission, vision, and values. This survey has identified strengths and weaknesses within the college which will be used to direct energies toward improving the climate for the NatSci community.