

UAlbany Diversity Climate Survey Fall 2021

Executive Summary

Background

The University at Albany administered the Diversity Climate Survey to all its undergraduate and graduate students, faculty, and staff during Fall 2021 to capture perceptions about the institutional and departmental climate for diversity and inclusion, campus practices, and student learning outcomes. This fall 2021 administration is the third iteration. Previously, the Diversity Climate Survey was administered to all students in fall 2017 and fall 2019. The data collection was then extended to all faculty and staff in spring 2019 and fall 2019. The survey instruments (both student version and faculty/staff version) were recently redesigned in 2019 to reduce the length and improve response rates.

The survey captured valid responses from 1,146 undergraduate students, 497 graduate students, and 586 UAlbany faculty and staff, with a response rate of 9%, 11%, and 17%, respectively. Female students (73%), White, non-Hispanic students (50%), and graduate students (30%) are overrepresented in the student sample. Female faculty (59%), White, non-Hispanic faculty (73%), and full-time faculty (84%) are overrepresented in the UAlbany faculty/staff sample. Other demographic information about the survey respondents and detailed survey results can be found in the interactive Tableau report at https://public.tableau.com/app/profile/irpe4463/viz/DiversityClimateSurvey_FA2021/Navigation?publish=yes

In this report, positive and negative results compared to the previous year are highlighted. But these results should be interpreted with caution since this survey was administered during the pandemic while the previous administration was not.

Highlights—Positive

The percentage of **student respondents** who believed that *helping to promote racial understanding is essential* increased from 42% in 2019 to 47% this year.

The percentage of **student respondents** who believed that *working to correct social and economic inequities is essential or very important* increased from 77% in 2019 to 82% this year.

The percentage of **student respondents** who reported *having frequent interactions with students with a disability* increased from 26% in 2019 to 32% this year.

The percentage of **student respondents** who reported they *have voted in a national, state, or local election, since entering UAlbany* increased from 37% in 2019 to 42% this year.

The percentage of **student respondents** who reported they *have never been discriminated against or excluded from activities because of their race/ethnicity* increased from 72% in 2019 to 78% this year.

The percentage of **faculty/staff respondents** who reported they *have frequently challenged others on issues of discrimination* increased from 22% in 2019 to 28% this year.

The percentage of **faculty/staff respondents** who reported they have frequently recognized the biases that affect their own thinking increased from 44% in 2019 to 49% this year.

The percentage of **faculty/staff respondents** who reported they have made an effort to educate others about social issues increased from 9% in 2019 to 39% this year.

The percentage of **faculty/staff respondents** who reported they have very often/often/sometimes attended programs focused on diversity (e.g., presentations, performance, art exhibits, debates) increased from 65% in 2019 to 72% this year.

The percentage of **faculty/staff respondents** who reported they have very often/often/sometimes participated in ongoing campus-organized discussions on diversity issues (e.g., intergroup dialogue) increased from 44% in 2019 to 57% this year.

The percentage of **faculty/staff respondents** who reported they have very often/often/sometimes participated in activities related to such as LGBTQ, Racial/Ethnic, Cultural, Women's/Men's Religious issues or Disability Centers, etc. increased from 38% in 2019 to 44% this year.

Highlights—Negative

The percentage of **student respondents** who agreed or strongly agreed that UAlbany encourages students to have a public voice and share their ideas openly decreased from 77% in 2019 to 71% this year.

The percentage of **student respondents** who believed tolerance of others with different beliefs was their major strength decreased from 52% in 2019 to 46% this year.

The percentage of **student respondents** who reported having frequent interactions with students from a country other than their own decreased from 53% in 2019 to 45% this year.

The percentage of **student respondents** who reported having frequent interactions with students from a race/ethnicity different from their own decreased from 77% in 2019 to 72% this year.

The percentage of **student respondents** who reported having intellectual discussions outside of class very often or often decreased from 56% in 2019 to 49% this year.

The percentage of **student respondents** who reported they studied or prepared for class often or very often decreased from 67% in 2019 to 61% this year.

The percentage of **student respondents** who reported they have joined a club or organization related to their major, since entering UAlbany decreased from 39% in 2019 to 32% this year.

The percentage of **student respondents** who reported they have very often/often/sometimes performed community service decreased from 49% in 2019 to 40% this year.

The percentage of **student respondents** who reported they have never been discriminated against or excluded from activities because of their sexual orientation/gender identity decreased from 88% in 2019 to 78% this year.

The percentage of **student respondents** who reported they agree or strongly agree that they were interested in seeking information about current social and political issues decreased from 62% in 2019 to 57% this year.

The percentage of **student respondents** who reported they agree or strongly agree that at least one staff member has taken an interest in my development decreased from 71% in 2019 to 55% this year.

The percentage of **faculty/staff respondents** who agreed or strongly agreed that they would recommend UAlbany to others if asked decreased from 84% in 2019 to 75% this year.

The percentage of **faculty/staff respondents** who agreed or strongly agreed that they felt a sense of belonging to this campus decreased from 70% in 2019 to 62% this year.

The percentage of **faculty/staff respondents** who reported satisfied or very satisfied with the overall sense of community at UAlbany decreased from 64% in 2019 to 55% this year.

The percentage of **faculty/staff respondents** who reported satisfied or very satisfied with the racial/ethnic diversity of the faculty at UAlbany decreased from 41% in 2019 to 29% this year.

The percentage of **faculty/staff respondents** who reported satisfied or very satisfied with the racial/ethnic diversity of the student body at UAlbany decreased from 81% in 2019 to 72% this year.

The percentage of **faculty/staff respondents** who reported satisfied or very satisfied with the racial/ethnic diversity of the staff at UAlbany decreased from 51% in 2019 to 37% this year.

The percentage of **faculty/staff respondents** who reported satisfied or very satisfied with the atmosphere for religious differences at UAlbany decreased from 61% in 2019 to 49% this year.

The percentage of **faculty/staff respondents** who reported satisfied or very satisfied with the socioeconomic diversity of the student body at UAlbany decreased from 64% in 2019 to 55% this year.

The percentage of **faculty/staff respondents** who reported satisfied or very satisfied with the respect for the expression of diverse beliefs at UAlbany decreased from 66% in 2019 to 55% this year.

The percentage of **faculty/staff respondents** who believed influencing social values are essential or very important decreased from 68% in 2019 to 62% this year.

The percentage of **faculty/staff respondents** who reported they have never been discriminated against or excluded from activities because of their ability/disability status decreased from 88% in 2019 to 83% this year.

The percentage of **faculty/staff respondents** who reported they have never been discriminated against or excluded from activities because of their race/ethnicity decreased from 78% in 2019 to 72% this year.

The percentage of **faculty/staff respondents** who reported they have very often/often/sometimes personally experienced verbal comments of bias/harassment/discrimination at UAlbany increased from 17% in 2019 to 24% this year.

The percentage of **faculty/staff respondents** who reported they have very often/often/sometimes personally experienced written comments of bias/harassment/discrimination at UAlbany increased from 9% in 2019 to 13% this year.

The percentage of **faculty/staff respondents** who reported they have very often/often/sometimes witnessed discrimination at UAlbany increased from 30% in 2019 to 35% this year.

The percentage of **faculty/staff respondents** who reported they have very often/often/sometimes reported an incident of discrimination to a campus authority increased from 6% in 2019 to 11% this year.

The percentage of **student respondents** who reported having frequent interactions with individuals from a country other than their own decreased from 73% in 2019 to 65% this year.

The percentage of **faculty/staff respondents** who reported they have very often/often/sometimes felt insulted or threatened because of their race/ethnicity increased from 14% in 2019 to 20% this year.

Appendix A: Comparative Demographics – Diversity Climate Survey 2021

| | Student | | | | UAlbany Faculty & Staff | | | |
|---|---------------------|---------|-------------------------|---------|-------------------------|---------|-------------------------|---------|
| | Sample Demographics | | Population Demographics | | Sample Demographics | | Population Demographics | |
| Race/Ethnicity | Frequency | Percent | Frequency | Percent | Frequency | Percent | Frequency | Percent |
| American Indian or Alaska Native, non-Hispanic | 3 | 0.2% | 40 | 0.20% | 0 | 0.0% | 7 | 0.20% |
| Asian, non-Hispanic | 148 | 9.0% | 1,353 | 7.90% | 40 | 6.90% | 260 | 7.60% |
| Black or African American, non-Hispanic | 229 | 13.9% | 2,964 | 17.40% | 46 | 7.70% | 238 | 7.00% |
| Hispanic/Latino | 227 | 13.8% | 2,662 | 15.60% | 51 | 8.60% | 185 | 5.40% |
| Native Hawaiian or other Pacific Islander, non-Hispanic | 2 | 0.1% | 10 | 0.10% | 0 | 0.0% | 12 | 0.40% |
| Non-Resident Alien | 112 | 6.8% | 1090 | 6.40% | 16 | 2.70% | 291 | 8.60% |
| Race and ethnicity unknown | 30 | 1.8% | 401 | 2.30% | 0 | 0.00% | 0 | 0.00% |
| Two or more races, non-Hispanic | 64 | 3.9% | 638 | 3.70% | 6 | 1.00% | 31 | 0.90% |
| White, non-Hispanic | 828 | 50.4% | 7917 | 46.40% | 427 | 73.10% | 2379 | 69.90% |
| Total | 1643 | 100% | 17,075 | 100.00% | 586 | 100% | 3,403 | 100.00% |
| Gender | Frequency | Percent | Frequency | Percent | Frequency | Percent | Frequency | Percent |
| Female | 1193 | 72.60% | 9,660 | 56.60% | 345 | 58.80% | 1,750 | 51.40% |
| Male | 450 | 27.40% | 7,415 | 43.40% | 241 | 41.20% | 1,653 | 48.60% |
| Total | 1643 | 100.00% | 17,075 | 100.00% | 586 | 100.00% | 3,403 | 100.00% |
| School or College | Frequency | Percent | Frequency | Percent | Frequency | Percent | Frequency | Percent |
| campus-wide/unknown | 545 | 33.2% | 5124 | 30.00% | 8 | | | |
| College of Arts & Sciences | 454 | 27.6% | 5156 | 30.20% | 139 | 50.70% | 1021 | 53.70% |
| College of Emergency Preparedness | 69 | 4.2% | 1167 | 6.80% | 22 | 8.00% | 100 | 5.30% |
| College of Engineering & Applied Science | 43 | 2.6% | 690 | 4.00% | 8 | 2.90% | 75 | 3.90% |
| College of Nanoscale Science & Engineering | 1 | 0.1% | 1 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Rockefeller College | 77 | 4.7% | 744 | 4.40% | 26 | 9.50% | 164 | 8.60% |
| School of Business | 112 | 6.8% | 1378 | 8.10% | 10 | 3.60% | 118 | 6.20% |
| School of Criminal Justice | 52 | 3.2% | 496 | 2.90% | 0 | 0.00% | 0 | 0.00% |
| School of Education | 138 | 8.4% | 1259 | 7.40% | 19 | 6.90% | 206 | 10.80% |
| School of Public Health | 82 | 5.0% | 636 | 3.70% | 18 | 6.60% | 123 | 6.50% |
| School of Social Welfare | 70 | 4.3% | 424 | 2.50% | 32 | 11.70% | 96 | 5.00% |
| Total | 1643 | 100.00% | 17,075 | 100.00% | 274 | 100.00% | 1,903 | 100.00% |
| UAlbany Others | | | | | 312 | 100.00% | 1500 | 100.00% |
| UAS | | | | | 8 | 100.00% | -- | -- |
| RF | | | | | 84 | 100.00% | 663 | 100.00% |

Note: Faculty and staff survey results include RF and UAS respondents. However, the demographics in Appendix A do not include RF and UAS employees.