



HEDS DIVERSITY AND EQUITY CAMPUS CLIMATE SURVEY

GRADUATE STUDENTS,
POSTBACCALAUREATE
STUDENTS, FACULTY,
AND STAFF SPRING 2021
REPORT

Report prepared from the 2021 HEDS Campus Climate Survey Data
by the Office of Institutional Research, Planning, and Assessment
March 24, 2022

TABLE OF CONTENTS

HEDS Survey Background.....	1
Respondents	1
Notes on Analysis Methodology	2
Perceptions of Climate.....	3
Institutional Support of Diversity and Equity	5
Experiences with Discrimination and Harassment	6

HEDS SURVEY BACKGROUND

The Higher Education Data Sharing Consortium is an organization of colleges and universities committed to sharing data, knowledge, and expertise to advance undergraduate liberal arts education, inclusive excellence, and student success. As part of their services to colleges and universities, they offer a number of surveys, one of which is the HEDS Diversity and Equity Campus Climate Survey.

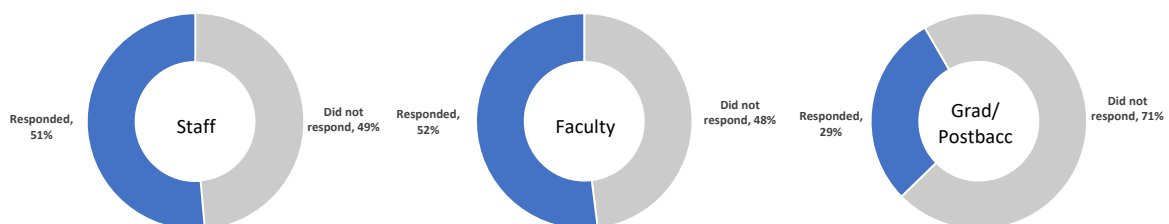
The survey asks participants about their perceptions of Bryn Mawr College’s climate, their perceptions of how their institution supports diversity and equity, and their experiences with discrimination and harassment.

The most recent survey was conducted in the Spring of 2021. Bryn Mawr faculty, staff, and students in the Graduate School of Social Work and Social Research, the Graduate School of Arts and Sciences, and the Postbaccalaureate Premedical Program participated. Undergraduate students participated in a separate survey, the National Assessment of Collegiate Campus Climates, available to undergraduate students only in Spring 2021.

RESPONDENTS

A total of 496 staff members, 250 faculty members (including interim faculty), and 314 members of the student body of the graduate and baccalaureate programs were asked to participate. About half of the faculty and staff responded, but just under a third of the graduate and postbaccalaureate students responded.

Figure 1. Percent of invited participants who responded (in blue)



NOTES ON ANALYSIS METHODOLOGY

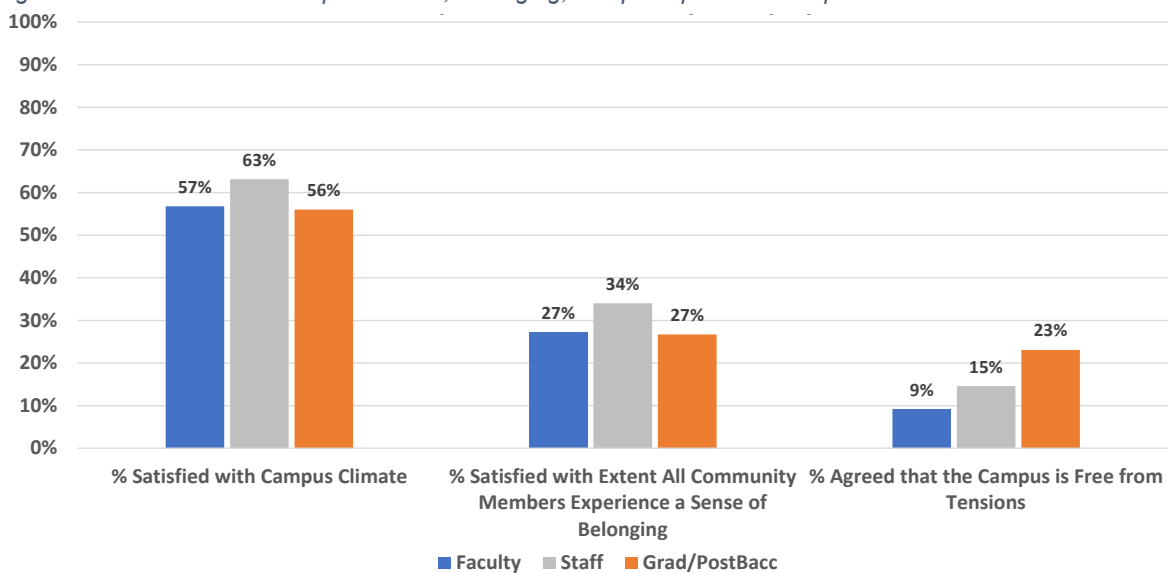
HEDS provided Bryn Mawr with a set of analyses based on the data provided. Although Bryn Mawr was provided with the data in order to perform further analysis, this analysis was limited due to how HEDS provided anonymity to participants. HEDS collapsed smaller groups of respondents to create two categories – dominant and non-dominant groups. For example, although participants were allowed to choose from many different races/ethnicities, all analyses of differences were conducted between two groups, White respondents and respondents of color. Therefore, analyses of differences between smaller groups of respondents of color were not possible.

Given the low number of participants who were non-binary/transgender, international, conservative, or had a long-term or short-term disability, there was often not enough statistical power to test for differences. Additionally, the low numbers of respondents made identification of these participants more likely. For those reasons, the remainder of the report focuses on analyses of race. This mirrors the focus of the National Assessment of Collegiate Campus Climates in which the undergraduates participated.

PERCEPTIONS OF CLIMATE

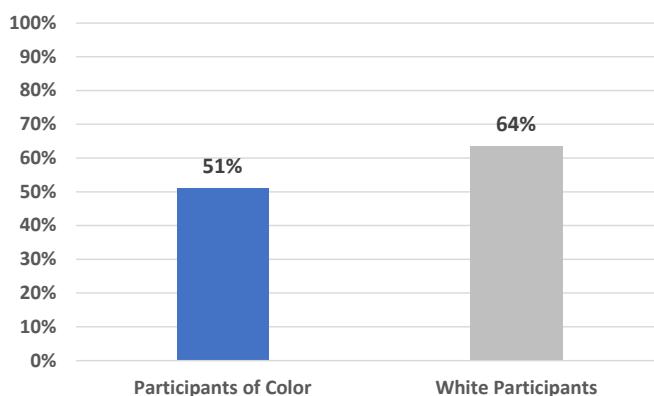
There are similar satisfaction levels with the overall campus climate by all three groups that participated in the survey, ranging from 56% to 63% (Figure 2, first comparison). In spite of this, under a third of participants were satisfied with the extent to which all community members felt they belonged on campus (Figure 2, second comparison), and even fewer thought the campus was free from tension (Figure 2, third comparison).

Figure 2. Satisfaction with campus climate, belonging, and perceptions of campus tensions



Participants of color differed from White participants in their perceptions of the overall campus climate. They were significantly less satisfied than White participants (Figure 3).

Figure 3. Participants who were "generally satisfied" or "very satisfied" with overall campus climate



When asked in the abstract whether they were satisfied that “all community members experience a sense of belonging or community at this institution,” participants showed no statistical difference between levels of satisfaction (Figure 4, first comparison). Satisfaction levels were, however, fairly low (under one third of respondents). When participants were asked if they were satisfied with their own sense of belonging, participants of color were less likely to report being satisfied (Figure 4, second comparison).

Figure 4. Participants who were "very satisfied" or "generally satisfied" with belonging

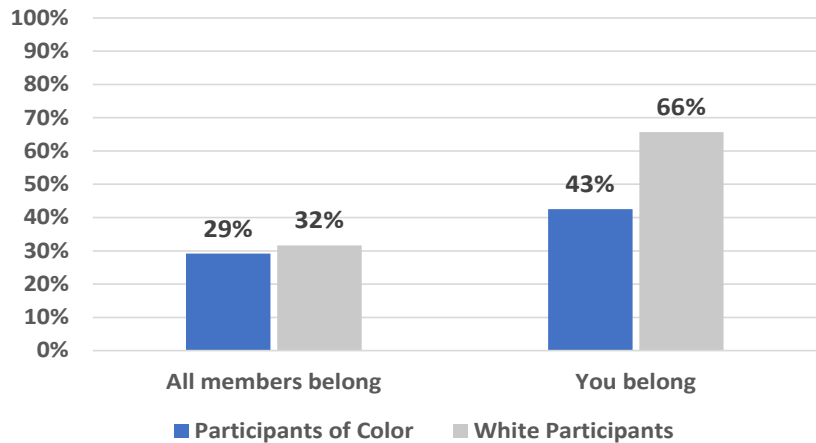
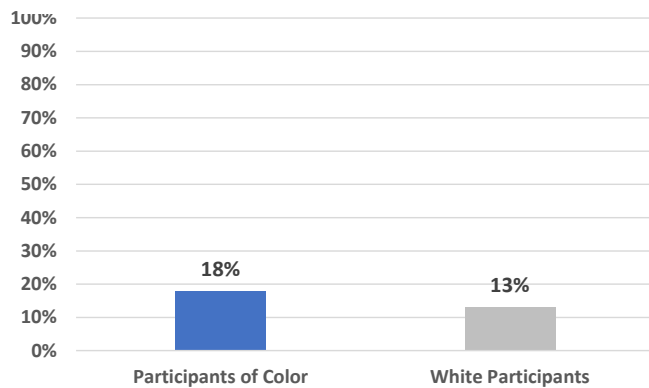
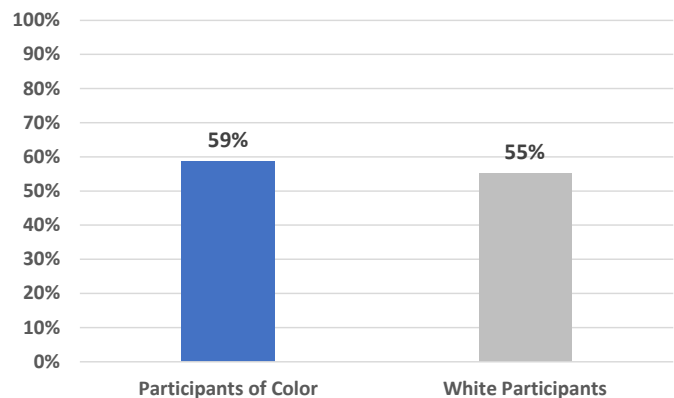


Figure 5. Participants who strongly or generally agreed the campus was free from tensions



When asked about tensions on campus, very few participants strongly or generally agreed the campus was free from tensions regardless of race (Figure 5). As a final indicator of perceptions of campus climate, just over half of respondents were comfortable sharing their views on diversity and equity (Figure 6). These differences were not significantly different.

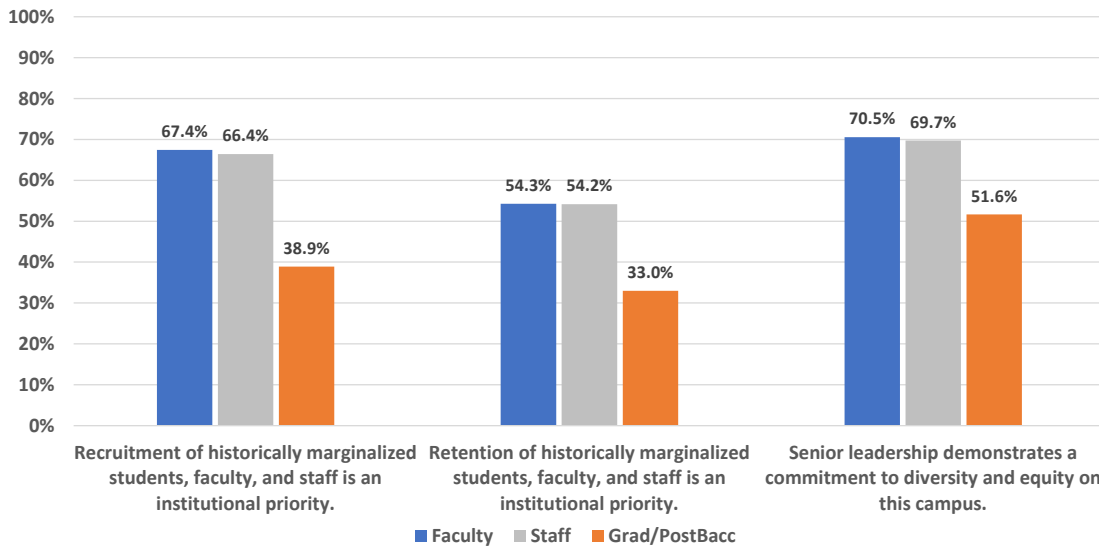
Figure 6. Participants who were willing to share their views on diversity and equity



INSTITUTIONAL SUPPORT OF DIVERSITY AND EQUITY

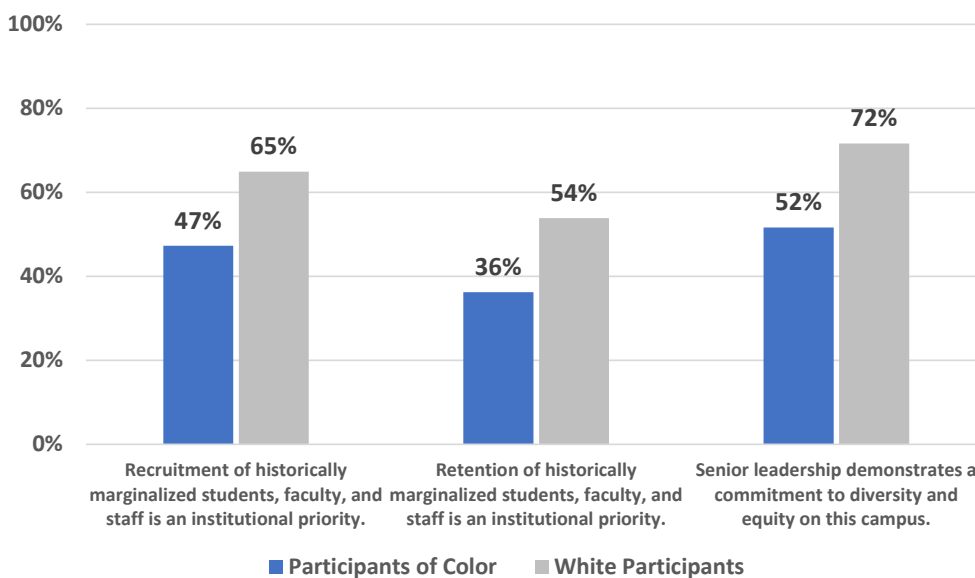
Figure 7 shows agreement with several questions related to institutional support of diversity and equity. Graduate and Postbaccalaureate students were significantly less likely to perceive institutional support across all measures.

Figure 7. Percent agreeing or strongly agreeing with questions of institutional support by campus group



Additionally, respondents of color were significantly less likely to agree than White respondents (Figure 8).

Figure 8. Percent agreeing or strongly agreeing with questions of institutional support by race



EXPERIENCES WITH DISCRIMINATION AND HARASSMENT

The HEDS survey asked participants if they had any experiences with discrimination (the unfavorable treatment of a person based on that person’s race, ethnicity, national origin, socioeconomic status, age, perceived or actual physical or mental disability, pregnancy, sex, sexual orientation, gender identity, marital status, creed, religion, or political beliefs) or harassment (a form of discrimination consisting of physical or verbal conduct that denigrates or shows hostility toward an individual because of the above listed categories that occurs when the conduct is sufficiently severe and/or pervasive that it alters the terms or conditions of employment or substantially limits the ability of students to participate in or benefit from the college’s educational and/or social programs).

About a fifth to a quarter of all respondents said they have been discriminated against or harassed while on campus, at an off-campus residence, or at an off-campus program/event affiliated with Bryn Mawr (Figure 9).

Figure 9. Answers to questions of discrimination and harassment

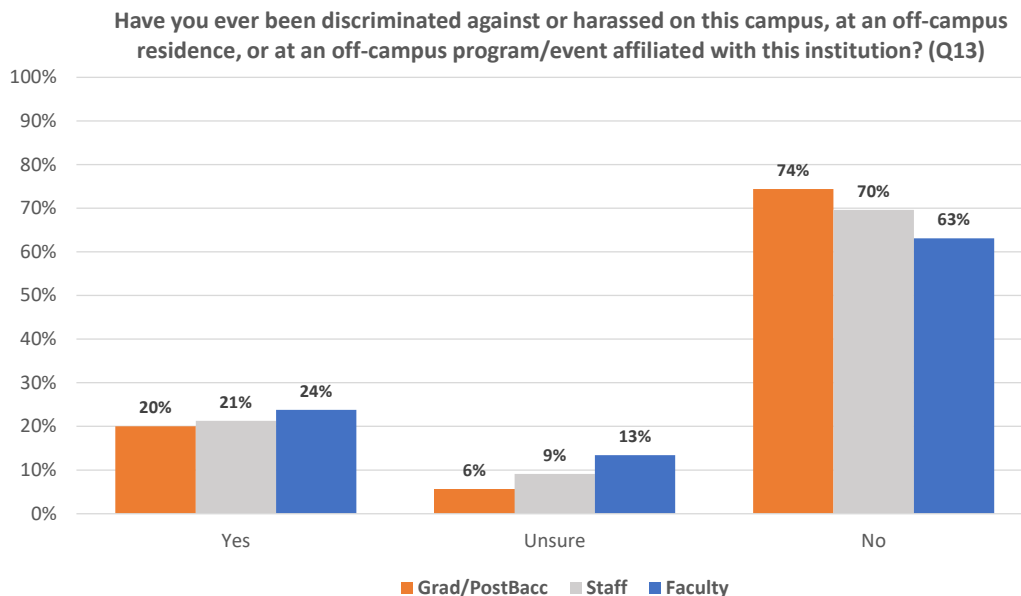


Figure 10 shows the breakdown of the above question by race. Respondents of color were more likely than White respondents to have experienced such acts even though this discrimination or harassment is not limited to race or ethnicity.

After the questions about discrimination or harassment in general, participants were asked about specific types that occurred because of different aspects of their identities. For those that responded “Yes” to being asked if they have been discriminated against or harassed in Figure 9 (103 people in all), Figure 11 shows the responses based on participants’ race and/or ethnic identity. When asked if the discrimination was based on ethnic or racial identity, participants of color were far more likely than White participants to have experienced this type of discrimination.

Figure 10. Participants who have ever been discriminated against or harassed on this campus, at an off-campus residence, or at an off-campus program/event affiliated with this institution

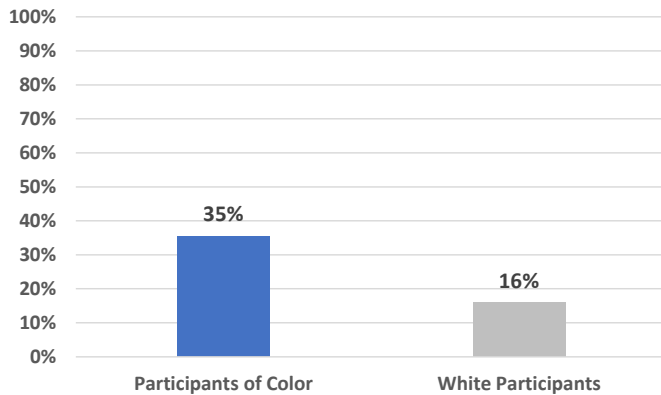


Figure 11. Of the participants who have experienced any type of discrimination or harassment, percentage who have sometimes, often, or very often experienced the following due to race broken down by race:

