



ACKNOWLEDGMENTS

SUPPORT FOR THE SURVEY

We thank President Jayson Boyers for his continued support of the Diversity and Belonging Office efforts to create and maintain a diverse, ethical, and safe campus community.

ABOUT THE REPORT

This report was written and prepared by Yolanda Alover, PhD., Chief of Staff & VP of Diversity and Belonging

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"Our mission is to cultivate a community of Diversity and Belonging that promotes equity, growth, and accountability. This mission is guided by Rosemont's values and is vital to the experiences of our students, staff, and faculty. We are committed to addressing all facets of diversity and the intersectionality of discrimination based on age, gender, sexual orientation, national origin, class, disability, ethnicity, and religion. We will undertake this responsibility by creating policies, programs, and opportunities to ensure that Diversity and Belonging thrive and are at the center of all we do."



EXECUTIVE SUMMARY

“Never forget the *POWER* of your voice. It will help impact deliberate, thoughtful, and intentional efforts of belonging on our campus.”

-Dr. Alover

Rosemont College HEDS Diversity and Equity Campus Climate Survey asks students, faculty, staff, and administrators about their perceptions of how Rosemont supports diversity, equity, and belonging and the status of efforts to transform diversity into belonging. This campus-wide study will provide a baseline against which organizational climate change efforts can be tracked to strengthen belonging and improve gender balance and race relations in all segments of the college's community. This report provides the results and recommendations from the first Campus-Wide Diversity and Equity Climate Survey, administered in the Spring of 2021.

The survey was administered to all members of our Rosemont College campus, including undergraduate and graduate programs, from 2020 to 2021. The overall response rate was high at 42% of the campus. The overall population included 54% of students (n=165), 18% of faculty (n=54), 20% of staff (n=63), 7% of administrators (n=21), and 2% of others (n=5). (Total N= 308)

Context Matters	Improvements and Areas of Concern	Areas of Focus
<ul style="list-style-type: none"> •The campus students, staff, and faculty that reported being on a supportive campus also reported better work and school experiences. Notably, a large percentage of the population belonged in this category. •Qualitative analysis of the comments revealed that the campus is improving toward a more respectful work environment. These improvements have progressed at different rates at the supervisory, workgroup, departmental, and administrative levels. 	<ul style="list-style-type: none"> •Belonging and accountability is not always translated in staff/faculty and administrative leadership; a sense of belonging should be authentic in order to be effective. •Attention to emotional and mental well-being among our student population needs better support. •All groups; Cultural diversity, Racial diversity, Religious diversity, Age diversity, Sex / Gender diversity, Sexual orientation, and Disability need to be involved and supported in the aspects of diversity. 	<ul style="list-style-type: none"> •Build infrastructure that will come to support our diversity and belonging initiatives and programming. •Enact an initial diversity and belonging training program and courageous spaces that are tailored to Rosemont’s needs. •Expand of services in mindfulness and behavioral health, increase in diverse academic curriculum and academic program offerings, and creation of campus spaces for groups to share knowledge and life experiences with those on the same or opposite spectrum.



WHY DO CAMPUS CLIMATE AND EXPERIENCES MATTER?

Why Does Climate Matter?

A climate survey is a valuable tool because it can measure staff, faculty, and administrators' understanding and commitment to the college's mission and vision. In addition, the climate survey can measure satisfaction levels and determine what drives a campus so the college can grow and create improved performance and a more efficient institution.

The Diversity and Belonging Office committed to this study to evaluate students, faculty, and staff members' perceptions of belonging and equity. These questions measured overall satisfaction with campus climate in the area of perceptions of diversity, equity, value and belonging dimensions, discrimination experiences, and safety concerns. While we understand that survey responses can be influenced by many factors not related to D&B, the results offer a window into the experiences of our community members that will help us strengthen our campus climate.

- The survey can provide information about problems that may be occurred in the college community, enabling the college to **adopt prevention and response** efforts.
- Conducting a climate survey can demonstrate the college's commitment to addressing any harassment/assault and **build trust** with students, faculty, parents, and others.
- Campus climate evaluations of staff and faculty provide an opportunity for the college to serve the campus community better and **improve the working and learning environments** for employees and students.
- Climate surveys allow leaders to understand institutional culture, faculty and staff experiences, and capacity to **promote institutional effectiveness and student success**.
- Forty-two percent of faculty and staff participated in the survey. **Commitment to the expression of voices is powerful.**
- Annual climate surveys can **assess progress and become a consistent evolution** for opportunities for improvement.



**2021-2022 SURVEY RECOMMENDATIONS:
Plan for Accountability to Foster Belonging and Close Equity Gaps**

Accountability and Engagement & Policies and Procedures

Our Data Says	Our Response
67% agree that diversity improves experiences and interactions on our campus	Rosemont will utilize exit interviews, enhanced data analysis, and a more profound examination of turnover
26% of respondents have heard disparaging or insensitive remarks about gender identity on our campus	Rosemont will commit increased financial resources to ensure that we recruit, admit, and support a diverse population of undergraduate, graduate, and professional students
	Rosemont will introduce systems thinking frameworks as approaches to address systemic barriers to Belonging on campus
	Deans, leaders, and managers will review and assess hiring, promotion, and retention practices to promote greater staff Diversity and Belonging

Training and Development

Our Data Says	Our Response
18% of our total population is unsatisfied with equity on our campus	Rosemont will institutionalize Diversity and Belonging training across the campus for students, staff, and faculty
28% report that our campus has tension among groups that are different	Rosemont will incorporate the promotion of Diversity and Belonging and Health Equity efforts into the master strategic plan
45% of our respondents are unclear about campus processes and procedures	Rosemont will recognize and honor individuals and groups across all spectrums of Diversity and Belonging
	Rosemont will issue and post annual Diversity and Belonging scorecards and assessments