OVERVIEW:

What We’ve Learned and What’s Next

- A Brief Review
- Survey Design
- Findings & Analysis of Faculty/Staff Responses
- Findings & Analysis of Student Responses
- Moving the Campus Forward: A Framework
- Recommendations
## Canisius Racial Diversity Team

### A BRIEF REVIEW

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>April: President Hurley meets with Afro American Society</td>
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<td></td>
<td>September: President Hurley raises issues of racial diversity at his</td>
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<tr>
<td></td>
<td>fall convocation and challenges members of the Canisius community to</td>
</tr>
<tr>
<td></td>
<td>reflect</td>
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<tr>
<td>2016</td>
<td>November: Election night “Doll incident”</td>
</tr>
<tr>
<td>2016-2017</td>
<td>December: President Hurley creates Campus Conversations on Race</td>
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<tr>
<td></td>
<td>Task Force, including faculty, staff, students, alumni, and neighbors</td>
</tr>
<tr>
<td></td>
<td>May: Task Force Committees present final reports</td>
</tr>
<tr>
<td>2017</td>
<td>September: CCoR Committees transition to Racial Diversity Team (faculty/staff committee and student committee)</td>
</tr>
<tr>
<td>2018</td>
<td>January: Begin designing the Campus Racial Climate Survey</td>
</tr>
<tr>
<td></td>
<td>April: Survey sent to campus community</td>
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<tr>
<td></td>
<td>September: Analysis process started</td>
</tr>
</tbody>
</table>
**Design**

- Administered using Baseline
- Remained open April 9 - May 22, 2018
- Survey sent to all students, faculty, and staff
- 12 questions - primarily open ended
- 4 reminder emails

**Responses**

- ~ 800 responses
- 552 student responses, 20% response rate
- 109 faculty responses
- 136 staff responses
Findings & Analysis of Staff Responses

Melissa Mosko, PhD & Dave Sheets, PhD
Racial Diversity Team
# Basic Demographics of Staff Respondents

(N = 136  35.6% of non-instructional staff)

<table>
<thead>
<tr>
<th>Race</th>
<th>Female</th>
<th>Male</th>
<th>Female (%)</th>
<th>Male (%)</th>
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<tbody>
<tr>
<td>African American</td>
<td>8</td>
<td>3</td>
<td>5.9</td>
<td>2.2</td>
</tr>
<tr>
<td>Asian</td>
<td>1</td>
<td>1</td>
<td>0.7</td>
<td>0.7</td>
</tr>
<tr>
<td>Hispanic</td>
<td>1</td>
<td></td>
<td>0.7</td>
<td>0.0</td>
</tr>
<tr>
<td>Multi-racial</td>
<td>2</td>
<td></td>
<td>1.5</td>
<td>0.0</td>
</tr>
<tr>
<td>Questioning</td>
<td></td>
<td>1</td>
<td>0.0</td>
<td>0.7</td>
</tr>
<tr>
<td>White</td>
<td>72</td>
<td>47</td>
<td>52.9</td>
<td>34.6</td>
</tr>
</tbody>
</table>
Protecting the identity of individuals

• Many of the tables and graphs to follow show question response sorted by gender and race.

• In some cases, identifying both gender and race is equivalent to identifying an individual, results with too detailed a subdivision are not show for that reason.
<table>
<thead>
<tr>
<th>Position</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fac</td>
<td></td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>23</td>
<td>65</td>
</tr>
<tr>
<td>POC</td>
<td>7</td>
<td>5</td>
</tr>
<tr>
<td>Staff</td>
<td></td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>25</td>
<td>94</td>
</tr>
<tr>
<td>POC</td>
<td>7</td>
<td>8</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Position</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fac</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td>17</td>
<td>34</td>
</tr>
<tr>
<td>Male</td>
<td>14</td>
<td>41</td>
</tr>
<tr>
<td>Staff</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td>21</td>
<td>63</td>
</tr>
<tr>
<td>Male</td>
<td>12</td>
<td>43</td>
</tr>
</tbody>
</table>

Have you experienced a racially motivated incident (RMI), including microaggressions, either as a witness or a victim?
Have you experienced a racially motivated incident (RMI), including microaggressions, either as a witness or a victim?
As a member of the Canisius community, have you ever experienced any of the following because of your ethnic/racial background? (Check all that apply)
QUESTION 10: STAFF RESPONSES
Please explain what caused you to feel not welcomed.

"Being the only male voice - sometimes I feel I am invited just because I'm a male and it's to have me there."

"Being white in a non white setting."

"There isn't a culture at Canisius where I feel I can fit in as a minority employee. As a Canisius student, it was a tad bit easier because there were other students who I could relate to. It is disappointing to not have that now as an employee. At times I have no motivation to strive for excellence on a campus that I feel does not care about me as a whole person, especially since I am not just a current employee, but also an alumni. I often feel like an affirmative action box that the college is checking off and it makes me not want to support this institution."

"Just a disrespect of not acknowledging a friendly hello."
QUESTION 11: STAFF RESPONSES
Please explain what caused you to feel isolated.

"Being the only male voice - sometimes I feel I am invited just because I’m a male and it's to have me there."

"Purposely worked alone, jobs meant for 2 people expected to be done alone. Not safe. All housekeepers take notes because of treatment."

"It is sometimes difficult to work in an environment where not many look like you. The most you see people of color are working in the Dining Hall and Tim Hortons. This is not something I expect will change because it is a common theme in higher education."

"Not being included in campus policy making committees."
QUESTION 14: FACULTY & STAFF

How would you like the culture at Canisius to change in regards to racial diversity?
(Check all that apply)
How would you like the culture at Canisius to change in regards to racial diversity?
(Check all that apply)
QUESTION 14: STAFF RESPONSES
How would you like the culture at Canisius to change in regards to racial diversity?

"Actively recruit more individuals of color for leadership positions (trustees, regents, etc)"

"Increase in diversity in higher level staffing. Includes senior leadership and the board."

"Make sure voices from both left and right are heard and welcomed."

"Transparency. Not everything is as it seems. Just because one group complains does not mean that there’s a problem."
QUESTION 15: STAFF RESPONSES

How do you want to be involved in this change?

"By participating in any offered trainings and attending events/lectures that will help to advance my own knowledge and awareness."

"Ask opinions of everyone and not just a select few that you know will give you the answer you want to hear."

"I think we need to do more community outreach. We should try to tour as many of our local elementary school students thru campus as possible regardless of race. We should try to bring as many of our alumni who were minorities back on campus and let them speak and listen to some of the issues we are trying to address."

"I would like to be as educated as possible to help drive change on campus. I would like to be able to call out things that I'm seeing to work toward change. We need to look toward our students to help us, but also need to make sure we are bringing in more diverse students. However, with that the campus needs to feel safe and inclusive. It was interesting to me to see the latest Canisius magazine that had the full spread about Afro-American Society and the pages that followed included no other signs of diversity aside from two smaller boxes."
"A college environment that respects and appreciates people from all walks of life, makes students and staff alike feel comfortable and welcome, and one that honestly and directs confronts injustice in real, action-oriented ways and not through simple lip service."

"As a staff member, I feel Canisius offers many different programs for students that revolve around diversity and race issues. I think the college already offers enough."

"Canisius looks like the ideal college already."

"One where all people feel safe to be who they intrinsically are - culture, race, gender, etc... and a place that does not tolerate the ignorance that perpetuates discrimination or feelings of uncomfortableness for those who may be perceived by others as 'different', a 'minority', or 'weird'."

"Too much to go into."
On a scale of 1-5 (with 1 being not at all and 5 being ideal), where would you rate Canisius now in terms of a safe, just, anti-racist college?
QUESTION 18: FACULTY & STAFF

Response percentages, Faculty and Staff by RMI experience

<table>
<thead>
<tr>
<th>Means</th>
<th>Faculty: RMI 3.1, No RMI 3.4</th>
<th>Staff: RMI 3.1, No RMI 3.8</th>
</tr>
</thead>
</table>

On a scale of 1-5 (with 1 being not at all and 5 being ideal), where would you rate Canisius now in terms of a safe, just, anti-racist college?
CAMPUS RACIAL CLIMATE SURVEY:

Findings & Analysis of Student Responses

KATHLEEN M. BRUCATO
Chair, Student Committee - Racial Diversity Team
Director, International Student Programs
### Student Responses: Race & Ethnicity

Demographic information was self-reported | Raw counts

<table>
<thead>
<tr>
<th>Racial Grouping</th>
<th>Female</th>
<th>Male</th>
<th>Other/No Response</th>
<th>All Genders</th>
<th>Racial Percentages of Respondents</th>
<th>Racial Percentages CDS Data, 2017, Canisius Student Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American or Black</td>
<td>45</td>
<td>22</td>
<td>1</td>
<td>68</td>
<td>12.3</td>
<td>8.7</td>
</tr>
<tr>
<td>Asian or Asian American</td>
<td>12</td>
<td>3</td>
<td></td>
<td>15</td>
<td>2.7</td>
<td>2.7</td>
</tr>
<tr>
<td>Hispanic or Latino/a/x</td>
<td>17</td>
<td>7</td>
<td></td>
<td>24</td>
<td>4.3</td>
<td>6.6</td>
</tr>
<tr>
<td>Bi- or Multi-Racial</td>
<td>18</td>
<td>9</td>
<td>1</td>
<td>28</td>
<td>5.1</td>
<td>1.8</td>
</tr>
<tr>
<td>No Response</td>
<td>1</td>
<td>2</td>
<td>2</td>
<td>5</td>
<td>0.9</td>
<td></td>
</tr>
<tr>
<td>Native American</td>
<td>1</td>
<td>2</td>
<td></td>
<td>3</td>
<td>0.5</td>
<td>0.3</td>
</tr>
<tr>
<td>Oceanic</td>
<td>2</td>
<td></td>
<td></td>
<td>2</td>
<td>0.4</td>
<td>0.2</td>
</tr>
<tr>
<td>Questioning</td>
<td>6</td>
<td>2</td>
<td>6</td>
<td>14</td>
<td>2.5</td>
<td></td>
</tr>
<tr>
<td>Caucasian or White</td>
<td>216</td>
<td>171</td>
<td>6</td>
<td>393</td>
<td>71.2</td>
<td>75</td>
</tr>
</tbody>
</table>

Total Student Respondents: 552
Question 6: Students

Have you experienced a racially motivated incident (RMI), including microaggressions, either as a witness or a victim?
As a member of the Canisius community, have you experienced any of the following because of your ethnic/racial background? (Check all that apply)
THEME #1 : Language & Communication (Inside the Classroom)

Faculty comments
"I was told by a professor that I was mistaken for another student because we were both mixed raced people."

"My freshman year I had a professor express to me that I could read black authors for extra credit because they struggled with ways to make things more diverse...they could not fit that into the syllabus."

Online discussion board posts
"In one of my online classes, we had to discuss a personal bias that we have and how we can handle it. A white female student said her bias was against people of “different skin tones”...She was able to say that she is racist against black people for a grade..."

Classroom discussions
"My insistence that racial issues are important has led to ridicule by classmates in class..."

"I’ve listened to students talk about poverty in other nations with racial motivations. Several times, in several classrooms."
THEME #1: Language & Communication

Use of social media
"Social media racial slurs from Canisius students towards other Canisius students. Usually Snapchat."

Afro-American Society's Clubroom Door
"The African American Society's "White Privilege" Board is incredibly demeaning to anyone who is not an African-American, and is excluding to all other minorities who also face the same injustices."

Use of the n-word by White people
"People who aren't POC's using the "N" word as well as just feeling left out and targeted for being a non white student."

Doll incident on Election Night 2016
"I have felt unsafe because a black baby doll was lynched on campus and nothing about campus culture has changed since. Many seem to have forgotten."

Communication between students
"Seeing as people said that I should go back home, I assume that I am not welcome in "their" country. It's funny seeing as I am American, too."
THEME #2: Identity & Isolation

Inside the Classroom
"Being the only black student/student of color/one of two students of color, in a class where people of color are essentially not taught or acknowledged to exist beyond my presence."

"Being the only Hispanic in most of my classes."

Outside the Classroom
"I cannot always relate to things that are only associated with America."

"Not having many of my peers or professors look like me. Canisius is not as diverse as it should be."

"I wore a Trump sweatshirt and immediately a black person in the library said I was a racist despite the fact that I have many black friends."

"With the lack of diversity, majority of white prefer to socialize and communicate with those people which they were comfortable which left me many times feeling I didn't belong at a [pre]dominantly white institution."
THEME #3: Public Safety

Unfair targeting due to race
"Public Safety only checks ID’s at the [Koessler Athletic Center] when there is a large group of Black people in the gym. I have witnessed it time and time again."

"In the basement of Old Main by Subway about a month ago. A young African American girl had been accused by a worker of stealing a drink cup without purchasing it. Public Safety had been called down to handle the situation. I witnessed a total of five Public Safety officers call the girl away from her friends at a table and bring her to the far corner of the room where people at the tables could not watch them talk."

Presence in residence halls
"Dorms. People who lived in Village in my building would call [Public Safety] on me all the time for no reason. They would lie to them and say I had weed when in all reality I don’t even smoke."

Lack of unity
"[There is] no sense of unity between [the] campus Public Safety Department and the rest of campus"
How would you like the culture at Canisius to change in regards to racial diversity? 
(Check all that apply)
MOVING THE CAMPUS CULTURE FORWARD: A FRAMEWORK FOR FUTURE ACTION

- Education & Training
- Inclusion
- Canisius Core Values
- Authenticity

- Student Clubs & Organizations
- Faculty, Staff & Administration
Short Term RECOMMENDATIONS

Academic Initiatives

• Provide a section in the syllabus on how to report bias related incidents in the classroom using the Bias Report Hotline and website
• Provide training and development opportunities for faculty, especially for programs where bias related incidents may tend to be increased due to course content
• Create an overview of courses and majors that focus on diverse topics, beyond what the course catalog describes

Student Life Initiatives

• Club Summit in the spring semester: Need to prepare future student leaders for collaboration and relationships with other organizations
• Training at Club Summit on diversity and inclusion
Long Term RECOMMENDATIONS

Academic Initiatives
• Design a workshop for freshmen that highlights important topics within diversity and inclusion, such as privileges, biases, civil discourse, etc.
• Revisit Honors curriculum and require a diversity attribute, just as for all students
• Encourage the inclusion of diverse literature and authors
• Service Learning: outreach to more diverse areas, race needs to be a part of the reflection process and follow-up discussion, discussion of White savior complex, more preparation for students

Student Life Initiatives
• Require an online course for incoming freshmen, like Diversity Edu (i.e. Boston College)
• Consider doing programs differently (i.e. Thanksgiving Sit Down Dinner - Soul Food Dinner)
• Encourage more collaboration of student clubs (i.e. UB’s Latin & Black student groups’ potluck)
• Club funding: certain events are important for that group
Long Term RECOMMENDATIONS

Student Life Initiatives (continued)

- Deconstruct the stigma (i.e. the amount of people who go to Semi-formal vs. Afro Ball)
- How are events advertised? Is this helping or hindering student participation?
- USA members can attend general body meetings for other clubs - get to know club leaders and who they are working with

Campus Wide Initiatives

- Establish a campus wide commitment (See SLU's Oath of Inclusion - student created, campus supported)
- Canisius Core Values: Need to be represented visually on campus and in Student Handbook
On a scale of 1-5 (with 1 being not at all and 5 the ideal) where would you rate Canisius now in terms of a safe, just, anti-racist college?