

Campus Inclusion Student Survey Full Report 2022-2023



Office of Equity and Inclusion
Dr. Doris M. Houston

Introduction

In fall 2022, Illinois State University partnered with INSIGHT into Diversity Viewfinder® Campus Climate Surveys, to conduct a comprehensive campus climate survey for students. The Viewfinder Campus Climate Survey was re-named the **“Campus Inclusion Survey”** and administered to all students attending Illinois State University in fall 2022.

Purpose

The Campus Inclusion Survey (student version) at ISU was designed to measure the extent to which ISU is perceived as a campus community that values and supports inclusion, belonging, and access for all students. The survey assessed the extent to which students from diverse backgrounds and with diverse identities felt welcome, safe, respected, and free to express their unique identities and beliefs.



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Planning

One hundred and forty-two ISU volunteers supported survey implementation through recruiting participants, reviewing survey questions, assisting with logistics, and championing the value of the Campus Inclusion Survey to students across campus. Designated members of the survey planning and steering committees included representatives from the following groups:

- The President's Cabinet/Office of the President
- The President's Diversity and Inclusion Advisory Council (DIAC)
- The Multicultural Center
- Student Government Association
- Planning, Research, and Policy Analysis (PRPA)
- University Assessment
- Student Affairs Assessment
- Media Relations
- Assistant Provost for Faculty Development
- Athletics
- Information Technology
- Web services
- University Marketing and Communication
- Social Media
- Legal
- Dean's Council/Chairs and Director's Council

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Method

Data Collection and Recruitment

Student Participation

- 2022 **Survey Goal**: 2,000 students (10% participation goal)
- **2,748 student respondents**
14% response rate
- Fall 2022 enrollment = 20,233

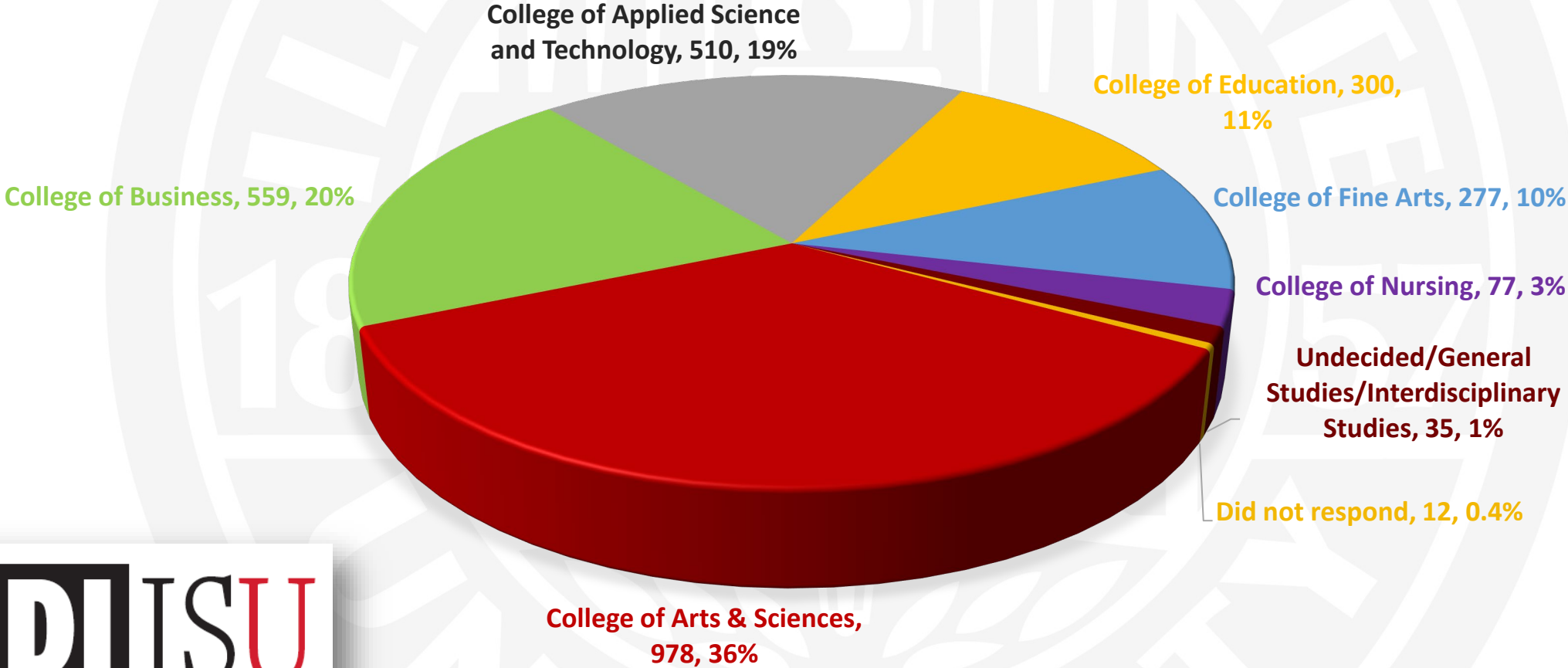
- During the four weeks of data collection, several tabling events were organized by volunteers and student workers across campus to provide students with information about the survey and how the results would be utilized to improve the campus experience.
- To preserve anonymity, INSIGHT into Diversity Viewfinder implemented the survey. Invitations to participate were emailed to all registered ISU students in fall 2022, and students could elect not to participate. Once the surveys were completed, student identifiers and contact information were removed from the survey data file.
- Survey reminders were sent weekly to all students during the four weeks of data collection.
- Survey participants were provided with a link to place their name in a weekly drawing for incentive prizes upon survey completion.
- Survey incentives included football tickets, Starbucks gift cards, eight iPads, and four Oculus headsets.



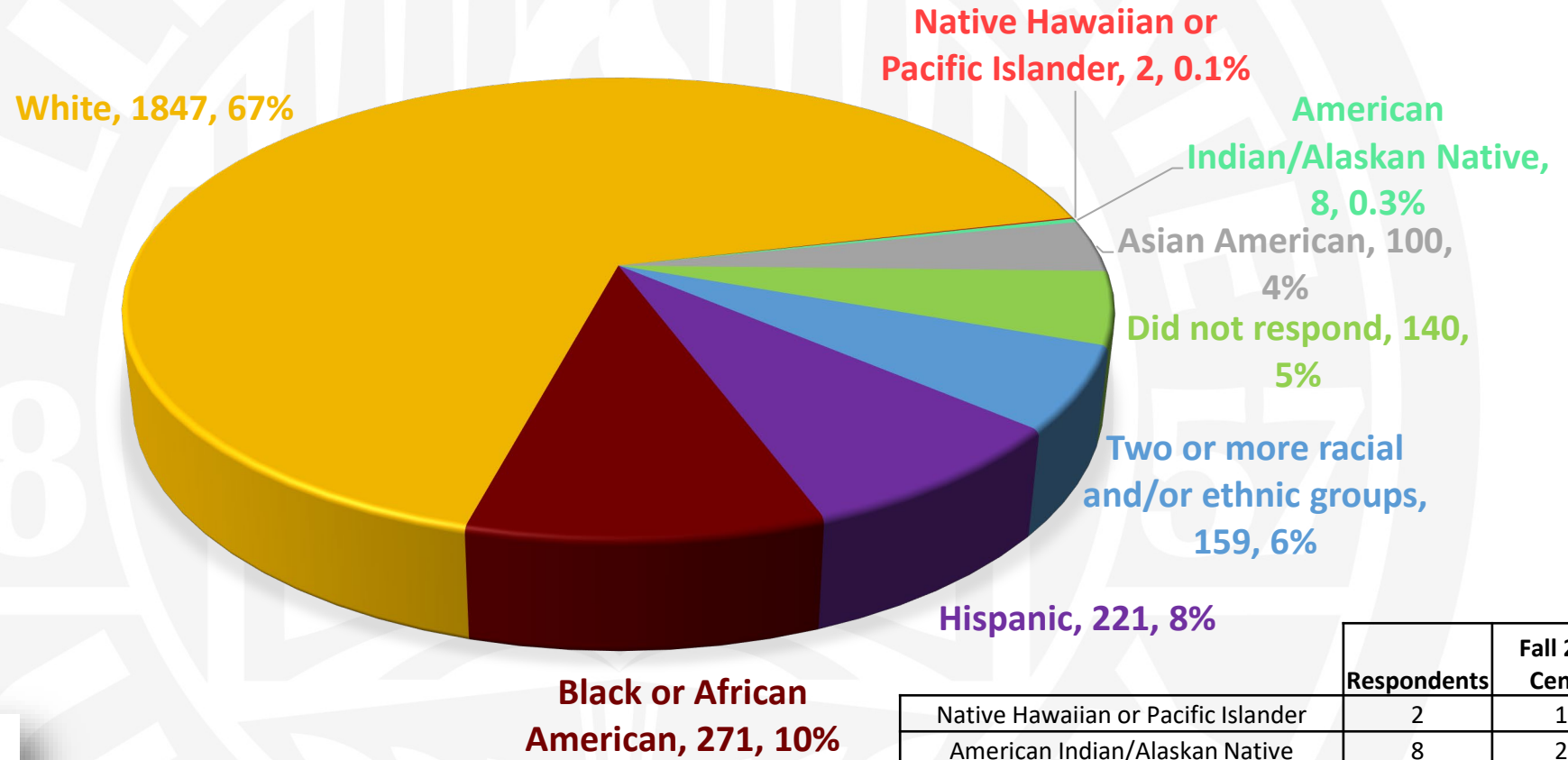
Student Characteristics

Student Characteristics

College field of study/major



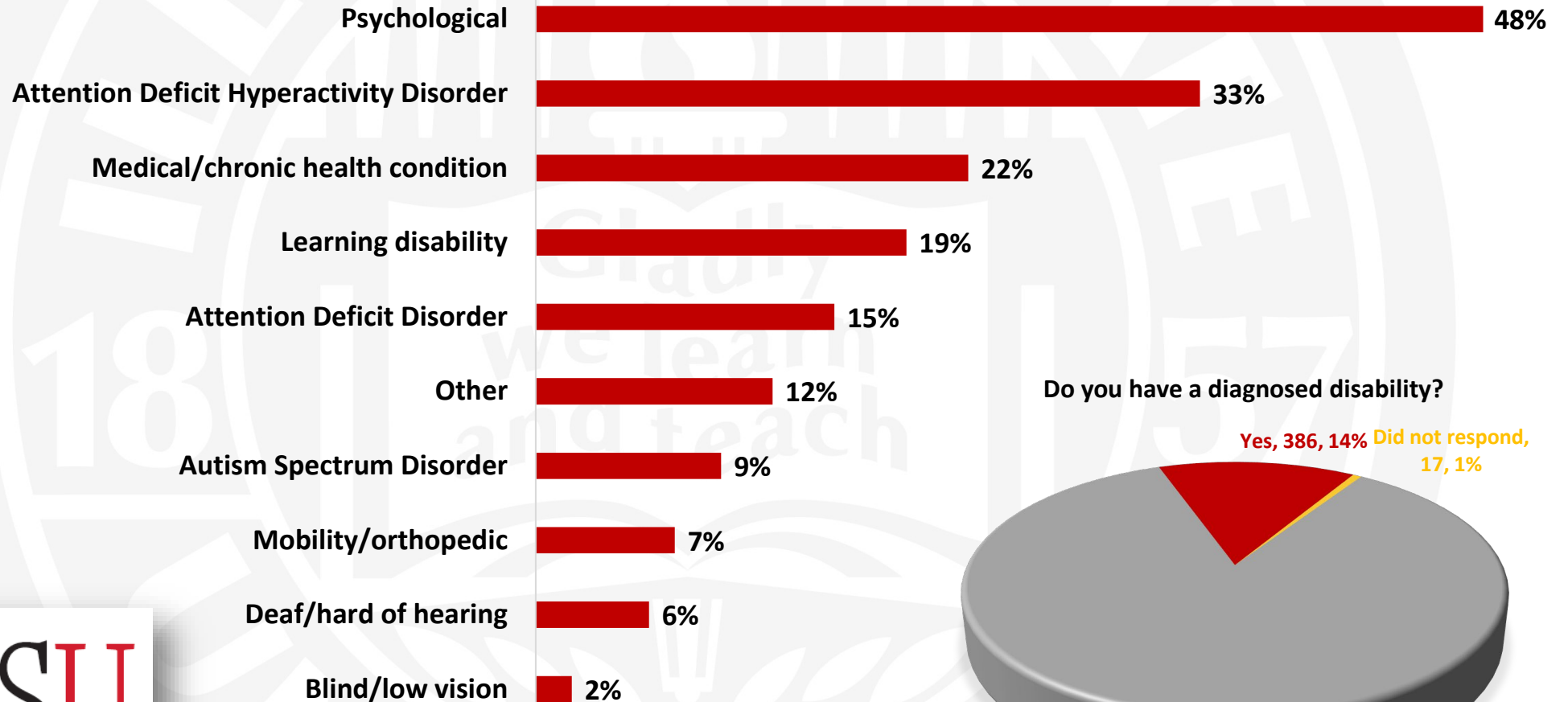
Race/Ethnicity



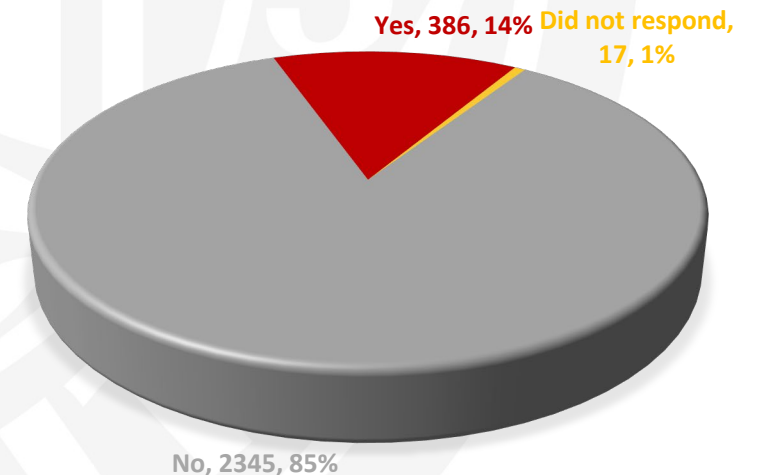
	Respondents	Fall 2022 Census	%
Native Hawaiian or Pacific Islander	2	10	20%
American Indian/Alaskan Native	8	22	36%
Asian American	100	528	19%
Two or more racial and/or ethnic groups	159	776	20%
Hispanic	221	2,495	9%
Black or African American	271	2,090	13%
White	1,847	13,905	13%

Diagnosed Disability

Students with a Diagnosed or Known Medical/Mental Health Condition



Do you have a diagnosed disability?



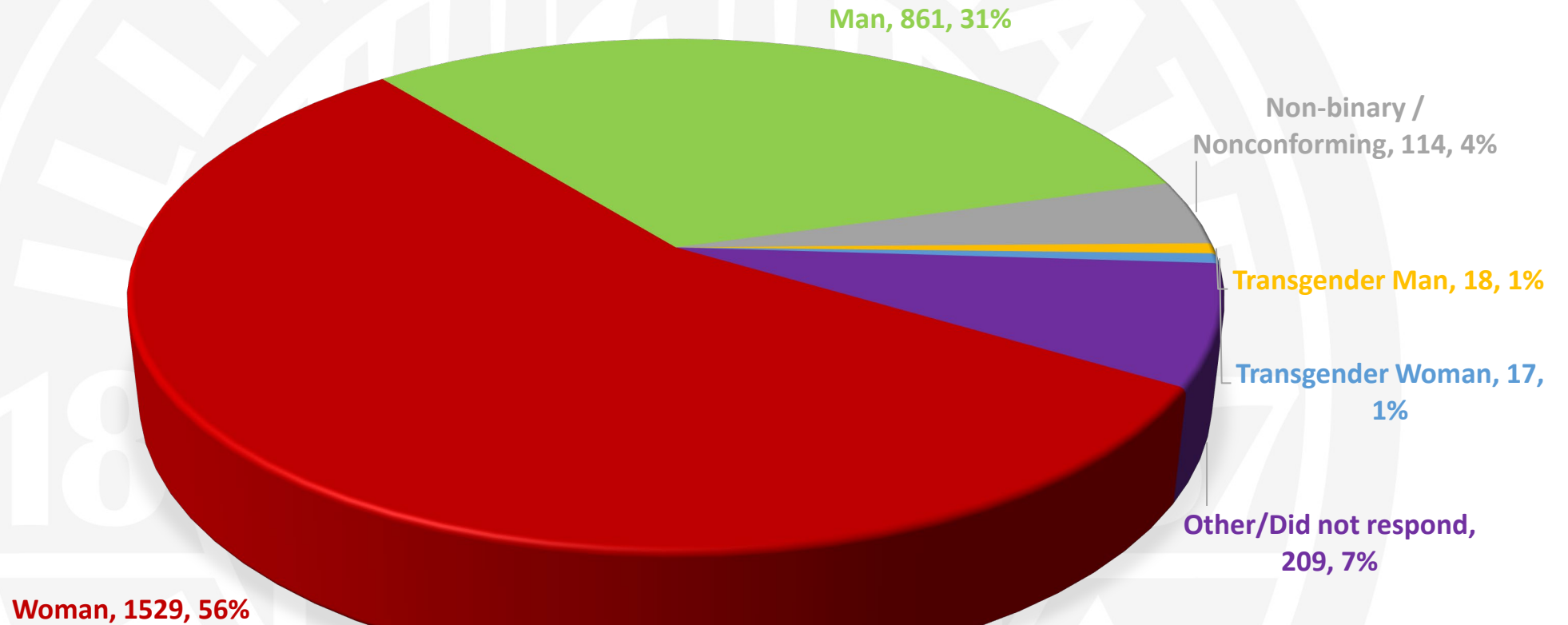
Psychological: Diagnosed mental health condition.

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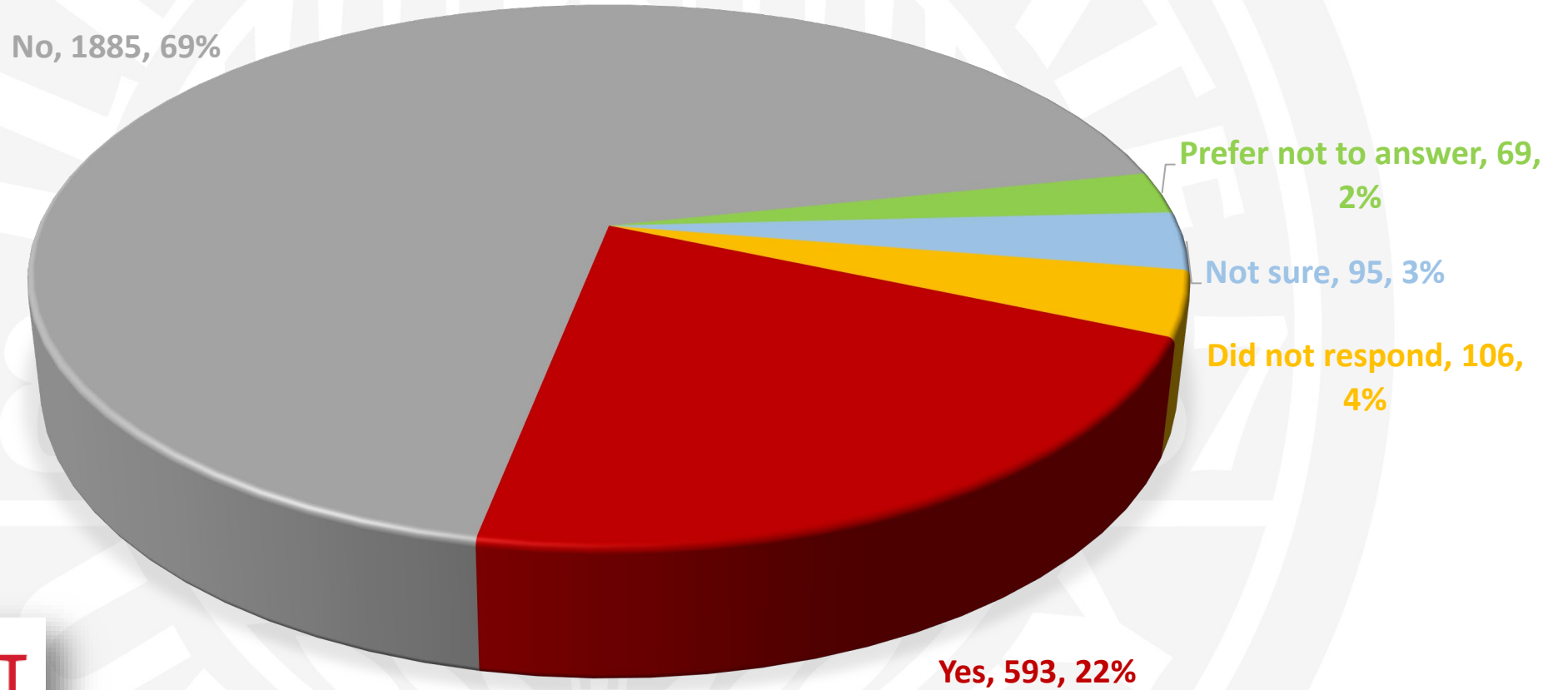
Demographics

Gender Identity



Demographics

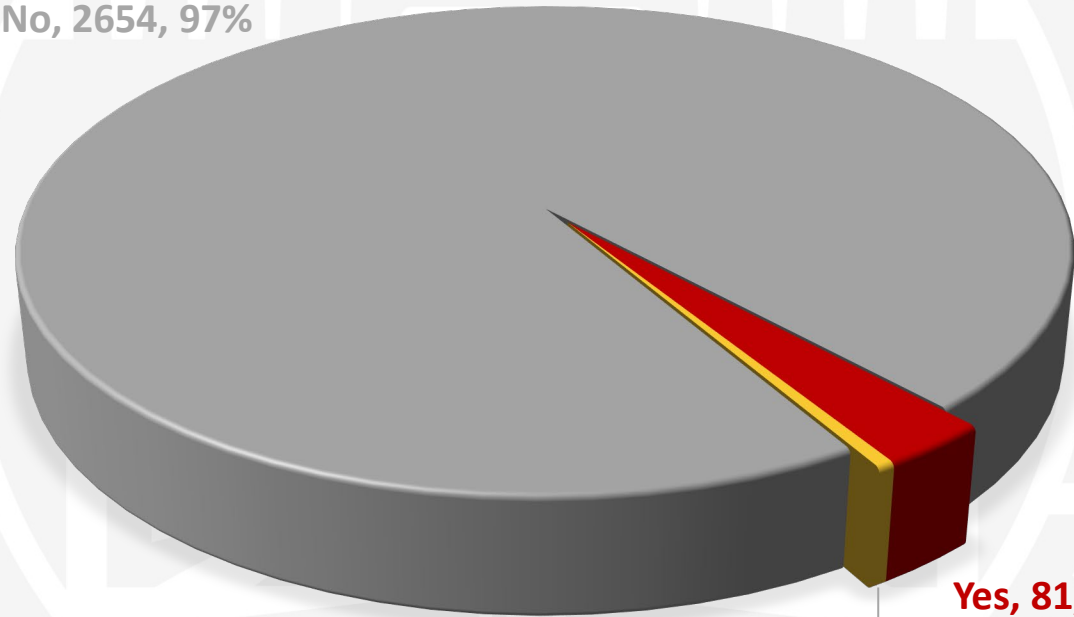
LGBTQIA+ Identity



Demographics

United States Military or a Military Veteran

No, 2654, 97%



Yes, 81, 3%

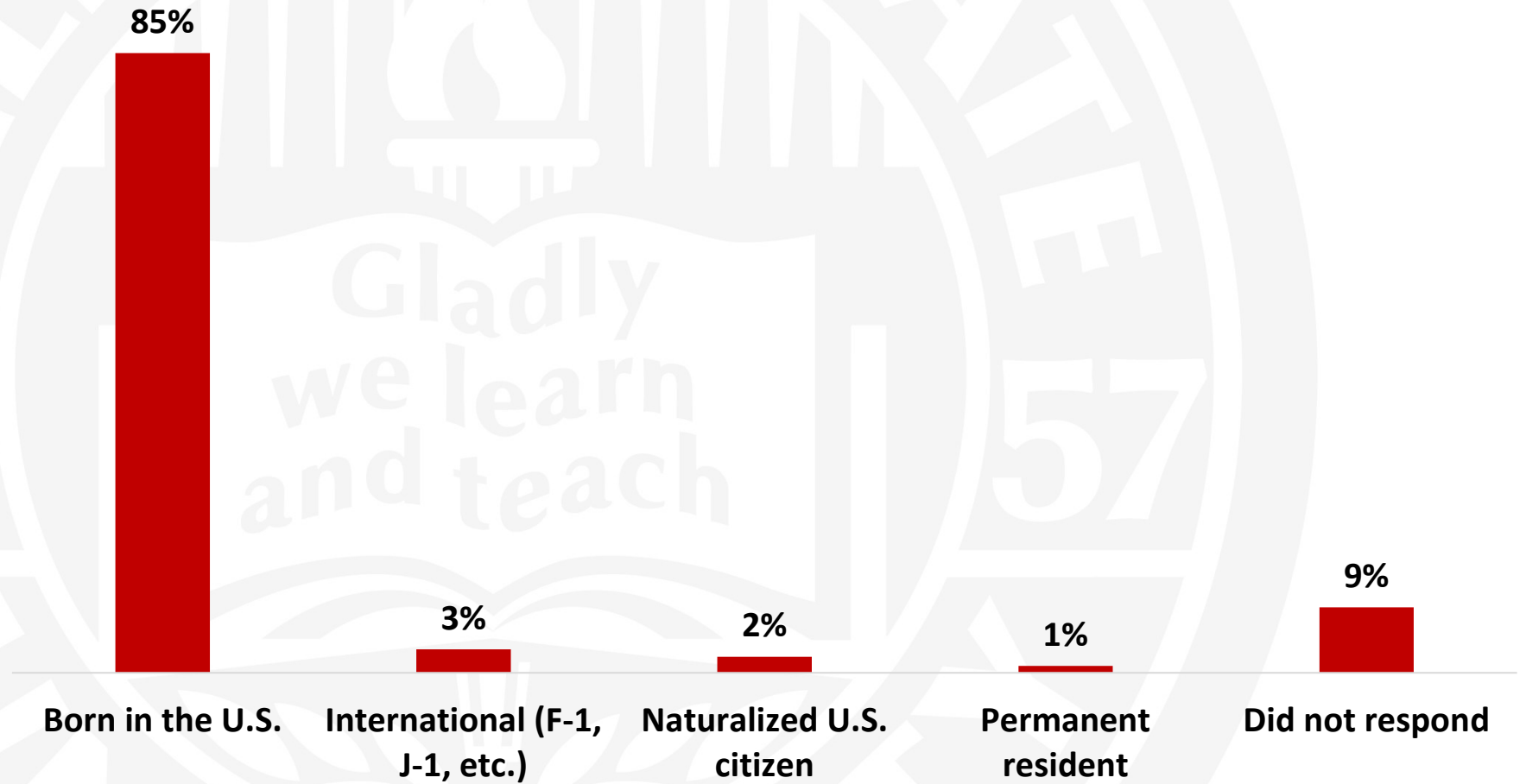
Did not respond, 13,
0.5%

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Demographics

U.S. Citizenship

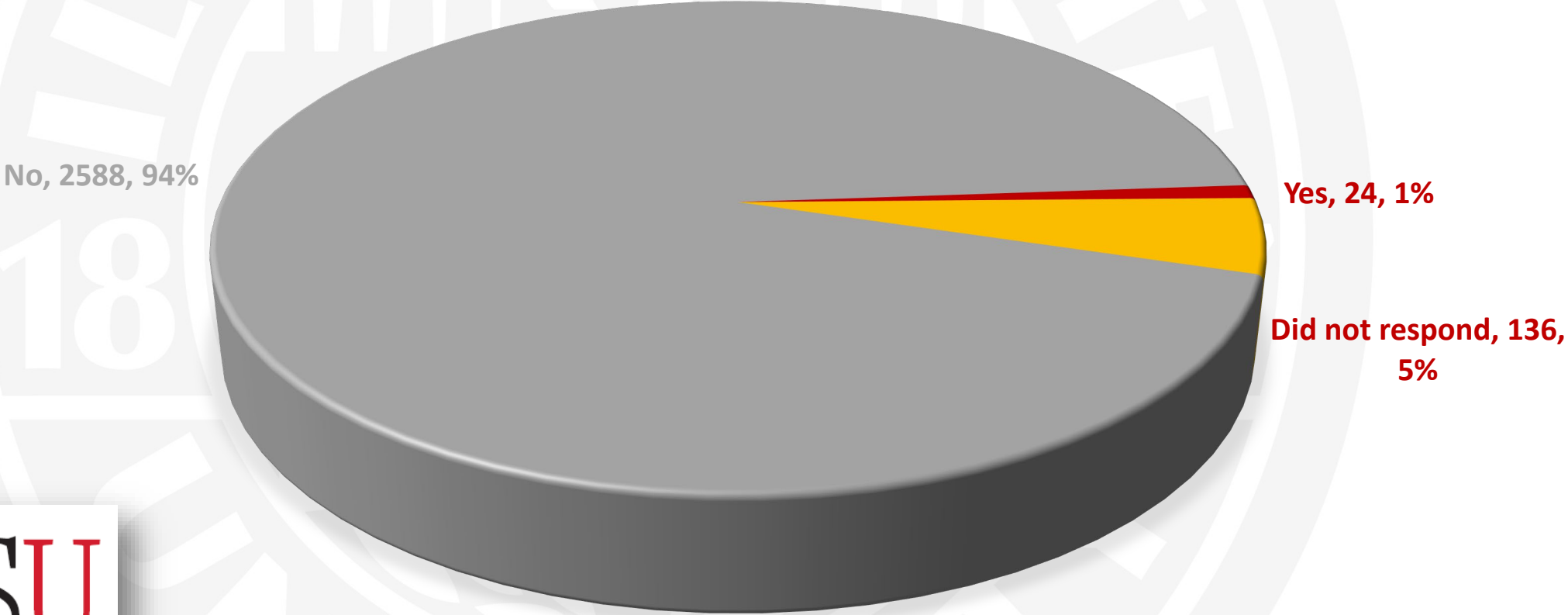


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Demographics

Undocumented and/or
Mixed-Status Students

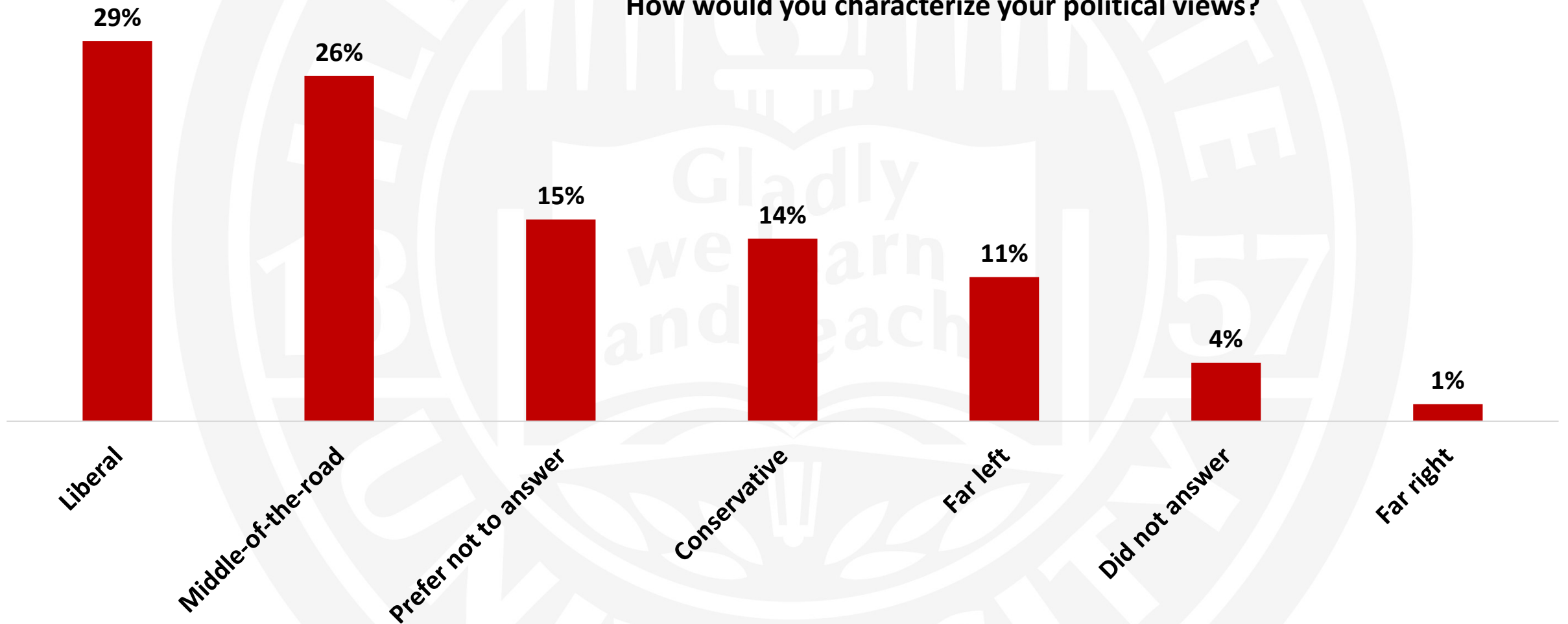
**Question: Are you an undocumented
and/or mixed-status student?**



Demographics

Political/World Views

How would you characterize your political views?





Student Perceptions of Campus Inclusivity

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Indicators of Inclusiveness

I feel welcome...
campus, community,
classroom

I am treated with
respect by students

I am treated with
respect by faculty

I am treated with
respect by staff,
admins

Students with a disability

Compared with students from peer institutions ISU students with a disability were ...

Somewhat less likely to connect with campus disability services

50% vs. **53%**

More likely to feel welcome on campus

67% vs. **62%**

More likely to have access to organizations they could join

68% vs. **52%**

More likely to report their accessibility needs being met

62% vs. **52%**



Illinois State University compared with Northern Illinois University, Ohio University, Central Michigan University

Current Military and Veteran Students

Compared with students from peer institutions
Veterans/Members of the Military were ...

More likely to feel welcome on campus

67% vs. 55%

More likely to have student organizations they felt comfortable joining

60% vs. 31%



Illinois State University compared with Northern Illinois University, Ohio University, Central Michigan University

Expression of Spiritual Beliefs

Compared with students from peer institutions...

More ISU students felt they could openly express their religious/spiritual beliefs on campus

54% vs. **52%**

and their beliefs were respected in the classroom

57% vs. **51%**



Illinois State University compared with Northern Illinois University, Ohio University, Central Michigan University

Expression of Political/ World Views

Compared with students from peer institutions...

A greater proportion of ISU students felt they could openly express their political beliefs when compared to peer institutions

52% vs. 47%



Illinois State University compared with Northern Illinois University, Ohio University, Central Michigan University

Gender Identity/ Expression

Compared with students from peer institutions...

ISU students from the LGBTQIA+ community felt less comfortable openly expressing their gender identity on campus

68% vs. 73%

ISU students felt less comfortable openly expressing their sexuality/sexual orientation on campus

67% vs. 74%



Illinois State University compared with Northern Illinois University, Ohio University, Central Michigan University

A group of five diverse young adults, three women and two men, are shown from the waist up, singing and clapping enthusiastically on a stage. They are all wearing black clothing. The background is dark, and the lighting is focused on the performers. The overall mood is celebratory and energetic.

Racial and Ethnic Identity

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Racial and Ethnic Identity

78.7% of ISU students across ALL identity groups reported feeling welcomed on campus.

ISU Students of Color compared with students from peer institutions...

64% of students of color felt welcome on campus compared with 60%.

59% felt welcome in the surrounding community compared with 48%.

72% felt respected by students compared with 64%.

78% felt respected by faculty and staff compared with 73% and 70% respectively from peer institutions.



Illinois State University compared with Northern Illinois University, Ohio University, Central Michigan University

Racial and Ethnic Identity

When ISU racial/ethnic groups were disaggregated,

90% of white students felt welcome on campus compared with...

70% of multi-racial students

67% of Hispanic students

63% of Asian students

62% of African American students

50% of Native Hawaiian students

25% of American Indian students





International Student Experiences

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International Students

International students were slightly more likely to feel welcome in the community compared with campus.

Compared with students from peer institutions...

76% of international students feel welcome on campus compared with 79% of students from peer institutions.

78% of international students feel welcome in the community compared with 76% from peer institutions.



Illinois State University compared with Northern Illinois University, Ohio University, Central Michigan University



Undocumented Student Experiences

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Undocumented Students

75% of undocumented and mixed-status ISU students felt most welcomed in the classroom compared with the surrounding community 71%.



Perceptions of Campus Diversity and Inclusion

Compared with students from peer institutions...

- ❖ *More ISU students believe diversity and inclusion is important to campus leaders* **84%** vs. **81%**
- ❖ *More ISU students believe ISU leaders promote racial/cultural interaction* **67%** vs. **63%**
- ❖ *More ISU students reported some or significant interaction among students from diverse racial groups* **71%** vs. **61%**
- ❖ *ISU students were much more likely to report cross-cultural/racial interaction in the residence halls* **59%** vs. **48%** ...and during campus activities **66%** vs. **54%**



Illinois State University compared with Northern Illinois University, Ohio University, Central Michigan University

Student Well-Being

comparison with students from peer institutions...

ACCESS TO FINANCIAL SUPPORT:

50% of ISU students reported satisfaction with access to need-based scholarships compared with **46%**.

56% of ISU students reported satisfaction with access to merit-based scholarships compared with **54%**.

SCHOOL/LIFE BALANCE

49% of ISU students reported better school/life balance compared with **46%**.

SCHOOL SAFETY

55% ISU students were more likely to support feeling safe on campus compared with **47%**.



DISCRIMINATION, BIAS, HARASSMENT

Comparison with students from peer institutions...

35% of ISU students reported knowing where to file a report of discrimination compared with **38%**.

40% of ISU students believed they would be treated fairly after filing a report compared with **37%**.

57% of ISU students believed their safety would be protected if they were to file a report vs. **57%**.

58% of ISU students believed a complaint of discrimination seriously compared with **59%**.



Takeaways

Points of Pride...

ISU students experience greater levels of inclusivity compared with peers

ISU students believe campus leaders value diversity compared with peers

ISU students interact more with diverse racial/ethnic groups compared with peers

Veterans/Military are more likely to feel welcome on campus

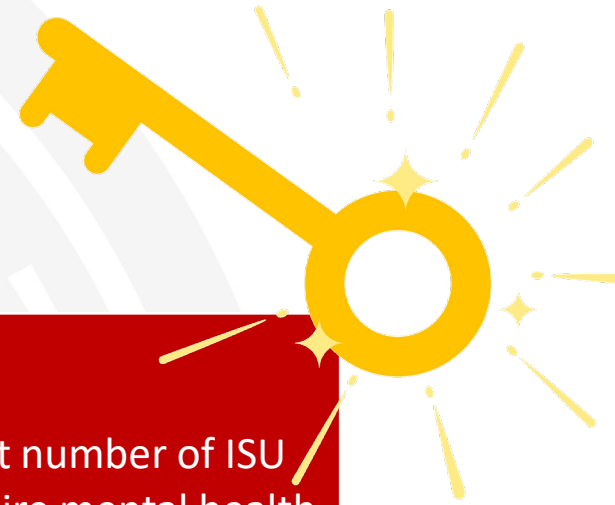
Students with a disability are more likely to feel welcome and have access to organizations

ISU students are more likely to feel safe on campus compared with peers



Takeaways

Work to be Done...



ISU Students feel less comfortable openly expressing their gender identity and sexuality compared with peers.

Significant differences (+20%) exist in perceptions of belonging between racial and ethnic groups.

A significant number of ISU students require mental health support due to a diagnosed psychological disability.

Less than ½ (49%) of ISU students experience school/life balance.

Only 35% of ISU students know where to file a report of discrimination.

Less than half of ISU students believed they would be treated fairly if they were to file a report.

Next Steps

DIAC Inclusion Task Force
(2023/2024)

Campus Inclusion Action
Plan (2023/2024)

Track Annual
Implementation
Progress

Campus Inclusion Survey
2026/2027



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Thank You!

Special Contributors:

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Dr. Caitlin Mercier (Psychology/WGSS)

Mayuko Nakamura, M.S. (Center for Integrated Professional Development)

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