

Campus Climate on Diversity: Results from the 2012 and 2015 Multi-Institutional Study of Leadership

Center for the Study of Student Life

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THE OHIO STATE UNIVERSITY
OFFICE OF STUDENT LIFE

EXECUTIVE SUMMARY

The Multi-Institutional Study of Leadership (MSL) is an international survey that investigates the extent to which the university environment contributes to student leadership development and, in turn, to the preparation of global citizens.

This report uses data from 2012 and 2015 MSL to examine three aspects of Ohio State's campus climate: (1) sense of belonging and acceptance, (2) perceptions of a campus atmosphere of prejudice and hostility and (3) experiences with discrimination on campus.

KEY FINDINGS

Sense of Belonging and Acceptance

- In 2015, **72.5%** of students felt that they belonged on Ohio State's campus and **70.0%** felt accepted by the campus community
- In both 2012 and 2015, international students reported a lower sense of belonging and acceptance on Ohio State's campus than U.S. citizens or permanent residents
- In 2015, fewer students with disabilities experienced a sense of belonging (**61.8%**) and acceptance (**61.8%**) on campus than students without disabilities (**73.5%** belonging, **70.8%** acceptance)

Atmosphere of Prejudice or Hostility

- **17.4%** of respondents in 2015 perceived a general atmosphere of prejudice among other students, compared with **13.8%** of respondents in 2012
- In 2015, **6.4%** of students would describe the campus environment as negative or hostile
- Perceptions of a prejudiced or hostile atmosphere were significantly higher among students of color: **38.8%** of Black and **25.4%** of Asian students perceived a prejudiced atmosphere in 2015, compared with **13.7%** of white students
- In 2015, higher percentages of Muslim (**31.6%**) and Jewish (**24.0%**) students perceived the atmosphere to be prejudiced than Christian students (**15.3%**)
- A greater percentage of international students (**20.8%**) perceived the campus climate to be hostile/negative than U.S. citizens or permanent residents (between **5.0%** to **9.2%**) in 2015

Discrimination on Campus

- In 2015, **23.4%** of students reported encountering discrimination while attending Ohio State
- **16.4%** of respondents in 2015 reported that other students discriminated against people like them; **7.0%** reported discrimination by staff and **9.6%** reported discrimination by faculty
- In 2015, **42.9%** of Black students, **34.9%** of Asian students, and **33.3%** of Latinx students reported experiencing discrimination while attending Ohio State, compared with **18.9%** of White students
- Discrimination was more commonly reported by international (**41.5%**) and first generation U.S.-born (**42.9%**) students than those whose parents were born in the U.S. (**19.9%**).
- Religious minorities, particularly Muslim, Jewish and Buddhist students, were more likely than Christians or religiously unaffiliated students to report that faculty, staff, and other students discriminated against people like them

INTRODUCTION

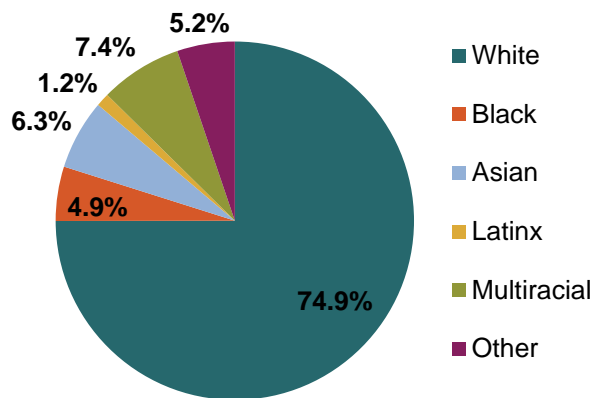
The Multi-Institutional Study of Leadership (MSL) is an online survey that was conducted to measure the environmental factors of the college experiences that contribute to student leadership development and, in turn, to the preparation of engaged citizens. In 2012 and 2015, the survey was administered to a random sample of 4,000 undergraduate students on The Ohio State University’s Columbus campus. The response rate was 20.9 percent in 2012 with 839 students responding and 30.6 percent in 2015 with 1,224 students responding.

This report examines student perceptions of Ohio State’s campus climate around diversity. Eight indicators are used to examine student perceptions that follow the themes of (1) students’ sense of belonging and acceptance, (2) the campus atmosphere of prejudice/hostility and (3) discrimination on campus.

DEMOGRAPHICS

Participants provided demographic information, including their gender, racial/ethnic identity, sexual orientation, religious and political affiliation, citizenship, disability status and whether they were a first generation college student. Selected demographics from 2015 are summarized below. See the Appendix for full demographic information.

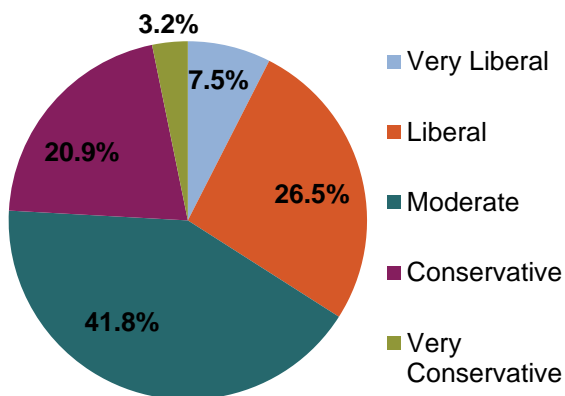
Racial/Ethnic Identity



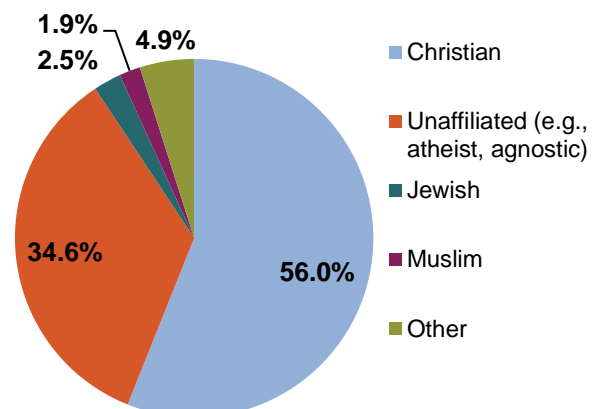
Gender Identity and Sexual Orientation

Gender	n	Percent
Male	438	43.8%
Female	559	55.9%
Transgender/Non-conforming	3	0.3%
Sexual Orientation	n	Percent
Heterosexual	907	91.0%
Lesbian, Gay, Bisexual, Queer, Questioning (LGBQQ)	90	9.0%

Political Views



Religious Affiliation

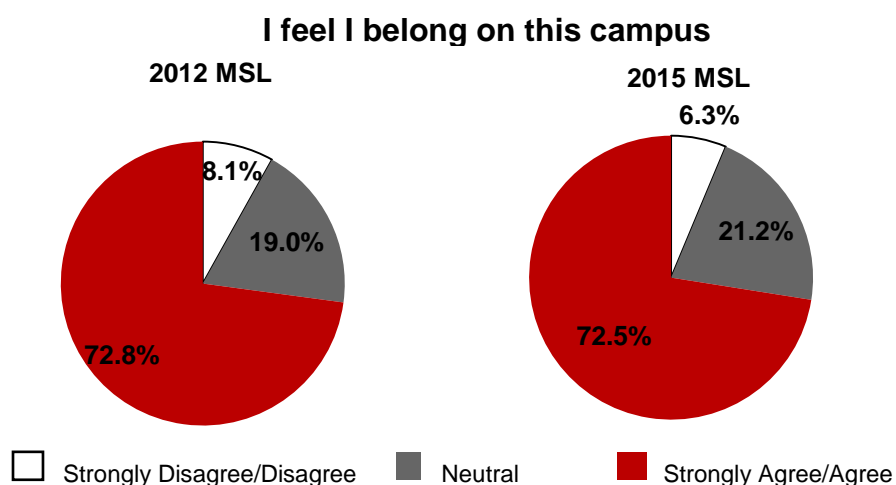


^ p < .10, *p < .05, **p < .01, ***p < .001

FINDINGS

The findings compare key questions on the campus climate on diversity from the 2012 and 2015 MSL data as well as differences in responses by demographic background. Demographic data are not reported when there are fewer than ten respondents in a group. Asterisks are used to indicate significant differences within groups. The “change” column indicates significant differences in group responses between 2012 and 2015.

PERCEPTIONS OF BELONGING



Demographic Differences in Belonging

I feel I belong on this campus	% Agree/Strongly Agree		Change ^a
	2012	2015	
Gender Identity	*		
Male	74.7%	71.6%	
Female	71.5%	73.0%	
Transgender/Gender Non-Conforming	--	--	
Racial/Ethnic Identity	*		
White	74.2%	74.3%	
Black	68.0%	77.6%	
Asian	62.7%	68.3%	
Latinx	87.5%	50.0%	↓ [^]
Other race/ethnicity	66.7%	53.8%	
Multiracial/ethnic	70.4%	71.6%	
Sexual Orientation			
Heterosexual	72.8%	73.1%	
Gay, Lesbian, Bisexual, Queer, Questioning	77.8%	66.7%	
First-generation College Student	***		
Not first-generation	76.7%	73.8%	
First-generation	62.4%	68.9%	

a) Change from 2012 to 2015 indicated by: ↓ indicates statistically significant decrease; ↑ indicates statistically significant increase.

Note: Small sample sizes may result in failure to detect significant differences for some groups.

[^] p < .10, *p < .05, **p < .01,
***p < .001

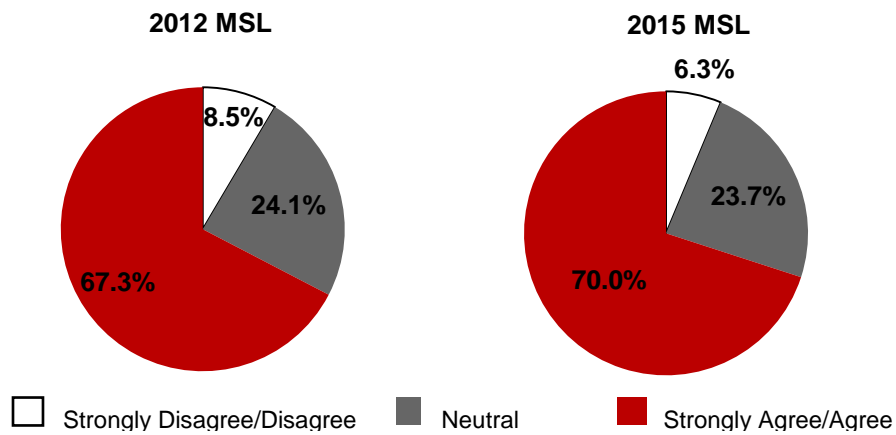
Demographic Differences in Belonging (Cont.)

I feel I belong on this campus	% Agree/Strongly Agree		Change ^a
	2012	2015	
Citizenship/Generation Status	*	**	
Second-generation or higher	74.4%	74.4%	
First-generation U.S.-born	69.2%	66.3%	
Foreign-born (naturalized/permanent resident)	71.4%	70.7%	
International student	54.8%	58.5%	
Disability Status	*	***	
No disability	73.6%	73.5%	
Has disability	63.2%	61.8%	
Religious Affiliation		**	
Unaffiliated (e.g., atheist, agnostic)	69.0%	64.0%	
Christian	74.0%	78.6%	↑ [^]
Jewish	87.1%	72.0%	
Muslim	75.0%	52.6%	
Buddhist	70.0%	60.0%	
Hindu	--	69.2%	
Other	60.9%	73.1%	
Political Affiliation	*		
Liberal	77.1%	70.3%	↓ [*]
Moderate	69.5%	72.3%	
Conservative	72.3%	75.8%	

a) Change from 2012 to 2015 indicated by: ↓ indicates statistically significant decrease; ↑ indicates statistically significant increase.
 Note: Small sample sizes may result in failure to detect significant differences for some groups.

PERCEPTIONS OF ACCEPTANCE

I feel accepted as part of the campus community



Demographic Differences in Acceptance

I feel accepted as part of the campus community	% Agree/Strongly Agree		Change ^a
	2012	2015	
Gender Identity			
Male	66.2%	68.4%	
Female	68.3%	71.0%	
Transgender/Gender Non-Conforming	--	--	
Racial/Ethnic Identity			
White	68.0%	71.8%	
Black	64.0%	71.4%	
Asian	61.2%	61.9%	
Latinx	87.5%	50.0%	↓ [^]
Other race/ethnicity	53.3%	57.7%	
Multiracial/ethnic	66.7%	68.9%	↑ [*]
Sexual Orientation			
Heterosexual	67.5%	70.3%	
Gay, Lesbian, Bisexual, Queer, Questioning	71.1%	66.7%	
First-generation College Student			
Not first-generation	70.8%	71.5%	
First-generation	57.9%	65.7%	

a) Change from 2012 to 2015 indicated by: ↓ indicates statistically significant decrease; ↑ indicates statistically significant increase. Note: Small sample sizes may result in failure to detect significant differences for some groups.

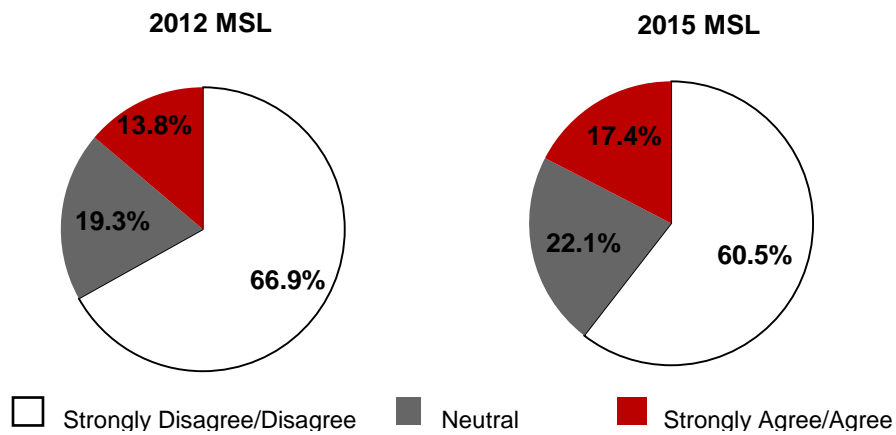
Demographic Differences in Acceptance (Cont.)

I feel accepted as part of the campus community	% Agree/Strongly Agree		Change ^a
	2012	2015	
Citizenship/Generation Status		***	
Second-generation or higher	68.0%	72.3%	
First-generation U.S.-born	69.2%	64.3%	
Foreign-born (naturalized/permanent resident)	62.9%	65.5%	
International student	54.8%	50.9%	
Disability Status		***	
No disability	68.1%	70.8%	↑*
Has disability	57.4%	61.8%	
Religious Affiliation		***	
Unaffiliated (e.g., atheist, agnostic)	63.8%	62.5%	
Christian	67.9%	75.5%	↑*
Jewish	87.1%	80.0%	
Muslim	66.7%	36.8%	
Buddhist	60.0%	50.0%	
Hindu	--	61.5%	
Other	69.6%	76.9%	
Political Affiliation			
Liberal	69.4%	69.7%	
Moderate	67.6%	69.1%	
Conservative	63.6%	71.7%	

a) Change from 2012 to 2015 indicated by: ↓ indicates statistically significant decrease; ↑ indicates statistically significant increase.
 Note: Small sample sizes may result in failure to detect significant differences for some groups.

PERCEPTIONS OF A PREJUDICED ATMOSPHERE

I feel there is a general atmosphere of prejudice among students*



Demographic Differences in Prejudice

I feel there is a general atmosphere of prejudice among students	% Agree/Strongly Agree		Change ^a
	2012	2015	
Gender Identity			
Male	14.9%	19.3%	
Female	12.8%	16.1%	↑*
Transgender/Gender Non-Conforming	--	--	
Racial/Ethnic Identity			
White	12.7%	13.7%	
Black	16.0%	38.8%	↑ [^]
Asian	22.7%	25.4%	
Latinx	6.3%	16.7%	
Other race/ethnicity	40.0%	38.5%	
Multiracial/ethnic	5.6%	20.3%	↑**
Sexual Orientation			
Heterosexual	13.3%	17.7%	↑**
Gay, Lesbian, Bisexual, Queer, Questioning	17.8%	15.6%	
First-generation College Student			
Not first-generation	13.3%	15.4%	↑*
First-generation	12.9%	23.5%	↑*

a) Change from 2012 to 2015 indicated by: ↓ indicates statistically significant decrease; ↑ indicates statistically significant increase. Note: Small sample sizes may result in failure to detect significant differences for some groups.

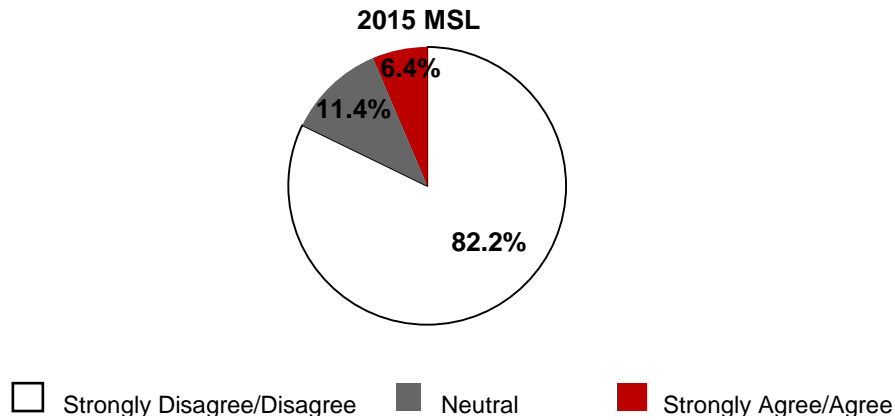
Demographic Differences in Prejudice (Cont.)

I feel there is a general atmosphere of prejudice among students	% Agree/Strongly Agree		Change ^a
	2012	2015	
Citizenship/Generation Status	**	***	
Second-generation or higher	12.7%	14.2%	
First-generation U.S.-born	14.1%	30.6%	↑*
Foreign-born (naturalized/permanent resident)	17.1%	24.1%	
International student	30.0%	34.0%	
Disability Status			
No disability	13.3%	16.8%	↑*
Has disability	14.7%	24.7%	
Religious Affiliation	**	**	
Unaffiliated (e.g., atheist, agnostic)	8.3%	19.8%	↑***
Christian	14.6%	15.3%	
Jewish	16.1%	24.0%	
Muslim	25.0%	31.6%	
Buddhist	50.0%	20.0%	
Hindu	--	15.4%	
Other	13.0%	19.2%	
Political Affiliation		*	
Liberal	11.8%	20.9%	↑***
Moderate	14.8%	17.2%	
Conservative	15.0%	12.9%	

a) Change from 2012 to 2015 indicated by: ↓ indicates statistically significant decrease; ↑ indicates statistically significant increase.
 Note: Small sample sizes may result in failure to detect significant differences for some groups.

PERCEPTIONS OF HOSTILE CAMPUS CLIMATE

I would describe the campus environment as negative/hostile



Demographic Differences in Hostile Environment

I would describe the campus environment as negative/hostile	% Agree/Strongly Agree		Change
	2012 ^a	2015	
Gender Identity		*	
Male	--	9.2%	--
Female	--	4.3%	--
Transgender/Gender Non-Conforming	--	--	--
Racial/Ethnic Identity		***	
White	--	5.1%	--
Black	--	10.2%	--
Asian	--	9.5%	--
Latinx	--	8.3%	--
Other race/ethnicity	--	19.2%	--
Multiracial/ethnic	--	5.4%	--
Sexual Orientation		*	
Heterosexual	--	6.6%	--
Gay, Lesbian, Bisexual, Queer, Questioning	--	4.4%	--
First-generation College Student		***	
Not first-generation	--	4.8%	--
First-generation	--	10.8%	--

a) Item only present in 2015 survey.

Note: Small sample sizes may result in failure to detect significant differences for some groups.

Demographic Differences in Hostile Environment (Cont.)

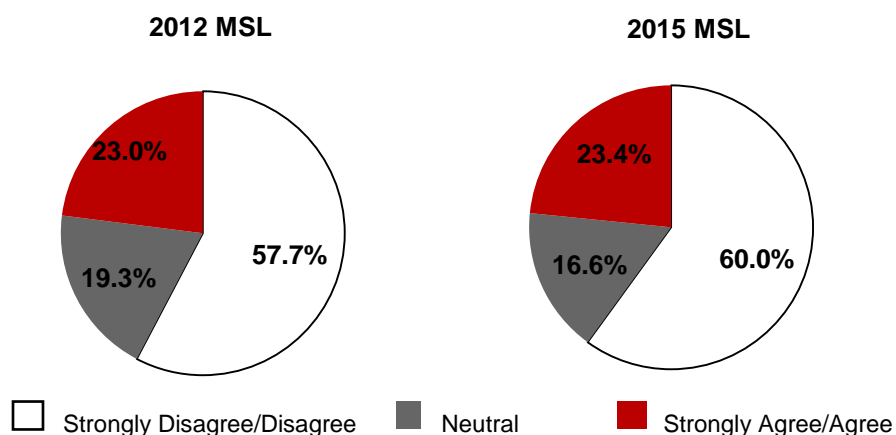
I would describe the campus environment as negative/hostile	% Agree/Strongly Agree		Change
	2012 ^a	2015	
Citizenship/Generation Status		***	
Second-generation or higher	--	5.0%	--
First-generation U.S.-born	--	9.2%	--
Foreign-born (naturalized/permanent resident)	--	8.6%	--
International student	--	20.8%	--
Disability Status			
No disability	--	6.0%	--
Has disability	--	11.2%	--
Religious Affiliation			
Unaffiliated (e.g., atheist, agnostic)	--	6.7%	--
Christian	--	6.5%	--
Jewish	--	8.3%	--
Muslim	--	5.3%	--
Buddhist	--	10.0%	--
Hindu	--	0.0%	--
Other	--	3.8%	--
Political Affiliation			
Liberal	--	5.6%	--
Moderate	--	7.9%	--
Conservative	--	5.0%	--

a) Item only present in 2015 survey.

Note: Small sample sizes may result in failure to detect significant differences for some groups.

PERCEPTIONS OF DISCRIMINATION

I have encountered discrimination while attending this institution



Demographic Differences in Discrimination

I have encountered discrimination while attending this institution	% Agree/Strongly Agree		Change ^a
	2012	2015	
Gender Identity			
Male	23.5%	22.9%	
Female	22.2%	23.8%	
Transgender/Gender Non-Conforming	--	--	
Racial/Ethnic Identity			
	***	***	
White	21.6%	18.9%	
Black	44.0%	42.9%	
Asian	34.3%	34.9%	
Latinx	6.3%	33.3%	
Other race/ethnicity	53.3%	48.1%	
Multiracial/ethnic	9.3%	28.4%	↑*
Sexual Orientation			
	***	*	
Heterosexual	21.7%	22.6%	
Gay, Lesbian, Bisexual, Queer, Questioning	40.0%	32.2%	↓ [^]
First-generation College Student			
Not first-generation	23.7%	22.3%	
First-generation	19.8%	27.5%	

a) Change from 2012 to 2015 indicated by: ↓ indicates statistically significant decrease; ↑ indicates statistically significant increase. Note: Small sample sizes may result in failure to detect significant differences for some groups.

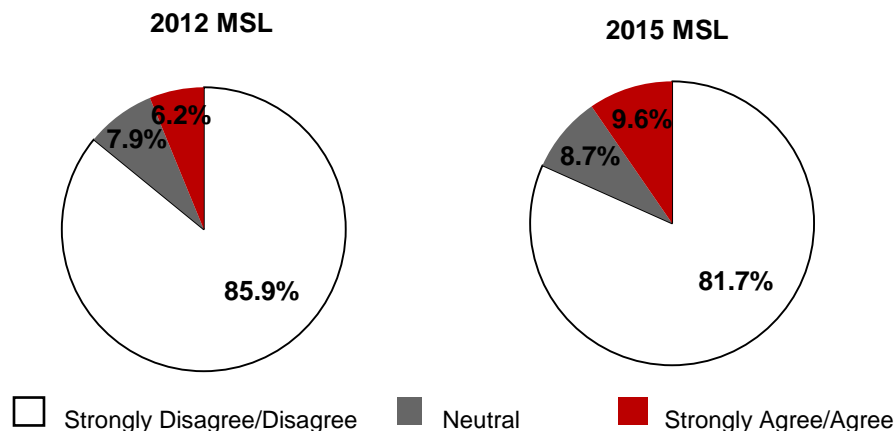
Demographic Differences in Discrimination (Cont.)

I have encountered discrimination while attending this institution	% Agree/Strongly Agree		Change ^a
	2012	2015	
Citizenship/Generation Status		***	
Second-generation or higher	22.2%	19.9%	↓ [^]
First-generation U.S.-born	17.9%	42.9%	↑ ^{**}
Foreign-born (naturalized/permanent resident)	34.3%	22.4%	
International student	38.7%	41.5%	
Disability Status	*		
No disability	21.4%	23.0%	
Has disability	35.3%	29.2%	
Religious Affiliation			
Unaffiliated (e.g., atheist, agnostic)	19.2%	23.0%	
Christian	23.0%	22.5%	↓ [*]
Jewish	25.8%	40.0%	
Muslim	33.3%	47.4%	
Buddhist	50.0%	30.0%	
Hindu	--	23.1%	
Other	26.1%	19.2%	
Political Affiliation			
Liberal	22.5%	27.9%	↑ [*]
Moderate	22.3%	21.2%	
Conservative	24.9%	20.8%	

a) Change from 2012 to 2015 indicated by: ↓ indicates statistically significant decrease; ↑ indicates statistically significant increase.
 Note: Small sample sizes may result in failure to detect significant differences for some groups.

PERCEPTIONS OF FACULTY DISCRIMINATION

Faculty have discriminated against people like me*



Demographic Differences in Faculty Discrimination

Faculty have discriminated against people like me	% Agree/Strongly Agree		Change ^a
	2012	2015	
Gender Identity			
Male	5.5%	8.9%	
Female	6.5%	10.0%	
Transgender/Gender Non-Conforming	--	--	
Racial/Ethnic Identity			
	**	***	
White	5.7%	6.7%	
Black	12.0%	22.4%	
Asian	11.9%	12.7%	
Latinx	0.0%	8.3%	
Other race/ethnicity	20.0%	28.8%	
Multiracial/ethnic	0.0%	14.9%	↑*
Sexual Orientation			
	*		
Heterosexual	5.7%	9.4%	↑**
Gay, Lesbian, Bisexual, Queer, Questioning	13.3%	12.2%	
First-generation College Student			

Not first-generation	5.3%	7.6%	
First-generation	8.0%	15.1%	↑*

a) Change from 2012 to 2015 indicated by: ↓ indicates statistically significant decrease; ↑ indicates statistically significant increase. Note: Small sample sizes may result in failure to detect significant differences for some groups.

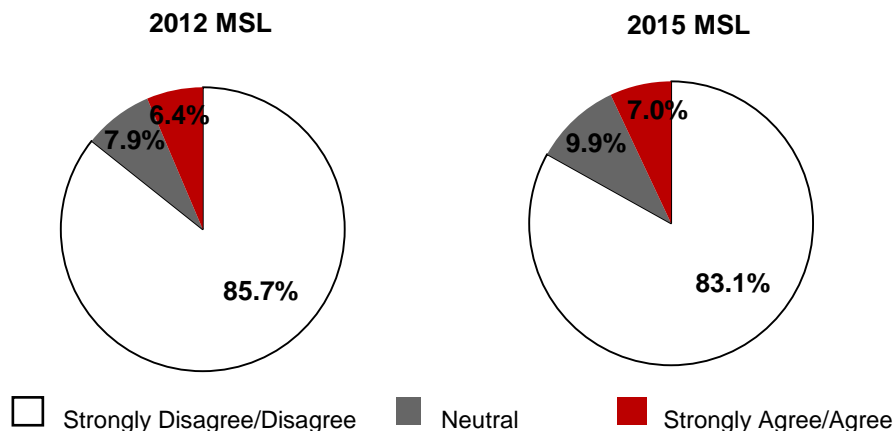
Demographic Differences in Faculty Discrimination (Cont.)

Faculty have discriminated against people like me	% Agree/Strongly Agree		Change ^a
	2012	2015	
Citizenship/Generation Status			
	**	***	
Second-generation or higher	6.0%	7.1%	
First-generation U.S.-born	2.6%	18.4%	↑**
Foreign-born (naturalized/permanent resident)	11.4%	17.2%	
International student	12.9%	22.6%	
Disability Status			
No disability	5.5%	9.6%	↑**
Has disability	11.8%	10.1%	
Religious Affiliation			
	*	***	
Unaffiliated (e.g., atheist, agnostic)	4.4%	9.3%	↑**
Christian	6.2%	8.1%	
Jewish	6.5%	20.0%	
Muslim	0.0%	36.8%	↑*
Buddhist	30.0%	20.0%	
Hindu	--	15.4%	
Other	13.0%	11.5%	
Political Affiliation			
Liberal	6.3%	9.4%	↑ [^]
Moderate	6.6%	9.8%	
Conservative	5.2%	9.6%	

a) Change from 2012 to 2015 indicated by: ↓ indicates statistically significant decrease; ↑ indicates statistically significant increase.
 Note: Small sample sizes may result in failure to detect significant differences for some groups.

PERCEPTIONS OF STAFF DISCRIMINATION

Staff have discriminated against people like me



Demographic Differences in Staff Discrimination

Staff have discriminated against people like me	% Agree/Strongly Agree		Change ^a
	2012	2015	
Gender Identity			
Male	5.5%	7.6%	
Female	6.9%	6.4%	
Transgender/Gender Non-Conforming	--	--	
Racial/Ethnic Identity			
White	5.5%	4.3%	
Black	8.0%	22.4%	
Asian	16.4%	11.1%	
Latinx	0.0%	8.3%	
Other race/ethnicity	13.3%	17.3%	
Multiracial/ethnic	1.9%	13.5%	↑ [^]
Sexual Orientation			
Heterosexual	5.9%	6.8%	
Gay, Lesbian, Bisexual, Queer, Questioning	15.6%	8.9%	
First-generation College Student			
Not first-generation	5.7%	5.6%	
First-generation	7.9%	11.2%	

a) Change from 2012 to 2015 indicated by: ↓ indicates statistically significant decrease; ↑ indicates statistically significant increase. Note: Small sample sizes may result in failure to detect significant differences for some groups.

Demographic Differences in Staff Discrimination (Cont.)

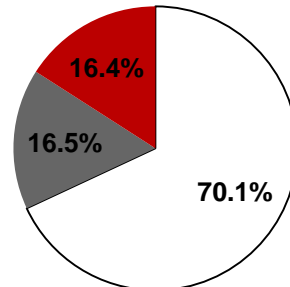
Staff have discriminated against people like me	% Agree/Strongly Agree		Change ^a
	2012	2015	
Citizenship/Generation Status	***	***	
Second-generation or higher	6.0%	4.8%	
First-generation U.S.-born	2.6%	14.3%	↑*
Foreign-born (naturalized/permanent resident)	11.4%	15.5%	
International student	19.4%	17.0%	
Disability Status	*		
No disability	5.7%	6.9%	
Has disability	13.2%	9.0%	
Religious Affiliation	**	***	
Unaffiliated (e.g., atheist, agnostic)	6.1%	5.5%	↓**
Christian	5.2%	6.1%	
Jewish	9.7%	16.0%	
Muslim	0.0%	31.6%	↑^
Buddhist	30.0%	20.0%	
Hindu	--	7.7%	
Other	8.7%	15.4%	
Political Affiliation			
Liberal	7.4%	7.6%	↑^
Moderate	6.3%	6.4%	
Conservative	5.2%	7.1%	

a) Change from 2012 to 2015 indicated by: ↓ indicates statistically significant decrease; ↑ indicates statistically significant increase.
 Note: Small sample sizes may result in failure to detect significant differences for some groups.

PERCEPTIONS OF PEER DISCRIMINATION

Other students have discriminated against people like me

2015 MSL



Strongly Disagree/Disagree
 Neutral
 Strongly Agree/Agree

Demographic Differences in Peer Discrimination

Other students have discriminated against people like me	% Agree/Strongly Agree		Change
	2012 ^a	2015	
Gender Identity			
Male	--	15.8%	--
Female	--	16.8%	--
Transgender/Gender Non-Conforming	--	--	--
Racial/Ethnic Identity			

White	--	12.2%	--
Black	--	42.9%	--
Asian	--	22.2%	--
Latinx	--	41.7%	--
Other race/ethnicity	--	28.8%	--
Multiracial/ethnic	--	24.3%	--
Sexual Orientation			

Heterosexual	--	14.8%	--
Gay, Lesbian, Bisexual, Queer, Questioning	--	33.3%	--
First-generation College Student			
Not first-generation	--	15.1%	--
First-generation	--	20.3%	--

a) Item only present on 2015 survey.

Note: Small sample sizes may result in failure to detect significant differences for some groups.

Demographic Differences in Peer Discrimination (Cont.)

Other students have discriminated against people like me	% Agree/Strongly Agree		Change
	2012 ^a	2015	
Citizenship/Generation Status		***	
Second-generation or higher	--	13.5%	--
First-generation U.S.-born	--	32.7%	--
Foreign-born (naturalized/permanent resident)	--	20.7%	--
International student	--	26.4%	--
Disability Status			
No disability	--	15.7%	--
Has disability	--	24.7%	--
Religious Affiliation		**	
Unaffiliated (e.g., atheist, agnostic)	--	17.4%	--
Christian	--	14.1%	--
Jewish	--	36.0%	--
Muslim	--	36.8%	--
Buddhist	--	20.0%	--
Hindu	--	30.8%	--
Other	--	15.4%	--
Political Affiliation		*	
Liberal	--	21.5%	--
Moderate	--	13.8%	--
Conservative	--	13.8%	--

a) Item only present on 2015 survey.

Note: Small sample sizes may result in failure to detect significant differences for some groups.

APPENDIX: RESPONDENT DEMOGRAPHICS

Demographics	2012 MSL		2015 MSL	
	N	%	N	%
Gender Identity				
Male	328	43.0%	438	43.8%
Female	432	56.7%	559	55.9%
Transgender/Gender Non-Conforming	2	0.3%	3	0.3%
Racial/Ethnic Identity				
White	582	76.7%	747	74.9%
Black	25	3.3%	49	4.9%
Asian	67	8.8%	63	6.3%
Latinx	16	2.1%	12	1.2%
Other race/ethnicity	15	2.0%	52	5.2%
Multiracial/ethnic	54	7.1%	74	7.4%
Sexual Orientation				
Heterosexual	699	94.0%	907	91.0%
Gay, Lesbian, Bisexual, Queer, Questioning	45	6.0%	90	9.0%
First-generation College Student				
Not first-generation	544	72.9 %	738	74.6%
First-generation	202	27.1%	251	25.4%
Citizenship/Generation Status				
Second-generation or higher	616	81.1%	789	79.1%
First-generation U.S.-born	78	10.3%	98	9.8%
Foreign-born (naturalized/permanent resident)	35	4.6%	58	5.8%
International student	31	4.1%	53	5.3%
Disability Status				
No disability	687	91.0%	906	91.1%
Has disability	68	9.0%	89	8.9%
Religious Affiliation				
Unaffiliated (e.g., atheist, agnostic)	229	30.4%	344	34.6%
Christian	439	58.3%	556	56.0%
Jewish	31	4.1%	25	2.5%
Muslim	12	1.6%	19	1.9%
Buddhist	10	1.3%	10	1.0%
Hindu	9	1.2%	13	1.3%
Other	23	3.1%	26	2.6%
Political Affiliation				
Liberal	275	35.6%	346	34.0%
Moderate	323	41.8%	425	41.8%
Conservative	174	22.5%	246	24.2%