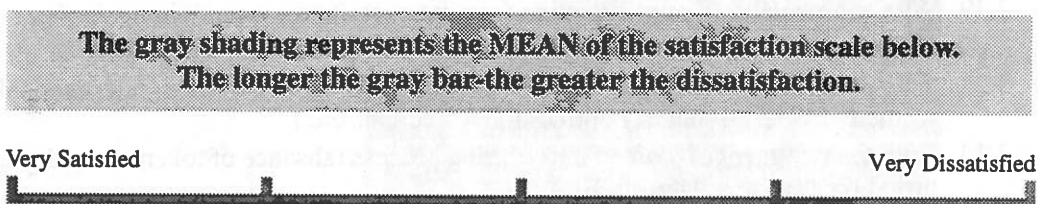


Students of Color

Students of Color who returned the survey represent all colleges as well as masters and doctoral levels. Since the numbers in some of the areas are very small and confidentiality has been assured, all students of color, graduate and undergraduate are being considered together in this section of the report.

Although some of the issues are the same as for the total student respondents, the level of dissatisfaction is greater even considering the larger number of respondents of color were undergraduate students who tend to be the most satisfied.

The level of acceptance and inclusion of non-majority women is a concern as indicated in the level of dissatisfaction, the mean score and its listing as a top priority. Fairness in setting salaries, etc. and the number of faculty to serve as role models and mentors were also top priorities.



Eleven statements ranked by percentage of "satisfaction"

- 68% **With the "climate" for women in the classroom**
- 60% **With the level of recognition of women as serious students and scholars**
- 60% **With my relationship and interactions with my supervisor**
- 56% **With the level of information on campus about safety**
- 56% **With the level of support women give each other**
- 51% **With the availability of information (seminars, etc.) on women's issues/rights**
- 51% **With the level of inclusion of women as a part of diversity issues**
- 45% **With the advising women receive about majors, careers, scholarships, internships, etc.**
- 44% **With the level of inclusion of women's perspectives and experiences in course content**
- 44% **With the general physical security in buildings and residence halls (lighting, etc.)**
- 44% **With the level of sensitivity to women's concerns about physical safety on campus**

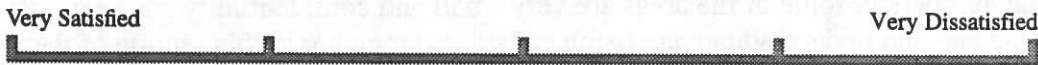
Ten statements ranked by percentage of "dissatisfaction"

- 57% **With the fact that women are often hired as temporary, rather than permanent employees**
- 53% **With the level of fairness between women and men when setting salaries/giving increases**
- 46% **With the level of acceptance and inclusion of non-majority women**
- 46% **With the number of women in positions of authority**
- 44% **With the level of sensitivity for the difficulty in balancing family, work, and school commitments**
- 42% **With the level of sensitivity to the amount of stereotyping of women that exists on this campus**
- 42% **With the general physical security in buildings and residence halls (lighting, etc.)**
- 41% **With the number of women faculty to serve as role models and mentors**
- 41% **With the level of sensitivity to differences across gender and cultures**
- 38% **With the level of comfort to express opinions and concerns without fear of retaliation**

STUDENTS OF COLOR = 126 Respondents

Very Satisfied
Satisfied
Neutral
Dissatisfied
Very Dissatisfied
Don't Know /Does Not Apply

The gray shading represents the MEAN of the satisfaction scale below.
The longer the gray bar-the greater the dissatisfaction.

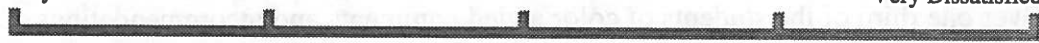


% of Respondents						Mean	
ACADEMIC							
6	54	18	17	2	3	2.55	With the level of recognition of women as serious students and scholars
13	55	18	14	0	1	2.33	With the "climate" for women in the classroom (acknowledgment of ideas, equal treatment)
6	38	27	15	6	7	2.75	With the level of inclusion of women's perspectives and experiences in course content
10	31	18	31	10	0	2.98	With the number of women faculty to serve as role models and mentors
8	37	18	24	5	8	2.78	With the advising women receive about majors, careers, scholarships, internships, etc.
DIVERSITY							
9	42	27	8	2	12	2.47	With the level of inclusion of women as a part of diversity issues
2	30	25	30	5	9	3.06	With the level of acknowledgment of women's experiences of racism and sexism
13	38	26	11	3	9	2.49	With the availability of information (seminars, etc.) on women's issues/rights
3	30	22	37	4	5	3.09	With the level of sensitivity to differences across gender and cultures
4	26	19	36	10	6	3.23	With the level of acceptance and inclusion of non-majority women (international students, women of color, lesbians, nontraditional students, etc.)
5	15	30	19	8	23	3.14	With the treatment of women in the hiring process (absence of tokenism and glass ceiling, hiring the top candidate, etc.)
WORK ENVIRONMENT							
6	32	21	27	6	9	2.97	With the level of recognition and respect for women's competence
5	21	25	24	5	21	3.04	With the level of job security for women
4	25	23	29	4	16	3.05	With the opportunities for advancement and professional development
1	11	15	37	16	20	3.70	With the level of fairness between women and men when setting salaries/giving increases
0	3	18	35	22	22	3.98	With the fact that women are often hired as temporary rather than permanent employees
29	31	17	6	5	12	2.16	With my relationship and interactions with my supervisor
4	23	28	14	4	26	2.88	With the level of fairness between women and men when employees are evaluated
10	25	29	10	2	25	2.60	With the work environment for women on campus
4	10	33	17	6	31	3.14	With the way privileges and benefits are distributed between men and women
6	16	28	21	6	24	3.08	With the level of fairness between women and men in assignments (challenging work, work load, tokenism, etc.)
2	10	22	7	7	51	3.16	With the support and assistance in identifying work/career opportunities for spouses and partners of University employees
SAFETY AND HARASSMENT							
10	34	10	35	7	4	2.96	With the general physical security in buildings and residence halls (lighting, etc.)
9	35	19	25	6	6	2.85	With the level of sensitivity to women's concerns about physical safety on campus
5	33	22	22	10	9	2.99	With the level of understanding of what constitutes sexual harassment
With the level of information on campus about							
10	46	17	18	8	2	2.67	a. safety
6	35	25	22	9	4	2.93	b. sexual harassment
With the avenues available to express concerns about							
10	33	22	13	10	13	2.79	a. safety
7	28	26	14	10	15	2.91	b. sexual harassment

Very Satisfied
Satisfied
Neutral
Dissatisfied
Very Dissatisfied
Don't Know
/Does Not Apply

Very Satisfied

Very Dissatisfied



% of Respondents

Mean

ADMINISTRATIVE ACCOUNTABILITY AND POLICIES

2	27	18	16	7	29	2.98	With the efforts for recruitment of women to the University (students, staff, faculty)
3	23	17	17	9	31	3.07	With the efforts to retain women at the University (students, staff, faculty)
1	32	26	19	7	15	3.00	With the level of commitment to gender equity throughout the University
0	15	33	9	5	38	3.05	With the way data are used to document the status of women on campus
2	9	21	8	6	54	3.19	With the current policies and procedures for filing a grievance
2	15	26	13	6	38	3.09	With the level of inclusion of women in university decision making and policy setting
							With the enforcement of current policies concerning
2	21	22	18	8	30	3.11	a. affirmative action
1	22	24	13	6	34	3.02	b. sexual harassment

CAMPUS CLIMATE

5	31	32	23	2	6	2.86	With the level of sensitivity to gender-biased language used on this campus
7	35	30	11	6	10	2.70	With the level of resources for women's programs/development/research
4	30	28	19	8	11	2.97	With the recognition women receive for their achievements
2	24	17	32	14	11	3.34	With the number of women in positions of authority
2	18	30	22	10	18	3.21	With the level of recognition of differences between women and men (communication styles, etc.)
3	13	30	28	14	13	3.41	With the level of sensitivity to the amount of stereotyping of women that exists on this campus
1	14	21	26	18	21	3.59	With the level of sensitivity for the difficulty in balancing family, work, and school commitments (flextime opportunities, etc.)
4	24	23	24	14	11	3.22	With the level of comfort to express opinions and concerns without fear of retaliation
14	42	22	10	6	6	2.48	With the level of support women give each other
1	14	31	23	10	21	3.36	With the number of men who support women's issues
1	4	12	10	16	57	3.85	With the availability of child care

PRIORITIZING YOUR ISSUES

Listed below are the top priorities in order of the times mentioned. The first column counts any time the statement was listed as one of the top five. The second column shows the number of times listed as the number one priority.

Total Times	First Priority	
28	14	With the level of acceptance and inclusion of non-majority women (international students, women of color, lesbians, nontraditional students, etc.)
28	10	With the level of fairness between women and men when setting salaries/giving increases
28	8	With the number of women faculty to serve as role models and mentors
22	5	With the level of sensitivity for the difficulty in balancing family, work, and school commitments (flextime opportunities, etc.)
21	6	With the general physical security in buildings and residence halls (lighting, etc.)
19	5	With the level of sensitivity to differences across gender and cultures
18	6	With the level of recognition of women as serious students and scholars
18	4	With the advising women receive about majors, careers, scholarships, internships, etc.
18	1	With the level of sensitivity to the amount of stereotyping of women that exists on this campus
16	3	With the enforcement of current policies concerning affirmative action