



Campus Climate on Diversity

Results from the 2012, 2015 and
2018 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 2012, 2015 and 2018 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 2018, **67%** of students felt that they belonged on Ohio State's campus compared with **73%** of students in 2015 and **73%** of students in 2012.
- In 2018, **65%** of students felt accepted by the campus community, compared with **70%** of students in 2015 and **67%** of students in 2012.
- International students reported a lower sense of belonging and acceptance on Ohio State's campus than U.S. citizens or permanent residents in all three years of survey administration.
- Across all three years, students with disabilities experienced a lower sense of belonging and acceptance on campus than students without disabilities.
- LGBQ+ students reported a significantly lower sense of belonging and acceptance on Ohio State's campus in 2018 compared to heterosexual peers.

Atmosphere of Prejudice or Hostility

- In 2018, **19%** of students felt that there was a general atmosphere of prejudice among other students at Ohio State compared with **17%** of students in 2015 and **14%** of students in 2012.
- In 2018, **10%** of LGBQ+ students described the campus environment as negative/hostile compared with **4%** of LGBQ+ students in 2015.
- A higher percentage of African American and Asian students described the campus environment as more negative/hostile than all other racial/ethnic identities in both 2015 and 2018.
- Over **52%** of African American students reported feeling that there was a general atmosphere of prejudice among students at Ohio State in 2018.

Discrimination on Campus

- In 2018, **25%** of students reported encountering discrimination while attending Ohio State compared with **23%** of students in 2015 and **23%** of students in 2012.
- In 2018, **21%** of respondents reported that other students discriminated against people like them, **8%** of respondents reported discrimination by staff and **9%** of respondents reported discrimination by faculty.
- Across all three years of survey administration, a higher percentage of LGBQ+ students encountered discrimination while attending Ohio State compared with heterosexual students.
- **61%** of African American students reported that they encountered discrimination while attending Ohio State, **40%** of report being discriminated against by faculty, **26%** by staff and **48%** by other students.

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 2012, 2015 and 2018, the survey was administered to a random sample of 4,000 undergraduate students on The Ohio State University's Columbus campus. In 2012, 839 students responded for a response rate of 20.9%. 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%.

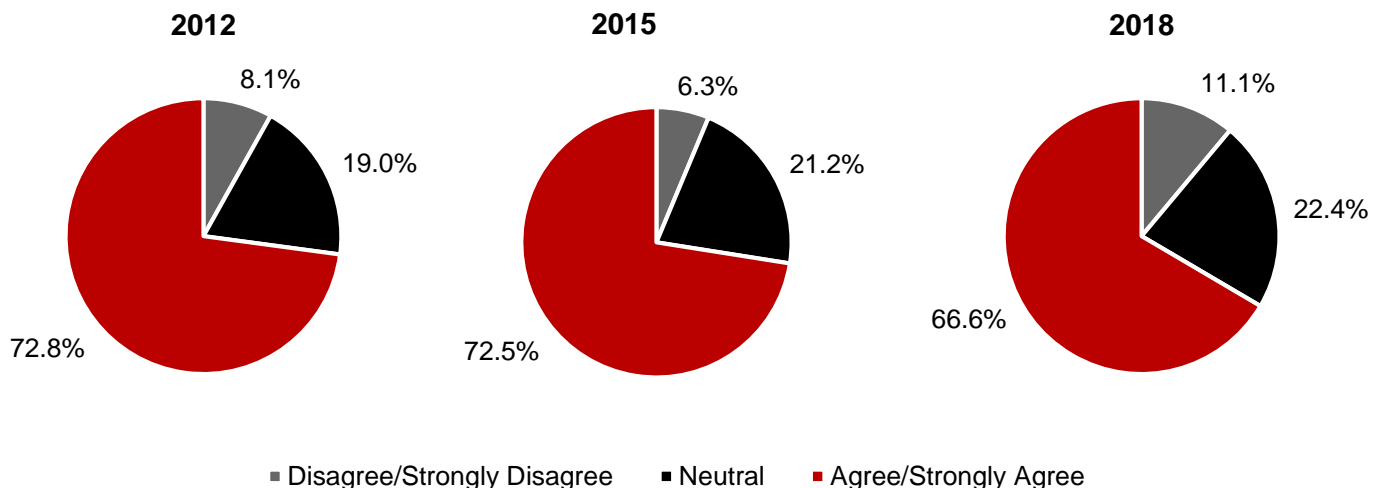
This report examines student perceptions of Ohio State's campus climate around diversity. Eight indicators are used to examine student perceptions that follow the themes of (1) students' sense of belonging and acceptance, (2) the campus atmosphere of prejudice/hostility and (3) discrimination on campus.

FINDINGS

The following sections report perceptions of campus climate on diversity from the 2012, 2015 and 2018 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 on Ohio State's Columbus campus are reported in Appendix A. Chi square tests were used to analyze statistically significant differences between demographic groups on each measure at each time point. Response options "Strongly Disagree" and "Disagree" were combined as well as "Strongly Agree" and "Agree" to create three possible response categories (i.e., strongly disagree/disagree; neutral; strongly agree/agree). Asterisks are used to indicate significant differences.

PERCEPTIONS OF BELONGING

I feel I belong on this campus

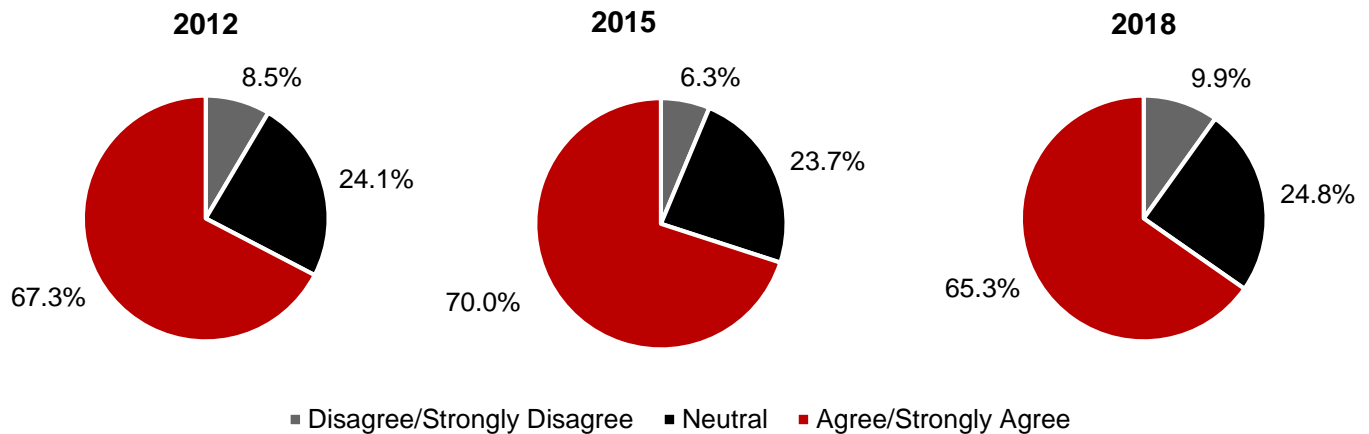


Demographic Differences in Belonging

I feel I belong on this campus	% Agree/Strongly Agree		
	2012	2015	2018
Gender Identity	*		
Man	74.7%	71.6%	63.1%
Woman	71.5%	73.0%	69.7%
Transgender/Gender Non-Conforming	--	--	--
Racial/Ethnic Identity		*	**
White	74.2%	74.3%	70.1%
Black	68.0%	77.6%	45.5%
Asian	62.7%	68.3%	72.5%
Latinx	--	--	--
Other race/ethnicity	--	53.8%	38.9%
Multiracial/ethnic	70.4%	71.6%	63.9%
Sexual Orientation			**
Heterosexual	72.8%	73.1%	69.6%
Gay, Lesbian, Bisexual, Queer, Questioning	77.8%	66.7%	53.3%
First-Generation College Student	***		
Continuing generation college student	76.7%	73.8%	67.6%
First-generation college student	62.4%	68.9%	66.7%
Citizenship/Generation Status	*	**	
Second-generation or higher	74.4%	74.4%	68.6%
First-generation U.S.-born	69.2%	66.3%	68.7%
Foreign-born (naturalized/permanent resident)	71.4%	70.7%	57.5%
International student	54.8%	58.5%	48.5%
Disability Status	*	***	**
No disability	73.6%	73.5%	68.7%
Has disability	63.2%	61.8%	54.7%
Political Affiliation	*		
Liberal	77.1%	70.3%	65.0%
Moderate	69.5%	72.3%	65.6%
Conservative	72.3%	75.8%	71.1%

PERCEPTIONS OF ACCEPTANCE

I feel accepted as a part of the campus community



Demographic Differences in Acceptance

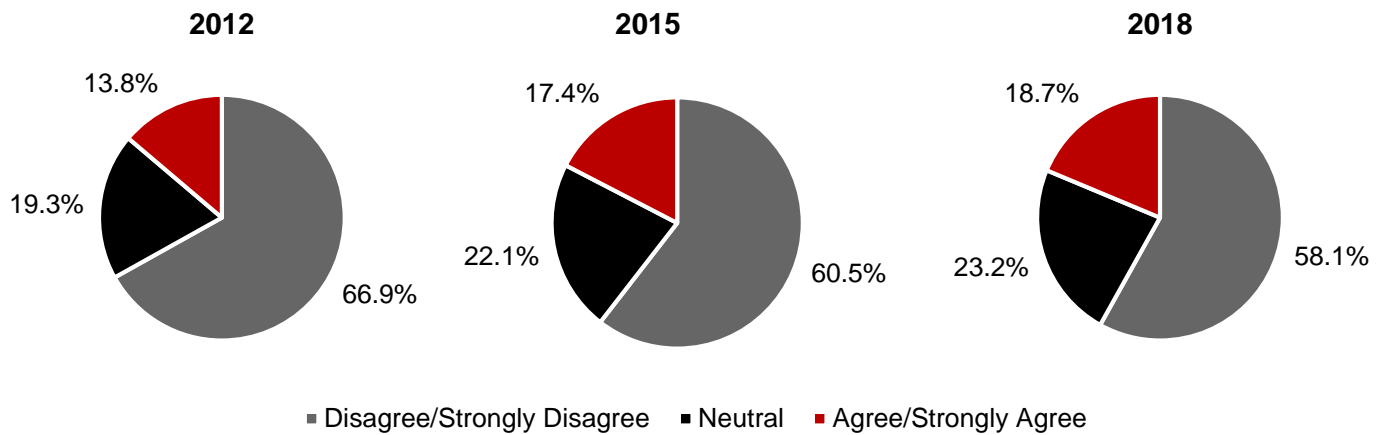
I feel accepted as part of the campus community	% Agree/Strongly Agree		
	2012	2015	2018
Gender Identity			
Man	66.2%	68.4%	64.9%
Woman	68.3%	71.0%	66.4%
Transgender/Gender Non-Conforming	--	--	--
Racial/Ethnic Identity			**
White	68.0%	71.8%	68.5%
Black	64.0%	71.4%	52.1%
Asian	61.2%	61.9%	67.5%
Latinx	--	--	--
Other race/ethnicity	--	57.7%	33.4%
Multiracial/ethnic	66.7%	68.9%	71.0%
Sexual Orientation			***
Heterosexual	67.5%	70.3%	69.1%
Gay, Lesbian, Bisexual, Queer, Questioning	71.1%	66.7%	48.6%
First-Generation College Student	***	*	
Continuing generation college student	70.8%	71.5%	65.5%
First-generation college student	57.9%	65.7%	67.6%

Demographic Differences in Acceptance (Cont.)

I feel accepted as part of the campus community	% Agree/Strongly Agree		
	2012	2015	2018
Citizenship/Generation Status		***	
Second-generation or higher	68.0%	72.3%	68.0%
First-generation U.S.-born	69.2%	64.3%	66.7%
Foreign-born (naturalized/permanent resident)	62.9%	65.5%	51.0%
International student	54.8%	50.9%	48.5%
Disability Status		***	**
No disability	68.1%	70.8%	68.1%
Has disability	57.4%	61.8%	50.0%
Political Affiliation			
Liberal	69.4%	69.7%	65.1%
Moderate	67.6%	69.1%	62.1%
Conservative	63.6%	71.7%	71.1%

PERCEPTIONS OF A PREJUDICED ATMOSPHERE

I feel there is a general atmosphere of prejudice among students



Demographic Differences in Prejudice

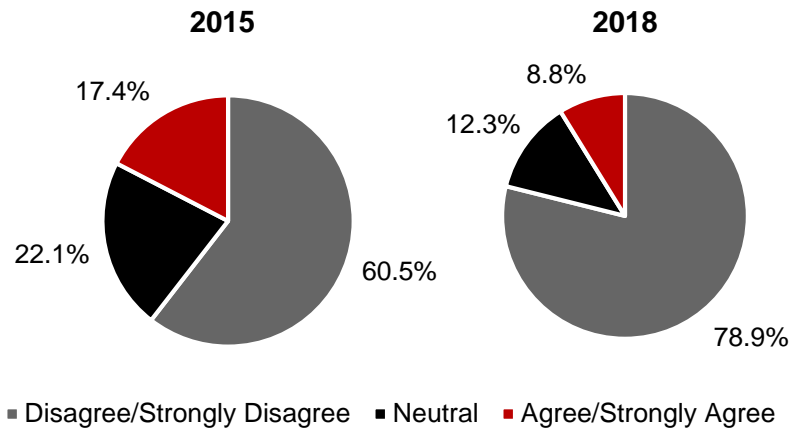
I feel there is a general atmosphere of prejudice among students	% Agree/Strongly Agree		
	2012	2015	2018
Gender Identity			
Man	14.9%	19.3%	16.0%
Woman	12.8%	16.1%	20.3%
Transgender/Gender Non-Conforming	--	--	--
Racial/Ethnic Identity	***	***	***
White	12.7%	13.7%	15.0%
Black	16.0%	38.8%	52.2%
Asian	22.7%	25.4%	30.0%
Latinx	--	--	--
Other race/ethnicity	--	38.5%	27.8%
Multiracial/ethnic	5.6%	20.3%	16.4%
Sexual Orientation			***
Heterosexual	13.3%	17.7%	16.7%
Gay, Lesbian, Bisexual, Queer, Questioning	17.8%	15.6%	26.4%
First-Generation College Student		*	*
Continuing generation college student	13.3%	15.4%	17.5%
First-generation college student	12.9%	23.5%	28.2%

Demographic Differences in Prejudice (Cont.)

I feel there is a general atmosphere of prejudice among students	% Agree/Strongly Agree		
	2012	2015	2018
Citizenship/Generation Status	**	***	
Second-generation or higher	12.7%	14.2%	17.1%
First-generation U.S.-born	14.1%	30.6%	22.1%
Foreign-born (naturalized/permanent resident)	17.1%	24.1%	17.0%
International student	30.0%	34.0%	--
Disability Status			
No disability	13.3%	16.8%	18.4%
Has disability	14.7%	24.7%	18.6%
Political Affiliation		*	
Liberal	11.8%	20.9%	19.3%
Moderate	14.8%	17.2%	19.5%
Conservative	15.0%	12.9%	16.4%

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		
	2012 ¹	2015	2018
Gender Identity		*	
Man	--	9.2%	10.2%
Woman	--	4.3%	7.5%
Transgender/Gender Non-Conforming	--	--	--
Racial/Ethnic Identity		***	***
White	--	5.1%	6.6%
Black	--	10.2%	17.4%
Asian	--	9.5%	20.0%
Latinx	--	--	--
Other race/ethnicity	--	19.2%	13.9%
Multiracial/ethnic	--	5.4%	8.2%
Sexual Orientation		*	***
Heterosexual	--	6.6%	8.3%
Gay, Lesbian, Bisexual, Queer, Questioning	--	4.4%	10.4%
First-Generation College Student		***	***
Continuing generation college student	--	4.8%	8.2%
First-generation college student	--	10.8%	12.7%

¹Item not asked on 2012 survey.

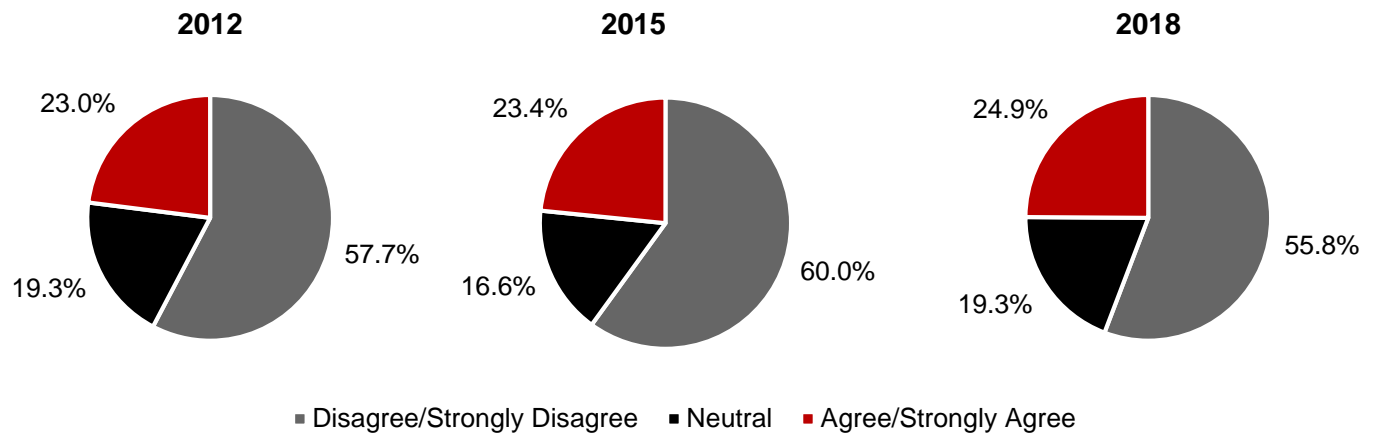
Demographic Differences in Hostile Environment (Cont.)

I would describe the campus environment as negative/hostile	% Agree/Strongly Agree		
	2012 ¹	2015	2018
Citizenship/Generation Status		***	***
Second-generation or higher	--	5.0%	7.5%
First-generation U.S.-born	--	9.2%	8.8%
Foreign-born (naturalized/permanent resident)	--	8.6%	10.6%
International student	--	20.8%	21.2%
Disability Status			
No disability	--	6.0%	8.4%
Has disability	--	11.2%	10.5%
Political Affiliation			
Liberal	--	5.6%	10.3%
Moderate	--	7.9%	7.2%
Conservative	--	5.0%	8.7%

¹Item not present in 2012 survey.

PERCEPTIONS OF DISCRIMINATION

I have encountered discrimination while attending this institution



Demographic Differences in Discrimination

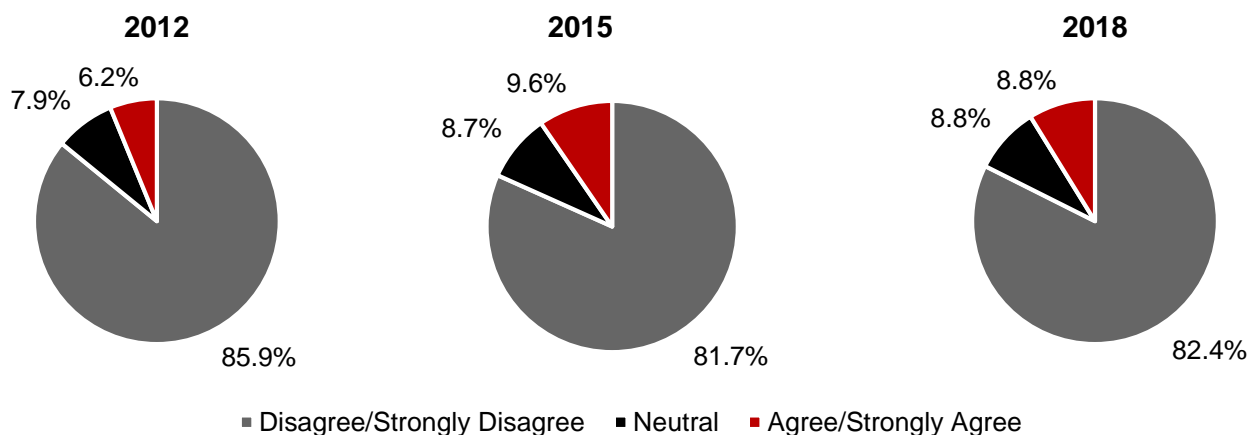
I have encountered discrimination while attending this institution	% Agree/Strongly Agree		
	2012	2015	2018
Gender Identity			**
Man	23.5%	22.9%	18.4%
Woman	22.2%	23.8%	29.9%
Transgender/Gender Non-Conforming	--	--	--
Racial/Ethnic Identity	***	***	***
White	21.6%	18.9%	17.9%
Black	44.0%	42.9%	60.9%
Asian	34.3%	34.9%	52.5%
Latinx	--	--	--
Other race/ethnicity	--	48.1%	36.1%
Multiracial/ethnic	9.3%	28.4%	33.9%
Sexual Orientation	***	*	***
Heterosexual	21.7%	22.6%	22.4%
Gay, Lesbian, Bisexual, Queer, Questioning	40.0%	32.2%	33.6%
First-Generation College Student			
Continuing generation college student	23.7%	22.3%	24.4%
First-generation college student	19.8%	27.5%	31.0%

Demographic Differences in Discrimination (Cont.)

I have encountered discrimination while attending this institution	% Agree/Strongly Agree		
	2012	2015	2018
Citizenship/Generation Status		***	***
Second-generation or higher	22.2%	19.9%	20.8%
First-generation U.S.-born	17.9%	42.9%	42.0%
Foreign-born (naturalized/permanent resident)	34.3%	22.4%	31.9%
International student	38.7%	41.5%	36.4%
Disability Status	*		
No disability	21.4%	23.0%	23.6%
Has disability	35.3%	29.2%	32.6%
Political Affiliation			
Liberal	22.5%	27.9%	29.0%
Moderate	22.3%	21.2%	24.8%
Conservative	24.9%	20.8%	17.2%

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		
	2012	2015	2018
Gender Identity			
Man	5.5%	8.9%	6.2%
Woman	6.5%	10.0%	10.9%
Transgender/Gender Non-Conforming	--	--	--
Racial/Ethnic Identity			
	**	***	***
White	5.7%	6.7%	6.6%
Black	12.0%	22.4%	39.1%
Asian	11.9%	12.7%	15.0%
Latinx	--	--	--
Other race/ethnicity	--	28.8%	5.7%
Multiracial/ethnic	0.0%	14.9%	11.5%
Sexual Orientation			
	*		*
Heterosexual	5.7%	9.4%	7.5%
Gay, Lesbian, Bisexual, Queer, Questioning	13.3%	12.2%	13.2%
First-Generation College Student			

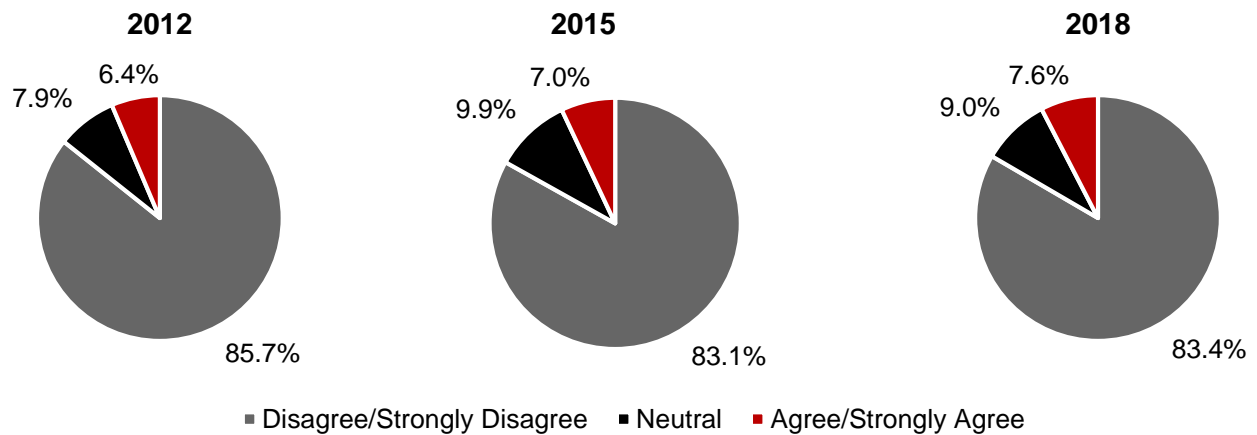
Continuing generation college student	5.3%	7.6%	8.6%
First-generation college student	8.0%	15.1%	11.3%

Demographic Differences in Faculty Discrimination (Cont.)

Faculty have discriminated against people like me	% Agree/Strongly Agree		
	2012	2015	2018
Citizenship/Generation Status	**	***	***
Second-generation or higher	6.0%	7.1%	8.6%
First-generation U.S.-born	2.6%	18.4%	10.4%
Foreign-born (naturalized/permanent resident)	11.4%	17.2%	8.5%
International student	12.9%	22.6%	9.1%
Disability Status			
No disability	5.5%	9.6%	8.6%
Has disability	11.8%	10.1%	10.5%
Political Affiliation			
Liberal	6.3%	9.4%	11.1%
Moderate	6.6%	9.8%	6.3%
Conservative	5.2%	9.6%	8.7%

PERCEPTIONS OF STAFF DISCRIMINATION

Staff have discriminated against people like me



Demographic Differences in Staff Discrimination

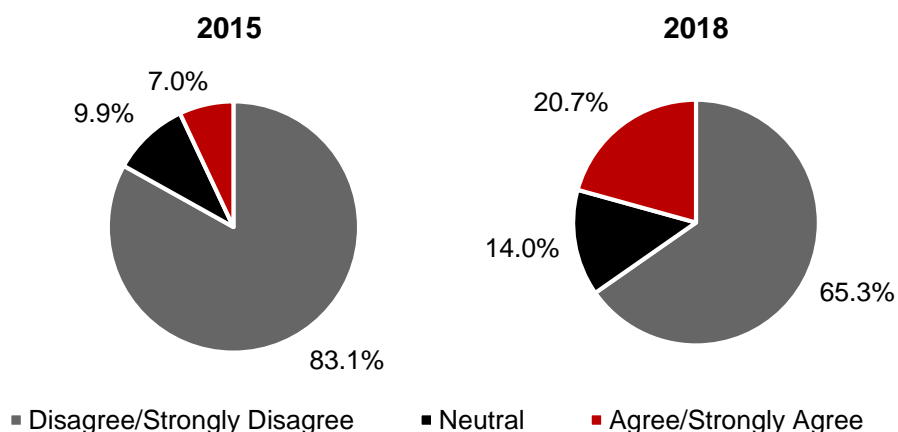
Staff have discriminated against people like me	% Agree/Strongly Agree		
	2012	2015	2018
Gender Identity			*
Man	5.5%	7.6%	4.5%
Woman	6.9%	6.4%	10.0%
Transgender/Gender Non-Conforming	--	--	--
Racial/Ethnic Identity	**	***	***
White	5.5%	4.3%	5.6%
Black	8.0%	22.4%	26.1%
Asian	16.4%	11.1%	7.7%
Latinx	--	--	--
Other race/ethnicity	--	17.3%	5.6%
Multiracial/ethnic	1.9%	13.5%	16.4%
Sexual Orientation			**
Heterosexual	5.9%	6.8%	6.2%
Gay, Lesbian, Bisexual, Queer, Questioning	15.6%	8.9%	13.2%
First-Generation College Student		***	
Continuing generation college student	5.7%	5.6%	7.2%
First-generation college student	7.9%	11.2%	11.3%

Demographic Differences in Staff Discrimination (Cont.)

Staff have discriminated against people like me	% Agree/Strongly Agree		
	2012	2015	2018
Citizenship/Generation Status	***	***	**
Second-generation or higher	6.0%	4.8%	7.0%
First-generation U.S.-born	2.6%	14.3%	10.3%
Foreign-born (naturalized/permanent resident)	11.4%	15.5%	4.3%
International student	19.4%	17.0%	15.6%
Disability Status	*		
No disability	5.7%	6.9%	7.6%
Has disability	13.2%	9.0%	7.1%
Political Affiliation			
Liberal	7.4%	7.6%	9.1%
Moderate	6.3%	6.4%	6.8%
Conservative	5.2%	7.1%	6.3%

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		
	2012 ¹	2015	2018
Gender Identity			***
Man	--	15.8%	12.2%
Woman	--	16.8%	26.9%
Transgender/Gender Non-Conforming	--	--	--
Racial/Ethnic Identity		***	***
White	--	12.2%	15.2%
Black	--	42.9%	47.8%
Asian	--	22.2%	40.0%
Latinx	--	--	--
Other race/ethnicity	--	28.8%	27.8%
Multiracial/ethnic	--	24.3%	29.5%
Sexual Orientation		***	***
Heterosexual	--	14.8%	17.9%
Gay, Lesbian, Bisexual, Queer, Questioning	--	33.3%	30.8%
First-Generation College Student			
Continuing generation college student	--	15.1%	19.4%
First-generation college student	--	20.3%	31.0%

¹Item not present on 2012 survey.

Demographic Differences in Peer Discrimination (Cont.)

Other students have discriminated against people like me	% Agree/Strongly Agree		
	2012 ¹	2015	2018
Citizenship/Generation Status		***	***
Second-generation or higher	--	13.5%	17.3%
First-generation U.S.-born	--	32.7%	36.8%
Foreign-born (naturalized/permanent resident)	--	20.7%	25.5%
International student	--	26.4%	24.2%
Disability Status			
No disability	--	15.7%	19.8%
Has disability	--	24.7%	24.4%
Political Affiliation		*	*
Liberal	--	21.5%	26.4%
Moderate	--	13.8%	18.0%
Conservative	--	13.8%	14.1%

¹Item not present on 2012 survey.

APPENDIX A: RESPONDENT DEMOGRAPHICS

	2012 MSL		2015 MSL		2018 MSL	
	<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Gender Identity						
Man	328	43.0%	438	43.8%	245	40.7%
Woman	432	56.7%	559	55.9%	351	58.3%
Transgender/Gender Non-Conforming	2	0.3%	3	0.3%	6	1.0%
Racial/Ethnic Identity						
White	582	76.7%	747	74.9%	429	71.3%
Black	25	3.3%	49	4.9%	23	3.8%
Asian	67	8.8%	63	6.3%	40	6.6%
Latinx	16	2.1%	12	1.2%	12	2.0%
Other race/ethnicity	15	2.0%	52	5.2%	36	6.1%
Multiracial/ethnic	54	7.1%	74	7.4%	62	10.3%
Sexual Orientation						
Heterosexual	699	94.0%	907	91.0%	486	80.7%
Gay, Lesbian, Bisexual, Queer, Questioning	45	6.0%	90	9.0%	107	17.8%
First-Generation College Student						
Continuing generation college student	544	72.9%	738	74.6%	528	88.1%
First-generation college student	202	27.1%	251	25.4%	71	11.9%
Citizenship/Generation Status						
Second-generation or higher	616	81.1%	789	79.1%	456	75.3%
First-generation U.S.-born	78	10.3%	98	9.8%	69	11.4%
Foreign-born (naturalized/permanent resident)	35	4.6%	58	5.8%	47	7.7%
International student	31	4.1%	53	5.3%	33	5.5%
Disability Status						
No disability	687	91.0%	906	91.1%	517	85.5%
Has disability	68	9.0%	89	8.9%	86	14.3%
Political Affiliation						
Liberal	275	35.6%	346	34.0%	265	42.2%
Moderate	323	41.8%	425	41.8%	230	36.6%
Conservative	174	22.5%	246	24.2%	133	21.2%