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

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

- None of the above
- Residence (house, apartment, etc.) farther than walking distance to the institution
- Residence (house, apartment, etc.) within walking distance to the institution
- Fraternity or sorority house (including college-owned housing)
- Dormitory or other campus housing (not a fraternity or sorority house)

How long have you worked at this institution?

- 10 or more years
- 5–9 years
- 1–4 years
- Less than 1 year
Demographics of Survey Respondents compared to Survey Sample

### Gender - Student Comparisons
- Undergraduate Survey Respondents: 70% Male, 31% Female
- Undergraduates in Survey Sample: 61% Male, 39% Female
- Graduate Student Survey Respondents: 71% Male, 29% Female
- Graduate Students in Survey Sample: 69% Male, 31% Female

### 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% Male, 46% Female
- Faculty in Survey Sample: 52% Male, 48% Female
- Staff/Administrator Survey Respondents: 72% Male, 28% Female
- Staff/Administrators in Survey Sample: 59% Male, 41% Female

### 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

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### Negative Experiences

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Campus Climate for Diversity and Equity

Overall campus climate

Undergraduate student: 69% Satisfied, 19% Neither satisfied nor dissatisfied, 12% Dissatisfied
Graduate student: 90% Satisfied
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: 74% Satisfied, 17% Neither satisfied nor dissatisfied, 9% Dissatisfied
- Graduate student: 70% Satisfied, 20% Neither satisfied nor dissatisfied, 10% Dissatisfied
- Faculty: 58% Satisfied, 23% Neither satisfied nor dissatisfied, 19% Dissatisfied
- Staff/Administrator: 55% Satisfied, 31% Neither satisfied nor dissatisfied, 14% Dissatisfied
Campus Climate for Diversity and Equity

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

- Undergraduate student: 63%
- Graduate student: 73%
- Faculty: 67%
- Staff/Administrator: 63%

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

- Undergraduate student: 55%
- Graduate student: 60%
- Faculty: 39%
- Staff/Administrator: 47%
Comparison to Other HEDS Student Respondents
Groups with statistically significant differences

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Institutional Support for Diversity and Equity

The campus environment is free from tensions related to individual or group differences.

- Undergraduate student: Agree/Strongly Agree (44%), Neither agree nor disagree (20%), Disagree/Strongly Disagree (22%)
- Graduate student: Agree/Strongly Agree (67%), Neither agree nor disagree (22%), Disagree/Strongly Disagree (17%)
- Faculty: Agree/Strongly Agree (58%), Neither agree nor disagree (22%), Disagree/Strongly Disagree (17%)
- Staff/Administrator: Agree/Strongly Agree (52%), Neither agree nor disagree (22%), Disagree/Strongly Disagree (26%)

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

- Undergraduate student: Agree/Strongly Agree (56%), Neither agree nor disagree (36%), Disagree/Strongly Disagree (8%)
- Graduate student: Agree/Strongly Agree (63%), Neither agree nor disagree (33%), Disagree/Strongly Disagree (3%)
- Faculty: Agree/Strongly Agree (77%), Neither agree nor disagree (15%), Disagree/Strongly Disagree (9%)
- Staff/Administrator: Agree/Strongly Agree (72%), Neither agree nor disagree (22%), Disagree/Strongly Disagree (5%)

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

- Undergraduate student: Agree/Strongly Agree (53%), Neither agree nor disagree (57%), Disagree/Strongly Disagree (11%)
- Graduate student: Agree/Strongly Agree (57%), Neither agree nor disagree (40%), Disagree/Strongly Disagree (3%)
- Faculty: Agree/Strongly Agree (64%), Neither agree nor disagree (20%), Disagree/Strongly Disagree (15%)
- Staff/Administrator: Agree/Strongly Agree (63%), Neither agree nor disagree (26%), Disagree/Strongly Disagree (11%)

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

- Undergraduate student: Agree/Strongly Agree (64%), Neither agree nor disagree (73%), Disagree/Strongly Disagree (9%)
- Graduate student: Agree/Strongly Agree (67%), Neither agree nor disagree (19%), Disagree/Strongly Disagree (14%)
- Faculty: Agree/Strongly Agree (69%), Neither agree nor disagree (20%), Disagree/Strongly Disagree (11%)
- Staff/Administrator: Agree/Strongly Agree (69%), Neither agree nor disagree (20%), Disagree/Strongly Disagree (11%)
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)

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### Comparison to Other HEDS Employee Respondents

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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

% Reporting High Levels of Interaction at SUNY Potsdam

Undergraduate Students
Graduate Students
Faculty
Staff
Administrators

- People who have a racial and/or ethnic identity other than your own
  - Undergraduate Students: 90%
  - Graduate Students: 94%
  - Faculty: 94%
  - Staff: 86%
  - Administrators: 81%

- People from a socioeconomic background other than your own
  - Undergraduate Students: 81%
  - Graduate Students: 87%
  - Faculty: 91%
  - Staff: 79%
  - Administrators: 91%

- People who have a sexual orientation other than your own
  - Undergraduate Students: 86%
  - Graduate Students: 87%
  - Faculty: 82%
  - Staff: 91%
  - Administrators: 91%

- People whose gender differs from yours
  - Undergraduate Students: 91%
  - Graduate Students: 90%
  - Faculty: 96%
  - Staff: 98%
  - Administrators: 100%

- People for whom English is not their native language
  - Undergraduate Students: 59%
  - Graduate Students: 53%
  - Faculty: 55%
  - Staff: 45%
  - Administrators: 15%
% 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
- 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
People who have a racial and/or ethnic identity other than your own
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People whose gender differs from yours
People for whom English is not their native language

% Reporting high levels of comfort interacting with the following people

Undergraduate Students
Graduate Students
Faculty
Staff
Administrators
% Reporting high levels of comfort interacting with the following people:

- People from a religious background other than your own
- People with a disability
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- People who are significantly older or younger than you

Undergraduate Students | Graduate Students | Faculty | Staff | Administrators
% Reporting Increased Support at SUNY Potsdam

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

- Undergraduate Students
- Graduate Students
- Faculty
- Staff
- Administrators

Performed community service
- Undergraduate Students: 56%
- Graduate Students: 63%
- Faculty: 67%
- Staff: 57%
- Administrators: 55%

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

Attended presentations, performances, or art exhibits related to diversity
- Undergraduate Students: 57%
- Graduate Students: 74%
- Faculty: 71%
- Staff: 66%
- Administrators: 67%

Participated in discussions, training, or activities on racial/ethnic issues
- Undergraduate Students: 57%
- Graduate Students: 46%
- Faculty: 46%
- Staff: 66%
- Administrators: 67%

Participated in discussions, training, or activities on gender issues and/or gender identity issues
- Undergraduate Students: 61%
- Graduate Students: 57%
- Faculty: 65%
- Staff: 65%
- Administrators: 62%
% 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

Undergraduate Students
Graduate Students
Faculty
Staff
Administrators
Comparison to Other HEDS Student Respondents
Groups with statistically significant differences

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Groups at SUNY Potsdam that had **fewer negative experiences** | than their counterparts at other...
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% (N=78)
- Graduate: 0% (N=7)
- Faculty: 6% (N=43)
- Staff/Administrator: 3% (N=35)
Comparison to Other HEDS Student Respondents
Groups with statistically significant differences

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?

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Comparison to Other HEDS Employee Respondents

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Did any of these incidents of discrimination or harassment at this institution occur in the last year?

- Undergraduate:
  - Yes: 77%
  - No: 23%

- Faculty:
  - Yes: 44%
  - No: 56%

- Staff/Administrator:
  - Yes: 65%
  - No: 35%
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

Undergraduate  Faculty  Staff
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 -

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

32
Was the source of the discrimination/harassment a member of the following groups:
To what extent do you agree that diversity on campus improves experiences and interactions within the classroom, the workplace, and the overall community?

- Undergraduate: 81%
- Graduate: 94%
- Faculty: 89%
- Staff/Administrator: 84%

Legend:
- Agree/Strongly Agree
- Neither agree nor disagree
- Disagree/Strongly Disagree
Overall, how comfortable would you be sharing your views on diversity and equity at SUNY Potsdam?
Supplemental Questions (Students Only)

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 vs. Undergraduate Utilization
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

Undergraduate Students (N=163)
The content of courses at SUNY Potsdam adequately reflects the contributions of many identity groups

- **Agree/Strongly Agree**
- **Neutral**
- **Disagree/Strongly Disagree**
- **Prefer not to Answer**

<table>
<thead>
<tr>
<th>Undergraduate</th>
<th>Graduate</th>
<th>2014 Survey</th>
</tr>
</thead>
<tbody>
<tr>
<td>62%</td>
<td>80%</td>
<td>78%</td>
</tr>
</tbody>
</table>

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

- **Agree/Strongly Agree**
- **Neutral**
- **Disagree/Strongly Disagree**
- **Prefer not to Answer**

<table>
<thead>
<tr>
<th>Undergraduate</th>
<th>Graduate</th>
<th>2014 Survey</th>
</tr>
</thead>
<tbody>
<tr>
<td>64%</td>
<td>86%</td>
<td>79%</td>
</tr>
</tbody>
</table>

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

- **Confident**
- **Neutral**
- **Not Confident**

<table>
<thead>
<tr>
<th>Undergraduate</th>
<th>Graduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>81%</td>
<td>87%</td>
</tr>
</tbody>
</table>

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

- **Agree/Strongly Agree**
- **Disagree/Strongly Disagree**
- **Prefer not to Answer**

<table>
<thead>
<tr>
<th>2014 Survey</th>
</tr>
</thead>
<tbody>
<tr>
<td>80%</td>
</tr>
</tbody>
</table>
Supplemental Questions (Students Only)

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

- Significantly
- Neutral
- Insignificantly

- Undergraduate
  - 9% Significantly
  - 39% Neutral
  - 53% Insignificantly

- Graduate
  - 3% Significantly
  - 33% Neutral
  - 63% Insignificantly

I am comfortable participating in class.

- Agree/Strongly Agree
- Disagree/Strongly Disagree
- Prefer not to Answer

- 83% Agree/Strongly Agree
- 3% Disagree/Strongly Disagree
- 3% Prefer not to Answer

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

- Yes
- No
- Unsure

- Undergraduate
  - 33% Yes
  - 67% No
  - 10% Unsure

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

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

- Agree/Strongly Agree
- Disagree/Strongly Disagree
- Prefer not to Answer

- Undergraduate
  - 3% Agree/Strongly Agree
  - 73% Disagree/Strongly Disagree
  - 22% Prefer not to Answer

- Graduate
  - 16% Agree/Strongly Agree
  - 51% Disagree/Strongly Disagree
  - 33% Prefer not to Answer
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, 26% Neither satisfied or unsatisfied, 4% 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, 0% Unsatisfied
- Student Teaching: 82% Satisfied, 12% Neither satisfied or unsatisfied, 6% 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

Response Scale:
1=Very dissatisfied
2=Generally dissatisfied
3=Neither satisfied nor dissatisfied
4=Generally satisfied
5=Very satisfied
Recruitment of historically marginalized students, faculty, and staff is an institutional priority.

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

- Reported only white: 4.68
- Did not report only white: 4.43

- Mean: 4.55

**People from a socioeconomic background other than your own**

- Reported only white: 4.42
- Did not report only white: 4.05

- Mean: 4.24

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

<table>
<thead>
<tr>
<th>Scale</th>
<th>Reported only white</th>
<th>Did not report only white</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>4.76</td>
<td>4.52</td>
</tr>
</tbody>
</table>

**People with a disability**

<table>
<thead>
<tr>
<th>Scale</th>
<th>Reported only white</th>
<th>Did not report only white</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>3.22</td>
<td>2.84</td>
</tr>
</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 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

- Reported only white: Mean 4.22
- Did not report only white: Mean 3.85
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**

- Reported only white: 2.23
- Did not report only white: 2.68

**People from a particular socioeconomic background**

- Reported only white: 1.89
- Did not report only white: 2.20

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 who are immigrants**
- Reported only white: 1.81
- Did not report only white: 2.16

**People for whom English is not their native language**
- Reported only white: 1.74
- Did not report only white: 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
Level of Agreement

If I experienced or observed an act of discrimination or harassment while at this institution, I know whom to contact to report the incident.

- Reported only white: Mean 3.80
- Did not report only white: Mean 4.06

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

- Reported only white: Mean 3.63
- Did not report only white: Mean 3.98

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
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).
Statistical Significance – Race/Ethnicity SUNY Potsdam Undergraduates

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).

Did any of these incidents of discrimination or harassment at this institution occur in the last year?

<table>
<thead>
<tr>
<th>Mean</th>
<th>Report</th>
<th>Did not report only white</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.14</td>
<td>Reported only white</td>
<td>1.35 Did not report only white</td>
</tr>
</tbody>
</table>

Response Scale:
1=Yes
2=No
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).
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).

The bar chart shows the mean number of incidents in on-campus housing/residences. The bars indicate:

- Blue: Reported only white
- Orange: Did not report only white

The response scale is:

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

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).

![Bar Chart]

- Local community
- Mean

Responses 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?

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

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

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

<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>1.56</td>
<td>1.87</td>
</tr>
</tbody>
</table>

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?

<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>1.66</td>
<td>1.54</td>
</tr>
</tbody>
</table>

Response Scale:
1=Yes
2=No
Have you ever seriously considered leaving SUNY Potsdam?

Response Scale:
1=Yes
2=No

Mean

Man
Woman

1.71
1.58
Statistical Significance – Gender SUNY Potsdam Undergraduates

Institutional Support

The campus environment is free from tensions related to individual or group differences.

- Mean for Male: 3.42
- Mean for Female: 3.05

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

- Mean for Male: 3.80
- Mean for Female: 3.47

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

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
- 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**

<table>
<thead>
<tr>
<th>Gender</th>
<th>Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>1.90</td>
</tr>
<tr>
<td>Woman</td>
<td>2.42</td>
</tr>
</tbody>
</table>

**People from a particular socioeconomic background**

<table>
<thead>
<tr>
<th>Socioeconomic Background</th>
<th>Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>1.73</td>
</tr>
<tr>
<td>Woman</td>
<td>2.10</td>
</tr>
</tbody>
</table>

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

Mean

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

<table>
<thead>
<tr>
<th>Mean</th>
<th>Man</th>
<th>Woman</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.65</td>
<td>2.04</td>
<td></td>
</tr>
</tbody>
</table>

People of a particular age or generation

<table>
<thead>
<tr>
<th>Mean</th>
<th>Man</th>
<th>Woman</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.80</td>
<td>2.17</td>
<td></td>
</tr>
</tbody>
</table>

Response Scale:
1=Never
2=Rarely
3=Sometimes
4=Often
5=Very often
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 for whom English is not their native language

Mean

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

Man
Woman

1.55
2.01
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?

<table>
<thead>
<tr>
<th></th>
<th>Students</th>
<th>Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>2.80</td>
<td>1.60</td>
</tr>
<tr>
<td>Woman</td>
<td>3.27</td>
<td>1.93</td>
</tr>
</tbody>
</table>

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
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
Statistical Significance – Sexual Orientation SUNY Potsdam Undergraduates

Campus Climate

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

- **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

Mean: 3.63, 3.30
Statistical Significance – Sexual Orientation SUNY Potsdam Undergraduates

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
- Selected a sexual orientation but not heterosexual

Mean: 4.12 (selected heterosexual) vs. 4.59 (selected a sexual orientation but not heterosexual)

People who have a sexual orientation other than your own

- Selected heterosexual
- Selected a sexual orientation but not heterosexual

Mean: 4.25 (selected heterosexual) vs. 4.78 (selected a sexual orientation but not heterosexual)
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**
- **Mean**: 3.70
- **Selected heterosexual**: 3.23
- **Selected a sexual orientation but not heterosexual**: 3.70

**People from a religious background other than your own**
- **Mean**: 4.52
- **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?

<table>
<thead>
<tr>
<th>People with a disability</th>
<th>Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Selected heterosexual</td>
<td>2.91</td>
</tr>
<tr>
<td>Selected a sexual orientation but not heterosexual</td>
<td>3.43</td>
</tr>
</tbody>
</table>

**Response Scale:**
1 = Not at all/not that I’m aware of
2 = A few times
3 = Monthly
4 = Weekly
5 = Daily
Statistical Significance – Sexual Orientation SUNY Potsdam Undergraduates

How comfortable are you interacting with the following people?

- People who hold a political affiliation, philosophy, or view that differs from yours
  - Mean: 4.27
  - Mean: 3.91
  - Selected heterosexual
  - Selected a sexual orientation but not heterosexual

- People who are significantly older or younger than you
  - Mean: 4.67
  - Mean: 4.42
  - Selected heterosexual
  - Selected a sexual orientation but not heterosexual

Response Scale:
1=Very uncomfortable
2=Somewhat uncomfortable
3=Neither comfortable nor uncomfortable
4=Somewhat comfortable
5=Very comfortable
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 have a sexual orientation other than your own

Mean

- Selected heterosexual
- Selected a sexual orientation but not heterosexual
Statistical Significance – Sexual Orientation 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 have a particular racial and/or ethnic identity**

- **Selected heterosexual:** 2.27
- **Selected a sexual orientation but not heterosexual:** 2.63

**People of a particular sexual orientation**

- **Selected heterosexual:** 2.08
- **Selected a sexual orientation but not heterosexual:** 2.53

**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**
- Selected heterosexual mean: 2.09
- Selected a sexual orientation but not heterosexual mean: 2.67

**People from a particular socioeconomic background**
- Selected heterosexual mean: 1.88
- Selected a sexual orientation but not heterosexual mean: 2.22

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 with a particular disability**

- Mean: 1.78
- Mean: 2.23

**People who are immigrants**

- Mean: 1.81
- Mean: 2.18
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
**Statistical Significance – Sexual Orientation 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

**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

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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?

**Statistical Significance – Sexual Orientation SUNY Potsdam Undergraduates**

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

- Selected a sexual orientation but not heterosexual: 1.68
- Selected heterosexual: 1.79

Response Scale:
1 = Yes
2 = No
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**

- Selected heterosexual: 1.19
- Selected a sexual orientation but not heterosexual: 2.78

**Because of my gender or gender identity**

- Selected heterosexual: 1.51
- Selected a sexual orientation but not heterosexual: 2.59
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).

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).

Statistical Significance – Sexual Orientation SUNY Potsdam Undergraduates

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

Mean

Sexual assault/harassment

Selected heterosexual
Selected a sexual orientation but not heterosexual
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