



FACULTY OF COLOR

Findings from the 2010-2011
HERI Faculty Survey:
DIVERSITY CLIMATE REPORT

Prepared by:

Equal Opportunity Office
and
Office of Institutional Research

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Summary of Statistically Significant Findings by Faculty of Color Compared to Non-Faculty of Color Respondents from the 2010-2011 HERI Faculty Survey: Diversity Climate Report

Please indicate the extent to which you feel that you have to work harder than your colleagues to be perceived as a legitimate scholar.

Faculty of color were more likely (47.2%) than non-minority faculty (20.4%) to report a need to work harder to a great extent than their colleagues to be perceived as a legitimate scholar.

Please indicate the extent to which subtle discrimination (e.g., prejudice, racism, sexism) has been a source of stress for you during the last two years.

18.2% of respondents of color reported subtle discrimination had been an extensive source of stress, compared to 8.1% of non-minority respondents, and 27.3% of respondents of color reported subtle discrimination had somewhat been a source of stress compared to 14.6% of non-minority respondents who answered this way.

Indicate the extent to which you agree or disagree with the following: “There is a lot of campus racial conflict here.”

17.1% of respondents of color agreed somewhat that there is a lot of campus racial conflict here, compared to 2.3% of non-minority faculty who responded this way. 5.7% of faculty of color agreed strongly that there is a lot of campus racial conflict here, compared 0.5% of non-minority faculty who felt similarly.

Indicate the extent to which you agree or disagree with the following: “Faculty of Color are treated fairly here.”

5.7% of respondents of color disagreed strongly that faculty of color are treated fairly here, compared to less than 0.5% of non-minority respondents who responded this way. 11.4% of respondents of color disagreed somewhat, compared to 8.9% of their non-minority counterparts.

Indicate the extent to which you agree or disagree with the following: “Gay and Lesbian faculty are treated fairly here.”

While no (0%) faculty of color disagreed strongly with this statement, 14.7% disagreed somewhat, compared to 7.0% of their non-minority counterparts who disagreed somewhat and

2.3% who disagreed strongly. The greatest difference is that 20.6% of respondents of color agreed strongly, compared to 44.6% of non-minority respondents who agreed strongly that gay and lesbian faculty are treated fairly here.

Indicate the extent to which you agree or disagree with the following: “This institution should hire more women faculty.”

31% of respondents of color agreed strongly that Western should hire more women faculty compared to 15% of non-minority respondents.

How important to Western is developing an appreciation for multiculturalism?

Faculty of color were less likely than non-minority faculty to perceive that developing an appreciation for multiculturalism is an important priority for Western. 20.0% of respondents of color reported it is a low priority for Western compared to 4.2% of non-minority respondents.

During the past two years, have you taught an Ethnic Studies course?

In the past two years, 25% of faculty of color taught an Ethnic Studies course, compared with 9% of their non-minority counterparts.

During the past two years, have you conducted research or writing focused on racial or ethnic minorities?

In the past two years, 39% of faculty of color conducted research or writing focused on racial or ethnic minorities, compared to 21% of non-minority faculty.

Statistically Significant Findings for Faculty of Color from the HERI Faculty Survey Diversity Climate Report

Please indicate the extent to which you feel that you have to work harder than your colleagues to be perceived as a legitimate scholar.

	Race		Sexual Orientation		Gender	
	Faculty of Color	Non-Minority	LGBO	Heterosexual	Female	Male
Not at all	25.0%	43.1%	30.0%	41.8%	34.6%	46.4%
To some extent	27.8%	36.6%	40.0%	34.9%	38.6%	31.9%
To a great extent	47.2%	20.4%	30.0%	23.3%	26.8%	21.7%

Please indicate the extent to which subtle discrimination (e.g., prejudice, racism, sexism) has been a source of stress for you during the last two years.

	Race		Sexual Orientation		Gender	
	Faculty of Color	Non-Minority	LGBO	Heterosexual	Female	Male
Not at all	54.5%	77.3%	39.1%	77.5%	58.9%	85.4%
Somewhat	27.3%	14.6%	39.1%	14.7%	26.2%	9.8%
Extensive	18.2%	8.1%	21.7%	7.8%	15.0%	4.9%

Indicate the extent to which you agree or disagree with the following: “There is a lot of campus racial conflict here.”

	Race		Sexual Orientation		Gender	
	Faculty of Color	Non-Minority	LGBO	Heterosexual	Female	Male
Disagree strongly	40.0%	64.3%	39.3%	62.6%	56.8%	64.3%
Disagree somewhat	37.1%	32.9%	50.0%	32.2%	36.8%	32.9%
Agree somewhat	17.1%	2.3%	10.7%	3.9%	4.0%	2.3%
Agree strongly	5.7%	0.5%	0.0%	1.3%	2.4%	0.5%

Indicate the extent to which you agree or disagree with the following: “Faculty of Color are treated fairly here.”

	Race		Sexual Orientation		Gender	
	Faculty of Color	Non-Minority	LGBO	Heterosexual	Female	Male
Disagree strongly	5.7%	0.5%	0.0%	1.3%	2.4%	0.0%
Disagree somewhat	11.4%	8.9%	23.3%	7.9%	12.2%	7.2%
Agree somewhat	57.1%	49.1%	60.0%	48.0%	51.2%	48.6%
Agree strongly	25.7%	41.6%	16.7%	42.8%	34.1%	44.2%

Indicate the extent to which you agree or disagree with the following: “Gay and Lesbian faculty are treated fairly here.”

	Race		Sexual Orientation		Gender	
	Faculty of Color	Non-Minority	LGBO	Heterosexual	Female	Male
Disagree strongly	0.0%	2.3%	13.3%	0.9%	3.3%	1.5%
Disagree somewhat	14.7%	7.0%	16.7%	6.6%	10.6%	5.1%
Agree somewhat	64.7%	46.0%	46.7%	48.0%	48.8%	47.8%
Agree strongly	20.6%	44.6%	23.3%	44.5%	37.4%	45.6%

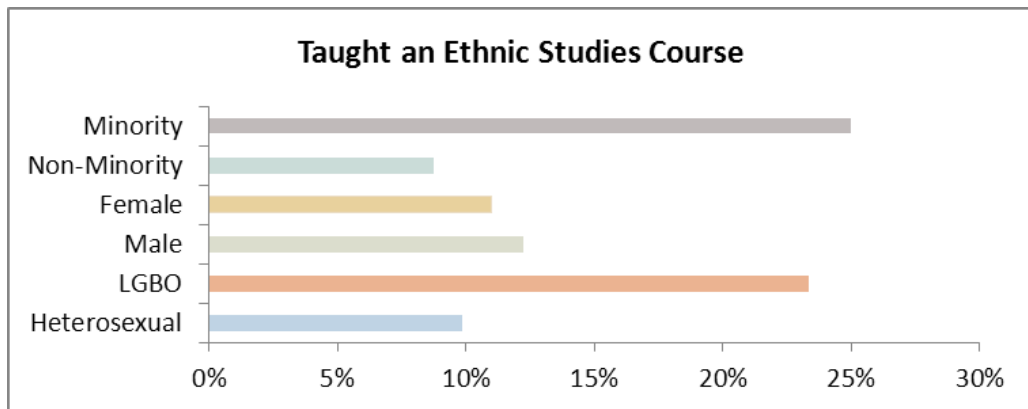
Indicate the extent to which you agree or disagree with the following: “This institution should hire more women faculty.”

	Race		Sexual Orientation		Gender	
	Faculty of Color	Non-Minority	LGBO	Heterosexual	Female	Male
Disagree strongly	2.9%	4.2%	0.0%	4.8%	4.8%	3.7%
Disagree somewhat	17.1%	25.0%	20.0%	24.2%	22.6%	24.4%
Agree somewhat	48.6%	55.7%	53.3%	53.7%	50.0%	57.0%
Agree strongly	31.4%	15.1%	26.7%	17.2%	22.6%	14.8%

How important to Western is developing an appreciation for multiculturalism?

	Race		Sexual Orientation		Gender	
	Faculty of Color	Non-Minority	LGBO	Heterosexual	Female	Male
Low priority	20.0%	4.2%	10.3%	5.3%	6.5%	6.6%
Medium priority	40.0%	40.6%	44.8%	41.2%	36.6%	45.6%
High priority	31.4%	42.0%	34.5%	40.8%	42.3%	37.5%
Highest priority	8.6%	13.2%	10.3%	12.7%	14.6%	10.3%

During the past two years, have you taught an Ethnic Studies course?



During the past two years, have you conducted research or writing focused on racial or ethnic minorities?

