

Appendix G: Effect of the COVID-19 pandemic on the experiences with diversity, equity, and inclusion at Northeastern

An independent-samples t-test was conducted to compare means of two groups with different opinions about the effects of the pandemic on the experiences with diversity, equity, and inclusion at Northeastern. A “no” answer means the respondent did not think the pandemic had an effect (71%) and a “yes” answer means the respondent felt the pandemic had an adverse effect (29%). This question allows us to evaluate whether our results are impacted by the pandemic. Significant differences between means of two groups are highlighted in red. The data shows that those who felt that the pandemic adversely impacted their experience of DEI at Northeastern had less satisfaction with the campus climate, institutional support, and other questions on the survey.

Table 1. Climate satisfaction level

(<i>“Very satisfied” and “Generally satisfied”</i>)	Effect of the pandemic		Independent t-test
	No	Yes	
Overall campus climate	78%	62%	$t(1983) = 15.08, p = 0.000$
The campus experience/environment regarding diversity at this institution	67%	46%	$t(1986) = 16.43, p = 0.000$
The extent to which you experience a sense of belonging or community at this institution	68%	46%	$t(2034) = 16.88, p = 0.000$
The extent to which you feel all community members experience a sense of belonging or community at this institution	54%	32%	$*t(5627) = 18.32, p = 0.000$

Table 2. Institutional support agreement level

(<i>“Strongly agree” and “Agree”</i>)	Effect of the pandemic		Independent t-test
	No	Yes	
The campus environment is free from tensions related to individual or group differences.	53.0%	39.1%	$t(2095) = 12.29, p = 0.000$
Recruitment of historically marginalized students, faculty, and staff is an institutional priority.	52.9%	41.1%	$t(2058) = 10.67, p = 0.000$
Retention of historically marginalized students, faculty, and staff is an institutional priority.	48.3%	32.9%	$t(2073) = 13.29, p = 0.000$
Senior leadership demonstrates a commitment to diversity and equity on this campus.	59.0%	42.2%	$t(2051) = 14.56, p = 0.000$

Table 3. Comfort sharing views

	Effect of the pandemic		Independent t-test
	No	Yes	
<i>("Very comfortable" and "Somewhat comfortable")</i>			
Overall, how comfortable would you be sharing your views on diversity and equity at this institution?	69%	72%	$t(5710) = 0.77, p = 0.441$

Table 4. Views on diversity

	Effect of the pandemic		Independent t-test
	No	Yes	
<i>("Strongly agree" and "Agree")</i>			
Extent you agree that diversity on campus improves experiences and interactions within the classroom, the workplace, and the overall community	92%	90%	$*t(2003) = 1.21, p = 0.225$

Table 5. Discrimination or harassment

	Effect of the pandemic		Independent t-test
	No	Yes	
<i>"Yes" and "Unsure"</i>			
Have you 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?	24%	42%	$t(1853) = 4.99, p = 0.000$
<i>"Yes"</i>			
Did any of these incidents of discrimination or harassment at this institution occur in the last year?	45.6%	63.1%	$t(809) = 5.52, p = 0.000$

Table 6. Northeastern's supplemental questions

	Effect of the pandemic		Independent t-test
	No	Yes	
<i>("Strongly agree" and "Agree")</i>			
Northeastern is an inclusive community that accepts and encourages those of different cultures and languages.	84%	67%	$t(1880) = 15.20, p = 0.000$
I feel valued as an individual by this university.	64%	43%	$t(2025) = 16.24, p = 0.000$
Senior leadership effectively addresses important diversity, equity, and inclusion matters.	61%	41%	$t(2042) = 16.02, p = 0.000$
Campus police treats Northeastern community with dignity and respect regardless of their identity.	49%	34%	$t(1560) = 13.20, p = 0.000$
Northeastern's climate adversely impacts my general well-being.	27%	38%	$t(2306) = -10.71, p = 0.000$
In the past year, I had an uncomfortable conversation at Northeastern about race with people of different racial backgrounds.	26%	39%	$*t(5626) = -10.34, p = 0.000$

<i>(From "Somewhat prepared" to "Very well prepared")</i>	No	Yes	<i>Independent t-test</i>
To what extent does Northeastern help or prepare you to work productively with a diverse range of populations?	94%	87%	<i>*t(5650) =14.32, p = 0.000</i>
How well prepared do you feel addressing conflict and discomfort that may arise as a result of discussing issues of cultural diversity, identity, politics, and/or values / beliefs?	95%	92%	<i>t(2113) =5.41, p = 0.000</i>

<i>(From "To a slight extent" to "To a great extent")</i>	No	Yes	<i>Independent t-test</i>
To what extent has the university climate made you feel uncomfortable expressing your views?	58%	73%	<i>*t(5672) =-7.65, p = 0.000</i>

**Equal variances assumed*