Highlights from the **Diversity and Inclusion Campus Climate Survey**

UNC-Chapel Hill Staff

Spring 2016

Prepared by the Office of Institutional Research & Assessment

THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

Comparison of Respondent to Population Characteristics

Overall Response: 4,324 (37%) of 11,644

	Population	Survey Respondents
Gender Identity		
Female	59.2%	65.1%
Male	40.8%	34.1%
Other	-	0.8%
Race/Ethnicity		
American Indian or Alaska Native	0.4%	0.6%
Asian	8.8%	5.6%
Black or African American	14.8%	14.0%
Latino or Hispanic	3.2%	2.3%
Native Hawaiian/Other Pacific Islander	0.1%	0.0%
White	65.6%	68.0%
Other race or ethnicity	5.7%	1.8%
Two or More Races	1.3%	4.8%
Job Classification		
EHRA (EPA) Non-Faculty Staff	24.6%	28.4%
SHRA (SPA) Staff	68.3%	62.3%
Postdoctoral Scholar or Fellow	7.1%	5.2%
Do Not Know Job Classification	-	3.0%
Full-Time / Part-Time Status		
Full-Time	82.4%	89.8%
Part-Time	17.6%	9.2%
Permanent / Temporary Status		
Permanent employee	72.5%	81.5%
Temporary employee	27.5%	17.4%

- Females participated in the survey at a slightly higher rate than males and are therefore slightly overrepresented within the group of survey respondents.
- There were few differences between respondents and the population by race/ethnicity and job classification.
- Part-time and temporary employees had a lower response rate, so full-time and permanent employees are somewhat overrepresented in the survey results.

Limitations of the 2016 Diversity and Inclusion Campus Climate Survey

A review of the survey data identified some issues with non-completion rates and related issues that should be considered in evaluating the usability of the results.

- Non-completion rate is the percentage of respondents who started the survey but exited before reaching the last section.
- The overall non-completion rate for this survey was approximately 13%. It differed slightly by group; for example, 14% of Asian, 12% of Black/African American, and 11% of Hispanic respondents exited the survey at some point before the last section compared to 10% of White respondents.
- This reduction in the number of responses to items in the latter part of the survey raised additional questions about the representativeness of those results, especially for small groups.
- The 2016 Diversity and Inclusion Climate Survey took an average of 20 minutes to complete. Research has shown that length greatly affects survey completion and that longer surveys contribute to non-response and non-completion.
- Some items, particularly those with branching questions and long lists of response options, yielded partial responses that were difficult to interpret.
- For this report, efforts were made to avoid items with large numbers of missing and partial responses, and to present results using simple descriptive statistics disaggregated by basic demographic groups.

Satisfaction with Campus Diversity

Satisfaction with Campus Diversity: Key Findings

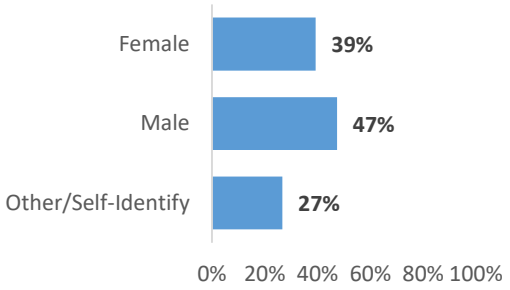
- **Satisfaction with the racial and ethnic diversity of the faculty, staff, and student body:**
  - Black/African-American respondents were the least satisfied with the racial and ethnic diversity of the faculty, staff, and student body at UNC-Chapel Hill compared to all other racial groups.
  - Asian/Native Hawaiian respondents were the most satisfied with racial and ethnic diversity across campus.
  - In terms of political beliefs, respondents with liberal leanings were the least satisfied with racial and ethnic diversity, followed by moderate respondents. Conservative-leaning respondents were the most satisfied.
- **Satisfaction with the atmosphere for gender and sexual orientation differences:**
  - Respondents who reported a gender other than male or female were much less satisfied than males or females with the atmosphere on campus for differences in gender identity and sexual orientation. Females were slightly less satisfied than males with these aspects.
- **Satisfaction with the atmosphere for differences in political and religious beliefs:**
  - Conservative-leaning respondents were the least satisfied with the atmosphere for differences in political beliefs and religious beliefs. Liberal-leaning respondents were the most satisfied with these aspects.

Satisfaction with Campus Diversity

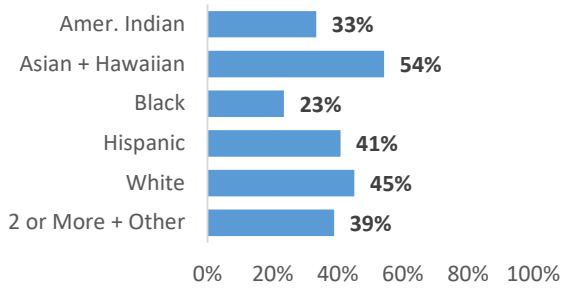
Satisfaction with UNC-Chapel Hill in the **racial and ethnic diversity of the faculty**

(% responding "Satisfied" + "Very Satisfied")

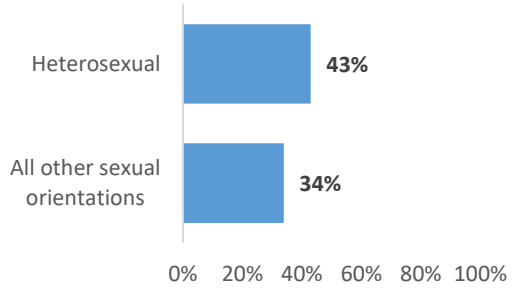
By Gender



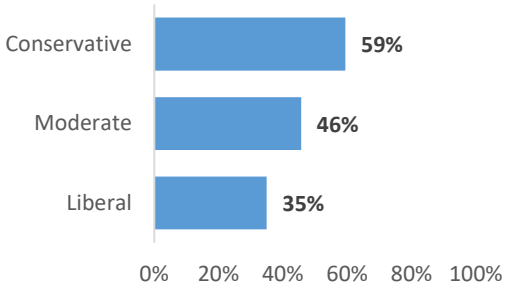
By Race/Ethnicity



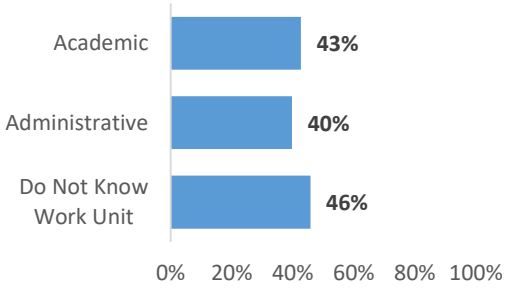
By Sexual Orientation



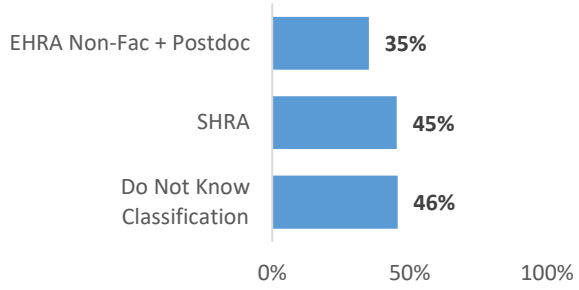
By Political Beliefs



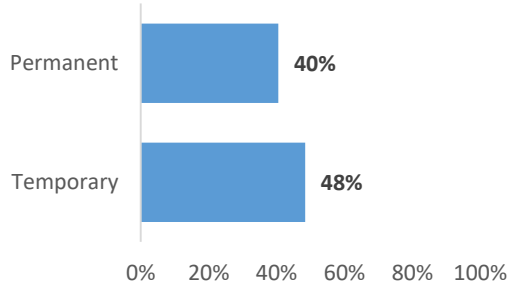
By Work Unit



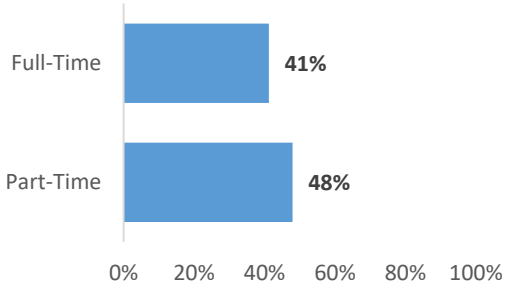
By Job Classification



By Permanent/Temporary Status



By Full-time/Part-time Status

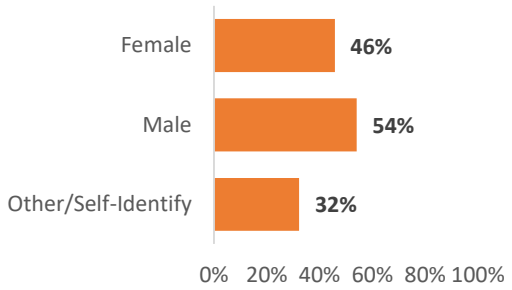


Satisfaction with Campus Diversity

Satisfaction with UNC-Chapel Hill in the **racial and ethnic diversity of the staff**

(% responding "Satisfied" + "Very Satisfied")

By Gender



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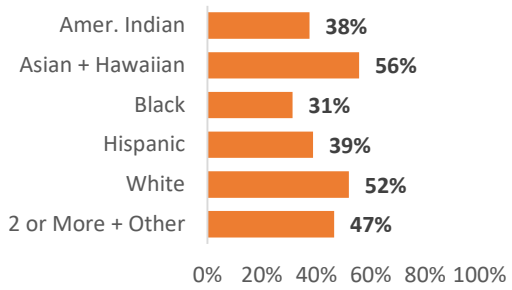
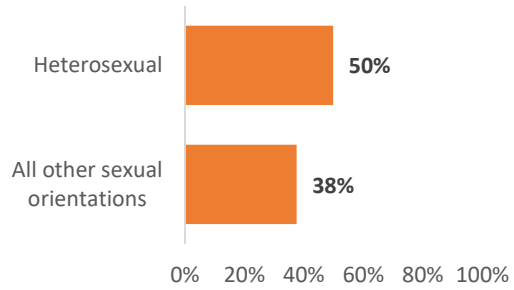


By Sexual Orientation



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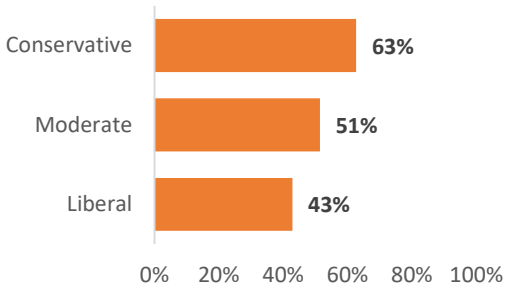

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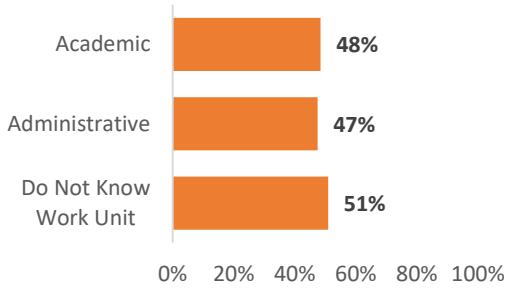

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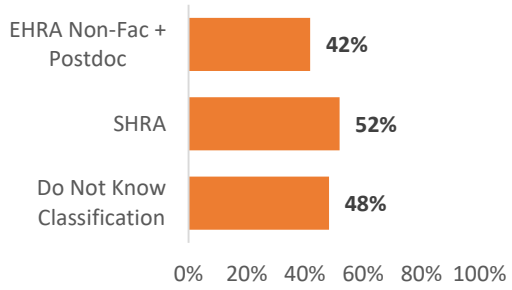

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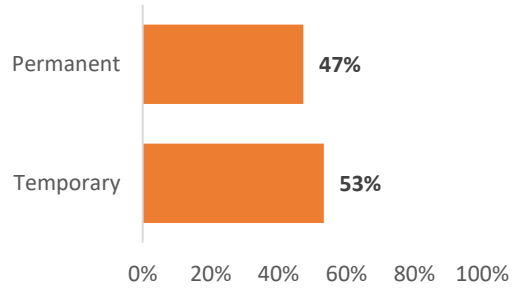
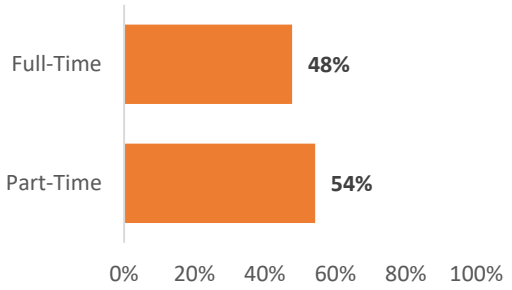


By Full-time/Part-time Status

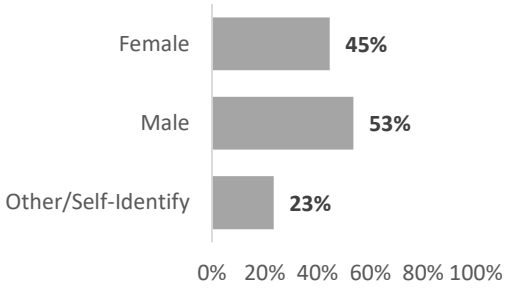


Satisfaction with Campus Diversity

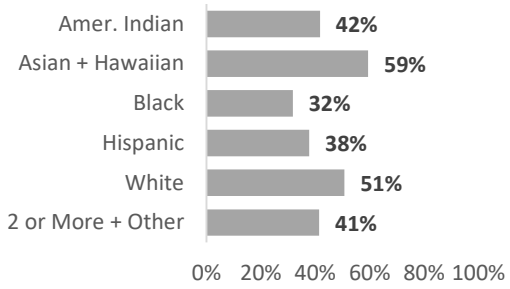
Satisfaction with UNC-Chapel Hill in the **racial and ethnic diversity of the student body**

(% responding "Satisfied" + "Very Satisfied")

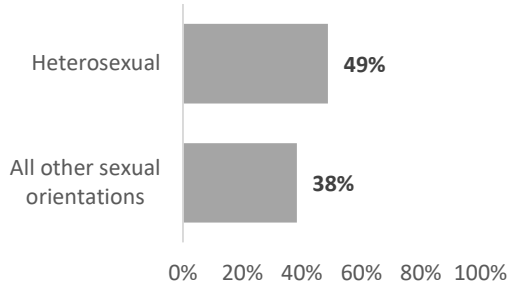
By Gender



By Race/Ethnicity



By Sexual Orientation



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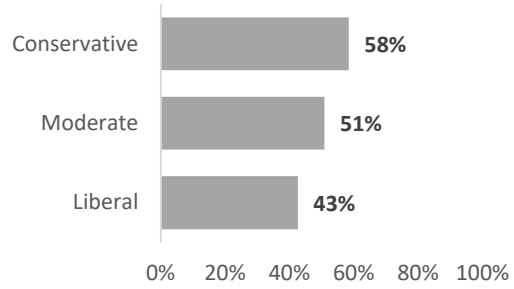

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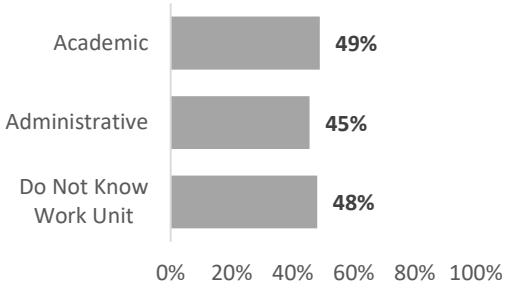

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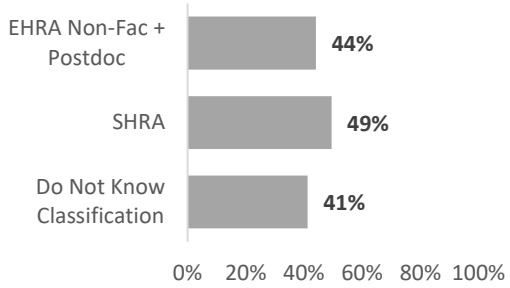

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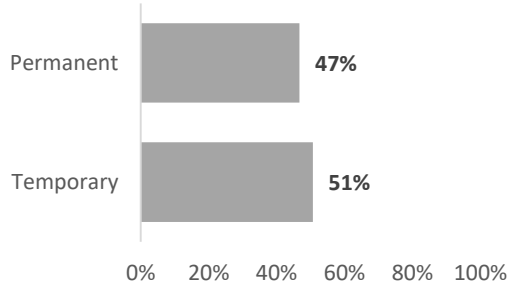

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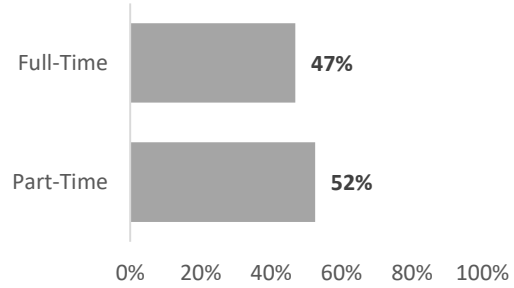
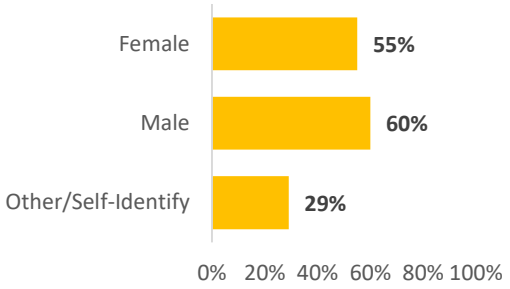


Satisfaction with Campus Diversity

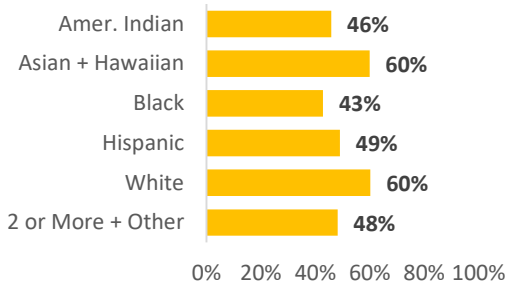
Satisfaction with UNC-Chapel Hill in the **atmosphere for racial or ethnic differences**

(% responding "Satisfied" + "Very Satisfied")

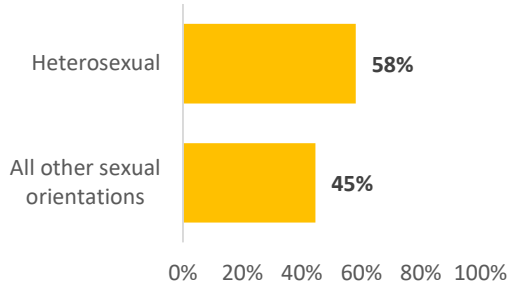
By Gender



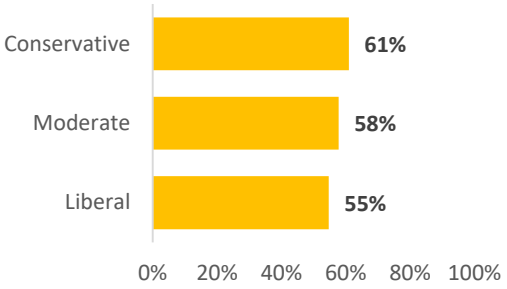
By Race/Ethnicity



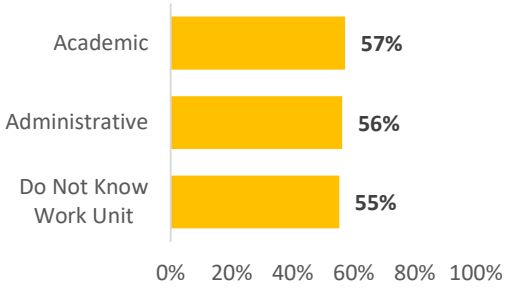
By Sexual Orientation



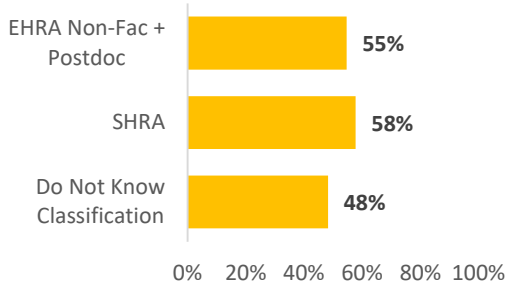
By Political Beliefs



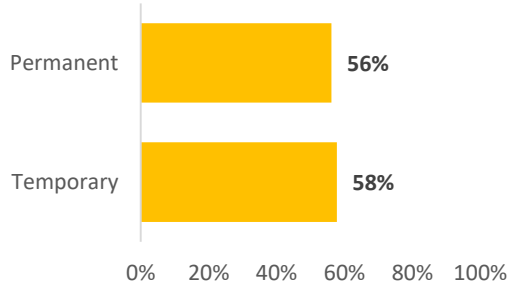
By Work Unit



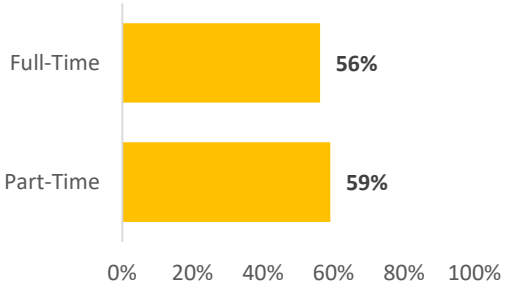
By Job Classification



By Permanent/Temporary Status



By Full-time/Part-time Status

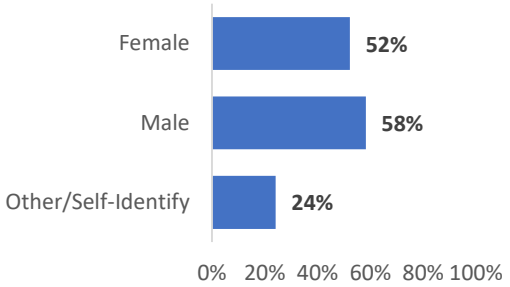


Satisfaction with Campus Diversity

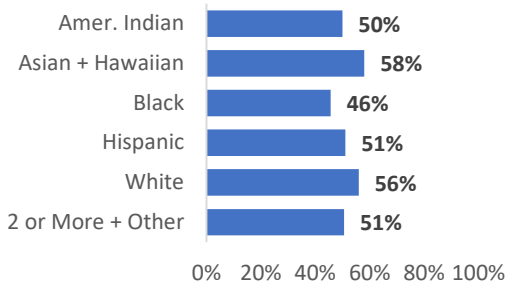
Satisfaction with UNC-Chapel Hill in **interactions among different racial or ethnic groups**

(% responding "Satisfied" + "Very Satisfied")

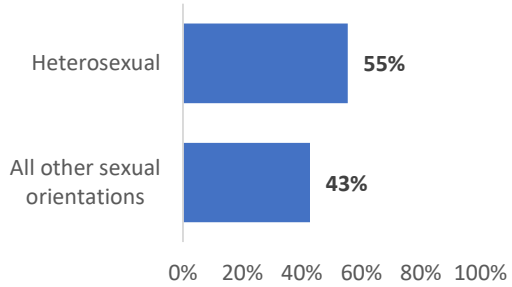
By Gender



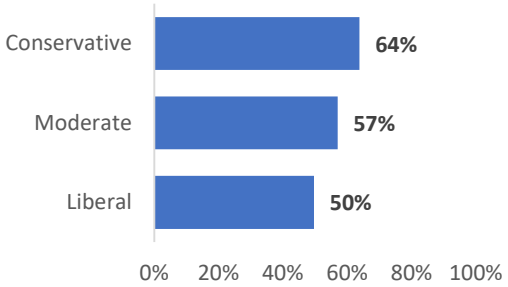
By Race/Ethnicity



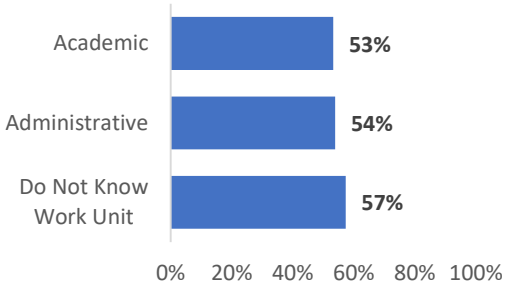
By Sexual Orientation



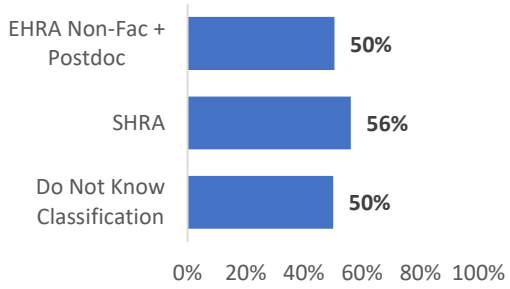
By Political Beliefs



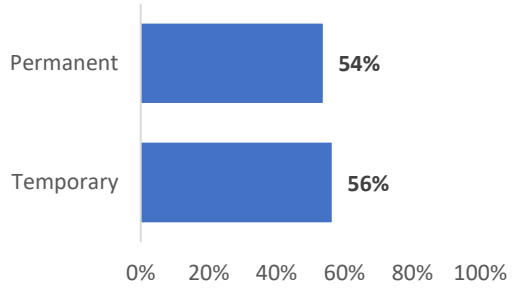
By Work Unit



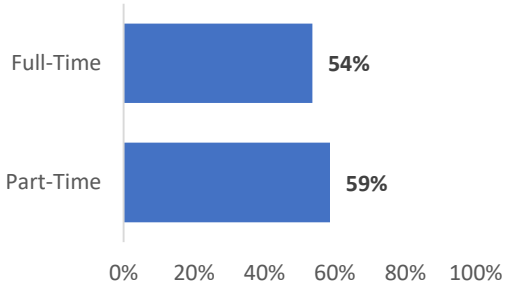
By Job Classification



By Permanent/Temporary Status



By Full-time/Part-time Status

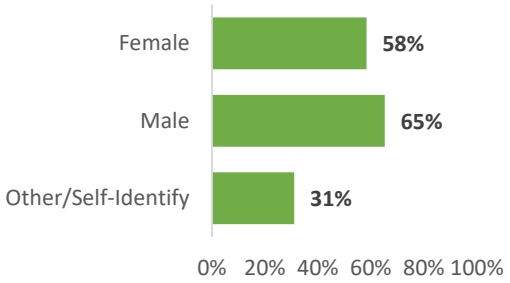


Satisfaction with Campus Diversity

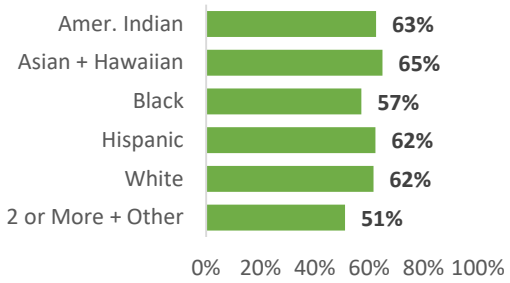
Satisfaction with UNC-Chapel Hill in the **atmosphere for differences in gender identity**

(% responding "Satisfied" + "Very Satisfied")

By Gender



By Race/Ethnicity



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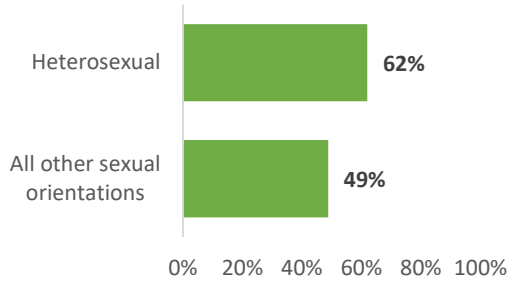

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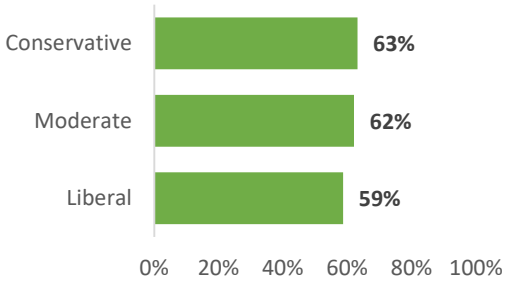

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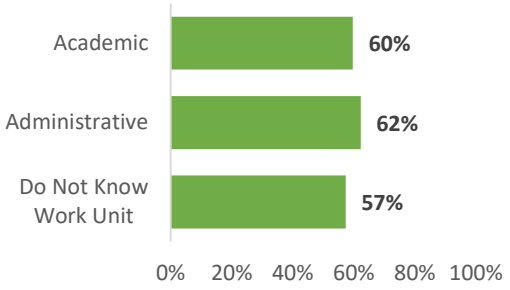
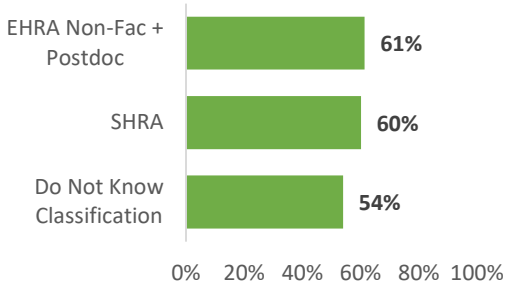
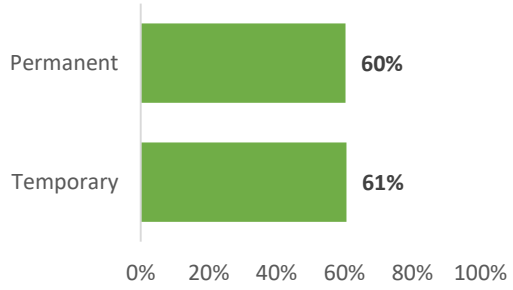


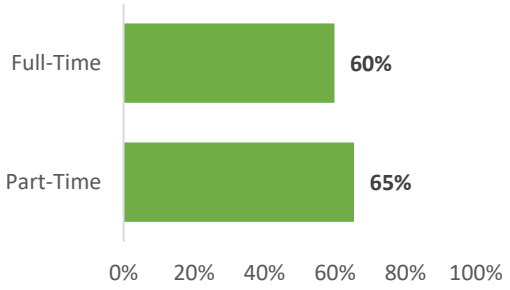
By Job Classification



By Permanent/Temporary Status



By Full-time/Part-time Status

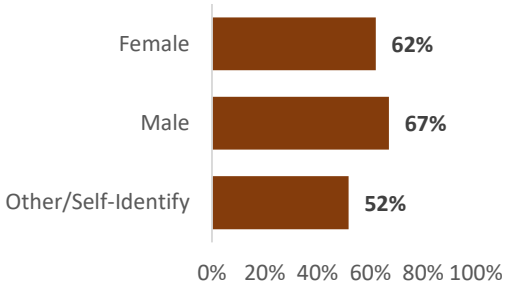


Satisfaction with Campus Diversity

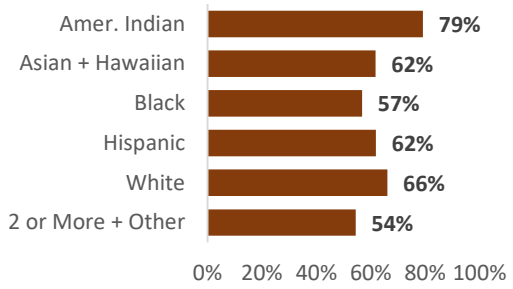
Satisfaction with UNC-Chapel Hill in the **atmosphere for differences in sexual orientation**

(% responding "Satisfied" + "Very Satisfied")

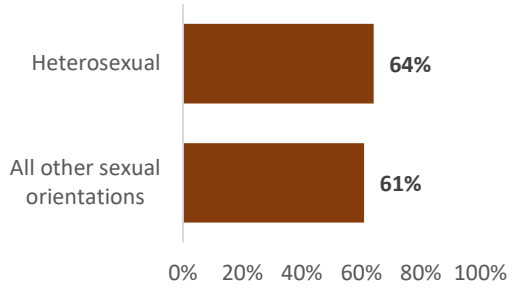
By Gender



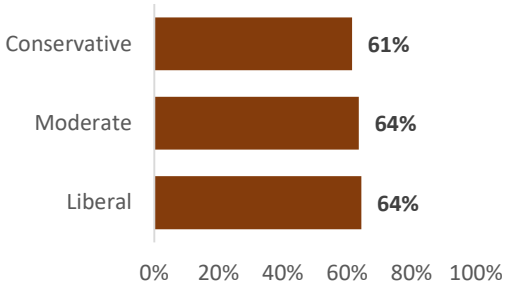
By Race/Ethnicity



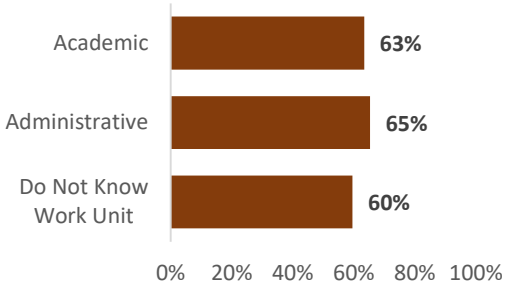
By Sexual Orientation



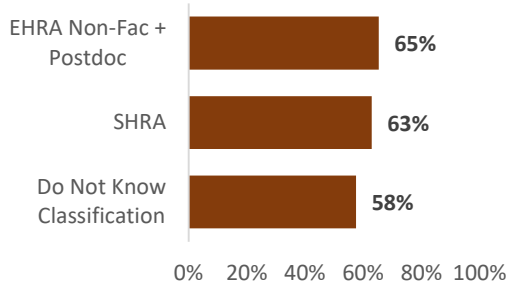
By Political Beliefs



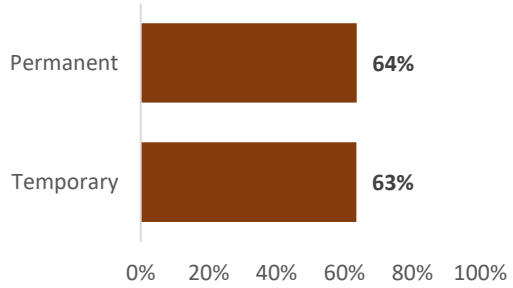
By Work Unit



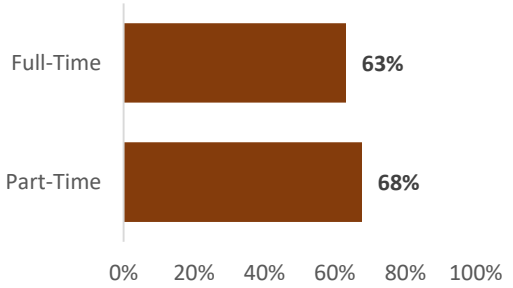
By Job Classification



By Permanent/Temporary Status



By Full-time/Part-time Status

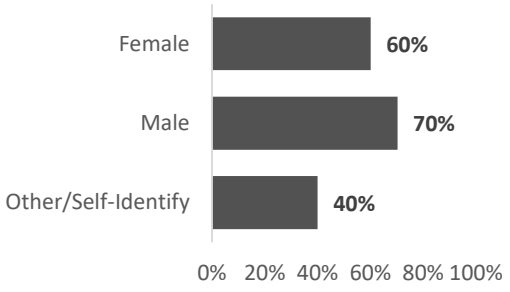


Satisfaction with Campus Diversity

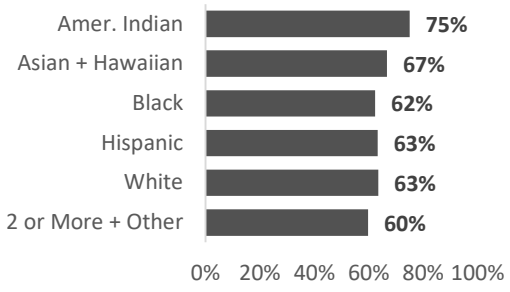
Satisfaction with UNC-Chapel Hill in the **atmosphere for differences in disabilities**

(% responding "Satisfied" + "Very Satisfied")

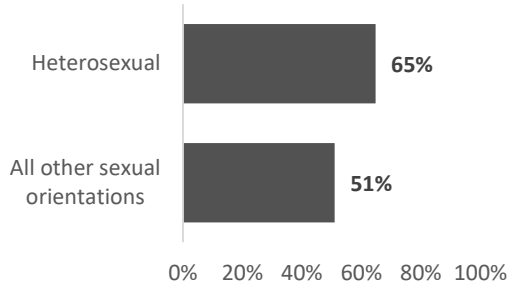
By Gender



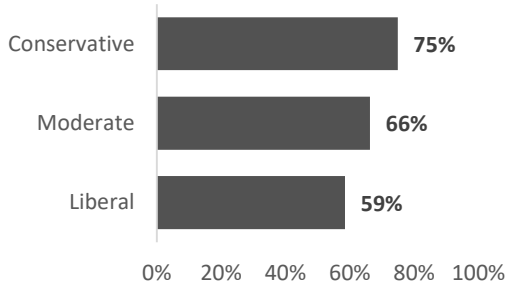
By Race/Ethnicity



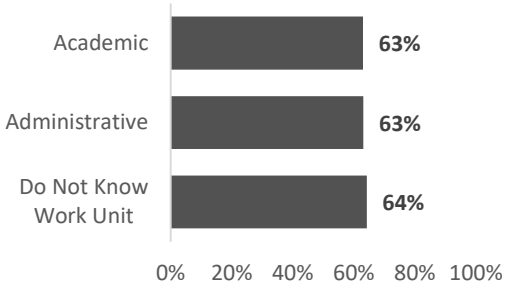
By Sexual Orientation



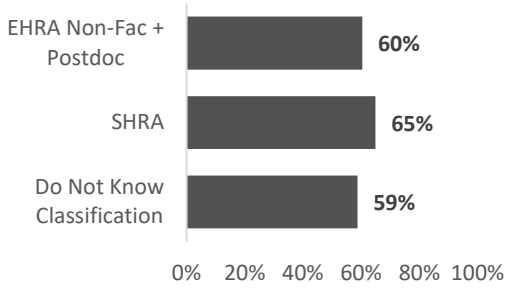
By Political Beliefs



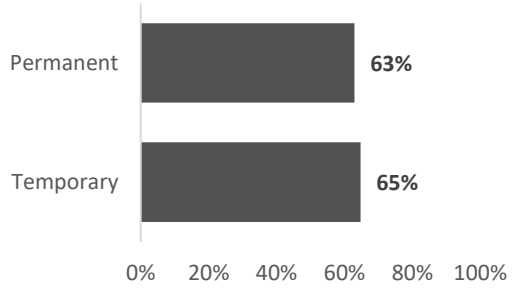
By Work Unit



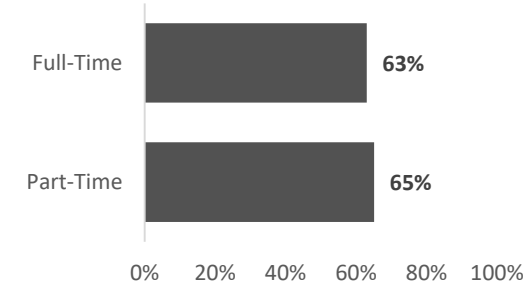
By Job Classification



By Permanent/Temporary Status



By Full-time/Part-time Status

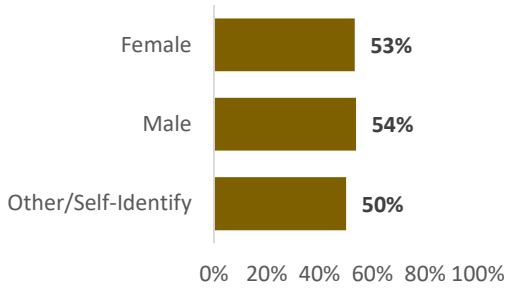


Satisfaction with Campus Diversity

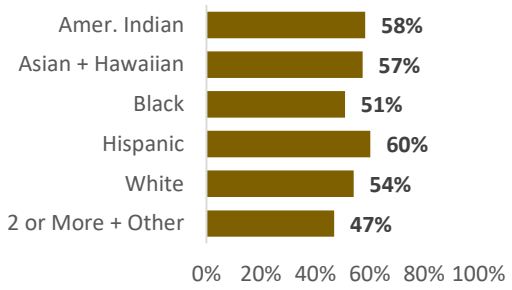
Satisfaction with UNC-Chapel Hill in the atmosphere for differences in political beliefs

(% responding "Satisfied" + "Very Satisfied")

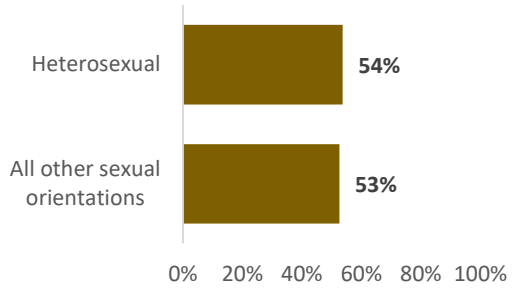
By Gender



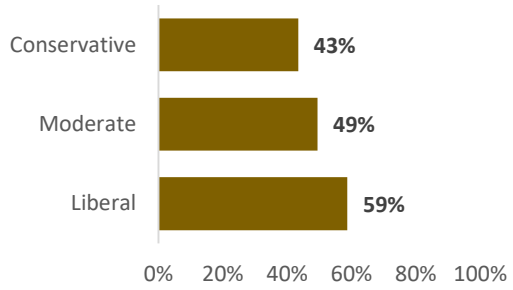
By Race/Ethnicity



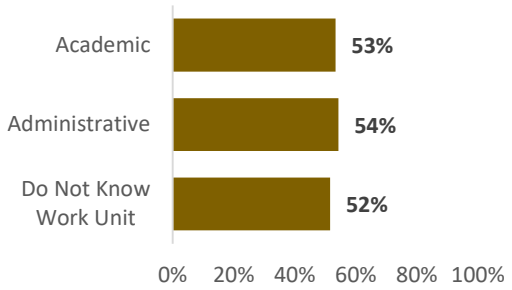
By Sexual Orientation



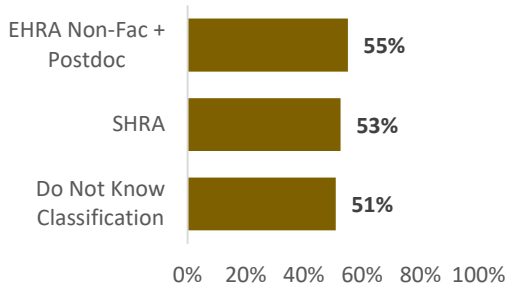
By Political Beliefs



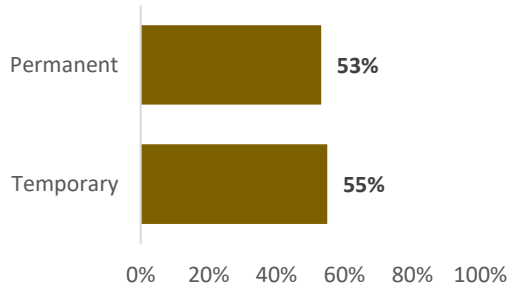
By Work Unit



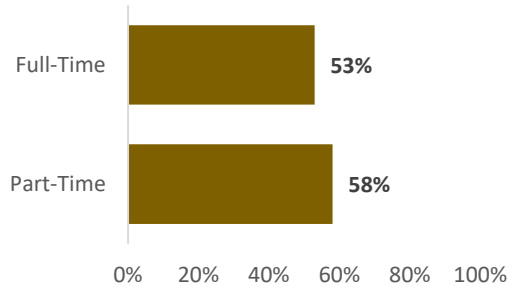
By Job Classification



By Permanent/Temporary Status



By Full-time/Part-time Status

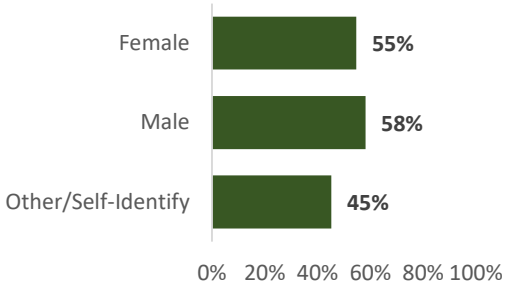


Satisfaction with Campus Diversity

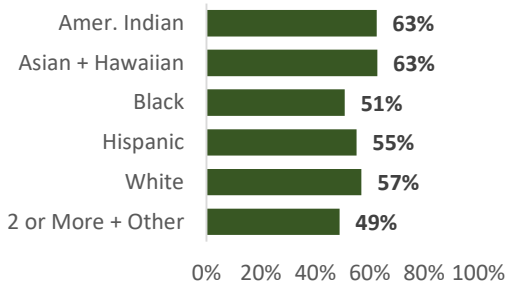
Satisfaction with UNC-Chapel Hill in the **atmosphere for differences in religious beliefs**

(% responding "Satisfied" + "Very Satisfied")

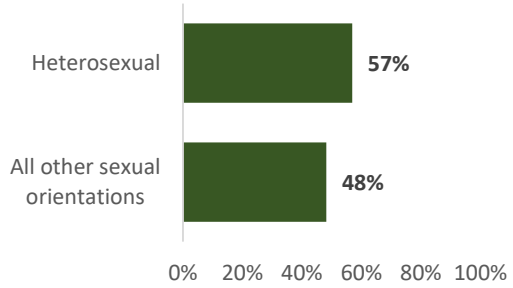
By Gender



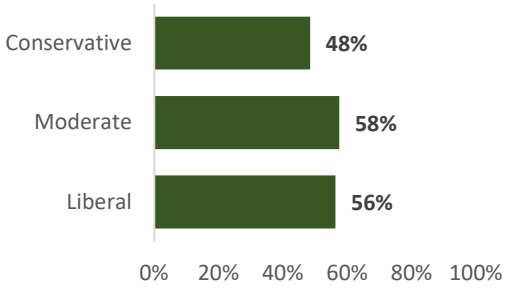
By Race/Ethnicity



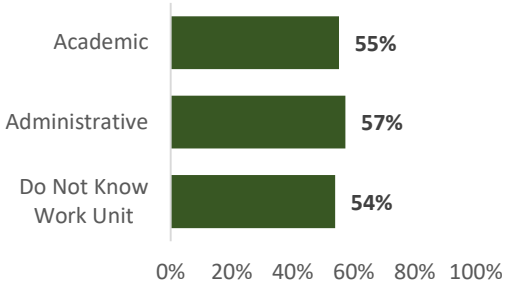
By Sexual Orientation



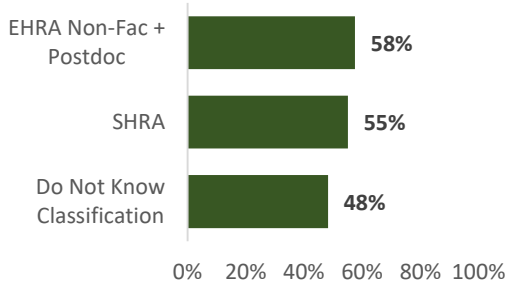
By Political Beliefs



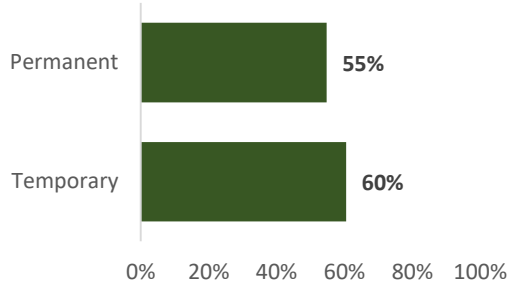
By Work Unit



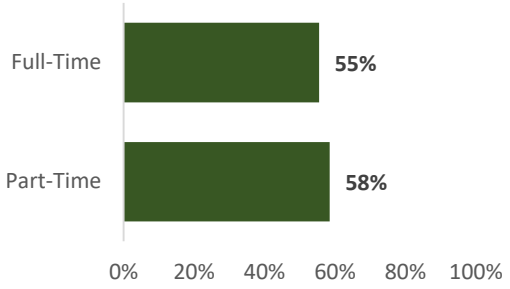
By Job Classification



By Permanent/Temporary Status



By Full-time/Part-time Status

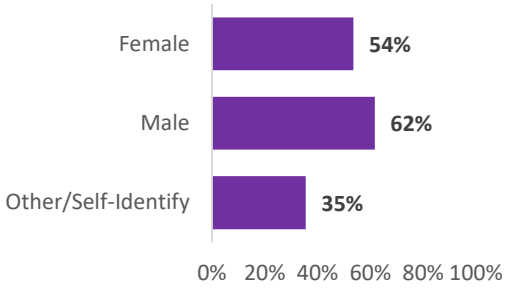


Satisfaction with Campus Diversity

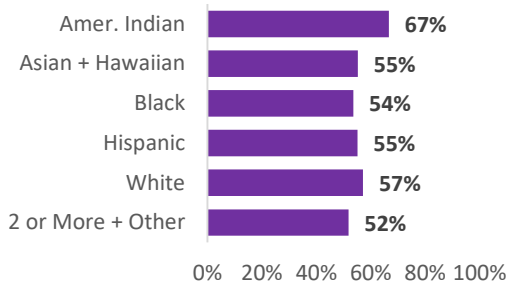
Satisfaction with UNC-Chapel Hill in the **atmosphere for differences in spoken languages**

(% responding "Satisfied" + "Very Satisfied")

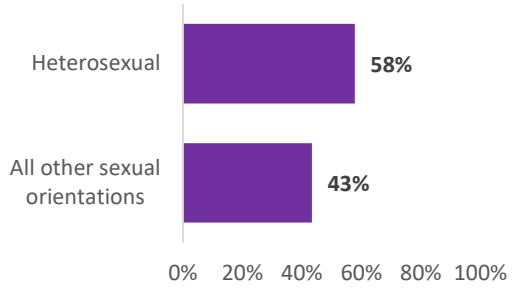
By Gender



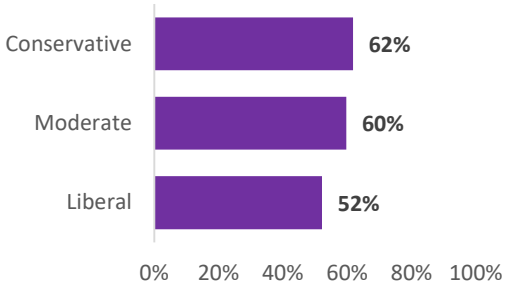
By Race/Ethnicity



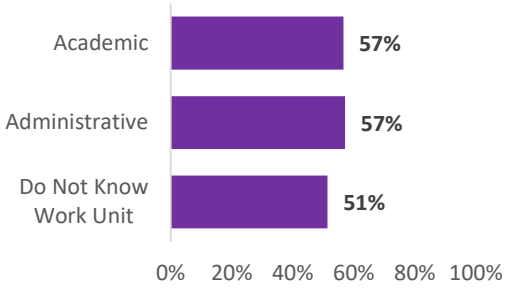
By Sexual Orientation



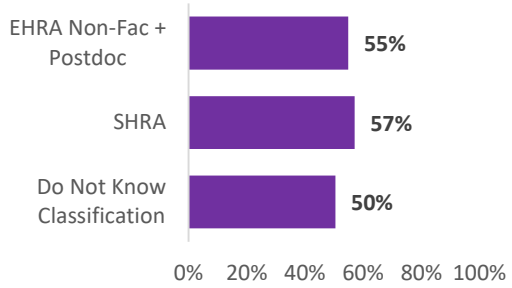
By Political Beliefs



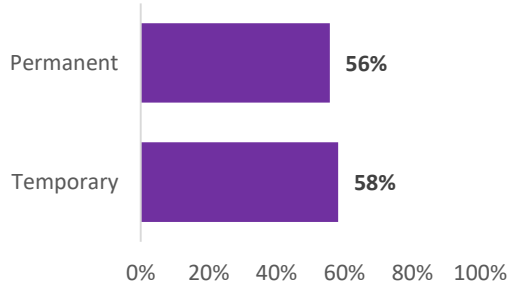
By Work Unit



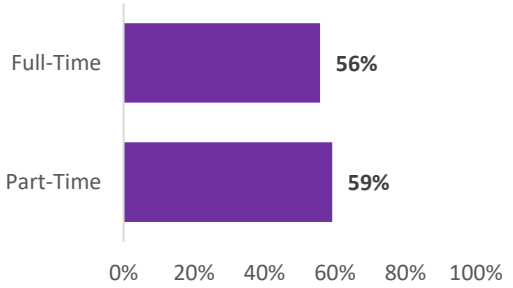
By Job Classification



By Permanent/Temporary Status



By Full-time/Part-time Status

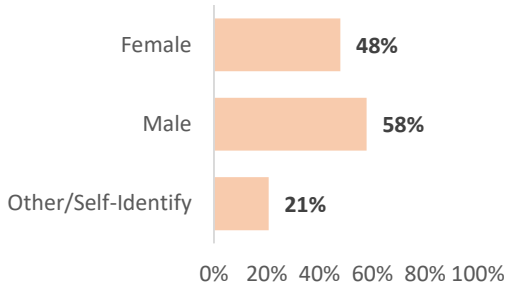


Satisfaction with Campus Diversity

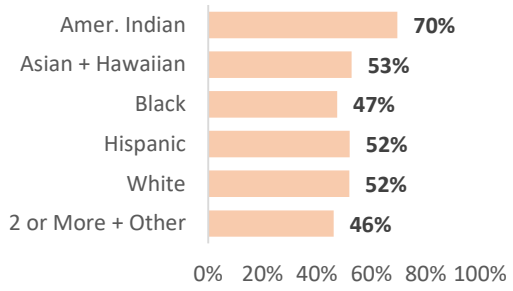
Satisfaction with UNC-Chapel Hill in the **atmosphere for differences in written languages**

(% responding "Satisfied" + "Very Satisfied")

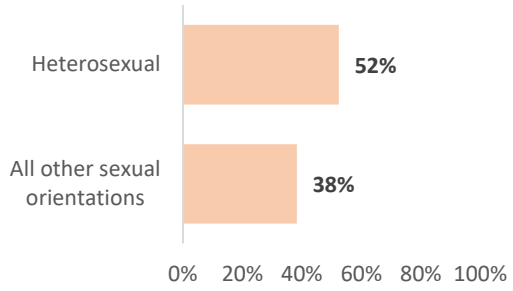
By Gender



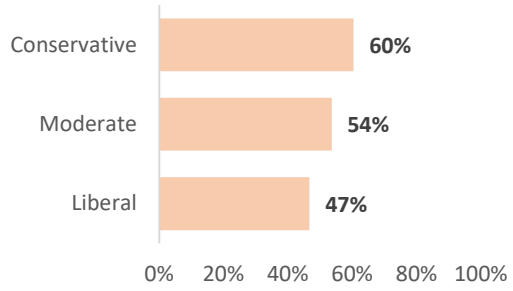
By Race/Ethnicity



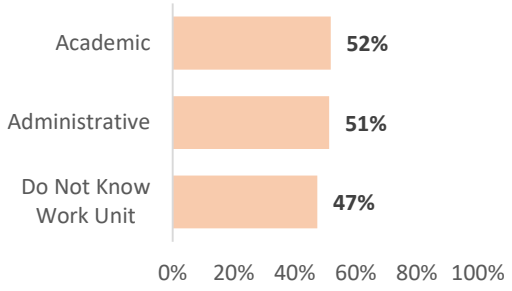
By Sexual Orientation



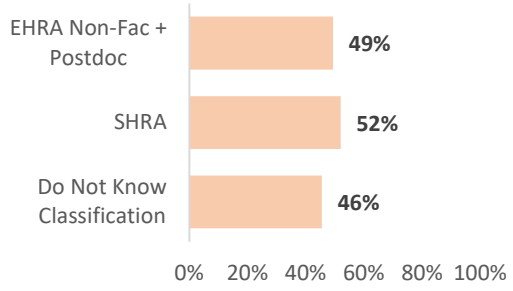
By Political Beliefs



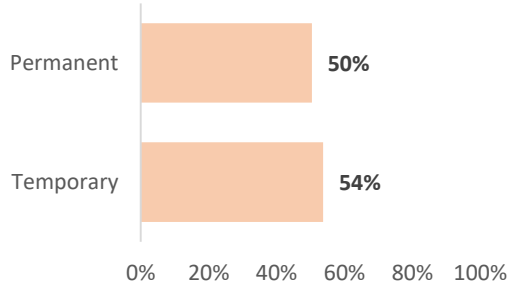
By Work Unit



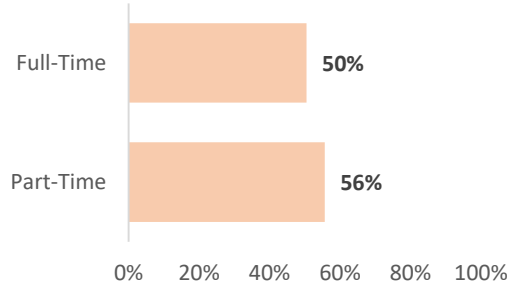
By Job Classification



By Permanent/Temporary Status



By Full-time/Part-time Status

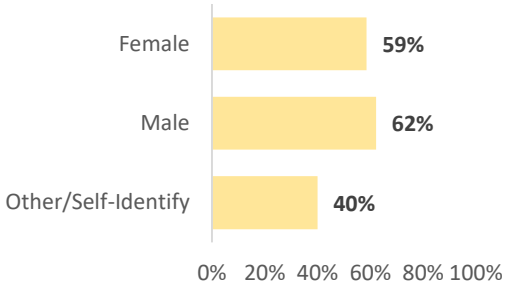


Satisfaction with Campus Diversity

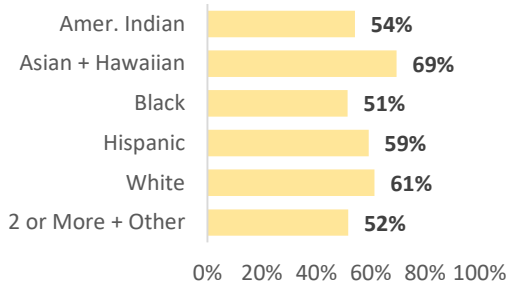
Satisfaction with UNC-Chapel Hill in the **overall sense of community among students, staff, and faculty**

(% responding "Satisfied" + "Very Satisfied")

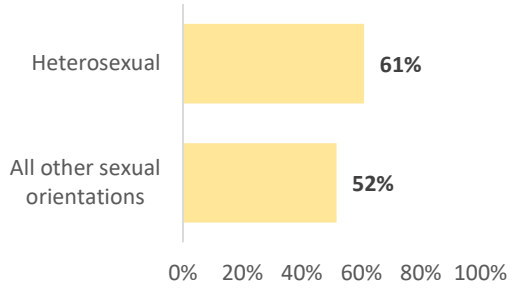
By Gender



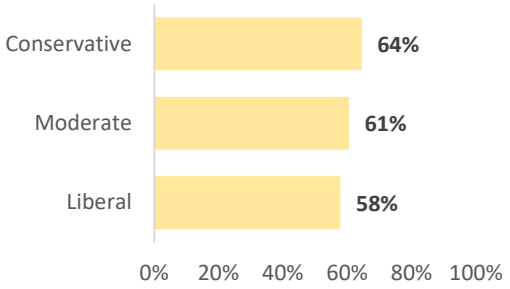
By Race/Ethnicity



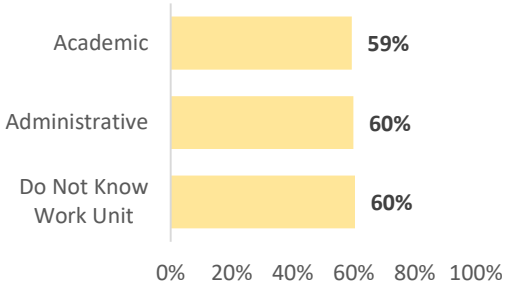
By Sexual Orientation



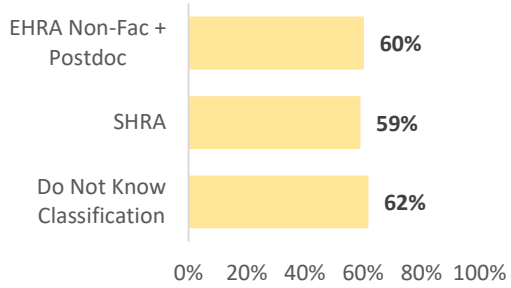
By Political Beliefs



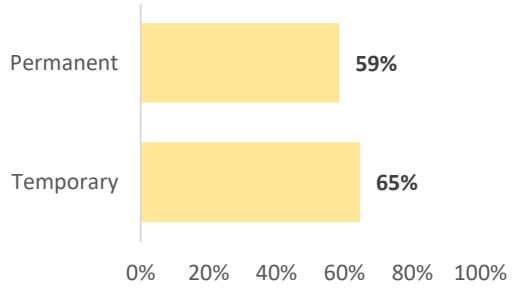
By Work Unit



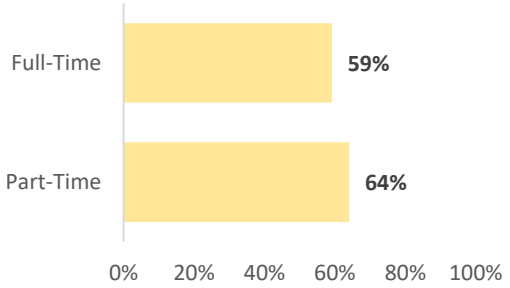
By Job Classification



By Permanent/Temporary Status



By Full-time/Part-time Status



Educational Benefits of Diversity

THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

Educational Benefits of Diversity: Key Findings

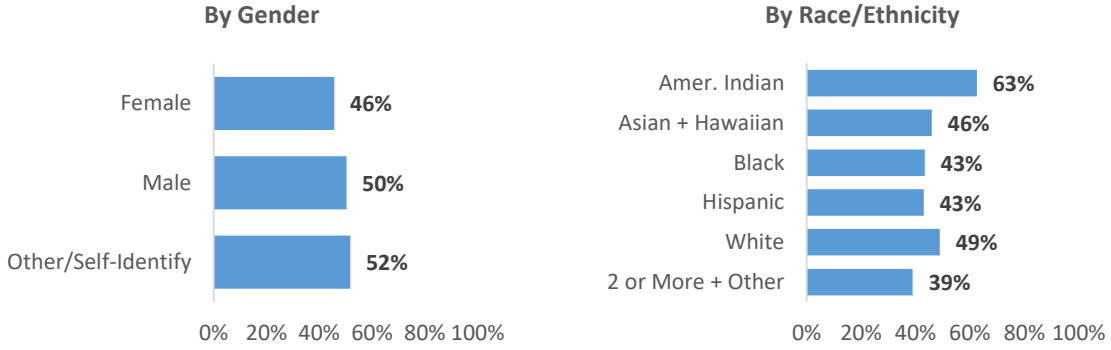
- **Initial expectations for diversity among faculty, staff, and students:**
  - White respondents agreed at a lower rate than respondents from other race/ethnicity groups that they had chosen to work at UNC-Chapel Hill partly for opportunities to encounter diversity.
- **Benefits of exposure to diverse people and ideas at UNC-Chapel Hill:**
  - Three-fourths of all respondents reported having benefited from being exposed to diverse people and ideas at UNC-Chapel Hill, with American Indian staff reporting the highest level of agreement and staff identifying as Two or More Races reporting the lowest level of agreement.
  - Close to three-fourths of respondents agreed that this exposure improved their ability to understand people from racial or ethnic backgrounds different their own, with White staff reporting the highest levels of agreement and staff identifying as Two or More Races again reporting the lowest levels of agreement.
  - More than two-thirds of American Indian respondents agreed that their UNC-Chapel Hill interactions with people whose race/ethnic was different from their own challenged them to think differently about issues. Among other race/ethnicity groups, about half of respondents agreed with this statement.

Educational Benefits of Diversity

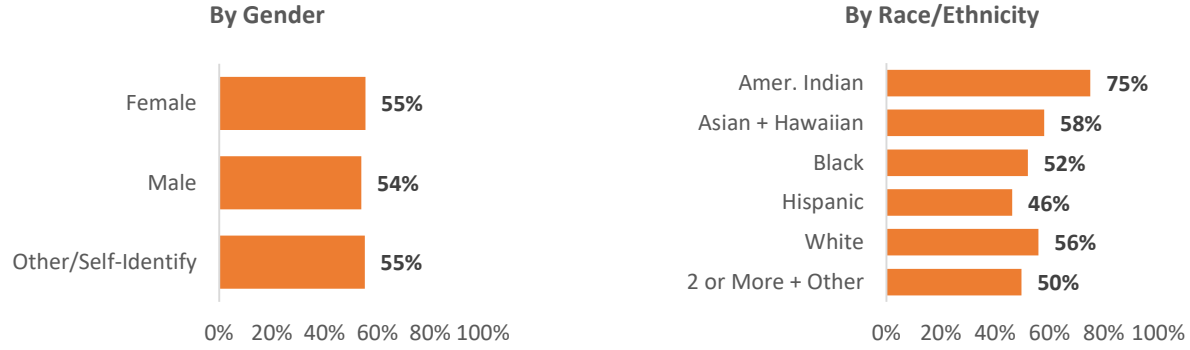
Since coming to work at UNC-Chapel Hill, I have…

(% responding "Often" or "Very Often")

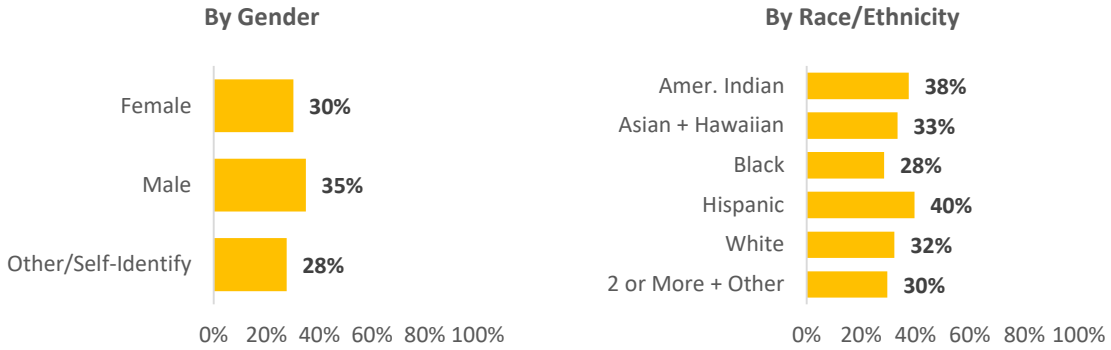
Learned from perspectives offered by community members at UNC-Chapel Hill whose gender is different from my own.



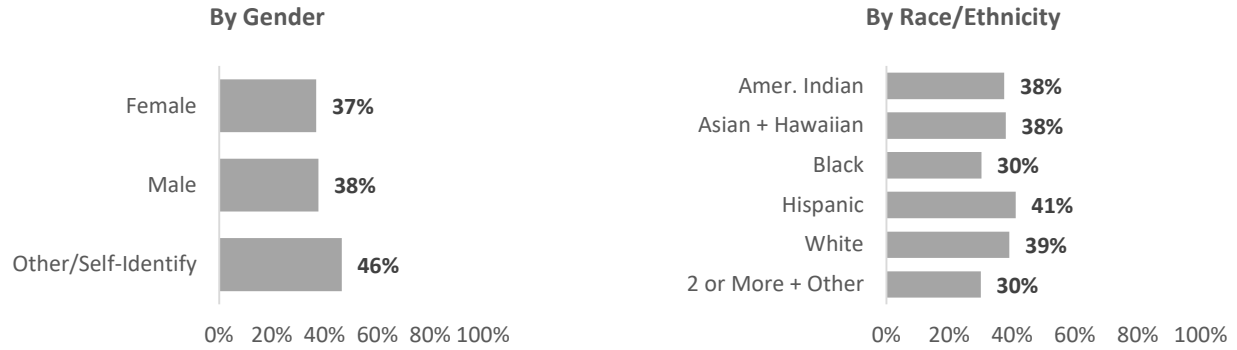
Learned from perspectives offered by community members at UNC-Chapel Hill whose race or ethnicity is different from my own.



Reconsidered the way I thought about an issue after hearing the perspectives of community members at UNC-Chapel Hill whose gender is different from my own.



Reconsidered the way I thought about an issue after hearing the perspectives of community members at UNC-Chapel Hill whose race or ethnicity is different from my own.

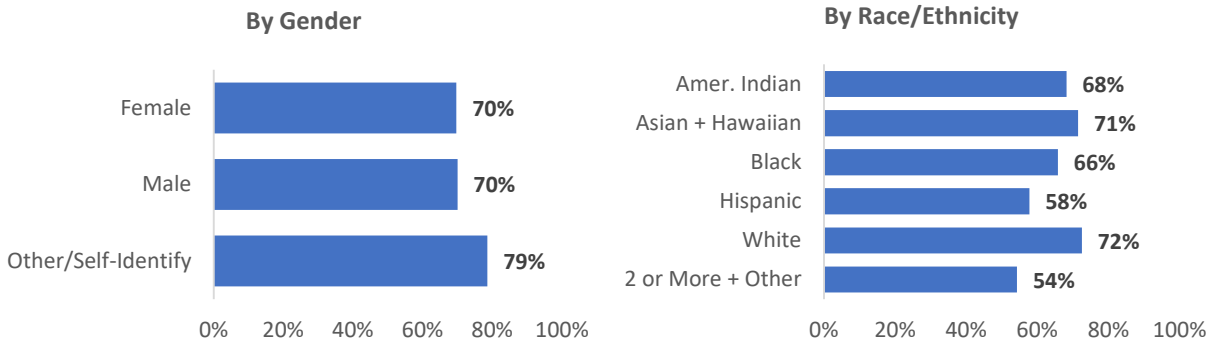


Educational Benefits of Diversity

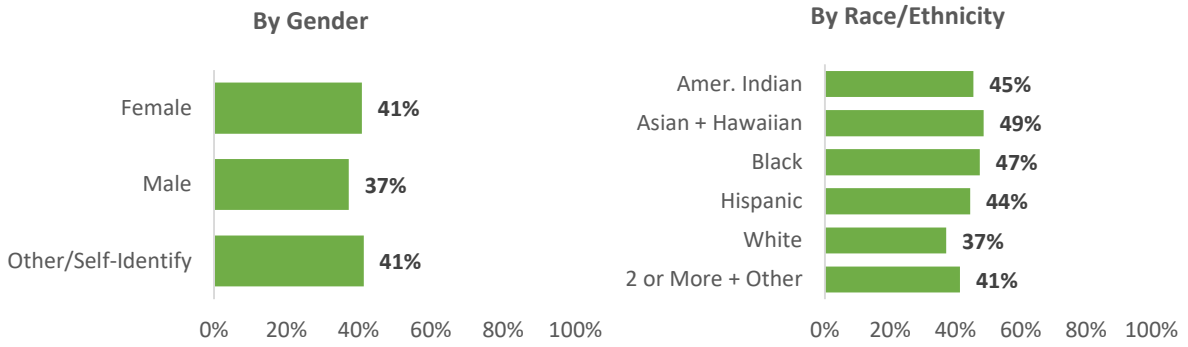
Level of agreement with the following statements:

(% responding "Agree" or "Strongly Agree")

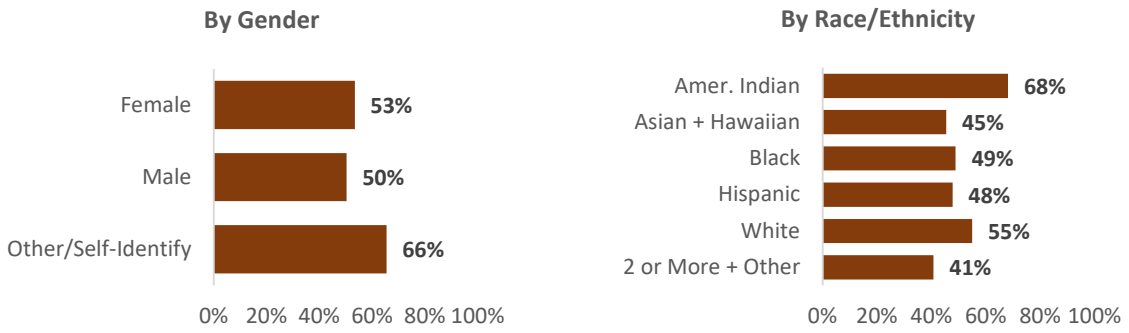
Being exposed to diverse people and diverse ideas at UNC-Chapel Hill has improved my ability to understand people from racial or ethnic backgrounds different from my own.



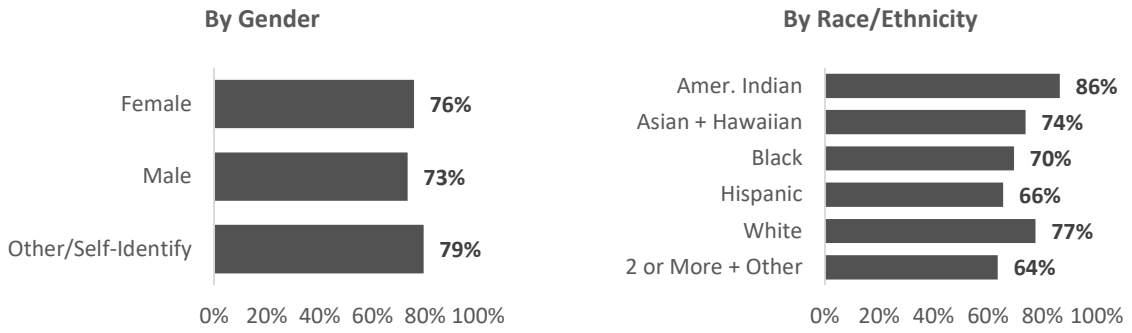
I chose to work at UNC-Chapel Hill partly because I expected to encounter students, faculty, and staff from diverse backgrounds.



I have been challenged at UNC-Chapel Hill to think differently about an issue due to my interactions with people whose race or ethnicity is different from my own.



I have benefited from being exposed to diverse people and diverse ideas at UNC-Chapel Hill.



Supportive Campus and Sense of Belonging

THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

Supportive Campus and Sense of Belonging: Key Findings

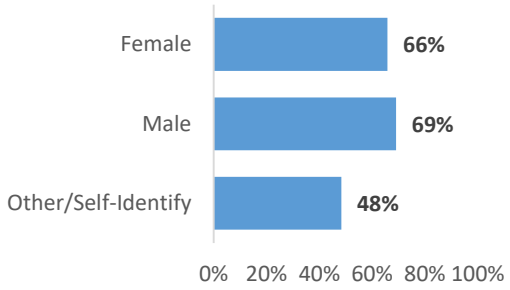
- **Commitment to diversity:**
  - Respondents who were Black/African-American, Hispanic, or Two or More Races reported the least agreement with the statement that UNC-Chapel Hill is committed to diversity, compared to other respondents.
  - Respondents who identified as Other/Self-Identified gender and those who reported their political beliefs as liberal also reported less agreement that UNC-Chapel Hill is committed to diversity, compared to males, females, and those with moderate or conservative political beliefs.
- **Cultural differences:**
  - With very little variation among racial groups, about two-thirds of respondents agreed that UNC-Chapel Hill promotes the appreciation of cultural differences.
- **Respectful campus:**
  - There was very high agreement among all groups that UNC-Chapel Hill is an institution with respect for the expression for diverse values and beliefs, and that students, staff, and faculty respect each other.

Supportive Campus and Sense of Belonging

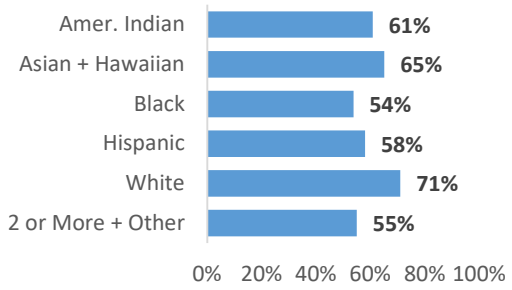
UNC-Chapel Hill is committed to diversity

(% responding "Agree" or "Strongly Agree")

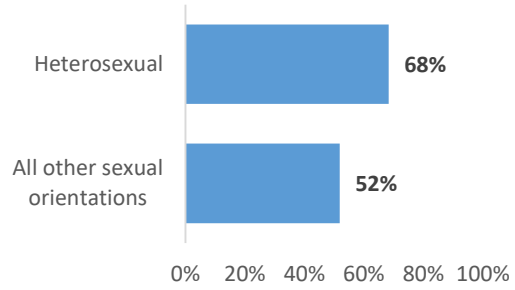
By Gender



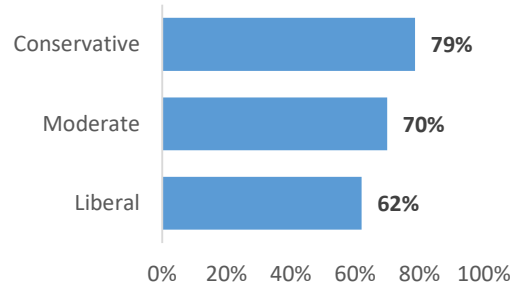
By Race/Ethnicity



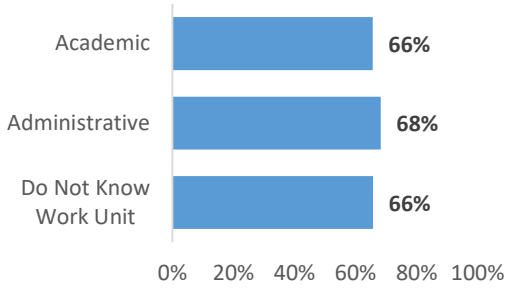
By Sexual Orientation



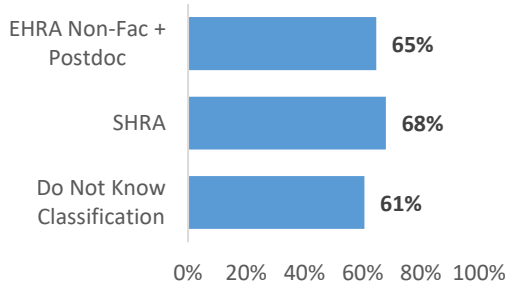
By Political Beliefs



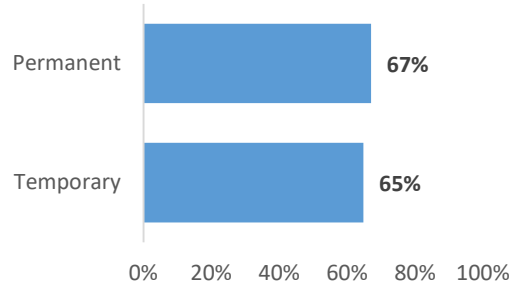
By Work Unit



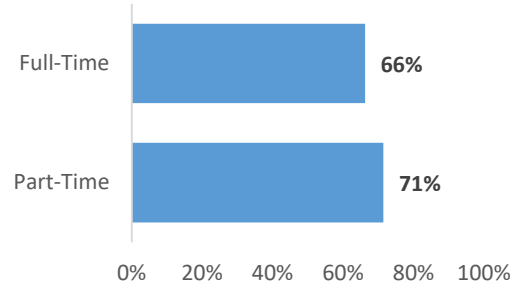
By Job Classification



By Permanent/Temporary Status



By Full-time/Part-time Status

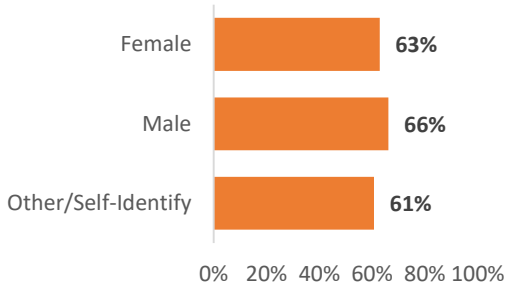


Supportive Campus and Sense of Belonging

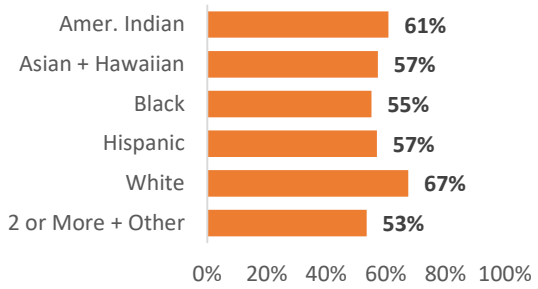
UNC-CH has campus administrators who regularly speak about the value of diversity

(% responding "Agree" or "Strongly Agree")

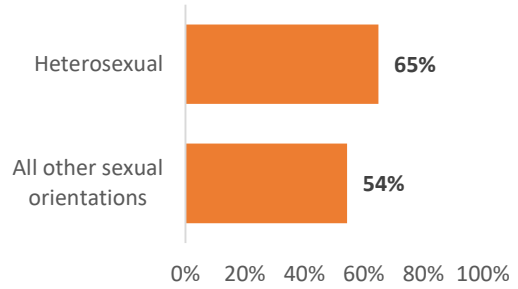
By Gender



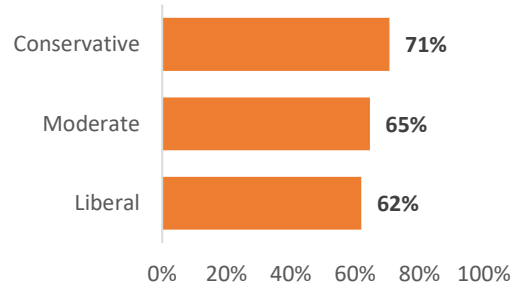
By Race/Ethnicity



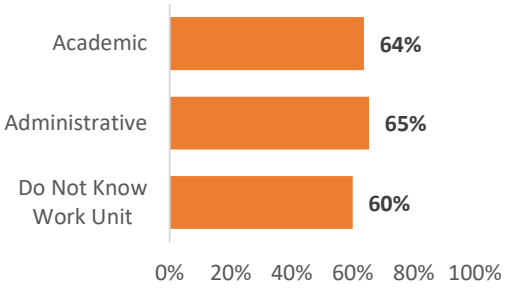
By Sexual Orientation



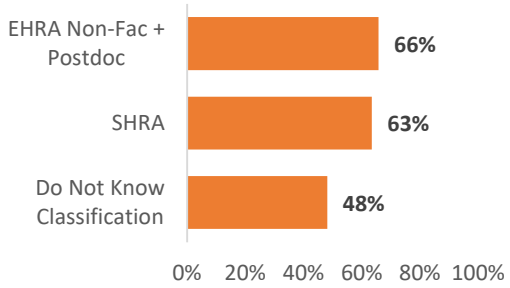
By Political Beliefs



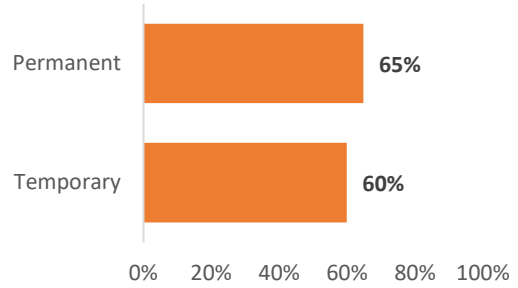
By Work Unit



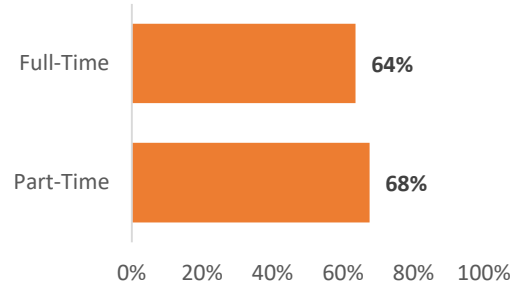
By Job Classification



By Permanent/Temporary Status



By Full-time/Part-time Status

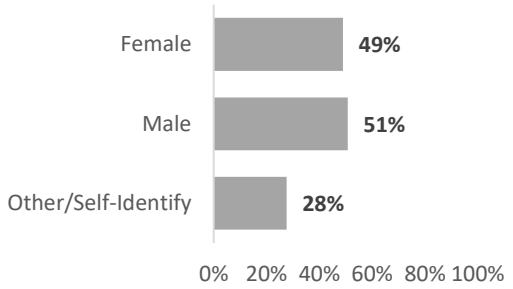


Supportive Campus and Sense of Belonging

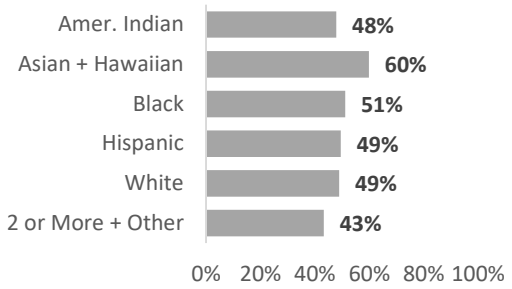
Level of agreement with the following statement: **UNC-CH encourages staff to have a public voice and share their ideas openly**

(% responding "Agree" or "Strongly Agree")

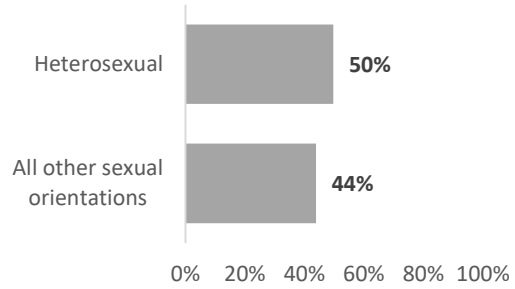
By Gender



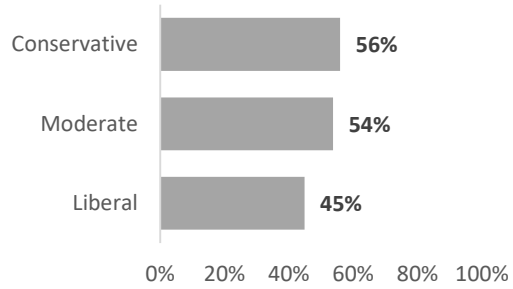
By Race/Ethnicity



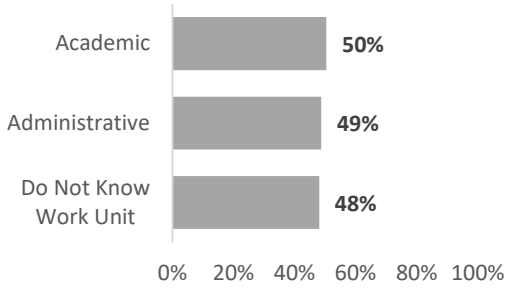
By Sexual Orientation



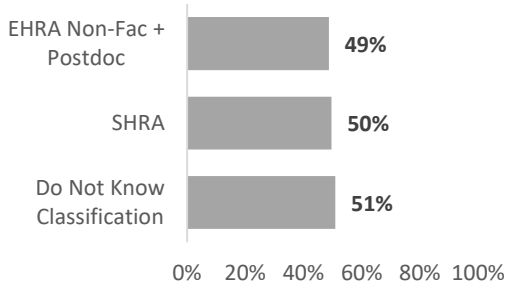
By Political Beliefs



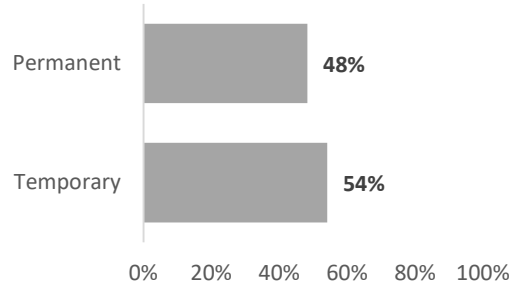
By Work Unit



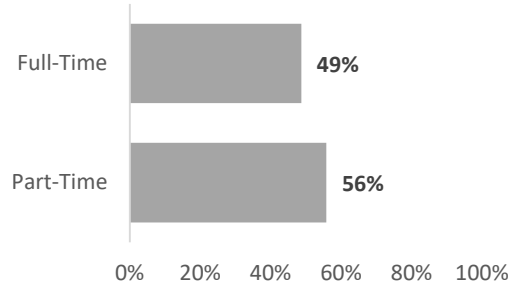
By Job Classification



By Permanent/Temporary Status



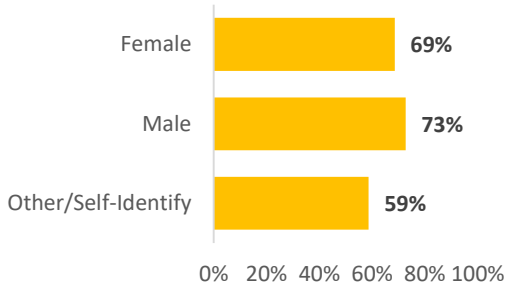
By Full-time/Part-time Status



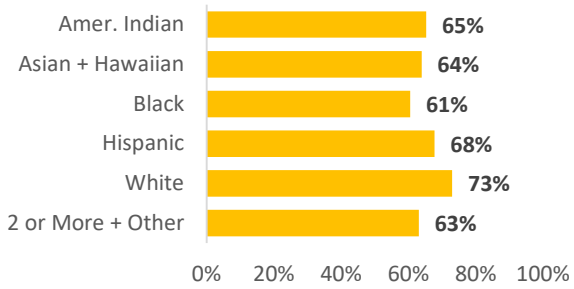
Supportive Campus and Sense of Belonging

Level of agreement with the following statement: **UNC-CH promotes the appreciation of cultural differences**
(% responding "Agree" or "Strongly Agree")

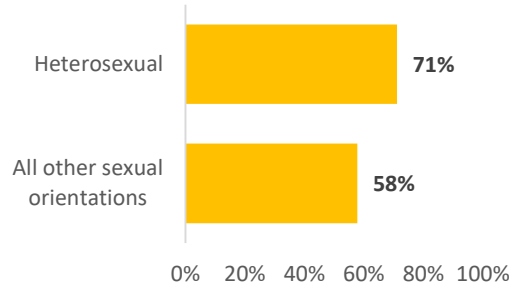
By Gender



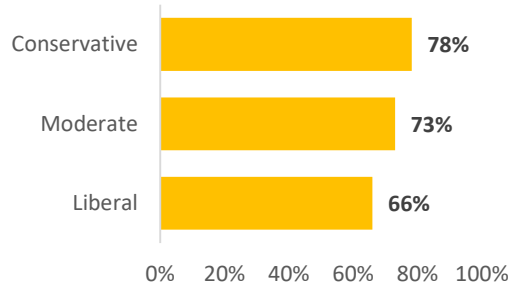
By Race/Ethnicity



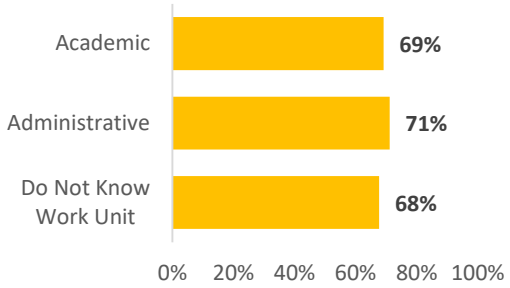
By Sexual Orientation



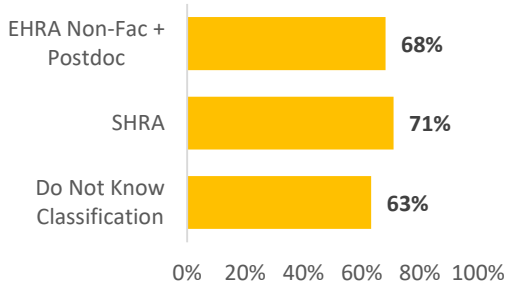
By Political Beliefs



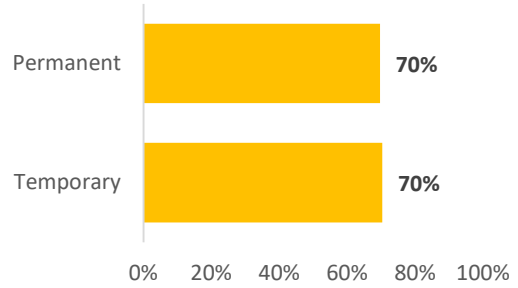
By Work Unit



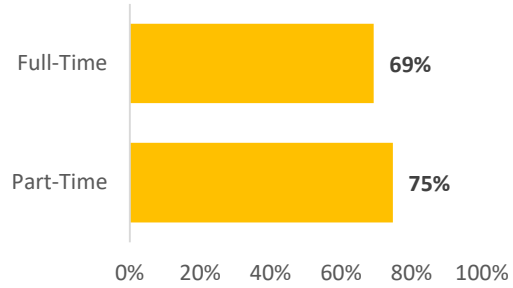
By Job Classification



By Permanent/Temporary Status



By Full-time/Part-time Status

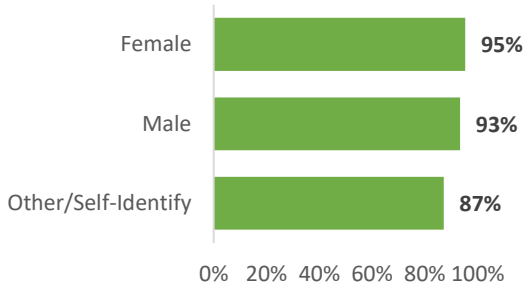


Supportive Campus and Sense of Belonging

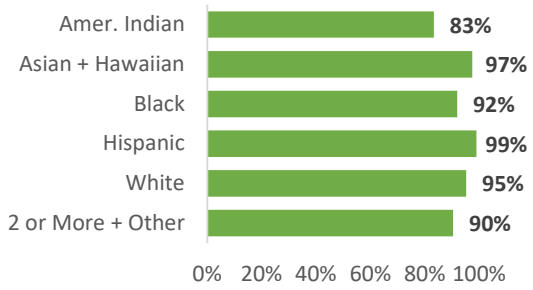
How well does this statement describe UNC-Chapel Hill: **There is respect for the expression of diverse values and beliefs**

(% responding "Somewhat Descriptive" or "Very Descriptive")

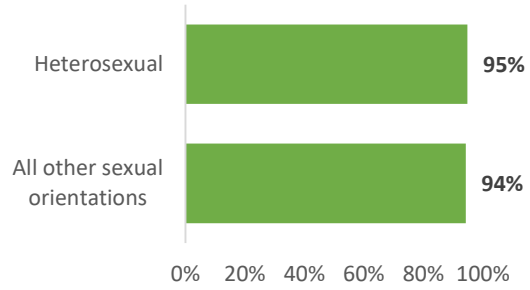
By Gender



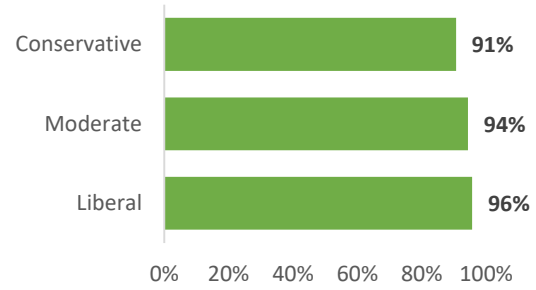
By Race/Ethnicity



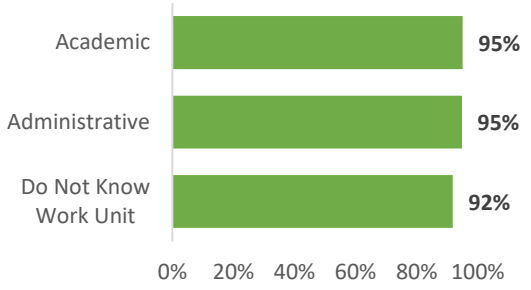
By Sexual Orientation



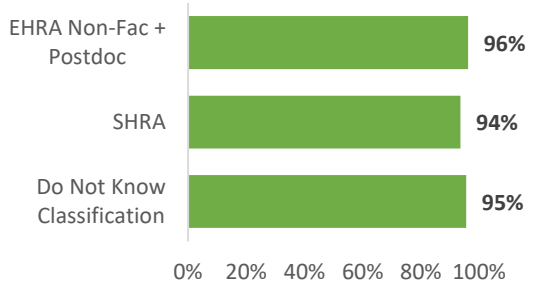
By Political Beliefs



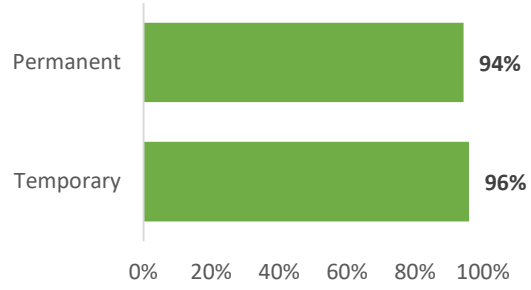
By Work Unit



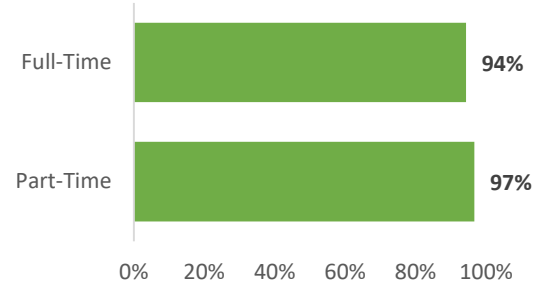
By Job Classification



By Permanent/Temporary Status



By Full-time/Part-time Status

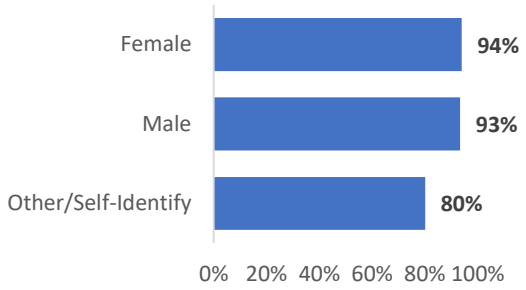


Supportive Campus and Sense of Belonging

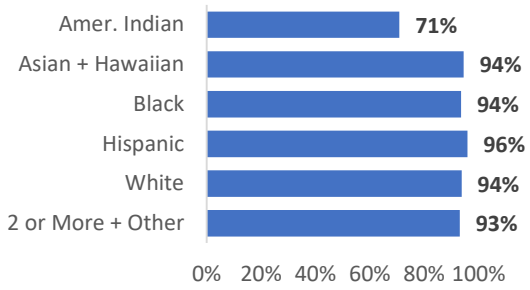
How well does this statement describe UNC-Chapel Hill: **Faculty respect staff**

(% responding "Somewhat Descriptive" or "Very Descriptive")

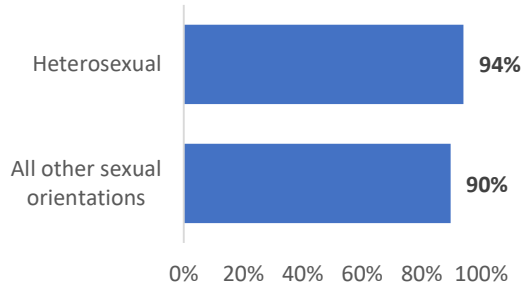
By Gender



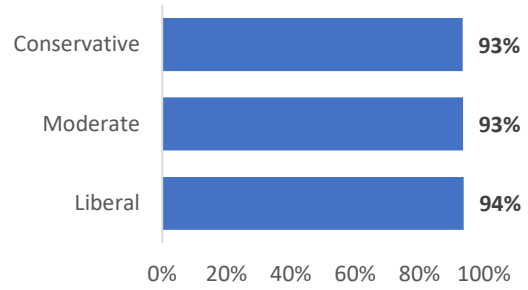
By Race/Ethnicity



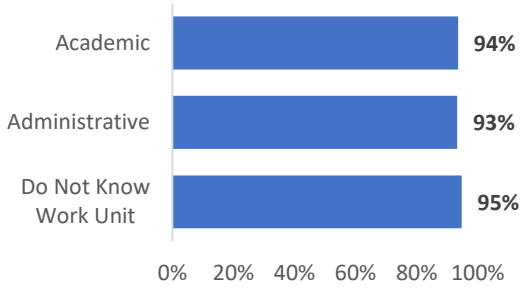
By Sexual Orientation



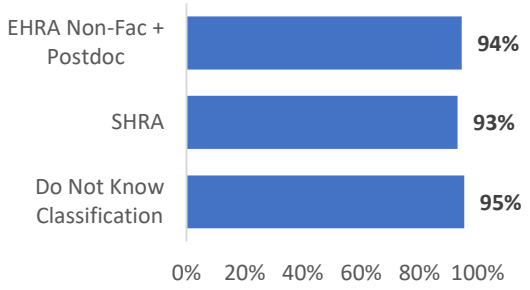
By Political Beliefs



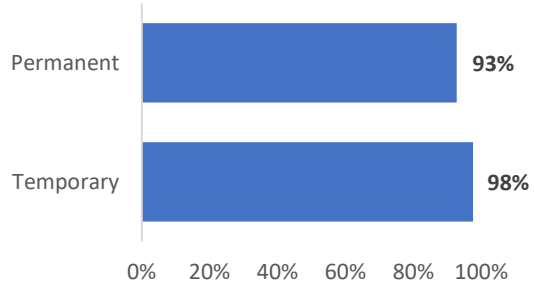
By Work Unit



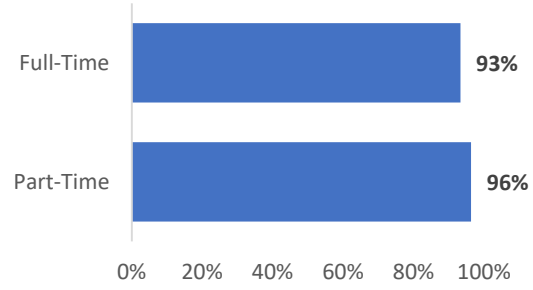
By Job Classification



By Permanent/Temporary Status



By Full-time/Part-time Status

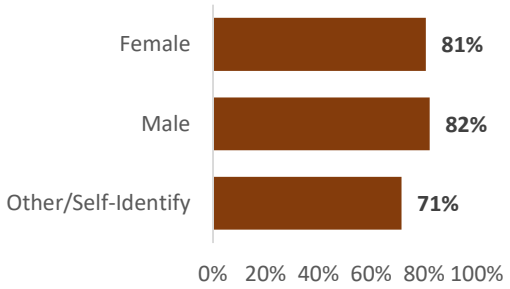


Supportive Campus and Sense of Belonging

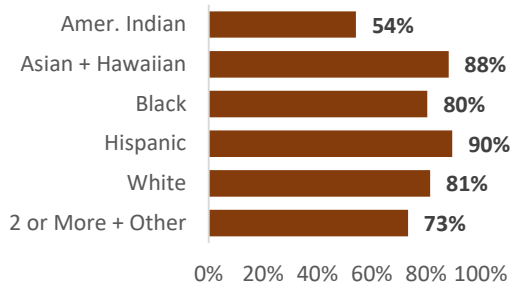
How well does this statement describe UNC-Chapel Hill: **Staff concerns are considered when making policy**

(% responding "Somewhat Descriptive" or "Very Descriptive")

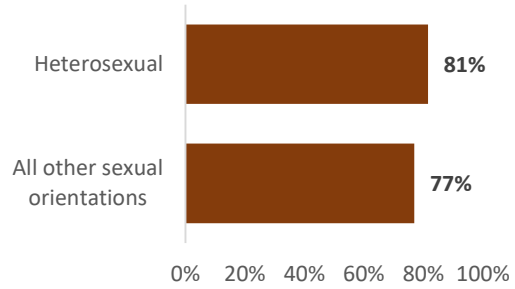
By Gender



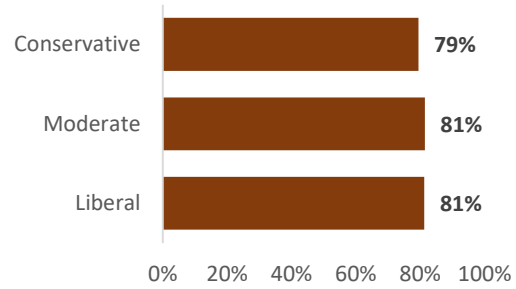
By Race/Ethnicity



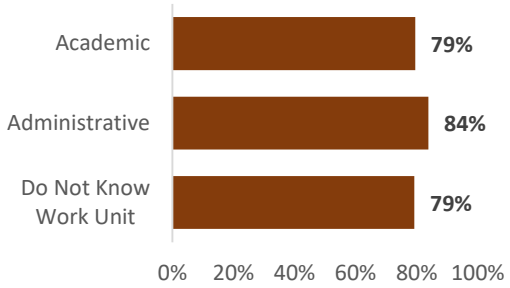
By Sexual Orientation



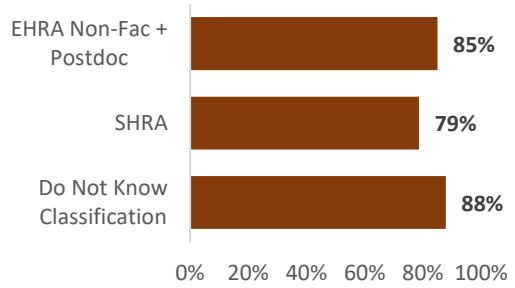
By Political Beliefs



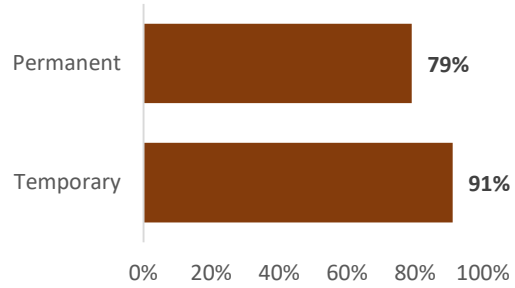
By Work Unit



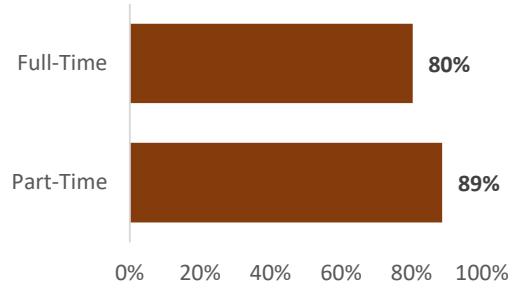
By Job Classification



By Permanent/Temporary Status



By Full-time/Part-time Status

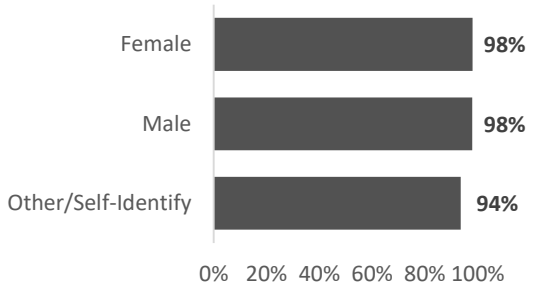


Supportive Campus and Sense of Belonging

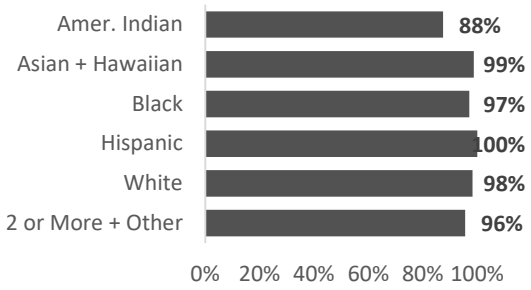
How well does this statement describe UNC-Chapel Hill: **Staff respect each other**

(% responding "Somewhat Descriptive" or "Very Descriptive")

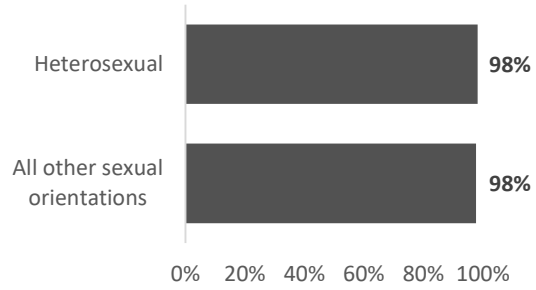
By Gender



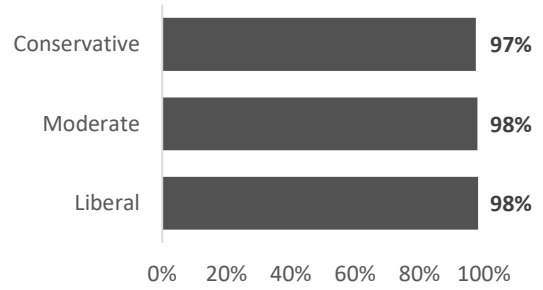
By Race/Ethnicity



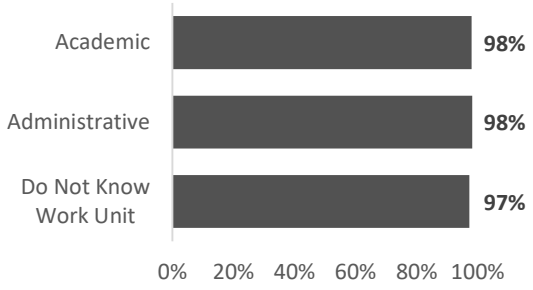
By Sexual Orientation



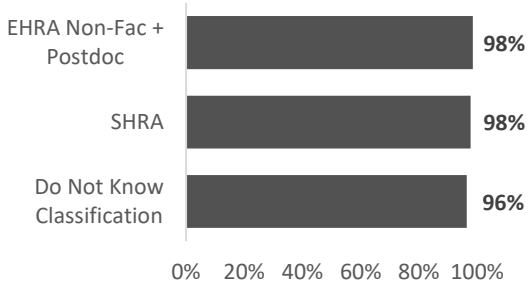
By Political Beliefs



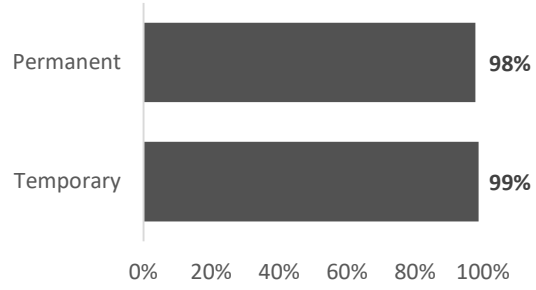
By Work Unit



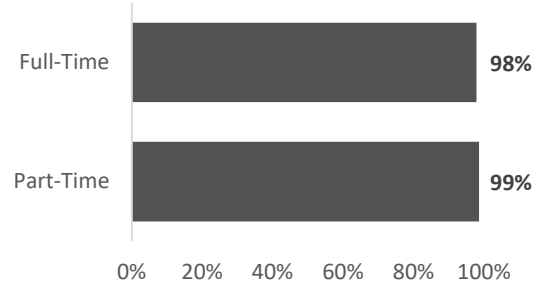
By Job Classification



By Permanent/Temporary Status



By Full-time/Part-time Status

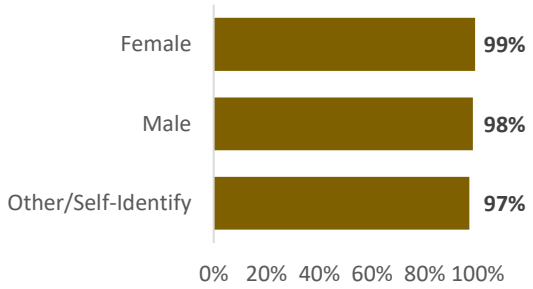


Supportive Campus and Sense of Belonging

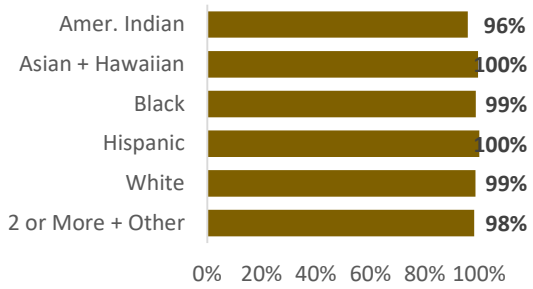
How well does this statement describe UNC-Chapel Hill: **Staff respect the faculty**

(% responding "Somewhat Descriptive" or "Very Descriptive")

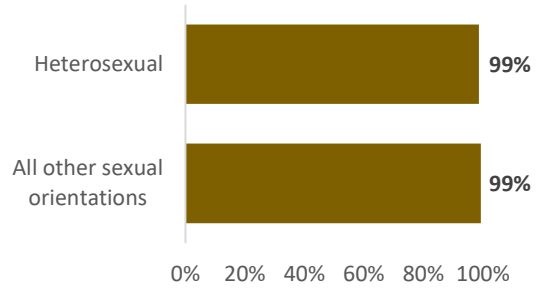
By Gender



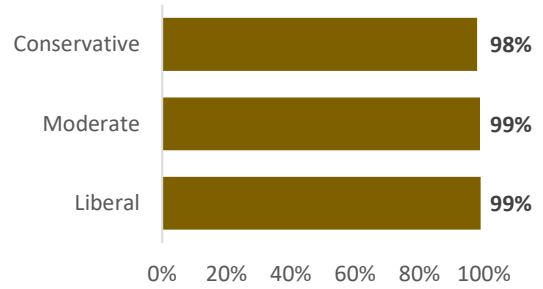
By Race/Ethnicity



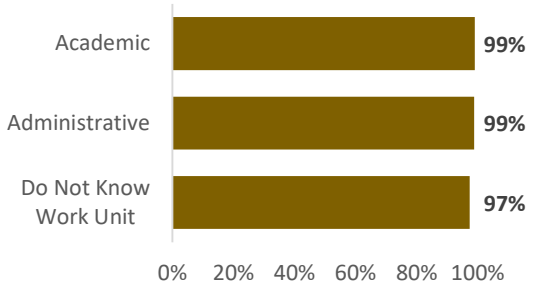
By Sexual Orientation



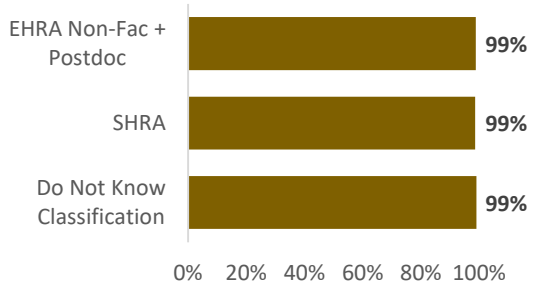
By Political Beliefs



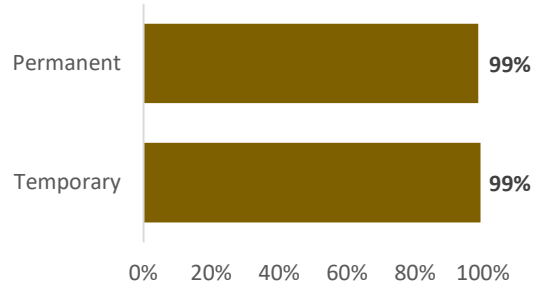
By Work Unit



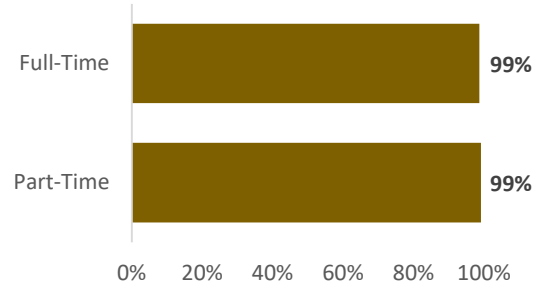
By Job Classification



By Permanent/Temporary Status



By Full-time/Part-time Status

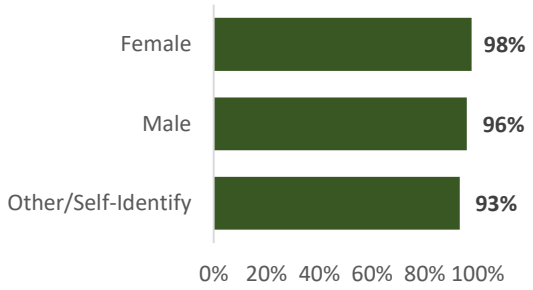


Supportive Campus and Sense of Belonging

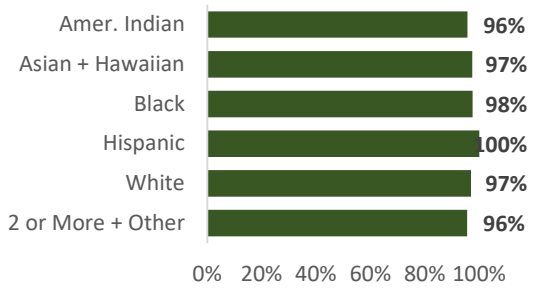
How well does this statement describe UNC-Chapel Hill: **Students respect staff**

(% responding "Somewhat Descriptive" or "Very Descriptive")

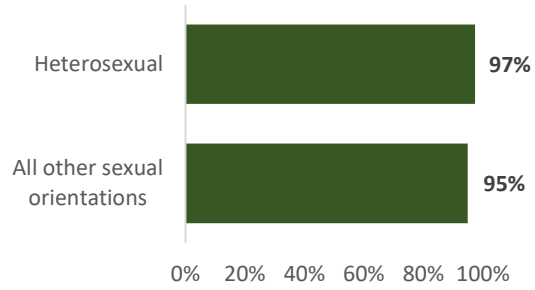
By Gender



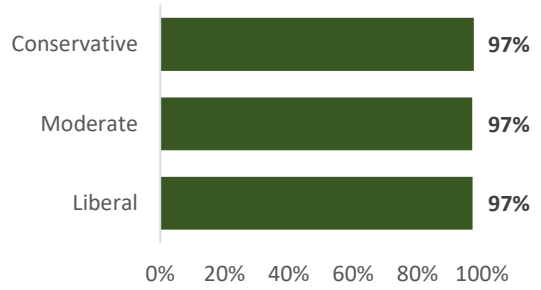
By Race/Ethnicity



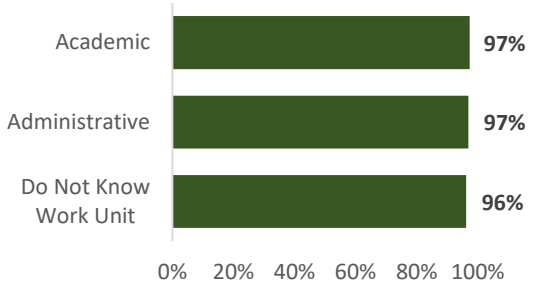
By Sexual Orientation



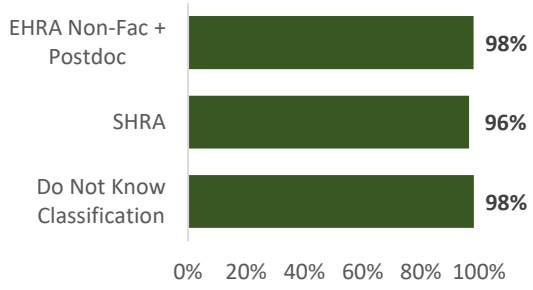
By Political Beliefs



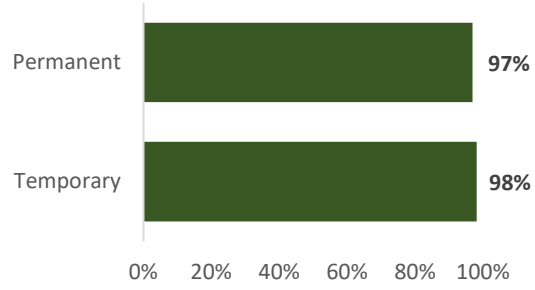
By Work Unit



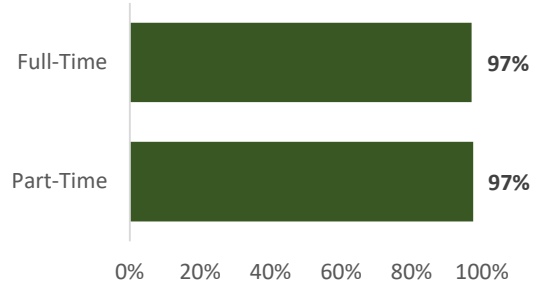
By Job Classification



By Permanent/Temporary Status



By Full-time/Part-time Status



Impact of Low Representation

THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

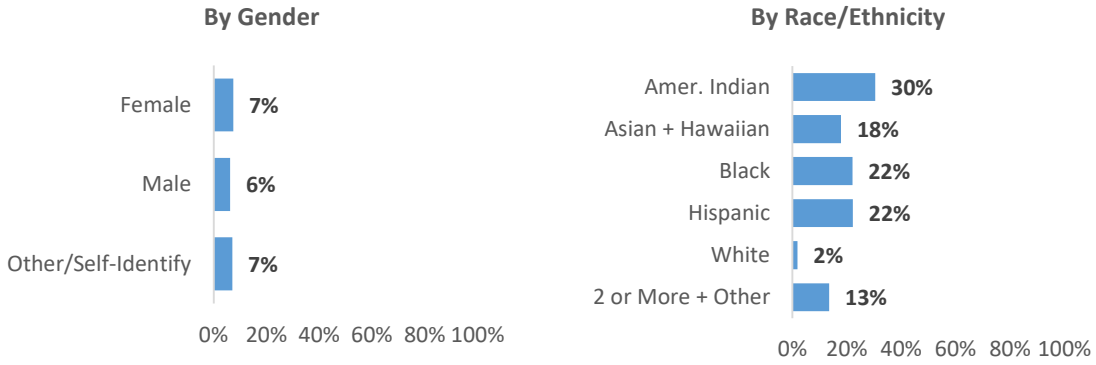
Impact of Low Representation: Key Findings

- **Pressure based on racial or ethnic background:**
  - More than one in five respondents who were American Indian, Asian/Native Hawaiian, Black/African-American, Hispanic, or Two or More Races reported feeling pressured at work to represent the views of all people from their racial/ethnic background and feeling the need to minimize aspects of their racial or ethnic culture to fit in at UNC-Chapel Hill. Agreement with these statements was particularly high for American Indian respondents. Only about one in fifty White respondents agreed with these statements.
- **Isolation:**
  - Respondents who were American Indian, Black/African-American, Hispanic, and reported Other/Self-Identified gender indicated higher levels of isolation at work because of the absence or low representation of people like them.

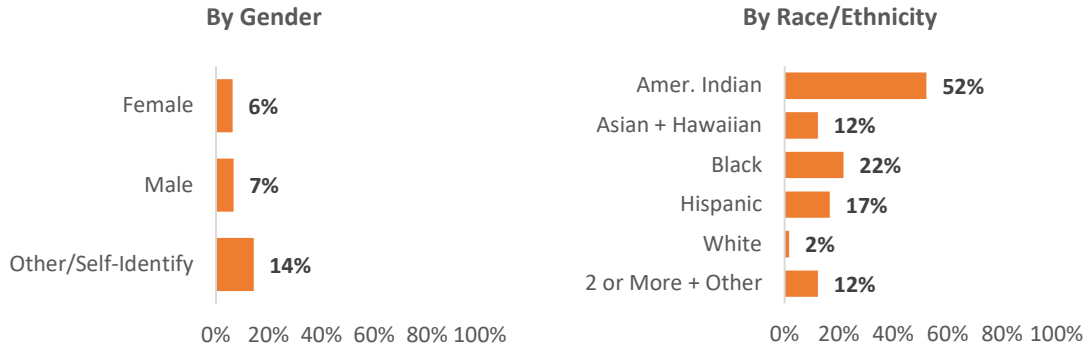
Low Representation

Level of agreement with the following statements:
(% responding “Agree” or “Strongly Agree”)

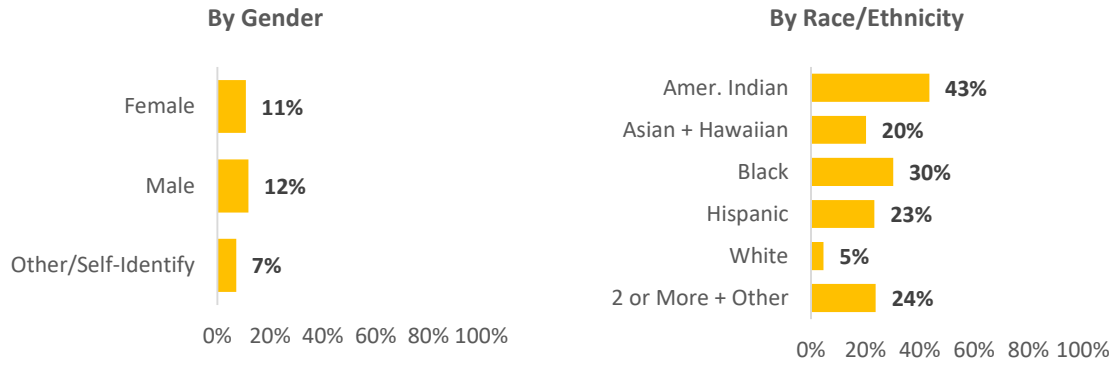
I feel pressured in my workgroup to represent the views of all people from my racial or ethnic background.



I feel pressured at UNC-Chapel Hill to represent the views of all people from my racial or ethnic background.



I feel that I need to minimize aspects of my racial or ethnic culture to fit in here.

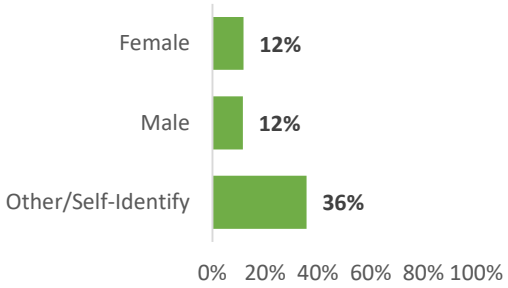


Low Representation

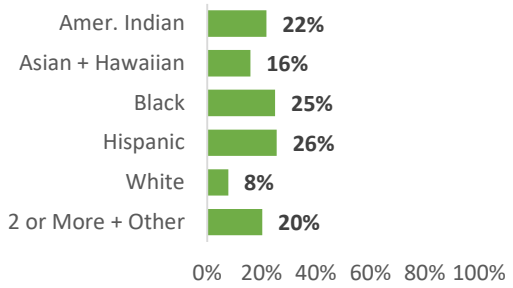
Level of agreement with the following statements:
(% responding “Agree” or “Strongly Agree”)

I feel isolated in my workgroup because of the absence or low representation of people like me.

By Gender

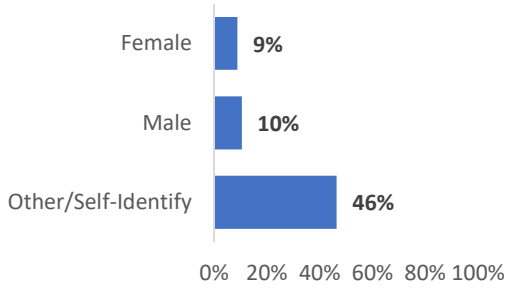


By Race/Ethnicity

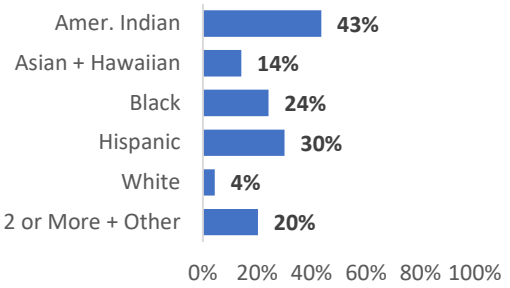


I feel isolated at UNC-Chapel Hill because of the absence or low representation of people like me.

By Gender



By Race/Ethnicity



Experienced Bias

THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

Experienced Bias: Key Findings

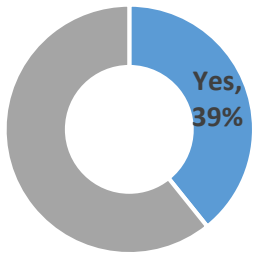
- **Experiences of bias by respondent gender:**
  - Respondents in the Other/Self-Identified gender group reported experiencing bias at much higher rates than male or female respondents.
- **Experiences of bias by respondent race/ethnicity:**
  - Respondents who were American Indian, Asian/Native Hawaiian, Black/African-American, Hispanic, or Two or more Races reported experiencing bias at higher rates than White respondents. For all groups except for White and Two or More Races, the most frequent types of biases reported were based on race/color or national original/ethnicity.
- **Experiences of bias by respondent sexual orientation:**
  - Respondents who identified an orientation other than heterosexual reported experiencing bias at slightly higher rates than heterosexual respondents.
- **Experiences of bias by respondent political orientation:**
  - There were not large differences in the rates of experiences of bias by political orientation, although respondents who were conservative were the only group to believe they had experienced bias based on their political beliefs.

At UNC-Chapel Hill, do you believe you have personally experienced bias?

By Respondent Gender

Female

Experienced Bias



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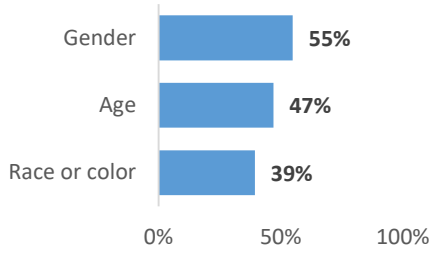
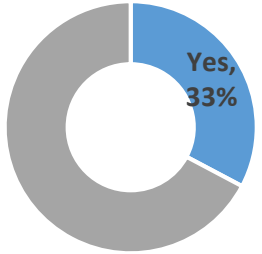


Male

Experienced Bias



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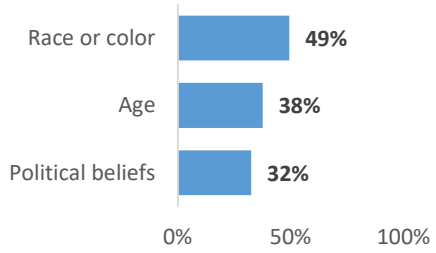
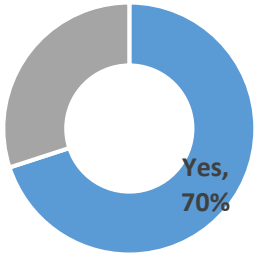


Other/Self-Identify

Experienced Bias



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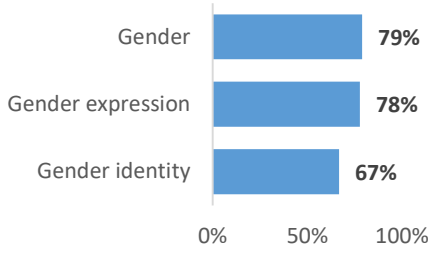
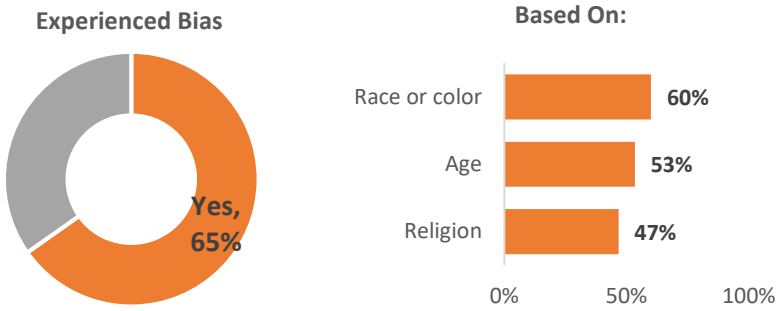


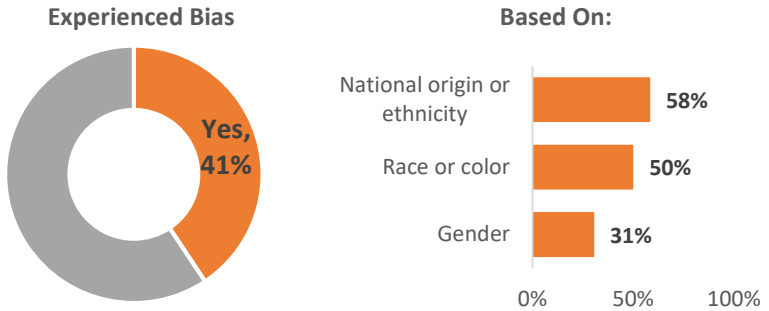
At UNC-Chapel Hill, do you believe you have personally experienced bias?

By Respondent Race/Ethnicity

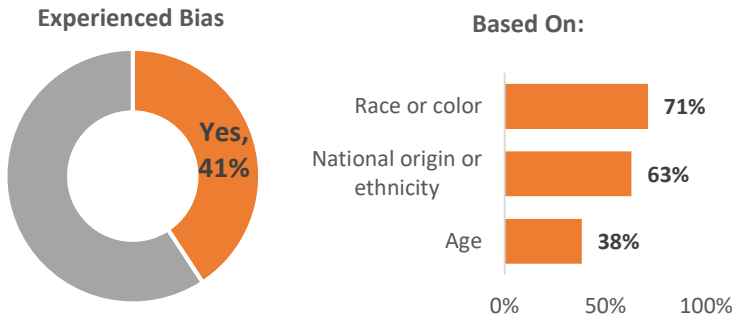
American Indian



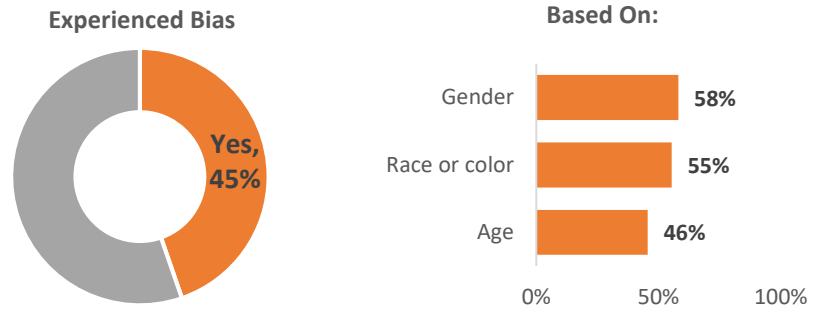
Hispanic



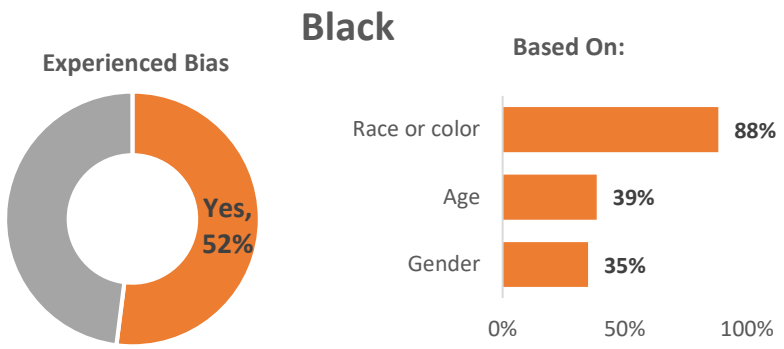
Asian + Hawaiian



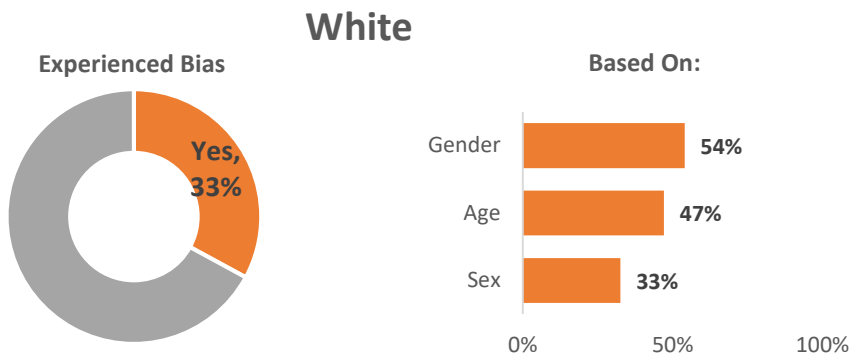
2 or More + Other



Black



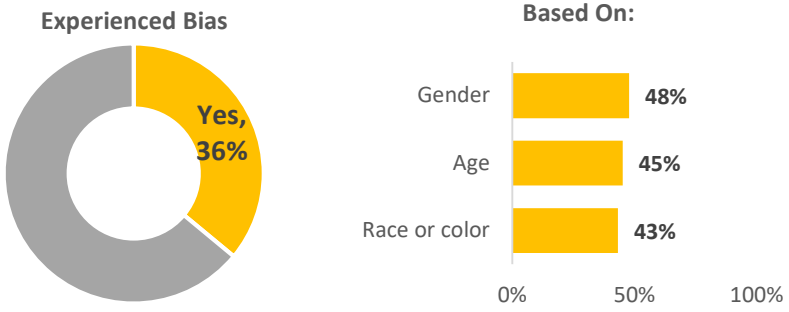
White



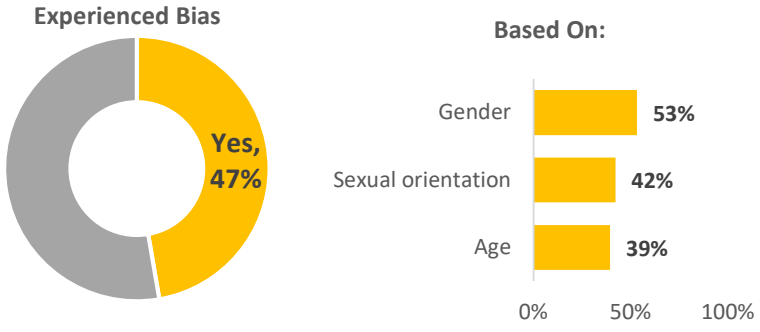
At UNC-Chapel Hill, do you believe you have personally experienced bias?

By Respondent Sexual Orientation

Heterosexual

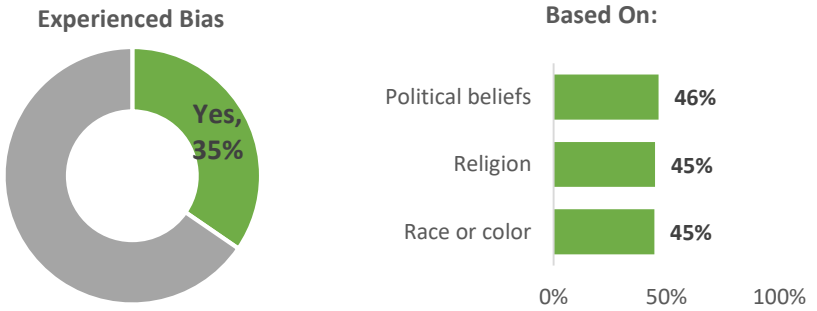


All Other Sexual Orientations

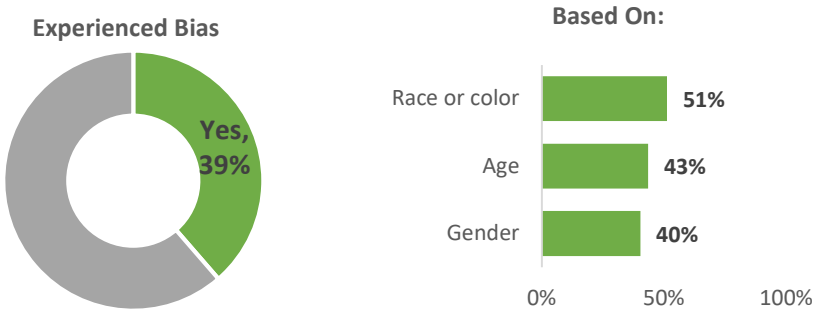


By Respondent Political Orientation

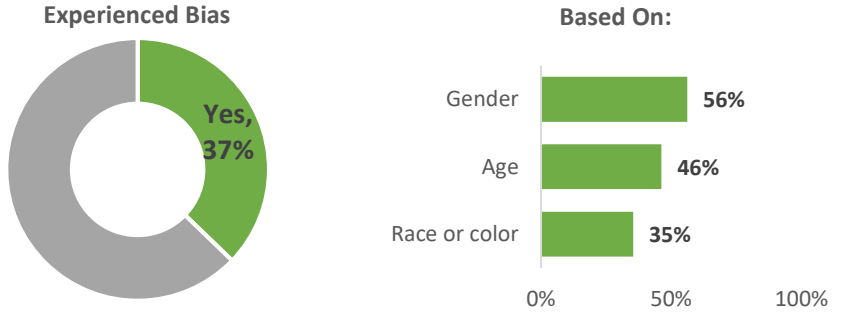
Conservative



Moderate



Liberal



Observed Disparaging Treatment

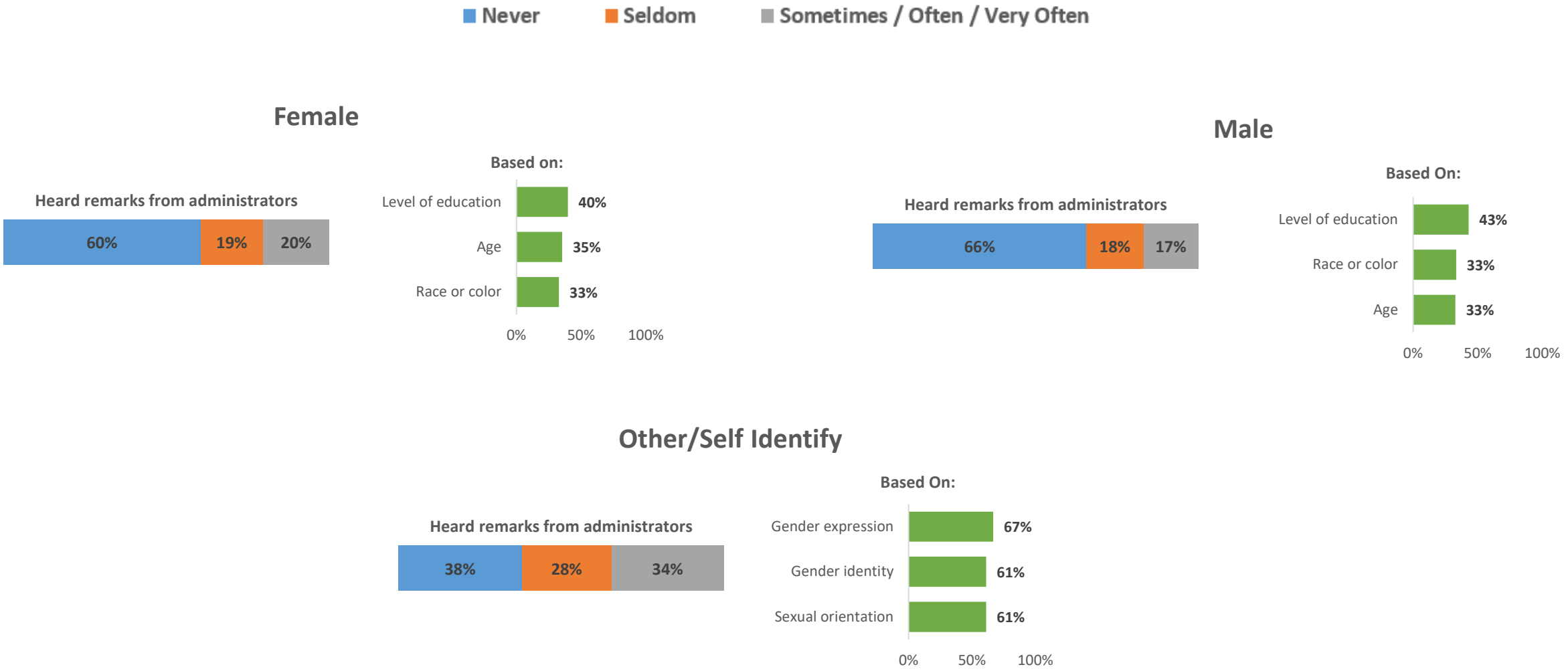
THE UNIVERSITY
of NORTH CAROLINA
at CHAPEL HILL

Observed Disparaging Treatment: Key Findings

- **Observations of disparaging treatment by respondent gender:**
  - All gender groups reported hearing insensitive or disparaging remarks from staff and students more often than from faculty or administrators. The most common types of disparaging remarks reported were based on race or color.
- **Observations of disparaging treatment by respondent race/ethnicity:**
  - American Indian, Black/African-American, or Two or More Races respondent groups reported hearing more insensitive/disparaging remarks than other racial groups. The most common type of disparaging remarks heard were based on race or color, although some respondents also reported hearing disparaging remarks based on level of education.
- **Observations of disparaging treatment by respondent sexual orientation:**
  - Respondents who identified their sexual orientation as other than heterosexual reported observing insensitive/disparaging remarks more often than heterosexual respondents. The most common types of disparaging remarks reported were based on level of education when the remarks came from administrators or faculty, race or color when they came from staff, and sexual orientation when they came from students.
- **Observations of disparaging treatment by respondent political orientation:**
  - All groups reported hearing insensitive/disparaging remarks from staff and students more often than from faculty and administrators. The insensitive remarks reported were generally based on race or color.

How often at UNC-Chapel Hill have you heard insensitive or disparaging remarks from Administrators?

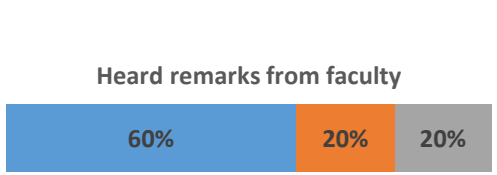
By Respondent Gender

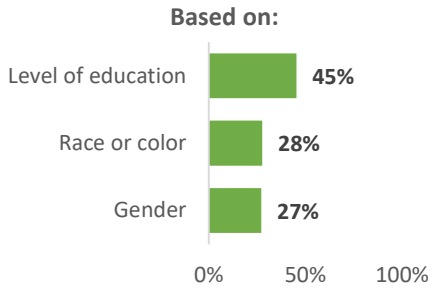


How often at UNC-Chapel Hill have you heard insensitive or disparaging remarks from Faculty?

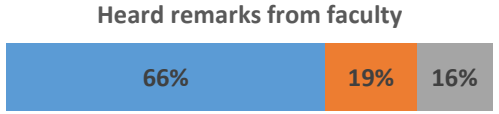
By Respondent Gender

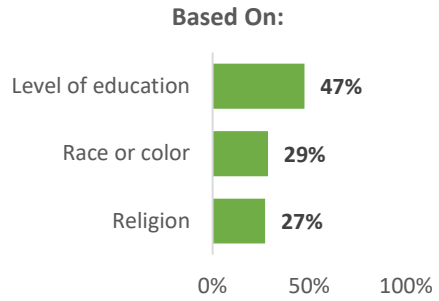
Female



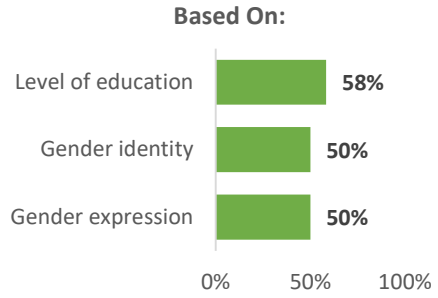


Male



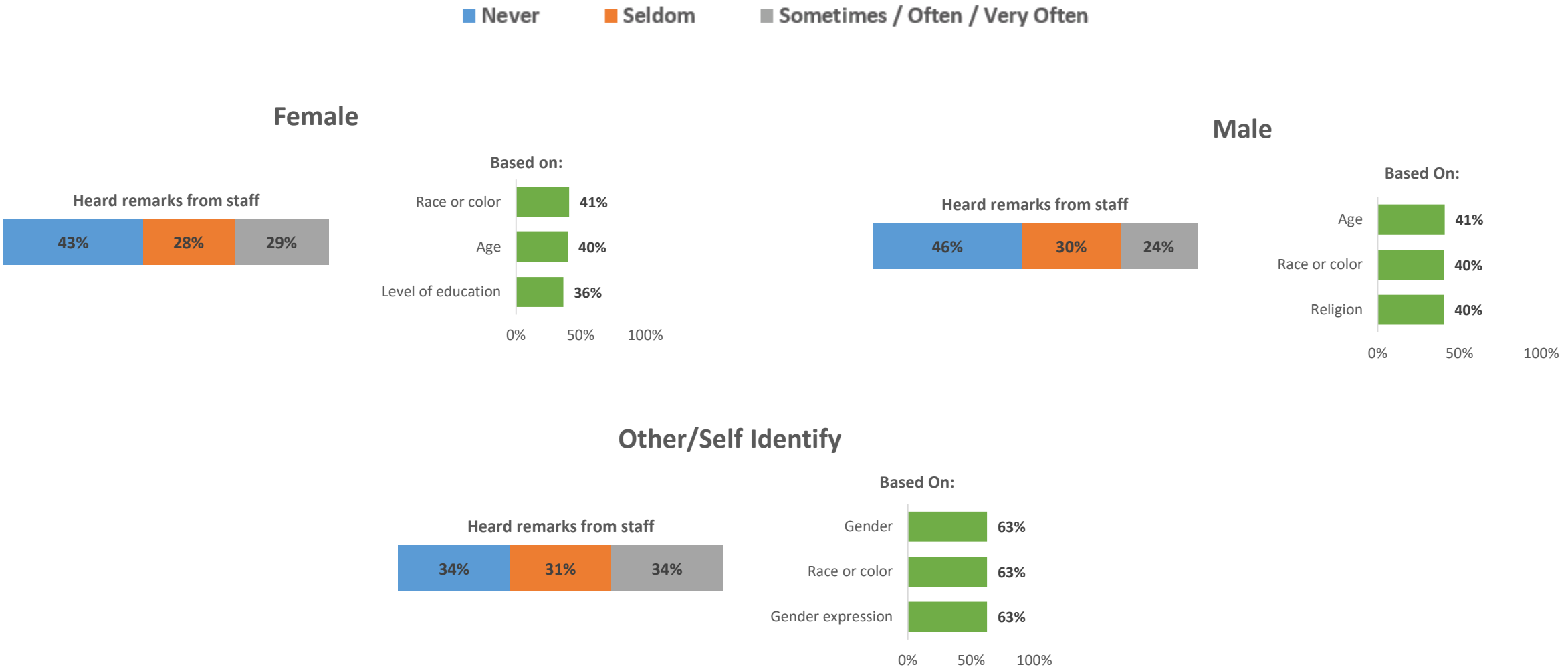


Other/Self Identify



How often at UNC-Chapel Hill have you heard insensitive or disparaging remarks from Staff?

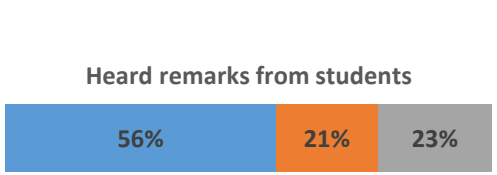
By Respondent Gender

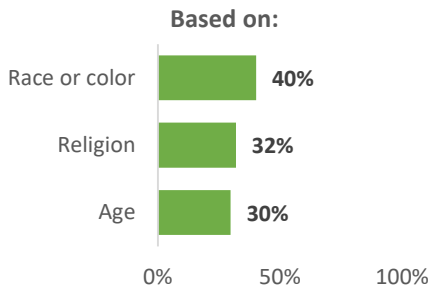


How often at UNC-Chapel Hill have you heard insensitive or disparaging remarks from Students?

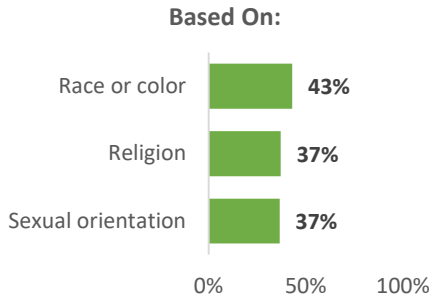
By Respondent Gender

Female

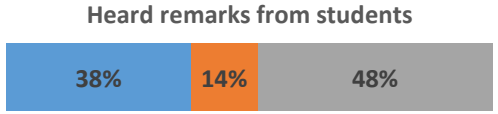


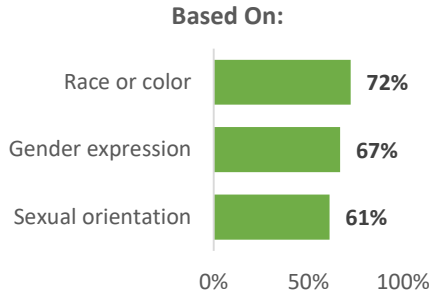


Male



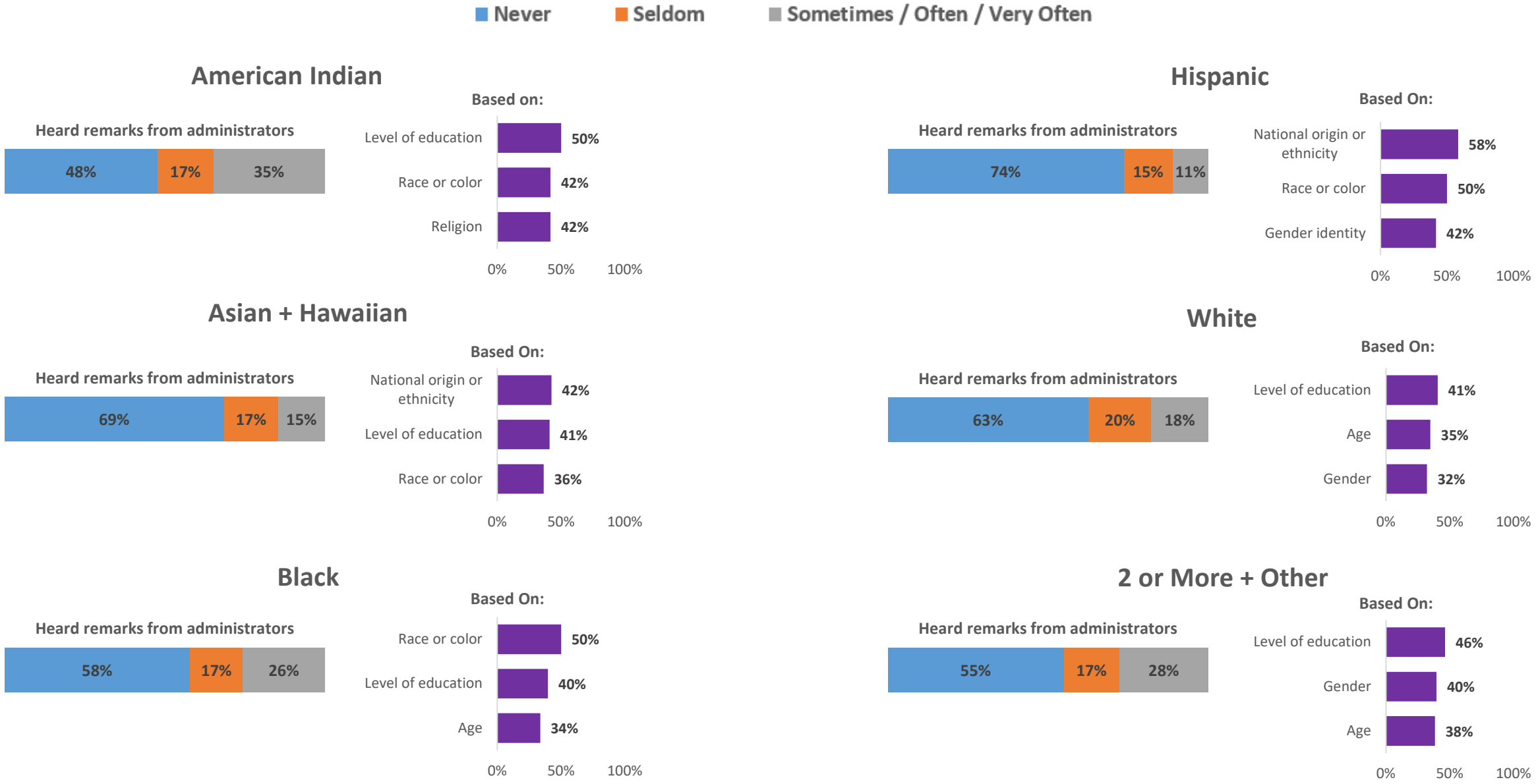
Other/Self Identify





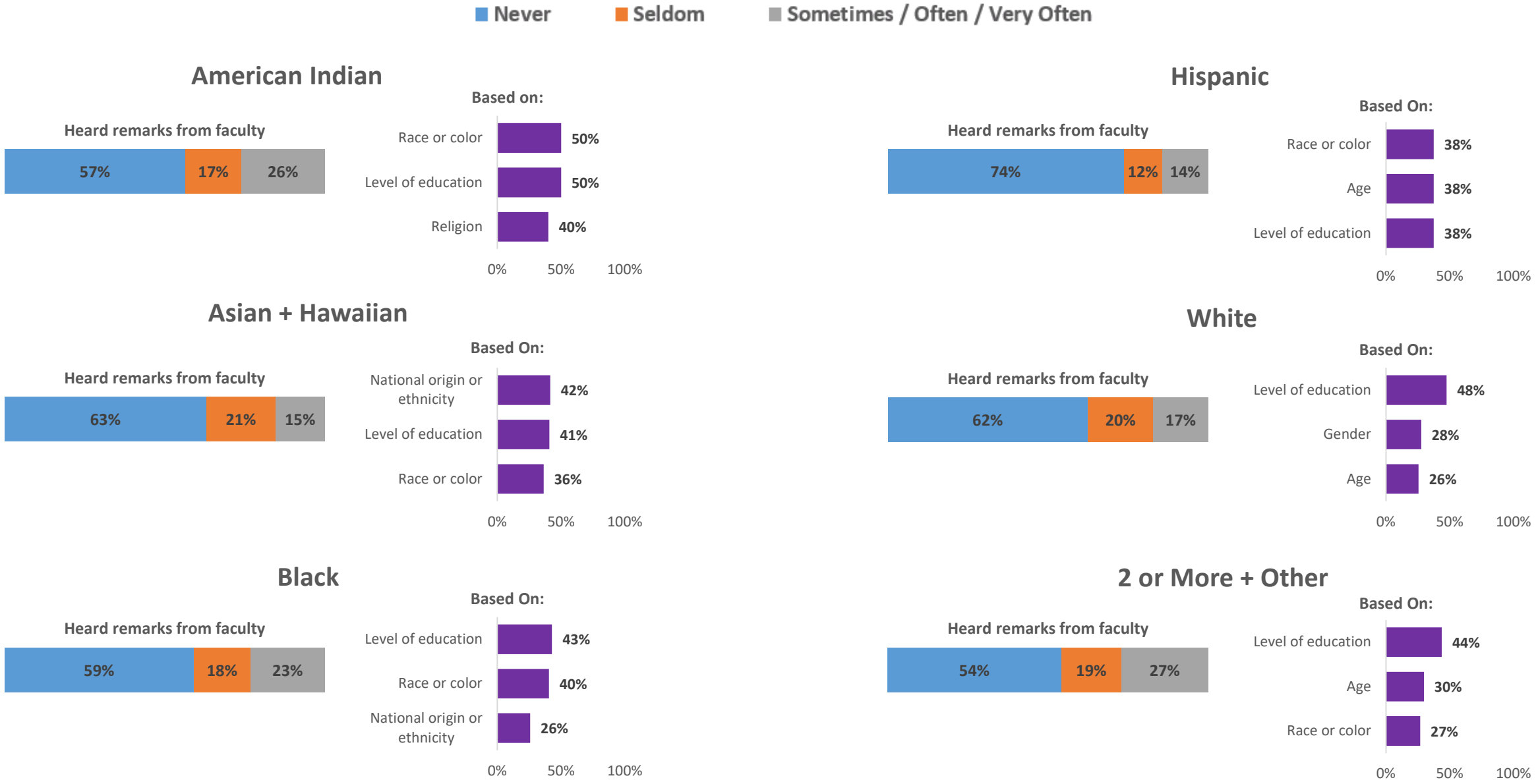
How often at UNC-Chapel Hill have you heard insensitive or disparaging remarks from Administrators?

By Respondent Race/Ethnicity



How often at UNC-Chapel Hill have you heard insensitive or disparaging remarks from Faculty?

By Respondent Race/Ethnicity



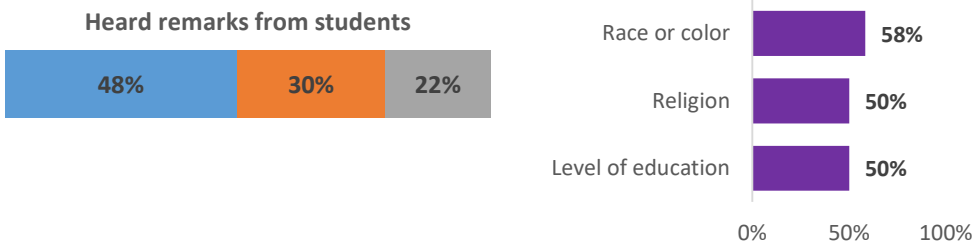
How often at UNC-Chapel Hill have you heard insensitive or disparaging remarks from Staff?

By Respondent Race/Ethnicity

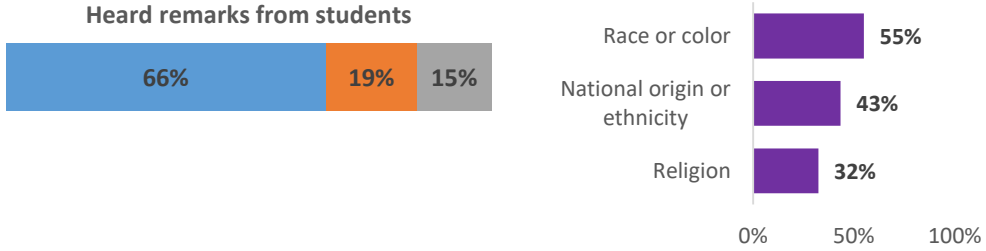
How often at UNC-Chapel Hill have you heard insensitive or disparaging remarks from Students?

By Respondent Race/Ethnicity

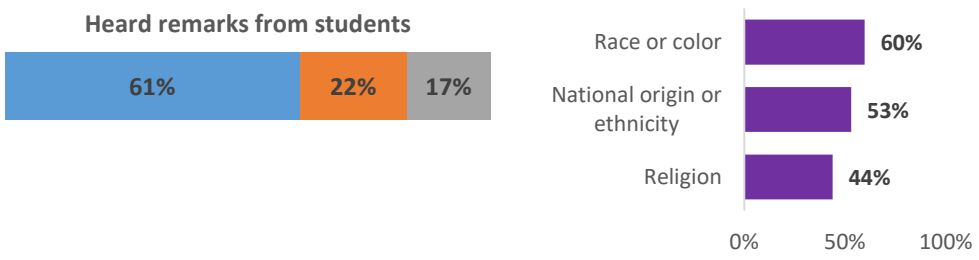
American Indian



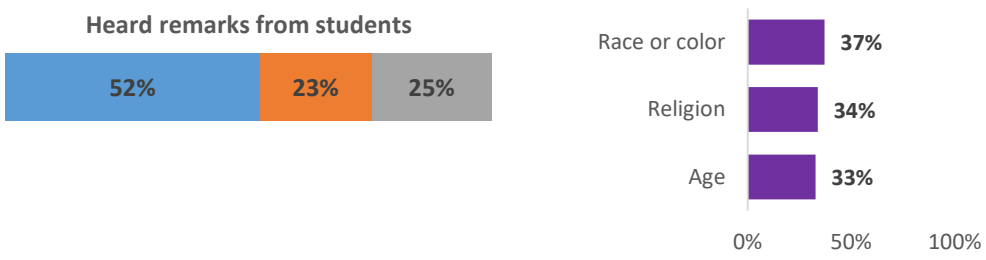
Hispanic



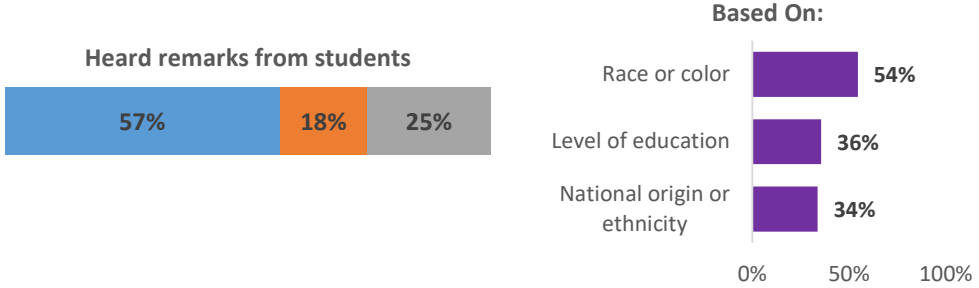
Asian + Hawaiian



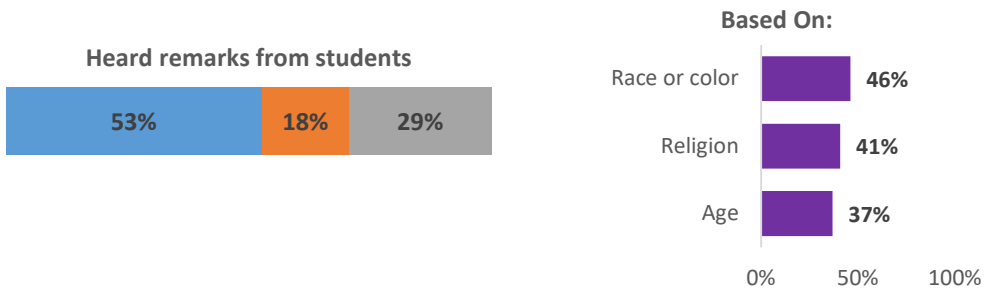
White



Black



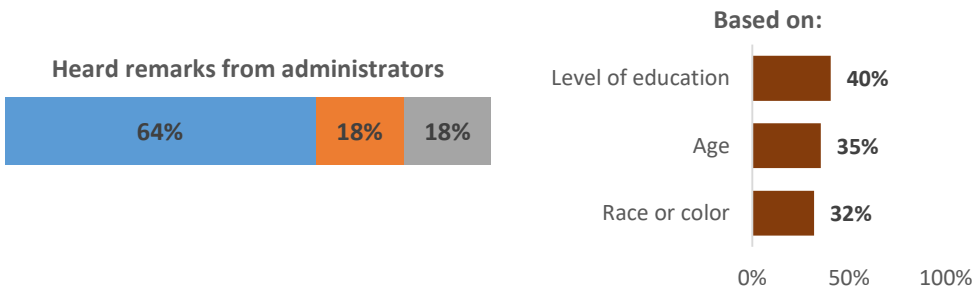
2 or More + Other



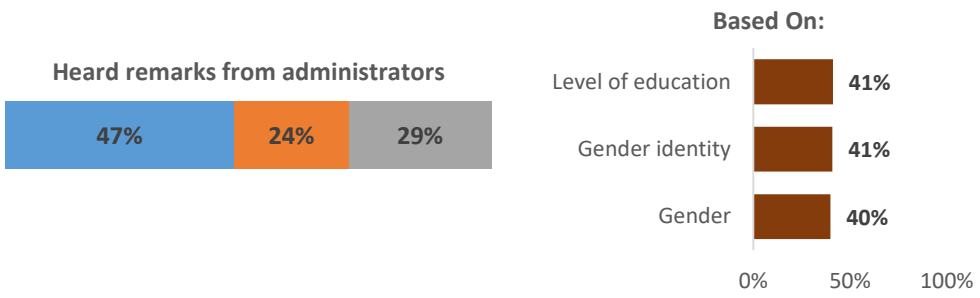
How often at UNC-Chapel Hill have you heard insensitive or disparaging remarks from Administrators?

By Respondent Sexual Orientation

Heterosexual

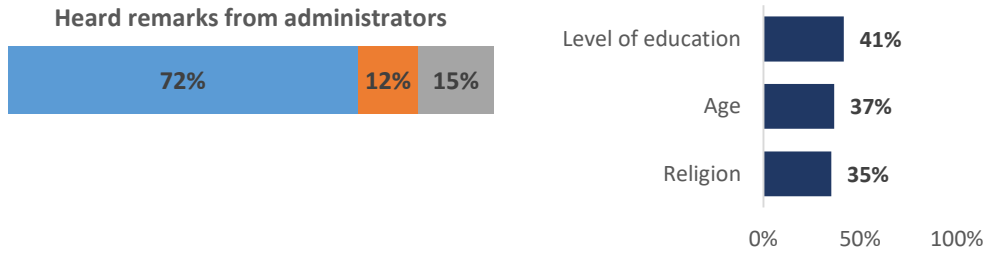


All other sexual orientations

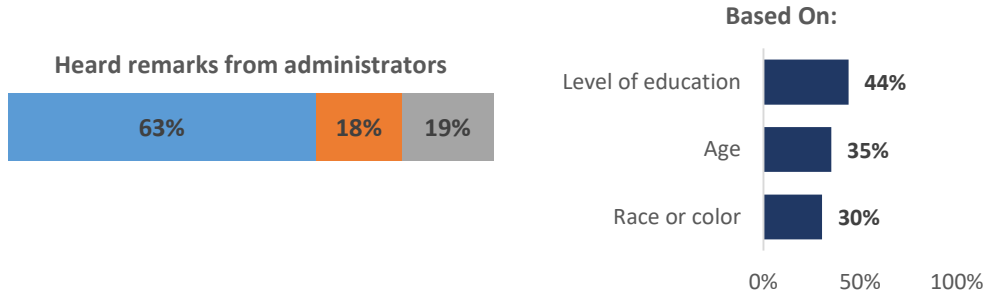


By Respondent Political Beliefs

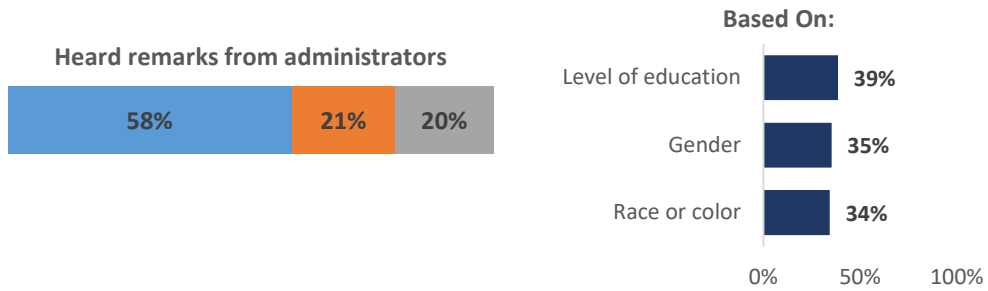
Conservative



Moderate



Liberal

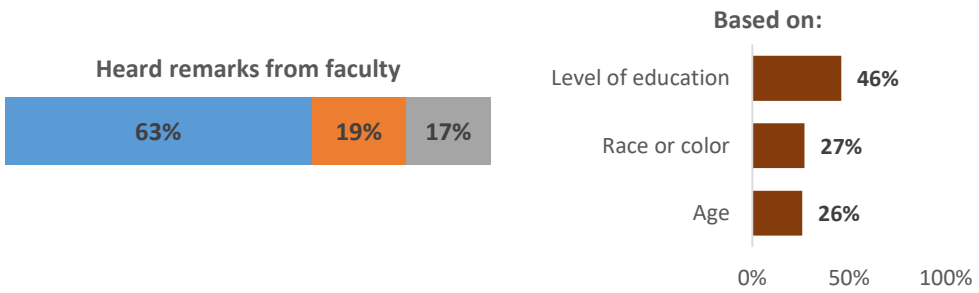


How often at UNC-Chapel Hill have you heard insensitive or disparaging remarks from Faculty?

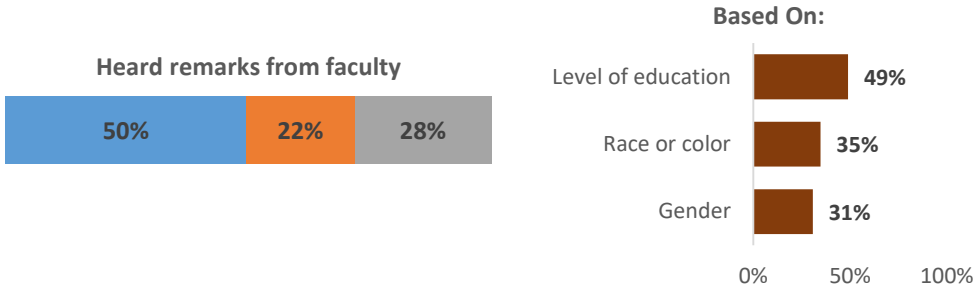
Never Seldom Sometimes / Often / Very Often

By Respondent Sexual Orientation

Heterosexual

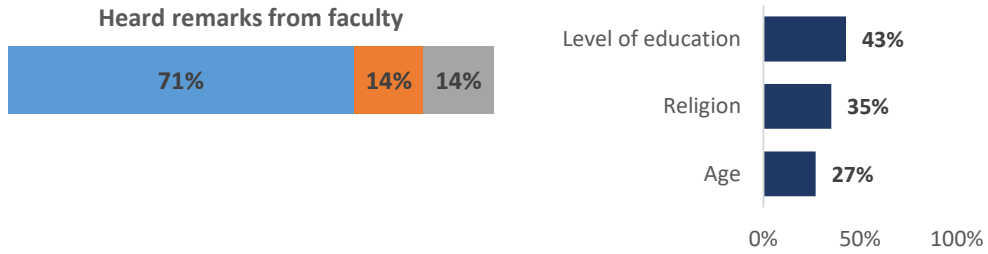


All other sexual orientations

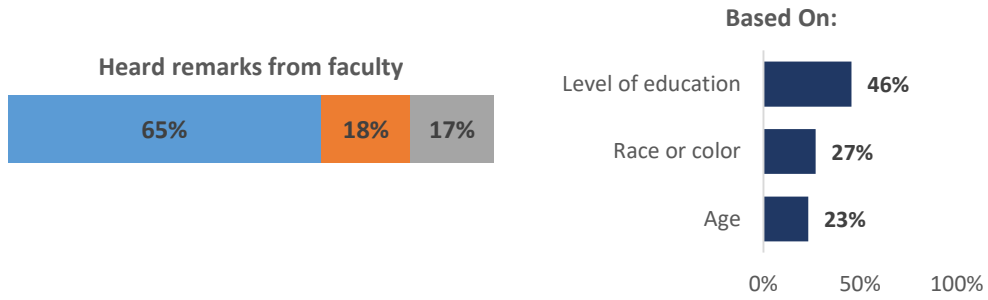


By Respondent Political Beliefs

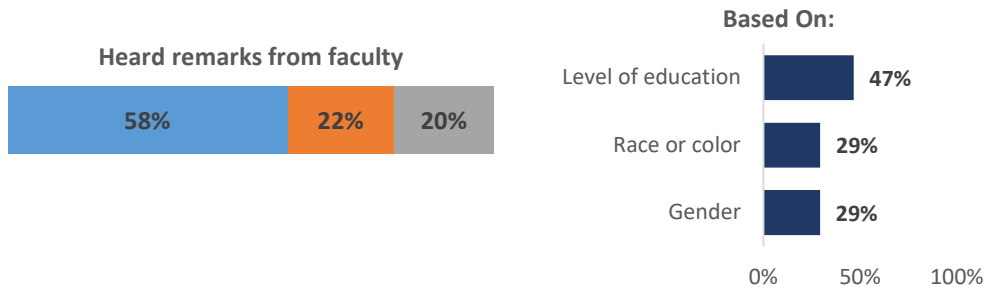
Conservative



Moderate



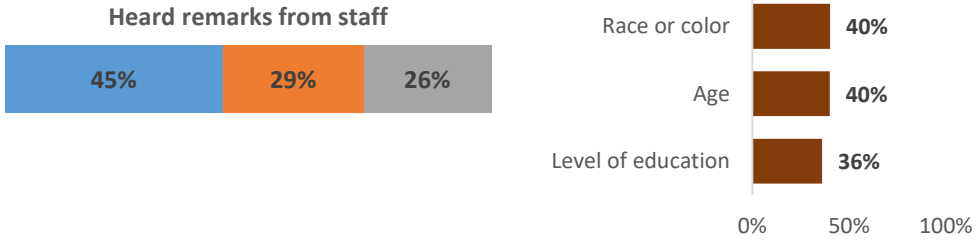
Liberal



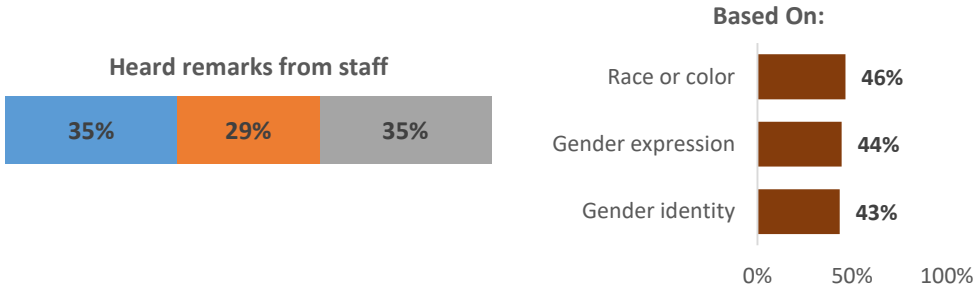
How often at UNC-Chapel Hill have you heard insensitive or disparaging remarks from Staff?

By Respondent Sexual Orientation

Heterosexual

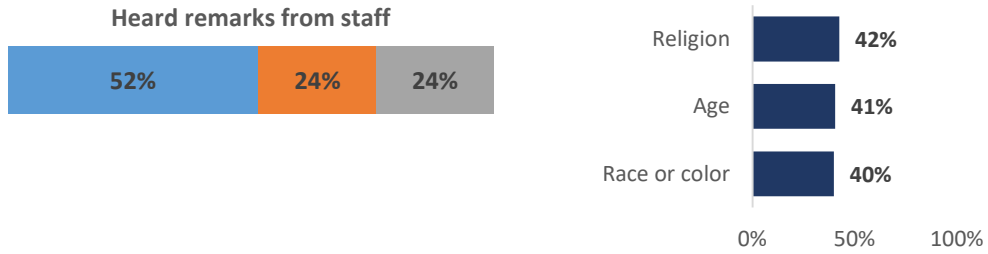


All other sexual orientations

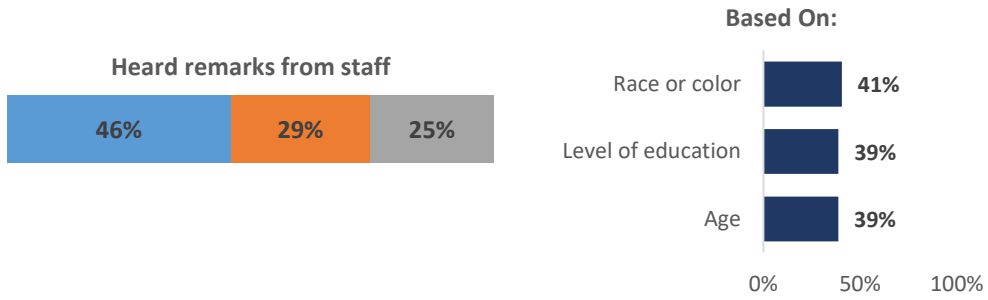


By Respondent Political Beliefs

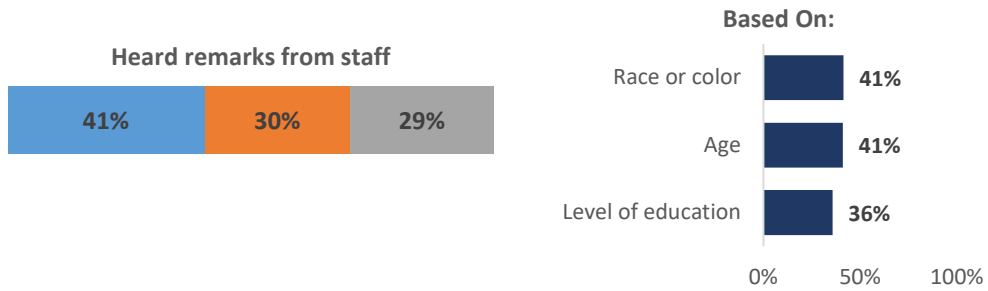
Conservative



Moderate



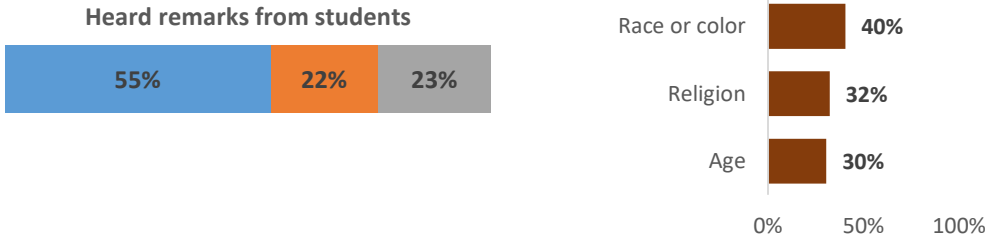
Liberal



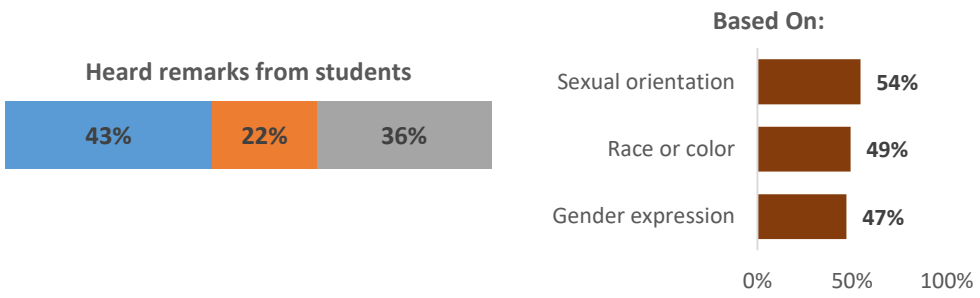
How often at UNC-Chapel Hill have you heard insensitive or disparaging remarks from Students?

By Respondent Sexual Orientation

Heterosexual

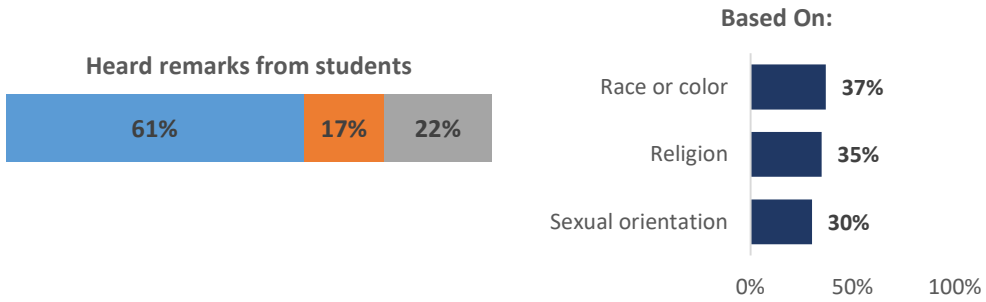


All other sexual orientations

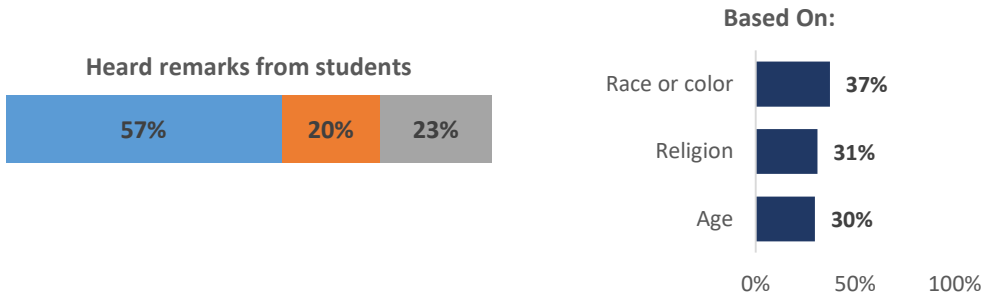
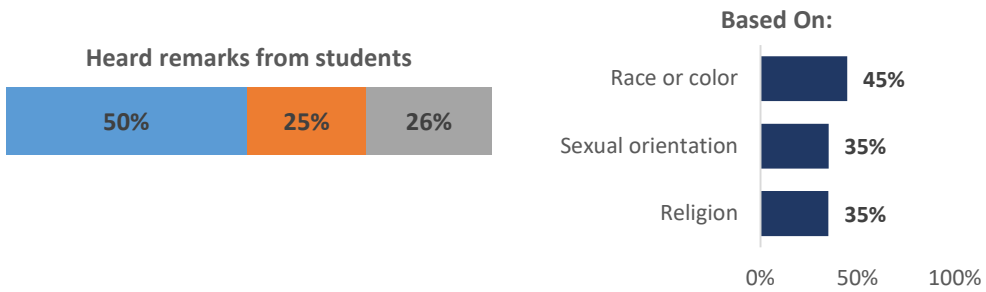


By Respondent Political Beliefs

Conservative



Moderate



Liberal