



Rocky Vista University

Diversity, Equity, and Inclusion (DEI) Climate Survey

Executive Summary

June 2022

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INTRODUCTION

At RVU, diversity, equity, and inclusion are central to our mission, our core values, and our success. The *RVU Diversity, Equity, and Inclusion (DEI) Climate Survey* is intended to capture the experiences and perceptions of RVU students, staff, faculty, and administration on a broad range of issues related to DEI topics.

Survey results serve as a baseline against which to measure improvement, as a catalyst for communication and discussion, and as a contributor to thinking about the implementation of programs, policies, and activities that will foster an inclusive environment.

This survey was developed and first administered in 2018 in an effort to gauge and illuminate perceptions of the current climate at RVU campuses in five areas: a) Feelings of respect and value, b) Value of diversity and desire for DEI training and educational activities, c) Perceived experiences of disparate treatment and/or discrimination, d) Understanding about how to seek help, and e) Overall satisfaction with RVU's climate.

This report presents survey findings across years 2018 to 2022 by status groups (students and employees) on quantitative and qualitative items for all three campuses. The Montana campus does not yet have students, thus only employee perspectives were included.

The RVU community refined existing DEI definitions in AY2021-22 in order to provide context and meaning to objectives, goals, and planning activities, and to create alignment among educational experiences, programs, and communications. Equity was added in 2022 to RVU's definitions and survey response categories in an effort to broaden the scope of inquiry and responsiveness.

- **Diversity:** The recognition, reflection, and representation of individual differences within a community including, but not limited to culture, race, age, ethnicity or national origin, color, sex, gender, gender identity, sexual orientation, religious beliefs, spiritual practices, political beliefs, mental and physical ability, socioeconomic status, individual life experiences, or other ideologies.
- **Equity:** The implementation of unbiased policies and practices to ensure everyone has access to opportunities along with needs-based distribution of resources to obtain positive outcomes so that all individuals and groups may attain their full potential and no one is deprived regardless of identity, abilities, background, or socially determined circumstances.
- **Inclusivity:** The dynamic process of creating a welcoming environment which increases awareness, knowledge, and empathetic understanding to enable individuals with diverse backgrounds, abilities, insights, and experiences to interact in an open, fair, respectful, equitable, and collaborative fashion.

The principal goal of the DEI climate survey is to gauge change over time and obtain honest and rigorous assessment of the campus climate. That honesty is critical to our ability to understand and to improve our campus environment. Collected survey data will guide our process for DEI strategic planning in specific and tangible ways, including campus policies, priorities, and distribution of resources.

Understanding our campus climate is an important step towards ensuring our institution's future success – that of our students, employees, and the communities we serve.

Part I – Response Rates

The overall response rate for 2022 reflects a **35%** return (611/1,764), reflecting a 2% decrease from the 2019 survey at **37%** (see Table 1 below). The response rate reflects an average return of **30%** over the three administrations, although the count of respondents increased in all groups. Montana branch campus employees were included, but no students were yet available.

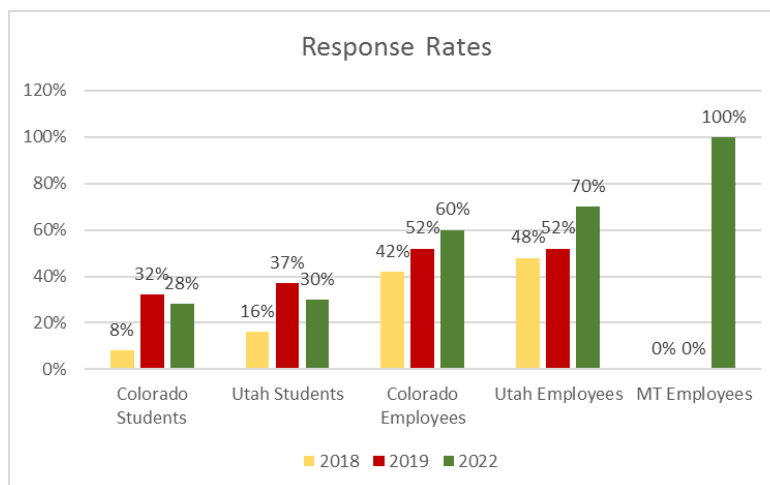
Table 1. Response Rates by Group across 4-Year Period

2018 Response Rates					
Colorado Students	Utah Students	Colorado Employees	Utah Employees	Total	
8% (54/667)	16% (20/125)	42% (66/159)	48% (25/52)	17% (166/1003)	
2019 Response Rates					
Colorado Students	Utah Students	Colorado Employees	Utah Employees	Total	
32% (216/674)	37% (95/260)	52% (81/155)	52% (46/88)	37% (438/1177)	
2022 Response Rates					
CO Students	UT Students	CO Employees	MT Employees	UT Employees	Total
28% (225/841)	30% (186/610)	60% (123/204)	100% (6/6)	70% (71/102)	35% (611/1764)

Student response rates increased at both the Colorado and Utah locations by an average of 17% across the 4-year period, while employee rates increased at both locations by an average of 19% as reflected in Chart 1. below. Montana campus employees responded at a rate of 100% in 2022.

Employee response rates at the Colorado and Utah locations surpassed overall student rates and on individual items, though completion rates vary by individual items. The 2022 overall rate is considered moderate-to-high by online survey standards, and individual group rates appear to provide sufficient generalizability to the broader RVU population.¹

Chart 1. Group Response Rates by Campus



¹ Engel et. al, 2015

Part II – Comparisons of 2022 Attitudinal Themes by Groups and Campus Location

A. STUDENTS

Percentages of agreement/satisfaction for all students by 2022 survey items and estimates of statistical significance are presented in Table 2. below. Significant results are highlighted in yellow.

Table 2. Student Agreement Levels			
Theme 1: Feel Respected and Valued	CO Students	UT Students	p (sig ≤ .05)
Q1. I feel comfortable being myself at RVU.	89%	93%	.110
Q2. It's easy for me to connect with others who look like me at RVU.	91%	92%	.123
Q3. I am treated with respect and fairness at RVU.	90%	92%	.048
Q4. There is equitable treatment of all types of individuals at RVU.	85%	81%	.001
Q5. People from specific groups receive preferential treatment at RVU.	79%	85%	.852
Q6. I feel a strong sense of belonging at RVU.	81%	88%	.118
Q7. I am a valued member of Rocky Vista University.	80%	83%	.035
Average %	85%	88%	
Theme 2: Value Diversity and Education	CO Students	UT Students	p (sig ≤ .05)
Q8. A diverse student body enriches the RVU environment.	83%	91%	0.412
Q9. A diverse employee body enriches the RVU environment.	82%	93%	0.720
Q10. Diversity, equity, and inclusion training exercises are valuable.	72%	83%	0.041
Q11. I believe I can contribute to enhancing diversity, equity, and inclusivity at RVU.	81%	95%	0.050
Q12. I believe RVU leadership addresses issues of disparity and barriers to an equitable educational environment.	76%	85%	0.019
Average %	78%	90%	
Theme 3: Disparate Treatment	CO Students	UT Students	p (sig ≤ .05)
Q13. I believe I have been treated unequally or unfairly due to my age.	5%	6%	0.230
Q14. I believe I have been treated unequally or unfairly due to my racial, cultural, or ethnic background.	12%	8%	0.025
Q15. I believe I have been treated unequally or unfairly due to my gender.	17%	21%	0.031
Q16. I believe I have been treated unequally or unfairly due to my sexual orientation.	5%	5%	0.814
Q17. I believe I have been treated unequally or unfairly due to my military or veteran status.	3%	2%	0.687
Q18. I believe I have been treated unequally or unfairly due to my religion.	12%	19%	0.019
Q19. I believe I have been treated unequally or unfairly due to my disability status.	5%	3%	0.465
Q20. I believe I have been treated unfairly due to my level of education.	3%	2%	0.237
Q21. I have considered seeking employment or attending school elsewhere due to perceived discrimination at RVU.	9%	12%	0.297
Average %	7%	9%	
Theme 4: Know how to Seek Help	CO Students	UT Students	p (sig ≤ .05)
Q22. I know how to seek help if I experience disparate treatment or discrimination.	82%	74%	0.046
Q23. I know what to do if I see someone else experiencing disparate treatment or discrimination.	78%	77%	0.224
*Q24. I have a fear of negative consequences if I report disparate treatment or discrimination.	10%	15%	0.032
Q25. There is someone at RVU I know I could talk to if I experience disparate treatment or discrimination.	79%	70%	0.873
Average %	80%	75%	

(*Indicates item was reverse coded)

Theme 5: Satisfaction with Overall DEI Climate	CO Students	UT Students	p (sig < .05)
Q26. Overall, Diversity, Equity, and Inclusion are appreciated at RVU.	75%	90%	0.005
Q27. RVU embodies its Core Value of Diversity.	78%	86%	0.240
Q28. I am satisfied with RVU's leadership with respect to Diversity, Equity, and Inclusion.	79%	84%	0.003
Q29. I am satisfied with RVU's campus climate with respect to Diversity, Equity, and Inclusion.	82%	86%	0.079
Average %	78%	87%	

(% of Agreement = Strongly Agree + Agree)

Frequencies and significance tests reflect the following:

- Theme 1: Students at the Utah campus perceive they are treated with respect and fairness, and believe they are valued members of the community at significantly higher rates than Colorado students. Colorado students believe there is equitable treatment of all types of individuals at significantly higher rates than Utah students.
- Theme 2: Students at the Utah campus demonstrate significantly higher rates of agreement than Colorado students concerning the value of diversity and educational activities, their ability to contribute to enhancing diversity, equity, and inclusivity at RVU, and that leadership is addressing issues of disparity and barriers to an equitable educational environment.
- Theme 3: Students at the Colorado campus reflect higher rates of perceived disparate treatment and/or discrimination than Utah students with respect to Race/Ethnicity. Students at the Utah campus perceived higher rates of perceived disparate treatment and/or discrimination than Colorado students on Gender and Religion.
- Theme 4: Utah students indicate they possess a lower level of how to seek help for disparate treatment/discrimination and greater fear of negative consequences if they report disparate treatment/discrimination than students at the Colorado campus.
- Theme 5: Utah campus students believe diversity, equity, and inclusion are appreciated at RVU, that RVU embodies its core value of Diversity, and possess greater levels of satisfaction with leadership related to DEI efforts than students at the Colorado campus.

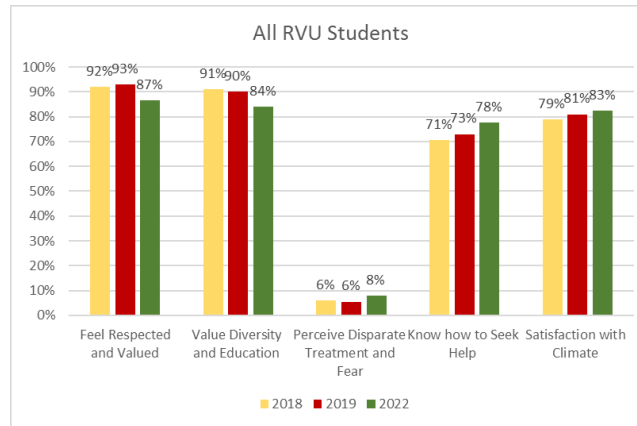
4-Year Trends – Students

Linear trends across the 4-year period for the three survey administrations by student groups and campus with average levels of agreement and statistical significance are presented in Table 3 and Chart 2 below. Please see the *RVU 2022 DEI Climate Survey Full Report* for further detail.

Table 3. All Students

Attitudinal Theme	2018	2019	2022	p (sig ≤ .05)
Feel Respected and Valued	92%	93%	87%	.006
Value Diversity and Education	91%	90%	84%	.017
Perceive Disparate Treatment and Fear	6%	6%	8%	.235
Know how to Seek Help	71%	73%	78%	.048
Satisfaction with Climate	79%	81%	83%	.199

Chart 2. All RVU Students 2018 - 2022



(% of Agreement = Strongly Agree + Somewhat Agree)

Average Findings:

- Decrease in feeling respected and valued: **5%**
- Decrease in valuing diversity and educational exercises: **7%**
- Increase in perceived disparate treatment and fear of reprisal: **2%**
- Increase in knowing how to seek help: **7%**
- Increase in satisfaction w/overall climate: **4%**

Key Points:

- Findings suggest that overall, RVU students are feeling less valued and respected than previous cohorts.
- Findings also reflect that perceived value of diversity and related training activities is declining at significant rates.

- Perceived disparate treatment, preferential treatment, and fear of reprisal for reporting incidents are increasing at non-significant rates for Colorado students and overall, although this may be an area that needs attention at both campuses.
- On average, satisfaction with the general DEI climate demonstrates **9%** higher levels for Utah students than Colorado students, although neither group incited a significant result.

Diversity, Equity, and Inclusion Advisory Council (DEIAC) Interpretations:

- Declining feelings of respect and value could be due to the increasing number of students and programs, invoking less personal attention and fewer opportunities to engage with faculty.
- Virtual and remote education delivery due to the global pandemic likely had a negative impact on feelings of value and respect and lower engagement with DEI activities.
- The implementation of hybrid work policies for employees and continued remote course delivery may suggest students are experiencing a declining feeling of personal support and connection with faculty, staff, other students.

B. EMPLOYEES

Percentages of agreement/satisfaction for all employees by 2022 survey items and estimates of statistical significance are presented in Table 4. below. Significant results are highlighted in yellow.

Table 4. Employee Agreement Levels			
Theme 1: Feel Respected and Valued	CO Employees	UT Employees	p (sig ≤ .05)
Q1. I feel comfortable being myself at RVU.	90%	95%	.070
Q2. It's easy for me to connect with others who look like me at RVU.	91%	94%	.130
Q3. I am treated with respect and fairness at RVU.	82%	91%	.000
Q4. There is equitable treatment of all types of individuals at RVU.	89%	89%	.082
Q5. People from specific groups receive preferential treatment at RVU.	85%	92%	.114
Q6. I feel a strong sense of belonging at RVU.	80%	93%	.015
Q7. I am a valued member of Rocky Vista University.	81%	94%	.001
Average %	85%	93%	
Theme 2: Value Diversity and Education	CO Employees	UT Employees	p (sig ≤ .05)
Q8. A diverse student body enriches the RVU environment.	96%	95%	.470
Q9. A diverse employee body enriches the RVU environment.	95%	95%	.582
Q10. Diversity, equity, and inclusion training exercises are valuable.	93%	96%	.243
Q11. I believe I can contribute to enhancing diversity, equity, and inclusivity at RVU.	92%	96%	.102
Q12. I believe RVU leadership addresses issues of disparity and barriers to an equitable educational environment.	88%	94%	.000
Average %	93%	95%	
Theme 3: Disparate Treatment	CO Employees	UT Employees	p (sig ≤ .05)
Q13. I believe I have been treated unequally or unfairly due to my age.	15%	9%	.004
Q14. I believe I have been treated unequally or unfairly due to my racial, cultural, or ethnic background.	12%	16%	.919
Q15. I believe I have been treated unequally or unfairly due to my gender.	22%	11%	.037
Q16. I believe I have been treated unequally or unfairly due to my sexual orientation.	9%	4%	.209
Q17. I believe I have been treated unequally or unfairly due to my military or veteran status.	5%	5%	.325
Q18. I believe I have been treated unequally or unfairly due to my religion.	10%	19%	.049
Q19. I believe I have been treated unequally or unfairly due to my disability status.	3%	1%	.037
Q20. I believe I have been treated unfairly due to my level of education.	16%	5%	.086
Q21. I have considered seeking employment or attending school elsewhere due to perceived discrimination at RVU.	20%	12%	.517
Average %	13%	9%	
Theme 4: Know how to Seek Help	CO Employees	UT Employees	p (sig ≤ .05)
Q22. I know how to seek help if I experience disparate treatment or discrimination.	72%	85%	.253
Q23. I know what to do if I see someone else experiencing disparate treatment or discrimination.	75%	83%	.418
*Q24. I have a fear of negative consequences if I report disparate treatment or discrimination.	14%	6%	.035
Q25. There is someone at RVU I know I could talk to if I experience disparate treatment or discrimination.	74%	80%	.016
Average %	74%	83%	

Theme 5: Satisfaction with Overall DEI Climate	CO Employees	UT Employees	p (sig < .05)
Q26. Overall, Diversity, Equity, and Inclusion are appreciated at RVU.	77%	86%	.007
Q27. RVU embodies its Core Value of Diversity.	83%	89%	.010
Q28. I am satisfied with RVU's leadership with respect to Diversity, Equity, and Inclusion.	80%	88%	.663
Q29. I am satisfied with RVU's campus climate with respect to Diversity, Equity, and Inclusion.	81%	91%	.709
Average %	80%	88%	

(% of Agreement = Strongly Agree + Agree) (*Indicates item was reverse coded)

Frequency and significance tests reflect the following:

- **Theme 1:** Employees at the UT campus indicate significantly higher levels of agreement than Colorado employees that they are treated with respect and fairness, possess a sense of belonging, and believe they are valued members of the RVU community.
- **Theme 2:** Employees at the UT campus possess higher levels of agreement than Colorado employees that leadership is addressing issues of disparity and barriers to an equitable educational environment.
- **Theme 3:** Employees at the CO campus demonstrate significantly higher rates of perceived disparate treatment than employees at the UT campus with respect to age, gender, religion, and disability.
- **Theme 4:** Colorado employees reflect higher levels of fear of reprisal for reporting and lower levels of knowing there is someone they can talk to about such issues.
- **Theme 5:** Employees at both campuses reflect similar positive attitudes about their satisfaction with leadership and the overall DEI climate, but differ significantly that diversity, equity, and inclusion are appreciated at RVU and that RVU embodies its core value of Diversity.

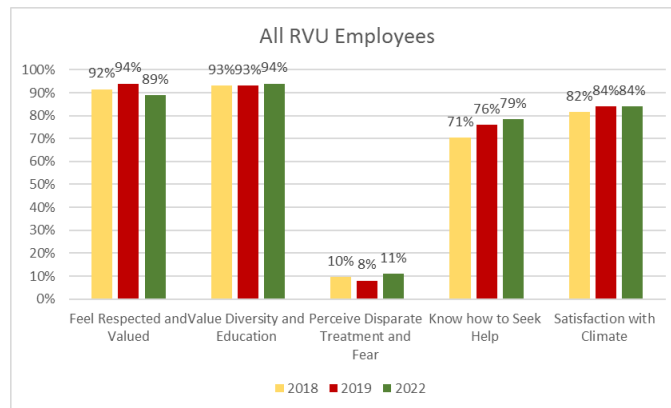
4-Year Trends – Employees

Linear trends across the 4-year period for the three survey administrations by employee groups and campus are presented in Table 5 and Chart 3 below. Please see the *RVU 2022 DEI Climate Survey Full Report* for further detail.

Table 5. All RVU Employees 2018 – 2022

Attitudinal Theme	2018	2019	2022	p (sig < .05)
Feel Respected and Valued	92%	94%	89%	.010
Value Diversity and Education	93%	93%	94%	.188
Perceive Disparate Treatment and Fear	10%	8%	11%	.048
Know how to Seek Help	71%	76%	79%	.002
Satisfaction with Climate	82%	84%	84%	.541

Chart 3. All Employees 2018 – 2022



(% of Agreement = Strongly Agree + Somewhat Agree)

Average Findings:

- Decrease in feeling respected and valued: **3%**
- Increase in valuing diversity and educational exercises: **1%**
- Increase in perceived disparate treatment and fear of reprisal: **1%**
- Increase in knowing how to seek help: **8%**
- Increase in satisfaction w/overall climate: **2%**

Key Points:

- Significance tests confirm that feelings of value and respect are declining among employees at the Utah campus, whereas valuing diversity and educational activities and satisfaction with the DEI climate remain fairly stable at both campuses.
- Perceptions of disparate treatment and preferential treatment for groups other than one’s own, and fear of reprisal are increasing for employees.
- Knowing how to seek help has experienced a steady increase over the four-year period.
- Montana campus employee results were not included in the analysis as only one year of data was available.

DEIAC Interpretations:

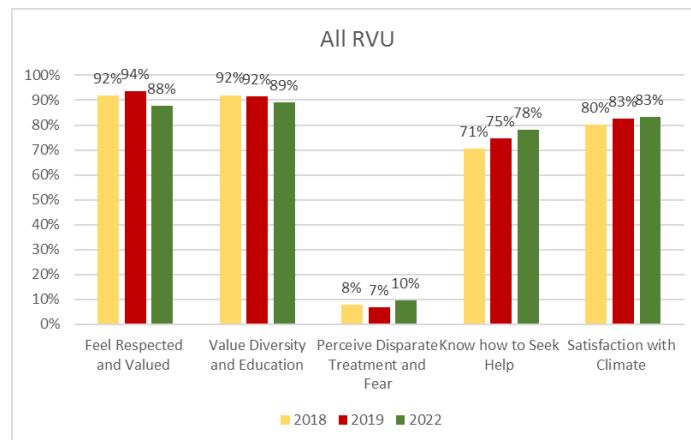
- Changes in staff and leadership could have also negatively affected Utah campus employees.

Linear trends across the 4-year period for the three survey administrations by both employee and student groups and both campuses (All RVU) are presented in Table 6 and Chart 4 below. Please see the *RVU 2022 DEI Climate Survey Full Report* for further detail.

Table 6. All RVU 2018 – 2022

Attitudinal Theme	2018	2019	2022	p (sig < .05)
Feel Respected and Valued	92%	94%	88%	.081
Value Diversity and Education	92%	92%	89%	.333
Perceive Disparate Treatment and Fear	8%	7%	10%	.045
Know how to Seek Help	71%	75%	78%	.017
Satisfaction with Climate	80%	83%	83%	.679

Chart 4. All RVU 2018 – 2022



(% of Agreement = Strongly Agree + Somewhat Agree)

Average Findings:

- Decrease in feeling respected and valued: **4%**
- Increase in valuing diversity and educational exercises: **3%**
- Increase in perceived disparate treatment and fear of reprisal: **2%**
- Increase in knowing how to seek help: **7%**
- Increase in satisfaction w/overall climate: **3%**

Key Points:

- Significance tests confirm that levels of agreement regarding perceived disparate treatment and fear of reprisal are increasing across all groups.
- Knowing how to seek help has experienced a steady increase over the four-year period.
- MT employee results were not included in the 'All RVU' analysis as only one year of data was available.

DEIAC Interpretations:

- Overall feelings of fatigue, disconnect, and/or inequity could be due to impacts from the global pandemic for both students and employees. Put simply, fewer opportunities for personal interactions and learning have been greatly reduced, which is a hallmark of RVU education.
- Perceptions that groups other than one's own may be negatively influencing attitudes concerning disparate treatment and/or preferential treatment.

Part III – 2022 Differences between Demographic Groups

Groups wherein statistically significant differences surfaced include Race/Ethnicity, Gender/Gender Identity, and Religion for students and Race/Ethnicity, Sex, and Religion for employees as presented in Tables 7 - 12 below.

Table 7. Race/Ethnicity

Students	Demographic Group									
	Asian	Black/AA	Hispanic/Latinx/Latiné	Native American/AK Native	Native Hawaiian/PI	Multi-Racial	White	PNTR	Other	<i>p (sig < .05)</i>
Feel Respected and Valued	90%	82%	88%	95%	95%	94%	93%	89%	91%	.000
Value Diversity and Education	89%	77%	88%	93%	93%	87%	91%	80%	91%	.219
Perceive Disparate Treatment and Fear	12%	9%	13%	4%	0%	4%	4%	10%	2%	.001
Know how to Seek Help	72%	75%	74%	78%	81%	74%	75%	70%	71%	.089
Satisfaction with Climate	80%	79%	82%	90%	91%	78%	87%	74%	76%	.003

(% of Agreement = Strongly Agree + Agree)

Table 8. Gender/Gender Identity

Students	Demographic Group									
	Man	Transgender Man	Woman	Transgender Woman	Nonbinary/Nonconforming	Agender	PNTR	Other	<i>p (sig < .05)</i>	
Feel Respected and Valued	96%	.	92%	86%	87%	89%	94%	.	.029	
Value Diversity and Education	80%	.	91%	93%	84%	88%	91%	.	.018	
Perceive Disparate Treatment and Fear	2%	.	7%	8%	10%	9%	7%	.	.044	
Know how to Seek Help	78%	.	71%	70%	76%	77%	73%	.	.388	
Satisfaction with Climate	86%	.	79%	76%	82%	83%	82%	.	.016	

(% of Agreement = Strongly Agree + Agree) (. indicates no responses)

Table 9. Religion

Students	Demographic Group										
	Agnostic	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Spiritual	Unaffil'd	PNTR	<i>p (sig < .05)</i>
Feel Respected and Valued	90%	82%	88%	95%	95%	94%	93%	89%	91%	87%	.227
Value Diversity and Education	89%	77%	88%	93%	93%	87%	91%	80%	91%	89%	.003
Perceive Disparate Treatment and Fear	12%	9%	13%	4%	0%	4%	4%	10%	2%	6%	.000
Know how to Seek Help	72%	75%	74%	78%	81%	74%	75%	70%	71%	72%	.641
Satisfaction with Climate	82%	79%	82%	90%	91%	78%	81%	74%	76%	76%	.019

(% of Agreement = Strongly Agree + Agree)

Key Points:

- Significant differences between students of color exhibit lower feelings of value and respect, higher rates of perceived disparate treatment/discrimination, and lower levels of satisfaction with the overall DEI climate at RVU with the exception of Native Americans/Alaska Native and Native Hawaiian/Pacific Islander groups. Of note, the largest difference in levels of feeling valued and respected and valuing diversity and educational activities exists between Black/African American students and all other student groups, although valuing diversity and educational activities is non-significant.
- Significant differences between gender groups indicates students who identify as women, transgender women, nonbinary/nonconforming, or agender exhibit lower feelings of value and respect, higher rates of perceived disparate treatment/discrimination, greater value of diversity and educational activities, and lower levels of satisfaction with the overall DEI climate than those who identify in a traditional male group. Transgender women reported the lowest levels of feeling valued and respected and overall satisfaction with the DEI climate.
- Students who reported they affiliate with Agnostic, Buddhist, Christian, Hindu, Jewish, Muslim, or Unaffiliated religions have higher levels of appreciation for diversity and educational activities than students who affiliate with Atheist or Spiritual practices.
- Students in Christian, Hindu, Jewish, Muslim, and Unaffiliated groups expressed the lowest levels of disparate treatment/discrimination and fear of reprisal while students in Christian and Hindu groups reflect more satisfaction with the overall DEI climate than all other groups.

Table 10. Race/Ethnicity

Employees	Demographic Group									
Attitudinal Theme	Asian	Black/AA	Hispanic/Latinx/Latiné	Native American/AK Native	Native Hawaiian/PI	Multi-Racial	White	PNTR	Other	<i>p (sig < .05)</i>
Feel Respected and Valued	93%	85%	96%	.	95%	86%	91%	93%	94%	.012
Value Diversity and Education	95%	88%	92%	.	95%	86%	96%	95%	94%	.453
Perceive Disparate Treatment and Fear	12%	15%	13%	.	7%	13%	10%	12%	0%	.018
Know how to Seek Help	78%	71%	76%	.	81%	76%	75%	71%	74%	.332
Satisfaction with Climate	89%	78%	84%	.	95%	78%	85%	74%	82%	.048

(% of Agreement = Strongly Agree + Agree) (. indicates no responses)

Table 11. Sex

Employees	Demographic Group					
Attitudinal Theme	Male	Female	X	PNTR	Other	<i>p (sig < .05)</i>
Feel Respected and Valued	96%	89%	85%	88%	.	.000
Value Diversity and Education	94%	90%	89%	93%	.	.429
Perceive Disparate Treatment and Fear	4%	19%	10%	8%	.	.007
Know how to Seek Help	82%	72%	76%	71%	.	.311
Satisfaction with Climate	85%	83%	81%	81%	.	.444

(% of Agreement = Strongly Agree + Agree) (. indicates no responses)

Table 12. Religion

Employees	Demographic Group										
	Agnostic	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Spiritual	Unaffil'd	PNTR	<i>p (sig < .05)</i>
Attitudinal Theme											
Feel Respected and Valued	93%	94%	90%	89%	91%	85%	88%	95%	94%	93%	.115
Value Diversity and Education	94%	95%	89%	90%	92%	91%	92%	90%	95%	95%	.358
Perceive Disparate Treatment and Fear	3%	5%	2%	14%	4%	15%	12%	13%	7%	17%	.013
Know how to Seek Help	69%	80%	71%	74%	71%	76%	78%	78%	73%	79%	.064
Satisfaction with Climate	83%	85%	86%	82%	85%	81%	84%	83%	79%	82%	.212

(% of Agreement = Strongly Agree + Agree)

Key Points:

- Employees of color also exhibit lower feelings of value and respect, higher rates of perceived disparate treatment/discrimination, and lower levels of satisfaction with the overall DEI climate at RVU with the exception of those in the Native Hawaiian/Pacific Islander group.
- Black/African American and multi-racial employees have the lowest levels of feeling valued and respected and satisfaction with the overall DEI climate.
- Respondents who identify as Female and X expressed lower feelings of value and respect and higher rates of perceived disparate treatment/discrimination than employees who identify as Male.
- Employees who identify as X expressed the lowest rates of agreement/satisfaction than all other groups on themes found statistically significant.
- Female employees report the highest levels of perceived disparate treatment/discrimination and fear of reprisal.
- Employees who affiliate with Christian, Jewish, Muslim, and Spiritual religions or practices exhibit higher rates of perceived disparate treatment/discrimination and fear of reprisal than those in other groups.

Part IV – Qualitative Responses

Key themes that arose from the comment section of each attitudinal question were compiled into thematic categories. As is common with survey results, commentary is generally more negative and reflects a more pessimistic view than quantitative responses, thus quantitative and qualitative responses should be interpreted in a balanced approach.

The most frequently stated themes and percentage of occurrences are exhibited in Table 13. below.

Table 13.

Attitudinal Variable	Theme	Frequency
Feel Respected and Valued	<ol style="list-style-type: none"> 1. Expressing unpopular political views is not acceptable. 2. Females are marginalized and discounted. 3. Religion is sometimes a barrier to inclusion. 	<ol style="list-style-type: none"> 1. 15% 2. 12% 3. 6%
Value Training and Education	<ol style="list-style-type: none"> 1. Diversity training and education is effective. 2. Diversity training and education is ineffective. 3. Promote and recognize cultural competency. 4. Hire and recruit the best, not based on DEI attributes. 	<ol style="list-style-type: none"> 1. 4% 2. 13% 3. 5% 4. 8%
Perceive Disparate Treatment or Fear of Reprisal	<ol style="list-style-type: none"> 1. Minority groups receive preferential treatment. 2. Non-minority/traditional groups receive preferential treatment. 3. Disparate treatment due to religion; e.g., holidays. 4. Reporting is not anonymous; fear of speaking freely; reprisal or being dismissed 	<ol style="list-style-type: none"> 1. 16% 2. 16% 3. 12% 4. 10%
Know how to Seek Help	<ol style="list-style-type: none"> 1. Individuals in Student Affairs approachable. 2. HR somewhat unapproachable. 3. Create an Office of Diversity. 4. Unsure who to talk to. 	<ol style="list-style-type: none"> 1. 7% 2. 6% 3. 19% 4. 5%
Satisfaction with Climate	<ol style="list-style-type: none"> 1. Do more than talk about diversity; e.g., lead change through actions. 2. Lack of minority population is apparent. 3. Too much emphasis on trying to change environment. 4. Current initiatives not bringing about real change; feels disingenuous and forced. 	<ol style="list-style-type: none"> 1. 19% 2. 15% 3. 13% 4. 8%

Qualitative Text Analysis

As 216 comments were submitted, responses for students and employees on the five attitudinal themes in the 2022 survey are presented in *RVU 2022 DEI Climate Survey Full Report*.

Findings reflect:

- Students are more vocal than employees as reflected in the number of comments, with Colorado students contributing the most commentary.
- Employees exhibit a more positive outlook than students on all themes at both locations with Utah employees rendering the most positive comments when quantified on a scale of 0-3.
- Respondents in both groups believe live, in-person discourse with subject matter experts and safe zones are more effective for opening dialogue or changing perspectives than online modules.

Recurring themes, along with emerging themes, surfaced as potential areas for improvement. These themes were very similar across the four-year period, although new themes emerged including perceptions that traditional majority groups are now experiencing disparate treatment.

4-Year Trends Qualitative Themes

Recurring:

- Gender inequities (females)
- Low diversity in faculty, staff, and students
- Disparate treatment due to religion
- Fear of reprisal or negative consequences for reporting; process not anonymous
- Need DEI office and leadership
- CO campus levels of satisfaction w/DEI climate increasing

Emerging:

- Disparate treatment towards majority members/preferential treatment for minorities
- Intolerance for conservative political views
- Don't need to change environment; fine the way it is
- Online training not effective; needs to be live
- UT campus levels of satisfaction w/DEI climate declining

Concerns that arose most frequently among both employee and student qualitative responses include:

- Minority groups (students only) are now receiving preferential treatment.
- Making some good progress, but we can do better.
- Put words into more actions.
- The lack of diversity in the student and employee composition is a barrier to improving the overall DEI climate.
- A lack of tolerance for opposing political or religious views and practices is surfacing among students and employees.
- The lack of DEI leadership to coordinate initiatives and facilitate lasting change hinders DEI activities and investment.

Summary

When generalized to the larger RVU population, the following statements can be made:

- Utah students and employees exhibit higher levels of feeling valued and respected, value diversity and educational activities, know how to seek help, and possess greater satisfaction with the overall DEI climate than Colorado students and employees.
- Utah employees indicate lower levels of perceived disparate treatment and fear than Colorado employees, although Utah students demonstrate higher levels than Colorado students on this theme.
- While still higher than Colorado, overall levels of agreement and satisfaction with diversity, equity, and inclusivity are declining for both students and employees at the Utah location.
- Twenty-five percent of students and employees aren't sure where to go or who to talk to for perceived disparate treatment/discrimination.

Further, the majority of all students and employees reflect they are somewhat satisfied with respect to the current DEI climate, but believe we can do better with respect to student recruiting, faculty and staff hiring practices, DEI leadership, gender equity, economic disparity, and respect for political and religious differences. Specific suggestions for improvement include:

- Initiate more dialogue in safe spaces (e.g., diversity summits were popular events). In-person conversation fosters understanding, empathy, and growth.
- Exhibit the courage to discuss what disparate and/or preferential treatment looks like and what can realistically be done about it.
- Invite and implement more ground-up and less top-down planning and activities (e.g., staff, students, and faculty combined voices were instrumental in DEI task forces).
- Infuse with how diversity training can positively impact patient engagement and treatment into the curriculum and learning outcomes.
- Communicate progress with current DEI actions on a larger scale; e.g., a master calendar that identifies holidays, events, learning forums, trainings, etc. so students and employees can plan better.
- Use the survey results to identify problematic areas of discrimination so we can work together to address them.
- Write and execute a DEI strategic plan to create a sustainable environment and to move away from ad hoc activities that appear temporary and/or similar to a checklist fulfillment.
- Expand publication of the action items identified by the DEI Task Forces and Advisory Council as crucial to achieving DEI priorities and goals more widely and often.

Next Steps

The Diversity, Equity, and Inclusivity Advisory Council (DEIAC) and the Senior Leadership team began implementation of actions deemed urgent, relevant, and necessary to attain institutional priorities and goals by the DEI task forces more than a year ago. While tremendous progress has been made, these teams, alongside the newly appointed Vice President of DEI, will continue to move forward and use the survey results to generate relevant questions and topics for Focus Groups and intentional, reflective conversations with all groups in safe dialogue spaces.

Questions to keep on the radar:

1. What do we need to pay attention to?
2. What do we want/need to change and why?
3. What are the outcomes we seek?
4. What is already being done that isn't reflected in survey responses and how can we promote this?
5. What exactly does disparate treatment look like to each and/or both groups?

The results of the 2022 survey mirror the 4-year trend that, overall, the RVU community exhibits positive feelings about and towards the DEI climate. When results are generalized to the broader RVU population, claims can be made that the RVU community possesses good general health concerning the DEI climate as reflected in Chart 10 below.

2022 Results Dashboard: How does the RVU Community Feel about the DEI Climate?

Chart 10.

