

Appendix C

NDSU University Data Tables^{1,2}

¹Questions are restated and the number of the question on the survey is repeated after the question in parentheses.

² Valid percentages are used except where “declined to respond” are reported.

Table 1
What is your gender? (19)

Gender	%	(n)
Female	50.2	815
Male	47.4	770
Transgender	0.9	15
Did not Respond	1.5	25

Table 2
What is your sexual identity? (20)

Sexual Identity	%	(n)
Bisexual	5.3	86
Gay	3.1	50
Lesbian	0.6	9
Heterosexual	87.8	1426
Uncertain	1.0	16
Did not Respond	2.3	38

Table 3
What is your age? (21)

Age	%	(n)
18-19	9.5	153
20-21	17.8	285
22-32	27.9	448
33-42	17.3	277
43-51	14.0	224
52 and over	13.5	217

Table 4
What is your **primary** position? (22)

Position	%	(n)
Undergraduate student	41.7	671
Staff	26.8	432
Faculty	15.0	242
Graduate Student	11.4	183
Administrator	4.4	71

Table 5
Are you full-time or part-time? (23)

Status	%	(n)
Full-time	89.7	1434
Part-time	9.1	146

Table 6
Do you have a disability that substantially affects a major life activity such as seeing, hearing, learning, and/or walking? (24)

Disability	%	(n)
Yes	8.1	128
No	91.9	1463

Table 7
What is your race or ethnicity? (25)

Race/ethnic identification	%	(n)
African American	2.5	40
African	1.7	27
Asian/Pacific Islander	5.7	92
Middle Eastern	0.9	14
American Indian	2.5	41
Alaskan Native/Hawaiian Native	0.2	3
Latino(a)/Hispanic/Chicano(a)	1.6	26
White/Caucasian	82.1	1334
Other	5.4	88

Table 8
What is your citizenship status? (26)

Citizenship status	%	(n)
U.S. citizen—born in the United States	88.9	1371
U.S. citizen—naturalized	2.8	43
International (F-1, J-1, or H1-B, or other visa)	5.8	89
Permanent resident (immigrant)	2.0	31
Permanent resident (refugee)	0.5	8

Table 9
What is your spiritual affiliation? (27)

Spiritual Affiliation	%	(n)
Baha'I	3.9	61
Buddhist	1.0	16
Christian	74.6	1175
Hindu	2.2	34
Jewish	0.4	6
Muslim	1.6	25
No affiliation	11.4	179
Other	5.0	79

Table 10
How long have you been at NDSU? (28)

Time	%	(n)
1 year or less	19.6	314
2-4 years	41.6	666
5-10 years	19.2	308
11-19 years	10.2	163
Over 20 years	8.8	141

Table 11

What is your annual household income? (29)

Income	%	(n)
Below \$9,999	18.4	285
\$10,000-\$19,999	13.6	211
\$20,000-\$29,999	11.8	184
\$30,000-\$39,000	10.0	156
\$40,000-\$49,999	9.1	141
\$50,000-\$59,999	10.0	156
\$60,000 - \$69,999	6.8	105
Over \$70,000	20.3	315

Table 12

If you are a student, where do you live?¹ (30)

Residence	%	(n)
Residence hall	37.3	249
Off campus –independent	45.9	306
Off campus – with family	9.1	61
On campus - apartment	2.7	18
Fraternity/Sorority	4.5	30

¹Undergraduate student responses only

Table 13

If you are a student, are you involved in any of the following organizations?¹ (31)

Organization	%	(n)
Performing and Visual Arts	12.2	82
Communications	7.5	50
Council/Advisory Groups	7.0	47
Department/Academic Focus	20.6	138
Greek Life	10.4	70
Student Government/Service Areas	12.8	86
Intercollegiate Athletics	5.7	38
Honorary Societies	23.4	157
Language & Culture	6.4	43
Recreation/Competitive	17.4	117
Political & Social Concerns	8.8	59
Religious & Spiritual	18.6	125
Other	8.5	57

¹Undergraduate student responses only

Table 14

Overall, how comfortable are you with the climate for diversity at NDSU? (1)

Comfort	%	(n)
Very Comfortable	23.0	372
Comfortable	58.8	949
Unsure	8.6	139
Uncomfortable	8.4	135
Very Uncomfortable	1.2	20

Table 15

Overall, how comfortable are you with the climate for diversity in your academic college/work unit? (2)

Comfort	%	(n)
Very Comfortable	26.4	413
Comfortable	54.3	848
Unsure	10.5	164
Uncomfortable	6.8	106
Very Uncomfortable	2.0	32

Table 16

Overall, how comfortable are you with the climate for diversity in your academic department/work area? (3)

Comfort	%	(n)
Very Comfortable	34.7	552
Comfortable	46.4	738
Unsure	9.2	147
Uncomfortable	7.2	114
Very Uncomfortable	2.5	39

Table 17

I have attended the following events at NDSU: (4)

Program	%	(n)
Residence hall diversity program ¹	23.6	59
Diversity workshops / training	13.9	226
Diversity programs	13.4	217
Anti-racism training (TOCAR)	5.1	83
New faculty orientation program ²	59.9	145
New staff orientation program ³	59.3	256
Other	8.2	134

¹students who indicated that they lived in residence halls only

²faculty only

³staff only

Table 18

Have you personally experienced harassment (any offensive, hostile, or intimidating conduct that has interfered unreasonably with your ability to work or learn) at NDSU? (5)

Experienced	%	(n)
Yes	21.4	330
No	78.6	1213

Table 19

What do you feel that this conduct was based upon...(5-1)

Due to:	%	(n)
Age	21.8	72
Country of Origin	12.1	40
Ethnicity	15.5	51
Gender Identity	11.5	38
Learning Disability	2.1	7
Physical Characteristics	20.6	68
Physical Disability	3.6	12
Race	17.6	58
Religion	10.6	35
Gender	34.8	115
Sexual Orientation	7.0	23
Socioeconomic class	10.6	35
Other	23.0	76

Note: Only answered by respondents reporting experience of harassment. Percentages do not sum to 100 due to multiple responses.

Table 20

How did you experience this conduct? (5-2)

Form	%	(n)
Target of racial profiling	10.9	36
Written comments	10.9	36
Anonymous phone calls	7.0	23
Unsolicited e-mails	5.2	17
Stares	23.6	78
Derogatory remarks	37.9	125
Graffiti	3.6	12
Ignored	39.1	129
Threats of physical violence	5.2	17
Target of physical violence	1.5	5
Excluded	36.1	119
other	28.2	93

Note: Only answered by respondents reporting experience of harassment. Percentages do not sum to 100 due to multiple responses.

Table 21
Where did this conduct occur? (5-3)

Location	%	(n)
Class	28.5	94
Residence hall	13.3	44
Campus office	16.1	53
Faculty office	13.3	44
Meeting with one person	13.6	45
Meeting with a group	22.1	73
While working at a NDSU job	41.5	137
While walking on campus	21.5	71
Campus event	11.2	37
Public space on campus	23.3	77
Other	8.8	29

Note: Only answered by respondents reporting experience of harassment. Percentages do not sum to 100 due to multiple responses.

Table 22

Who was the source of this conduct? (5-4)

Source	%	(n)
Student	45.2	149
Faculty	33.3	110
Graduate assistant	6.1	20
Resident advisor	1.8	6
Administrator	18.5	61
Teaching assistant	5.8	19
Staff member	22.4	74
Campus security/public safety	3.9	13
Student group	10.6	35
Don't know source	7.6	25
Other	5.8	19

Note: Only answered by respondents reporting experience of harassment. Percentages do not sum to 100 due to multiple responses.

Table 23

Please describe your reactions to experiencing this conduct? (5-5)

Reactions	%	(n)
Felt embarrassed	33.0	109
Avoided the harasser	37.9	125
Left the situation immediately	16.1	53
Didn't know who to go to	20.9	69
Made a complaint to a NDSU employee/official	17.9	59
Didn't report for fear of retaliation	22.4	74
Didn't affect me at the time	10.0	33
Told a friend	40.0	132
Ignored it	27.0	89
Confronted the harasser at the time	13.3	44
Confronted the harasser later	10.3	34
Other	14.5	48

Note: Only answered by respondents reporting experience of harassment. Percentages do not sum to 100 due to multiple responses.

Table 24

Have you observed or personally made aware of any harassment (conduct that has created an offensive, hostile, or intimidating working or learning environment) directed toward a person or group of people at NDSU? (6)

Observed	%	(n)
Yes	33.4	506
No	66.6	1009

Table 25

What do you feel this conduct was based upon? (6-1)

Due to:	%	(n)
Age	13.8	70
Country of Origin	28.7	145
Ethnicity	39.3	199
Gender Identity	19.8	100
Learning Disability	6.7	34
Physical Disability	7.5	38
Physical Characteristics	17.6	89
Race	36.2	183
Religion	19.6	99
Gender	34.6	175
Sexual Orientation	29.4	149
Socioeconomic class	9.5	48
Other	9.3	47

Note: Only answered by respondents reporting observing harassment. Percentages do not sum to 100 due to multiple responses.

Table 26

What forms of conduct have you observed or personally been made aware of? (6-2)

Form	%	(n)
Racial/Ethnic profiling	31.0	157
Written comments	23.9	121
Publications on campus	16.0	81
Unsolicited e-mails	7.9	40
Someone being stared at	30.8	156
Derogatory remarks	65.0	329
Graffiti	17.8	90
Threats of physical violence	10.5	53
Physical assault or injury	5.3	27
Someone being deliberately ignored	30.4	154
Others excluded from activities	23.5	119
Other	13.0	66

Note: Only answered by respondents reporting observing harassment. Percentages do not sum to 100 due to multiple responses.

Table 27
Where did this conduct occur? (6-3)

Location	%	(n)
Class	33.0	167
Residence hall	16.8	85
Campus office	12.8	65
Faculty office	8.3	47
Meeting with one person	8.5	43
Meeting with a group	23.1	117
While working at a NDSU job	26.7	135
While walking on campus	38.3	194
Campus event	22.7	115
Public space on campus	40.5	205
Other	6.5	33

Note: Only answered by respondents reporting observing harassment. Percentages do not sum to 100 due to multiple responses

Table 28

Who was the source of this conduct? (6-4)

Source	%	(n)
Student	58.7	297
Faculty	28.3	143
Graduate assistant	4.7	24
Resident advisor	2.8	14
Administrator	12.3	62
Teaching assistant	3.8	19
Staff member	20.9	106
Campus security/public safety	2.8	14
Student group	13.6	69
Don't know source	17.8	90
Other	3.4	17

Note: Only answered by respondents reporting observing harassment. Percentages do not sum to 100 due to multiple responses

Table 29

Please describe your reactions to observing this conduct? (6-5)

Reaction	%	(n)
Felt embarrassed	34.0	172
Avoided the harasser	15.2	77
Left the situation immediately	9.7	49
Made a complaint to a NDSU employee/official	10.1	51
Encouraged the victim to report the incident	19.8	100
Didn't affect me at the time	9.3	47
Told a friend	22.1	112
Ignored it	19.6	99
Confronted the harasser at the time	12.3	62
Confronted the harasser later	7.5	38
Didn't know to whom I should report the incident	14.0	71
Other	15.8	80

Note: Only answered by respondents reporting observing harassment. Percentages do not sum to 100 due to multiple responses.

Table 30

I observed discriminatory hiring at NDSU? (7)

Observed discrimination	%	(n)
Yes	9.1	68
No	83.9	625
Missing	7.0	52

Note: Tables split by employee responses only (n=745)

Table 31
I observed discriminatory hiring based on...(7-1)

Factor	%	(n)
Age	25.0	17
Country of Origin	21.6	14
Ethnicity	23.5	16
Employment category	19.1	13
Gender identity	16.2	11
Learning disability	2.9	2
Mental disability	0.0	0
Physical characteristics	5.9	4
Physical disability	4.4	3
Race	23.5	16
Religion	11.8	8
Gender	30.9	21
Sexual Orientation	7.4	5
Student Status	0.0	0
Other	25.0	17

Note: Tables split by employee responses (n=745) and percentages are based on the 68 employees who reported observing discriminatory hiring. Percentages do not sum to 100 due to multiple responses

Table 32
I observed discriminatory firing at NDSU? (8)

Observed discrimination	%	(n)
Yes	4.2	31
No	79.7	594
Missing	16.1	120

Note: Tables split by employee responses only (n=745)

Table 33
I observed discriminatory firing based on...(8-1)

Factor	%	(n)
Age	19.4	6
Country of Origin	12.9	4
Ethnicity	22.5	7
Employment category	16.1	5
Gender identity	12.9	4
Learning disability	9.7	3
Mental disability	9.7	3
Physical characteristics	12.9	4
Physical disability	9.7	3
Race	12.9	4
Religion	3.2	1
Gender	12.9	4
Sexual Orientation	9.7	3
Student Status	0.0	0
Other	25.8	8

Note: Tables split by employee responses (n=745) and percentages are based on the 31 employees who reported observing discriminatory firing. Percentages do not sum to 100 due to multiple responses

Table 34
I observed discriminatory promotion at NDSU? (9)

Observed discrimination	%	(n)
Yes	12.2	91
No	76.5	570
Missing	11.3	84

Note: Tables split by employee responses only (n=745).

Table 35
I observed discriminatory promotion based on...(9-1)

Factor	%	(n)
Age	14.3	13
Country of Origin	12.1	11
Ethnicity	15.4	14
Employment category	27.4	25
Gender identity	15.4	14
Learning disability	2.2	2
Mental disability	0.0	0
Physical characteristics	4.4	4
Physical disability	2.2	2
Race	12.1	11
Religion	2.2	2
Gender	25.3	23
Sexual Orientation	10.9	1
Student Status	0.0	0
Other	25.3	23

Note: Tables split by employee responses only (n=745) and percentages are based on the 91 employees who reported observing discriminatory promotion. Percentages do not sum to 100 due to multiple responses.

Table 36
NDSU addresses campus issues related to...(10)

Issues	Strongly agree % (n)	Agree % (n)	Uncertain % (n)	Disagree % (n)	Strongly disagree % (n)	Don't Know % (n)
Age	6.7 102	34.2 522	37.4 571	9.2 141	2.2 33	10.2 156
Ethnicity	16.9 268	52.1 826	16.8 267	6.5 103	1.9 30	5.7 91
Employee status	7.3 117	34.5 552	33.5 536	10.0 160	2.7 44	12.0 193
Gender Identity	10.0 159	41.1 656	28.4 453	8.1 129	2.8 44	9.7 154
Mental disabilities	8.1 130	33.4 533	35.2 562	7.4 118	1.9 31	13.9 222
Physical characteristics	7.7 123	36.0 575	32.3 517	8.7 139	2.8 44	12.6 201
Physical disabilities	13.2 211	48.4 774	21.5 343	6.4 102	2.2 35	8.3 133
People who speak English as a second language	11.5 183	42.8 683	23.7 378	9.4 150	4.3 68	8.4 134
Race	14.0 224	50.9 812	17.9 286	7.4 118	2.8 44	7.0 112
Religion	9.8 156	39.0 621	27.8 442	9.0 144	4.1 65	10.3 164
Gender	11.9 190	46.1 733	22.3 354	9.0 143	2.5 40	8.2 130
Sexual Orientation	13.3 8.4	36.0 573	30.7 488	9.3 148	4.6 73	11.0 175
Socioeconomic class	7.4 117	34.2 544	32.3 514	9.8 156	3.4 54	12.9 205

Table 37

The people in the offices I frequent are accepting of people based on their.... (11)

Factor	%	(n)
Age	93.9	1122
Country of Origin	98.4	1064
Ethnicity	67.7	1100
Employment category	64.7	1052
Gender identity	59.0	959
Learning disability	53.7	872
Mental disability	49.3	801
Physical characteristics	58.8	955
Physical disability	57.6	936
Race	67.0	1088
Religion	58.5	950
Sex	65.6	1066
Sexual Orientation	49.3	801
Student Status	62.0	1008

Table 38
Attitudes about NDSU (12-13)

Attitude	Strongly agree		Agree		Uncertain		Disagree		Strongly disagree		Don't know	
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)
NDSU has visible leadership from upper level administrators who foster diversity	14.6	223	41.6	636	23.8	363	10.2	156	4.6	71	5.2	79
Course content at NDSU includes materials about people from underrepresented groups	7.9	123	34.2	534	29.1	454	10.7	167	3.5	55	14.7	229

Table 39
Attitudes about NDSU (14-16)

Attitude	Strongly agree		Agree		Uncertain		Disagree		Strongly disagree		Don't know	
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)
NDSU values my involvement in diversity initiatives	10.6	169	41.5	661	22.9	365	10.7	170	3.7	59	10.6	168
The classroom climate is welcoming for students from underrepresented groups (students only) ¹	11.8	100	47.9	407	17.2	146	13.9	118	6.4	54	2.8	24
The workplace climate is welcoming for employees from underrepresented groups (employees only) ²	12.3	88	52.7	376	19.6	140	8.7	62	2.0	14	4.6	33

¹undergraduate and graduate combined

²faculty, staff, and administrators combined

Table 40

How would you rate the accessibility of campus for people with disabilities? (17)

Location	Very Accessible % (n)	Accessible % (n)	Uncertain % (n)	Somewhat Accessible % (n)	Very Inaccessible % (n)	Don't know % (n)
Memorial Union	13.1 205	49.6 775	10.7 168	18.6 290	2.9 45	5.1 80
Classroom buildings	7.7 122	41.3 659	15.7 251	24.0 382	2.7 43	8.6 137
Specific classrooms	5.8 92	32.1 510	21.8 347	23.0 365	5.2 83	12.1 192
Administrative buildings	9.1 145	46.3 736	21.1 335	11.3 179	1.3 21	10.9 174
Restrooms	10.7 170	48.7 776	16.1 256	13.9 222	2.6 42	7.9 126
Grounds	7.3 117	36.0 574	18.4 293	24.9 397	7.6 122	5.8 93
Parking	9.9 158	38.3 610	16.4 262	19.1 304	9.7 154	6.6 105
Transportation	8.2 131	37.8 600	26.2 417	10.3 164	2.8 45	14.6 232
Library	15.6 249	50.6 808	14.7 234	8.1 129	1.0 16	10.1 161
Athletic facilities	7.4 118	33.9 539	26.9 427	8.2 130	1.3 21	22.3 354
Recreational facilities	6.3 100	30.3 479	31.1 491	6.6 104	0.9 14	24.8 392
Residence halls	7.5 120	28.2 449	24.9 396	11.6 185	2.2 35	25.5 406
Wellness Center	13.0 207	33.1 528	23.2 371	5.7 91	1.0 16	24.0 384
NDSU web site	25.0 399	42.0 671	16.7 267	4.4 71	1.1 18	10.7 170
Information in alternative forms	8.0 127	28.2 446	34.9 552	3.8 60	0.8 13	24.3 384

Table 41

How would you rate the overall campus climate for the following groups? (18)

Group	Very Respectful % (n)	Moderately Respectful % (n)	Not sure % (n)	Somewhat Respectful % (n)	Not at all Respectful % (n)
African Americans/Blacks	24.3 389	41.8 668	19.9 319	10.5 168	1.8 28
American Indians/Alaskan Natives	20.5 326	35.6 567	25.7 409	14.1 225	3.5 56
Asians/Pacific Islanders	26.0 414	38.1 607	24.7 394	9.8 157	1.4 23
Caucasians/Whites	59.0 940	28.9 460	8.1 129	3.5 55	0.5 8
Latino(a)s/Chicano(a)s	21.0 334	35.3 562	29.3 467	11.9 190	2.6 41
Men	55.6 884	29.7 472	10.9 173	3.0 48	0.8 13
Middle Eastern Persons	18.6 297	32.2 514	29.2 465	15.6 249	4.3 69
Persons from multiracial, multi-ethnic, multicultural backgrounds	21.7 346	37.9 605	28.1 448	10.6 170	1.8 28
Gay, lesbian, bisexual, or transgender persons	11.3 180	19.5 310	37.4 595	20.3 323	11.6 184
Persons with physical disabilities	27.8 442	38.2 608	21.8 347	10.7 170	1.6 25
Persons with mental disabilities	17.8 283	26.9 427	40.2 638	11.9 189	3.1 49
Persons with religious backgrounds different from your own	23.8 379	34.5 548	27.0 429	11.3 180	3.4 54
People of ages different than your own	32.8 519	39.9 631	17.5 277	8.0 127	1.7 27
Persons who speak English as a second language	19.1 303	37.6 598	20.8 331	18.3 291	4.2 67
Persons from ethnic backgrounds different from your own	21.4 338	42.0 664	21.2 335	13.7 216	1.7 27
Persons from cultural backgrounds different from your own	21.5 341	43.3 688	19.8 314	13.9 220	1.6 25
Persons who do not fit the socially constructed "perfect" physique	16.9 270	35.0 558	23.1 369	20.0 319	5.0 80
Women	31.5 501	44.4 707	11.1 177	11.6 184	1.5 24

Table 42

In your opinion, how would each of the following affect the climate for underrepresented groups at NDSU?
Provide more awareness/sensitivity workshops/programs to become more aware of the issues and concerns facing people based on their....(32)

Group	Strongly agree % (n)	Agree % (n)	Uncertain % (n)	Disagree % (n)	Strongly disagree % (n)	Don't know % (n)
Age	5.6 84	28.6 428	30.8 462	20.7 310	6.9 104	7.3 110
Country of Origin	11.8 182	43.2 668	22.2 343	11.9 184	4.8 74	6.2 96
Disability status ¹	17.1 22	34.7 43	21.8 27	14.5 18	3.2 4	8.1 10
Ethnicity	13.3 208	43.9 685	20.6 322	11.1 173	4.6 72	6.4 100
Gender – Female ²	11.5 90	37.5 294	28.3 222	14.0 110	2.4 19	6.4 50
Gender – Male ³	7.2 53	31.4 232	27.0 200	18.4 136	10.9 81	5.1 38
Physical Characteristics	8.1 126	31.3 488	32.2 502	15.6 243	5.3 83	7.4 115
Race (African American) ⁴	30.8 12	38.5 15	12.8 5	2.6 1	7.7 3	7.7 3
Race (African) ⁵	48.1 13	22.2 6	14.8 4	11.1 3	0.0 0	3.7 1
Race (Asian /Pacific Islander) ⁶	24.7 22	44.9 40	16.9 15	6.7 6	1.1 1	5.6 5
Race (Middle Eastern) ⁷	28.6 4	42.9 6	7.1 1	14.3 2	7.1 1	0.0 0
Race (American Indian) ⁸	24.4 10	41.5 17	22.0 9	7.3 3	4.9 2	0.0 0
Race (Latino, Hispanic, Chicano) ⁹	28.0 7	48.0 12	8.0 2	12.0 3	0.0 0	4.0 1
Race (White) ¹⁰	10.9 141	44.7 579	21.5 278	12.1 157	4.4 57	6.3 82
Religion	12.8 199	38.7 602	23.9 372	11.7 182	5.9 91	6.9 108
Sexual Orientation (LGB) ¹¹	17.6 24	29.4 40	30.9 42	9.6 13	4.4 6	8.1 11
Sexual Orientation (heterosexual) ¹²	10.2 141	32.8 454	29.1 404	13.3 185	7.7 107	6.9 95

¹ responses split by persons with disabilities (n=24); 4 persons with disabilities declined to respond

² responses split by women (n=815); 30 women declined to respond

³ responses split by men (n=770); 40 men declined to respond

⁴ responses split by African American persons (n=40); 1 African-American person declined to respond

⁵ responses split by African persons (n=27)

⁶ responses split by Asian/Pacific Islanders (n=92); 3 Asian/Pacific Islanders declined to respond

⁷ responses split by Middle Eastern persons (n=14)

⁸ responses split by American Indians (n=41)

⁹ responses split by Latino/Hispanic/Chicano (n=26); 1 Latino/Hispanic/Chicano declined to respond

¹⁰ responses split by White persons (n=1334); 40 White persons declined to respond

¹¹ responses split by LGBT people (n=145); 9 LGBT people declined to respond

¹² responses split by heterosexual people (n=1426); 40 heterosexual people declined to respond

Table 43 (employees)

Require all students to take at least one class that focuses on issues, research, and perspectives on...(33)

Group	Strongly agree		Agree		Uncertain		Disagree		Strongly disagree		Don't know	
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)
Age	9.9	72	29.1	211	22.3	162	21.4	155	10.9	79	6.3	46
Country of Origin	10.5	76	36.1	261	20.9	151	18.1	131	9.8	71	4.6	33
Disability status	10.9	79	38.0	275	20.7	150	15.4	111	10.1	73	4.8	35
Ethnicity	14.4	103	39.7	284	17.3	124	13.4	96	10.1	72	5.2	37
Gender	12.2	87	35.8	255	20.3	145	16.3	116	11.1	79	4.3	31
Gender Identity	10.7	77	33.4	240	21.4	154	16.7	120	12.7	91	5.1	37
Physical Characteristics	10.4	75	32.0	230	22.9	165	18.9	136	10.6	76	5.1	37
Race	16.3	117	39.4	283	16.3	117	13.4	96	10.0	72	4.7	34
Religion	12.9	93	34.6	249	20.7	149	16.3	117	10.6	76	4.9	35
Sexual Orientation	12.2	88	31.8	229	21.7	156	16.8	121	12.8	92	4.7	34

Note: Tables split by employees only (n=745)

Table 43a (students)

Require all students to take at least one class that focuses on issues, research, and perspectives on...(33)

Group	Strongly agree		Agree		Uncertain		Disagree		Strongly disagree		Don't know	
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)
Age	5.8	48	16.4	136	18.1	150	29.1	241	27.3	226	3.3	27
Country of Origin	8.7	72	24.3	201	18.6	154	24.7	204	21.3	176	2.4	20
Disability status	7.5	62	23.3	193	19.7	163	25.3	210	21.5	178	2.8	23
Ethnicity	10.3	85	34.1	282	15.5	128	17.2	142	20.3	168	2.7	22
Gender	8.7	72	25.0	206	17.1	141	23.5	194	22.7	187	3.0	25
Gender Identity	8.7	72	21.9	181	18.4	152	23.8	197	23.8	197	3.3	27
Physical Characteristics	7.5	62	20.9	173	18.9	156	26.4	218	23.7	196	2.5	21
Race	12.0	99	32.3	267	15.1	125	17.4	144	20.7	171	2.5	21
Religion	13.2	109	29.7	245	14.3	118	18.5	153	21.5	177	2.8	23
Sexual Orientation	11.0	91	24.5	203	15.8	131	20.6	171	24.5	203	3.6	30

Note: Tables split by students only (n=854)

Table 44 (employees)

Require all faculty/staff to participate in at least one program that focuses on issues, research, and perspectives on...(34)

Group	Strongly agree % (n)	Agree % (n)	Uncertain % (n)	Disagree % (n)	Strongly disagree % (n)	Don't know % (n)
Age	11.0 80	29.9 217	22.1 160	20.3 147	13.1 95	3.6 26
Country of Origin	13.1 94	33.8 243	20.1 144	18.2 131	11.4 82	3.3 24
Disability status	12.8 93	36.9 269	19.1 138	16.9 122	10.9 79	3.5 25
Ethnicity	15.1 109	37.8 273	18.4 133	14.4 104	11.1 80	3.2 23
Gender	14.0 101	31.3 226	21.1 152	18.3 132	11.5 83	3.7 27
Gender Identity	12.9 93	29.3 212	23.0 166	18.5 134	12.3 89	4.0 29
Physical Characteristics	11.2 81	41.7 220	22.3 161	20.4 147	11.5 83	4.0 29
Race	15.8 114	36.3 262	17.8 128	15.7 113	10.8 78	3.6 26
Religion	13.7 99	32.2 232	19.7 142	18.2 131	12.3 89	3.9 28
Sexual Orientation	13.3 96	29.8 215	20.8 150	18.7 135	13.9 100	3.6 26

Note: Tables split by employees only (n=745)

Table 44a (students)

Require all faculty/staff to participate in at least one program that focuses on issues, research, and perspectives on...(34)

Group	Strongly agree % (n)	Agree % (n)	Uncertain % (n)	Disagree % (n)	Strongly disagree % (n)	Don't know % (n)
Age	12.3 102	29.7 245	21.3 176	17.6 145	14.3 118	4.8 40
Country of Origin	15.0 123	35.0 287	19.0 156	15.1 124	10.7 88	5.0 41
Disability status	16.1 132	38.3 315	19.1 157	11.9 98	10.5 86	4.1 34
Ethnicity	17.6 144	40.7 334	15.4 126	12.8 105	9.8 80	3.8 31
Gender	14.9 122	33.7 275	19.1 156	16.4 134	11.6 95	4.3 35
Gender Identity	14.9 122	31.4 257	18.6 152	17.6 144	13.2 108	4.4 36
Physical Characteristics	13.3 109	27.4 225	21.8 179	20.7 170	12.5 103	4.3 35
Race	17.8 146	40.7 333	15.1 124	12.7 104	10.0 82	3.7 30
Religion	17.0 139	33.9 277	17.4 142	15.2 124	12.2 100	4.4 36
Sexual Orientation	16.1 132	32.0 262	17.2 141	15.5 127	14.4 118	4.8 39

Note: Tables split by students only (n=854)

Table 45 (employees)

Include diversity related activities as a criterion for performance evaluations of faculty/staff...(35)

Criteria on Evaluations	%	(n)
Strongly agree	10.7	78
Agree	22.6	164
Uncertain	22.6	164
Disagree	20.5	149
Strongly disagree	19.3	140
Don't know	4.3	31

Note: Tables split by employees only (n=745); 19 employees declined to respond

Table 45a (students)

Include diversity related activities as a criterion for performance evaluations of faculty/staff...(35)

Criteria on Evaluations	%	(n)
Strongly agree	12.0	99
Agree	28.2	233
Uncertain	24.8	205
Disagree	13.7	113
Strongly disagree	15.3	126
Don't know	6.1	50

Note: Tables split by students only (n=854); 28 students declined to respond

Table 46
Rate the general campus climate using the following scale: (36)

Characteristic	1 % (n)	2 % (n)	3 % (n)	4 % (n)	5 % (n)	Don't know % (n)
Friendly/Hostile	81.5 1296	9.2 146	4.1 65	2.1 34	1.0 16	2.1 33
Communicative/Reserved	87.9 1395	5.7 90	2.8 45	0.8 12	0.7 11	2.1 34
Concerned/Indifferent	67.9 1076	16.1 255	12.1 191	1.8 29	0.8 12	1.4 22
Respectful/Disrespectful	85.8 1353	4.1 64	2.2 34	0.7 11	1.0 16	6.3 99
Cooperative/Uncooperative	85.4 1355	4.1 65	3.0 47	0.6 9	0.8 12	6.2 99
Improving/Regressing	90.8 1437	2.0 32	0.6 10	0.2 3	0.3 4	6.1 97
Accessible to persons with disabilities/Inaccessible to persons with disabilities	75.9 1204	9.5 151	5.4 86	1.8 28	1.4 22	6.0 95
Non-racist/Racist	91.9 1456	3.2 51	1.8 29	0.3 5	0.2 3	2.5 40
Non-sexist/Sexist	80.2 1267	6.0 94	6.4 101	1.8 28	1.0 16	4.6 73
Non-homophobic/ Homophobic	62.3 985	17.8 281	13.1 207	2.2 35	2.0 31	2.6 41
Positive for people of Jewish heritage/Anti-Semitic	42.5 438	3.6 37	2.6 27	0.9 9	1.0 10	49.5 510
Positive for people of Islamic heritage/Anti-Islamic	65.1 754	8.5 99	4.2 49	2.0 23	3.0 35	17.1 198
Positive for non-native English speakers/not positive for non- native English speakers	44.5 432	12.6 122	7.4 72	2.0 19	1.8 17	31.8 309
Positive for people who practice other than the Christian faith/ Not positive for people who practice other than the Christian faith	55.8 503	7.0 63	1.8 16	1.0 9	1.7 15	32.8 296
Positive for people who practice the Christian faith/ Not positive for people who practice the Christian faith	23.9 168	2.3 16	3.7 26	0.6 4	1.4 10	68.1 478
Welcoming/Non-welcoming	9.8 139	12.9 183	24.1 342	18.4 261	11.5 163	23.5 334
Competitive/Non-Competitive	20.4 320	52.4 822	22.3 350	2.1 33	0.6 10	2.2 35

Table 47

As a member of an underrepresented group I have experienced the following at NDSU within the past year (37-44)...

Experience	Never		Rarely		Sometimes		Often		Very Often		Don't Know	
	%	n	%	n	%	n	%	n	%	n	%	n
Feared for physical safety due to race/ethnicity ¹	10.4	31	38.9	116	30.2	90	11.4	34	4.7	14	4.4	13
Feared for physical safety due to sexual orientation/gender identity ²	8.7	14	35.6	57	32.5	52	14.4	23	1.9	3	5.0	8
Feared for physical safety due to my gender ³	8.6	69	51.3	414	34.4	278	3.7	30	0.6	5	1.4	11
Someone assume I was admitted (student) or hired (faculty/staff) due to my race/ethnicity ¹	10.3	31	41.9	126	36.2	109	7.0	21	1.7	5	3.0	9
Someone assume I was admitted (student) or hired (faculty/staff) due to my gender ³	8.2	66	43.9	352	29.7	238	8.2	66	1.5	12	8.4	67
Someone assume I was admitted (student) or hired (faculty/staff) due to my sexual orientation/gender identity ²	8.7	14	39.4	63	31.9	51	3.1	5	2.5	4	11.2	18
Experienced racial profiling ¹	7.3	22	34.2	103	34.2	103	8.3	25	6.6	20	9.3	28
Victim of a hate crime ⁴	7.8	124	38.6	614	31.7	505	8.7	138	2.3	36	11.0	175

¹ participants who identify as a person of color only

² participants who identify as lesbian, gay, bisexual, or transgender only

³ participants who identify as a woman only

⁴ all participants who responded to this question(n=1592)

Table 48

As a member of an underrepresented group I have experienced the following situations either in the classroom (student) or in the workplace (faculty/staff) at NDSU within the past year (45-51)...

Experiences as member of Underrepresented group	Never % n	Rarely % n	Sometimes % n	Often % n	Very Often % n	Don't Know % n
When issues of race/ethnicity arose, I was singled out as the “resident authority” ¹	5.0 15	26.9 81	22.9 69	10.3 31	6.6 20	28.2 85
Isolated or left out when work is required in groups ²	7.3 115	22.0 349	19.2 305	3.8 60	0.9 14	46.8 742
As a student of color, I am uncomfortable requesting assistance from white professors ³	6.2 12	27.2 53	31.8 62	13.3 26	3.6 7	17.9 35
As a white student, I am uncomfortable requesting assistance from professors of color ⁴	8.0 54	31.8 214	32.3 217	10.3 69	2.5 17	15.0 101
As a female student, I am uncomfortable requesting assistance from male professors ⁵	8.8 36	41.2 168	29.7 121	10.8 44	2.2 9	7.4 30
As a male student, I am uncomfortable requesting assistance from female professors ⁶	34.1 143	34.4 144	11.2 47	2.9 12	1.0 4	16.5 69
As an LGBT student, faculty, staff, administrator, I feel uncomfortable being “out” on campus ⁷	11.9 19	39.4 63	18.8 30	6.9 11	0.0 0	20.0 32
I feel that my cultural heritage is valued at NDSU ⁸	13.8 216	42.8 672	29.9 469	6.4 101	0.8 13	6.3 99

¹ participants who identify as a person of color only

² all participants who responded to this question (n=1585)

³ participants who identify as students of color only

⁴ participants who identify as white students only

⁵ participants who identify as female students only

⁶ participants who identify as male students only

⁷ participants who identify as lesbian, gay, bisexual, or transgender only

⁸ all participants who responded to this question (n=1570)