



THE UNIVERSITY OF  
**TOLEDO**  
1872



## Office for Diversity and Inclusion Report of Spring 2017 Diversity Survey

Willie L. McKether, Vice President for Diversity and Inclusion  
and Vice Provost



# Survey Summary

	2017			2016		
	Population	Response	Resp. Rate	Population	Response	Resp. Rate
STUDENT	18,683	1,417	0.08	18,556	2,257	0.12
FACULTY	1,550	404	0.26	1,513	624	0.41
STAFF	4,409	1009	0.23	4,538	1,269	0.28
Total	24,642	2,830	0.11	24,607	4,150	0.17

Table 1: Summary of Responses

# Survey at a glance

- 2017 survey from April 17 through April 28
- 2017 survey open 11 days fewer than 2016
- Response rate in 2017 = 11 percent, versus 17 percent in 2016
  - Fewer days in 2017
  - Competing surveys in 2017
  - Emotionally charged campus in 2016
- Added Trust questions
- Added GRIT questions for students
- Added questions about library
- Diversity survey move to bi-annual. Next diversity survey in 2019
- Climate survey in 2018.

# Feelings of Inclusion

An important component of diversity is *inclusion*, or the extent to which a person feels included or a sense of belonging. Please use a scale of 1 to 7 to rate your opinion on how *inclusive* The University of Toledo is for you on a personal level where 1 means Not At All and 7 means Very Included.

## INCLUSION

	<u>2017</u>	<u>2016</u>	<u>Change</u>
STUDENT	82.2	no data	-
FACULTY	83.3	84.6	-1.5 percent
STAFF	83.8	82.6	+1.5 percent

## PERSONAL ATTRIBUTES RELATED TO INCLUSION

“Does your \_\_\_\_\_ interfere with your feelings of being included”?

	Gender	Sex	Sex Orientation	Race	Religion	Disability
Student	11.8			19.4		33.3
Faculty	24.0	18.2				42.1
Staff	14.2			17.3		24.4

Ranked #1

Ranked #2

Ranked #3

## HOW OFTEN DO YOU THINK ABOUT DIVERSITY AND/OR MULTICULTURAL ISSUES?

	<u>2017</u>	<u>2016</u>	<u>Change</u>
Student	64.0	60.0	+4 points
Faculty	89.0	79.0	+10 points
Staff	77.0	66.0	+11 points

# HOW TO IMPROVE FEELINGS OF INCLUSION AND EQUITY AMONG STUDENTS

When asked to rank the six items below regarding how to improve students' feelings of inclusion and equity, students' number one choices reflected the following (see Table 12 below):

- Better accommodations for students with disabilities 221 (24.5 percent)
- More opportunities for diversity conversations and forums 217 (24 percent)
- Nothing needs to be done 161 (18.1 percent)
- Make available gender-neutral bathrooms across campus 133 (14.7 percent)
- Better services and programs for international students 130 (14.4 percent)
- Other 40 (4.4 percent)

# HOW TO IMPROVE FEELINGS OF INCLUSION AND EQUITY AMONG STUDENTS

## OPEN ENDED RESPONSES

In addition to these rankings of inclusion and equity, other themes/suggestions that emerged from the students' open-ended comments include:

- Make diversity training optional for students
- Plan more cultural sharing events (i.e., food, dancing) as opposed to formal training
- More focus and attention to UT veterans
- More tolerance for diverse political view points

The above items are not listed in any particular order.



# FACULTY ON HOW TO IMPROVE FEELINGS OF INCLUSION AND EQUITY AMONG FACULTY

When asked to rank the six items below regarding how to improve faculty feelings of inclusion and equity, faculty' s number one choices reflected the following (see Table 23 below):

- Greater effort to recruit and hire a more diverse faculty 98 (25.2 percent)
- Merit-based promotions 97 (25 percent)
- Create more opportunities for internal profession networking 77 (19.8 percent)
- Greater diversity in senior administration 39 (10 percent)
- Ensure diverse hiring committees include outside departments 29 (7.5 percent)
- Other 27 (6.9 percent)
- Nothing needs to be done 22 (5.6 percent)

# HOW TO IMPROVE FEELINGS OF INCLUSION AND EQUITY AMONG FACULTY

## OPEN ENDED RESPONSES

In addition to these rankings of inclusion and equity, other themes/suggestions that emerged from faculty open-ended comments include:

- Hire more diverse administrators
- Diversity training should focus more on LGBTQA issues
- Expanded definition of diversity beyond race, ethnicity and gender
- Mandatory diversity training for faculty
- More tolerance for diverse political view points

The above items are not listed in any particular order.

## WHAT DO YOU THINK IS BEST WAY TO DESIGN DIVERSITY TRAINING?

	Students	Faculty	Staff
A few hours in a single session	18.4	19.3	26.0
A few hours in a single session followed by ongoing discussions	24.4	39.3	33.0
Weekly discussions/forums	12.2	2.93	3.4
Monthly discussions/forums	32.7	24.6	28.0
Other	12.3	13.8	10



# DIVERSITY TRAINING

Diversity Education Experience

To ensure all of our communities are valued and respected, UT will offer diversity training to students, employees and others with UT connections. The goals are to increase awareness and understanding of cross-cultural issues, and open constructive dialogues about various cultures, diversity and inclusion across UT's campuses.



*All sessions will be held in room 3820 of University Hall, Main Campus.*

#### **Student Training**

Monday, Sept. 25, 2017, 6 – 9 p.m.

Monday, Oct. 23, 2017, 6 – 9 p.m.

Monday, Nov. 20, 2017, 6 – 9 p.m.

#### **Faculty and Staff Training**

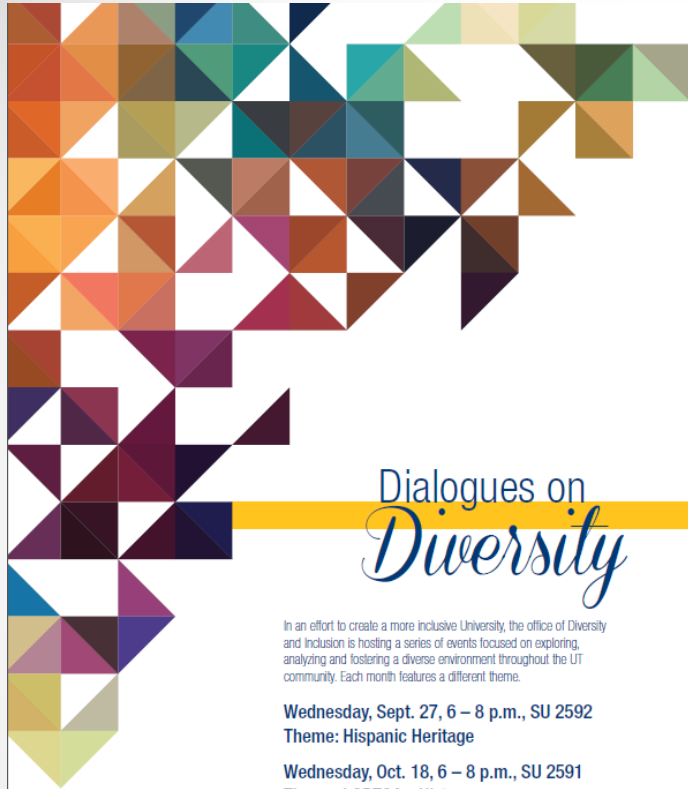
Friday, Sept. 29, 2017, 9 a.m. – noon

Friday, Oct. 27, 2017, 9 a.m. – noon

Friday, Dec. 1, 2017, 9 a.m. – noon



To register, please visit [utoledo.edu/diversity/training.html](http://utoledo.edu/diversity/training.html) Questions? 419.530.5566



## Dialogues on *Diversity*

In an effort to create a more inclusive University, the office of Diversity and Inclusion is hosting a series of events focused on exploring, analyzing and fostering a diverse environment throughout the UT community. Each month features a different theme.

Wednesday, Sept. 27, 6 – 8 p.m., SU 2592  
Theme: Hispanic Heritage

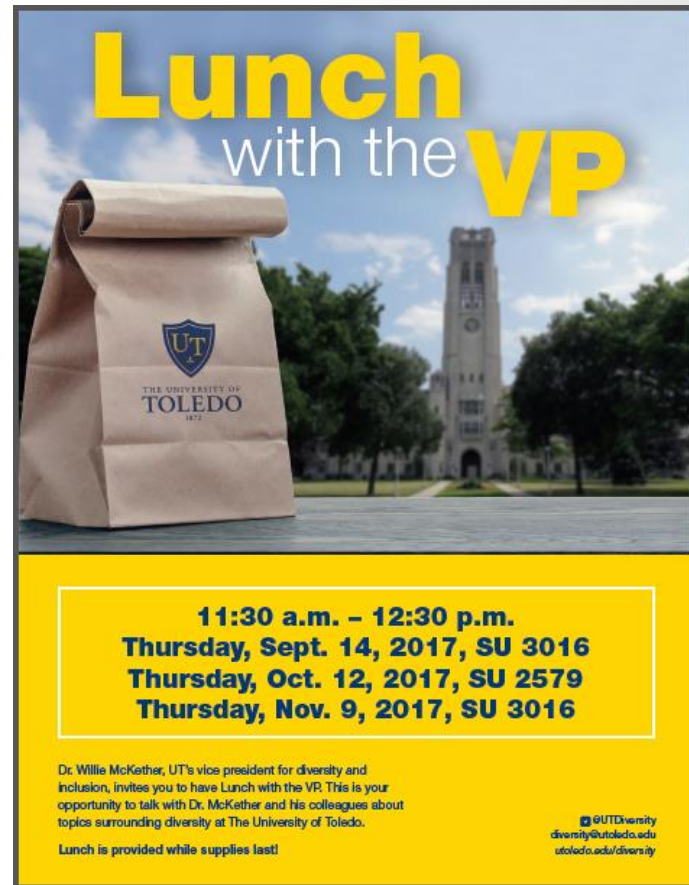
Wednesday, Oct. 18, 6 – 8 p.m., SU 2591  
Theme: LGBTQA+ History

Wednesday, Nov. 15, 6 – 8 p.m., SU 2591  
Theme: Veterans Issues



[diversity@utoledo.edu](mailto:diversity@utoledo.edu)  
[utoledo.edu/diversity](http://utoledo.edu/diversity)

 @UTDiversity




# Lunch with the **VP**

**11:30 a.m. – 12:30 p.m.**  
**Thursday, Sept. 14, 2017, SU 3016**  
**Thursday, Oct. 12, 2017, SU 2579**  
**Thursday, Nov. 9, 2017, SU 3016**

Dr. Willie McKether, UT's vice president for diversity and inclusion, invites you to have Lunch with the VP. This is your opportunity to talk with Dr. McKether and his colleagues about topics surrounding diversity at The University of Toledo.

Lunch is provided while supplies last!

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[utoledo.edu/diversity](http://utoledo.edu/diversity)

# RACE AFTER CHARLOTTESVILLE

Dialogues on Diversity



## Sociology Panelists:



**Patricia Case, PhD**  
Chair/Assoc. Professor



**Monita Mungo, PhD**  
Asst. Professor

Food Provided

**ALL ARE  
WELCOME**

**WHERE**  
Student  
Union 2592

**WHEN**  
Wednesday  
September  
27<sup>th</sup> 6PM

**WHAT**  
Join us for a  
panel and  
discussion  
about race  
and racism

**SPONSORED BY**





CONTRIBUTING OP-ED WRITER

# Don't Shun Conservative Professors



858



September 15, 2017

**Embracing the True Organizational  
Culture of Diversity:  
Recruiting and Retaining Diverse Faculty**



**Regional HERC Symposium**

Join us for a day of dialogue on diversity and inclusion and the impact it has on the recruitment and retention of faculty.

**SAVE THE DATE- Friday, October 27, 2017**

**9:00 am - 3:00 pm Lunch Provided**

Radisson at The University of Toledo – Health Science Campus

Look for more information and registration by e-mail.



**ACADEMIC AFFAIRS**  
THE UNIVERSITY OF TOLEDO  
*Faculty Labor Relations  
and Academic Inclusion Office*



**OFFICE OF DIVERSITY  
AND INCLUSION**  
THE UNIVERSITY OF TOLEDO



# Campus Prideindex

National Listing of LGBTQ-Friendly  
Colleges & Universities



LGBTQ-  
FRIENDLY  
**CAMPUS SEARCH**

**Search our database of hundreds  
of LGBTQ-friendly campuses and  
what they have to offer.**

# Other Diversity Initiatives

- Inclusion Officers, beyond Colleges
- College Diversity Committees, beyond Colleges
- College Diversity Plans
- UT-Latino Alliance

# Questions