



2019 OSU-OKC Diversity and Inclusion Climate Survey Executive Summary

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Survey Objectives

- To assess and better understand how members of the OSU-OKC community perceive the current state of diversity and inclusion on our campus as part of the University's ongoing effort to weave these principles into all aspects of campus culture.

Participants

- 104 respondents completed the survey (2% response rate)
- 47% of respondents were students
- 33% of respondents were staff
- 19% of respondents were faculty
- 1% of respondents classified themselves as Other

Methodology

- Completely anonymous responses
- Survey instrument was developed by the OSU-OKC Disability Services and Diversity Office
- Two questions in the survey instrument were reproduced with permission from Association of Independent Colleges and Universities of Pennsylvania (AICUP)
- Nine questions, online through SurveyMonkey
- Open for 12 days in fall 2019, October 14 – October 25

Findings

- Strengths
 - 84% felt a sense of acceptance and belonging at OSU-OKC
 - 78% felt the environment at OSU-OKC encouraged people to develop an appreciation for diversity and inclusion
 - 77% were satisfied with their experience/environment regarding diversity and inclusion at OSU-OKC
 - 48% Strongly agreed and 38% Agreed that the staff at OSU-OKC were accepting of individuals of diverse backgrounds
 - 44% Strongly agreed and 32% Agreed that the faculty at OSU-OKC were accepting of individuals of diverse backgrounds
 - 29% Strongly agreed and 45% Agreed that the students at OSU-OKC were accepting of individuals of diverse backgrounds
- Areas of challenge and opportunity as identified by the survey
 - Individuals of diverse ages
 - Individuals from diverse socioeconomic backgrounds
 - Individuals who do not identify as a specific gender or who are non-binary

- Individuals of diverse races, ethnicities, and cultures
- Individuals who do not identify as heterosexual
- Individuals with disabilities
- Individuals with diverse political affiliations/views
- Individuals of diverse religious beliefs
- Females

Limitations of the Survey Data

- Low response rate
- Short amount of time between this survey and the 2018 OSU-OKC Diversity Climate Survey

Recommendations

- High – the greatest potential for improved campus diversity and inclusion climate
- Medium – greater potential for improved campus diversity and inclusion climate
- Low – less potential for improved campus diversity and inclusion climate

	Recommendation	Effect
1	Implement campus-wide education/training on the following topics and incorporate into academic curriculum, support programs, and daily operations: <ul style="list-style-type: none"> ○ All of the above areas of challenge and opportunity as identified by the survey ○ Practicing empathy ○ How to manage difficult or challenging conversations ○ Practicing mindful communication 	High
2	Recruit and retain a diverse group of students, faculty, and staff	Medium
3	Develop and implement data-driven Diversity and Inclusion programs and events each spring and fall semester	Medium
4	Regularly administer a campus-wide survey to assess experiences with diversity and inclusion	Medium
5	Develop and implement a campus Marketing and Communications plan that engages diverse individuals	Low