

INSTITUTIONAL COMMITMENT TO DIVERSITY EXECUTIVE SUMMARY

FALL 2022 LGBTQ+ AND/OR BIPOC STUDENT PERCEPTIONS

PURPOSE

To expand on 2021 Higher Education Research Institute, Diverse Learning Environments survey results

Research Question 1: What is institutional commitment to diversity?

Research Question 2: What are LGBTQ+ and/or BIPOC student perspectives of UWL's commitment to diversity?

METHODS

Focus groups were used for data collection to gather in-depth and rich insights. LGBTQ+ and/or BIPOC undergraduate students were invited to participate via email offering \$25 cash incentives to participate. Twenty seven (27) students participated in this study (IRB #23-TN-43). Initial and pattern coding were used for analysis. Peer debriefing amongst the team and member checking were used to verify findings.

RESEARCH FINDINGS

Research Question 1: Five major themes - relationships, campus communication, inclusive teaching, environment [places & spaces], and diverse representation.

Research Question 2: UWL's institutional commitment to diversity is fractured and often invisible.

RELATIONSHIPS	<h3>DATA SUMMARY</h3> <ul style="list-style-type: none">• Foster connection between and amongst underrepresented groups• Want to be seen, valued, and heard without judgement• Longing for reciprocity as stakeholders - listen and elevate our voices• Broken trust: want action related to D&I• Want employees to attend student diversity events on campus	<h3>SUGGESTED ACTIONS</h3> <ul style="list-style-type: none">• Campus leadership leverage student Diversity Organization Coalition (DOC) to get student feedback on initiatives• Train UWL employees on cultural competency• Dismantle a culture of fear and foster vulnerability through common reading• Boundaries: establish, be clear, hold people accountable• Attend diversity events by students
	<h3>DATA SUMMARY</h3> <ul style="list-style-type: none">• Crave empathy; the human side of the enterprise• Lack of awareness about diversity initiatives across campus; want coordinated messaging• Be responsive to bias incidents with empathy while upholding accountability - be transparent	<h3>SUGGESTED ACTIONS</h3> <ul style="list-style-type: none">• Centralized and coordinated communication channel• Promote D&I events - embed in classes• Develop Crisis Response Team for large campus incidents• Unit newsletters to students• Add events to University Calendar and promote on digital signage• Advertise diverse student orgs in class• Leverage Equity Liaison program for cross communication

CAMPUS
COMMUNICATION

INCLUSIVE TEACHING

DATA SUMMARY

- Inconsistent practices across campus: pronouns, experiences, inclusion of identities
- Some instructors great at inclusive teaching, others could show more willingness to grow in this area
- Expand D&I topics into all subjects
- Expand efforts to educate all students and employees on diversity

SUGGESTED ACTIONS

- Include your own pronouns on syllabi
- Learn pronunciation of names and encourage students to add pronunciation to Canvas profile
- Attend CATL events on inclusive teaching
- Participate in ADL bias workshops
- Train Equity Liaisons as ADL Implicit Bias workshop facilitators
- Invite the Center for Transformative Justice to your classes
- Incorporate diverse paradigms and/or researchers into curriculum

ENVIRONMENT

DATA SUMMARY

- Diversity commonly emphasized in Division of D&I spaces, hardly discussed in other offices or academic areas
- Unsatisfied with gender inclusive housing and restrooms
- Concerns about intersectionality "not [identity] enough" representation
- Size inclusive desks needed in classrooms
- Enjoy the geographic beauty of LAX

SUGGESTED ACTIONS

- Development of a campus wide chalking policy
- Expand OMSS and Pride Center spaces
- Educate students on intersectionality
- Size inclusive desks in classes
- Left handed desks in classes
- Increase participation in gender inclusive housing (help promote and market)
- Increase number of gender inclusive restrooms
- Ensure class spaces are mobility friendly

REPRESENTATION

DATA SUMMARY

- Navigating a PWI is challenging
- Participants shared multiple experiences of microaggressions, biased/belittling jokes, lack of consistent inclusivity, and concerns of trust
- Department strategies and implementation
- Want an increase of diverse students and employees
- Appreciation of movement, but ask for sincerity in D&I initiatives

SUGGESTED ACTIONS

- Address bias immediately - bystander intervention
- Expand financial aid for historically marginalized student populations
- Increase number of students and employees of color on campus
 - Reevaluate recruitment and hiring processes

INSTITUTIONAL COMMITMENT TO DIVERSITY

A university's ongoing efforts to authentically steward transparent practices, policies, procedures, and places that embrace intersectional identities through quality connections, relationships, and community.