Diversity & Inclusion Committee 2017 Report

TOWN HALL

3/14/18
This year’s report

- Respondents
- Individual Diversity
- Research Diversity
- Department Climate
- D&I Committee Action Items
Respondent Demographics vs Department Demographics for the 2017 Diversity & Inclusion Annual Survey

YEAR IN PROGRAM (RESPONDENT)
- Year 6+
- Year 5
- Year 4
- Year 3
- Year 2
- Year 1

YEAR IN PROGRAM (DEPARTMENT)
- Year 6+
- Year 5
- Year 4
- Year 3
- Year 2
- Year 1

AREA (RESPONDENT)
- Social
- PD&H
- Cognitive
- Clinical
- BBC

AREA (DEPARTMENT)
- Social
- PD&H
- Cognitive
- Clinical
- BBC

GENDER (RESPONDENT)
- Male
- Female
- Binary

GENDER (DEPARTMENT)
- Male
- Female

RACE* (RESPONDENT)
- Native American
- Latino/a
- Asian
- Black
- White
- Other

RACE* (DEPARTMENT)
- Native American
- Latino/a
- Asian
- Black
- White
- Other

*14.3% multiracial
*18.3% multiracial
Additional Respondent Demographics for the 2017 Diversity & Inclusion Annual Survey

**Mean age**
27.6 years

**Subjective SES**
6.2 on a scale of 1 to 10

**Sexual Orientation**
- Pansexual
- Queer
- Bisexual
- Gay or Lesbian
- Straight

**Familial Obligations**

<table>
<thead>
<tr>
<th>Obligated</th>
<th>Not Obligated</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spouse or long-term partner</td>
<td></td>
</tr>
<tr>
<td>Caretaking responsibilities</td>
<td></td>
</tr>
<tr>
<td>Financially dependent family</td>
<td></td>
</tr>
</tbody>
</table>

**Religion**
- Ceremonial
- Jewish
- Agnostic
- Christian
- Not Religious
- Spiritual

**Citizenship**
- International 12%
- US Citizens 88%
Individual Diversity

- “Diversity related to race and ethnicity, gender, sexual orientation, economic status, ability status, age, religion, familial obligations, political ideology, and nationality/immigration status.”

- Order of importance for each issue comparable to last year
Individual Diversity
Importance & Perception

Figure 1. Scale varying from "not important" (0) to "very important" (4).

Figure 2. Scale varying from "not at all" (0) to "a great deal" (4).
Individual Diversity
Experienced Discrimination

Within the department, how often do you observe or experience discrimination in these domains?

- Nationality & Immigration Status
- Age
- Sexual Orientation
- Religion
- (Dis)Ability
- Familial Obligations
- Race & Ethnicity
- Political Ideology
- Economic Status
- Gender

Figure 3. Scale defined as “never” (0), “occasionally” (1), “monthly” (2), “weekly” (3), “daily” (4).
Research Diversity

- “Working with diverse populations, including or consulting members of the studied population in your design and execution process, using or developing mixed methods, and developing interdisciplinary partnerships”

- Students want resources for diverse research practices and integrated discussions of these practices in classes
Research Diversity

Importance & Perception

Figure 4. Scale varying from "not important" (0) to "very important" (4).

Figure 5. Scale varying from "not at all" (0) to "a great deal" (4).
Free-Response

Department Climate

- Positives: some faculty members going out of their way to be respectful & open to people of different backgrounds

- Negatives: some faculty singling out students based on underrepresented status

- Perceived Department Strengths: Sneak Peek, both student and faculty diversity & inclusion committees, diversity-focused faculty searches, SROP
Free-response

Concerns

- Gender-neutral bathrooms
- Delayed reimbursements
- Confusing/missing tax information
- Assumption of liberal values
- Failure to account for family responsibilities
- Discounting of religious belief
- Lack of attention to diversity issues in general
- Need for an anonymous complaint procedure
- Grad student recruitment based on potential, not achievement
- Running classes so that social dominance isn’t rewarded
D&IC Action Items

- Gender neutral bathrooms
  - Status: Complete but ongoing
  - Waiting on facilities to install signs

- Timeline for reimbursements
  - Status: Complete but ongoing
  - Updated conference travel document released – front desk can prepay flights & conference registration fees

- Taxes
  - Status: Complete but ongoing
  - Edith & Julie working on email procedure so that students know where funding is coming from at the beginning of the year
D&IC Action Items

- Complaint Procedure
  - Status: In progress
  - Brainstorming ways to improve upon the process without inviting abuse of the system or mandatory reporting

- Faculty incidents of discrimination
  - Status: In progress
  - Searching for professional diversity & inclusion training resources outside of Northwestern appropriate for faculty
Thanks!

QUESTIONS?