HEDS Diversity and Equity Campus Climate Survey

• 52 institutions across the country participated in this survey, with 21,978 students and 14,216 employees responding to the survey.

• The average response rate was 19% for students and 43% for employees.

• SUNY Potsdam’s response rate was 12% for students and 32% for employees.

• HEDS comparative analysis breaks the schools up into small (fewer than 4,000 students) and large institutions (4,000 or more students).
Demographics of Survey Respondents by Role

What is your gender?
- Undergraduate: 67% Man, 29% Woman, 4% Non-binary
- Graduate student: 67% Man, 27% Woman, 6% Non-binary
- Faculty: 54% Man, 46% Woman, 0% Non-binary
- Staff/Administrator: 73% Man, 27% Woman, 0% Non-binary

What is your current age?
- Undergraduate: 38% Younger than 25, 20% 25–34, 9% 35–44, 6% 45–54, 3% 55–64, 1% 65 or older
- Graduate student: 17% Younger than 25, 19% 25–34, 19% 35–44, 19% 45–54, 11% 55–64, 2% 65 or older
- Faculty: 9% Younger than 25, 9% 25–34, 10% 35–44, 10% 45–54, 10% 55–64, 1% 65 or older
- Staff/Administrator: 6% Younger than 25, 3% 25–34, 3% 35–44, 3% 45–54, 3% 55–64, 1% 65 or older

Race/Ethnicity
- Undergraduate: 34% Did not report only white, 66% Reported only white
- Graduate student: 17% Did not report only white, 83% Reported only white
- Faculty: 19% Did not report only white, 81% Reported only white
- Staff/Administrator: 9% Did not report only white, 91% Reported only white

Sexual Orientation
- Undergraduate: 34% Selected a sexual orientation but not heterosexual, 66% Selected heterosexual
- Graduate student: 21% Selected a sexual orientation but not heterosexual, 79% Selected heterosexual
- Faculty: 20% Selected a sexual orientation but not heterosexual, 80% Selected heterosexual
- Staff/Administrator: 11% Selected a sexual orientation but not heterosexual, 89% Selected heterosexual
Demographics of Survey Respondents by Role

**Political Affiliation**

- Far left: 14% Undergraduate, 14% Graduate student, 6% Faculty, 15% Staff/Administrator
- Liberal: 38% Undergraduate, 45% Graduate student, 21% Faculty, 45% Staff/Administrator
- Middle-of-the-road: 42% Undergraduate, 28% Graduate student, 54% Faculty, 35% Staff/Administrator
- Conservative: 6% Undergraduate, 10% Graduate student, 18% Faculty, 5% Staff/Administrator
- Far right: 1% Undergraduate, 3% Graduate student, 1% Faculty, 0% Staff/Administrator

**Which of the following best describes where you are currently living?**

- None of the above: 0% Undergraduate, 10% Graduate student, 0% Faculty, 0% Staff/Administrator
- Residence (house, apartment, etc.) farther than walking distance to the institution: 38% Undergraduate, 45% Graduate student, 54% Faculty, 35% Staff/Administrator
- Residence (house, apartment, etc.) within walking distance to the institution: 6% Undergraduate, 10% Graduate student, 18% Faculty, 5% Staff/Administrator
- Fraternity or sorority house (including college-owned housing): 14% Undergraduate, 14% Graduate student, 6% Faculty, 15% Staff/Administrator
- Dormitory or other campus housing (not a fraternity or sorority house): 6% Undergraduate, 10% Graduate student, 18% Faculty, 5% Staff/Administrator

**How long have you worked at this institution?**

- 10 or more years: 0% Undergraduate, 10% Graduate student, 0% Faculty, 0% Staff/Administrator
- 5–9 years: 20% Undergraduate, 30% Graduate student, 40% Faculty, 50% Staff/Administrator
- 1–4 years: 30% Undergraduate, 40% Graduate student, 50% Faculty, 60% Staff/Administrator
- Less than 1 year: 40% Undergraduate, 50% Graduate student, 60% Faculty, 70% Staff/Administrator
Demographics of Survey Respondents compared to Survey Sample

**Gender - Student Comparisons**

- Undergraduate Survey Respondents: 70% Man, 31% Woman
- Undergraduates in Survey Sample: 61% Man, 39% Woman
- Graduate Student Survey Respondents: 71% Man, 29% Woman
- Graduate Students in Survey Sample: 69% Man, 31% Woman

**Race/Ethnicity - Student Comparisons**

- Undergraduate Survey Respondents: 62% White, 38% Person of Color
- Undergraduates in Survey Sample: 64% White, 36% Person of Color
- Graduate Student Survey Respondents: 83% White, 17% Person of Color
- Graduate Students in Survey Sample: 89% White, 11% Person of Color

**Gender - Employee Comparisons**

- Faculty Survey Respondents: 54% Man, 46% Woman
- Faculty in Survey Sample: 52% Man, 48% Woman
- Staff/Administrator Survey Respondents: 72% Man, 28% Woman
- Staff/Administrators in Survey Sample: 59% Man, 41% Woman

**Race/Ethnicity - Employee Comparisons**

- Faculty Survey Respondents: 81% White, 19% Person of Color
- Faculty in Survey Sample: 90% White, 10% Person of Color
- Staff/Administrator Survey Respondents: 91% White, 9% Person of Color
- Staff/Administrators in Survey Sample: 96% White, 4% Person of Color
**SUNY Potsdam Versus Other Small Institutions**

In these tables, HEDS provided an overview of how the views and experiences of different groups at SUNY Potsdam compare to those of different groups on other campuses. Like the tables on the previous tab, these tables were designed to provide a high-level summary that is focused on medium and large differences in the views or experiences of different groups. The chart below shows only areas where there are statistically significant differences.

### Climate & Support

<table>
<thead>
<tr>
<th>Groups at SUNY Potsdam that had less positive views than their counterparts at other small institutions</th>
<th>Groups at SUNY Potsdam that had more positive views than their counterparts at other small institutions</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Campus Climate for Diversity and Equity</strong></td>
<td><strong>Institutional Support for Diversity and Equity</strong></td>
</tr>
<tr>
<td>no med/large differences</td>
<td>no med/large differences</td>
</tr>
<tr>
<td><strong>Campus Climate for Diversity and Equity</strong></td>
<td><strong>Institutional Support for Diversity and Equity</strong></td>
</tr>
<tr>
<td>non-binary individuals</td>
<td>undergraduate students</td>
</tr>
<tr>
<td>international individuals</td>
<td>graduate students</td>
</tr>
<tr>
<td>men</td>
<td>men</td>
</tr>
<tr>
<td>women</td>
<td>women</td>
</tr>
<tr>
<td>non-binary individuals</td>
<td>non-binary individuals</td>
</tr>
<tr>
<td>U.S. persons of color</td>
<td>U.S. persons of color</td>
</tr>
<tr>
<td>heterosexual individuals</td>
<td>heterosexual individuals</td>
</tr>
<tr>
<td>LGB+ individuals</td>
<td>LGB+ individuals</td>
</tr>
<tr>
<td>liberal individuals</td>
<td>liberal individuals</td>
</tr>
</tbody>
</table>
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### Negative Experiences

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<thead>
<tr>
<th>Groups at SUNY Potsdam that had more negative experiences than their counterparts at other small institutions</th>
<th>Groups at SUNY Potsdam that had fewer negative experiences than their counterparts at other small institutions</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Insensitive or Disparaging Remarks</strong></td>
<td><strong>Insensitive or Disparaging Remarks</strong></td>
</tr>
<tr>
<td>no med/large differences</td>
<td>international individuals</td>
</tr>
<tr>
<td><strong>Discrimination or Harassment</strong></td>
<td><strong>Discrimination or Harassment</strong></td>
</tr>
<tr>
<td>no med/large differences</td>
<td>no med/large differences</td>
</tr>
</tbody>
</table>
Campus Climate for Diversity and Equity

Overall campus climate

- Undergraduate student: 69% Satisfied, 19% Neither satisfied nor dissatisfied, 12% Dissatisfied
- Graduate student: 90% Satisfied, 3% Neither satisfied nor dissatisfied, 7% Dissatisfied
- Faculty: 61% Satisfied, 21% Neither satisfied nor dissatisfied, 19% Dissatisfied
- Staff/Administrator: 61% Satisfied, 22% Neither satisfied nor dissatisfied, 17% Dissatisfied
Campus Climate for Diversity and Equity

The campus experience/environment regarding diversity at this institution

- Undergraduate student:
  - Satisfied: 74%
  - Neither satisfied nor dissatisfied: 17%
  - Dissatisfied: 9%

- Graduate student:
  - Satisfied: 70%
  - Neither satisfied nor dissatisfied: 20%
  - Dissatisfied: 10%

- Faculty:
  - Satisfied: 58%
  - Neither satisfied nor dissatisfied: 23%
  - Dissatisfied: 19%

- Staff/Administrator:
  - Satisfied: 55%
  - Neither satisfied nor dissatisfied: 31%
  - Dissatisfied: 14%
Campus Climate for Diversity and Equity

The extent to which you experience a sense of belonging or community at this institution

- Undergraduate student: Dissatisfied 15% | Neither satisfied nor dissatisfied 22% | Satisfied 63%
- Graduate student: Dissatisfied 10% | Neither satisfied nor dissatisfied 17% | Satisfied 73%
- Faculty: Dissatisfied 15% | Neither satisfied nor dissatisfied 17% | Satisfied 67%
- Staff/Administrator: Dissatisfied 19% | Neither satisfied nor dissatisfied 18% | Satisfied 63%

The extent to which you feel all community members experience a sense of belonging or community at this institution

- Undergraduate student: Dissatisfied 15% | Neither satisfied nor dissatisfied 10% | Satisfied 55%
- Graduate student: Dissatisfied 30% | Neither satisfied nor dissatisfied 30% | Satisfied 60%
- Faculty: Dissatisfied 26% | Neither satisfied nor dissatisfied 35% | Satisfied 39%
- Staff/Administrator: Dissatisfied 23% | Neither satisfied nor dissatisfied 30% | Satisfied 47%
Comparison to Other HEDS Student Respondents

Groups with statistically significant differences

<table>
<thead>
<tr>
<th>Campus Climate for Diversity and Equity Indicator Statements</th>
</tr>
</thead>
<tbody>
<tr>
<td>(HEDS indicator that groups the responses of four questions related to campus climate)</td>
</tr>
</tbody>
</table>

| Groups at SUNY Potsdam that had **less positive views** than their counterparts at other... |
|----------------------------------|----------------------------------|
| **Small Institutions**           | **Large Institutions**           |
| Conservative                     | undergraduate students Conservative |

| Groups at SUNY Potsdam that had **more positive views** than their counterparts at other... |
|----------------------------------|----------------------------------|
| **Small Institutions**           | **Large Institutions**           |
| undergraduate students           | graduate students                |
| graduate students                | men                              |
| men                              | women                            |
| women                            | non-binary individuals           |
| non-binary individuals           | U.S. persons of color            |
| U.S. persons of color            | US White                         |
| US White                         | heterosexual individuals         |
| heterosexual individuals         | LGB+ individuals                 |
| LGB+ individuals                 | Liberal                          |
| Liberal                          | Far Left                         |
| Far Left                         | Middle-of-the-road               |
Comparison to Other HEDS Employee Respondents

Groups with statistically significant differences

Campus Climate for Diversity and Equity Indicator Statements
(HEDS indicator that groups the responses of four questions related to campus climate)

<table>
<thead>
<tr>
<th>Small Institutions</th>
<th>Large Institutions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty Staff</td>
<td>Staff Administrators</td>
</tr>
<tr>
<td>US White</td>
<td>US White</td>
</tr>
<tr>
<td>Middle-of-the-road Conservative</td>
<td>Middle-of-the-road Conservative</td>
</tr>
</tbody>
</table>

Groups at SUNY Potsdam that had **less positive views** than their counterparts at other...

Groups at SUNY Potsdam that had **more positive views** than their counterparts at other...

<table>
<thead>
<tr>
<th>Small Institutions</th>
<th>Large Institutions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Far Left</td>
<td></td>
</tr>
</tbody>
</table>
Institutional Support for Diversity and Equity

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.
Comparison to Other HEDS Student Respondents
Groups with statistically significant differences

**Institutional Support for Diversity and Equity Indicator Statements**
(HEDS created an indicator that grouped the responses of four questions related to Institutional Support)

<table>
<thead>
<tr>
<th>Small Institutions</th>
<th>Large Institutions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Groups at SUNY Potsdam that had <em>less positive views</em> than their counterparts at other...</td>
<td></td>
</tr>
<tr>
<td>Conservative</td>
<td></td>
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</tbody>
</table>

<table>
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<th>Large Institutions</th>
</tr>
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<tbody>
<tr>
<td>Groups at SUNY Potsdam that had <em>more positive views</em> than their counterparts at other...</td>
<td></td>
</tr>
<tr>
<td>undergraduate students</td>
<td>graduate students</td>
</tr>
<tr>
<td>men</td>
<td>women</td>
</tr>
<tr>
<td>non-binary individuals</td>
<td>U.S. persons of color</td>
</tr>
<tr>
<td>US White</td>
<td>heterosexual individuals</td>
</tr>
<tr>
<td>LGB+ individuals</td>
<td>Liberal</td>
</tr>
<tr>
<td>Liberal</td>
<td>Far Left</td>
</tr>
<tr>
<td>Middle-of-the-road</td>
<td>Conservative</td>
</tr>
<tr>
<td>Conservative</td>
<td>Far Left</td>
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</tbody>
</table>
Comparison to Other HEDS Employee Respondents
Groups with statistically significant differences

<table>
<thead>
<tr>
<th>Institutional Support for Diversity and Equity Indicator Statements</th>
<th>(HEDS created an indicator that grouped the responses of four questions related to Institutional Support)</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Groups at SUNY Potsdam that had</th>
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</tr>
</thead>
<tbody>
<tr>
<td><em>less positive views</em></td>
<td><em>more positive views</em></td>
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<tr>
<td>than their counterparts at other...</td>
<td>than their counterparts at other...</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Small Institutions</th>
<th>Large Institutions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>Administrators</td>
</tr>
<tr>
<td>Staff</td>
<td>Men</td>
</tr>
<tr>
<td>Administrators</td>
<td>Women</td>
</tr>
<tr>
<td>Men</td>
<td>US White</td>
</tr>
<tr>
<td>Women</td>
<td>US Persons of color</td>
</tr>
<tr>
<td>US White</td>
<td>Heterosexual individuals</td>
</tr>
<tr>
<td>US Persons of color</td>
<td>LGB+ individuals</td>
</tr>
<tr>
<td>Heterosexual individuals</td>
<td>Middle-of-the-road</td>
</tr>
<tr>
<td>LGB+ individuals</td>
<td>Conservative</td>
</tr>
<tr>
<td>Middle-of-the-road</td>
<td>Liberal</td>
</tr>
<tr>
<td>Conservative</td>
<td>Far Left</td>
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<tr>
<td>Far Left</td>
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</tbody>
</table>
% Reporting High Levels of Interaction at SUNY Potsdam
In the last year, about how often have you interacted with the following people while at SUNY Potsdam?

- 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

Undergraduate Students
Graduate Students
Faculty
Staff
Administrators
% Reporting High Levels of Interaction at SUNY Potsdam
In the last year, about how often have you interacted with the following people while at SUNY Potsdam?

- People from a religious background other than your own: 80% Undergraduate Students, 70% Graduate Students, 75% Faculty, 77% Staff, 76% Administrators
- People with a disability: 64% Undergraduate Students, 48% Graduate Students, 47% Faculty, 54% Staff, 55% Administrators
- People who are undocumented immigrants: 9% Undergraduate Students, 10% Graduate Students, 8% Faculty, 13% Staff, 5% Administrators
- People from a country other than your own: 60% Undergraduate Students, 73% Graduate Students, 58% Faculty, 7% Staff, 5% Administrators
- People who hold a political affiliation, philosophy, or view that differs from yours: 76% Undergraduate Students, 70% Graduate Students, 79% Faculty, 76% Staff, 76% Administrators
- People who are significantly older or younger than you: 76% Undergraduate Students, 76% Graduate Students, 76% Faculty, 76% Staff, 76% Administrators

Undergraduate Students  Graduate Students  Faculty  Staff  Administrators
<table>
<thead>
<tr>
<th>People</th>
<th>Undergraduate Students</th>
<th>Graduate Students</th>
<th>Faculty</th>
<th>Staff</th>
<th>Administrators</th>
</tr>
</thead>
<tbody>
<tr>
<td>People who have a racial and/or ethnic identity other than your own</td>
<td>100%</td>
<td>96%</td>
<td>95%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>People from a socioeconomic background other than your own</td>
<td>91%</td>
<td>90%</td>
<td>95%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>People who have a sexual orientation other than your own</td>
<td>89%</td>
<td>90%</td>
<td>91%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>People whose gender differs from yours</td>
<td>90%</td>
<td>89%</td>
<td>93%</td>
<td>95%</td>
<td>95%</td>
</tr>
<tr>
<td>People for whom English is not their native language</td>
<td>81%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
% Reporting high levels of comfort interacting with the following people:

- 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

Undergraduate Students | Graduate Students | Faculty | Staff | Administrators
How have the following activities influenced your support for diversity and equity?

- **Performed community service**
  - Undergraduate Students: 56%
  - Graduate Students: 63%
  - Faculty: 57%
  - Staff: 46%
  - Administrators: 37%

- **Engaged in discussions or activities concerning political issues**
  - Undergraduate Students: 43%
  - Graduate Students: 57%
  - Faculty: 46%
  - Staff: 37%
  - Administrators: 55%

- **Attended presentations, performances, or art exhibits related to diversity**
  - Undergraduate Students: 65%
  - Graduate Students: 74%
  - Faculty: 71%
  - Staff: 46%
  - Administrators: 67%

- **Participated in discussions, training, or activities on racial/ethnic issues**
  - Undergraduate Students: 66%
  - Graduate Students: 67%
  - Faculty: 65%
  - Staff: 65%
  - Administrators: 61%

- **Participated in discussions, training, or activities on gender issues and/or gender identity issues**
  - Undergraduate Students: 100%
  - Graduate Students: 82%
  - Faculty: 65%
  - Staff: 62%
  - Administrators: 65%
% Reporting Increased Support at SUNY Potsdam
How have the following activities influenced your support for diversity and equity?

- 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
Comparison to Other HEDS Student Respondents

Groups with statistically significant differences

<table>
<thead>
<tr>
<th>Insensitive or Disparaging Remarks Indicator</th>
<th>(HEDS created an indicator that grouped the responses of ten questions)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Groups at SUNY Potsdam that had</td>
<td>more negative experiences than their counterparts at other...</td>
</tr>
<tr>
<td>more negative experiences than their</td>
<td>smaller institutions</td>
</tr>
<tr>
<td>counterparts at other...</td>
<td>Undergraduate students</td>
</tr>
<tr>
<td>Small Institutions</td>
<td>Graduate students</td>
</tr>
<tr>
<td>groups at SUNY Potsdam that had</td>
<td>US Persons of color</td>
</tr>
<tr>
<td>fewer negative experiences than their</td>
<td>LGB+</td>
</tr>
<tr>
<td>counterparts at other...</td>
<td>Far Left</td>
</tr>
<tr>
<td>Large Institutions</td>
<td>US White</td>
</tr>
<tr>
<td>groups at SUNY Potsdam that had</td>
<td>heterosexual individuals</td>
</tr>
<tr>
<td>fewer negative experiences than their</td>
<td>non-binary individuals</td>
</tr>
<tr>
<td>counterparts at other...</td>
<td>US White</td>
</tr>
<tr>
<td>Small Institutions</td>
<td>Middle-of-the-road Conservative</td>
</tr>
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Comparison to Other HEDS Employee Respondents
Groups with statistically significant differences

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<tr>
<td>Groups at SUNY Potsdam that had more negative experiences than their counterparts at other...</td>
<td></td>
</tr>
<tr>
<td>Small Institutions</td>
<td>Large Institutions</td>
</tr>
<tr>
<td>Staff</td>
<td>Women</td>
</tr>
<tr>
<td>Groups at SUNY Potsdam that had fewer negative experiences than their counterparts at other...</td>
<td></td>
</tr>
<tr>
<td>Small Institutions</td>
<td>Large Institutions</td>
</tr>
<tr>
<td>men</td>
<td>Middle-of-the-road</td>
</tr>
</tbody>
</table>
How often was source of the remark a member of the following groups (% choosing Very Often or Often)
If I experienced or observed an act of discrimination or harassment while at this institution, I know whom to contact to report the incident.

The process for reporting acts of discrimination or harassment at this institution is clear to me.

The process for investigating acts of discrimination or harassment at this institution is clear to me.
Have you ever been discriminated against or harassed on the this institution campus, at an off-campus residence, or at an off-campus program/event affiliated with this institution?

- Undergraduate: 11% Yes, 67% No, 23% Unsure
- Graduate: 0% Yes, 77% No, 3% Unsure
- Faculty: 6% Yes, 67% No, 27% Unsure
- Staff/Administrator: 3% Yes, 74% No, 23% Unsure
**Comparison to Other HEDS Student Respondents**

Groups with statistically significant differences

<table>
<thead>
<tr>
<th>Have you ever been discriminated against or harassed on the SUNY Potsdam campus, at an off-campus residence, or at an off-campus program/event affiliated with SUNY Potsdam?</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Groups at SUNY Potsdam that were <strong>more likely to report being discriminated against</strong> than their counterparts at other...</th>
</tr>
</thead>
<tbody>
<tr>
<td>Small Institutions</td>
</tr>
<tr>
<td>graduate students</td>
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<tr>
<td>Far Left</td>
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<table>
<thead>
<tr>
<th>Groups at SUNY Potsdam that were <strong>less likely to report being discriminated against</strong> than their counterparts at other...</th>
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</thead>
<tbody>
<tr>
<td>Small Institutions</td>
</tr>
<tr>
<td>men</td>
</tr>
<tr>
<td>US Persons of color</td>
</tr>
<tr>
<td>Liberal</td>
</tr>
</tbody>
</table>
### Comparison to Other HEDS Employee Respondents
Groups with statistically significant differences

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Groups at SUNY Potsdam that were more likely to report being discriminated against than their counterparts at other...</td>
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<td>Small Institutions</td>
</tr>
<tr>
<td>men</td>
</tr>
<tr>
<td>US Persons of color</td>
</tr>
<tr>
<td>Middle-of-the-road</td>
</tr>
<tr>
<td>Groups at SUNY Potsdam that were less likely to report being discriminated against than their counterparts at other...</td>
</tr>
<tr>
<td>Small Institutions</td>
</tr>
</tbody>
</table>
Did any of these incidents of discrimination or harassment at this institution occur in the last year?

- Undergraduate: 23% Yes, 77% No
- Faculty: 44% Yes, 56% No
- Staff/Administrator: 35% Yes, 65% No
How often have you been discriminated against or harassed for the following reasons: (% choosing Very Often or Often)

- Because of my physical appearance
- Because of my racial and/or ethnic identity
- Because of my socioeconomic background
- Because of my gender or gender identity
- Because of my sexual orientation
- Because of my political affiliation/views
- Because of my age or generation
- Because I am an immigrant
- Because of my religious background
- Because of my disability
- Because of some other aspect of my identity
Did incidents of discrimination or harassment occur in the following locations -

- In on-campus housing/residences
- In a classroom
- At a dining hall, recreational space, or athletic facility
- At a house or residence off-campus
- At a program/event affiliated with or sponsored by this institution
- Via the internet or social media
- Other location
- In a departmental office or conference room
- In an individual faculty or staff member's office

Staff/ Administrator | Faculty | Undergraduate
Forms of discrimination/harassment experienced in past year:

- Stared at
- Deliberately ignored, isolated, left out, or excluded
- Intimidated/bullied
- Derogatory remarks
- Racial/ethnic profiling
- Feared for your physical safety
- Sexual assault/harassment
- Derogatory posts on social media
- Denied service or access to resources
- Other form of discrimination or harassment
- Threatened with physical violence
- Received a poor grade because of a hostile classroom environment
- Received a low performance evaluation
- Singled out as the resident authority
- Graffiti or other forms of vandalism on campus
- Physical violence
- Feared for your family's safety
- Deliberately ignored, isolated, left out, or excluded
- Derogatory/unsolicited e-mails
- Derogatory phone calls

Staff/Administrator | Faculty | Undergraduate
Was the source of the discrimination/harassment a member of the following groups:

- Students: 87% Undergraduate, 17% Faculty, 18% Staff/Administrator
- Faculty: 78% Faculty, 42% Staff/Administrator, 41% Undergraduate
- Staff: 55% Staff/Administrator, 23% Undergraduate, 11% Faculty
- Administration: 56% Staff/Administrator, 15% Undergraduate, 36% Faculty
- Local community: 27% Undergraduate, 11% Faculty, 0% Staff/Administrator
To what extent do you agree that diversity on campus improves experiences and interactions within the classroom, the workplace, and the overall community?

- Undergraduate: Agree/Strongly Agree 81%, Neither agree nor disagree 13%, Disagree/Strongly Disagree 6%
- Graduate: Agree/Strongly Agree 94%, Neither agree nor disagree 7%, Disagree/Strongly Disagree 1%
- Faculty: Agree/Strongly Agree 89%, Neither agree nor disagree 11%, Disagree/Strongly Disagree 3%
- Staff/Administrator: Agree/Strongly Agree 84%, Neither agree nor disagree 13%, Disagree/Strongly Disagree 3%
Overall, how comfortable would you be sharing your views on diversity and equity at SUNY Potsdam?

- Undergraduate: 64% Comfortable, 19% Uncomfortable, 18% Neither comfortable nor uncomfortable
- Graduate: 77% Comfortable, 3% Uncomfortable, 20% Neither comfortable nor uncomfortable
- Faculty: 73% Comfortable, 13% Uncomfortable, 14% Neither comfortable nor uncomfortable
- Staff/Administrator: 59% Comfortable, 15% Uncomfortable, 26% Neither comfortable nor uncomfortable
If you could start over, would you choose to attend SUNY Potsdam again?

- **Undergraduate**
  - Agree/Strongly Agree: 70%
  - Disagree/Strongly Disagree: 18%
  - Prefer not to answer: 12%

- **Graduate**
  - Agree/Strongly Agree: 83%
  - Disagree/Strongly Disagree: 3%
  - Prefer not to answer: 13%

- **Fall 2014 Survey**
  - Agree/Strongly Agree: 71%
  - Disagree/Strongly Disagree: 21%
  - Prefer not to answer: 8%
Supplemental Questions (Students Only)

Which of the following offices/resources have you utilized during your time at SUNY Potsdam?

- Student Health Services
- Financial Aid office
- Counseling Center
- Office of Student Conduct & Community Standards
- University Police
- Affirmative Action
- Bias Incident Response Team
- Title IX

Graduate ▶️ Undergraduate
Supplemental Questions (Students Only)

Have you ever had concerns for your safety in/at any of the following during your time at SUNY Potsdam? Undergraduate Students (N=163)

- Parties
- Residential buildings
- Campus parking lots
- Off-campus residences
- Social events
- Other
- Local businesses
- Public transportation
- Academic buildings
- Athletic events

- Particular concerns for the following events:
  - Parties: 35%
  - Residential buildings: 31%
  - Campus parking lots: 30%
  - Off-campus residences: 26%
  - Social events: 20%
  - Other: 19%
  - Local businesses: 16%
  - Public transportation: 16%
  - Academic buildings: 13%
  - Athletic events: 10%
The content of courses at SUNY Potsdam adequately reflects the contributions of many identity groups

Undergraduate Graduate 2014 Survey

Agree/Strongly Agree: 64% 86% 79%
Neutral: 31%
Disagree/Strongly Disagree: 5%
Prefer not to Answer: 0%

The content of courses at SUNY Potsdam has helped me foster an appreciation of differences

Undergraduate Graduate 2014 Survey

Agree/Strongly Agree: 64% 86% 79%
Neutral: 31%
Disagree/Strongly Disagree: 5%
Prefer not to Answer: 0%

I am confident that evaluation of my academic performance was not based on my membership to a particular identity group

Undergraduate Graduate

Confident: 81% 87%
Neutral: 14%
Not Confident: 5%

Evaluation of my contributions at SUNY Potsdam are not based on my identity groups.

2014 Survey

Agree/Strongly Agree: 80%
Disagree/Strongly Disagree: 10%
Prefer not to Answer: 2%
Supplemental Questions (Students Only)

To what extent has campus climate impacted how comfortable you feel speaking in class?

- Undergraduate:
  - Significantly: 53%
  - Neutral: 63%
  - Insignificantly: 9%

- Graduate:
  - Significantly: 39%
  - Neutral: 33%
  - Insignificantly: 3%

2014 Survey

I am comfortable participating in class.

- Agree/Strongly Agree: 83%

Have you ever been called upon to speak for an identity group you belong to/are perceived to belong to in a classroom?

- Undergraduate:
  - Yes: 10%
  - No: 67%
  - Unsure: 22%

- Graduate:
  - Yes: 13%
  - No: 73%
  - Unsure: 16%

2014 Survey
Supplemental Questions (Students Only)

Undergraduate Level of Satisfaction of those who participated in the following:

- Service Learning: 76% Satisfied, 22% Neither satisfied or unsatisfied, 3% Unsatisfied
- Internships: 70% Satisfied, 4% Neither satisfied or unsatisfied, 6% Unsatisfied
- Student Teaching: 69% Satisfied, 4% Neither satisfied or unsatisfied, 4% Unsatisfied

Graduate Level of Satisfaction of those who participated in the following:

- Service Learning: 90% Satisfied, 10% Neither satisfied or unsatisfied, 0% Unsatisfied
- Internships: 85% Satisfied, 15% Neither satisfied or unsatisfied, 6% Unsatisfied
- Student Teaching: 82% Satisfied, 12% Neither satisfied or unsatisfied, 0% Unsatisfied
Statistical Significance between Groups for Undergraduate Students

The following slides show questions where there were statistically significant differences between undergraduates in the following groups:

• Undergraduates who did not report only white vs those who reported only white
• Undergraduate women vs men
• Undergraduates who selected a sexual orientation but not heterosexual vs those who selected heterosexual
Statistical Significance – Race/Ethnicity SUNY Potsdam Undergraduates

Campus Climate

Overall campus climate

<table>
<thead>
<tr>
<th>Mean</th>
<th>Reported only white</th>
<th>Did not report only white</th>
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<tbody>
<tr>
<td>3.90</td>
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<tr>
<td>3.48</td>
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</table>

Response Scale:
1=Very dissatisfied
2=Generally dissatisfied
3=Neither satisfied nor dissatisfied
4=Generally satisfied
5=Very satisfied

The campus experience/environment regarding diversity at this institution

<table>
<thead>
<tr>
<th>Mean</th>
<th>Reported only white</th>
<th>Did not report only white</th>
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<tr>
<td>3.99</td>
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<td>3.72</td>
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</table>
Institutional Support

Recruitment of historically marginalized students, faculty, and staff is an institutional priority.

- Mean: 3.73 for Reported only white
- Mean: 3.52 for Did not report only white

Response Scale:
1=Strongly disagree
2=Disagree
3=Neither agree nor disagree
4=Agree
5=Strongly agree
Statistical Significance – Race/Ethnicity SUNY Potsdam Undergraduates

In the last year, about how often have you interacted with the following people while at SUNY Potsdam?

**People who have a racial and/or ethnic identity other than your own**

<table>
<thead>
<tr>
<th>Mean</th>
<th>Reported only white</th>
<th>Did not report only white</th>
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<tbody>
<tr>
<td>4.68</td>
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<td>4.43</td>
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<table>
<thead>
<tr>
<th>Mean</th>
<th>Reported only white</th>
<th>Did not report only white</th>
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<tbody>
<tr>
<td>4.42</td>
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<td>4.05</td>
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**People from a socioeconomic background other than your own**

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<thead>
<tr>
<th>Mean</th>
<th>Reported only white</th>
<th>Did not report only white</th>
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<tr>
<td>4.80</td>
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<td>4.30</td>
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<table>
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<tr>
<th>Mean</th>
<th>Reported only white</th>
<th>Did not report only white</th>
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<td>4.40</td>
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<td>4.20</td>
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<td>4.00</td>
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</tbody>
</table>

Response Scale:
1=Not at all/not that I’m aware of
2=A few times
3=Monthly
4=Weekly
5=Daily
In the last year, about how often have you interacted with the following people while at SUNY Potsdam?

**People whose gender differs from yours**
- Reported only white: 4.76
- Did not report only white: 4.52

**People with a disability**
- Reported only white: 3.22
- Did not report only white: 2.84

**Response Scale:**
1 = Not at all/not that I'm aware of
2 = A few times
3 = Monthly
4 = Weekly
5 = Daily
In the last year, about how often have you interacted with the following people while at SUNY Potsdam?

- People who hold a political affiliation, philosophy, or view that differs from yours

**Response Scale:**
1 = Not at all/not that I’m aware of
2 = A few times
3 = Monthly
4 = Weekly
5 = Daily

**Mean:**
- Reported only white: 4.22
- Did not report only white: 3.85
How have the following activities influenced your support for diversity and equity?

**Attended presentations, performances, or art exhibits related to diversity**

- **Mean**
  - Reported only white: 2.25
  - Did not report only white: 2.67

**Participated in discussions, training, or activities on sexual orientation issues**

- **Mean**
  - Reported only white: 1.99
  - Did not report only white: 2.42

**Response Scale:**
- 0 = Have not engaged in this activity
- 1 = Greatly decreased my support
- 2 = Somewhat decreased my support
- 3 = Somewhat increased my support
- 4 = Greatly increased my support
Statistical Significance – Race/Ethnicity SUNY Potsdam Undergraduates

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

**Participated in discussions, training, or activities on socioeconomic status issues**

- Reported only white: 1.68
- Did not report only white: 2.20

**Participated in discussions, training, or activities on religious diversity issues**

- Reported only white: 1.74
- Did not report only white: 2.20

Response Scale:
0 = Have not engaged in this activity
1 = Greatly decreased my support
2 = Somewhat decreased my support
3 = Somewhat increased my support
4 = Greatly increased my support
Statistical Significance – Race/Ethnicity SUNY Potsdam Undergraduates

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

- Participated in discussions, training, or activities on immigration issues

Response Scale:
0 = Have not engaged in this activity
1 = Greatly decreased my support
2 = Somewhat decreased my support
3 = Somewhat increased my support
4 = Greatly increased my support
During your time at SUNY Potsdam, about how often have you heard someone make an insensitive or disparaging remark about:

**Response Scale:**
1=Never  
2=Rarely  
3=Sometimes  
4=Often  
5=Very often

**People who have a particular racial and/or ethnic identity**
- Reported only white: 2.23
- Did not report only white: 2.68

Mean: 2.40

**People from a particular socioeconomic background**
- Reported only white: 1.89
- Did not report only white: 2.20

Mean: 2.00

Reported only white  Did not report only white
During your time at SUNY Potsdam, about how often have you heard someone make an insensitive or disparaging remark about:

**People who are immigrants**

- **Reported only white**: Mean = 1.81
- **Did not report only white**: Mean = 2.16

**People for whom English is not their native language**

- **Reported only white**: Mean = 1.74
- **Did not report only white**: Mean = 2.13

**Response Scale:**
1=Never
2=Rarely
3=Sometimes
4=Often
5=Very often
If you heard someone make an insensitive or disparaging remark, about how often was the source of that remark a member of the following groups?

**Response Scale:**
1=Never
2=Rarely
3=Sometimes
4=Often
5=Very often

**Administration**
- Reported only white: 1.39
- Did not report only white: 1.68

**Local community**
- Reported only white: 2.30
- Did not report only white: 2.61
If I experienced or observed an act of discrimination or harassment while at this institution, I know whom to contact to report the incident.

The process for reporting acts of discrimination or harassment at this institution is clear to me.

Response Scale:
1=Strongly disagree
2=Disagree
3=Neither agree nor disagree
4=Agree
5=Strongly agree
The process for investigating acts of discrimination or harassment at this institution is clear to me.

Response Scale:
1=Strongly disagree
2=Disagree
3=Neither agree nor disagree
4=Agree
5=Strongly agree
How often have you been discriminated against or harassed on the SUNY Potsdam campus, at an off-campus residence, or at an off-campus program/event affiliated with SUNY Potsdam for the following reasons?

Only undergraduates who responded “Yes” or “Unsure” to the question on being discriminated against or harassed were included in these responses (reported only white n=42, did not report only white n=33).

Response Scale:
1=Never
2=Rarely
3=Sometimes
4=Often
5=Very often

Because of my racial and/or ethnic identity

<table>
<thead>
<tr>
<th></th>
<th>Reported only white</th>
<th>Did not report only white</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mean</td>
<td>1.50</td>
<td>3.33</td>
</tr>
</tbody>
</table>

Because I am an immigrant

<table>
<thead>
<tr>
<th></th>
<th>Reported only white</th>
<th>Did not report only white</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mean</td>
<td>1.10</td>
<td>1.81</td>
</tr>
</tbody>
</table>
How often have you been discriminated against or harassed on the SUNY Potsdam campus, at an off-campus residence, or at an off-campus program/event affiliated with SUNY Potsdam for the following reasons?

Only undergraduates who responded “Yes” or “Unsure” to the question on being discriminated against or harassed were included in these responses (reported only white n=42, did not report only white n=33).

Response Scale:
1=Never
2=Rarely
3=Sometimes
4=Often
5=Very often

Because of my disability

Mean

Reported only white  Did not report only white

1.85  1.31
You indicated that you have experienced discrimination or harassment during your time at SUNY Potsdam. Did any of these incidents of discrimination or harassment at SUNY Potsdam occur in the last year?

Only undergraduates who responded “Yes” or “Unsure” to the question on being discriminated against or harassed were included in these responses (reported only white n=42, did not report only white n=33).
Please indicate which of the following forms of discrimination or harassment you have experienced in the past year. Only undergraduates who responded “Yes” or “Unsure” to the question on being discriminated against or harassed were included in these responses (reported only white n=42, did not report only white n=33).

**Racial/ethnic profiling**

- Mean 0.08
- Mean 0.59

**Mean**
- Reported only white
- Did not report only white

**Response Scale:**
- 0=Selected another response option
- 1=Selected Response option
Did any of these incidents of discrimination or harassment occur in the following locations?

Only undergraduates who responded “Yes” or “Unsure” to the question on being discriminated against or harassed were included in these responses (reported only white n=42, did not report only white n=33).

Mean

In on-campus housing/residences

<table>
<thead>
<tr>
<th>Response Scale</th>
<th>Reported only white</th>
<th>Did not report only white</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>Selected another response option</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>Selected Response option</td>
<td></td>
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</table>

0.42

0.76
Was the source of the discrimination/harassment a member of the following groups? Only undergraduates who responded “Yes” or “Unsure” to the question on being discriminated against or harassed were included in these responses (reported only white n=42, did not report only white n=33).

Response Scale:
0=Selected another response option
1=Selected Response option
Statistical Significance – Race/Ethnicity SUNY Potsdam Undergraduates

Supplemental Questions – Level of Agreement

If you could start over, would you choose to attend SUNY Potsdam again?

- Reported only white: Mean 2.18
- Did not report only white: Mean 2.60

The content of courses at SUNY Potsdam adequately reflects the contributions of many identity groups

- Reported only white: Mean 2.11
- Did not report only white: Mean 2.52

Response Scale:
1=Strongly disagree
2=Disagree
3=Neutral
4=Agree
5=Strongly agree
Supplemental Questions

Rate your level of confidence: I am confident that evaluation of my academic performance was not based on my membership to a particular identity group

- Reported only white: Mean = 1.56
- Did not report only white: Mean = 1.87

Response Scale:
1 = Very confident
2 = Moderately confident
3 = Neutral
4 = Not very confident
5 = Not at all confident

Have you ever seriously considered leaving SUNY Potsdam?

- Reported only white: Mean = 1.66
- Did not report only white: Mean = 1.54

Response Scale:
1 = Yes
2 = No
The campus environment is free from tensions related to individual or group differences.

Response Scale:
1=Strongly disagree
2=Disagree
3=Neither agree nor disagree
4=Agree
5=Strongly agree

Retention of historically marginalized students, faculty, and staff is an institutional priority.
Statistical Significance – Gender SUNY Potsdam Undergraduates

Institutional Support

Senior leadership demonstrates a commitment to diversity and equity on this campus.

Response Scale:
1=Strongly disagree
2=Disagree
3=Neither agree nor disagree
4=Agree
5=Strongly agree

Mean

Man  Woman

3.97  3.64
Extent you agree that diversity on campus improves experiences and interactions within the classroom, the workplace, and the overall community

Response Scale:
1=Strongly disagree
2=Disagree
3=Neither agree nor disagree
4=Agree
5=Strongly agree
During your time at SUNY Potsdam, about how often have you heard someone make an insensitive or disparaging remark about:

**People who have a particular racial and/or ethnic identity**

<table>
<thead>
<tr>
<th>Response Scale</th>
<th>Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>1=Never</td>
<td>1.86</td>
</tr>
<tr>
<td>2=Rarely</td>
<td>2.61</td>
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</table>

**People of a particular sexual orientation**

<table>
<thead>
<tr>
<th>Response Scale</th>
<th>Mean</th>
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</thead>
<tbody>
<tr>
<td>1=Never</td>
<td>1.91</td>
</tr>
<tr>
<td>2=Rarely</td>
<td>2.37</td>
</tr>
</tbody>
</table>

Response Scale:
1=Never
2=Rarely
3=Sometimes
4=Often
5=Very often
During your time at SUNY Potsdam, about how often have you heard someone make an insensitive or disparaging remark about:

Response Scale:
1=Never
2=Rarely
3=Sometimes
4=Often
5=Very often

**People of a particular gender or gender identity**

- Mean: Man = 1.90, Woman = 2.42

**People from a particular socioeconomic background**

- Mean: Man = 1.73, Woman = 2.10
Statistical Significance – Gender SUNY Potsdam Undergraduates

During your time at SUNY Potsdam, about how often have you heard someone make an insensitive or disparaging remark about:

- People from a particular religious background
- People with a particular disability

Response Scale:
1=Never
2=Rarely
3=Sometimes
4=Often
5=Very often

Mean

- People from a particular religious background
  - Man: 1.78
  - Woman: 2.27

- People with a particular disability
  - Man: 1.63
  - Woman: 2.03
Statistical Significance – Gender SUNY Potsdam Undergraduates

During your time at SUNY Potsdam, about how often have you heard someone make an insensitive or disparaging remark about:

- People who are immigrants
- People of a particular age or generation

Response Scale:
1=Never 2=Rarely 3=Sometimes 4=Often 5=Very often

![Graph showing comparison between men and women for people who are immigrants and people of a particular age or generation.](image)
During your time at SUNY Potsdam, about how often have you heard someone make an insensitive or disparaging remark about:

![Bar chart showing the mean responses for people for whom English is not their native language, comparing men and women.](chart)

Response Scale:
1=Never
2=Rarely
3=Sometimes
4=Often
5=Very often
If you heard someone make an insensitive or disparaging remark, about how often was the source of that remark a member of the following groups?

Response Scale:
1=Never
2=Rarely
3=Sometimes
4=Often
5=Very often

Students

- Man: 2.80
- Woman: 3.27

Mean: 3.03

Faculty

- Man: 1.60
- Woman: 1.93

Mean: 1.77
Statistical Significance – Gender SUNY Potsdam Undergraduates

If you heard someone make an insensitive or disparaging remark, about how often was the source of that remark a member of the following groups?

Response Scale:
1=Never
2=Rarely
3=Sometimes
4=Often
5=Very often

Staff

<table>
<thead>
<tr>
<th></th>
<th>Man</th>
<th>Woman</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mean</td>
<td>1.50</td>
<td>1.77</td>
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Local community

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<thead>
<tr>
<th></th>
<th>Man</th>
<th>Woman</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mean</td>
<td>2.07</td>
<td>2.51</td>
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</table>

73
Have you ever been discriminated against or harassed on the this institution campus, at an off-campus residence, or at an off-campus program/event affiliated with this institution?

Response Scale:
1=Yes
2=No
3=Unsure

Man: 1.99
Woman: 1.85
Supplemental Questions

Have you ever seriously considered leaving SUNY Potsdam?

Mean

Response Scale:
1=Yes
2=No

Man

Woman
The extent to which you feel all community members experience a sense of belonging or community at this institution

Mean

Selected heterosexual
Selected a sexual orientation but not heterosexual

Response Scale:
1=Very dissatisfied
2=Generally dissatisfied
3=Neither satisfied nor dissatisfied
4=Generally satisfied
5=Very satisfied
In the last year, about how often have you interacted with the following people while at SUNY Potsdam?

Response Scale:
1 = Not at all/not that I’m aware of
2 = A few times
3 = Monthly
4 = Weekly
5 = Daily

People from a socioeconomic background other than your own:
- Selected heterosexual: 4.12
- Selected a sexual orientation but not heterosexual: 4.59

People who have a sexual orientation other than your own:
- Selected heterosexual: 4.25
- Selected a sexual orientation but not heterosexual: 4.78
In the last year, about how often have you interacted with the following people while at SUNY Potsdam?

**People for whom English is not their native language**
- Selected heterosexual: 3.23
- Selected a sexual orientation but not heterosexual: 3.70

**People from a religious background other than your own**
- Selected heterosexual: 4.10
- Selected a sexual orientation but not heterosexual: 4.52

**Response Scale:**
1 = Not at all/not that I’m aware of
2 = A few times
3 = Monthly
4 = Weekly
5 = Daily
In the last year, about how often have you interacted with the following people while at SUNY Potsdam?

- People with a disability
- Selected heterosexual
- Selected a sexual orientation but not heterosexual

**Response Scale:**
1=Not at all/not that I’m aware of
2=A few times
3=Monthly
4=Weekly
5=Daily

**Means:**
- People with a disability: 2.91
- Selected a sexual orientation but not heterosexual: 3.43
How comfortable are you interacting with the following people?

Response Scale:
1 = Very uncomfortable
2 = Somewhat uncomfortable
3 = Neither comfortable nor uncomfortable
4 = Somewhat comfortable
5 = Very comfortable

People who hold a political affiliation, philosophy, or view that differs from yours

- Selected heterosexual: 4.27
- Selected a sexual orientation but not heterosexual: 3.91

Mean: 4.20

People who are significantly older or younger than you

- Selected heterosexual: 4.67
- Selected a sexual orientation but not heterosexual: 4.42

Mean: 4.50
How comfortable are you interacting with the following people?

People who have a sexual orientation other than your own

- Selected heterosexual: 4.52
- Selected a sexual orientation but not heterosexual: 4.73

Response Scale:
1 = Very uncomfortable
2 = Somewhat uncomfortable
3 = Neither comfortable nor uncomfortable
4 = Somewhat comfortable
5 = Very comfortable
How have the following activities influenced your support for diversity and equity?

**Engaged in discussions or activities concerning political issues**
- **Selected heterosexual**: Mean = 2.00
- **Selected a sexual orientation but not heterosexual**: Mean = 2.39

**Attended presentations, performances, or art exhibits related to diversity**
- **Selected heterosexual**: Mean = 2.20
- **Selected a sexual orientation but not heterosexual**: Mean = 2.80

Response Scale:
0=Have not engaged in this activity
1=Greatly decreased my support
2=Somewhat decreased my support
3=Somewhat increased my support
4=Greatly increased my support
Statistical Significance – Sexual Orientation SUNY Potsdam Undergraduates

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

Participated in discussions, training, or activities on racial/ethnic issues
0=Have not engaged in this activity
1=Greatly decreased my support
2=Somewhat decreased my support
3=Somewhat increased my support
4=Greatly increased my support

Mean

Mean

Selected heterosexual
Selected a sexual orientation but not heterosexual

Participated in discussions, training, or activities on gender issues and/or gender identity issues

Response Scale:
0=Have not engaged in this activity
1=Greatly decreased my support
2=Somewhat decreased my support
3=Somewhat increased my support
4=Greatly increased my support
How have the following activities influenced your support for diversity and equity?

- Participated in discussions, training, or activities on sexual orientation issues

<table>
<thead>
<tr>
<th>Mean</th>
<th>Selected heterosexual</th>
<th>Selected a sexual orientation but not heterosexual</th>
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<tbody>
<tr>
<td>1.95</td>
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<tr>
<td>2.55</td>
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</tbody>
</table>

Response Scale:
0=Have not engaged in this activity
1=Greatly decreased my support
2=Somewhat decreased my support
3=Somewhat increased my support
4=Greatly increased my support
During your time at SUNY Potsdam, about how often have you heard someone make an insensitive or disparaging remark about:

- People who have a particular racial and/or ethnic identity
- People of a particular sexual orientation

Response Scale:
1 = Never
2 = Rarely
3 = Sometimes
4 = Often
5 = Very often
During your time at SUNY Potsdam, about how often have you heard someone make an insensitive or disparaging remark about:

- People of a particular gender or gender identity
- People from a particular socioeconomic background

Response Scale:
1=Never
2=Rarely
3=Sometimes
4=Often
5=Very often

Mean

- Selected heterosexual
- Selected a sexual orientation but not heterosexual
During your time at SUNY Potsdam, about how often have you heard someone make an insensitive or disparaging remark about:

- People with a particular disability
  - Selected heterosexual
  - Selected a sexual orientation but not heterosexual

- People who are immigrants
  - Selected heterosexual
  - Selected a sexual orientation but not heterosexual

*Response Scale:
1=Never
2=Rarely
3=Sometimes
4=Often
5=Very often*
During your time at SUNY Potsdam, about how often have you heard someone make an insensitive or disparaging remark about:

**People with a particular political affiliation/view**
- Selected heterosexual: Mean 2.67
- Selected a sexual orientation but not heterosexual: Mean 3.14

**People of a particular age or generation**
- Selected heterosexual: Mean 1.92
- Selected a sexual orientation but not heterosexual: Mean 2.36

Response Scale:
- 1=Never
- 2=Rarely
- 3=Sometimes
- 4=Often
- 5=Very often
If you heard someone make an insensitive or disparaging remark, about how often was the source of that remark a member of the following groups?

**Response Scale:**
1 = Never
2 = Rarely
3 = Sometimes
4 = Often
5 = Very often

**Mean**

**Students**
- Selected heterosexual: 2.92
- Selected a sexual orientation but not heterosexual: 3.57

**Staff**
- Selected heterosexual: 1.63
- Selected a sexual orientation but not heterosexual: 1.86
If you heard someone make an insensitive or disparaging remark, about how often was the source of that remark a member of the following groups?

**Response Scale:**
1 = Never
2 = Rarely
3 = Sometimes
4 = Often
5 = Very often

### Administration
- Selected heterosexual: 1.43
- Selected a sexual orientation but not heterosexual: 1.63

### Local community
- Selected heterosexual: 2.25
- Selected a sexual orientation but not heterosexual: 2.73
How often have you been discriminated against or harassed on the SUNY Potsdam campus, at an off-campus residence, or at an off-campus program/event affiliated with SUNY Potsdam for the following reasons?

Only undergraduates who responded “Yes” or “Unsure” to the question on being discriminated against or harassed were included in these responses (selected heterosexual n=42, Selected a sexual orientation but not heterosexual n=32).

Response Scale:
1=Never
2=Rarely
3=Sometimes
4=Often
5=Very often

Because of my sexual orientation

<table>
<thead>
<tr>
<th>Mean</th>
<th>Selected heterosexual</th>
<th>Selected a sexual orientation but not heterosexual</th>
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<tbody>
<tr>
<td>1.19</td>
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<tr>
<td>2.78</td>
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Because of my gender or gender identity

<table>
<thead>
<tr>
<th>Mean</th>
<th>Selected heterosexual</th>
<th>Selected a sexual orientation but not heterosexual</th>
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<tbody>
<tr>
<td>1.51</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.59</td>
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</tbody>
</table>
Please indicate which of the following forms of discrimination or harassment you have experienced in the past year.

Only undergraduates who responded “Yes” or “Unsure” to the question on being discriminated against or harassed were included in these responses (selected heterosexual n=42, Selected a sexual orientation but not heterosexual n=32).

**Stared at**

- **Selected heterosexual**: 0.53
- **Selected a sexual orientation but not heterosexual**: 0.85

**Feared for your physical safety**

- **Selected heterosexual**: 0.13
- **Selected a sexual orientation but not heterosexual**: 0.35

Response Scale:
0=Selected another response option
1=Selected Response option
Please indicate which of the following forms of discrimination or harassment you have experienced in the past year.

Only undergraduates who responded “Yes” or “Unsure” to the question on being discriminated against or harassed were included in these responses (selected heterosexual n=42, Selected a sexual orientation but not heterosexual n=32).

![Sexual assault/harassment bar chart]

- **Mean**
  - Selected heterosexual: 0.13
  - Selected a sexual orientation but not heterosexual: 0.35

**Response Scale:**
- 0=Selected another response option
- 1=Selected Response option
Was the source of the discrimination/harassment a member of the following groups?

Only undergraduates who responded “Yes” or “Unsure” to the question on being discriminated against or harassed were included in these responses (selected heterosexual n=42, Selected a sexual orientation but not heterosexual n=32).

**Response Scale:**
0=Selected another response option
1=Selected Response option