



# LESBIAN, GAY, BISEXUAL AND OTHER NON- HETEROSEXUAL FACULTY

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 Sexual Orientation from the 2010-2011 HERI Faculty Survey: Diversity Climate Report**

### **Have you been sexually harassed at this institution?**

23.3% of lesbian, gay, bisexual and other faculty who do not identify as heterosexual (LGBO) reported having been sexually harassed at Western, compared to 6.4% of their heterosexual counterparts.

### **Subtle discrimination (e.g., prejudice, racism, sexism) has been a source of stress for you during the last two years.**

60.8% of LGBO faculty reported that subtle discrimination had been an extensive source or somewhat a source of stress during the last two years, compared to 22.5% of heterosexual faculty who reported this.

### **Indicate how well the following describes your college or university: “Faculty here respect each other.”**

13.3% of LGBO faculty reported that this statement was not descriptive of Western, compared with 5.2% of their heterosexual counterparts.

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

10.7% of LGBO faculty agreed somewhat that there is a lot of campus racial conflict here, compared with 3.9% of their heterosexual counterparts.

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

30% of LGBO faculty disagreed somewhat or strongly with the statement that gay and lesbian faculty are treated fairly at Western, compared with 7.5% of their heterosexual counterparts.

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

23.3% of LGBO faculty disagreed somewhat and 0% disagreed strongly with this statement, compared with 7.9% of their heterosexual counterparts who disagreed somewhat and 1.3% who disagreed strongly.

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

16.7% of LGBO faculty disagreed somewhat with this statement and 0% disagreed strongly, compared with 8.3% of their heterosexual counterparts who disagreed somewhat and 2.2% who disagreed strongly.

**Indicate the importance to you personally of helping to promote racial understanding.**

90% of LGBO faculty say this is essential or very important, compared with 74.2% of their heterosexual counterparts. Notably, 63.3% of LGBO faculty identified helping to promote racial understanding as essential, compared to 40.3% of heterosexual faculty.

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

In the past two years, 23% of LGBO faculty had taught an Ethnic Studies course, compared with 10% of their heterosexual counterparts.

**During the past two years, have you taught a Women’s Studies course?**

In the past two years, 20% of LGBO faculty had taught a Women’s Studies course, compared with 8% of their heterosexual counterparts.

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

In the past two years, 40% of LGBO faculty had conducted such research or writing, compared with 23% of heterosexual faculty.

**Indicate the extent to which you agree or disagree with the following: Racial and ethnic diversity should be more strongly reflected in the curriculum.**

79.3% of LGBO faculty agreed somewhat or strongly with this statement, compared with 60.1% of their heterosexual counterparts.

## Statistically Significant Findings by Sexual Orientation from the 2010-2011 HERI Faculty Survey: Diversity Climate Report

**Have you been sexually harassed at this institution?**

	Race		Sexual Orientation		Gender	
	Faculty of Color	Non-Minority	LGBO	Heterosexual	Female	Male
Sexually harassed	11.1%	7.4%	23.3%	6.4%	15.7%	1.4%

**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 how well the following describes your college or university: “Faculty here respect each other.”**

	Race		Sexual Orientation		Gender	
	Faculty of Color	Non-Minority	LGBO	Heterosexual	Female	Male
Not descriptive	8.3%	4.2%	13.3%	5.2%	9.4%	2.9%
Somewhat descriptive	50.0%	42.1%	53.3%	40.1%	39.4%	44.2%
Very descriptive	41.7%	53.7%	33.3%	54.7%	51.2%	52.9%

**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: “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: “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: “Women Faculty are treated fairly here.”**

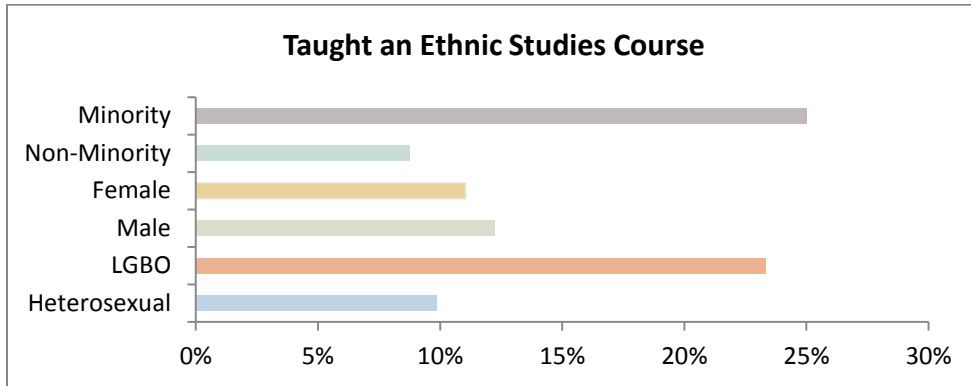
	Race		Sexual Orientation		Gender	
	Faculty of Color	Non-Minority	LGBO	Heterosexual	Female	Male
Disagree strongly	5.7%	1.4%	0.0%	2.2%	4.0%	0.0%
Disagree somewhat	2.9%	9.8%	16.7%	8.3%	13.6%	5.1%
Agree somewhat	65.7%	43.3%	60.0%	43.9%	46.4%	46.4%
Agree strongly	25.7%	45.6%	23.3%	45.7%	36.0%	48.6%

**Indicate the importance to you personally of helping to promote racial understanding.**

	Race		Sexual Orientation		Gender	
	Faculty of Color	Non-Minority	LGBO	Heterosexual	Female	Male
Not important	0.0%	4.6%	0.0%	4.3%	1.6%	5.8%
Somewhat important	22.2%	21.2%	10.0%	21.5%	15.7%	25.2%
Very important	30.6%	32.7%	26.7%	33.9%	31.5%	33.8%
Essential	47.2%	41.5%	63.3%	40.3%	51.2%	35.3%

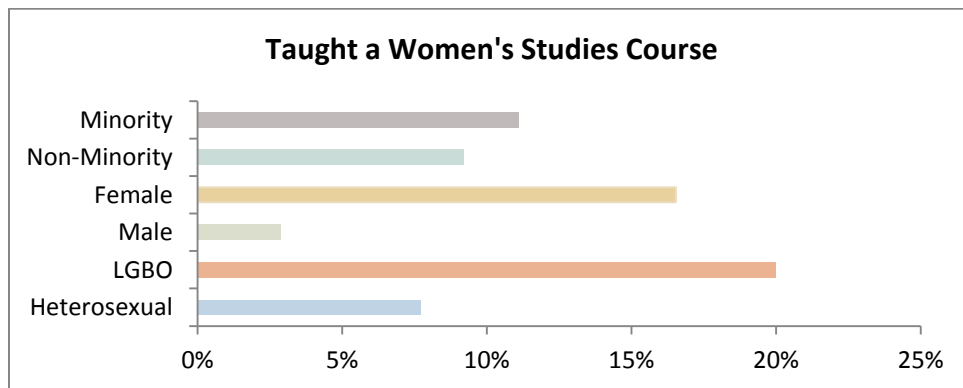
**During the past two years, have you taught an Ethnic Studies course?**

In the past two years, 23% of LGBO faculty had taught an Ethnic Studies course, compared with 10% of heterosexual faculty.



**During the past two years, have you taught a Women's Studies course?**

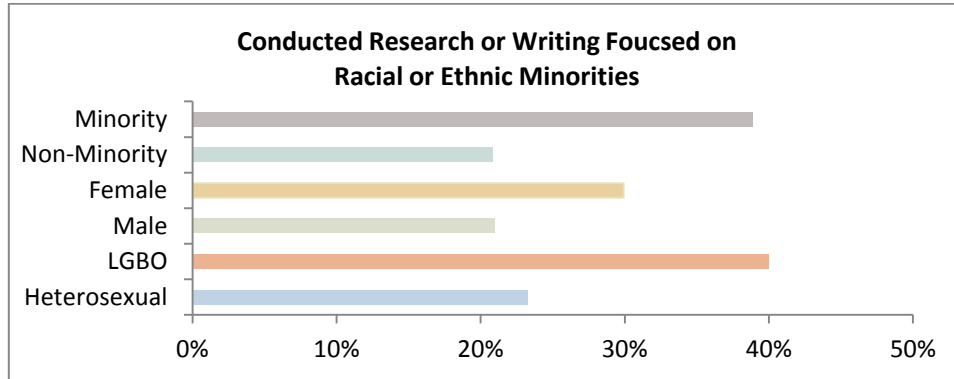
20% of LGBO faculty had taught a Women's Studies course in the past two years, compared to 8% of their heterosexual counterparts.





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

In the past two years, 40% of LGBO faculty had conducted research or writing focused on racial or ethnic minorities, compared to 23% of their heterosexual counterparts.



**Indicate the extent to which you agree or disagree with the following: Racial and ethnic diversity should be more strongly reflected in the curriculum.**

	Race		Sexual Orientation		Gender	
	Faculty of Color	Non-Minority	LGBO	Heterosexual	Female	Male
Disagree strongly	11.4%	6.6%	3.4%	7.5%	4.0%	6.6%
Disagree somewhat	17.1%	32.5%	17.2%	32.5%	28.2%	32.5%
Agree somewhat	40.0%	43.4%	51.7%	41.2%	42.7%	43.4%
Agree strongly	31.4%	17.5%	27.6%	18.9%	25.0%	17.5%