

APPENDIX B

CAMPUS CLIMATE SURVEY NOTEWORTHY FINDINGS

❖ Reported by all respondents:

- **Approximately 1/3** do not feel like part of the family or team at Stony Brook.
- **40%** do not have a strong sense of belonging in their department.
- **2/5** believe that **people of color** always or mostly have a fair representation on policy or decision-making groups.
- **1/4** believe that **people with disabilities** always or mostly have a fair representation on policy or decision-making groups.
- **Almost 30%** had observed **harassment on the basis of foreign accent** over the previous two years.
- **Almost 1/4** had observed **harassment on the basis of gender** over the previous two years.
- **Almost 1/4** had observed **sexual harassment** over the previous two years.
- **About 1/4 of women** report that they have observed both **gender based and sexual harassment** over the previous two years.

❖ Select Racial/Ethnic comparisons:

- **27% fewer Hispanics /Latinos than Whites** believe that Stony Brook is a good place to work if you are a person with **a foreign accent or limited English**.
- **More than 15% fewer Blacks** feel a strong sense of belonging than all other groups.
- **26% fewer Blacks than Whites** believe that Stony Brook is a good place to work if you are a **Person of Color**.
- **29% fewer Blacks than Whites** believe that Stony Brook is a good place to work if you are an **ethnic minority**.
- **While 9% of Whites** agree with the statement that making fun of people based on their ethnicity is acceptable in their department, **27% of Asian/Pacific Islanders** agree with this statement.
- **About 20% of Blacks, Hispanics/Latinos, Asians/Pacific Islanders and Native American/Alaskans** report experiencing **harassment based on ethnicity by faculty/staff** over the previous two years.
- **32% of Asians/Pacific Islanders** report experiencing **harassment based on foreign accent by faculty/staff** over the previous two years.
- **22% of Blacks** report experiencing **racist harassment by faculty/staff** over the previous two years.
- **One half of Asians/Pacific Islanders** report observing **harassment on the basis of foreign accent by faculty/staff** over the previous two years.
- **While about 30% of Blacks, Hispanics/Latinos and Asians/Pacific Islanders** report observing **harassment on the basis of ethnicity by faculty/staff** over the previous two years, **16% of Whites** report similar observations.

❖ **Select Religious comparisons:**

- **While 14% of Christians** report that they would not choose to work at Stony Brook again, **32% of Muslim/Islamic** respondents report that they would not choose to work at Stony Brook again.
- **While about 10% of Christians** report that they have observed **religious harassment by faculty/staff** over the previous two years, **over 30% of Muslim/Islamic and over 20% of Hindu respondents** report that they have observed **religious harassment by faculty/staff** over the previous two year.

❖ **Select Sexual Orientation comparisons:**

- **Over 40% of Lesbian, Gay, Bisexual or Transgendered respondents** report that they have observed **harassment based on sexual orientation by faculty/staff** over the previous two years.
- **Over 15% fewer Lesbian, Gay, Bisexual or Transgendered respondents** than **Heterosexual** respondents report that LGBT are always or mostly **treated with respect by every occupational level** of administration, faculty, immediate supervisor, professional and clerical staff, support staff and coworkers.
- **About 50% of both LGBT and Heterosexual respondents** report that people in their departments do not want to know if someone is Lesbian, Gay, Bisexual or Transgendered.

❖ **Select Disability comparisons:**

- **While 15% of People without Disabilities** said they would not choose to work at Stony Brook again, **24% of People with Disabilities** say they would not choose to work at Stony Brook again.
- **Almost 1/4 of People with Disabilities** report that they have observed **harassment based on disability by faculty/staff** over the previous two years.
- **15% fewer People with Disabilities than People without Disabilities** report that they **believe that they would be supported** by a superior **if they were harassed** by either a co-worker or a supervisor