



# HEDS Diversity and Equity Campus Climate Survey 2020–2021 Comparison Report Frostburg State University

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Released 06/25/2021

In this report, we compare the responses of students, faculty, staff, and administrators at Frostburg State University who took the HEDS Diversity and Equity Campus Climate Survey in Fall 2020 to the responses of those same groups at other institutions.

We compare Frostburg State University's survey results to all other institutions on the first three summary worksheets. This report consists of a series of worksheets in which we summarize the survey data from different perspectives and with different levels of granularity. Worksheets 1–5 provide an overview of the survey results. We suggest looking at Worksheets 1–5 to get a sense of overall trends.

You can find more information about who we included in each group on the Technical Information worksheet, and you can use the Table of Contents and accompanying section descriptions (see below) to navigate this report.

Click on the underlined names below to jump to the worksheet you would like to view.

<a href="#"><u>1. Summary: Campus Diversity</u></a> Data on the range of identities of people at your institution compared to that of people at other institutions
<a href="#"><u>2. Summary: Campus Climate for Diversity and Equity</u></a> Responses to key questions about your institution's climate for diversity and equity
<a href="#"><u>3. Summary: Negative Experiences</u></a> Overall, how often people at your institution 1) heard insensitive or disparaging remarks, or 2) experienced discrimination or harassment compared to people at other institutions
<a href="#"><u>4. Summary: Experiences by Group - Your Institution</u></a> Comparison of how often people with different identities on your campus 1) heard insensitive or disparaging remarks, or 2) experienced discrimination or harassment
<a href="#"><u>5. Summary: Possible Areas of Concern Within Your Institution</u></a> Table identifying substantial differences among groups on your campus related to the four key indicators (see Worksheets 6–9 for more information on indicators)

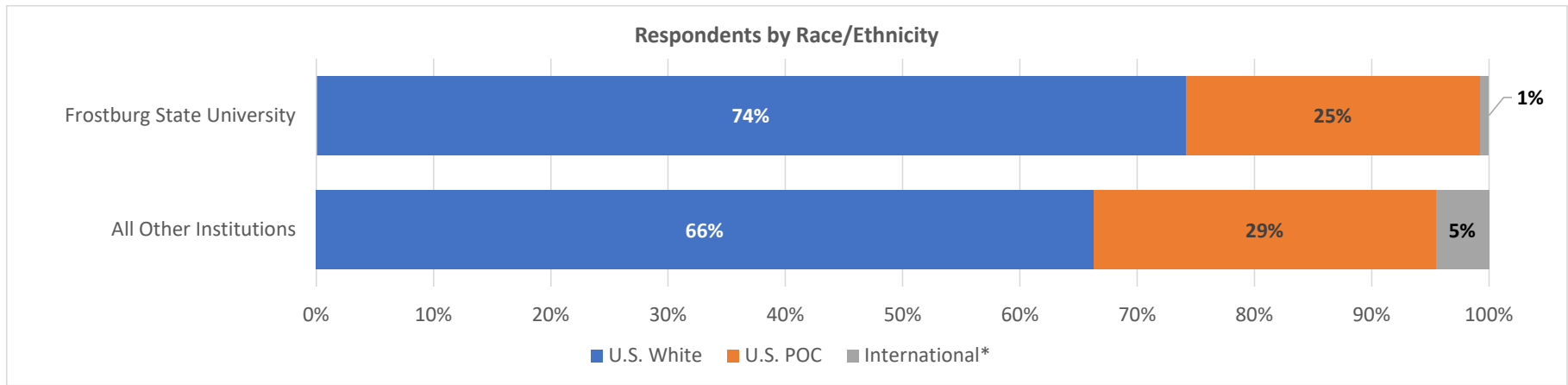


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## Campus Diversity

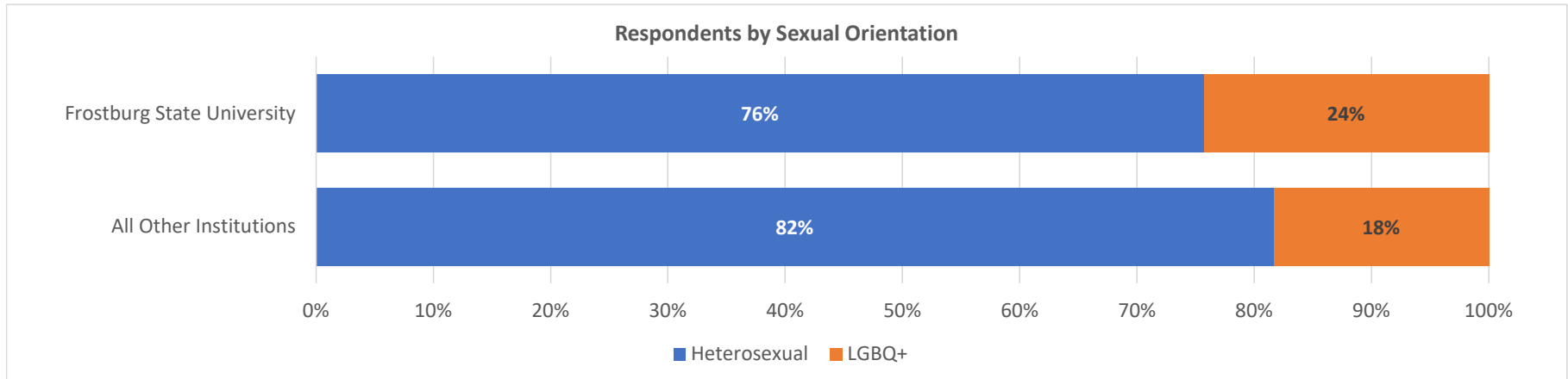
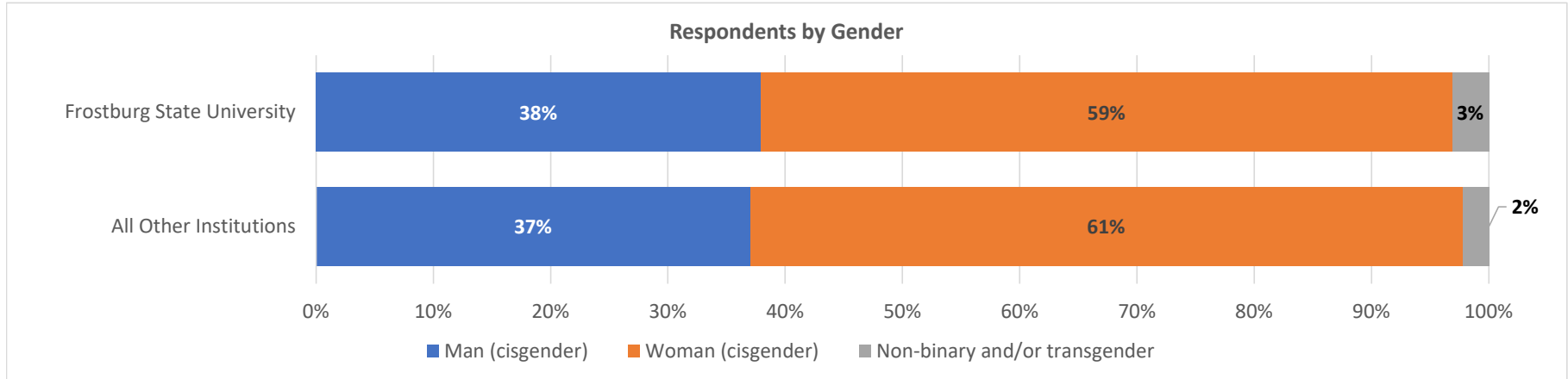
In the graphs below, we show how students and employees from your institution reported various aspects of their identity in the survey, and we compare this to aggregate results for all other participating institutions.

Note: Groups marked with an asterisk (\*) in the graph legends below contain fewer than 10 respondents for your institution.



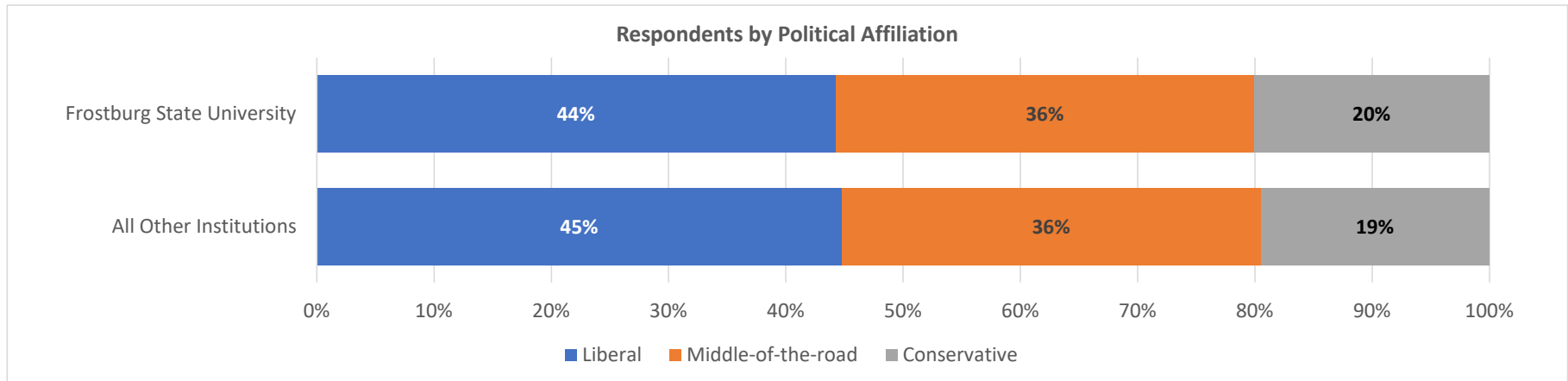
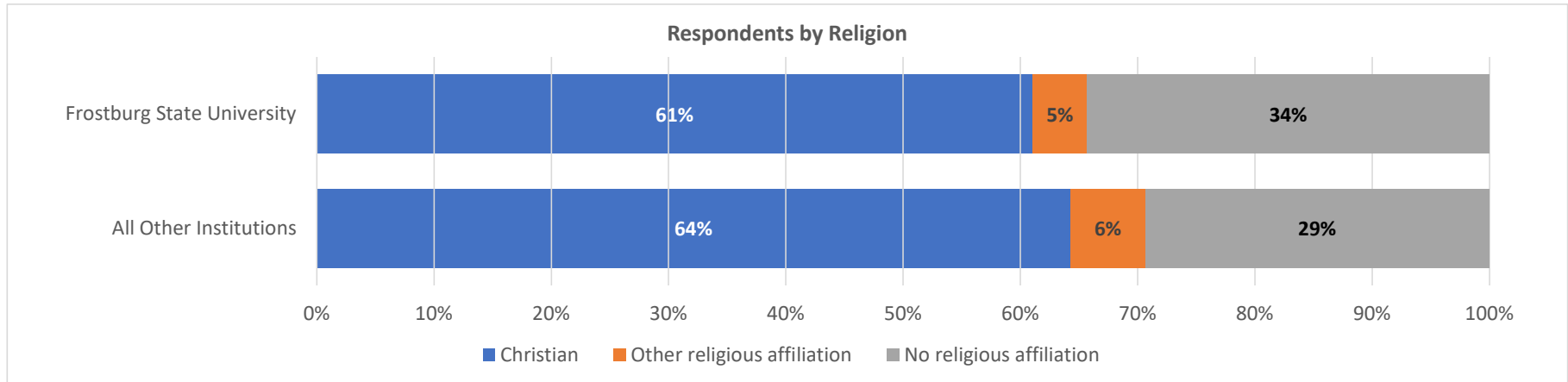


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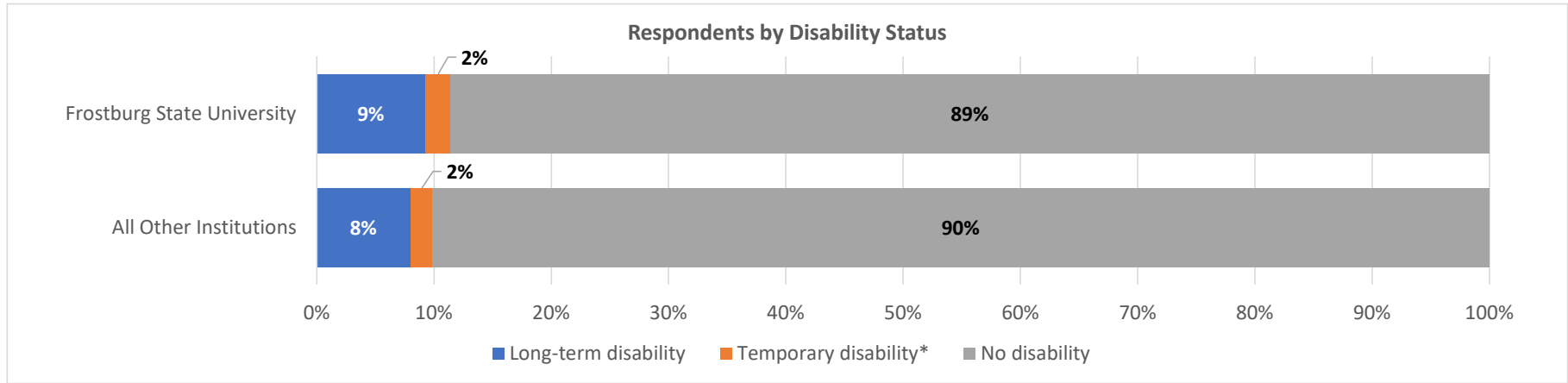


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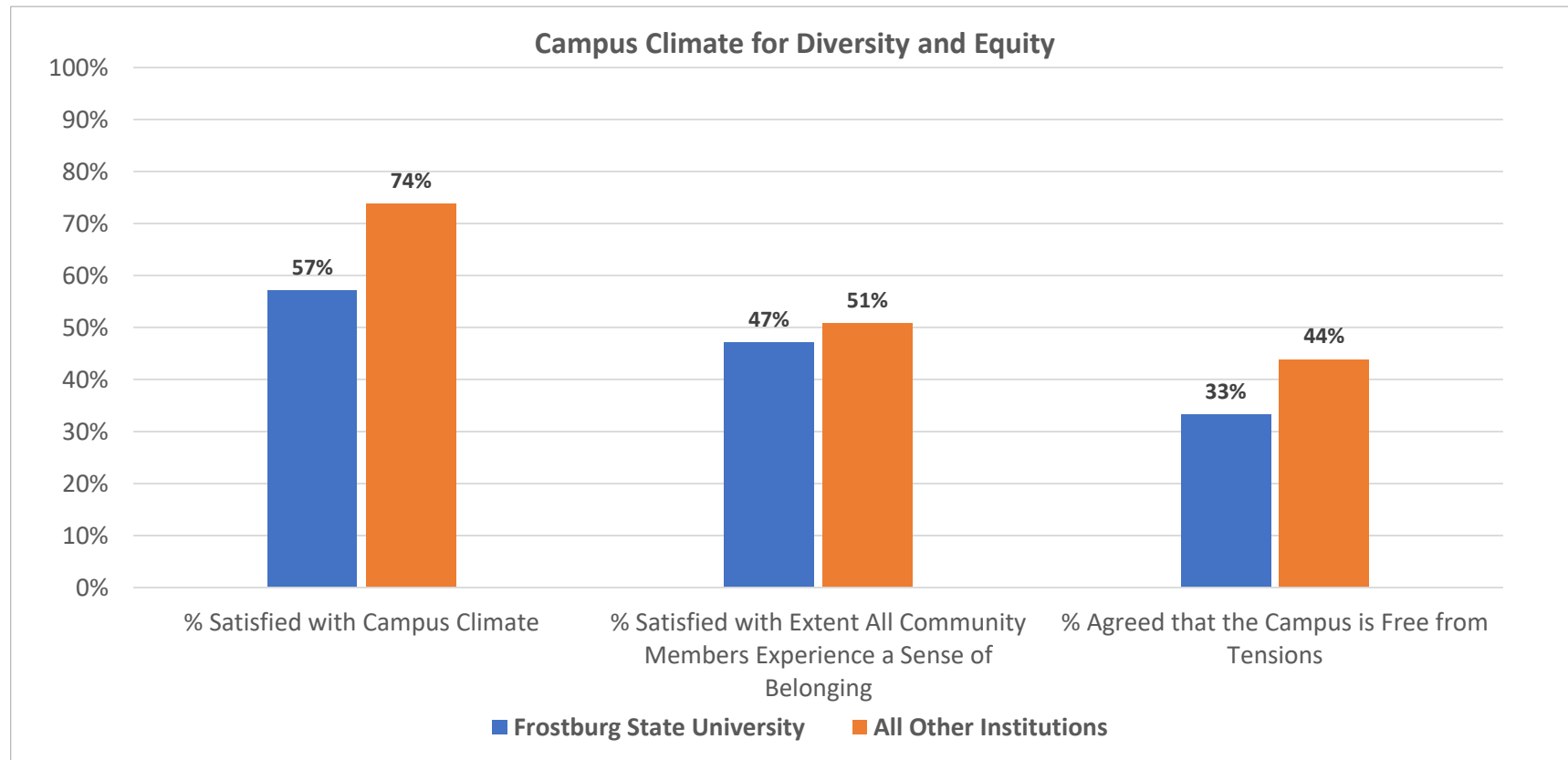




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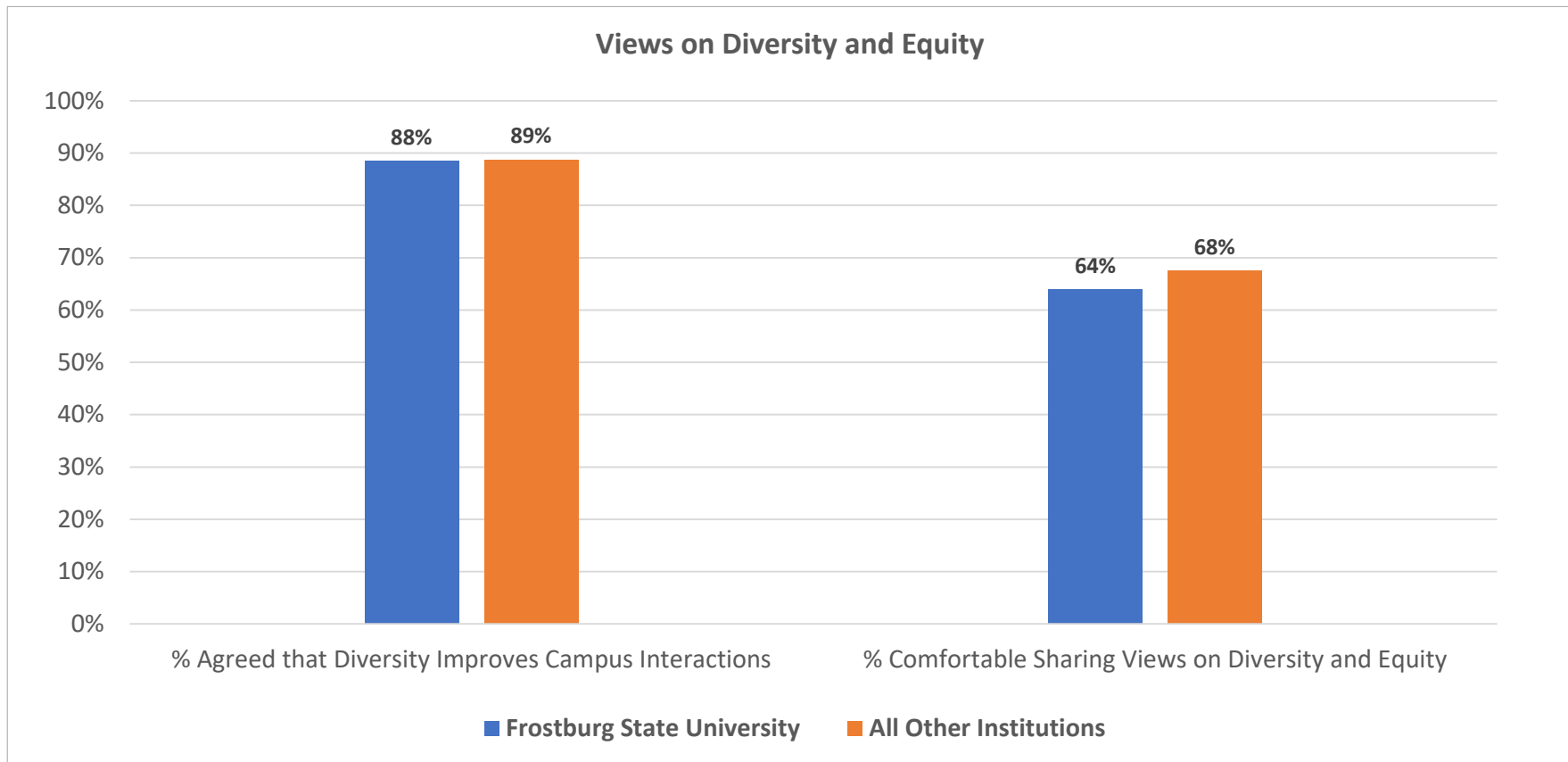
## Campus Climate for Diversity and Equity

The graphs below present results from key questions on the climate for and views on diversity and equity at your campus, comparing your institution's results to those of other institutions. The first graph focuses on overall campus climate, people's sense of belonging to the community, and whether the campus is free from tensions related to individual or group differences. The second graph presents data from Question 5, "To what extent do you agree that diversity on campus improves experiences and interactions within the classroom, the workplace, and the overall community?" and Question 6, "Overall, how comfortable would you be sharing your views on diversity and equity at this institution?"





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### Negative Experiences

In the graphs below, we show results related to hearing insensitive or disparaging remarks as well as experiencing discrimination or harassment. In our analyses, we've found that having these experiences influences all of the measures of campus climate we reviewed on the previous worksheet of this report. Specifically, the more often people (a) hear insensitive or disparaging remarks about people's identity or (b) experience discrimination or harassment:

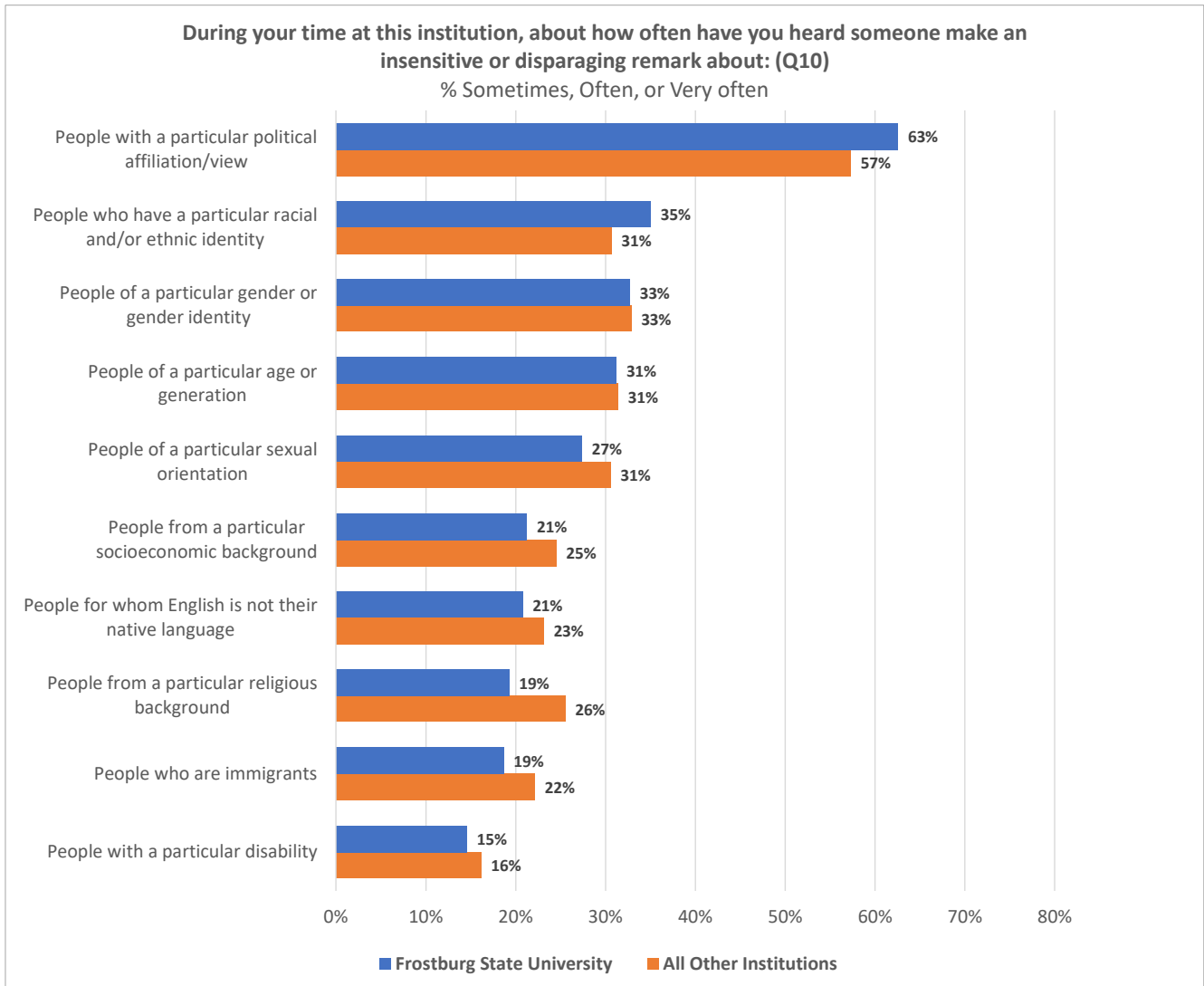
- \* The more negative their views are on overall campus climate
- \* The more they believe that their campus has tensions related to individual or group identity
- \* The less satisfied they are with how welcoming their institution is to all members of the community
- \* The less likely they are to believe that diversity improves interactions and experiences on campus
- \* The less comfortable they are sharing their views on diversity and equity.





# HEDS Diversity and Equity Campus Climate Survey 2020–2021 Comparison Report Frostburg State University

## Insensitive or Disparaging Remarks





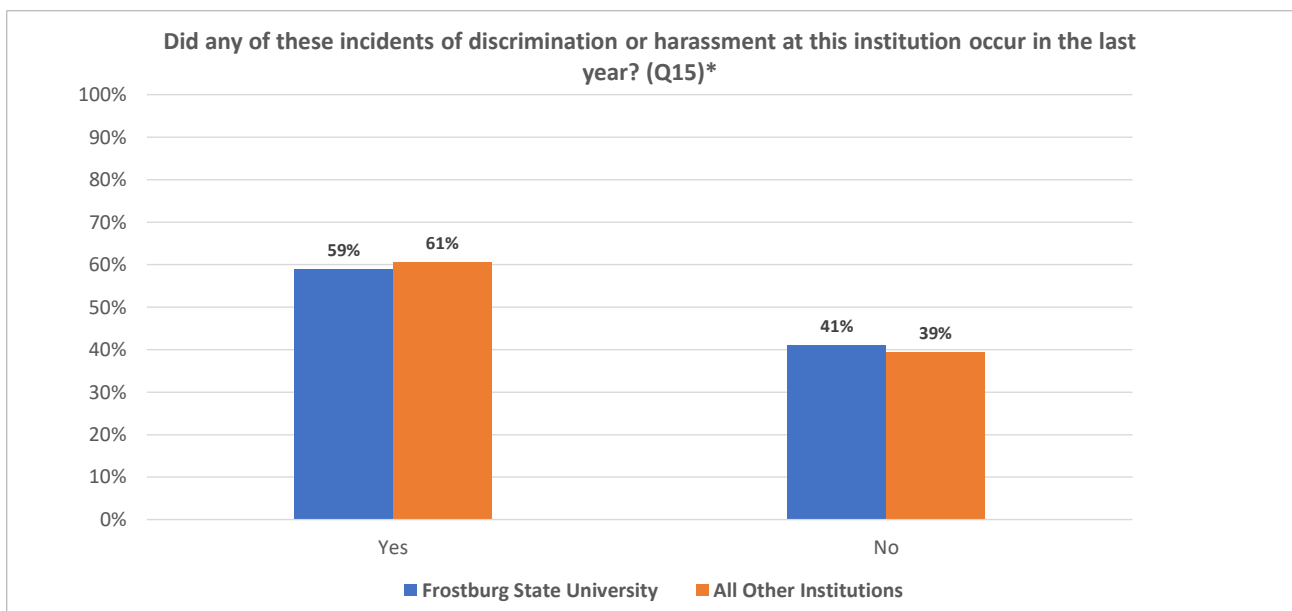
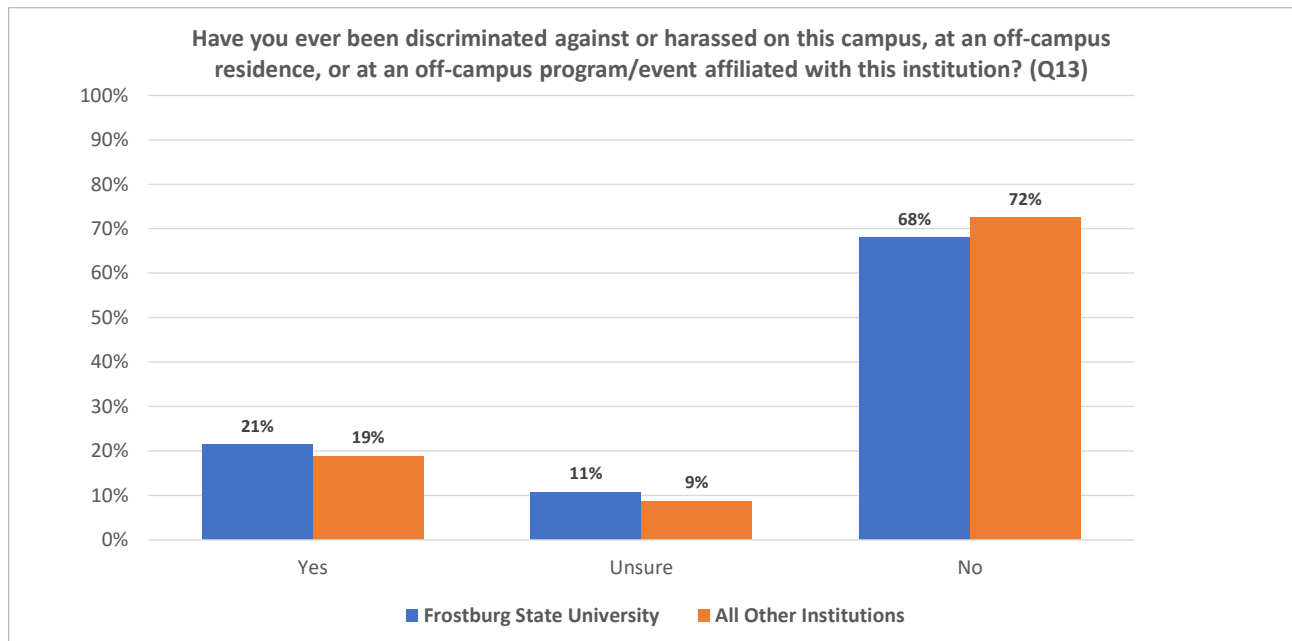
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### Discrimination and Harassment

In the survey, respondents saw the following definitions of discrimination and harassment:

• **Discrimination** is 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.

• **Harassment** is a form of discrimination consisting of physical or verbal conduct that denigrates or shows hostility toward an individual because of their 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. Harassment 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 a student to participate in or benefit from the college's educational and/or social programs.

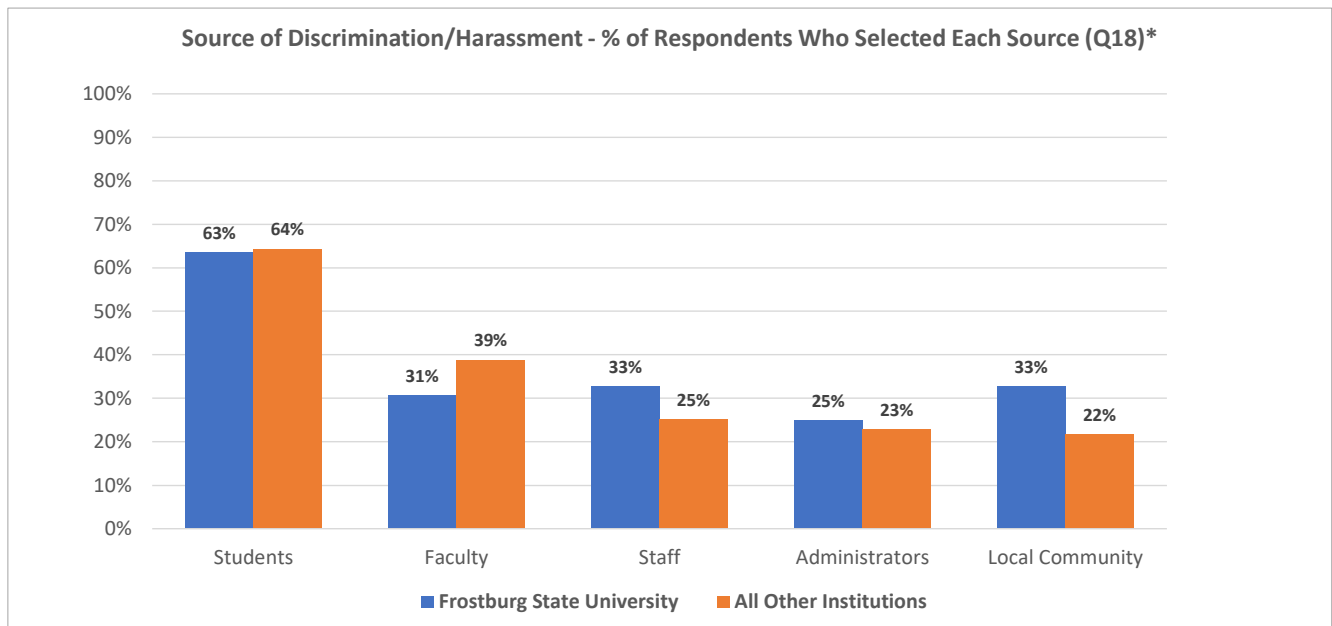
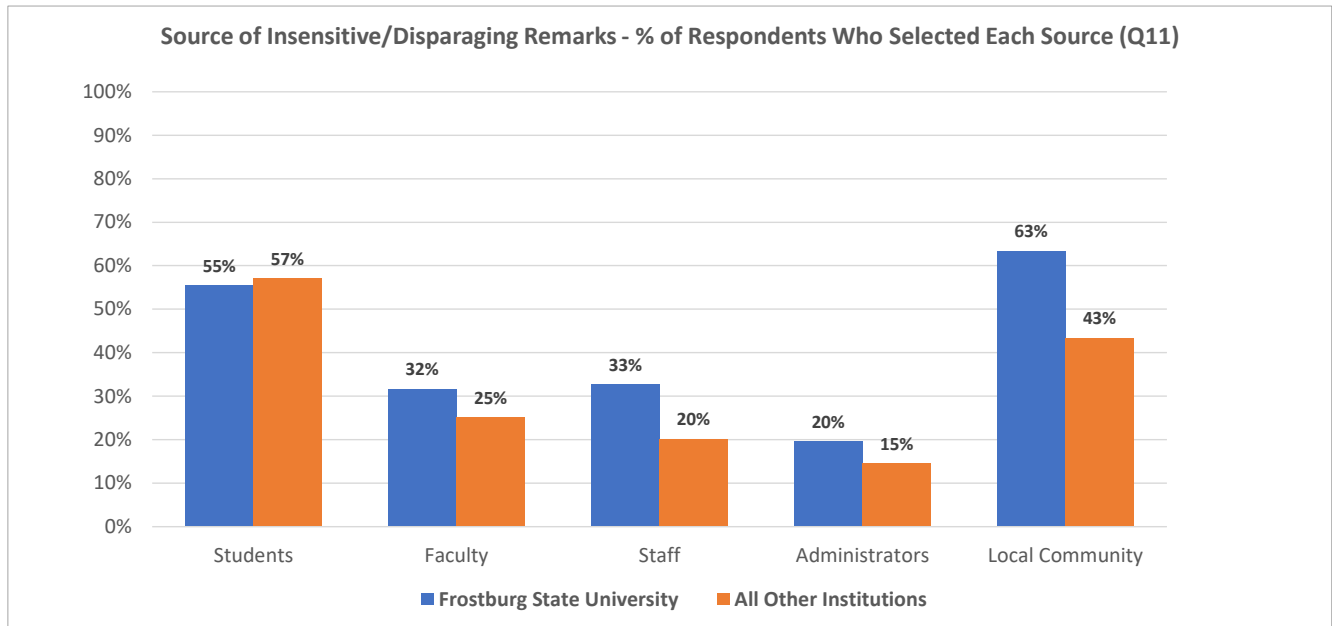


\*This question only appeared to respondents who indicated they had experienced discrimination or harassment in Q13.



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### Source of Insensitive/Disparaging Remarks and Discrimination/Harassment



\*This question only appeared to respondents who indicated they had experienced discrimination or harassment in Q13.



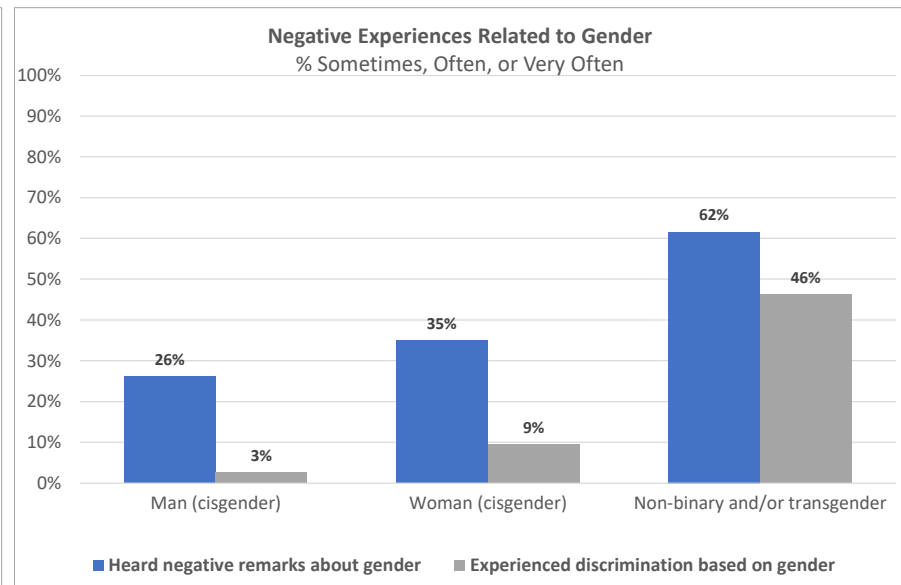
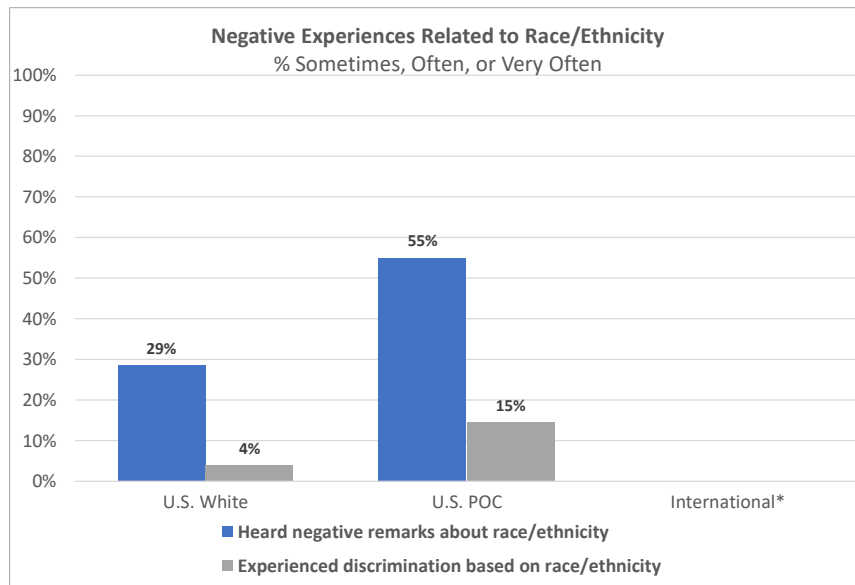
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### Disparities in Experiences by Group - Your Institution

In the graphs below, we focus only on students, faculty, and staff from your institution. The graphs depict how often people at your institution hear insensitive or disparaging remarks or experience incidents of discrimination or harassment focused on an aspect of their identity. For example, the first graph depicts how often people with different racial/ethnic identities hear disparaging remarks or experience discrimination on the basis of their race/ethnicity.

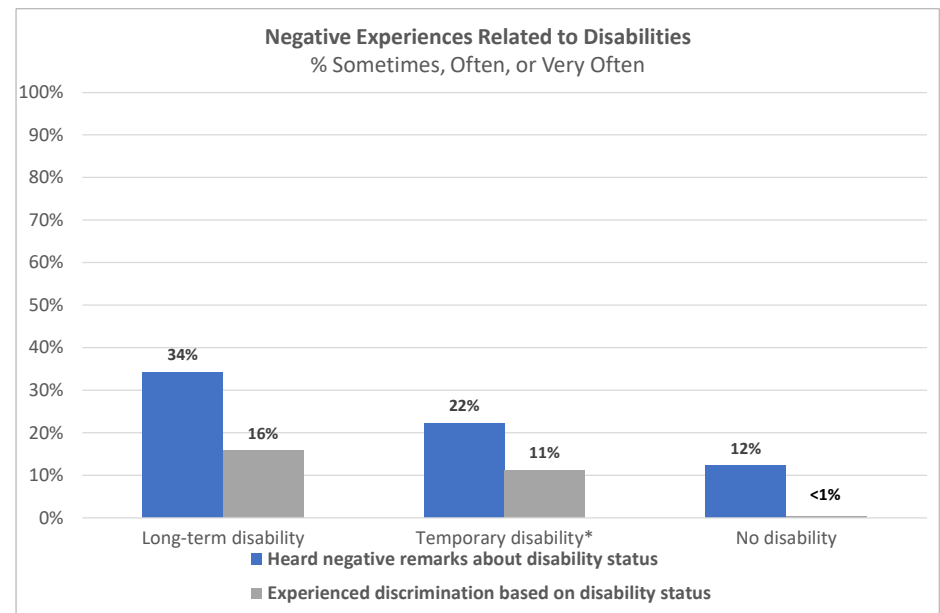
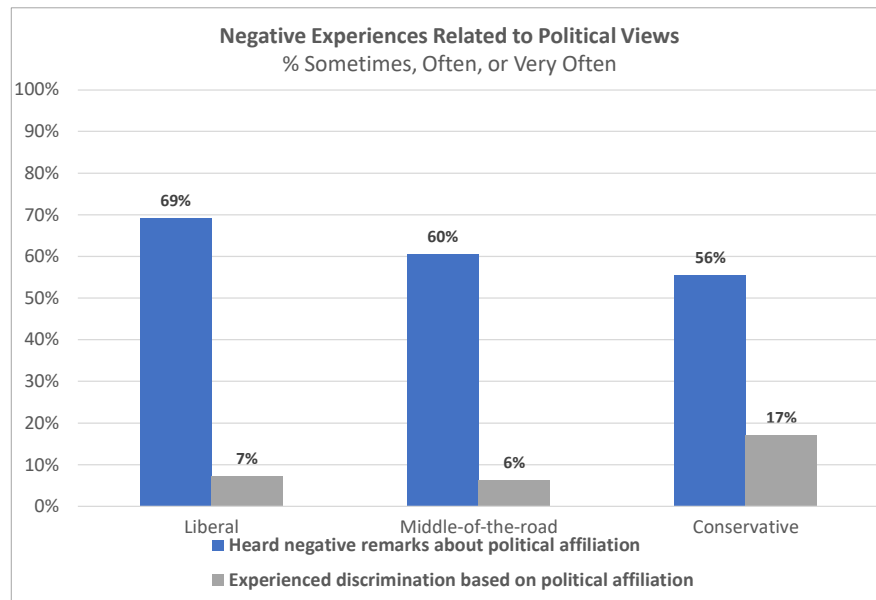
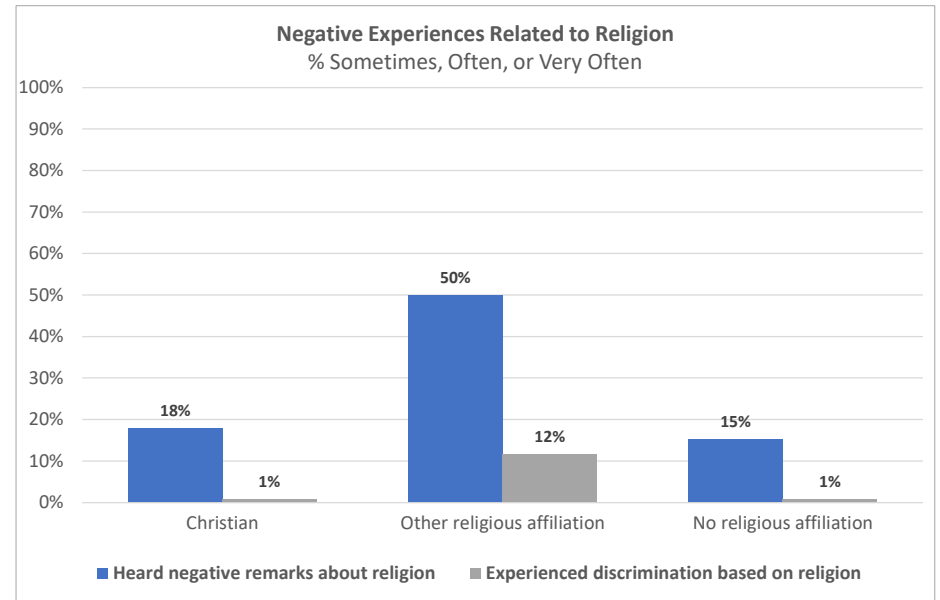
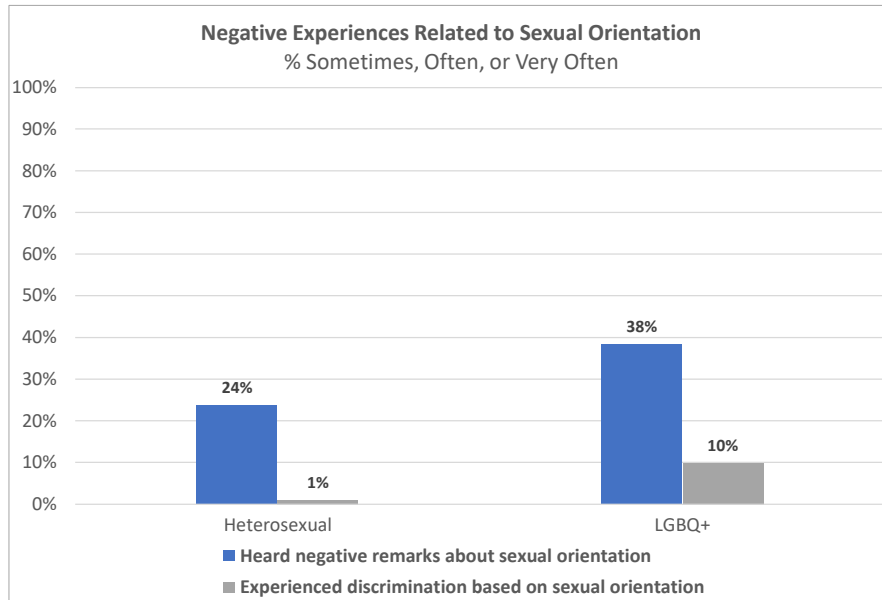
There are six graphs, one for each of the following aspects of a person's identity: race/ethnicity, gender, sexual orientation, religious affiliation, political affiliation, and disability status.

Note: Groups marked with an asterisk (\*) in the graph legends below include only 5 to 9 people from your institution. We do not show data on this worksheet for groups containing fewer than five people.





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## HEDS Diversity and Equity Campus Climate Survey 2020-2021 Comparison Report Frostburg State University

### Possible Areas of Concern Within Your Institution

In this worksheet, we identify instances in which there are substantial differences among groups on campus in their experiences of:

1. Campus Climate for Diversity and Equity
2. Institutional Support for Diversity and Equity
3. Hearing insensitive or disparaging remarks
4. Experiencing discrimination or harassment

We compared groups within each of the following demographic categories to see if there were substantial differences in their experiences.

Demographic Category	Comparisons
<b>Role at Institution:</b>	undergraduate students <u>vs</u> graduate students <u>vs</u> faculty <u>vs</u> staff/administrators
<b>Race/Ethnicity:</b>	U.S. white individuals <u>vs</u> U.S. persons of color
<b>Gender:</b>	men (cisgender) <u>vs</u> women (cisgender) <u>vs</u> non-binary and/or transgender individuals
<b>Sexual Orientation:</b>	heterosexual individuals <u>vs</u> LGBTQ+ individuals
<b>Religion:</b>	Christians <u>vs</u> individuals with religious identities outside of Christianity <u>vs</u> individuals with no religious affiliation

In the table below, we only note instances in which there were substantial differences in our comparisons.

Climate & Support at Frostburg State University		
Campus Climate for Diversity and Equity		
faculty	←	graduate students
staff/administrators	←	graduate students
non-binary and/or transgender individuals	←	men (cisgender), women (cisgender)
liberal individuals	←	conservative individuals
individuals with a long-term disability	←	individuals without a disability
Institutional Support for Diversity and Equity		
faculty	←	graduate students
non-binary and/or transgender individuals	←	men (cisgender), women (cisgender)
individuals with religious identities outside of Christianity	←	Christians
liberal individuals	←	middle-of-the-road individuals, conservative individuals
middle-of-the-road individuals	←	conservative individuals



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Negative Experiences at Frostburg State University		
Insensitive or Disparaging Remarks		
non-binary and/or transgender individuals	hear <b><i>substantially more</i></b> insensitive or disparaging remarks than	men (cisgender), women (cisgender)
individuals with religious identities outside of Christianity		Christians, individuals with no religious affiliation
liberal individuals		middle-of-the-road individuals, conservative individuals
individuals with a long-term disability		individuals without a disability
Discrimination or Harassment		
undergraduate students		graduate students
faculty		graduate students
staff/administrators	experienced <b><i>substantially more</i></b> discrimination or harassment than	graduate students
non-binary and/or transgender individuals		men (cisgender), women (cisgender)
individuals affiliated with another religion		Christians, individuals with no religious affiliation
individuals with a long-term disability		individuals without a disability