

St. Olaf College – Campus Living, Learning, and Working Environment Survey

Preliminary Summary Report, 20 December 2017

Administered November 2017 to all current students (2,988), faculty, and staff

Other Institutions: Five liberal arts institutions who administered the pilot survey in Spring 2017

Number of Respondents (response rate, where available)

	St. Olaf	Other Institutions
Undergraduates	587 (20%)	1656
Faculty	158 (47% all employees)	520
Staff	237 (47% all employees)	744
Total included*	982 (28%)	2920 (25%)

*1 graduate student and 3 “other” were eliminated from the St. Olaf data, as were the 36 grad students and 24 others from the other institutions.

Students - Demographics

	St. Olaf		Other Institutions	
	n	%	n	%
Current Resident Status				
On-campus	549	94%	1376	83%
Off-campus	22	4%	199	12%
Commuter	3	0.5%	65	4%
Other	11	2%	14	1%
Number Semesters Enrolled				
1-2	158	27%	407	25%
3-4	175	30%	462	28%
5-6	137	23%	403	24%
7-8	111	19%	321	19%
More than 8	7	1%	62	4%
Varsity Athlete				
Yes	67	12%	317	19%
No	517	88%	1338	81%
Primary Major				
Arts and Humanities	125	22%	220	13%
Biological Sciences	78	13%	202	12%
Business	13	2%	288	17%
Communications	1	0.2%	25	2%
Education	17	3%	77	5%
Engineering	0	0%	21	1%
Health Professions	46	8%	109	7%
Physical Sciences, CS, Math	92	16%	151	9%
Social Sciences	101	17%	318	19%
Social Service Professions	12	2%	27	2%
Undecided	47	8%	70	4%
Other	55	9%	144	9%

Faculty & Staff - Demographics

Employed here how long?	St. Olaf		Other Institutions	
	Faculty	Staff	Faculty	Staff
Less than 4 years	41 (26%)	97 (41%)	132 (26%)	252 (34%)
4-6 years	10 (6%)	21 (9%)	52 (10%)	113 (15%)
7-9 years	14 (9%)	23 (10%)	64 (12%)	88 (12%)
10-19 years	28 (18%)	54 (23%)	154 (30%)	173 (23%)
20-29 years	34 (21%)	30 (13%)	70 (13%)	79 (11%)
30+ years	31 (20%)	11 (4%)	46 (9%)	39 (5%)

Students, Faculty & Staff – Demographics

Age	St. Olaf			Other Institutions		
	Students	Faculty	Staff	Students	Faculty	Staff
Less than 25	585 (100%)	3 (2%)	10 (4%)	1641 (99%)	0	16 (2%)
25-34	n=1	18 (11.5%)	54 (23%)	11 (1%)	68 (13%)	142 (19%)
35-44	0	31 (20%)	46 (19%)	0	172 (34%)	167 (23%)
45-54	0	37 (24%)	60 (25%)	n=1	118 (23%)	203 (27%)
55-64	n=1	49 (31%)	51 (22%)	0	113 (22%)	178 (24%)
65+	0	18 (11.5%)	16 (7%)	0	43 (8%)	37 (5%)

Religion	St. Olaf			Other Institutions		
	Students	Faculty	Staff	Students	Faculty	Staff
Buddhist	9 (1%)	1 (1%)	6 (3%)	17 (1%)	4 (1%)	2 (0.3%)
Hindu	5 (1%)	0	0	4 (0.2%)	3 (1%)	1 (0.1%)
Jewish	7 (1%)	3 (2%)	3 (1%)	26 (2%)	17 (3%)	10 (2%)
Muslim	15 (3%)	2 (1%)	0	20 (1%)	5 (1%)	1 (0.1%)
No religion	195 (33%)	37 (24%)	51 (22%)	411 (25%)	165 (32%)	108 (15%)
Orthodox Christian	13 (2%)	1 (1%)	5 (2%)	58 (3%)	7 (1%)	31 (4%)
Other Christian	92 (16%)	23 (15%)	47 (20%)	256 (16%)	35 (7%)	132 (18%)
Protestant	141 (24%)	61 (40%)	66 (29%)	173 (10%)	99 (19%)	123 (17%)
Roman Catholic	69 (12%)	13 (9%)	46 (20%)	591 (36%)	134 (26%)	272 (37%)
Other	41 (7%)	11 (7%)	8 (3%)	94 (6%)	43 (9%)	51 (7%)

Students, Faculty & Staff – Demographics, continued

Race	St. Olaf			Other Institutions		
	Students	Faculty	Staff	Students	Faculty	Staff
African	23	3	2	30	3	7
African-American	11	4	6	113	4	34
Alaska native	2	0	0	4	0	0
Asian	47	3	4	90	19	6
Asian-American	28	3	5	23	6	4
Caribbean	2	0	2	26	3	2
Latino/Hispanic	32	10	3	151	26	25
Latin American	6	4	3	33	9	4
Middle Eastern	13	2	1	15	6	3
Native American	9	2	3	33	6	13
Pacific Islander/Hawaiian	5	0	2	5	0	2
South Asian	9	0	0	10	9	1
Southeast Asian	15	0	1	23	2	2
White	464	135	217	1313	423	673
Other	10	2	4	32	27	11

Gender	St. Olaf			Other Institutions		
	Students	Faculty	Staff	Students	Faculty	Staff
Female	368 (63%)	80 (51%)	147 (63%)	759 (46%)	230 (45%)	465 (63%)
Male	199 (34%)	72 (46%)	88 (37%)	846 (51%)	270 (52%)	271 (37%)
Transgender female	1 (0.2%)	0	0	1 (0.1%)	0	0
Transgender male	2 (0.3%)	1 (1%)	0	1 (0.1%)	0	0
Genderqueer/gender non-conforming	11 (2%)	1 (1%)	0	23 (1.5%)	3 (1%)	2 (0.3%)
Other	4 (1%)	2 (1%)	0	23 (1.5%)	11 (2%)	3 (0.4%)

Sexual Orientation	St. Olaf			Other Institutions		
	Students	Faculty	Staff	Students	Faculty	Staff
Asexual	33 (6%)	3 (2%)	3 (1%)	95 (6%)	4 (1%)	27 (4%)
Bisexual	56 (10%)	5 (3%)	6 (3%)	109 (6%)	11 (2%)	20 (3%)
Gay	18 (3%)	5 (3%)	7 (3%)	18 (3%)	18 (4%)	10 (1%)
Heterosexual	426 (73%)	133 (85%)	216 (92%)	1287 (78%)	444 (88%)	647 (88%)
Lesbian	10 (2%)	3 (2%)	0	15 (1%)	6 (1%)	14 (2%)
Pansexual	6 (1%)	1 (1%)	0	29 (2%)	1 (0.2%)	6 (1%)
Questioning	21 (3%)	0	0	29 (2%)	4 (1%)	1 (0.1%)
Other	15 (2%)	6 (4%)	2 (1%)	40 (2%)	17 (3%)	8 (1%)

Students, Faculty & Staff – Demographics, continued

Disabilities	St. Olaf			Other Institutions		
	Students	Faculty	Staff	Students	Faculty	Staff
Yes, have a disability	30 (5%)	14 (9%)	8 (3%)	73 (4%)	12 (2%)	11 (1%)
Coordination	1	0	0	0	0	1
Hearing	1	1	2	10	3	4
Learning	10	0	1	30	1	1
Mental health	14	1	0	28	1	1
Mobility	5	9	3	11	5	2
Speech	1	1	0	2	0	1
Visual	4	2	0	7	1	1
Other	5	2	2	14	4	2

THE CAMPUS AS A WELCOMING ENVIRONMENT

	St. Olaf			Other Institutions		
	Students	Faculty	Staff	Students	Faculty	Staff
Satisfaction with campus experience/environment regarding diversity						
Very satisfied	82 (14%)	19 (12%)	53 (23%)	359 (22%)	61 (12%)	178 (24%)
Somewhat satisfied	188 (32%)	54 (35%)	89 (38%)	448 (27%)	170 (33%)	262 (35%)
Neutral	106 (18%)	29 (19%)	46 (20%)	373 (23%)	84 (16%)	183 (25%)
Somewhat dissatisfied	161 (28%)	44 (28%)	44 (19%)	334 (20%)	157 (31%)	102 (14%)
Very dissatisfied	49 (8%)	10 (6%)	3 (1%)	140 (8%)	43 (8%)	16 (2%)
Satisfaction with campus experience/environment regarding inclusiveness						
Very satisfied	113 (20%)	22 (14%)	50 (21%)	429 (26%)	85 (16%)	177 (24%)
Somewhat satisfied	182 (31%)	51 (33%)	84 (36%)	440 (27%)	159 (31%)	260 (35%)
Neutral	112 (19%)	27 (17%)	44 (19%)	360 (22%)	91 (18%)	187 (25%)
Somewhat dissatisfied	136 (23%)	43 (28%)	48 (21%)	287 (17%)	144 (28%)	99 (14%)
Very dissatisfied	40 (7%)	12 (8%)	8 (3%)	129 (8%)	35 (7%)	15 (2%)

	St. Olaf			Other Institutions		
	Students	Faculty	Staff	Students	Faculty	Staff
Rate the extent to which you yourself experience a sense of belonging or community at your college.						
Great extent	247 (42%)	74 (47%)	112 (47%)	770 (47%)	226 (44%)	363 (49%)
Some extent	250 (43%)	56 (36%)	91 (38%)	568 (34%)	202 (39%)	279 (38%)
Small extent	75 (13%)	21 (13%)	32 (14%)	254 (15%)	67 (13%)	89 (12%)
Not at all	15 (2%)	6 (4%)	2 (1%)	60 (4%)	20 (4%)	11 (1%)

THE CAMPUS AS A WELCOMING ENVIRONMENT, *continued*

	St. Olaf			Other Institutions		
	<i>Students</i>	<i>Faculty</i>	<i>Staff</i>	<i>Students</i>	<i>Faculty</i>	<i>Staff</i>
Rate the extent to which you feel all community members experience a sense of belonging at your college.						
Great extent	79 (13%)	12 (8%)	30 (13%)	343 (21%)	44 (9%)	126 (17%)
Some extent	280 (48%)	91 (60%)	153 (65%)	804 (49%)	297 (58%)	469 (63%)
Small extent	169 (28%)	41 (27%)	43 (18%)	390 (23%)	131 (26%)	125 (17%)
Not at all	58 (10%)	8 (5%)	10 (4%)	112 (6%)	36 (7%)	20 (3%)

INTERACTIONS

Daily or Weekly	St. Olaf			Other Institutions		
	<i>Students</i>	<i>Faculty</i>	<i>Staff</i>	<i>Students</i>	<i>Faculty</i>	<i>Staff</i>
Generally speaking, how much interaction have you had with the following persons while at your college?						
African-Americans	89%	88%	77%	88%	87%	83%
American Indians	17%	9%	15%	16%	5%	8%
Asian/Pacific Islanders	82%	88%	67%	65%	64%	49%
Latinos/Hispanics	88%	85%	74%	84%	88%	73%
Whites	99%	99%	97%	98%	99%	99%
Non-native English speakers	85%	82%	63%	64%	69%	51%
Openly gay men	76%	70%	65%	61%	56%	45%
Openly lesbian women	62%	70%	44%	36%	48%	42%
Openly bisexual	62%	20%	19%	38%	9%	11%
Transgender persons	39%	34%	15%	14%	9%	7%
Different socioeconomic background	88%	89%	75%	83%	84%	76%
Different religious background	93%	94%	79%	84%	87%	76%
Persons with disability	50%	61%	39%	48%	48%	50%
Undocumented immigrants	13%	13%	10%	13%	10%	8%
From another country	91%	94%	74%	73%	92%	61%
Different political affiliation or view	72%	66%	61%	84%	82%	76%
Military or veterans	7%	14%	27%	22%	25%	28%

ATTITUDES

Very comfortable	St. Olaf			Other Institutions		
	Students	Faculty	Staff	Students	Faculty	Staff
Please rate your comfort level interacting with people across the following differences.						
Different racial/ethnic background	377 (67%)	112 (75%)	188 (80%)	1212 (78%)	416 (81%)	626 (84%)
Non-native English speakers	346 (62%)	100 (68%)	156 (67%)	996 (64%)	392 (76%)	458 (63%)
Different sexual orientation	418 (75%)	115 (78%)	193 (83%)	1067 (69%)	439 (86%)	587 (81%)
Different gender	430 (77%)	132 (90%)	210 (90%)	1229 (79%)	470 (92%)	648 (89%)
Transgender people	313 (56%)	90 (61%)	138 (59%)	739 (48%)	324 (64%)	421 (58%)
Different socioeconomic background	381 (68%)	109 (75%)	181 (77%)	1165 (75%)	397 (77%)	592 (82%)
Different religious background	411 (73%)	116 (80%)	194 (83%)	1207 (78%)	426 (83%)	603 (83%)
Persons with disability	314 (56%)	107 (74%)	168 (72%)	1049 (68%)	390 (76%)	572 (79%)
Undocumented immigrants	368 (66%)	102 (70%)	158 (68%)	962 (62%)	393 (77%)	496 (69%)
From another country	441 (79%)	123 (85%)	196 (84%)	1239 (80%)	467 (91%)	603 (83%)
Different political affiliation or view	229 (41%)	64 (44%)	102 (44%)	851 (55%)	252 (49%)	422 (58%)
Military or veterans	329 (59%)	107 (74%)	182 (78%)	1163 (75%)	390 (77%)	631 (87%)
Different age or generation	367 (66%)	130 (90%)	202 (86%)	1198 (78%)	463 (90%)	640 (88%)

ATTITUDES, continued

Very comfortable	St. Olaf			Other Institutions		
	Students	Faculty	Staff	Students	Faculty	Staff
Please rate your comfort level with working closely and sharing responsibility for projects with people across the following differences.						
Different racial/ethnic background	444 (81%)	128 (87%)	197 (85%)	1226 (82%)	444 (89%)	640 (89%)
Non-native English speakers	342 (63%)	104 (71%)	168 (73%)	894 (60%)	391 (78%)	483 (67%)
Different sexual orientation	455 (83%)	132 (90%)	201 (87%)	1133 (76%)	449 (90%)	612 (85%)
Different gender	464 (85%)	136 (93%)	209 (90%)	1207 (81%)	461 (93%)	650 (91%)
Transgender people	402 (74%)	107 (74%)	166 (72%)	917 (62%)	375 (76%)	506 (70%)
Different socioeconomic background	440 (80%)	131 (89%)	191 (83%)	1189 (80%)	427 (86%)	630 (88%)
Different religious background	450 (83%)	130 (88%)	204 (89%)	1204 (81%)	443 (89%)	628 (87%)
Persons with disability	361 (66%)	129 (88%)	180 (78%)	1023 (69%)	416 (84%)	602 (84%)
Undocumented immigrants	420 (77%)	117 (80%)	174 (75%)	1001 (67%)	397 (81%)	524 (74%)
From another country	459 (84%)	133 (90%)	202 (88%)	1162 (78%)	454 (91%)	619 (86%)
Different political affiliation or view	304 (56%)	97 (67%)	152 (65%)	964 (65%)	305 (62%)	512 (71%)
Military or veterans	389 (71%)	121 (82%)	197 (85%)	1162 (79%)	420 (84%)	644 (89%)
Different age or generation	378 (70%)	133 (91%)	193 (83%)	1129 (77%)	456 (92%)	644 (89%)

Very comfortable	St. Olaf			Other Institutions		
	Students	Faculty	Staff	Students	Faculty	Staff
How comfortable would you be sharing your thoughts on diversity and inclusiveness related issues or experiences in the following settings?						
Your school/division	132 (24%)	51 (35%)	58 (25%)	542 (36%)	202 (40%)	195 (27%)
Your department or administrative unit	133 (24%)	70 (48%)	94 (40%)	556 (38%)	277 (55%)	281 (39%)
Your classroom	152 (28%)	57 (39%)	15 (6%)	607 (41%)	233 (46%)	95 (13%)
Campus committees	128 (23%)	51 (35%)	47 (20%)	524 (35%)	202 (40%)	187 (26%)
Campus clubs or organizations in which you participate	187 (34%)	35 (24%)	23 (10%)	723 (49%)	108 (22%)	142 (20%)

ACTIONS

Often or Frequently (6+ times a year)	St. Olaf			Other Institutions		
	<i>Students</i>	<i>Faculty</i>	<i>Staff</i>	<i>Students</i>	<i>Faculty</i>	<i>Staff</i>
How often have you done the following since coming to your college?						
Performed community service domestically or abroad	31%	41%	28%	41%	45%	25%
Attended presentations, performances, or art exhibits related to diversity	34%	35%	16%	37%	42%	22%
Participated in discussions, training, or activities on racial/ethnic issues (in or out of the classroom)	46%	41%	23%	38%	40%	21%
Participated in discussions, training, or activities on gender issues	38%	33%	16%	32%	37%	15%
Participated in discussions, training, or activities on gender identity issues	31%	23%	12%	27%	25%	11%
Participated in discussions, training, or activities on sexual orientation issues	28%	28%	13%	25%	25%	10%
Participated in discussions, training, or activities on socio-economic status issues	29%	27%	16%	32%	34%	13%
Participated in discussions, training, or activities on religious diversity issues	30%	22%	10%	30%	26%	12%
Participated in discussions, training, or activities on disability issues	15%	18%	10%	20%	17%	10%
Participated in discussions, training, or activities on immigration issues	24%	19%	15%	28%	24%	11%

ACTIONS, *continued*

Very or somewhat interested	St. Olaf			Other Institutions		
	<i>Students</i>	<i>Faculty</i>	<i>Staff</i>	<i>Students</i>	<i>Faculty</i>	<i>Staff</i>
Please rate your level of interest in each of the following						
Performing community service domestically or abroad	80%	78%	68%	78%	74%	65%
Attending presentations, performances, or art exhibits related to diversity	75%	74%	65%	62%	69%	59%
Participating in discussions, training, or activities on racial/ethnic issues (in or out of the classroom)	72%	77%	65%	61%	70%	56%
Participating in discussions, training, or activities on gender issues	68%	75%	58%	57%	66%	52%
Participating in discussions, training, or activities on gender identity issues	65%	70%	55%	51%	63%	48%
Participating in discussions, training, or activities on sexual orientation issues	66%	66%	49%	52%	64%	48%
Participating in discussions, training, or activities on socio-economic status issues	73%	79%	57%	63%	73%	54%
Participating in discussions, training, or activities on religious diversity issues	70%	70%	53%	58%	64%	50%
Participating in discussions, training, or activities on disability issues	66%	75%	59%	58%	67%	54%
Participating in discussions, training, or activities on immigration issues	72%	71%	62%	58%	69%	54%

EXPERIENCES WITH DIVERSITY

Monthly or more often	St. Olaf			Other Institutions		
	<i>Students</i>	<i>Faculty</i>	<i>Staff</i>	<i>Students</i>	<i>Faculty</i>	<i>Staff</i>
How often have you heard someone make an insensitive or disparaging remark about...						
Persons of a particular racial/ethnic background	48%	19%	14%	59%	24%	20%
Non-native English speaking persons	36%	16%	12%	46%	20%	15%
Persons of a particular sexual orientation	39%	13%	8%	53%	23%	16%
Persons of a particular gender	50%	21%	14%	54%	32%	21%
Persons of a particular gender identity	36%	16%	11%	46%	19%	14%
Persons of a particular socio-economic background	32%	20%	8%	37%	18%	15%
Persons of a particular religious background	32%	26%	7%	43%	23%	14%
Persons with a particular disability	18%	9%	5%	27%	6%	5%
Persons of an undocumented immigration status	19%	14%	5%	38%	18%	12%
Persons with a particular political affiliation/view	74%	64%	44%	69%	62%	43%
Persons who are veterans or active-duty members of the military	9%	6%	1%	11%	2%	3%
Persons of a particular age or generation	29%	27%	19%	29%	20%	21%

Monthly or more often	St. Olaf			Other Institutions		
	<i>Students</i>	<i>Faculty</i>	<i>Staff</i>	<i>Students</i>	<i>Faculty</i>	<i>Staff</i>
If you heard someone make an insensitive or disparaging remark, how often was the source of that remark a member of each of the following groups?						
Faculty member	16%	22%	10%	15%	23%	12%
Staff member	8%	17%	19%	10%	9%	18%
Student	66%	31%	18%	70%	36%	22%
Local community	17%	32%	17%	31%	25%	20%
Other	10%	16%	7%	14%	11%	10%

EXPERIENCES WITH DIVERSITY, *continued*

Almost Always (of those who have observed this behavior)	St. Olaf			Other Institutions		
	<i>Students</i>	<i>Faculty</i>	<i>Staff</i>	<i>Students</i>	<i>Faculty</i>	<i>Staff</i>
When observing the following behaviors, how often have you chosen to intervene?						
Acts of discrimination (unjust or prejudicial treatment based on some aspect of human diversity)	25%	37%	30%	32%	46%	41%
Derogatory comments or jokes based on a specific race/ethnicity or people of a particular race/ethnicity	33%	37%	26%	29%	46%	34%
Derogatory comments or jokes about non-native English speaking persons	36%	43%	32%	27%	45%	32%
Derogatory comments or jokes based on human sexuality	37%	39%	28%	30%	40%	34%
Derogatory comments or jokes based on a specific sexual orientation or people of a particular sexual orientation	39%	41%	31%	31%	42%	33%
Derogatory comments or jokes based on a specific gender identity or people of a particular gender identity	38%	36%	24%	27%	41%	31%
Derogatory comments or jokes based on a particular gender or people of a particular gender	38%	39%	26%	31%	44%	32%

Almost Always (of those who have observed this behavior)	St. Olaf			Other Institutions		
	Students	Faculty	Staff	Students	Faculty	Staff
When observing the following behaviors, how often have you chosen to intervene? (continued)						
Derogatory comments or jokes based on socio-economic status or about people in particular socio- economic statuses	27%	36%	29%	30%	38%	31%
Derogatory comments or jokes based on a specific religion or about people who practice a particular religion	29%	36%	23%	27%	37%	30%
Derogatory comments or jokes based on a specific disability or about people with a particular disability	44%	50%	40%	39%	50%	42%
Derogatory comments or jokes based on undocumented immigration status or about people of an undocumented immigration status	35%	41%	31%	27%	46%	31%
Derogatory comments or jokes based on a specific political affiliation/view or about people who subscribe to a particular political affiliation/view	12%	19%	9%	19%	18%	16%
Derogatory comments or jokes based on a specific military status or about people who are veterans or active-duty members of the military	28%	26%	32%	32%	36%	35%
Derogatory comments or jokes based on a specific age group/generation or about people in a particular age group/generation	16%	23%	19%	22%	26%	24%

EXPERIENCES WITH DIVERSITY, *continued*

	St. Olaf			Other Institutions		
	<i>Students</i>	<i>Faculty</i>	<i>Staff</i>	<i>Students</i>	<i>Faculty</i>	<i>Staff</i>
Have you ever felt discriminated against or harassed on your campus, at an off-campus residence, or at a program/event affiliated with your college?						
Yes – any reason	35%	28%	22%	30%	34%	22%
How often has this happened for the following reasons?						
Monthly or more often						
Because of my racial/ethnic background	32%	8%	13%	34%	13%	4%
Because English is not my native language	10%	3%	0%	6%	2%	0%
Because of my sexual orientation	13%	3%	2%	16%	2%	3%
Because of my gender	44%	30%	17%	37%	33%	31%
Because of my gender identity	15%	9%	4%	11%	14%	6%
Because of my socio-economic background	23%	11%	14%	25%	5%	8%
Because of my religious background	15%	23%	10%	15%	24%	9%
Because of my disability	7%	3%	2%	8%	4%	1%
Because of my immigration status	5%	0%	0%	4%	1%	0%
Because of my political affiliation/view	33%	26%	16%	41%	30%	23%
Because of my military status	2%	3%	0%	1%	1%	1%
Because of my age or generation	12%	14%	31%	20%	16%	22%

EXPERIENCES WITH DIVERSITY, *continued*

Number (%) who have experienced such things	St. Olaf			Other Institutions		
	<i>Students</i>	<i>Faculty</i>	<i>Staff</i>	<i>Students</i>	<i>Faculty</i>	<i>Staff</i>
Consider all instances in which you felt discriminated against or harassed on your campus, at an off-campus residence, or at a program/event affiliated with your college. In what form(s) was the discrimination or harassment expressed? (Select all that apply)						
Deliberately ignored or excluded	98 (17%)	25 (16%)	32 (13%)	230 (14%)	103 (20%)	97 (13%)
Physical assault	15 (3%)	0	0	22 (1%)	0	1 (0%)
Publication on campus	22 (4%)	2 (1%)	6 (3%)	44 (2%)	30 (6%)	15 (2%)
Social bullying	46 (8%)	9 (6%)	11 (5%)	118 (7%)	38 (7%)	19 (3%)
Threat of physical violence	11 (2%)	1 (1%)	2 (1%)	37 (2%)	5 (1%)	2 (0%)
Vandalism	8 (1%)	0	1 (1%)	34 (2%)	3 (1%)	1 (0%)
Verbal comment	145 (25%)	31 (20%)	35 (15%)	325 (20%)	126 (24%)	110 (15%)
Written comment (including electronic communication)	31 (5%)	14 (9%)	7 (3%)	101 (6%)	54 (10%)	29 (4%)
Other	19 (3%)	9 (6%)	6 (3%)	34 (2%)	26 (5%)	31 (4%)

Number (%) who have experienced such things	St. Olaf			Other Institutions		
	<i>Students</i>	<i>Faculty</i>	<i>Staff</i>	<i>Students</i>	<i>Faculty</i>	<i>Staff</i>
Consider all instances in which you felt discriminated against or harassed on your campus, at an off-campus residence, or at a program/event affiliated with your institution. Where did this discrimination or harassment occur? (Select all that apply)						
Classroom	98 (17%)	11 (7%)	3 (1%)	200 (12%)	48 (9%)	9 (1%)
Department office or conference room	9 (2%)	23 (15%)	28 (12%)	38 (2%)	92 (18%)	97 (13%)
Individual faculty or staff office	22 (4%)	17 (11%)	18 (8%)	54 (3%)	55 (11%)	63 (8%)
On-campus housing	97 (17%)	2 (1%)	3 (1%)	235 (14%)	4 (1%)	6 (1%)
Off-campus residence	24 (4%)	2 (1%)	2 (1%)	100 (6%)	1 (0%)	4 (1%)
Program/event sponsored by the institution	55 (9%)	11 (7%)	16 (7%)	114 (7%)	66 (13%)	47 (6%)
Dining hall or recreation space	98 (17%)	3 (1%)	10 (4%)	202 (12%)	31 (6%)	20 (3%)
Via internet or social media	50 (9%)	6 (4%)	6 (3%)	137 (8%)	49 (9%)	17 (2%)
Other	19 (3%)	2 (1%)	11 (5%)	59 (4%)	36 (7%)	27 (4%)

EXPERIENCES WITH DIVERSITY, *continued*

Monthly or more often	St. Olaf			Other Institutions		
	<i>Students</i>	<i>Faculty</i>	<i>Staff</i>	<i>Students</i>	<i>Faculty</i>	<i>Staff</i>
Consider all instances in which you felt discriminated against or harassed on your campus, at an off-campus residence, or at a program/event affiliated with your institution. How often was the source of the discrimination/harassment a member of each of the following groups?						
Faculty member	23%	36%	20%	18%	37%	23%
Staff member	9%	18%	30%	10%	17%	38%
Student	68%	34%	23%	69%	26%	15%
Local community	12%	19%	14%	20%	9%	5%
Other	5%	4%	7%	6%	5%	7%

BELIEFS

Strongly Agree or Agree	St. Olaf			Other Institutions		
	<i>Students</i>	<i>Faculty</i>	<i>Staff</i>	<i>Students</i>	<i>Faculty</i>	<i>Staff</i>
Please indicate your level of agreement with each of the following statements						
The campus environment is free from tensions related to individual or group differences.	17%	6%	11%	30%	11%	17%
Recruitment of historically marginalized students, faculty, and staff is an institutional priority.	50%	80%	65%	43%	58%	53%
Retention of historically marginalized students, faculty, and staff is an institutional priority.	48%	60%	55%	42%	54%	52%
Diversity improves experiences and interactions within the classroom, workplace, and overall community.	90%	96%	90%	79%	88%	85%
Senior leadership demonstrates commitment to diversity on this campus.	52%	70%	64%	54%	60%	65%
Senior leadership demonstrates commitment to inclusiveness on this campus.	54%	64%	59%	56%	60%	63%

REPORTING

Strongly Agree or Agree	St. Olaf			Other Institutions		
	<i>Students</i>	<i>Faculty</i>	<i>Staff</i>	<i>Students</i>	<i>Faculty</i>	<i>Staff</i>
Please indicate your level of agreement with the following items						
I know to whom to report an act of discrimination or harassment (unjust or prejudicial treatment based on some aspect of human diversity) directed toward me.	58%	80%	85%	64%	73%	84%
The process for reporting acts of discrimination or harassment is clear to me.	38%	63%	69%	51%	57%	73%