

FLORIDA INTERNATIONAL UNIVERSITY

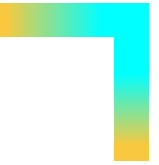


# Belonging Survey Student Findings

Presented By

Dr. Emmanuele A. Bowles, Assistant Vice Provost of DEI

Dr. Jay P. Jefferson, DEI Business Analyst



# Agenda

- **Introduction**
  - Survey
  - Respondents
  - Data Analysis
- **Climate**
  - Perceptions of overall campus climate, community, and sense of belonging
- **Support**
  - Perceptions of FIU's institutional support for DEI initiatives and values
- **Reporting**
  - Perceptions of FIU's reporting processes
- **Retention**
  - Considerations

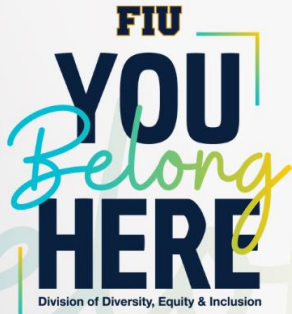




# About the Survey

- In the Fall semester of 2021, FIU deployed a diversity and inclusion (D&I) campus climate survey to gauge the attitudes, beliefs and lived experiences of our community on issues related to D&I. This initial survey—the first of its kind used at FIU—served as a baseline for our work in diversity, equity, and inclusion.
- The survey was administered by the [Higher Education Data Sharing Consortium \(HEDS\)](#) and utilized their [nationally benchmarked survey tool](#). In short, the survey asks students, faculty, staff, and administrators about:
  - Perceptions of the institution’s climate,
  - Perceptions of how the institution supports diversity and equity, and inclusion
  - Experiences with discrimination and harassment at the institution.
- ***Institutions use information from this survey to develop a better understanding of the extent to which their campus climate supports diversity, equity, and inclusion, and to inform and improve support, policies, and practices at their institution related to diversity, equity, and inclusion, including those to prevent or respond to discrimination and harassment.***
- The survey was open from October 6, 2021, to November 22, 2021.





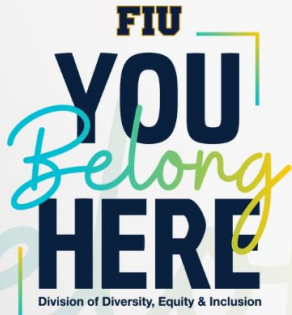
# About the Respondents

- All faculty, staff, and students currently enrolled or employed by the college as of October 2021 were invited to participate in the survey. A total of **55,603** individuals received the survey link and **5,985** responded (**11%** total response rate).

Of those:

- **2,835** faculty were invited
- **3,371** Administrative and staff were invited
- **49,397** students were invited
  - **39,607** Undergraduate
  - **9,790** Graduate
- **5,985** responses submitted = **11%** overall response rate
  - **30%, n = 851** faculty response rate
  - **36%, n = 1,198** staff response rate
  - **8%, n = 3,742** student response rate
    - **7%, n = 2,664** Undergraduate
    - **11%, n = 1,078** Graduate
  - **194** respondents decided not to identify which role they belong, **3%** of respondents.





# About the Data Analysis

- Co-led by **Dr. Emmanuele Bowles**, Assistant Vice Provost, DEI and **Dr. Jay Jefferson**, DEI Business Analyst
- DEI Climate Survey Committee
  - **Dr. Kerrie Montgomery Orozco**, Director Campus Life, DEI Council committee member, Data and Reporting Committee Lead
  - **Dr. Hiselgis Perez**, Associate Vice President, Analysis & Info Management
  - **Dr. Yasmin LaRocca**, Director, Institutional Research
  - **Dr. Tekla Nicholas**, Associate Director, Gateway & STEM Partnerships
  - **Laura Lopez Ramos**, Assistant Director, Marketing and Communications-DEI
  - **Paden Goldsmith**, Assistant Director, Strategic Data Analyst
  - **Jeffrey Biondi**, DEI Assistant Data Analyst
  - **Matty Sey**, DEI Undergraduate Student Assistant Analyst
  - **Destiny Washington**, Graduate Assistant, Dean of Students, DEI Practicum Student
- Visualizations created in Tableau

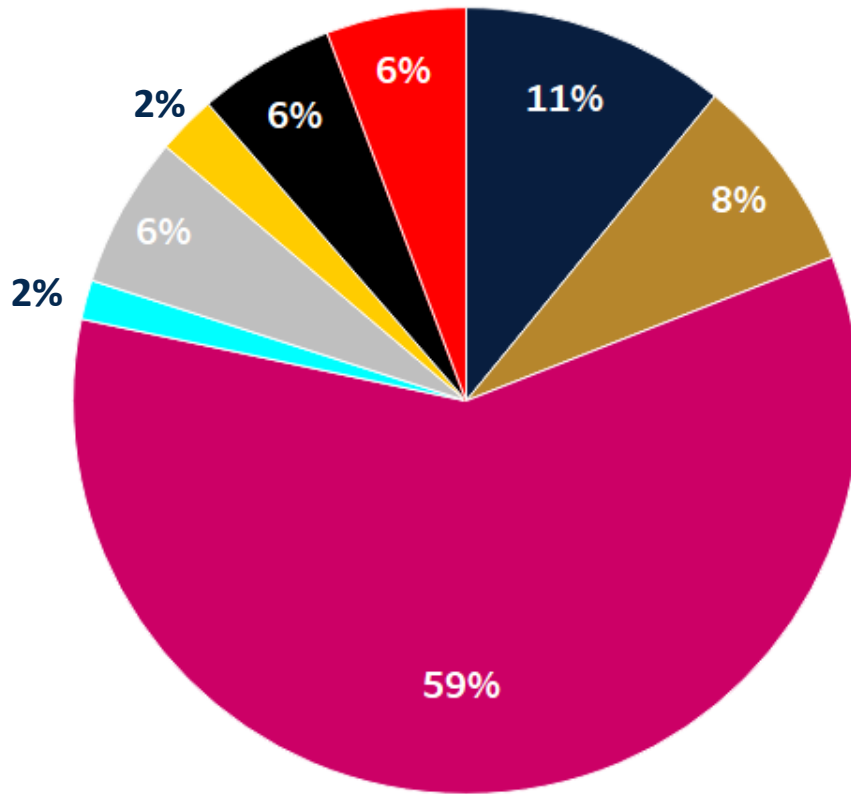


# Student

## I. Stakeholder Demographics and Comparisons

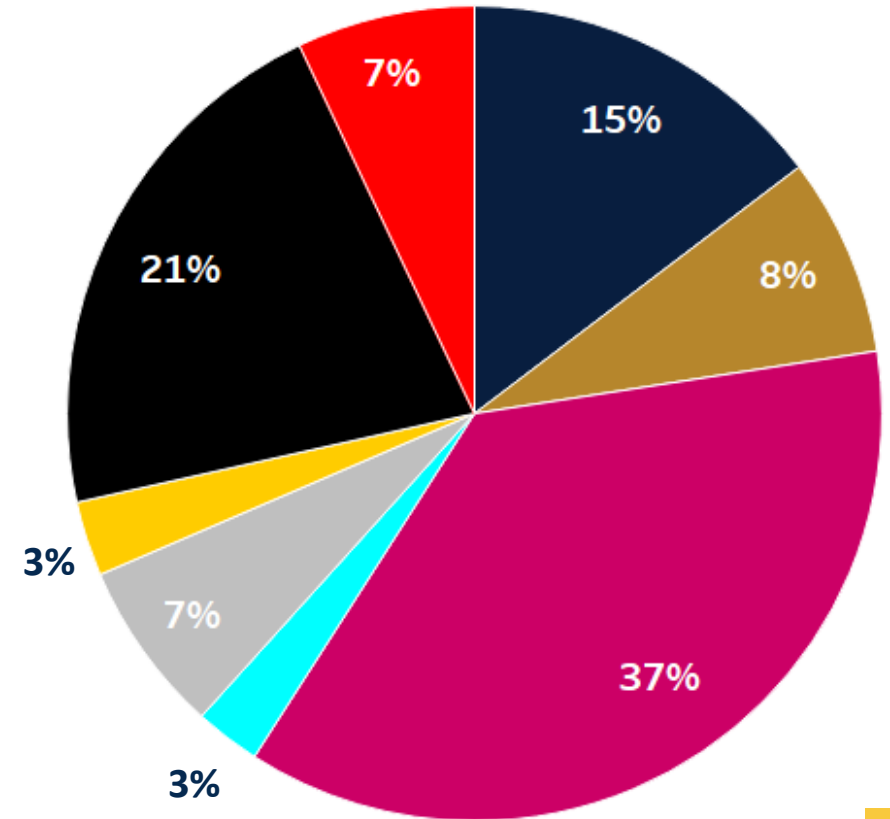
# Student Demographic Findings: Race/Ethnicity

## Undergraduates



N = 2,664

## Graduates

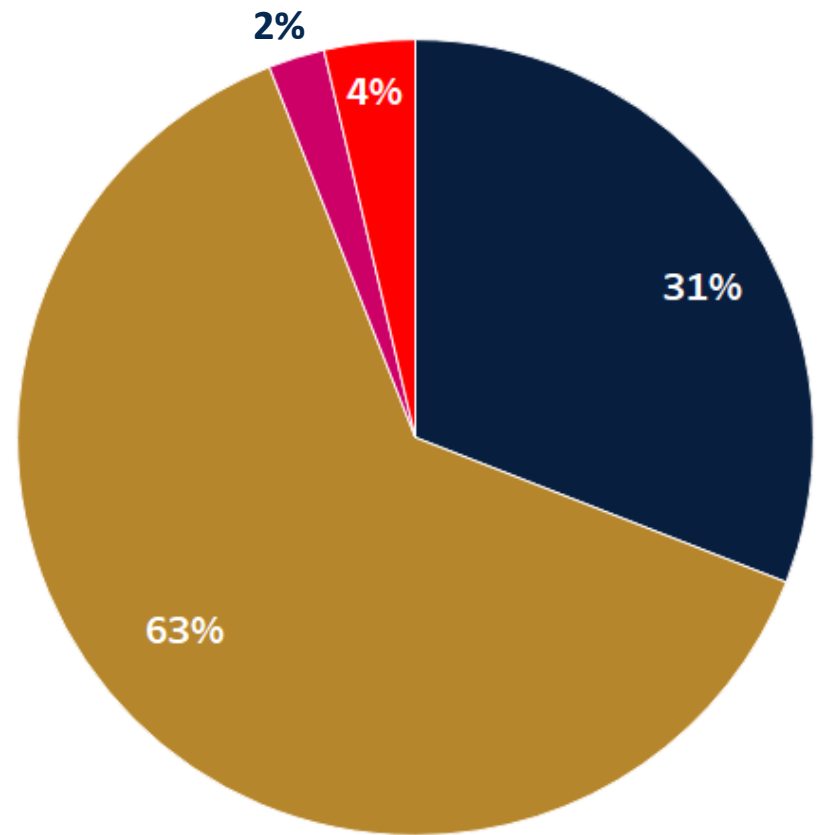


N = 1,078

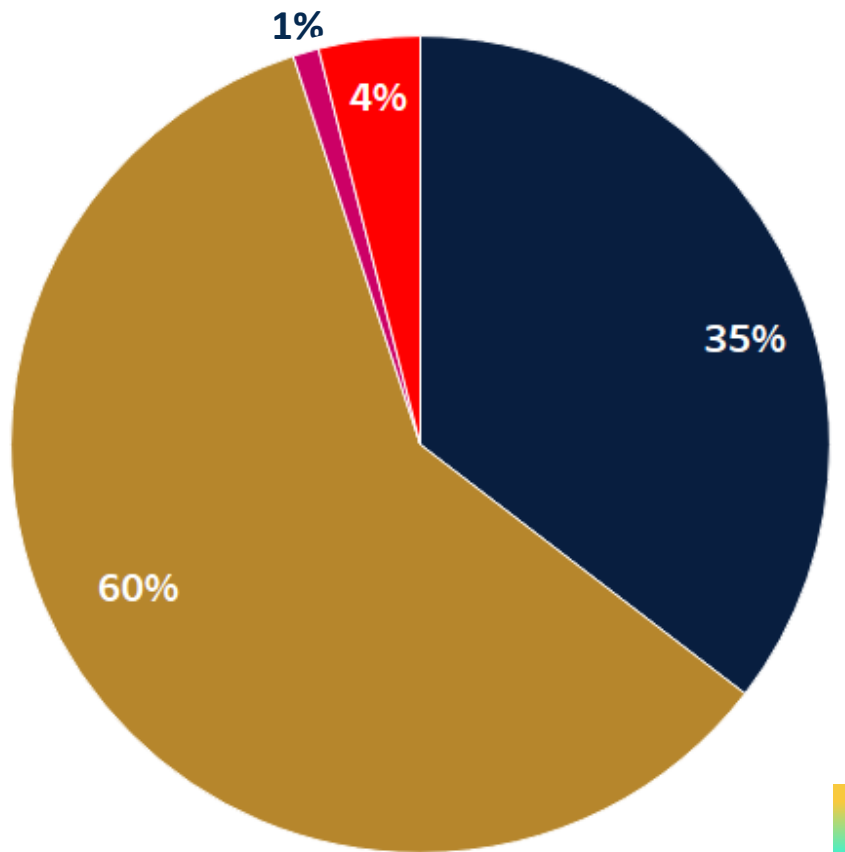
- White
- Black/African American
- Hispanic/Latino
- Asian
- Two or More Races
- International
- Not Identified
- Aggregated Races

# Student Demographic Findings: Gender Identity

Undergraduates



Graduates

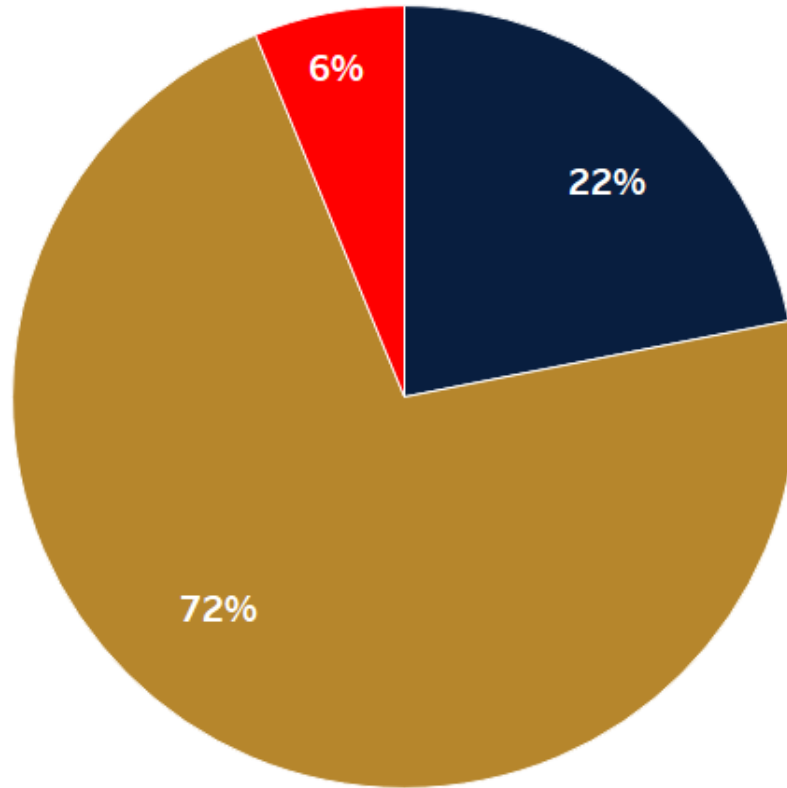


- Man
- Woman
- Non-binary/Transgender
- Not Identified



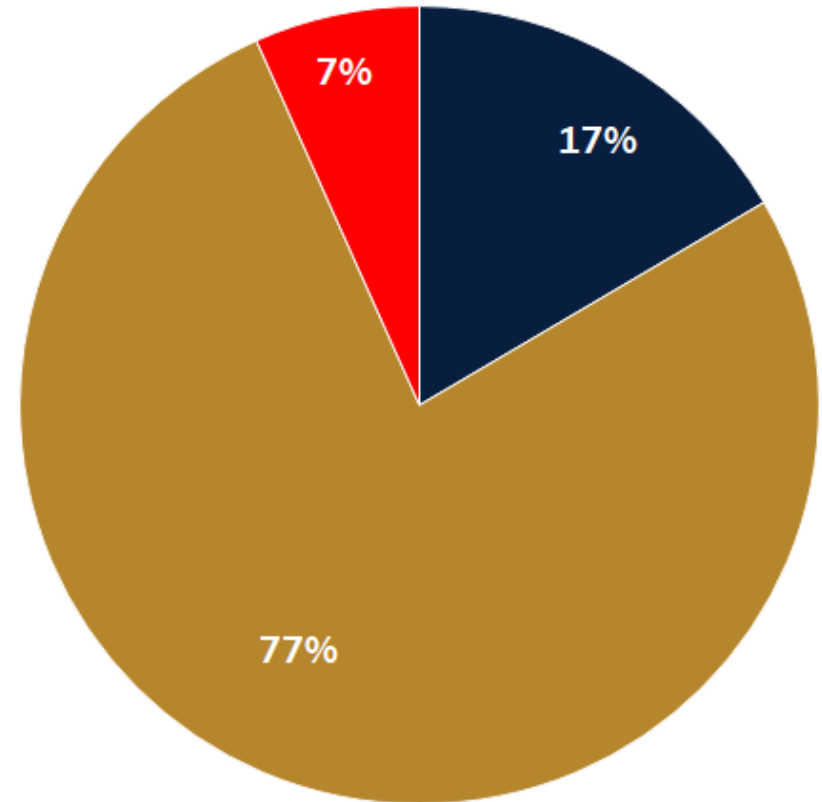
# Student Demographic Findings: Sexual Identity

## Undergraduates



N = 2,664

## Graduates

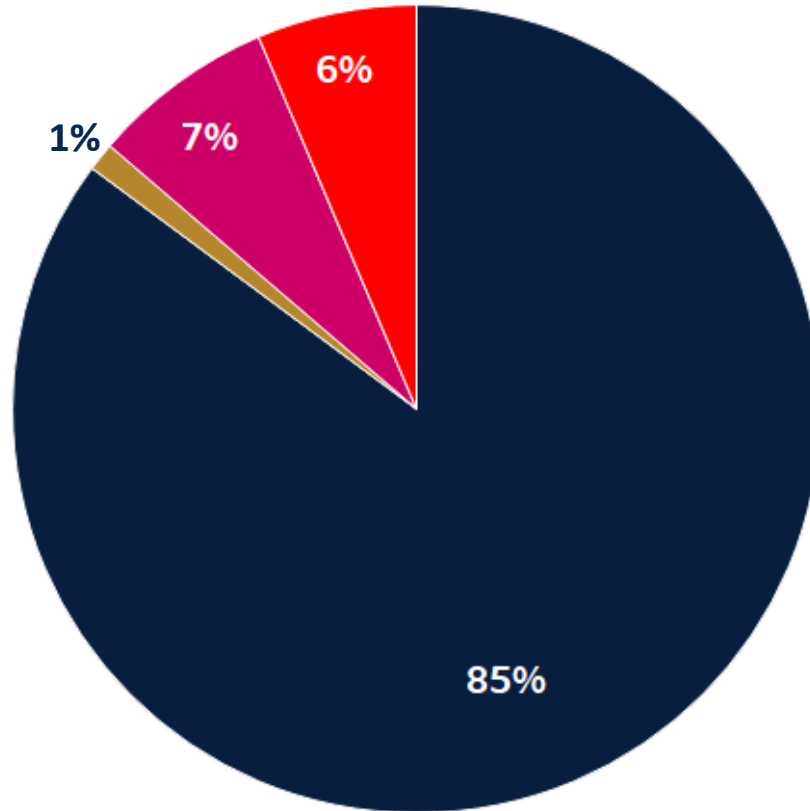


N = 1,078

- LGBQA+
- Straight (Heterosexual)
- Not Identified

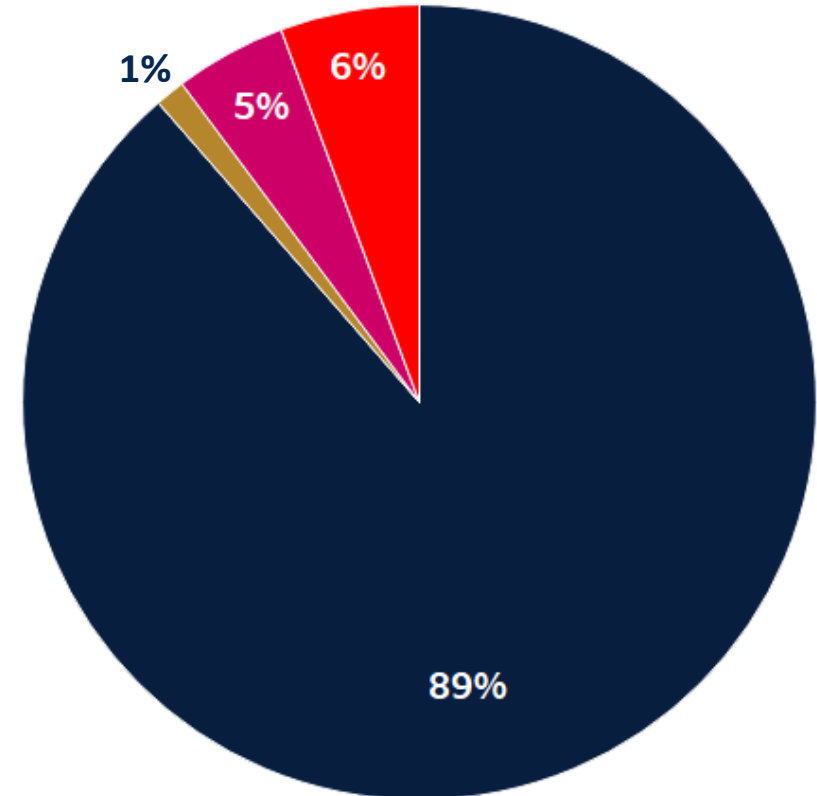
# Student Demographic Findings: Disability Status

## Undergraduates



N = 2,664

## Graduates



N = 1,078

- No Disability
- Temporary Disability
- Long-term Disability
- Not Identified

# Students

## II. Stakeholder Trends - CLIMATE

# CLIMATE



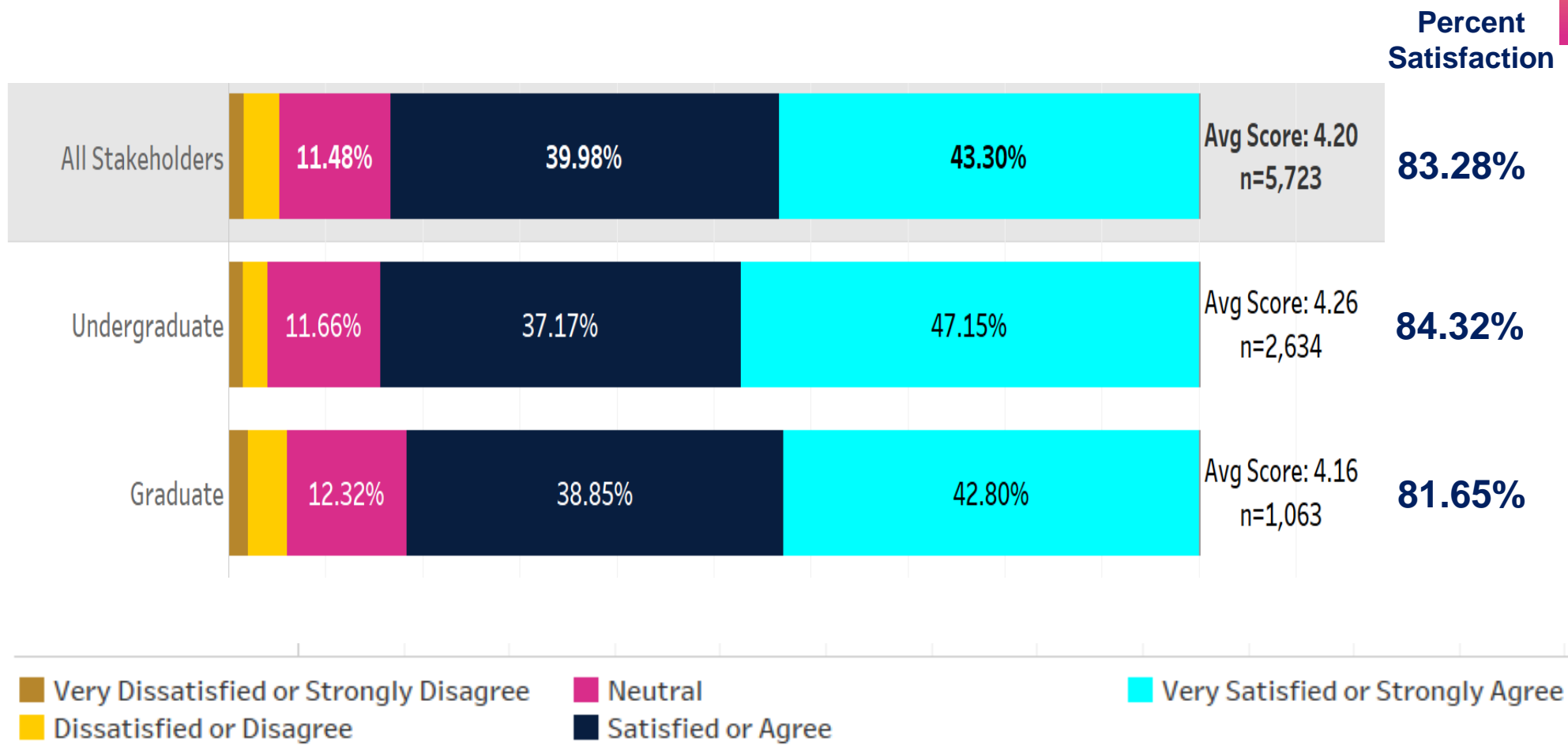
# STUDENT FINDINGS



## Overall Student Findings Per Item

- Please indicate your level of satisfaction with the following at Florida International University (FIU)

### Overall Campus Climate



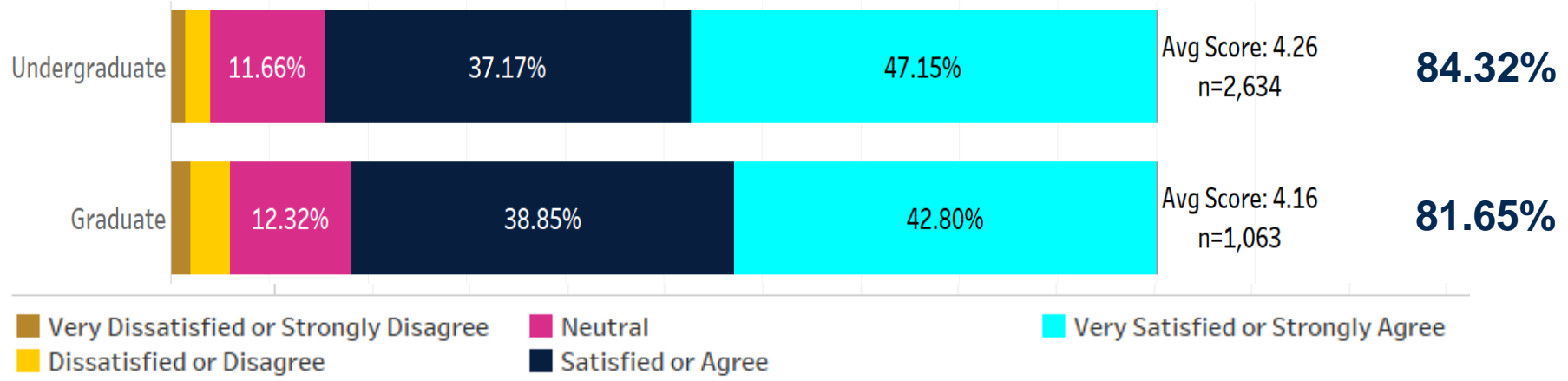
# CLIMATE



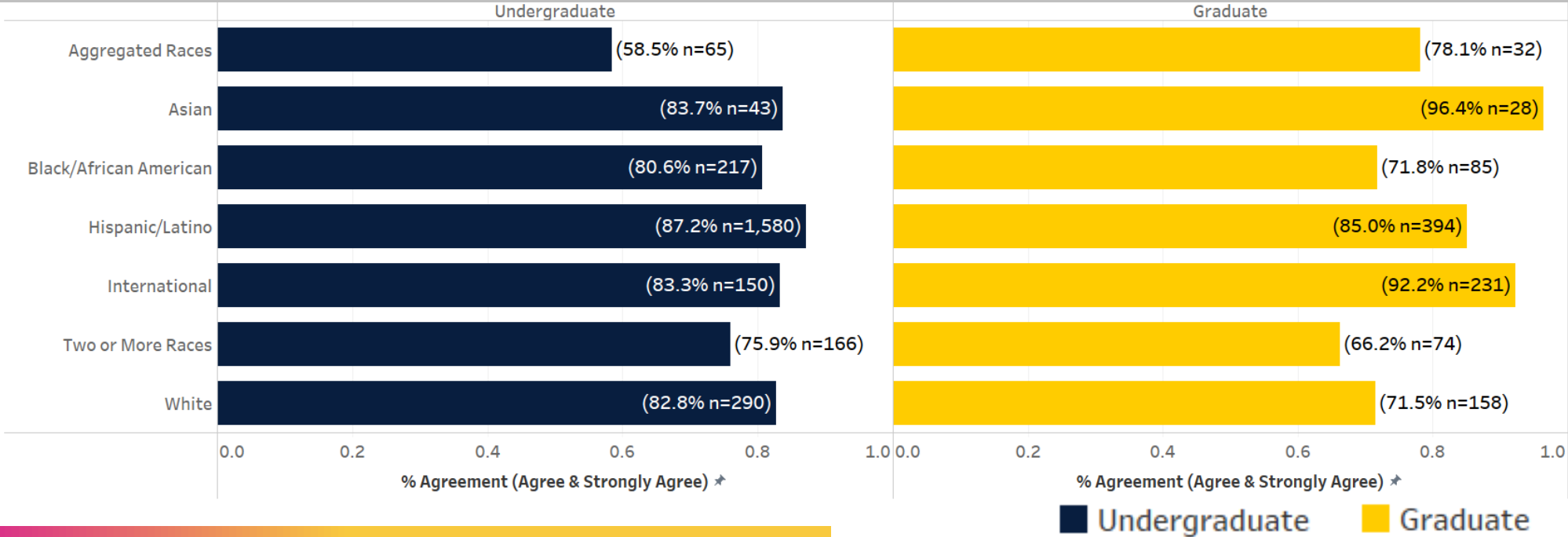
## STUDENT DEMOGRAPHIC FINDINGS



### Overall Campus Climate



### Demographic Trends in Responses by Race & Ethnicity



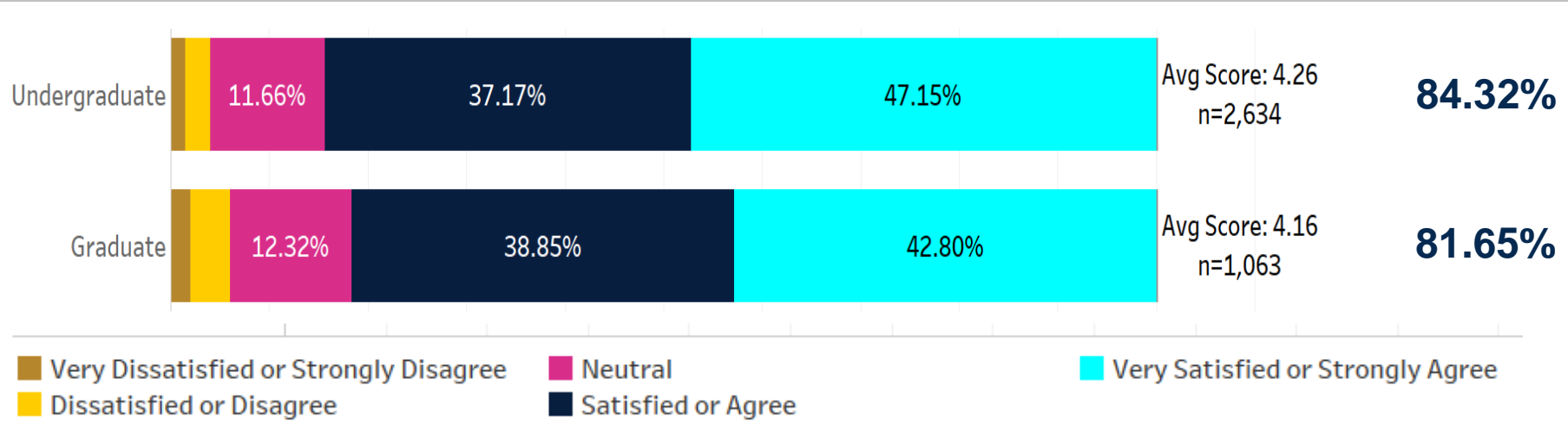
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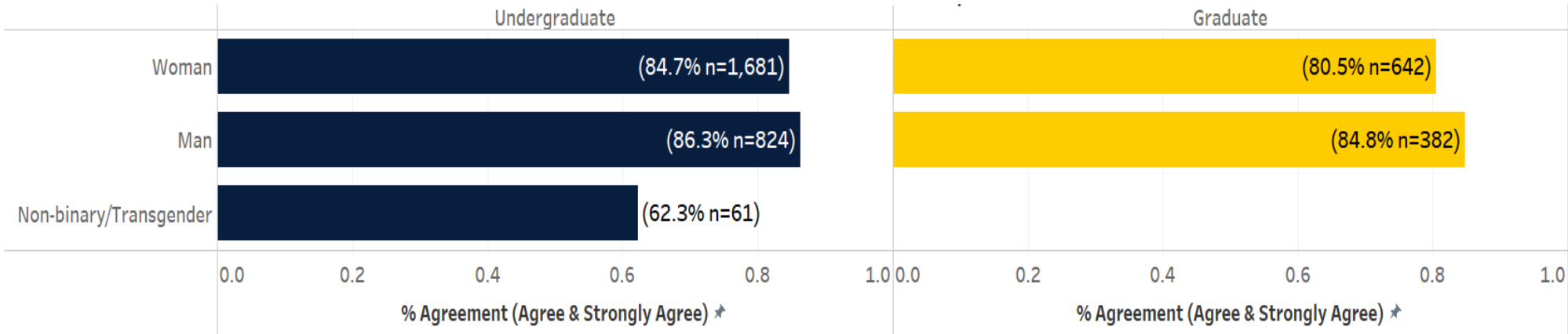
## STUDENT DEMOGRAPHIC FINDINGS



### Overall Campus Climate



### Demographic Trends in Responses by Gender



Undergraduate Graduate

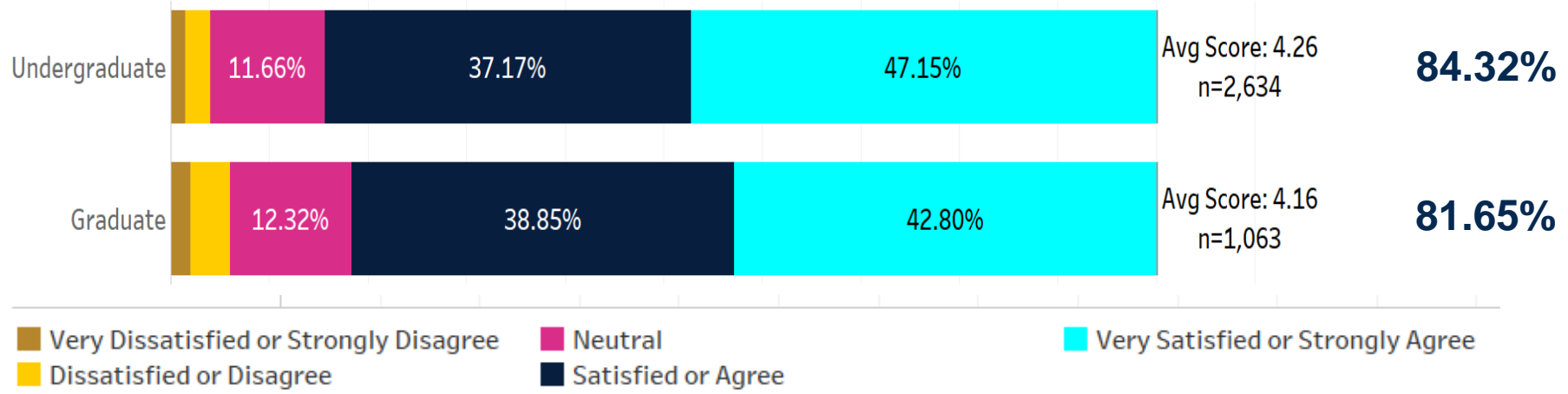
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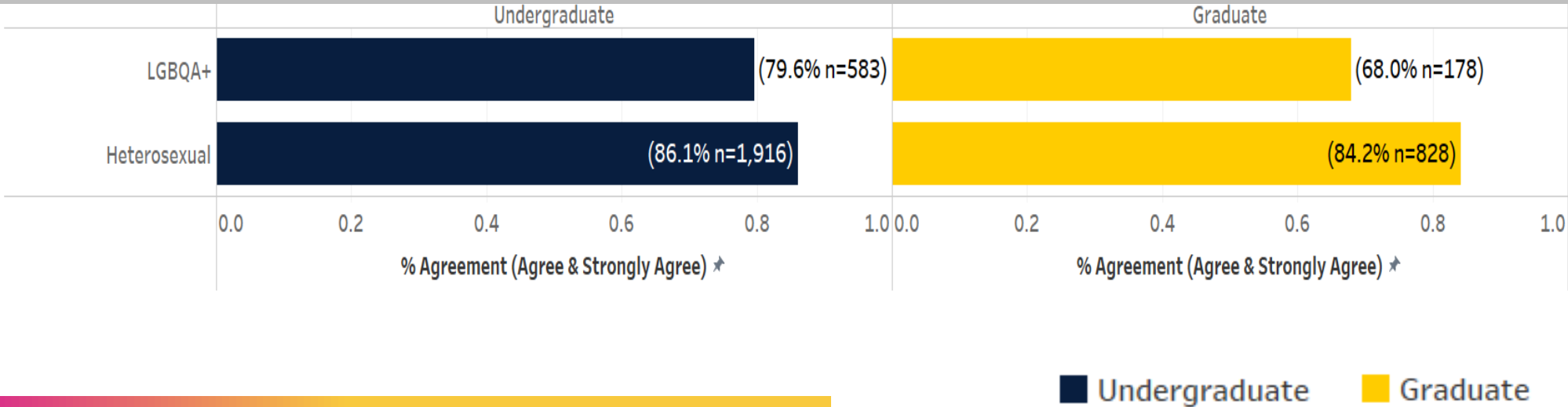
## STUDENT DEMOGRAPHIC FINDINGS



### Overall Campus Climate



### Demographic Trends in Responses by Sexual Identity



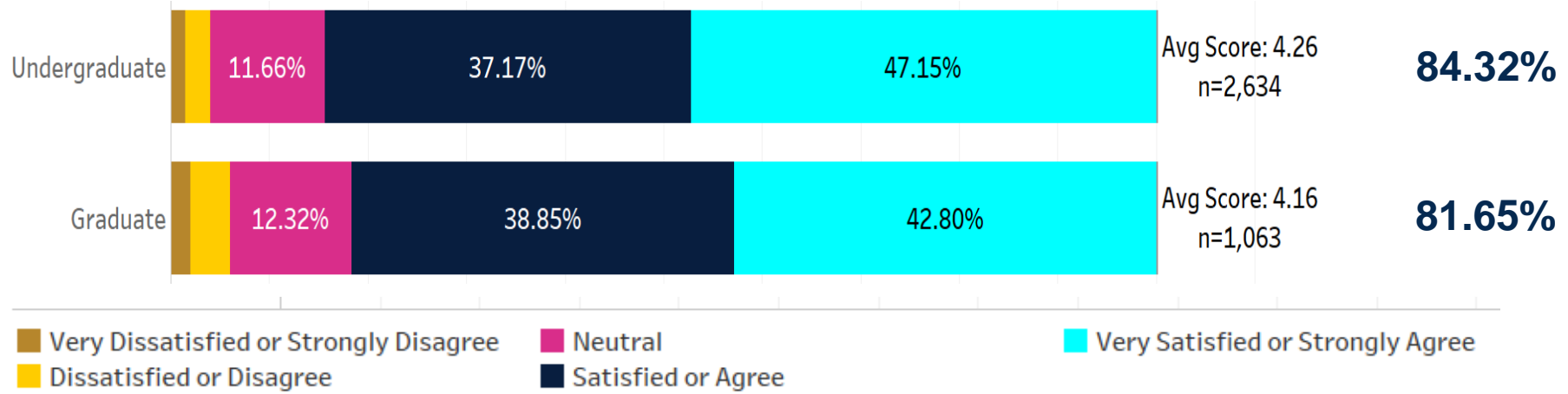
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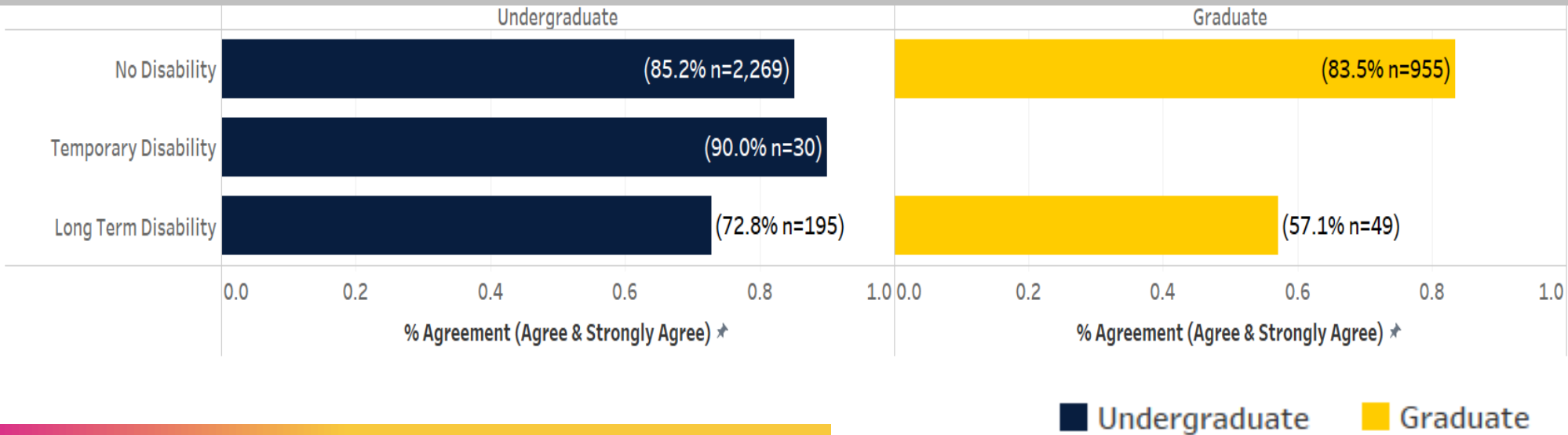
## STUDENT DEMOGRAPHIC FINDINGS



### Overall Campus Climate



### Demographic Trends in Responses by Disability Status



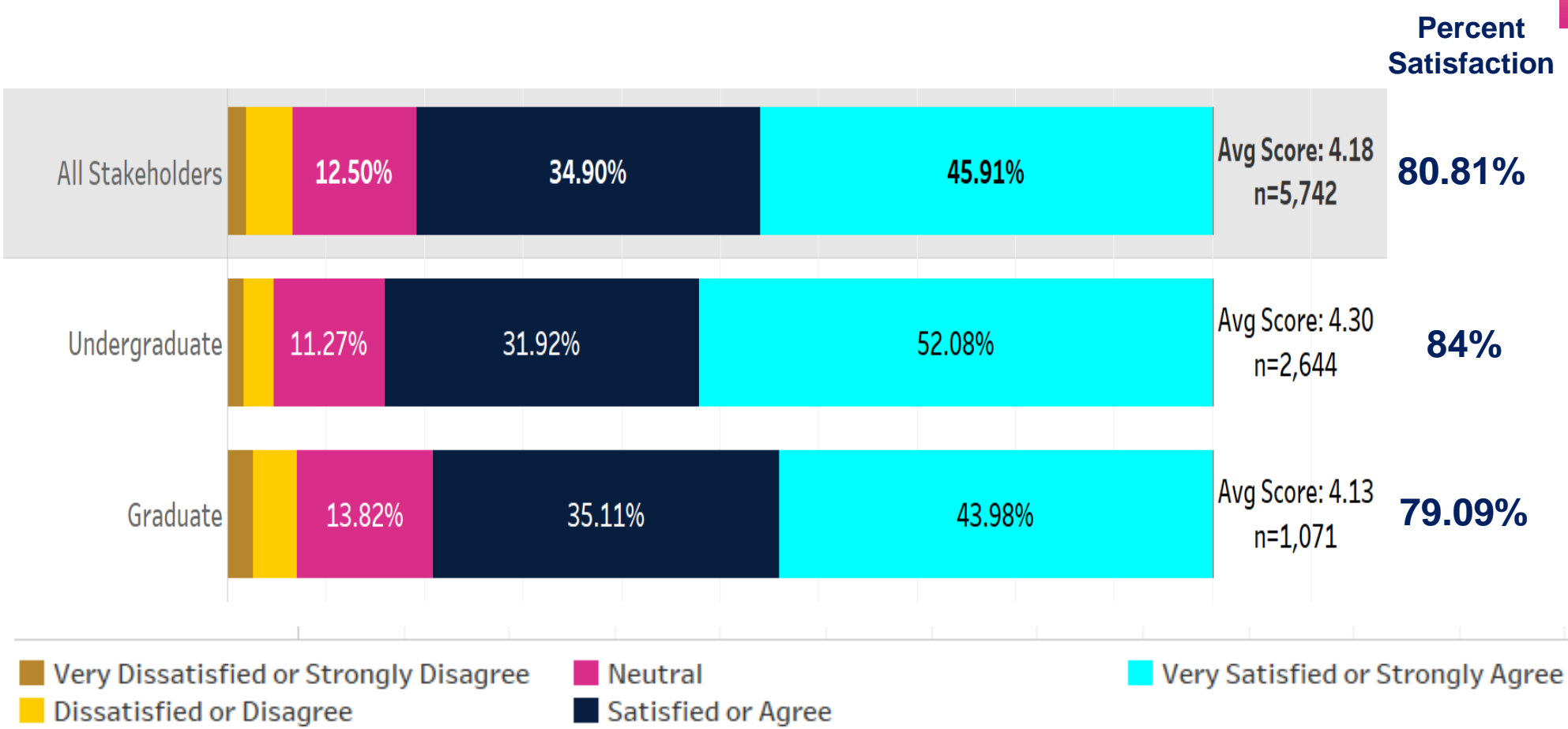




## Overall Student Findings Per Item

- Please indicate your level of satisfaction with the following at Florida International University (FIU)

### The Campus Experience/Environment Regarding Diversity at This Institution



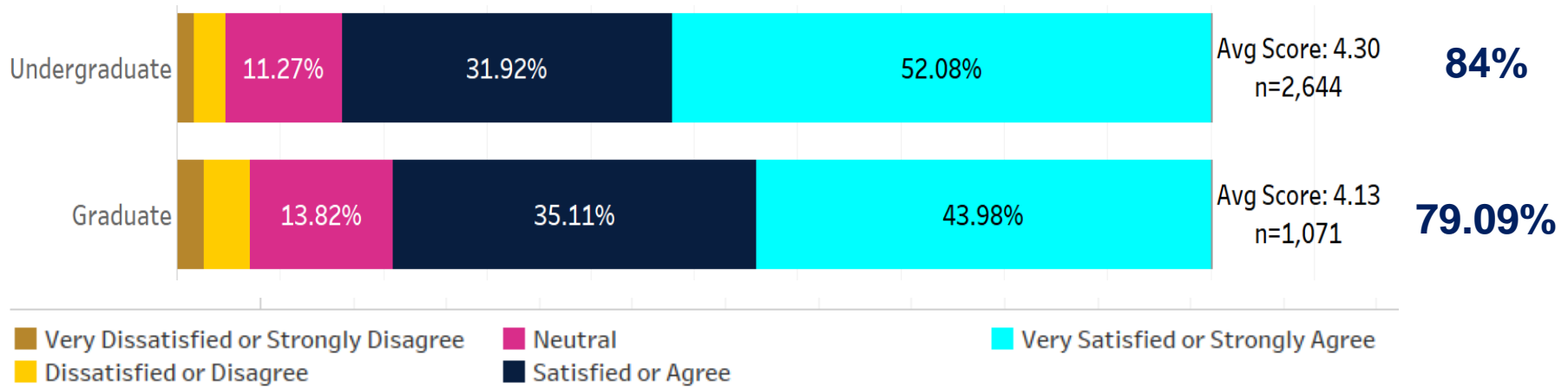
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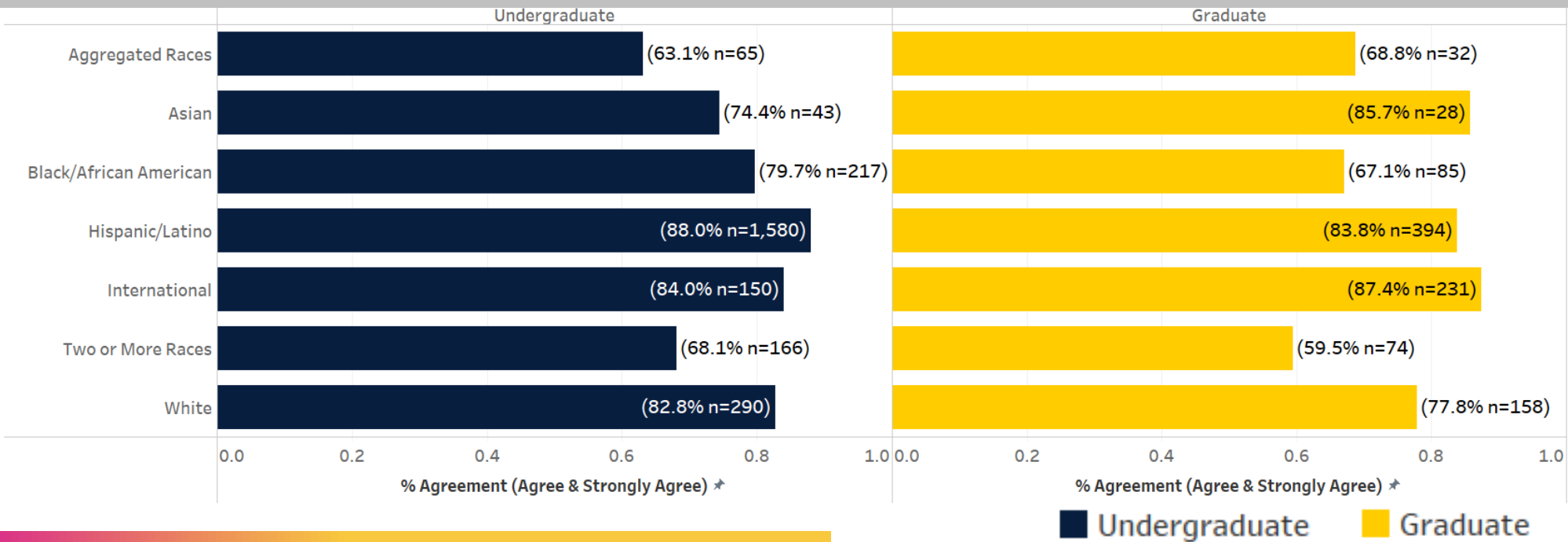
## STUDENT DEMOGRAPHIC FINDINGS



### The Campus Experience/Environment Regarding Diversity at This Institution



### Demographic Trends in Responses by Race & Ethnicity



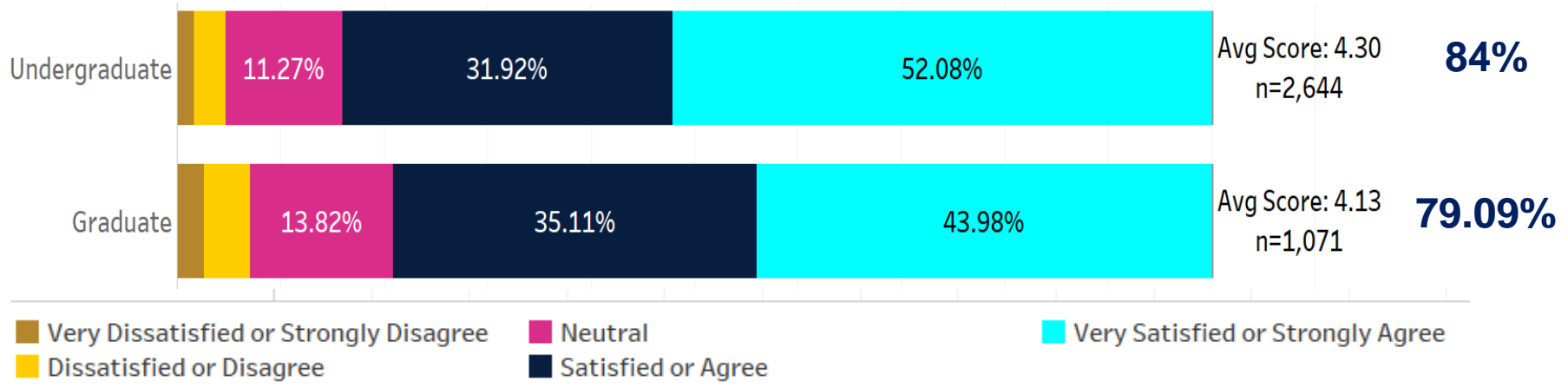
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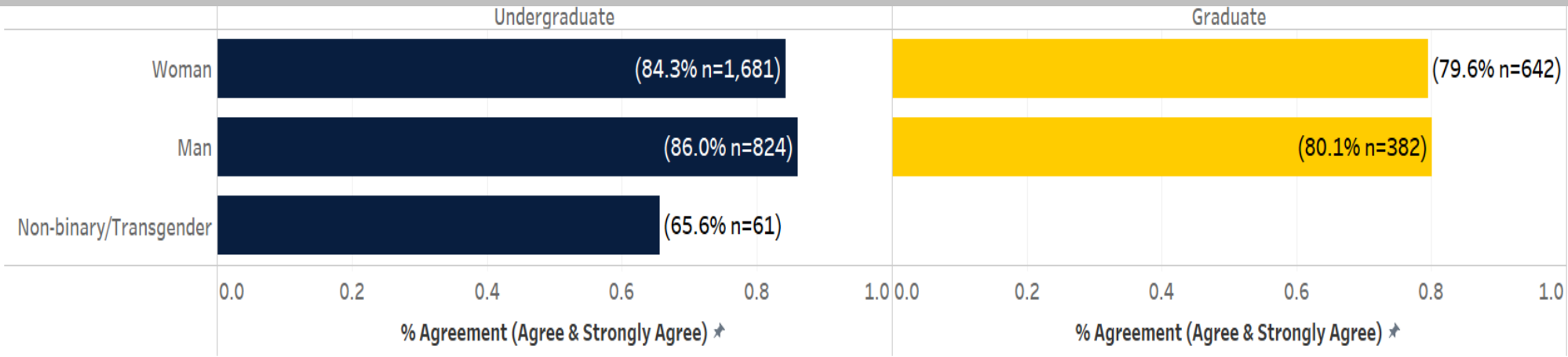
## STUDENT DEMOGRAPHIC FINDINGS



### The Campus Experience/Environment Regarding Diversity at This Institution



### Demographic Trends in Responses by Gender



Undergraduate Graduate

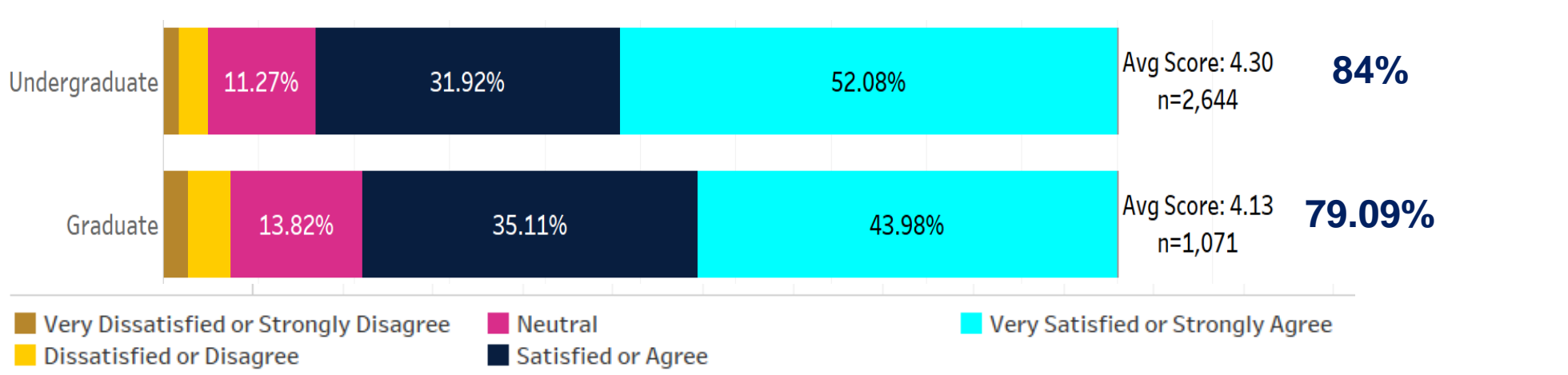
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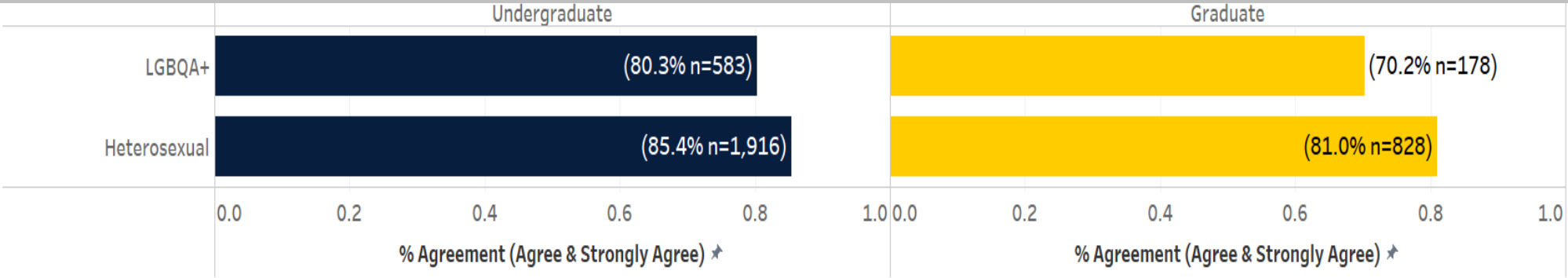
## STUDENT DEMOGRAPHIC FINDINGS



### The Campus Experience/Environment Regarding Diversity at This Institution



### Demographic Trends in Responses by Sexual Identity



Undergraduate Graduate

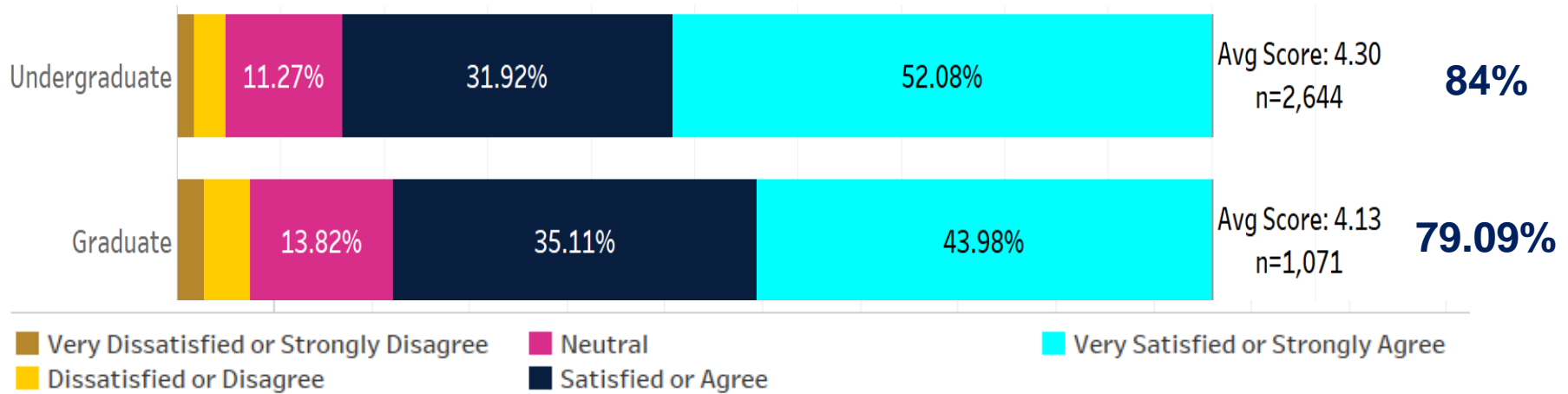
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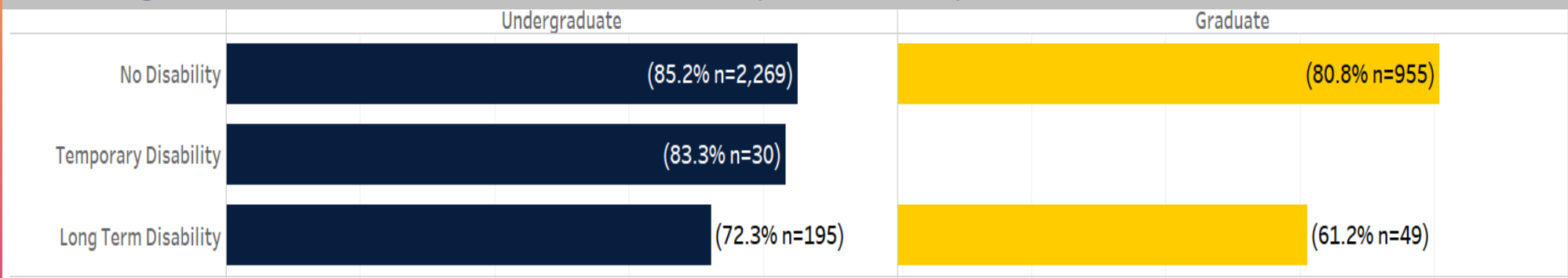
## STUDENT DEMOGRAPHIC FINDINGS



### The Campus Experience/Environment Regarding Diversity at This Institution



### Demographic Trends in Responses by Disability Status



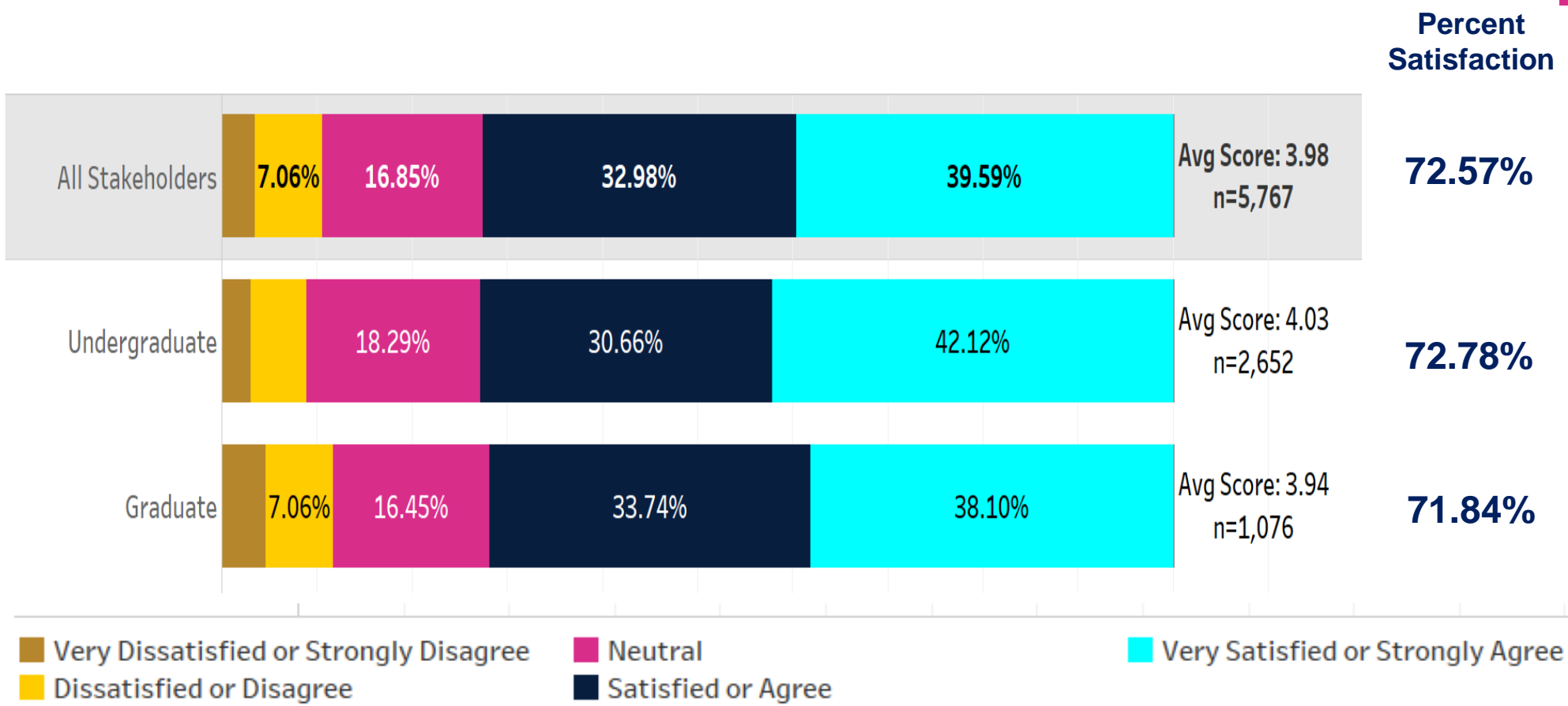
Undergraduate Graduate



## Overall Student Findings Per Item

- Please indicate your level of satisfaction with the following at Florida International University (FIU)

### The Extent to Which You Experience a Sense of Belonging or Community at This Institution



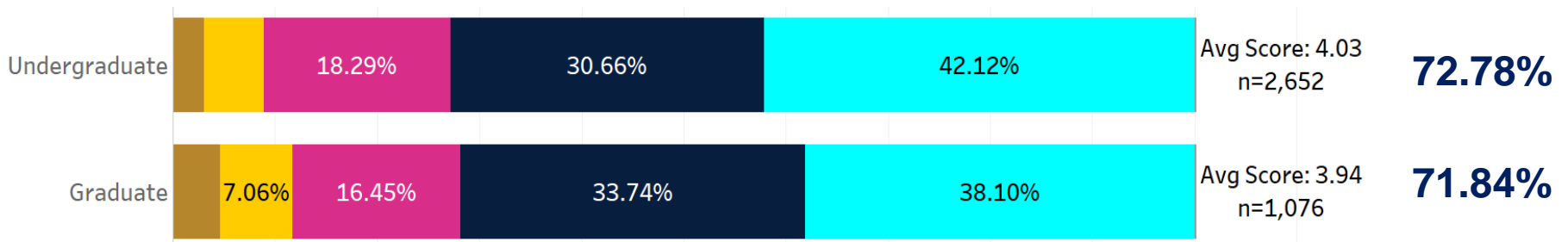
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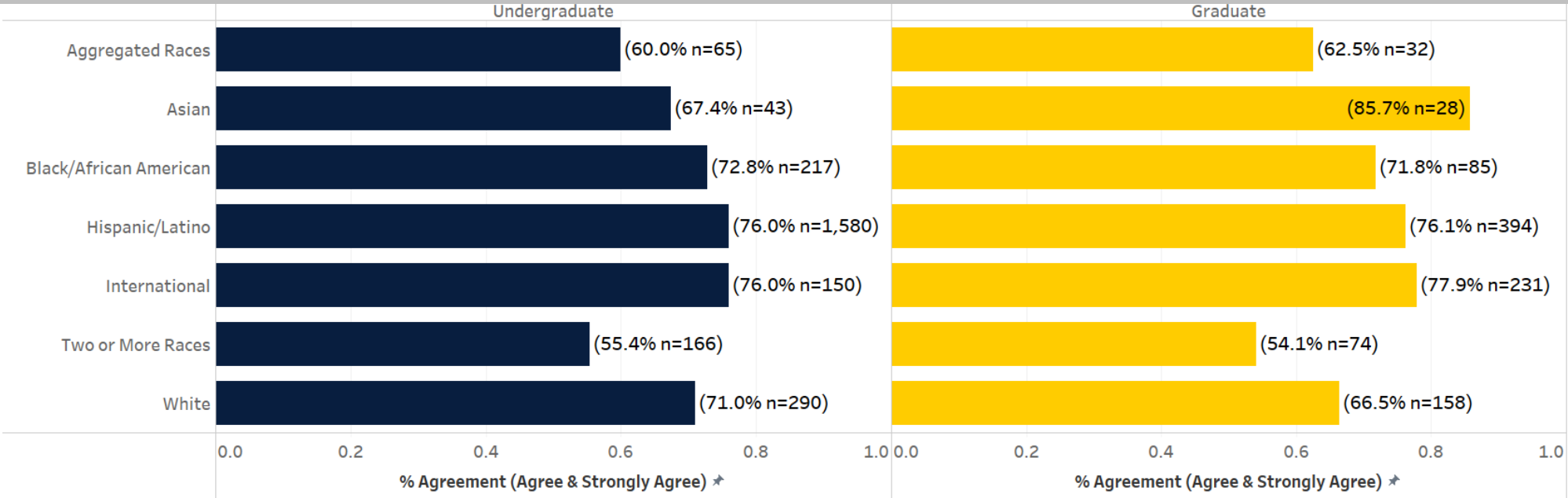
## STUDENT DEMOGRAPHIC FINDINGS



### The Extent to Which You Experience a Sense of Belonging or Community at This Institution



### Demographic Trends in Responses by Race & Ethnicity



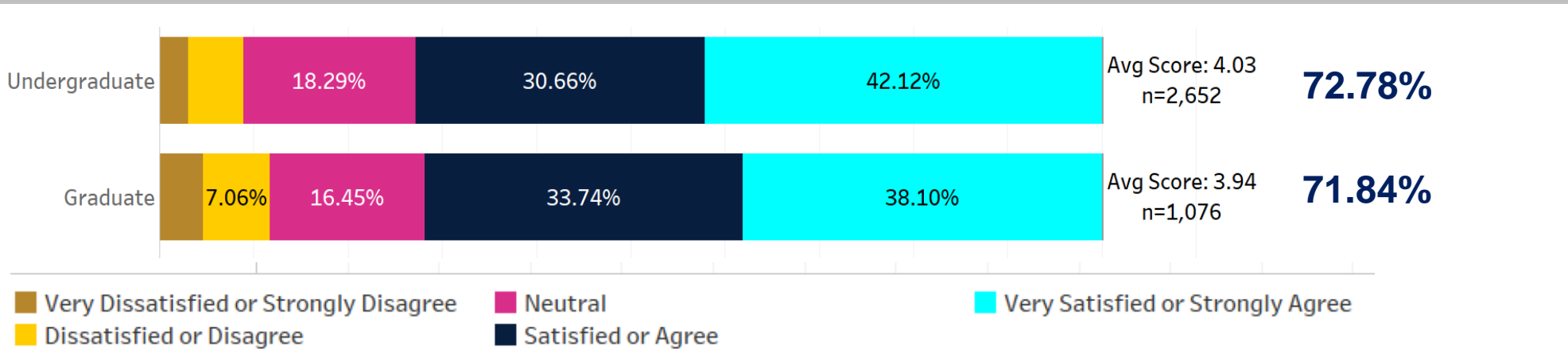
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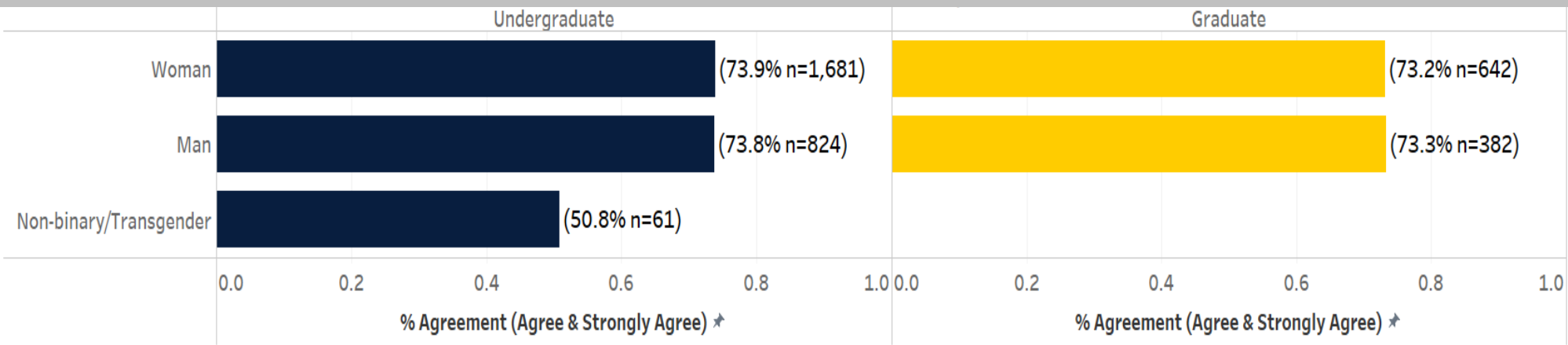
## STUDENT DEMOGRAPHIC FINDINGS



### The Extent to Which You Experience a Sense of Belonging or Community at This Institution



### Demographic Trends in Responses by Gender



Undergraduate Graduate



# CLIMATE

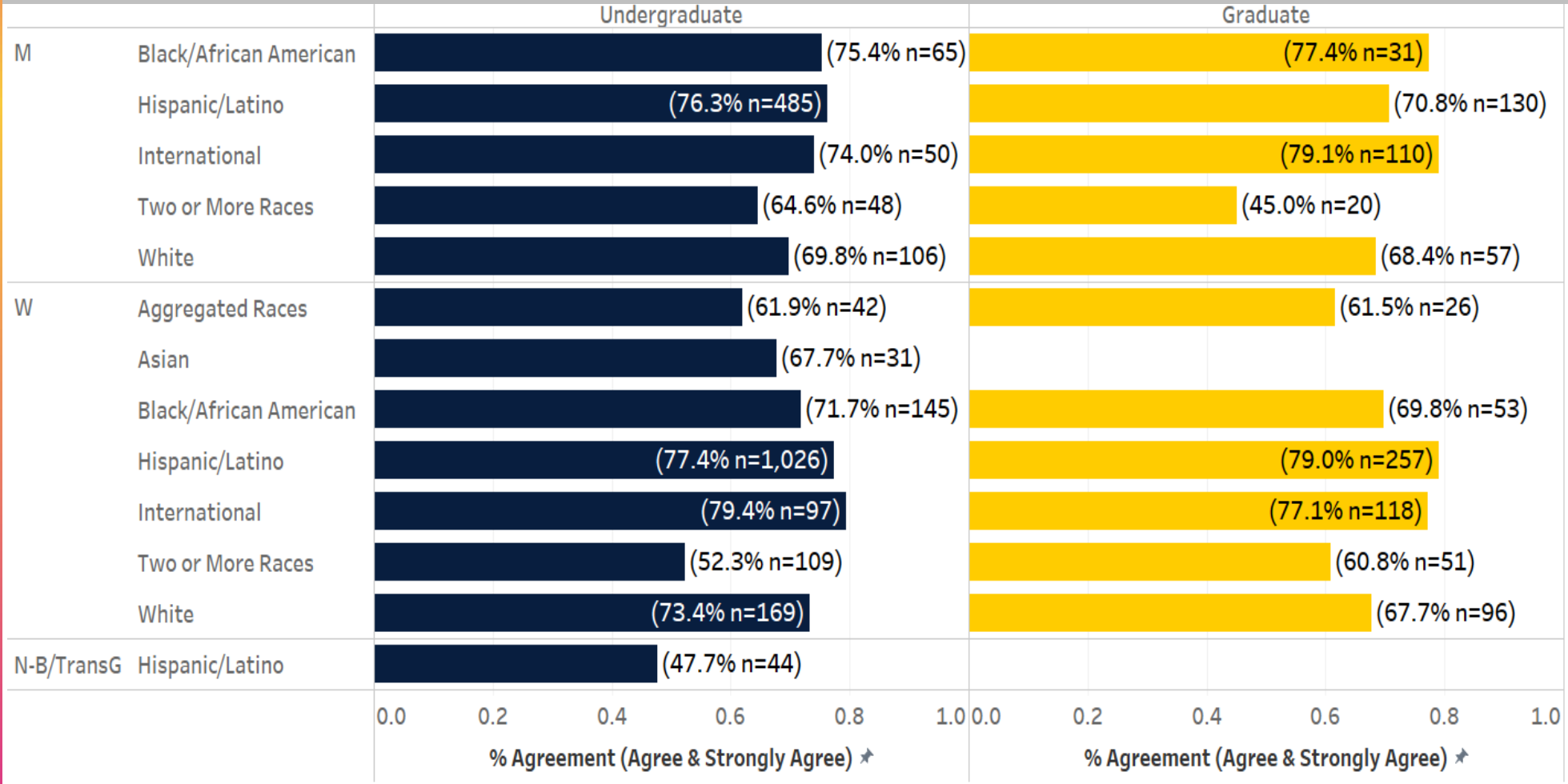


## STUDENT DEMOGRAPHIC FINDINGS



# The Extent to Which You Experience a Sense of Belonging or Community at This Institution

## Demographic Trends in Responses by Gender with Race & Ethnicity



■ Undergraduate ■ Graduate

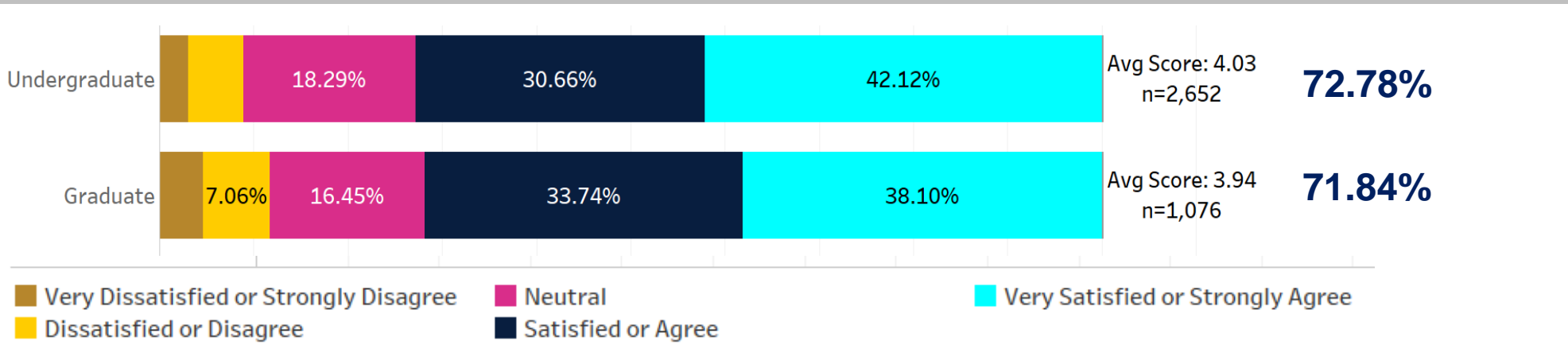
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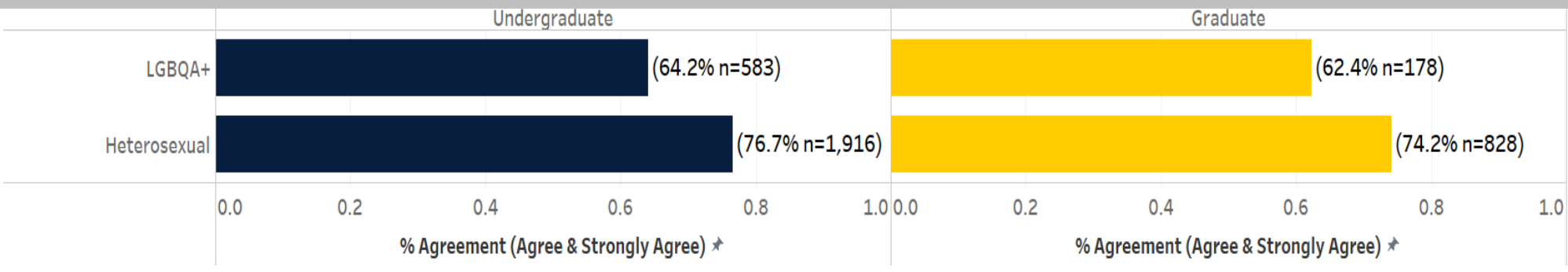
## STUDENT DEMOGRAPHIC FINDINGS



### The Extent to Which You Experience a Sense of Belonging or Community at This Institution



### Demographic Trends in Responses by Sexual Identity



Undergraduate Graduate

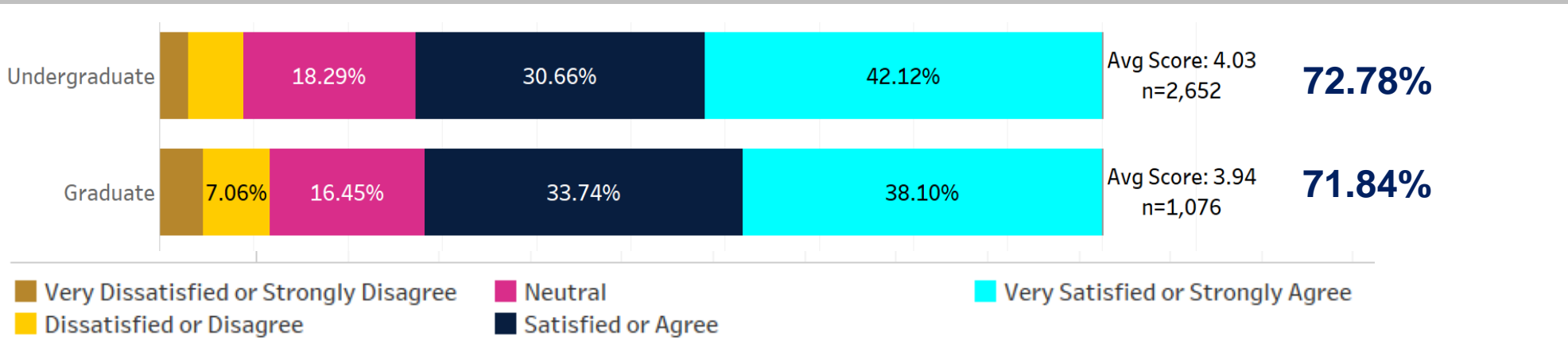
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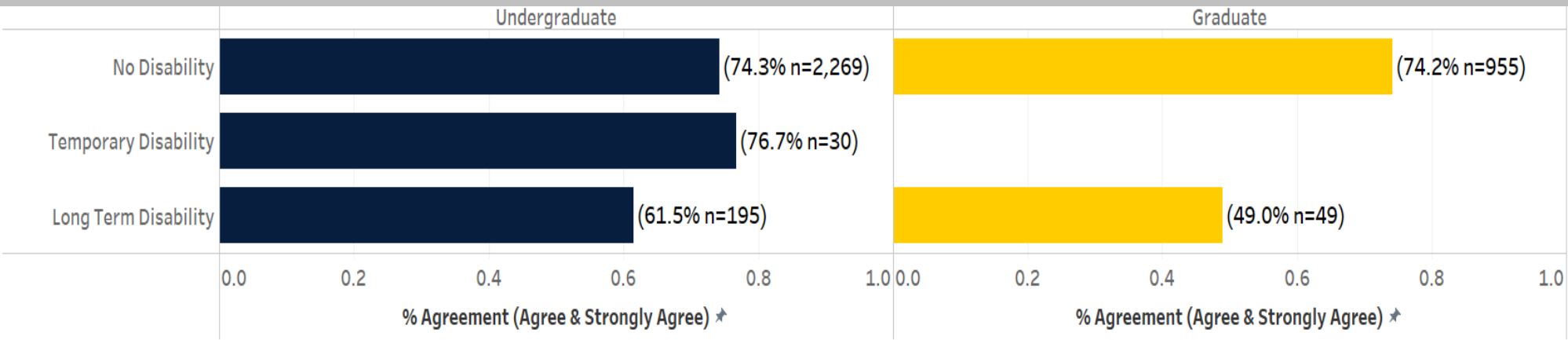
## STUDENT DEMOGRAPHIC FINDINGS



### The Extent to Which You Experience a Sense of Belonging or Community at This Institution



### Demographic Trends in Responses by Disability Status



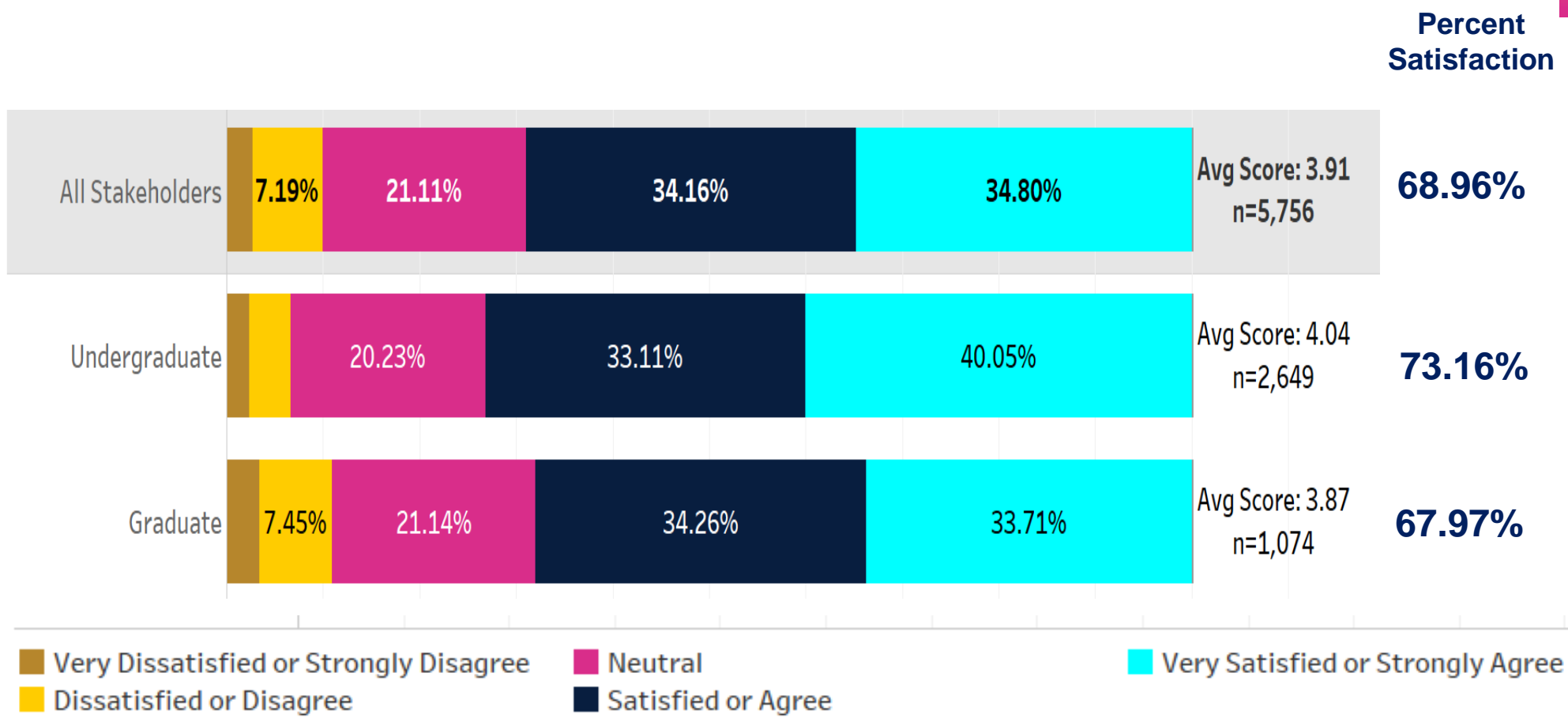
Undergraduate Graduate



## Overall Student Findings Per Item

- Please indicate your level of satisfaction with the following at Florida International University (FIU)

### The Extent to Which You Feel All Community Members Experience a Sense of Belonging or Community at This Institution



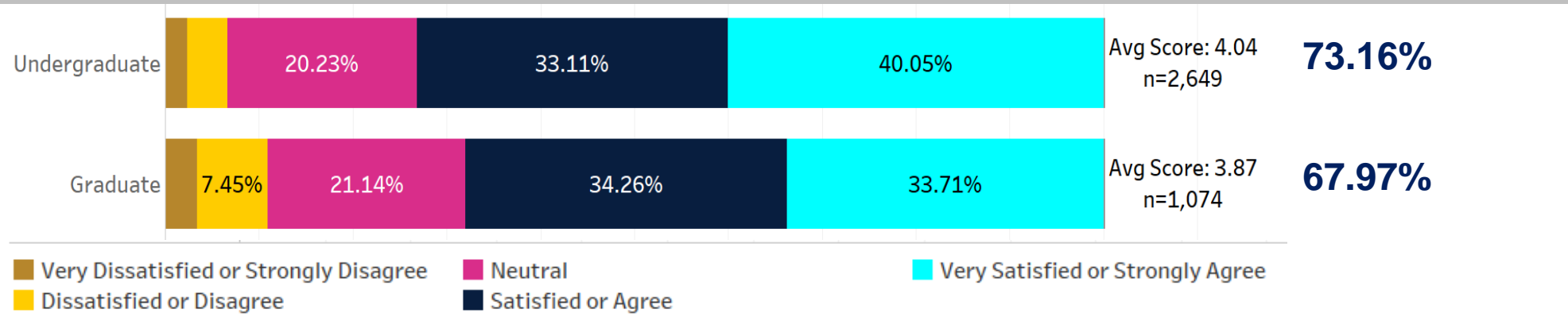
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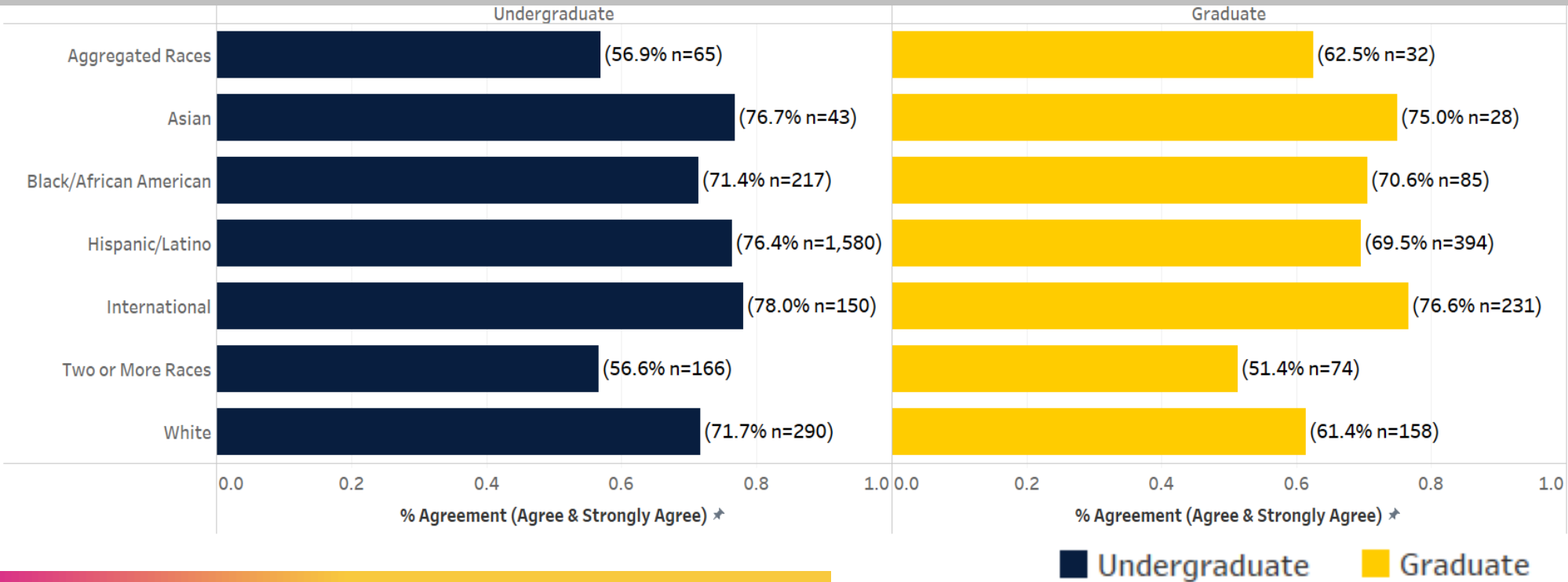
## STUDENT DEMOGRAPHIC FINDINGS



### The Extent to Which You Feel All Community Members Experience a Sense of Belonging or Community at This Institution



### Demographic Trends in Responses by Race & Ethnicity



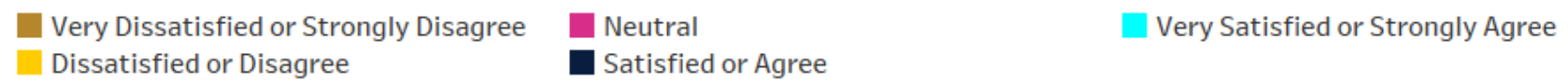
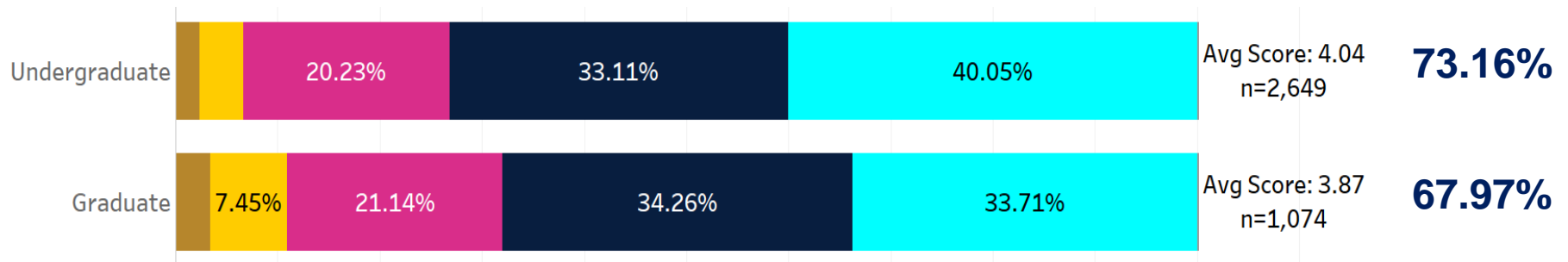
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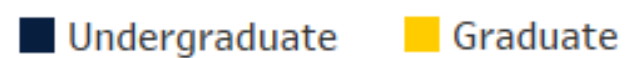
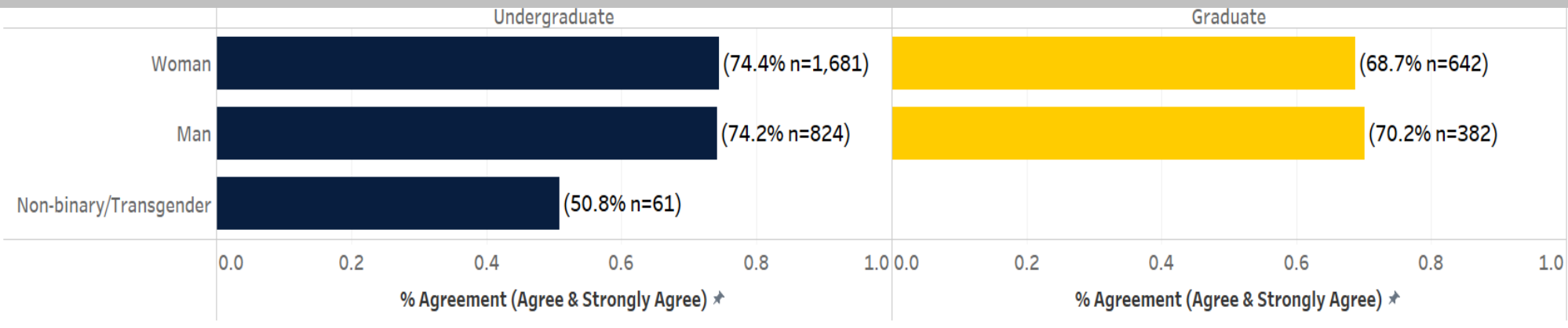
## STUDENT DEMOGRAPHIC FINDINGS



### The Extent to Which You Feel All Community Members Experience a Sense of Belonging or Community at This Institution



### Demographic Trends in Responses by Gender



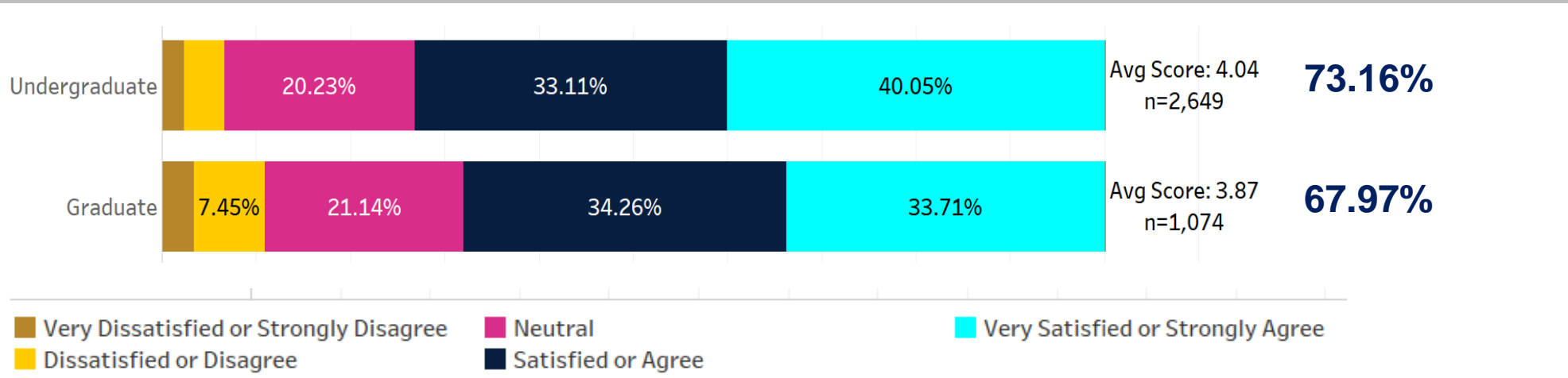
# CLIMATE



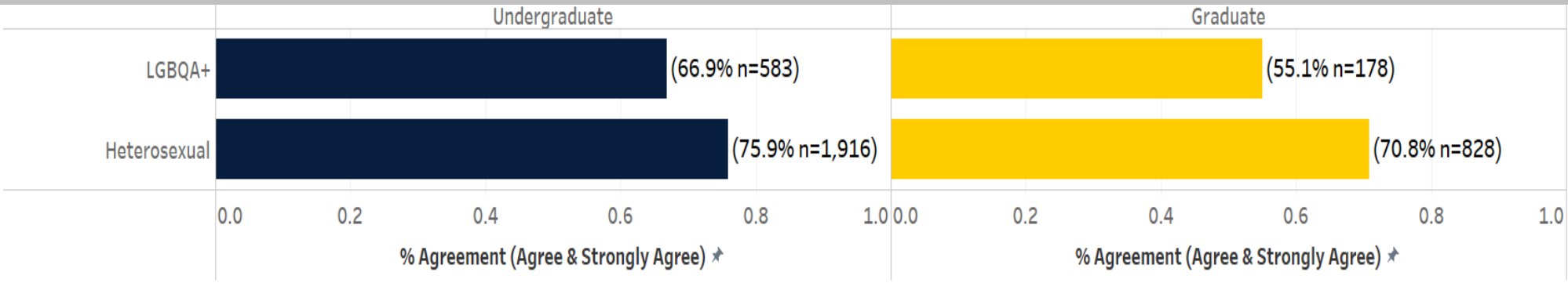
## STUDENT DEMOGRAPHIC FINDINGS



### The Extent to Which You Feel All Community Members Experience a Sense of Belonging or Community at This Institution



### Demographic Trends in Responses by Sexual Identity



Undergraduate Graduate

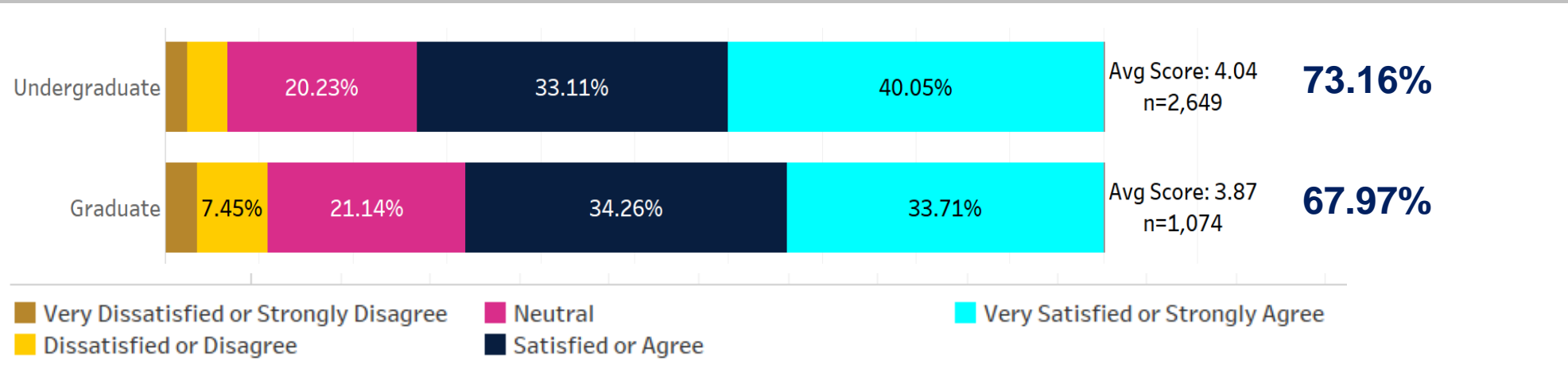
# CLIMATE



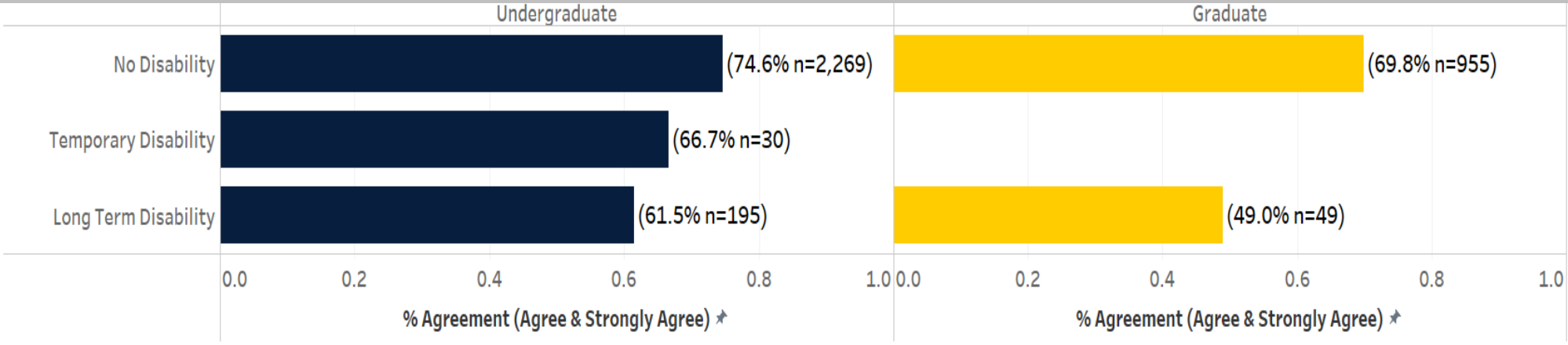
## STUDENT DEMOGRAPHIC FINDINGS



### The Extent to Which You Feel All Community Members Experience a Sense of Belonging or Community at This Institution



### Demographic Trends in Responses by Disability Status



Undergraduate Graduate



# Students

## III. Stakeholder Trends – INSTITUTIONAL SUPPORT

# SUPPORT



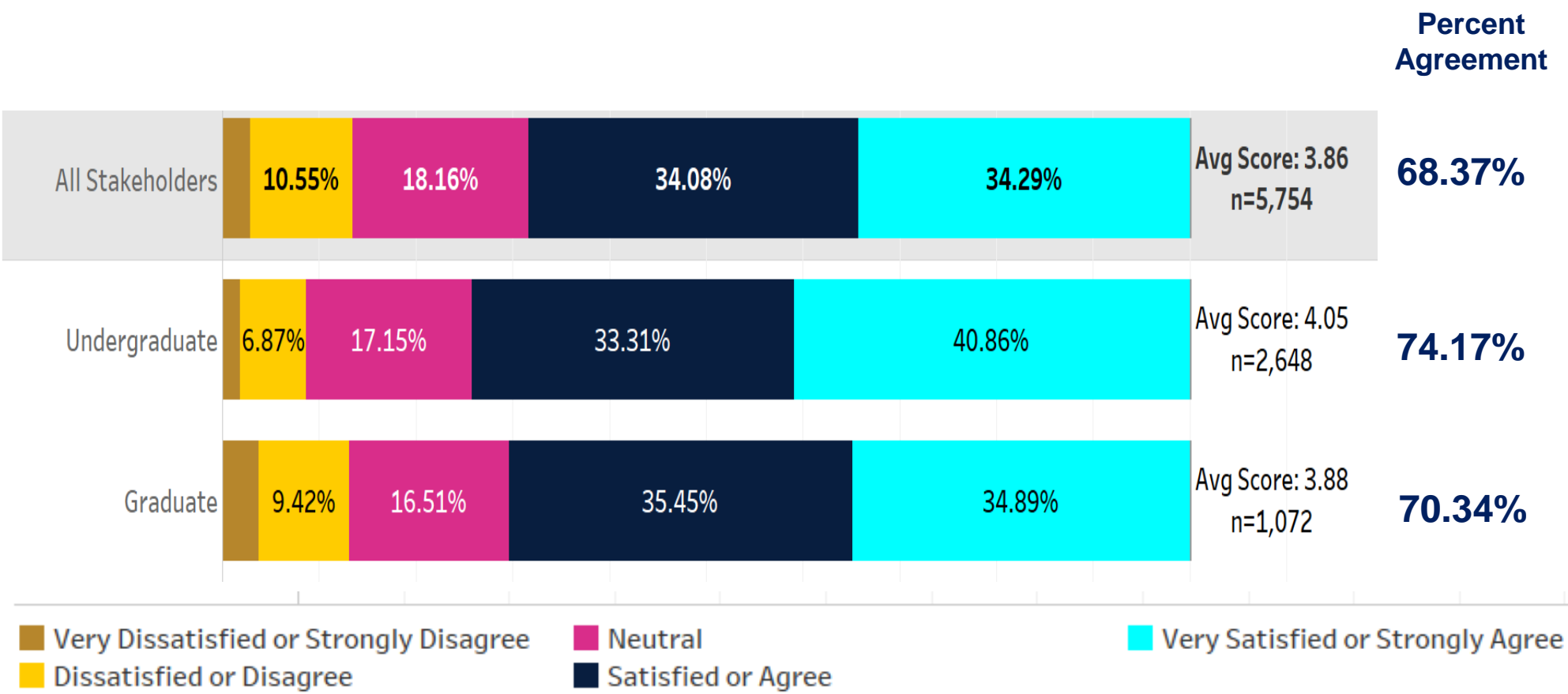
# STUDENT FINDINGS



## Overall Student Findings Per Item

- Please indicate your level of agreement with the following at Florida International University (FIU)

The Campus Environment is Free From Tensions Related to Individual or Group Differences



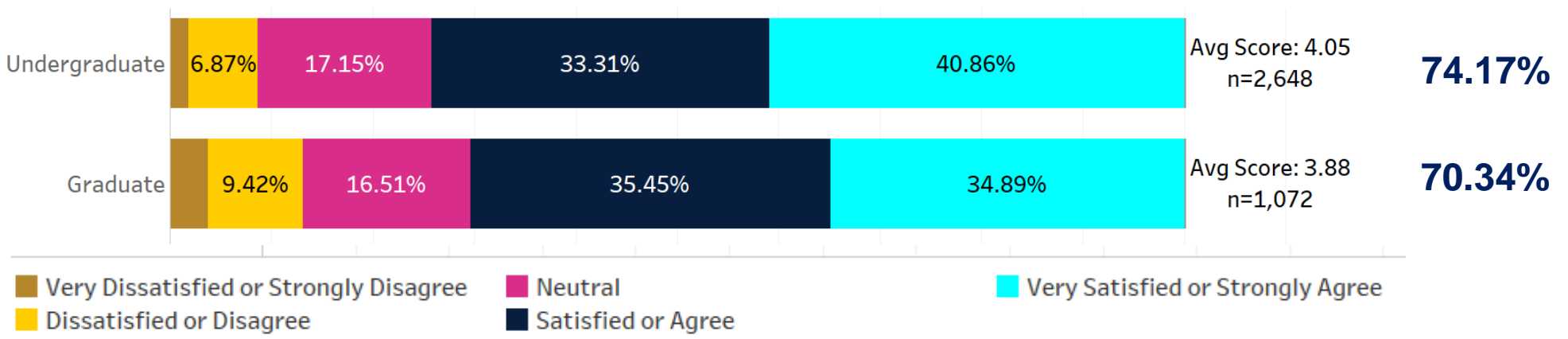
# SUPPORT



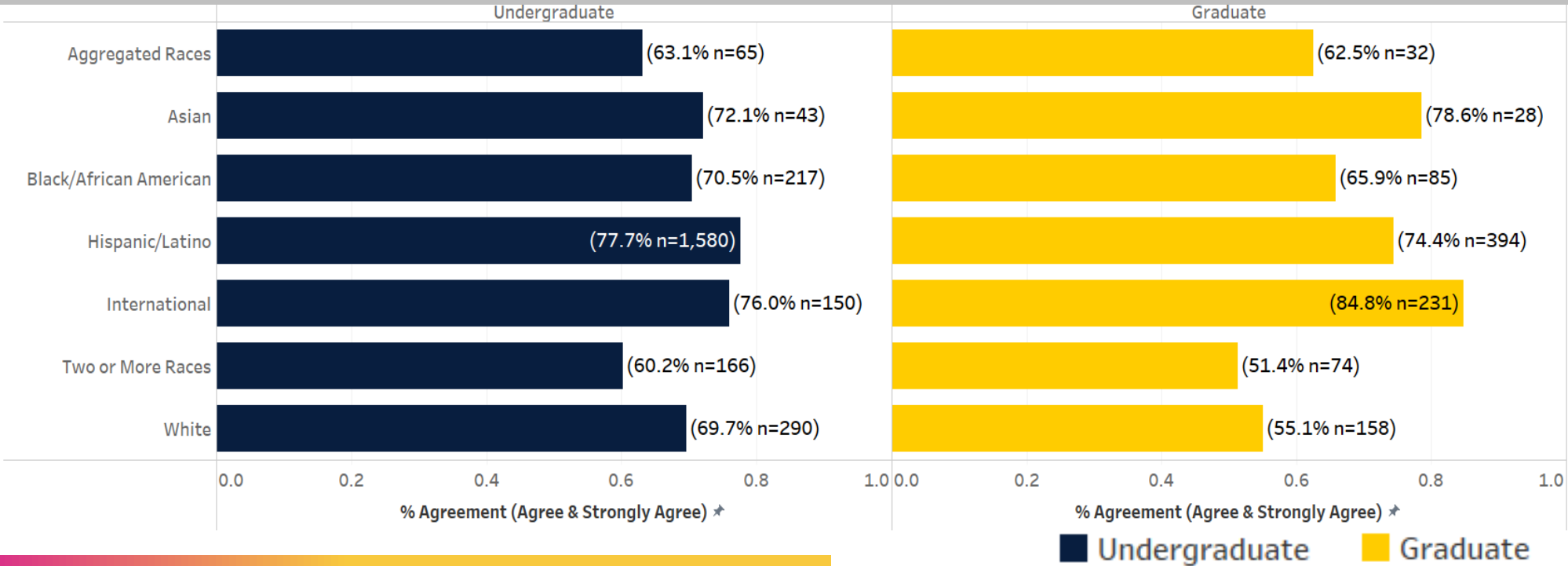
# STUDENT DEMOGRAPHIC FINDINGS



## The Campus Environment is Free From Tensions Related to Individual or Group Differences



## Demographic Trends in Responses by Race & Ethnicity



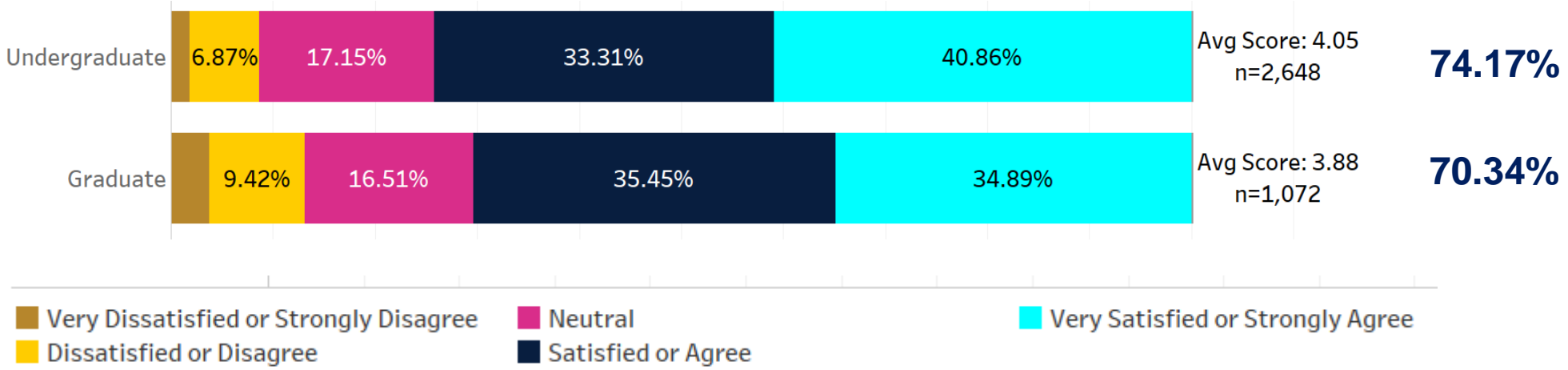
# SUPPORT



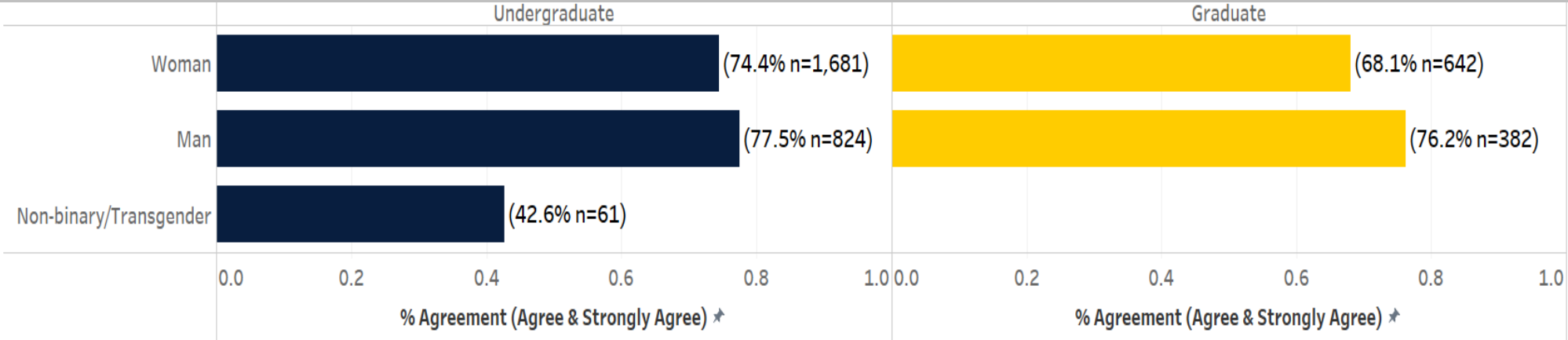
## STUDENT DEMOGRAPHIC FINDINGS



### The Campus Environment is Free From Tensions Related to Individual or Group Differences



### Demographic Trends in Responses by Gender



Undergraduate Graduate

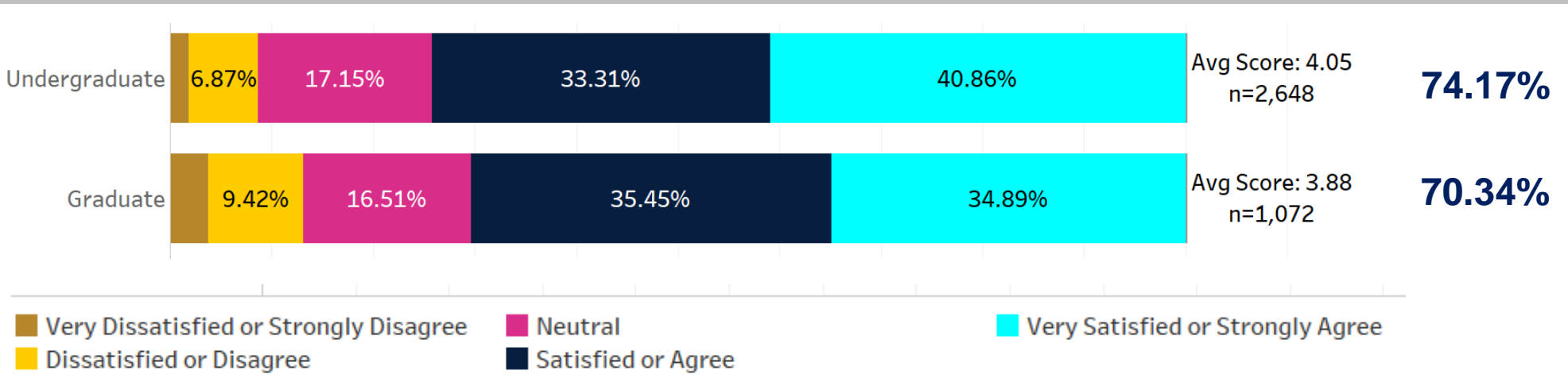
# SUPPORT



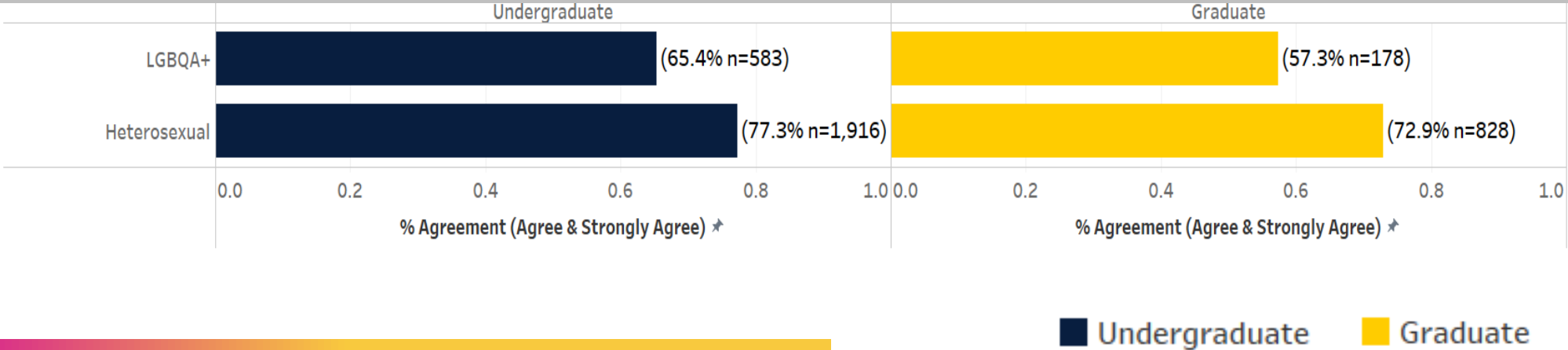
## STUDENT DEMOGRAPHIC FINDINGS



### The Campus Environment is Free From Tensions Related to Individual or Group Differences



### Demographic Trends in Responses by Sexual Identity



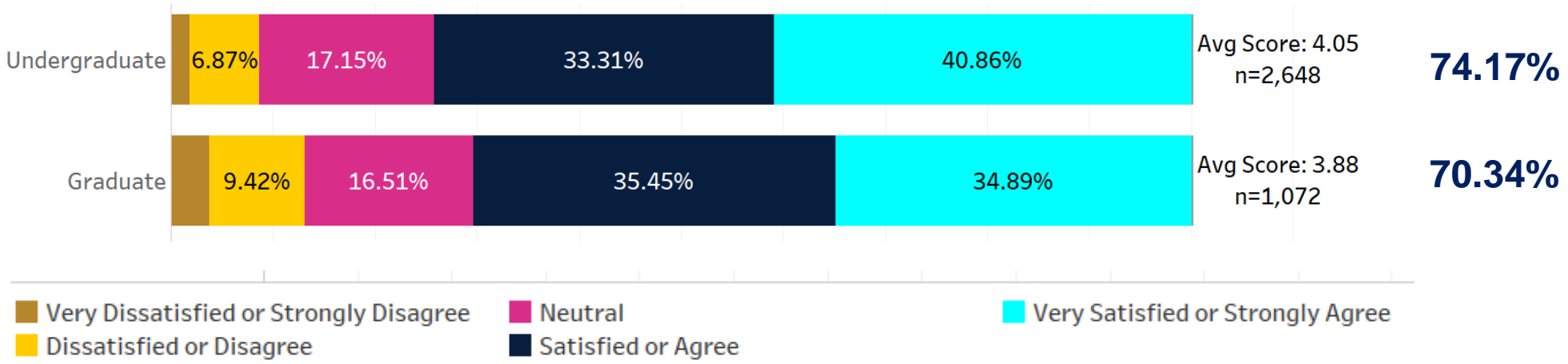
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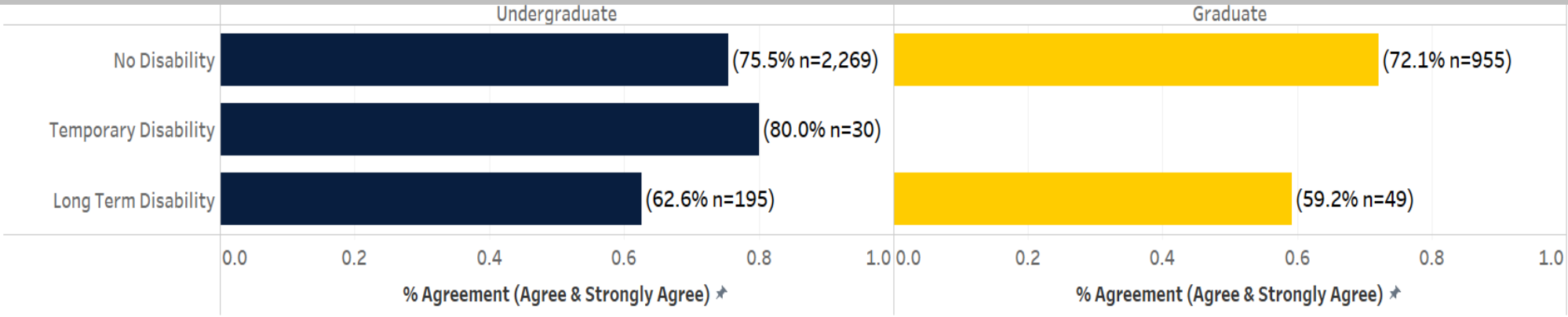
# STUDENT DEMOGRAPHIC FINDINGS



## The Campus Environment is Free From Tensions Related to Individual or Group Differences



## Demographic Trends in Responses by Disability Status



Undergraduate Graduate

# SUPPORT



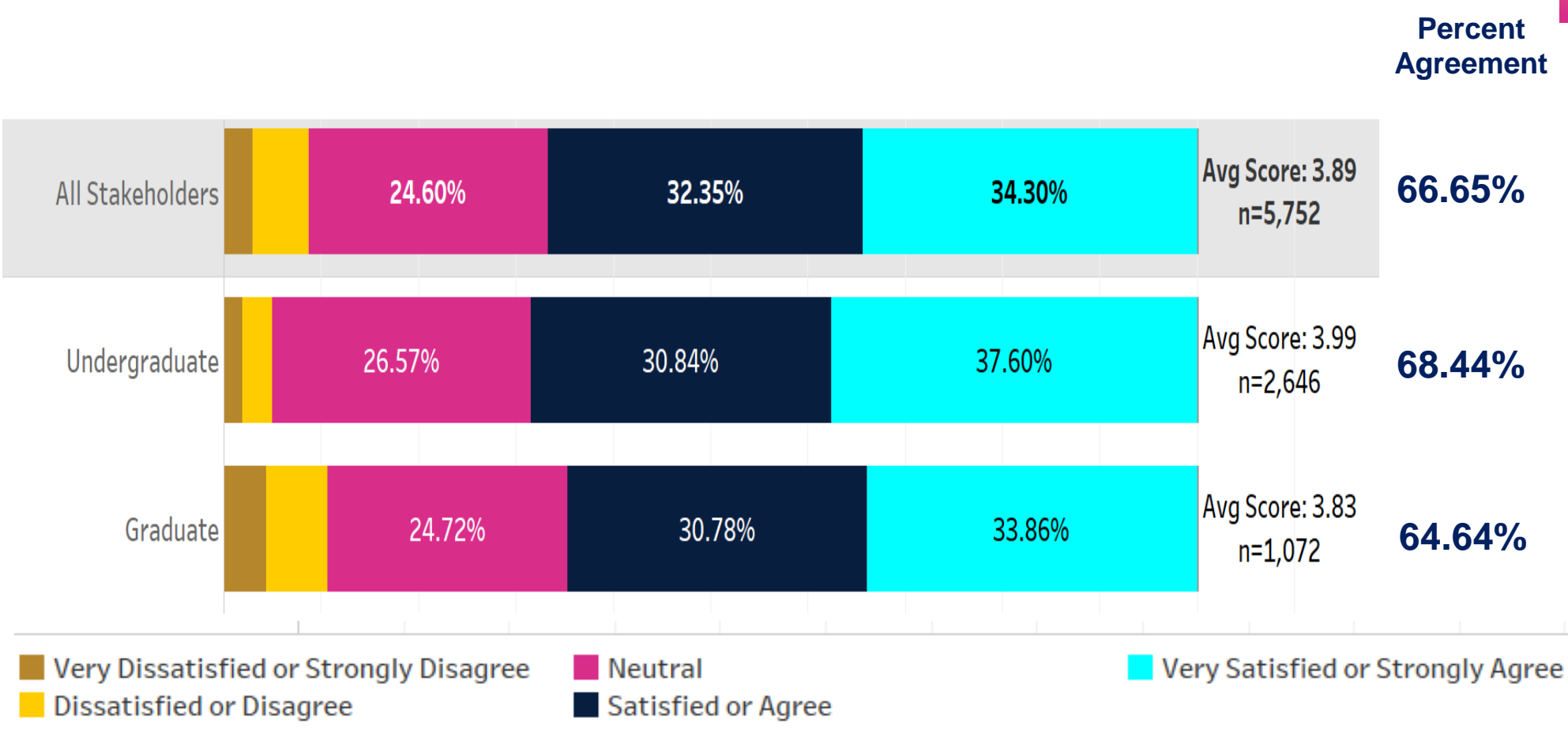
# STUDENT FINDINGS



## Overall Student Findings Per Item

- Please indicate your level of agreement with the following at Florida International University (FIU)

### Recruitment of Historically Marginalized Students, Faculty, & Staff is an Institutional Priority



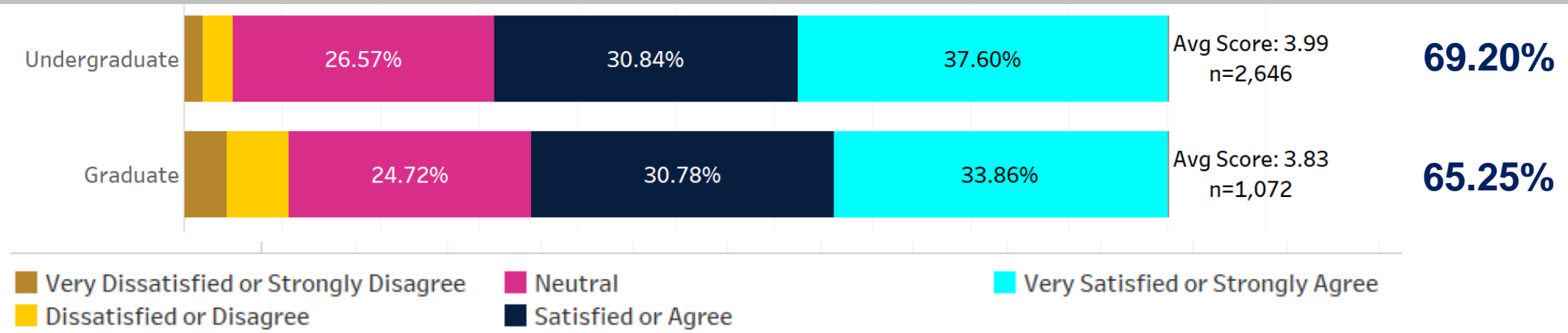
# SUPPORT



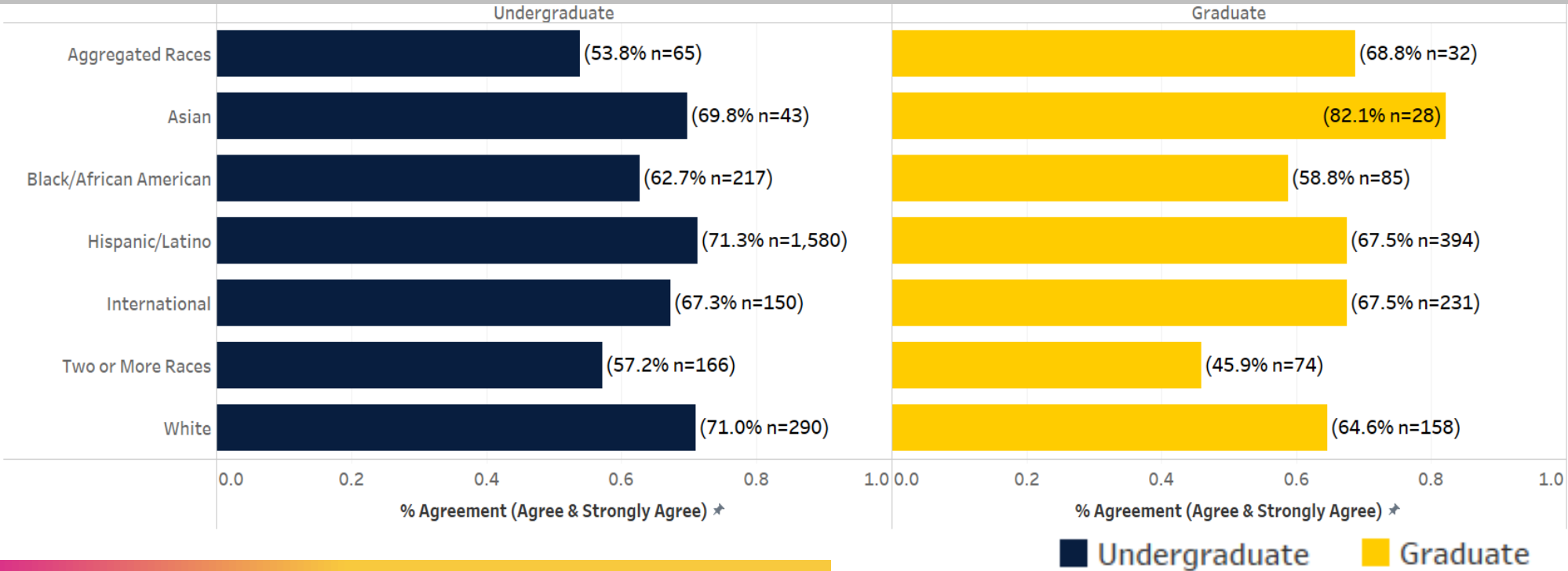
# STUDENT DEMOGRAPHIC FINDINGS



## Recruitment of Historically Marginalized Students, Faculty, & Staff is an Institutional Priority



## Demographic Trends in Responses by Race & Ethnicity





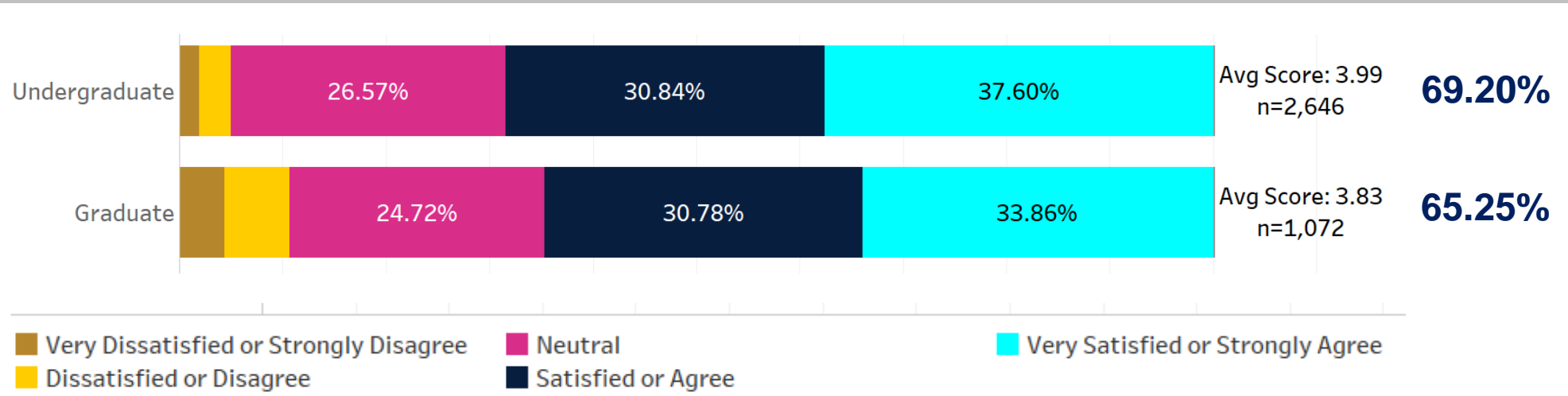
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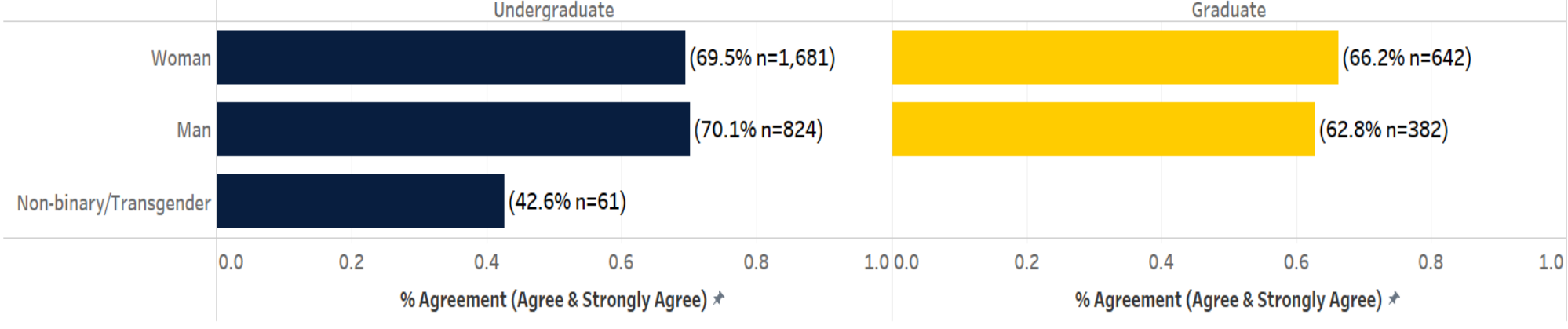
# STUDENT DEMOGRAPHIC FINDINGS



## Recruitment of Historically Marginalized Students, Faculty, & Staff is an Institutional Priority



## Demographic Trends in Responses by Gender



Undergraduate Graduate

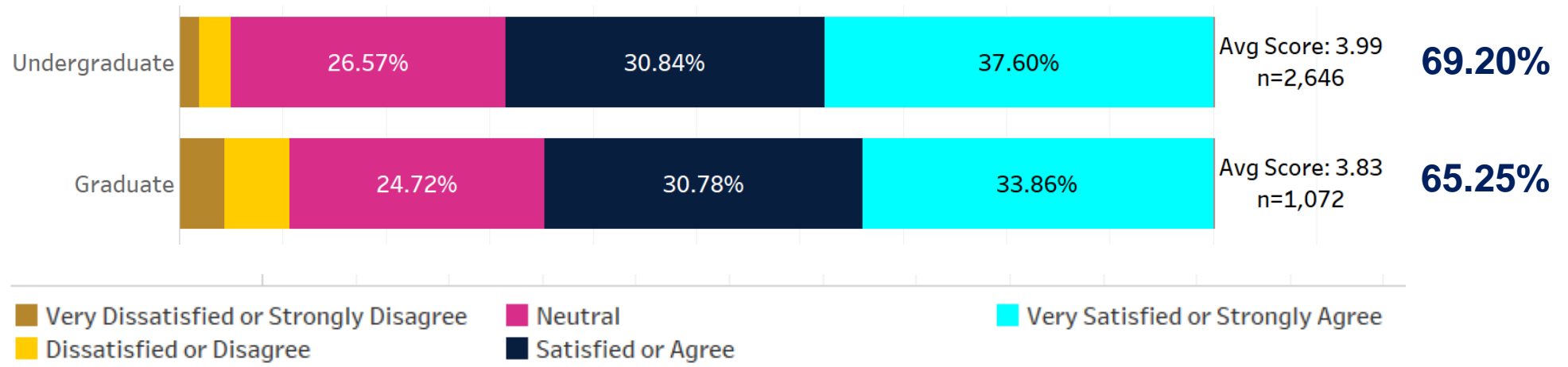
# SUPPORT



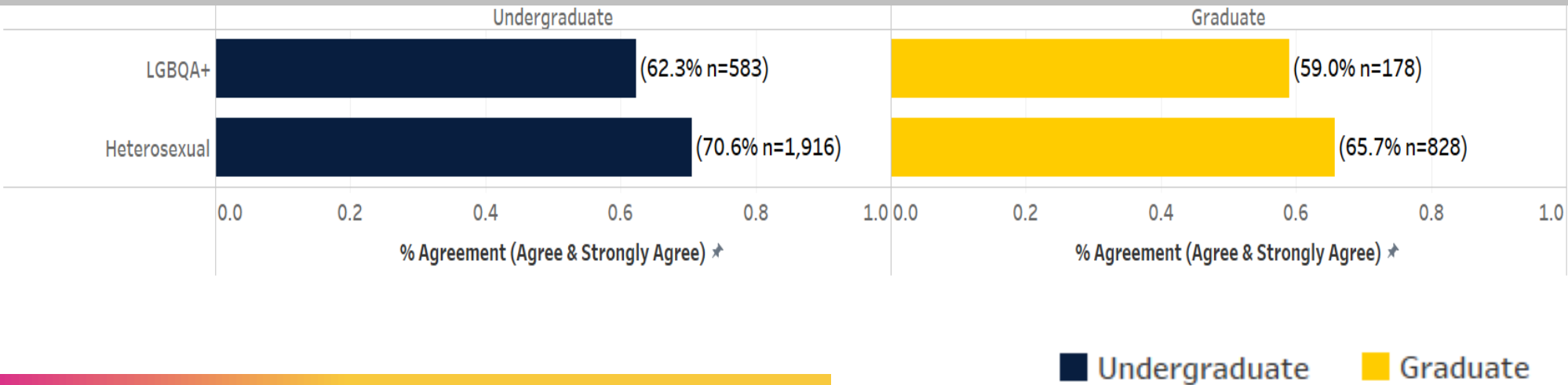
# STUDENT DEMOGRAPHIC FINDINGS



## Recruitment of Historically Marginalized Students, Faculty, & Staff is an Institutional Priority



## Demographic Trends in Responses by Sexual Identity



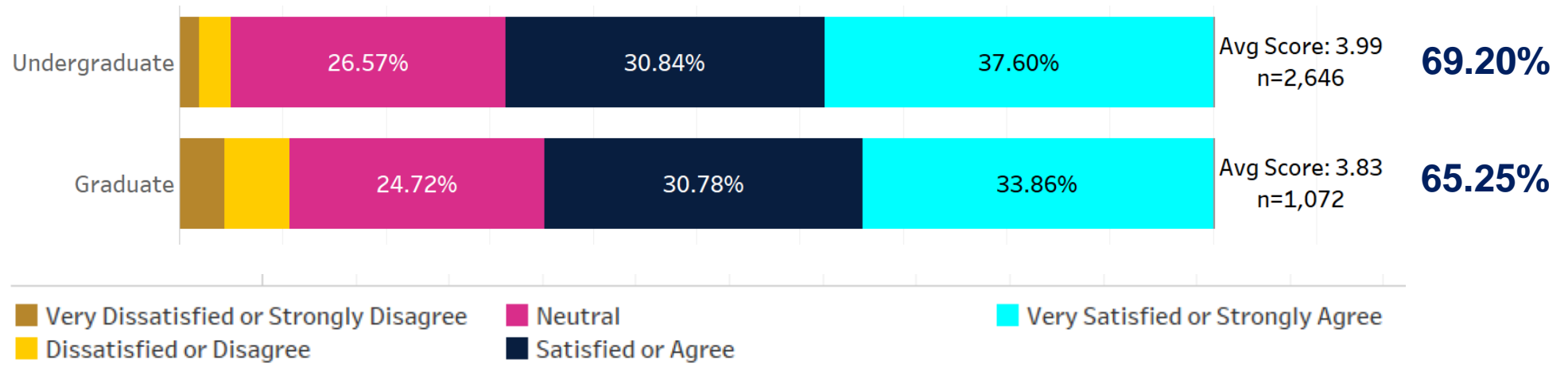
# SUPPORT



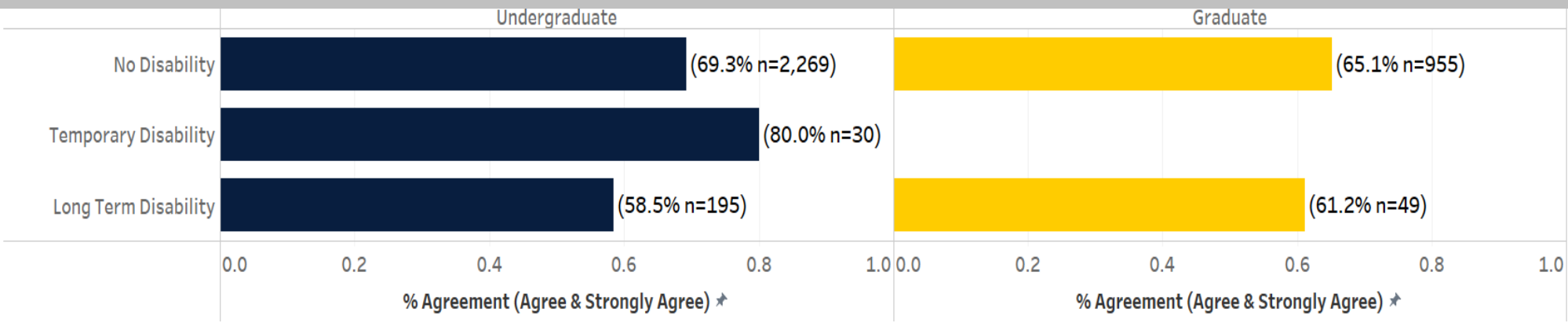
# STUDENT DEMOGRAPHIC FINDINGS



## Recruitment of Historically Marginalized Students, Faculty, & Staff is an Institutional Priority



## Demographic Trends in Responses by Disability Status



Undergraduate Graduate

# SUPPORT



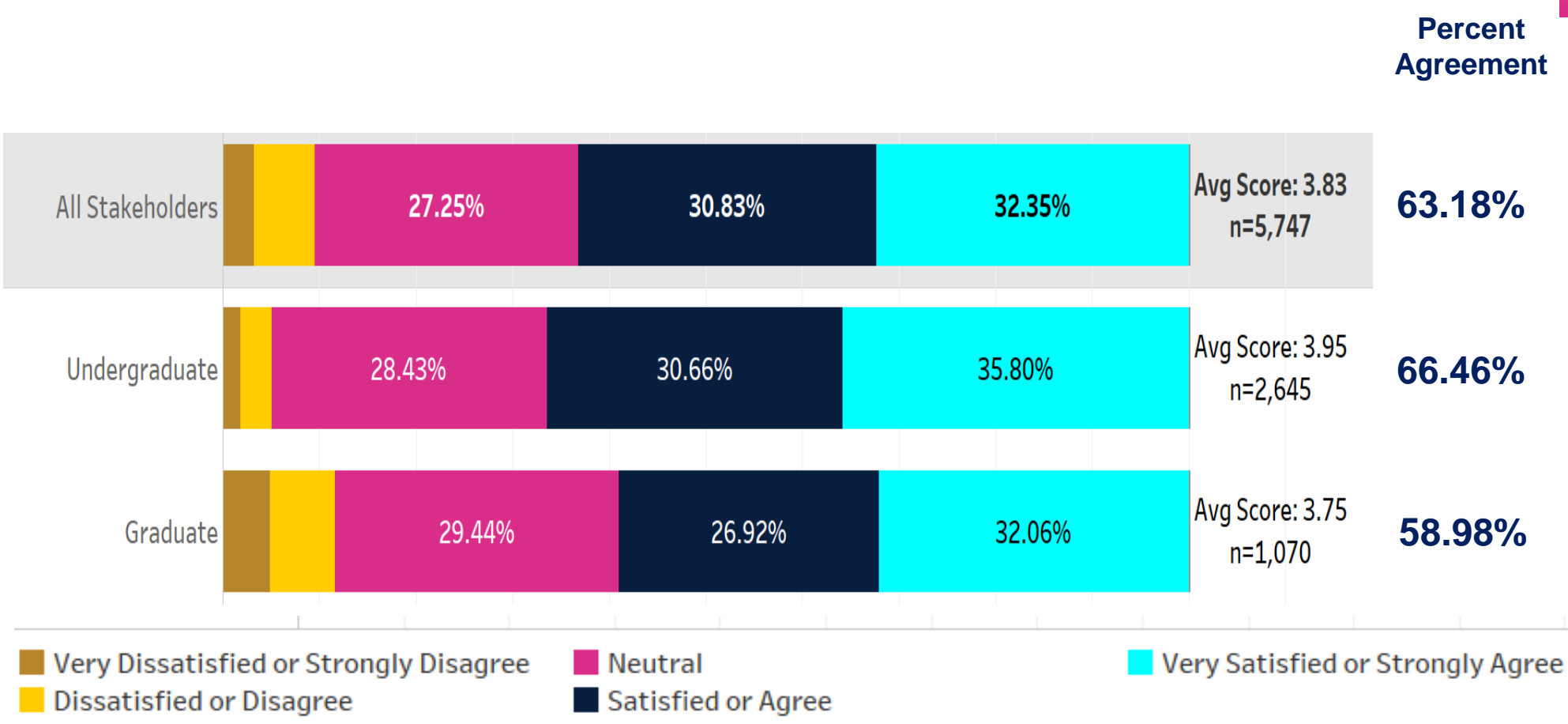
# STUDENT FINDINGS



## Overall Student Findings Per Item

- Please indicate your level of agreement with the following at Florida International University (FIU)

### Retention of Historically Marginalized Students, Faculty, & Staff is an Institutional Priority



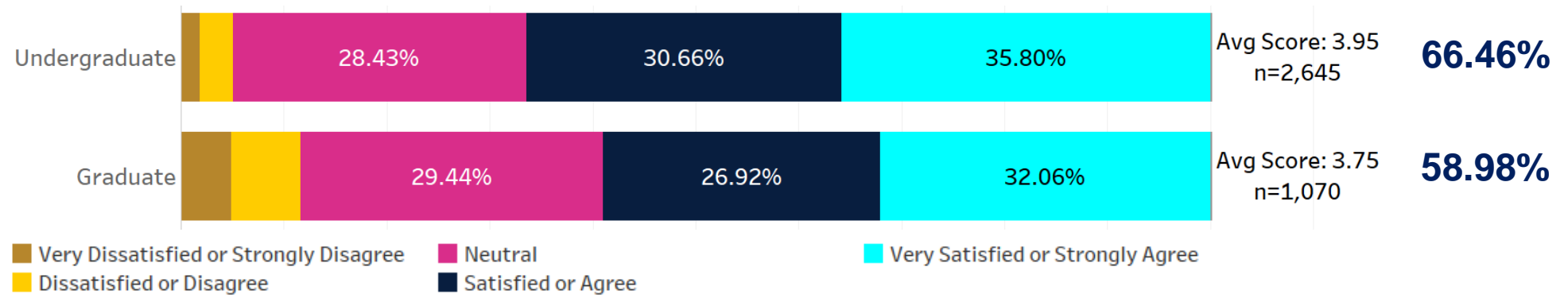
# SUPPORT



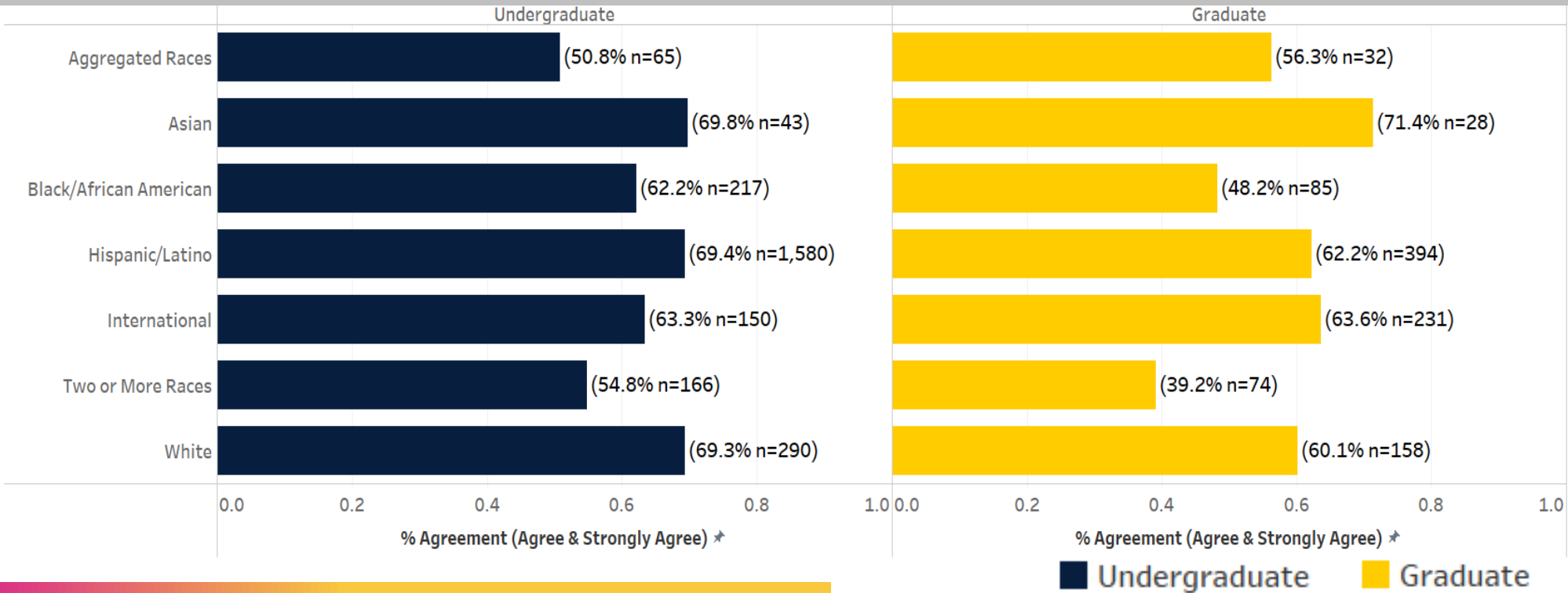
# STUDENT DEMOGRAPHIC FINDINGS



## Retention of Historically Marginalized Students, Faculty, & Staff is an Institutional Priority



## Demographic Trends in Responses by Race & Ethnicity



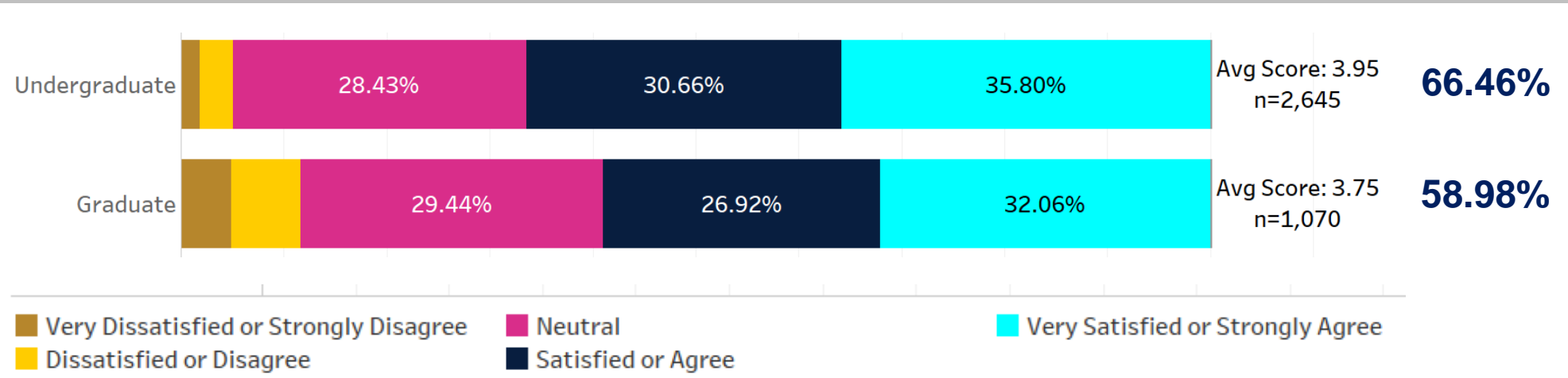
# SUPPORT



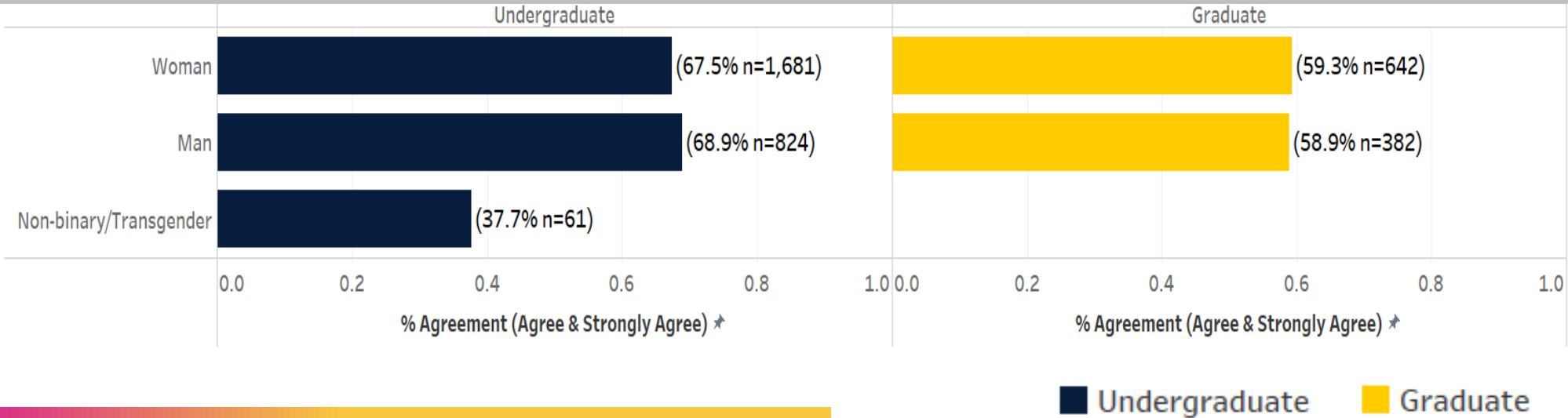
# STUDENT DEMOGRAPHIC FINDINGS



## Retention of Historically Marginalized Students, Faculty, & Staff is an Institutional Priority



## Demographic Trends in Responses by Gender



# SUPPORT

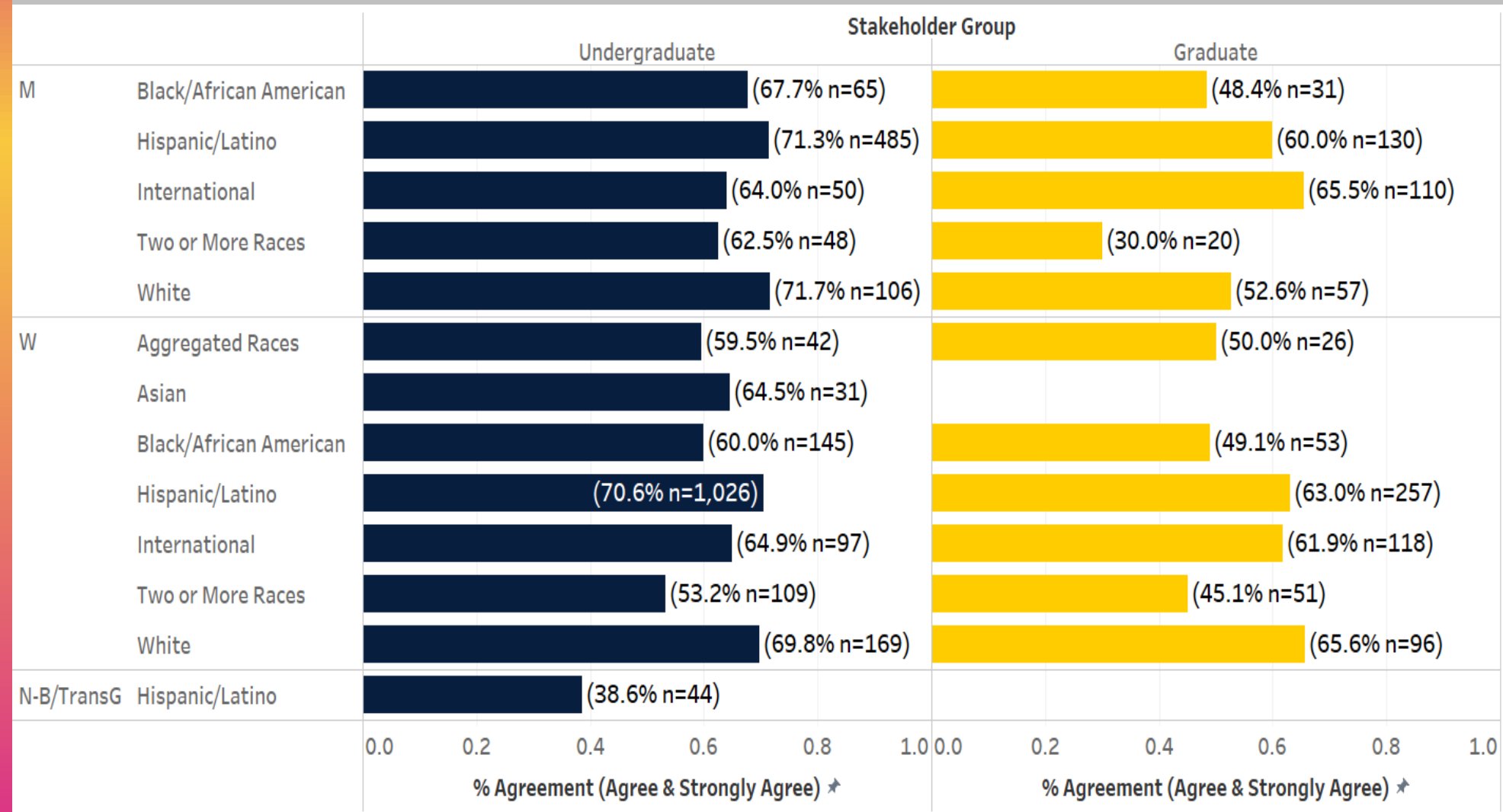


# STUDENT DEMOGRAPHIC FINDINGS



## Retention of Historically Marginalized Students, Faculty, & Staff is an Institutional Priority

### Demographic Trends in Responses by Gender with Race & Ethnicity



■ Undergraduate ■ Graduate

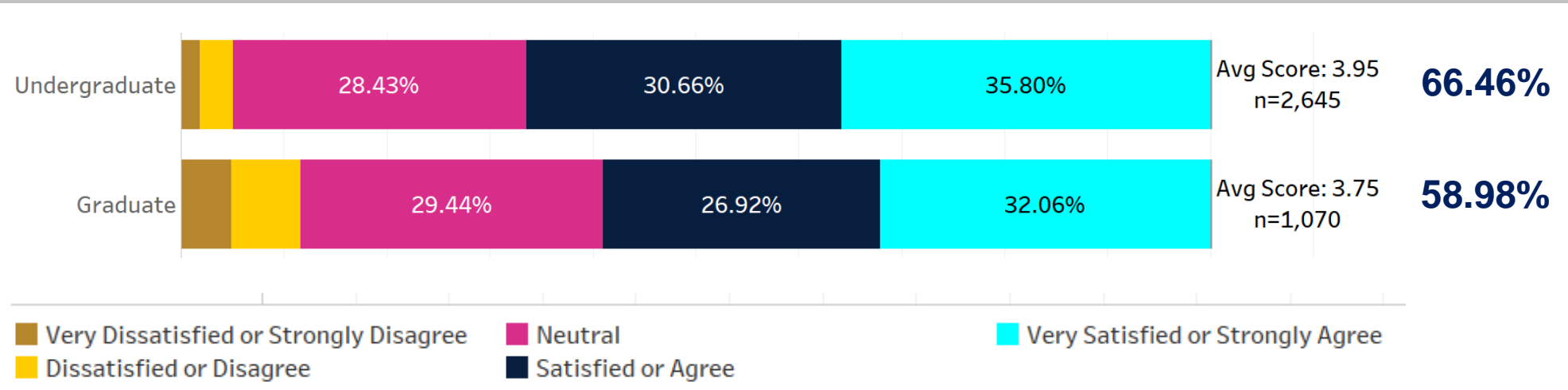
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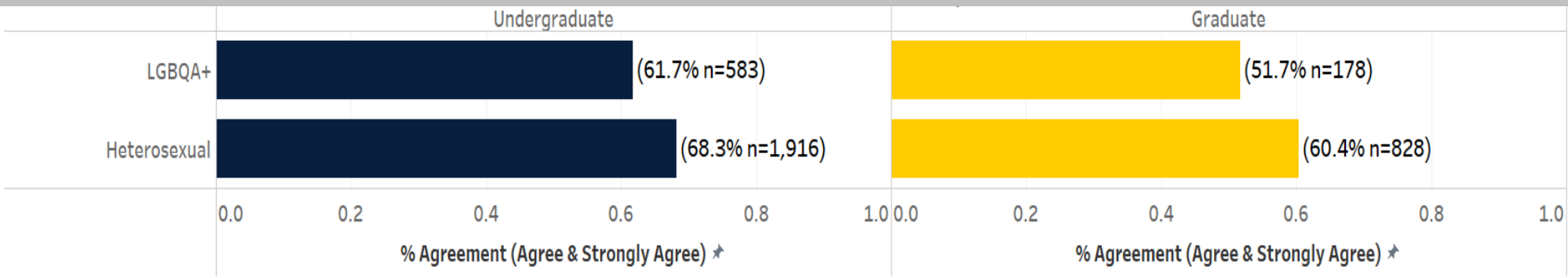
# STUDENT DEMOGRAPHIC FINDINGS



## Retention of Historically Marginalized Students, Faculty, & Staff is an Institutional Priority



## Demographic Trends in Responses by Sexual Identity



Undergraduate Graduate



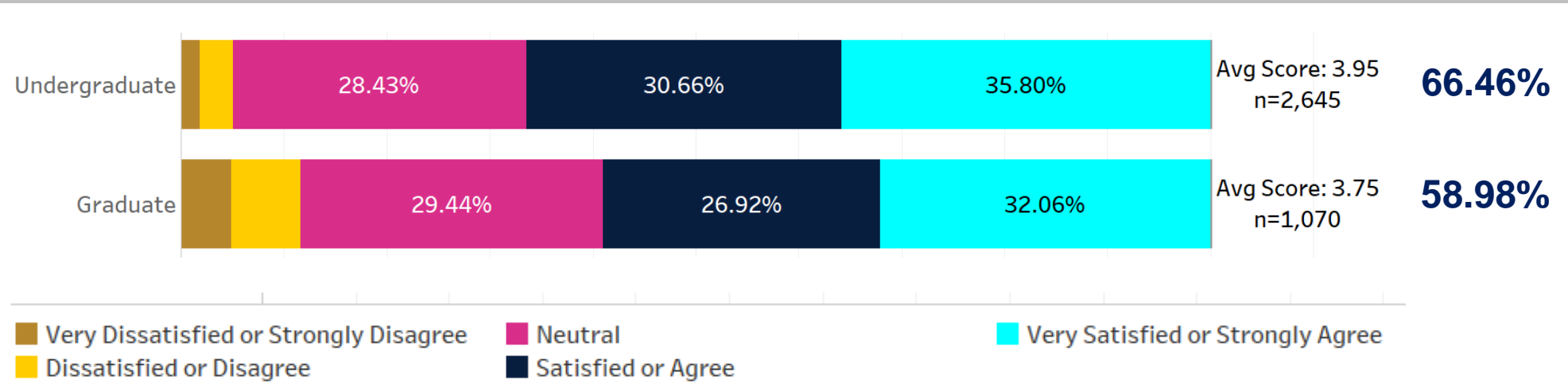
# SUPPORT



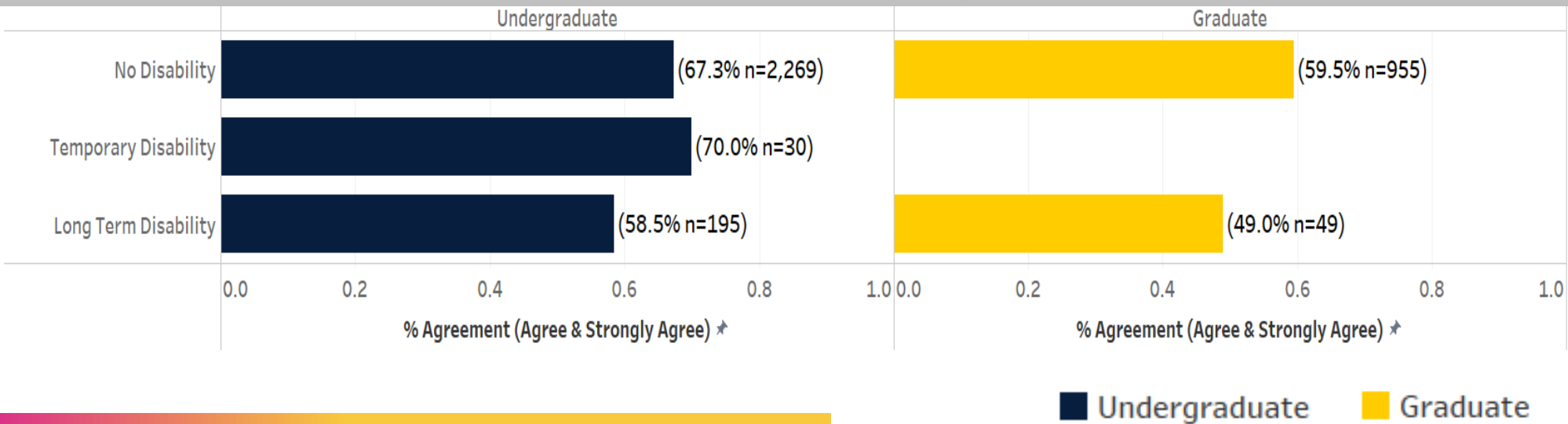
# STUDENT DEMOGRAPHIC FINDINGS



## Retention of Historically Marginalized Students, Faculty, & Staff is an Institutional Priority



## Demographic Trends in Responses by Disability Status



# SUPPORT



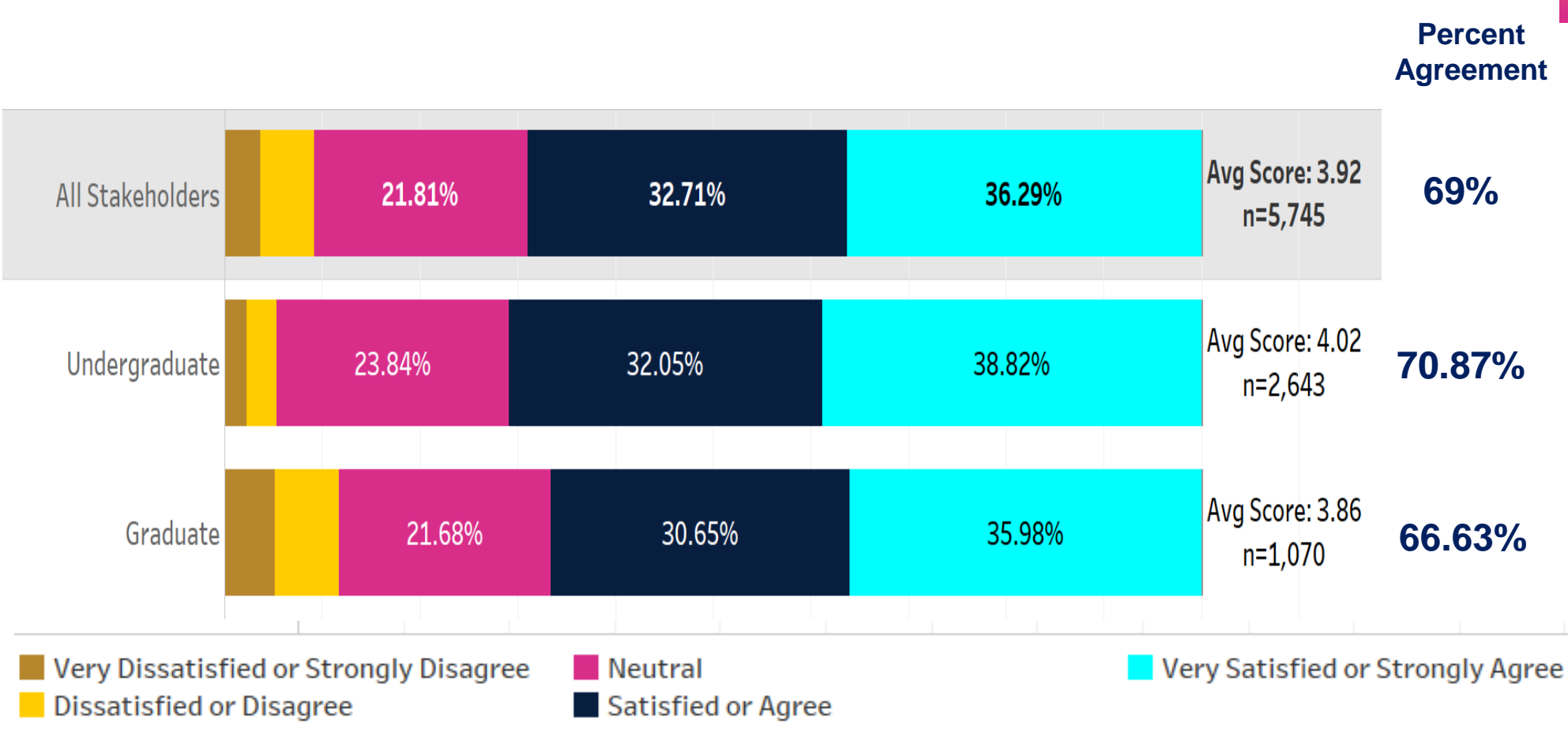
# STUDENT FINDINGS



## Overall Student Findings Per Item

- Please indicate your level of agreement with the following at Florida International University (FIU)

### Senior Leadership Demonstrates a Commitment to Diversity & Equity on This Campus



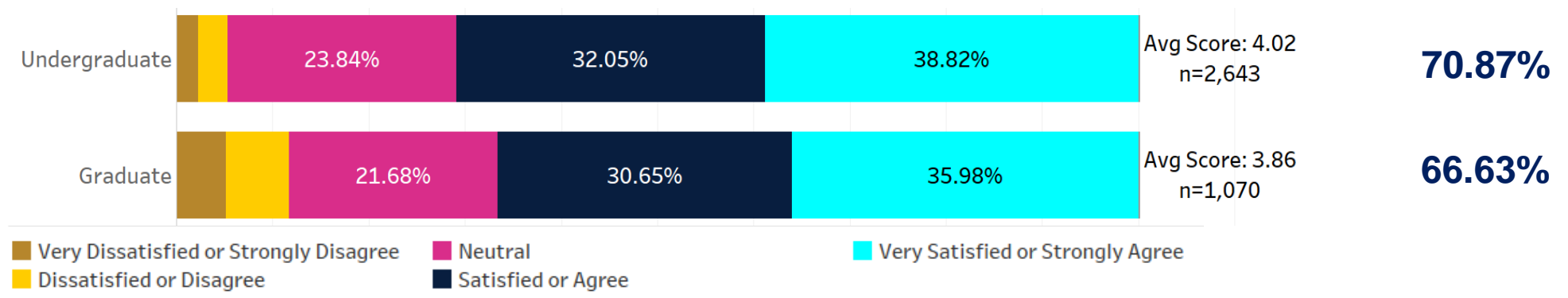
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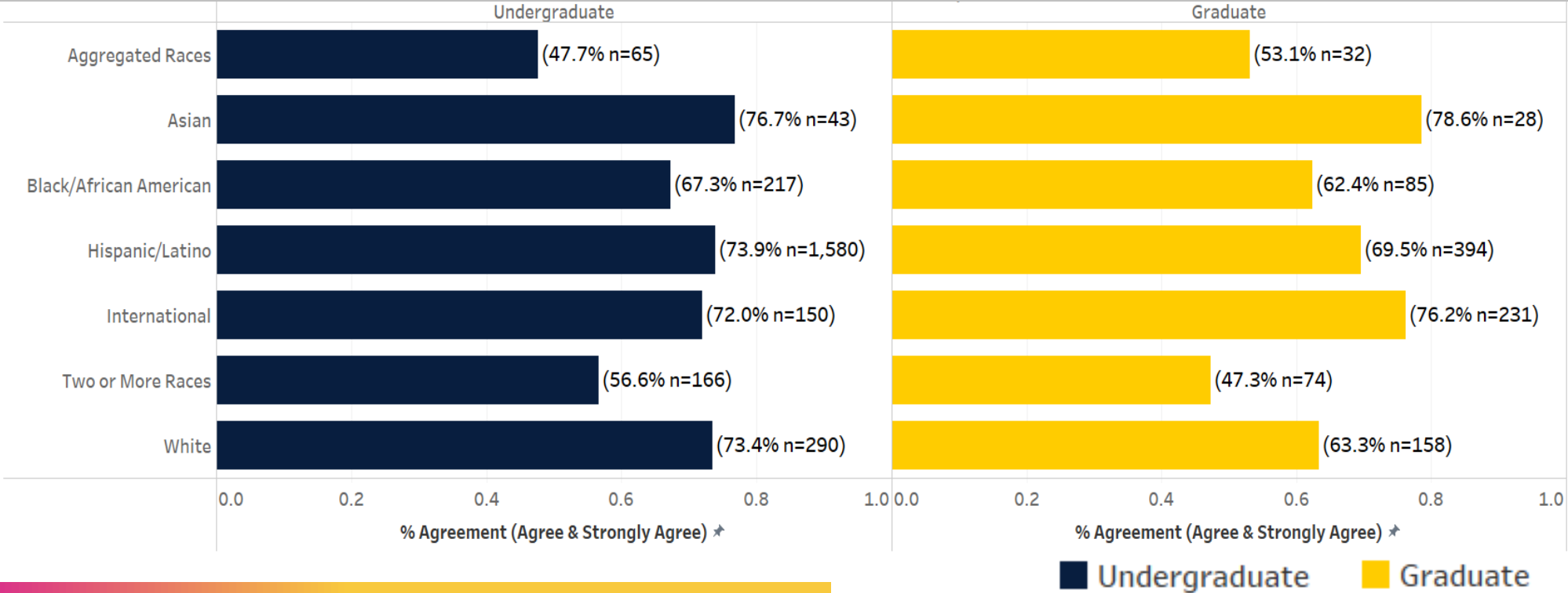
# STUDENT DEMOGRAPHIC FINDINGS



## Senior Leadership Demonstrates a Commitment to Diversity & Equity on This Campus



## Demographic Trends in Responses by Race & Ethnicity



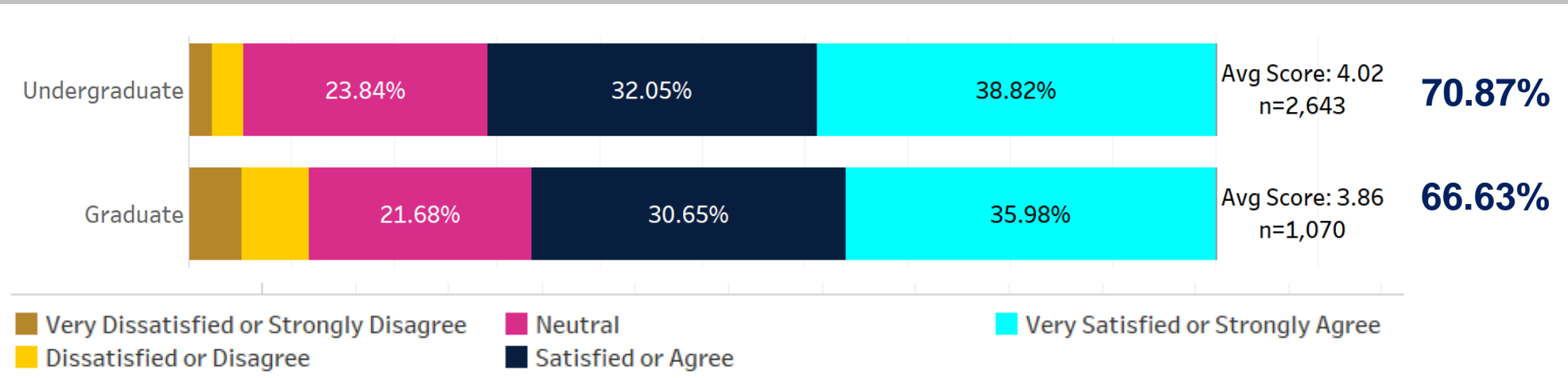
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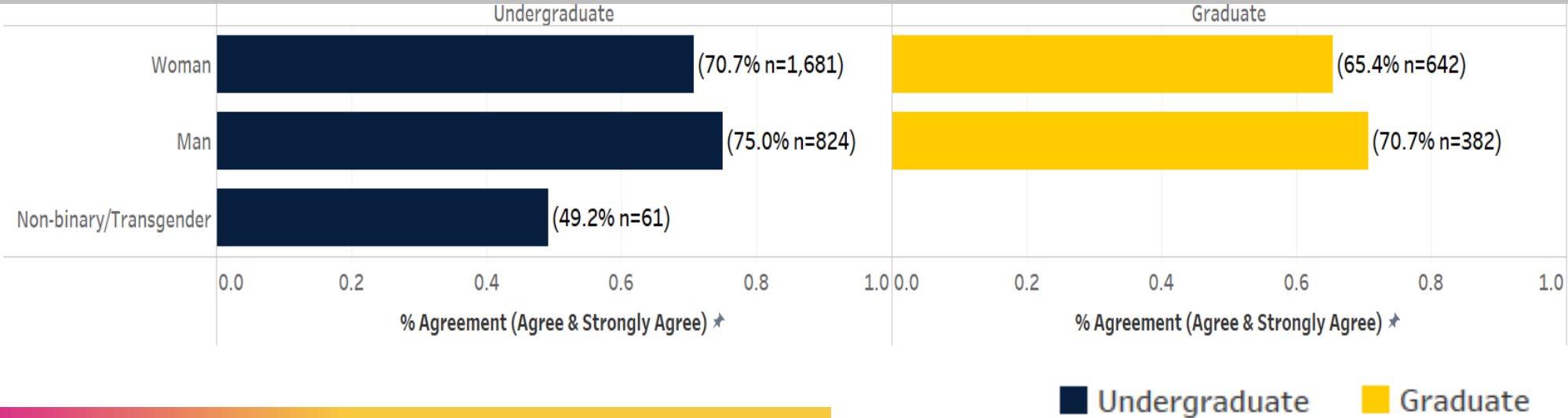
## STUDENT DEMOGRAPHIC FINDINGS



### Senior Leadership Demonstrates a Commitment to Diversity & Equity on This Campus



### Demographic Trends in Responses by Gender



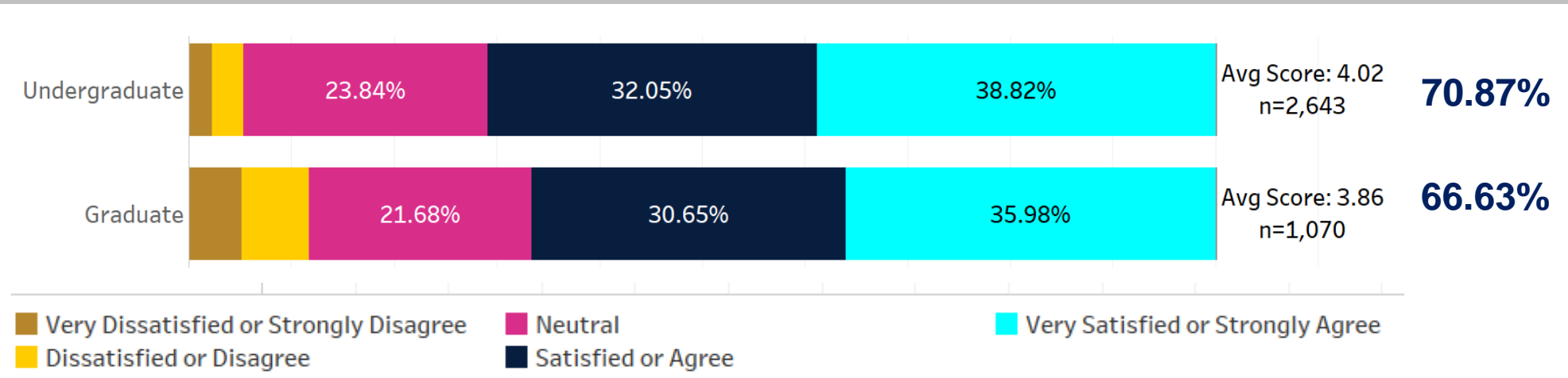
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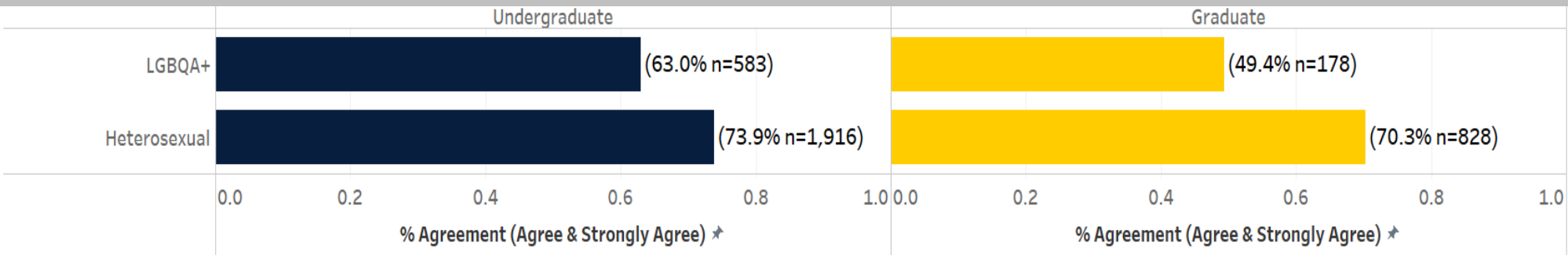
## STUDENT DEMOGRAPHIC FINDINGS



### Senior Leadership Demonstrates a Commitment to Diversity & Equity on This Campus



### Demographic Trends in Responses by Sexual Identity



Undergraduate Graduate

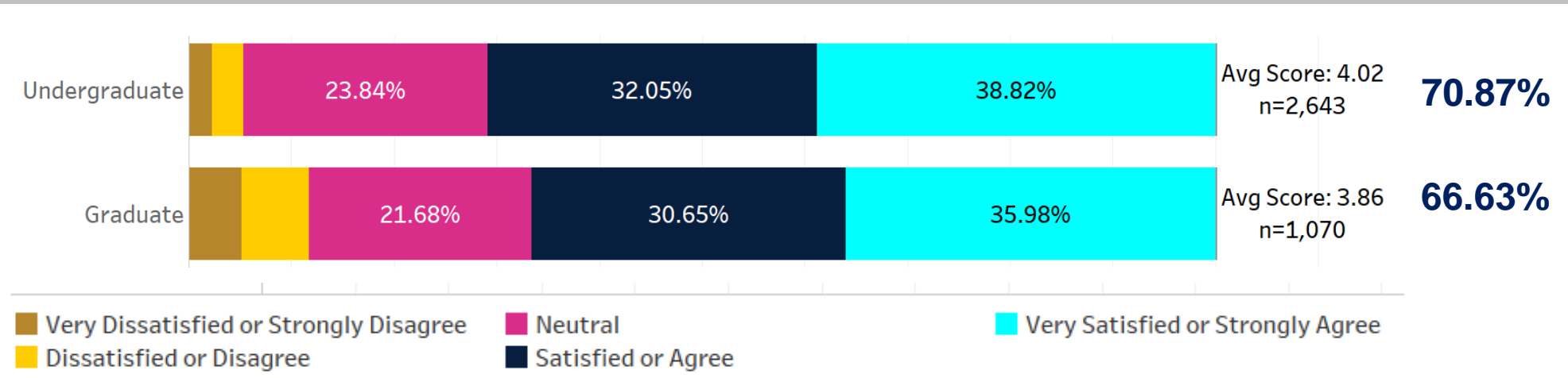
# SUPPORT



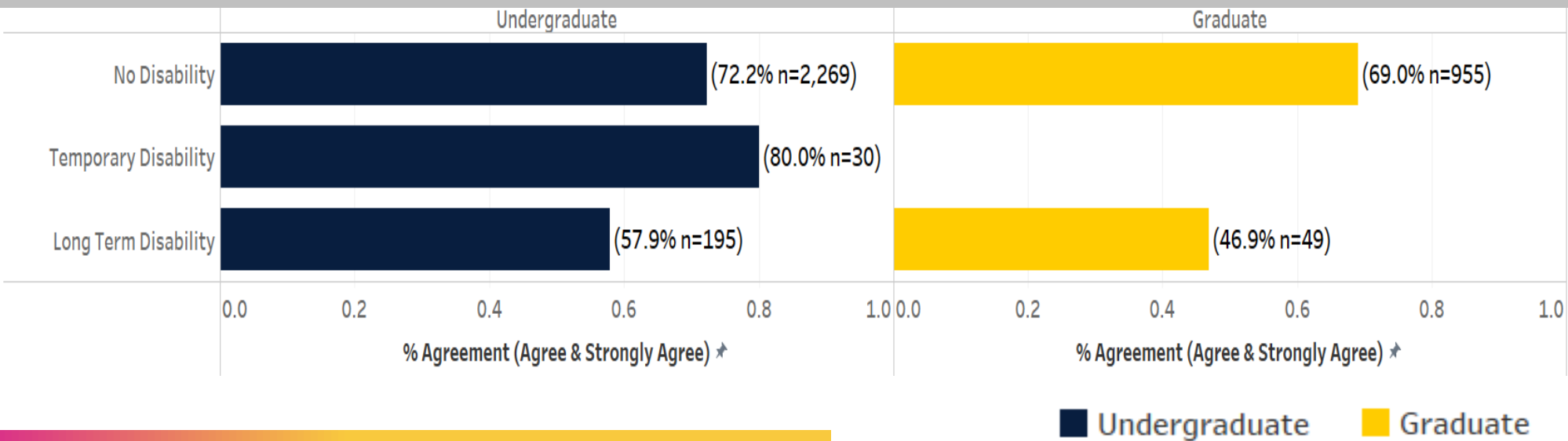
## STUDENT DEMOGRAPHIC FINDINGS



### Senior Leadership Demonstrates a Commitment to Diversity & Equity on This Campus



### Demographic Trends in Responses by Disability Status



FLORIDA INTERNATIONAL UNIVERSITY

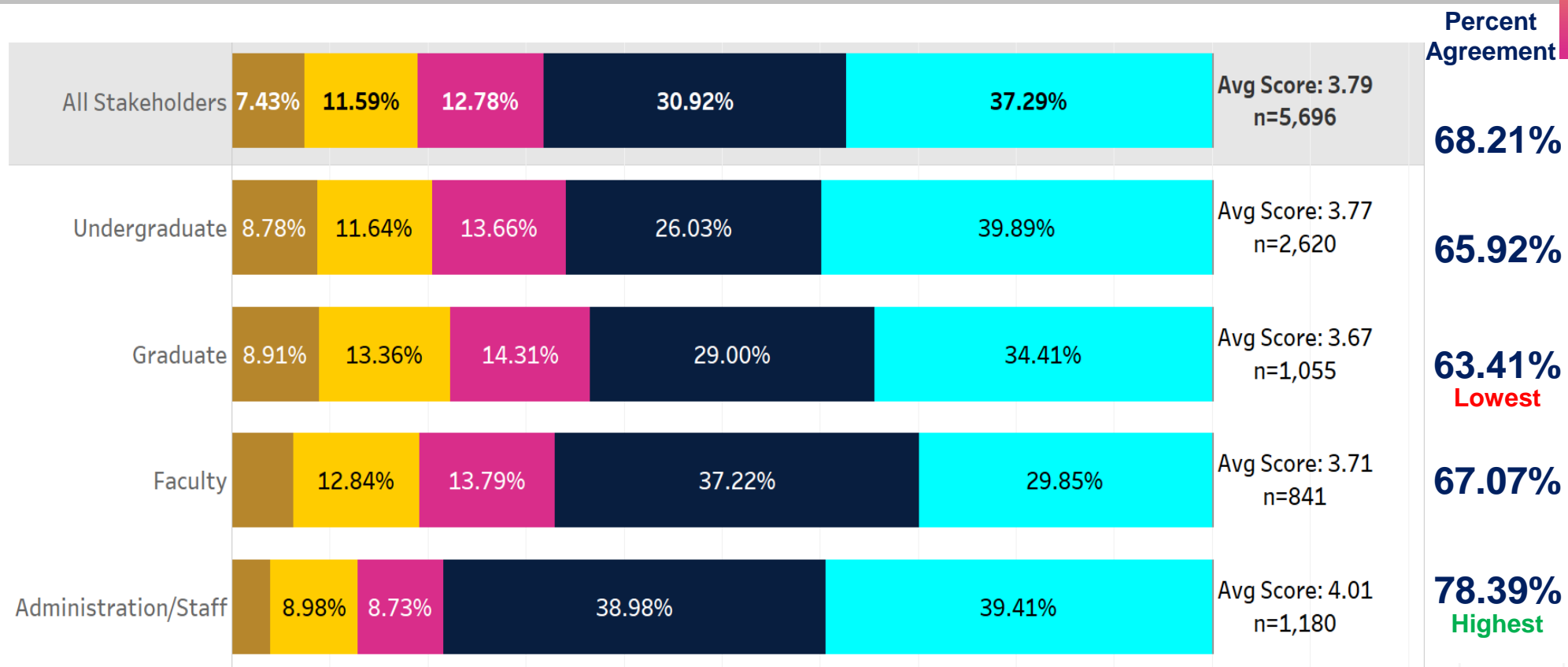
# Reporting



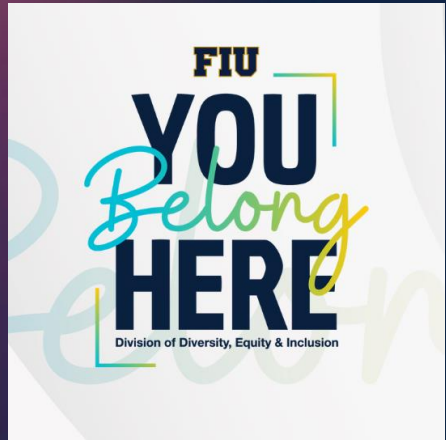
## Reporting Findings Per Item

- Please indicate your level of agreement with the following at Florida International University (FIU)

If I experienced or observed an act of discrimination or harassment while at this institution, I know whom to contact to report the incident



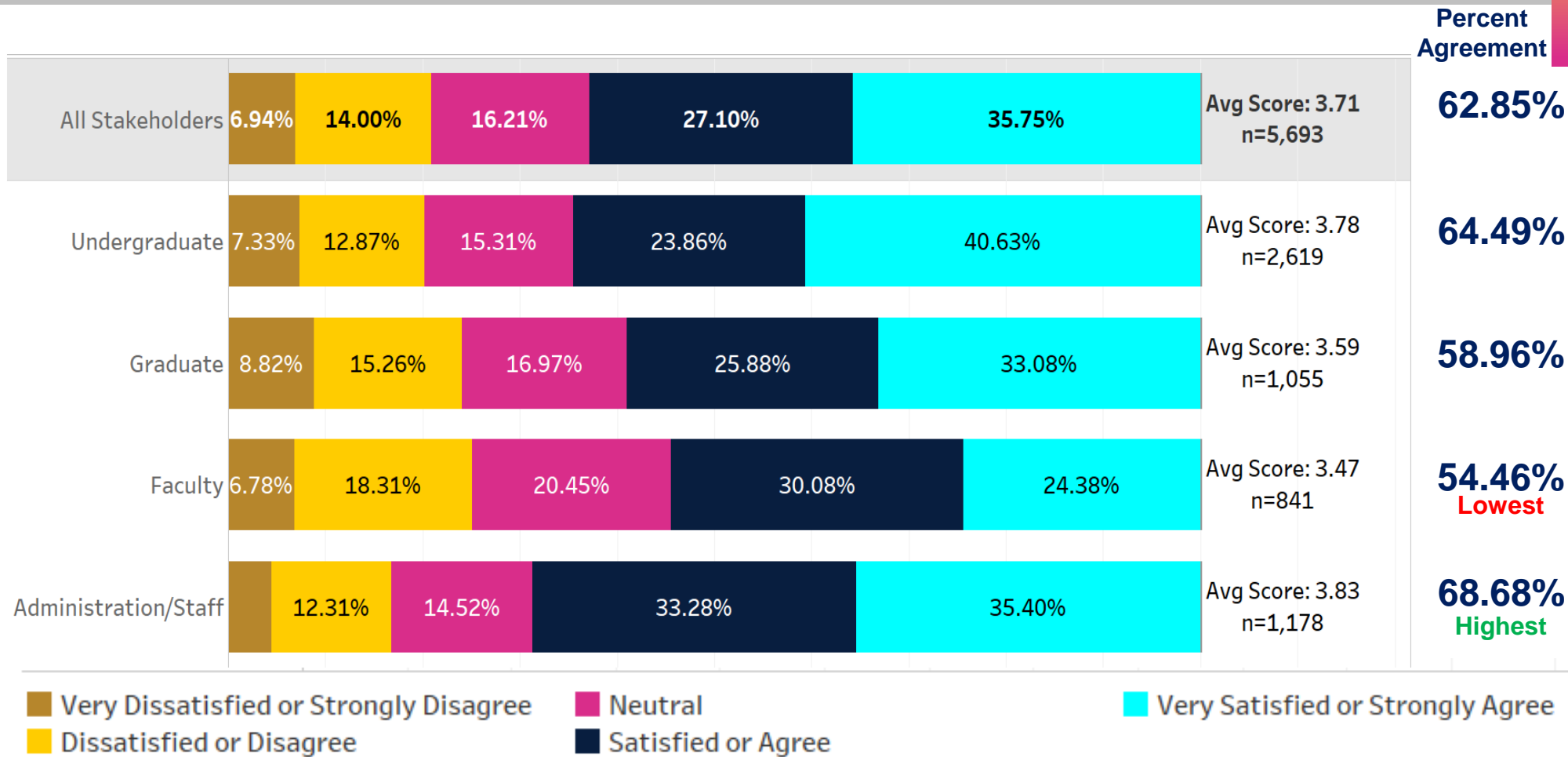




## Reporting Findings Per Item

- Please indicate your level of agreement with the following at Florida International University (FIU)

The process for reporting acts of discrimination or harassment at this institution is clear to me

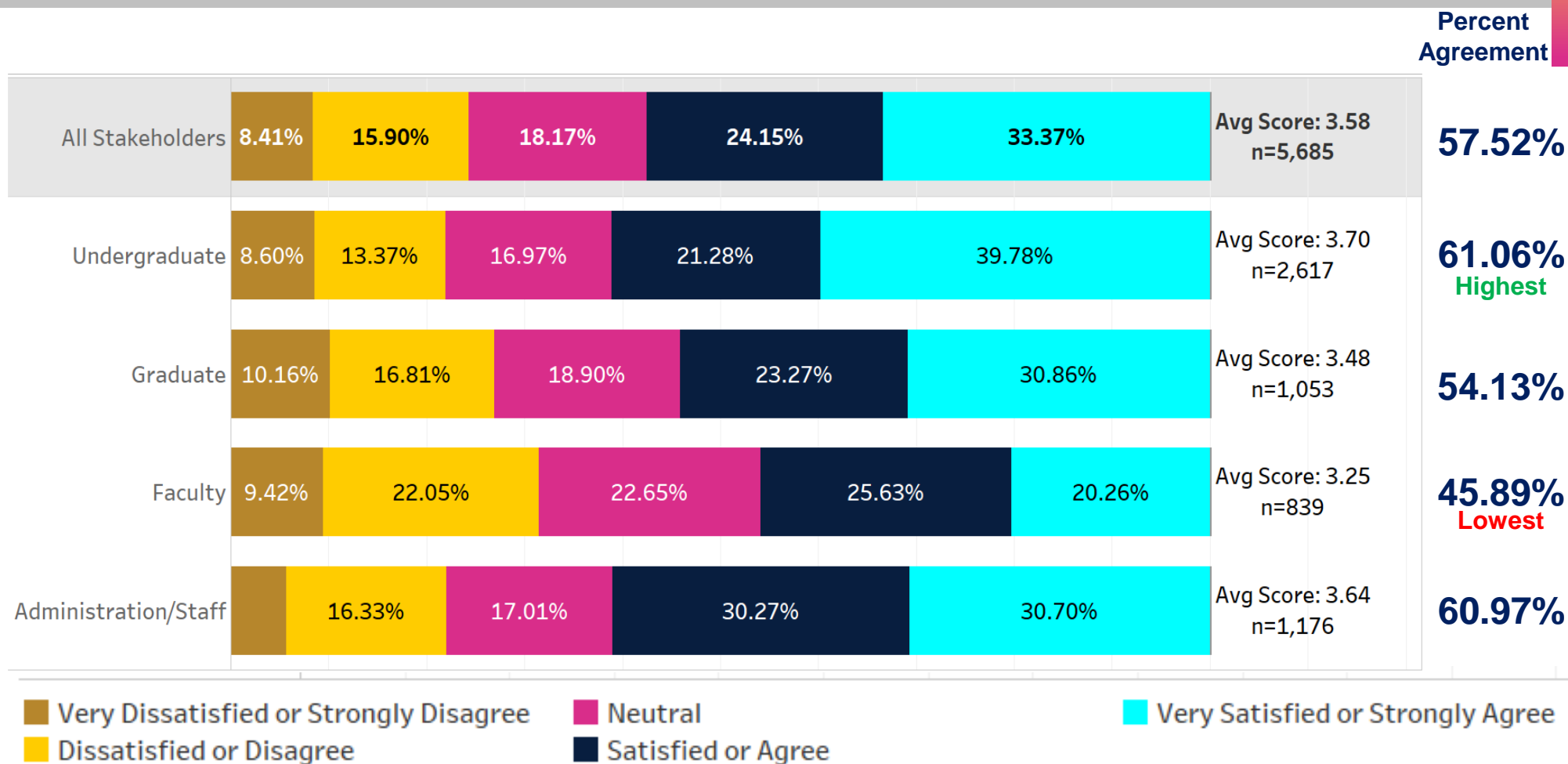




## Reporting Findings Per Item

- Please indicate your level of agreement with the following at Florida International University (FIU)

The process for investigating acts of discrimination or harassment at this institution is clear to me



# Retention

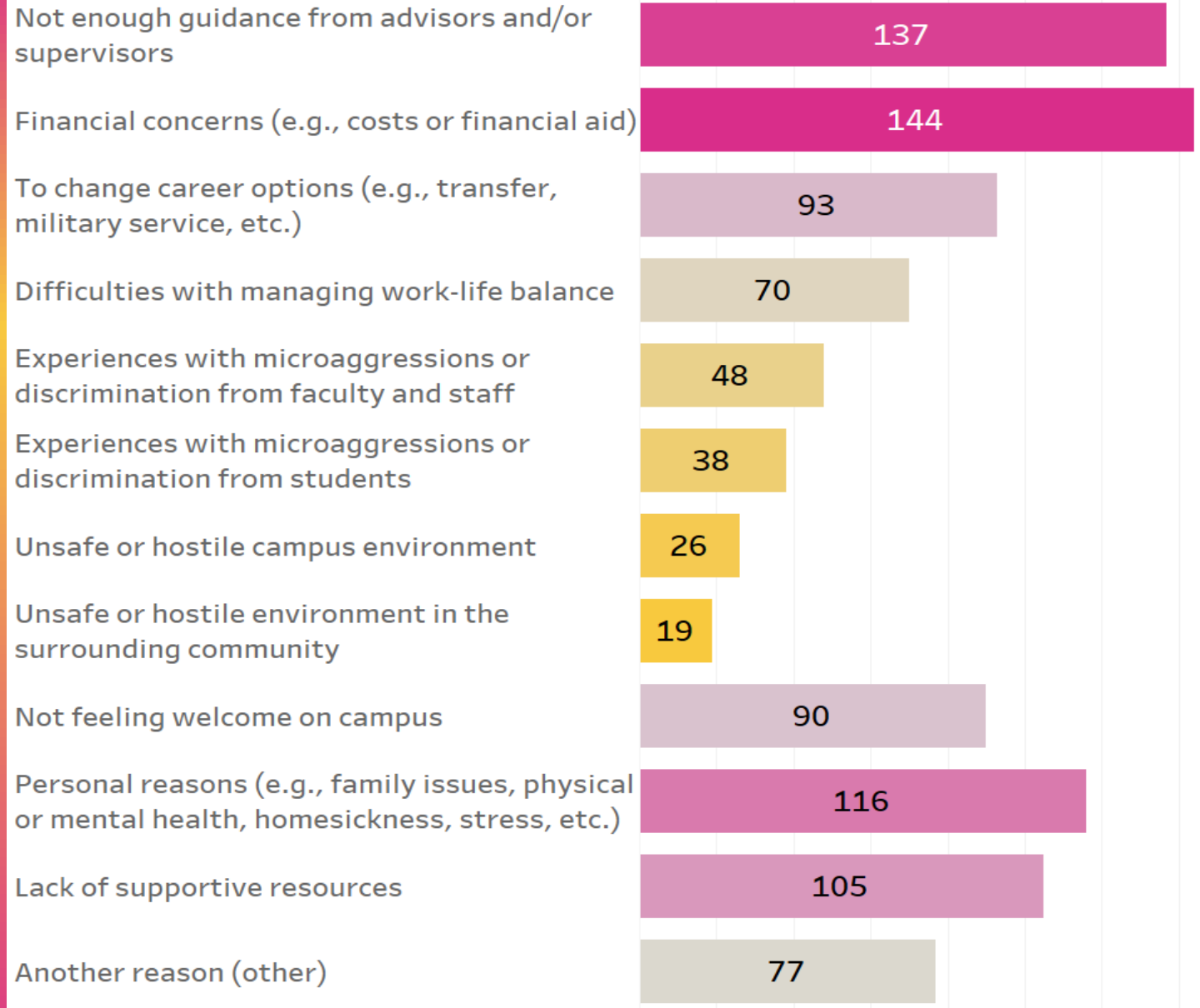
# RETENTION



# UNDERGRAD STUDENT FINDINGS



## Reasons for Considering to Leave FIU Undergraduate



## Top Reasons

1. Financial Concerns
2. Not Enough Guidance From Advisors
3. Personal Reasons
4. Lack of Supportive Resources
5. To Change Career Options

- N = 393
  - 14.75% of undergraduates surveyed

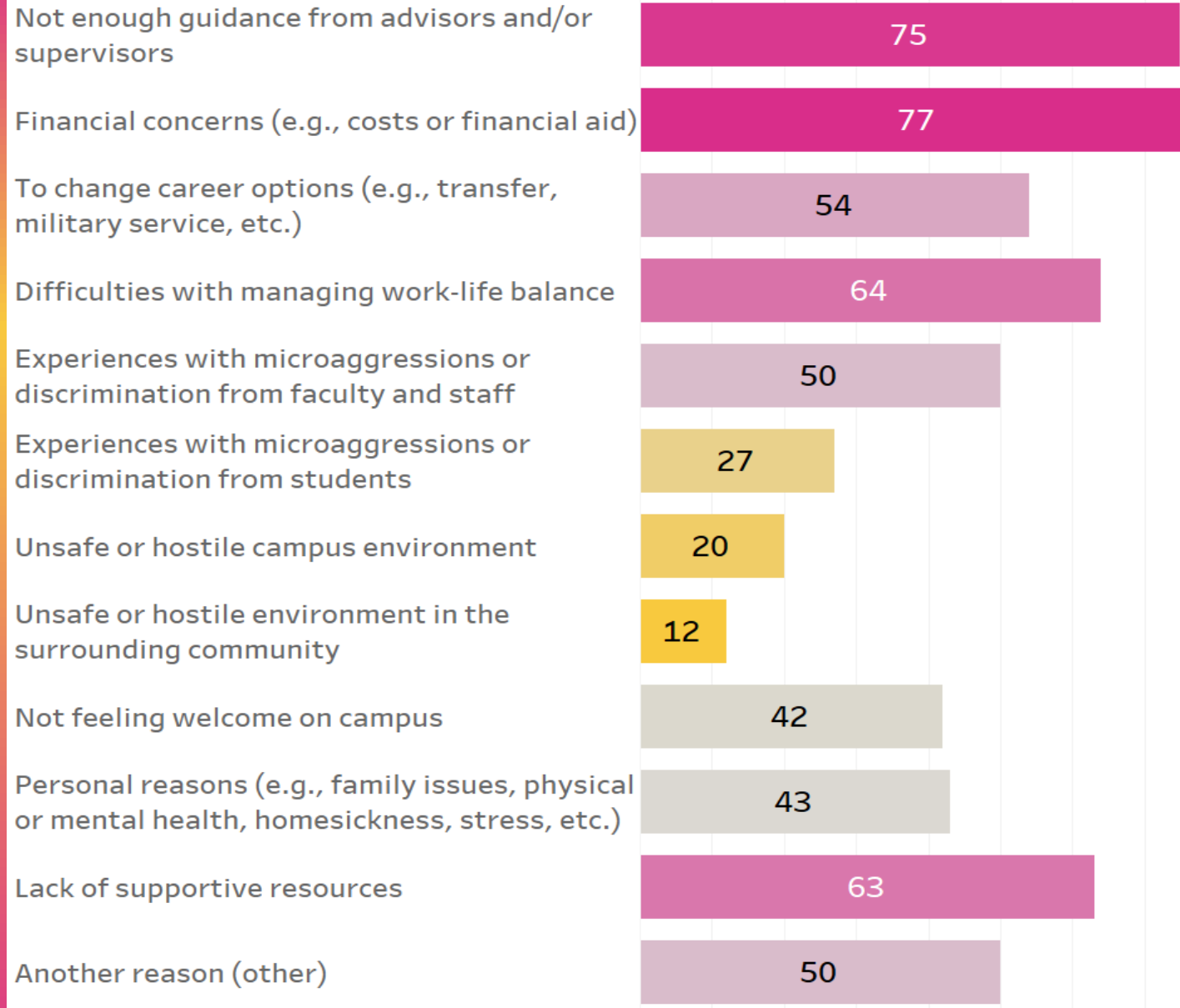
# RETENTION



## GRADUATE STUDENT FINDINGS



### Reasons for Considering to Leave FIU Graduate



### Top Reasons

1. Financial Concerns
2. Not Enough Guidance From Advisors
3. Difficulties with Managing Work-Life Balance
4. Lack of Supportive Resources
5. To Change Career Options

- N = 208
  - 19.29% of graduate students surveyed



# QUESTIONS

A vibrant graphic featuring the word "QUESTIONS" in large, white, 3D-style letters. The text is surrounded by a dense cluster of colorful question marks and geometric shapes (circles, squares, triangles) in various colors including blue, yellow, orange, red, green, purple, and pink. The background is white.