

U-M School of Music, Theatre & Dance
2018 All Student Campus Climate Survey on Diversity, Equity, & Inclusion
Executive Summary

Report Prepared by SoundRocket

Selected Demographic and Background Characteristics of Survey Respondents¹

- 223 SMTD students (168 undergraduates, 55 graduates) out of 1123 eligible students completed the survey = 21%
- Gender Identity of Survey Respondents: Undergraduate & Graduate
 - 58% female, 39% male, 2% other gender identity
- Race/Ethnicity of Survey Respondents: Undergraduate & Graduate
 - 6% African American/Black
 - 16% Asian American/Asian/Pacific Islander
 - 3% Hispanic/Latinx
 - 2% Middle Eastern/North African
 - 63% White
 - 10% More than One Race
 - 1% Other Race/Ethnicity
- Religious Affiliation of Survey Respondents: 37% Christian, 30% Agnostic/Atheist, 18% No affiliation, 7% Jewish, 7% Other Religious Affiliation, 1% Buddhist, and 0.4% Muslim
- Political Orientation of Survey Respondents: 82% liberal, 9% conservative, 6% moderate, and 3% unsure
- Sexual Orientation Status of Survey Respondents: 69% Heterosexual; 31% Other Sexual Orientation
- Disability Status of Survey Respondents: 8.9% indicated Yes; 91% indicated No

U-M Campus Overall: Undergraduate and Graduate Student Perceptions and Experiences

Very Satisfied/Satisfied with Overall Campus Climate among SMTD Students by Gender and Race/Ethnicity

- 45% of female students and 50% of male students in SMTD agreed
- 52% of White students and 43% of Non-White students in SMTD agreed

Dissatisfied/Very Dissatisfied with Overall Campus Climate among SMTD Students by Race/Ethnicity

- 50% of African American/Black students

¹ A number of additional demographic questions were asked of students, including: racial/ethnic diversity of childhood community and school attended prior to U-M, and hours of paid employment during the academic year.

- 19% of Asian American/Asian students in SMTD agreed
- 50% of students identifying as more than one race in SMTD agreed
- 25% of White students in SMTD agreed

Students from SMTD rated the U-M campus overall on a number of factors related to overall campus climate on a five-point scale (1=negative attribute and 5=positive attribute)

- All SMTD student respondents tended to view the University’s climate as non-homophobic (3.9), non-ageist (3.5), respectful (3.6), friendly (3.8), welcoming (3.8), and supportive (3.7), but they also tended to view the climate as elitist (2.3) and competitive (2.8).
- All SMTD student respondents scaled SMTD in the mid-range for non-racist (3.1), diverse (3), and non-sexist (3.2).

Perceptions of the U-M Overall DEI Climate among Students in SMTD by Race/Ethnicity on five-point scale

- White: 3.5
- African American/Black: 2.7
- Asian American/Asian: 3.6
- Hispanic/Latinx: 3.2
- More than One Race: 2.9

The majority of all SMTD students (82%) strongly agree that they are treated fairly and equitably

Concern for Physical Safety at U-M Ann Arbor among Students in SMTD by Gender and Race/Ethnicity

- 75% of female students have concern for physical safety sometimes (81% undergraduate; 60% graduate) and 46% of male students in SMTD.
- 91% of Asian/Asian American students, 85% of African-American/Black students, 77% of students identifying as more than one race, and 65% of White students sometimes have concern for physical safety at the University.

U-M Campus Overall: Undergraduate Student DEI Experiences, Diverse Interactions, and Discrimination

- Agreement with statement: “I feel I belong at U-M”
 - 69% of female students and 67% of male undergraduate students in SMTD agree with the statement.
 - 73% of White students and 55% of Non-White students in SMTD agree with the statement.
- Felt discrimination in the past 12 month on U-M Ann Arbor:
 - 30% of female students and 24% of male undergraduate students in SMTD reported feeling discrimination in the past 12 months at U-M.
 - Data by race/ethnicity shows that 69% African-American/Black students, 32% of Asian-American/Asian students, 50% of those students who identify as more than one race, and 22% of White students in SMTD felt discrimination in the past 12 months.²

² Any Race/Ethnicity group with less than 5 cases, the data was suppressed.

- Frequency of experiencing one or more discriminatory events over the past 12 months on U-M Ann Arbor Campus³
 - SMTD undergraduates reported discrimination due to their race/ethnicity (24%), due to their sex (35%), due to their religion (21%), due to political orientation (28%), and due to mental health status (21%)
 - 83% of African-American/Black undergraduate students in SMTD reported discrimination due to their racial/ethnic identity.
 - 46% of Asian American/Asian undergraduate students in SMTD reported discrimination due to their racial/ethnic identity and 27% reported discrimination for national origin.
 - Undergraduate students who identify as more than one race (41%), White (36%), or Asian American/Asian (27%) reported discrimination due to their sex.

SMTD: Undergraduate Student Perception and Experiences in Their School/College

Very Satisfied/Satisfied with SMTD Climate among SMTD Undergraduate Students by Gender and Race/Ethnicity

- 62% of female students and 55% of male students in SMTD agreed
- 64% of White students and 44% of Non-White students in SMTD agreed

Dissatisfied/Very Dissatisfied with SMTD Climate among SMTD Undergraduate Students by Race/Ethnicity

- 59% of African American/Black students in SMTD agreed
- 27% of Asian American/Asian students in SMTD agreed
- 50% of students identifying as more than one race in SMTD agreed
- 20% of White students in SMTD agreed

Undergraduate students from SMTD rated the SMTD climate overall on a number of factors related to overall campus climate on a five-point scale (1=negative attribute and 5=positive attribute)

- SMTD undergraduate student respondents tended to view SMTD’s climate as non-homophobic (4.1), welcoming (3.8), supportive (3.8), friendly (3.8), non-ageist (3.7), respectful (3.7), non-transphobic (3.7), but they also tended to view the climate as elitist (2.3) and competitive (2.8).
- SMTD undergraduate student respondents scaled the University in the mid-range for non-racist (3.4), diverse (3.3), and non-sexist (3.3)

Feeling “listened to” in classroom settings in SMTD

- 80% of female undergraduate students in SMTD feel “listened to” by faculty in SMTD compared to 91% of males in SMTD.
- By race/ethnicity: 73% of African American/Black students, 77% of students who are more than one race, 84% of White students, and 86% of Asian American/Asian undergraduate students feel “listened to” by faculty in SMTD.
- 79% of SMTD undergraduate students feel “listened to” by other students in SMTD.

³ Only a subset of discriminatory events reported have been included in the Executive Summary.

SMTD: Graduate Student Perceptions and Experiences in Their Department

Graduate students from SMTD rated SMTD climate overall on a number of factors related to overall campus climate on a five-point scale (1=negative attribute and 5=positive attribute)

- SMTD graduate student respondents tended to view SMTD's climate as non-homophobic (4.2), non-transphobic (4.0), welcoming (4.1), supportive (4.1), friendly (4.0), but they also tended to view the climate as elitist (2.4) and competitive (3.0).
- SMTD graduate student respondents scaled SMTD in the mid-range for non-racist (3.5), diverse (3.3), and non-sexist (3.5)

Fair and equitable treatment in classroom settings in SMTD

- The majority of graduate students in SMTD strongly agree/agree that they are treated fairly and equitably in classrooms and classroom settings within SMTD (Female, 84%; Male, 86%; White, 85%; and Non-White, 80%).

Feeling valued in spaces outside the classroom

- 94% of White graduate students in SMTD feel "valued" by other students compared to 75% of Non-White graduate students in SMTD.
- Only 52% of female graduate students feel "valued" by university administrators compared to 71% of male students in SMTD.

SMTD: Graduate Student DEI Experiences, Diverse Interactions, and Discrimination in Their Department

Agreement with statements about their department

- A larger proportion of Non-White (73%) compared to White (50%) graduate students in SMTD agree with the statement, "My department has a strong commitment to diversity, equity, and inclusion."
- A larger proportion of male (86%) compared to female (64%) graduate students in SMTD agree with the statement, "My department is a place where I am able to perform up to my full potential."

Frequency of interactions with diverse people in Department in the Past 12 Months

- 69% of graduate students in SMTD have seldom/sometimes interacted with people whose political opinions are different from their own.
- 55% of graduate students in SMTD have seldom/sometimes interacted with people who have physical or other observable disabilities different from their own.

Frequency of experiencing one or more discriminatory events in Department

- Over the past 12 months, 24% of SMTD graduate students have reported discrimination due to their sex, 15% due to their racial or ethnic identity, and 13% due to their social class.