

**IUPUI Climate Survey 2014**  
**Institutional Research and Decision Support**  
**Office of Diversity, Equity, and Inclusion**

**Latino Faculty, Staff, and Students**

**PURPOSE:** To measure campus climate indicators in order to better understand faculty, staff, and students' experiences on the IUPUI campus

**METHODS:** Survey administered to census of faculty, staff, and current students in Fall 2014.

**PROFILE OF RESPONDENTS:**

	Faculty/Staff – Latino	Faculty/Staff – All IUPUI	Students – Latino	Students – All IUPUI
Primary Language - English	62%	85%	66%	78%
Primary Language - Spanish	29%	1%	30%	2%
Primary Language – Other	9%	14%	4%	20%
International, Naturalized Citizen, or Permanent resident	35%	13%	32%	19%
Native U.S. Citizen	62%	87%	69%	81%
Men	35%	37%	38%	38%
Women	65%	63%	62%	62%
LGBT	10%	8%	17%	13%
Non-LGBT	90%	92%	82%	87%
With Disability	6%	5%	3%	5%
No Disability	94%	95%	97%	95%
Christian	67%	64%	62%	57%
Non-Christian Religious	4%	7%	5%	10%
No Religious Affiliation	29%	29%	33%	33%
Conservative	19%	21%	12%	23%
Moderate	38%	38%	49%	44%
Liberal	43%	41%	39%	34%
n	112	2884	227	3933
<b>Response rate</b>	<b>99%<sup>1</sup></b>	<b>39%</b>	<b>13%</b>	<b>15%</b>

- Latino faculty/staff and student respondents are similar overall to the demographic makeup of those who responded as a whole.
- Latino faculty/staff and students are more likely than the IUPUI population as a whole to be international, naturalized, or a permanent resident.
- Latino student respondents are slightly more likely to report being LGBT (17%).
- Latino student respondents are slightly more likely to be Christian and less likely to be non-Christian religious than IUPUI as a whole.
- Latino student respondents are less likely to identify as conservative politically.

<sup>1</sup> Number could be inflated since persons who selected 2 race/ethnicities including Hispanic/Latino were coded as Hispanic/Latino. We suspect some of these individuals are most likely coded as “two or more races” in University data but thought it prudent to include them for the purposes of measuring campus climate.

**CAMPUS ENVIRONMENT:**

Percentage who agree with...	Latino Faculty	White Faculty	Other Minority Faculty	Latino Staff	White Staff	Other Minority Staff	
I feel free to be myself at IUPUI	88%	82%	80%	79%	84%	80%	
At IUPUI I sometimes fear speaking up for what I think	34%	39%	41%	46%	40%	40%	
I feel safe on campus	90%	89%	91%	89%	91%	89%	
There are a lot of people like me on campus	62%	77%*	68%	70%	85%**	65%	
IUPUI's Multicultural Center is for people like me	63%	28%***	72%	68%	34%***	68%	
IUPUI has a commitment to diversity	86%	93%	81%	89%	97%**	81%	
IUPUI places too much emphasis on diversity	20%	23%	19%	22%	33%	17%	
IUPUI has diverse faculty and staff	68%	67%	67%	79%	87%	62%*	
IUPUI has a diverse student population	82%	85%	81%	88%	95%**	86%	
IUPUI accurately reflects diversity in publications	76%	81%	74%	74%	90%***	68%	
IUPUI has a lot of tension around diversity issues	33%	20%*	27%	31%	20%*	31%	
It's difficult to move up in my career	44%	46%	55%	58%	65%	65%	
	N	50	668	227	62	1268	303

\* p<.05, \*\* p<.01, \*\*\* P<.001 for differences between group and Latino Faculty or Staff

- The majority of Latino faculty/staff and students feel free to be themselves, feel safe on campus, and feel IUPUI has a commitment to diversity.
- Latino staff are less likely to agree that IUPUI has a commitment to diversity than white staff.
- Both Latino faculty and staff are less likely than their white peers to agree that there are people like them on campus.
- Latino staff are more likely than other minority staff to agree that IUPUI has a diverse faculty and staff and a diverse student population.
- Latino staff are less likely than white staff to agree that IUPUI accurately reflects diversity in publications.
- Both Latino faculty and staff are more likely than their white counterparts to agree that IUPUI has a lot of tension concerning diversity issues.

**CAMPUS ENVIRONMENT:**

Percentage who agree with...	Latino UGRD	White UGRD	Other Minority UGRD	Latino GRAD	White GRAD	Other Minority GRAD
I feel free to be myself at IUPUI	92%	96%	94%	91%	95%	94%
At IUPUI I sometimes fear speaking up for what I think	29%	26%	30%	23%	22%	30%
I feel safe on campus	85%	86%	84%	82%	83%	83%
There are a lot of people like me on campus	63%	73%**	69%	58%	72%*	76%*
IUPUI's Multicultural Center is for people like me	74%	30%***	72%	72%	32%***	75%
IUPUI has a commitment to diversity	95%	98%	92%	81%	93%**	90%
IUPUI places too much emphasis on diversity	20%	29%*	26%	12%	21%	30%*
IUPUI has diverse faculty and staff	82%	93%***	83%	49%	86%***	80%***
IUPUI has a diverse student population	93%	98%***	92%	75%	92%***	89%*
IUPUI accurately reflects diversity in publications	81%	92%***	84%	67%	87%**	82%*
IUPUI has a lot of tension around diversity issues	16%	11%	20%	16%	11%	17%
It's difficult to find student opportunities at IUPUI	24%	19%	27%	33%	16%**	34%
N	179	1745	510	44	546	343

\* p<.05, \*\* p<.01, \*\*\* P<.001 for differences between group and Black Students

- The majority of Latino students (both undergraduate and graduate) feel free to be themselves, feel safe on campus, feel the Multicultural Center is for people like them, and agree that IUPUI has a commitment to diversity.
- Latino students are less likely to agree that IUPUI places too much emphasis on diversity compared to both white students and to other students of color.
- Less than half of Latino graduate students (49%) feel IUPUI has a diverse faculty/staff – significantly lower than both white graduate students and other graduate students of color.
- Latino graduate students (75%) are also significantly less likely to agree that IUPUI has a diverse student body – compared to both white graduate students (92%) and other graduate students of color (89%).
- Latino students are less likely than white students to agree that IUPUI accurately reflects diversity in publications.
- Latino graduate students are more likely than white graduate students to agree that it is difficult to find student opportunities at IUPUI.

## **BIAS / HARASSMENT / DISCRIMINATION:**

- Latina faculty/staff and students experience similar rates of gender bias/harassment/discrimination as white women and women of color in faculty/staff roles at IUPUI.
- Latino faculty/staff (19%) and students (19%) are significantly more likely than white faculty/staff and students to experience racial/ethnic bias/discrimination/harassment.
- Latino faculty/staff and students who are native to the U.S. are significantly more likely to experience bias based on citizenship status than white natives – perhaps due to assumptions of international citizenship. One in five non-native Latino students and 16% of non-native Latino faculty/staff report experiencing bias based on citizenship status.
- One-quarter of Latino sexual minority students report experiencing bias based on sexual orientation – similar to other sexual minorities.
- If a respondent reported experiencing bias/harassment/discrimination regarding any status listed above, they were asked to describe one incident. Themes from Latino faculty and staff are described below:
  - FACULTY AND STAFF THEMES
    - Experiencing bias from coworkers due to perceived language ability and accent – in particular being overlooked or ignored.
    - Others making assumptions about citizenship status / national origin.
    - Experiencing bias due to other statuses, including LGBTQ identities and gender
  - STUDENT THEMES
    - A couple students discuss the lack of diversity amongst the faculty/staff as a hindrance to their success/education.
    - Multiple Latino students discuss bias/harassment other statuses: including LGBTQ+ identities and gender (specifically harassment – both sexual and non-sexual)
    - Latino students discuss racial/ethnic bias regarding citizenship, language, accents, and perceived intelligence.

## Self-Reported Nationality of Latino Faculty, Staff, Students at IUPUI

	<b>Faculty</b>	<b>Staff</b>	<b>UGRAD</b>	<b>GRAD</b>
Mexican	16% (8)	47% (29)	55% (99)	25% (11)
Puerto Rican	16% (8)	11% (7)	12% (22)	10% (4)
Cuban	6% (3)	2% (1)	3% (5)	0% (0)
Salvadoran	0% (0)	2% (1)	4% (7)	5% (2)
Dominican	0% (0)	3% (2)	2% (3)	7% (3)
Guatemalan	0% (0)	0% (0)	2% (4)	7% (3)
Colombian	12% (6)	2% (1)	4% (7)	10% (4)
Honduran	2% (1)	3% (2)	3% (5)	0% (0)
Ecuadorian	2% (1)	3% (2)	2% (4)	0% (0)
Peruvian	2% (1)	3% (2)	2% (4)	0% (0)
Brazilian	2% (1)	2% (1)	1% (1)	2% (1)
Spanish	8% (4)	3% (2)	2% (3)	11% (5)
Other South American	16% (8)	11% (7)	3% (6)	10% (4)
Other Central American	2% (1)	8% (5)	2% (4)	11% (5)
Two or more checked	0% (0)	0% (0)	3% (5)	2% (1)
Refused to answer	16% (8)	0% (0)	0% (0)	2% (1)
n	50	62	179	44