

Student Campus Climate for Diversity Survey

Spring 2020 Overview of Findings

749 students responded to the survey administered from February 12 - March 15, 2020; 11% response rate.

The purpose of the Educational Advisory Board (EAB) campus climate survey is to understand and measure students' experiences, perceptions and behaviors with respect to diversity and inclusion at UMB, with the goal of developing strategic initiatives designed to create inclusive campus environments. To view the infographic of the Spring 2018 survey results, visit umaryland.edu/climate.



Climate Index: Race/Ethnicity

Experience of Black Students

More than any other group, students who identify as Black experience the UMB campus in statistically different ways than other students. Black students:

- Felt that UMB was less committed to diversity and less respectful of diverse identities compared to White and Asian students.
- Felt less comfortable having close relationships with people of identities different from their own and report less interaction with students with identities different from their own.
- Felt that students of other racial/ethnic backgrounds at UMB are less comfortable having close relationships with people with identities different from their own compared to White students.

Experience of Asian Students

- Felt less comfortable having close relationships with people of identities different from their own compared to White students.



Other Climate Indices

Experience of Students Who Are Parents

Findings are in comparison to students who do not identify as parents.

- View the climate as less respectful of diversity identities.
- Are less comfortable having close relationships with people of different identities than their own.
- Report less interaction with students who have different identities from their own.

Experience of Students With Military Service

Findings are in comparison to students who do not have military service.

- View the climate as less respectful of diversity identities.
- Are less comfortable having close relationships with people of different identities than their own.
- Report less personal engagement with diversity initiatives.

Experience of First-Generation College Students

Findings are in comparison to students who were not the first in their family to attend college.

- Felt UMB is less committed to diversity.
- Report less personal engagement with diversity initiatives.

Experience of Students with a Mental Health Condition

Findings are in comparison to students who did identify as having a mental health condition.

- View the climate as less respectful of diverse identities.
- Felt less comfortable having close relationships with people of identities different from their own.

Experience of Cisgender Students

Findings are in comparison to transgender students.

- Are less comfortable having close relationships with people of identities different from their own.

Experience of Students Who Identify as Men

Findings are in comparison to students who identify as women and gender fluid/non-binary.

- Show less efficacy of reporting discrimination.

Experience of Heterosexual Students

Findings are in comparison to students who did identify as LGBTQI+.

- Are less comfortable having close relationships with people of identities different from their own.
- Felt less comfortable having close relationships with people of identities different from their own.

Experience of U.S. Citizens and Permanent Residents

Findings are in comparison to international students.

- Felt UMB is less committed to diversity.

Experience of Students Who Are Not Involved

Findings are in comparison to students who are involved.

- View the climate as less respectful of diverse identities.

Highlighted University Action Items Since Spring 2018

- Developed and implemented Campus Climate for Diversity Work Group Recommendations
- Created Student Support Websites including:
 - Transgender and Non-Binary Resources
 - Student Veterans
 - Student Parents and Caregivers
 - DACA and Undocumented Student Resources
 - Online Students
- Creation of the Intercultural Center (Summer 2020)
- Virtual Launch of the Intercultural Center (Spring 2021)
- Hiring of the University's First Chief Equity, Diversity, and Inclusion Officer and Vice President, Diane Forbes Berthoud, PhD, MA (Spring 2021)
- Updating gender-inclusive bathroom signage across the university
- Participated in the American Council on Education's Internationalization Laboratory
- Issued and analyzed the 2020 Student Campus Climate for Diversity survey
- Finalized the Name Authorization Form and Policy
- Established the UMB Student Food Pantry to address food insecurity (Launch Fall 2021)
- University provided best practices for faculty and staff displaying pronouns in email signature lines
- Improving accessibility in digital communication, including websites, social media, and videos
- Numerous school initiatives – creation of diversity officer positions, climate studies, review/changes of curricula, etc.
- Student organization efforts – dialogue programs, creation of the USGA diversity officer position, etc.



If you have any questions about the survey or campus resources, please contact **Patty Alvarez**, PhD, assistant vice president of student affairs at palvarez@umaryland.edu or **Courtney Jones Carney**, PhD, MBA, executive director of Intercultural Leadership & Engagement and director of the Intercultural Center at courtney.carney@umaryland.edu. For more information, visit www.umaryland.edu/climate.