

## Rocky Vista University Diversity, Equity, and Inclusion 2023 Climate Survey Summary

Rocky Vista University (RVU) conducts and reports on an annual multi-year Diversity, Equity, and Inclusion (DEI) Climate Survey to assess the university's efforts in advancing a positive climate for diversity. Since 2018, the RVU DEI Climate Survey has focused on five core areas:

1. Feelings of respect and value;
2. Acceptance of diversity and desire for DEI training and educational activities;
3. Perceived experiences of disparate treatment and/or discrimination;
4. Understanding how to seek help;
5. Gauging overall satisfaction with RVU's climate.

This year's survey also examined microaggressions, micro-affirmations, self-assessment of cultural competency, and student perceptions regarding faculty's handling of classroom DEI issues. An online survey instrument was utilized yielding an overall response rate of **35%** (676/1,913).

### Survey Results

Satisfaction with the general DEI climate registered 10% higher levels for Utah students (85%) than Colorado students (75%). Overall student and staff satisfaction with the DEI climate remains high. To access more detailed results, refer to the executive summary (*add hyperlink*), or the full survey report (*add hyperlink*).

### Qualitative Analysis

A qualitative review of respondents' comments regarding the campus climate for diversity yielded five themes.

1. Positive Climate and Direction (PCD)
2. Expand, Deepen, and Amplify DEI Training and Education (EDA)
3. Divisive, Exclusive, and Unequal Climate (DEUC)
4. Diversifying the Curriculum (DTC)
5. Call to Increase Diversity (CID)

### Campus Climate Survey Recommendations

Survey results suggest that some members of the RVU community feel excluded, discrimination, and are unable to express their viewpoints.

**Recommendation:** Continue to institute and expand community-building activities and events at all three RVU campuses designed to create purposeful positive daily interaction between students, staff, and faculty.

Satisfaction with climate is high with both students and employees reporting that they are pleased with the climate for diversity.

**Recommendation:** Continue to implement DEI educational activities, and initiatives designed to promote education, provide student advocacy, deliver student services, implement fair policies, and advance Inclusive Excellence.

Three groups reported statistically significant results regarding feeling disparate treatment: race/ethnicity, sexual orientation, and religion.

**Recommendation:** Provide specific training and education campus-wide on racism, heterosexism, and discrimination in religion.

Students and employees reported that most microaggressions are directed at females, LGBTQIA members, Black/African Americans. Conversely, these same groups receive high levels of micro-affirmations.

**Recommendation:** Provide training on how to practice addressing microaggressions and promoting micro-affirmations.

Students are reporting that faculty are addressing issues of diversity in the classroom and embedding DEI content in the curriculum.

**Recommendation:** Expand and Increase efforts to diversify the curriculum; training to support faculty in addressing issues of diversity in the classroom and promoting cultural competency.

Over the last five years, response rates for the campus climate survey has remained at 30% or below. The volume of different surveys per year at RVU is high, possibly leading to survey fatigue. Best practices suggest that campus climate surveys be completed every two (or more years).

**Recommendation:** Conduct Campus Climate Survey every two years during the spring.

