



**2018 HEDS Diversity and Equity Campus Climate Survey  
Snapshot Report - Results by Role  
Illinois Wesleyan University**

	IWU N	Campus Climate for Diversity and Equity - % Satisfied with All Four Items (Q1) <i>See Table 1 Below</i>		Institutional Support for Diversity and Equity - % Agreed with All Four Statements (Q2) <i>See Table 2 Below</i>		Insensitive or Disparaging Remarks - % Heard At Least One Type of Remark Often (Q10) <i>See Table 3 Below</i>		% Experienced Discrimination or Harassment on Campus, at Off-Campus Residence, or at Off-Campus Program/Event Affiliated with Institution (Q13)	
		Illinois Wesleyan University	All Other Institutions	Illinois Wesleyan University	All Other Institutions	Illinois Wesleyan University	All Other Institutions	Illinois Wesleyan University	All Other Institutions
Undergraduate Students	314	30%	37%	18%	21%	60%	52%	29%	25%
Faculty	97	27%	31%	16%	18%	46%	37%	22%	24%
Staff	111	41%	33%	21%	15%	34%	34%	12%	21%
Administrators	14	29%	32%	29%	13%	50%	41%	14%	21%
All Respondents	550	32%	36%	19%	20%	52%	42%	25%	22%

Results are highlighted in red if there was a difference of more than 3% when comparing to "All Other Institutions."

Table 1	(Very satisfied-Very dissatisfied)
<b>Q1. Please indicate your level of satisfaction with the following at IWU.</b>	
Overall campus climate	"% Satisfied" includes respondents who answered "Very satisfied"
The campus experience/environment regarding diversity at IWU	
The extent to which you experience a sense of belonging or community at IWU	or "Generally satisfied."
The extent to which you feel all community members experience a sense of belonging or community at IWU	

Other Institutions	
Undergradu	2,531
Employees	1,895
Total	4,426

Table 2	(Strongly agree-Strongly disagree)
<b>Q2. Please indicate your level of agreement with each of the following statements about IWU.</b>	
The campus environment is free from tensions related to individual or group differences.	"% Agreed" includes respondents who answered "Strongly agree"
Recruitment of historically marginalized students, faculty, and staff is an institutional priority.	or "Agree."
Retention of historically marginalized students, faculty, and staff is an institutional priority.	
Senior leadership demonstrates a commitment to diversity and equity on this campus.	

	Students	Employees
Albion College	15%	37%
Albright College	15%	53%
Allegheny College	28%	58%
Central College	30%	57%
Concordia University Texas	10%	32%
Hanover College	22%	59%
Illinois Wesleyan University	20%	38%
St. Lawrence University	29%	54%
The College of Idaho	16%	36%

Table 3	(Never-Very often)
<b>Q10. During your time at IWU, about how often have you heard someone make an insensitive or disparaging remark about:</b>	
People who have a particular racial and/or ethnic identity	% includes respondents who heard remarks about at least one of the following groups of people "Very often" or "Often."
People of a particular sexual orientation	
People of a particular gender or gender identity	
People from a particular socioeconomic background	
People from a particular religious background	

Use the link below to view the full text of the survey instrument:

[https://www.hedsconsortium.org/wp-content/uploads/2018\\_Diversity\\_Equity\\_Survey\\_Sample\\_2018-01-09.pdf](https://www.hedsconsortium.org/wp-content/uploads/2018_Diversity_Equity_Survey_Sample_2018-01-09.pdf)



**2018 HEDS Diversity and Equity Campus Climate Survey  
Snapshot Report - Results by Gender  
Illinois Wesleyan University**

	IWU N	Campus Climate for Diversity and Equity - % Satisfied with All Four Items (Q1) <i>See Table 1 Below</i>		Institutional Support for Diversity and Equity - % Agreed with All Four Statements (Q2) <i>See Table 2 Below</i>		Insensitive or Disparaging Remarks - % Heard At Least One Type of Remark Often (Q10) <i>See Table 3 Below</i>		% Experienced Discrimination or Harassment on Campus, at Off-Campus Residence, or at Off-Campus Program/Event Affiliated with Institution (Q13)	
		Illinois Wesleyan University	All Other Institutions	Illinois Wesleyan University	All Other Institutions	Illinois Wesleyan University	All Other Institutions	Illinois Wesleyan University	All Other Institutions
Men	188	38%	40%	25%	24%	45%	39%	19%	18%
Women	348	29%	35%	15%	19%	56%	42%	27%	24%
Non-binary	8	25%	15%	13%	4%	57%	67%	50%	51%
All Respondents	550	32%	36%	19%	20%	52%	42%	25%	22%

Results are highlighted in red if there was a difference of more than 3% when comparing to "All Other Institutions."

Table 1 Q1. Please indicate your level of satisfaction with the following at IWU.	(Very satisfied-Very dissatisfied)
Overall campus climate	% Satisfied" includes respondents who answered "Very satisfied" or "Generally satisfied."
The campus experience/environment regarding diversity at IWU	
The extent to which you experience a sense of belonging or community at IWU	
The extent to which you feel all community members experience a sense of belonging or community at IWU	

Table 2 Q2. Please indicate your level of agreement with each of the following statements about IWU.	(Strongly agree-Strongly disagree)
The campus environment is free from tensions related to individual or group differences.	% Agreed" includes respondents who answered "Strongly agree" or "Agree."
Recruitment of historically marginalized students, faculty, and staff is an institutional priority.	
Retention of historically marginalized students, faculty, and staff is an institutional priority.	
Senior leadership demonstrates a commitment to diversity and equity on this campus.	

Table 3 Q10. During your time at IWU, about how often have you heard someone make an insensitive or disparaging remark about:	(Never-Very often)
People who have a particular racial and/or ethnic identity	% includes respondents who heard remarks about at least one of the following groups of people "Very often" or "Often."
People of a particular sexual orientation	
People of a particular gender or gender identity	
People from a particular socioeconomic background	
People from a particular religious background	

Use the link below to view the full text of the survey instrument:  
[https://www.hedsconsortium.org/wp-content/uploads/2018\\_Diversity\\_Equity\\_Survey\\_Sample\\_2018-01-09.pdf](https://www.hedsconsortium.org/wp-content/uploads/2018_Diversity_Equity_Survey_Sample_2018-01-09.pdf)



**2018 HEDS Diversity and Equity Campus Climate Survey  
Snapshot Report - Results by Race/Ethnicity  
Illinois Wesleyan University**

Please note that we present results disaggregated by race/ethnicity in two separate tables below. In the first table, results are collapsed into broad categories. In the next table, we show results for individual categories. We include results for those who selected the listed response option(s) only. "Multiple race/ethnicity categories" includes results for respondents who selected multiple response options.

Broad Categories	IWU N	Campus Climate for Diversity and Equity - % Satisfied with All Four Items (Q1) <i>See Table 1 Below</i>		Institutional Support for Diversity and Equity - % Agreed with All Four Statements (Q2) <i>See Table 2 Below</i>		Insensitive or Disparaging Remarks - % Heard At Least One Type of Remark Often (Q10) <i>See Table 3 Below</i>		% Experienced Discrimination or Harassment on Campus, at Off-Campus Residence, or at Off-Campus Program/Event Affiliated with Institution (Q13)	
		Illinois Wesleyan University	All Other Institutions	Illinois Wesleyan University	All Other Institutions	Illinois Wesleyan University	All Other Institutions	Illinois Wesleyan University	All Other Institutions
African and/or African American/Black	21	15%	32%	5%	21%	71%	44%	57%	25%
Asian, Asian American, South Asian, and/or Southeast Asian	49	33%	53%	27%	40%	52%	31%	37%	19%
Hispanic or Latino/a and/or Latin American	27	19%	47%	4%	30%	65%	33%	44%	20%
White	392	36%	34%	19%	17%	49%	43%	19%	21%
Another race/ethnicity category*	7	14%	38%	17%	26%	43%	41%	29%	26%
Multiple race/ethnicity categories**	40	15%	32%	21%	17%	63%	49%	32%	26%
<b>All Respondents</b>	<b>550</b>	<b>32%</b>	<b>36%</b>	<b>19%</b>	<b>20%</b>	<b>52%</b>	<b>42%</b>	<b>25%</b>	<b>22%</b>

\*"Another race/ethnicity category" includes respondents who selected "Some other race or ethnicity," "Alaska Native," "Caribbean/West Indian," "Middle Eastern," "Native American/American Indian," or "Native Hawaiian or other Pacific Islander"

\*\*"Multiple race/ethnicity categories" includes respondents who selected multiple response options across the broad categories listed above.

Individual Categories	IWU N	Campus Climate for Diversity and Equity - % Satisfied with All Four Items (Q1) <i>See Table 1 Below</i>		Institutional Support for Diversity and Equity - % Agreed with All Four Statements (Q2) <i>See Table 2 Below</i>		Insensitive or Disparaging Remarks - % Heard At Least One Type of Remark Often (Q10) <i>See Table 3 Below</i>		% Experienced Discrimination or Harassment on Campus, at Off-Campus Residence, or at Off-Campus Program/Event Affiliated with Institution (Q13)	
		Illinois Wesleyan University	All Other Institutions	Illinois Wesleyan University	All Other Institutions	Illinois Wesleyan University	All Other Institutions	Illinois Wesleyan University	All Other Institutions
African	2	100%	31%	50%	23%	50%	53%	50%	26%
African American/Black	18	6%	33%	0%	21%	78%	42%	61%	25%
Alaska Native	0	--	100%	--	0%	--	0%	--	0%
Asian	23	35%	59%	30%	49%	39%	26%	43%	17%
Asian American	7	0%	40%	0%	24%	86%	31%	57%	19%
Caribbean/West Indian	1	0%	45%	0%	23%	0%	43%	0%	35%
Hispanic or Latino/a	20	21%	49%	5%	31%	63%	32%	40%	19%
Latin American	2	50%	47%	0%	31%	50%	32%	50%	20%
Middle Eastern	2	0%	49%	0%	32%	50%	44%	0%	27%
Native American/American Indian	0	--	48%	--	31%	--	39%	--	34%
Native Hawaiian or other Pacific Islander	0	--	74%	--	58%	--	4%	--	0%
South Asian	6	33%	35%	33%	10%	100%	58%	17%	45%
Southeast Asian	2	100%	65%	50%	30%	0%	30%	0%	10%
White	392	36%	34%	19%	17%	49%	43%	19%	21%
Some other race or ethnicity	4	25%	26%	33%	19%	50%	46%	50%	28%
Multiple race/ethnicity categories	57	18%	33%	20%	17%	60%	48%	33%	26%
<b>All Respondents</b>	<b>550</b>	<b>32%</b>	<b>36%</b>	<b>19%</b>	<b>20%</b>	<b>52%</b>	<b>42%</b>	<b>25%</b>	<b>22%</b>

Results are highlighted in red if there was a difference of more than 3% when comparing to "All Other Institutions."



**2018 HEDS Diversity and Equity Campus Climate Survey  
Snapshot Report - Results by Race/Ethnicity  
Illinois Wesleyan University**

<b>Table 1</b> <b>Q1. Please indicate your level of satisfaction with the following at IWU.</b>	<b>(Very satisfied-Very dissatisfied)</b>
Overall campus climate	<i>"% Satisfied" includes respondents who answered "Very satisfied" or "Generally satisfied."</i>
The campus experience/environment regarding diversity at IWU	
The extent to which you experience a sense of belonging or community at IWU	
The extent to which you feel all community members experience a sense of belonging or community at IWU	

<b>Table 2</b> <b>Q2. Please indicate your level of agreement with each of the following statements about IWU.</b>	<b>(Strongly agree-Strongly disagree)</b>
The campus environment is free from tensions related to individual or group differences.	<i>"% Agreed" includes respondents who answered "Strongly agree" or "Agree."</i>
Recruitment of historically marginalized students, faculty, and staff is an institutional priority.	
Retention of historically marginalized students, faculty, and staff is an institutional priority.	
Senior leadership demonstrates a commitment to diversity and equity on this campus.	

<b>Table 3</b> <b>Q10. During your time at IWU, about how often have you heard someone make an insensitive or disparaging remark about:</b>	<b>(Never-Very often)</b>										
<table border="0"> <tr> <td>People who have a particular racial and/or ethnic identity</td> <td>People with a particular disability</td> </tr> <tr> <td>People of a particular sexual orientation</td> <td>People who are immigrants</td> </tr> <tr> <td>People of a particular gender or gender identity</td> <td>People with a particular political affiliation/view</td> </tr> <tr> <td>People from a particular socioeconomic background</td> <td>People of a particular age or generation</td> </tr> <tr> <td>People from a particular religious background</td> <td>People for whom English is not their native language</td> </tr> </table>	People who have a particular racial and/or ethnic identity	People with a particular disability	People of a particular sexual orientation	People who are immigrants	People of a particular gender or gender identity	People with a particular political affiliation/view	People from a particular socioeconomic background	People of a particular age or generation	People from a particular religious background	People for whom English is not their native language	<i>% includes respondents who heard remarks about at least one of the following groups of people "Very often" or "Often."</i>
People who have a particular racial and/or ethnic identity	People with a particular disability										
People of a particular sexual orientation	People who are immigrants										
People of a particular gender or gender identity	People with a particular political affiliation/view										
People from a particular socioeconomic background	People of a particular age or generation										
People from a particular religious background	People for whom English is not their native language										

Use the link below to view the full text of the survey instrument:

[https://www.hedsconsortium.org/wp-content/uploads/2018\\_Diversity\\_Equity\\_Survey\\_Sample\\_2018-01-09.pdf](https://www.hedsconsortium.org/wp-content/uploads/2018_Diversity_Equity_Survey_Sample_2018-01-09.pdf)