2023 DEI Climate Survey Results
Department of Marine Sciences

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Goals of the DEI Climate Survey

1. Characterize personal experiences and feelings of acceptance/support regardless of race/ethnicity/gender/sexual orientation.

2. Characterize perceptions of departmental openness and efforts to improve diversity (e.g., passive acceptance or active support).

3. Determine if DMS supports recruitment of minorities/BIPOC and understand whether department has been pro-active in past efforts.

4. Determine if departmental procedures and contacts for addressing diversity and inclusion issues are adequate and accessible.

5. Offer an opportunity to make suggestions for improvement in the overall climate of DMS.

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Methods & Participants

Methods

Online survey administered 10/10/23-11/3/23	Participants recruited via emails sent by Dept. Head and by research team	Participants could select to be entered into a raffle for MDS-branded prizes

Participants

Of **189** total DMS personnel, **112** began the survey	Participants were retained for analysis if they completed at least 50% of all survey questions	**Final sample size:** n = 79 (41.80%)

Response Rate by Departmental Role

| **Total Faculty:** n = 16/30 (53.33%)	**Tenure-Track Faculty:** n = 14/19 (73.68%)	**Staff:** n = 10/21 (47.62%)	**Postdocs:** n = 2/3 (66.67%)	**Graduate Students:** n = 28/45 (62.22%)	**Undergraduate Students:** n = 3/90 (3.33%)

Note: 20 participants did not indicate their role in the department; however, some of these participants may be undergraduate students, since there was no option to select "undergraduate student" as one's role for the first week that the survey was made available to participants.
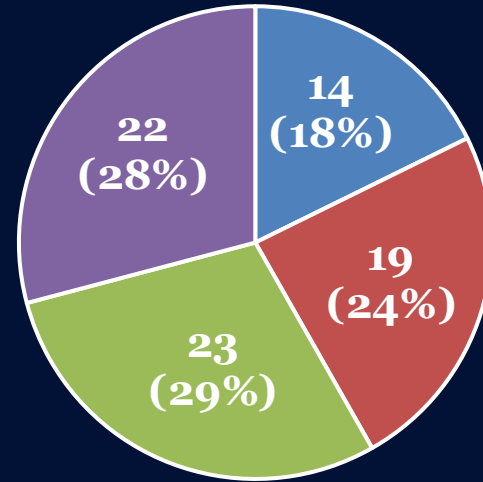
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Participant Demographics

Gender Identity

- Male: 22 (28%)
- Female: 32 (41%)
- Decline: 24 (31%)
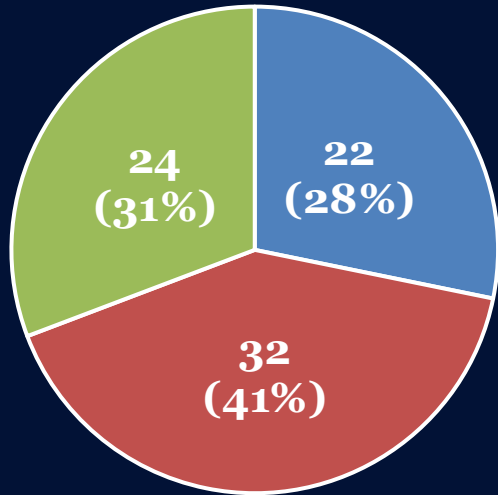
■ Male ■ Female ■ Decline

Sexual Orientation

- LGB: 14 (18%)
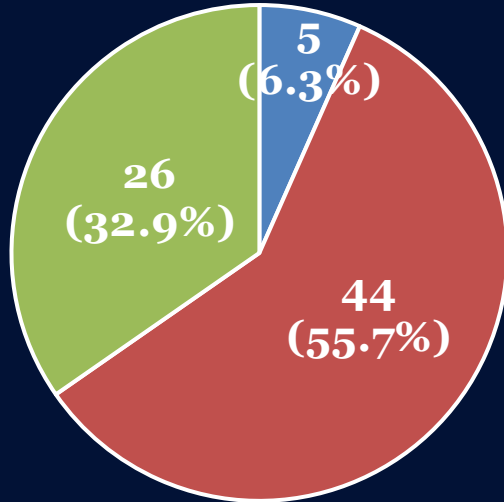- Straight: 19 (24%)
- Ally: 23 (29%)
- Decline: 22 (28%)

■ LGB ■ Straight ■ Ally ■ Decline

79 Total Participants

Note: n ≥ 5 respondents for a particular group to be included in sub-group analyses. These participants were still included in analyses of aggregated data.

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Participant Demographics

Race/Ethnicity

- 5 (6.3%)
- 44 (55.7%)
- 26 (32.9%)

■ Asian/Pacific Islander ■ White ■ Decline

Department Role

- 16 (20.3%)
- 10 (12.7%)
- 28 (35.4%)
- 20 (25.3%)

■ Faculty ■ Staff
■ Grad Students ■ Decline

79 Total Participants

Note: n ≥ 5 respondents for a particular group to be included in sub-group analyses. These participants were still included in analyses of aggregated data.
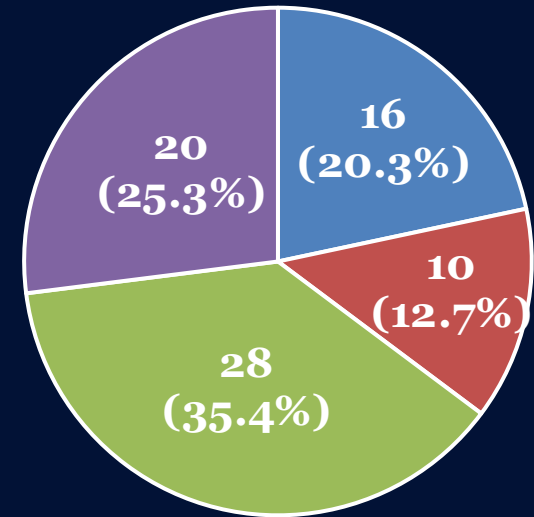
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Data Analysis

Survey questions analyzed using exploratory factor analytic (EFA) techniques and those questions sharing variance were grouped together to form composite variables. Thus, **94** survey questions were formed into **8** composite variables.

Median levels of each composite variable were then calculated using participants who completed 80% or more of the questions for a given composite variable.

Frequencies of median levels were then tabulated for each composite variable.

When demographic-based sub-groups were comprised of $n > 5$ participants, sub-group means were compared using t-tests or one-way ANOVA (determined by number of sub-groups). Results of sub-group comparisons are only shown when found to be statistically significant (indicating differences in sub-group perceptions of the focal composite variable).

DEI Climate

Members' shared perceptions that the department welcomes and respects diversity of backgrounds, experiences, and opinions.
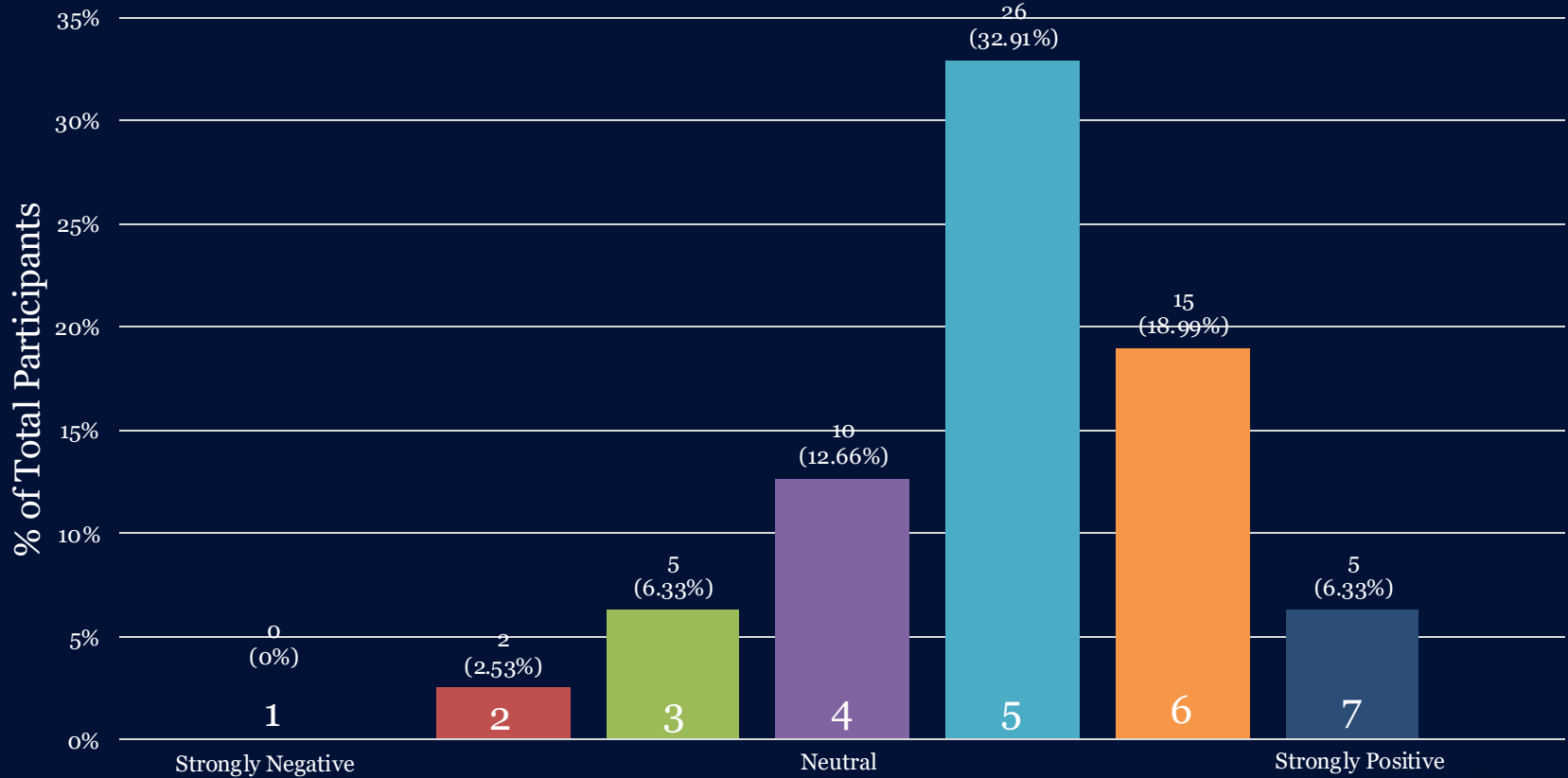
Total questions = 21
Sample items: "I believe that the department is..."

(1) ...negative or positive for BIPOC?

(2) ...negative or positive for persons with physical disabilities?
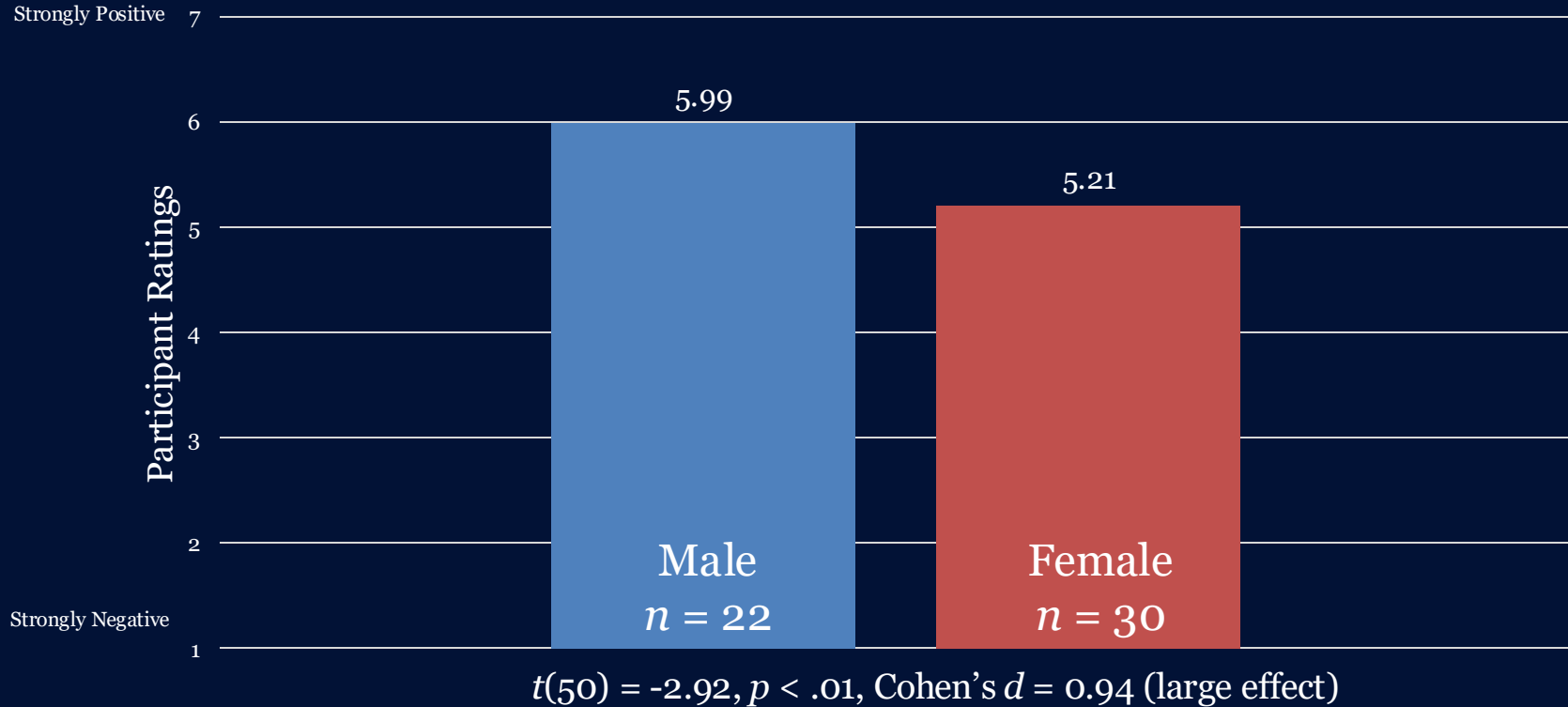
(3) ...disrespectful or respectful?

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DEI Climate

Total *n* = 79, Variable *n* = 63, Median = 5.57

DEI Climate

Strongly Positive

Strongly Negative

Participant Ratings

5.99 — Male, $n = 22$

5.21 — Female, $n = 30$

$t(50) = -2.92, p < .01,$ Cohen's $d = 0.94$ (large effect)

Note: Sample sizes for transgender and non-binary identities did not reach the min. threshold ($n > 5$) to be included in sub-group analyses. These participants were included in aggregate analyses.

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Department's DEI Practices

Members' perceptions that the department values and includes all members and demonstrates this through fair policies and practices.
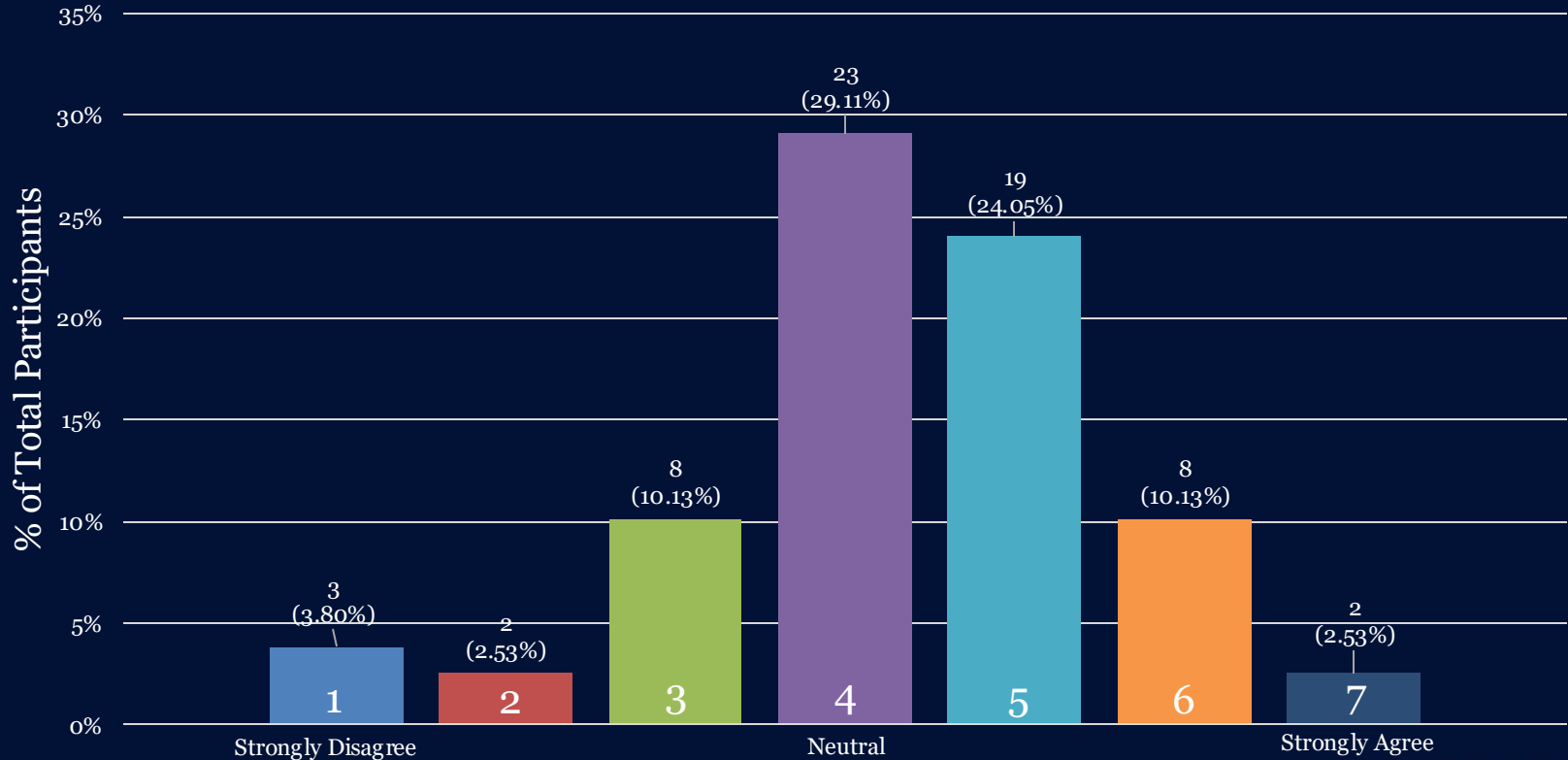
Total questions = 15
Sample questions:

(1) My dept. values my research and scholarship.

(2) The process for determining service assignments is fair.

(3) My department actively seeks to hire faculty of color.

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Department's DEI Practices

% of Total Participants

- 35%
- 30%
- 25%
- 20%
- 15%
- 10%
- 5%
- 0%

3
(3.80%)

2
(2.53%)

8
(10.13%)

23
(29.11%)

19
(24.05%)

8
(10.13%)

2
(2.53%)

1 2 3 4 5 6 7

Strongly Disagree   Neutral   Strongly Agree

Total n = 79, Variable n = 65, Median = 4.87

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Individuals' DEI-Related Activities

Extent to which one engages in teaching, research, or service-related actions that reflect a commitment to DEI.
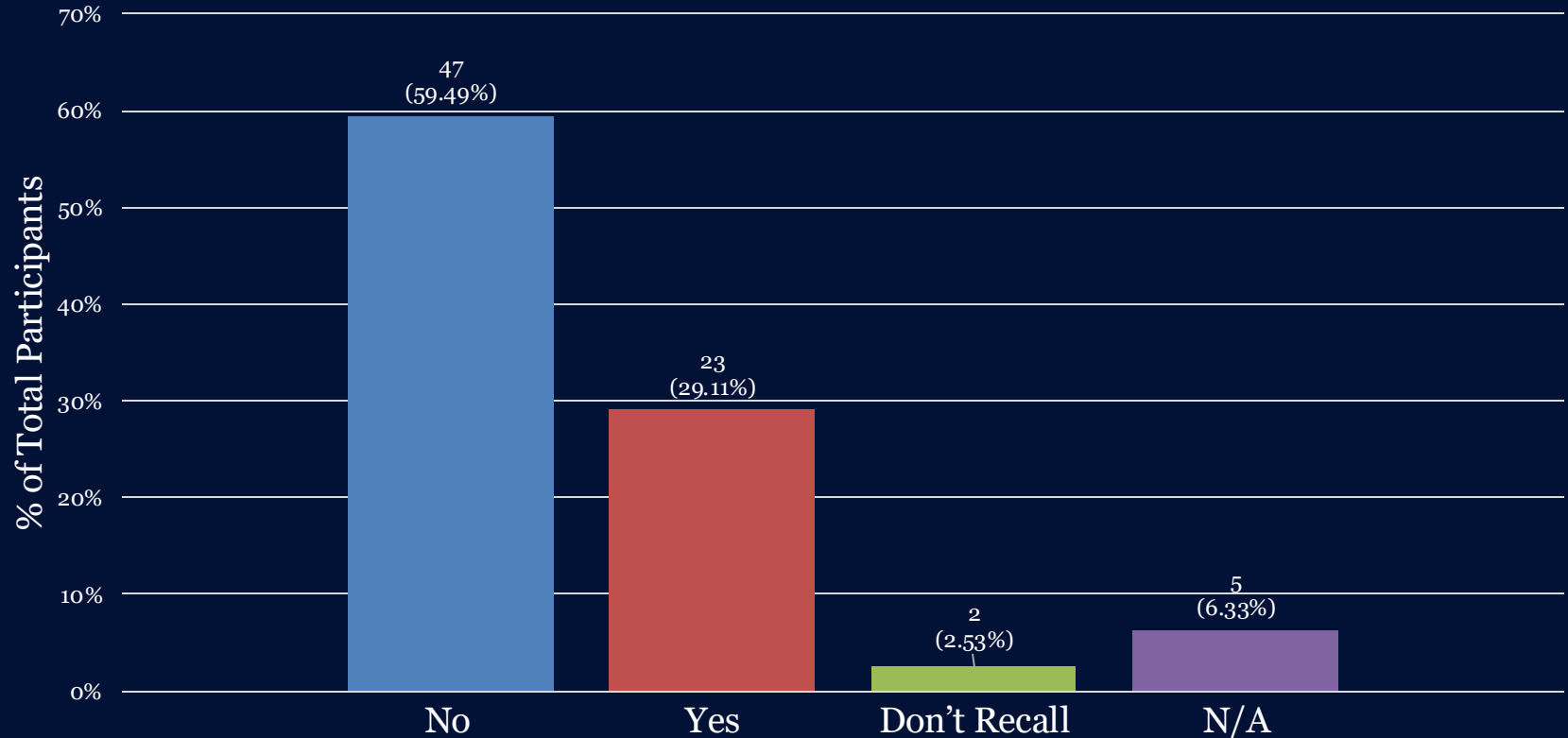
Total questions = 11
Sample questions:

(1) Discuss issues related to racial and/or social justice or injustice within an existing course.

(2) Collaborated with the local community in research.

(3) Conducted research or writing engaging substantially with women, gender, or sexuality.

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Individuals' DEI-Related Activities

Chart: "% of Total Participants" (y-axis) by category (x-axis)

- No: 47 (59.49%)
- Yes: 23 (29.11%)
- Don't Recall: 2 (2.53%)
- N/A: 5 (6.33%)

Total *n* = 79, Variable *n* = 77

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Encouraging Undergrads in DEI

Extent to which one perceives that it is important to reflect commitment to DEI when interacting with undergraduates.
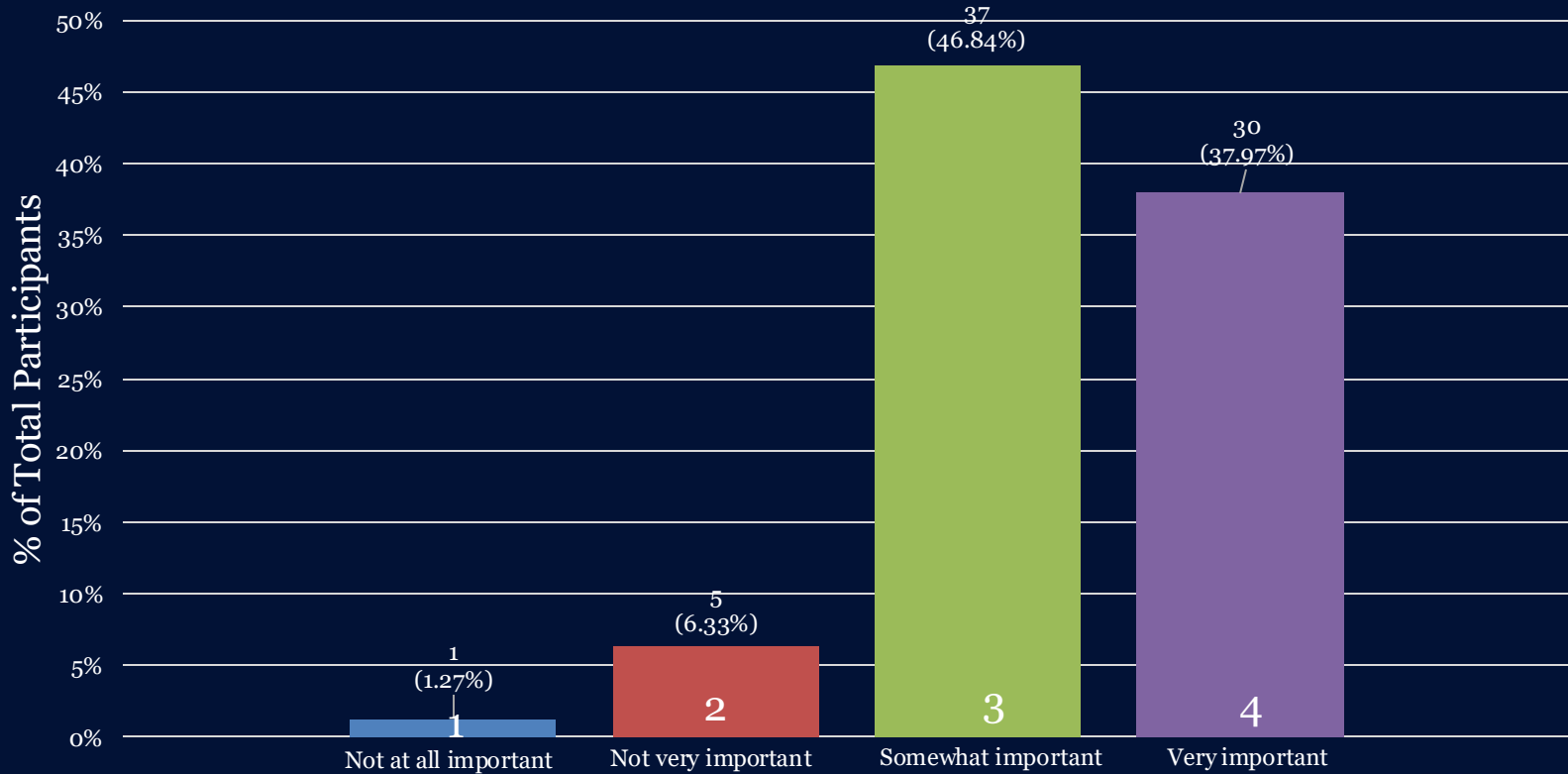
Total questions = 10
Sample questions:

(1) Help them understand the value of racial and ethnic diversity to our community.	(2) Recognize the contributions of women to the field of Marine Science & Oceanography.	(3) Involve students in discussions about social injustice.

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Encouraging Undergrads in DEI

Total n = 79, Variable n = 73, Median = 3.90

Cynicism About DEI-Related Change

Members' skepticism toward new initiatives intended to improve the DEI climate in the department.

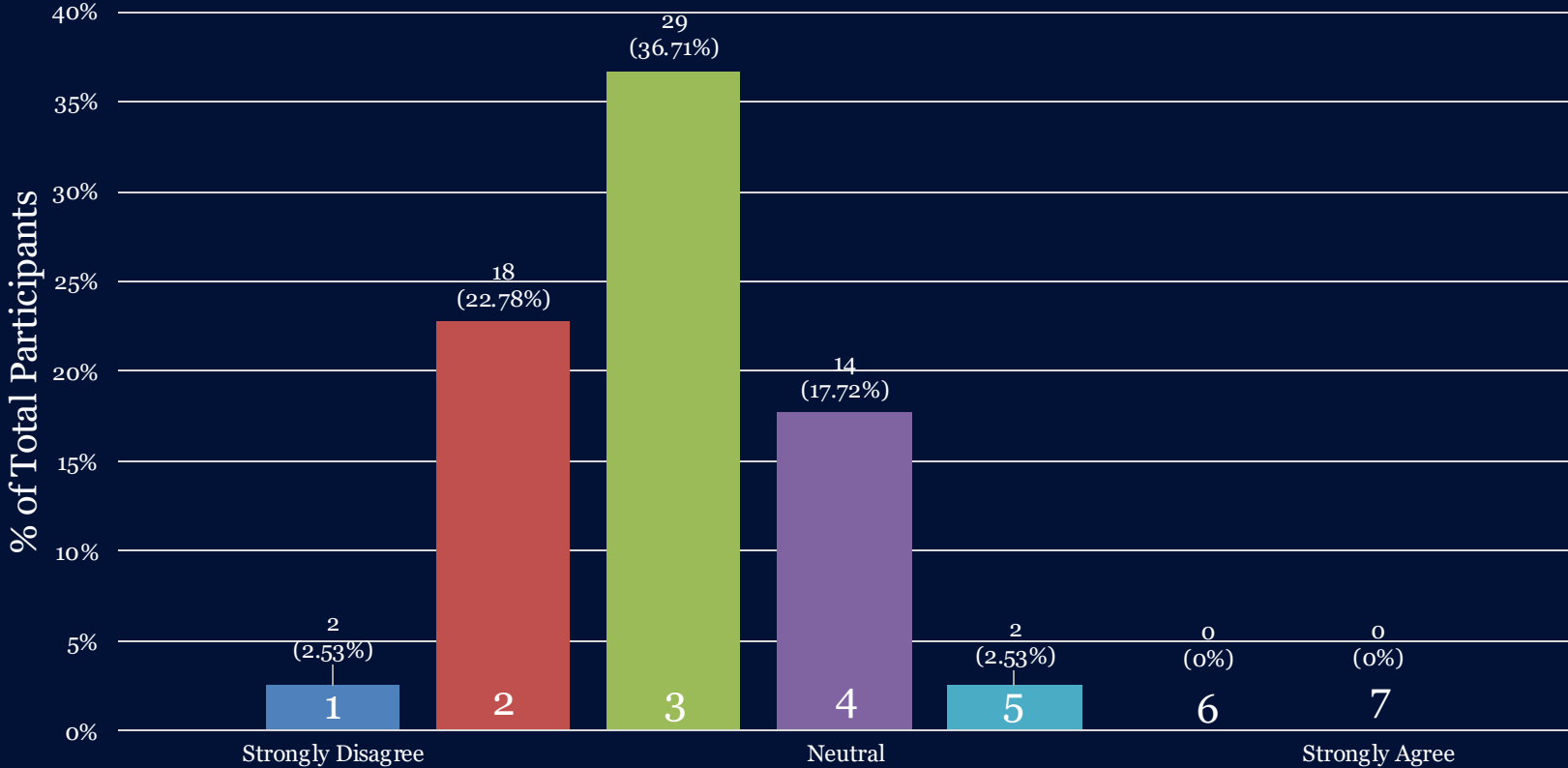**Total questions = 12**
Sample questions:

(1) Attempts to make things better around here in terms of DEI will not produce good results.

(2) The people responsible for solving DEI-related problems around here do not try hard enough to solve them.

(3) The people responsible for fixing DEI-related problems around here do not have the resources they need to get the job done.
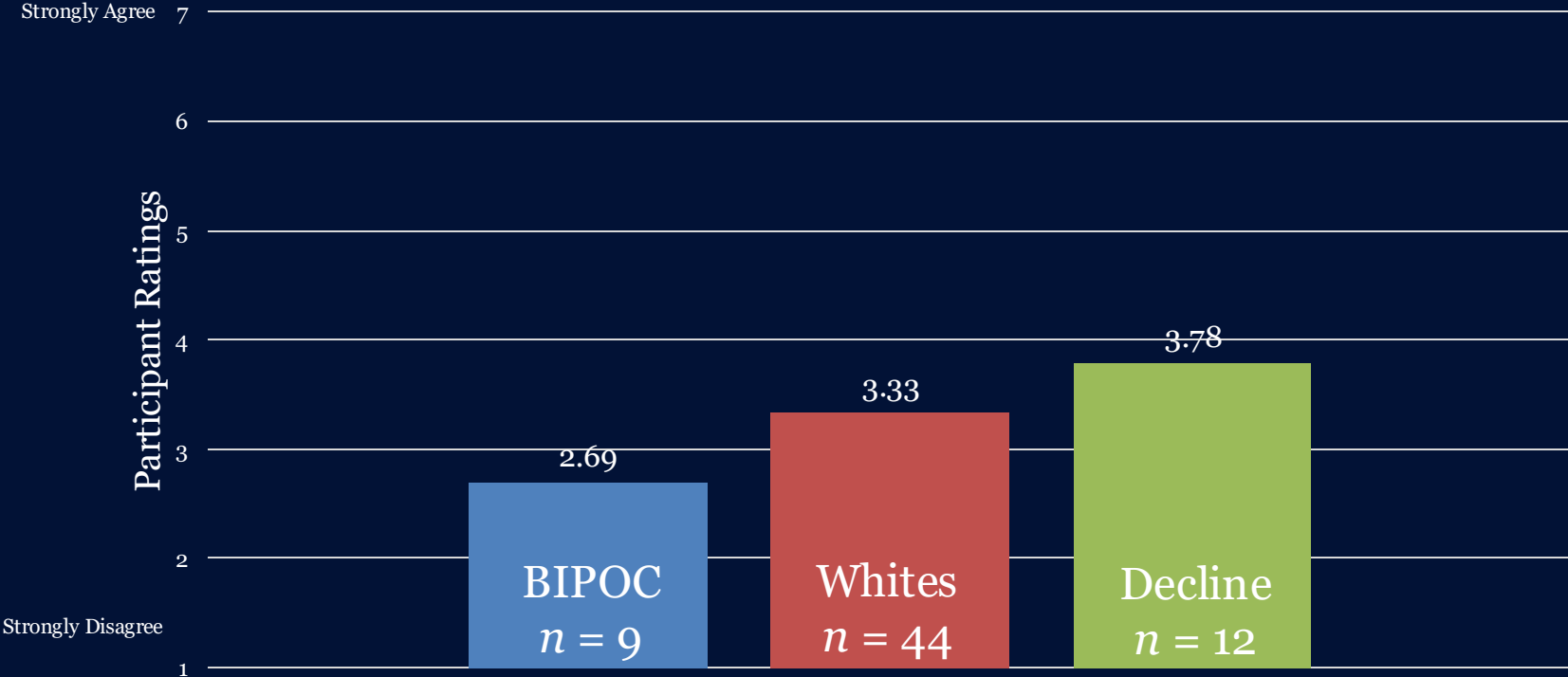
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Cynicism About DEI-Related Change

Total *n* = 79, Variable *n* = 65, Median = 3.33

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Cynicism About DEI-Related Change

Strongly Agree 7

6

Participant Ratings

5

4

3.78

3.33

3

2.69

2

BIPOC
$n = 9$

Whites
$n = 44$

Decline
$n = 12$

Strongly Disagree

1

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$F(2, 62) = 5.70, p < .01, \eta^2 = .16$ (moderate to large effect)

Positive Interpersonal Experiences

Extent to which members' encounters with others in the department are characterized by respect, belonging, and enjoyment.
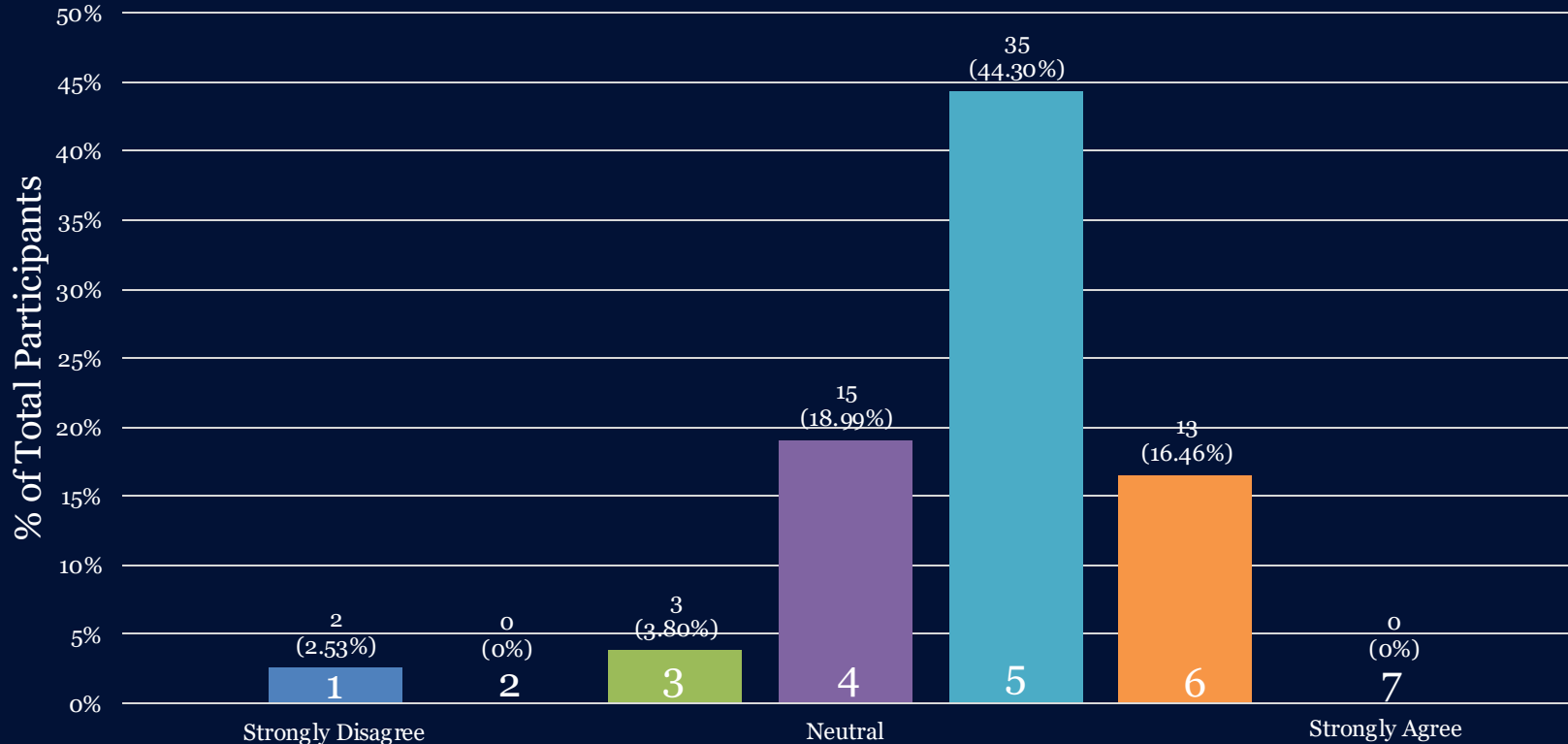
Total questions = 17
Sample questions:

(1) I feel included as a member of the department.

(2) I am treated with respect and dignity in the department.

(3) I interact socially with people I work with in DMS.
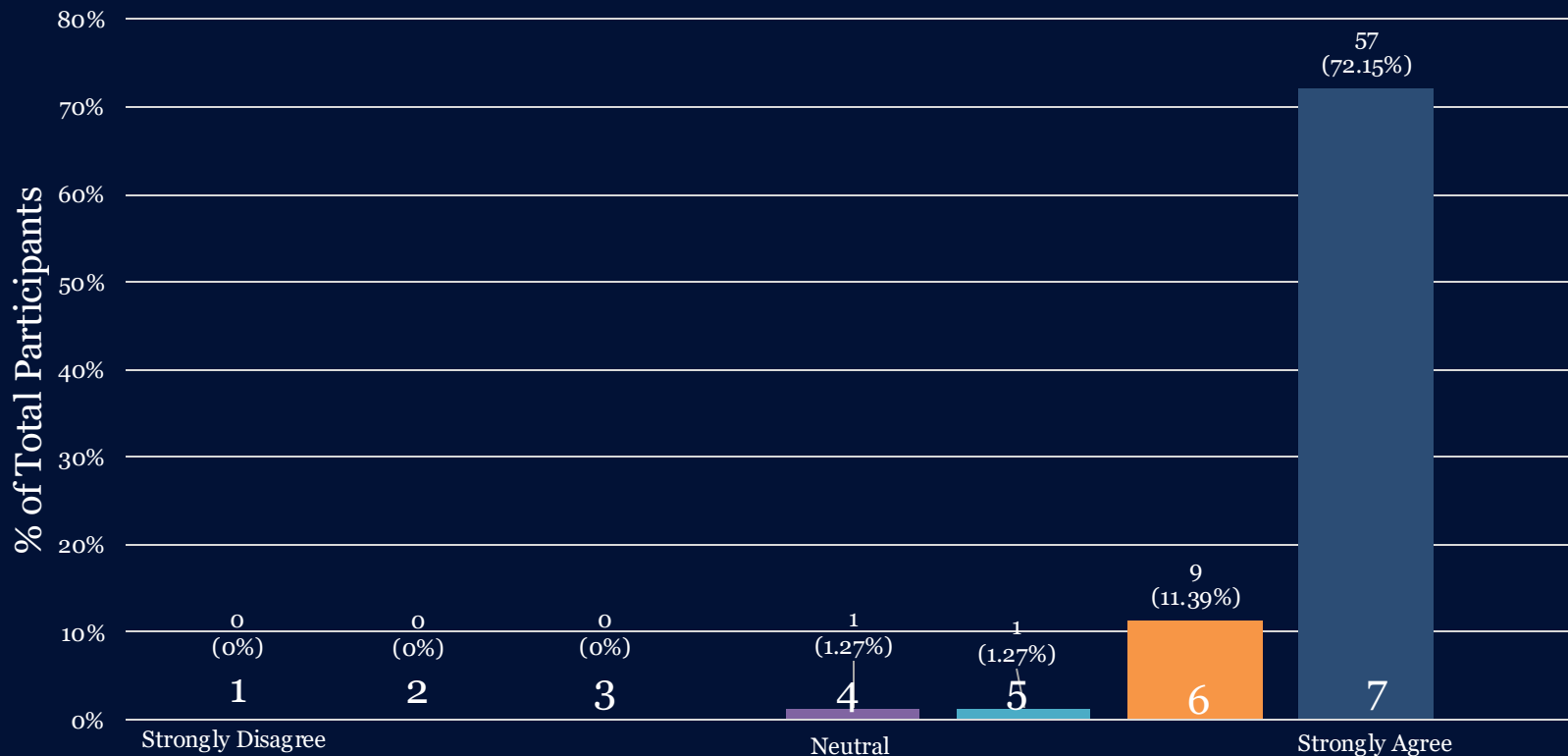
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Rejection of Bigotry

Extent to which one tolerates prejudice or discrimination directed towards members of minoritized groups.

Total questions = 1

I reject bigotry in all forms.

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Rejection of Bigotry

Total *n* = 79, Variable *n* = 68, Median = 7.00

Reporting Mistreatment

Extent to which one possesses knowledge of UConn's policies and practices regarding the reporting of sexual harassment, discrimination, and workplace mistreatment.
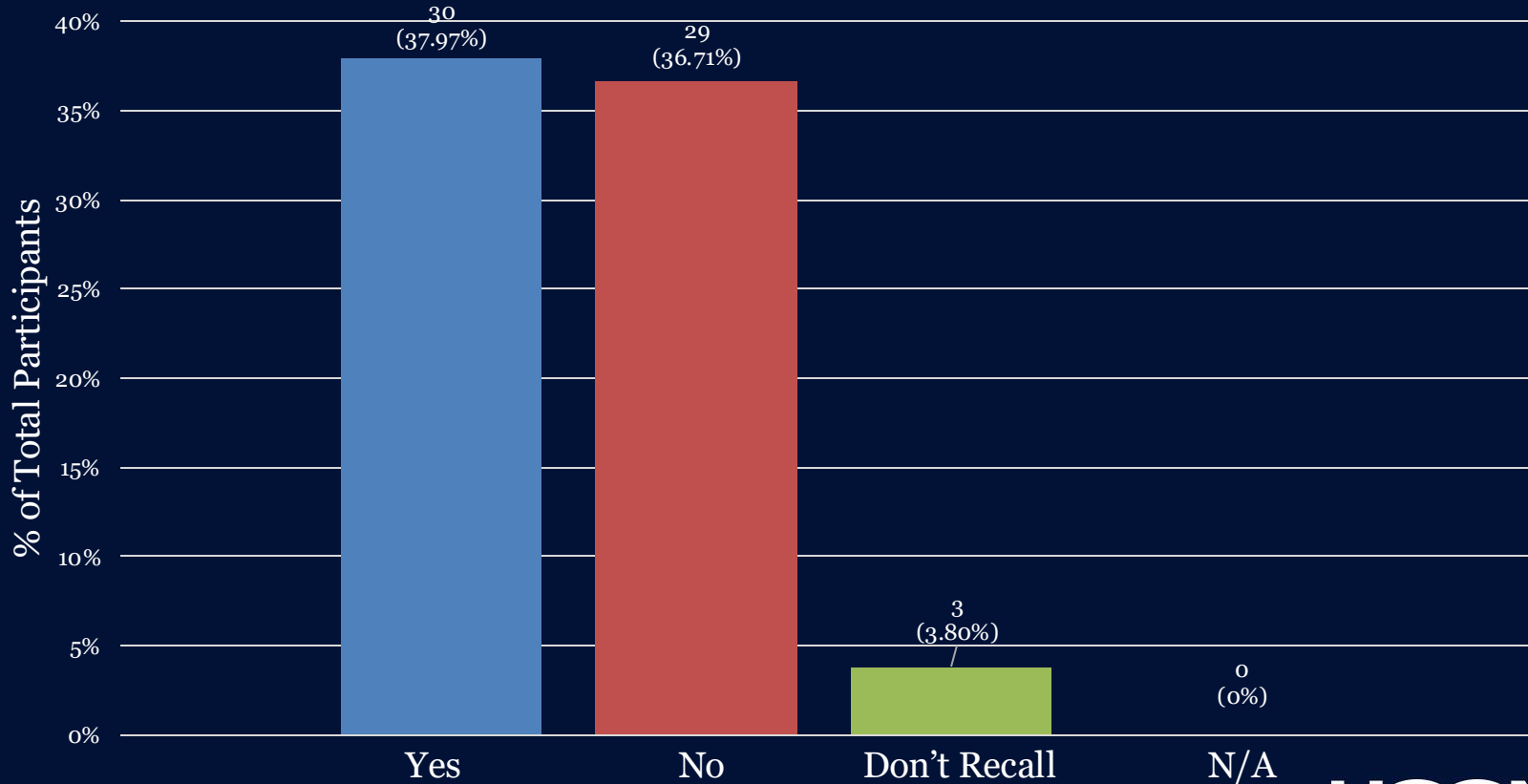
Total questions = 7
Sample questions:

(1) Do you know where to report these incidents to the University?

(2) Are you aware of any action taken as a result of reporting to the University?

(3) Do you know how to respond to incidents of bullying, harassment, intimidation, discrimination, or bias?

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DEI Training Evaluation

Participant Reactions (Median)

Strongly Agree 7

Strongly Disagree 1
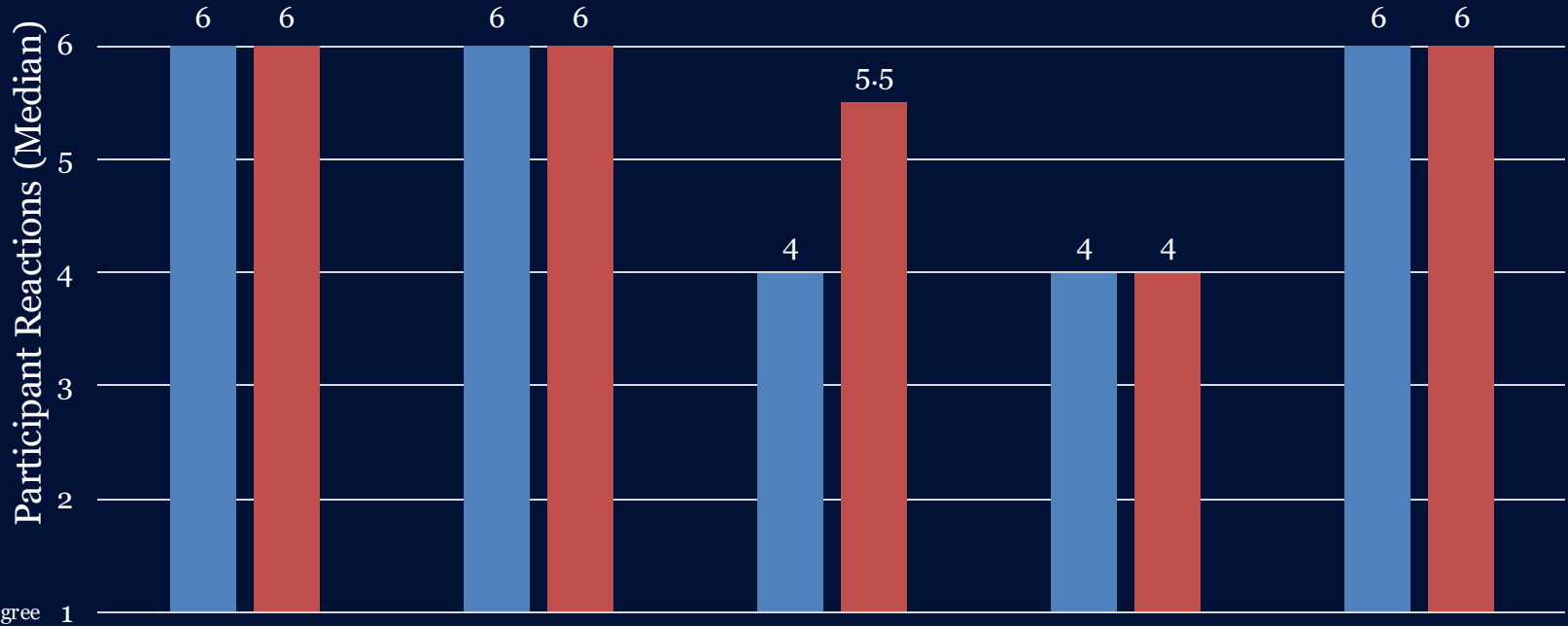
	Affective Reaction	Impact on DEI	Supervisor Encouragement	Improved DEI Climate	Positive Community Building
Bystander	6	6	4	4	6
Code of Conduct	6	6	5.5	4	6

■ Bystander   (*n* = 32)
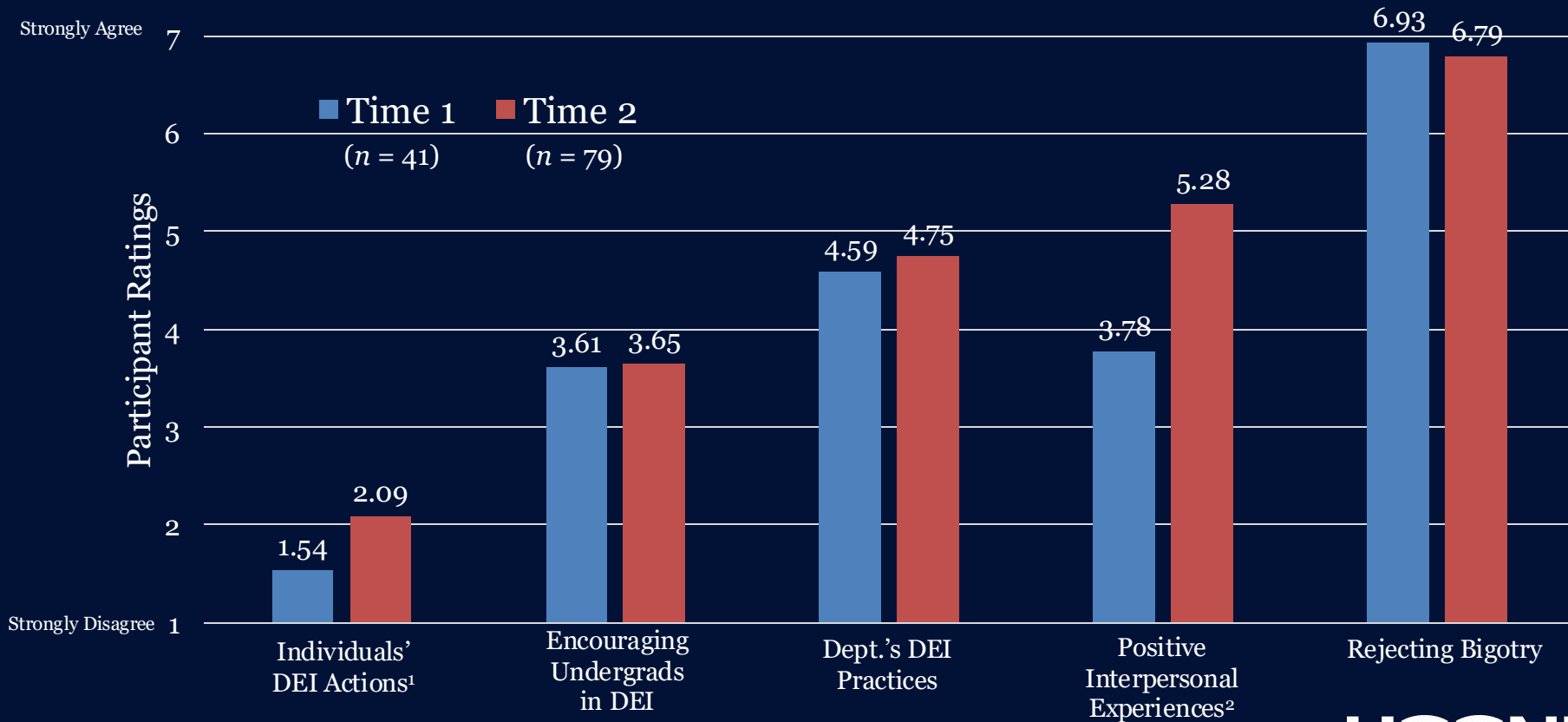■ Code of Conduct   (*n* = 31)

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Methods & Analysis: Comparisons of Time 1 & Time 2 Survey Results

For Time 1 (2020), data were formulated using same composite variables as formed using Time 2 (2023) data by grouping same survey questions (where possible). Questions not asked in both Time 1 and Time 2 surveys could not be used when making survey comparisons.

Recalibrated response options for Time 1 (2020) data to match response options for Time 2 (2023) data (i.e., selecting "Agree" corresponded with a response value of "3" in Time 1, but "Agree" corresponded to a "6" in Time 2).

Compared means of each composite variable across both time points using t-Tests. Results were only reported when differences were found to be statistically significant. Cohen's d used as effect size estimate, with these values typically interpreted as having the following effect sizes: small: d = 0.20, medium: d = 0.50, large: d = 0.80.

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Comparisons: 2020 & 2023 Surveys

Participant Ratings (vertical axis, from 1 = Strongly Disagree to 7 = Strongly Agree)

Legend: Time 1 (n = 41), Time 2 (n = 79)

Category	Time 1	Time 2
Individuals' DEI Actions[1]	1.54	2.09
Encouraging Undergrads in DEI	3.61	3.65
Dept.'s DEI Practices	4.59	4.75
Positive Interpersonal Experiences[2]	3.78	5.28
Rejecting Bigotry	6.93	6.79

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[1]$t(117) = -4.40$, $p < .01$, Cohen's $d = 0.66$

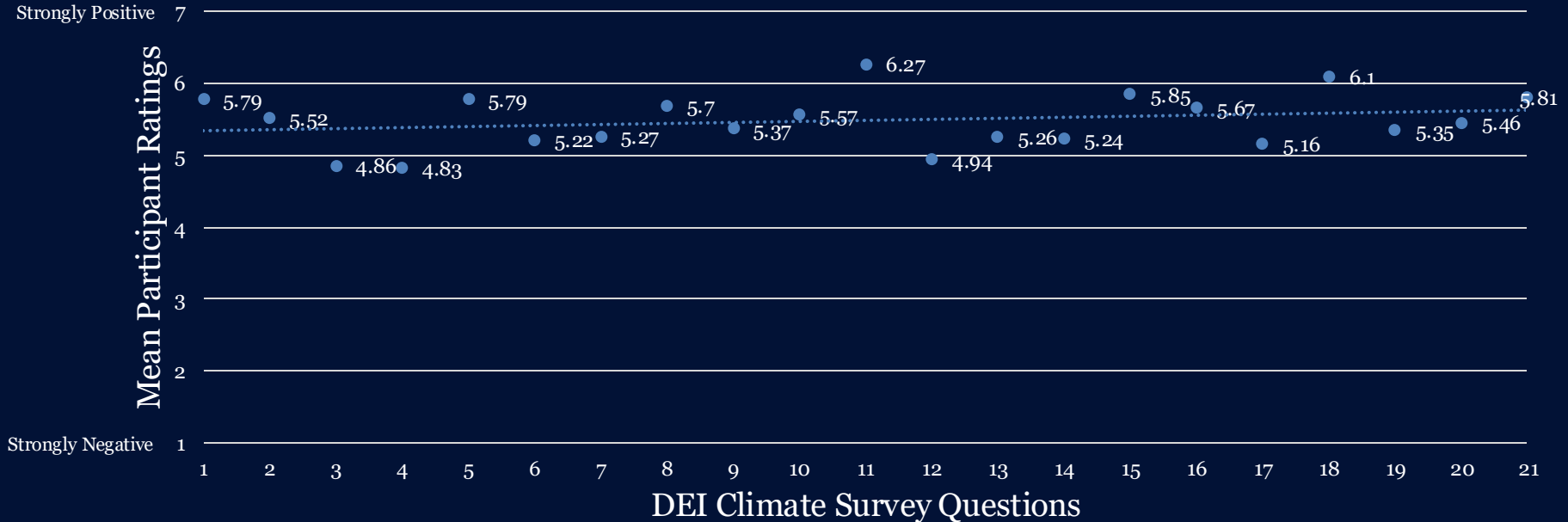[2]$t(108) = -9.05$, $p < .01$, Cohen's $d = 0.84$

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Appendix
Survey Items: DEI Climate

1. Hostile (1) to Friendly (7)
2. Uncooperative (1) to Cooperative (7)
3. Negative (1) to Positive (7) for persons with physical disabilities
4. Negative (1) to Positive (7) for persons with academic disabilities
5. Negative (1) to Positive (7) for people who identify as lesbian, gay, or bisexual
6. Negative (1) to Positive (7) for people of Christian faith
7. Negative (1) to Positive (7) for people from all religious backgrounds
8. Negative (1) to Positive (7) for people who are agnostic/atheist
9. Negative (1) to Positive (7) for BIPOC
10. Negative (1) to Positive (7) for people who identify as a woman
11. Negative (1) to Positive (7) for people who identify as a man

12. Negative (1) to Positive (7) for non-native English speakers
13. Negative (1) to Positive (7) for people who have immigrated to the U.S.
14. Negative (1) to Positive (7) for people who do not have U.S. citizenship
15. Not welcoming (1) to Welcoming (7)
16. Disrespectful (1) to Respectful (7)
17. Negative (1) to Positive (7) for people with low socioeconomic status
18. Negative (1) to Positive (7) for people with high socioeconomic status
19. Negative (1) to Positive (7) for first generation college students
20. Negative (1) to Positive (7) for people who identify as transgender/gender non-conforming/minoritized gender identity
21. Regressing (1) to Improving (7)

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Appendix
Survey Items: DEI Climate

Total n = 79, Variable n = 63, Mean = 5.48

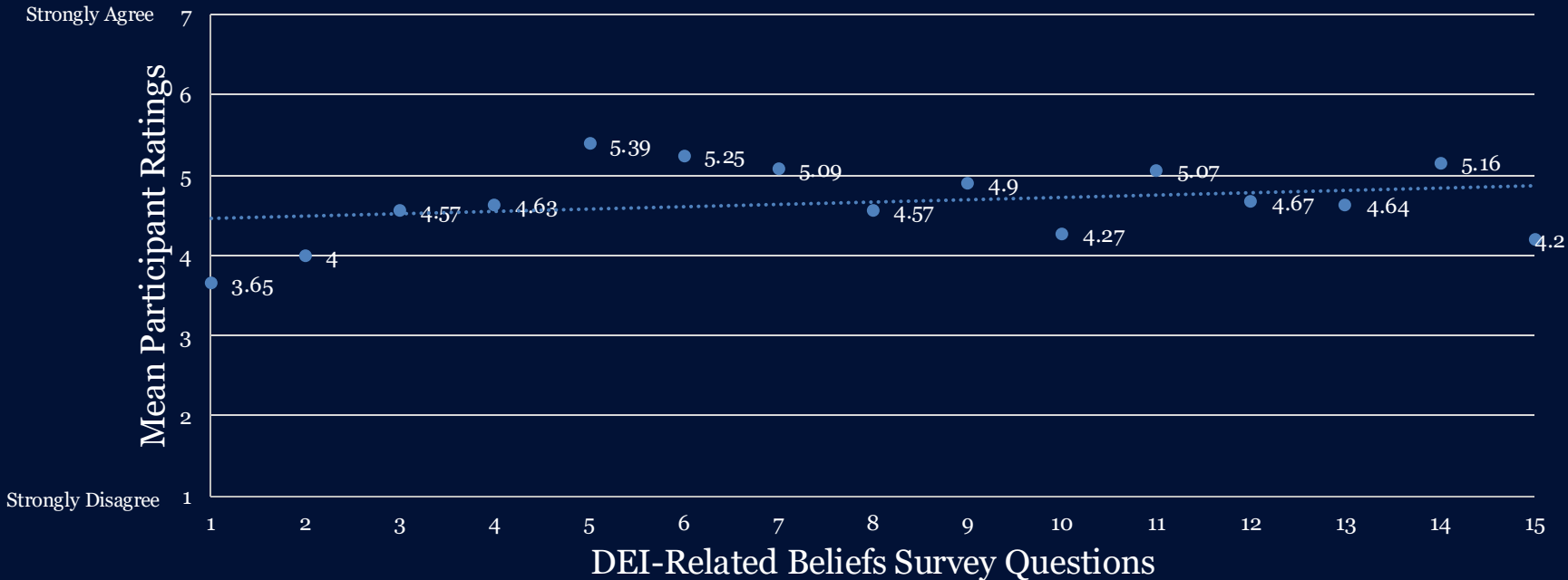Note: Numbers on X-axis correspond with numbers of the survey questions provided on the previous slide.

Appendix
Survey Items: Department's DEI Practices

1. The process for determining teaching assignments in the department is transparent
2. The process for determining service assignments is transparent
3. The process for determining teaching assignments is fair
4. The process for determining service assignments is fair
5. My department values my research and scholarship
6. My department values my teaching
7. My department values my service
8. My department supports teaching on subjects that involve racial and/or ethnic diversity
9. My department supports conversation around racism in our field of study
10. My department has a recruitment process for underrepresented minority undergraduate students
11. My department has a recruitment process for underrepresented minority graduate students
12. My department actively encourages anti-racist teaching (e.g., exposure through journal clubs, readings within classes, diverse speaker selection…)
13. I feel capable of engaging students/faculty/staff on the topic of racism
14. I feel capable of engaging students/faculty/staff on the topic of sexism
15. My department actively seeks to hire faculty of color

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Appendix
Survey Items: Department's DEI Practices

Total *n* = 79, Variable *n* = 65, Mean = 4.67

Note: Numbers on *X*-axis correspond with numbers of the survey questions provided on the previous slide.
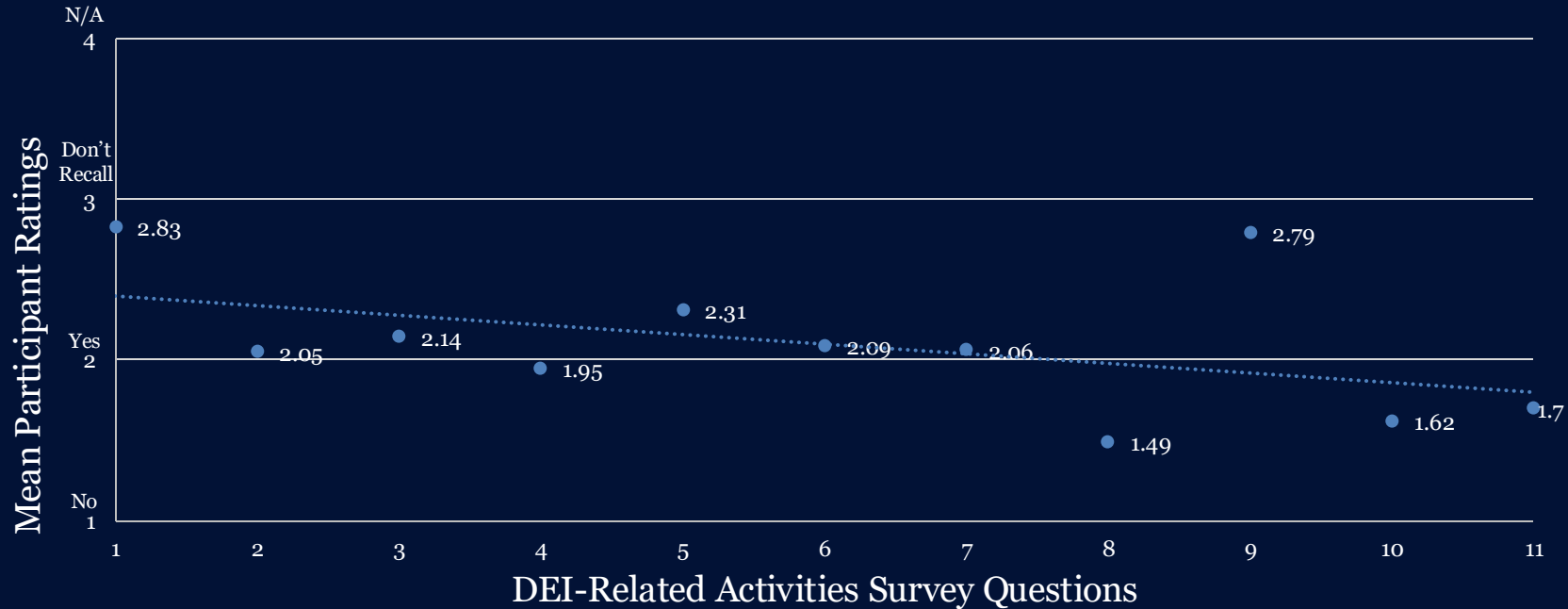
Appendix
Survey Items: Individuals' DEI-Related Activities

1. Taught a course that involved or was cross-listed with another CLAS unit
2. Discuss issues related to racial and/or social justice or injustice within an existing course
3. Discuss issues related to gender or sexuality within an existing course
4. Collaborated with the local community in research
5. Collaborated with the local community in teaching
6. Conducted research or writing engaging substantially with racial or ethnic minority populations
7. Conducted research or writing engaging substantially with women, gender, or sexuality
8. Participated in a department social event?
9. If you did not attend an event, were you aware of the department social event?
10. Have you regularly (at least twice a month) attended seminar? If no, why not (please explain using the text box)?
11. Have you regularly (at least twice a month) attended brown bag?

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Appendix
Survey Items: Individuals' DEI-Related Activities

Total *n* = 79, Variable *n* = 77, Mean = 2.09

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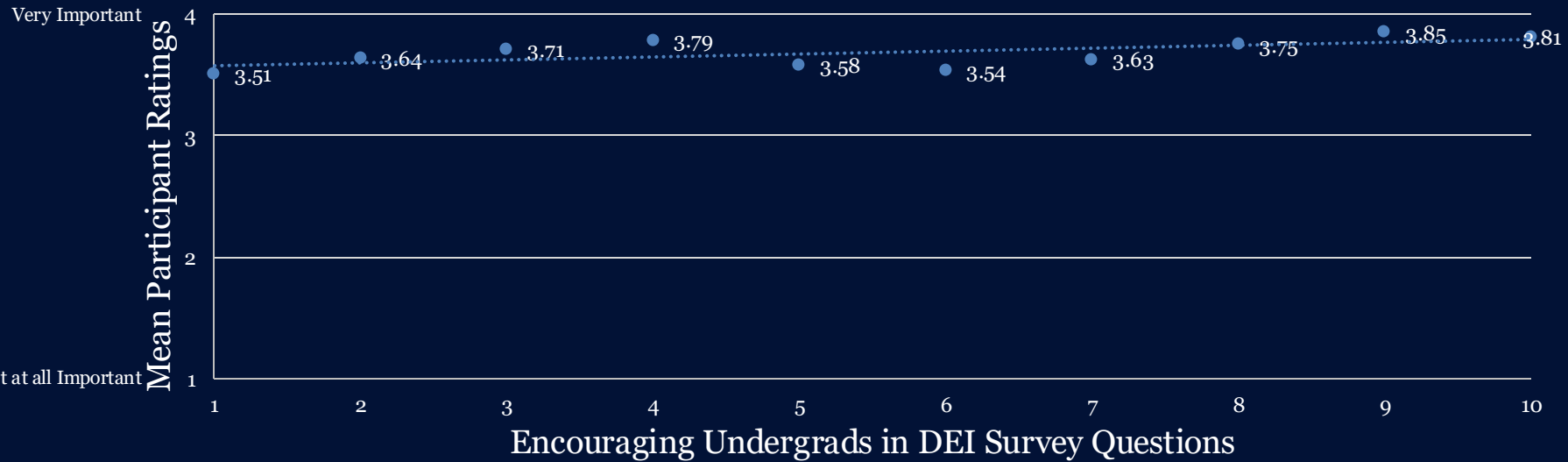Note: Numbers on *X*-axis correspond with numbers of the survey questions provided on the previous slide.

Appendix
Survey Items: Encouraging Undergrads in DEI

1. Encourage expression and reflection on their own identities
2. Help them understand the value of racial and ethnic diversity to our community
3. Enhance student knowledge of the contributions of racial and ethnic minorities to the field of Marine Science/Oceanography
4. Recognize the contributions of women to the field of Marine Science/Oceanography
5. Understand the value of diversity of gender identity/expression
6. Understand the value of diversity of sexuality/sexual orientation
7. Involve students in discussions about social injustice
8. Involve students in discussions about controversial subjects in the discipline
9. Recognize racism and/or other forms of bias
10. Support students in their efforts to pursue social change

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Appendix
Survey Items: Encouraging Undergrads in DEI

Total *n* = 79, Variable *n* = 73, Mean = 3.68

Note: Numbers on *X*-axis correspond with numbers of the survey questions provided on the previous slide.
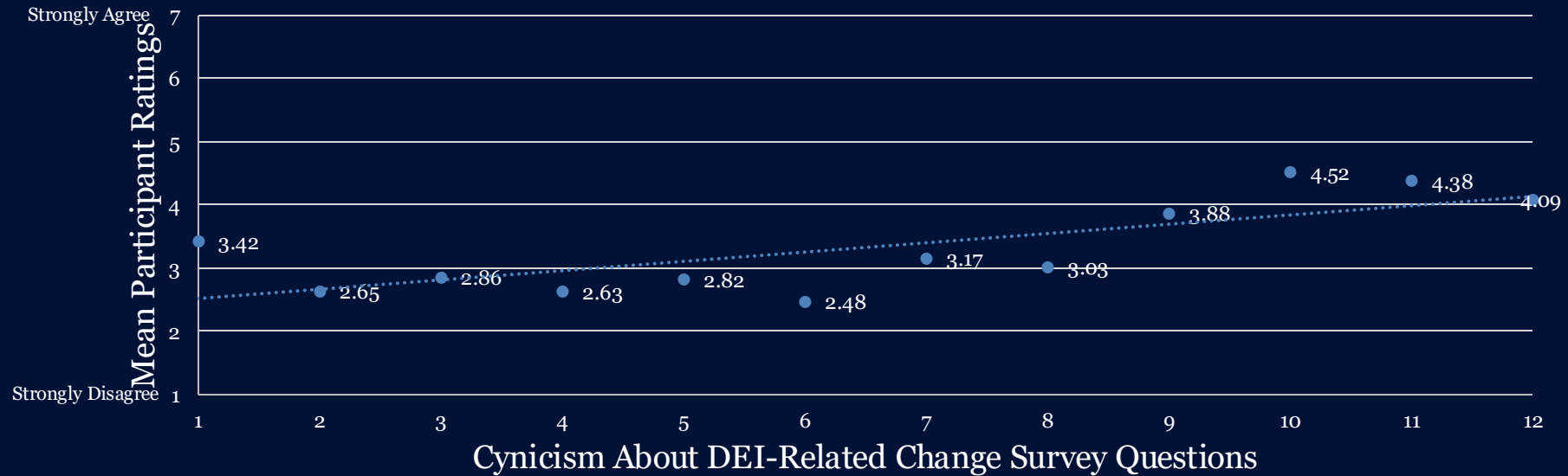
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Appendix
Survey Items: Cynicism About DEI-Related Change

1. Most of the DEI programs that are supposed to solve problems around here won't do much good. [P]
2. Attempts to make things better around here in terms of DEI will not produce good results. [P]
3. Suggestions on how to solve DEI-related problems will not produce much real change. [P]
4. Plans for future DEI-related improvements will not amount to much. [P]
5. The people responsible for solving DEI-related problems around here do not try hard enough to solve them. [DA]
6. The people responsible for making things better around here in terms of DEI do not care enough about their jobs. [DA]
7. The people responsible for making DEI-related improvements do not know enough about what they are doing. [DA]
8. The people responsible for making DEI-related changes around here do not have the skills needed to do their jobs. [DA]
9. The people responsible for fixing [diversity-related] problems around here cannot really be blamed if things do not improve. [SA]
10. The people responsible for solving [diversity-related] problems around here are overloaded with too many job responsibilities. [SA]
11. The people responsible for fixing [diversity-related] problems around here do not have the resources they need to get the job done. [SA]
12. The people responsible for making [diversity-related] changes around here do not get the cooperation they need from others. [SA]

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P = Pessimism facet, DA = Dispositional Attribution facet, SA = Situational Attribution facet

Appendix
Survey Items: Cynicism About DEI-Related Change

Total n = 79, Variable n = 65, Mean = 3.33

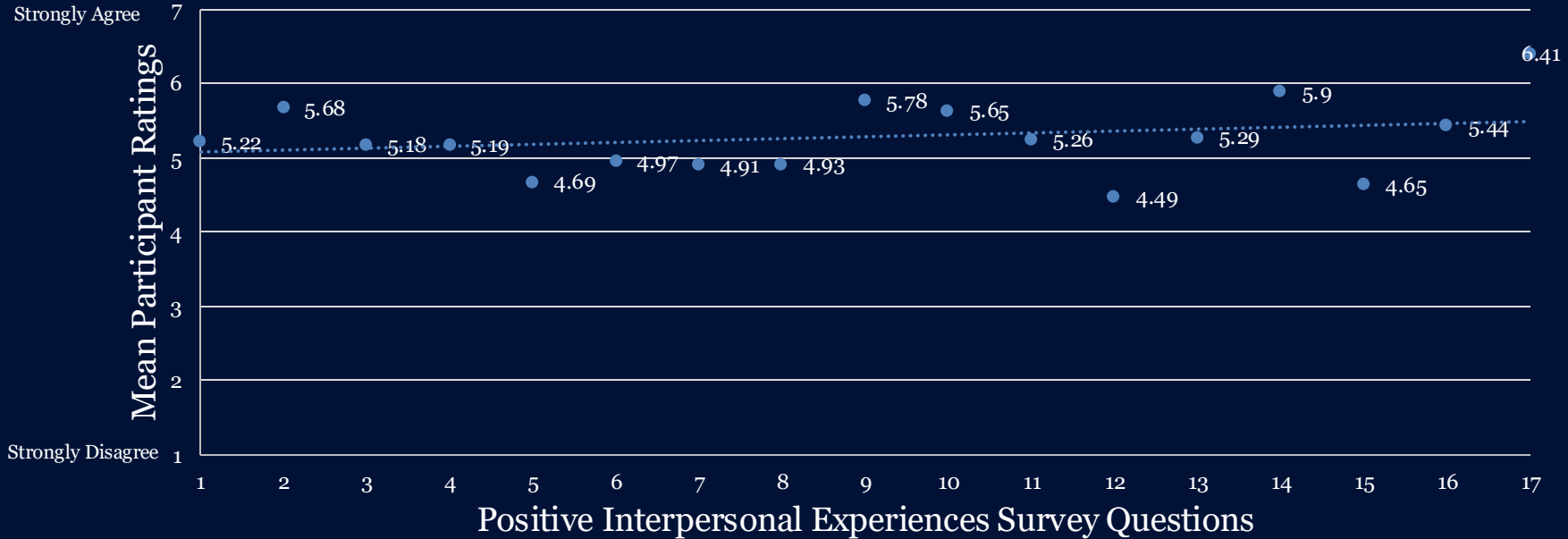Note: Numbers on *X*-axis correspond with numbers of the survey questions provided on the previous slide.

Appendix
Survey Items: Positive Interpersonal Experiences

1. I feel included as a member of the department
2. I feel welcome at work
3. The department has a collegial atmosphere
4. I can talk openly with my peers about concerns relating to issues of diversity
5. Peers visibly challenge any incidents of racism, sexism, or other forms of discrimination
6. The department is open to change
7. I feel positive about diversity in the department
8. I personally have experienced harassment, bullying, or discrimination from others in the department. (Reverse-coded)
9. In the classroom or in the lab, I hear offensive racist or sexist jokes or see other inappropriate behavior based on peoples' differences (Reverse-coded)
10. I am treated with respect and dignity in the department
11. Staff members are valued as members of our community
12. Staff members are incorporated into decision making
13. I interact socially with people I work with in DMS
14. I enjoy being in the presence of others belonging to different social groups
15. My mentors visibly challenge any incidents of racism, sexism, or other forms of discrimination
16. I personally have experienced harassment, bullying, or discrimination outside the department but within the University environment (Reverse-coded)
17. I support UConn's commitment to diversity

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Appendix
Survey Items: Positive Interpersonal Experiences

Total n = 79, Variable n = 68, Mean = 5.27

Note: Numbers on X-axis correspond with numbers of the survey questions provided on the previous slide.
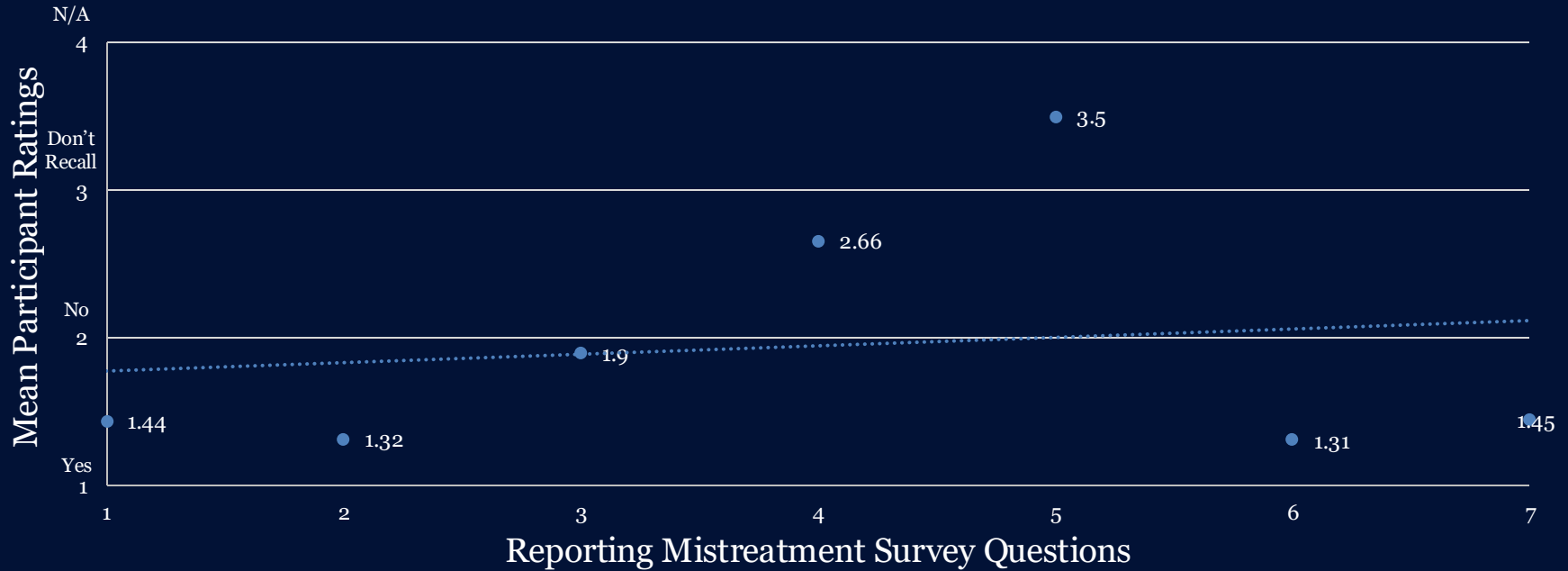
Appendix
Survey Items: Reporting Mistreatment

1. Do you know where to report these incidents to the University?
2. Do you feel comfortable reporting?
3. Have you reported harassment, bullying, or discrimination to the University?
4. Are you aware of any action taken as a result of reporting to the University?
5. Were you satisfied with the university's response to you reporting your experiences?
6. Do you know how to respond to incidents of bullying, harassment, intimidation, discrimination, or bias?
7. The department has a faculty member that serves as a graduate student liaison. Do you know who that person is?

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Appendix
Survey Items: Reporting Mistreatment

Total *n* = 79, Variable *n* = 62, Mean = 1.94

Note: Numbers on *X*-axis correspond with numbers of the survey questions provided on the previous slide.