

Appendix I: Results by Race/Ethnicity and Citizenship

HEDS and Northeastern promised survey participants confidentiality of their responses. To prevent potential identification of respondents where the combination of different demographic variables led to small cell sizes, HEDS removed select demographic variables from the data file shared with Northeastern or combined responses with other questions to create larger response categories. For example, HEDS incorporated race/ethnicity and citizenship questions creating the following three categories: Reported white only - not international; did not report white only (POC) - not international; and International. Below is the distribution of responses to main survey questions by these recoded categories.

Table 1.

Climate satisfaction level				
<i>(Very satisfied and Generally satisfied)</i>	White only – not international	POC – not international	International	Total
Overall campus climate	74.4%	66.0%	87.8%	74.7%
The campus experience/environment regarding diversity at this institution	59.1%	51.6%	84.3%	62.1%
The extent to which you experience a sense of belonging or community at this institution	64.5%	52.9%	73.9%	63.0%
The extent to which you feel all community members experience a sense of belonging or community at this institution	41.6%	42.6%	74.2%	48.6%

Table 2.

Institutional support agreement level				
<i>(Strongly agree and Agree)</i>	White only – not international	POC – not international	International	Total
The campus environment is free from tensions related to individual or group differences.	41.3%	42.4%	81.7%	50.1%
Recruitment of historically marginalized students, faculty, and staff is an institutional priority.	47.1%	41.1%	71.2%	50.3%
Retention of historically marginalized students, faculty, and staff is an institutional priority.	40.7%	36.5%	68.3%	45.2%
Senior leadership demonstrates a commitment to diversity and equity on this campus.	51.8%	43.9%	79.6%	55.3%

Table 3.

Experienced discrimination/harassment				
	White only – not international	POC – not international	International	Total
Has not experienced discrimination/harassment or unsure (<i>Never, Rarely, Unsure</i>)	84.2%	75.0%	88.1%	82.3%
Has experienced discrimination/harassment (<i>Sometimes, Often, Very often</i>)	15.8%	25.0%	11.9%	17.7%
Total N of respondents	2,985	1,766	1,251	6,002

Table 4.

Comfort Sharing Views				
(<i>Very comfortable and Somewhat comfortable</i>)	White only – not international	POC – not international	International	Total
Overall, how comfortable would you be sharing your views on diversity and equity at this institution	67.1%	70.0%	82.5%	71.2%
Total N of respondents	2,986	1,765	1,247	5,998

Table 5.

Reporting acts of discrimination or harassment				
(<i>Strongly agree and Agree</i>)	White only – not international	POC - not international	International	Total
If I experienced or observed an act of discrimination or harassment while at this institution, I know whom to contact to report the incident.	65.6%	54.3%	68.1%	62.8%
The process for reporting acts of discrimination or harassment at this institution is clear to me.	54.6%	43.6%	63.6%	53.2%
The process for investigating acts of discrimination or harassment at this institution is clear to me.	46.7%	37.1%	60.7%	46.8%