

Students' Perceptions of Diversity and Inclusion at Indiana State University

Quantitative Results Summary

Representativeness

The survey, while inviting all students to comment, was completed by 430. Although the response rate was low, the results are informative and may be used to stimulate further discussion on this topic.

- Women responded at a higher rate than men (72% to 28%). The ISU student body is made up of 55% women.
- More upper classmen completed the survey than freshmen, sophomores, or graduate students (58% respondents were juniors and seniors). In spring of 2016, 42% of ISU students were juniors and seniors.
- The majority of respondents were white (76%); overall ISU comprises of 32% minority & international students.
- Students from distance programs were 21% of the responses.

Results

Overall, the results revealed the students had generally positive responses. For the 20 items using a five-point rating scale, all were on the positive side of the scale (i.e., above or below the midpoint of 3 depending on question wording). Ratings ranged from 2.97 to 4.83. For the 5 items with a dichotomous choice selection (1 = Yes, I have experienced a particular negative feeling related to discrimination or 2 = No, I have not), the overall scores averaged from 1.88 to 1.93, strongly toward the no end of the scale. At the subpopulation level, the same pattern held.

Asking if they had ever felt like leaving ISU because they did not feel as though they were part of the ISU community, the majority (85%) answered no. Additionally 92% said that any discrimination they had experienced did not interfere with their ability to perform. The three rating scale items with the greatest undesirable connotations were these:

- 51% never or seldom dined or shared a meal with ISU students from a different racial/ethnic background.
 - The overall mean was 3.21, which fell between "seldom 1-3 times" and "sometimes 4-6 times".
- 52% never or seldom had discussions about race/ethnic relations outside of class with ISU students from a different racial/ethnic background.
 - The overall mean was 3.35, which fell between "seldom 1-3 times" and "sometimes 4-6 times".
- 33% thought (agreed or strongly agreed) the University has racial tension.
 - The overall mean was 2.97; a value of 3 is "neither agree nor disagree"

At the subpopulation level, significant differences ($p < .001$) were found for the following items and categories¹:

Racial/ethnicity groups²

- Item 10: The University accurately reflects the diversity of its student body in publications (i.e. brochures).
- Item 11: The University promotes the appreciation of cultural differences.
- Item 15: Experienced discrimination based on race/ethnicity.
- Item 18: Experienced discrimination based on citizenship status.

Disabilities

- Item 19: Experienced discrimination based on medical conditions.
- Item 21: Have been bullied based on body weight at ISU.

Sexual orientation

- Item 16: Experienced discrimination based on sex/gender.
- Item 17: Experienced discrimination based on sexual orientation.
- Item 19: Experienced discrimination based on medical conditions.

Gender

- Item 16: Experienced discrimination based on sex/gender.

¹ Caution is recommended with the inferential results given large cell size differences and under or overrepresentedness of responses for particular subpopulations vis-à-vis the campus population for certain demographics.

² The differences for items 10, 11, and 15 were sourced primarily between African American and White students. The differences for Item 18 was sourced primarily between White students and International students.