

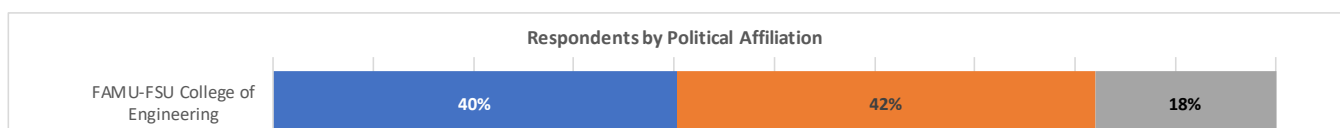
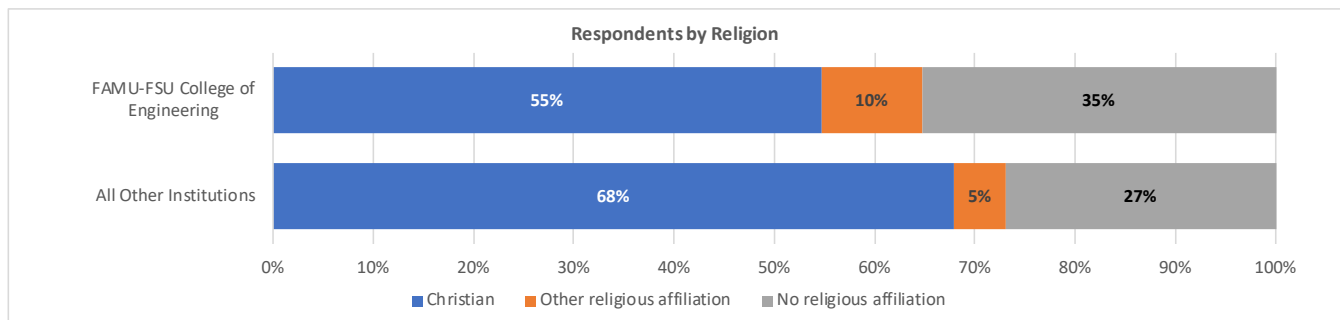
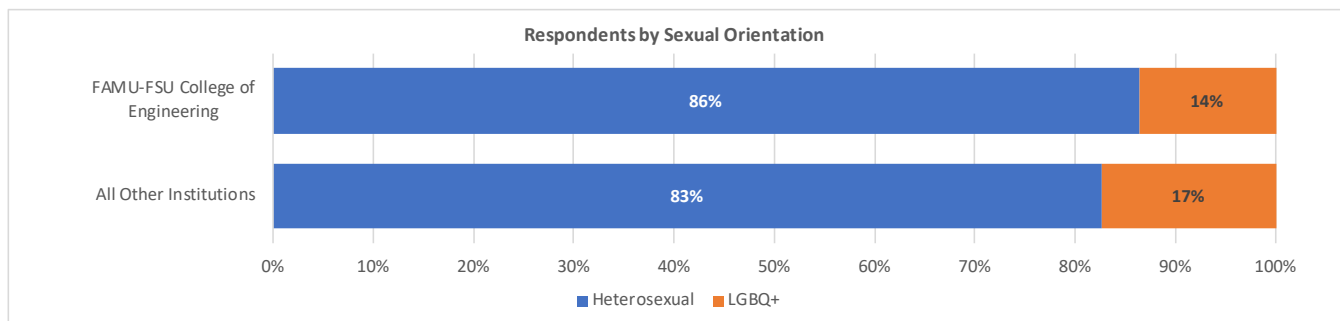
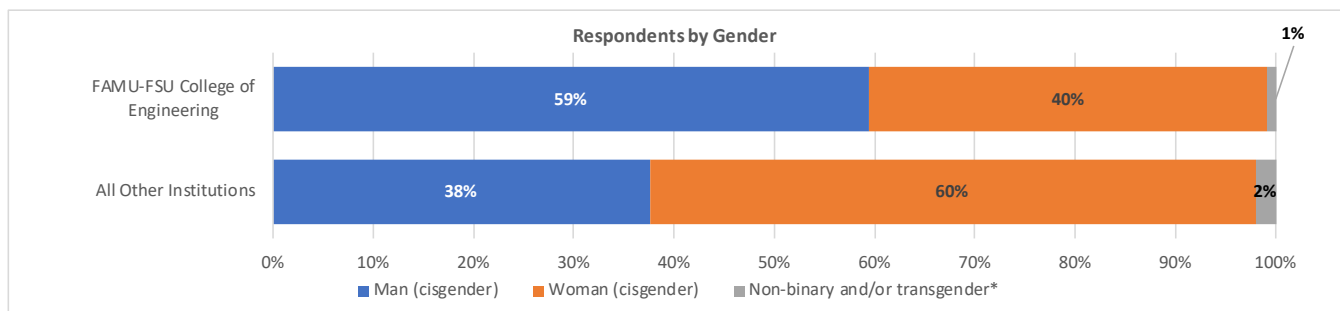
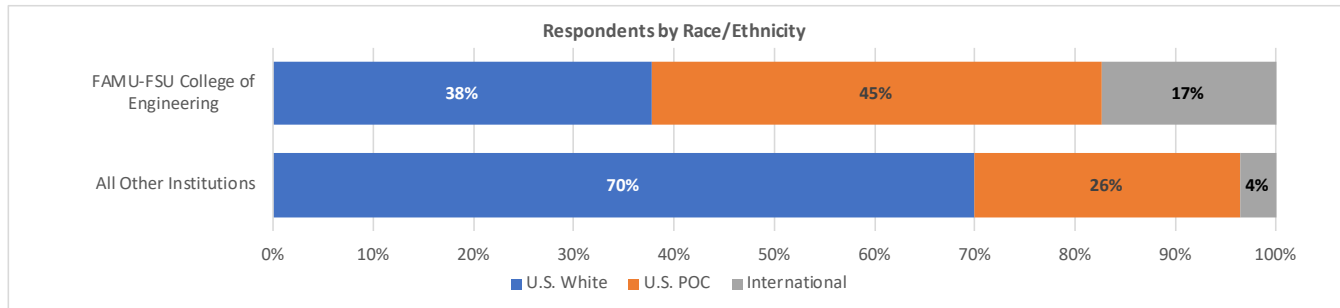


Campus Diversity

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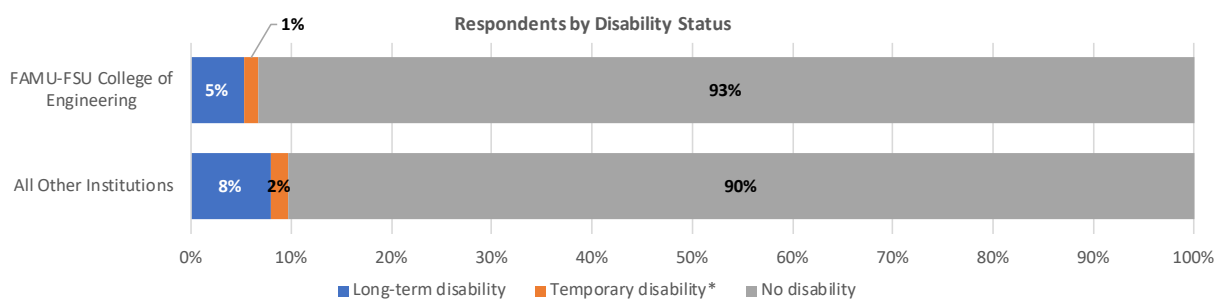
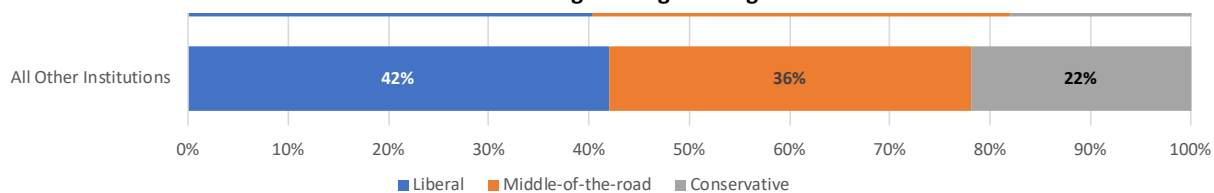
In the graphs below, we show how students and employees from your institution reported various aspects of their identity in the survey, and we compare this to aggregate results for all other participating institutions.

Note: Groups marked with an asterisk (*) in the graph legends below contain fewer than 10 respondents for your institution.





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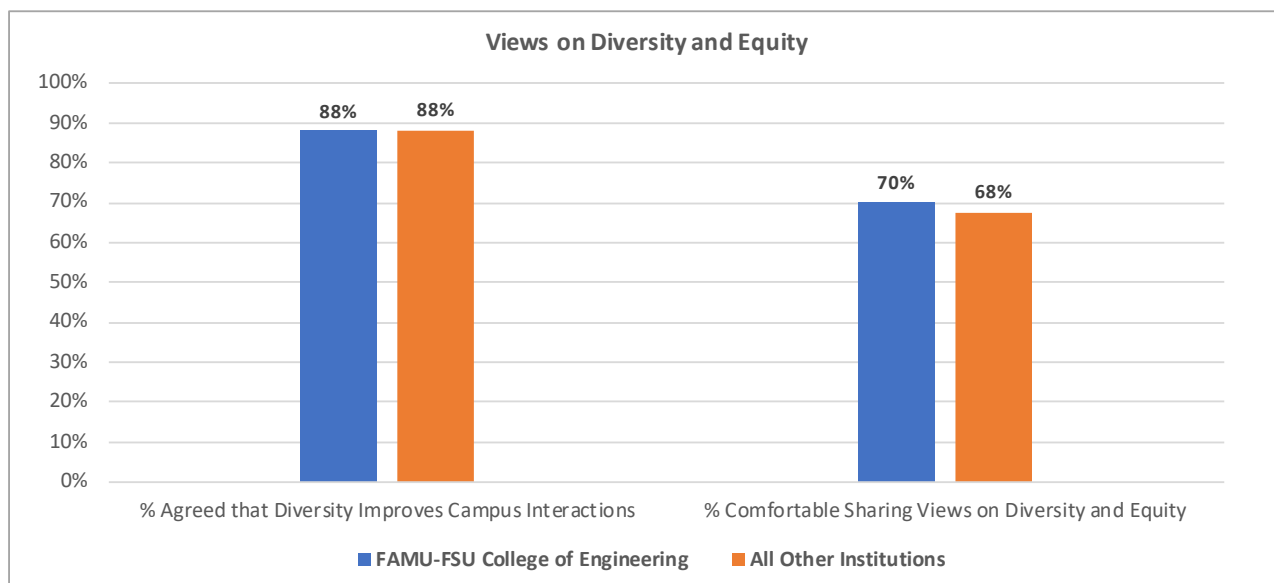
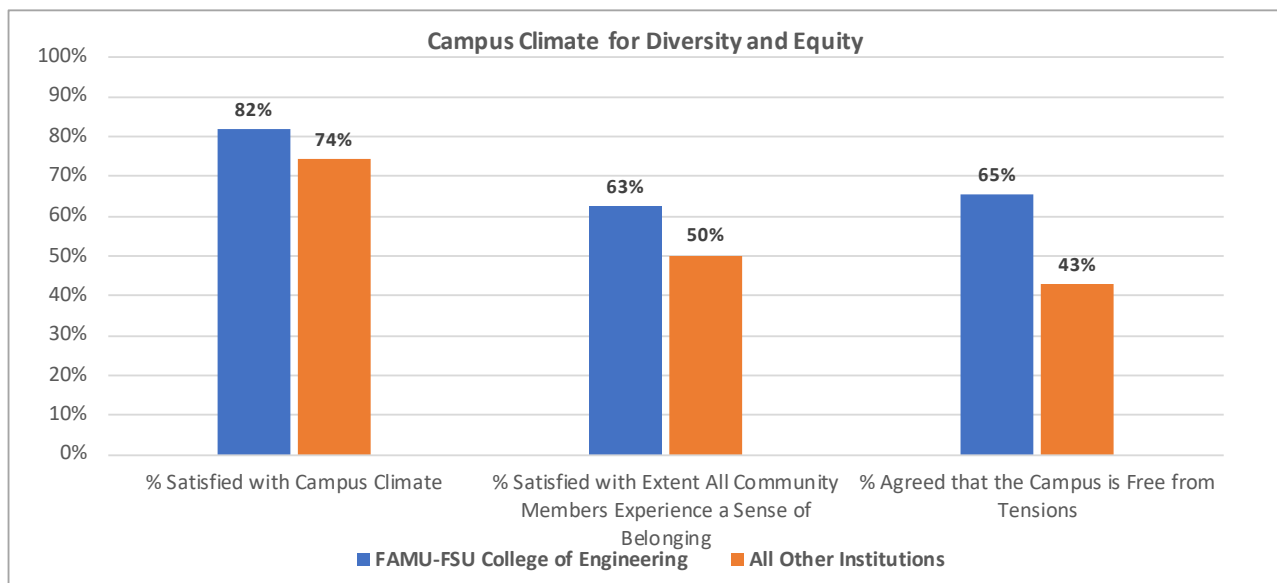




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Campus Climate for Diversity and Equity

The graphs below present results from key questions on the climate for and views on diversity and equity at your campus, comparing your institution's results to those of other institutions. The first graph focuses on overall campus climate, people's sense of belonging to the community, and whether the campus is free from tensions related to individual or group differences. The second graph presents data from Question 5, "To what extent do you agree that diversity on campus improves experiences and interactions within the classroom, the workplace, and the overall community?" and Question 6, "Overall, how comfortable would you be sharing your views on diversity and equity at this institution?"





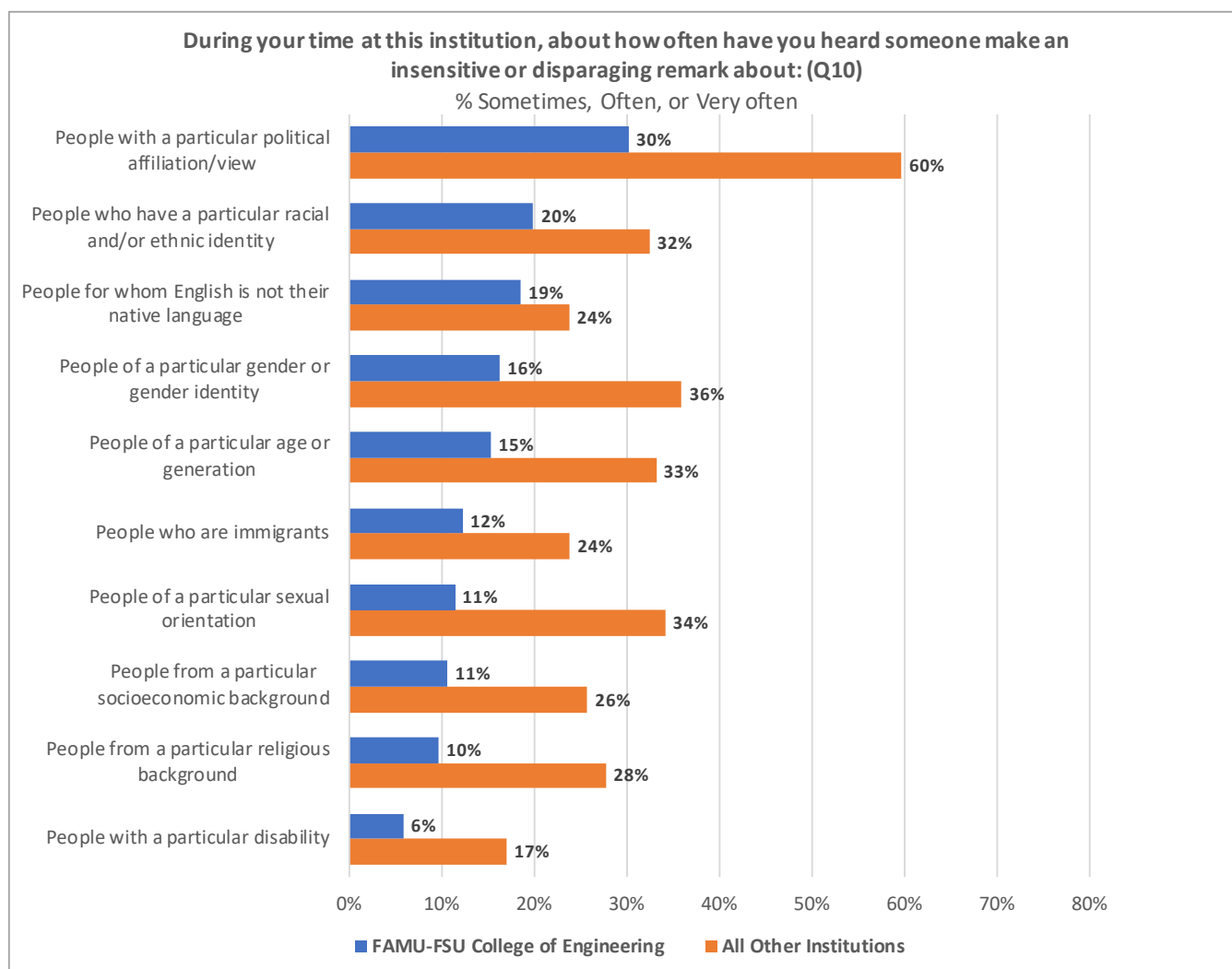
HEDS Diversity and Equity Campus Climate Survey Fall 2020 Comparison Report FAMU-FSU College of Engineering

Negative Experiences

In the graphs below, we show results related to hearing insensitive or disparaging remarks as well as experiencing discrimination or harassment. In our analyses, we've found that having these experiences influences all of the measures of campus climate we reviewed on the previous worksheet of this report. Specifically, the more often people (a) hear insensitive or disparaging remarks about people's identity or (b) experience discrimination or harassment:

- * The more negative their views are on overall campus climate
- * The more they believe that their campus has tensions related to individual or group identity
- * The less satisfied they are with how welcoming their institution is to all members of the community
- * The less likely they are to believe that diversity improves interactions and experiences on campus
- * The less comfortable they are sharing their views on diversity and equity.

Insensitive or Disparaging Remarks



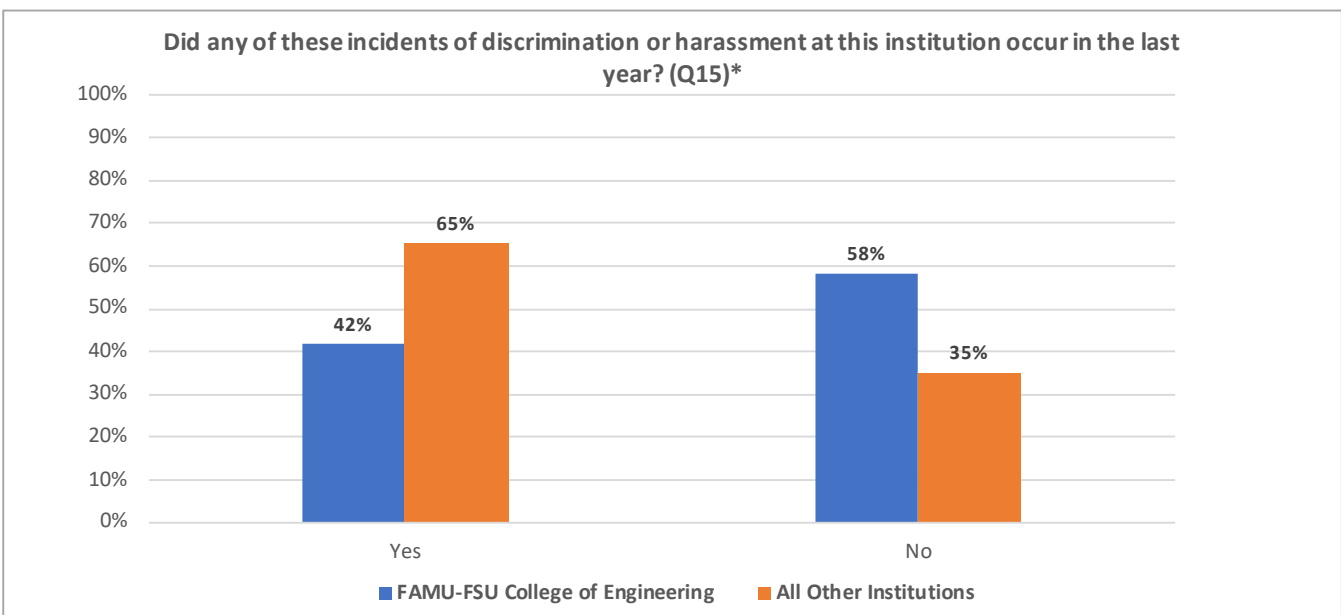
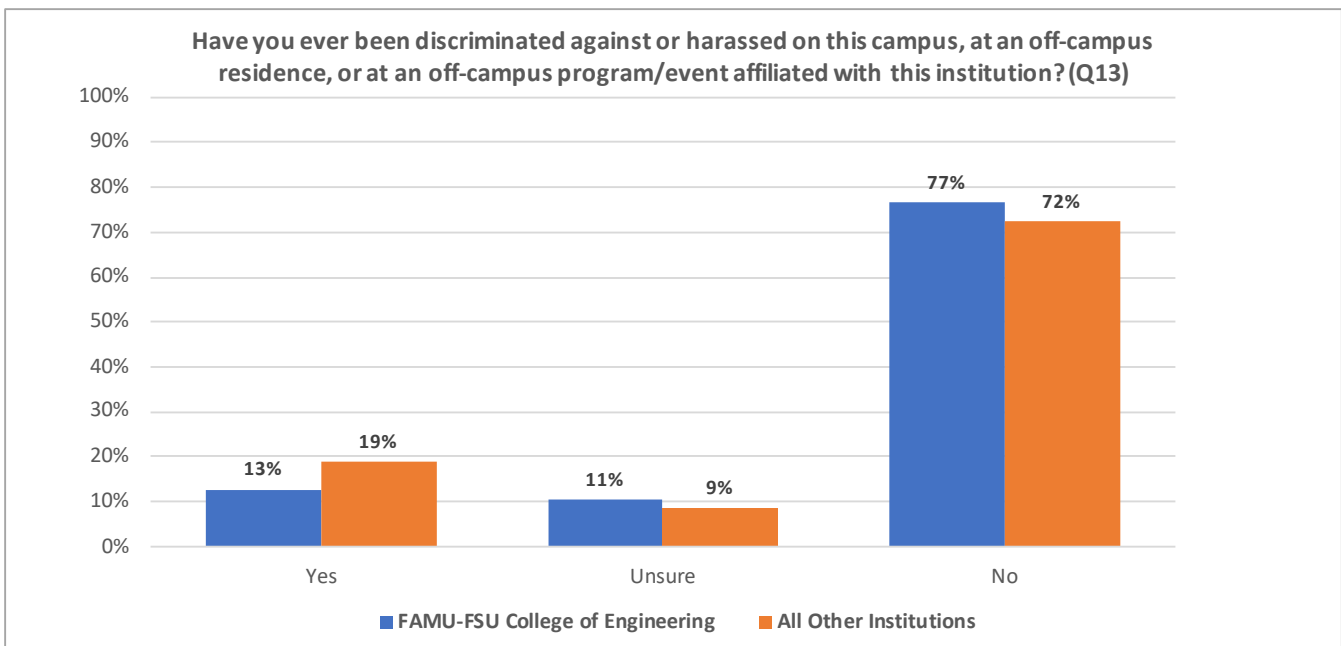
Discrimination and Harassment



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In the survey, respondents saw the following definitions of discrimination and harassment:

- **Discrimination** is the unfavorable treatment of a person based on that person's race, ethnicity, national origin, socioeconomic status, age, perceived or actual physical or mental disability, pregnancy, sex, sexual orientation, gender identity, marital status, creed, religion, or political beliefs.
- **Harassment** is a form of discrimination consisting of physical or verbal conduct that denigrates or shows hostility toward an individual because of their race, ethnicity, national origin, socioeconomic status, age, perceived or actual physical or mental disability, pregnancy, sex, sexual orientation, gender identity, marital status, creed, religion, or political beliefs. Harassment occurs when the conduct is sufficiently severe and/or pervasive that it alters the terms or conditions of employment or substantially limits the ability of a student to participate in or benefit from the college's educational and/or social programs.



*This question only appeared to respondents who indicated they had experienced discrimination or harassment in Q13.



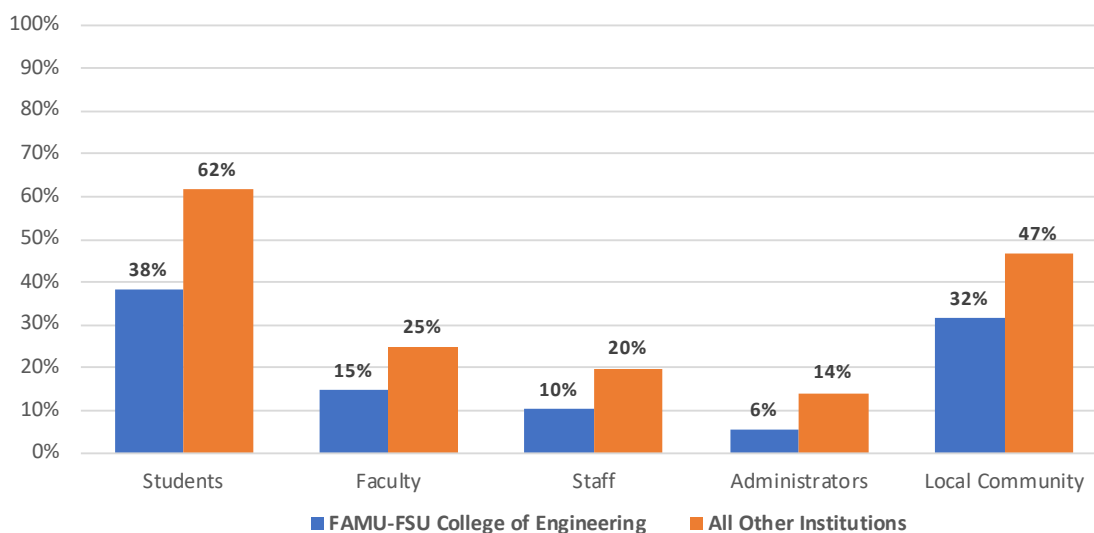
HEDS Diversity and Equity Campus Climate Survey

Fall 2020 Comparison Report

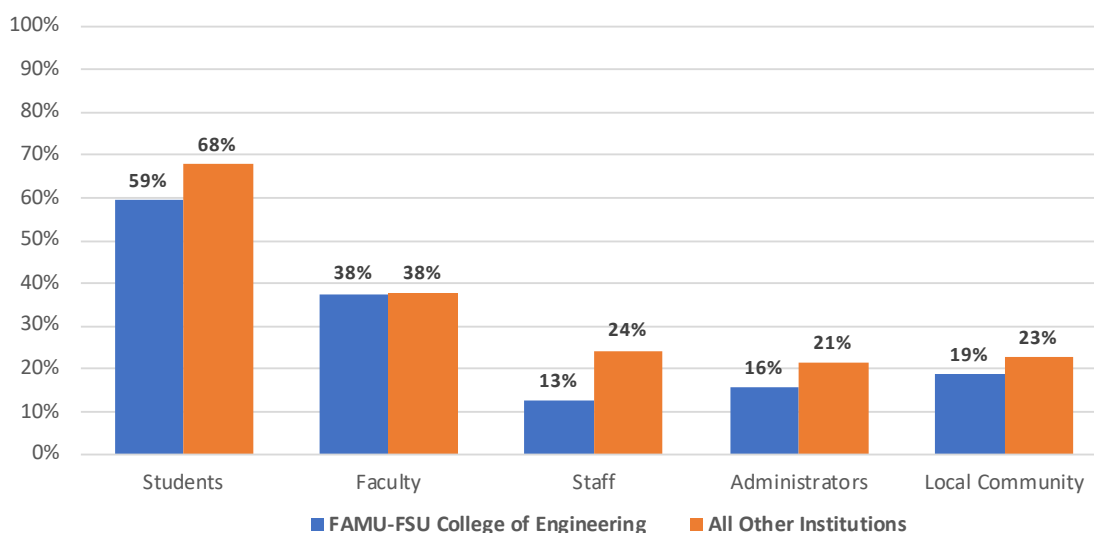
FAMU-FSU College of Engineering

Source of Insensitive/Disparaging Remarks and Discrimination/Harassment

Source of Insensitive/Disparaging Remarks - % of Respondents Who Selected Each Source (Q11)



Source of Discrimination/Harassment - % of Respondents Who Selected Each Source (Q18)*



*This question only appeared to respondents who indicated they had experienced discrimination or harassment in Q13.



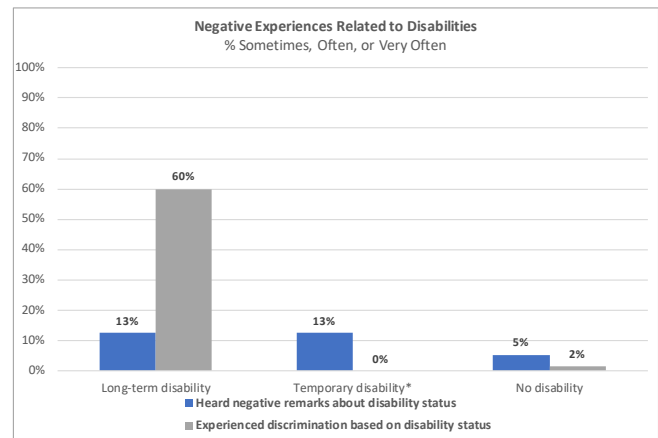
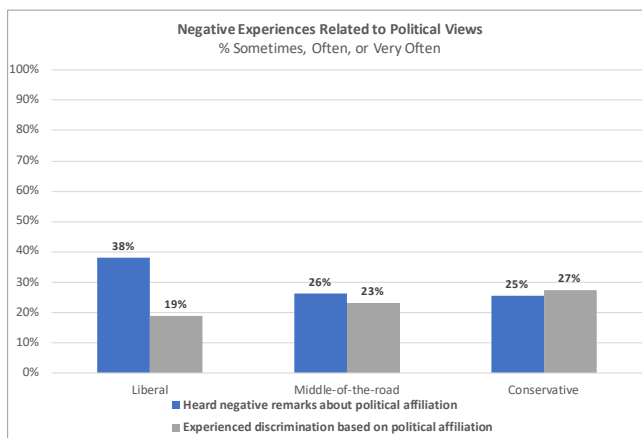
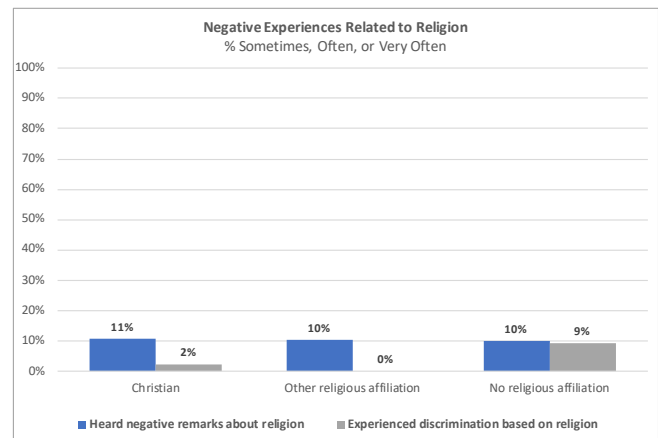
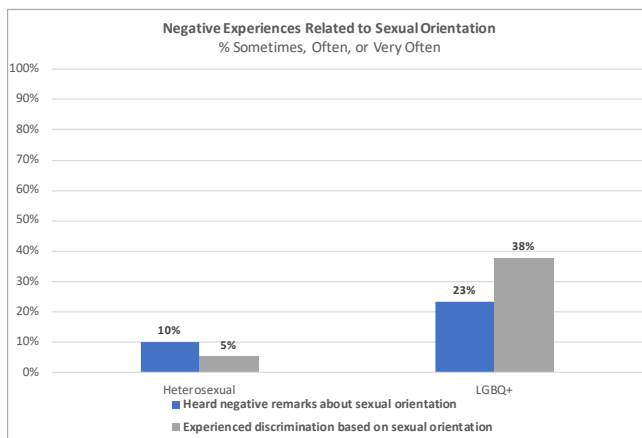
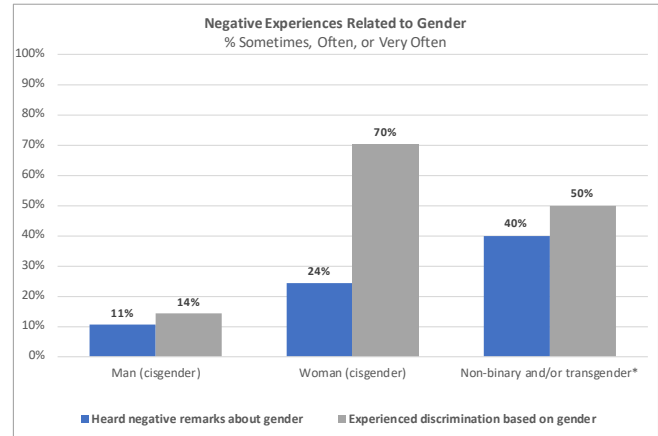
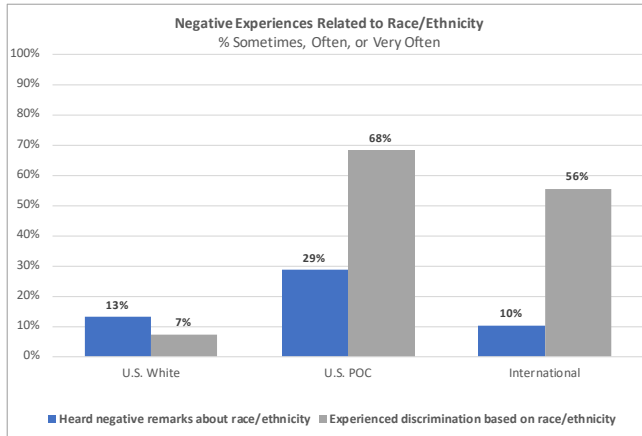
HEDS Diversity and Equity Campus Climate Survey Fall 2020 Comparison Report FAMU-FSU College of Engineering

Disparities in Experiences by Group - Your Institution

In the graphs below, we focus only on students, faculty, and staff from your institution. The graphs depict how often people at your institution hear insensitive or disparaging remarks or experience incidents of discrimination or harassment focused on an aspect of their identity. For example, the first graph depicts how often people with different racial/ethnic identities hear disparaging remarks or experience discrimination on the basis of their race/ethnicity.

There are six graphs, one for each of the following aspects of a person's identity: race/ethnicity, gender, sexual orientation, religious affiliation, political affiliation, and disability status.

Note: Groups marked with an asterisk (*) in the graph legends below include only 5 to 9 people from your institution. We do not show data on this worksheet for groups with fewer than five people. We do not show data on this worksheet for groups containing fewer than five people.





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Possible Areas of Concern Within Your Institution

In this worksheet, we identify instances in which there are substantial differences among groups on campus in their experiences of:

1. Campus Climate for Diversity and Equity
2. Institutional Support for Diversity and Equity
3. Hearing insensitive or disparaging remarks
4. Experiencing discrimination or harassment

We compared groups within each of the following demographic categories to see if there were substantial differences in their experiences.

Demographic Category	Comparisons
Role at Institution:	undergraduate students <u>vs</u> graduate students <u>vs</u> faculty <u>vs</u> staff/administrators
Race/Ethnicity:	U.S. white individuals <u>vs</u> U.S. persons of color <u>vs</u> international individuals
Gender:	men (cisgender) <u>vs</u> women (cisgender)
Sexual Orientation:	heterosexual individuals <u>vs</u> LGBTQ+ individuals
Religion:	Christians <u>vs</u> individuals with religious identities outside of Christianity <u>vs</u> individuals with no religious affiliation
Political Affiliation:	liberal individuals <u>vs</u> middle-of-the-road individuals <u>vs</u> conservative individuals
Disability Status:	individuals with a long-term disability <u>vs</u> individuals without a disability

In the table below, we only note instances in which there were substantial differences in our comparisons.

Climate & Support at FAMU-FSU College of Engineering		
Campus Climate for Diversity and Equity		
U.S. persons of color	have <i>substantially</i>	international individuals
individuals with no religious affiliation	<i>less</i> positive views of campus climate than	individuals with religious identities outside of Christianity
individuals with a long-term disability		individuals without a disability
Institutional Support for Diversity and Equity		
U.S. persons of color	perceive <i>substantially less</i>	U.S. white individuals, international individuals
Christians	institutional support than	individuals with religious identities outside of Christianity

Negative Experiences at FAMU-FSU College of Engineering		
Insensitive or Disparaging Remarks		
U.S. persons of color	hear <i>substantially</i>	U.S. white individuals, international individuals
LGBTQ+ individuals	<i>more</i> insensitive or	heterosexual individuals
liberal individuals	disparaging remarks than	conservative individuals
individuals with a long-term disability		individuals without a disability
Discrimination or Harassment		
women (cisgender)	experienced <i>substantially more</i>	men (cisgender)
individuals with a long-term disability	discrimination or harassment than	individuals without a disability



HEDS Diversity and Equity Campus Climate Survey Fall 2020 Comparison Report FAMU-FSU College of Engineering

Campus Climate for Diversity and Equity

This worksheet includes four tables with data on Campus Climate for Diversity and Equity. Table 1 lists the four elements of campus climate on which we ask people to rate their satisfaction: overall climate, the campus diversity environment, their sense of belonging, and the extent to which other members of the community have a sense of belonging. We compute the overall level of satisfaction with campus climate by averaging the level of satisfaction that a person has with each of those four elements.

Table 2 shows the overall level of satisfaction with campus climate of different groups at your institution compared to those groups at other institutions. Higher means indicate higher levels of satisfaction. Arrows pointing down indicate that members of a group at your institution, on average, are less satisfied than their counterparts at other institutions; arrows pointing up indicate higher levels of satisfaction. An “≈” sign indicates that the groups are roughly the same. (For more details on means and effect sizes, see notes below Table 2.)

Table 3 provides more detail on the level of satisfaction for each of the four elements of Campus Climate for Diversity and Equity. Finally, Table 4 provides information from two survey questions on the impact of diversity and people’s comfort sharing views on diversity.

Table 1: Four Elements of Overall Satisfaction with Campus Climate for Diversity and Equity	
1=Very dissatisfied; 2=Generally dissatisfied; 3= Neither satisfied nor dissatisfied; 4=Generally satisfied; 5=Very satisfied	
Please indicate your level of satisfaction with the following at FAMU-FSU College of Engineering. (Q1)	
Overall campus climate	
The campus experience/environment regarding diversity at FAMU-FSU College of Engineering	
The extent to which you experience a sense of belonging or community at FAMU-FSU College of Engineering	
The extent to which you feel all community members experience a sense of belonging or community at FAMU-FSU College of Engineering	

Table 2: Campus Climate for Diversity and Equity by Demographic Categories									
		FAMU-FSU College of Engineering				All Other 4-Year Public Institutions		All Other Institutions	
				Effect Size ²					
				vs. All Other 4-Year Public Institutions					
		n	Mean ¹			n	Mean	n	Mean
Results by Role									
Undergraduate Students		330	3.85	≈	↑	8,489	3.89	46,568	3.62
Graduate Students		120	4.00	↑	↑↑	979	3.84	5,542	3.69
Faculty		84	3.95	↑↑	↑↑	2,237	3.59	10,843	3.54
Staff		65	4.10	↑↑↑	↑↑↑	2,743	3.72	12,050	3.66
Administrators		8	4.00			528	3.73	3,331	3.70
Results by Role and Race/Ethnicity (Broad Categories)									
All Students	U.S. White	159	4.00	≈	↑↑	5,815	3.96	33,953	3.69
	U.S. Persons of Color	192	3.72	≈	↑	3,221	3.75	15,012	3.47
	International	93	4.11	↑	↑↑↑	367	4.02	2,681	3.63
All Employees	U.S. White	67	4.09	↑↑	↑↑↑	4,191	3.71	20,419	3.66
	U.S. Persons of Color	72	3.90	↑↑	↑↑	1,109	3.56	4,978	3.45
	International	8	4.09			55	3.80	203	3.67
Results by Role and Gender									
All Students	Men (cisgender)	268	4.02	↑	↑↑	2,997	3.88	19,116	3.74
	Women (cisgender)	176	3.71	↓	↓	6,176	3.91	31,436	3.58
	Non-binary and/or transgender	4	-			267	3.38	1,375	3.11
All Employees	Men (cisgender)	92	4.06	↑↑	↑↑	2,127	3.71	10,720	3.73
	Women (cisgender)	63	3.96	↑↑	↑↑	3,290	3.66	15,094	3.54
	Non-binary and/or transgender	1	-			41	3.23	196	3.13
Results by Role and Sexual Orientation (Broad Categories)									
All Students	Heterosexual	373	3.91	≈	↑	7,374	3.94	41,196	3.71
	LGBQ+	72	3.77	≈	↑↑↑	2,003	3.68	10,429	3.28
All Employees	Heterosexual	140	3.98	↑↑	↑↑	4,742	3.71	22,726	3.65
	LGBQ+	11	4.18	↑↑↑	↑↑↑	626	3.43	2,871	3.34
Results by Role and Religion (Broad Categories)									
All Students	Christian	231	3.93	≈	↑	5,770	3.98	34,010	3.72
	Other religious affiliation	41	4.05	≈	↑↑↑	426	3.99	2,648	3.54
	No religious affiliation	149	3.79	≈	↑↑	2,506	3.70	12,008	3.43
Christian		77	3.91	↑	↑	3,376	3.79	15,614	3.73

All Employees	Other religious affiliation	12	4.44	↑↑↑↑	↑↑↑↑	199	3.53	1,153	3.52
	No religious affiliation	49	4.04	↑↑↑↑	↑↑↑↑	1,428	3.48	7,325	3.44
Results by Role and Political Affiliation									
All Students	Far left	30	3.49	↓	↑↑	517	3.59	3,739	3.07
	Liberal	137	3.80	≈	↑↑↑	2,624	3.74	16,385	3.36
	Middle-of-the-road	176	3.98	≈	↑↑	3,945	3.94	18,545	3.72
	Conservative	79	4.05	≈	≈	1,806	4.03	11,379	4.00
	Far right	3	-			182	3.99	681	4.04
All Employees	Far left	9	3.94			302	3.18	2,058	3.12
	Liberal	50	3.94	↑↑↑↑	↑↑↑↑	1,865	3.51	10,494	3.46
	Middle-of-the-road	63	4.11	↑↑	↑↑	1,976	3.77	8,238	3.73
	Conservative	23	3.85	≈	↓	1,086	3.92	4,471	4.00
	Far right	0	-			41	3.76	116	3.88
Results by Role and Disability Status (Broad Categories)									
All Students	Long-term disability	28	3.58	≈	↑	864	3.65	4,719	3.32
	Temporary disability	7	3.86			183	3.79	1,026	3.46
	No disability	413	3.90	≈	↑	8,378	3.91	46,128	3.66
All Employees	Long-term disability	4	-			358	3.44	1,377	3.41
	Temporary disability	2	-			101	3.66	426	3.40
	No disability	149	4.01	↑↑	↑↑	4,998	3.69	24,246	3.63
Results by Race/Ethnicity (Detailed Categories, Students and Employees)									
	African	8	4.00			140	3.63	591	3.46
	African American/Black	83	3.48	↓	↑	1,302	3.67	2,694	3.32
	Alaska Native	0	-			1	-	17	3.54
	Asian	56	4.20	↑	↑↑	367	4.04	2,350	3.78
	Asian American	6	4.67			79	3.84	774	3.46
	Caribbean/West Indian	5	3.85			56	3.63	216	3.34
	Hispanic or Latino/a	44	3.94	↑	↑↑	624	3.82	3,466	3.59
	Latin American	5	4.35			70	3.93	357	3.65
	Middle Eastern	14	4.14	≈	↑↑	111	4.08	478	3.71
	Native American/American Indian	1	-			60	3.71	242	3.62
	Native Hawaiian or other Pacific Islander	1	-			19	3.76	206	3.58
	South Asian	11	3.86	↑	↑↑	58	3.71	294	3.45
	Southeast Asian	3	-			17	3.59	165	3.57
	White	229	4.03	↑	↑↑	10,044	3.85	54,777	3.68
	Some other race or ethnicity	6	3.38			214	3.38	1,087	3.44
	Multiple race/ethnicity categories	119	3.83	↑	↑↑	1,591	3.67	9,509	3.40
Results by Sexual Orientation (Detailed Categories, Students and Employees)									
	Asexual	11	4.34	↑↑↑↑	↑↑↑↑	404	3.80	1,715	3.70
	Bisexual	34	3.83	↑	↑↑↑	965	3.66	4,669	3.26
	Gay	9	4.19			335	3.58	1,604	3.33
	Lesbian	5	3.30			240	3.67	1,076	3.30
	Pansexual	6	3.08			223	3.47	1,046	3.21
	Queer	1	-			131	3.32	1,176	2.89
	Questioning	7	3.43			144	3.68	1,092	3.21
	Straight (Heterosexual)	513	3.93	≈	↑	12,116	3.85	63,922	3.69
Results by Religion (Detailed Categories, Students and Employees)									
	Agnostic	89	3.90	↑	↑↑↑	1,426	3.65	6,500	3.41
	Atheist	63	3.82	↑↑	↑↑	1,069	3.54	4,572	3.42
	Baptist	48	3.91	≈	↑	1,307	3.94	1,685	3.74
	Buddhist	4	-			123	3.84	699	3.57
	Catholic	100	3.98	↑	↑	2,531	3.88	12,508	3.78
	The Church of Jesus Christ of Latter-day Saints	5	4.15			920	4.06	18,731	3.69
	Episcopalian	3	-			138	3.74	804	3.60
	Hindu	17	4.21	↑	↑↑	69	3.92	397	3.72
	Jehovah's Witness	3	-			31	3.98	87	3.66
	Jewish	6	3.50			170	3.64	1,497	3.40
	Lutheran	8	3.84			252	3.83	1,895	3.83
	Methodist	17	3.63	↑↑	↑	588	3.89	1,469	3.73
	Muslim	26	4.13	↑	↑↑↑	263	3.95	834	3.62
	Nondenominational Christian	70	3.83	≈	↑	1,761	3.88	4,397	3.66
	Orthodox Christian	10	3.93	≈	↑	188	3.89	559	3.80
	Other Christian	34	3.97	≈	↑↑	1,187	3.89	2,850	3.69
	Presbyterian	10	4.35	↑↑↑	↑↑↑	243	3.91	1,048	3.73
	Spiritual, but not religious	46	3.82	↑	↑↑	1,439	3.65	5,756	3.45

¹ We only show means for groups of five (5) or more people.

² "Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

↑↑↑ Large positive difference
 ↑↑ Medium positive difference
 ↑ Small positive difference
 ≈ No difference
 ↓↓↓ Large negative difference
 ↓↓ Medium negative difference
 ↓ Small negative difference

Table 3: Satisfaction with the Four Elements of Campus Climate for Diversity and Equity																									
		FAMU-FSU College of Engineering										All Other Institutions													
		Undergraduate Students		Graduate Students		Faculty		Staff/Administrators				Graduate Students		Faculty		Staff/Administrators		Undergraduate Students		Graduate Students		Faculty		Staff/Administrators	
		n	%	n	%	n	%	n	%	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n
Please indicate your level of satisfaction with the following at FAMU-FSU College of Engineering. (Q1)																									
Overall campus climate	Very satisfied	113	34%	41	34%	24	28%	27	37%	30%	32%	460	20%	683	21%	11,877	25%	1,682	30%	2,304	21%	3,292	21%		
	Generally satisfied	149	45%	59	49%	48	56%	38	52%	50%	46%	1,096	49%	1,827	55%	22,968	49%	2,459	44%	5,320	48%	8,310	54%		
	Neither satisfied nor dissatisfied	44	13%	14	12%	9	11%	6	8%	13%	14%	406	18%	463	14%	6,836	15%	898	16%	1,857	17%	2,416	16%		
	Generally dissatisfied	20	6%	5	4%	2	2%	2	3%	5%	4%	230	10%	259	8%	4,290	9%	448	8%	1,740	11%	1,283	8%		
	Very dissatisfied	9	2%	1	1%	2	2%	0	0%	1%	1%	62	3%	66	2%	954	2%	104	2%	267	2%	223	2%		
	Total	331	100%	120	100%	85	100%	73	100%	100%	990	100%	2,254	100%	3,298	100%	46,925	100%	5,591	100%	10,988	100%	15,524	100%	
The campus experience/environment regarding diversity at FAMU-FSU College of Engineering	Very satisfied	113	34%	52	41%	31	36%	30	39%	32%	31%	413	18%	625	19%	9,533	20%	1,398	25%	1,772	16%	2,613	17%		
	Generally satisfied	131	39%	55	44%	41	48%	33	43%	45%	39%	40%	994	44%	1,624	49%	16,539	35%	1,865	33%	4,004	36%	6,668	43%	
	Neither satisfied nor dissatisfied	62	18%	13	10%	9	10%	11	14%	15%	16%	17%	482	21%	631	19%	10,443	22%	1,243	22%	2,619	21%	3,634	23%	
	Generally dissatisfied	20	6%	5	4%	3	3%	2	3%	7%	8%	290	13%	341	10%	8,320	18%	829	15%	2,140	20%	1,253	15%		
	Very dissatisfied	10	3%	1	1%	2	2%	0	0%	2%	2%	78	3%	81	2%	2,095	4%	243	4%	438	4%	340	2%		
	Total	336	100%	126	100%	86	100%	76	100%	100%	990	100%	2,257	100%	3,302	100%	46,930	100%	5,578	100%	10,973	100%	15,508	100%	
The extent to which you experience a sense of belonging or community at FAMU-FSU College of Engineering	Very satisfied	94	28%	37	29%	29	33%	33	43%	31%	29%	543	24%	889	27%	13,484	29%	1,660	30%	3,085	28%	4,572	29%		
	Generally satisfied	116	34%	55	44%	34	39%	26	34%	38%	36%	37%	958	42%	1,496	45%	18,487	39%	2,107	38%	4,633	42%	6,812	44%	
	Neither satisfied nor dissatisfied	74	22%	20	16%	15	17%	13	17%	19%	20%	21%	402	18%	543	16%	8,207	17%	1,025	18%	1,839	17%	2,428	16%	
	Generally dissatisfied	36	11%	11	9%	8	9%	5	6%	9%	9%	9%	265	12%	300	9%	5,049	11%	611	11%	1,142	10%	1,408	9%	
	Very dissatisfied	17	5%	3	2%	2	2%	0	0%	3%	3%	4%	91	4%	89	3%	1,852	4%	200	4%	346	3%	348	2%	
	Total	337	100%	126	100%	88	100%	77	100%	100%	991	100%	2,259	100%	3,317	100%	47,079	100%	5,603	100%	11,045	100%	15,568	100%	
The extent to which you feel all community members experience a sense of belonging or community at FAMU-FSU College of Engineering	Very satisfied	81	24%	31	25%	20	23%	17	22%	23%	22%	291	13%	457	14%	7,536	16%	1,121	20%	1,528	11%	1,858	12%		
	Generally satisfied	124	37%	54	43%	35	40%	30	39%	40%	38%	380	17%	598	18%	15,709	33%	1,837	33%	3,424	31%	5,708	37%		
	Neither satisfied nor dissatisfied	86	26%	27	21%	20	23%	20	26%	24%	24%	24%	685	30%	930	28%	11,801	25%	1,449	26%	3,157	29%	4,459	29%	
	Generally dissatisfied	38	11%	12	10%	10	11%	10	13%	9%	11%	11%	404	18%	470	14%	8,935	19%	886	16%	2,499	23%	2,934	19%	
	Very dissatisfied	8	2%	2	2%	2	2%	0	0%	3%	3%	3%	97	4%	116	4%	3,081	7%	304	5%	664	6%	588	4%	
	Total	337	100%	126	100%	87	100%	77	100%	100%	989	100%	2,257	100%	3,313	100%	47,062	100%	5,597	100%	11,002	100%	15,547	100%	

Table 4: Responses to Additional Questions About Campus Climate for Diversity and Equity																							
	FAMU-FSU College of Engineering												All Other Institutions										
	Undergraduate Students		Graduate Students		Faculty		Staff/Administrators		Graduate Students		Faculty		Staff/Administrators		Undergraduate Students		Graduate Students		Faculty		Staff/Administrators		
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	
To what extent do you agree that diversity on campus improves experiences and interactions within the classroom, the workplace, and the overall community? (Q5)																							
Strongly agree	185	55%	79	63%	55	63%	58	76%	53%	63%	62%	1,620	71%	2,009	60%	27,610	58%	3,749	67%	8,352	75%	10,682	68%
Agree	103	30%	34	27%	27	31%	13	17%	33%	25%	25%	469	21%	926	28%	13,172	28%	1,256	22%	2,003	18%	3,710	24%
Neither agree nor disagree	37	11%	10	8%	5	6%	5	7%	10%	9%	9%	152	7%	312	9%	4,713	10%	451	8%	578	5%	1,012	6%
Disagree	6	2%	2	2%	1	1%	0	0%	2%	2%	2%	28	1%	57	2%	1,287	3%	100	2%	97	1%	145	1%
Strongly disagree	8	2%	1	1%	0	0%	0	0%	2%	1%	1%	13	1%	24	1%	671	1%	60	1%	57	1%	64	0%
Total	339	100%	126	100%	88	100%	76	100%	100%	1,022	100%	2,282	100%	3,328	100%	47,453	100%	5,616	100%	11,087	100%	15,613	100%
Overall, how comfortable would you be sharing your views on diversity and equity at FAMU-FSU College of Engineering? (Q6)																							
Very comfortable	125	37%	57	45%	38	43%	31	41%	35%	41%	41%	956	42%	1,041	31%	15,352	32%	2,250	40%	4,466	40%	4,889	31%
Somewhat comfortable	98	29%	41	33%	27	31%	24	32%	32%	31%	31%	689	30%	1,028	31%	16,492	35%	1,773	32%	3,563	32%	5,268	34%
Neither comfortable nor uncomfortable	79	23%	18	14%	12	14%	11	14%	20%	16%	16%	344	15%	736	22%	8,589	18%	877	16%	1,487	13%	3,007	19%
Somewhat uncomfortable	30	9%	8	6%	8	9%	6	8%	9%	7%	7%	187	8%	322	10%	4,995	11%	500	9%	1,074	10%	1,684	11%
Very uncomfortable	7	2%	2	2%	3	3%	4	5%	4%	5%	5%	105	5%	189	6%	2,011	4%	220	4%	491	4%	750	5%
Total	339	100%	126	100%	88	100%	76	100%	100%	1,023	100%	2,281	100%	3,316	100%	47,439	100%	5,620	100%	11,081	100%	15,598	100%



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Institutional Support for Diversity and Equity

This worksheet includes three tables with data on Institutional Support for Diversity and Equity. Table 1 lists the four elements of institutional support that we ask people to rate their level of agreement with: whether the campus is free from tensions, whether recruitment of historically marginalized people is an institutional priority, whether retention of historically marginalized people is an institutional priority, and whether senior leadership demonstrates commitment to diversity and equity. We compute the overall sense of institutional support for diversity and equity by averaging the level of agreement that a person has with each of those four elements.

Table 2 shows the overall sense of institutional support for diversity and equity of different groups at your institution compared to those groups at other institutions. Higher means indicate a higher sense of support. Arrows pointing down indicate that members of a group at your institution, on average, sense less institutional support for diversity and equity than their counterparts at other institutions; arrows pointing up indicate a higher sense of support. An “≈” sign indicates that the groups are roughly the same. (For more details on means and effect sizes, see notes below Table 2.)

Table 3 provides more detail on the level of agreement with each of the four elements of Institutional Support for Diversity and Equity.

Table 1: Four Elements of Institutional Support for Diversity and Equity

1=Strongly disagree; 2=Disagree; 3=Neither agree nor disagree; 4=Agree; 5=Strongly agree

Please indicate your level of agreement with each of the following statements about FAMU-FSU College of Engineering. (Q2)

- The campus environment is free from tensions related to individual or group differences.
- Recruitment of historically marginalized students, faculty, and staff is an institutional priority.
- Retention of historically marginalized students, faculty, and staff is an institutional priority.
- Senior leadership demonstrates a commitment to diversity and equity on this campus.

Table 2: Institutional Support for Diversity and Equity by Demographic Categories

		FAMU-FSU College of Engineering				All Other 4-Year Public Institutions		All Other Institutions	
		n		Effect Size ²		n		Mean	
				vs. All Other					
				4-Year Public Institutions					
		Mean ¹	vs. All Other Institutions	vs. All Other Institutions					
Results by Role									
	Undergraduate Students	339	3.76	≈	↑↑	8,775	3.70	47,119	3.34
	Graduate Students	125	3.86	↑	↑↑	1,009	3.62	5,583	3.40
	Faculty	87	3.83	↑↑	↑↑↑	2,264	3.44	11,009	3.26
	Staff	67	3.90	↑↑	↑↑↑	2,775	3.51	12,133	3.33
	Administrators	9	3.83			533	3.63	3,355	3.37
Results by Role and Race/Ethnicity (Broad Categories)									
All Students	U.S. White	162	3.89	↑	↑↑↑	6,037	3.75	34,343	3.38
	U.S. Persons of Color	199	3.63	≈	↑↑	3,304	3.59	15,199	3.26
	International	97	3.97	↑	↑↑↑	376	3.86	2,704	3.47
All Employees	U.S. White	69	4.08	↑↑↑	↑↑↑	4,236	3.55	20,642	3.36
	U.S. Persons of Color	76	3.66	↑↑	↑↑↑	1,133	3.31	5,027	3.11
	International	9	4.00			55	3.55	200	3.39
Results by Role and Gender									
All Students	Men (cisgender)	273	3.89	↑	↑↑	3,086	3.73	19,323	3.47
	Women (cisgender)	185	3.63	≈	↑↑	6,394	3.70	31,818	3.30
	Non-binary and/or transgender	4	-			277	3.15	1,384	2.78
All Employees	Men (cisgender)	97	3.94	↑↑	↑↑↑	2,146	3.57	10,817	3.44
	Women (cisgender)	64	3.73	↑↑	↑↑↑	3,336	3.45	15,263	3.22
	Non-binary and/or transgender	1	-			42	2.97	202	2.96
Results by Role and Sexual Orientation (Broad Categories)									
All Students	Heterosexual	386	3.79	≈	↑↑	7,609	3.75	41,679	3.43
	LGBQ+	73	3.75	↑	↑↑↑	2,078	3.48	10,538	3.02
All Employees	Heterosexual	146	3.80	↑↑	↑↑↑	4,797	3.52	22,948	3.34
	LGBQ+	11	4.32	↑↑↑	↑↑↑	638	3.26	2,920	3.05
Results by Role and Religion (Broad Categories)									
All Students	Christian	238	3.77	≈	↑↑	5,985	3.78	34,443	3.42
	Other religious affiliation	44	4.01	↑	↑↑↑	431	3.77	2,657	3.31
	No religious affiliation	153	3.77	↑	↑↑↑	2,578	3.52	12,129	3.17
	Christian	79	3.78	↑	↑↑	3,418	3.60	15,739	3.39

All Employees	Other religious affiliation	14	4.34	↑↑↑↑	↑↑↑↑	203	3.34	1,171	3.28
	No religious affiliation	50	3.85	↑↑↑↑	↑↑↑↑	1,442	3.32	7,430	3.17
Results by Role and Political Affiliation									
All Students	Far left	31	3.53	↑	↑↑↑↑	537	3.39	3,750	2.78
	Liberal	144	3.74	↑	↑↑↑↑	2,712	3.54	16,591	3.09
	Middle-of-the-road	181	3.84	≈	↑↑↑	4,069	3.77	18,788	3.46
	Conservative	79	3.88	≈	↑	1,882	3.84	11,522	3.67
	Far right	3	-			189	3.93	684	3.83
All Employees	Far left	10	3.75	↑↑↑↑	↑↑↑↑	310	2.97	2,097	2.82
	Liberal	52	3.92	↑↑↑↑	↑↑↑↑	1,895	3.28	10,640	3.15
	Middle-of-the-road	65	3.81	↑	↑↑	1,991	3.59	8,306	3.43
	Conservative	24	3.85	≈	↑	1,095	3.83	4,497	3.68
	Far right	0	-			41	3.66	118	3.67
Results by Role and Disability Status (Broad Categories)									
All Students	Long-term disability	28	3.54	≈	↑↑	879	3.50	4,774	3.12
	Temporary disability	7	3.71			190	3.65	1,031	3.27
	No disability	427	3.80	≈	↑↑	8,676	3.72	46,668	3.37
All Employees	Long-term disability	5	3.90			364	3.32	1,399	3.14
	Temporary disability	2	-			100	3.44	433	3.10
	No disability	154	3.85	↑↑	↑↑↑↑	5,061	3.51	24,491	3.32
Results by Race/Ethnicity (Detailed Categories, Students and Employees)									
	African	9	3.86			143	3.56	603	3.34
	African American/Black	87	3.31	↑	↑	1,337	3.47	2,724	3.04
	Alaska Native	0	-			1	-	17	3.22
	Asian	59	4.09	↑	↑↑↑↑	369	3.90	2,373	3.62
	Asian American	6	4.54			80	3.63	781	3.20
	Caribbean/West Indian	5	3.90			56	3.43	217	3.16
	Hispanic or Latino/a	46	3.79	↑	↑↑	640	3.67	3,513	3.36
	Latin American	5	4.40			72	3.67	362	3.40
	Middle Eastern	14	3.91	≈	↑↑	111	3.96	473	3.49
	Native American/American Indian	1	-			60	3.63	246	3.44
	Native Hawaiian or other Pacific Islander	1	-			19	3.59	209	3.27
	South Asian	13	3.79	↑	↑↑↑↑	61	3.55	293	3.22
	Southeast Asian	3	-			17	3.75	166	3.27
	White	234	3.96	↑↑	↑↑↑↑	10,311	3.67	55,394	3.37
	Some other race or ethnicity	7	3.43			215	3.29	1,095	3.26
	Multiple race/ethnicity categories	122	3.71	↑	↑↑↑↑	1,644	3.48	9,627	3.15
Results by Sexual Orientation (Detailed Categories, Students and Employees)									
	Asexual	11	4.27	↑↑↑↑	↑↑↑↑	419	3.68	1,736	3.45
	Bisexual	34	4.01	↑↑↑↑	↑↑↑↑	996	3.46	4,735	2.99
	Gay	10	3.75	↑↑	↑↑↑↑	342	3.36	1,630	3.06
	Lesbian	5	3.30			250	3.40	1,095	2.98
	Pansexual	6	3.13			233	3.30	1,049	2.94
	Queer	1	-			137	3.02	1,191	2.55
	Questioning	7	3.54			149	3.50	1,095	2.98
	Straight (Heterosexual)	532	3.79	↑	↑↑	12,406	3.67	64,627	3.40
Results by Religion (Detailed Categories, Students and Employees)									
	Agnostic	91	3.73	↑	↑↑↑↑	1,465	3.48	6,593	3.14
	Atheist	65	3.87	↑↑↑↑	↑↑↑↑	1,092	3.35	4,624	3.18
	Baptist	50	3.64	↑	↑	1,354	3.75	1,706	3.49
	Buddhist	4	-			123	3.62	711	3.35
	Catholic	103	3.89	↑	↑↑	2,602	3.70	12,672	3.51
	The Church of Jesus Christ of Latter-day Saints	5	3.70			931	3.81	18,905	3.31
	Episcopalian	4	-			143	3.55	822	3.31
	Hindu	18	4.15	↑↑	↑↑↑↑	71	3.73	393	3.54
	Jehovah's Witness	3	-			32	3.80	88	3.41
	Jewish	6	3.54			170	3.39	1,513	3.13
	Lutheran	8	3.81			260	3.69	1,910	3.56
	Methodist	17	3.81	↑	↑↑	598	3.69	1,492	3.43
	Muslim	30	4.07	↑↑	↑↑↑↑	270	3.76	835	3.46
	Nondenominational Christian	71	3.66	≈	↑	1,804	3.67	4,456	3.39
	Orthodox Christian	10	3.78	≈	↑	196	3.79	578	3.63
	Other Christian	36	3.76	≈	↑↑	1,235	3.71	2,894	3.46
	Presbyterian	10	4.13	↑↑	↑↑↑↑	248	3.72	1,056	3.46
	Spiritual, but not religious	47	3.78	↑	↑↑↑↑	1,463	3.50	5,823	3.19

¹ We only show means for groups of five (5) or more people.

² "Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. **We only calculate effect size when the mean is based on 10 or more people.**

↑↑↑↑ Large positive difference
 ↑↑ Medium positive difference
 ↑ Small positive difference
 ≈ No difference
 ↓↓↓↓ Large negative difference
 ↓↓ Medium negative difference
 ↓ Small negative difference

Table 3: Level of Agreement with the Four Elements of Institutional Support for Diversity and Equity

		FAMU-FSU College of Engineering										All Other Institutions												
		Undergraduate Students		Graduate Students		Faculty		Staff/Administrators		%	Graduate Students		Faculty		Staff/Administrators		Undergraduate Students		Graduate Students		Faculty		Staff/Administrators	
		n	%	n	%	n	%	n	%	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Please indicate your level of agreement with each of the following statements about FAMU-FSU College of Engineering. (Q2)																								
The campus environment is free from tensions related to individual or group differences.	Strongly agree	108	32%	42	34%	22	25%	17	22%	25%	243	24%	257	11%	303	9%	7,308	15%	1,041	19%	1,047	9%	1,146	7%
	Agree	116	34%	50	40%	27	31%	28	36%	39%	368	36%	684	30%	1,171	35%	13,451	28%	1,618	29%	2,477	22%	3,979	25%
	Neither agree nor disagree	59	17%	15	12%	21	24%	17	22%	18%	213	21%	523	23%	772	23%	8,229	17%	1,151	20%	2,106	20%	3,498	22%
	Disagree	41	12%	15	12%	16	18%	14	18%	15%	155	15%	667	29%	896	27%	13,658	29%	1,359	24%	4,132	38%	5,801	37%
	Strongly disagree	15	4%	3	2%	1	1%	1	1%	4%	42	4%	151	7%	180	5%	4,800	10%	452	8%	1,201	11%	1,180	8%
	Total	339	100%	125	100%	87	100%	77	100%	100%	1,021	100%	2,282	100%	3,322	100%	47,446	100%	5,621	100%	11,073	100%	15,604	100%
Recruitment of historically marginalized students, faculty, and staff is an institutional priority.	Strongly agree	80	24%	32	26%	31	35%	29	38%	22%	226	22%	457	20%	678	20%	7,399	16%	965	17%	1,871	17%	2,420	16%
	Agree	129	38%	48	38%	29	33%	24	31%	37%	353	35%	868	38%	1,342	40%	14,618	31%	1,641	29%	3,854	35%	5,763	37%
	Neither agree nor disagree	103	30%	35	28%	11	13%	20	26%	32%	304	30%	539	24%	858	26%	15,982	34%	1,888	34%	2,749	25%	4,554	29%
	Disagree	20	6%	8	6%	14	16%	4	5%	6%	87	9%	299	13%	326	10%	6,819	14%	768	14%	1,876	17%	2,169	14%
	Strongly disagree	7	2%	2	2%	3	3%	0	0%	2%	46	5%	113	5%	117	4%	2,515	5%	349	6%	712	6%	652	4%
	Total	339	100%	125	100%	88	100%	77	100%	100%	1,016	100%	2,276	100%	3,321	100%	47,333	100%	5,611	100%	11,062	100%	15,558	100%
Retention of historically marginalized students, faculty, and staff is an institutional priority.	Strongly agree	86	25%	33	26%	29	33%	27	36%	21%	203	20%	421	19%	638	19%	7,365	16%	954	17%	1,694	15%	2,218	14%
	Agree	108	32%	42	34%	30	34%	20	26%	35%	344	34%	778	34%	1,256	38%	14,129	30%	1,538	27%	3,525	32%	5,388	35%
	Neither agree nor disagree	108	32%	39	31%	12	14%	22	29%	34%	339	33%	589	26%	912	28%	16,617	35%	2,008	36%	2,989	27%	4,889	31%
	Disagree	27	8%	7	6%	12	14%	7	9%	6%	87	9%	327	14%	377	11%	6,254	13%	722	13%	1,936	18%	2,297	15%
	Strongly disagree	10	3%	4	3%	4	5%	0	0%	3%	43	4%	158	7%	133	4%	2,886	6%	377	7%	902	8%	747	5%
	Total	339	100%	125	100%	87	100%	76	100%	100%	1,016	100%	2,273	100%	3,316	100%	47,251	100%	5,599	100%	11,046	100%	15,539	100%
Senior leadership demonstrates a commitment to diversity and equity on this campus.	Strongly agree	97	29%	42	34%	44	51%	31	40%	25%	252	25%	582	26%	883	27%	9,137	19%	1,361	24%	2,485	22%	3,481	22%
	Agree	119	35%	51	41%	23	26%	27	35%	41%	375	37%	821	36%	1,334	40%	16,951	36%	1,911	34%	3,978	36%	6,174	40%
	Neither agree nor disagree	91	27%	23	18%	12	14%	16	21%	25%	271	27%	499	22%	648	20%	13,658	29%	1,525	27%	2,490	22%	3,496	22%
	Disagree	26	8%	7	6%	6	4%	5	3%	4%	76	8%	242	11%	324	10%	5,340	11%	510	9%	1,427	13%	1,759	11%
	Strongly disagree	6	2%	2	2%	4	5%	0	0%	3%	38	4%	128	6%	134	4%	2,215	5%	298	5%	698	6%	673	4%
	Total	339	100%	125	100%	87	100%	77	100%	100%	1,012	100%	2,272	100%	3,323	100%	47,301	100%	5,605	100%	11,078	100%	15,583	100%



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Insensitive or Disparaging Remarks

This worksheet includes four tables with data on Inensitive or Disparaging Remarks. We asked people to indicate how often they hear insensitive or disparaging remarks about 10 different aspects of a person's identity (see Table 1 for the survey questions). We compute how often people hear insensitive or disparaging remarks overall by averaging how often a person hears insensitive or disparaging remarks about each of those ten aspects of identity.

Table 2 shows how often different groups at your institution heard insensitive or disparaging remarks compared to those groups at other institutions. Higher means indicate that people heard insensitive or disparaging remarks more often. Arrows pointing down indicate that members of a group at your institution, on average, heard insensitive or disparaging remarks less often than their counterparts at other institutions; arrows pointing up indicate hearing insensitive or disparaging remarks more often. An “~” sign indicates that the groups are roughly the same. (For more details on means and effect sizes, see notes below Table 2.)

Table 3 provides more detail on how often people heard insensitive or disparaging remarks about each aspect of a person's identity. Finally, Table 4 provides frequencies for a follow-up question about the source of those remarks.

Table 1: Inensitive or Disparaging Remarks about Different Aspects of a Person's Identity

1=Never; 2=Rarely; 3=Sometimes; 4=Often; 5=Very often

During your time at FAMU-FSU College of Engineering, about how often have you heard someone make an insensitive or disparaging remark about: (Q10)

People who have a particular racial and/or ethnic identity	People with a particular disability
People of a particular sexual orientation	People who are immigrants
People of a particular gender or gender identity	People with a particular political affiliation/view
People from a particular socioeconomic background	People of a particular age or generation
People from a particular religious background	People for whom English is not their native language

Table 2: Inensitive or Disparaging Remarks by Demographic Categories




		FAMU-FSU College of Engineering				All Other 4-Year Public Institutions		All Other Institutions	
		n		Effect Size ²		n		Mean	
				vs. All Other					
				4-Year Public Institutions	vs. All Other Institutions				
		n	Mean ¹	Institutions	Institutions	n	Mean	n	Mean
Results by Role									
Undergraduate Students		331	1.57	↓↓↓	↓↓↓↓	8,630	2.03	46,530	2.16
Graduate Students		123	1.49	↓↓	↓↓	993	1.87	5,486	1.82
Faculty		86	1.66	↓↓	↓↓	2,234	2.03	10,906	1.95
Staff		65	1.59	↓↓↓	↓↓	2,737	1.99	12,030	1.89
Administrators		8	1.69			523	2.02	3,341	1.97
Results by Role and Race/Ethnicity (Broad Categories)									
All Students	U.S. White	158	1.46	↓↓↓	↓↓↓↓	5,971	2.00	34,007	2.11
	U.S. Persons of Color	195	1.67	↓↓↓	↓↓↓↓	3,227	2.04	14,943	2.16
	International	95	1.43	↓↓↓	↓↓↓	365	2.01	2,649	2.07
All Employees	U.S. White	68	1.53	↓↓↓	↓↓	4,181	1.99	20,504	1.89
	U.S. Persons of Color	73	1.73	↓↓	↓↓	1,115	2.09	4,967	2.05
	International	9	1.54			52	1.94	203	1.83
Results by Role and Gender									
All Students	Men (cisgender)	269	1.46	↓↓↓	↓↓↓↓	3,033	1.92	19,049	2.03
	Women (cisgender)	179	1.68	↓↓	↓↓↓↓	6,298	2.04	31,471	2.16
	Non-binary and/or transgender	4	-			270	2.43	1,356	2.51
All Employees	Men (cisgender)	95	1.63	↓↓	↓↓	2,114	1.98	10,762	1.88
	Women (cisgender)	63	1.64	↓↓	↓↓	3,293	2.03	15,113	1.95
	Non-binary and/or transgender	1	-			42	2.54	198	2.26
Results by Role and Sexual Orientation (Broad Categories)									
All Students	Heterosexual	377	1.50	↓↓↓	↓↓↓↓	7,500	1.95	41,192	2.06
	LGBQ+	72	1.78	↓↓	↓↓↓	2,036	2.24	10,378	2.38
All Employees	Heterosexual	142	1.66	↓↓	↓↓	4,732	1.98	22,769	1.89
	LGBQ+	10	1.55	↓↓↓	↓↓↓	631	2.29	2,892	2.17
Results by Role and Religion (Broad Categories)									
All Students	Christian	231	1.52	↓↓↓	↓↓↓↓	5,903	1.97	34,020	2.10
	Other religious affiliation	43	1.57	↓↓	↓↓↓	418	1.92	2,623	2.16

All Employees	No religious affiliation	152	1.60	↓ ↓ ↓	↓ ↓ ↓	2,541	2.12	12,019	2.18
	Christian	79	1.71	↓ ↓	↓	3,368	1.95	15,630	1.90
	Other religious affiliation	13	1.37	↓ ↓ ↓	↓ ↓ ↓	198	2.05	1,161	1.92
	No religious affiliation	49	1.61	↓ ↓ ↓	↓ ↓	1,434	2.15	7,363	1.96
Results by Role and Political Affiliation									
All Students	Far left	28	1.85	↓ ↓	↓ ↓ ↓	527	2.30	3,704	2.50
	Liberal	141	1.68	↓ ↓ ↓	↓ ↓ ↓	2,674	2.20	16,391	2.34
	Middle-of-the-road	177	1.47	↓ ↓ ↓	↓ ↓ ↓	4,013	1.93	18,575	2.04
	Conservative	79	1.34	↓ ↓ ↓	↓ ↓ ↓	1,851	1.88	11,392	1.86
	Far right	3	-			187	1.89	669	1.83
All Employees	Far left	10	1.56	↓ ↓ ↓	↓ ↓ ↓	306	2.36	2,080	2.17
	Liberal	51	1.56	↓ ↓ ↓	↓ ↓ ↓	1,864	2.18	10,535	2.02
	Middle-of-the-road	64	1.68	↓ ↓	↓	1,979	1.94	8,275	1.87
	Conservative	23	1.78	=	↓	1,070	1.78	4,466	1.70
	Far right	0	-			41	1.94	113	1.72
Results by Role and Disability Status (Broad Categories)									
All Students	Long-term disability	27	1.82	↓ ↓	↓ ↓ ↓	869	2.24	4,730	2.37
	Temporary disability	7	1.50			181	2.19	1,010	2.28
	No disability	420	1.53	↓ ↓ ↓	↓ ↓ ↓	8,541	1.98	46,112	2.09
All Employees	Long-term disability	4	-			365	2.14	1,376	2.14
	Temporary disability	1	-			98	2.13	428	2.14
	No disability	152	1.64	↓ ↓	↓ ↓	4,988	2.00	24,314	1.91
Results by Race/Ethnicity (Detailed Categories, Students and Employees)									
	African	9	1.50			132	2.16	587	2.10
	African American/Black	84	1.76	↓	↓ ↓	1,310	2.04	2,658	2.14
	Alaska Native	0	-			1	-	17	2.41
	Asian	57	1.54	↓ ↓	↓ ↓	360	1.87	2,318	1.92
	Asian American	6	1.38			79	1.96	774	2.10
	Caribbean/West Indian	5	2.24			54	2.23	211	2.06
	Hispanic or Latino/a	44	1.60	↓ ↓	↓ ↓	626	1.96	3,460	2.03
	Latin American	5	1.66			70	2.00	356	2.07
	Middle Eastern	15	1.51	↓	↓ ↓ ↓	105	1.69	464	1.99
	Native American/American Indian	1	-			59	2.11	238	2.01
	Native Hawaiian or other Pacific Islander	1	-			19	1.93	208	2.30
	South Asian	11	1.55	↓ ↓ ↓	↓ ↓ ↓	60	2.02	287	2.12
	Southeast Asian	3	-			18	1.80	166	2.13
	White	229	1.48	↓ ↓ ↓	↓ ↓ ↓	10,191	1.99	54,915	2.03
	Some other race or ethnicity	7	1.53			214	2.08	1,094	2.03
	Multiple race/ethnicity categories	121	1.57	↓ ↓ ↓	↓ ↓ ↓	1,611	2.16	9,499	2.22
Results by Sexual Orientation (Detailed Categories, Students and Employees)									
	Asexual	11	1.29	↓ ↓ ↓	↓ ↓ ↓	409	2.01	1,698	2.04
	Bisexual	33	1.69	↓ ↓ ↓	↓ ↓ ↓	975	2.27	4,684	2.40
	Gay	9	1.86			340	2.34	1,610	2.33
	Lesbian	5	2.40			243	2.29	1,079	2.35
	Pansexual	6	2.55			230	2.33	1,030	2.41
	Queer	1	-			132	2.55	1,166	2.61
	Questioning	7	1.86			147	2.17	1,089	2.35
	Straight (Heterosexual)	519	1.55	↓ ↓ ↓	↓ ↓ ↓	12,232	1.96	63,961	2.00
Results by Religion (Detailed Categories, Students and Employees)									
	Agnostic	90	1.56	↓ ↓ ↓	↓ ↓ ↓	1,448	2.14	6,520	2.12
	Atheist	65	1.72	↓ ↓ ↓	↓ ↓	1,088	2.17	4,582	2.06
	Baptist	49	1.60	↓ ↓	↓ ↓	1,327	1.92	1,665	1.92
	Buddhist	4	-			120	2.00	697	2.04
	Catholic	99	1.52	↓ ↓ ↓	↓ ↓ ↓	2,576	1.94	12,527	1.94
	The Church of Jesus Christ of Latter-day Saints	5	1.50			921	1.97	18,801	2.18
	Episcopalian	4	-			140	2.09	803	1.99
	Hindu	18	1.66	↓	↓ ↓	71	1.86	386	1.99
	Jehovah's Witness	2	-			32	1.84	85	1.90
	Jewish	6	1.43			168	2.11	1,507	2.19
	Lutheran	8	1.54			254	1.99	1,892	1.89
	Methodist	17	1.61	↓ ↓	↓ ↓	580	1.98	1,473	1.98
	Muslim	28	1.46	↓ ↓	↓ ↓ ↓	257	1.88	826	2.00
	Nondenominational Christian	71	1.65	↓ ↓	↓ ↓	1,785	1.98	4,400	1.97
	Orthodox Christian	10	1.49	↓ ↓	↓ ↓	196	1.91	567	1.90
	Other Christian	35	1.57	↓ ↓	↓ ↓	1,216	1.98	2,847	1.94
	Presbyterian	10	1.40	↓ ↓ ↓	↓ ↓ ↓	244	2.02	1,048	1.91
	Spiritual, but not religious	46	1.53	↓ ↓ ↓	↓ ↓ ↓	1,439	2.10	5,796	2.08

¹We only show means for groups of five (5) or more people.

²"Effect size" measures the magnitude of the difference between the mean score for your students and employees and the mean score for students and employees at all other institutions. ***We only***

calculate effect size when the mean is based on 10 or more people.

 Large positive difference  Medium positive difference  Small positive difference \approx No difference




 Large negative difference  Medium negative difference  Small negative difference

Table 3: How Often People Heard Insensitive or Disparaging Remarks Based on Certain Aspects of a Person's Identity																									
		FAMU-FSU College of Engineering										All Other Institutions													
		Undergraduate Students		Graduate Students		Faculty		Staff/Administrators		%	Graduate Students		Faculty		Staff/Administrators		Undergraduate Students		Graduate Students		Faculty		Staff/Administrators		
		n	%	n	%	n	%	n	%		n	%	n	%	n	%	n	%	n	%	n	%	n	%	
During your time at FAMU-FSU College of Engineering, about how often have you heard someone make an insensitive or disparaging remark about: (Q10)																									
People who have a particular racial and/or ethnic identity	Never	201	60%	75	60%	36	41%	38	50%	42%	483	48%	919	41%	1,257	38%	17,142	36%	2,950	53%	4,904	44%	6,940	45%	
	Rarely	64	19%	32	26%	32	37%	21	28%	25%	240	24%	672	30%	1,079	33%	12,241	26%	1,193	21%	3,318	30%	4,754	31%	
	Sometimes	49	15%	14	11%	16	18%	15	20%	21%	189	19%	476	21%	681	21%	10,335	22%	939	17%	2,062	19%	2,823	18%	
	Often	12	4%	4	3%	2	2%	2	3%	8%	61	6%	135	6%	196	6%	4,733	10%	307	6%	513	5%	774	5%	
	Very often	9	3%	0	0%	1	1%	0	0%	5%	37	4%	66	3%	88	3%	2,684	6%	180	3%	234	2%	281	2%	
	Total	335	100%	125	100%	87	100%	76	100%	100%	1,010	100%	2,268	100%	3,301	100%	47,135	100%	5,569	100%	11,031	100%	15,572	100%	
People of a particular sexual orientation	Never	219	65%	91	73%	57	66%	45	59%	40%	528	52%	959	42%	1,232	37%	15,353	33%	3,110	56%	5,129	47%	6,919	44%	
	Rarely	69	21%	27	22%	22	25%	22	29%	26%	224	22%	690	30%	1,106	33%	12,027	26%	1,136	20%	3,297	30%	4,866	31%	
	Sometimes	31	9%	6	5%	8	9%	9	12%	22%	176	17%	453	20%	745	23%	11,593	25%	814	15%	1,905	17%	2,786	18%	
	Often	12	4%	0	0%	0	0%	0	0%	8%	55	5%	107	5%	174	5%	5,241	11%	314	6%	460	4%	704	5%	
	Very often	4	1%	1	1%	0	0%	0	0%	4%	27	3%	56	2%	48	1%	3,208	7%	152	3%	238	2%	257	2%	
	Total	335	100%	125	100%	87	100%	76	100%	100%	1,010	100%	2,265	100%	3,305	100%	47,111	100%	5,566	100%	11,029	100%	15,567	100%	
People of a particular gender or gender identity	Never	211	63%	78	63%	51	59%	40	53%	39%	502	50%	921	41%	1,212	37%	15,342	33%	2,947	53%	4,638	42%	6,430	41%	
	Rarely	62	19%	25	20%	28	32%	25	33%	25%	227	23%	669	29%	1,083	33%	11,779	25%	1,146	21%	3,266	30%	4,795	31%	
	Sometimes	42	13%	11	9%	8	9%	8	10%	22%	180	18%	472	21%	746	23%	11,593	25%	907	16%	2,200	20%	3,188	20%	
	Often	8	2%	7	6%	0	0%	0	0%	9%	70	7%	150	7%	200	6%	5,344	11%	363	7%	633	6%	829	5%	
	Very often	12	4%	3	2%	0	0%	0	0%	5%	29	3%	58	3%	68	2%	3,050	6%	199	4%	294	3%	329	2%	
	Total	335	100%	125	100%	87	100%	76	100%	100%	1,010	100%	2,270	100%	3,309	100%	47,108	100%	5,562	100%	11,051	100%	15,571	100%	
People from a particular socioeconomic background	Never	236	71%	89	71%	49	56%	45	60%	50%	555	55%	1,027	45%	1,507	46%	21,086	45%	3,215	58%	5,310	48%	7,497	48%	
	Rarely	61	18%	30	24%	26	30%	19	25%	26%	240	24%	723	32%	1,021	31%	12,415	26%	1,107	21%	3,238	29%	4,515	29%	
	Sometimes	26	8%	5	4%	10	11%	11	15%	17%	147	15%	371	16%	573	17%	8,564	18%	792	14%	1,855	17%	2,627	17%	
	Often	8	2%	0	0%	2	2%	0	0%	5%	46	5%	108	5%	150	5%	3,396	7%	254	5%	448	4%	664	4%	
	Very often	3	1%	1	1%	0	0%	0	0%	2%	24	2%	38	2%	49	1%	1,652	4%	110	2%	171	2%	247	2%	
	Total	334	100%	125	100%	87	100%	75	100%	100%	1,012	100%	2,267	100%	3,300	100%	47,113	100%	5,568	100%	11,022	100%	15,550	100%	
People from a particular religious background	Never	239	71%	83	67%	53	61%	50	66%	43%	488	48%	906	40%	1,368	41%	19,406	41%	3,067	55%	5,017	45%	7,720	50%	
	Rarely	62	19%	31	25%	24	28%	20	26%	26%	245	24%	681	30%	1,022	31%	13,134	28%	1,297	23%	3,318	30%	4,708	30%	
	Sometimes	25	7%	7	6%	7	8%	5	7%	20%	197	19%	470	21%	637	19%	9,388	20%	803	14%	2,004	18%	2,363	15%	
	Often	6	2%	3	2%	2	2%	1	1%	8%	56	6%	137	6%	193	6%	3,411	7%	244	4%	490	4%	555	4%	
	Very often	3	1%	0	0%	1	1%	0	0%	4%	26	3%	73	3%	87	3%	1,770	4%	152	3%	204	2%	224	1%	
	Total	335	100%	124	100%	87	100%	76	100%	100%	1,012	100%	2,267	100%	3,307	100%	47,109	100%	5,563	100%	11,033	100%	15,570	100%	
People with a particular disability	Never	257	77%	99	79%	65	75%	55	72%	55%	637	63%	1,248	55%	1,887	57%	25,169	53%	3,743	67%	6,602	60%	9,795	63%	
	Rarely	49	15%	22	18%	21	24%	18	24%	25%	218	22%	673	30%	990	30%	12,488	26%	1,125	20%	2,975	27%	4,004	26%	
	Sometimes	22	7%	4	3%	1	1%	3	4%	14%	128	12%	349	15%	549	16%	6,568	14%	519	9%	1,193	11%	1,438	9%	
	Often	5	1%	0	0%	0	0%	0	0%	4%	23	2%	45	2%	51	2%	1,988	4%	106	2%	176	2%	228	1%	
	Very often	1	0%	0	0%	0	0%	0	0%	2%	16	2%	17	1%	28	1%	918	2%	72	1%	82	1%	108	1%	
	Total	334	100%	125	100%	87	100%	76	100%	100%	1,013	100%	2,265	100%	3,305	100%	47,131	100%	5,565	100%	11,028	100%	15,573	100%	
People who are immigrants	Never	238	71%	85	68%	47	54%	45	61%	50%	554	55%	1,001	44%	1,544	47%	22,629	48%	3,313	60%	5,880	53%	8,609	55%	
	Rarely	54	16%	29	23%	25	29%	21	28%	25%	222	22%	648	29%	1,007	31%	11,783	25%	1,139	20%	2,915	26%	4,205	27%	
	Sometimes	34	10%	8	6%	13	15%	8	11%	17%	157	16%	449	20%	540	16%	7,946	17%	733	13%	1,713	16%	2,104	14%	
	Often	7	2%	2	2%	1	1%	0	0%	6%	50	5%	108	5%	133	4%	3,032	6%	249	4%	367	3%	453	3%	
	Very often	1	0%	1	1%	1	1%	0	0%	3%	24	2%	54	2%	74	2%	1,701	4%	131	2%	155	1%	175	1%	
	Total	334	100%	125	100%	87	100%	74	100%	100%	1,007	100%	2,260	100%	3,298	100%	47,091	100%	5,565	100%	11,030	100%	15,546	100%	
People with a particular political affiliation/view	Never	170	51%	71	57%	28	32%	29	38%	29%	362	36%	457	20%	727	22%	9,169	19%	1,985	36%	2,104	19%	3,264	21%	
	Rarely	60	18%	26	21%	30	34%	21	28%	20%	211	21%	489	22%	797	24%	7,534	16%	949	17%	2,146	19%	3,634	23%	
	Sometimes	62	19%	16	13%	20	23%	23	30%	26%	226	22%	718	32%	1,041	31%	12,395	26%	1,306	23%	3,693	33%	5,012	32%	
	Often	26	8%	9	7%	7	8%	1	1%	15%	125	12%	415	18%	510	15%	10,380	22%	779	14%	2,048	19%	2,381	15%	
	Very often	17	5%	3	2%	2	2%	2	3%	10%	85	8%	189	8%	231	7%	7,653	16%	549	10%	1,049	10%	1,273	8%	
	Total	335	100%	125	100%	87	100%	76	100%	100%	1,009	100%	2,268	100%	3,306	100%	47,131	100%	5,568	100%	11,040	100%	15,564	100%	
People of a particular age or generation	Never	218	65%	79	63%	45	52%	35	46%	43%	491	49%	786	35%	1,161	35%	18,839	40%	2,810	50%	4,103	37%	5,498	35%	
	Rarely	70	21%	31	25%	24	28%	24	32%	25%	273	27%	661	29%	1,024	31%	12,511	27%	1,336	24%	3,162	29%	4,634	30%	
	Sometimes	29	9%	12	10%	17	20%	12	16%	20%	165	16%	586	26%	776	23%	9,984	21%	987	18%	2,627	24%	3,771	24%	
	Often	13	4%	3	2%	0	0%	4	5%	8%	53	5%	167	7%	266	8%	4,161	9%	328	6%	845	8%	1,254	8%	
	Very often	3	1%	0	0%	1	1%	1	1%	3%	29	3%	65	3%	80	2%	1,637	3%	106	2%	299	3%	420	3%	
	Total	333	100%	125	100%	87	100%	76	100%	100%	1,011	100%	2,265	100%	3,307	100%	47,132	100%	5,567	100%	11,036	100%	15,577	100%	
People for whom English is not their native language	Never	202	60%	78	62%	37	43%	38	50%	48%	535	53%	899	40%	1,352	41%	23,023	49%	3,322	60%	5,223	47%	7,741	50%	
	Rarely	70	21%	26	21%	31	36%	24	32%	26%	236	23%	677	30%	1,070	32%	12,484	26%	1,190	21%	3,193	29%	4,664	30%	
	Sometimes	43	13%	15	12%	14	16%	10	13%	17%	172	17%	489	22%	658	20%	7,671	16%	731	13%	2,011	18%	2,414	16%	
	Often	15	4%	3	2%	2	2%	3	4%	5%	42	4%	143	6%	172	5%	2,602	6%	227	4%	445	4%	556	4%	
	Very often	4	1%	3	2%	2	2%	1	1%	3%	23	2%	60	3%	51	2%	1,362	3%	97	2%	156	1%	193	1%	
	Total	334	100%	125	100%	86	100%	76	100%																

Faculty	Never	228	69%	89	73%	36	42%	33	48%	59%	604	61%	729	33%	1,319	42%	26,443	56%	3,267	60%	3,278	31%	6,472	44%
	Rarely	59	18%	22	18%	29	34%	23	33%	21%	196	20%	662	30%	866	27%	10,771	23%	1,075	20%	3,189	30%	3,845	26%
	Sometimes	31	9%	9	7%	14	16%	10	14%	14%	130	13%	583	26%	775	24%	6,990	15%	809	15%	3,031	29%	3,320	22%
	Often	11	3%	1	1%	5	6%	3	4%	4%	40	4%	164	7%	149	5%	1,925	4%	211	4%	741	7%	838	6%
	Very often	3	1%	1	1%	1	1%	0	0%	2%	24	2%	71	3%	68	2%	756	2%	103	2%	352	3%	286	2%
	Total	332	100%	122	100%	85	100%	69	100%	100%	994	100%	2,209	100%	3,177	100%	46,885	100%	5,465	100%	10,591	100%	14,761	100%
Staff	Never	265	80%	99	82%	48	57%	27	39%	65%	677	68%	955	44%	943	29%	31,041	66%	4,035	74%	5,136	49%	4,529	30%
	Rarely	38	12%	17	14%	24	29%	24	34%	19%	165	17%	605	28%	1,007	31%	9,354	20%	841	15%	2,840	27%	4,768	32%
	Sometimes	21	6%	4	3%	9	11%	10	13%	11%	103	10%	480	22%	935	29%	4,765	10%	424	8%	2,034	19%	4,308	29%
	Often	4	1%	0	0%	3	4%	3	4%	3%	28	3%	113	5%	229	7%	1,148	2%	101	2%	341	3%	949	6%
	Very often	2	1%	1	1%	0	0%	0	0%	1%	18	2%	32	1%	90	3%	506	1%	50	1%	115	1%	333	2%
	Total	330	100%	121	100%	84	100%	70	100%	100%	991	100%	2,185	100%	3,204	100%	46,814	100%	5,451	100%	10,466	100%	14,887	100%
Administration	Never	276	84%	97	80%	56	67%	46	67%	74%	746	76%	1,218	56%	1,693	53%	33,963	73%	4,202	77%	5,984	57%	7,660	52%
	Rarely	39	12%	21	17%	22	26%	14	20%	16%	140	14%	545	25%	837	26%	7,515	16%	712	13%	2,525	24%	3,856	26%
	Sometimes	13	4%	3	2%	3	4%	9	13%	7%	70	7%	307	14%	486	15%	3,563	8%	362	7%	1,431	14%	2,468	17%
	Often	0	0%	0	0%	2	2%	0	0%	2%	20	2%	75	3%	107	3%	1,080	2%	100	2%	342	3%	524	4%
	Very often	2	1%	1	1%	1	1%	0	0%	1%	12	1%	34	2%	53	2%	627	1%	62	1%	149	1%	220	1%
	Total	330	100%	122	100%	84	100%	69	100%	100%	988	100%	2,179	100%	3,176	100%	46,758	100%	5,438	100%	10,431	100%	14,728	100%
Local community	Never	182	55%	63	52%	28	33%	28	41%	37%	420	42%	546	25%	773	24%	16,715	36%	2,493	46%	3,376	33%	4,673	32%
	Rarely	58	17%	21	17%	19	23%	15	22%	18%	168	17%	385	18%	576	18%	8,588	18%	874	16%	1,782	17%	2,965	20%
	Sometimes	60	18%	30	25%	28	33%	16	23%	25%	217	22%	639	29%	1,097	35%	12,089	26%	1,158	21%	3,163	31%	4,648	32%
	Often	18	5%	6	5%	7	8%	8	12%	12%	110	11%	382	18%	484	15%	5,997	13%	581	11%	1,335	13%	1,694	12%
	Very often	14	4%	1	1%	2	2%	2	3%	7%	75	8%	224	10%	235	7%	3,321	7%	317	6%	627	6%	623	4%
	Total	332	100%	121	100%	84	100%	69	100%	100%	990	100%	2,176	100%	3,165	100%	46,710	100%	5,423	100%	10,283	100%	14,609	100%



HEDS Diversity and Equity Campus Climate Survey Fall 2020 Comparison Report FAMU-FSU College of Engineering

Experiences of Discrimination or Harassment

This worksheet includes three tables with data on Experiences of Discrimination or Harassment. Table 1 presents the survey question which asked people whether they had experienced discrimination or harassment.

Table 2 shows the percentage of people within different groups at your institution who experienced discrimination or harassment compared to those groups at other institutions. Arrows pointing down indicate that members of a group at your institution, on average, experienced less discrimination or harassment than their counterparts at other institutions; arrows pointing up indicate that group has experienced more discrimination or harassment. An “≈” sign indicates that the groups are roughly the same. (For more details on effect sizes and high scores, see notes below Table 2.)

Table 3 provides more detail on experiences of discrimination or harassment, including frequencies for follow-up questions answered by those who indicated they had experienced discrimination or harassment.

Table 1: Experiences of Discrimination or Harassment

Have you ever been discriminated against or harassed on the FAMU-FSU College of Engineering campus, at an off-campus residence, or at an off-campus program/event affiliated with FAMU-FSU College of Engineering? (Q13)

Yes
No
Unsure

Table 2: Experiences of Discrimination or Harassment by Demographic Categories

	FAMU-FSU College of Engineering				All Other 4-Year Public Institutions		All Other Institutions	
			Effect Size ²					
	n	% Yes ¹	vs. All Other 4-Year Public Institutions	vs. All Other Institutions	n	% Yes	n	% Yes
Results by Role								
Undergraduate Students	338	12%	↓	↓	8,837	16%	47,393	19%
Graduate Students	126	13%	≈	≈	1,019	15%	5,616	15%
Faculty	88	17%	↓	↓	2,277	24%	11,082	21%
Staff	67	12%	↓	↓	2,786	20%	12,228	19%
Administrators	9	11%			534	18%	3,380	20%
Results by Role and Race/Ethnicity (Broad Categories)								
All Students	U.S. White	161	13%	≈	6,082	14%	34,519	16%
	U.S. Persons of Color	199	13%	↓	3,328	18%	15,312	25%
	International	98	8%	↓	381	19%	2,729	24%
All Employees	U.S. White	70	9%	↓	4,257	19%	20,786	18%
	U.S. Persons of Color	76	21%	↓	1,139	29%	5,069	27%
	International	9	11%		54	19%	204	20%
Results by Role and Gender								
All Students	Men (cisgender)	274	6%	↓	3,109	14%	19,417	15%
	Women (cisgender)	184	21%	↑	6,445	16%	32,050	20%
	Non-binary and/or transgender	4	-		278	36%	1,388	41%
All Employees	Men (cisgender)	99	14%	≈	2,159	17%	10,899	14%
	Women (cisgender)	64	14%	↓	3,351	23%	15,374	24%
	Non-binary and/or transgender	1	-		42	33%	202	37%
Results by Role and Sexual Orientation (Broad Categories)								
All Students	Heterosexual	385	11%	≈	7,672	13%	41,939	16%
	LGBQ+	73	19%	↓	2,088	24%	10,581	30%
All Employees	Heterosexual	147	14%	↓	4,821	19%	23,112	19%
	LGBQ+	10	20%	↓	641	32%	2,942	29%
Results by Role and Religion (Broad Categories)								
All Students	Christian	237	11%	≈	6,021	14%	34,624	16%
	Other religious affiliation	44	14%	≈	436	17%	2,697	24%
	No religious affiliation	153	12%	↓	2,598	19%	12,206	23%
All Employees	Christian	79	20%	≈	3,433	20%	15,858	19%
	Other religious affiliation	14	0%	↓	203	28%	1,181	20%
	No religious affiliation	51	8%	↓	1,454	21%	7,470	20%
Results by Role and Political Affiliation								

All Students	Far left	30	13%	↓	↓↓	540	22%	3,773	31%
	Liberal	144	15%	↓	↓	2,731	20%	16,667	24%
	Middle-of-the-road	181	8%	↓	↓	4,096	13%	18,900	15%
	Conservative	79	9%	↓	↓	1,886	13%	11,589	13%
	Far right	3	-			194	16%	691	15%
All Employees	Far left	10	0%	↓↓↓	↓↓↓	313	30%	2,114	26%
	Liberal	53	13%	↓	↓	1,900	23%	10,697	21%
	Middle-of-the-road	65	17%	≈	≈	2,008	19%	8,376	18%
	Conservative	24	17%	≈	≈	1,098	19%	4,534	16%
	Far right	0	-			41	17%	117	18%
Results by Role and Disability Status (Broad Categories)									
All Students	Long-term disability	28	36%	≈	≈	891	31%	4,818	37%
	Temporary disability	7	14%			192	26%	1,040	31%
	No disability	427	11%	↓	↓	8,733	14%	46,957	17%
All Employees	Long-term disability	5	40%			367	36%	1,403	35%
	Temporary disability	1	-			103	35%	440	33%
	No disability	156	13%	↓	↓	5,082	20%	24,681	19%
Results by Race/Ethnicity (Detailed Categories, Students and Employees)									
	African	9	11%			145	28%	616	25%
	African American/Black	87	20%	≈	↓	1,352	20%	2,746	29%
	Alaska Native	0	-			1	-	18	28%
	Asian	59	14%	≈	↓	369	15%	2,382	18%
	Asian American	6	17%			81	16%	789	23%
	Caribbean/West Indian	5	40%			56	21%	218	24%
	Hispanic or Latino/a	46	7%	↓↓	↓↓	644	17%	3,543	22%
	Latin American	5	0%			72	17%	366	23%
	Middle Eastern	15	7%	↓	↓	112	11%	482	20%
	Native American/American Indian	1	-			60	27%	246	29%
	Native Hawaiian or other Pacific Islander	1	-			19	16%	212	24%
	South Asian	13	0%	↓↓↓	↓↓↓	62	18%	298	27%
	Southeast Asian	3	-			18	28%	169	20%
	White	234	12%	↓	↓	10,378	16%	55,714	16%
	Some other race or ethnicity	7	14%			220	35%	1,110	30%
	Multiple race/ethnicity categories	122	11%	↓↓	↓↓	1,649	23%	9,687	27%
Results by Sexual Orientation (Detailed Categories, Students and Employees)									
	Asexual	11	0%	↓↓↓	↓↓↓	422	17%	1,748	19%
	Bisexual	34	18%	↓	↓↓	996	24%	4,748	31%
	Gay	9	44%			344	32%	1,634	32%
	Lesbian	5	20%			250	26%	1,099	33%
	Pansexual	6	67%			235	35%	1,057	32%
	Queer	1	-			138	36%	1,192	42%
	Questioning	7	14%			149	21%	1,103	25%
	Straight (Heterosexual)	532	12%	↓	↓	12,493	16%	65,051	17%
Results by Religion (Detailed Categories, Students and Employees)									
	Agnostic	92	11%	↓	↓	1,473	19%	6,611	21%
	Atheist	65	11%	↓	↓	1,102	20%	4,648	20%
	Baptist	50	14%	≈	↓	1,363	16%	1,718	21%
	Buddhist	4	-			121	17%	714	22%
	Catholic	102	12%	↓	↓	2,619	15%	12,759	17%
	The Church of Jesus Christ of Latter-day Saints	5	20%			932	17%	18,991	15%
	Episcopalian	4	-			144	23%	824	22%
	Hindu	18	11%	≈	↓	72	10%	399	20%
	Jehovah's Witness	3	-			32	13%	89	15%
	Jewish	6	17%			173	28%	1,529	25%
	Lutheran	8	25%			259	19%	1,918	15%
	Methodist	17	18%	↓	≈	598	13%	1,500	18%
	Muslim	30	10%	↓	↓↓	273	20%	858	21%
	Nondenominational Christian	71	14%	≈	↓	1,813	17%	4,483	20%
	Orthodox Christian	10	20%			200	13%	585	18%
	Other Christian	36	6%	↓↓	↓↓	1,244	16%	2,914	18%
	Presbyterian	10	10%	↓	↓	250	16%	1,066	17%
	Spiritual, but not religious	47	11%	↓	↓↓	1,477	19%	5,875	23%

¹ We only show percentages for groups of five (5) or more people.

² "Effect size" measures the magnitude of the difference between the percentage for your students and employees and the percentage for students and employees at all other institutions. **We only calculate effect size when the percentage is based on 10 or more people.**

Large positive difference
 Medium positive difference
 Small positive difference
 ≈ No difference
 Large negative difference
 Medium negative difference
 Small negative difference

Table 3: Responses to Questions About Experiences of Discrimination or Harassment																																									
		FAMU-FSU College of Engineering										All Other Institutions																													
		Undergraduate Students					Graduate Students					Faculty					Staff/Administrators					Undergraduate Students					Graduate Students					Faculty					Staff/Administrators				
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%										
Please indicate your level of agreement with the following items. (Q12)																																									
If I experienced or observed an act of discrimination or harassment while at FAMU-FSU College of Engineering, I know whom to contact to report the incident.	Strongly agree	73	22%	30	24%	20	23%	26	34%	30%	276	27%	971	43%	1,508	46%	9,489	20%	1,183	21%	3,695	33%	6,568	42%																	
	Agree	83	25%	40	32%	40	45%	33	43%	31%	312	31%	876	38%	1,293	39%	14,384	30%	1,676	30%	4,463	40%	5,993	38%																	
	Neither agree nor disagree	46	14%	16	13%	15	17%	4	5%	13%	137	13%	194	9%	213	6%	6,608	14%	848	15%	1,119	10%	1,148	7%																	
	Disagree	88	26%	23	18%	10	11%	10	13%	17%	181	18%	162	7%	205	6%	11,560	24%	1,257	23%	1,325	12%	1,427	9%																	
	Strongly disagree	47	14%	17	13%	3	3%	3	4%	8%	109	11%	73	3%	92	3%	5,156	11%	617	11%	460	4%	477	3%																	
	Total	337	100%	126	100%	88	100%	76	100%	100%	1,015	100%	2,276	100%	3,311	100%	47,197	100%	5,581	100%	11,062	100%	15,613	100%																	
The process for reporting acts of discrimination or harassment at FAMU-FSU College of Engineering is clear to me.	Strongly agree	68	20%	26	21%	18	20%	27	36%	28%	249	25%	830	36%	1,313	40%	8,174	17%	1,051	19%	3,071	28%	5,526	35%																	
	Agree	62	18%	35	28%	34	39%	24	32%	28%	250	25%	823	36%	1,183	36%	10,914	23%	1,285	23%	3,704	33%	5,283	34%																	
	Neither agree nor disagree	59	18%	21	17%	15	17%	8	11%	16%	182	18%	279	12%	374	11%	8,171	17%	1,029	18%	1,766	16%	2,074	13%																	
	Disagree	95	28%	27	21%	19	22%	11	14%	19%	225	22%	261	11%	336	10%	13,822	29%	1,492	27%	1,948	18%	2,107	13%																	
	Strongly disagree	53	16%	17	13%	2	2%	6	8%	9%	107	11%	84	4%	102	3%	6,079	13%	715	13%	575	5%	626	4%																	
	Total	337	100%	126	100%	88	100%	76	100%	100%	1,013	100%	2,277	100%	3,308	100%	47,160	100%	5,572	100%	11,064	100%	15,616	100%																	
The process for investigating acts of discrimination or harassment at FAMU-FSU College of Engineering is clear to me.	Strongly agree	68	20%	26	21%	16	18%	22	29%	27%	220	22%	679	30%	1,097	33%	7,228	15%	928	17%	2,328	21%	4,398	28%																	
	Agree	57	17%	27	21%	22	25%	20	26%	24%	225	22%	668	29%	1,047	32%	8,857	19%	1,103	20%	2,840	26%	4,369	28%																	
	Neither agree nor disagree	55	16%	23	18%	24	27%	12	16%	17%	203	20%	431	19%	526	16%	8,081	17%	1,077	19%	2,199	20%	2,843	18%																	
	Disagree	102	30%	34	27%	24	27%	16	21%	21%	238	24%	344	15%	463	14%	14,763	31%	1,567	28%	2,624	24%	2,923	19%																	
	Strongly disagree	55	16%	16	13%	2	2%	6	8%	11%	126	12%	155	7%	169	5%	8,195	17%	892	16%	1,064	10%	1,069	7%																	
	Total	337	100%	126	100%	88	100%	76	100%	100%	1,012	100%	2,277	100%	3,302	100%	47,124	100%	5,567	100%	11,055	100%	15,602	100%																	
Have you ever been discriminated against or harassed on the FAMU-FSU College of Engineering campus, at an off-campus residence, or at an off-campus program/event affiliated with FAMU-FSU College of Engineering? (Q13)																																									
Yes		39	12%	17	13%	15	17%	9	12%	16%	149	15%	540	24%	646	19%	9,136	19%	834	15%	2,373	21%	2,946	19%																	
No		269	80%	96	76%	61	69%	56	74%	76%	794	78%	1,536	67%	2,444	74%	33,879	71%	4,293	76%	7,782	70%	11,500	74%																	
Unsure		30	9%	13	10%	12	14%	11	14%	8%	76	7%	201	9%	230	7%	4,378	9%	489	9%	927	8%	1,162	7%																	
Total		338	100%	126	100%	88	100%	76	100%	100%	1,019	100%	2,277	100%	3,320	100%	47,393	100%	5,616	100%	11,082	100%	15,608	100%																	
How often have you been discriminated against or harassed on the FAMU-FSU College of Engineering campus, at an off-campus residence, or at an off-campus program/event affiliated with FAMU-FSU College of Engineering for the following reasons? (Q14)																																									
Respondents who selected "Yes" for Question 13 saw Question 14.																																									
Because of my racial and/or ethnic identity	Never	17	44%	9	53%	2	13%	5	63%	50%	63	43%	347	65%	403	63%	4,550	50%	381	47%	1,458	63%	1,889	65%																	
	Rarely	3	8%	2	12%	3	20%	1	13%	11%	15	10%	47	9%	60	9%	898	10%	77	9%	254	11%	303	10%																	
	Sometimes	13	33%	6	35%	6	40%	2	25%	18%	30	20%	75	14%	103	16%	1,741	19%	178	22%	370	16%	415	14%																	
	Often	3	8%	0	0%	2	13%	0	0%	12%	21	14%	34	6%	40	6%	1,055	12%	114	14%	134	6%	174	6%																	
	Very often	3	8%	0	0%	2	13%	0	0%	9%	18	12%	28	5%	29	5%	828	9%	68	8%	108	5%	108	4%																	
	Total	39	100%	17	100%	15	100%	8	100%	100%	147	100%	531	100%	635	100%	9,072	100%	818	100%	2,324	100%	2,889	100%																	
Because of my sexual orientation	Never	31	82%	14	82%	14	93%	5	71%	67%	102	69%	448	85%	528	84%	6,423	71%	638	78%	1,949	84%	2,464	85%																	
	Rarely	1	3%	2	12%	0	0%	1	14%	11%	13	9%	25	5%	42	7%	821	9%	74	9%	145	6%	185	6%																	
	Sometimes	5	13%	0	0%	1	7%	1	14%	12%	15	10%	43	8%	47	7%	937	10%	64	8%	156	7%	164	6%																	
	Often	0	0%	0	0%	0	0%	0	0%	6%	11	7%	7	1%	9	1%	497	5%	26	3%	41	2%	45	2%																	
	Very often	1	3%	1	6%	0	0%	0	0%	5%	6	4%	4	1%	5	1%	376	4%	20	2%	25	1%	25	1%																	
	Total	38	100%	17	100%	15	100%	7	100%	100%	147	100%	527	100%	631	100%	9,054	100%	822	100%	2,316	100%	2,883	100%																	
Because of my gender or gender identity	Never	12	32%	6	35%	6	43%	3	38%	52%	67	45%	202	38%	329	52%	4,314	48%	390	47%	845	36%	1,213	42%																	
	Rarely	4	11%	3	18%	2	14%	3	38%	13%	23	16%	59	11%	72	11%	1,037	11%	106	13%	279	12%	350	12%																	
	Sometimes	14	37%	4	24%	4	29%	1	13%	19%	30	20%	152	29%	139	22%	1,905	21%	176	21%	757	32%	833	29%																	
	Often	2	5%	0	0%	2	14%	0	0%	10%	16	11%	74	14%	57	9%	1,134	13%	96	12%	286	12%	339	12%																	
	Very often	6	16%	4	24%	0	0%	1	13%	6%	12	8%	45	8%	36	6%	673	7%	54	7%	171	7%	162	6%																	
	Total	38	100%	17	100%	14	100%	8	100%	100%	148	100%	532	100%	633	100%	9,063	100%	822	100%	2,338	100%	2,897	100%																	
Because of my socioeconomic background	Never	24	63%	13	76%	11	79%	5	63%	60%	100	68%	387	73%	434	68%	5,204	57%	507	62%	1,726	75%	1,998	69%																	
	Rarely	8	21%	3	18%	1	7%	0	0%	17%	19	13%	65	12%	91	14%	1,407	16%	117	14%	292	13%	397	14%																	
	Sometimes	6	16%	0	0%	2	14%	3	38%	15%	13	9%	59	11%	84	13%	1,521	17%	121	15%	210	9%	348	12%																	
	Often	0	0%	1	6%	0	0%	0	0%	5%	9	6%	11	2%	13	2%	573	6%	46	6%	51	2%	102	4%																	
	Very often	0	0%	0	0%	0	0%	0	0%	3%	6	4%	6	1%	13	2%	360	4%	29	4%	37	2%	39	1%																	
	Total	38	100%	17	100%	14	100%	8	100%	100%	147	100%	528	100%	635	100%	9,065	100%	820	100%	2,316	100%	2,884	100%																	
Because of my religious background	Never	33	87%	12	71%	12	80%	8	100%	58%	89	61%	312	59%	406	64%	6,245	69%	550	67%	1,638	71%	2,163	75%																	
	Rarely	2	5%	5	29%	2	13%	0	0%	14%	19	13%	76	14%	98	15%	1,120	12%	102	12%	310	13%	315	11%																	
	Sometimes	2	5%	0	0%	1	7%	0	0%	16%	19	13%	91	17%	91	14%	1,012	11%	99	12%	252	11%	289	10%																	
	Often	1	3%	0	0%	0	0%	0	0%	8%	10	7%	26	5%	26	4%	404	4%	34	4%	75	3%	90	3%																	
	Very often	0	0%	0	0%	0	0%	0	0%	5%	10	7%	21	4%	15	2%	280	3%	39	5%	48	2%	38	1%																	
	Total	38	100%	17	100%	15	100%	8	100%	100%	147	100%	526	100%	636	100%	9,061	100%	824	100%	2,323	100%	2,885	100%																	
Because of my disability	Never	31	82%	15	88%	14	100%	8	100%	79%	116	79%	464	89%	549	87%	7,345	81%	639	78%	2,075	90%	2,531	88%																	
	Rarely	2	5%	0	0%	0	0%	0	0%	7%	13	9%	20	4%	35	6%	599	7%	56	7%	99	4%	130	5%																	

Because of my age or generation	Never	28	74%	13	76%	8	53%	4	50%	55%	85	58%	267	50%	269	42%	6,059	67%	479	58%	1,091	47%	1,188	41%	
	Rarely	4	11%	3	18%	3	20%	1	13%	17%	23	16%	90	17%	121	19%	1,276	14%	136	17%	423	18%	535	18%	
	Sometimes	6	16%	1	6%	3	20%	2	25%	18%	19	13%	118	22%	157	25%	1,113	12%	132	16%	562	24%	771	23%	
	Often	0	0%	0	0%	0	0%	0	0%	6%	11	7%	40	8%	59	9%	396	4%	47	6%	160	7%	272	9%	
	Very often	0	0%	0	0%	1	7%	1	13%	4%	9	6%	15	3%	27	4%	212	2%	30	4%	92	4%	135	5%	
	Total		38	100%	17	100%	15	100%	8	100%	100%	147	100%	530	100%	633	100%	9,056	100%	824	100%	2,328	100%	2,901	100%
Because of my physical appearance	Never	14	37%	9	53%	7	47%	3	38%	36%	67	46%	279	53%	318	50%	3,408	42%	358	49%	1,110	54%	1,309	51%	
	Rarely	7	18%	2	12%	3	20%	3	38%	19%	29	20%	77	15%	112	18%	1,350	17%	115	16%	318	16%	441	17%	
	Sometimes	11	29%	4	24%	3	20%	2	25%	25%	27	18%	123	23%	138	22%	1,989	24%	161	22%	434	21%	579	23%	
	Often	4	11%	1	6%	2	13%	0	0%	12%	17	12%	27	5%	37	6%	908	11%	61	8%	113	6%	161	6%	
	Very often	2	5%	1	6%	0	0%	0	0%	9%	7	5%	21	4%	25	4%	521	6%	38	5%	66	3%	74	3%	
	Total		38	100%	17	100%	15	100%	8	100%	100%	147	100%	527	100%	630	100%	8,176	100%	733	100%	2,041	100%	2,564	100%
Because of some other aspect of my identity	Never	21	75%	14	93%	6	50%	5	83%	80%	93	79%	300	70%	352	67%	5,547	81%	502	79%	1,199	70%	1,683	73%	
	Rarely	3	11%	0	0%	1	8%	0	0%	6%	6	5%	19	4%	34	6%	250	4%	33	5%	89	5%	136	6%	
	Sometimes	1	4%	0	0%	0	4%	1	17%	6%	7	6%	54	13%	73	14%	436	6%	44	7%	228	13%	277	12%	
	Often	1	4%	1	7%	0	0%	0	0%	4%	5	4%	28	7%	41	8%	263	4%	20	3%	122	7%	128	6%	
	Very often	2	7%	0	0%	1	8%	0	0%	4%	6	5%	29	7%	24	5%	316	5%	33	5%	83	5%	84	4%	
	Total		28	100%	15	100%	12	100%	6	100%	100%	117	100%	430	100%	524	100%	6,812	100%	632	100%	1,721	100%	2,308	100%
You indicated that you have experienced discrimination or harassment during your time at FAMU-FSU College of Engineering. Did any of these incidents of discrimination or harassment at FAMU-FSU College of Engineering occur in the last year? (Q15)																									
Respondents who selected "Yes" for Question 13 saw Question 15.																									
Yes		21	55%	7	41%	3	20%	2	22%	72%	87	58%	267	50%	344	53%	6,770	74%	562	68%	1,154	49%	1,507	51%	
No		17	45%	10	59%	12	80%	7	78%	28%	62	42%	270	50%	300	47%	2,343	26%	270	32%	1,214	51%	1,430	49%	
Total		38	100%	17	100%	15	100%	9	100%	100%	149	100%	537	100%	644	100%	9,113	100%	832	100%	2,368	100%	2,937	100%	
Please indicate which of the following forms of discrimination or harassment you have experienced in the past year. (Check all that apply) (Q16)																									
Respondents who selected "Yes" for Question 15 saw Question 16.																									
Stared at		9	43%	1	17%	1	33%	0	0%	58%	47	55%	58	22%	101	30%	3,714	55%	207	38%	226	20%	392	26%	
Deliberately ignored, isolated, left out, or excluded		15	71%	3	50%	2	67%	0	0%	53%	50	58%	161	61%	205	60%	3,580	53%	332	60%	655	57%	895	60%	
Singled out as the "resident authority"		4	19%	1	17%	1	33%	0	0%	13%	13	15%	47	18%	59	17%	1,075	16%	129	23%	230	20%	259	17%	
Racial/ethnic profiling		5	24%	1	17%	1	33%	0	0%	33%	37	43%	55	21%	79	23%	2,280	34%	181	33%	211	18%	301	20%	
Graffiti or other forms of vandalism on campus		0	0%	0	0%	0	0%	0	0%	3%	3	3%	6	2%	6	2%	333	5%	19	3%	41	4%	27	2%	
Derogatory or written comments		2	10%	0	0%	0	0%	0	0%	10%	9	10%	54	20%	39	11%	765	11%	76	14%	243	21%	167	11%	
Derogatory remarks		8	38%	5	83%	1	33%	0	0%	59%	38	44%	161	61%	193	57%	4,725	63%	294	53%	646	56%	800	58%	
Derogatory posts on social media		0	0%	0	0%	0	0%	0	0%	13%	9	10%	15	6%	30	9%	1,000	15%	65	12%	83	7%	85	6%	
Derogatory phone calls		0	0%	1	17%	0	0%	0	0%	4%	0	0%	7	3%	16	5%	153	2%	9	2%	30	3%	28	2%	
Derogatory/unolicited e-mails		2	10%	0	0%	0	0%	0	0%	3%	4	5%	23	9%	25	7%	222	3%	36	7%	127	11%	96	6%	
Received a poor grade because of a hostile classroom environment		3	14%	1	17%	0	0%	0	0%	14%	13	15%	6	2%	4	1%	1,095	15%	105	19%	6	1%	8	1%	
Received a low performance evaluation		2	10%	0	0%	1	33%	0	0%	7%	17	20%	60	23%	49	14%	602	9%	96	17%	229	23%	175	12%	
Denied service or access to resources		6	29%	1	17%	1	33%	0	0%	10%	9	10%	33	12%	26	8%	776	12%	89	16%	160	14%	146	10%	
Intimidated/bullied		1	5%	3	50%	0	0%	1	50%	35%	24	28%	118	44%	126	37%	1,578	25%	179	32%	464	41%	565	38%	
Threatened with physical violence		0	0%	0	0%	0	0%	0	0%	10%	4	5%	5	2%	14	4%	509	8%	21	4%	22	2%	25	2%	
Fearful for your physical safety		3	14%	1	17%	0	0%	0	0%	23%	12	14%	32	12%	35	10%	1,412	21%	66	12%	100	9%	120	8%	
Fearful for your family's safety		0	0%	0	0%	0	0%	0	0%	2%	3	3%	10	4%	17	5%	132	2%	14	3%	29	3%	32	2%	
Physical violence		0	0%	0	0%	0	0%	0	0%	3%	1	1%	1	1%	1	1%	189	3%	12	2%	4	0%	11	1%	
Sexual assault/harassment		5	24%	3	50%	0	0%	0	0%	21%	8	9%	9	3%	22	6%	1,318	20%	43	8%	55	5%	101	7%	
Other form of discrimination or harassment		5	24%	1	17%	0	0%	2	100%	12%	17	20%	90	34%	81	24%	941	14%	123	22%	285	26%	358	24%	
Number of respondents who answered this question		21		6		3		2		86		266		341		412		6,724		552		1,145		1,486	
Did any of these incidents of discrimination or harassment occur in the following locations? (Check all that apply) (Q17)																									
Respondents who selected "Yes" for Question 15 saw Question 17.																									
In a classroom		13	65%	3	50%	0	0%	0	0%	45%	48	59%	61	24%	21	6%	3,118	47%	349	64%	311	28%	59	4%	
In a departmental office or conference room		1	5%	2	33%	1	50%	1	100%	8%	15	18%	160	63%	218	66%	544	8%	93	17%	661	60%	963	67%	
In an individual faculty or staff member's office		3	15%	2	33%	1	50%	0	0%	8%	16	20%	93	37%	123	37%	646	10%	91	17%	424	38%	542	38%	
In on-campus housing/residences		2	10%	0	0%	0	0%	0	0%	35%	17	21%	4	2%	15	5%	3,009	45%	41	8%	8	1%	47	3%	
At a house or residence off-campus		4	20%	0	0%	1	50%	0	0%	25%	15	18%	8	3%	15	5%	1,808	27%	90	17%	22	2%	33	2%	
At a program/event affiliated with or sponsored by FAMU-FSU College of Engineering		5	25%	0	0%	0	0%	0	0%	22%	17	21%	47	19%	60	18%	1,502	23%	144	27%	234	21%	281	19%	
At a dining hall, recreational space, or athletic facility		2	10%	2	33%	0	0%	0	0%	31%	18	22%	13	5%	38	12%	2,379	36%	89	16%	70	6%	155	11%	
Via the internet or social media		6	30%	1	17%	0	0%	0	0%	19%	17	21%	36	14%	48	15%	1,582	24%	112	21%	185	17%	163	11%	
Other location		3	15%	2	33%	0	0%	0	0%	18%	16	20%	59	23%	54	16%	1,007	15%	111	20%	245	22%	234	16%	
Number of respondents who answered this question		20		6		2		1		82		254		329		412		6,627		542		1,106		1,445	
Was the source of the discrimination/harassment a member of the following groups? (Check all that apply) (Q18)																									
Respondents who selected "Yes" for Question 15 saw Question 18.																									
Students		14	67%	5	71%	0	0%	0	0%	83%	53	64%	84	32%	65	20%	5,696	85%	394	72%	394	35%	288	20%	
Faculty		7	33%	4	57%	1	33%	0	0%	30%	42	51%	183	69%	87	26%	2,194	33%	288	52%	816	72%	427	29%	
Staff		3	14%	1	14%	0	0%	0	0%	19%	20	24%	57	22%	224	68%	1,122	17%	118	21%	215	19%	851	58%	
Administration		3	14%	0	0%	1	33%	1	100%	8%	16	19%	126	48%	136	41%	769	12%	107	19%	485	43%	731	50%	
Local Community		4	19%	1	14%	1	33%	0	0%	28%	29	35%	43	16%	54	16%	1,769	27%	122	22%	140	12%	188	13%	
Number of respondents who answered this question		21		7		3		1		83		264		331		412		6,666		551		1,139		1,475	
Did you report any incident(s) to campus official(s)? (Q19)																									
Respondents who selected "Yes" for Question 15 saw Question 19.																									
Yes		4	19%	2	29%	0	0%	1	50%	22%	20	23%	80	30%	109	32%	1,294	19%	138	25%	334	29%	439	29%	
No		17	81%	5	71%	3	100%	1	50%	78%	67	77%	187	70%	234	68%	5,460	81%	421	75%	816	71%	1,062	71%	
Total		21	100%	7	100%	3	100%	2	100%	100%	87	100%	267	100%	343	100%	6,754	100%	559	100%	1,150	100%	1,501	100%	



HEDS Diversity and Equity Campus Climate Survey
Fall 2020 Comparison Report
FAMU-FSU College of Engineering

Interactions with Different Groups

Table 1: % Reporting High Levels of Interaction¹ with Different Groups of People at FAMU-FSU College of Engineering

In the last year, about how often have you interacted with the following people while at FAMU-FSU College of Engineering? (Q3)

		Number of people who responded to the question ²	People who have a racial and/or ethnic identity other than your own	People from a socioeconomic background other than your own	People who have a sexual orientation other than your own	People whose gender differs from yours	People for whom English is not their native language	People from a religious background other than your own	People with a disability	People who are undocumented immigrants	People from a country other than your own	People who hold a political affiliation, philosophy, or view that differs from yours	People who are significantly older or younger than you	
Results by Role														
	Undergraduate Students	339	88%	74%	57%	89%	62%	65%	21%	8%	65%	69%	64%	
	Graduate Students	126	89%	67%	34%	88%	90%	83%	17%	5%	93%	56%	75%	
	Faculty	87	94%	72%	34%	85%	82%	80%	36%	5%	97%	60%	89%	
	Staff	68	93%	82%	48%	93%	85%	90%	25%	6%	88%	72%	94%	
	Administrators	9	100%	100%	67%	100%	78%	89%	44%	0%	100%	100%	100%	
Results by Role and Race/Ethnicity (Broad Categories)														
All Students	U.S. White	162	92%	80%	57%	91%	69%	77%	24%	5%	73%	80%	75%	
	U.S. Persons of Color	199	86%	68%	52%	87%	62%	61%	21%	10%	64%	64%	60%	
	International	98	86%	63%	39%	87%	86%	73%	12%	6%	89%	45%	67%	
All Employees	U.S. White	69	99%	91%	57%	99%	88%	94%	39%	4%	96%	84%	99%	
	U.S. Persons of Color	76	88%	67%	29%	91%	89%	80%	26%	5%	89%	57%	86%	
	International	9	100%	56%	22%	100%	78%	67%	11%	0%	100%	22%	78%	
Results by Role and Gender														
All Students	Men (cisgender)	274	87%	74%	46%	87%	72%	73%	20%	9%	76%	67%	70%	
	Women (cisgender)	185	90%	69%	58%	91%	66%	65%	19%	5%	68%	63%	62%	
	Non-binary and/or transgender	4	-	-	-	-	-	-	-	-	-	-	-	
All Employees	Men (cisgender)	98	95%	73%	44%	96%	94%	84%	36%	2%	96%	65%	92%	
	Women (cisgender)	64	92%	86%	35%	92%	80%	86%	23%	8%	89%	70%	91%	
	Non-binary and/or transgender	1	-	-	-	-	-	-	-	-	-	-	-	
Results by Role and Sexual Orientation (Broad Categories)														
All Students	Heterosexual	386	88%	74%	48%	89%	69%	70%	20%	8%	73%	66%	67%	
	LGBQ+	73	90%	63%	67%	89%	70%	68%	22%	5%	74%	65%	64%	
All Employees	Heterosexual	146	95%	79%	40%	95%	88%	86%	28%	4%	93%	68%	92%	
	LGBQ+	11	100%	73%	64%	100%	100%	91%	55%	18%	100%	82%	100%	
Results by Role and Religion (Broad Categories)														
All Students	Christian	238	87%	73%	51%	90%	65%	65%	21%	8%	68%	67%	68%	
	Other religious affiliation	44	86%	68%	27%	80%	77%	86%	11%	7%	84%	48%	64%	
	No religious affiliation	153	92%	71%	59%	90%	73%	74%	22%	8%	76%	71%	66%	
All Employees	Christian	79	92%	79%	42%	91%	87%	90%	29%	5%	91%	72%	91%	
	Other religious affiliation	14	100%	79%	36%	100%	79%	93%	21%	0%	100%	43%	79%	
	No religious affiliation	50	98%	80%	48%	100%	94%	88%	36%	4%	96%	72%	96%	
Results by Role and Political Affiliation														
All Students	Far left	31	94%	71%	52%	84%	77%	71%	26%	23%	84%	74%	65%	
	Liberal	144	94%	76%	58%	92%	71%	71%	15%	3%	76%	67%	72%	
	Middle-of-the-road	181	83%	69%	50%	88%	71%	70%	20%	8%	72%	61%	61%	
	Conservative	79	87%	73%	41%	87%	58%	68%	25%	6%	66%	73%	75%	
	Far right	3	-	-	-	-	-	-	-	-	-	-	-	
All Employees	Far left	10	100%	100%	60%	100%	90%	100%	50%	10%	100%	80%	90%	
	Liberal	52	98%	79%	40%	98%	85%	81%	31%	6%	96%	56%	94%	
	Middle-of-the-road	65	91%	77%	44%	94%	86%	88%	34%	3%	89%	77%	89%	
	Conservative	24	96%	75%	33%	92%	100%	92%	21%	4%	96%	74%	92%	
	Far right	0	-	-	-	-	-	-	-	-	-	-	-	
Results by Role and Disability Status (Broad Categories)														
All Students	Long-term disability	28	86%	71%	54%	93%	71%	68%	36%	21%	71%	68%	82%	
	Temporary disability	7	86%	86%	43%	86%	71%	77%	14%	0%	77%	71%	57%	
	No disability	428	88%	71%	50%	88%	69%	70%	19%	7%	73%	65%	66%	
All Employees	Long-term disability	5	60%	60%	20%	60%	80%	60%	20%	0%	60%	50%	80%	
	Temporary disability	2	-	-	-	-	-	-	-	-	-	-	-	
	No disability	155	95%	78%	41%	95%	89%	86%	32%	5%	94%	67%	92%	
Results by Race/Ethnicity (Detailed Categories, Students and Employees)														
	African	9	78%	67%	11%	89%	89%	78%	0%	0%	89%	44%	56%	
	African American/Black	87	90%	70%	41%	87%	64%	64%	24%	11%	65%	64%	62%	
	Alaska Native	0	-	-	-	-	-	-	-	-	-	-	-	
	Asian	59	85%	54%	27%	85%	88%	69%	19%	8%	86%	39%	71%	
	Asian American	6	67%	50%	17%	100%	100%	50%	33%	0%	100%	33%	83%	
	Caribbean/West Indian	5	100%	80%	100%	80%	100%	100%	20%	0%	80%	100%	40%	
	Hispanic or Latino/a	46	88%	78%	60%	96%	78%	67%	22%	13%	78%	76%	76%	
	Latin American	5	100%	80%	100%	100%	80%	100%	0%	0%	100%	80%	80%	
	Middle Eastern	15	80%	60%	33%	80%	73%	67%	0%	13%	93%	53%	53%	
	Native American/American Indian	1	-	-	-	-	-	-	-	-	-	-	-	
	Native Hawaiian or other Pacific Islander	1	-	-	-	-	-	-	-	-	-	-	-	
	South Asian	13	100%	85%	31%	92%	85%	92%	31%	0%	100%	54%	85%	
	Southeast Asian	3	-	-	-	-	-	-	-	-	-	-	-	
	White	234	94%	83%	57%	94%	75%	82%	29%	5%	80%	81%	82%	
	Some other race or ethnicity	7	57%	57%	43%	57%	71%	71%	29%	0%	71%	57%	57%	
	Multiple race/ethnicity categories	122	86%	64%	48%	89%	66%	64%	17%	6%	71%	53%	66%	
	Results by Sexual Orientation (Detailed Categories, Students and Employees)													
	Asexual	11	82%	64%	36%	82%	64%	82%	45%	0%	73%	73%	73%	
	Bisexual	34	91%	65%	74%	91%	79%	68%	24%	9%	71%	68%	61%	
	Gay	10	100%	70%	90%	90%	70%	90%	50%	20%	80%	80%	80%	
	Lesbian	5	100%	80%	80%	100%	80%	80%	0%	0%	80%	80%	60%	
	Pansexual	6	100%	67%	50%	100%	83%	67%	17%	0%	100%	67%	100%	
	Queer	1	-	-	-	-	-	-	-	-	-	-	-	
	Questioning	7	86%	71%	71%	86%	43%	57%	14%	0%	71%	57%	57%	
	Straight (Heterosexual)	532	90%	75%	46%	90%	75%	74%	22%	7%	78%	67%	74%	
	Results by Religion (Detailed Categories, Students and Employees)													
		Agnostic	91	98%	81%	58%	92%	80%	79%	25%	8%	86%	74%	70%
Atheist		65	95%	72%	57%	97%	80%	85%	25%	5%	86%	72%	86%	
Baptist		50	88%	70%	46%	88%	67%	68%	20%	6%	70%	68%	68%	
Buddhist		4	-	-	-	-	-	-	-	-	-	-	-	
Catholic		103	84%	73%	50%	88%	75%	70%	28%	8%	79%	68%	73%	
The Church of Jesus Christ of Latter-day Saints		5	100%	40%	40%	100%	100%	80%	20%	0%	100%	60%	80%	
Episcopalian		4	-	-	-	-	-	-	-	-	-	-	-	
Hindu		18	82%	72%	17%	78%	72%	78%	6%	0%	83%	28%	67%	
Jehovah's Witness		3	-	-	-	-	-	-	-	-	-	-	-	
Jewish		6	100%	83%	67%	100%	83%	100%	50%	17%	83%	100%	83%	
Lutheran		8	100%	100%	50%	100%	75%	75%	13%	13%	88%	88%	75%	

Methodist	17	94%	65%	53%	94%	59%	53%	18%	0%	59%	53%	76%
Muslim	30	90%	63%	27%	83%	77%	90%	10%	7%	93%	43%	63%
Nondenominational Christian	71	92%	82%	51%	90%	68%	75%	21%	6%	70%	76%	72%
Orthodox Christian	10	80%	80%	30%	100%	90%	90%	20%	30%	100%	60%	100%
Other Christian	36	83%	67%	46%	89%	64%	69%	19%	6%	61%	53%	67%
Presbyterian	10	90%	90%	50%	100%	80%	70%	30%	0%	90%	90%	100%
Spiritual, but not religious	47	83%	60%	51%	87%	70%	64%	26%	9%	66%	64%	64%

¹“High Levels” include people who answered “Daily” or “Weekly” to the respective statement.

²Includes those who responded to at least one statement from this question. We only show percentages for groups of five (5) or more people.

Table 2: How Often People Interact with Different Groups on Campus																								
	FAMU-FSU College of Engineering								All Other 4-Year Public Institutions								All Other Institutions							
	Undergraduate Students		Graduate Students		Faculty		Staff/Administrators		Undergraduate Students		Graduate Students		Staff/Administrators		Undergraduate Students		Graduate Students		Faculty		Staff/Administrators			
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%		
In the last year, about how often have you interacted with the following people while at FAMU-FSU College of Engineering? (Q3)																								
People who have a racial and/or ethnic identity other than your own	Daily	236	70%	86	69%	70	80%	65	84%	5,927	67%	543	53%	69%	2,346	71%	28,715	61%	2,591	46%	7,253	66%		
	Weekly	61	18%	22	20%	12	14%	7	9%	1,605	18%	296	29%	23%	594	18%	10,940	23%	1,876	34%	2,871	26%		
	Monthly	12	4%	5	4%	3	3%	2	2%	324	4%	48	5%	3%	121	4%	2,700	6%	385	7%	624	6%		
	A few times	18	5%	5	4%	3	3%	1	1%	653	7%	84	8%	3%	157	5%	3,684	8%	487	9%	450	4%		
	A few times	18	5%	5	4%	3	3%	1	1%	653	7%	84	8%	3%	157	5%	3,684	8%	487	9%	450	4%		
	Not at all/not that I'm aware of	16	5%	6	5%	2	2%	4	5%	206	2%	48	5%	1%	172	5%	2,559	5%	359	7%	118	1%		
Total	338	100%	125	100%	87	100%	77	100%	8,805	100%	1,015	100%	100%	3,325	100%	47,353	100%	5,597	100%	11,064	100%			
People from a socioeconomic background other than your own	Daily	181	54%	62	49%	47	55%	50	65%	4,918	56%	467	46%	70%	2,178	66%	27,125	57%	2,308	41%	6,833	62%		
	Weekly	68	20%	22	17%	15	17%	15	19%	1,773	20%	284	28%	20%	595	18%	9,966	21%	1,694	30%	2,758	25%		
	Monthly	14	4%	8	6%	2	2%	0	0%	399	5%	53	5%	5%	270	8%	3,816	8%	491	9%	652	6%		
	A few times	21	6%	7	6%	8	9%	2	3%	770	9%	92	9%	3%	190	6%	2,596	5%	399	7%	540	5%		
	A few times	21	6%	7	6%	8	9%	2	3%	770	9%	92	9%	3%	190	6%	2,596	5%	399	7%	540	5%		
	Not at all/not that I'm aware of	54	16%	17	13%	15	17%	10	13%	942	11%	118	12%	5%	341	8%	626	11%	559	5%	1,010	7%		
Total	338	100%	126	100%	86	100%	77	100%	8,802	100%	1,015	100%	100%	3,311	100%	47,308	100%	5,581	100%	11,020	100%			
People who have a sexual orientation other than your own	Daily	126	37%	31	25%	15	17%	23	30%	4,359	50%	341	34%	49%	1,544	47%	19,946	42%	1,549	28%	5,099	46%		
	Weekly	67	20%	11	9%	14	16%	15	20%	1,899	22%	277	27%	27%	775	23%	9,333	20%	1,290	23%	2,970	27%		
	Monthly	18	5%	10	8%	1	1%	8	11%	484	6%	53	5%	5%	270	8%	3,816	8%	491	9%	652	6%		
	A few times	43	13%	20	16%	13	15%	16	21%	1,031	12%	136	13%	7%	388	12%	6,866	15%	846	15%	916	8%		
	A few times	43	13%	20	16%	13	15%	16	21%	1,031	12%	136	13%	7%	388	12%	6,866	15%	846	15%	916	8%		
	Not at all/not that I'm aware of	84	25%	53	42%	43	50%	14	18%	1,026	12%	210	21%	12%	336	10%	7,327	15%	1,364	25%	1,353	12%		
Total	338	100%	125	100%	86	100%	76	100%	8,799	100%	1,017	100%	100%	3,313	100%	47,288	100%	5,560	100%	10,990	100%			
People whose gender differs from yours	Daily	251	74%	90	73%	74	85%	67	87%	6,975	79%	631	62%	85%	2,941	89%	38,873	82%	3,767	64%	11,300	88%		
	Weekly	49	14%	21	17%	9	10%	11	15%	913	11%	249	25%	10%	490	15%	4,828	10%	1,472	25%	2,405	19%		
	Monthly	12	4%	6	5%	0	0%	2	3%	312	4%	32	3%	1%	110	3%	1,147	2%	308	5%	311	3%		
	A few times	20	6%	3	2%	2	2%	1	1%	452	5%	55	5%	2%	97	3%	1,625	3%	328	6%	170	2%		
	A few times	20	6%	3	2%	2	2%	1	1%	452	5%	55	5%	2%	97	3%	1,625	3%	328	6%	170	2%		
	Not at all/not that I'm aware of	10	3%	1	1%	1	1%	2	3%	266	3%	48	5%	2%	132	4%	2,053	4%	293	5%	119	1%		
Total	338	100%	126	100%	87	100%	77	100%	8,801	100%	1,015	100%	100%	3,322	100%	47,358	100%	5,601	100%	11,066	100%			
People for whom English is not their native language	Daily	120	36%	84	67%	64	74%	47	61%	2,506	28%	271	27%	41%	961	29%	13,102	28%	1,525	27%	4,530	41%		
	Weekly	88	26%	30	24%	16	18%	18	23%	2,370	27%	324	32%	32%	972	29%	14,117	30%	1,799	32%	3,875	35%		
	Monthly	23	7%	5	4%	2	2%	5	6%	857	10%	88	9%	9%	482	15%	5,452	12%	521	9%	686	6%		
	A few times	38	11%	5	4%	5	6%	4	5%	1,806	20%	174	17%	12%	669	20%	9,141	19%	1,124	11%	1,478	14%		
	A few times	38	11%	5	4%	5	6%	4	5%	1,806	20%	174	17%	12%	669	20%	9,141	19%	1,124	11%	1,478	14%		
	Not at all/not that I'm aware of	69	20%	2	2%	0	0%	3	4%	1,272	14%	158	16%	6%	235	7%	5,563	12%	801	14%	603	5%		
Total	338	100%	126	100%	87	100%	77	100%	8,811	100%	1,015	100%	100%	3,319	100%	47,375	100%	5,588	100%	11,057	100%			
People from a religious background other than your own	Daily	155	46%	77	61%	56	64%	55	72%	5,012	57%	439	43%	67%	2,195	66%	20,824	44%	1,927	35%	6,536	59%		
	Weekly	65	19%	27	21%	14	16%	13	17%	1,620	18%	277	27%	18%	490	15%	8,065	17%	1,554	28%	2,763	21%		
	Monthly	14	4%	5	4%	1	1%	2	3%	432	5%	73	7%	3%	146	4%	3,053	6%	493	9%	487	4%		
	A few times	26	8%	6	5%	4	5%	1	1%	859	10%	101	10%	4%	212	6%	7,534	16%	796	14%	800	7%		
	A few times	26	8%	6	5%	4	5%	1	1%	859	10%	101	10%	4%	212	6%	7,534	16%	796	14%	800	7%		
	Not at all/not that I'm aware of	78	23%	11	9%	11	13%	2	3%	880	10%	125	12%	8%	275	8%	2,857	6%	1,643	30%	1,293	11%		
Total	338	100%	126	100%	87	100%	76	100%	8,803	100%	1,016	100%	100%	3,318	100%	47,332	100%	5,578	100%	10,999	100%			
People with a disability	Daily	25	7%	7	6%	7	8%	4	5%	1,663	19%	140	14%	29%	742	22%	7,137	15%	673	12%	2,949	27%		
	Weekly	46	14%	14	11%	24	28%	17	22%	2,270	26%	239	24%	35%	923	28%	10,811	23%	1,051	19%	3,777	26%		
	Monthly	32	9%	15	12%	9	10%	17	22%	983	11%	96	9%	12%	524	16%	6,427	14%	800	10%	1,207	11%		
	A few times	87	26%	45	36%	34	39%	26	34%	2,228	25%	267	26%	18%	829	25%	13,023	28%	1,382	25%	2,032	18%		
	A few times	87	26%	45	36%	34	39%	26	34%	2,228	25%	267	26%	18%	829	25%	13,023	28%	1,382	25%	2,032	18%		
	Not at all/not that I'm aware of	149	44%	45	36%	11	13%	15	19%	1,255	14%	215	21%	7%	505	15%	9,951	21%	1,881	34%	1,106	10%		
Total	339	100%	126	100%	87	100%	77	100%	8,803	100%	1,017	100%	100%	3,323	100%	47,311	100%	5,567	100%	11,017	100%			
People who are undocumented immigrants	Daily	12	4%	5	4%	1	1%	2	3%	489	6%	41	4%	5%	110	3%	2,669	6%	209	4%	742	7%		
	Weekly	16	5%	1	1%	3	3%	2	3%	488	6%	50	5%	6%	205	6%	3,235	7%	213	5%	1,119	10%		
	Monthly	9	3%	2	2%	0	0%	2	3%	278	3%	27	3%	3%	168	5%	1,965	4%	190	3%	457	4%		
	A few times	20	6%	3	2%	5	6%	6	8%	664	8%	70	7%	7%	351	11%	4,252	9%	465	8%	596	5%		
	A few times	20	6%	3	2%	5	6%	6	8%	664	8%	70	7%	7%	351	11%	4,252	9%	465	8%	596	5%		
	Not at all/not that I'm aware of	281	83%	115	91%	78	90%	65	84%	6,869	78%	826	81%	80%	2,466	75%	35,020	74%	4,385	79%	7,414	69%		
Total	338	100%	126	100%	87	100%	77	100%	8,788	100%	1,014	100%	100%	3,300	100%	47,141	100%	5,526	100%	10,728	100%			
People from a country other than your own	Daily	142	42%	94	75%	65	75%	50	65%	3,037	34%	324	32%	48%	1,192	36%	15,943	34%	1,837	33%	5,312	48%		
	Weekly	79	23%	23	18%	19	22%	19	25%	2,264	26%	313	31%	31%	980	29%	14,173	30%	1,746	31%	3,676	33%		
	Monthly	21	6%	3	2%	0	0%	3	4%	800	9%	83	8%	7%	484	15%	5,153	11%	503	9%				
	A few times	38	11%	4	3%	2	2%	3	4%	1,595	18%	158	16%	9%	502	15%	8,074	17%	850	15%				
	A few times	38	11%	4	3%	2	2%	3	4%	1,595	18%	158	16%	9%	502	15%	8,074	17%	850	15%				
	Not at all/not that I'm aware of	58	17%	2	2%	0	0%	1	1%	1,112	13%	138	14%	1%	217	6%	4,018	9%	555	12%				
Total	338	100%	126	100%	87	100%	77	100%	8,808	100%	1,016	100%	100%	3,325	100%	47,359	100%	5,595	100%	11,056	100%			
People who hold a political affiliation, philosophy, or view that differs from yours	Daily	175	52%	49	39%	35	41%	44	58%	4,712	54%	394	39%	60%	2,184	66%	25,490	54%	2,157	39%	5,511	50%		
	Weekly	59	18%	21	17%	17	20%	13	17%	1,709	19%	263	26%	21%	504	15%	10,827	23%	1,522	28%	2,853	26%		
	Monthly	11	3%	9	7%	4	5%	4	5%	434	5%	62	6%	4%	145	4%	2,841	6%	402	7%	620	6%		
	A few times	28	8%	13	10%	6	7%	6	8%	885	10%	119	12%											



HEDS Diversity and Equity Campus Climate Survey Fall 2020 Comparison Report FAMU-FSU College of Engineering

Comfort Interacting with Different Groups

Table 1: % Reporting High Levels of Comfort ¹ Interacting with Different Groups of People at FAMU-FSU College of Engineering													
How comfortable are you interacting with the following people? (Q4)													
		Number of people who responded to the question ²	People who have a racial and/or ethnic identity other than your own	People from a socioeconomic background other than your own	People who have a sexual orientation other than your own	People whose gender differs from yours	People for whom English is not their native language	People from a religious background other than your own	People with a disability	People who are undocumented immigrants	People from a country other than your own	People who hold a political affiliation, philosophy, or view that differs from yours	People who are significantly older or younger than you
Results by Role													
	Undergraduate Students	338	94%	92%	88%	93%	91%	91%	90%	82%	94%	83%	90%
	Graduate Students	126	90%	83%	82%	90%	90%	89%	89%	72%	91%	74%	86%
	Faculty	88	93%	93%	85%	94%	94%	91%	94%	74%	95%	84%	95%
	Staff	67	96%	91%	90%	96%	93%	94%	96%	80%	96%	88%	94%
	Administrators	9	100%	100%	100%	100%	100%	100%	89%	78%	100%	100%	100%
Results by Role and Race/Ethnicity (Broad Categories)													
All Students	U.S. White	162	97%	96%	92%	95%	91%	94%	93%	78%	97%	86%	91%
	U.S. Persons of Color	198	92%	87%	87%	91%	90%	89%	88%	86%	92%	79%	89%
	International	98	89%	84%	77%	90%	90%	85%	86%	68%	89%	72%	85%
All Employees	U.S. White	70	97%	94%	93%	97%	96%	97%	94%	75%	97%	90%	97%
	U.S. Persons of Color	76	92%	91%	83%	92%	92%	88%	95%	78%	95%	83%	93%
	International	9	89%	89%	89%	100%	85%	89%	89%	67%	89%	85%	89%
Results by Role and Gender													
All Students	Men (cisgender)	273	94%	90%	85%	94%	91%	92%	90%	79%	94%	84%	93%
	Women (cisgender)	185	92%	89%	89%	91%	90%	89%	89%	81%	92%	76%	83%
	Non-binary and/or transgender	4	-	-	-	-	-	-	-	-	-	-	-
All Employees	Men (cisgender)	99	96%	95%	90%	97%	96%	94%	95%	80%	97%	90%	97%
	Women (cisgender)	64	92%	90%	84%	92%	91%	91%	94%	73%	94%	81%	92%
	Non-binary and/or transgender	1	-	-	-	-	-	-	-	-	-	-	-
Results by Role and Sexual Orientation (Broad Categories)													
All Students	Heterosexual	385	93%	89%	85%	93%	90%	91%	90%	79%	93%	82%	89%
	LGBTQ+	73	92%	93%	93%	90%	90%	85%	90%	86%	94%	73%	86%
All Employees	Heterosexual	147	95%	95%	88%	96%	94%	93%	94%	78%	96%	88%	95%
	LGBTQ+	10	100%	70%	90%	90%	90%	90%	100%	70%	90%	70%	90%
Results by Role and Religion (Broad Categories)													
All Students	Christian	238	96%	92%	90%	94%	92%	93%	91%	82%	95%	84%	93%
	Other religious affiliation	43	91%	86%	72%	91%	95%	93%	98%	65%	95%	79%	93%
	No religious affiliation	153	92%	90%	89%	92%	89%	88%	88%	84%	91%	75%	83%
All Employees	Christian	79	92%	91%	87%	92%	91%	92%	94%	74%	95%	83%	94%
	Other religious affiliation	14	100%	100%	93%	100%	100%	100%	100%	79%	100%	100%	100%
	No religious affiliation	51	88%	94%	90%	96%	96%	94%	98%	88%	96%	86%	98%
Results by Role and Political Affiliation													
All Students	Far left	31	97%	94%	94%	94%	90%	90%	97%	94%	94%	58%	90%
	Liberal	144	94%	92%	91%	92%	94%	91%	93%	87%	94%	82%	90%
	Middle-of-the-road	180	91%	89%	84%	93%	92%	90%	89%	79%	94%	82%	91%
	Conservative	79	94%	90%	82%	91%	82%	91%	94%	62%	91%	84%	90%
	Far right	3	-	-	-	-	-	-	-	-	-	-	-
All Employees	Far left	10	100%	100%	90%	100%	100%	100%	100%	100%	100%	70%	100%
	Liberal	53	96%	92%	91%	96%	96%	92%	92%	83%	96%	91%	96%
	Middle-of-the-road	65	92%	90%	89%	92%	92%	92%	95%	77%	95%	84%	94%
	Conservative	24	96%	96%	83%	96%	96%	96%	96%	63%	96%	91%	96%
	Far right	0	-	-	-	-	-	-	-	-	-	-	-
Results by Role and Disability Status (Broad Categories)													
All Students	Long-term disability	28	96%	78%	86%	86%	86%	93%	89%	86%	96%	79%	89%
	Temporary disability	7	71%	71%	71%	86%	86%	71%	57%	86%	86%	57%	71%
	No disability	427	93%	91%	87%	93%	91%	91%	90%	79%	93%	81%	89%
All Employees	Long-term disability	5	80%	80%	60%	80%	80%	80%	80%	60%	80%	100%	80%
	Temporary disability	1	-	-	-	-	-	-	-	-	-	-	-
	No disability	156	95%	93%	88%	95%	94%	93%	95%	77%	96%	86%	96%
Results by Race/Ethnicity (Detailed Categories, Students and Employees)													
	African	9	100%	89%	89%	100%	100%	100%	100%	89%	100%	89%	100%
	African American/Black	87	92%	87%	85%	93%	91%	90%	93%	82%	93%	82%	92%
	Alaska Native	0	-	-	-	-	-	-	-	-	-	-	-
	Asian	59	78%	73%	68%	85%	80%	75%	78%	60%	79%	61%	75%
	Asian American	6	83%	83%	50%	83%	100%	67%	100%	50%	100%	67%	100%
	Caribbean/West Indian	5	100%	100%	80%	100%	100%	100%	80%	100%	100%	80%	100%
	Hispanic/Latino/a	46	96%	96%	96%	92%	92%	91%	95%	89%	96%	87%	92%
	Latin American	5	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	80%
	Middle Eastern	15	100%	79%	73%	93%	100%	93%	93%	80%	93%	87%	93%
	Native American/American Indian	1	-	-	-	-	-	-	-	-	-	-	-
	Native Hawaiian or other Pacific Islander	1	-	-	-	-	-	-	-	-	-	-	-
	South Asian	13	92%	100%	100%	100%	92%	100%	100%	92%	92%	100%	100%
	Southeast Asian	3	-	-	-	-	-	-	-	-	-	-	-
	White	235	97%	96%	92%	96%	93%	95%	93%	77%	97%	87%	93%
	Some other race or ethnicity	7	57%	57%	57%	57%	57%	57%	57%	57%	57%	43%	57%
	Multiple race/ethnicity categories	121	94%	90%	87%	92%	92%	90%	88%	84%	95%	79%	90%
Results by Sexual Orientation (Detailed Categories, Students and Employees)													
	Asexual	11	100%	91%	91%	100%	100%	91%	91%	55%	100%	82%	100%
	Bisexual	34	91%	94%	94%	91%	91%	94%	88%	88%	94%	82%	85%
	Gay	9	100%	89%	100%	100%	89%	78%	100%	89%	100%	67%	100%
	Lesbian	5	100%	100%	80%	100%	100%	100%	100%	100%	100%	60%	100%
	Pansexual	6	83%	83%	100%	67%	100%	50%	100%	100%	83%	50%	83%
	Queer	1	-	-	-	-	-	-	-	-	-	-	-
	Transgender	7	100%	100%	100%	100%	100%	100%	100%	100%	100%	71%	71%
	Transsexual	532	94%	91%	86%	94%	91%	92%	91%	79%	94%	84%	91%
Results by Religion (Detailed Categories, Students and Employees)													
	Agnostic	92	97%	93%	92%	97%	91%	93%	92%	85%	93%	85%	89%
	Atheist	65	92%	89%	88%	97%	94%	86%	86%	86%	94%	71%	89%
	Baptist	50	94%	90%	84%	90%	90%	94%	88%	80%	94%	84%	92%
	Buddhist	4	-	-	-	-	-	-	-	-	-	-	-
	Catholic	103	97%	96%	94%	96%	96%	96%	94%	82%	98%	84%	94%
	The Church of Jesus Christ of Latter-day Saints	5	100%	100%	100%	80%	100%	100%	100%	80%	100%	100%	100%
	Episcopalian	4	-	-	-	-	-	-	-	-	-	-	-
	Hindu	18	94%	94%	83%	94%	100%	89%	100%	78%	100%	83%	94%
	Jehovah's Witness	3	-	-	-	-	-	-	-	-	-	-	-
	Jewish	6	83%	100%	67%	83%	83%	100%	100%	67%	100%	83%	67%
	Lutheran	8	100%	88%	88%	100%	100%	100%	100%	75%	100%	88%	100%
	Methodist	17	100%	100%	100%	100%	94%	94%	94%	82%	100%	100%	100%
	Muslim	29	93%	82%	72%	93%	97%	96%	96%	66%	93%	86%	100%

Nondenominational Christian	71	94%	90%	86%	93%	85%	89%	90%	76%	92%	80%	92%
Orthodox Christian	10	100%	100%	100%	100%	90%	100%	90%	70%	100%	90%	100%
Other Christian	36	86%	81%	78%	89%	89%	83%	89%	80%	89%	81%	92%
Presbyterian	10	100%	100%	100%	100%	100%	100%	100%	80%	100%	80%	90%
Spiritual, but not religious	47	89%	89%	85%	94%	87%	85%	83%	83%	89%	72%	79%

¹High Levels" include people who answered "Very comfortable" or "Somewhat comfortable" to the respective statement.

²Includes those who responded to at least one statement from this question. We only show percentages for groups of five (5) or more people.

Table 2: How Comfortable People Are Interacting with Different Groups on Campus																								
	FAMU-FSU College of Engineering								All Other 4-Year Public Institutions								All Other Institutions							
	Undergraduate Students		Graduate Students		Faculty		Staff/Administrators		Undergraduate Students		Graduate Students				Staff/Administrators		Undergraduate Students		Graduate Students		Faculty		Staff/Administrators	
	n	%	n	%	n	%	n	%	n	%	n	%	%	n	%	n	%	n	%	n	%	n	%	
How comfortable are you interacting with the following people? (Q4)																								
People who have a racial and/or ethnic identity other than your own	Very comfortable	279	83%	89	71%	76	86%	68	89%	6,959	79%	823	81%	88%	2,812	84%	38,617	82%	4,560	81%	9,502	86%	13,207	85%
	Somewhat comfortable	39	12%	25	20%	6	7%	5	7%	1,258	14%	130	13%	9%	527	11%	6,275	13%	744	13%	1,503	12%	1,838	12%
	Neither comfortable nor uncomfortable	14	4%	11	9%	4	5%	2	3%	457	5%	52	5%	2%	136	4%	1,795	4%	242	4%	226	14%	445	3%
	Somewhat uncomfortable	3	1%	0	0%	1	1%	1	1%	93	1%	8	1%	0%	11	0%	432	1%	30	1%	43	0%	59	0%
	Very uncomfortable	3	1%	1	1%	1	1%	0	0%	50	1%	5	0%	0%	13	0%	247	1%	34	1%	25	0%	52	0%
	Total	338	100%	126	100%	88	100%	76	100%	8,817	100%	1,018	100%	1,000	3,329	100%	47,366	100%	5,619	100%	11,079	100%	15,609	100%
People from a socioeconomic background other than your own	Very comfortable	263	78%	83	67%	73	84%	63	84%	6,461	73%	799	79%	86%	2,719	82%	35,146	74%	4,307	77%	8,980	81%	12,493	80%
	Somewhat comfortable	49	14%	20	16%	8	9%	6	8%	1,500	17%	138	14%	11%	391	12%	6,162	13%	907	16%	1,659	15%	2,269	15%
	Neither comfortable nor uncomfortable	19	6%	17	14%	5	6%	5	7%	663	8%	66	6%	2%	178	5%	2,781	6%	799	5%	314	3%	643	4%
	Somewhat uncomfortable	3	1%	3	2%	0	0%	0	0%	113	1%	0	0%	1%	13	0%	693	1%	64	1%	80	1%	146	1%
	Very uncomfortable	1	0%	1	1%	1	1%	0	0%	40	0%	0	0%	0%	8	0%	288	1%	34	1%	34	0%	68	0%
	Total	338	100%	124	100%	87	100%	72	100%	8,807	100%	1,015	100%	1,000	3,323	100%	47,335	100%	5,611	100%	11,062	100%	15,588	100%
People who have a sexual orientation other than your own	Very comfortable	254	75%	87	69%	49	57%	58	76%	6,186	70%	755	74%	84%	2,589	78%	32,513	69%	4,039	72%	9,175	83%	12,287	79%
	Somewhat comfortable	44	13%	16	13%	24	28%	11	14%	1,517	17%	160	16%	11%	450	14%	8,764	19%	955	17%	1,326	12%	2,134	14%
	Neither comfortable nor uncomfortable	22	7%	20	16%	10	12%	6	8%	737	8%	72	7%	4%	212	6%	3,359	8%	396	7%	387	3%	810	5%
	Somewhat uncomfortable	6	2%	2	2%	2	2%	1	1%	256	3%	26	3%	1%	53	2%	1,934	4%	169	3%	137	1%	291	2%
	Very uncomfortable	2	1%	1	1%	1	1%	0	0%	10	0%	1	0%	0%	22	1%	560	1%	53	1%	43	0%	81	1%
	Total	338	100%	126	100%	86	100%	76	100%	8,803	100%	1,019	100%	1,000	3,326	100%	47,330	100%	5,612	100%	11,068	100%	15,603	100%
People whose gender differs from yours	Very comfortable	276	81%	95	75%	77	89%	63	83%	6,852	78%	827	81%	92%	2,944	88%	37,203	79%	4,652	83%	10,818	89%	14,775	89%
	Somewhat comfortable	38	11%	19	15%	15	17%	10	13%	1,322	15%	132	13%	5%	222	7%	7,109	15%	641	11%	1,275	11%	1,777	11%
	Neither comfortable nor uncomfortable	16	5%	7	6%	4	5%	2	3%	471	5%	46	5%	2%	134	4%	2,034	4%	232	4%	228	2%	431	3%
	Somewhat uncomfortable	5	1%	3	2%	0	0%	1	1%	106	1%	8	1%	0%	16	0%	716	2%	55	1%	40	0%	72	0%
	Very uncomfortable	2	1%	2	2%	1	1%	0	0%	55	1%	3	0%	0%	11	0%	296	1%	32	1%	28	0%	53	0%
	Total	337	100%	126	100%	87	100%	76	100%	8,806	100%	1,016	100%	1,000	3,327	100%	47,358	100%	5,612	100%	11,072	100%	15,619	100%
People for whom English is not their native language	Very comfortable	262	78%	90	71%	74	84%	54	71%	5,313	60%	683	67%	77%	2,098	63%	31,942	67%	4,034	72%	8,664	78%	10,503	67%
	Somewhat comfortable	44	13%	24	19%	9	10%	17	22%	2,395	27%	250	25%	18%	894	27%	11,374	24%	1,136	21%	2,019	18%	3,903	25%
	Neither comfortable nor uncomfortable	12	4%	10	8%	9	11%	4	5%	729	8%	88	9%	4%	257	7%	3,071	7%	307	5%	510	4%		
	Somewhat uncomfortable	7	2%	3	2%	1	1%	1	1%	188	2%	18	2%	0%	46	1%	1,108	2%	101	2%	120	1%	212	1%
	Very uncomfortable	2	1%	1	1%	1	1%	0	0%	58	1%	5	0%	0%	16	0%	228	0%	33	1%	23	0%	58	0%
	Total	338	100%	126	100%	88	100%	76	100%	8,815	100%	1,020	100%	1,000	3,328	100%	47,366	100%	5,613	100%	11,079	100%	15,600	100%
People from a religious background other than your own	Very comfortable	268	79%	89	71%	72	82%	61	80%	6,140	70%	754	74%	82%	2,677	81%	36,127	76%	4,370	78%	9,219	83%	12,760	82%
	Somewhat comfortable	39	12%	23	18%	8	9%	11	14%	1,780	20%	174	17%	12%	480	14%	7,447	15%	1,195	22%	2,039	13%	2,736	13%
	Neither comfortable nor uncomfortable	27	8%	17	10%	7	8%	4	5%	697	8%	68	7%	4%	176	5%	2,530	5%	293	5%	366	3%	671	4%
	Somewhat uncomfortable	2	1%	1	1%	0	0%	0	0%	150	2%	17	2%	1%	26	1%	614	1%	70	1%	80	1%	100	1%
	Very uncomfortable	2	1%	1	1%	1	1%	0	0%	48	1%	7	0%	0%	16	0%	257	1%	33	1%	27	0%	49	0%
	Total	337	100%	126	100%	88	100%	76	100%	8,815	100%	1,018	100%	1,000	3,327	100%	47,365	100%	5,613	100%	11,078	100%	15,610	100%
People with a disability	Very comfortable	234	69%	85	68%	67	76%	57	75%	5,847	66%	723	71%	79%	2,500	75%	30,479	64%	3,861	69%	8,169	74%	11,246	72%
	Somewhat comfortable	68	20%	22	17%	16	18%	10	13%	2,042	23%	211	21%	18%	635	19%	12,059	25%	1,255	22%	2,158	17%	3,224	22%
	Neither comfortable nor uncomfortable	28	8%	13	10%	7	8%	5	7%	988	11%	99	10%	7%	317	10%	5,127	11%	537	10%	852	6%	1,278	8%
	Somewhat uncomfortable	4	1%	0	0%	1	1%	1	1%	192	2%	23	2%	1%	32	1%	1,252	3%	132	2%	137	1%	201	1%
	Very uncomfortable	3	1%	1	1%	1	1%	0	0%	42	0%	2	0%	0%	11	0%	234	0%	28	0%	28	0%	44	0%
	Total	337	100%	125	100%	88	100%	76	100%	8,811	100%	1,018	100%	1,000	3,325	100%	47,351	100%	5,606	100%	11,062	100%	15,601	100%
People who are undocumented immigrants	Very comfortable	238	70%	73	58%	50	59%	49	65%	5,164	59%	626	62%	71%	1,983	60%	31,308	66%	3,911	70%	8,217	75%	10,407	67%
	Somewhat comfortable	39	12%	17	14%	13	15%	11	15%	1,435	16%	168	17%	11%	452	14%	6,977	15%	744	13%	1,298	12%	2,049	13%
	Neither comfortable nor uncomfortable	31	9%	31	25%	17	20%	14	19%	1,590	18%	177	17%	13%	717	21%	6,375	14%	704	13%	1,266	12%	2,477	16%
	Somewhat uncomfortable	5	1%	1	1%	2	2%	1	1%	325	4%	34	3%	2%	84	3%	1,500	3%	157	3%	136	1%	346	2%
	Very uncomfortable	2	1%	3	2%	3	4%	0	0%	279	3%	17	2%	1%	70	2%	920	2%	88	2%	89	1%	196	1%
	Total	338	100%	125	100%	85	100%	75	100%	8,793	100%	1,015	100%	1,000	3,304	100%	47,280	100%	5,610	100%	10,941	100%	15,547	100%
People from a country other than your own	Very comfortable	286	85%	92	74%	81	92%	67	88%	6,584	75%	798	79%	88%	2,696	81%	38,640	82%	4,635	82%	9,929	90%	13,120	84%
	Somewhat comfortable	30	9%	22	18%	3	3%	6	8%	1,562	18%	156	15%	10%	453	14%	6,418	14%	712	13%	926	8%	1,895	12%
	Neither comfortable nor uncomfortable	16	5%	9	7%	2	2%	2	3%	541	6%	50	5%	2%	151	5%	1,822	4%	215	4%	168	2%	493	3%
	Somewhat uncomfortable	2	1%	1	1%	1	1%	1	1%	85	1%	7	1%	0%	16	0%	265	1%	28	0%	21	0%	45	0%
	Very uncomfortable	2	1%	1	1%	1	1%	0	0%	36	0%	4	0%	0%	11	0%	261	0%	20	0%	14	0%	30	0%
	Total	336	100%	125	100%	88	100%	76	100%	8,808	100%	1,015	100%	1,000	3,321	100%	47,350	100%	5,620	100%	11,069	100%	15,602	100%
People who hold a political affiliation, philosophy, or view that differs from yours	Very comfortable	187	55%	63	50%	50	57%	51	68%	4,641	53%	556	55%	59%	2,050	62%	23,224	49%	2,978	53%	5,599	51%	8,438	54%
	Somewhat comfortable	52	15%	30	24%	23	26%	16	21%	2,545	29%	280	28%	23%	816	25%	14,799	31%	1,673	30%	2,577	23%	4,825	31%
	Neither comfortable nor uncomfortable	32	9%	25	20%	11	13%	2	3%	1,047	12%	106	11%	6%	299	9%	4,988	11%	528	9%	855	3%	1,260	8%
	Somewhat uncomfortable	22	7%	7	6%	2	2%	5	7%	453	5%	60	6%	3%	131	4%	3,531	7%	360	6%	818	7%	899	6%
	Very uncomfortable	4	1%	1	1%	1	1%	1	1%	130	1%	12	1%	1%	25	1%	813	2%	77	1%	107	1%	138	1%
	Total	338	100%	126	100%	87	100%	75	100%	8,814	100%	1,017	100%	1,000	3,321	100%	47,365	100%	5,616	100%	11,076	100%	15,596	100%
People who are significantly older or younger than you	Very comfortable	224	66%	90	72%	76	86%	65	86%	6,062	69%	794	78%	91%	2,939	88%	31,955	67%	4,409	78%	9,998	90%	13,643	87%
	Somewhat comfortable	79	23%	18	14%	8	9%	7	9%	1,989	23%	162	16%	7%	250	8%	11,410	24%	874	16%	1,414	7%	1,483	9%
	Neither comfortable nor uncomfortable	23	7%	15	12%	3	3%	2	3%	574	7%	43	4%	2%	116	3%	2,838	6%	208	4%	236	2%	417	3%
	Somewhat uncomfortable	10	3%	1	1%	1	1%	1	1%	112	1%	15	1%	0%	19	0%	861	2%	28	0%	19	0%	121	1%
	Very uncomfortable	2	1%	1	1%	1	1%	0	0%	38	0%	3	0%	0%	8	0%	269	0%	26	0%	25	0%	45	0%
	Total	338	100%	125	100%	8																		



HEDS Diversity and Equity Campus Climate Survey Fall 2020 Comparison Report FAMU-FSU College of Engineering

Impact of Different Activities on Support for Diversity and Equity

Table 1: % Reporting that Participation in Activities Increased Their Support ¹ of Diversity and Equity												
How have the following activities influenced your support for diversity and equity? (Q7)												
		Number of people who responded to the question ²	Performed community service	Engaged in discussions or activities concerning political issues	Attended presentations, performances, or art exhibits related to diversity	Participated in discussions, training, or activities on racial/ethnic issues	Participated in discussions, training, or activities on gender issues and/or gender identity issues	Participated in discussions, training, or activities on sexual orientation issues	Participated in discussions, training, or activities on socioeconomic status issues	Participated in discussions, training, or activities on religious diversity issues	Participated in discussions, training, or activities on disability issues	Participated in discussions, training, or activities on immigration issues
Results by Role												
	Undergraduate Students	339	72%	49%	51%	59%	51%	50%	47%	50%	44%	44%
	Graduate Students	126	66%	43%	54%	59%	47%	47%	42%	46%	52%	54%
	Faculty	88	73%	33%	59%	59%	62%	47%	47%	36%	59%	49%
	Staff	66	59%	42%	45%	60%	50%	54%	53%	53%	66%	56%
	Administrators	8	88%	50%	88%	100%	100%	75%	100%	63%	88%	88%
Results by Role and Race/Ethnicity (Broad Categories)												
All Students	U.S. White	162	69%	45%	44%	52%	47%	44%	40%	44%	44%	38%
	U.S. Persons of Color	199	76%	48%	56%	65%	52%	52%	51%	52%	47%	48%
	International	98	62%	52%	58%	58%	51%	53%	46%	52%	52%	62%
All Employees	U.S. White	69	62%	42%	47%	64%	61%	59%	51%	40%	68%	52%
	U.S. Persons of Color	76	75%	33%	58%	58%	59%	43%	48%	46%	59%	48%
	International	9	67%	44%	78%	56%	56%	56%	78%	33%	56%	89%
Results by Role and Gender												
All Students	Men (cisgender)	274	67%	46%	46%	53%	45%	47%	46%	48%	47%	47%
	Women (cisgender)	185	76%	50%	61%	68%	58%	54%	45%	51%	46%	48%
	Non-binary and/or transgender	4	-	-	-	-	-	-	-	-	-	-
All Employees	Men (cisgender)	99	68%	40%	53%	63%	59%	53%	50%	43%	60%	52%
	Women (cisgender)	62	69%	34%	59%	60%	60%	48%	57%	45%	68%	58%
	Non-binary and/or transgender	1	-	-	-	-	-	-	-	-	-	-
Results by Role and Sexual Orientation (Broad Categories)												
All Students	Heterosexual	386	70%	47%	49%	57%	47%	46%	45%	49%	47%	46%
	LGBQ+	73	75%	53%	67%	67%	66%	64%	49%	51%	47%	52%
All Employees	Heterosexual	145	69%	38%	54%	61%	60%	50%	52%	44%	63%	54%
	LGBQ+	10	60%	50%	60%	70%	60%	70%	50%	60%	50%	60%
Results by Role and Religion (Broad Categories)												
All Students	Christian	238	71%	41%	47%	55%	44%	44%	41%	45%	44%	38%
	Other religious affiliation	44	65%	53%	66%	60%	47%	44%	58%	58%	60%	70%
	No religious affiliation	153	73%	58%	57%	64%	59%	58%	51%	53%	46%	55%
All Employees	Christian	78	77%	36%	55%	61%	61%	51%	47%	41%	67%	51%
	Other religious affiliation	14	57%	36%	79%	69%	57%	57%	64%	50%	71%	79%
	No religious affiliation	51	55%	37%	43%	55%	53%	43%	49%	39%	51%	45%
Results by Role and Political Affiliation												
All Students	Far left	31	68%	68%	65%	74%	65%	65%	52%	52%	58%	61%
	Liberal	144	78%	57%	63%	69%	63%	58%	56%	57%	44%	56%
	Middle-of-the-road	181	66%	41%	48%	55%	44%	46%	42%	44%	45%	45%
	Conservative	79	66%	37%	32%	41%	30%	29%	33%	39%	44%	25%
	Far right	3	-	-	-	-	-	-	-	-	-	-
All Employees	Far left	10	80%	50%	70%	80%	80%	70%	80%	70%	70%	70%
	Liberal	53	64%	46%	55%	67%	60%	50%	58%	42%	60%	64%
	Middle-of-the-road	65	70%	38%	56%	57%	58%	50%	43%	43%	45%	45%
	Conservative	23	61%	27%	52%	55%	57%	52%	35%	43%	78%	43%
	Far right	0	-	-	-	-	-	-	-	-	-	-
Results by Role and Disability Status (Broad Categories)												
All Students	Long-term disability	28	71%	32%	46%	46%	46%	46%	43%	43%	54%	39%
	Temporary disability	7	71%	29%	14%	14%	14%	14%	29%	14%	43%	29%
	No disability	428	70%	49%	52%	60%	50%	50%	46%	49%	46%	47%
All Employees	Long-term disability	5	40%	75%	40%	75%	60%	60%	40%	80%	60%	60%
	Temporary disability	1	-	-	-	-	-	-	-	-	-	-
	No disability	154	70%	36%	56%	60%	58%	50%	52%	42%	63%	52%
Results by Race/Ethnicity (Detailed Categories, Students and Employees)												
	African	9	56%	22%	33%	33%	22%	33%	11%	33%	33%	44%
	African American/Black	87	86%	47%	64%	69%	54%	53%	52%	55%	51%	44%
	Alaska Native	0	-	-	-	-	-	-	-	-	-	-
	Asian	59	59%	49%	60%	64%	59%	59%	47%	54%	56%	64%
	Asian American	6	100%	17%	67%	83%	67%	50%	67%	50%	83%	50%
	Caribbean/West Indian	5	100%	20%	80%	80%	100%	80%	60%	80%	60%	60%
	Hispanic or Latino/a	46	72%	54%	59%	65%	65%	57%	54%	50%	50%	59%
	Latin American	5	80%	40%	80%	80%	60%	80%	60%	40%	40%	60%
	Middle Eastern	15	47%	53%	60%	53%	40%	47%	47%	60%	47%	73%
	Native American/American Indian	1	-	-	-	-	-	-	-	-	-	-
	Native Hawaiian or other Pacific Islander	1	-	-	-	-	-	-	-	-	-	-
	South Asian	13	77%	38%	69%	50%	46%	31%	69%	38%	54%	62%
	Southeast Asian	3	-	-	-	-	-	-	-	-	-	-
	White	234	67%	44%	45%	56%	51%	48%	44%	44%	51%	42%
	Some other race or ethnicity	7	14%	0%	0%	14%	14%	14%	0%	14%	14%	14%
	Multiple race/ethnicity categories	122	73%	47%	49%	58%	48%	46%	50%	47%	49%	49%
Results by Sexual Orientation (Detailed Categories, Students and Employees)												
	Asexual	11	73%	55%	55%	64%	55%	55%	55%	55%	45%	64%
	Bisexual	34	74%	47%	59%	62%	53%	53%	41%	38%	41%	47%
	Gay	9	56%	56%	67%	44%	56%	67%	56%	67%	44%	44%
	Lesbian	5	100%	60%	100%	80%	80%	100%	60%	80%	60%	80%
	Pansexual	6	100%	67%	100%	100%	83%	100%	67%	50%	67%	50%
	Queer	1	-	-	-	-	-	-	-	-	-	-
	Questioning	7	86%	71%	86%	100%	86%	86%	43%	71%	57%	57%
	Straight (Heterosexual)	531	69%	44%	50%	58%	50%	47%	47%	47%	51%	48%
Results by Religion (Detailed Categories, Students and Employees)												
	Agnostic	92	72%	57%	49%	60%	60%	51%	49%	47%	45%	49%
	Atheist	65	62%	43%	46%	57%	49%	52%	49%	46%	43%	54%
	Baptist	50	76%	40%	48%	62%	52%	50%	44%	48%	48%	42%
	Buddhist	4	-	-	-	-	-	-	-	-	-	-

Catholic	103	68%	44%	50%	58%	50%	47%	41%	47%	50%	44%
The Church of Jesus Christ of Latter-day Saints	5	80%	20%	40%	40%	60%	60%	40%	40%	100%	40%
Episcopalian	4	-	-	-	-	-	-	-	-	-	-
Hindu	18	67%	56%	67%	67%	44%	67%	72%	50%	78%	72%
Jehovah's Witness	3	-	-	-	-	-	-	-	-	-	-
Jewish	6	50%	50%	50%	83%	50%	50%	67%	67%	67%	67%
Lutheran	8	75%	38%	50%	63%	71%	50%	38%	38%	50%	13%
Methodist	17	76%	41%	59%	47%	41%	35%	41%	35%	47%	35%
Muslim	30	59%	38%	70%	54%	48%	31%	48%	55%	52%	69%
Nondenominational Christian	70	76%	35%	52%	56%	40%	43%	43%	38%	51%	35%
Orthodox Christian	10	70%	40%	40%	60%	50%	50%	40%	30%	40%	50%
Other Christian	36	64%	31%	31%	44%	34%	39%	33%	40%	36%	43%
Presbyterian	10	80%	60%	60%	70%	70%	60%	60%	80%	70%	60%
Spiritual, but not religious	47	72%	60%	72%	72%	66%	64%	55%	60%	60%	57%

¹High Levels" include people who answered "A great deal of impact" or "Some impact" to the respective statement.

²Includes those who responded to at least one statement from this question. We only show percentages for groups of five (5) or more people.

Table 2: Impact of Activities on Support for Diversity and Equity																										
		FAMU-FSU College of Engineering								All Other 4-Year Public Institutions								All Other Institutions								
		Undergraduate Students		Graduate Students		Faculty		Staff/Administrators		Undergraduate Students		Graduate Students		Faculty		Staff/Administrators		Undergraduate Students		Graduate Students		Faculty		Staff/Administrators		
		n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	
How have the following activities influenced your support for diversity and equity? (Q7)																										
Performed community service	Greatly increased my support	130	38%	46	37%	25	28%	19	26%	3,276	37%	323	80%	805	36%	905	28%	16,464	38%	1,602	34%	3,028	32%	4,123	30%	
	Somewhat increased my support	114	34%	37	29%	39	44%	26	36%	2,754	31%	293	73%	843	38%	1,111	34%	14,941	34%	1,490	32%	3,337	35%	4,692	34%	
	Somewhat decreased my support	7	2%	4	3%	0	0%	0	0%	256	3%	35	9%	38	2%	60	2%	1,042	2%	110	2%	193	2%	213	2%	
	Greatly decreased my support	6	2%	0	0%	0	0%	0	0%	60	1%	12	3%	9	0%	12	0%	185	1%	34	1%	59	0%	40	0%	
	Have not engaged in this activity	81	24%	39	31%	24	27%	27	38%	2,433	28%	348	86%	520	23%	1,170	36%	10,771	25%	1,438	31%	2,974	31%	4,724	34%	
	Total	338	100%	126	100%	88	100%	72	100%	8,759	100%	1,011	100%	2,215	100%	3,258	100%	43,503	100%	4,674	100%	9,571	100%	13,792	100%	
Engaged in discussions or activities concerning political issues	Greatly increased my support	88	26%	24	19%	7	8%	12	17%	2,266	26%	224	56%	421	19%	535	16%	11,936	27%	1,166	25%	1,961	20%	2,350	17%	
	Somewhat increased my support	79	23%	30	24%	22	25%	19	26%	2,579	29%	281	70%	735	33%	987	30%	14,762	34%	1,467	31%	3,275	34%	4,224	31%	
	Somewhat decreased my support	19	6%	10	8%	5	6%	3	4%	531	6%	60	15%	130	6%	178	5%	3,033	7%	326	7%	563	6%	714	5%	
	Greatly decreased my support	12	4%	1	1%	1	1%	0	0%	241	3%	37	9%	54	2%	67	2%	1,214	3%	124	3%	215	2%	243	2%	
	Have not engaged in this activity	140	41%	61	48%	52	60%	38	53%	3,143	36%	409	100%	882	40%	1,205	36%	12,569	29%	1,586	34%	3,376	37%	6,239	45%	
	Total	338	100%	126	100%	87	100%	72	100%	8,760	100%	1,011	100%	2,222	100%	3,272	100%	43,514	100%	4,668	100%	9,590	100%	13,790	100%	
Attended presentations, performances, or art exhibits related to diversity	Greatly increased my support	104	31%	33	26%	23	26%	18	25%	2,618	30%	260	63%	637	29%	802	25%	12,985	30%	1,299	28%	2,779	29%	3,620	26%	
	Somewhat increased my support	68	20%	34	27%	29	33%	18	25%	2,510	29%	281	70%	785	35%	1,074	33%	13,074	30%	1,363	29%	3,633	38%	4,875	35%	
	Somewhat decreased my support	5	1%	2	2%	1	1%	0	0%	316	4%	29	7%	63	3%	76	2%	1,430	3%	137	3%	262	3%	289	2%	
	Greatly decreased my support	5	1%	1	1%	0	0%	0	0%	129	1%	22	5%	20	1%	23	1%	592	1%	80	2%	88	1%	84	1%	
	Have not engaged in this activity	157	46%	55	44%	35	40%	37	51%	3,185	36%	420	100%	722	32%	1,297	40%	15,446	35%	1,787	38%	2,843	30%	4,961	36%	
	Total	339	100%	125	100%	88	100%	73	100%	8,758	100%	1,012	100%	2,227	100%	3,272	100%	43,527	100%	4,666	100%	9,605	100%	13,829	100%	
Participated in discussions, training, or activities on racial/ethnic issues	Greatly increased my support	127	38%	40	32%	24	28%	23	33%	2,976	34%	344	85%	666	30%	840	25%	15,682	36%	1,697	36%	3,271	34%	4,540	33%	
	Somewhat increased my support	71	21%	34	27%	27	31%	23	32%	2,454	28%	251	62%	528	24%	1,103	35%	12,512	29%	1,433	31%	3,124	33%	4,113	30%	
	Somewhat decreased my support	11	3%	4	3%	5	6%	0	0%	328	4%	29	7%	35	2%	106	3%	1,663	4%	170	4%	381	4%	389	3%	
	Greatly decreased my support	6	2%	1	1%	0	0%	0	0%	111	1%	31	8%	26	1%	38	1%	868	2%	131	3%	154	2%	125	1%	
	Have not engaged in this activity	121	36%	47	37%	31	36%	25	35%	2,963	33%	335	83%	617	28%	1,023	31%	12,592	29%	1,331	29%	2,689	28%	3,830	28%	
	Total	338	100%	126	100%	87	100%	70	100%	8,762	100%	1,012	100%	2,224	100%	3,270	100%	43,527	100%	4,662	100%	9,599	100%	13,827	100%	
Participated in discussions, training, or activities on gender issues and/or gender identity issues	Greatly increased my support	106	32%	28	22%	17	20%	17	24%	2,693	31%	298	74%	624	28%	855	26%	13,489	31%	1,508	32%	2,926	30%	3,949	29%	
	Somewhat increased my support	64	19%	31	25%	37	43%	23	32%	2,276	26%	262	65%	775	35%	1,061	32%	11,862	27%	1,337	29%	3,481	36%	4,588	33%	
	Somewhat decreased my support	14	4%	6	5%	6	7%	2	3%	363	4%	39	10%	83	4%	101	3%	2,033	5%	185	4%	385	4%	433	3%	
	Greatly decreased my support	8	2%	2	2%	0	0%	0	0%	264	3%	32	8%	35	2%	43	1%	1,148	3%	138	3%	153	2%	166	1%	
	Have not engaged in this activity	144	43%	59	47%	27	31%	30	42%	3,165	36%	385	95%	711	32%	1,207	37%	15,008	34%	1,495	32%	2,660	28%	4,676	34%	
	Total	336	100%	126	100%	87	100%	72	100%	8,761	100%	1,016	100%	2,228	100%	3,267	100%	43,500	100%	4,663	100%	9,605	100%	13,812	100%	
Participated in discussions, training, or activities on sexual orientation issues	Greatly increased my support	97	29%	31	25%	13	15%	18	25%	2,647	30%	279	69%	617	28%	853	26%	12,908	30%	1,391	30%	2,643	28%	3,802	28%	
	Somewhat increased my support	71	21%	28	22%	28	32%	23	32%	2,252	26%	272	68%	743	33%	1,086	33%	11,624	27%	1,314	28%	3,133	33%	4,505	33%	
	Somewhat decreased my support	8	2%	6	5%	6	7%	1	1%	372	4%	42	10%	80	4%	114	3%	1,870	4%	185	4%	308	3%	396	3%	
	Greatly decreased my support	7	2%	1	1%	0	0%	0	0%	199	2%	28	7%	33	1%	32	1%	655	1%	125	3%	144	1%	138	1%	
	Have not engaged in this activity	155	46%	58	46%	40	46%	30	41%	3,304	38%	393	97%	757	34%	1,188	36%	16,171	37%	1,648	35%	3,174	33%	4,981	36%	
	Total	338	100%	126	100%	87	100%	73	100%	8,774	100%	1,014	100%	2,230	100%	3,273	100%	43,529	100%	4,663	100%	9,602	100%	13,822	100%	
Participated in discussions, training, or activities on socioeconomic status issues	Greatly increased my support	94	28%	32	25%	15	17%	19	26%	2,421	28%	284	70%	530	24%	680	21%	11,145	26%	1,342	29%	2,252	23%	3,043	22%	
	Somewhat increased my support	64	19%	21	17%	26	30%	23	32%	2,351	27%	282	69%	696	31%	935	29%	11,354	27%	1,324	28%	2,914	30%	3,896	28%	
	Somewhat decreased my support	10	3%	6	5%	1	1%	1	1%	291	3%	24	6%	74	3%	74	2%	1,366	3%	119	3%	201	2%	225	2%	
	Greatly decreased my support	5	2%	2	2%	0	0%	0	0%	111	1%	19	5%	19	1%	18	1%	400	1%	111	2%	80	1%	92	0%	
	Have not engaged in this activity	163	48%	65	52%	45	52%	29	40%	3,591	41%	400	99%	932	42%	1,560	48%	18,925	44%	1,815	39%	4,152	43%	6,580	48%	
	Total	337	100%	126	100%	87	100%	72	100%	8,765	100%	1,009	100%	2,232	100%	3,267	100%	43,490	100%	4,671	100%	9,599	100%	13,809	100%	
Participated in discussions, training, or activities on religious diversity issues	Greatly increased my support	92	27%	25	20%	8	9%	19	26%	2,304	26%	248	61%	423	19%	567	17%	11,768	27%	1,259	27%	1,864	19%	2,740	20%	
	Somewhat increased my support	76	22%	33	26%	23	26%	20	28%	2,367	27%	277	69%	606	27%	917	28%	12,329	28%	1,308	28%	2,677	28%	3,864	28%	
	Somewhat decreased my support	5	1%	6	5%	4	5%	0	0%	334	4%	40	10%	64	3%	90	3%	1,357	3%	145	3%	250	3%	280	2%	
	Greatly decreased my support	6	2%	1	1%	1	1%	0	0%	128	1%	21	5%	22	1%	19	1%	523	1%	64	1%	100	1%	82	1%	
	Have not engaged in this activity	159	47%	61	48%	51	59%	33	46%	3,624	41%	425	100%	1,112	50%	1,668	51%	17,535	40%	1,892	41%	4,720	49%	6,857	50%	
	Total	338	100%	126	100%	87	100%	72	100%	8,757	100%	1,011	100%	2,227	100%	3,261	100%	43,512	100%	4,668	100%	9,611	100%	13,823	100%	
Participated in discussions, training, or activities on disability issues	Greatly increased my support	92	27%	33	26%	20	23%	22	31%	2,648	30%	316	78%	635	29%	862	26%	11,551	27%	1,414	30%	2,656	28%	3,594	26%	
	Somewhat increased my support	57	17%	33	26%	32	36%	27	38%	2,149	25%	249	61%	779	35%	1,041	32%	10,156	23%	1,170	25%	3,233	34%	4,168	30%	
	Somewhat decreased my support	5	1%	4	3%	1	1%	0	0%	219	2%	24	6%	38	2%	61	2%	927	2%	93	2%	238	2%	180	1%	
	Greatly decreased my support	6	2%	0	0%	0	0%	1	1%	85	1%	15	4%	25	1%	17	1%	354	1%	62	1%	63	1%	50	0%	
	Have not engaged in this activity	177	53%	56	44%	35	40%	22	31%	3,662	42%	408	100%	750	34%	1,292	39%	20,515	47%	1,942	42%	3,412	36%	5,843	42%	
	Total	337	100%	126	100%	88	100%	72	100%	8,763	100%	1,012	100%	2,227	100%	3,273	100%	43,503	100%	4,665	100%	9,602	100%	13,835	100%	
Participated in discussions, training, or activities on immigration issues	Greatly increased my support	92	27%	30	24%	18	21%	22	31%	2,198	25%	255	64%	555	25%	722	22%	11,505	26%	1,430	29%	2,440	23%	2,843	21%	
	Somewhat increased my support	64	19%	28	22%	26	30%	23	32%	2,198	25%	255	64%	555	25%	722	22%	9,977	23%	1,150	25%	2,440	23%	2,843	21%	
	Somewhat decreased my support	7	2%	6	5%	2	2%	0	0%	211	2%	25	6%	47	2%	87	3%	1,117	3%	139	3%	204	2%	184	1%	



HEDS Diversity and Equity Campus Climate Survey
Fall 2020 Comparison Report
FAMU-FSU College of Engineering

Detailed Demographics

	Frequencies for Demographics															
	FAMU-FSU College of Engineering								All Other 4-Year Public Institutions				All Other Institutions			
	Undergraduate Students n %	Graduate Students n %	Faculty n %	Staff/ Administrators n %	Undergraduate Students n %	Graduate Students n %	Faculty n %	Staff/ Administrators n %	Undergraduate Students n %	Graduate Students n %	Faculty n %	Staff/ Administrators n %	Undergraduate Students n %	Graduate Students n %	Faculty n %	Staff/ Administrators n %
What is your gender? (Q21)																
Man	189 56%	86 69%	71 81%	29 38%	2,815 32%	345 34%	1,014 45%	1,153 35%	17,626 37%	2,030 36%	5,217 47%	5,729 37%				
Woman	147 43%	38 31%	17 19%	47 62%	5,833 66%	651 64%	1,229 54%	2,143 65%	28,739 61%	3,492 62%	5,701 52%	9,752 63%				
Non-binary	3 1%	0 0%	0 0%	0 0%	189 2%	20 2%	17 1%	20 1%	1,021 2%	103 2%	78 1%	89 1%				
Total	339 100%	124 100%	88 100%	76 100%	8,837 100%	1,016 100%	2,260 100%	3,316 100%	47,386 100%	5,625 100%	10,996 100%	15,570 100%				
Are you transgender? (Q22)																
Yes	2 1%	0 0%	0 0%	1 1%	144 2%	12 1%	8 0%	11 0%	713 2%	55 1%	37 0%	43 0%				
No	337 99%	125 100%	87 100%	72 99%	8,679 98%	1,001 99%	2,247 100%	3,306 100%	46,563 98%	5,558 99%	10,913 100%	15,491 100%				
Total	339 100%	125 100%	87 100%	73 100%	8,823 100%	1,013 100%	2,255 100%	3,317 100%	47,276 100%	5,613 100%	10,950 100%	15,534 100%				
What is your current age? (Q23)																
Younger than 25	319 94%	38 30%	0 0%	1 1%	7,715 87%	382 38%	7 0%	80 2%	42,611 90%	1,445 26%	31 0%	508 3%				
25-34	14 4%	77 61%	13 15%	21 28%	690 8%	369 36%	188 8%	555 17%	2,763 6%	2,558 45%	1,000 9%	3,085 20%				
35-44	4 1%	8 6%	22 25%	23 31%	242 3%	144 14%	568 25%	770 23%	888 2%	861 15%	2,954 27%	3,392 22%				
45-54	2 1%	2 2%	20 23%	12 16%	131 1%	91 9%	615 28%	836 25%	528 1%	544 10%	2,937 27%	3,886 25%				
55-64	0 0%	1 1%	23 26%	13 17%	45 1%	25 2%	587 26%	814 25%	284 1%	184 3%	2,607 24%	3,689 24%				
65 or older	0 0%	0 0%	9 10%	5 7%	22 0%	7 1%	264 12%	233 7%	373 1%	32 1%	1,344 12%	893 6%				
Total	339 100%	126 100%	87 100%	75 100%	8,845 100%	1,018 100%	2,229 100%	3,288 100%	47,447 100%	5,624 100%	10,873 100%	15,453 100%				
Which term best describes your sexual orientation? (Select one) (Q24)																
Asexual	6 2%	2 2%	2 2%	1 1%	255 3%	39 4%	51 2%	78 2%	1,209 3%	132 2%	140 1%	275 2%				
Bisexual	28 8%	5 4%	0 0%	1 1%	787 9%	62 6%	67 3%	84 3%	3,747 8%	293 5%	310 3%	412 3%				
Gay	6 2%	2 2%	0 0%	2 3%	201 2%	25 2%	49 2%	70 2%	918 2%	112 2%	289 3%	319 2%				
Lesbian	4 1%	0 0%	0 0%	1 1%	150 2%	16 2%	34 2%	50 2%	664 1%	61 1%	141 1%	236 2%				
Pansexual	6 2%	0 0%	0 0%	0 0%	196 2%	13 1%	13 1%	14 0%	818 2%	80 1%	58 1%	103 1%				
Queer	0 0%	0 0%	0 0%	1 1%	89 1%	13 1%	17 1%	19 1%	781 2%	124 2%	159 1%	131 1%				
Questioning	6 2%	0 0%	0 0%	1 1%	130 1%	3 0%	6 0%	11 0%	951 2%	53 1%	49 0%	53 0%				
Straight (Heterosexual)	276 82%	110 90%	81 96%	66 89%	6,857 78%	830 82%	1,934 88%	2,907 89%	37,443 79%	4,627 83%	9,494 88%	13,694 89%				
Fill in	5 1%	3 2%	1 1%	1 1%	111 1%	7 1%	35 2%	43 1%	589 1%	83 1%	146 1%	126 1%				
Total	337 100%	122 100%	84 100%	74 100%	8,776 100%	1,008 100%	2,206 100%	3,276 100%	47,120 100%	5,565 100%	10,786 100%	15,349 100%				
What is your religious affiliation? (Select one) (Q25)																
Agnostic	56 17%	19 16%	10 12%	7 10%	858 10%	103 10%	262 12%	253 8%	3,894 9%	377 8%	1,258 13%	1,105 8%				
Atheist	33 10%	10 8%	11 13%	11 16%	612 7%	74 7%	243 11%	175 5%	2,602 6%	285 6%	1,053 11%	724 5%				
Baptist	32 10%	4 3%	5 6%	9 13%	865 10%	65 7%	121 6%	317 10%	1,068 2%	97 2%	172 2%	390 3%				
Buddhist	1 0%	2 2%	1 1%	0 0%	63 1%	20 2%	30 1%	13 0%	409 1%	54 1%	150 2%	103 1%				
Catholic	74 22%	17 14%	10 12%	2 3%	1,554 18%	186 19%	315 14%	568 18%	7,270 17%	733 16%	1,506 16%	3,291 24%				
The Church of Jesus Christ of Latter-day Saints	1 0%	2 2%	1 1%	1 1%	506 6%	42 4%	118 5%	267 8%	14,071 33%	1,282 28%	1,419 15%	2,254 16%				
Episcopalian	1 0%	0 0%	2 2%	1 1%	32 0%	9 1%	57 3%	46 1%	322 1%	31 1%	220 2%	254 2%				
Hindu	2 1%	10 8%	4 5%	2 3%	28 0%	19 2%	22 1%	3 0%	234 1%	93 2%	53 1%	21 0%				
Jehovah's Witness	1 0%	0 0%	0 0%	2 3%	18 0%	2 0%	2 0%	10 0%	57 0%	2 0%	4 0%	26 0%				
Jewish	5 2%	1 1%	0 0%	0 0%	66 1%	20 2%	43 2%	45 1%	887 2%	71 2%	342 4%	238 2%				
Lutheran	3 1%	2 2%	3 4%	0 0%	138 2%	12 1%	50 2%	61 2%	952 2%	148 3%	304 3%	517 4%				
Methodist	9 3%	0 0%	3 4%	5 7%	258 3%	18 2%	115 5%	209 6%	718 2%	81 2%	258 3%	446 3%				
Muslim	2 1%	21 18%	6 7%	1 1%	176 2%	48 5%	31 1%	19 1%	565 1%	144 3%	97 1%	58 0%				
Nondenominational Christian	41 12%	6 5%	11 13%	13 19%	1,046 12%	109 11%	209 10%	459 14%	2,435 6%	336 7%	525 6%	1,204 9%				
Orthodox Christian	5 2%	3 3%	1 1%	1 1%	149 2%	11 1%	26 1%	15 0%	386 1%	43 1%	87 1%	70 1%				
Other Christian	25 8%	5 4%	1 1%	5 7%	830 10%	82 8%	102 5%	231 7%	1,784 4%	158 3%	362 4%	619 5%				

Presbyterian	5	2%	2	2%	2	2%	1	1%	95	1%	12	1%	75	3%	69	2%	493	1%	55	1%	204	2%	319	2%
Spiritual, but not religious	24	7%	11	9%	7	9%	5	7%	849	10%	106	11%	214	10%	308	10%	3,082	7%	444	10%	919	10%	1,442	11%
Fill in	12	4%	3	3%	4	5%	1	1%	536	6%	54	5%	150	7%	163	5%	2,022	5%	202	4%	565	6%	592	4%
Total	332	100%	118	100%	82	100%	67	100%	8,679	100%	992	100%	2,185	100%	3,231	100%	43,251	100%	4,636	100%	9,498	100%	13,673	100%
How would you characterize your political views? (Q26)																								
Far left	23	7%	8	7%	3	4%	7	10%	473	6%	69	7%	190	9%	124	4%	3,365	7%	420	8%	1,314	12%	802	5%
Liberal	112	34%	32	29%	29	34%	24	36%	2,417	28%	318	33%	960	44%	944	30%	14,837	32%	1,891	35%	5,237	49%	5,487	36%
Middle-of-the-road	120	37%	61	55%	40	47%	25	37%	3,696	44%	410	42%	693	32%	1,319	41%	16,917	37%	2,028	37%	2,869	27%	5,534	37%
Conservative	70	21%	9	8%	13	15%	11	16%	1,730	20%	162	17%	329	15%	776	24%	10,555	23%	1,071	20%	1,324	12%	3,227	21%
Far right	2	1%	1	1%	0	0%	0	0%	177	2%	17	2%	16	1%	25	1%	648	1%	45	1%	34	0%	84	1%
Total	327	100%	111	100%	85	100%	67	100%	8,493	100%	976	100%	2,188	100%	3,188	100%	46,322	100%	5,445	100%	10,778	100%	15,134	100%
Do you currently have a physical or mental impairment that substantially limits one or more major life activities such as seeing, hearing, learning, interacting with others, walking, etc.? (Q27)																								
Yes	22	7%	6	5%	1	1%	4	5%	830	9%	62	6%	151	7%	218	7%	4,445	9%	386	7%	606	5%	801	5%
Temporary disability	7	2%	0	0%	0	0%	2	3%	180	2%	12	1%	47	2%	56	2%	971	2%	71	1%	207	2%	233	1%
No	308	91%	120	95%	87	99%	69	92%	7,813	89%	941	93%	2,066	91%	3,036	92%	41,928	89%	5,154	92%	10,218	93%	14,545	93%
Total	337	100%	126	100%	88	100%	75	100%	8,823	100%	1,015	100%	2,264	100%	3,310	100%	47,344	100%	5,611	100%	11,031	100%	15,579	100%
What is your citizenship status? (Q28)																								
U.S. citizen	305	90%	48	38%	65	74%	74	96%	8,436	95%	856	84%	2,118	94%	3,263	98%	44,198	93%	4,878	87%	10,408	95%	15,338	98%
U.S. permanent resident but not a U.S. citizen	11	3%	3	2%	17	19%	0	0%	156	2%	19	2%	101	4%	44	1%	1,010	2%	178	3%	451	4%	215	1%
Not a U.S. citizen or permanent resident	23	7%	75	60%	6	7%	3	4%	244	3%	139	14%	42	2%	13	0%	2,172	5%	565	10%	154	1%	53	0%
Total	339	100%	126	100%	88	100%	77	100%	8,836	100%	1,014	100%	2,261	100%	3,320	100%	47,380	100%	5,621	100%	11,013	100%	15,606	100%
Which of the following racial or ethnic categories applies to your identity? (Check all that apply) (Q29)																								
African	8	2%	11	9%	2	2%	1	1%	172	2%	34	3%	35	2%	21	1%	834	2%	160	3%	75	1%	82	1%
African American/Black	73	22%	13	11%	13	15%	14	20%	1,334	15%	113	11%	108	5%	280	9%	3,073	7%	430	8%	331	3%	750	5%
Alaska Native	0	0%	0	0%	0	0%	0	0%	11	0%	0	0%	5	0%	3	0%	68	0%	6	0%	0	0%	5	0%
Asian	14	4%	42	34%	24	29%	5	7%	351	4%	89	9%	95	4%	59	2%	3,053	6%	521	9%	398	4%	286	2%
Asian American	5	1%	1	1%	7	8%	3	4%	140	2%	14	1%	43	2%	31	1%	1,531	3%	169	3%	236	2%	265	2%
Caribbean/West Indian	15	4%	1	1%	0	0%	1	1%	167	2%	10	1%	24	1%	26	1%	670	1%	78	1%	64	1%	108	1%
Hispanic or Latino/a	89	26%	12	10%	4	5%	3	4%	976	11%	77	8%	73	3%	123	4%	5,316	11%	479	9%	518	5%	1,002	7%
Latin American	30	9%	3	2%	0	0%	0	0%	202	2%	20	2%	23	1%	37	1%	1,351	3%	161	3%	161	1%	171	1%
Middle Eastern	7	2%	14	11%	3	4%	0	0%	127	1%	38	4%	29	1%	19	1%	740	2%	145	3%	173	2%	104	1%
Native American/American Indian	4	1%	0	0%	0	0%	3	4%	292	3%	20	2%	48	2%	86	3%	1,151	2%	169	3%	163	2%	283	2%
Native Hawaiian or other Pacific Islander	0	0%	0	0%	1	1%	0	0%	62	1%	6	1%	5	0%	8	0%	622	1%	76	1%	39	0%	100	1%
South Asian	0	0%	15	12%	5	6%	3	4%	51	1%	23	2%	34	2%	16	0%	427	1%	81	1%	111	1%	48	0%
Southeast Asian	5	1%	4	3%	1	1%	0	0%	65	1%	6	1%	9	0%	16	0%	578	1%	91	2%	48	0%	78	1%
White	187	55%	34	28%	30	36%	47	66%	6,257	71%	642	64%	1,792	81%	2,747	84%	36,269	77%	3,807	68%	9,077	84%	13,161	85%
Some other race or ethnicity	8	2%	0	0%	1	1%	2	3%	161	2%	32	3%	93	4%	83	3%	1,081	2%	167	3%	365	3%	350	2%
Number of respondents who answered this question	337		122		84		71		8,812		1,002		2,202		3,264		47,144		5,565		10,746		15,393	
What is the highest level of education completed by either of your parents (or those who raised you)? (Q30)																								
Did not finish high school	9	3%	7	6%	4	5%	0	0%	286	3%	35	3%	61	3%	87	3%	1,415	3%	233	4%	184	2%	303	2%
High school diploma or G.E.D.	51	15%	12	10%	5	6%	11	15%	2,193	25%	156	15%	192	8%	495	15%	6,472	14%	612	11%	793	7%	1,983	13%
Attended college but did not complete degree	19	6%	1	1%	1	1%	7	10%	1,383	16%	84	8%	90	4%	362	11%	4,723	10%	359	6%	357	3%	1,400	9%
Associate's degree (A.A., A.S., etc.)	10	3%	5	4%	0	0%	10	14%	1,099	12%	71	7%	50	2%	216	7%	3,268	7%	323	6%	226	2%	1,054	7%
Bachelor's degree (B.A., B.S., etc.)	117	35%	44	35%	7	8%	16	22%	2,313	26%	357	35%	168	7%	861	26%	13,145	28%	1,778	32%	1,279	12%	4,630	30%
Master's degree (M.A., M.B.A., M.S., etc.)	78	23%	38	30%	8	9%	17	23%	1,234	14%	248	24%	542	24%	993	30%	12,246	26%	1,610	29%	2,818	26%	4,718	30%
Doctoral or professional degree (Ph.D., J.D., M.D.)	32	10%	18	14%	63	72%	12	16%	327	4%	66	6%	1,167	51%	301	9%	5,996	13%	706	13%	5,372	49%	1,463	9%
Total	336	100%	125	100%	88	100%	73	100%	8,835	100%	1,017	100%	2,270	100%	3,315	100%	47,265	100%	5,621	100%	11,029	100%	15,551	100%
What is your primary role at FAMU-FSU College of Engineering? (Q31)																								
Undergraduate Student	339	100%	-	-	-	-	-	-	8,861	100%	-	-	-	-	-	-	47,556	100%	-	-	-	-	-	-
Graduate Student	-	-	126	100%	-	-	-	-	-	-	1,023	100%	-	-	-	-	-	-	5,655	100%	-	-	-	-
Faculty	-	-	-	-	88	100%	-	-	-	-	-	-	2,288	100%	-	-	-	-	-	-	11,125	100%	-	-
Staff	-	-	-	-	-	-	68	88%	-	-	-	-	-	-	2,801	84%	-	-	-	-	-	-	12,285	78%
Administrator	-	-	-	-	-	-	9	12%	-	-	-	-	-	-	537	16%	-	-	-	-	-	-	3,390	22%
Total	339	100%	126	100%	88	100%	77	100%	8,861	100%	1,023	100%	2,288	100%	3,338	100%	47,556	100%	5,655	100%	11,125	100%	15,675	100%
How do you attend classes at FAMU-FSU College of Engineering? (Q32)																								
<i>Respondents who selected "Undergraduate Student" or "Graduate Student" for Question 31 saw Question 32.</i>																								
Primarily or entirely on campus	41	12%	23	18%	-	-	-	-	6,216	70%	514	51%	-	-	-	-	24,515	56%	2,567	54%	-	-	-	-

Primarily or entirely online	157	46%	60	48%	-	-	-	-	671	8%	189	19%	-	-	-	-	8,166	19%	850	18%	-	-	-	-
Split between on campus and online	140	41%	43	34%	-	-	-	-	1,958	22%	313	31%	-	-	-	-	11,180	25%	1,297	28%	-	-	-	-
Total	338	100%	126	100%	-	-	-	-	8,845	100%	1,016	100%	-	-	-	-	43,861	100%	4,714	100%	-	-	-	-
Which of the following best describes where you are currently living? (Q33)																								
<i>Respondents who selected "Undergraduate Student" or "Graduate Student" for Question 31 saw Question 33.</i>																								
Dormitory or other campus housing (not a fraternity or sorority house)	68	20%	2	2%	-	-	-	-	3,129	36%	65	6%	-	-	-	-	20,612	44%	251	4%	-	-	-	-
Fraternity or sorority house (including college-owned housing)	3	1%	0	0%	-	-	-	-	111	1%	4	0%	-	-	-	-	841	2%	11	0%	-	-	-	-
Residence (house, apartment, etc.) <i>within</i> walking distance to the institution	30	9%	12	10%	-	-	-	-	1,514	17%	192	19%	-	-	-	-	11,969	25%	1,126	20%	-	-	-	-
Residence (house, apartment, etc.) <i>farther than</i> walking distance to the institution	230	68%	106	84%	-	-	-	-	3,631	41%	673	67%	-	-	-	-	12,729	27%	3,732	66%	-	-	-	-
None of the above	7	2%	6	5%	-	-	-	-	425	5%	73	7%	-	-	-	-	1,092	2%	494	9%	-	-	-	-
Total	338	100%	126	100%	-	-	-	-	8,810	100%	1,007	100%	-	-	-	-	47,243	100%	5,614	100%	-	-	-	-
What is your college classification for the current academic year? (Q34)																								
<i>Respondents who selected "Undergraduate Student" in Question 31 saw Question 34.</i>																								
Freshman/First Year	67	20%	-	-	-	-	-	-	2,284	26%	-	-	-	-	-	-	10,618	25%	-	-	-	-	-	-
Sophomore	45	13%	-	-	-	-	-	-	1,923	22%	-	-	-	-	-	-	9,859	23%	-	-	-	-	-	-
Junior	104	31%	-	-	-	-	-	-	2,203	25%	-	-	-	-	-	-	10,563	25%	-	-	-	-	-	-
Senior	115	34%	-	-	-	-	-	-	2,306	26%	-	-	-	-	-	-	11,106	26%	-	-	-	-	-	-
Other	7	2%	-	-	-	-	-	-	128	1%	-	-	-	-	-	-	363	1%	-	-	-	-	-	-
Total	338	100%	-	-	-	-	-	-	8,844	100%	-	-	-	-	-	-	42,509	100%	-	-	-	-	-	-
How many total credit hours have you earned at FAMU-FSU College of Engineering, not counting the courses you are currently taking this academic term? Students from two-year institutions who selected "Undergraduate Student" in Question 31 saw this question instead of Question 34.																								
None	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	653	15%	-	-	-	-	-	-
1-14 credits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,219	29%	-	-	-	-	-	-
15-29 credits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	705	17%	-	-	-	-	-	-
30-44 credits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	622	15%	-	-	-	-	-	-
45-60 credits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	573	13%	-	-	-	-	-	-
Over 60 credits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	491	12%	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4,263	100%	-	-	-	-	-	-
How many total academic terms have you been enrolled at FAMU-FSU College of Engineering? Students from two-year institutions who selected "Undergraduate Student" in Question 31 saw this question instead of Question 34.																								
This is my first academic term	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	857	20%	-	-	-	-	-	-
This is my second academic term	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	843	20%	-	-	-	-	-	-
This is my third or fourth academic term	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,280	30%	-	-	-	-	-	-
This is my fifth or sixth academic term	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	582	14%	-	-	-	-	-	-
I have been enrolled more than six academic terms	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	666	16%	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4,228	100%	-	-	-	-	-	-
How do you work at FAMU-FSU College of Engineering? (Q35)																								
<i>Respondents who selected "Faculty," "Staff," or "Administrator" in Question 31 saw Question 35.</i>																								
Primarily or entirely on campus	-	-	-	-	46	52%	41	54%	-	-	-	-	1,635	72%	2,928	88%	-	-	-	-	6,485	66%	11,069	79%
Primarily or entirely remotely	-	-	-	-	10	11%	13	17%	-	-	-	-	167	7%	130	4%	-	-	-	-	993	10%	1,025	7%
Split between on campus and remotely	-	-	-	-	32	36%	22	29%	-	-	-	-	454	20%	258	8%	-	-	-	-	2,327	24%	1,859	13%
Total	-	-	-	-	88	100%	76	100%	-	-	-	-	2,256	100%	3,316	100%	-	-	-	-	9,805	100%	13,953	100%
How long have you worked at FAMU-FSU College of Engineering? (Q36)																								
<i>Respondents who selected "Faculty," "Staff," or "Administrator" in Question 31 saw Question 36.</i>																								
Less than 1 year	-	-	-	-	9	10%	5	7%	-	-	-	-	174	8%	308	9%	-	-	-	-	797	7%	1,669	11%
1-4 years	-	-	-	-	20	23%	37	49%	-	-	-	-	499	22%	907	27%	-	-	-	-	2,407	22%	4,799	31%
5-9 years	-	-	-	-	16	18%	9	12%	-	-	-	-	434	19%	653	20%	-	-	-	-	2,370	22%	3,307	21%
10 or more years	-	-	-	-	42	48%	24	32%	-	-	-	-	1,141	51%	1,437	43%	-	-	-	-	5,390	49%	5,732	37%
Total	-	-	-	-	87	100%	75	100%	-	-	-	-	2,248	100%	3,305	100%	-	-	-	-	10,964	100%	15,507	100%
Are you a part-time or full-time employee at FAMU-FSU College of Engineering? (Q37)																								
<i>Respondents who selected "Faculty," "Staff," or "Administrator" in Question 31 saw Question 37.</i>																								
Part-time	-	-	-	-	5	6%	4	5%	-	-	-	-	261	12%	185	6%	-	-	-	-	2,317	21%	1,387	9%
Full-time	-	-	-	-	83	94%	70	95%	-	-	-	-	1,994	88%	3,126	94%	-	-	-	-	8,682	79%	14,144	91%
Total	-	-	-	-	88	100%	74	100%	-	-	-	-	2,255	100%	3,311	100%	-	-	-	-	10,999	100%	15,531	100%
What is your present academic rank? (Q38)																								
<i>Respondents who selected "Faculty" in Question 31 saw Question 38.</i>																								
Professor	-	-	-	-	28	35%	-	-	-	-	-	-	538	25%	-	-	-	-	-	-	2,668	27%	-	-
Associate Professor	-	-	-	-	20	25%	-	-	-	-	-	-	512	24%	-	-	-	-	-	-	2,526	25%	-	-
Assistant Professor	-	-	-	-	16	20%	-	-	-	-	-	-	561	26%	-	-	-	-	-	-	2,326	23%	-	-

Lecturer	-	-	-	3	4%	-	-	-	-	-	-	71	3%	-	-	-	-	-	-	-	-	621	6%	-	-
Instructor	-	-	-	14	17%	-	-	-	-	-	-	469	22%	-	-	-	-	-	-	-	-	1,792	18%	-	-
Total	-	-	-	81	100%	-	-	-	-	-	-	2,151	100%	-	-	-	-	-	-	-	-	9,933	100%	-	-
In which of the following areas do you teach? (Q39)																									
Respondents who selected "Faculty" in Question 31 saw Question 38.																									
Arts/Humanities	-	-	-	0	0%	-	-	-	-	-	-	303	26%	-	-	-	-	-	-	-	-	2,061	35%	-	-
Social Sciences	-	-	-	1	1%	-	-	-	-	-	-	170	15%	-	-	-	-	-	-	-	-	859	15%	-	-
STEM	-	-	-	82	96%	-	-	-	-	-	-	274	24%	-	-	-	-	-	-	-	-	1,321	22%	-	-
Business/Education	-	-	-	0	0%	-	-	-	-	-	-	214	18%	-	-	-	-	-	-	-	-	727	12%	-	-
Other academic areas	-	-	-	2	2%	-	-	-	-	-	-	199	17%	-	-	-	-	-	-	-	-	954	16%	-	-
Total	-	-	-	85	100%	-	-	-	-	-	-	1,160	100%	-	-	-	-	-	-	-	-	5,922	100%	-	-
Which category best describes your primary role? (Q40)																									
Respondents who selected "Staff" or "Administrator" in Question 31 saw Question 39.																									
Hourly (non-exempt)	-	-	-	-	23	31%	-	-	-	-	-	-	1,015	31%	-	-	-	-	-	-	-	-	4,839	31%	-
Salaried (exempt) without supervisory responsibilities	-	-	-	-	25	34%	-	-	-	-	-	-	1,043	32%	-	-	-	-	-	-	-	-	4,442	29%	-
Salaried (exempt) with supervisory responsibilities	-	-	-	-	26	35%	-	-	-	-	-	-	1,227	37%	-	-	-	-	-	-	-	-	6,147	40%	-
Total	-	-	-	-	74	100%	-	-	-	-	-	-	3,285	100%	-	-	-	-	-	-	-	-	15,428	100%	-



HEDS Diversity and Equity Campus Climate Survey Fall 2020 Comparison Report FAMU-FSU College of Engineering

Technical Information

This file summarizes data for over 63,000 students and over 32,000 employees from 106 institutions that administered the HEDS Diversity and Equity Campus Climate Survey in 2017–2018, 2018–2019, 2019–2020, and/or Fall 2020. The average response rate was 18% for students and 42% for employees.

For data comparisons in this report, we assigned institutions to one of the following groups:

- 1) 2-Year Public: includes all 2-year public institutions
- 2) Baccalaureate Liberal Arts: includes any institution with a Baccalaureate-Liberal Arts Carnegie Classification, private or public, as well as Council of Public Liberal Arts Colleges (COPLAC) institutions regardless of their Carnegie Classification
- 3) 4-Year Private: includes all 4-year private institutions that are not in the Baccalaureate-Liberal Arts Carnegie Classification
- 4) 4-Year Public: includes all 4-year public institutions that are not in the Baccalaureate-Liberal Arts Carnegie Classification and are not COPLAC institutions

See the table below for the institutions within each of these groups.

Participating Institutions and Number of Responses										
Participating Institutions	Survey Year	Institution Type	Undergraduate Students ¹		Graduate Students ¹		Faculty ¹		Staff/Administrators ¹	
			n	Response Rate ²	n	Response Rate ²	n	Response Rate ²	n	Response Rate ²
Albion College	2018	Baccalaureate Liberal Arts	211	15%			81	47%	129	31%
Albion College	2019	Baccalaureate Liberal Arts	292	21%	0	0%	64	42%	132	39%
Albright College	2018	Baccalaureate Liberal Arts	263	17%	7	35%	123	48%	162	50%
Allegheny College	2018	Baccalaureate Liberal Arts	466	28%			125	63%	140	49%
Allegheny College	2019	Baccalaureate Liberal Arts	493	30%			116	62%	140	53%
Alvin Community College	2021	2-Year Public	264	9%			71	15%	88	32%
Arapahoe Community College	2020	2-Year Public	864	9%			99	25%	146	59%
Arkansas State University-Newport	2019	2-Year Public	21	3%			35	35%	40	47%
Baldwin Wallace University	2019	4-Year Private	537	19%			154	37%	222	29%
Bard College	2021	Baccalaureate Liberal Arts	619	36%	97	35%	223	73%	327	49%
Blackburn College	2019	4-Year Private	208	43%			33	53%	46	63%
Brigham Young University	2021	4-Year Private	14,468	44%	1314	57%	1408	59%	2263	58%
Bunker Hill Community College	2020	2-Year Public	945	9%			130	19%	147	42%
California Institute of the Arts	2021	4-Year Private	127	17%	68	17%	117	37%	110	48%
California Institute of Integral Studies	2018	4-Year Private	13	20%	253	18%	48	59%	60	56%
California University of Pennsylvania	2019	4-Year Public	314	10%	48	14%	143	59%	223	56%
Central College	2018	Baccalaureate Liberal Arts	334	30%			67	61%	138	51%
Chippewa Valley Technical College	2020	2-Year Public	362	8%			107	24%	129	47%
Clovis Community College	2021	2-Year Public					70	23%	48	48%
College of Saint Benedict/Saint John's University	2019	Baccalaureate Liberal Arts	292	8%	19	14%	141	43%	236	38%
College of Wooster	2019	Baccalaureate Liberal Arts	357	19%			128	54%	207	35%
Concordia University Portland	2018	4-Year Private	178	14%	482	13%	99	28%	132	44%
Concordia University Texas	2018	4-Year Private	122	10%	71	41%	47	21%	78	45%
DePauw University	2019	Baccalaureate Liberal Arts	384	18%						
Dixie State University	2019	4-Year Public	419	8%			105	20%	188	26%
Dominican University of California	2020	4-Year Private	128	11%	34	10%	83	36%	100	25%
East Stroudsburg University of Pennsylvania	2019	4-Year Public	793	15%	73	10%	133	41%	134	37%
Elizabeth City State University	2021	4-Year Public	397	22%	15	17%	38	37%	86	33%
FAMU-FSU College of Engineering	2021	4-Year Public	339	16%	126	38%	88	73%	77	68%
Fort Lewis College	2019	Baccalaureate Liberal Arts	301	10%	3	7%	101	47%	163	44%
Frostburg State University	2021	4-Year Public	192	4%	14	2%	95	27%	124	23%
Goshen College	2019	4-Year Private	247	33%	19	25%	56	68%	87	51%

Grand View University	2020	4-Year Private	307	19%	17	13%	82	20%	113	57%
Guilford College	2019	Baccalaureate Liberal Arts	179	14%	4	40%	55	32%	70	30%
Hamilton College	2019	Baccalaureate Liberal Arts	374	21%			117	40%	176	34%
Hanover College	2018	Baccalaureate Liberal Arts	224	22%			63	66%	85	49%
Hiram College	2020	Baccalaureate Liberal Arts	160	18%	4	27%	29	46%	40	6%
Hobart and William Smith Colleges	2019	Baccalaureate Liberal Arts	226	11%	4	33%	113	46%	156	36%
Illinois Wesleyan University	2018	Baccalaureate Liberal Arts	314	20%			97	34%	125	38%
La Roche University	2020	4-Year Private	169	13%	15	-	71	115%	96	19%
Landmark College	2020	4-Year Private	151	41%			46	56%	78	53%
Lehigh University	2020	4-Year Private	533	11%	244	15%	248	36%	613	49%
Manhattan College	2021	4-Year Private	374	12%	74	13%	139	55%	161	53%
Marywood University	2020	4-Year Private	124	8%	60	7%	88	17%	85	21%
McLennan Community College	2021	2-Year Public	157	6%						
Meredith College	2021	Baccalaureate Liberal Arts	401	27%	23	12%	131	49%	172	55%
Metropolitan Community College - Penn Valley Campus	2021	2-Year Public	71	2%			22	22%	29	64%
Misericordia University	2019	4-Year Private	407	23%	85	16%	86	63%	146	60%
Mississippi University for Women	2019	4-Year Public	108	5%	14	7%	53	46%	92	43%
Missouri State University	2019	4-Year Public	1,321	9%	264	18%	434	40%	704	37%
Morehead State University	2020	4-Year Public	661	11%	69	10%	193	47%	277	45%
Morningside College	2020	4-Year Private	283	24%	3	-	62	81%	96	61%
Mount Mary University	2020	4-Year Private	244	47%	131	31%	59	88%	93	65%
Mount St. Joseph University	2019	4-Year Private	137	12%	20	3%	71	33%	108	37%
Newberry College	2021	4-Year Private	368	30%			45	37%	42	21%
Nichols College	2019	4-Year Private	146	13%						
Nichols College	2021	4-Year Private	124	11%			55	35%	68	63%
North Central College	2021	4-Year Private	667	27%	64	18%	147	48%	170	50%
North Hennepin Community College	2021	2-Year Public	237	5%			86	37%	92	52%
Northshore Technical Community College	2021	2-Year Public	113	5%			86	52%	65	64%
Norwich College	2019	4-Year Private	209	9%	2	-	108	26%	171	35%
Oglethorpe University	2021	Baccalaureate Liberal Arts	290	21%			52	41%	61	52%
Oklahoma City University	2020	4-Year Private	317	20%	132	12%	109	31%	148	46%
Otis College of Art and Design	2020	4-Year Private	217	20%	15	28%	90	20%	121	36%
Otterbein University	2019	4-Year Private	325	14%	27	7%	92	31%	124	43%
Pacific University	2019	4-Year Private	380	22%	336	17%	212	50%	284	51%
Pasadena City College	2018	2-Year Public	551	4%			230	25%	164	40%
Pennsylvania Academy of Fine Arts	2019	4-Year Private	54	29%	26	36%	21	47%	80	75%
Prescott College	2018	4-Year Private	99	28%	87	27%	41	46%	54	69%
Providence College	2020	4-Year Private	386	9%	46	10%	156	48%	292	50%
Rhodes College	2019	Baccalaureate Liberal Arts	322	17%	1	5%	116	46%	154	46%
Roanoke College	2019	Baccalaureate Liberal Arts	345	19%	0	0%	108	50%	113	29%
Saddleback College	2021	2-Year Public	1,369	6%						
Saint Anselm College	2020	Baccalaureate Liberal Arts	825	41%			100	45%	150	30%
Saint Vincent College	2019	Baccalaureate Liberal Arts	367	22%	29	-	107	59%	131	39%
Sarah Lawrence College	2020	Baccalaureate Liberal Arts	459	33%	57	24%	80	24%	145	42%
Skidmore College	2019	Baccalaureate Liberal Arts	1,286	50%			270	74%	401	55%
South Orange County Community College District	2021	2-Year Public					425	22%	357	33%
Southeastern University	2019	4-Year Private	101	5%	12	5%	51	30%	64	15%
Southern Utah University	2020	4-Year Public	538	7%	59	7%	170	36%	248	42%
Southwest College of Naturopathic Medicine & Health Sciences, Inc.	2021	4-Year Private			128	37%	32	44%	71	64%
St. Edward's University	2020	4-Year Private	392	12%	66	13%	125	35%	231	47%
St. Lawrence University	2018	Baccalaureate Liberal Arts	665	29%	17	46%	159	61%	276	48%
Stephens College	2019	4-Year Private	93	23%	19	16%	38	33%	82	52%
SUNY Potsdam	2019	4-Year Public	346	12%	30	13%	162	49%	149	32%
Susquehanna University	2021	Baccalaureate Liberal Arts	353	16%			114	38%	148	38%
The College of Idaho	2018	Baccalaureate Liberal Arts	133	15%	4	29%	46	33%	72	34%

The College of Idaho	2019	Baccalaureate Liberal Arts	248	28%	0	0%	52	36%	90	49%
The University of the Arts	2019	4-Year Private	361	23%	20	14%	117	19%	141	61%
Trinity College (CT)	2019	Baccalaureate Liberal Arts	747	34%	17	28%	157	63%	250	56%
Trinity University (TX)	2019	4-Year Private	665	28%	8	6%	183	53%	269	44%
Union College	2020	Baccalaureate Liberal Arts	225	11%			124	52%	168	27%
University of Arkansas - Fort Smith	2021	4-Year Public	267	6%			98	44%	150	35%
University of Bridgeport	2021	4-Year Private	205	8%	88	4%	85	34%	58	23%
University of Hartford	2019	4-Year Private	347	8%	68	4%	252	30%	254	33%
University of New Orleans	2021	4-Year Public	473	8%	156	11%	163	42%	220	33%
University of Portland	2019	4-Year Private	702	19%	21	19%	224	41%	293	46%
University of Saint Francis	2021	4-Year Private	362	22%	41	22%	99	33%	123	56%
University of Scranton	2021	4-Year Private	691	19%	143	12%	171	41%	255	38%
University of Southern Indiana	2020	4-Year Public	1,712	29%	62	31%	300	55%	428	54%
University of St. Thomas	2020	4-Year Private	1,731	27%	961	27%	456	31%	692	71%
Washington & Jefferson College	2019	Baccalaureate Liberal Arts	360	28%	1	-	80	70%	114	49%
Wells College	2019	Baccalaureate Liberal Arts	180	43%			39	65%	65	49%
Wentworth Institute of Technology	2020	4-Year Private	462	12%	8	5%	119	36%	231	56%
Westminster College (PA)	2020	Baccalaureate Liberal Arts	163	15%	7	11%	71	49%	78	33%
Whitworth University	2019	4-Year Private	369	17%						
Willamette University	2019	Baccalaureate Liberal Arts	807	52%	144	28%	151	56%	198	47%
William Paterson University	2020	4-Year Public	1,320	16%	219	16%	201	50%	315	42%
Wittenberg University	2020	Baccalaureate Liberal Arts	200	14%	6	14%	78	41%	93	42%
Young Harris College	2021	Baccalaureate Liberal Arts	207	23%	3	14%	61	41%	60	57%

Number of Responses by Group				
	FAMU-FSU College of Engineering		All Other 4-Year Public Institutions	All Other Institutions
	n	Response Rate ²	n	n
Participants by Role				
Undergraduate Students	339	16%	8,839	47,578
Graduate Students	126	38%	994	5,684
Faculty	88	73%	2,286	11,127
Staff/Administrators	77	68%	3,351	15,662
Participants by Gender				
Men (cisgender)	375	20%	5,291	30,638
Women (cisgender)	249	31%	9,851	47,689
Participants by Race/Ethnicity ³				
American Indian or Alaska Native	2	50%	81	339
Asian	98	44%	460	3,124
Black or African American	116	21%	1,449	3,492
Native Hawaiian or other Pacific Islander	0	0%	28	242
White	269	23%	10,244	53,095
Hispanic or Latino/a	102	20%	1,225	6,418
Not a U.S. citizen or permanent resident	6	19%	467	2,487
Two or more races	21	15%	413	2,473
Unknown	14	32%	239	3,827

¹The "Undergraduate Students," "Graduate Students," "Faculty," and "Staff/Administrators" groups include all students and employees who submitted surveys, including those who did not provide a response for the gender question in the survey. Please note that respondents who skipped or selected "Other" for the question on role (Q31) are not included in the results that appear in this report as we could not classify them as either a student or an employee.

There were 20 respondents from your institution, 606 respondents from all other 4-Year Public institutions, and 2,390 respondents from all other institutions who selected "Other" as their primary role or skipped the question.

²We calculated the response rate by dividing an institution's total number of submitted surveys by the number of emails successfully delivered through Qualtrics. Please note that the number of successfully delivered emails we use is an approximate estimate for some groups because of the complexity of cross-checking bounced emails and duplicate emails with various demographic categories.

³While we were able to calculate response rates for role and gender breakdowns by dividing respondent-provided information by institution-provided data, we calculated the race/ethnicity response rate breakdowns using only institution-provided data since the categories listed in the survey instrument did not align with the IPEDS categories that we requested institutions to use for the data they submitted in their contact list.

Race/Ethnicity Breakdown - Broad Categories

We created the U.S. White, U.S. persons of color (POC), and International categories by recoding responses to Question 28, "What is your citizenship status?" and Question 29, "Which of the following racial or ethnic categories applies to your identity?" We categorized respondents as follows:

- *U.S. White: People who identified as only white and indicated that they were U.S. citizens or permanent residents.
- *U.S. Persons of Color (POC): People who identified with a race/ethnicity other than "White" and indicated that they were U.S. citizens or permanent residents.
- *International: People who indicated that they were neither U.S. citizens nor permanent residents, regardless of what they selected for Q29.

Gender Breakdown

This information comes from Question 21, "What is your gender?" and Question 22, "Are you transgender?" We combined those who selected "Yes" for Question 22, regardless of what they selected for Question 21, with those who selected "Non-binary" for Question 21 into one group, "Non-binary and/or transgender." We added a "(cisgender)" label to those who selected "Man" or "Woman" for Question 21 and did not identify as transgender.

Sexual Orientation Breakdown - Broad Categories

This information comes from Question 24, "Which term best describes your sexual orientation? (Select one)." The "LGBQ+" category in this report includes respondents who selected one of the following response options: Asexual, Bisexual, Gay, Lesbian, Pansexual, Queer, Questioning, or Fill in. Note that we do not use the "LGBTQ+" as the label for this group as we do not factor in whether respondents identified as transgender in Question 22.

Religion Breakdown - Broad Categories

This information comes from Question 25, "What is your religious affiliation? (Select one)." The "Christian" category includes those who selected: Baptist, Catholic, The Church of Jesus Christ of Latter-day Saints, Episcopalian, Jehovah's Witness, Lutheran, Methodist, Nondenominational Christian, Orthodox Christian, Other Christian, or Presbyterian. The "Other religious affiliation" group includes those who selected one of the following: Buddhist, Hindu, Jewish, or Muslim. The group, "No religious affiliation," includes those who selected: Agnostic, Atheist, or Spiritual, but not religious. Those who selected "Fill in" are excluded from these broad categories.

Political Affiliation Breakdown - Broad Categories

This information comes from Question 26, "How would you characterize your political views?" We combined the "Far left" and "Liberal" response options into one group and "Conservative" and "Far right" into another group for this report.

Disability Status Breakdown

This information comes from Question 27, "Do you currently have a physical or mental impairment that substantially limits one or more major life activities such as seeing, hearing, learning, interacting with others, walking, etc.?" We've labeled respondents who selected "Yes" as "Long-term disability" and respondents who selected "No" as "No disability."

Indicators

This file contains information on four campus climate indicators, three of which are composed of multiple statements. These three indicators and their reliabilities are:

- Campus Climate for Diversity and Equity Indicator – 4 statements, Cronbach's $\alpha = 0.88$
- Institutional Support for Diversity and Equity Indicator – 4 statements, Cronbach's $\alpha = 0.83$
- Insensitive or Disparaging Remarks Indicator – 10 statements, Cronbach's $\alpha = 0.93$

Effect Size Calculations

Effect size measures the magnitude of the difference between the results for one group compared to the results for another group. We calculated effect sizes for key comparisons rather than using tests of statistical significance. We have so many comparisons that using a test of significance for each comparison would increase the likelihood of a Type I error should the null hypothesis be correct in any of the comparisons. Unfortunately, correcting for this would dramatically reduce the power of our comparisons, thereby increasing the chance of Type II errors if the differences are the result of more than random influences. So, we have calculated effect sizes to provide a guide for assessing the magnitude of the differences between groups. When we compared the mean of two groups, we used Cohen's d . When we compared two percentages, we used Cohen's h , which uses an arcsine transformation to derive the effect size. (See Cohen, 1988, *Statistical Power Analyses for the Behavioral Sciences*, page 180.) We only calculated Cohen's d and h when $n \geq 10$ in each cell in the comparison.

Following the practice of the National Survey of Student Engagement (see http://www.rpajournal.com/dev/wp-content/uploads/2019/02/RPA_Summer_Fall_Issue_2018_A2.pdf), we used the following thresholds for small, medium, and large effect sizes for both Cohen's d and h :

- Large – 0.5
- Medium – 0.3
- Small – 0.1

Within Institution Worksheet

This worksheet only compares groups at your institution if there were 10 or more members of the respective groups (self-reported) who responded to the survey. The tables in this worksheet then only list groups if their results differed from the results of their counterparts and those comparisons had substantial differences—a medium or large effect size (see explanation above).

Results that Do Not Include Data from All Administration Years

Please note that the questions and response options listed below were not available for the 2017–2018 version of the survey and the comparison frequencies we show for these items do not contain 2018 data.

Q7, "How have the following activities influenced your support for diversity and equity?"

The response option, "Because of my physical appearance" on Q14, "How often have you been discriminated against or harassed on this campus, at an off-campus residence, or at an off-campus program/event affiliated with this institution for the following reasons?"

The response option, "Sexual assault/harassment" on Q16, "Please indicate which of the following forms of discrimination or harassment you have experienced in the past year. (Check all that apply)"

Q25, "What is your religious affiliation? (Select one)"

Q32, "How do you attend classes at this institution?"

Q35, "How do you work at this institution?"

Please note that the question below was only available for the 2019–2020 and the 2020–2021 versions of the survey and the comparison frequencies we show for this item contains 2020 and 2021 data only.

Q39, "In which of the following areas do you teach?"

You can view the full survey instrument here:

https://www.hedsconsortium.org/wp-content/uploads/2020-2021_Diversity_Equity_Instrument_2020-06-11.pdf



HEDS Diversity and Equity Campus Climate Survey Fall 2020 Comparison Report Understandings Regarding the Use of Information Gathered for HEDS

Data Sharing Practices

You can share this report without any restrictions. We send each participating institution this report, comparing their results to those of other institutions. This report contains results from all of the HEDS members and non-members that participated in the HEDS Diversity and Equity Campus Climate Survey, but it aggregates data from all institutions into one comparison group. These reports do not identify data from individual institutions.