## Survey Results

### Number of Respondents by Role

<table>
<thead>
<tr>
<th>Answer</th>
<th>%</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate Student</td>
<td>31%</td>
<td>420</td>
</tr>
<tr>
<td>Graduate Student</td>
<td>16%</td>
<td>212</td>
</tr>
<tr>
<td>Faculty</td>
<td>22%</td>
<td>301</td>
</tr>
<tr>
<td>Staff</td>
<td>23%</td>
<td>317</td>
</tr>
<tr>
<td>Administrator</td>
<td>6%</td>
<td>86</td>
</tr>
<tr>
<td>Other</td>
<td>1%</td>
<td>16</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
<td>1352</td>
</tr>
</tbody>
</table>
Campus Climate for Diversity and Equity

Please indicate your level of satisfaction with the following at this institution.

- Very dissatisfied
- Generally dissatisfied
- Neither satisfied nor dissatisfied
- Generally satisfied
- Very satisfied

Overall campus climate

- Very dissatisfied: 5%
- Generally dissatisfied: 13%
- Neither satisfied nor dissatisfied: 21%
- Generally satisfied: 42%
- Very satisfied: 19%

The campus experience/environment regarding diversity at ETSU

- Very dissatisfied: 6%
- Generally dissatisfied: 19%
- Neither satisfied nor dissatisfied: 22%
- Generally satisfied: 19%
- Very satisfied: 19%

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

- Very dissatisfied: 6%
- Generally dissatisfied: 13%
- Neither satisfied nor dissatisfied: 22%
- Generally satisfied: 23%
- Very satisfied: 23%

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

- Very dissatisfied: 9%
- Generally dissatisfied: 23%
- Neither satisfied nor dissatisfied: 24%
- Generally satisfied: 28%
- Very satisfied: 15%
Institutional Support for Diversity and Equity

Please indicate your level of agreement with each of the following statements about this institution.

- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree

1. The campus environment is free from tensions related to individual or group differences.
   - 35% Strongly disagree
   - 18% Disagree
   - 18% Neither agree nor disagree
   - 19% Agree
   - 10% Strongly agree

2. Recruitment of historically marginalized students, faculty, and staff is an institutional priority.
   - 30% Strongly disagree
   - 30% Disagree
   - 16% Neither agree nor disagree
   - 18% Agree
   - 7% Strongly agree

3. Retention of historically marginalized students, faculty, and staff is an institutional priority.
   - 31% Strongly disagree
   - 26% Disagree
   - 17% Neither agree nor disagree
   - 17% Agree
   - 9% Strongly agree

4. Senior leadership demonstrates a commitment to diversity and equity on this campus.
   - 30% Strongly disagree
   - 22% Disagree
   - 21% Neither agree nor disagree
   - 22% Agree
   - 16% Strongly agree


To what extent do you agree that diversity on campus improves experiences and interactions within the classroom, the workplace, and the overall community?

- Strongly disagree: 2%
- Disagree: 3%
- Neither agree nor disagree: 11%
- Agree: 21%
- Strongly agree: 62%
Overall, how comfortable would you be sharing your views on diversity and equity at this institution?

- Very uncomfortable: 8%
- Somewhat uncomfortable: 11%
- Neither comfortable nor uncomfortable: 18%
- Somewhat comfortable: 32%
- Very comfortable: 32%
Insensitive/Disparaging Remarks

Frequency of hearing insensitive/disparaging remarks about people who have a particular racial/ethnic identity - responses broken down by self-reported race/ethnicity

- **How often Black/African American individuals have heard racial/ethnic remarks**
  - Never: 29%
  - Rarely: 14%
  - Sometimes: 13%
  - Often: 19%
  - Very often: 26%

- **How often Asian individuals have heard racial/ethnic remarks**
  - Never: 38%
  - Rarely: 21%
  - Sometimes: 19%
  - Often: 11%
  - Very often: 11%

- **How often Hispanic or Latino/a individuals have heard racial/ethnic remarks**
  - Never: 33%
  - Rarely: 25%
  - Sometimes: 19%
  - Often: 8%
  - Very often: 14%

- **How often White individuals have heard racial/ethnic remarks**
  - Never: 38%
  - Rarely: 26%
  - Sometimes: 21%
  - Often: 10%
  - Very often: 5%
Insensitive/Disparaging Remarks

Frequency of hearing insensitive/disparaging remarks about people of a particular gender or gender identity - responses broken down by self-reported gender

- How often men have heard remarks about gender/gender identity:
  - Never: 8%
  - Rarely: 28%
  - Sometimes: 19%
  - Often: 5%
  - Very often: 40%

- How often women have heard remarks about gender/gender identity:
  - Never: 10%
  - Rarely: 23%
  - Sometimes: 23%
  - Often: 6%
  - Very often: 37%

- How often nonbinary individuals have heard remarks about gender/gender identity:
  - Never: 11%
  - Rarely: 20%
  - Sometimes: 31%
  - Often: 16%
  - Very often: 22%
Source of Insensitive/Disparaging Remarks

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? (may refer to remarks about any particular group of people)
Please indicate your level of agreement: The process for reporting acts of discrimination or harassment at this institution is clear to me.

- Strongly disagree: 7%
- Disagree: 15%
- Neither agree nor disagree: 13%
- Agree: 35%
- Strongly agree: 30%
Experiences with Discrimination/Harassment

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

- Yes: 24%
- No: 67%
- Unsure: 8%
Experiences with Discrimination/Harassment

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

- Undergraduate Student: 22% (Yes), 10% (No), 9% (Unsure)
- Graduate Student: 17% (Yes), 9% (No), 7% (Unsure)
- Faculty: 30% (Yes), 7% (No), 8% (Unsure)
- Staff: 26% (Yes), 8% (No), 6% (Unsure)
- Administrator: 28% (Yes), 6% (No), 8% (Unsure)
You indicated that you have experienced discrimination or harassment during your time at this institution. Did any of these incidents of discrimination or harassment at this institution occur in the last year? (Only seen by respondents who reported experiencing discrimination/harassment)
<table>
<thead>
<tr>
<th>Question</th>
<th>Undergraduate Student</th>
<th>Graduate Student</th>
<th>Faculty</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stared at</td>
<td>14%</td>
<td>37</td>
<td>7%</td>
<td>4</td>
</tr>
<tr>
<td>Racial/ethnic profiling</td>
<td>8%</td>
<td>21</td>
<td>10%</td>
<td>6</td>
</tr>
<tr>
<td>Intimidated/bullied</td>
<td>7%</td>
<td>19</td>
<td>7%</td>
<td>4</td>
</tr>
<tr>
<td>Derogatory remarks</td>
<td>16%</td>
<td>41</td>
<td>15%</td>
<td>9</td>
</tr>
<tr>
<td>Deliberately ignored, isolated, left out, or excluded</td>
<td>9%</td>
<td>23</td>
<td>8%</td>
<td>5</td>
</tr>
<tr>
<td>Total</td>
<td>Total</td>
<td>260</td>
<td>Total</td>
<td>59</td>
</tr>
</tbody>
</table>
Was the source of the discrimination/harassment a member of the following groups? (Check all that apply) (Only seen by respondents who reported experiencing discrimination/harassment in past year)
Did you report any incident(s) to campus officials? (Only seen by respondents who reported experiencing discrimination/harassment in past year)

- Undergraduate Student:
  - Yes: 26%
  - No: 74%

- Graduate Student:
  - Yes: 26%
  - No: 74%

- Faculty:
  - Yes: 29%
  - No: 71%

- Staff:
  - Yes: 19%
  - No: 81%

- Administrator:
  - Yes: 100%