Diversity, Equity and Inclusion
Pulse Survey Findings
Administered by the School of Social Work from December 2020 through January 2021 via Qualtrics

306 Participants
5-7 Average Completion Time

Microaggressions
Have you personally experienced a microaggression by someone within the SSW or its units?

For respondents who identified as BIPOC, this was their response:
- Yes: 34%
- No: 63%
- I prefer not to answer: 3%

For respondents who identified as white, this was their response:
- Yes: 20%
- No: 79%

For respondents who identified as LGBTQ, this was their response:
- Yes: 70%
- No: 20%
- I prefer not to answer: 10%

Inclusion and Belonging
There is a sense of inclusion and belonging among students, staff, faculty, and alumni at the SSW.

For respondents who identified as having a disability, this was their response:
- 52% YES
- 40% NO
- 8% I prefer not to answer
Responses to Concerns

My concerns were addressed in a timely manner

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree Nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>3%</td>
<td>13%</td>
<td>47%</td>
<td>13%</td>
<td>24%</td>
</tr>
</tbody>
</table>

My concerns were adequately addressed

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree Nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>16%</td>
<td>32%</td>
<td>24%</td>
<td>29%</td>
</tr>
</tbody>
</table>

Top Factors contributing to feelings of exclusion or negative treatment

Faculty
- Race/ethnicity
- Gender/gender identity
- Job classification

Staff
- Job classification
- Race/ethnicity
- Level of education

Students
- Race/ethnicity
- Gender/gender identity
- Age

Based on these survey results and other data points, the Office of DEI has identified key strategic priorities and goals to focus on including

1. Climate and Belonging
2. Accountability and Transparency
3. Equity and Access
4. Training and Professional Development

To learn more about these and the work of the office, click here.