



Campus Climate on Diversity

Results from the 2015, 2018 and
2021 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, contributes to the preparation of global citizens.

This report uses data from each of the 2015, 2018 and 2021 MSL datasets to examine three aspects of The Ohio State University's campus climate: (1) sense of belonging and acceptance, (2) perceptions of a campus atmosphere of prejudice and hostility and (3) direct and indirect experiences with discrimination on campus.

KEY FINDINGS

Sense of Belonging and Acceptance

- In 2021, **61%** of students felt accepted as part of Ohio State's campus community, compared with **65%** of students in 2018 and **70%** of students in 2015.
- Fewer Black students (**48%**) felt accepted as part of the campus community in 2021 than did White students (**63%**).
- Fewer students with disabilities (**60%**) felt that they belonged on Ohio State's campus in 2021 than did students without a disability (**66%**).

Atmosphere of Prejudice or Hostility

- In 2021, **18%** of students felt that there was a general atmosphere of prejudice among other students at Ohio State compared with **19%** of students in 2018 and **17%** of students in 2015.
- **30%** of Black students in 2021 reported feeling that there was a general atmosphere of prejudice among students, compared to **13%** of White students.
- In 2021, **29%** of first-generation college students reported feeling a general atmosphere of prejudice among students, compared to **16%** of continuing generation students.
- In 2021, **22%** of Black students and **31%** of students who identified as 'Other race/ethnicity' described the campus environment as more negative/hostile, compared to **7%** of White students.

Discrimination on Campus

- In 2021, **20%** of students reported encountering discrimination while attending Ohio State compared with **19%** of students in 2018 and **23%** of students in 2015.
- In 2021, **12%** of respondents reported that faculty discriminated against people like them, **9%** of respondents reported discrimination by staff, and **20%** of respondents reported discrimination by other students.
- Among Black students in 2021, **48%** reported that they encountered discrimination while attending Ohio State, **41%** reported being discriminated against by faculty, **33%** by staff and **41%** by other students.
- Among Latinx students in 2021, **35%** reported encountering discrimination while attending Ohio State, **22%** reported being discriminated against by faculty, **17%** by staff and **39%** by other students.
- Among gay, lesbian, bisexual, queer, and questioning students, **28%** reported experiencing discrimination at the university, **20%** reported being discriminated against by faculty, **13%** by staff and **30%** by other students.

* $p < .05$, ** $p < .01$, *** $p < .001$



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, contribute to the preparation of engaged citizens. In 2015, 2018 and 2021, the survey was administered to a random sample of 4,000 undergraduate students on The Ohio State University's Columbus campus. In 2015, 1,224 students responded for a response rate of 30.6%. In 2018, 806 students responded for a response rate of 20.2%. Because Latinx and international students were underrepresented in the 2018 data, these groups were oversampled in 2021. Including the oversampled students, the final sample in 2021 was 715, and the response rate was 15.4%.

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.

FINDINGS

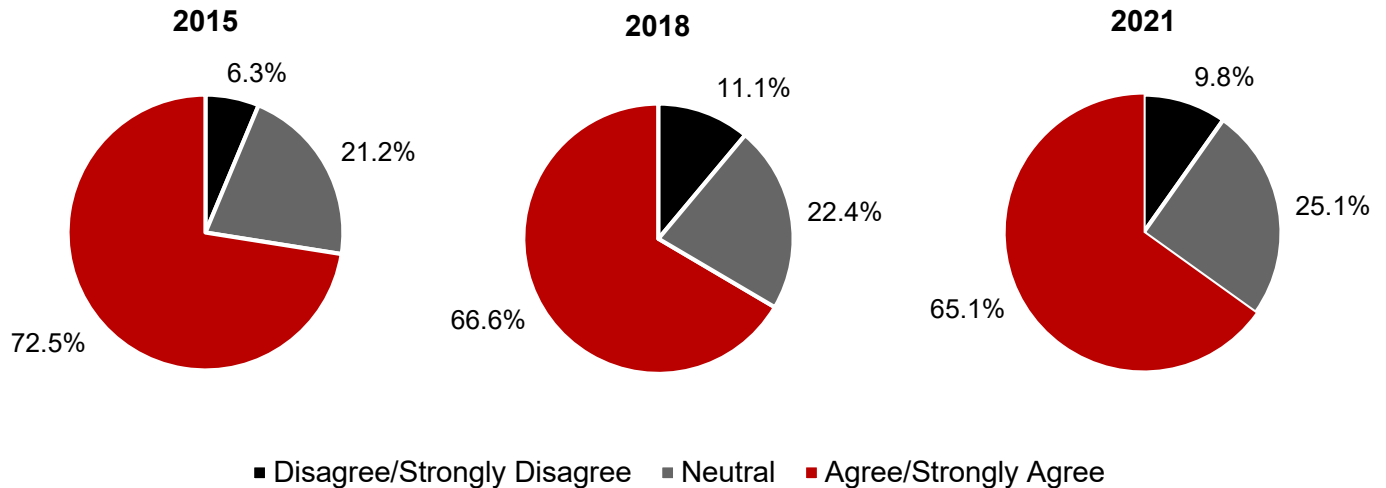
The following sections report perceptions of campus climate on diversity from the 2015, 2018 and 2021 MSL data. Differences in responses by demographic background are also reported. Demographic data are not reported when there are fewer than 20 respondents in a group. A demographic breakdown for all survey respondents is reported in Appendix A.

Response options "Strongly Disagree" and "Disagree" were combined and "Strongly Agree" and "Agree" were combined to create three possible response categories (i.e., strongly disagree/disagree; neutral; strongly agree/agree). Chi-square tests were used to analyze statistically significant differences between demographic groups on each measure at each time point. When sample sizes in the 2021 data were too small, Fisher's exact tests were used instead of chi-square tests. In the tables below, asterisks are used to indicate significant differences.



PERCEPTIONS OF BELONGING

I feel I belong on this campus



Demographic Differences in Belonging

I feel I belong on this campus	% Agree/Strongly Agree		
	2015	2018	2021
Gender Identity			
Man	71.6%	63.1%	68.1%
Woman	73.0%	69.7%	66.4%
Transgender/Gender Non-Conforming	--	--	--
	*	**	*
Racial/Ethnic Identity			
White	74.3%	70.1%	68.4%
Black	77.6%	45.5%	51.9%
Asian	68.3%	72.5%	57.6%
Latinx	--	--	60.9%
Other race/ethnicity	53.8%	38.9%	69.2%
Multiracial/ethnic	71.6%	63.9%	64.9%
		**	
Sexual Orientation			
Heterosexual	73.1%	69.6%	67.1%
Gay, Lesbian, Bisexual, Queer, Questioning	66.7%	53.3%	59.8%
Preferred response not listed	--	--	--
First-Generation College Student			
Continuing generation college student	73.8%	67.6%	66.7%
First-generation college student	68.9%	66.7%	58.6%
Don't know	--	--	--

* $p < .05$, ** $p < .01$, *** $p < .001$

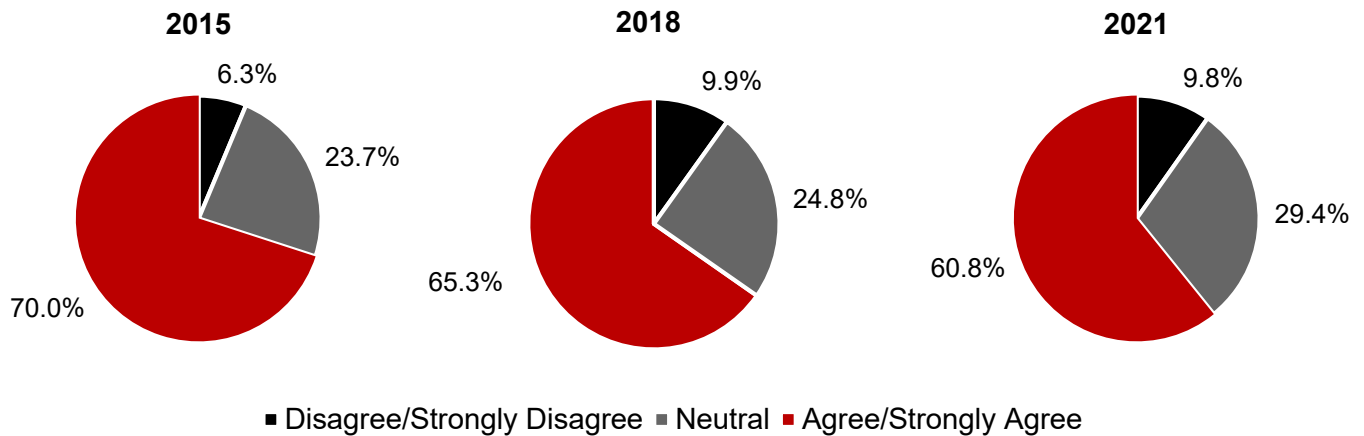
Demographic Differences in Belonging (Cont.)

I feel I belong on this campus	% Agree/Strongly Agree		
	2015	2018	2021
Citizenship/Generation Status	**		*
Second-generation or higher	74.4%	68.6%	65.6%
First-generation U.S.-born	66.3%	68.7%	65.4%
Foreign-born (naturalized/permanent resident)	70.7%	57.5%	52.0%
International student	58.5%	48.5%	71.8%
Disability Status	***	**	**
No disability	73.5%	68.7%	66.4%
Has disability	61.8%	54.7%	59.8%
Political Affiliation			*
Liberal	70.3%	65.0%	63.6%
Moderate	72.3%	65.6%	67.8%
Conservative	75.8%	71.1%	64.9%

* $p < .05$, ** $p < .01$, *** $p < .001$

PERCEPTIONS OF ACCEPTANCE

I feel accepted as a part of the campus community



Demographic Differences in Acceptance

I feel accepted as part of the campus community	% Agree/Strongly Agree		
	2015	2018	2021
Gender Identity			*
Man	68.4%	64.9%	65.6%
Woman	71.0%	66.4%	61.7%
Transgender/Gender Non-Conforming	--	--	--
Racial/Ethnic Identity		**	*
White	71.8%	68.5%	62.7%
Black	71.4%	52.1%	48.1%
Asian	61.9%	67.5%	57.6%
Latinx	--	--	56.5%
Other race/ethnicity	57.7%	33.4%	57.7%
Multiracial/ethnic	68.9%	71.0%	64.9%
Sexual Orientation		***	
Heterosexual	70.3%	69.1%	63.0%
Gay, Lesbian, Bisexual, Queer, Questioning	66.7%	48.6%	54.5%
Preferred response not listed	--	--	--
First-Generation College Student	*		
Continuing generation college student	71.5%	65.5%	62.4%
First-generation college student	65.7%	67.6%	52.2%
Don't know	--	--	--

* $p < .05$, ** $p < .01$, *** $p < .001$

Demographic Differences in Acceptance (Cont.)

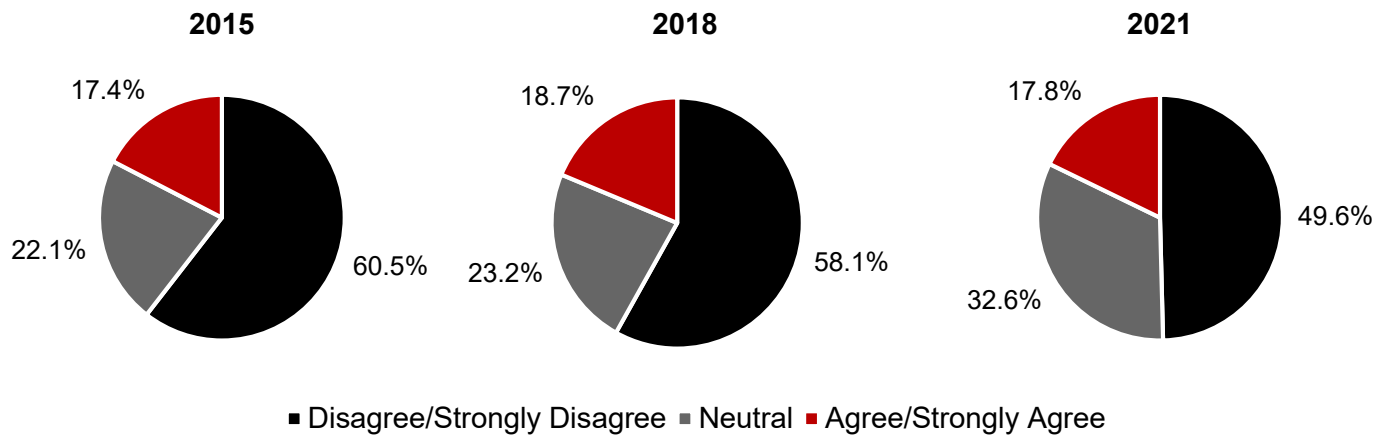
I feel accepted as part of the campus community	% Agree/Strongly Agree		
	2015	2018	2021
Citizenship/Generation Status	***		
Second-generation or higher	72.3%	68.0%	60.2%
First-generation U.S.-born	64.3%	66.7%	60.3%
Foreign-born (naturalized/permanent resident)	65.5%	51.0%	60.0%
International student	50.9%	48.5%	71.8%
Disability Status	***	**	
No disability	70.8%	68.1%	61.9%
Has disability	61.8%	50.0%	55.4%
Political Affiliation			
Liberal	69.7%	65.1%	59.5%
Moderate	69.1%	62.1%	63.3%
Conservative	71.7%	71.1%	60.3%

* $p < .05$, ** $p < .01$, *** $p < .001$



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		
	2015	2018	2021
Gender Identity			
Man	19.3%	16.0%	15.6%
Woman	16.1%	20.3%	18.0%
Transgender/Gender Non-Conforming	--	--	--
	***	***	*
Racial/Ethnic Identity			
White	13.7%	15.0%	13.4%
Black	38.8%	52.2%	29.6%
Asian	25.4%	30.0%	22.0%
Latinx	--	--	34.8%
Other race/ethnicity	38.5%	27.8%	26.9%
Multiracial/ethnic	20.3%	16.4%	19.6%
		***	*
Sexual Orientation			
Heterosexual	17.7%	16.7%	16.8%
Gay, Lesbian, Bisexual, Queer, Questioning	15.6%	26.4%	19.5%
Preferred response not listed	--	--	--
	*	*	**
First-Generation College Student			
Continuing generation college student	15.4%	17.5%	15.7%
First-generation college student	23.5%	28.2%	28.6%
Don't know	--	--	--

* $p < .05$, ** $p < .01$, *** $p < .001$

Demographic Differences in Prejudice (Cont.)

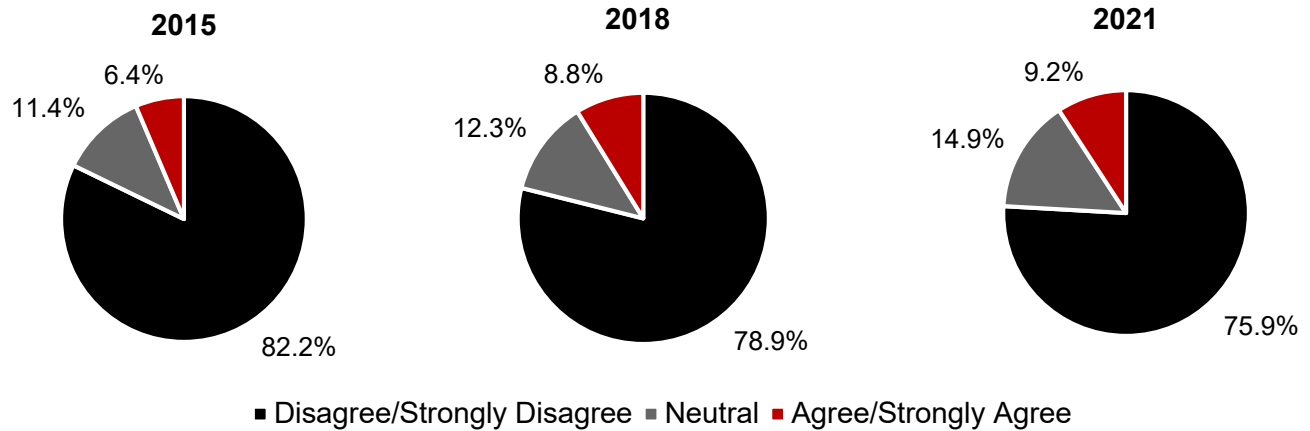
I feel there is a general atmosphere of prejudice among students	% Agree/Strongly Agree		
	2015	2018	2021
Citizenship/Generation Status	***		
Second-generation or higher	14.2%	17.1%	15.2%
First-generation U.S.-born	30.6%	22.1%	23.4%
Foreign-born (naturalized/permanent resident)	24.1%	17.0%	20.0%
International student	34.0%	--	25.6%
Disability Status	*		
No disability	16.8%	18.4%	16.2%
Has disability	24.7%	18.6%	24.1%
Political Affiliation	*		
Liberal	20.9%	19.3%	19.7%
Moderate	17.2%	19.5%	14.4%
Conservative	12.9%	16.4%	18.9%

* $p < .05$, ** $p < .01$, *** $p < .001$



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		
	2015	2018	2021
Gender Identity	*		
Man	9.2%	10.2%	13.8%
Woman	4.3%	7.5%	7.4%
Transgender/Gender Non-Conforming	--	--	--
Racial/Ethnic Identity	***	***	***
White	5.1%	6.6%	7.2%
Black	10.2%	17.4%	22.2%
Asian	9.5%	20.0%	8.5%
Latinx	--	--	13.6%
Other race/ethnicity	19.2%	13.9%	30.8%
Multiracial/ethnic	5.4%	8.2%	5.3%
Sexual Orientation	*	***	*
Heterosexual	6.6%	8.3%	8.0%
Gay, Lesbian, Bisexual, Queer, Questioning	4.4%	10.4%	12.9%
Preferred response not listed	--	--	--
First-Generation College Student	***	***	**
Continuing generation college student	4.8%	8.2%	8.0%
First-generation college student	10.8%	12.7%	15.7%
Don't know	--	--	--

* $p < .05$, ** $p < .01$, *** $p < .001$

Demographic Differences in Hostile Environment (Cont.)

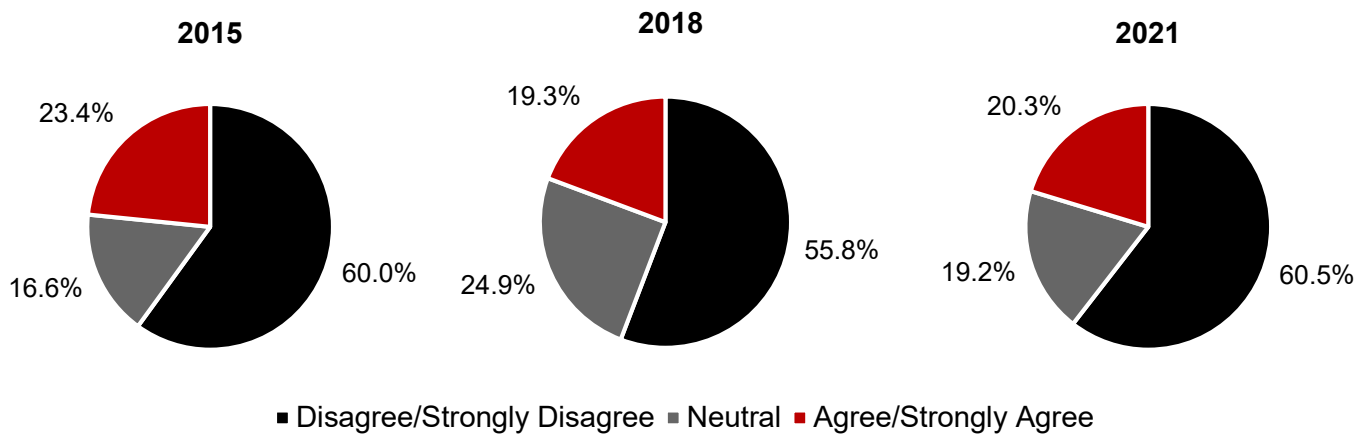
I would describe the campus environment as negative/hostile	% Agree/Strongly Agree		
	2015	2018	2021
Citizenship/Generation Status	***	***	*
Second-generation or higher	5.0%	7.5%	8.2%
First-generation U.S.-born	9.2%	8.8%	6.5%
Foreign-born (naturalized/permanent resident)	8.6%	10.6%	8.0%
International student	20.8%	21.2%	25.6%
Disability Status			
No disability	6.0%	8.4%	9.3%
Has disability	11.2%	10.5%	9.8%
Political Affiliation			
Liberal	5.6%	10.3%	6.8%
Moderate	7.9%	7.2%	8.9%
Conservative	5.0%	8.7%	16.2%

* $p < .05$, ** $p < .01$, *** $p < .001$



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		
	2015	2018	2021
Gender Identity		**	
Man	22.9%	18.4%	16.9%
Woman	23.8%	29.9%	21.0%
Transgender/Gender Non-Conforming	--	--	--
Racial/Ethnic Identity	***	***	**
White	18.9%	17.9%	16.6%
Black	42.9%	60.9%	48.1%
Asian	34.9%	52.5%	23.7%
Latinx	--	--	34.8%
Other race/ethnicity	48.1%	36.1%	34.6%
Multiracial/ethnic	28.4%	33.9%	14.0%
Sexual Orientation	*	***	*
Heterosexual	22.6%	22.4%	17.6%
Gay, Lesbian, Bisexual, Queer, Questioning	32.2%	33.6%	27.8%
Preferred response not listed	--	--	--
First-Generation College Student			
Continuing generation college student	22.3%	24.4%	19.3%
First-generation college student	27.5%	31.0%	27.5%
Don't know	--	--	--

* $p < .05$, ** $p < .01$, *** $p < .001$

Demographic Differences in Discrimination (Cont.)

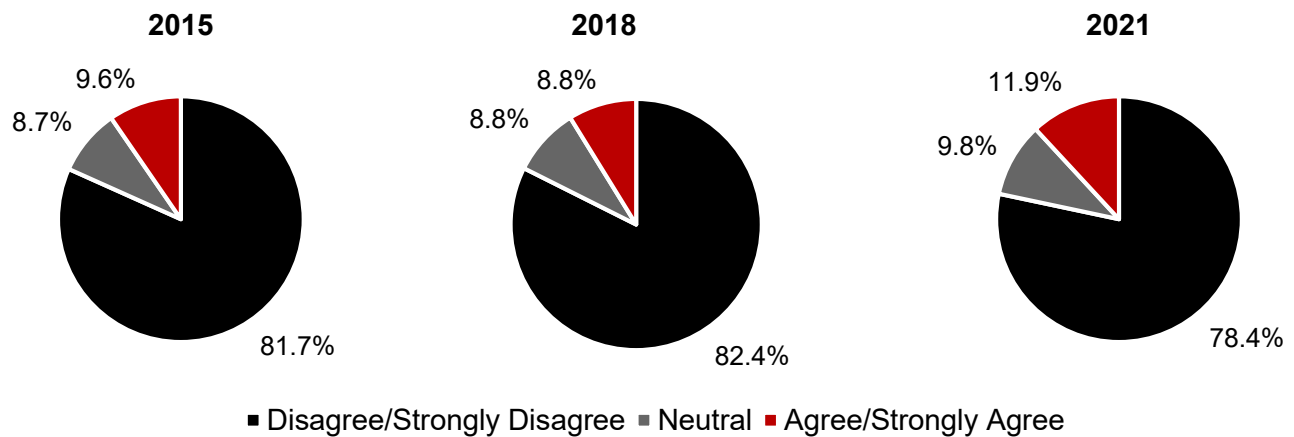
I have encountered discrimination while attending this institution	% Agree/Strongly Agree		
	2015	2018	2021
Citizenship/Generation Status	***	***	**
Second-generation or higher	19.9%	20.8%	18.9%
First-generation U.S.-born	42.9%	42.0%	25.6%
Foreign-born (naturalized/permanent resident)	22.4%	31.9%	16.0%
International student	41.5%	36.4%	25.6%
Disability Status			
No disability	23.0%	23.6%	19.0%
Has disability	29.2%	32.6%	27.7%
Political Affiliation			
Liberal	27.9%	29.0%	21.6%
Moderate	21.2%	24.8%	15.6%
Conservative	20.8%	17.2%	27.0%

* $p < .05$, ** $p < .01$, *** $p < .001$



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		
	2015	2018	2021
Gender Identity			
Man	8.9%	6.2%	10.6%
Woman	10.0%	10.9%	11.8%
Transgender/Gender Non-Conforming	--	--	--
Racial/Ethnic Identity			
	***	***	*
White	6.7%	6.6%	8.7%
Black	22.4%	39.1%	40.7%
Asian	12.7%	15.0%	10.2%
Latinx	--	--	21.7%
Other race/ethnicity	28.8%	5.7%	19.2%
Multiracial/ethnic	14.9%	11.5%	10.5%
Sexual Orientation			
		*	**
Heterosexual	9.4%	7.5%	8.8%
Gay, Lesbian, Bisexual, Queer, Questioning	12.2%	13.2%	20.3%
Preferred response not listed	--	--	--
First-Generation College Student			

Continuing generation college student	7.6%	8.6%	10.7%
First-generation college student	15.1%	11.3%	17.1%
Don't know	--	--	--

* $p < .05$, ** $p < .01$, *** $p < .001$

Demographic Differences in Faculty Discrimination (Cont.)

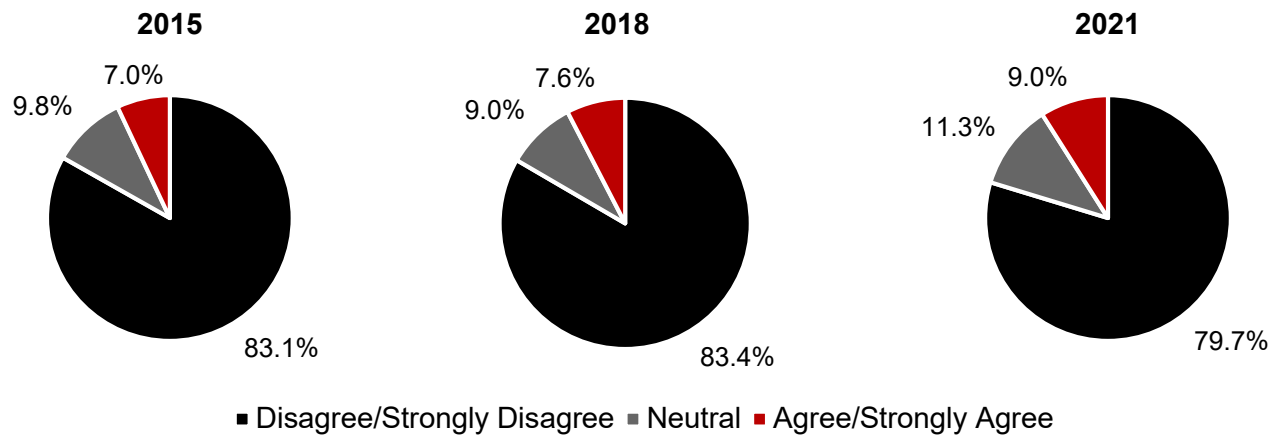
Faculty have discriminated against people like me	% Agree/Strongly Agree		
	2015	2018	2021
Citizenship/Generation Status	***	***	*
Second-generation or higher	7.1%	8.6%	11.7%
First-generation U.S.-born	18.4%	10.4%	6.4%
Foreign-born (naturalized/permanent resident)	17.2%	8.5%	20.0%
International student	22.6%	9.1%	17.9%
Disability Status			*
No disability	9.6%	8.6%	10.4%
Has disability	10.1%	10.5%	19.3%
Political Affiliation			
Liberal	9.4%	11.1%	11.3%
Moderate	9.8%	6.3%	8.9%
Conservative	9.6%	8.7%	20.3%

* $p < .05$, ** $p < .01$, *** $p < .001$



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		
	2015	2018	2021
Gender Identity		*	
Man	7.6%	4.5%	8.1%
Woman	6.4%	10.0%	8.8%
Transgender/Gender Non-Conforming	--	--	--
Racial/Ethnic Identity	***	***	*
White	4.3%	5.6%	5.3%
Black	22.4%	26.1%	33.3%
Asian	11.1%	7.7%	8.5%
Latinx	--	--	17.4%
Other race/ethnicity	17.3%	5.6%	23.1%
Multiracial/ethnic	13.5%	16.4%	10.5%
Sexual Orientation		**	
Heterosexual	6.8%	6.2%	7.7%
Gay, Lesbian, Bisexual, Queer, Questioning	8.9%	13.2%	12.8%
Preferred response not listed	--	--	--
First-Generation College Student	***		
Continuing generation college student	5.6%	7.2%	8.2%
First-generation college student	11.2%	11.3%	12.9%
Don't know	--	--	--

* $p < .05$, ** $p < .01$, *** $p < .001$

Demographic Differences in Staff Discrimination (Cont.)

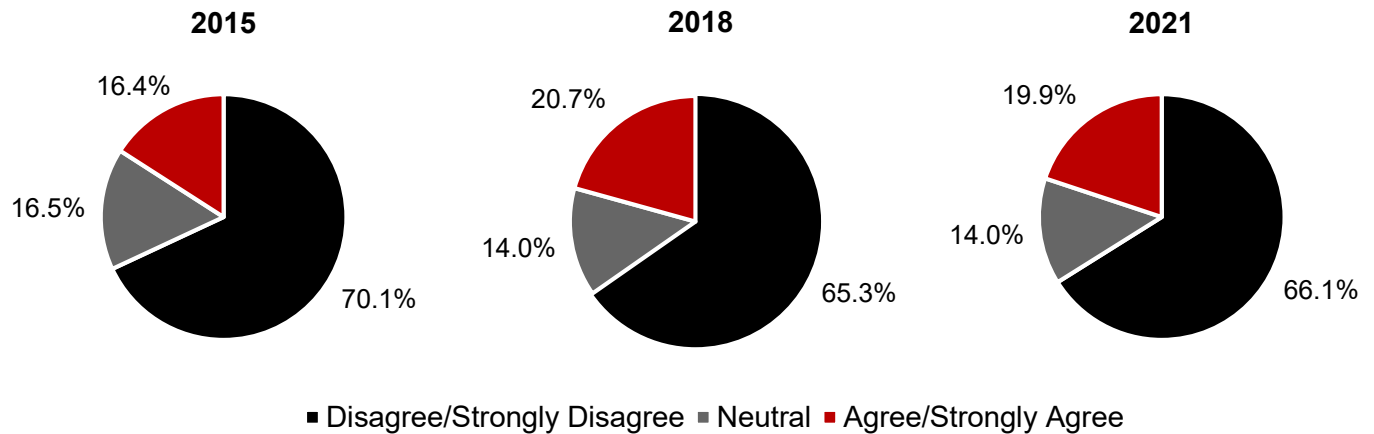
Staff have discriminated against people like me	% Agree/Strongly Agree		
	2015	2018	2021
Citizenship/Generation Status	***	**	
Second-generation or higher	4.8%	7.0%	8.5%
First-generation U.S.-born	14.3%	10.3%	7.7%
Foreign-born (naturalized/permanent resident)	15.5%	4.3%	16.0%
International student	17.0%	15.6%	12.8%
Disability Status			
No disability	6.9%	7.6%	8.3%
Has disability	9.0%	7.1%	13.3%
Political Affiliation			
Liberal	7.6%	9.1%	7.9%
Moderate	6.4%	6.8%	7.8%
Conservative	7.1%	6.3%	14.9%

* $p < .05$, ** $p < .01$, *** $p < .001$



PERCEPTIONS OF PEER DISCRIMINATION

Other students have discriminated against people like me



Demographic Differences in Peer Discrimination

Other students have discriminated against people like me	% Agree/Strongly Agree		
	2015	2018	2021
Gender Identity		***	
Man	15.8%	12.2%	16.3%
Woman	16.8%	26.9%	21.0%
Transgender/Gender Non-Conforming	--	--	--
Racial/Ethnic Identity	***	***	*
White	12.2%	15.2%	14.1%
Black	42.9%	47.8%	40.7%
Asian	22.2%	40.0%	27.1%
Latinx	--	--	39.1%
Other race/ethnicity	28.8%	27.8%	23.1%
Multiracial/ethnic	24.3%	29.5%	26.3%
Sexual Orientation	***	***	**
Heterosexual	14.8%	17.9%	15.9%
Gay, Lesbian, Bisexual, Queer, Questioning	33.3%	30.8%	30.3%
Preferred response not listed	--	--	--
First-Generation College Student			
Continuing generation college student	15.1%	19.4%	18.7%
First-generation college student	20.3%	31.0%	25.7%
Don't know	--	--	--

* $p < .05$, ** $p < .01$, *** $p < .001$

Demographic Differences in Peer Discrimination (Cont.)

Other students have discriminated against people like me	% Agree/Strongly Agree		
	2015	2018	2021
Citizenship/Generation Status	***	***	*
Second-generation or higher	13.5%	17.3%	17.6%
First-generation U.S.-born	32.7%	36.8%	28.2%
Foreign-born (naturalized/permanent resident)	20.7%	25.5%	24.0%
International student	26.4%	24.2%	20.5%
Disability Status			**
No disability	15.7%	19.8%	17.6%
Has disability	24.7%	24.4%	31.3%
Political Affiliation	*	*	*
Liberal	21.5%	26.4%	23.4%
Moderate	13.8%	18.0%	12.8%
Conservative	13.8%	14.1%	24.3%

* $p < .05$, ** $p < .01$, *** $p < .001$



APPENDIX A: RESPONDENT DEMOGRAPHICS

	2015		2018		2021	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Gender Identity						
Man	438	43.8%	245	40.7%	160	31.0%
Woman	559	55.9%	351	58.3%	341	66.1%
Transgender/Gender Non-Conforming	3	0.3%	6	1.0%	15	2.9%
Racial/Ethnic Identity						
White	747	74.9%	429	71.3%	322	62.6%
Black	49	4.9%	23	3.8%	27	5.3%
Asian	63	6.3%	40	6.6%	59	11.5%
Latinx	12	1.2%	12	2.0%	23	4.5%
Other race/ethnicity	52	5.2%	36	6.1%	26	5.1%
Multiracial/ethnic	74	7.4%	62	10.3%	57	11.1%
Sexual Orientation						
Heterosexual	907	91.0%	486	80.7%	378	73.3%
Gay, Lesbian, Bisexual, Queer, Questioning	90	9.0%	107	17.8%	134	26.0%
Preferred response not listed	--	--	--	--	4	0.8%
First-Generation College Student						
Continuing generation college student	738	74.6%	528	88.1%	440	84.8%
First-generation college student	251	25.4%	71	11.9%	72	13.9%
Don't know	--	--	--	--	7	1.3%
Citizenship/Generation Status						
Second-generation or higher	789	79.1%	456	75.3%	377	72.6%
First-generation U.S.-born	98	9.8%	69	11.4%	78	15.0%
Foreign-born (naturalized/permanent resident)	58	5.8%	47	7.7%	25	4.8%
International student	53	5.3%	33	5.5%	39	7.5%
Disability Status						
No disability	906	91.1%	517	85.5%	432	83.7%
Has disability	89	8.9%	86	14.3%	84	16.3%
Political Affiliation						
Liberal	346	34.0%	265	42.2%	277	50.6%
Moderate	425	41.8%	230	36.6%	191	34.9%
Conservative	246	24.2%	133	21.2%	79	14.4%

Note. A number of respondents did not complete demographic items; subtotals within each demographic category are less than the overall reported number of respondents for each year. Due to sample sizes, students who identified their gender as transgender/gender non-conforming, selected 'preferred response not listed' for sexual orientation, or selected 'don't know' for first-generation college student status were not included in demographic analyses for gender identity, sexual orientation, or first-generation college student status. Students in the Latinx and international student oversample did not all respond to the demographic items. Response options 'Preferred response not listed' for sexual orientation and 'Don't know' for first-generation college student status were added in the 2021 survey, thus are not reported for preceding years.