Appendix B. Overall Findings: Supplemental Tables and Figures

Figure 1. In the last year, about how often have you interacted with the following people while at Northeastern? ("Daily" or "Weekly")
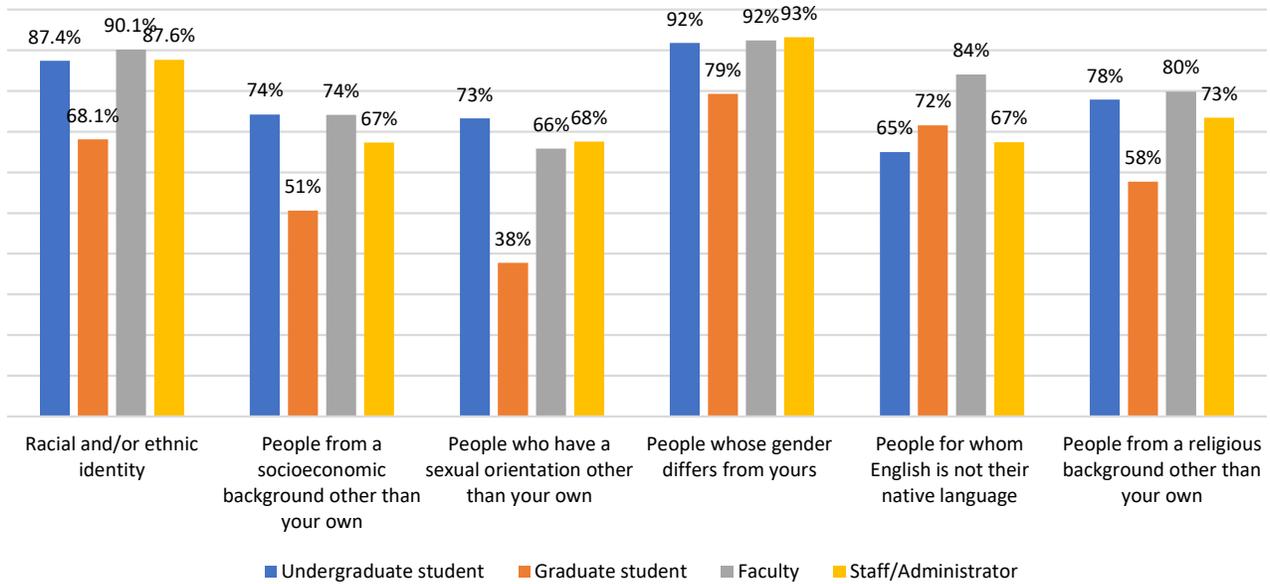
Category	Undergraduate student	Graduate student	Faculty	Staff/Administrator
Racial and/or ethnic identity	87.4%	68.1%	90.1%	87.6%
People from a socioeconomic background other than your own	74%	51%	74%	67%
People who have a sexual orientation other than your own	73%	38%	66%	68%
People whose gender differs from yours	92%	79%	92%	93%
People for whom English is not their native language	65%	72%	84%	67%
People from a religious background other than your own	78%	58%	80%	73%

Figure 2. In the last year, about how often have you interacted with the following people while at Northeastern? (cont'd) ("Daily" or "Weekly")
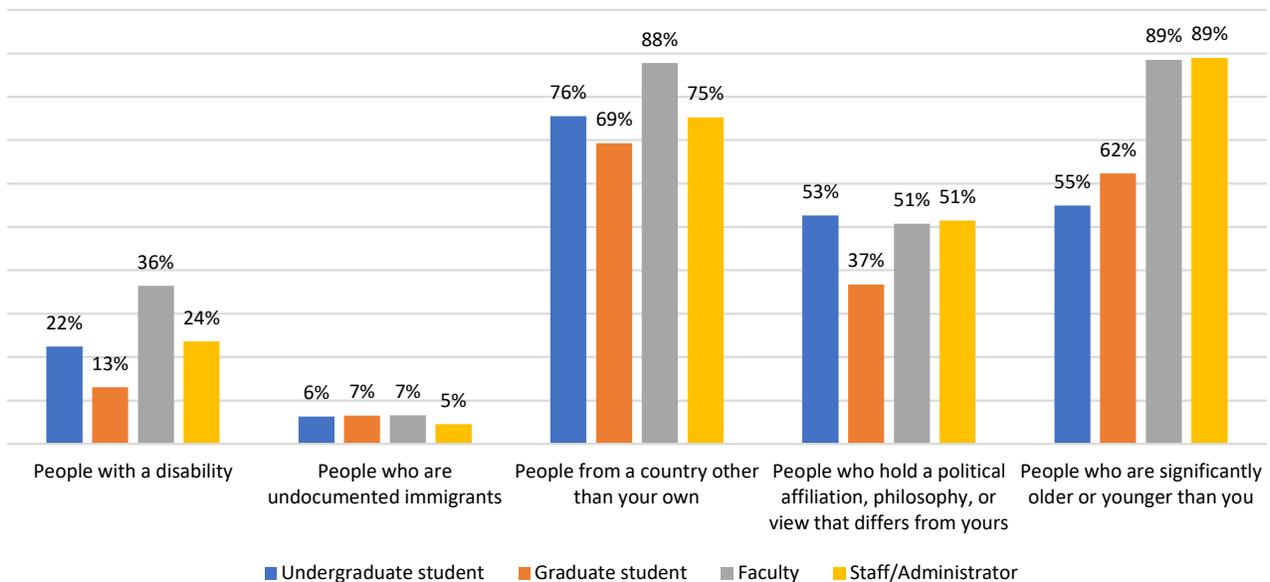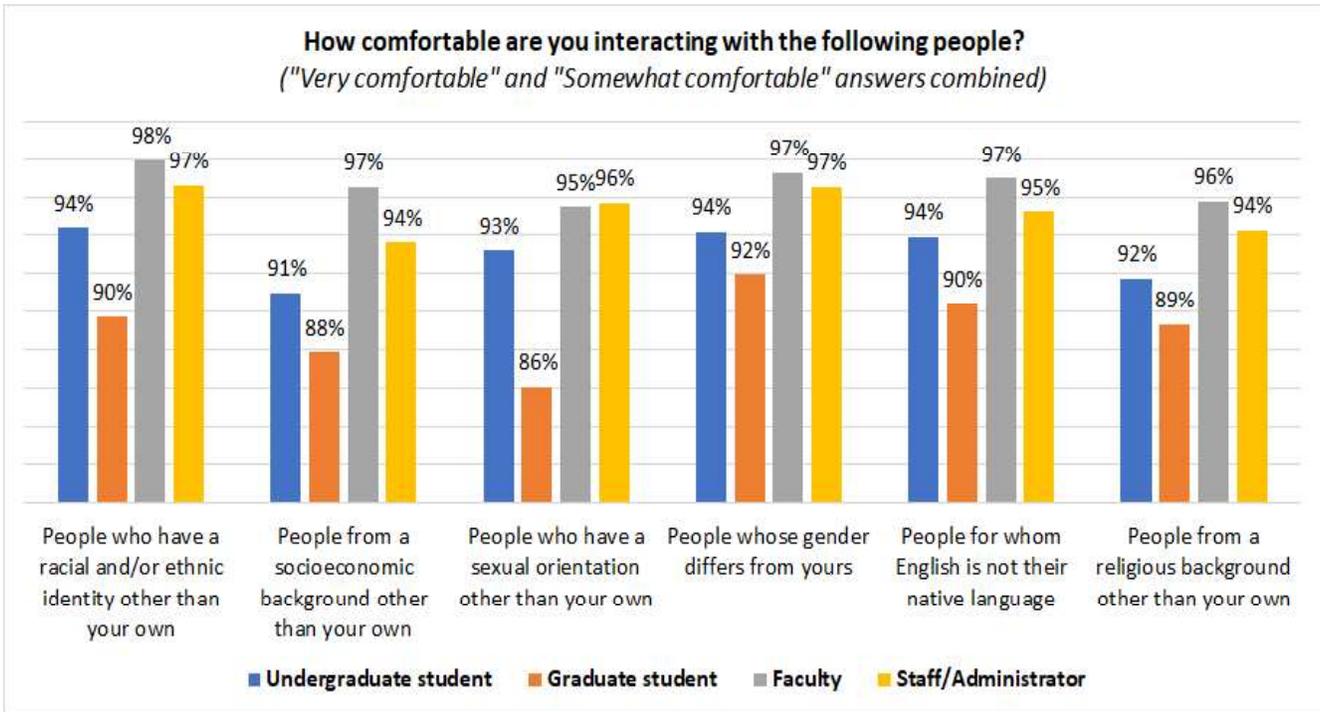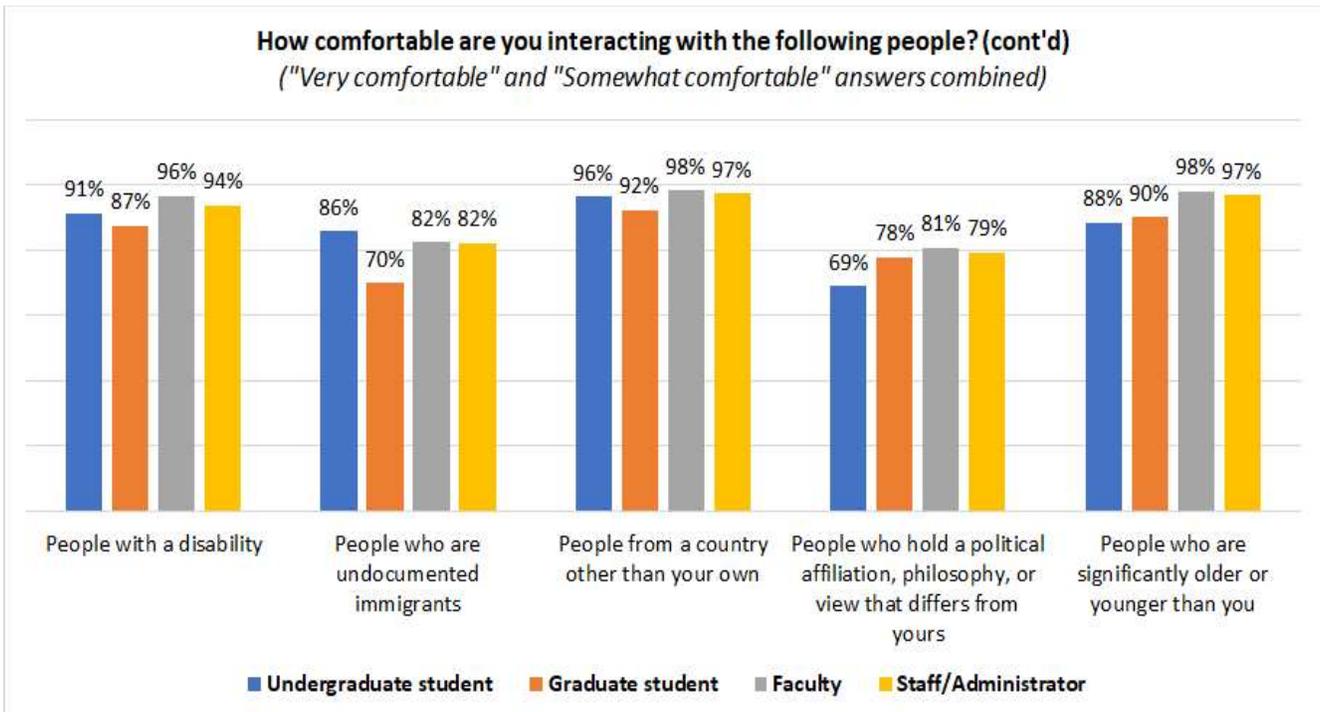
Category	Undergraduate student	Graduate student	Faculty	Staff/Administrator
People with a disability	22%	13%	36%	24%
People who are undocumented immigrants	6%	7%	7%	5%
People from a country other than your own	76%	69%	88%	75%
People who hold a political affiliation, philosophy, or view that differs from yours	53%	37%	51%	51%
People who are significantly older or younger than you	55%	62%	89%	89%

Figure 3.

How comfortable are you interacting with the following people?
("Very comfortable" and "Somewhat comfortable" answers combined)

People who have a racial and/or ethnic identity other than your own: Undergraduate student 94%, Graduate student 90%, Faculty 98%, Staff/Administrator 97%

People from a socioeconomic background other than your own: Undergraduate student 91%, Graduate student 88%, Faculty 97%, Staff/Administrator 94%

People who have a sexual orientation other than your own: Undergraduate student 93%, Graduate student 86%, Faculty 95%, Staff/Administrator 96%

People whose gender differs from yours: Undergraduate student 94%, Graduate student 92%, Faculty 97%, Staff/Administrator 97%

People for whom English is not their native language: Undergraduate student 94%, Graduate student 90%, Faculty 97%, Staff/Administrator 95%

People from a religious background other than your own: Undergraduate student 92%, Graduate student 89%, Faculty 96%, Staff/Administrator 94%

■ Undergraduate student ■ Graduate student ■ Faculty ■ Staff/Administrator

Figure 4.

How comfortable are you interacting with the following people? (cont'd)
("Very comfortable" and "Somewhat comfortable" answers combined)

People with a disability: Undergraduate student 91%, Graduate student 87%, Faculty 96%, Staff/Administrator 94%

People who are undocumented immigrants: Undergraduate student 86%, Graduate student 70%, Faculty 82%, Staff/Administrator 82%

People from a country other than your own: Undergraduate student 96%, Graduate student 92%, Faculty 98%, Staff/Administrator 97%

People who hold a political affiliation, philosophy, or view that differs from yours: Undergraduate student 69%, Graduate student 78%, Faculty 81%, Staff/Administrator 79%

People who are significantly older or younger than you: Undergraduate student 88%, Graduate student 90%, Faculty 98%, Staff/Administrator 97%

■ Undergraduate student ■ Graduate student ■ Faculty ■ Staff/Administrator

Results of one-way ANOVA tests

Sense of Belonging by Role

Descriptives								
Climate satisfaction level - The extent to which you experience a sense of belonging or community at this institution								
			Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
	N	Mean			Lower Bound	Upper Bound		
Undergraduate student	2106	3.52	1.110	0.024	3.47	3.57	1	5
Graduate student	1378	3.83	1.060	0.029	3.78	3.89	1	5
Faculty	1055	3.77	1.075	0.033	3.70	3.83	1	5
Staff/Administrator	1458	3.66	1.042	0.027	3.61	3.72	1	5
Other	42	3.17	1.267	0.196	2.77	3.56	1	5
Total	6039	3.67	1.085	0.014	3.64	3.70	1	5

Table 1.

A one-way ANOVA (analysis of variance) was performed to compare how different groups of respondents experienced a sense of personal belonging at Northeastern. The test revealed that there was a statistically significant difference in mean satisfaction between groups ($F_{(4, 6034)} = 22.454$, $p = .000$).

Using a 95% confidence level, Tukey's HSD Test for multiple comparisons found that the mean value of satisfaction was significantly different between undergraduate and graduate students ($p = .000$), undergraduate students and faculty ($p = .000$), both undergraduate and graduate students and staff ($p = .000$). There was no statistically significant difference in mean satisfaction between graduate students and faculty ($p=.613$) or between faculty and staff ($p=0.112$).

Sense of Belonging by Race/Ethnicity/International Status

Descriptives								
Climate satisfaction level - The extent to which you experience a sense of belonging or community at this institution								
			Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
	N	Mean			Lower Bound	Upper Bound		
Reported white only - not international	2965	3.69	1.022	0.019	3.65	3.73	1	5
Did not report white only - not international	1738	3.41	1.165	0.028	3.35	3.46	1	5
International	1222	4.01	0.990	0.028	3.95	4.07	1	5
Total	5925	3.67	1.080	0.014	3.65	3.70	1	5

Table 2.

A one-way ANOVA was performed to compare how different groups of respondents experienced a sense of personal belonging at Northeastern. The test revealed that there was a statistically significant difference in mean satisfaction between groups ($F_{(2, 5922)} = 116.02$, $p = .000$).

With 95% confidence level, Tukey's HSD Test for multiple comparisons found that the mean value of satisfaction was equally significantly different between all reported groups ($p = .000$).

Sense of Belonging by Gender Identity

Descriptives								
Climate satisfaction level - The extent to which you experience a sense of belonging or community at this institution								
			Std. Deviation	Std. Error	95% Confidence Interval for Mean			
	N	Mean			Lower Bound	Upper Bound	Minimum	Maximum
Man (cisgender)	2575	3.80	1.074	0.021	3.76	3.85	1	5
Woman (cisgender)	3316	3.60	1.072	0.019	3.56	3.64	1	5
Non-binary or Transgender	148	2.87	1.127	0.093	2.69	3.05	1	5
Total	6039	3.67	1.086	0.014	3.64	3.70	1	5

Table 3.

A one-way ANOVA was performed to compare how different groups of respondents experienced a sense of personal belonging at Northeastern. The test revealed that there was a statistically significant difference in mean satisfaction between groups ($F_{(2, 6036)} = 668.32$, $p = .000$). With 95% confidence level, Tukey's HSD Test for multiple comparisons found that the mean value of satisfaction was equally significantly different between all reported groups ($p = .000$).

Comfort Sharing Views

Descriptives								
Overall, how comfortable would you be sharing your views on diversity and equity at this institution								
			Std. Deviation	Std. Error	95% Confidence Interval for Mean			
	N	Mean			Lower Bound	Upper Bound	Minimum	Maximum
Undergraduate student	2134	3.85	1.060	0.023	3.80	3.89	1	5
Graduate student	1403	4.20	0.941	0.025	4.15	4.24	1	5
Faculty	1063	3.96	1.192	0.037	3.89	4.03	1	5
Staff/Administrator	1469	3.74	1.172	0.031	3.68	3.80	1	5
Other	42	3.90	1.226	0.189	3.52	4.29	1	5
Total	6111	3.92	1.100	0.014	3.89	3.95	1	5

Table 4.

A one-way ANOVA was performed to compare how comfortable different groups of respondents are with sharing their views on diversity and equity at Northeastern. The test revealed that there was a statistically significant difference in mean of the level of comfort between groups (F(4, 6106) = 35.365, p = .000). With 95% confidence level, Tukey's HSD Test for multiple comparisons found that the mean value of satisfaction was significantly different between all reported groups.

Agreement with All Institutional Support for Diversity and Equity Indicators by Roles

Descriptives								
Institutional Support for Diversity and Equity Indicator Mean								
					95% Confidence Interval for Mean			
	N	Mean	Std. Deviation	Std. Error	Lower Bound	Upper Bound	Minimum	Maximum
Undergraduate student	2127	3.1990	0.99976	0.02168	3.1565	3.2415	1.00	5.00
Graduate student	1392	3.8060	0.93484	0.02506	3.7569	3.8552	1.00	5.00
Faculty	1051	3.4160	1.05007	0.03239	3.3525	3.4796	1.00	5.00
Staff/Administrator	1459	3.2082	0.98076	0.02568	3.1578	3.2586	1.00	5.00
Other	42	3.0714	1.14136	0.17612	2.7158	3.4271	1.00	5.00
Total	6071	3.3771	1.02079	0.01310	3.3514	3.4028	1.00	5.00

Table 5.

A one-way ANOVA was performed to compare the level of agreement between different groups of respondents with the institutional support for diversity and equity based on their role. The test revealed that there was a statistically significant difference in mean of the level of comfort between groups (F(4, 6066) = 94.421, p = .000). With 95% confidence level, Tukey's HSD Test for multiple comparisons found that the mean value of the level of agreement was significantly different between nearly all reported groups except between undergraduate students and staff/administrators (p=.999).

Agreement with All Institutional Support for Diversity and Equity Indicators by Race/Ethnicity

Descriptives								
Institutional Support for Diversity and Equity Indicator Mean								
					95% Confidence Interval for Mean			
	N	Mean	Std. Deviation	Std. Error	Lower Bound	Upper Bound	Minimum	Maximum
Reported white only - not international	2972	3.2587	0.97144	0.01782	3.2237	3.2936	1.00	5.00
Did not report white only - not international	1751	3.1296	1.05697	0.02526	3.0801	3.1792	1.00	5.00
International	1238	4.0303	0.77910	0.02214	3.9868	4.0737	1.00	5.00
Total	5961	3.3810	1.01884	0.01320	3.3551	3.4069	1.00	5.00

Table 6.

A one-way ANOVA was performed to compare the level of agreement between different groups of respondents with the institutional support for diversity and equity based on their race/ethnicity or international status. The test revealed that there was a statistically significant difference in mean of the level of comfort between groups (F(2, 5958) = 366.06, p = .000). With 95% confidence level, Tukey's HSD Test for multiple comparisons found that the mean value of the level of agreement was significantly different between all reported groups.

Agreement with All Institutional Support for Diversity and Equity Indicators by Gender Identity

Descriptives								
Institutional Support for Diversity and Equity Indicator Mean								
					95% Confidence Interval for Mean			
	N	Mean	Std. Deviation	Std. Error	Lower Bound	Upper Bound	Minimum	Maximum
Man (cisgender)	2586	3.6345	0.93821	0.01845	3.5983	3.6707	1.00	5.00
Woman (cisgender)	3334	3.2252	1.02581	0.01777	3.1903	3.2600	1.00	5.00
Non-binary or Transgender	147	2.3997	0.97690	0.08057	2.2404	2.5589	1.00	5.00
Total	6067	3.3796	1.01997	0.01309	3.3540	3.4053	1.00	5.00

Table 7.

A one-way ANOVA was performed to compare the level of agreement between different groups of respondents with the institutional support for diversity and equity based on their gender identity. The test revealed that there was a statistically significant difference in mean of the level of comfort between groups (F(2, 6064) = 198.96, p = .000). With 95% confidence level, Tukey's HSD Test for multiple comparisons found that the mean value of the level of agreement was significantly different between all reported groups.

Experience with Discrimination and Harassment by Role

Descriptives								
Discrimination/Harassment Indicator - Experienced discrimination/harassment								
					95% Confidence Interval for Mean			
	N	Mean	Std. Deviation	Std. Error	Lower Bound	Upper Bound	Minimum	Maximum
Undergraduate student	2134	0.2310	0.42158	0.00913	0.2131	0.2489	0.00	1.00
Graduate student	1407	0.1137	0.31758	0.00847	0.0971	0.1303	0.00	1.00
Faculty	1060	0.1745	0.37974	0.01166	0.1516	0.1974	0.00	1.00
Staff/Administrator	1469	0.1647	0.37107	0.00968	0.1457	0.1837	0.00	1.00
Other	42	0.2857	0.45723	0.07055	0.1432	0.4282	0.00	1.00
Total	6112	0.1787	0.38310	0.00490	0.1691	0.1883	0.00	1.00

Table 8.

A one-way ANOVA was performed to compare the level of experience with discrimination and harassment based on respondents' role. The test revealed that there was a statistically significant difference in the mean of the experience of discrimination/harassment between groups ($F_{(4, 6107)} = 21.700$, p = .000). With 95% confidence level, Tukey's HSD Test for multiple comparisons found that the mean value of the level of agreement was significantly different between nearly all reported groups, except between faculty and staff/administrators (p=.969).

Experience with Discrimination and Harassment by Race/Ethnicity/Citizenship Status

Descriptives								
Discrimination/Harassment Indicator - Experienced discrimination/harassment								
					95% Confidence Interval for Mean			
	N	Mean	Std. Deviation	Std. Error	Lower Bound	Upper Bound	Minimum	Maximum
Reported white only - not international	2985	0.1581	0.36492	0.00668	0.1450	0.1712	0.00	1.00
Did not report white only - not international	1766	0.2497	0.43297	0.01030	0.2295	0.2699	0.00	1.00
International	1251	0.1191	0.32404	0.00916	0.1011	0.1371	0.00	1.00
Total	6002	0.1769	0.38165	0.00493	0.1673	0.1866	0.00	1.00

Table 9.

A one-way ANOVA was performed to compare the level of experience with discrimination and harassment based on respondents' race/ethnicity and international status. The test revealed that there was a statistically significant difference in the mean of the experience of discrimination/harassment between groups ($F_{(4, 6107)} = 21.700$, p = .000). With 95% confidence level, Tukey's HSD Test for multiple comparisons found that the mean value of the level of agreement was significantly different between all reported groups.

Experience with Discrimination and Harassment by Gender Identity

Descriptives								
Discrimination/Harassment Indicator - Experienced discrimination/harassment								
					95% Confidence Interval for Mean			
	N	Mean	Std. Deviation	Std. Error	Lower Bound	Upper Bound	Minimum	Maximum
Man (cisgender)	2602	0.1211	0.32626	0.00640	0.1085	0.1336	0.00	1.00
Woman (cisgender)	3360	0.2119	0.40872	0.00705	0.1981	0.2257	0.00	1.00
Non-binary or Transgender	149	0.4631	0.50032	0.04099	0.3821	0.5441	0.00	1.00
Total	6111	0.1793	0.38368	0.00491	0.1697	0.1890	0.00	1.00

Table 10.

A one-way ANOVA was performed to compare the level of experience with discrimination and harassment based on respondents' gender identity. The test revealed that there was a statistically significant difference in the mean of the experience of discrimination/harassment between groups (F(2, 6108) = 85.149, p = .000). With 95% confidence level, Tukey's HSD Test for multiple comparisons found that the mean value of the level of agreement was significantly different between all reported groups.

Experience with Discrimination and Harassment by Political Affiliation

Descriptives								
Discrimination/Harassment Indicator - Experienced discrimination/harassment								
			Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
	N	Mean			Lower Bound	Upper Bound		
Far left/Liberal	3603	0.1998	0.39993	0.00666	0.1868	0.2129	0.00	1.00
Middle-of-the-road	1808	0.1350	0.34177	0.00804	0.1192	0.1507	0.00	1.00
Conservative/Far right	406	0.1773	0.38243	0.01898	0.1400	0.2147	0.00	1.00
Total	5817	0.1781	0.38263	0.00502	0.1683	0.1879	0.00	1.00

Table 11.

A one-way ANOVA was performed to compare the level of experience with discrimination and harassment based on respondents' political affiliation. The test revealed that there was a statistically significant difference in the mean of the experience of discrimination/harassment between groups (F(2, 5814) = 17.404, p = .000). With 95% confidence level, Tukey's HSD Test for multiple comparisons found that the mean value of the level of agreement was significantly different between Far left/Liberal and Middle-of-the-Road groups (p=.000).